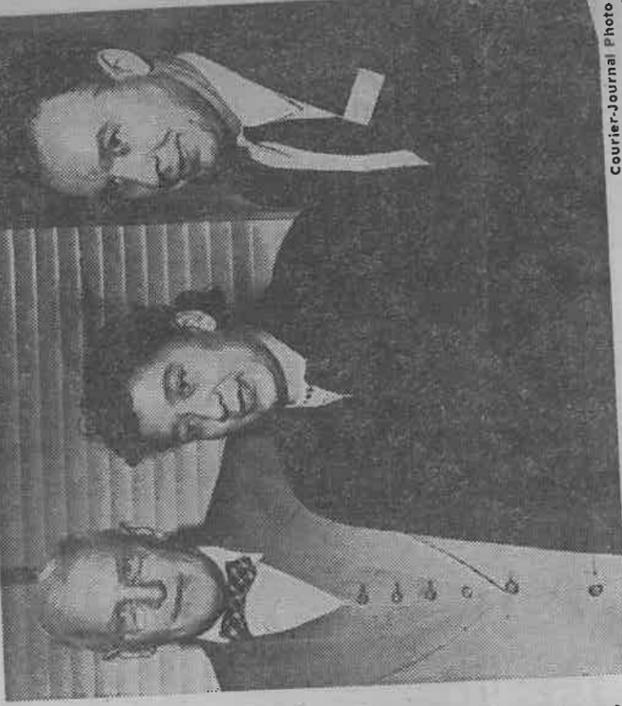


1952

# Social Workers Are Urged To Avoid Too Much Emphasis on Own Phase



**Courier-Journal Photo**  
SPEAKER to members of the American Association of Social Workers was Howard W. Hopkirk, left, superintendent of Louisville and Jefferson County Children's Home. Mrs. Pauline Gould, Frankfort, center, is chairman of the Breckinridge chapter, and Howell V. Williams, right, is chairman of the Western Kentucky chapter of the A.A.S.W.

## Hopkirk Calls For Teamwork

A warning against a too-complete concentration on the services of their own agencies was given yesterday by Howard W. Hopkirk to members of two chapters of the American Association of Social Workers.

Hopkirk, superintendent of the Louisville and Jefferson County Children's Home, especially stressed the need for teamwork among agencies dealing with children.

"In addition to a social worker the child is related to a teacher, a physician, a clergyman, and many unskilled workers who may or may not have deep understanding of children," Hopkirk said at a luncheon at the Seelbach Hotel.

### Need 'Bifocal Vision'

The social worker he said, must have an understanding of these other influences. "Specialists," he continued "can become extremely myopic. In the training of professional workers we need bifocal social vision."

Hopkirk commented on the "intimate and highly rewarding" relationship between the Juvenile Court and the Louisville and Jefferson County Children's Home.

"I have never seen a children's court and a children's agency so closely related as in this community," Hopkirk said.

### Part of State Conference

The A.A.S.W. luncheon was a joint meeting of the Breckinridge and Western Kentucky chapters. It was a part of the annual conference of the Kentucky Welfare Association, which closed last night with a dinner meeting. The speaker last night was Mrs. Savilla

sex crimes are committed by the 25-to-34 age group.

**Fulton Explains Amending**  
Asked why the charge of indent exposure is so often amended to disorderly conduct or drunkenness, Judge John Fulton, commissioner of the Domestic Relations Court, explained: "Lack of proof, for one thing. When the prosecutor sees he has a weak case the result usually is a compromise—and that's where you get this amending business."

## 'Peeper' Gets 20-Day Term And \$100 Fine

## Loot From Earlier Break-In Found at Burglary Scene

Sat Nov 3rd 1952  
RIER-JOURNAL, LOUISVILLE, KY.

## Hoosiers Told Social Work To Be Tougher

### Ethridge Warns Meeting Tide Running Other Way

**The Courier-Journal Indianapolis Bureau**  
Indianapolis, Nov. 7.—Result of Tuesday's elections almost certainly mean social workers face tougher going in the period immediately ahead, Mark F. Ethridge, Louisville newspaper publisher, said here today.

He told a luncheon session of the annual Indiana Conference of Social Workers: "Social workers have been running with the tide for 20 years. Now they will be running against the tide."

Indiana social workers already were disturbed by the sweep of the Republican-conservative tide in the State. Their uneasiness was based upon the vigor of the battle over public welfare in the last regular session and a special session of the General Assembly. That battle, revolving around the issue of removing secrecy from welfare rolls, provided the G.O.P. leadership in the State with an opportunity to level searching criticism at the administration of the program.

### Not Confined to Indiana

Ethridge, publisher of The Courier-Journal and The Louisville Times, recalled the battle over opening the welfare rolls. He pointed out that the controversy was not confined to Indiana.

"Only the most naive failed to recognize that the purpose of the fight over opening the rolls of recipients was part of a program to discredit the Administration," Ethridge said.

"It is a tribute to the social workers that so few scandals were revealed when the welfare rolls were opened to public inspection."

In the longer view the progress of the welfare and Social Security movement will be maintained, the speaker predicted. He said he expected that before the new national administration has run its course there will be a reversal in the present trend of thinking in Congress.

No change in administration of the Government is going to alter that fact that the need for welfare and social-security programs will continue and even increase, Ethridge declared.

NOVEMBER 15, 1952

# Probe Told

## Visitor Lauds Social Welfare Job In Mideast

Improvement in the standards of living in countries of the Middle East through the State Department's social welfare plan is essential to our own national security.

This was the message of Mrs. Savilla Simons, director of the home and community services staff of the Technical Co-operation Administration in the State Department, in an address to the Kentucky Welfare Association here last night.

Mrs. Simons, speaking at a dinner meeting which ended the annual conference at the Seelbach Hotel, outlined the work of her agency in Iran, Egypt, Lebanon, Pakistan, and India.

### Need for Teamwork

Howard W. Hopkirk, superintendent of the Louisville and Jefferson County Children's Home, was the speaker at a joint luncheon meeting of the Breckinridge and Western Kentucky Chapters of the American Association of Social Workers.

He told the group, meeting in connection with the Kentucky Welfare Association conference, that there is a great need for teamwork among agencies dealing with children.

"Specialists can become extremely myopic," he said. "In the training of professional workers, we need bifocal social vision."

He commented favorably on the "intimate and highly rewarding" relationship between the Juvenile Court and the Louisville and Jefferson County Children's Home.

1952

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1952

# Setting Salaries by Case Work

The Philadelphia Council and Federation Set Up a Standard in a Thorny Field

By BENJAMIN WEST FRAZIER

President University House; Chairman Community Department, Council of Social Agencies, Philadelphia

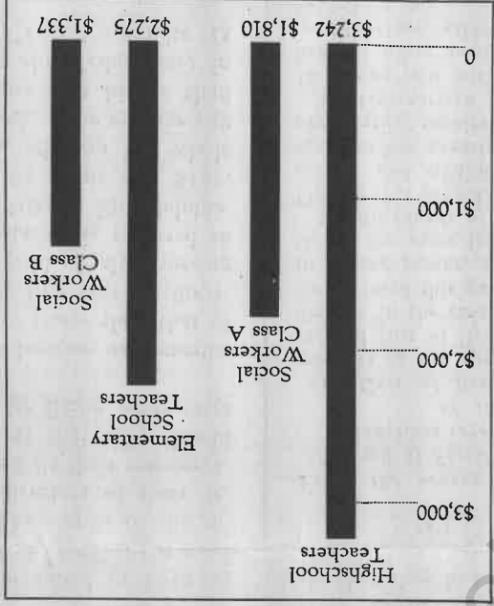
**T**HIS is the story of a community effort to ascertain and evaluate the salary and wage scales of social workers and other employees in the member agencies of a community chest. The city is Philadelphia. It starts early in December with the call of a special meeting of the executive committee of the Council of Social Agencies of the Welfare Federation by Mrs. Francis R. Strawbridge, the chairman, to receive and act on certain resolutions passed by the Board of Trustees of the Welfare Federation.

The resolutions included the following:

Resolved: That in the opinion of the board of trustees of the Welfare Federation, the question of salary reductions should be gone into by the Federation and that as a basis for decision and action in this matter, the question should be referred to the Council of Social Agencies, asking them to study this question as it relates to the member agencies, and that the executive committee should make a similar investigation of the Welfare Federation office.

For the benefit of the general reader, the Welfare Fed-

1. a. Salaries should bear some relation to the supply and demand for workers.
  - b. Salaries as compared to services in other communities, which may draw away workers from Philadelphia.
  2. a. Salaries should bear some relation to the cost of living.
  - b. Salaries in other comparable fields of service.
  3. a. Salaries should have some relation to the quality and quantity of the service rendered.
  - b. The time and cost involved in preparing for service, i. e., the investment of the worker in his own preparation.
- While the sub-committee met twice during the week, every day two or more members got together many times to analyze data collected, to compare notes and advise with each other in the drafting of the papers. Realizing the importance of the task and the necessity of collecting, sifting and arranging many details in so short a period, the committee members worked early and late—the team-work was excellent.
- On Monday, December 14, when Mrs. Strawbridge called the meeting of the Council to order, over two hundred persons were present, including representatives from ninety-six of the member agencies of the Federation. In her opening remarks, the chairman said that while it was easy to divide the budget into five parts—trustees, budget committee, Council of Social Agencies, board members and executives—yet the problems of one were the problems of all. For, as she pointed out, "one of the trustees is on the executive committee of the Council, some budget committee members are trustees, Council members are represented on both the board of trustees and the budget committee and we are almost all campaign workers." Mrs. Strawbridge read the resolution received from the trustees, explained the



The salaries for teachers were taken from a report of the National Education Association. Class A social workers are those who are graduates of a recognized school of social work, which implies at least two years of college work and frequently involves a college degree. It was considered that they are about on a par with senior high school teachers. Class B social workers are those who while they may have had a course in social work are not graduates of a recognized school of social work or a college. They have secured their knowledge from experience. This chart was prepared by Ewan Clague, director of research of the Community Council of Philadelphia.

Reprinted from The Survey, February 15, 1932

During the period in recapture buying power is just about Mr. Clague salaries in groups, taking of both United States the country, that there is increase in salaries in school teachers. In a social work index especially computed for professional workers, and Philadelphia from 1914 as compared with social workers' salaries, demonstrating that, even after allowing for some rise in social workers' salaries since 1925, his analysis would seem to indicate that they had lagged behind the rising cost of living.

The second paper was presented by Ewan Clague, director of research in the Community Council. He explained with some care the economics in the determination of wages—how they must lie between the upper limit beyond which the employer is unable to pay without losing money and the lower limit below which the employer cannot force wages except under special temporary conditions. The latter limit, which is commonly known as the cost of living, is the most important influence in the determination of the wages of the social worker.

He showed how the cost-of-living figure was made up of a number of basic factors—food, clothing, rent, fuel and light, house furnishings and miscellaneous—and how these factors must be taken in different proportions for different classes of persons, as for example laborers and professional people. With these data before him, Mr. Clague worked out an index especially computed for professional workers, and showed on a chart the cost of living in Philadelphia from 1914 as compared with social workers' salaries, demonstrating that, even after allowing for some rise in social workers' salaries since 1925, his analysis would seem to indicate that they had lagged behind the rising cost of living.

The cost of living, since 1913 the salaries of the workers in the agencies have lagged far behind the increased cost of living during that time. The recent reduction in the cost of living has, this year for the first time, closed this gap, so that it may be said that, relative to buying power, social work salaries are now at practically the same level as in 1913.

Standards of service and qualifications of workers. During this period, however, the rise in the standards of service and qualifications required for work in these agencies has greatly increased the extent and the cost of preparation required of the workers.

Comparison with compensation of other groups. In comparison with the compensation paid to the members of other professional groups requiring comparable qualifications, salaries in these agencies have lagged far behind.

Supply and demand. In time of industrial depression, as at present, the demand for qualified workers in social and health agencies far exceeds the supply, thus reversing the situation in industry, which has led to some current reductions of compensation in that field.

Comparison with other communities. Salaries in welfare agencies in this city, in all ranks of employees, are perceptibly less than compensation paid for similar services in other communities comparable to Philadelphia. An overwhelming majority of community chests in other cities that have considered salary reductions at this time have decided not to recommend such action.

### The Basis of Salaries

From the report of the executive committee of the Council of Social Agencies on the question of salary reductions referred to it by the board of trustees of the Welfare Federation

steps taken by the Council's sub-committee during the previous week, and called on Dr. Samuel McC. Hamill to present the first paper, in the preparation of which various members of the committee had collaborated.

"We are all conscious," said Dr. Hamill, "of the great human need about us and the necessity for meeting it. Hospital and health, child-caring, educational and neighborhood agencies feel the pressure as well as the family group. The problem concerns us all. Today we are met to consider the workers in our agencies and what they should be paid."

HE disclaimed that his paper attempted to present an argument. Rather it was to lay certain facts and figures before the meeting for its consideration. In a brief comparison of industry and social work, he said:

Industry and business increase salaries in a period of great activity, and when the supply of skilled workers is unequal to the demand. The situation in regard to social work in Philadelphia has been the reverse. In 1930 and 1931, budget allowances were cut, so not only was there no increase in salaries and wages, but all classes of workers were asked to assume extra duties. At the present time the demand for trained social workers far exceeds the number available, with the result that many untrained people have had to be employed with a depressing effect upon the standards of work and the possibilities of proper supervision.

After calling attention to the fact that the average salary of the 5753 persons employed in the Welfare Federation member agencies was \$885, he classified the workers by dividing the payroll into three parts:

Professional services, 50 per cent  
Administrative, 19 per cent  
Labor and domestic, 31 per cent

Noting that the Welfare Federation raised in 1930 on behalf of its member agencies about 28 per cent of the total income of those agencies, he said: "The boards of the individual agencies, as the responsible directors of their respective corporations, engage workers and fix their remuneration. It would, therefore, seem logical that they should continue to exercise the responsibility for fixing wage rates as they had done in the past."

The majority of headworkers in Federation settlements, Dr. Hamill pointed out, receive a salary lower than that of a Philadelphia high school teacher in the first year (\$1800). The median salary for supervisors in public-health nursing agencies in cities of over 700,000 population is reported to be \$175 per month as compared with \$163 in Philadelphia. For nurses, the comparative figures are \$140 and \$125. Then there are the hospital employees, who on the whole have a ten-hour day and a seven-day week. The average pay of hospital employes in Boston is 9 per cent higher than that of the Philadelphia hospitals in the Federation; in Cleveland 16 per cent higher, and in New York City 33 per cent higher.

In the business field, the initial salary of a stenographer-secretary in 1929 was 28 per cent higher than that of a person similarly employed by a social work organization. While, since then, business salaries have dropped, the median salary of the stenographer-secretary in social work still remains lower.

In closing, Dr. Hamill noted that the trustees of the Philadelphia Federation are by no means the first to go into the question of salary reductions, and cited: Cleveland, where the chest on the eve of the 1931 campaign made a 10 per cent cut on that part of the salary which was over

## What Philadelphia Did

By GERTRUDE SPRINGER

WHAT Philadelphia has done about the salaries of social workers is important for its method of procedure and for its democratic and judicial approach to a difficult question.

The action of the Welfare Federation in requesting the Council of Social Agencies to consider and report on the whole matter of salaries had the salutary effect of revealing how little is actually known about those salaries. No large body of factual data of any size or breadth of comparability exists. The Council's committee in the short time at its disposal got what it could. The committee was itself unaware what this data, when compiled, would reveal in the way of trends and comparisons. Fragmentary as the data admittedly were, they supplied a stable basis for conclusions which had before been only snapshot opinions.

The material collected by the Council has been put before the boards of all Federation agencies for their information in considering salary adjustments. It is quite possible that, when studied by enlightened boards, it may have the effect of a better equalization of salaries all along the line. The resolutions adopted by the Federation carry no assurance that salaries will not be reduced by agency boards but they do carry assurance that any changes will be taken up case by case, agency by agency, in the light of individual conditions and of all available information. The Federation associates itself with the Council in the position that there should be no general horizontal reduction of salaries.

The Council of Social Agencies did no special pleading for the social workers. It presented the facts so far as they could be discovered and there rested the case. The trustees of the Federation, representing a large constituency of contributors, with a business as well as a social viewpoint, accepted the presentation in the same spirit. There were no doubt different opinions on the part of individuals on the matter of cutting or not cutting, but there was no dissenting voice on the wisdom and logic of the agency-by-agency procedure when and if salary reductions must be made.

Philadelphia's reasoned approach to the salary question will bring comfort to social workers in other communities who have felt their professional status and dignity assailed by the use of what appeared to be precipitate and arbitrary methods. They make no claim, they say, to immunity from general economic conditions but they do claim the right of individual equitable consideration with a weighing of all the elements involved. The gaps in existing data on social-work salaries as revealed by the quick study of the Philadelphia Council of Social Agencies, indicates the desirability of a general continuing statistical study in this direction, a study which might be undertaken by the chapters of the American Association of Social Workers, or by the Association of Community Chests and Councils. A substantial body of facts would be welcomed by boards of directors who now lack firm ground in fixing salaries, and would serve to clear up many confusions in the mind of the general public. A beginning at such a study for a limited group in New York has been made by the Bureau of Jewish Social Research which at the request of the newly organized Council of Jewish Communal Executives has undertaken to look into salaries of case workers in agencies affiliated with the Federation for the Support of Jewish Philanthropic Societies. The study will follow somewhat that of the Philadelphia Council and will include academic and professional training, practical experience in the same and related fields, and a comparison of present salaries, correlated with length of service, with salaries of social workers in public and non-sectarian agencies and in the New York public schools.

during the war years, began making up lost ground during the period 1922-1929, and only finally succeeded in 1931 in recapturing their 1913 status. "In other words, the buying power of social workers' salaries at the present time is just about what it was in 1913."

Mr. Clague then showed the trend of social workers' salaries in comparison with those of other occupational groups, taking for his examples union wage rates, the salaries of both elementary and high school teachers in the United States, and salaried employees on railroads throughout the country, concluding that "I think I am safe in saying that there is no group in the country who have had a smaller increase in salaries than the social-work group." It should be noted that Mr. Clague's chart showed only the trend since 1913 and was not a comparison of actual wages.

Another chart (see page 521) showed salaries of social workers compared directly with those in other occupations, matching the salaries of high school teachers in Philadelphia with Class A social workers, namely those who have had collegiate training with additional technical training; and the salaries of elementary teachers with Class B social workers—those who have had some experience in social work, but who had graduated from neither school nor college. In the former case the median salary of the high school teacher was \$3242 compared to \$1810 for the Class A social worker, and in the latter \$2275 for the elementary school teacher against \$1337 for the Class B social worker. In closing Mr. Clague summarized his findings:

1. The salaries of social workers which lost contact with the cost of living right after 1914 have in recent years been closing the gap and have just regained their pre-war status. 2. Compared to the trend of wages and salaries in other occupations the rise in social workers' salaries since 1913 has been lower than that of any group yet discovered and very much lower than that of occupations most closely akin to theirs, namely school teachers. 3. At the present time social workers' salaries in Philadelphia are far below the salaries of school teachers with like preparation and training.

THE last presentation came from Kenneth L. M. Pray who directs the school which prepares workers for the many agencies in the Federation. He took for his title, "The Workers' Investment—Preparation, Qualification, Service, and stated that the factors so far discussed were related to two questions—what work is to be done and what kind of workers are to do it? "The demand and supply of workers," said he, "depend on the kind of workers we want. The lower the qualifications the greater the supply. If cost of living is to be one of our criteria it makes a difference whether or not we are talking about persons of broad education, whose standards of living must include some opportunity and incentive for continuing cultural contacts. If we are to take into account alternatives open for employment in other fields it makes a difference what those fields demand in comparison with our own, in terms of preparation and qualifications." He then proceeded to present a few of the available facts as to the kind of workers now employed in social and health agencies in Philadelphia. "With respect to one large group," he said, "their basic qualifications are so well known and so generally accepted as to require no restatement." In this group he included the specialists from other professional fields—physicians and surgeons, dietitians, engineers, professional technicians of many sorts, claiming that "the highest possible preparation for such tasks is none too

the campaigns Detroit, which out which re- subject was in Worcester in Worcester, Md., report, Conn., largest hos- tions. The Clague, di- He explained ion of wages beyond which force wages later limit, is the most wages of the made up of a el and light, these factors erent classes tional people. rked out an elphia from and Philadelphia from- ries, demon- ise in social seem to in- ost of living e of the f salary tists

great, and to sacrifice these qualifications for any other considerations is to raise questions of ethical and practical moment."

In the second group were included office workers, subordinate technical assistants, household employees and the like—persons who likewise come from an outside field, whose investment in preparation is obviously less with competition correspondingly greater and who, Mr. Pray claimed, "are especially threatened." But it was to be borne in mind that, being an integral part of the whole organization, the more highly perfected the work of the professional staff the more of loyalty and responsibility is required of the helper. And further, these qualities cannot be bought in the market overnight, they are only acquired through apprenticeship and have a real economic value to the agencies, especially in the present stress of unprecedented service demands.

MR. PRAY then turned to two other groups about whom, he stated, the community probably has the least knowledge and the greatest doubt, namely, staff workers of social and health agencies, and nurses, including public health and visiting nurses. "These are the ones who most directly and most continuously serve those in trouble. Upon their feeling, their understanding, their behavior, hang issues as vital as any that come to human beings in this community. Much depends upon their sympathy, their general liking for 'plain folks,' their consecration to service. But is that enough? Apparently we have come to believe that it is not, for we have demanded steadily more of general, culture, education and technical training." First taking up the nursing group, he stated that while ten or fifteen years ago a grammar school graduate would be admitted to a training-school for nursing today hospital training is a prerequisite for admission to an increasing number of hospital training-schools. The result is that this group of health workers has spent from three to four or even five years beyond high school in preparing themselves for a specialized service on a true professional basis.

Turning to social workers, Mr. Pray presented figures from a study of over forty typical agencies, covering every field of social work in the city, showing that in 1930 three fourths of the workers had attended college and more than half had graduated, while in some fields, such as social case work, four out of five entered college and three out of five graduated. To this was added professional and technical training. More than four out of five of all these staff workers had in addition to academic education some special technical training for their work, seven out of ten had some social-work training and one out of ten had other training in addition to social work. In social case work especially the ratios were still higher. The figures submitted applied only to the regular staffs of agencies and did not include executives or supervisors nor specialists such as those in music, dramatics, physical education, handicrafts and the like, where additional special training is a prerequisite. In respect to the period of time invested in training, Mr. Pray claimed that the social workers stand alongside the teaching profession, the ministry and the law in the breadth and length of their preparation.

Quoting from recently published books on the subject, Mr. Pray showed that Philadelphia agencies had not advanced their educational requirements more rapidly than those in other communities but rather that throughout the country there is an increasing preference for a graduate from

a college of recognized standing who has had additional training in a school of social work. The American Association of Social Workers, the nationwide professional organization for its junior or lower grade of membership at least five years of educational experience beyond high school with a preference for a full college education and at least one year in a school of social work. Another example of the rapidly developing demand for specialized training is indicated by the fact that there are now over forty schools of social work in the United States, twenty-five having been organized between 1916 and 1926, and that the student attendance has tripled in the past ten years. Many of these schools, it was pointed out, are associated with conservative universities where they take their place beside schools of law, medicine, engineering and education as integral parts of a complete program of graduate professional education. Mr. Pray concluded:

It might be interesting and profitable to trace the growth of this demand for the combination of trained intelligence with spontaneous sympathy in the equipment of social and health workers. It is perhaps sufficient to remind ourselves that to our generation has come, through research and experiments in such scientific fields as psychology, psychiatry, medicine, biology, economics and the like, more light than in the whole preceding century, for the understanding of human beings and the problems they face in the world in which they live. To attempt to deal with these intricate human problems without the help of these scientific concepts and findings, would be like resorting to the radio. To master them costs time and effort.

Up to this moment, Philadelphia social and health agencies have demanded of themselves and offered to the community a service based on this principle. It has kept abreast of other communities, no more and no less. The future is in our hands. At the close of Mr. Pray's paper, the chairman called for discussion from the floor. Those who spoke voiced their approval of the findings of the committee. The following resolutions were then presented and unanimously adopted:

Be It Resolved, that it is the sense of this meeting composed of presidents of boards or their alternates and the executives of the member agencies of the Welfare Federation that the fixing of salaries and wages is so closely related to the character, quantity and quality of service to be rendered by social and health agencies, it can only be equitably determined by the several boards of trustees of these agencies acting in the light of their own knowledge of that work;

And Be It Further Resolved, that the essential facts brought out at this meeting indicate that no general reduction of salaries and wages is wise or necessary at this time, and that this material be made available for consideration by the several boards of trustees of these agencies in determining salaries for the coming year.

The Council meeting then adjourned.

At the subsequent meeting of the board of trustees of the Welfare Federation on January 7, Mrs. Strawbridge submitted a report outlining the action of the executive committee of the Council and its sub-committee and presented the resolutions passed at the meeting of December 14. Upon receiving this the trustees passed the following resolution:

Resolved, that the board of trustees of the Welfare Federation accept with thanks the report of the Council of Social Agencies and

That the board is in sympathy with the recommendations of the Council that there should be no general horizontal reduction of salaries but requests the board of trustees of each member agency to consider carefully each individual salary in its organization.

This action has been transmitted by the trustees of the Welfare Federation to the boards of its 118 member agencies.

country there is an increasing preference for a graduate from those in other communities but rather that throughout the advanced their educational requirements more rapidly than Mr. Pray showed that Philadelphia agencies had not advanced their educational requirements more rapidly than those in other communities but rather that throughout the country there is an increasing preference for a graduate from

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1912



Social Work  
on

Instructions

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Salt Lake City, Utah*

The Filson Historical Society



Instructions on  
Social Work

The Filson Historical Society

# Instructions on Social Work.

By request of the General Authorities of the Church, the General Boards of the auxiliary organizations have unitedly prepared the following instructions on social work. These have been approved by the First Presidency and are now submitted to presidents of stakes, bishops of wards, and auxiliary organizations, with the request that they be adopted in the stakes and wards throughout the Church.

## SOCIAL COMMITTEES.

1. **Organization.**—In stakes and wards social committees composed of men and women shall be appointed by presidents of stakes and bishops of wards to take charge of all social activities. The members of these committees should be selected with a view to their particular fitness for social work, it being suggested for the consideration of the authorities in the appointment

These instructions are issued  
by the General Boards of:

Relief Society

Deseret Sunday School Union

Young Men's Mutual Improvement  
Associations

Young Ladies' Mutual Improvement  
Association

Primary Associations  
Religion Classes

Approved by the First Presidency of  
the Church of Jesus Christ of  
Latter-day Saints



- (f) Definite assignments of members of the committee to the execution and supervision of the plans agreed upon.
- (g) Benediction.

**PRIESTHOOD APPROVAL AND PUBLIC SENTIMENT.**

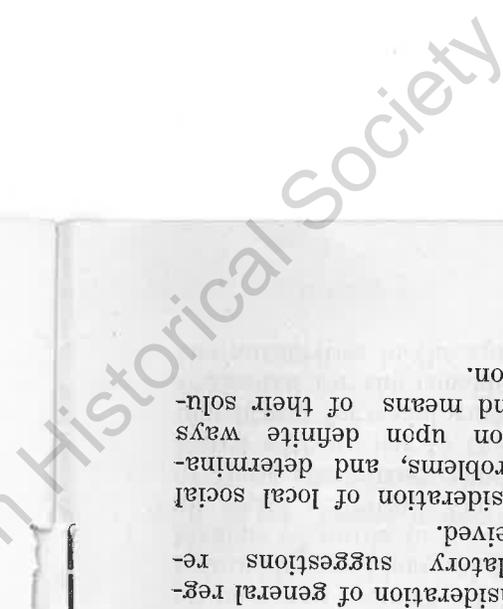
All decisions reached by the social committees should be approved by the presiding authorities in the stakes and wards. The co-operation of all Priesthood and auxiliary organizations, and of all other helpful sources, should be earnestly sought.

The decisions should then be brought before the general public with a view to creating sentiment in their favor. It must always be understood that no plan of action can be successful unless supported by public sentiment. Therefore, opportunity must be sought to present the work of the committee in the public gatherings with a view to enlisting support.

of stake and ward committees that it might be well to have the auxiliary organizations represented on such committees. These committees should act in harmony with the Priesthood and carry out their wishes. All social gatherings should be under their direct supervision.

**2. Meetings and Order of Business.—All committees having special work in charge shall have definite times of meetings. The following order of business for these meetings is suggested:**

- (a) Prayer.
- (b) Roll call.
- (c) Reports of work previously assigned.
- (d) Consideration of general regulatory suggestions received.
- (e) Consideration of local social problems, and determination upon definite ways and means of their solution.



During the dance the director shall have supervision of the hall, orchestra, and program, and shall be the constituted judge as to what is proper and improper in dancing and deportment. When deemed advisable, he may be compensated for his service, such compensation to be charged as part of the expense of the dance. Where conditions require, the director of the dance should have such assistants as may be necessary. It is suggested that these assistants be young men congenial with the young people, and familiar with dances and dancing.

**5 Duties of Director.**—Among the duties of the director are these:

(a) To consult with the musicians prior to the evening of the dance upon the fitness of the music for the dances determined upon, and arrange that only proper music shall be played. High class music is conducive to good deportment

## INSTRUCTIONS ON DANCING AND BALL ROOM MANAGE- MENT.

**1. The Hall.**—The committee shall see that the hall is clean, comfortable, well lighted and ventilated. Where possible, separate cloak rooms for ladies and gentlemen should be provided.

**2. Time of Opening and Closing.**—All parties should begin not later than 8:30 and close not later than 11:30 p. m. The frequent practice of playing the "Home, Sweet Home" medley should be dispensed with.

**3. Prayers.**—All parties should be opened and closed by brief, appropriate prayers.

**4. Director of the Dance.**—A competent man, who is tactful, and has influence among the young people, shall be selected by the committee as director of the dance; if not already a member of the committee, he shall be made a member.

and refined dancing. Great care should be exercised in the choice of music for the dance, and the orchestra should not be permitted to play objectionable selections.

(b) To be on hand promptly, in order that the dance may begin at the appointed time; also to see that the musicians and reception committee are present on time.

(c) To follow the program, preserving the identity of the dance. Dances should be announced by placard, program, or otherwise. Allowance should be made for some variety in methods of dancing, provided the different interpretations are similar enough not to be objectionable.

(d) To insist upon correct position.

(e) To exclude, tactfully but courageously, undesirable persons, and to see that the use of tobacco, liquor, and bad language is not permitted in or about the building.

6. Patrons and Chaperones.— Patrons and chaperones lend "tone" and an atmosphere of conservatism much to be desired, and also add an element of real safety. Young people should be instructed that chaperonage is rather for protection than for restraint.

Social committees should make it their special duty to see that bishops and other leading members of the Priesthood, as well as parents, receive personal invitations to, and are encouraged to attend, the dances of the young people. Arrangements should be made to insure the attendance at each dance

(f) To see that all present receive proper introductions. Great care should be exercised in introducing young people to strangers. No young man or young woman should be introduced unless the person making the introduction can stand sponsor for his or her worthiness. Much harm has resulted from indiscriminate introductions.

assumed in the modern dance. Any position which encroaches in the slightest degree upon modesty and refinement should not be permitted. The accompanying cuts illustrate good position.

### 11. Square Dances.—Square

and line dances give variety and develop the spirit of sociability. Many have the idea that these dances are to be engaged in with much noise and stamping, and at a whirlwind rate. This is not so. As much grace and dignity are required in square as in round dances.

### 12. No Special Dances Approved.—The Church Authorities

do not express approval of any particular dance. They expect all dances to be characterized by modesty and refinement.

### 13. Special Attention.—In putting the foregoing instructions into effect, special emphasis should be laid upon the following:

(a) Organization of committees.

of at least three parent couples, free of charge. Frequent changes in the personnel of patrons are desirable. Attention to these details will solve many of the problems connected with social life.

### 7. Children Under Age.—Boys

and girls under fourteen years of age, unaccompanied by parents, should be discouraged from attending evening parties.

### 8. Escorts.—Young ladies may

attend without gentlemen escorts, if properly chaperoned, but should not accept company home other than that with which they came.

### 9. Partners.—Young men

should bring partners, and their coming without should be strongly discouraged if not forbidden.

### 10. Position.—Dancers should

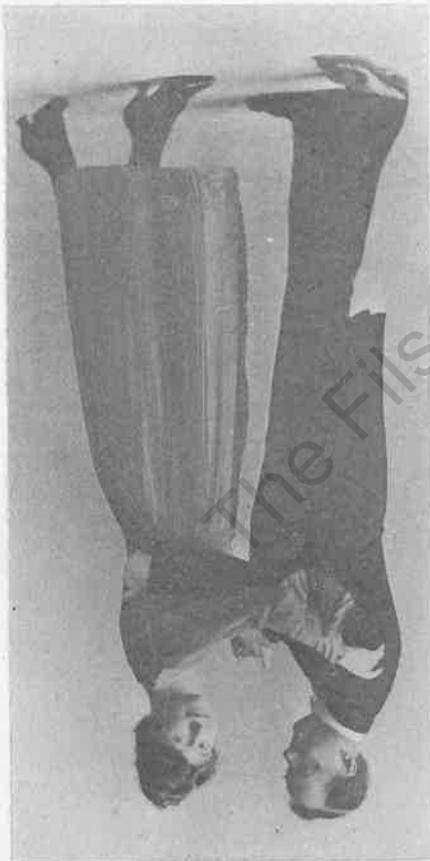
take such free and open position as will permit them to execute the dance gracefully, presenting a pleasing appearance. Most of the recent criticism of dancing is occasioned by the improper positions

- (b) Appointment of director of the dance.
  - (c) Chaperonage.
  - (d) Proper position.
- Contiguous stakes may unite in formulating plans for carrying out these regulations, and for perfecting other details to suit local conditions.

THE GENERAL BOARD  
OF RELIEF SOCIETY  
THE GENERAL BOARD  
DESERET SUNDAY  
SCHOOL UNION  
THE GENERAL BOARD  
Y. M. M. I. A.  
THE GENERAL BOARD  
Y. L. M. I. A.  
THE GENERAL BOARD  
PRIMARY ASSOCIATIONS  
THE GENERAL BOARD  
RELIGION CLASSES

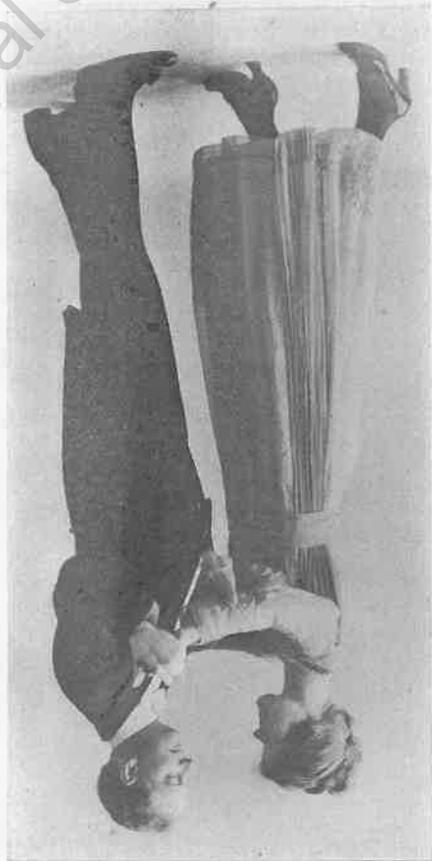
Positions posed by

Miss Edith Barlow, head of the Department of Dancing, Deseret Gymnasium.  
Mr. Fred A. Jackson, president of the Utah Dancing Masters' Association.



No. 1—Showing Good Position.

No. 2—Showing Good Position.



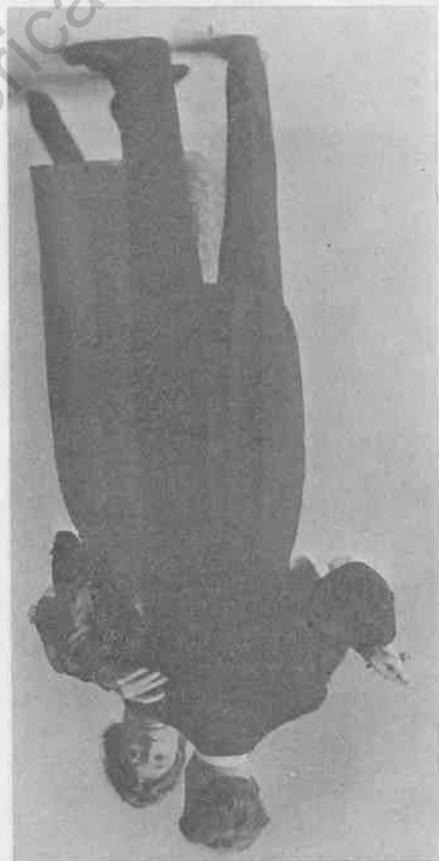
14 SOCIAL WORK

No. 3—Showing Good Position for Gentleman's Arm



15 SOCIAL WORK

No. 4—Showing Good Position for Lady's Arm.



SOCIAL WORK.

55-24

KNOXVILLE, TENNESSEE  
APRIL 26-29, 1925

ELEVENTH ANNUAL SESSION

TENNESSEE CONFERENCE  
*of*  
SOCIAL WORK

OFFICIAL PROGRAM



OFFICIAL PROGRAM

TENNESSEE CONFERENCE OF SOCIAL WORK

ELEVENTH ANNUAL SESSION

Knoxville, April 26-29, 1925

OFFICERS

J. P. Kranz, President

Dr. Lillian W. Johnson, Vice-President

Mrs. Frank Beck, Secretary

Miss Helen Russell, Treasurer

COMMITTEES OF THE CONFERENCE

Nomination

Mr. Ed. Ogden, Chairman

Mrs. N. E. Logan

Mrs. Aaron Green

Mr. R. F. Hudson

Mrs. Claude D. Sullivan

Time and Place

Mr. Frank Fuller, Chairman

Mrs. Mark Anthony

Mrs. Margaret Ambrose

Dr. Scott Farmer

Mrs. Clyde Emmert

Resolutions

Mrs. John M. Welch, Chairman

Mr. E. G. Woolwine

Judge D. C. Webb

Mrs. W. A. Rockwell

Mr. C. C. Menzler

LOCAL COMMITTEES

Mrs. F. A. Ault, Chairman; Mrs. N. E. Logan, Vice-chairman; Mrs.

Louis Brownlow, Vice-chairman.

Entertainment

Mrs. B. M. Gaston, Mrs. J. L. Lunsford, Mrs. O. B. May, Mrs. R. L.

Harr.

Registration Membership and Information

Mrs. M. B. Arnstein, Mrs. S. B. Goykendall, Mrs. Susan Raymond,

Mrs. Lawson Ross, Miss Gertrude Baker, Mrs. W. H. Moore, Miss

Elizabeth McClellan, Mrs. Malcolm McDermott.

Local Attendance

Rabbi Jerome Mark, Mrs. Nutter, Mr. Neal Spahr, Mr. Boyd Ford,

Mrs. Thomas Feed.

Program and Publicity

Frank Bane, Miss Mary U. Rothrock, Miss Leah Fletcher, Mrs. Lee

Ragsdale, Miss Margaret Ambrose.

Transportation

R. T. Hudson, Russell Hanlon.

Hotel Accommodations

Mrs. T. P. Miller, Mrs. Jesse Jamerson.

Reception

John Gore, Miss Sarah Harlan.

Music

Frank Nelson.

Decorations

Mrs. Chas. Wait, Mrs. Kennedy Craig.

Pulpit

Rev. Victor Thrall, Rev. Ritchie Ware, Rev. C. F. Steek.

Pages

Mrs. J. R. McDowell.

ANNOUNCEMENTS AND INFORMATION

Place of Meeting

All sessions, except banquet, will be held at the First Baptist Church. Banquet Monday night at Civic Building.

Headquarters

First Baptist Church, 510 W. Main Avenue.

Registration

First Baptist Church and St. James Hotel. All delegates are urged to register and secure proper credentials. A registration and membership fee of \$1.00 will be charged which will entitle all delegates to all privileges of the conference. Everyone interested in Social Work should become a member.

Luncheons

Red Cross and Travelers' Aid and Tuberculosis luncheons have been arranged.

Business Session

The annual election of officers, together with all other routine business of the conference will be held at 11:30 A. M. Wednesday, April 29.

Conferences

Any group or individual wishing to arrange for conferences with various speakers may do so by making application at the registration desk.

Entertainment

Monday, 4-5:30—Auto trips to city institutions and agencies. Tuesday, 4-5:30—Auto trips to county and state institutions. Tuesday, 5:30—Tea, Cherokee Country Club.

Conference Hotel

St. James.

er, Mrs. Lee

: Boyd Ford,

an Raymond, Moore, Miss

y, Mrs. R. L.

irman; Mrs.

RK

OPENING SESSION  
SUNDAY AFTERNOON, APRIL 26  
3:00 P. M.

Mrs. Fred Ault, Chairman General Committee, Presiding.  
Invocation—Dr. F. F. Brown, First Baptist Church.  
Address of Welcome—Hon. Ben A. Morton, Mayor of Knoxville.  
Response—Mrs. Claude D. Sullivan, Nashville.  
The Church and Social Work—Dr. J. L. Kesler, Professor of Religious  
Education, Vanderbilt University, Nashville.

Music.

MONDAY, APRIL 27  
9:30 A. M.—12:30 P. M.

Malcolm McDermott, Dean of Law Department, University of Tennessee, Presiding.

9:30 A. M.—10:15 A. M.—"The Burden of Social Work in Cities."—  
Miss Mary Russell, General Secretary, The Associated Charities,  
Memphis.

10:15 A. M.—11:00 A. M.—"The Burden of Social Work in Rural Communities"—  
Dr. E. L. Morgan, Professor of Rural Sociology, University of Missouri.

11:00 A. M.—11:50 A. M.—Discussion.  
11:50 A. M.—12:10 P. M.—"American Association of Social Workers"—  
Miss Margaret Newmeyer, Memphis.

12:10 P. M.—12:30 P. M.—The President's Address—J. P. Kranz, Nashville.

1:00 P. M.—Red Cross Luncheon, First Baptist Church.  
1:30 P. M.—Tuberculosis Luncheon, Beverly Hills Sanatorium.

Banquet 6:30, Civic Building

Dr. Lillian W. Johnson, Vice-President, Presiding.

Invocation—Rabbi Jerome Mark.

"The Outstanding Problem in Social Work in Tennessee as seen by:"  
The Tennessee Federation of Women's Clubs—Mrs. S. W. Duggan,  
Knoxville.

Tennessee Federation of Business and Professional Women's Clubs—  
Miss Leah Fletcher, Knoxville.

Tennessee League of Women Voters—Mrs. Margaret Tappan Thomas,  
Knoxville.

Tennessee Congress of Parent-Teacher Associations—Mrs. Carl J.  
Brakebill, Knoxville.

Tennessee Woman's Christian Temperance Union—Mrs. John M.  
Welch, President, Sparta.

Above speakers 5 minutes each.

"City Planning in Human Elements"—Elwood Street, Director Community Fund and Community Council, St. Louis, Mo.  
"A State Wide Social Service Bureau"—Mrs. E. G. Riddick, Memphis.

Music.

TUESDAY, APRIL 28

9:30 A. M.—12:30 P. M.

Hon. Rowlett Paine, Mayor, City of Memphis, Presiding.

9:30 A. M.—10:00 A. M.—"Co-ordination of Private Social Agencies"—

W. C. Headrick, Secretary Council of Social Agencies, Memphis.

10:10 A. M.—10:50 A. M.—"Municipal Government—A Social Problem"—

Hon. Louis Brownlow, City Manager, Knoxville.

10:50 A. M.—11:30 A. M.—"Co-ordination of State Social Agencies"—

Hon. Lewis S. Pope, State Commissioner of Institutions, Nashville.

11:30 A. M.—12:30 P. M.—Discussion.

1:00 P. M.—Travelers' Aid Luncheon, First Baptist Church.

8:00 P. M.

J. P. Kranz, President of Tennessee Conference of Social Work,

Presiding.

Invocation—Dr. Ritchie Ware, First Christian Church.

"Medical Social Work"—Dr. Charles P. Emerson, Professor of Medi-

cine, University of Indiana.

"A Combined Attack on Delinquency"—Dr. R. R. Williams, Director

the Child Guidance Clinic, Memphis.

"Travelers' Aid in America"—Miss Harriet Anderson, National Direc-

tor of Field Work, National Association of Travelers' Aid So-

cieties, New York City.

WEDNESDAY, APRIL 29

9:30 A. M.—12:30 P. M.

Mrs. F. L. Underwood, Chattanooga, Presiding.

9:30 A. M.—10:10 A. M.—"The American City, A Study in Social

Problems"—Dr. E. T. Krueger, Professor of Sociology, Vanderbilt

University, Nashville.

10:10 A. M.—10:50 A. M.—"The Neighborhood House, Its Place in the

Life of a City"—Miss Frances Ingram, Louisville.

10:50 A. M.—11:30 A. M.—Discussion.

11:30 A. M.—12:30 P. M.—Business Session.

Adjournment.

The Filson Historical Society

GROUP CONFERENCES, FIRST BAPTIST CHURCH

MONDAY, APRIL 27

2:30 P. M.—4:00 P. M

AMERICAN RED CROSS—Miss Clara Kummer, Chairman.  
Does Junior Red Cross Improve the Effectiveness of a Nutrition Program?—Miss Mary Thomas Peacock, Executive Secretary, Jellico Chapter, Jellico, Tenn.

How We Train for Citizenship Through Junior Red Cross—Miss Doris Taylor, Chairman, Junior Red Cross, Chattanooga Chapter, Chattanooga, Tenn.

Discussion: What Steps May be Taken to Extend Junior Service in Tennessee?

How Red Cross Meets Emergencies—The Story of Disaster Work.  
T. R. Buchanan, Assistant Director Disaster Relief.  
Discussion: Chapter Preparedness.

Hospitalization Through Home Service—Miss Mary Parr, Director of Red Cross Service, National Sanatorium, Johnson City, Tenn.  
The Continuing Home Service Responsibility in a Small Chapter—Miss Dora Young, Chairman, Monroe County Chapter, Sweetwater, Tenn.

Discussion: How Shall We Meet the Home Service Needs?

PUBLIC HEALTH—Dr. E. L. Bishop, Chairman.  
(a) "Municipal Health Problems"—Dr. F. M. Haygood, City Health Officer, Knoxville.  
(b) Round Table Discussion of Municipal Health Problems.  
(a) "Rural Health Problems"—Dr. W. K. Sharp, United States Public Health Service.

(b) Round Table Discussion of Rural Health Problems.  
W. C. T. U.—Mrs. John M. Welch, Chairman.  
Big Objectives for 1926.

Rally the Youth of our State. Win 15,000 Children.  
Emphasize Work of all Departments.  
Education in Citizenship.

Our Part in OBSERVANCE AND ENFORCEMENT OF LAW.  
Co-Operation with other Organizations.  
Creating Sentiment for WORLD PEACE.

Legislation for the Future.  
Mrs. W. L. Morris, President, R. E. W., W. C. T. U.  
Mrs. W. M. Brownlee, President, Knoxville, W. C. T. U.  
Mrs. J. M. Rankin, Fountain City.

Dr. Lillian W. Johnson, Corresponding Secretary, State, W. C. T. U.  
Mrs. John M. Welch, State President, W. C. T. U., will speak: "A Greater Task Ahead".

CHILDREN'S AGENCIES—Mrs. Isaac Reese, Chairman.  
"Laws Governing Children"—Fletcher Cohn, Memphis.  
"The Causes of Juvenile Delinquency"—Judge Barton Brown, Juvenile Court, Nashville.

"The Juvenile Court"—C. C. Menzler, Nashville.  
"The Boarding Out of Children"—Mrs. Fannie Elrod, Memphis.  
"Child Placing"—Mrs. Lee Fox, Tennessee Children's Aid Society.

Tuberculosis Group Meeting, Beverly Hills Sanatorium, Mrs. S. I. Bolton, Chairman.

TUBERCULOSIS—Mrs. S. I. Bolton, Chairman.

Meet at Beverly Hills Sanatorium.

"Sanatorium Care in Tuberculosis"—Dr. James A. Price, Oakville Memorial Hospital, Memphis.

"What is the Job of the Tuberculosis Associations in Tennessee?"—

J. P. Kranz, Executive Secretary of the Tennessee Anti-Tuberculosis Association, Nashville.

"Health Education"—Mrs. Laura G. Neblett, Executive Secretary of the Shelby County Tuberculosis Association, Memphis.

"Message of the Tuberculosis Christmas Seals"—Mrs. S. I. Bolton, Executive Secretary of the Davidson County Anti-Tuberculosis Association, Nashville.

TUESDAY, APRIL 28, FIRST BAPTIST CHURCH

2:30 P. M.—4:00 P. M.

INSTITUTIONAL GROUP—C. C. Menzler, Chairman.

"Does the Community Chest Permit Expansion of Private Agencies and Institutions?"—Wm. C. Headrick.

"Education of General Public on the Purposes and Work of Institutions."—R. F. Hudson.

"Problem of Trained Help and Compensation of Institutional Workers."—Dr. Robert E. Lee Smith.

"Cooperation Between Courts, Social Agencies, General Public, and Institutions."—Mrs. Isaac Reese.

FAMILY GROUP—R. F. Hudson, Chairman.

The Presentation of the Problem of:

"The Deserted Family"—Miss Marguerite Newmeyer, Memphis, Associated Charities.

"The Widow and Her Children"—Miss Lucile Doneghy, Knoxville, Associated Charities.

"The Delinquent Girl in the Family"—Miss Mattie Bell Vertrees, Nashville, Charities Commission.

"The Disorganized Family"—Mrs. Bertha Stayton, Chattanooga, Social Service Bureau.

PUBLIC HEALTH NURSING—Miss Melvina Nesbitt, Chairman.

"Some Phases of the Work Being Done by the Rutherford County Demonstration Center"—Maud Ferguson, Director of Nursing Service.

"A Plan for Health Education in the First Six School Grades"—Maude Hodge, School Nurse, Johnson City.

Discussion—Led by Mildred Baer, School Nurse, Kingsport.

"Social Service in County Health Work"—Nell G. Taylor, Public Health Nurse, Gibson County.

Discussion—Led by Mrs. N. E. Logan, Executive Secretary, Knoxville Health Center.

TRAVELERS' AID—Miss Hettie Stewart, Chairman.

Settlements—

Mrs. Z. W. Wheland, President Chattanooga Travelers' Aid Society, Presiding.

"National Standards and Ideals"—Miss Harriet E. Anderson, Director Field Work, National Association of Travelers' Aid Societies, New York City.

Discussion—Led by Mrs. W. H. Carter, Executive Secretary, Nashville, T. A. S.

"Travelers' Aid Problems Which Are Distinctly Southern"—Miss Alice R. McMaster, National Field Representative Southern District.

Discussion—Led by Mrs. J. S. Sanford, Memphis Travelers' Aid Society.

"The Regional Travelers' Aid Conference at Blue Ridge, N. C."—Miss Jean Patton, Supervisor Travelers' Aid Work, Asheville, N. C.

P. T. A.—Mrs. Carl Brakebill, Chairman

"Recreation and Social Life"—John M. Gore, Boy Scout Executive for Knoxville.

Round Table Discussion—"How the P. T. A.'s May Help Remedy the Restlessness of Today"—Dr. J. A. Thackston, Department of Education, University of Tennessee, Mrs. Ed. Houk, State Chairman P. T. A. in Churches.

"Rural Community Needs in Tennessee"—Miss Margaret Ambrose, Professor Dugan, of University of Tennessee.

Round Table Discussion—"Value and Scope of Rural P. T. A.'s"—M. M. Morris, Supt. Knox County Schools, Mrs. J. A. Switzer, Mrs. Fred Roberts.

COMMUNITY CHESTS—Round Table Discussion led by Elwood Street, Director of Community Fund and Community Council, St. Louis, Mo.

# TENNESSEE CONFERENCE

## OF SOCIAL WORK

READ HOUSE

CHATTAHOOGA

Wednesday-Thursday-Friday

FEBRUARY 1-2-3, 1928

### EXECUTIVE COMMITTEE

E. G. WOOLWINE, Chattanooga  
DR. E. L. BISHOP, Nashville  
MRS. F. L. UNDERWOOD, Chattanooga  
MISS MARY RATTERMAN, Nashville  
MISS JEAN PROUTT, Memphis  
JUDGE S. A. MATHEWS, Kingsport  
MISS MARY PETTITTE, Murfreesboro

### OFFICERS

MISS MARY RUSSELL, *President*  
Associated Charities, Memphis  
JUDGE H. B. WEBSTER, *Vice President*  
Juvenile Court, Knoxville  
MISS EVELYN CHASE, *Treasurer*  
16 Memorial Bldg., Nashville  
WM. C. HEADRICK, *Secretary*  
316 Memorial Bldg., Nashville

### PROGRAM COMMITTEE—Lucien C. Connell, *Chairman*

### LOCAL COMMITTEES

MRS. FRANK L. UNDERWOOD, General Chairman

Membership . . . . . Mrs. Z. W. Wheland, *Chairman*

Mrs. Maud Nisbet

Mrs. Laura Kline

Registration . . . . . Mrs. Lee Fox, *Chairman*

Information . . . . . Mrs. Paul Jones, *Chairman*

Music . . . . . Mrs. Morris Temple, *Chairman*

Miss Evelyn Armstrong, *Vice Chairman*

Decorations . . . . . Mrs. Alex Guerry, *Chairman*

Attendance . . . . . Miss Ethel Tyler, *Chairman*

Publicity . . . . . Hal F. Wilhse, *Chairman*

Transportation . . . . . A. M. Pennybacker, *Chairman*

Pages . . . . . Mrs. Edward T. Newell, *Chairman*

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Wednesday, February 1

READ HOUSE

8:00 A.M. Breakfast Meeting of the Conference Executive Committee.  
 PUBLIC HEALTH AND THE CHILD—DR. MARGUERITE WHITE,  
 Pine Breeze Sanitarium, Chattanooga, *Chairman*.  
 INVOCATION—REV. HOMER W. CARPENTER.  
 ADDRESS OF WELCOME—MAYOR ED BASS.  
 RESPONSE—DR. E. L. BISHOP, *Executive Committeeman*.  
 THE PUBLIC AND THE CHILD—DR. W. K. SHARPE, Jr., State  
 Department of Health.  
 TUBERCULOSIS AND THE CHILD—DR. MARVIN F. HAYGOOD,  
 M.D.C.P.H., Knoxville.  
 THE HOSPITAL AND CARE OF THE CHILD—MISS GLADYS PREST-  
 WOOD, Vanderbilt Hospital, Nashville.  
 12:00 M. to 1:45 P.M. REP CROSS LUNCHEON—S. R. BOYER, A. R. C., Knoxville,  
*Chairman*.  
 ADDRESS: ROBERT E. BONDY, Manager Eastern Area, A. R. C.,  
 Washington, D. C.  
 2:00 P.M. to 4:00 P.M. THE FAMILY AND THE CHILD—W. S. BIRBY, Davidson County  
 Charities Commission, Nashville, *Chairman*.  
 What the Family Case Worker does for the Children in her  
 Families—Miss Josephine Brown, American Association for  
 Organizing Family Social Work, New York.  
 Effects of Relief Giving on the Personality and Social Attitude of  
 Adults and Children—Dr. John M. Fletcher, Vanderbilt Uni-  
 versity, Nashville; and L. C. Connell, Masonic Widows and  
 Orphans Home, Nashville.  
 The Need and Value of Assembling in one Inexpensive Volume  
 the Social Laws of Tennessee—S. Barlow Strang, Chattanooga;  
 William C. Bowen, Nashville Legal Aid Bureau; Miss Agnes  
 Grabau, Church Mission of Help, Memphis; Mrs. Alice R.  
 Saxby, Mothers Pensions, Memphis.  
 4:00 P.M. FIRST BUSINESS SESSION—MISS MARY RUSSELL, President,  
*Chairman*.  
 TRAVELERS AID DINNER—MISS HETIE STEWART, Chattanooga  
 Travelers Aid, *Chairman*.  
 Travelers Aid and the Child, The National View—Miss Lenna J.  
 Craddock, National Travelers Aid, Richmond.  
 8:15 P.M. GENERAL SESSION—W. W. BROOKS, Jr., Chattanooga, *Chairman*.  
 The President's Address—Miss Mary Russell, Memphis.  
 Medical Care of the Crippled Child—Dr. John Revington, Chat-  
 tanooga.  
 The Volunteer Agency and the Crippled Child—Thomas Graham  
 Hall, Nashville.  
 The Crippled Child—T. C. Thompson, Chattanooga.  
 Thursday, February 2  
 READ HOUSE  
 9:00 A.M. to 11:45 A.M. RURAL SOCIAL SERVICE AND THE CHILD—MISS MARGARET  
 AMBROSE, U. of T., Knoxville, *Chairman*. MISS FLORIDA  
 RINGOLD, State Welfare Division, Knoxville, *Vice Chairman*.  
 Invocation—Rev. John W. Inzer.  
 WITH GIRLS' 4-H CLUBS—MRS. LIZZIE REAGAN, District Home  
 Demonstration Agent, Chattanooga.  
 9:15-9:30 A.M. WITH BOYS' 4-H CLUBS—W. J. FORBESS, Assistant Agricultural  
 Agent in Hamilton County.  
 9:30-9:40 A.M. WITH THE FARM BUREAU—J. F. PORTER, President, Farm Bureau  
 Federation.  
 9:40-9:55 A.M. WITH THE RURAL P. T. A.—MRS. HERMAN FERGER, President,  
 State Parent Teacher Associations.

10:00

9:00

8:15

6:30

4:00

2:1

12:00

Time	Event	Chairman
9:55-10:25 A.M.	WITH RED CROSS WORK—In Sumner County—Mrs. J. H. Ewing, Ex. Sec., American Red Cross, Sweetwater.	
10:25-10:35 A.M.	WITH T. B. WORK IN COOPERATION WITH COUNTY OFFICIALS IN MADISON COUNTY—Mrs. Irene Brasher, Jackson.	
10:25-10:35 A.M.	WITH TUBERCULOSIS WORK IN COOPERATION WITH COUNTY OFFICIALS IN MADISON COUNTY—Mrs. Irene Brasher, Jackson.	
10:55-11:15 A.M.	WITH STATE WELFARE COMMITTEES—In the Counties—Miss Florida Ringgold, State Welfare Division, Knoxville.	
11:15-11:45 A.M.	HI Y CLUBS AND THE COUNTRY BOY—Mr. Henry Israel, National Secretary for Rural Work, Y. M. C. A., New York.	
12:00 M. to 2:00 P.M.	COMMUNITY CHRIST LUNCHEON—E. G. Woolwine, Chattanooga Community Council, Chattanooga.	
2:15 P.M. to 4:00 P.M.	PROBATION AND THE CHILD—John S. Denton, Davidson County Juvenile Court, Nashville. <i>Chairman.</i>	
4:00 P.M. to 5:30 P.M.	STANDARDS FOR PROBATION AND JUVENILE COURTS—Charles L. Chute, National Probation Association, New York.	
4:00 P.M. to 5:30 P.M.	SETTLEMENTS AND THE CHILD—Miss Oakie Baugus, Bertha Fensterwald Social Center, Nashville. <i>Chairman.</i>	
6:30 P.M.	DINNER MEETING OF MEMBERS OF THE AMERICAN ASSOCIATION OF SOCIAL WORKERS.	
8:15 P.M.	MENTAL HYGIENE SECTION—Dr. E. T. Krueger, Department of Sociology, Vanderbilt University, Nashville. <i>Chairman.</i>	
8:15 P.M.	THE NECESSITY OF AN INSTITUTION IN TENNESSEE FOR THE CRIMINALLY INSANE—Dr. W. S. Farmer, Central State Hospital, Nashville. <i>Chairman.</i>	
9:00 A.M. to 10:00 A.M.	ANNUAL MEETING, COUNCIL OF STATE-WIDE SOCIAL AGENCIES—Mrs. F. L. Underwood, Chattanooga. <i>Chairman.</i>	
9:00 A.M. to 12:00 M.	COUNTY INSTITUTIONS SECTION—Esquire W. O. Watts, Chairman, Hamilton County Poorfarm Commission, Ooltewah. <i>Chairman.</i>	
9:00 A.M. to 10:00 A.M.	Report of Committee on Records in Children's Institutions—Dr. E. T. Krueger, <i>Chairman.</i>	
9:00 A.M. to 10:00 A.M.	WORKHOUSES AND JAILS—Construction, plans, medical care, sanitation, water, toilets, baths, lights, bedding, food, religious services, separation of sexes, road work, uniforms, disinfectants and cleaning, etc.	

**READ HOUSE**  
**Friday, February 3**

In Sumner County—Mrs. J. H. Ewing, Ex. Sec., American Red Cross, Sweetwater.

In Sweetwater—Mrs. Alice Craven, Ex. Sec., American Red Cross, Sweetwater.

In Dyer County—Mrs. Lucy Richards Hart, Ex. Sec., American Red Cross, Sweetwater.

ican Red Cross, Dyersburg.

WITH T. B. WORK IN COOPERATION WITH COUNTY OFFICIALS IN MADISON COUNTY—Mrs. Irene Brasher, Jackson.

WITH TUBERCULOSIS WORK IN COOPERATION WITH COUNTY OFFICIALS IN MADISON COUNTY—Mrs. Irene Brasher, Jackson.

WITH A RURAL SCHOOL PLAYGROUND ON SUNDAY AFTERNOON—Dr. Lillian Johnson, Summerfield.

WITH STATE WELFARE COMMITTEES—In the Counties—Miss Florida Ringgold, State Welfare Division, Knoxville.

In Blount County—Miss Susan Green, Maryville College.

In Claiborne County—Mrs. Roberta White, White School for Boys, Harrogate.

In Wisconsin—Mrs. H. A. Davie, Murphy College, Sevierville.

HI Y CLUBS AND THE COUNTRY BOY—Mr. Henry Israel, National Secretary for Rural Work, Y. M. C. A., New York.

COMMUNITY CHRIST LUNCHEON—E. G. Woolwine, Chattanooga Community Council, Chattanooga.

PROBATION AND THE CHILD—John S. Denton, Davidson County Juvenile Court, Nashville. *Chairman.*

The Court and Probation in Smaller Cities—Judge J. E. Stockard, Murfreesboro, and Judge W. F. McGaughey, Chattanooga.

Community Recreation in Relation to Delinquency—Eugene T. Lies, Playground and Recreation Association of America, New York.

Standards for Probation and Juvenile Courts—Charles L. Chute, National Probation Association, New York.

SETTLEMENTS AND THE CHILD—Miss Oakie Baugus, Bertha Fensterwald Social Center, Nashville. *Chairman.*

Inter-relations of settlements to the Community—Miss Frances Ingram, Neighborhood House, Louisville.

Settlement Tableau.

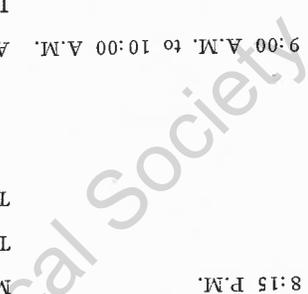
Life in the Settlement—Miss Oakie Baugus.

DINNER MEETING OF MEMBERS OF THE AMERICAN ASSOCIATION OF SOCIAL WORKERS.

MENTAL HYGIENE SECTION—Dr. E. T. Krueger, Department of Sociology, Vanderbilt University, Nashville. *Chairman.*

THE NECESSITY OF AN INSTITUTION IN TENNESSEE FOR THE CRIMINALLY INSANE—Dr. W. S. Farmer, Central State Hospital, Nashville. *Chairman.*

The Treatment of Insanity in its Legal Aspects—Judge Albert Williams, State Department of Finance and Taxation, Nashville.



Speakers: J. Selsmeyer, Montgomery County High-  
 way Commission; Sheriff Tom Selman, Chatanooga; Ben  
 Hunt, Hamilton County Architect; Miss Florida Ringgold,  
 State Department of Institutions; T. H. Haynes, Director,  
 Knoxville Department of Welfare.  
 Almshouses and County Hospitals—Construction plans, sanita-  
 tion, water, toilets, baths, light, heat, food, medical care, "in-  
 take" and discharge, quarters for insane, salaries, contract  
 plan, children at poor farms and county hospitals, segregation  
 of sexes, etc.  
 Speakers: W. L. Bork, Superintendent, Hamilton County Home  
 and Hospital; Dr. George B. Stewart, Superintendent, Shelby  
 County Hospital; Hon. Charles T. Wilson, County Judge of  
 Coffee County; Rev. E. L. McConnell, Chairman, Sequatchie  
 County Welfare Committee; R. S. Holden, Superintendent,  
 Rutherford County Home; D. C. Elder, Superintendent, Giles  
 County Home.  
 RACE RELATIONS SECTION—James D. Burton, Interstate Secre-  
 tary, Commission on Inter-racial Cooperation, Oakdale, *Chair-*  
 man.  
 NOTE—This meeting will be held at the Chattanooga Chamber  
 of Commerce, on Broad Street, next door to the Read House.  
 Presiding Officer—Hon. T. C. Thompson, Chairman, Hamilton  
 County Interracial Committee.  
 Report of State Interracial Committee of Tennessee—James D.  
 Burton, Oakdale.  
 The Welfare of the Child—Miss Rhoda Kaufman, Secretary,  
 Georgia State Department of Public Welfare, Atlanta.  
 Providing Educational Facilities for Rural Children—R. E. Clay,  
 State Rosenwald School Agent, Nashville.  
 Giving Direction to Child Life—Rev. J. B. Barber, Pastor,  
 Leonard Street Presbyterian Church, Chattanooga.  
 Recreation and the Negro Child—Eugene T. Lee, Playground  
 and Recreation Association of America, New York.  
 SOCIAL CASE WORK LUNCHEON—Miss Jean Prouitt, Memphis,  
*Chairman.*  
 A Discussion of the Non-Resident—Led by Miss Agnes Grabau,  
 Church Mission of Help, Memphis; James P. Kranz, Ten-  
 nessee Tuberculosis Association, Nashville; Miss Frances  
 Shields, Junior League, Memphis.  
 SECOND BUSINESS SECTION—Miss Mary Russell, President,  
*Chairman.*  
 Reports.  
 Election of Officers.  
 RECREATION AND COURTESIES BY THE LOCAL COMMITTEE—Mrs.  
 F. L. Underwood, *Chairman.*  
 PRESIDENT'S RECEPTION—Green Room.  
 ANNUAL BANQUET—Miss Mary Russell, Executive Secretary, As-  
 sociated Charities of Memphis, Presiding.  
 Greetings from the Five State-wide Women's Organizations:  
 Mrs. John M. Welch, Sparta, W. C. T. U.  
 Miss Anita Williams, Nashville, League of Women Voters.  
 Mrs. Eva Grant, Johnson City, Business and Professional  
 Women's Clubs.  
 Mrs. Herman Feger, Chattanooga, Congress of Parent-  
 Teacher Associations.  
 Social Work in the Community—Sherman C. Kingsley, Director,  
 Welfare League of Philadelphia and President of the National  
 Conference of Social Work.

9:30 A.M. to 12:30 P.M. RACE RELATIONS SECTION—James D. Burton, Interstate Secre-  
 tary, Commission on Inter-racial Cooperation, Oakdale, *Chair-*  
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 Mrs. Herman Feger, Chattanooga, Congress of Parent-  
 Teacher Associations.  
 Social Work in the Community—Sherman C. Kingsley, Director,  
 Welfare League of Philadelphia and President of the National  
 Conference of Social Work.

7:00 P.M.

6:30 P.M. to 7:00 P.M. PRESIDENT'S RECEPTION—Green Room.

3:30 P.M. to 5:30 P.M. RECREATION AND COURTESIES BY THE LOCAL COMMITTEE—Mrs.

2:15 P.M. to 3:30 P.M. SECOND BUSINESS SECTION—Miss Mary Russell, President,

12:15 P.M. to 2:00 P.M. SOCIAL CASE WORK LUNCHEON—Miss Jean Prouitt, Memphis,

# University of Louisville

Second Annual Summer Conference on Citizenship

June 15, 16, 1931

All sessions, except as noted, held in the Brown Hotel, Fourth and Broadway,

Louisville, Kentucky

Music is under the direction of Mr. E. J. Wotawa, Professor of Music,

University of Louisville

General Theme: Citizenship For A Mechanistic Age

MONDAY, JUNE 15, 8:00 P. M., CRYSTAL BALL ROOM

Topic: *New Demands on Adult Leadership*

Call to order: Dr. Henry Noble Sherwood, Director of the Summer School,

University of Louisville.

Music: University Orchestra.

Presiding: The Right Reverend Charles E. Woodcock, Bishop of the Episcopal

Diocese of Kentucky.

Invocation: Dr. Edgar C. Lucas, President Louisville Council of Churches.

Welcome: Dr. Raymond A. Kent, President University of Louisville.

The Problem Brought to Us by the Turn of the Century (30 minutes): Dr.

John M. Thurber, Professor of English, State Teachers College, Buffalo,

New York.

a. Is it man's power over matter?

b. Is it mechanized entertainment?

c. Is it leisure brought to us by labor-saving machinery?

d. Is it mechanized control, e. g., *Stop and Go* signal?

e. Is it organized propaganda?

f. Is it the failure to develop techniques for human relations as rapidly

as we find adjustment of matter to matter?

g. If not these things, then what is it?

The Way Out (30 minutes): Dr. Edward Scribner Ames, Pastor, University of

Church, Disciples of Christ, and Professor of Philosophy, University of

Chicago.

a. Where shall we look for help?

b. Does the church program have it?

c. Has organized labor found it? Or organized capital?

d. Do our schools know it?

e. Have our clubs discovered it?

f. If the past has an answer, what is it?

g. Just what is the way to meet the demands of our mechanistic age?

Miss Ethel M. Lovell, Principal Theodore Ahrens Trade School.

Colonel P. H. Callahan, President Louisville Varnish Company.

Dr. J. B. Weatherstpoon, Professor Homolitics and Sociology, Southern

Baptist Theological Seminary, Louisville.

## OPEN FORUM LEADERS

TUESDAY, JUNE 16, 10 A. M., THE PLAYHOUSE,  
BELKNAP CAMPUS

Topic: *Obligations of the School in This Age*

Presiding: Miss Gertrude Kohnhorst, President Louisville Educational Association.

Music.

The School Program for Today (30 minutes): Dr. Clyde B. Moore, Professor of Education, Cornell University.

- a. Is it to train the mind alone? The hand also? The heart?
- b. Is it based only on a bread and butter foundation?
- c. Is it pupil-centered?
- d. Should it teach adults?
- e. Just what is the school for anyway?
- f. Where is there a model school?

The Teacher for Our Age (30 minutes): Dr. William S. Taylor, Dean of the School of Education, University of Kentucky.

- a. Just what training is needed?
- b. How can we know that she has the gift of teaching?
- c. What assurance have we that she is in sympathy with the school program?
- d. What are the community activities which demand her interest?
- e. Does the community give her social recognition? How can you tell?
- f. Name some model teachers.

#### OPEN FORUM LEADERS

Mr. Yancey Alsheler, Member of the Board of Trustees, University of Louisville.  
Dr. R. E. Jagers, Kentucky Supervisor of Rural Elementary Schools, Frankfort.  
Mr. Charles G. Tachau, Chairman House Council, Community Chest.

TUESDAY, JUNE 16, 12:15 P. M., ROOF GARDEN  
LUNCHEON SESSION

Make reservations with the Director of Summer School, University of Louisville.  
Price of luncheon, \$1.00.

Topic: *Obligations of the Church in This Age*

Presiding: Dr. J. M. Artman, General Secretary, The Religious Education Association, Chicago.

Music.

Prayer : Rev. Francis J. Martin, Church of Christ the King, Louisville.

Obligations of the Church in This Age (30 minutes) : Dr. F. C. Eiselein, President Garrett Biblical Institute, Evanston, Illinois.

a. Is its program adapted to the needs of the time ?

b. Is its ministry properly trained ?

c. Is it adequately equipped as to buildings, etc. ?

d. Must it, in any way, break with the past ?

e. Is there a model church ? Where ?

#### OPEN FORUM LEADERS

Dr. Charles L. Pratt, Professor of Missions and Evangelism, Louisville Presbyterial Seminary.

Dr. A. R. Kasey, President Louisville Ministerial Association.

Mr. Harry Nute Lukins, Attorney, Louisville.

Mr. Henry Johnson, President Kentucky Council of Religious Education.

TUESDAY, JUNE 16, 2:00 P. M., ROOF GARDEN

Topic: *Obligations of the Home in This Age*

Presiding: Robert F. Vaughan, President Louisville Board of Trade.

The Parent and the Child (30 minutes): Judge Camille Kelley, Juvenile Court, Memphis, Tennessee. Introduction by Mrs. B. M. Starks, Louisville.

a. Is the parent physically fit for parenthood ?

b. What is the program for the child in the pre-school period ?

c. Just how much of the day should find parent and child together ?

d. What influence has parental conduct on the child ?

e. Who is the good parent ?

The Relation of the Home to Other Institutions : Mrs Jessie A. Charters, Head of Division of Parental Education, Ohio State Department of Education, and Professor of Adult Education, Ohio State University.

a. Who should introduce the child to the experience outside the home ?

b. How should the home, if at all, identify itself with the church ?

c. What is the best relationship between the school and the home ?

d. What service can the home render to business ?

#### OPEN FORUM LEADERS

Miss Maud Harrison, Secretary Young Women's Christian Association, Louisville.

Dr. Frank J. O'Brien, Louisville, Kentucky.

Colonel Frank D. Rash, National Executive Committee, American Legion, Louisville, Kentucky.

The Religious Education

*This Age*

University of Louisville.

OF GARDEN

Community Chest.

Elementary Schools,

Trustees, University of

on ? How can you tell ?

and her interest ?

empathy with the school

teaching ?

S. Taylor, Dean of the

tion ?

? The heart ?

B. Moore, Professor of

ville Educational Asso-

*This Age*

AYHOUSE,

TUESDAY, JUNE 16, 8:00 P. M., BALL ROOM

Topic: *Community Obligations In Our Age*

Presiding: Mrs. H. E. Ottenheimer, Louisville, Kentucky.

Music.

The Neighborhood Group: Dr. Clyde B. Moore, Cornell University.

a. What has taken the place of the neighborhood?

b. Of what worth is the neighborhood house?

c. What makes a good neighborhood?

d. How big is the neighborhood of Mr. Average Citizen?

e. Name some exemplary neighborhoods.

The World Neighborhood: Dr. Emanuel Gamoran, Educational Director, Committee on Jewish Education, Cincinnati.

a. Do neighborhoods have obligations one to another?

b. Have we always had a world neighborhood?

c. What organizations are used in a world neighborhood?

d. Is your neighborhood a part of the world neighborhood? Why?

e. Just what services does the world neighborhood render to you?

### OPEN FORUM LEADERS

Mr. Frederick Archer, Deputy Superintendent Louisville City Schools.

Mr. Tom Wallace, Editor *The Louisville Times*, Louisville.

Miss Frances Ingram, Neighborhood House, Louisville.

Benediction: Dr. C. L. McGinty, Professor of Old and New Testament, Baptist Women's Union Training School, Louisville.

### SPONSORS OF THE CONFERENCE

Crescent Hill Woman's Club

Kiwanis Club

Louisville Board of Trade

Louisville College Club

Louisville Council of Parent-Teacher Associations

Louisville Education Association

Louisville League of Women Voters

Louisville Women's City Club

Parent-Teacher Association, Gavin Cochran School

Parent-Teacher Association, Louisville Girls High School

Parent-Teacher Association, William R. Belknap School

Rotary Club of Louisville

Sorosis Club

Woman's Club of Louisville

Younger Woman's Club

### PROGRAM ADVISORY COMMITTEE

Mr. Frederick Archer

Rabbi S. N. Bazell

Mrs. A. D. Campbell

Mr. Paul Harris

Mrs. E. S. Hortine

Dr. Ira R. Ladd

Mrs. R. V. Love

Mrs. Sam Matlack

### PUBLICITY DIRECTOR

Miss Sarah Fisher.

As a member of the Community Chest Executive Committee, I am interested in training for various phases of Social Work. As President of the Neighborhood House Board, I am particularly interested in training for recreation or group work. As you know, the Recreation Department of the School of Social Work has trained six hundred and twelve people in the recreational courses which it conducted for the past three years, and in short institutes which it offered. Three hundred twenty nine of these people are now working in educational and recreational agencies in the city and state. Many are working in the schools, settlements, orphanages, playgrounds, and camps of the city.

Last year the School of Social Work felt that these courses it offered ought to be incorporated into the University; first, because the University furnished a better type of student usually; second, because these courses would reach greater numbers; third, those who are preparing to teach ought to have recreational training in addition to the other courses offered in the Department of Education; fourth, until the University took over these courses, students had to give an extra year to training before they were proficiently equipped for social work.

The President and Academic Council of the University, realizing that progressive universities offer professional training in addition to the more academic courses, incorporated it into the University curriculum last fall. There have been about forty students taking these courses, about twenty are taking courses in the Case Work field and the same number in the Recreational field. Those students who are taking these courses have expressed a genuine interest in them and we know a number of other students who plan to take the courses next year.

Necessity for the Continuation of Social Work Training at the  
University of Louisville.

March 7, 1927.  
C. J. [unclear]  
1927

*Miss [unclear]*



1. The courses which are being given at present train young people to become Group Leaders. Such courses as Child Study, Group Leadership, Give one a background of childhood, an understanding of the child in all his periods of development, an understanding

Arguments for the Particular Type of Training Which is Now Being Given.

the plans of yourself and the Trustees in regard to these courses courses have been available. Can you tell us at this time what are our settlements and playgrounds is greatly improved since training remain at the job for a longer period. We are certain the work in from other cities. Locally trained people are much more apt to it is much more difficult and more expensive to secure workers of Social Work in Louisville. We know from past experience that that trained workers are absolutely essential to the future growth worth-while and that it will continue to finance them. We feel We very much hope the University will feel these courses are your consideration.

to represent them and present this subject of future training for who have so profited by these trained young people, have asked me finances this training, the Recreational and Educational agencies The Executive Committee of the Recreation Council, which has training in the Group Work courses at the University. aid is given, there will no longer be Chest funds to continue this cent. This means that after June 15th, unless some unforeseen the budget of the Recreation Council by a cut of sixty-six per- ure of the Chest drive this year it has been necessary to reduce Executive Secretary of the Recreation Council. Due to the fall- instructors. The Recreation courses are being given by the Chest gives the services of some of its executives who serve as These courses are financed by the Community Chest. The

1. Theory of Play, which includes child-study. This course includes two hours of lecture work and four hours of Laboratory work. The Laboratory work includes Group and Athletic Games and Story Telling.

the University of Louisville.

Recreation or Group Work Courses Now Being Given at

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tiona centers and homes today. they are not Group leaders such as we need in our schools, recreation of the individual. Many good coaches are turned out but ing in Gymnastics, athletics, etc. does not make for the development of the individual. This training in physical education. This training in the old type of Recreational training which was given in the practice here what he has learned in the classroom. The old type of Recreational training which was given in the schools and colleges is that in physical education. This training in Gymnastics, athletics, etc. does not make for the development of the individual. Many good coaches are turned out but they are not Group leaders such as we need in our schools, recreation centers and homes today.

2. In addition to these Lecture courses students are given Laboratory courses in such practical work as Group Games, Team Games, Folk Dancing and Story Telling. The students participate in these activities in the Laboratory so that they will have the technique necessary to lead children and young people in like activities.

3. The third phase of this type of training is the practical experience which all students receive through their field work. Every student is required to lead at least one Group a week at a Social Center or Children's Institution in the city. This work is supervised both by the institution and by the instructor. We feel its great value is that the student has an opportunity to practice here what he has learned in the classroom.

4. The old type of Recreational training which was given in the schools and colleges is that in physical education. This training in Gymnastics, athletics, etc. does not make for the development of the individual. Many good coaches are turned out but they are not Group leaders such as we need in our schools, recreation centers and homes today.

The Filson Historical Society

2. The course in Group and Community Organization includes two  
Lecture hours and two Laboratory hours. The Laboratory work  
consists of Folk Games and Folk Dancing.

RESUME OF CONNECTION BETWEEN THE UNIVERSITY OF LOUISVILLE AND THE LOUISVILLE SCHOOL OF SOCIAL WORK.

June 2, 1927.

This resume made at the request of the Executive Committee of the Recreation Council and given to Mr. E. S. Tachau for his interview with Mr. Colvin concerning the continuance of the Group Work Courses at the U. of L. I.T.

The HISTORY OF THE SCHOOL contains a statement regarding the very beginning of training for Social Work in 1918 and the early connection with the University of Louisville. This statement tells about the coming of Dr. Ware to the University and of the financial arrangement made with the University, that of paying him \$1000. in 1919-20 toward his salary.

The earliest correspondence with the University which I can find is a letter written to Dr. Patterson on February 5, 1919 by Mr. Street, Director of the Welfare League. In this letter Mr. Street urges the University to establish a School of Social Work, stating that the Welfare League would be willing to help finance it.

Dr. Patterson, in a letter of February 5, 1919, in reply to Mr. Street's letter, stated that he was willing to recommend to the University Trustees that a Professor of Applied Sociology be appointed if the Welfare League would help finance this department.

Following that there were several letters referring to this matter. On April 10, 1919, Mr. Street wrote Mr. Ford, stating that the Welfare League had appropriated \$1000. for the school year 1919-20 toward the establishment of courses in Applied Sociology.

On April 16, 1919, Mr. Ford replied with a letter in which he stated that the Board of Trustees authorized the establishment of a Department of Applied Sociology. Mr. Ford stated he hoped "this Department would grow into something of great practical value to the community." Mr. Ford stated the details of the courses would be worked out with Dr. Patterson. This is the first letter showing the endorsement of the Board of Trustees.

There is some correspondence then with Dr. Ware including him to come to the University.

Then comes quite a bit of correspondence between Mr. Street and Mr. Ford in regard to the \$1000. subscribed for the University.

The next correspondence we have is a letter from Miss Collier, Treasurer of the University, on March 5, 1921, asking for one-half of the amount to be contributed toward Dr. Ware's salary. The Chest Director replied that the Welfare League did not plan to continue contributing a sum to the University and that it did so only for the academic year 1919-20. Then followed a letter on March 14, 1921, from Mr. Ford, in which he stated he understood the Welfare League planned to continue this cooperation. He stated he feared the University could not continue the Sociology Department without help from the Welfare League. There is no further correspondence

June 2, 1927

regarding this matter. (The Sociology Department was continued.)

### Reorganization of School:

The next letter I discovered was written on August 2, 1922, by Dr. Ware to Dean Patterson, in which he spoke of the reorganization of the School of Social Work. Dr. Ware urges the re-organization of the School and urges that the University permit the fees to be retained by the School to pay part of the director's salary. There is no reply to this letter in the files.

The next letter is from Dr. Patterson to Mr. Liggett, Director of the Community Chest, dated August 13, 1922, in which he expresses the desire to discuss the re-organization of the School with Mr. Liggett.

The next letters were written by Mr. Liggett to Dr. Patterson, on September 15 and 22, 1922, in which he outlined the plan for the School. On September 15, 1922, Dr. Patterson answered Mr. Liggett's letter. In this letter he talks about the arrangement for fee and suggests that Dr. Ware be made Advisory Director and suggests a name for the school. In this letter Dr. Patterson promises to submit to the Board of Trustees the recommendation that the term of organization be approved. This is the last letter which we have in the files from Dr. Patterson. (We know, however, that the school was re-organized and affiliated with the University.)

Although I discovered no further correspondence until 1925, I discovered in the Minutes of the Advisory Board of the School, at a meeting held November 14, 1922, a report of the meeting with Mr. Ford in regard to the establishment of a Department of Occupational Therapy. In the December 11, 1922 Minutes, Miss Warren reported that Mr. Ford was willing for the School to undertake the Occupational Therapy work as a department of the School. (See Minutes for detail.)

### School and University Policies:

In the Minute book I have found the following policies of the School of Social Work relative to the University. (This statement was not dated.)

1. Students registered in the School of Social Work may take kindred courses in the University of Louisville without payment of University fees.
2. Juniors and Seniors registered in the University of Louisville may take as many courses in the School of Social Work as the Director of the Department in which they are specializing in the University and the School approve.
3. Any person registered for one-1 hour course will not be registered at the University and will, consequently, be exempt from the \$2.00 registration fee.

4. Colored students are permitted to the extension courses but are not permitted to the regular courses and, consequently, are not registered at the University.

In the Minutes of October 12, 1924, the question of a certificate to special students, that is, to those who did not have a high school diploma, was discussed. Dean Anderson stated that these students could be given a statement from the School but could not receive a University certificate. Certificates were granted by the University to all students meeting University entrance requirements who completed the one year course at the School.

On February 26, 1925, the Advisory Committee of the School met and discussed the discontinuance of the School. It was felt that the School was an expensive luxury to the community and if there were not a sufficient number of students enrolled in the fall that the School be discontinued.

On March 6, 1925, the Executive Committee of the School met and at this meeting the question was raised whether the School of Social Work should be discontinued when it had comparatively few students and when money was needed for other agencies. Dr. Ware felt that the School should continue and if the classes were held at the University there would be no question of too small an enrollment. Dean Anderson asked that the matter be brought up for further consideration. Both he and Dr. Ware felt the University was in no position to take on extra financial burdens and that the School should be built up and then approaches made to the University. It was decided that the School operate another year if enough students registered in the fall.

At a meeting on November 25, 1926, Miss Brandt's read communications from the Board of Workers, the Advisory Committee of the School and the Recreation Council, endorsing the plans of having the courses now given at the School to be given at the University in 1926-27 and the Executive Secretary of the Case work Council and Executive Secretary of the Recreation Council be employed, who would for the first year especially, give most of their time to the teaching of these courses. It was reported at this meeting that Dean Anderson and Dr. Ware agreed to recommend to the University Council that the University in its Department of Sociology assume responsibility with the exception of the financial responsibility for the courses in Social Work which were now given in the School. The expenses were to be paid by the Community Chest.

School taken over by University:

One other letter I found referring to the taking over of the School of Social Work by the University was one written November 16, 1925, by Dean Anderson to Miss Bristley, in which he stated that the plans submitted for the courses in the Sociology Department were approved by the Chancellor and that he, Dr. Patterson, was transmitting the formal recommendation to the Board of Trustees that the plans be approved. Dean Anderson also stated "I think it will be not only a good thing for the School of Social Work but an excellent addition to the courses offered in the University of Louisville."

Recreation Department Graduates 1923 to 1926 - 17  
Case Work Department Graduates 1923 to 1926 - 8

<u>Case Work</u>	<u>No. students</u>	<u>Recreation</u>	<u>No. students</u>
Jan. to June 1923	52		
Sept. 1923-June 1924	17		47
Sept. 1924-June 1925	28		36
Sept. 1925-June 1926	18		23

STATISTICS

The following statistics will show the number of students who have taken the courses in both departments of the School, from the inception, January, 1923 until its closing, June, 1926.

In the fall of 1926, the courses which had formerly been given at the School of Social Work were given at the University of Louisville. Definite arrangements with the University had been completed in November 1925. In February 1926, catalogue material was sent to the University and the other plans were definitely outlined during the spring of 1926.

There is, you will notice, no written statement regarding the future of the Social Service courses at the University in so far as the financial end is concerned.

The last record we have is that of the last meeting of the Board of Directors of the School, held June 3, 1926, at which time Mrs. Brislley reported that the University had accepted the courses. At this meeting Dean Anderson asked Miss Levin to be responsible for the details incident to the courses at the University.

January 11, 1926, at a meeting of the Executive Committee of the School, Dean Anderson asked that catalogue material be submitted by February 1. The courses at the University had been definitely arranged for and at this meeting the question of publicity for the courses, hours, catalogue material, etc., was taken up. Then there was a meeting of the Advisory Committee on May 15, 1926, at which time publicity for the University courses was discussed.

We have letters from Dr. Patterson to the Trustees - from the Trustees to him, approving the plan - letter was dated February, 1926.

Important:

The Department filled many positions in these four years in which the training has been given and graduates who wished positions were satisfactorily placed. Positions filled by former students of the Recreation Department of the School and by those who have had training this year are as follows: (Many of these are part time positions.)

POSITIONS - Recreation Department:

Of the 106 students who took work in the Recreation Department in the three years it was a part of the School of Social Work, that is, from September 1923 to June 1926, 17 were graduated upon completion of the full one year's course, many of these were University, Normal and Seminary students; also, staff workers in social agencies and teachers who took a number of the courses but not a sufficient number to receive a certificate of the School. During this past year five students have completed the training in the recreation courses.

- 1- Worker in the Children's Bureau.
- 1- Worker in the Social Service Exchange.
- 3- Workers in the Family Service Organization
- 1- Worker in the Children's Protective Association.
- 1- Worker in the Social Service Department of the Louisville & Jefferson County Children Home.

The majority of the students in the Case Work Department were those already in the professional field, most of them had not had training and some of them had training which they wished supplemented by courses in the School. The following positions were obtained in this department:

Five of the twenty students who took the Group Work courses this year had planned to continue their training, wishing to specialize in this field of Social Service work. I have been told there are a number of other students who had planned to take these courses in 1927-28, but I have no record of same as students do not register in advance.

During the school year of 1926-27, there have been twenty students in the Group Work courses, that is Theory of Play and Community and Group Organization courses; Twenty-one students in the Contemporary Social Work courses; eight students in the Child Welfare courses; Eighteen students in the Mental Hygiene course, making a total of sixty-seven. Some of these were the same students and I do not, however, know how many repetitions there are in this group.



Neighborhood House ..... 24 workers  
 Ninth & Hill Settlement ..... 3  
 Wesley House ..... 5  
 First Christian Church ..... 1  
 Social Center ..... 1  
 Home of Innocents ..... 3  
 Kosair Crippled Children's Home ..... 1  
 Louisville & Jefferson Co. Children's Home ..... 1  
 Y. W. C. A. ..... 2  
 Y. M. H. A. ..... 3  
 Knights of Columbus ..... 1  
 St. Helen's Cooperative Club ..... 1  
 Lou. Girl's High School ..... 1  
 Montgomery School ..... 1  
 Prentice School ..... 1  
 Board of Park Commissioners ..... 33  
 Phyllis Wheatley Y.W.C.A. ..... 1  
 Presbyterian Colored Mission ..... 4  
 Plymouth Settlement ..... 1  
 Conference for Colored Women at Lincoln Institute ..... 1  
 Louisville Fresh Air Home ..... 3  
 Portland Health & Play Center ..... 2  
 Dancing teachers ..... 1  
 Girl Scout Athletic Director ..... 1  
 Daily Vacation Bible School ..... 1  
 Grace English Lutheran Church ..... 3

Out of town positions filled:

Speed Community Center, Speed, Ind. .... 2 workers  
 Greenwich Settlement, New York City ..... 1  
 Council of Jewish Women Community Center New York City ..... 1  
 J. B. Friedman Settlement, Paducah, Ky. .... 1  
 Physical Director in Public Schools, Arnold, Pa. .... 1  
 Camp Mary Wood, North Carolina ..... 1  
 Camp Lake Junaluska, North Carolina ..... 1  
 Chautauqua ..... 1

In addition 18 teachers employed in the Louisville School System, 11 teachers employed in the County Schools and 8 teachers employed in the Colored Schools of Louisville have taken training in the Recreation Department.

Cost to Community for Training of Social Workers.

Year	Receipts from Community Chest.	Receipts from Tuition
1920	\$1,000.00	(Welfare League contributed this toward Dr. Ware's salary)

1921	.....	.....
1922	630.19	.....
1923	3,741.01	\$2,157.61
1924	7,103/00	2,906.46
1925	6,548.99	1,660.93
1926	4,927.00	(this includes one-half of Recreation Council Budget plus School Budget) From Jan. to June only.)
1927	1,419.63	(half of Recreation Council Budget until July, 1.)
	<u>\$ 25,369.82</u>	<u>\$7,179.69</u>
	7,179.69	
	\$ 32,549.51	Total Receipts from Community Chest and Tuition.

Ida Levin, Executive Secy.  
Recreation Council.

REPORT OF COMMITTEE ON EVALUATIONS

1937

This Committee came into existence as a result of the work done by

the Chapter Committee on Standards of Employment Practices. The latter's

report of May 13, 1937, contained these paragraphs:

Evaluations are necessarily made in employing, continuing or dismissing employees. There should be periodic evaluations of the employee's work which should be written and placed on file along with agency considerations and decisions based upon them. Employees should participate in making these evaluations and should in general know their content if they so desire. Such recorded evaluations serve as a fair and sound basis for reference writings.

Since the content of such evaluations varies in the different fields of social work, as well as within any one field, the Committee recommends that further study be given this subject in order to develop a more basic content.

To meet this recommendation the Committee on Evaluations has here

formulated the following statement. It is intended to be used suggestively

as a point of departure for an agency's thinking and practice, and to be mod-

ified by the agency's characteristic needs and cumulative experience in eval-

uating. Likewise, we do not offer the outline as a rule to be adhered

to.

This preliminary statement may serve as an indication of the Com-

mittee's thinking about the use of evaluation. Theoretical usage is so

vitaly related to content, as to be inseparable from it.

Underlying the formulation of this report there are several consid-

erations of the Committee. One is that the use of evaluation presupposes the

agency has defined its own usefulness to the community and has carefully con-

sidered what it needs from its workers in original equipment and in quality.

\*The statement has been made with reference to the possible needs

of a case work agency rather than those of a group work agency, and not of

supervisor or clerical staff.

The statement has been made with reference to the possible needs of a case work agency rather than those of a group work agency, and applies to the evaluation of case workers - and not of supervisor or clerical staff.

Underlying the formulation of this report there are several considerations of the Committee. One is that the use of evaluation presupposes that an agency has defined its own usefulness to the community and has carefully considered what it needs from its workers in original equipment and in quality.

This preliminary statement may serve as an indication of the Committee's thinking about the use of evaluation. Thoughtful users are so vitally related to content, as to be inseparable from it.

To meet this recommendation the Committee on Evaluations has here formulated the following statement. It is intended to be used suggestively as a point of departure for an agency's thinking and practice, and to be modified by the agency's characteristic needs and cumulative experience in evaluating. \* Distinctly, we do not offer the outline as a rule to be adhered to.

In order to develop a more basic content.  
Committee recommends that further study be given this subject since the content of such evaluations varies in the different fields of social work, as well as within any one field, the

evaluations are necessarily made in employing, continuing or dismissing employees. There should be periodic evaluations of the employee's work which should be written and placed on file along with agency considerations and decisions based upon them. Employees should participate in making these evaluations and should in general know their content if they so desire. Such recorded evaluations serve as a fair and sound basis for reference writing.

Report of May 13, 1937, contained these paragraphs:  
the Chapter Committee on Standards of Employment Practices. The latter's This Committee came into existence as a result of the work done by

REPORT OF COMMITTEE ON EVALUATIONS

and direction of development on the job.

A second conviction of the Committee is that the supervisor

should realize the grave distinction between evaluating the worker's job performance and evaluating the worker as a personality. A serious responsibility rests upon the supervisor to define the area of evaluation in terms of what the worker does, rather than what sort of person he is.

Realizing keenly that the personality and attitudes of the worker reveal themselves inevitably and strikingly as he discharges his obligation to client and agency, we are convinced that the supervisor, in evaluating, should take into consideration the personality, attitudes and behavior of the worker only as they are expressed in his job performance.

The Committee also thinks that the interrelationship of all the

items listed is important - that the worker's progress in job organization, for example, should be considered in connection with the progress made in

"quality of case work practice". In some periods in the agency's operations, it may be essential to its functioning that any given worker carry a large case load responsibly and with good organization, and furthermore

maintain sound working relationships to the community; at other times the agency may need, most of all, that each worker show indication of growth in refined case work techniques.

In an agency plan for evaluating the workers, the supervisor must

as to what extent the supervisor shall share with the worker the evaluation of his performance. The committee suggests that, from the initial stage

of relation with the agency, the worker shall know that his work is evaluated, and shall know also upon what basis and in what terms it is evaluated, and

\*See further reference to this point under heading, "When should evaluations be made".

that the evaluation will be shared with him by the supervisor who has made it.

\* Whether or not to adopt the practice of sharing a written evaluation

with the worker would be a matter for each agency to decide. In whatever form

(verbal or written) the evaluation is made, there should be some preliminary

understanding between worker with opportunity for self evaluation. How-

ever, this does not mean a lessening of the supervisor's responsibility as the

evaluator, but rather, encourages a more active participation on the part of

the worker.

\*As a possible help in weighing the merits of this idea, we include here a brief account of the relevant experience of one large public agency.

From its beginnings as an agency, the Philadelphia County

Relief Board instituted the use of periodic evaluations

given orally. Dissatisfaction with the use and content of

these early evaluations became increasingly prevalent both

in the supervisory group and among the workers supervised.

In many instances the content related to a vaguely defined

supervisory process and to an estimate of the worker as a

person rather than to the worker's job performance. The

result was for these workers a confusion as to what was

expected of them and a distrust as to what would be written

of them in the permanent personnel record.

As a possible remedy for these difficulties the use of

written evaluations to be shared with the worker in their

written form, was instituted in August, 1936. This usage

made a progressive contribution to supervisory skill and

agency personnel practice. The content of evaluation was

increasingly focused upon the worker's performance and how

he might improve it. From the written evaluations the

workers were to read, descriptions of the latter as person-

alities tended to disappear. There ensued a heightened

sense of the supervisor's responsibility to include in each

supervisory conference, specific comment upon the worker's

performance so that the periodic evaluation would be a con-

sideration of trends evident in the performance during the

time period evaluated. Consequently the worker gained a

clearer concept as to what the agency expected of his per-

formance with resulting increase in his sense of security

and an improved working relation between him and supervisor.

While the entire relation of supervision to evaluation has vital significance for both processes, the committee is here including - as pertinent to our task - only this comment upon the connection between the

two  
Evaluation may be defined as that part of supervision which measures the quality of a worker's performance as compared with the agency's requirement of this worker. It should neither be confused with, nor separated from, the supervisory process as a whole. Supervisor concerns

itself with the teaching of the job. As related to evaluation, one essential aspect of supervision is the supervisor's thorough knowledge of the various aspects and problems of the worker's performance - a knowledge gained from discussion in supervisory conferences, from reading of the worker's records, from relevant statistical information.

The evaluation conference may be considered the summation of the individual supervisory conferences. At its heart, it offers opportunity for the worker to participate in the consideration of his own progress toward job mastery.

No written statement can supply the supervisor with the philosophy and skill which may enable him to balance in proper proportion the factual knowledge, understanding, candor, warmth and quick perception which altogether make the evaluation conference the potential impetus toward the worker's better performance. For agency, worker, and supervisor, there are immeasurable values in the latter's ability to perceive and act upon the possibilities inherent in the evaluation conference.

When should Evaluations be made:

1. At the time worker is hired, he should be given clearly to understand what qualifications of his, as the agency now knows them, constitute the reason for his being hired. He should be told what the job requires, as defined by agency, and should understand agency's plan for subsequent evaluation.
2. At the end of an orientation period.
3. At stated intervals (according to plan) of three to six months. These intervals should be spaced not solely in terms of a routine lapse of specified time, but rather the time period should be used as a point of departure in planning for evaluations. If a worker is having a new supervisor, is being transferred to a new district or a new type of job responsibility - these natural occurrences should be utilized whenever possible, in place of a continual reliance on the stated time intervals.
4. If or when a person's quality of performance is being questioned, he has a right to an evaluation.
5. When he leaves the job, for any reason.



The Nature of the Responsibility Assigned to the Worker

In evaluating the following basic elements in the worker's situation should be kept in mind:

The special characteristics of the job assigned to the worker.

The number of cases carried.

Any special problem arising by virtue of nature of community in which case load is being carried.

(i.e., in a children's agency - is this untried territory in which to place agency activities of a public assistance agency - is this an industrial community with many seasonal layoffs?

Turnover in load, as compared with that used to the agency or with reference to special significance of agency function.

Does this assignment represent a cross section of agency case load, rather than an assignment which includes special features?

Content of Evaluation:

4. Quality of Case Work Practices

1. Worker's knowledge of agency purpose and the procedures for which he is responsible in carrying out that purpose.

(For example, in a public assistance agency, this would mean his knowledge of eligibility requirements and of other policies pertinent to his job.)

2. Worker's ability to align his thinking and activities with the purpose of the agency, and to work with this purpose as it may relate to the client's individual needs.

3. His initiative, creativeness, flexibility and helpfulness in administering agency policies.

4. The growth in the worker's ability to understand the client's - and his own - attitudes and behavior in their mutual dealings with the agency.

5. The increase in the worker's ability to make decisions and

take action emanating from helpful, unbiased attitudes.

6. His recording - its pertinence and clarity of content, its

promptness and economy; the worker's perspective upon these various factors

as related to agency, a use of records.

(In evaluating the quality of case work practice, it should be remembered that no practice is of desirable quality which does not have as its basis a warmth for people, a sustained awareness that the agency exists to give help, together with a growing respect for the individual's capacity for self-determination and a sensitivity to the potential element of mutual participation between client and worker. Making these, the most perfect performance in terms listed above would still be regarded and of doubtful value to client, agency and community.)

b. Quality of job organization

1. Promptness (in discharging necessary obligations in refer-

ence to the job).

2. Balance in distributing efforts (might include regula-

tion of time spent on work if this lies within the responsibility assigned to

the worker.)

3. Soundness of perspective in the selection of duties to be

accomplished in times of pressure.

4. Worker's awareness of his individual responsibilities as

part of agency job and his adaptation of his performance to changing require-

ments and conditions.

5. Dependability in reading details such as reports, as shown

by accuracy and promptness.

c. Ability to maintain work relationships:

1. With other staff members (colleagues), as well as professionally

2. With people in the community.

3. Ability to work cooperatively with other agencies, with a sound respect for their functions, as well as for the worker's own

4. To use community resources in the interest of clients.

5. To interpret responsibly the client's situation to referral

sources.

6. To work with individuals otherwise interested, in their proper

relationship to the case.

D. Use of Supervision:

1. His use of supervision to clarify problems either in relation

to the total job or to a specific situation.

2. His use of any difference in point of view arising between him-

self and supervisor (i.e., does his ultimate use of the difference act as a

stimulus to growth on the job?)

3. His ability to share with supervisor experiences which would be

of value to the rest of the agency.

E. Professional Interests:

The value to the agency of the worker's contribution made as

a result of such professional activities as reading, courses taken, participa-

tion in committees or in allied professional groups.

F. Rate of Progress:

With reference to the agency's developing concept of the own

usefulness to the community, how satisfactory is the worker's rate of progress

in these various job phases evaluated?

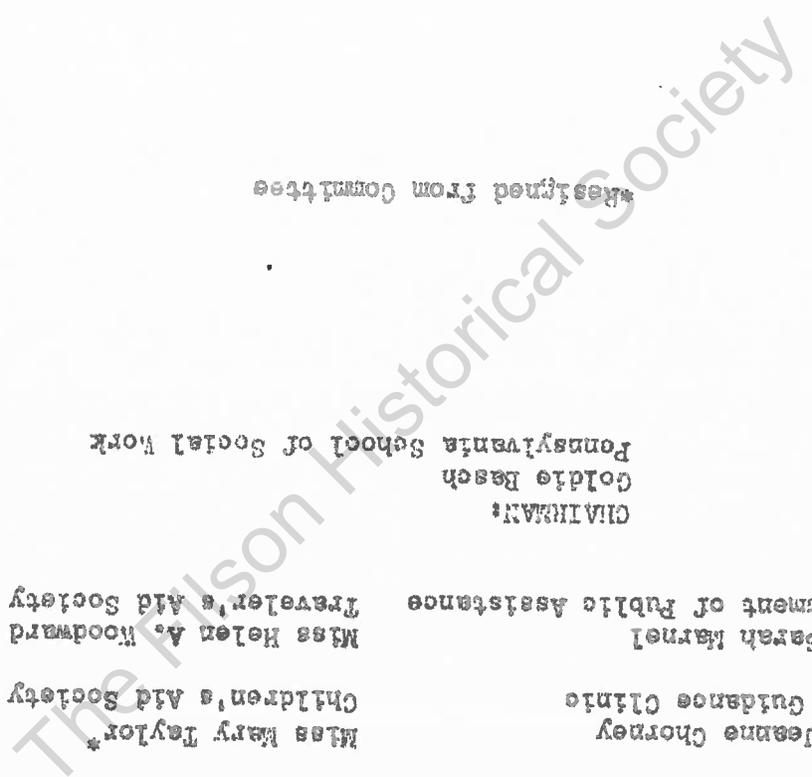
Respectfully submitted,

COMMITTEE ON EVALUATIONS

Mrs. Edna L. Astley*	Family Society
Miss Jeanne Chorney	Child Guidance Clinic
Mrs. Sarah Karnel	Department of Public Assistance
Miss Helen A. Woodward	Traveler's Aid Society
Mrs. Betty Mazur	Juvenile Aid Society
Miss Mary Taylor*	Children's Aid Society

CHAIRMAN:  
 Goldie Basch  
 Pennsylvania School of Social Work

\*Assigned from Committee



ANNOUNCEMENT

Professor Edward C. Lindeman, of the New York School of Social Work is our speaker for next Sunday, Feb. 9th at 3:30 in Columbia Auditorium, on "Education in a Changing Social Order".

Professor Lindeman has always felt that education can be successful only in so far as it interprets our society and is based on a constructive philosophy of social justice and progress. He has taught sociology, philosophy, and education at the Y.M.C.A. College in Chicago, at the Woman's College of the University of North Carolina, and at Temple University. He is now professor of social philosophy at the New York School of Social Work, where he teaches courses in Education and Social Progress.

Education as Professor Lindeman sees it must include not only the school child, but the whole community. In New Jersey, where he lives, he has taken the leadership in the Social Planning Commission of the New Jersey Conference of Social Work, and is chairman of the Planning Commission of the New Jersey Library Association. He has taken an active part in the adult and parents education movements, and has devoted much of his time to stimulating workers education. In line with his interest in community education for young and old alike, Professor Lindeman has been given the responsibility of directing the Federal Government's program of community organization for leisure under the Works Progress Administration.

Perhaps Professor Lindeman understands the educational needs of the great numbers of American people better than others because he himself was denied educational opportunities. He had worked for years as a day laborer and farmland before he was finally able, at the age of 21 to start working his way through college.

Professor Lindeman is the author of many authoritative works on sociology and education. His books include: "The Community", "The Meaning of Adult Education", and "Dynamic Social Research".

The Louisville Committee of the L.I.D.  
1042 Cherokee Road  
Louisville, Ky.

1. PERSONAL CONDUCT

- a. Social workers in private life should so conduct themselves that they will not bring just criticism on themselves or their profession.
- b. They should be always courteous, kind, patient, and prompt, remembering that they stand as interpreters of the spirit of their organization to the public.

11. OBLIGATIONS TOWARD CLIENT

- a. A social worker's first interest should be in the successful social relationship of his client, except in cases where the community standards are threatened.

- b. He should deal with his client openly and frankly.
- c. He should guard his client's confidence carefully, discussing the family problems only with those legitimately interested in promoting the family's welfare.
- d. He should be unflinchingly tolerant and considerate of the client's point of view.

111. OBLIGATIONS TO ONE'S OWN ORGANIZATION

- a. Loyalty and sincere cooperation should characterize the relations between staff members, supervisors and executives.
- b. Members of a staff should be allowed to participate in the formation of policies on a basis of democratic discussion and contribution of valuable ideas and ideals.

- c. The social worker should not secure an offer of another position for the sole purpose of using it as a means of obtaining an increase in salary in his present position. On the other hand, no organization should stand in the way of a worker's merited advancement.
- d. Social workers should refrain from so continuously overworking to cause cumulative fatigue.

11A. OBLIGATIONS TO OTHER ORGANIZATIONS

- a. Other organizations should always be treated with courtesy.
- b. When conferences are held between organizations to plan cooperative action for a client's benefit or community project, the interest of the client should supersede the interest or promotion of the organization.
- c. There should be ready exchange of information among organizations dealing with common problems, but confidences should be carefully respected.

A. OBLIGATIONS TO THE COMMUNITY

- a. The social worker should respond promptly to all calls for assistance.
- b. He should devote a part of his time and abilities to the interpretation of social problems discovered by his work, for the benefit of the general public welfare and for the development of preventive methods.

The Filson Historical Society

VI. OBLIGATIONS TO THE PROFESSION

- a. The social worker should contribute to scientific periodicals and research studies.
- b. He should uphold the standards of the social work profession, and actively support efforts to maintain and elevate these standards.
- c. Any social worker acting as a chief executive must be present at board meetings.
- d. Workers should avoid making criticisms of their predecessors, and of other social workers.





The Filson Historical Society

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National Conference of Social Workers

Washington, D. C. May 14-17, 1933

Committee for Social Betterment  
Empire State

THE REGULAR MEETING OF THE  
PHILADELPHIA CHAPTER OF THE AASPH

WILL BE HELD ON THURSDAY EVENING, NOVEMBER 9, AT SEVEN-THIRTY

IN THE

AUDITORIUM, 311 S. JUNIPER STREET

The enclosed report of the Committee on Evaluations will be presented  
to the Chapter. Please READ it carefully and BRING it to the meeting.

Discussion Leader: Miss Goldie Basch

Discussion will be opened by:

Mrs. Evelyn K. Gaskill

Miss Barton Green

Miss Betsy Libbey

Miss Claire Thomas

IT IS HOPED THAT THERE WILL BE GENERAL DISCUSSION BY THE CHAPTER ON  
THIS SUBJECT SO VITAL TO OUR PROFESSIONAL PRACTICE.

Faith Clark, Chapter secretary

FIFTIETH ANNIVERSARY SESSION

Washington, D. C., May 16-23, 1923

General Topic: "Social Work in the Life of Today"

# National Conference of Social Work

(National Conference of Charities and Correction to 1917)

OFFICE OF THE PRESIDENT  
105 EAST 22ND STREET, NEW YORK

### OFFICERS

- Children
- Delinquents and Correction
- Health
- The Family
- Industrial and Economic Problems
- Neighborhood and Community Life
- Mental Hygiene
- Organization of Social Forces
- Public Officials and Administration
- The Immigrant

- Allen T. Burns, *1st Vice-President*
- Julia C. Lathrop, *2nd Vice-President*
- Dr. William Healy, *3rd Vice-President*
- C. M. Bookman, *Treasurer*
- 25 E. 9th Street, Cincinnati, O.
- Wm. Hammond Parker, *Gen'l Secy.*
- 23 E. 9th Street, Cincinnati, O.

### SPECIAL COMMITTEES AND CHAIRMEN FOR 1923

- The Home—Porter R. Lee, New York.
- The School—Mrs. Helen T. Woolley, Detroit, Mich.
- Industry—Rev. John A. Ryan, Washington, D. C.
- The Church—Mrs. John M. Glenn, New York.
- Public Opinion—John H. Finley, New York.
- Law and Government—Roscoe Pound, Cambridge, Mass.
- Health—Dr. Livingston Farrand, Ithaca, N. Y.

### Special Committee for Kentucky

- Miss Frances Ingram, Louisville, *Chairman.*
- David C. Liggett, Louisville, *Secretary.*
- Miss Maybelle Cornell, Lexington.
- Miss Annette Cowles, Louisville.
- Attilia Cox, Louisville.
- Wilbur A. Fischer, Louisville.
- Mrs. R. P. Halleck, Louisville.
- Walter E. Hughes, Louisville.
- Mrs. Lula D. Krakaur, Louisville.
- Miss Nettie M. Lovell, Louisville.
- Miss Marie Maloney, Louisville.
- Dr. A. T. McCormack, Louisville.
- Miss Linda Neville, Lexington.
- Dr. Frank J. O'Brien, Louisville.
- Miss Katherine Pettit, Pine Mountain.
- George L. Sehon, Louisville.
- Mrs. Charles B. Sempie, Louisville.
- John F. Smith, Berea.
- George Stoll, Louisville.
- Miss May Stone, Hindman.
- Linton B. Swift, Louisville.
- E. S. Tachau, Louisville.

The Filson Historical Society

# NATIONAL CONFERENCE OF SOCIAL WORK

## DIVISION ON THE LOCAL COMMUNITY

GENERAL HEADQUARTERS: 315 PLYMOUTH ST., CHICAGO, ILL. CHARLES W. FOLDS, CHICAGO, TREASURER; WM. T. CROSS, CHICAGO, GENERAL SECRETARY

FRANCES INGRAM, CHAIRMAN

Head Resident, Neighborhood House  
428 SOUTH FIRST ST., LOUISVILLE

ROBERT A. WOODS, SECRETARY

Head of South End House  
20 UNION PARK, BOSTON

HOWARD S. BRAUCHER, AMERICAN PLAY-  
GROUND ASSOCIATION, NEW YORK  
GEORGE A. BELLMY, CLEVELAND  
DORA BERRER, LOS ANGELES  
L. M. BRISTOL, MORGANTOWN, W. VA.  
MRS. W. S. CALDWELL, OMAHA  
JOHN COLLIER, NEW YORK  
CHARLES C. COOPER, PITTSBURGH  
MARY E. MCDOWELL, CHICAGO  
ELEANOR MCMAN, NEW ORLEANS  
MANUEL C. ELMER, LAWRENCE, KAN.  
CORINNE FONNE, HOUSTON, TEXAS  
GEORGE E. HAYNES, NASHVILLE  
JOHN IHLDER, PHILADELPHIA  
BESSIE McCLANAHAN, IOWA CITY  
MRS. ROBERT A. WOODS, BOSTON  
WILBUR C. PHILLIPS, CINCINNATI  
FRED C. MIDDLETON, WINNIPEG  
FRANCES INGRAM, CHICAGO

FORTY-SIXTH ANNUAL MEETING AT ATLANTIC CITY, N. J., JUNE 1-8, 1919

This Conference is a voluntary association of agencies and individuals interested in human improvement. It exists to facilitate discussion of problems and practical methods, to increase the efficiency of agencies and institutions, and to disseminate helpful information.

### Making History at Atlantic City

Responsibility, second to none, for the same development of organized social effort after the war, during the reconstruction period, rests upon the National Conference. Its next annual meeting at Atlantic City, N. J., June 1-8, 1919, is likely to prove most vital to the nation and its thousands of communities. Working continuously, ten division committees are ascertaining and outlining the paramount problems in the chief fields of social welfare activity, and selecting the leaders best fitted to present them. More than four thousand delegates are expected. Seventy or more meetings will be held during the eight-day period. The Conference bespeaks the aid of every patriotic citizen.

### Ten Divisions at Work

Children.....Henry W. Thurston  
Delinquents and Correction  
Col. Cyrus B. Adams  
Health.....Dr. C.-B. A. Winslow  
Public Agencies and Institutions  
Robert W. Kelso  
The Family.....Joanna C. Colcord  
Industrial and Economic Problems  
Mrs. Florence Kelley  
The Local Community.....Frances Ingram  
Mental Hygiene  
Maj. Frankwood E. Williams  
Organization of Social Forces  
William J. Norton  
Uniting Native and Foreign Born in America.....Graham Taylor

### Its Publications

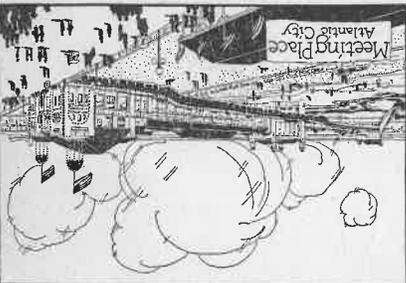
Once every year the Conference meets. Broad plans are laid. Practical results are compared. Diverse opinions are harmonized. New standards and policies are agreed upon.  
These priceless values are reflected and retained in carefully edited **Proceedings**, which for decades have constituted the best recognized reference and textbook in practical sociology.  
Annual Proceedings, cloth, 600 or more pages, \$2.50. Free with membership.  
"The Conference Bulletin," monthly, per year 60 cents. Free with membership.  
Pamphlets, Handbooks, Directories and other publications. Send for price list.

### Membership Open to Everyone

Only by increasing the interest, the influence and the financial support that comes with worthy and frequent additions to its present membership of 4,000 can the Conference prove its greatest value to the nation. Thoughtful men and women universally commend its sanity and reliability in dealing with the perplexing problems of our time. To join the Conference, send our name and address, stating nature of your interest, together with the fee, to the Treasurer, Charles W. Folds, 315 Plymouth Court, Chicago. All forms of membership are open to either agencies or individuals and carry the same privileges.

### Annual Dues—No Other Fees

Regular, one year.....\$ 3.00  
Sustaining, one year.....10.00  
Institutional, one year.....25.00  
Membership runs one year from month of acceptance.



54  
SSA 26

Governor  
G. Morrow  
GOVERNOR



Office of the Governor  
Frankfort

The Filson Historical Society

Office of the Governor  
Frankfort, Kentucky

Miss Frances Ingram, Chairman,  
Kentucky Children's Code Commission,  
Louisville,  
Kentucky.

The Filson Historical Society

1914  
1913  
1912  
1911 -

for 1911 -

(Edward Mearns - Franklin Ave. - St. Louis - 1910)  
and national education & settlement - 1910 (P) on the  
and settlement - Chicago - 1910 program started?

State Compendium, Inc.  
Conference of churches and ministers

1935  
1912

In 1921 - your edition - 1920 - Committee in Publications

Chairman of the - Atlanta - City - 1919 - See report in page 527 - "The Public  
 Division in the Area - Community  
 Kitchen - see a neighborhood house

1919 - Kansas City - 1918 - See report - page 459 - "a community  
 work  
 title changed to - conference & social

1915 - 1916 - Baltimore - 1915 - (see early - members conference)  
 1915 - 1916 - Memphis - 1914 (you date in link)

Executive Committee  
 conference in Chicago + Cincinnati





CARNEGIE INSTITUTE OF TECHNOLOGY

SCHENLEY PARK PITTSBURGH

August, 1, 1919.

Miss Frances Ingram,  
Neighborhood House,  
Louisville, Ky.

My dear Miss Ingram,

I discovered today that I still had the rough copy of my notes for one of your meetings which you had said you wanted. I am sending you a copy of the notes. I trust that they will be of some use in writing up the Distison.

Have no doubt but that you are more than busy this summer and as warm as we are. Hope to see you next year at the Conference if not sooner. If you should go through Pittsburgh please let me know so that we may see something of you.

Very sincerely yours,

*Jesse Fairbank Conrad*

Head, Department of Social Work.