Fall Symposium Expands to 18 Offerings

A record 18 workshops have been slated in nine cities throughout the state for this year's Fall Social Work Symposium. In a departure from the one-month format adopted by OCSWE in 1977, sessions have been scheduled from September to the first week in November, a plan designed, according to Symposium coordinator Peg Carey, to "increase workshop variety and accessibility."

The Symposium was launched in Cookeville on September 4 and 5 with "Counseling Adolescents and Their Families," a workshop which emphasized developing the attitudes and skills necessary in working with the troubled and in-trouble adolescent. Returning as one of the session leaders was Joy Johnson, Associate Professor of the Jane Addams Graduate School of Social Work, University of Illinois-Chicago Circle Campus, and noted author and lecturer on such topics as sex education, family relationships, and communication. Joining Mrs. Johnson in the two-day workshop was Peter Sternberg, a long-time associate and psychotherapist in private practice.

On September 17 and 18, Dianne Beal and Armand Occhetti will demonstrate the effectiveness of the married couples therapy group as a treatment modality in a presentation on "Conjoint Marital Therapy." Ms. Beal, a clinical social worker with Family Services of Wake County, Inc., North Carolina, has experience in marital, group and individual psychotherapy, family therapy and parent-child counseling. Mr. Occhetti (continued on page 2)
Noted Speakers Set for Fall Symposium
(continued from page 1)

chetti maintained a private practice focusing on marriage counseling and parent-child problems and served as a psychiatric social worker before accepting the position of Executive Director, Family Services of Wake County. Ms. Beal and Mr. Occhetti are co-leaders of an ongoing marital therapy group now in its third year and have co-led courses in the Minnesota Couple Communication Program. Registration fee for the workshop, which will be held in Knoxville from 9-12 a.m. and 1:30-4:30 p.m. both days, is $35.

"Worker Burnout" is the focus of a workshop to be presented October 4 in Nashville and October 5 in Memphis. Nancy Humphreys, Assistant Professor in the Rutgers University Graduate School of Social Work and President of NASW, is workshop leader. Ms. Humphreys will explore with participants the causes and manifestations of worker burnout, an extreme example of low morale, and examine ways of remedying or coping with the burnout syndrome.

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In Three November Workshops

Moody To Discuss "Life After Life"

Dr. Raymond A. Moody, Jr., author of the best-selling LIFE AFTER LIFE, will conduct three one-day workshops in Tennessee during November.

Dr. Moody, who has degrees in philosophy, medicine and psychiatry, was one of the first researchers to systematically study and publish his findings related to the phenomenon of survival after clinical death. Analyzing the near-death experiences of people he had interviewed, Dr. Moody discovered amazing similarities in their reports, despite highly varied religious, social and educational backgrounds. As Dr. Moody states, "It is my firm conviction that [the survival of bodily death] has great significance, not only for many academic and practical fields—especially psychology, psychiatry, medicine, philosophy, theology, and the ministry—but also for the way in which we lead our daily lives." Since the publication of LIFE AFTER LIFE, his findings have been corroborated by noted authority Dr. Elisabeth Kubler-Ross as well as other researchers.

The workshops, sponsored by the Office of Continuing Social Work Education of the University of Tennessee School of Social Work, will be held from 9 a.m. to noon and 1:30-4:30 p.m. in Knoxville, November 7; in Memphis, November 8; and in Nashville, November 9. The morning session of each will be devoted to a discussion of issues related to life after life. Afternoon sessions will feature discussion of Dr. Moody's newest book, LAUGH AFTER LAUGH: THE HEALING POWER OF HUMOR, in which the author suggests that the medical and helping professions may have overlooked the valuable healing asset of laughter and a sense of humor. Both, he contends, can be used as diagnostic and therapeutic aids in the treatment of physical and emotional problems.

Fees for the workshops will be $12 for regular participants and $3 for full-time students. A late fee of $3 (regular) and $2 (students) will be charged at the door. Descriptive flyers will be mailed to STIMULUS subscribers; others wishing copies or further details should contact the Office of Continuing Social Work Education, University of Tennessee School of Social Work, 2012 Lake Avenue, Knoxville, Tennessee, 37916, (615) 974-6778.

Publications Corner

Noncredit Opportunities

Local

Agency Board Member Training
November 12, Knoxville, TN
Speaker: Myron Berezin, Juvenile Diabetes Research Center, Miami, FL
Cosponsors include OCSWE and United Way of Knoxville
Contact: Peg Carey, OCSWE, (615) 974-6778, for details.

Family Therapy Workshop
November 30-December 1, Knoxville, TN
Leader: Harry Aponte, ACSW, Director, Philadelphia Child Guidance Clinic.
Cosponsored by OCSWE and Child and Family Services of Knoxville, celebrating CFS's 50th anniversary.
Contact: Peg Carey, OCSWE, (615) 974-6778, for details.

Regional TCSW Meetings

MIDDLE REGION
September 26, T.S.U. Downtown (formerly UT Nashville), Nashville
Theme: "Child of the Eighties"

MIDDLE WEST REGION
October 7, UT Martin--University Center, Martin
Theme: "Building Blocks or Blocking Builders?"
Contact: Andy Eickhoff, Western Mental Health Institute, Western Institute, TN 38024, (901) 658-5141, ext. 476, 279.

UPPER EAST REGION
November 1, D.P. Culp University Center, ETSU, Johnson City
Theme: "A Child Went Forth...Into the House of Tomorrow"
Contact: Laura Peplies, 115 Ridgecrest Dr., Johnson City, TN 37601, (615) 929-0171.

MIDDLE EAST REGION
November 8, University Center, University of Tennessee, Knoxville
Theme: "Social Work in the Year of the Child"

SOUTH EAST REGION
November 14, Downtown Sheraton, Chattanooga
Contact: Mrs. Eileen Locke, 1254 E. 3rd St., Chattanooga, TN 37404, (615) 698-6965.

WEST REGION
November 16, Memphis State University--Richardson Towers, Memphis
Theme: "Prevention: Key to Our Children's Future"
Contact: Dr. Carl Wilks, UTSSW, 1246 Union Ave., Memphis, TN 38104, (901) 725-4463; or Margaret Dichtel, Family Services of Memphis, 2400 Poplar Ave., Suite 500, Memphis, TN 38112, (901) 324-3637.
Fall Quarter Courses

The following courses will be open in Fall Quarter, 1979, at the Memphis Branch for persons in the community who have completed their master's degrees. Others may enroll with permission of the instructor. Classes begin September 19 and end December 4. For further information about registration and fees, contact UT School of Social Work-Memphis Branch, 1246 Union Ave., Memphis 38104, (901) 725-4463.

5083-Directed Readings in Research: Epidemiologic Analysis of Social and Health Problems
W, 8-10 a.m., 2 hrs. credit (Dr. Feit)

M,F, 10-12 a.m., 3 hrs. credit (Prof. Hess)

5315-Human Sexual Problems
Th, 1-4 p.m., 3 hrs. credit (Dr. Hirayama)

5661-Community Organization
M, 8-10 a.m., 2 hrs. credit (Dr. Knighton)

5771-Information Systems and Decision Making
T, 1-4 p.m., 3 hrs. credit (Dr. Holosko)

5772-Financial Management for Social Welfare Administration
W, 1-4 p.m., 3 hrs. credit (Dr. Feit)

5820-Social Aspects of Illness
W, 10-12 a.m., 2 hrs. credit (Prof. Lowry)

Noncredit Opportunities

State

Tennessee Chapter-NASW Conference
October 18-20, Memphis, TN
Theme: "Social Work Update: Rainbows and Realities"
Contact: Frank Boatwright, (901) 528-7911.

National

Third Conference on Training in the Human Services
October 22-24, Ann Arbor, MI
Contact: Lawrence Berlin, University of Michigan School of Social Work, 1065 Frieze Bldg., Ann Arbor, MI 48109, (313) 764-5340.

Sixth NASW Professional Symposium
November 14-17, San Antonio Convention Center, TX

Third Annual Conference on the Small City and Regional Community
March 27-28, 1980, University of Wisconsin-Stevens Point
(Deadline for submissions: December 1, 1979)
Theme: Combining research and practice in dealing with multidimensional aspects of life in small cities. Conference proceedings will be published in Vol. III.
Contact: Robert P. Wolensky or Edward J. Miller, Fourth Floor-Collins Bldg., University of Wisconsin-Stevens Point, Stevens Point, WI 54481.
Award for Excellence: Hammett is DHS Honoree

At a May 9 session of the Tennessee Conference on Social Welfare, UTSSW alumnna Lynelle Hammett ('72) was presented the 1979 Speaker's and Commissioner's Award by DHS Commissioner Mose Pleasure. The award, which carries a check for $200 and a plaque, was created by a Senate Joint Resolution of the General Assembly to recognize excellence in supervision in the Department of Human Services. Lynelle is currently Field Supervisor IV in the Region II-A, Knox County, DHS office.

Former Regional Vice-President for the Tennessee Conference on Social Welfare and Program Chairperson for the Middle East TCSW Region, Ms. Hammett was nominated for the award by Bertalee Quarry, Program Supervisor IV, Social Services. Chairmen of the state advisory committees based their selection of Ms. Hammett on three criteria: quantity and quality of daily supervisory functions; working relationship with the community and other agencies and professionals; and demonstration of responsibility in the public service. Last year, she was named recipient of an award for outstanding work in social services by the Knox County chapter of NASW.

Funds for the Speaker's and Commissioner's Award are donated by State Senator Douglas Henry.

Chandler, Shope Selected as Recipients of O'Meara Award

Second-year students Roy Chandler of the Nashville Branch and Jeanette Shope of the Knoxville Branch were named recipients of the 1978-79 Rhoda O'Meara Award. Established in 1958 by Ms. O'Meara's colleagues and administered annually by the UT School of Social Work, the award recognizes commitment to the field of public welfare, academic achievement and professional performance. The award carries a cash prize and a framed citation.

Mr. Chandler has been employed for several years by the Alabama Department of Pensions and Security. During his field placement in the regional Madison County office, Roy implemented several creative approaches and programs for the Department of Public Services. He also developed a program plan for volunteers which was adopted for use by the state of Alabama, a needs assessment document, and a budget proposal for a new program.

Mrs. Shope is a career employee with the Tennessee Department of Human Services and works as a field supervisor in the Blount County office. She completed field placements with Child and Family Services and United Way of Knoxville while specializing in social work administration and planning. Jeanette's interest in Title XX planning led to an independent research project in which she examined decision-making and evaluation procedures of county and regional Title XX Advisory Councils in the state of Tennessee. A resident of Blount County, she was one of the founders of the Blount County Foster Parents Organization, and received the Richard Allen Memorial Service Award for dedication and involvement in foster care.

From left are DHS Commissioner Mose Pleasure, Lynelle Hammett and TCSW President Leonard Lewis. Photo courtesy of Tennessee Conference on Social Welfare.
Openings for Volunteers

The Department of Correction's Volunteer Services has volunteer positions open throughout the 16-county area surrounding Knoxville. Eight positions will be paid as part of the federally-run VISTA (Volunteers in Service to America) program; nonpaid positions are also available.

Volunteer Services helps probationers and parolees adjust better to the society in which they are living. A person released from the criminal justice system usually finds himself without advocates to obtain access to necessary resources and to community understanding. He is a victim of prejudice and fear, and often lacks a vocation and social skills.

The offender is assigned a counselor from the Department of Correction, but usually, between paperwork, investigations, court appearances, and travel, the counselor has little time to spend in personal and contact with the client.

To assist the counselors and help the offenders, volunteers are recruited from the community by Volunteer Services Staff. The eight VISTA Volunteers would work as part of the Volunteer Services Staff under Alice Ann Reid, East Tennessee Region Volunteer Coordinator for the Department of Correction. Besides recruiting, the staff members train volunteers, maintain contact and advise volunteers throughout their volunteer work. The VISTA volunteers also organize volunteer meetings throughout the 16-county area.

The recruited volunteer has a variety of jobs to choose from. Tutoring, writing letters to juveniles in institutions, or being a friend to an adult or juvenile probationer or parolee, allows the volunteer to build a close personal relationship with the ex-offender. Volunteers assisting counselors with their paperwork and investigations allow the counselors more time with clients.

Girls and boys' group homes need volunteers to help with transportation to and from various appointments, and recreation in evenings and on weekends. At the Knoxville Work Release Center for Men, volunteers can be involved in recreation, the center library, and inmates' visits into the community.

Anyone interested in becoming a VISTA or a regular volunteer should contact Alice Ann Reid by calling 523-4101 or writing to Volunteer Services, Department of Correction, 707 N. Central St., Knoxville, TN 37917.

BARKER MAKES PRESENTATION

Judy Barker, a second year UTSSW student from Chattanooga, conducted a workshop entitled "Death: A Rural Perspective," at the Fourth National Institute on Social Work In Rural Areas held in Laramie, Wyoming July 30-August 1, 1979. Ms. Barker was one of only a handful of master's level students chosen to make presentations at the institute.

Human Services in the Rural Environment

Published by the University of Tennessee School of Social Work, Knoxville
HSITRE contains information and exchange of practice methods related to the rural environment, its needs and concerns; news announcements, and legislative issues pertinent to rural practitioners.
HSITRE covers a variety of issues: education for rural practice, rural health programming for rural needs, innovative programs, models of service delivery, manpower planning, needs of the special client and more.
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Council on Adoptable Children Sponsors Adoption Seminar

A seminar open to laymen and professionals interested in the adoption field will be presented October 20 at Cedar Bluff Middle School in Knoxville. Sponsored by the Knoxville Council on Adoptable Children (COAC), the seminar will be an all-day event focusing on the theme, "International Year of the Child: There are Children Waiting."

Registration begins at 8:00 a.m., followed by opening remarks and a keynote address by Mrs. Barbara Tremitiere, Director of Tressler-Lutheran Service Associates. Tressler-Lutheran is a multi-service, nonprofit agency which operates in the Central Pennsylvania and Maryland Synods of the Lutheran Church. The organization operates and manages nursing homes and retirement centers for the elderly, provides individual and family counseling, handles adoptive placements for children with special needs, and administers a variety of other services.

A total of nine workshop sessions will be presented twice, beginning at 10:30; afternoon sessions end at 3:30. Among the speakers scheduled are Dr. Leonard Brabson, who will discuss what can be done for the infertile couple; Mrs. Pat Templin, Holston Methodist Home, and Mrs. Sue Fowler, foster parent, who will address the issue of preparing the older child for adoption; and David Harrison, UT School of Social Work, whose workshop will focus on "Family Dynamics—What Happens When a New Child Enters the Home." A film and discussion on working with the unwed parent, and sessions on open records, working with the abused child before and after placement, and placement of children with special needs are other activities planned.

Registration fee is $7.50 per person or $10 per couple if paid before October 1. After October 1, the fee will be $10 per person, $12 per couple. Advance reservations should be mailed to COAC, c/o Karolyn Barnes, 805 Owl Hollow Rd., Knoxville, TN 37919. CEUs will be awarded to participants through the Office of Continuing Social Work Education.

Lakeshore Continues Series on Aging and Mental Health

The third in the East Tennessee series of conferences on Aging and Mental Health will be held at Lakeshore Mental Health Institute in Knoxville on September 26-28, 1979. The topic for this conference is "Chronic Care of the Elderly." Mr. Frank Misplon, Project Associate for the Institute of Gerontology, University of Michigan, will bring a team from the Institute to conduct the three-day training on "Chronic Care in the Institution." Shelly Eldridge of Adult Protective Service, Akron, Ohio, will lead workshops on "Care in the Community." Registration fee for this conference is $35. Participation will be limited to 70 for the institutional component and first priority will be given to one team from in-patient settings.

The first conference for the Middle Tennessee area will be held October 25-26, 1979, at T.S.U. Downtown (formerly UT Nashville) and will be on "Normal Aging." Dr. Stanley Brody, Dept. of Physical Medicine and Rehabilitation, University of Pennsylvania Hospital, will lead the component on "Psychosocial Aspects of Aging." Dr. David Wekstein, University of Kentucky College of Medicine, will conduct the sessions on "Biological Aspects of Aging," and Delores Davis, National Center on Black Aging, will conduct sessions on "Black Aging." Brochures on both conferences will be available soon. For additional information, write to Ruth Paton, Aging and Mental Health Continuing Education Program, Lakeshore Mental Health Institute, 5908 Lyons View Drive, Knoxville, TN, 37919.
The Fourth National Institute on Social Work in Rural Areas, held July 29-August 1 in Laramie, Wyoming, had a record attendance of more than 260 participants from over 40 states, Australia and Canada. The program included more than 30 workshops and 24 author's forum sessions, and featured plenary addresses by Dr. Nancy Humphreys, President of NASW, and David S. Hargrove, Chairperson of the Association for Rural Mental Health.

One of the highlights of the Institute was an all-day trip to the Snowy Range Mountains in Medicine Bow National Forest. Participants were bused to a beautiful meadow overlooking a clear lake, high in the mountains. There, against a backdrop of snow-covered mountain peaks, they attended workshops and author's forums. A lunch of roast buffalo meat was provided. After returning to Laramie, participants had a chance to unwind at a dance featuring a lively western band.

Joseph Davenport ('68), Institute chairperson, has indicated that a collection of papers presented will be published in the near future. Conference attendees will automatically receive a copy, while others who are interested may obtain information about ordering by writing to Professor Davenport at the University of Wyoming, Department of Social Work, Laramie, Wyoming 82070.

UTSSW was well-represented at the Fourth Institute on Social Work in Rural Areas, as this candid shot of former and current faculty, staff and students shows. From left to right are Steve Webster, former UTSSW faculty member, now with the University of Wisconsin; Joe Davenport ('68), Assistant Professor of Social Work, University of Wyoming; Susan Fulton Webster ('75); Paul Campbell, Assistant Professor of Social Work and staff member, Office of Continuing Social Work Education, UTSSW; Gideon Fryer, Professor of Social Work, UTSSW; Barbara Devaney ('74); Ben Granger, Dean, UTSSW; Judy Barker ('76); Dick Edwards, Associate Director, OCSWE; and David Kurtz, Associate Professor of Social Work, UTSSW.
Faculty/Staff Happenings

Knoxville:

At the Southern Regional Conference of the American Public Welfare Association in Biloxi, Mississippi, this month, TOM CRUTHIRDS will present a workshop on "VANTAGE POINT: Learning Interviewing Skills and Techniques through Video-Assisted Training." Dr. Cruthirds will also present workshops in October at the Tenth National Workshop of the American Humane Association (Milwaukee) and in November at the NASW Professional Symposium (San Antonio).

This summer, REGINA FALCON attended Ciudad University in Mexico City and the Academia Espanol in San Miguel de Allende. Through the University of Tennessee Extension Program this fall, she and Marsha Garfinkel, BS, RN, will teach a Sexual Enhancement Course for Women. The course is offered in conjunction with the Women's Center program. Dr. Falcon is chairing a meeting and presenting a paper at the American Public Health Association in October in New York City.

CREASIE HAIRSTON conducted a two-day workshop in Pittsburgh in July for financial development directors of the YWCA. Her manuscript, "The Nominal Group Technique as a Survey Approach in Organizational Research," has been accepted for publication by Social Work Research and Abstracts.

Nashville:

Dr. PAT COYLE, formerly Director of the Council of Governments in Akron, Ohio, will be joining the Nashville Branch faculty this fall. A graduate of Case Western Reserve University, School of Applied Social Sciences, he has taught at the University of Akron and at Case Western. Dr. Coyle, who will be teaching courses in administration and planning and social welfare policy and services, brings experience in and knowledge about both government and research to the School.

Research and public service activities occupied Nashville Branch faculty during the summer months. MARY BLOCH and HIASAURA RUBENSTEIN collected data on fee policies in selected social agencies in the Southeast, and are preparing the data for analysis. ELDON MARSHALL and DAVID KURTZ put the finishing touches on an interpersonal skills training package they developed for the Office of Continuing Social Work Education. LOU BEASLEY acted as consultant to the United Methodist Neighborhood Center, of which he is a board member, in development of a grant proposal focusing on child development services. DAVID FAURI was elected president and IRVING FAUST was elected program chairperson of the Middle Tennessee Branch of the National Association of Social Workers. CAROLE WATSON, who served as Nominations and Leadership Chairperson of NASW-Middle Tennessee Branch, was appointed interim director of the Nashville Urban League upon the sudden death of the director, Nathaniel Williams. ROBERT BONOVICh and wife Angela were appointed co-chairpersons of the Family Life Commission, Diocese of Nashville, and will be working with subcommittees in Kingsport, Knoxville, Chattanooga, and Nashville.

Memphis:

NELLIE TATE, who served on the Memphis Branch faculty from 1972-77, returns from educational leave to resume teaching duties this month. Ms. Tate, Ph.D. candidate at the Florence Heller Graduate School for Advanced Studies, Brandeis University, will complete her dissertation and serve as field instructor during the upcoming year.

Also returning to the faculty is MUAMMER CETINOGOK, who taught in the Administration and Planning sequence during 1976-77. Dr. Cetingok left the faculty to serve out a two-year military obligation in the Turkish Army. While (continued on page 11)
in Turkey, he was part-time professor of social work at the University of Ankara.

New faculty appointments this year are HOWARD J. and MARY M. (Peg) HESS. Mr. Hess, (M.A., University of Chicago School of Social Work), who will supervise field students at the UT Center for Health Sciences Family Practice Unit, is a doctoral candidate at the University of Alabama School of Social Work. His background includes several years in private practice and service as a clinical social worker, Center for Child and Adolescent Psychiatry, Northwestern University Medical Complex. Ms. Hess (M.A., University of Chicago School of Social Work), also has experience in clinical practice, and was Assistant Professor and Field Instructor, University of Alabama School of Social Work. She will hold a half-time appointment and teach a seminar on child welfare.

The following UTSSW faculty members will present papers or workshops at NASW's Biennial Professional Symposium in November in San Antonio, Texas: William Ayres, C. Thomas Cruthirds, Richard L. Edwards, Marvin Feit, and Ben Granger.

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**UTSSW ALUM?**

☐ Yes (Year ___)  ☐ No

**NASW MEMBER?**

☐ Yes  ☐ No

**EDUCATION?**

☐ Less than BA/BS  ☐ BA/BS  ☐ BSW  ☐ MSW  ☐ MA/MS  ☐ PhD/EdD

☐ Other (specify)  

**PRACTICE FIELD?**

☐ Health  ☐ Mental Health  ☐ Corrections  ☐ School  ☐ Family/Child

☐ General Social Services  ☐ Higher Education  ☐ Aging  ☐ Other (specify)  

**RURAL SOCIAL WORKER?**

☐ Yes  ☐ No

**JOB POSITION?**

☐ Administrator  ☐ Supervisor  ☐ Social Treatment Practitioner  ☐ Educator  ☐ Planner

☐ Other (specify)  

**WORK SETTING?**

☐ Private practice  ☐ Public—state & local  ☐ Federal  ☐ Voluntary  ☐ Private for profit

☐ Other (specify)  

11
What We Need Is "Pure" Management?

How often we in the human services encounter those who would urge "pure" management upon our service organizations! That phrase is often used in subtle (or sometimes not-so-subtle) criticisms of managers or management trainers with human service backgrounds, by those who advocate replacing human services management with business or systems management.

There is nothing "pure" about either of those forms of management. It should be absolutely clear that management practices developed in the profit-making, free-enterprise sector of the economy cannot be directly applied to management of public or nonprofit service organizations, which lack singularity of purpose; freedom from multiple community pressures, such as client groups, legislatures, and public officials; control of response to service demands, and the ability to raise vendors' capital or prices of goods. In addition, the demand by systems management for tight, heavy-handed control directly conflicts with the need for professional responsiveness to individual, local needs that is found in human service endeavors.

What the field needs is effective human services management, applying management principles that have been tested as having efficacy in the human service sector of management science. We should be able to profit from some of the disastrous experiences of the late 1960s and early 1970s, when systems/business management was used by persons from business and the aerospace industry to run human service programs such as Job Corps. It simply could not be done competently.

Let us be managed and trained in management by those who both understand management theory and the application of that theory to specific human service endeavors.—RKG