

## SPECIAL POINTS OF INTEREST:

- Conference 2008
- Election Ballots
- Bylaws vote
- Member spotlight
- Journal Call for Readers

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Newsletter of the National  
Organization for Human Services  
Vol. 28, No 2, September 2008

The

# LINK

## Travel the Road to Tucson

Come join your colleagues in Tucson, Arizona, October 22-25<sup>th</sup>, at the Radisson Suites for a meeting of the Human Services profession. The conference is entitled **"Taking the Road Less Traveled: Affirming Human Dignity, Values, and Opportunity"**. This conference will feature nationally known keynoters and workshop presenters from around the country bringing the latest cutting edge information in the field, and many opportunities to meet and network with peers in your region and others. We are scheduling several receptions, one with the opportunity to hear more about credentialing, and two luncheons. David Fitzsimmons, the political cartoonist for the Arizona



Cheryl Mann, Vice President for Conferences

Daily Star will be the Thursday luncheon speaker.

We are not ignoring the fun factor! At no additional cost you are invited to attend a night at the Old Tucson Studios to experience part of the Wild West and have dinner.

Complete registration information and a conference overview are contained in the middle of this LINK in the "Conference at a Glance". It is not too late to get a bargain! Discounted conference registration fees have been extended to September 19<sup>th</sup>. After that date they will go up. Get the Early Bird discount now and register for the conference and reserve your room at the beautiful Radisson Inn and Suites. The cost of your suite will also include a full, hot breakfast.

## Invitation from the Western Region

Bill Oswald, President, WROHSP

The Western Region will be taking advantage of the National Conference being in its region by holding a reception that is open to all human service practitioners, educators and students within the area. "Our goal is to engage local human service professionals in a dialogue about the future of human services and how an organization such as the WROHSP and NOHS can support them in their work. We see this event as an opportunity to actively reach out to practitioners and find out ways to increase their participation in our organizations," said Bill Oswald, President of the region. The reception will be held at the conference on Thursday, October 23<sup>rd</sup> from 5:00 to

7:30 PM.

This dialogue will ask participants to consider the changing political and economic climates with a particular focus on the new opportunities that are emerging as policy makers and funders look for new ways to address these issues. We know we must do more than provide for people's basic needs and address the root causes of these problems. This reception will be asking the question, "What must we do as educators and practitioners to be ready to take advantage of these changes?"





# Message from the President...

## Change & Opportunity

Judith Slater, President

Are there days that you long for a reminder that will give you new energy and hope? I do. This fall, I was already feeling overwhelmed and stressed as classes began. Another new major came by my office to discuss her placement for this fall. It was the end of the day and I was tired . . . to myself I thought, "I hope this does not take long". What resulted was an amazing gift that will serve to remind me of the reason that I am so passionate about my work and why I am so committed to strengthen NOHS for the future of human service practitioners such as this student.

"Mary" 39 years old, is a single parent of five children who returned to school to complete a degree in human services in order to follow her passion to make a difference in others' lives. This past summer, she found herself homeless with five children. She had no work and sought a position through a temporary employment company. She was given work at a housing authority office . . . working with homeless people to find housing. In less than a week, they wanted to hire her full-time but due to the contract with the temp agency, she could not accept the offer. She continued working as if she were a full-time employee because she wanted to help others. She was making more money as a temp than she had ever made in a job. The most amazing part of the story is that she never one time told anyone she was homeless but got to work early every day and poured her heart into making a difference for her clients. She said "I am not here for people to feel sorry for me. I knew what these people were feeling and going through and that is the reason that I knew I could help them". Mary doesn't expect a handout and she believes that you earn what you work for, you don't complain and you do not give up. Mary is now back this fall to continue her education and has been able to arrange assistance to finish her education.

This wonderful student had no idea how profoundly her story touched me. I am grateful to her for sharing her courage and determination. This experience renewed me and gave me energy to work even harder to make a difference in my work at Kennesaw State University as well as in my role as President of NOHS.

These past two years have presented many changes, opportunities and challenges. Beginning in early 2007, the organization faced seeking new management services and began consideration of a proposal to work with the Council for Standards in Human Service Education (CSHSE) and the Center for Credentialing and Education (CCE) to design and implement a practice based exam to earn a credential as a Human Services-Board Certified Practitioner (HS-BCP). A significant goal was to work toward fiscal soundness. Later in 2007, we hosted one of the most successful conferences in the history of NOHS with a profit of over \$28,000.00 and renewed focus on our mission and purpose. By the end of the year, a contract was offered by CCE for the HS-BCP credential and Nancy Moke agreed to continue as interim management for NOHS.

Early 2008, work began on the credentialing and by mid-spring, a search committee began accepting applications for a permanent management service, and nominations were opened for new board members for the 2008 – 2010 term. The new honor society, Tau Upsilon Alpha, was completed. The Board met for the summer board meeting and put into place proposals for significant changes in both the bylaws and board structure to support growth of the organization by opening up service opportunities for members other than board positions. For the first time NOHS covered the majority of Board travel.

If I were to choose a theme for the past two years, it would be change and opportunity. It seems to me that in order to grow we must have both: change to challenge our status quo and opportunity to move us forward. We are poised for greatness . . . the outcome is up to you.

As outgoing President, I want to express my deepest appreciation and gratitude to the Board for your dedication and hard work and to the membership for your trust and support.

## IMPORTANT NOTICE

The annual membership meeting will be held at the 2008 conference in Tucson, on Thursday, October 23, 2008.

## Professional Development & NOHS

Linda Wark, PhD, Chair, Professional Development Committee

The Professional Development Committee and President Judy Slater are pleased to announce the availability of a new student scholarship named after Harold McPheeters, affectionately known as the "Father of Human Services."

Funds for the scholarship were first raised at the 2007 national conference where Dr. McPheeters was honored for his long-time contributions to the profession. This scholarship will be available for the first time in 2009. Potential applicants will find information on the NOHS website in the early part of 2009.

## The Ethics Committee:

### Who We Are and What We Do

Linda Wark, PhD, Co-Chair, Ethics Committee

As the Ethics Committee is a relatively new addition to the committees of the NOHS board, this article will describe the history, activities and pursuits of the Ethics Committee to date. This committee was formed after a discussion at the June 2007 meeting of the NOHS Board. The committee became headed by the Co-Chairs, Shoshana Kerewsky and Linda Wark, upon appointment by President Judith Slater. Several NOHS members self-identified their interest in involvement with the developing committee, and, ultimately, commitments to serve were made by members Ed Neukrug and Tammi Milliken.

The purpose of the Ethics Committee is still evolving. Upon the recommendation of the committee Co-Chairs, the board agreed that the committee would develop in stages. Thus, the initial and current purpose of the committee is to provide education on ethical issues. The committee hopes to have at least one workshop on ethics at each national conference and a column in each issue of the *Link*.

Additional activities under consideration include: 1) a revision to the *Ethical Standards of Human Service Professionals*; 2) the publication of a textbook on ethics by NOHS; 3) outreach to university programs in human service; 4) an advisory or adjudicative role for concerns with ethical conduct; and 5) offering continuing education credits using an online format.

The Ethics Committee has planned for columns in the *Link* related to philosophical views on ethics, case material, and updates of committee work. Please feel free to contact either Co-Chair of this committee to suggest topics for this column or to write a column. Students are encouraged to work with their faculty to write articles. The Ethics Committee and the *Link* editor will determine the suitability of such articles for publication. In the next issue of the

(Continued on page 5)



# What Have I Learned About Human Services?

Vicki Totten, Outgoing Vice President for Regional Development

As I reflect upon my four years as Vice President for Regional Development of NOHS, a question I find myself asking is, "What have I learned?" To help organize my responses to this question, I used a SWOT analysis to capture what I've learned about our **Strengths, Weaknesses, Opportunities, and Threats**. I do believe our strengths can overcome our weaknesses, but only if we are willing to seriously look at the threats and turn them into opportunities.

## **STRENGTHS**

**Human Services Provides Exposure to Many Disciplines.** Traveling to regional conferences across the country and attending board meetings with people from the different regions has strengthened my belief that one of our greatest strengths is our interdisciplinary nature. I have met people whose approach to human services comes from social work, psychology, therapeutic recreation, community psychology, and counseling – to name a few. This blending of disciplines helps keep us from becoming just another silo discipline and provides us with a much richer palette of approaches than if we all came from the same discipline. Plus, it makes our conversations so much more interesting!

**Human Services Professionals are Generous and Caring.** I know this about people working in this field, but attending the regional conferences has underscored the fact that there are some incredibly committed, bright people who are generous with their knowledge and their time. The sense of community has enabled me to drop into those regions and to always take away some new learning – and usually a new friend as well.

## **WEAKNESSES**

**Human Services Programs and Regions are Extremely Diverse.** It is easy to believe that our approach to human services is universal. I can tell you with absolute certainty that it is not. This is both a strength and a weakness. We continue to struggle with our identity

because of this, and sometimes we miss the opportunity to strengthen those areas of similarity. As I was writing this article, a new student came into my office to talk about which major she was going into. A psychology major, she had been at an orientation session where I spoke about human services. As a policy analyst for a state senator, she told me about working with various human services public agencies. She was coming back to school because she wanted to influence change. However, because of her frustration with what she saw as the ineffectiveness within human services, she had not even considered it as a major, since she did not see human services as a field that was open to change.

## **OPPORTUNITIES AND THREATS**

**Human Services Education and Practice is at a Crossroads.** As is often the case, our opportunities are also our threats – depending on how we respond. I have seen under funded programs doing well simply because of the commitment of the people running the programs. I have seen students who wish to make a difference in the world begin to shape their desires in specific ways toward that goal. And, I have seen that we, as a profession, need to do some serious reflection and refinement if we are to still be relevant to the needs of the 21<sup>st</sup> century.

### **Are We Ready to Change?**

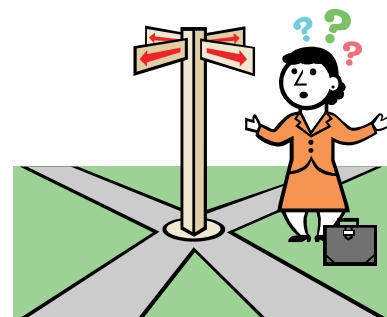
One of the questions that lingers for me was highlighted by a keynote speaker I heard last spring at the Mid Atlantic Conference in Poughkeepsie, New York. He used a John Kenneth Galbraith quote to talk to the group about how we typically respond to change. The quote was "Faced with the choice between changing one's mind and proving that there is no need to do so, almost everyone gets busy on the proof."

I cannot help but wonder, as I reflect upon the needs of our clients, the problems in our communities, and at our practitioners working in sometimes

dysfunctional agencies, "Is our profession changing or is it still trying to prove we don't need to?" Even in the midst of all of the wonderful attributes that abound within this field, I am still surprised and dismayed by the number of students, faculty and professionals who feel disheartened. We have under funded programs educating students to go into under funded agencies, to try and address problems that just keep getting bigger and more pervasive.

I think about the student who followed me off the stage at one of the regional conferences. She was anxious to tell me how she had chosen a human services major because she wanted to address the conditions in her community. She shared with me her disappointment that all of her course work was focused on changing the individual. She had begun to question whether or not she had chosen the right field to go into.

As Mark Homan indicated in the last issue of *The Link*, we are at a crossroads in human services. What I have learned over the past four years is that we have to decide the role of change in our work or else risk becoming superfluous and ineffective. I strongly believe we have the strengths needed to move this field forward to its next level, and I look forward to doing so together. Thanks – and let's keep in touch.





## Who We Are and What We Do ...continued

(Continued from page 3)

Link, Ed Neukrug and Tammi Milliken will present the findings of their recent research study on NOHS members' views of ethically correct behavior. You can also hear about this study at the national conference in their Friday morning workshop.

Another role of the Ethics Committee was to provide a committee member to advance NOHS' new relationship with CCE (see related article in this issue). Dr. Kerewsky volunteered to serve with other NOHS board members and CHSHE board members on a committee that is managed by the CCE. Among other things, this committee will be examining CCE's Code of Ethics for Human Services--Board Certified Practitioners as a potential influence for the revisions of our own ethics code. This work with CCE may result in strengthening the enforcement of NOHS' ethical standards.

Relatedly, one of the tasks facing the committee and the NOHS board is to address statements in our *Bylaws* and the *Ethical Standards of Human Service Professionals* that indicate the role of NOHS in addressing the violations of its ethical code. Presented here is Principle 2.3 from the bylaws and a paragraph from the Preamble of the *Ethical Standards of Human Service Professionals*.

From the Bylaws: "2.3 Termination of membership may occur by (a) resignation or (b) dismissal for violation of the National Organization's bylaws or for unethical conduct as defined by the ethical standards for Human Services professionals."

From the Preamble of the *Ethical Standards of Human Service Professionals*: "The ethical guidelines presented are a set of standards of conduct which the human service professionals and educators consider in ethical and professional decision making. It is hoped that these guidelines will be of assistance when human service professionals and educators are challenged by difficult ethical dilemmas. Although ethical codes are not legal documents, they may be used to assist in the adjudication of issues related to ethical human service behavior."

The Ethics Committee would be pleased to hear the views of NOHS members regarding this task. Please email Dr. Wark ([warkl@ipfw.edu](mailto:warkl@ipfw.edu)) and/or Dr. Kerewsky ([kerewsky@uoregon.edu](mailto:kerewsky@uoregon.edu)) by October 15 so that we may take the views of our members to the October board meeting. Many thanks.

## MWOHS Report

Becky J. Fernet, MWOHS Regional Director

Ivy Tech Community College's energetic students and instructor Mary Hess ([mhess@ivytech.edu](mailto:mhess@ivytech.edu)) are coordinating the 2009 MWOHS Regional Conference for March 26-28, 2009 in Evansville, IN. You can be involved by submitting a proposal to present at the conference. Students are strongly encouraged to submit presentation proposals. Applications will be available this fall. Linda Wark has once again graciously agreed to organize the proposal review process. If you are interested in taking over this role for the 2010 regional conference, please contact Linda at [warkl@ipfw.edu](mailto:warkl@ipfw.edu)

MWOHS is in good financial standing after being revived 6 years ago. Members will receive a ballot in the mail in September asking for a formal vote on affiliation with NOHS. MWOHS is now offering a 6 month membership from October 1, 2008 - March 31, 2009 in order for more Human Services Midwesterners to receive information about our spring conference and get involved in MWOHS activities. If you are not currently a member of MWOHS, you can download a membership application at [www.mwohs.org](http://www.mwohs.org).

MWOHS needs state representatives for Iowa, Minnesota, Missouri, Nebraska, Ohio, and the Dakotas. State representatives maintain the database of human services contacts in their state, and share

(Continued on page 7)

# Friday Special Event/Luncheon Keynote



David Fitzsimmons  
"The Usual Luncheon  
Driver"

**THURSDAY AFTERNOON RECEPTION**  
Awarding Certificates for Foundation  
Human Services-Board Certified Practitioners  
Town Hall Meeting  
Reception  
**SPONSORED BY University of Phoenix**

David is 52-years old and really  
should know better. As the Political  
Cartoonist for The Arizona Daily Star,  
he has been drawing cartoons and fire  
since 1986.

| Rooms                                 | 1   | 2  | 3  | 4  | 5  | 6  |
|---------------------------------------|---|--|--|--|--|--|
| Thursday, October 23                  |   |  |  |  |  |  |
| 8:00-9:45 AM<br>1.5 CEUs              | WELCOME AND PLENARY SESSION (1.5 CEUs): "Keys to Transforming our Work" ~ Dan Duncan, Mark Homan, Bill Lofquist, Mary Altemberg |  |  |  |  |  |
| 10:00 -<br>11:30 A.M.<br>1.5 CEUs     | Where the Road Begins: Defining Culture and Diversity: An Equine-Assisted Approach  | Leadership in Human Services   | Beyond Facebook: Web 2.0 for Teaching, Learning, and Advocacy                                    | A Reality Program for Persons in Mental Health Recovery Agencies                                   | Applying the Code of Ethics in Human Service Agencies                      | Enriching a Major State Agency w/ Human Service Community Development                    |
| 11:45 A.M.-<br>12:30 PM               | REGIONAL MEETINGS (See program for Room Assignments)<br>Focused Discussion topic ~ Regional responses shared during lunch       |  |  |  |  |  |
| 2:15 -<br>3:15 PM<br>1.0 CEUs         | Keeping the Support in Supportive Confrontation   | Moving Toward Self-sufficiency: Building Self-efficacy through a Community Educational Partnership | Harm Reduction and Human Services: Integrating Micro and Macro Models of Social Justice Advocacy | Addictions Training in Human Services: Examining "The Road Less Traveled" in Curriculum Strategies | Who or Whom? The Road to Improving Writing Skills of Our Trainees          | Service Learning with Island Elders: Lessons from a Cross-cultural/Cross-generational... |
| 3:30-5:00 PM                          | HS-BCP KICK-OFF RECEPTION ~ Ballroom  |  |  |  |  |  |
| Friday, October 24                    |   |  |  |  |  |  |
| 9:00-<br>10:30 A.M.<br>1.5 CEUs       | Perceptions of Ethically Correct Behavior of Human Services Professionals   | Supporting Students with Disabilities in Postsecondary Education                                   | The Use of Service Learning to Develop Multicultural Counseling Competencies                     | The Road to Sustainable Building Social Capital through Community Partnerships                     | CSHSE Workshop on Accreditation  | The Impact of Mindfulness Meditation in the Classroom on Student Learning                |
| 10:45 A.M.-<br>12:15 P.M.<br>1.5 CEUs | The Road to Health and Wisdom: The One that "Flakes All the Difference"   | Critical Engagement as a Method of Combating Student Indifference and Comparison Fatigue           | SEL: Building and Supporting a Successful Collaboration  | Hepatitis C: What Human Services Professionals Should Know   | The Two-Way Process of Transformational Learning: What Happens to Faculty? | Strategies for Ensuring Student Appropriateness for the HS Profession                    |
| 2:00-<br>3:30 P.M.<br>1.5 CEUs        | The Challenges of Working with Multi-ethnic Families  | Dimensions of an Interpersonal, Personal, Professional and Civic Development                       | Framing Our Work: How Definitions Dictate Solutions  | Interdisciplinary Supervisors' Perspectives on Their Experiences                                   | Preparing Agents of Change: Are We Waking the Lion?                        | Leveling the Playing Field: Working with Families to Reduce Risk...                      |
| 3:45 -<br>4:30 P.M.                   | Annual Student Meeting  | CSHSE Annual Meeting   | TUA Annual Meeting   |  |  |  |
| Saturday, October 25                  |   |  |  |  |  |  |
| 9:00-10:30 A<br>1.5 CEUs              | Finding Meaning in Adversity: Positive Psychology for HS  | Reducing Self-Harming Behaviors in Adolescents and Adults  | The Deconstructing of Diversity Training Assessment of Future Practitioners' Advocacy Skills...  | HS Curriculum: Development/ Assessment of Future Practitioners' Advocacy Skills...                 |  |  |
| 10:30-11:00AM                         | WRAP UP SESSION-BALLROOM  |  |  |  |  |  |

# TAKING THE ROAD LESS TRAVELED:

Affirming Human Dignity, Values, and  
Opportunity

**NOHS 2008 Annual Conference**  
**October 22-25 ★ Tucson, Arizona**

**Wednesday, October 22**  
4:00-6:00 PM: Registration  
5:30-6:30 PM: New Member/First time attendee Orientation~  
Meet the Board  
6:30-8:00 P.M.: Welcome Reception  
Evening: Dinner on your own  
**Thursday, October 23**  
Registration desk open all day. Posters and sponsor exhibits will be available for viewing throughout the day.  
Be sure to visit the **SILENT AUCTION!**  
8:00-9:45 AM: Welcome, Plenary Session  
10:00-11:30 AM: **Breakout sessions**  
11:30-11:45 AM: Break  
11:45-12:30 PM: **Regional Focused Group Sessions**  
12:45-2:00 PM: Buffet Luncheon/NOHS Annual Meeting/Election Results, TUA Induction, Regional Discussion Reports, McPheeter's Video Debut~  
Sponsored by CSHSE  
**Breakout sessions**  
2:15-3:15 PM: CCE Job Analysis Report  
3:30-4:15 PM: Certification Kickoff, Town Hall Meeting & Reception~  
Sponsored by University of Phoenix  
Evening on your own  
**Friday, October 24**  
Registration desk open all day. Posters and sponsor exhibits will be available for viewing throughout the day.  
Be sure to visit the **SILENT AUCTION!**  
8:00-10:30 AM: **Breakout sessions**  
10:30-10:45 AM: Break  
10:45 A-12:15 PM: **Breakout sessions**  
12:30-1:45 PM: Plated Luncheon/Keynote Speaker  
Break  
1:45-2:00 PM: Break  
2:00-3:30 PM: **Breakout sessions**  
3:30-3:45 PM: Break/Silent Auction Closes  
3:45-4:30 PM: Annual Meetings: TUA, Students, CSHSE, & CCE Job Analysis Report  
5:30 PM: Buses leave for Old Tucson  
Special Event/Awards Ceremony  
**Saturday, October 25**  
9:00-10:30 AM: **Breakout sessions**  
10:30-11:00 AM: Wrap-up Session  
Schedule subject to change.



## Radisson Suites Tucson

288 suites decorated in an earth tone décor, offer a spacious interior including separate living room, bedroom, dressing area and deluxe bathroom. Refrigerators, microwaves and balconies make our roomy suites a pleasure to experience. All king bedded suites include the Radisson "Sleep Number" beds.

Complimentary high speed wireless internet on balcony and at poolside.

Our on-site fitness room hosts cardio vascular and free weight equipment. However, for a more intensive workout, we offer complimentary guest passes to GOLD'S GYM located just a few moments away.

Breakfast included with Room reservation.



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information from NOHS and MWOHS with those contacts. Please email Jean Batson-Turner, Asst. Regional Director & Membership Coordinator at [Jean\\_BatsonTurner@ivcc.edu](mailto:Jean_BatsonTurner@ivcc.edu) if interested in representing one (or more) of the states listed above.

Photos needed -- if you attended the regional conference in Grand Rapids, we'd like to post your photos on the website. Please list the names of the person(s) in the photo(s). Photos should reflect the values and standards of the profession. Send your photos as an email attachment to Webmaster Michelle at [mbroton01@baker.edu](mailto:mbroton01@baker.edu). Also, Michelle is creating a space on the MWOHS website for Human Services student organizations and clubs. Please email her with your organization's website address and she will add your group to the MWOHS website.

## Southern Organization for Human Services (SOHS) Report



Shawn Ricks, President, SOHS

It has been an exciting year so far for the Southern Region!! Our 33<sup>rd</sup> conference, held in Charleston, SC, was a huge success with over 180 attendees. We are equally excited about our 34<sup>th</sup> annual conference to be held from March 25-28, 2009 in Tampa, FL. The conference is being hosted by Norene Copeland-Miller from Springfield College, and we are thrilled about having another opportunity to collaborate with such a fine institution.

We have welcomed several new members to the board and several veteran members have assumed new roles. Stephany Hewitt from Trident Technical College (SC) assumed the role of Vice-President; Jamie Edwards from Forsyth Technical Community College (NC) assumed the role of Treasurer; and Elaine Blankenship from Darton College (GA) assumed the role of secretary. They bring with them a wealth of experience and a passion for Human Services that is unsurpassed!

One of our goals this year is to continue developing our website ([www.sohse.org](http://www.sohse.org)). We encourage you to take a peek if you get a chance, and we welcome your feedback. We are encouraging involvement from all members—in particular we are looking for students to assist with our newsletter and with fundraising. One initiative has been to create a Facebook site for our members to encourage communication and participation; we are hopeful this will help connect members between conferences. We look forward to seeing you, virtually or face-to-face, in the near future!

## Report of the Education Chair

Jackie Griswold, Education Chair

NOHS has applied for CEU approval for workshops at the National Conference from both NASW and NBCC. Workshop participants will be required to sign in and out of all workshops attended in order to receive CEUs. We are pleased to be able to offer this important benefit to our members.

Another goal of NOHS is to provide ongoing professional development opportunities for our members, and we will be developing additional continuing education programs in the near future. We hope to offer these in different formats, including regional workshops, home study, teleconference, and online courses. As chair of the Education Committee, I'm seeking volunteers to be on various committees to work on these initiatives. If you are interested in learning more about the work the Education Committee will be doing, and how you can become involved, please contact me at [jackie\\_griswold@yahoo.com](mailto:jackie_griswold@yahoo.com) or watch for further updates in the LINK, and at the Annual Conference in Tucson.





Dr. Rachell Anderson

*“Life, like riding a bicycle, gets better with practice.”*

*“Love the people who treat you right and forget about those who don’t.”*

## Dr. Rachell Anderson: Story Teller, Laughter Leader, Healer, and Inspiration to All

Diane McMillen, MWOHS Elder

Our national organization has been blessed with many influential voices across time. One of those lively and creative voices emanates from the wisdom of Dr. Rachell Anderson. Dr. Anderson is a licensed Clinical Psychologist and a recently retired professor from the University of Illinois at Springfield. She designed and served as chair of the Human Services program from its inception in 1999 until 2006, wrote the application for Accreditation and successfully guided the program through the accreditation process. She redeveloped and headed the Child and Family Studies Concentration until her retirement in May 2008. Service to individuals and families in need, the university, and the community have always been important components of Dr. Anderson’s life. She was active in many aspects of campus life, involved in several professional organizations, as well as maintaining a private clinical practice providing Individual, Marriage and Family Therapy since 1974.

Dr. Anderson has received many awards, lectures widely, and has written 7 books. While on sabbatical in 2000 she authored her 6<sup>th</sup> book, “Before our Eyes: A Chronicle of Healing and Emotional Growth” which gives readers a first hand account of psychotherapy and demonstrates the healing advantages of watching a client and a therapist in an open forum. Her most recent publication, “Writing as a Tool for Healing” involves techniques for writing stories from early childhood memories which heal present emotional pain. It is a natural evolution that her interest in writing would translate into a tool for healing. She has provided many workshops at NOHS conferences and touched many lives with her ability to facilitate self-discovery, and have a great deal of fun, while writing our stories about life. She

could often be found at conferences entertaining a group by the pool or in a courtyard where the listeners demanded that she read yet another story....and then one more!

She has been guided by many valuable messages that although she does not claim to have originated, they direct her life. Some of these messages, which definitely merit sharing, include the following:

*Your life belongs to you. You hold the owner’s manual. Have you read it lately? Whining uses a lot of time. Do your best and move on.*

*Don’t believe everything happens for a reason. Sometimes life is just random. If you get opportunity, take it. If it changes your life for the good, good. If it brings catastrophe, find the gem among the stones of the experience and chalk it up to tuition in the school of life.*

*Love the people who treat you right and forget about those who don’t.*

*It’s not how many times you fail but how many times you try that’s significant. Life, like riding a bicycle, gets better with practice.*

I was fortunate enough, and perhaps brazen enough, to interrupt Dr. Anderson’s soup making at her little slice of heaven, her retirement home in Mississippi. She was as gracious and hilarious as always and willingly answered some questions for the Link.

***Tell us about your experiences in Human Services.***

I have been very lucky in my ca-

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## Story Teller, Laughter Leader, Healer, and Inspiration to All... continued

reer to have been connected to supervisors who had the right mind set to work with Human Services Professionals. My first real job after getting my bachelors degree (back in the 60s) was with the Juvenile Court in Oklahoma. I served as probation counselor for delinquent children. The juvenile court judge taught me how to focus on solutions rather than on problems. From there I worked as a counselor with para-professionals (that's what they were called then) teaching them to relate to their clients in the War on Poverty and to improve their lives by going back to school and getting a job that paid well. Solution focused was again the direction my work lead me.

When I accepted the job as counselor in an Adult Education Center in Rockford Illinois, I knew how I wanted to be in relation with my clients, warm, open, honest and caring. I saw them as equal and fully functioning human beings who, with opportunities, would make a life worth living. They never disappointed me nor I them. I selected my graduate education carefully to make sure the philosophical underpinnings of the education and training fit my belief system. Adlerian Psychology was the best fit for me.

It mirrored what I has learned from working with delinquent juvenile, para-professionals and undereducated adults.

*In terms of the*

***direction the helping professions, particularly human services education, is taking...are we on the "right" track? And, what things might improve our work?***

Absolutely, I think Human Services Education is on the right track. I particularly liked the opportunity to complete the application process through the CSHSE when we applied for accreditation for our Graduate program at the University of Illinois at Springfield. The standard were rigorous yet meaningful. There was consistency and it allowed our department to rethink, reiterate and repair places in out curriculum that needed it.

***...what things might improve our work?***

Love one another. As I retire, I'd like a guarantee that students are taught to focus on the person and their abilities, not just on their issues. People are bigger than their problems. Solving problems makes people strong, capable and wise. I think it's ok to have a few problems. They help us to see what we're made of.

***And on a personal note, I'm interested in what has made you the happiest (or the most "proud") as an educator.***

As I reflected on characteristics of faculty members who had influenced me the most, I realized how influential professors can be. When I began teaching at the university, I wanted to encourage more students, especially women and people of color to go for doctorates in Psychology. Only 2% of the psychologists in the United States are people of color, yet the percentage of patients is so much higher. I am proud to state that during my time at UIS, it became a feeder school for Doctorate programs. At last count, 22 of my stu-

dents (men, women and people of color) completed a doctorate degree in a helping profession. Twenty have become psychologists. I am either a good role model or a very good saleswoman. I often said, if I can do it, so can you. I'd say, "you're going to be an old person any way, you may as well be an old doctor."

***My last question, what are you doing in retirement?***

I've been retired 2 weeks. So far, I have made lunch everyday for my 95 year old mother who lives on the next acre

over on the family's farm in Tunica, Mississippi. She loves my soup. I LOVE MAKING



SOUP. I have agreed to present some parenting classes at the high school called "How to raise a Responsible Child." I offered my writing services to the local newspaper. I want to do a column about raising children and other family matters. I plan to form a writing group, conduct some workshops at the local museum and write. Mostly, for this first year, I will plant flowers and rest.

Thank-you Rachell! Words are so often inadequate to convey all that one thinks and feels about another, but I hope you know what a gift you are to the planet and to our Human Services organization. It has been a wild and wonderful ride to know you. Mississippi just became a place I would like to visit!

***"As I retire, I'd like a guarantee that students are taught to focus on the person and their abilities, not just on their issues."***

# NOHS Board Officers Election Ballot



The following individuals have been nominated to serve the NOHS organization for the next two years. Please vote for one in each category.

## President:

- ☐ Judith Slater, for a second term  
☐ Write-in: \_\_\_\_\_

## Vice President for Regional Development:

- ☐ Rob Olding, University of Phoenix  
☐ Denise K Sommers, University of Illinois  
☐ Write-in: \_\_\_\_\_

## Chair, Professional Development:

- ☐ Linda Wark , for a second term  
☐ Write-in: \_\_\_\_\_

Ballots must be sent in no later than October 1, 2008 and may be :

1. Emailed to [drglose@fortgreenesnap.org](mailto:drglose@fortgreenesnap.org) ,
2. Faxed to 718 694-6958, or
3. Mailed to Dr. Glose, PO Box 050226, Brooklyn, New York 11205



*Make sure to vote  
on the proposed  
Bylaw changes!  
(The ballot is on the  
NOHS website and  
on page 11 of this  
issue of the Link.)*

## Who Are the Nominees?

**Judith Slater:** Judith Slater holds an MSW from University of Georgia. Her first position in the field prior to graduate work was as a medical social worker at a large hospital where she worked for over 14 years. During that time she returned to school to obtain her MSW. She started at what she thought was an adjunct position teaching a human service course at Kennesaw State University...and has been there for over 16 years. She is now an associate professor impassioned to prepare undergraduate human service majors to work in the field as human service practitioners.

Her experience with NOHS began in 1995. Those who know her understand that she does not "step lightly" into her passion but runs head first! She began serving as membership chair of SOHSE and was President of SHOSE from 2004 – 2006. In 2006 she was elected President of NOHS. Since her term as President began, she has seen many exciting changes and forward movement in NOHS.

**Rob Olding:** Rob Olding is the Associate Dean for Human Services, University of Phoenix. He has responsibility for programs in human services and counseling. In addition, he has an extensive background in human services, corrections and psychological diagnostics and interventions. He has worked with community-based human services agencies in Michigan and with the Arizona Corrections Department.



## Proposed Bylaws Changes Ballot

Based on my reading of the proposed change in the Bylaws of the National Organization for Human Services, posted at <http://www.nationalhumanservices.org/node/135>, I, (Member # \_\_\_\_\_) cast my vote as follows:

- ☐ I vote to approve the proposed Bylaws and organizational structure changes as identified on the National Organization website
- ☐ I vote to turn down the proposed Bylaws and organizational structure changes as identified on the National Organization website

Ballots must be received by October 1, 2008 and may be:

1. Emailed to [admin@nationalhumanservices.org](mailto:admin@nationalhumanservices.org),
2. Faxed to (303) 322-1455 or
3. Mailed to the National Organization at 90 Madison Street, Suite 206, Denver, CO 80206.

**Please include your member # on your ballot!!!!**



*Did you know....?*

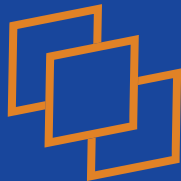
*NOHS was  
founded in 1975  
at the 5th Annual  
Faculty  
Development  
Conference of the  
Southern  
Regional Board!*

## Who Are the Nominees?... continued

**Denise K Sommers:** Denise K. Sommers, a doctoral candidate at the University of Missouri at St. Louis, is currently finishing her dissertation on *The Use of Service Learning to Develop Multicultural Competencies*. Ms. Sommers is employed as full-time faculty in the Social Services Administration online concentration in the Department of Human Services at the University of Illinois at Springfield. She is a Licensed Clinical Professional Counselor and a Registered Dual Disorders Professional and maintains a small, private counseling practice. Ms. Sommers has accrued over 25 years of experience in non-profit, public, and private sectors of human service agencies. She obtained her bachelors degree from the University of Illinois at Urbana/Champaign and her master's degree at East Carolina University in Greenville, North Carolina.

**Linda Wark, Ph.D.:** Linda Wark is Associate Professor in the Department of Human Services at Indiana University – Purdue University Fort Wayne. She is member of NOHS and is active in the Midwest regional organization (MWOHS). She has a track record of consistent professional contributions to state-level activities in the family therapy profession since 1991. In Ohio, she was Co-Chair of the Legislative Committee (appointed for two years) and Chair of the Nominating Committee (elected for two years). In Illinois, she was Chair of the Ethics Committee and wrote several articles on ethics in therapy practice, primarily with graduate student co-authors. She also served as an elected board member in Illinois for two years, and provided free continuing education workshops to raise funds for the division. In Indiana, she was appointed Chair of the Marketing Committee in 2003, and is currently serving the fourth year of a five year term as President-Elect and now President. Running for a second term as Chair of the Professional Development Committee, she has provided leadership to the other members and together they have contributed to the continued professionalization of the committee, including a complete revision of the NOHS awards and description and a further formalization of the review process for applications and nominations of awards and scholarships.





## Mid-Atlantic Consortium for Human Services (MACHS) Report

Franklyn M. Rother, President, MACHS

The next annual Spring conference will be held at Brookdale Community College in Lincroft, New Jersey, April 17-19, 2009. The Marriot Courtyard, Red Bank will house the conference attendees and all events will be held at the Lincroft Campus of Brookdale Community College. The theme of the conference: Global Human Services – Think Global, Act Local.

The conference will open with a Friday night dinner and close with a Sunday morning breakfast. Workshops will be available all day Saturday. There will be weekend and Saturday only registration available. Contact information and conference details will be posted on our MACHS conference link at [www.brookalecc.edu](http://www.brookalecc.edu) in September, 2008.

## New England Organization of Human Services Education (NEOHSE) Report

Robert J. Willey, Jr., President, NEOHSE

The Board of the New England Organization of Human Services met for a day-long retreat on June 27<sup>th</sup> to review its mission, its vision, and its values as an organization. Under the facilitation of Dr. Joan Mikalson, former member of the NEOHSE Board, New England Regional Director of the Council for Standards in Human Service Education, and faculty member at Springfield College, the Board participated in a series of creative activities that were designed to bring the group to consensus regarding why NEOHSE exists, what it does and should be doing, and where it is going as an organization. Following the retreat, Dr. Mikalson worked with a group of her graduate students to analyze/synthesize the materials from the discussions with a report submitted from the students in mid-August. A follow-up session will be held with the Board on September 19<sup>th</sup> for the development of recommendations regarding a revised mission statement and possibly a new name for the organization. These recommendations will be brought to the entire organization at next year's annual meeting for final consideration.

Check the NEOHSE website ([www.neohse.org](http://www.neohse.org)) for further information and updates.



**Members of the  
HS-BCP  
Job Analysis Committee**

### Human Service Education Reviewers Needed

The Co-Editors of *Human Service Education (HSE)* are reviewing applications for three Editorial Board positions. Applicants should have a history of publishing in national refereed journals, including *HSE*. Editorial Board members review manuscript submissions and provide critiques of manuscripts.

Interested individuals should submit their vita in Word format to Dr. Jill C. Jurgens, Lead Editor of HSE at [NOHSHSE@yahoo.com](mailto:NOHSHSE@yahoo.com). Applications are due by November 1, 2008.

### Submitting Articles for the Link

The Link invites member contributions of articles, images, and correspondence for publication. Please send your contributions electronically to Nadira Charaniya at [nadira.charaniya@gmail.com](mailto:nadira.charaniya@gmail.com). 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.



# NOHS 2008 Annual Conference

## Registration Form

OCTOBER 22-25, 2008  
TUCSON, ARIZONA

Please input your contact information here. Then continue to the registration, guest meals, and payment sections that follow. **IF MEMBER, PLEASE ENTER MEMBERSHIP #:**

First Name: \_\_\_\_\_ Middle: \_\_\_\_\_ Last Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP: \_\_\_\_\_

Telephone: \_\_\_\_\_ FAX: \_\_\_\_\_ Region: \_\_\_\_\_

Email: \_\_\_\_\_

Professional Information: Title: \_\_\_\_\_ Organization: \_\_\_\_\_

Student Information: College: \_\_\_\_\_

IF STUDENT, EXPECTED GRADUATION DATE: \_\_\_\_\_

**Full Conference Registration includes:**  
Educational sessions, Wednesday reception, lunch Thursday and Friday, Old Tucson Friday evening, refreshment breaks as noted on the schedule, and any applicable conference materials.  
Breakfast included with room reservations.

**Educator/Practitioner (Including Part-Time Graduate Students)**

|  |                                |                                |                                |
|--|--------------------------------|--------------------------------|--------------------------------|
| Member (For members whose dues are paid through Nov. 30 or later, regular and retired)   | <input type="checkbox"/> \$275 | <input type="checkbox"/> \$285 | <input type="checkbox"/> \$315 |
| New/Renewing Member (For Regular members who wish to renew their dues. Registration includes one-year Regular membership.)                         | <input type="checkbox"/> \$370 | <input type="checkbox"/> \$380 | <input type="checkbox"/> \$410 |
| New/Renewing Retired Member (For Regular members that are retired. Includes registration and one-year membership unless dues paid through Nov. 30) | <input type="checkbox"/> \$335 | <input type="checkbox"/> \$355 | <input type="checkbox"/> \$375 |
| Non-member (Registration does not include membership.)   | <input type="checkbox"/> 400   | <input type="checkbox"/> \$420 | <input type="checkbox"/> \$440 |

**Student (Undergraduate and Full-Time Graduate Students)**

|   |                                |                                |                                |
|---|--------------------------------|--------------------------------|--------------------------------|
| Member (For members whose dues are paid through Nov. 30 or later.)  | <input type="checkbox"/> \$155 | <input type="checkbox"/> \$160 | <input type="checkbox"/> \$165 |
| New/Renewing Member (For Students who wish to join or renew their membership. Registration includes one-year Student membership.) | <input type="checkbox"/> \$190 | <input type="checkbox"/> \$195 | <input type="checkbox"/> \$200 |
| Non-member Registration (For non-members. Registration does not include membership.)  | <input type="checkbox"/> \$200 | <input type="checkbox"/> \$210 | <input type="checkbox"/> \$220 |

**Single-Day Registration**

|  |                                |                                |                                |
|--|--------------------------------|--------------------------------|--------------------------------|
| Thursday Only (Includes lunch and keynote)     | <input type="checkbox"/> \$165 | <input type="checkbox"/> \$170 | <input type="checkbox"/> \$175 |
| Friday Only (Includes lunch/not evening event) | <input type="checkbox"/> \$165 | <input type="checkbox"/> \$170 | <input type="checkbox"/> \$175 |

**Cancellation Policy:** All cancellation requests must be received in writing and postmarked or faxed by September 30, 2008. No refunds will be given after this date. There is a processing fee of \$50 for all conference cancellations.

... please complete left column first.

### Guest Meals

If a guest is accompanying you to any meals, please order tickets for your guest here. You do not need to order meal tickets for yourself. Insert the number of tickets needed for each meal, calculate the amount, and add the total for Guest Meals. Guest Name(s): \_\_\_\_\_

| Event                               | Cost per ticket | Number of tickets | Amount |
|-------------------------------------|-----------------|-------------------|--------|
| Wednesday Reception                 | \$35 per guest  |                   | \$     |
| Thursday Luncheon                   | \$45 per guest  |                   | \$     |
| Friday Luncheon                     | \$35 per guest  |                   | \$     |
| Friday Evening ~ Old Tucson Studios | \$50.00 guest   |                   | \$     |
| Total Guest Meals                   |                 |                   | \$     |

### Special Meal Requests

We cannot meet everyone's request, but we will try to offer foods that meet your dietary needs.

☐ Vegetarian ☐ Low-Sugar / Controlled Carbohydrate ☐ Other (describe below)

### Membership Renewals for Organizational Members

Organizational Membership Renewal ☐ \$180

### Payment Summary

Your Registration Fee (from Registration above) \$

Guest Meals (from Guest Meals above) \$

Membership Renewal for Organization Members \$

Total Amount Due (Add all items) \$

Payment Method ☐ Check ☐ VISA ☐ MasterCard

Card Number Expiration Date

Cardholder's Name CCV\*

Signature \* 3-digit security code on back of card

Mail completed registration form and payment to National Organization for Human Services, 90 Madison St., Suite 206, Denver, CO 80206.

If paying by credit card, you may fax this form to 303.322.1455 or register online at [www.nationalhumanservices.org/2008conference](http://www.nationalhumanservices.org/2008conference)

NOHS Federal ID Number: 48-0983789/ Questions: Please call NOHS at 303-320-5430.

### SPECIAL EVENT FRIDAY EVENING! Menu: Rancher's

Salad, Airline Breast of Chicken, Roasted garlic whipped potatoes, honey butter biscuits, Vegetarian alternative. Put on your hat and boots and get on board! Buses will leave promptly at 5:30 and 6:00 p.m. Dress casual.

HOST HOTEL: RADISSON SUITES TUCSON

520.724.7400, CODE: 1008NO Or reserve at: [www.radissontucson.com](http://www.radissontucson.com)

RATES: Double: \$141.06/Triple: \$152.27 (TAX INCLUDED)





## **National Organization for Human Services**

90 Madison Street, Suite 206

Denver, CO 80206

Phone: 303-320-5430

Fax: 303-322-1455

E-mail: [info@nationalhumanservices.org](mailto:info@nationalhumanservices.org)

### **NOHS...**

**Strengthening recognition of the unique  
and valued role of human services  
professionals.**

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Vicki Totten, VP for Regional Development

Cheryl Mann, VP for Conferences

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Nadira Charaniya, Secretary/Link Editor

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Shoshana Kerewsky, Ethics Co-Chair

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Shawn Ricks, SOHS

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Becky Fernette, Copy Editor

Jackie Griswold, Copy Editor

