



**Newsletter of the
National Organization
for Human Services**

LINK

Onward and Upward to Portland, Maine



Steve Cockerham

VP for Conferences

We're going to Portland, Maine! The 2010 National Conference is being held there in the fall. And what a superlative location for the event! Everything Maine can be found in Portland and the Casco Bay area. Situated on the magnificent Maine coast and backdropped by the forested peaks of Maine mountains, the city of Portland offers almost all that Maine can offer. Offering a taste of the mountains, the ocean, lakes, and woodlands along with shopping, lighthouses, and nightlife – in between the crack and dip of lobster and melted butter, or bisque, or salad, you name it. How often do you get a chance to see the top of America and savor the prime delicacy of that region, along with unforgettable views, lessons from American beginnings, and Lenny, the world's only life-size chocolate moose!? LL Bean, here we come!

Portland is not a large city yet a vital and vibrant one. The sea subdues climate extremes, making the coastal region a temperate one of mild winters and cool summers. For the NOHS conference in October, we expect 60 degree days and evenings that may hit 40, a welcome relief from the hot summer not too far from now. The atmosphere of Portland is clear, the streets and sidewalks clean, and the inhabitants friendly and welcoming. Architectural preservation highlights Portland and history comes alive with museums and preservation. Modern buildings intersperse with older structures and the waterfront, still a working port that combines quaint restaurants and shops with boats carrying seafood, especially lobsters.

The Old Port is renowned as a warehouse revitalization on the Portland waterfront with a unique ambiance and a wide selection of foods and goods. Near the Portland Arts District, local artists graze alongside employees taking lunch and visitors strolling seaside. The Eastland Park, site of the 2010 NOHS conference, is located right across the street from the Portland Museum of Art, one of the best in New England. The Maine College of Art is nearby and highly regarded for scholarship and training. Some conferees may stay awhile or return to do the Maine Art Museum Trail from Ogunquit to Bangor and hit the state's 7 leading art museums.

In this issue:

- HS-BCP Update
- Annual Conference 2010 Update
- "The Ethics of Teaching"
- Nominations for NOHS Board Positions
- TUA Representatives Needed

Inside this issue:

Onward and Upward to Portland, Maine	Cover
HS-BCP Update Report from the Webmaster	3
"The Ethics of Teaching"	5
Regional Reports	6-7
TUA	8
Awards	9-10
Open Board Positions and Nominations	11-14

The conference site, The Eastland Park Hotel, is a classic facility, historic in age and design, and situated within strategic access to places of interest. Within minutes, conferees can visit the state's largest salt marsh, a state beach, a nature sanctuary, numerous parks especially Deering Oaks Park, and Portland Head Light, the oldest lighthouse in Maine. Another lighthouse, Spring Point Ledge Lighthouse affords a breakwater walkway for a visit to the structure. Bradbury Mountain, with another state park, is nearby. You can picnic on the Eastern Prom overlooking Casco Bay islands. A tour of Southern Maine Community College is more than instructional – a campus beside the seashore. No doubt our SMCC students at the conference will be excited to share their learning and experiences.

Climbing the Portland Observatory may be within your grasp. Visiting the Portland Harbor Museum at its new location, open 7 days each week, may appeal to your nautical sensibilities. The Maine Maritime Museum is about a half hour away in Bath, and a marvelous immersion into seafaring vessels, those who built the watercrafts, and the mariners who sailed from these ports. The world's largest wooden sailing ship is sculpted at the museum, life-sized. You may become inspired to stop back in Portland at a cartographer, Delorme, and view the world's largest revolving and rotating globe, guiding you to the Shipyard Brewery in downtown Portland for a gustatory end to shore leave.

Any way you go, the conference in Portland will prove to be an event to remember. The presenters and workshops will continue the scholarship and creativity for which NOHS is known. The conference proceedings for the previous conference will be published soon, after the editorial review team completes its work. The Eastland Park will be a place to remember, lodging in the traditional style with history around every corner and the intimacy of days gone by. The menu is exceptional and the décor enhances the sensation. The quality and distinction of this conference site, along with the many opportunities to select a special feature of this harbor by the sea, may make this journey a wonderful adventure and an incisive educational experience.

Please make plans now to attend and reserve the best price for the conference and lodgings, insuring your place with your friends and peers in our annual learning and celebration. You'll find registration materials on the NOHS website, www.nationalhumanservices.org. You might also want to check out one of our regional conferences, which occur in the spring. Again, information can be located on the NOHS website. Connecting with fellow human service professionals – educators and practitioners – is essential to your career, your organizations and institutions, and the people we serve. Be part of this vital and growing professional association, dedicated to field of human services.



Credential Update...

Human Services – Board Certified Practitioner (HS-BCP)

Neil C. Headman, PhD, HS-BCP

Vice President for Professional Development and Education

This is an exciting time to be part of the Human Services profession. In just a short time, over 1,600 of you have already submitted an application to become a Human Services – Board Certified Professional (HS-BCP). This new credential is an exciting recognition of our professionalism, and will help to encourage further professional standards in the future. It says to the public that we take our role as human services practitioners seriously and are willing to hold ourselves to specific standards of practice and behavior. I look forward to seeing the positive effects of this credential on our profession and on the public's perception of what we do.

If you have not yet applied for the HS-BCP credential, I encourage you to do so. The grandparenting period deadline for this credential was extended until April 1st. Those who apply during the grandparenting period will have less stringent requirements, and will have to take, BUT NOT PASS, the certification examination (how often does an opportunity like that come up?). The results of exams taken during the grandparenting period will be used for the norming of future exams. Also, students who will graduate at the end of the spring semester, but submit their applications by the deadline, can still be accepted under the grandparenting provisions.

Be sure to share information about this exciting new credential with anyone you know who works in the field of human services (case managers, educators, trainers, direct care staff, etc.). For more details on the certification, go to:

<http://www.cce-global.org/credentials-offered/hsbcp>

NOHS WEBSITE DEVELOPMENTS

Robert J. Willey, Jr. Ph.D., Webmaster

The expansion and upgrade of the NOHS website is a constant process as Heather Blevins working with me and our website management system, MemberClicks, strive toward improving functionality and updating design and content of the NOHS website. Over the past three months we have reviewed all web pages, reworked materials on both the general and members' sides of the site, and hopefully improved its "friendliness." We realize much remains to be done as we continue to solicit your input. Already several members have conveyed ideas and concerns and we have addressed each suggestion promptly. If you have any suggestions, please let us know. I can be reached at rwilley@spfldcol.edu

VISION

Individuals and communities transformed through human services.

MISSION

Strengthen the community of human services by:
Expanding professional development opportunities,
Promoting professional and organizational identity through certification,
Enhancing internal and external communications,
Advocating and implementing a social policy process and agenda, &
Nurturing the financial sustainability and growth of the organization

NOHS' GUIDING PRINCIPLES AND BELIEFS

We believe in:

The capacity for human growth and change,
Advocating for social justice,
Supporting physical, mental, emotional and spiritual health,
Promoting collaboration and accountability, &
Including all members of the human service community



The Ethics of Teaching

by Linda Wark, Ph.D, HS-BCP

Students, did you ever wonder why some of your faculty will give you a hug, but others don't prefer to do so? Faculty, ever wonder whether or not you should let cheating in the classroom slide?

Teaching ethics, also called educational ethics and academic ethics, encompasses all aspects of the relationship between faculty and students. Teaching has probably been under-examined with regard to ethics. When defined, there are various perspectives on what is ethical and what is not ethical in teaching. A bellwether study by Tabachnick, Keith-Spiegel and Pope (1991) examined both the reported behaviors and beliefs of psychologists in academia with regard to their employed work with students in and out of the classroom. Using a 63-item questionnaire, the researchers asked respondents to indicate how ethical they judged each behavior and whether or not they had engaged in the behavior themselves. With regard to student cheating, one-fifth of the respondents had ignored evidence of cheating by students at least on some occasions. With regard to hugging, most respondents had hugged students occasionally, but the study failed to show consensus on whether hugging was ethical. One finding that was dismaying was that almost half of the respondents indicated that they had "insulted or ridiculed" a student when the student wasn't present. When indicating beliefs on this item, the vast majority believed that doing so didn't indicate unethical behavior.

The study seems to demonstrate the difficulty in coming to consensus on how faculty should behave. Even the American Association of University Professors took 50 years to develop and adopt its first code of professional ethics (Tabachnick, Keith-Spiegel & Pope, 1991). The distinction between morals and ethics is also apparent among the responses. A brief bibliography related to teaching ethics is found here.

Brief Bibliography on Teaching Ethics

www.academicintegrityseminar.com

www.aaup.org (the American Association of University Professors (1987). See AAUP Statement of Professional Ethics.)

Hamilton, N.W. (2002). Academic ethics: Problems and materials on professional conduct and shared governance.

McFarlane, B. (2004). Teaching with integrity: The ethics of higher education practice. New York: RoutledgeFalmer.

Tabachnick, B.G, Keith-Spiegel, P., & Pope, K. S. (1991). Ethics of teaching: Beliefs and behaviors of psychologists as educators. *American Psychologist*, 46(5), 506-515.

Regional Reports

SOHS Regional Report

The Southern Region is busy in preparation for our 35th annual conference, April 7-10, 2010 in Concord (Charlotte), NC. We are excited about the wonderful presentations we received for this year's conference, and encouraged that our online conference proposal system was a success! Registrations are pouring in via our website as well, and we look forward to this streamlined system. Our memberships, also done via our website, have increased to over 400!

The conference theme, "Human Services: On the Fast Track" reflects the nature of our organization regionally, nationally, and the growth and excitement we are experiencing as a field! We continue to have multiple inquiries regarding the certification process, and have invited CCE to attend the conference both as a vendor and an invited presenter.

Students are excited about participating in our service project, the details of which are currently still under development. We have narrowed it down to two organizations in the Concord area that deal with children and homelessness. We believe this to be a good fit in light of the tragedy in Haiti. We are asking all conference participants to bring a children's book to be donated to the agency we select.

We are also planning an honor society induction at this conference, and a wonderful capstone project by a Queens University student on the therapeutic effects of drumming.

Lastly, we are gearing up for a change of leadership as the call for nominations is open for our 2010-2012 executive board! We look forward to the change of the guard as SOHS continues "on the fast track"!

Amani,

Shawn Arango Ricks, M.Ed., HS-BCP

President, SOHS

New England Organization for Human Services Regional Report

The annual conference of NEOHS will be held on Friday, March 26th, at Bentley University in Waltham, Massachusetts. The theme will be "Time for Change: Rethinking Human Service Delivery for the 21st Century." The coordinators for the conference are Maxine Elmont from Mass Bay Community College and Judith Herzberg, Vice President of NEOHS. The plenary speaker will be Dr. Judy Ann Bigby, Director of Health and Human Services, for the Commonwealth of Massachusetts.

Planning of the conference schedule, selecting of workshop leaders, and marketing of the conference has incorporated an emphasis on active inclusion of practitioners, educators, and students, as the organization continues to work through the implications of its new name, *The New England Organization for Human Services, An Organization for Practitioners, Educators, and Students*, and new mission statement as adopted unanimously by its membership last year. Also reflecting this new name is the renamed newsletter of the organization. No longer *The Human Services Educator*, it is now *Connections*, with two editions published so far this year.

The organization is looking forward to being the host region as NOHS holds its annual conference next October in Portland, Maine, "nestled between Maine's forest-covered mountains and spectacular rugged coast," as it says on the city's website. You will love Portland. We look forward to seeing you all there next fall.

Robert J. Willey, Jr. Ph.D.

President, NEOHS

Regional Reports, continued

NWRHS REPORT

The regional conference of Northwest Human Services Association will be held on April 15th-17th at the College of Southern Idaho in Twin Falls, Idaho. The conference theme, A Way Up and Out: Embracing Challenges by Building Sustainable Assets, is organized into three tracks: co-occurring disorders, children and families, and homelessness. Three keynote speakers, including two nationally acclaimed experts and a highly experienced regional practitioner, include: Kenneth Minkoff, M.D., recognized for the development of integrated systems of care for co-occurring psychiatric and substance abuse disorders; Robert Meyers, Ph.D., developer of the Community Reinforcement and Family Training Program (CRAFT) designed to engage resistant individuals in substance abuse treatment programs; and Doug Lehrman, MSW, the executive director of a large child- and family-oriented social service agency in southwest Washington State.

For additional information please consult the conference website: www.csi.edu/nwrhsConference.

Sue Fallon, NWRHS Representative

MWOHS Regional Report

"Seek to Serve: Becoming the Change in Our Communities" frames the upcoming Midwest Organization for Human Services (MWOHS) regional conference in Milwaukee on March 25-27. Workshops and speakers will focus on exploring avenues for service in our communities, developing strategies for improved service delivery, and reminding us that many significant changes begin with one person.

Conference registration and lodging information is available on the MWOHS website (www.mwohs.org – click on "events"). Registration is \$80/students, \$140 for faculty/practitioners through March 1; after March 1 registration is \$90/students, \$160/faculty/practitioners. Registration includes one-year membership in MWOHS.

Springfield College- Milwaukee Campus is serving as both coordinator and site for the conference – all conference activities will be held at their downtown location.

Lodging is available nearby at the Marriott Courtyard – Downtown (\$89/K, \$109/2 Q)

Information about the HS-BCP certification, TUA Honor Society, and the National Organization for Human Services will be available at the conference, too!

MACHS Regional Report

The MACHS annual conference "Festival of Wellness: Helping Ourselves and Helping Others" will be held at Anne Arundel Community College in Arnold, MD April 16-18. Conference registration and program information are available on the AACC website www.aacc.edu/conferences/MACHS. Registration for the full conference is \$100 for students and \$125 for faculty and practitioners. Saturday only registration is \$75.

Lodging is available nearby at Springhill Suites by Marriott. Call 800-marriott or 410-799-7100 or www.marriott.com/bwiba. Mention reference code MACR or Mid Atlantic Consortium at AACC.

"I claim to be no more than the average person with less than average ability. I have not the shadow of a doubt that any man or woman can achieve what I have, if he or she would make the same effort and cultivate the same hope and faith." Ghandi

TAU UPSILON ALPHA

Tau Upsilon Alpha (TUA) National Organization for Human Services Honor Society was established in 2006 as a program of NOHS. The purposes of TUA are to honor academic excellence; to foster lifelong learning, leadership and development; and to promote excellence in service.

Membership in the Society is available to students, alumni, and faculty through a chapter of the Society or through at-large membership. There are currently 28 chapters established in colleges and universities around the country, with more than 800 members.

For information about starting a chapter or at-large membership, please visit www.tuahonorsociety.org.

Nominations are being accepted for TUA Regional Representatives for the following regions:

- Northwest
- West
- New England
- Midwest
- Mid-Atlantic
- Student

If you are a TUA member and are interested in one of these positions please contact Kim Bates, TUA President via email at kbates@dtcc.edu



Do you know someone in human services who deserves an award? ...is a good candidate for a scholarship? ...could use a little funding for research?

Linda Wark

This article is written to highlight the five awards, two student scholarships, and the research grant of the National Organization for Human Services (NOHS). There are awards that focus on service or research or dedication to NOHS' mission and goals or contributions to the field or promise as a scholar. Of the two student scholarships, one centers primarily on service and the other on high academic achievement. The research grant is provides start-up funds for a data-based project.

Each year applications and nominations are accepted by a deadline of April 1. The application and nomination materials are reviewed by a committee which makes the decisions. Despite the desire of the committee to give out all of the awards on an annual basis, they are not given unless the criteria have been met.

FAQ's

Q: Where can I find the application forms?

A: There are no application forms. The descriptions for each award, scholarship and grant contain a list of the required documents.

Q: How should I submit my application or nomination?

A: Most of the required documents must submitted by email attachment. Exceptions are official transcripts for the student scholarships and certain supporting materials such as newspaper articles. Some supporting documents can be scanned and emailed as attachments. Anything that can be sent by email should be sent by email!

Q: Who is eligible for the various awards?

A: Membership in NOHS is required for all awards, scholarships and the research grant except for the Outstanding Contribution by an Organization - the administrators and staff of community organizations do not have to be members of NOHS. In addition, persons applying for awards requiring regular NOHS membership should have been a member for at least one year.

Q: Do I have to be nominated by someone else for the awards, research grant and scholarships?

A: You must be nominated for the Outstanding Human Service Student. Other awards, the research grant and the student scholarships can be sought by application or nomination.

Q: I'd like to apply for a student scholarship, and I'm a student member of NOHS. Do I have to be enrolled in a program called human service or human services?

A: Yes, your program must have the title of human service or human services. While, NOHS esteems related disciplines, human service is a distinct discipline.

(Continued on page 10)

Awards information (cont.)

(Continued from page 9)

Tips for Success

Students:

Order your transcript several weeks ahead of the April 1 deadline as universities and colleges often need six weeks lead time. The committee does not mind getting materials early. The transcripts must be sent by the university or college and cannot be sent by the student. Transcripts printed from online sources will not be accepted. If the university mails a transcript and it is late, it will not be accepted.

Give all of the criteria for the scholarship or award and your application materials to persons who are willing to write a letter of support. Knowing the criteria for the scholarships will greatly assist your faculty and other professionals in focusing their letter appropriately.

All applicants and nominators:

1. The committee does not accept late materials. We don't want you to be heartbroken, so plan ahead!
2. Follow the instructions exactly. If you have questions, just ask!!

A Final Note

Look for new information on the NOHS website. You'll find enhanced descriptions of the awards re-written in 2009 to further detail the instructions. In addition, you'll be able to view the rating forms used by the committee members to evaluate each submission. The 2010 committee will be spearheaded by Tammi Milliken who can be contacted at tmilleke@odu.edu.





NOHS Board Announces Open Board Positions

Your National Organization seeks your skills and talents! Please consider serving on the Board of Directors for the National Organization for Human Services. This is a dynamic and invigorating time for the organization and the profession -- your participation will dramatically impact our Organization's future.

Nominations are being sought for the following positions: President, Vice President for Regional Development, and Treasurer. The Board meets in person twice each year, in June and prior to the annual fall conference, and monthly via conference call.

You may nominate yourself or a colleague who you believe will help our organization prosper. Please email your nomination forms to Georgianna Glose, NOHS Past President at drnglose@fortgreenesnap.org by **April 30, 2010**. Nomination forms can be found on pages 12, 13, and 14.

Submitting Articles for *the Link*

The Link invites member contributions of articles, images, and correspondence for publication. Please send your contributions electronically to us at link@nationalhumanservices.org. Articles and letters should be in electronic format using Microsoft Word and saved as a Word 97-2003 document. Images should be saved as .jpg, .tiff, or .gif files. Submitted articles should be no longer than 250 words, and letters should be limited to 150 words. All submissions should be relevant for practitioners, students, and/or faculty in the field of human services and should be written in a constructive tone. Submission of an article, letter or image does not guarantee its inclusion in the newsletter. The Link editorial board reserves the right to publish; modify grammar, formatting and word use; withhold from publication; or delay publication of any submission. All letters submitted to the Link must be signed, but names may be withheld upon request. Submission deadlines are as follows:

Spring edition: February 1
Summer edition: May 1

Fall edition: August 1
Winter edition: November 1



Nomination Form for NOHS Board of Directors Open Positions

The following positions on the National Organization for Human Services Board of Directors are available. We ask you to consider candidates who meet the criteria provided below. You may nominate yourself, if eligible.

5.1: All officers shall be members of the National Organization, and each, before taking office, must have had a minimum of two years of service to the National Organization and/or its affiliates *with the exception of the President who must have had two years of official service on the Board before taking office*. Each officer will be elected for a two-year term and may be re-elected for one additional term. Each officer shall provide a report to the membership at the annual meeting.

Nominations for President of the Organization (elected in even years)

5.2: *The President shall perform all duties normally incident to the office such as presiding over meetings of the Board of Directors and the annual Membership meeting and shall select the recipients of the Annual President's Awards.* The President is responsible for the oversight of the policy and agenda of the organization, and is dedicated to the advancement of Human Services and the mission of the Organization.

I, _____, nominate

_____ to be a candidate for President of NOHS

because:

Please provide contact information for the person nominated:

Address: _____

Phone: _____

Email: _____

Each candidate will be asked to provide a statement about their vision for the organization, a brief history of their work for the organization, and resume/CV. The statement will be published in The LINK, the quarterly online newsletter for NOHS.



Nomination Form for NOHS Board of Directors Open Positions

5.1: All officers shall be members of the National Organization, and each, before taking office, must have had a minimum of two years of service to the National Organization and/or its affiliates *with the exception of the President who must have had two years of official service on the Board before taking office*. Each officer will be elected for a two-year term and may be re-elected for one additional term. Each officer shall provide a report to the membership at the annual meeting.

Nominations for Treasurer of the Organization (elected in even years)

The Treasurer shall be the financial officer of the National Organization and have responsibility for oversight of the funds and investments of the National Organization. The Treasurer will prepare the annual budget, provide an account of all transactions and the financial condition of the National Organization at all meetings of the Board of Directors, and maintain liability insurance for the National Organization as directed by the Board of Directors.

I, _____, nominate

_____ to be a candidate for Treasurer of

NOHS because:

Please provide contact information for the person nominated:

Address: _____

Phone: _____

Email: _____

Each candidate will be asked to provide a statement about their vision for the organization, a brief history of their work for the organization, and resume/CV. The statement will be published in The LINK, the quarterly online newsletter for NOHS.



Nomination Form for NOHS Board of Directors Open Positions

5.1: All officers shall be members of the National Organization, and each, before taking office, must have had a minimum of two years of service to the National Organization and/or its affiliates *with the exception of the President who must have had two years of official service on the Board before taking office*. Each officer will be elected for a two-year term and may be re-elected for one additional term. Each officer shall provide a report to the membership at the annual meeting.

Nominations for Vice President for Regional Development (elected in even years)

The Vice President for Regional Development acts as a liaison between the National Organization and its various regions. Such duties include attendance at regional conferences, technical support to regions as they develop, and other support that regions may desire.

I, _____, nominate

_____ to be a candidate for Vice President of

Regional Development of NOHS because:

Please provide contact information for the person nominated:

Address: _____

Phone: _____

Email: _____

Each candidate will be asked to provide a statement about their vision for the organization, a brief history of their work for the organization, and resume/CV. The statement will be published in The LINK, the quarterly online newsletter for NOHS.



NOHS...

Individuals and communities
transformed through
human services.

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