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**THE PENNSYLVANIA ASSOCIATION  
ON  
PROBATION, PAROLE and CORRECTION**



**PRESIDENT PAUL J. GERNERT**  
Chairman,  
Pennsylvania Board of Parole  
Harrisburg



**THE QUARTERLY**

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**VOL. XV, No. 3**

# The Pennsylvania Association on Probation, Parole and Correction

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## the quarterly

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## PRESIDENT'S LETTER

It appears that each year is presenting our Association and its officers with greater challenges, for guidance and direction, in demands upon our services, and in a need for better public relations.

The very fruitful conference at Pittsburgh, and the publicity it received, opens the road to the improved public relations. Your Executive Committee realizes this very fact, and at its first meeting on May 2, 1958, approved two regional conferences, one at Erie and the other at Williamsport; approved the continuance of the area councils; and that each living Past President be presented with a certificate attesting to his contribution to his or her leadership in this Association. These three areas are in between annual conference activities, tailored to keep the publicity alive and to let the public know that there is a P. A. P. P. & C.

Recognizing that the Association can only accomplish its goal if we have full membership participation, I take this opportunity to solicit your whole-hearted support to your area councils, the planned regional conferences and, of course, our Annual Meeting scheduled for Philadelphia in May, 1959.

Your officers recognize that the current crime wave is taxing the facilities of every agency represented in this Association. Probation and Parole Officers are carrying case loads far beyond the minimum standards prescribed by the National Probation and Parole Association. Our institutions, especially the State and larger county, are over-filled, thus breaking down treatment programs intended for normal populations, and there is a definite lack of public understanding for our predicaments.

In order to meet the crime problem placed upon our doorsteps, I propose the following corrective steps:

1. To unite all our agencies represented in this Association to meet at least minimum standards prescribed for our respective area of service.
2. Few credits or honors fall our way, but the few that do spill over—let's not be selfish, but pass them on to our co-workers whenever deserving.
3. Disseminate the true facts of the work and achievements of our respective correctional services whenever and wherever the opportunity presents itself.
4. Solicit the services of your Association in your efforts to improve your own agency.
5. And let the public know that we are proud of our profession.

The foregoing is a brief outline of your Association's plans for the coming year.

Sincerely yours,

Paul J. Gernert

Proceedings of the

# ANNUAL CONFERENCE

of the

## Pennsylvania Association on Probation, Parole and Correction

**PENN-SHERATON HOTEL**  
**Pittsburgh, Pennsylvania**

**April 13, 14, 15, and 16, 1958**

**SUNDAY, APRIL 13,  
1958**  
**GENERAL SESSION**  
**DEVELOPMENTS**  
**ABROAD IN**  
**CORRECTIONAL**  
**TREATMENT**  
**METHODS**

### Speakers

**MRS. GERTRUDE BISHOP**  
Justice of the Peace  
Leicester, England

**DR. BJORN AHLANDER**  
Cultural Attache  
Embassy of Sweden  
Washington, D. C.

**MR. FERNANDO CHAVES**  
Division of Labor and Social Affairs  
Pan American Union  
Washington, D. C.

### Recorder

**ALFRED MARASCO**  
Assistant Supervisor  
Pennsylvania Board of Parole  
Pittsburgh, Pennsylvania

This meeting marked the opening session of the 1958 Conference. After the invocation by the Reverend Dr. Charles H. Foggie, Wesley Center A. M. E. Zion Church, Pittsburgh, greetings were expressed by Mr. Norman K. Morgan, President, Pennsylvania Association on Probation, Parole and Correction; Superintendent, Luzerne County Industrial School, Kis-Lyn, Pennsylvania; Mr. Albert C. Wagner, President, Middle Atlantic States Conference of Correction; Superintendent, New Jersey Reformatory, Bordentown, New Jersey; and Mr. Harry J. Cancelmi, Chairman, Local Arrangements Committee; District Supervisor, Pennsylvania Board of Parole, Pittsburgh. Mr. Cancelmi introduced the Mayor of Pittsburgh, the Honorable David L. Lawrence.

Mayor Lawrence warmly welcomed the delegates. He said it was gratifying to note the increasing acceptance of the philosophy of rehabilitation of the offender instead of punishment.

He thought it ironic that in the field of corrections only the "failures" were publicized and the fact that so many persons are enabled to resume a constructive and productive role in society seldom comes to public attention. He felt the determined efforts of Pittsburgh in its program of slum eradication was a significant contribution towards the prevention of crime. Mayor Lawrence wished the delegates success in their deliberations.

The international speakers were introduced by the Honorable C. M. Depuy, President Judge, 39th Judicial District of Pennsylvania, Franklin County, Chambersburg, Pennsylvania.

Mrs. Gertrude Bishop, who has had long experience as Magistrate, has worked in state and criminal courts but most of her efforts have been in the juvenile field. She said she would not attempt to compare the correctional systems of England and the United States because of the vast differences between the two countries and because of the fact that England has the advantage of a central authority in contrast to the great multiplicity of authorities in the United States. She said that England has experienced a sharp in-

crease in crime but the rise in juvenile delinquency is acute. Cases of young offenders through 17 years of age are adjudicated in juvenile court where there is always a panel of a woman and a man magistrate in order to obtain the benefit of both viewpoints. Most offenses are trivial, some technical (riding a bike without lights) and usually are disposed of by fine or probation. She said the concept of probation has been in use in England for over 51 years with excellent results as approximately 90 per cent of the children treated in this manner do not again come before the courts.

Of greater concern are the children who commit serious offenses, since this may mark the beginning of a life of crime. If these children are adjudged guilty, the court's decision is held in abeyance pending a full inquiry into the child's background which includes psychiatric, medical, school and home information. It is only when conditions are unfavorable to probation that a child is sent to an "approved school" which corresponds to the correctional institutions in the United States. First, however, with the help of psychiatrists, educators and others, it is determined what training is likely to prove most beneficial to the child before assignment to an approved school. These schools are classified for various services, including nautical training. The group from 17 to 21 are tried in Quarter Session Court, and if committed, are sent to a maximum security prison for youths although there are two "open type" institutions for these offenders. Here the stress is on vocational training.

Probation for adults has been used with good success. However, Mrs. Bishop expressed regrets that parole as practiced in the United States, and which she believes to be highly beneficial, is not used in England. There any prisoner may earn a remission of one-third of his sentence by good conduct and these released offenders do get some supervision through the probation department. A considerable number elect to serve out their full sentences and consequently are released without supervision. Mrs. Bishop stated that she is firmly in-

convinced that it is detrimental both to society and to the offender to release him especially after long incarceration without supervision. She expressed the hope that some day the law will be amended so that all released offenders undergo a period of supervision.

Mrs. Bishop concluded her remarks by saying she thought the lowering of moral standards after the war, lack of self-discipline, lack of self-respect and improper home training have contributed to the increase in delinquency.

Dr. Bjorn Ahlander said that while Sweden has been a neutral nation, it had not escaped the effects of war as reflected in an increase in crime rate, with a disproportionate part of this increase due to juveniles, apparently paralleling the trend throughout the world. He pointed out that in 1955, Sweden, with a population of seven million, two hundred thousand, had to deal with 250,000 "criminal cases", which means that four per cent of all persons over 15 years of age appeared in court. Most of these cases were for summary offenses. Those receiving sentences for more serious crimes totalled twenty-four thousand. Of these, one out of five were under 21 years of age and one out of three under 25 years of age. The proportion of those between 15 and 18 involved in felonies, however, was five and one-half times higher than for older persons. It would seem that the problem of combating crime was to a large extent the problem of juvenile delinquency. He felt certain that the increased birth rate since the war would eventually mean an increase in the general crime rate. Therefore, the prevention of juvenile delinquency must be in the center of all efforts to reduce crime.

Dr. Ahlander said that in Sweden no child under 15 years of age can be taken into court as a criminal case. If apprehended in delinquencies, the youngster must be taken to a child welfare agency which compiles a social history and makes a binding recommendation, except in cases of more serious burglaries or murder. Between 15 and 18, the young offender can be taken into criminal court but prosecution is usually waived and they are referred to welfare agencies.

This method of treatment has proven highly successful in contrast to the extremely poor results achieved by commitments. Delinquents under 12, if home plans are not available, are usually placed in foster homes unless needing the special care of institutions for the mentally disturbed. Until recently, the offenders from 18 to 21 were treated as adults, but now these too are referred to child welfare agencies and when committed are sent to special institutions known as "juvenile prisons". In all institutions, the emphasis is on education and vocational training in order to prepare the individual for a normal life in society.

Mr. Fernando Chaves stated that while most Latin American countries traced their cultural background to Spain, there were many sharp dissimilarities, not only between countries but also within countries, and that the population is not as homogeneous as popularly supposed. Unfortunately, the Spanish Code of the past century that the charged prisoner is presumed to be guilty, and the harshly punitive treatment of the criminal are widely prevalent. To obtain some perspective of crime in Latin America, consideration must be given to the many negative sociological and economic factors present, such as the low living standards, especially in rural areas, the scant attention paid to the need and mores of the large Indian groups, the extremely high rate of illiteracy and a host of other social ills. Mr. Chaves felt that it was inevitable these conditions would reflect in the high incidence of crime, of which a large proportion are crimes against person and theft. He said accurate statistics had not yet been compiled but he was certain the rate of juvenile delinquency was alarmingly high and would probably increase.

Mr. Chaves said Latin America has made too little progress towards the solution of their pressing economic problems to give priority to matters pertaining to correction. Modern police methods have not been adopted. Penal facilities are antiquated and the personnel is underpaid and poorly trained — and the concept of rehabilitation has not yet gained

even a modicum of acceptance. There are only a few social workers, psychological and psychiatric services are virtually unavailable and little use is made of conditional release. The extent of the lack of resources can be better appreciated by considering that in all of Mexico, one of the more progressive countries, there are only two child guidance clinics, both in Mexico City.

**MONDAY, APRIL 14,  
1958  
WORKSHOP 1—  
DEVELOPING  
RELATIONSHIPS WITH  
PAROLEES AND  
PAROLEES**

**Moderator**

**JOHN A. WALLACE**

Chief Probation Officer  
Supreme Bench of Baltimore, Maryland

**Discussants**

**PAUL E. GESREGAN**

Supervisor  
Delaware County Juvenile Court  
Media, Pennsylvania

**ALFRED R. LOOS**

Member  
New York State Parole Board  
Albany, New York

**ALPHONSE J. PEZZUTI**

Deputy Chief Probation Officer  
Passaic County, New Jersey

**Recorder**

**RALPH R. CORBIN, JR.**

Parole Agent  
Pennsylvania Board of Parole  
Butler, Pennsylvania

The discussion was opened by Mr. John A. Wallace who pointed out that relationships vary considerably according to the situation, and this brought response from the group resulting in the basic classification of four categories of relationships — the relationship existing between friends; that existing between the doctor and his patient; that established by a spiritual adviser; and that existing between the parole officer and the parolee or probationer.

There is a problem or need at the basis of each of these relationships; however, the relationship between the parole officer and the parolee is essentially more involved and actually includes more than just satisfying a basic need or problem.

The parolee's or probationer's previous experience establishes a very poor basis for this relationship as his very status is indicative of difficulty in establishing any type of a satisfactory relation-

ship. Mr. Chaves said that some advances have been made. In some areas, the responsibility of the juvenile offender is being reassessed and in other areas they are trying to establish the principle that one is innocent until proven guilty. However, he said significant progress cannot be expected until there is more stability both economic and political, and the people have the opportunity to become better informed.

ship. Then, too, the relationship arises out of an emotionally charged situation.

After a lengthy discussion, the group proposed the following list as prevailing factors in the development of this relationship:

1. The material needs of the client and recognition of them by the parole officer.
2. Faith or confidence of the client in the parole officer.
3. The competency of the parole officer, as a lack of competency exerts a definite negative effect.
4. Patience and understanding on the part of the parole officer in developing the relationship, as the relationship is not an end, but a means to an end.
5. The client's conditioning by previous or past experience with correctional agencies, and by the same token the parole officer's previous experience.
6. Response, not only by the parole officer to the client's problems, but also by the client to the problems facing the parole officer.
7. The effective use of controls by the parole officer in developing consistency in the client's behavior pattern.
8. Acceptance by both the client and the parole officer of the relationship as a common, shared experience.

In emphasizing these factors, it was brought out that not only must the parole officer recognize the client's needs, but he must express a sincere interest in meeting them on an individual basis and actively work toward a solution. Superficial efforts are easily detected by the client, and the establishment of a positive relationship is prevented. In spite of the fact that the relationship is imposed, the parolee cannot be forced to accept the relationship. Rather his acceptance should be brought about through a realization and understanding of the parole officer's responsibilities and obligations and an explanation of what is expected of him.

This brought to light still another phase of the relationship, discipline, for the parole officer is charged with the responsibility of seeing that the parolee or probationer conforms to a certain pattern of behavior and abides by the law. Our culture does dictate what

is acceptable and it is also true that a sub-culture may approve what is not acceptable by culture in general. The social mores of the sub-culture may regulate the individual's adjustment, and by the standards of this sub-culture, his adjustment may be very satisfactory. This poses quite a problem for the parole officer who must decide which set of standards he is to use in judging the individual's behavior. In addition, especially in the primary stages of the relationship, the parolee or probationer will actually be testing the parole officer even to the point of committing a technical violation to see how far he can go before the officer takes any disciplinary action. It is important that the officer recognize and evaluate this testing process as such, primarily through insight and past experience.

At this point, questions were raised as to whether there was any actual value in the use of controls or limitations and how we should apply these principles practically. It was proposed that controls serve as a guide for the parole officer in dealing with situations and also serve as guideposts for the parolee in the self-governing of his behavior. The major difficulty lies in the interpretation and application of these controls. It is essential that the parolee be made to realize he is responsible for his mistakes and that he accepts this responsibility; however, we must be realistic in setting up the controls which we impose on an individual. The parole officer has a responsibility to follow through on these controls, to see that the parolee understands the controls and why they are imposed. It may prove effective for the parole officer to parallel the limitations he faces himself with those imposed on the parolee.

The most successful relationship is based on the fact the parolee wants to abide by the law because it is the right thing to do and not because of fear of punishment. Unfortunately, this attitude is not a prevalent one among probationers or parolees, and it is imperative that some form of controls be employed. Quite often the matter of checking on a person and making him aware of this may cause

him to consciously watch his behavior until he reaches a point where he behaves without any conscious effort. In effect, the use of controls brings about consistency.

The final aspect of the workshop dealt with the effect of outside pressures or influences on the individual's adjustment and to what extent the parole officer should consider these in developing the relationship. Behavior, whether good or bad, is actually a reflection of these outside pressures, just as delinquency and crime are symptomatic of some underlying problem.

**MONDAY, APRIL 14,  
1958  
WORKSHOP 2—GROUP  
METHODS IN THE  
CORRECTIONAL  
PROCESS**

**Moderator**

**DR. D. B. ROGERS**

Professor of Sociology  
University of Pittsburgh  
Pittsburgh, Pennsylvania

**Discussants**

Group Supervision

**DR. ALEXANDER BASSIN**

Probation Officer  
Kings County Court &  
Director of Group Therapy  
Baro Clinic  
Brooklyn, New York  
Group Therapy

**EUGENE J. GADSON**

Clinical Psychologist  
New Jersey Reformatory  
Bordentown, New Jersey

**DR. ALEXANDER B. SMITH**

Probation Officer  
Kings County Court &  
Group Therapist  
Baro Clinic  
Brooklyn, New York  
Gang Work

**MASON MOTON**

Gang Work Supervisor  
Crime Prevention Association  
Philadelphia, Pennsylvania

**Recorder**

**ROBERT D. KERNS**

Psychologist  
Western State Penitentiary  
Pittsburgh, Pennsylvania

Dr. Bassin and Dr. Smith spoke of the general need in the field of correction for effective treatment of large numbers of individuals with the small staffs of professional workers usually available. They advocated group methods which they feel in many cases may actually be the preferred treatment, being more effective

in these cases than individualized treatment, in addition to making treatment available to larger numbers. They described the work of Baro (Brooklyn Association for the Rehabilitation of the Offender) a private agency, in providing group therapy to adult probationers in New York City as well as to others who request

It is, therefore, essential that the parole officer consider these pressures in his plan of attack and by relieving them bring about an eventual solution to the individual's problems. Often the release of these pressures may be so gradual that in reviewing the supervision of the case, it is impossible to pick out any specific act on the officer's part that was actually responsible for success. Through training and experience, the officer may practice many principles in the supervision of a case, relieving the outside pressures with no conscious awareness that his actions are effecting a change.

treatment to prevent their becoming involved in criminal activities. The method described is essentially the non-directive, or client-centered, therapy advocated by Carl Rogers, as applied to the group situation. In this method the role of the therapist is to attempt to understand the feelings and attitudes of the group, to synthesize and restate the expressions of these feelings and attitudes by group members, to convey to the group by his own reactions a complete acceptance of these expressions, and to provide an atmosphere in which the group is able to work out its own value systems with a minimal imposition of the therapist's own values.

In keeping with the traditions of the non-directive school of therapy, the BARO group has devised means of evaluating the success of their procedures, testing their clients with attitude scales and projective tests both prior to therapy and at different points in the therapeutic process. The results of these tests were then compared with similar tests with a group of probationers who received no therapy and who were offered the barest minimum of probation services and supervision. The results were overwhelmingly in favor of group therapy. As a part of their discussion Drs. Smith and Bassin presented a series of color slides depicting sessions on one of the therapeutic groups along with a wire recording of a session of this group which had been specially prepared a week prior to the Conference. The members of the group had been asked to comment on their experience in the group and their feelings as to the value of the therapy. As might be expected, they unanimously agreed that therapy had been highly beneficial. Dr. Bassin mentioned that many of the probationers were initially resistive to therapy and felt they had no need for it. To overcome this resistance, probation officers were first instructed to attempt to persuade probationers to enter therapy voluntarily and then, failing all else, to agree that the probationer could enroll for only three sessions, after which he would be free to withdraw if he chose to do so. It was implied that the vast majority

chose to remain in the group for at least the basic unit of fifteen weekly sessions, and many remained for several such sessions. The experience of the BARO group has been that therapeutic groups are most effectively combined on the basis of sexual orientation, homosexuals having difficulty expressing themselves when placed with non-homosexuals. A similar finding with narcotic addicts has resulted in the practice of placing two or more addicts together in a group since these individuals feel that no one other than another addict can understand them.

Mr. Gadson discussed the group therapy program at the Bordentown institution, in which attendance at group therapy sessions is compulsory for all inmates assigned to therapy by the institutional staff. Failure to attend must be reported as a disciplinary infraction. The actual method of therapy is almost identical with that carried on by BARO group, and once in the therapy room the inmate is given complete freedom of choice as to whether he will participate, the only restriction being that he must remain in the room. As with probationers, there is much initial resistance, but this is overcome, in time, through understanding, lack of pressure, and the permissive atmosphere of the situation. Mr. Gadson's discussion was followed by an excellent sound movie which forcefully demonstrated the dynamic interplay between group members in the therapeutic situation.

The afternoon session was opened with a period of discussion of the morning program. In response to questions from the audience, Drs. Smith and Bassin stated that their program was designed to test the efficacy of group therapy as a probation technique and reiterated their research finding that their clients showed more change in fifteen weeks than occurred in six months in those men offered probation services without therapy. Some advocates of casework methods in the audience protested that there was no evidence that group work was more effective than individual casework, but it was pointed out that the only claim made for group therapy was that experi-

mental evidence had been obtained to show that it was effective, while the advocates of other methods had not obtained such evidence. In this connection, Mr. Gadson mentioned that a recent project at Bordentown had shown that eighty per cent of those men who underwent group therapy in the institution were successful on parole to the extent that they did not violate or commit new crimes, but he did not cite evidence on the extent of success of those not given therapy.

Other points of disagreement were that probationers who were called together for group therapy might be likely to continue their associations outside the therapy situation. The panelists agreed that this would be unfortunate, but stated that the BARO groups themselves had discussed this possibility, had decided against such extra-therapy contacts, and the evidence was that no such contacts occurred.

Some probation officers complained at the lack of cooperation shown by the BARO group in refusing to release information about their clients gained in the group meetings. It was pointed out, however, that the Baro Clinic is operated under medical auspices, that medical ethics had to be respected, and that the dissemination of this information would destroy the effectiveness of the therapy.

In his discussion, Mr. Morton traced the development of services to young people from the beginnings, in the 1930's, of the settlement "cellar workers" in New York, to the present youth workers who employ "reaching out" methods in working with "hard to reach" juvenile gangs. These gangs are characterized by colorful speech and mannerisms and flashy clothes designed to attract attention. When these gangs are brought to the attention of the youth worker or the agencies for whom he works, the worker must spend his time in the area in which the gang operates, learn what they do, how they do it and why. He visits the places in which they congregate and attempts to focus his efforts on the most influential sub-group of the gang. He deter-

mines the interests of the gang, makes known his own interests and abilities in these areas, and attempts to influence the gang through these interests. It is the primary task of the gang worker to gain the confidence of the group, then to help the members of the group to find and utilize wholesome recreational outlets, to minimize the tendency in the group to delinquent behavior, and to bridge the gap between the teen-ager and adults. He comes to the group with no pre-conceived notions of program, but develops his program in line with the existing interests of the group. Mr. Moton emphasized that the gang worker's effectiveness is dependent upon his respect for the confidences of the group. If he should learn of a situation which is dangerous to life or to the safety of the community he first attempts to have the group correct the situation, trusting in their ability and desire to do so. Only after making this effort may he discuss with his supervisor the advisability of calling on police or other authority. Essentially the method, after the initial phases of gaining the confidence of the group are completed, seems to be an extension of the non-directive methods previously mentioned, and Mr. Moton cited several instances from his own experience which attest to the success of the method with delinquent groups.

Because of time considerations primarily, there was little discussion following Mr. Moton's talk. Two basic points of agreement appear as the outstanding result of this workshop. The first is that group work, either in therapy or in field work, seems to be an effective method of dealing with some of the problems in the field of correction. The second point, on which the discussants unanimously agreed, is that any group possesses with it the potential for growth and for finding solutions to its own problems. The chief function of the correctional worker in this setting, then, is to provide an understanding and completely accepting atmosphere in which the group is free to grow and to reshape and develop its own sets of values.

**MONDAY, APRIL 14,  
1958  
WORKSHOP 3—NEW  
TRENDS IN  
COMMUNITY  
SERVICES FOR  
CHILDREN IN  
TROUBLE**

**Moderator**

**DR. WILLIAM McCULLOUGH**

School of Social Work  
University of Pittsburgh  
Pittsburgh, Pennsylvania

**Discussants**

**DR. DOMINICK COLANGELO**

Administrator  
Mercer County Child Guidance Clinic  
Trenton, New Jersey

**PROFESSOR WERNER LUTZ**

Associate Professor of Case Work  
School of Social Work  
University of Pittsburgh  
Pittsburgh, Pennsylvania

**KURT SONNENFELD**

Director of Demonstration Project  
New York City Youth Board  
New York, New York

**AARON SACKS**

Assistant Executive  
Group Work-Recreation Camping Division  
Health and Welfare Federation of Allegheny County  
Pittsburgh, Pennsylvania

**Recorder**

**NANCY H. LEE**

Orientation Supervisor  
Juvenile Court of Allegheny County  
Pittsburgh, Pennsylvania

**IRVING NADLE**

District Secretary  
Southeastern District  
Family and Children's Service  
Pittsburgh, Pennsylvania

**DR. MARSHALL J. TYREE**

Attendance Supervisor  
Division of Pupil Personnel Counselling  
Philadelphia, Pennsylvania

**L. JOHN BOHMAN**

Foster Home Worker  
Astor Home for Children  
Rhinebeck, New York

Dr. Dominick Colangelo stated the following basic assumptions:

1. Our goal is in the area of relationships and leadership. We do not wish to defer from the primary service of the parole person.
2. We want community services for all counties, large and small.
3. There is always a need for supplementary services — referrals to other agencies are used to add to our resources.
4. Effective referrals are essential.

Each community is different and has the right to decide what it wants to do in the area of community services. It was felt

a primary requisite is integration and that services are successful only to the degree that agencies are cooperative. A good program would combine both private and public agencies, thus using professional and lay persons. Planning is essential and would provide for the present and future. We must utilize and understand the functions of all agencies.

Dr. Colangelo emphasized there are limitations to what a Child Guidance Center can do. In one study of 50 cases known to Dr. Colangelo, the following factors were found to be important:

1. The age of the child, the younger the child, the greater could be his or her response.

2. Motivation, i.e., those desiring help provided greater success.
3. The social and education status of the family.
4. The child's personality and intelligence.

Mr. Irving Nadle emphasized the need for a better communication between the probation field and private agencies. He felt a family and children's service could help only if there is an awareness of need on the part of the family. In contrast, we have referrals made by a probation or parole person which implies authority. In cases of this type, the family's attitude is apt to be poor. Mr. Nadle felt agency conferences are essential in order to clarify areas of service and to set goals. This can be a continuous and changing process.

Professor Werner Lutz felt that the school of social work is becoming more interested in the probation field. In any positive approach to the question of community resources for children in trouble, we need to look at all influences in the family. We must know the inter-relationships between members of the family. We would then see the child in his total setting. This requires that the various agencies work together along with the physician, psychologist, psychiatrist and pediatrician. Professor Lutz suggests there will be a major re-labeling of all the professions that work together. The matter of how and with whom we use authority was felt to be of utmost importance.

The school of social work is just now beginning to see that it has a responsibility in preparing probation and parole people. Those in the correctional field must let the school of social work know where it can help.

Dr. Marshall J. Tyree stated his primary training is in the field of education and he has only a speaking acquaintance with the field of social work.

Dr. Tyree emphasized that the schools are much older than the Juvenile Court. The slogan for building schools was "Build a school and close a jail." There is much public concern over pauperism and crime. The public school and Juvenile Court have much in common in that the Juvenile Court acts in place of

the parent. Both have a responsibility to the child.

In Philadelphia, the Juvenile Court and school work together. The school's primary effort is to keep the children from reaching Juvenile Court.

The use of the case review committee has been very helpful in Philadelphia. This committee endeavors to locate potential trouble before it becomes a reality. Children who are less disturbed are handled by the school counselor.

Dr. Tyree works in the attendance field, which has grown out of the work of the truant officer. In Philadelphia, efforts are being made to place more responsibility upon the parent. The magistrate courts are used when the parent is not fulfilling his parental obligation. In this area, the school authorities are not pulling out and leaving the responsibility to the probation officer when a child is a ward of the Juvenile Court. It has been found that authority should be used when necessary.

The speaker felt the school system should concentrate more on minor difficulties, saving the more difficult ones for the probation department of the Juvenile Court. It may seem that the slogan stated above may be changed to read, "Build a school and share the load of the jail."

Mr. Kurt Sonnenfeld stated the Youth Board in New York City strives toward preventive work. It was established in 1947 as a part of the New York State Youth Board. It is organized into 11 geographical areas with the largest delinquency area being New York City. In the beginning, it sought the cooperation of the schools as it was soon learned that early detection is of utmost importance. Each child receives a referral unit of 4 persons who designate an agency which should be of help. The services to family and children were set up to handle cases resistive to the volunteer agency. On the question of use of authority, Mr. Sonnenfeld felt a child or family can be helped to accept authority without resentment. Frequently, a school unit makes a referral to a case coordinator who in turn discusses the problem at a meeting of various agencies. As a result there is no family which is not

known to at least one agency.

One of the problems the Youth Board encountered was a changing neighborhood. As one particular class of people moved in or out of an area, tensions increased and had to be dealt with.

One of the outstanding resources of the Youth Board is volunteer citizens groups. By use of the press, radio and television, many citizens became interested in helping the Youth Board. These citizens are now active and are organized to a large degree.

Mr. Aaron Sacks pointed out that it is the aim of his field to meet the leisure time activities of children and adults. Many children get into trouble even through there are recreation facilities. It was felt a recreational agency is very helpful in working out plans for children released from a correctional institution. The recreational agency cannot prevent or cure delinquency but can and should develop new skills. Chicago has one of the best established recreation projects in the country.

It should be remembered that recreation agencies are voluntary and can be considered a resource in treating the potential problem child.

The presentation of Mr. L. John Bohman covered the function and role of the foster home worker within the Astor Home which is a home for the treatment of severely emotionally disturbed boys ranging in age from approximately 6 to 12 years of age.

"The philosophy of treatment evolves from the interdisciplinary workings of an integrated clinical team. All professional staff, psychiatrist, psychologist, case worker, group worker, administrator, psychiatric nurse and remedial teacher share their knowledge and experiences relative to each individual child in all aspects of the program and from this comes a therapeutic prescription for his treatment." This approach applies to both inpatient treatment of the child and the foster care program as well. This treatment is evolved through repeated staff meetings at various stages of planning and placement.

The boys receive approximately two years of intensive residential treatment program as well as

remedial education. Many of the boys have been in many types of delinquencies and many have been referred through the courts. The boys leave Astor Home to live in a foster home. The ages for foster home placement range from 9 to 15 years. They have had few positive experiences in family living and have little or no trust of parental figures, "and the only adults they do respect are a trusted few at the Astor Home."

"During placement the boys test their parents to the limit and beyond," by their restlessness, demands for attention and food, running away, rages, fights, pilfering, breaking into buildings, setting fires, etc., as well as bed wetting, insolence and poor school work.

Astor Home has as one of its goals the use of "the professional foster home; the agency owned home, and the use of the tested foster parents with years of experience." Astor Home is located in a rural community and time and effort is spent in educating the community in order to recruit the needed type of foster homes and interest.

It is recognized that foster parents often apply as foster parents to satisfy their own unmet needs. Also, they are not aware of the difficult task in caring for children who are disturbed emotionally.

The selection of a foster home covers a study of from seven to twelve interviews. Better means are being devised through research. Total staff participation is used in this phase of the work of Astor Home also.

The boy visits the prospective foster home for periods ranging from three weeks to four months. The staff team shares in this experience. At least weekly visits are made by the foster home worker. Mr. Bohman stated that the foster parents are expected to "act as real parents, and yet as extensions of our professional staff." For this reason, the worker must be strongly supportive.

"The foster home worker carries out the plan for placement formulated through an interchange of knowledge amongst all professional staff." It has been initiated through research and there is continuing study.



Dr. Ralph Colvin, Director of Research and Psychological Services, Astor Home for Children, Rhinebeck, New York, presented the developing picture in research at the Astor Home. His focus was on the interdisciplinary nature of the foster home research. Ten studies were presented.

In presenting his material, Dr. Colvin stated that many of the children at Astor are the same children with which we are con-

cerned in the correction field.

In exploring relationships between family backgrounds and symptoms, it was found that children who have been reared in their own or foster homes have more self-control and more ability to delay immediate gratifications and to plan before acting. There is less tendency towards character disorders than those reared in institutions.

## MONDAY, APRIL 14, 1958 WORKSHOP 4— INSTITUTION DISCIPLINE AND TREATMENT

### Moderator

**JAMES LAMB**

Superintendent  
Pennsylvania Training School  
Canonsburg, Pennsylvania

### Discussants

**HAROLD E. BAYNES**

Assistant Superintendent  
Pennsylvania Junior Republic  
Grove City, Pennsylvania

**DANIEL E. DAMON**

Principal Keeper  
Auburn Prison  
Auburn, New York

**SGT. JOHN PILATIC**

Western State Penitentiary  
Pittsburgh, Pennsylvania

### Recorder

**WILLIAM R. MONTGOMERY**

Psychiatric Social Worker  
Pennsylvania Training School  
Canonsburg, Pennsylvania

Mr. Harold Baynes began the discussion by raising the question as to whether discipline and treatment are synonymous. He wondered whether discipline should be determined by a discipline committee made up of individuals who work in the institution, or should discipline be vested in a single person on an administrative level, or vested in the person nearest the offender. Mr. Baynes felt that the three questions were controversial and certainly could not be settled in this workshop.

Mr. Baynes questioned whether the postponement of discipline was good. Elaborating on this further, he cited illustrations around disciplinary measures which are: (1) postponed—to be handled by the

administrator; (2) disciplinary committee; (3) the person nearest the offender. It was his thinking that discipline was important to the climate of the institutional setting.

Mr. Baynes concluded his discussion with three provocative questions:

1. Should discipline be on a policy making level?
2. Should discipline be by all inclusive, i.e., including members of the institutional staff who work with the person who violates the rule?
3. Are discipline and treatment synonymous?

Mr. Daniel E. Damon briefly gave some history and background of the institution in which he

works. He cited some statistics with respect to the population of his institution.

Mr. Damon felt that discipline was an important part of institutional procedure and was necessary in the handling of inmates. It was his thinking that discipline and treatment go hand in hand. He felt that there could be no treatment without discipline and no discipline without treatment. Both were important in terms of what goals you were trying to set in the institution.

Concerning the handling of discipline in his institution, Mr. Damon pointed out that he was the sole arbiter. He did not feel that discipline should be vested in a disciplinary committee or in the person nearest the offender. In his experience, he has found the two latter techniques to be ineffective. They have caused resentment between the inmate and the person who is administering the discipline. It was his thinking that one of the reasons that he felt that discipline should be vested in one person was due to the lack of self-discipline of the personnel in the institution.

He recognized that in-service training would be helpful in the institutional setting and pointed out that he does have a program in his institution. He cited as an illustration the large Puerto Rican population that is at Auburn. Consequently his personnel has had to have courses in Spanish and Puerto Rican culture.

Mr. Damon concluded his discussion by pointing out that one of the problems that he has found was people who have recently come out of college and are in various other helping professions, e.g., medical, social, psychology, and psychiatry, have some difficulty in adjusting to the standards and requirements of the institutional setting. Consequently, their attitude affects the inmate population and frequently causes some breakdown in discipline.

Sergeant John Pilatic pointed out that his primary duty is to maintain order and discipline 500 inmates. He is responsible for security, cleaning and control of the area in which he is in charge. Sergeant Pilatic stated that he was an "agent" and adviser and relat-

ed problems of the inmates to the authorities.

Among his other duties are responsibility for the inmates, being alert for attempted escapes, control of mass movement to dining room, work or recreation.

Sergeant Pilatic concluded by stating that treatment is important to the morale of the institutional population. If the morale of the group is high, you will have good control.

It was generally agreed in the group that discipline and treatment go hand in hand. Discipline is built upon respect. There must be a mutual respect between the person who is employed in the institutional setting and the person who has been committed or placed in the institution. As a helpful tool to discipline, it was pointed out that there is a need for screening all individuals in order that they might be given an assignment in the institution which would be helpful to them. This would not place responsibilities upon them which would cause them to become frustrated resulting in their becoming involved in difficulty.

There were varied opinions of how or who should handle discipline in the institution. It was the general feeling of the group that if discipline is vested in the administrator rather than the person who comes in contact with the inmate daily something is lost. The majority of the group was in agreement that a disciplinary committee, which would also include the person who has submitted an incident report, would be the most effective technique that could be used in handling discipline.

The morning session was concluded with the moderator pointing out the need for staff coordination and an in-service training program in the institutional setting.

The moderator pointed out that much of the morning session was devoted to the non-conformist in the institution. He thought that we might devote the afternoon session to those who do conform in the institution. Also included on the agenda for the afternoon session was discipline as a mechanism of control and program as a means of discipline.

During the afternoon session,

programs and their effectiveness were discussed. Education and work programs with various techniques being used were brought out as being helpful in maintaining control in the institution. Some of the work programs offered a maximum and minimum pay as an incentive for having greater control. Many institutions used their inmate population as teachers for which they were paid. Others used work programs as an incentive for the institution population.

Mr. Lamb concluded the session by pointing out the need for the administration and professional

staff to work closer with the line officer. The line officer is the hub of the institutional staff. He is a member of the team and a partner in planning. There must be a fluid flexible practice and procedure throughout the various divisions of labor. The institution staff must use a cooperative approach. The lack of team work on the part of administration and professional staff causes a loss of prestige on the part of the line officer.

When policy is formulated, it is important that all information be shared with the entire staff.

**MONDAY, APRIL 14,  
1958  
WORKSHOP 5—  
PRACTICAL  
PROBLEMS IN THE  
DAILY LIFE OF  
COTTAGE PERSONNEL**

**Moderator**

**IRVING KORSGEN**

Supervisor of Training School Services  
Division of Youth Rehabilitation  
Department of Welfare  
Harrisburg, Pennsylvania

**Discussants**

**FRED FOLINO**

Cottage Supervisor  
Pennsylvania Training School  
Canonsburg, Pennsylvania

**IRA D. WALKER**

Cottage Father  
Boys' Village of Maryland  
Cheltenham, Maryland

**WILLIAM DULIN**

Cottage Master  
Ferris School  
Wilmington, Delaware

**BARNEY RABINOW**

Program Director  
Children's Village  
Dobbs Ferry, New York

**Recorder**

**MRS. LAURABELLE S. GAITENS**

Parole Agent  
Pennsylvania Board of Parole  
Pittsburgh, Pennsylvania

Through review of problems faced in cottage living situations, house parents and other personnel are able to gain understanding of motivating factors in dealing with children in work as cottage parents. Responsibility for organization of program and control is basically the function of administration. Cottage parents need various tools with which to handle the rugged job. Some idea of the scope of this problem exists. Experience increases the

scope of problems which the officer can handle but there is continued need for professional help. Limitations must be recognized. Through experience, techniques are developed but administration must open avenues for additional information and training officers need. In the basic recognition of his role, the cottage parent is aware that he is not a therapist qualified to handle all problems but is part of a team situation composed of all who come in con-

tact with the child.

Pertinent information regarding the child's behavior patterns — is he belligerent or a runaway — must be made available to the receiving cottage parent for the security of the other children. The officer should know something of the background and offense, but there are dangers in giving cottage officers certain information. Several complained that no information about the child is received from the courts at commitment and the only information available must be obtained through conferences with the child.

Many problems arise in handling of individual and group situations where professional services are helpful. Many changes in trend have developed during the past twenty years. The training school today would be offended if classified as a custodial operation while the former attitude was "a safe place to keep the body." In the old days the officer counted heads at every change of detail. Runaways were considered to be a sin committed by staff. Examination of institution programs of the early 30's reveals that as a child moved from the training school, he graduated to higher schools within walls.

Many cottage parents are vague regarding professional services and see the casework profession as something secretive. A gap exists between these two disciplines and neither is able to see what is happening at the other end. There must be communication between the two levels — the practitioner who works with children and the supervisor who works with staff. In order to develop expertness in child care, it is necessary to determine (1) the points at which the practitioner needs supervision for special help; (2) where there is need for interdepartmental help; (3) what kind of supervision is available to the cottage parent; (4) what other services not now available in the institution are needed; and (5) what kind of management exists in the cottage. The working together of all phases must be continuous as the problem is a continuous problem. If rehabilitation is the goal then clinic and educational staff share the problem of rehabilitation with the

houseparent and each must be available to the other.

Houseparents complain that the caseworker sees the child only in the office. The social worker feels that if the officer knew how to work with the child as an individual, he would have a better group. Cottage parents wonder how the social worker would get along if he were required to live around the clock with the children. It was felt to be a good plan for the caseworker to live in the cottage for a time — to assist in the search for runaways and to be exposed to reality situations in the raw. In some institutions, the caseworker must be a staff member 24 hours a day. Where the caseworker has the opportunity to talk with the child in the cottage setting and to discuss problems with the officer, both gain an entirely different insight into the child's problems. The caseworker is helpful in recognition of problems of boredom. Having a trained caseworker on the staff has made it possible to work with the child in a new way as the professional is able to develop a relationship with the child which carries over to the cottage parent. This may be the answer to the complaint that the social worker lives in an "ivory tower."

A cottage parent starting in this field several years ago had the impression that the strap was the most important tool in cottage management. He now feels that the old setup was harder on the officer than on the child.

It was recognized that children are the best actors in the world — that they act one way in the group and another way on their own — and also that they welcome and take advantage of any interruption in routine.

Where the element of competition between various staff levels exists, there is contention as to whose job is the most important. It is a serious obligation of administration to understand what each job should be. Each member of the staff has different skills and abilities. Competition between various disciplines may be due to failure on the part of administration to define and communicate the responsibilities of each.

In considering the use of constructive authority in the rehabilitative process, the problem is not only the problem of dealing with the children but also the problem of relationship of authority of administration to staff and how authority is translated from the administration. The institution houses, clothes and feeds the children. It also provides housing and food for the staff. The children become dependent. The staff likewise becomes dependent and feels the institution is a home for them also. Institutionalitis must be avoided. Association with the outside world is necessary for staff to develop independence. The process by which authority translates to the kids and staff must be considered and definition limits must be reviewed periodically. The higher echelon authority carries the larger responsibility and there must be awareness of the scope of this responsibility and the authority it can undertake.

Relationship is a vitally important tool in work with maladjusted children. Where there are too many children in a cottage about all the officer can do is attempt to select those who need extra attention. He must also consider the new boy who remains alone and try to work him into the group. Children want the approval, warmth and love which the father gives. Most of the children in institutions have not had this experience in their own lives. The experience of the father relationship or the father substitute is extremely important to the development of boys over 12 years of age. The officer must give the kind of experience this child has not had and which is necessary for development of standards of morality satisfying the child. It is necessary in the case of a boy whose only desire appears to be to learn nothing and to go unnoticed by being a goody-goody. This type of youngster wants to retain his image of self-contempt and it is necessary to what the problem really is and provoke him sufficiently to show what the problem really is and then attempt to handle it. Such problems usually must be worked out by a team.

There are extremes of too small a group as well as too large a group with which an officer can work effectively. In the larger group he is constantly counting heads. Twenty-five to thirty was believed to be the largest group for any officer to handle with any personal contact. A minimum of seven and maximum of ten, which has been pointed out by experts as ideal, was felt to be beyond reach and would probably "kill the taxpayer." With 30 children, a cottage can contain an individual focus but with 50 to 60, the officer is severely handicapped in trying to relate to the individual child. If the job is to rehabilitate children, this cannot be done with large groups. When dealing with disturbed children, the officer must have a broad understanding of maladjusted behavior. When a group goes beyond 25 or 30, the officer is compelled to take the position of custodian instead of a member of the treatment team.

In considering the clique within the group and how to handle the "strong-arm man" or bully, it is sometimes difficult to determine how many are involved in the gang. The greater number involved in the structure of the gang usually means less trouble for the cottage officer as it is easier to get the gang together, but in situations where two or three isolate themselves and pal together a larger amount of trouble is involved. The group or gang worker is able to relate to only a small minority and must work through the weakest members in order to reach the leaders. A number of boys committed to the same institution had been part of a gang in their home area and brought the gang idea with them to the institution. A situation of this kind requires considerable ability on the part of staff to finger the problem. Various officers were given opportunity to work for short periods of time in the orientation cottage where they could observe the new boys and were later able to observe developments and determine progress. Some institutions handle the gang situation by spotlighting the leaders by removing privileges, by brainwashing, or by putting the leaders with a group of older

boys where competition is keen. Another suggestion was that efforts should be made to get the leader on the officers' side — sometimes it is helpful to pit one bully against another.

An approach to the problem of the bully or strong-arm man in cliques within the group from the standpoint of group dynamics pointed out ways in which the group might be used in handling this matter. Why gangs emerge, the motivation behind the gang and the purpose the gang serves must be considered before going on to what is to be done about them. Administration has urged when considering cliques to be sure there really is a clique and the officer is not reading into the situation the product of his own insecurity rather than a problem that really exists. Administration cautions the officer to be sure he is not producing cliques.

The serious clique which gangs together for socially destructive purposes emerges at the point where adult leadership is disorganized and does not have control. In the cottage, the children have to have an adult to identify with who supplies the ego. When the adult ego is not there, the child produces an ego which will be a delinquent self — the product of a delinquent self. This happens partly because of things the children have learned and whether it appears in the community or in the institution, it means that a group of boys have said, "We can't depend upon the grown-up world. Therefore, we can only depend on ourselves and others like us to achieve our purpose." Consequently, they form an association which is in opposition to the world because the world is unreliable. The kids are saying, "The adults can't protect us — they can't control us — they are unreliable — therefore, we must rely on ourselves." Kids who form large associations and sustain friendships are fairly healthy kids and are not quite as sick as those who can associate with only one and they are less inclined to become involved in strange and bizarre behavior.

Cliques emerge and gangs formulate in the absence of adult leadership. The problem is the assertion of adult leadership.

When gangs are taken from the community, and removed into an institution, the problem is the same. The kids communicate to the cottage parent — "You can't teach us, you can't control us — we know no good — we must stick together as a group." The problem of staff is how to take over such a group and provide the leadership of an adult who represents to the kids the kind of protection, vigor and reliability which belongs to their world — a leader who engages in breaking up not the group but the delinquency of the group. In considering how to use the group for self-discipline of one member or of a sub-group, the dangers involved and how these can be avoided must be weighed. All know of the youngster who runs away and later gets beaten by the children. The staff approves but says it disapproves. Here the group is used for discipline with the unspoken sanction of adults but the question is "Can disturbed kids be used to control other disturbed kids?" Sometimes gangs exist in cottages having the best officers, possibly because the weak officer will not delegate authority while the stronger officer does and gets betrayed. The safe way is for the cottage parent to become the leader of the gang. Then a group emerges who recognize the cottage parent's strength and fairness, that he is an "all right Joe" and the group wants to be like him. In this situation, responsibility may be shared with the kids but without this kind of leadership, the cottage is run by a gang of hoodlums. Suggested methods of handling this gang problem were (1) challenge the gang leadership; (2) split up the groups; and (3) separate the leader from the gang. If the officer can show the gang that the leader cannot cope on his own without his assistants, or if it is impossible to humiliate the leader before his followers by assignment to dirty jobs, he can communicate that the world takes over not the gang. The important thing is that the kids identify with civilization not savagery.

The question whether it is ever wise to use force in dealing with a clique was raised. Sometimes a vicious gang will not relate until physical force is exerted to pro-

tect the weaker children. Removing privileges usually serves little purpose. The extremely hostile boy should be placed in a controlled climate where treatment can be attempted. When force is used with this type of boy, the officer loses ground because force is all this boy has known and it has not changed his concepts. The only way his concepts are changed is by respect on the part of the cottage parent. The officer must maintain dignity and respect and have respect for the dignity of the child. In working with small groups in a cottage, the officer can evaluate the boy on an individual basis and not as part of the group. The officer may reach the child by getting him aside and talking with him and learning what makes him "tick." Every child has an operational pattern. Experience has shown that some youngsters relate to the female cottage parent and others to the male.

So far as use of the group and individual for developing program was concerned, it was felt desirable and possible for children to run themselves in some areas. However, this puts a greater burden on the adults than where children have not part in determining program.

The child committed following several court appearances presents different problems than the child committed following his first court appearance. He is older, more spoiled and harder to handle. This is the reason institutions are getting a more difficult group. The kids come with no respect for anything or anybody. Many persons feel the increase in delinquency began when the right of the classroom teacher to punish the child was removed. Parents are too free to discharge discipline to others. Because of the type of children being committed, institutions are compelled to have more services. The last resort of the court is commitment to an institution after failure of many agencies to work with the child. Institutions now have to deal with a concentrated group of more seriously disturbed children.

The Youth Forestry Program in Pennsylvania has been developed to serve as a halfway house be-

tween the institution and the community.

The Director of Forestry Camp No. 1, opened in the western part of the State of Pennsylvania in May, 1957, spoke regarding the philosophy of the Youth Forestry Program. In this setup there is more freedom than in the institution. The idea is to get the boy to express himself and let all his troubles and weaknesses come out so that the counselor may know how he feels. The best tool for working with the boy is relationship. He is encouraged to come to the counselor at any time without fear that what he says will be held against him. The boys come with fears and insecurities but as the officer works with the boy he can observe improvement as the boy begins to think of himself as a part of society and the worker tries to have him set a goal for himself. With only five boys assigned to the counselor in work detail, recreation program and all phases of activity, it is possible to individualize the program to the maximum degree.

The Director of Forestry Camp No. 2, opened in the eastern part of Pennsylvania in November, 1957, spoke about (1) the openness of the program; (2) the working operation with the counselor on projects; and (3) the length of time for adjustment to be effected. In the liberal program, the boys participate in basketball games and dances in the community. They have contact with the general public which takes away some of the institution atmosphere. Boys have a 40-hour work week and are on honor system to produce good behavior and good work. The staff teaches good work habits, good attitudes toward work and tries to instill personal pride in the work each boy does and to be a living example to the boy. It is his function to encourage and train as well as to work with the boy as caseworker. It takes the boys about two weeks to size up the camp and test its strength. By the end of the second month the boy has gone through initial upheaval and through conferences the counselor has been able to formulate a plan. Signs of the beginning of rehabilitative process

can be noted. It takes about 2 to 3 months to instill new attitudes. Another 3 to 4 month period usually is needed to complete the training.

The boys assigned to the camps are transferred from the Pennsylvania Training School after careful screening to eliminate the sex offender, arsonist and serious offender. The judge can make recommendation at the time of commitment that the boy be considered for camp placement.

The discussion dealt mainly in terms of boys. The girl's problems are more or less emotional with quite a few sex cases. It was the general feeling that it is more difficult to deal with girls in institutions than with boys.

## MONDAY, APRIL 14, 1958 WORKSHOP 6— CORRECTIONAL SERVICES FOR WOMEN AND GIRLS

### Moderator

**GRACE D. WOODROW**

Parole Agent  
Pennsylvania Board of Parole  
Pittsburgh, Pennsylvania

### Discussants

**MAJOR DOROTHY BERRY**

The Salvation Army  
New York, New York

**HELEN C. EASTERWOOD**

Probation Officer  
Crawford County  
Meadville, Pennsylvania

**MRS. RUTH K. GOLUBOFF**

Director  
Social Service Department  
Sleighton Farm School for Girls  
Darling, Pennsylvania

**BERTHA DIERST**

Supervisor  
Juvenile Court of Allegheny County  
Pittsburgh, Pennsylvania

**DR. MABEL A. ELLIOTT**

Professor of Sociology  
Chatham College  
Pittsburgh, Pennsylvania

**MRS. MARY D. BARNES**

Member  
Board of Advisors  
Federal Reformatory for Women  
Alderson, West Virginia

### Recorder

**MRS. CHRISTINA F. JEFFRIES**

Administrative Assistant  
Urban League of Pittsburgh

The morning session of this roundtable considered the services and problems of institutions. The afternoon session considered after-care, probation and parole.

The work of a juvenile and a Federal institution was presented.

There are one-third the number of girls in proportion to two-thirds boys coming before the courts with the most difficult girls being committed to institutions. Society has contempt for girls in trouble, considers them fallen women.

The panel and representatives of juvenile institutions attending this session felt that it will be helpful to them in their daily work to have had opportunity to meet and discuss common problems and methods of handling them. It was recommended that each institution conduct orientation programs for new cottage personnel. Institutions now being set up throughout Pennsylvania will be of great benefit to cottage parents in their work in the future.

The Sleighton Farm School for Girls at Darling, Pennsylvania, has a population of 180 and a staff of eleven serving girls from 12 to 17 years of age. Their average I.Q. is 72, and the average length of stay is 15 months. This group

may include the withdrawn child, the one who has made one or more suicide attempts or who has already had a stay in a mental hospital, the out-of-wedlock mother, and the girl who is either a psychopath or sociopath. The greater part of this population lives in honor cottages. For the girl who deviates from the normal so that she cannot live in an honor cottage, effort is made to individualize the setting according to the girl's needs. There is an intermediate cottage or disciplinary unit where girls are helped to move on to the honor cottage and another unit in which the most severely disturbed girls can live in a setting where fewer demands are put on them for conformity.

There is one Federal Reformatory for Women located in the State of West Virginia. With a staff of thirty, it cares for a population of 480 who come from all sections of the United States and the territories of Puerto Rico and Alaska. Ages range from 15 to 64 years, and the crimes committed include forgery, larceny, fraud, bank robbery and narcotics. The cottage system allows for classification and individual treatment and is utilized as part of a program for control of this diversified group. The tempo of each cottage is geared to the needs of the group, and activities and guidance are directed accordingly. Maintaining good morale is one phase of the disciplinary program which functions through encouragement and guidance offered the girls in clearing up misunderstandings and making adjustments. There is an allowance of "good time" which is the legal reduction in sentence of a number of days each month in recognition of good conduct. Institutional treatment varies according to the type of institution whether public, private, state or Federal, and also the type of individual committed to the institution.

In institutions using the honor cottage systems, it is possible to assign the same age group and the same average intelligence rating to the same cottage and those with like interests to the same vocational training classes. Provision is usually made for psychiatric and psychological services, medical and

dental care, academic and vocational training and some religious education. One objective of the training program is to give each girl or woman an opportunity to develop as far as she is able and to become a self-supporting citizen when she is returned to her community. Another objective is focused on leisure time activities which help her to become part of the group. Sports contests with outside groups are arranged as part of the institutional programs. Training in food preparation, table service, household management, sewing, and beauty culture are available to the teen-age and adult group. At the Federal prison for women, training for a hospital assistant or nurse's aide augments the academic training and prepares women to be of service in the non-professional field of caring for the sick and handicapped.

Some progress has been made in having academic work of a high standard accepted for high school credit, with the approval of the State Department of Education. To assist the women and girls further in becoming qualified for employment, classes in shorthand, typing, bookkeeping, secretarial science and mimeographing are provided.

The program of institutional treatment offers the individual girl or woman a knowledge by which she may develop interest, understanding, and certain skills basic for her social welfare.

In summarizing the discussion at this session, emphasis was placed on the following topics: regardless of the facilities in the institution, the girl or woman must make her real adjustment after her return to the community; the seriousness of staff problems particularly in an isolated setting; the additional hardships created by unfortunate publicity at time of sentence.

Probation and parole problems were presented by panelists from two counties, one rural and the other urban. In the larger county, working with adolescents, emphasis was placed on understanding the girl and her problems; of the need for having an awareness of the physical change which was taking place in her and the stage setting for her growing up; of her need

for self-protection; of her defense mechanisms when she is misunderstood by adults; of finding her place in relation to the opposite sex; of being a real person. If the probation system is to be helpful to the girl and the service effective, there should be developed a relationship based on acceptance and understanding; a plan for working with the girl rather than for her in order to develop in her a sense of responsibility for her behavior. A girl's relationship to the total community must be considered. A visit to the home creates an understanding of the girl in relation to members of the family and helps to establish confidence with the parents and gives support to their role. Contact with the school can aid in vocational training and the use of leisure time to make new friends and acquire new interests for group participation. On the other hand, constructive use of authority should set time limits in relation to probation; accept and respect the rights of the individual but interpret the need for modification of her behavior. The girl must be helped to realize the need for behavior patterns acceptable to society.

In the rural county working with teen-agers mostly, whose offenses range from truancy and incorrigibility to shop-lifting, there were other problems such as mental health, hospitalization and employment. The greatest handicap for these girls is the need for occupying their leisure time with a safe and satisfying form of recreation. When the girls return to the home, parents often expect the court to become the "big stick" to enforce parental authority, and the parole officer to become the "watch dog". This tends to create friction between parents and girls who have no desire to "get lost reading a book, thrilled by making a dress, or ambitious to become an artist". They are thrown either with their old friends or they have no friends at all. They are sensitive to the fact that they have been institutionalized. Possible solutions to this dilemma are the creation of a more tolerant and understanding community to which the parolee can return; a more gradual in-

tegration into the community; continued casework between the institution, the girl and her family; and some provision for recreation in a friendly atmosphere with girls of her own age. The work which is being carried on by a non-authoritative agency was presented showing services which can be given in institutions including friendly visiting, religious services, Alcoholics Anonymous, Narcotics Anonymous. Services are given only on request of the subject.

A member of the panel who had recently returned from a year of teaching in Europe reported on her observations of penal institutions and practices there. The Women's Prison in Hungary is one of the finest in the world; Germany has no parole system such as we have. Probation is carried on by young attorneys especially trained in this field. In France and Germany, the juvenile court is a part of the criminal court. There is no juvenile court in Sweden or Norway; such services are handled by a special committee or board. More research has been done in the criminal fields in America than in all other countries put together, accounting for the differences in statistical reports. For example, prostitution and drunkenness are listed as crimes in the United States; these are not crimes in other countries. The attitude toward prostitution is quite different in other countries. In England and Germany, the quality of the worker in institutions is high. They are selected through Civil Service and trained after selection.

It was moved, seconded and passed at the morning session of this workshop that consideration be given to the need for an additional State Training School for Girls in Pennsylvania.

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**Those who compare the age in which their lot has fallen with a golden age which exists only in imagination, may talk of degeneracy and decay; but no man who is correctly informed as to the past, will be disposed to take a morose or desponding view of the present.**

History of England  
Thomas Babington, Lord Macaulay

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**MONDAY, APRIL 14,  
1958  
WORKSHOP 7—AREAS  
FOR RESEARCH IN  
CORRECTION**

**Moderator  
DR. DAVID KURTZMAN**

Director of Research  
Western Division  
Pennsylvania Economy League  
Pittsburgh, Pennsylvania

**Discussants**

**DR. KENNETH E. TAYLOR**

Bureau of Correction  
Deputy Commissioner  
Department of Justice  
Camp Hill, Pennsylvania

**I. RICHARD PERLMAN**

Chief  
Juvenile Delinquency Statistics Section  
U. S. Children's Bureau  
Washington, D. C.

**Recorder  
CAPTAIN HARRY W. POOLE**

Welfare Secretary  
Salvation Army  
Pittsburgh, Pennsylvania

There was unanimous agreement among the discussants that there is a great need to standardize the reporting of statistics and the definitions of same. This is being done by the Bureau of Correction in Pennsylvania, but on a national level, there is no standardization of statistics.

It was pointed out by Dr. Kurtzman that there are as yet no precise methods in research in social sciences and that there is a need to develop them. There is a need of a way of study to evaluate programs that are now in operation. The problems of research include the inadequacy of funds available for research, the lack of researchers, the changes in communities, etc.

In response to questions regarding the adequacy of national statistics regarding juvenile delinquency, it was said that they were adequate for general trends only. The major resources of data in this area are from Juvenile Court data and from FBI fingerprint data. National statistics will always be inadequate because 3000 Juvenile Courts in the country have as many different laws. This indicates that on a local level, there is a dearth of research in the juvenile delinquency field. It is now limited to showing the rate of delinquency is up or down.

Standardized statistical reporting and definitions are being developed by the U. S. Children's Bureau. It was felt that there is a need for guidance from the Federal level to get uniform reporting from various states. An expression was made that no comparisons between one community and another can be made until statistical reporting is standardized.

There was much discussion as to the use of university students in correctional research projects. It was reported that there has been some initial discussion of this in Pennsylvania, but nothing concrete has been done as yet. A program is now being planned between Western State Penitentiary and the University of Pittsburgh Sociology Department.

The question was asked regarding the availability of funds for research. It was stated that the National Institute of Mental Health in Bethesda, Maryland, has research funds available. The need to develop a relationship between the field of corrections and mental health was then discussed.

The necessity of complete objectivity in research was emphasized. The "doer" should not be the "researcher", and there also should be a continuity of services in order that a research project may be valid. Research in corrections, it

was pointed out, is not like research in medicine where it can be specifically noted who received treatment and who did not. In corrections at the present time, we cannot honestly say if an inmate receives treatment due to overworked staffs.

It was felt by several that early detection of delinquency in the early school years has some effect on later delinquency and this factor should be studied along with other research.

The need for public relations regarding the research needs in the field of corrections was discussed. The public should know that it is necessary to find out if what we are doing is worth doing. It was suggested that foundations will make money available if a workable plan of research is presented. It was a general opinion that the amount of money the government spends in taking care of inmates warrants an amount be spent on research and that such research will eventually save money in better treatment methods.

There was a general agreement that a resolution be drafted regarding the need for competent, coordinated research in the field of corrections. It is recommended that the following resolution be submitted to the Executive Committees of the Middle Atlantic States Conference of Correction and the Pennsylvania Association on Probation, Parole and Correction for consideration and adoption:

WHEREAS, Many preventative and corrective programs are supported by public and private funds, and

WHEREAS, Results of these programs have not been carefully and scientifically observed and analyzed, and

WHEREAS, The development of future programs depends on knowledge of success or failure of existing programs,

THEREFORE, BE IT RESOLVED THAT The government of the Middle Atlantic States and the United States of America be strongly urged to support and de-

velop coordinated research procedures and projects to determine the effectiveness of present correctional programs, to plan experimental activities, and stimulate creative effort in these fields; and that the help of private foundations and universities be sought, particularly in the area of experimental projects.

**MONDAY, APRIL 14,  
1958  
PENNSYLVANIA  
ASSOCIATION ON  
PROBATION, PAROLE  
AND CORRECTION  
ANNUAL BUSINESS  
MEETING  
APRIL 14, 1958**

The Annual Business Meeting of the Pennsylvania Association on Probation, Parole and Correction convened at 4:10 p.m. in the Urban Room of the Penn-Sheraton Hotel, Pittsburgh, Pennsylvania, on April 14, 1958. Mr. Norman K. Morgan, President, extended greetings to the members and expressed his deep appreciation for the aid and cooperation he had received during the past year. He felt his term had been a most worthwhile experience to him and he would not trade. He urged that all members take an active interest in the Association. Our Association is growing and being recognized and this will increase in direct proportion to the effort and interest we exert in that direction.

Mr. Morgan noted that the business session had been originally scheduled for one hour and fifteen minutes but due to hotel commitments, the time allotted was approximately forty-five minutes. Therefore, he stressed the need to proceed as quickly as possible so that all business could be covered. However he requested that if anyone present felt more time should be devoted to a particular subject, he should not hesitate to so state. Mr. Morgan appointed the following as tellers: Scott M. Conway, Fred H. Miller and Elton R. Smith.

The minutes of the 1957 Annual Business Meeting of the Association had been printed in the Conference issue of *The Quarterly*. As there were no corrections or additions, and in the interest of time, Mr. Edmund C. Burkank motioned that the minutes be accepted as circulated in *The Quarterly*; Mr. Lawrence R. Campbell seconded the motion; and the motion carried.

The Treasurer's Report, covering the period of June 1, 1957, to March 31, 1958, had been audited by Mr. William L. Jacks and Mr. J. M. DesRochers. Due to time limitations, Mr. Morgan suggested the Treasurer's Report be eliminated and the Auditor's Report be given in its place. There were no objections and Mr. Jacks presented the following report. The balance of the Association, approved by audit, as of May 31, 1957, was \$1174.96. Receipts during the period of June 1, 1957, and March 31, 1958, were \$2411.54 and expenditures for the same period were \$2082.65. The balance as of March 31 1958, was \$1503.85. Mr. Jacks advised an itemized Treasurer's Report was available at that time to the members. Mr. Harry J. Cancelmi motioned that the Auditor's Report be accepted and Mr. Fred H. Miller seconded the motion. The motion carried unanimously.

Mr. Charles P. McIntosh, Chairman of the Publicity Committee, expressed his appreciation to Mr. Harry J. Cancelmi, Chairman of the Local Arrangement Committee, for his excellent arranging and checking for coverage with various newspapers in the Pittsburgh area. This year the Publicity Committee sent out in advance of the Conference releases to all wire services and approximately 40 releases in Pennsylvania and 10 in the Middle Atlantic States area where persons were participating in the program. The results have been most gratifying. Mr. McIntosh felt, however, there was a need for better coordination between the Publicity Committee and persons on the program and press and the recorders. He also pointed out that it is possible to get publicity for our Conference but this can best be done when our meetings are held in the larger cities where press

facilities are available.

Mr. George K. Henshaw, Editor of *The Quarterly*, advised it had been a pleasure working on *The Quarterly* this year and any success it had had was due to the Committee members and the Association as a whole.

Dr. Kenneth E. Taylor, Chairman of the Legislation Committee, had submitted a report of his Committee's recommendations regarding proposed legislation to the President of the Association. Mr. Morgan advised the Executive Committee had not taken any action on the report to date due to time limitations and pressure of Conference arrangements. However, the report will be studied by the Executive Committee in the near future and made available to the membership.

Mr. John G. Yeager, Chairman of the Research Committee, had submitted a report to Mr. Morgan from his Committee outlining the functions and role of the Research Committee. Mr. Morgan advised the Executive Committee would consider this report as soon as possible and it also would be made available to the members for study. Mr. Morgan stressed the need for the Association to be more active in project work.

Mr. Morgan felt there was no need for the Program Committee to report as the excellent program presented at the Conference spoke for itself. He extended his thanks and appreciation to Mr. Richard C. Farrow, Mr. Raven H. Ziegler and Mr. Albert C. Wagner, Chairman and Co-Chairman respectively, and their Committees, for the well-planned program which presented a picture of the international, national and local scene in the field of correction. Mr. Ziegler advised Mr. Farrow had done the bulk of the work and he expressed his pleasure in being able to work with him and Miss Margaret S. Perrin, member of the Committee.

The President complimented Mr. Harry J. Cancelmi, Chairman of the Local Arrangements Committee, and his Committee members for the fine job they had done and for the excellent cooperation, efficientness and well-planned organization of the local arrangements for the Conference.

Reports on Area Council activities during the past year were as follows: **Butler Council**, Mrs. Frances K. Doherr, Chairman — Several effective meetings were held and more are anticipated in the future; **Gratersford Council**, William Candia, member — This Council has been inactive to date; however, the first meeting is scheduled for May 10, 1958; **Erie Council**, no meetings; **Harrisburg Council**, no report; **Johnstown Council**, no report; **Philadelphia Council**, Mr. Thomas G. Falcone, Chairman, one successful meeting; **State College Council**, Mr. George S. Porter, Chairman, one meeting; **Williamsport Council**, no report; **Wilkes-Barre Council**, Mr. Elmer G. Fraley, Chairman, two meetings; **Pittsburgh Council**, Mr. J. C. Catalano, Chairman — The Pittsburgh Council continues to prosper. There is a great deal of interest displayed in the Council and attendance is good. The Council members feel, however, it should be a little more closely knit with the Association as a whole. Mr. Morgan advised the Executive Committee had taken this matter into consideration and had appointed a member of the Executive Committee to act as adviser to the Council with the hope that this situation would be remedied; **Uniontown Council**, no report.

Mr. Morgan advised he had attended the Philadelphia and State College Council meetings and commented on the excellent meetings of both. It was agreed that the various reports of committees be accepted as given.

The President noted the need for some action on our own part for setting standards in the field of correction. Our Standards Committee has been most active this year and has made progress in the areas of initial selection, probationary period and final selection, tenure and code of ethics. Copies of these initial drafts were available to the members and Mr. Morgan requested that no action be taken at this time but that the members study them carefully and submit any comments they might have to the Chairman of the Standards Committee, Mr. Edmund G. Burbank. It has been Mr. Mor-

gan's feeling for some time that the Association should give public expression to the things for which we stand for correctional personnel.

Mr. Burbank expressed his appreciation for the opportunity to work with his Committee and particularly Mr. Morgan who had been most encouraging to them in their project. He felt the Association should move quickly and decisively ahead in establishing standards in all areas for correctional people which would be made available to judges, other employers and administrative heads. It is the Committee's sincere hope that such standards will enable correctional workers who come after us to do an even better job because the Association has set standards to shoot at. He reiterated Mr. Morgan's comments regarding the initial drafts proposed and advised, if approved by the Executive Committee, they would proceed to work on areas of staff development, salary, retirement, etc. He pointed out the Standards Committee is essentially a Pittsburgh area project and felt they might make further speed if the Executive Committee could project committees in other parts of the State, such as Harrisburg and Philadelphia.

Mrs. Mary C. Parker, Chairman of the Resolution and By-Laws Committee, presented the following proposed changes to the By-Laws which had been submitted to the membership for consideration 30 days prior to the Annual Conference:

#### ARTICLE IV—Officers

##### Section 1 — Second paragraph

The President and Vice-Presidents shall serve for a term of one year. The Secretary and the Treasurer shall each serve a term of two years and the Secretary shall receive an annual allowance of two hundred and forty dollars (\$240.00).

##### Section 3 — Third paragraph

The immediate Past President of this Association shall serve as a member of the Executive Committee and shall have voting power at Executive Committee Sessions.

It was motioned by Mrs. Parker, seconded by Judge C. M. Depuy and passed unanimously that the proposed changes to the By-Laws be accepted as presented by the Resolution and By-Laws Committee.

Mr. Edgar R. Barnes, Chairman of the Nominations Committee, submitted the following slate for officers in the Association:

**PRESIDENT**—Mr. Paul J. Gernert

**1ST VICE-PRESIDENT**—Mr. Lawrence R. Campbell

**2ND VICE-PRESIDENT**—Dr. Kenneth E. Taylor

**SECRETARY**—Mr. John Lawson

**TREASURER**—Mr. William L. Jacks

**EXECUTIVE COMMITTEE MEMBER**—Mrs. Frances K. Doherr

Mr. Morgan called for nominations from the floor for each individual office. There being none, Mr. James White moved that the nominations be closed. Mr. Irvin L. Groninger seconded the motion and the President directed the Secretary to cast a ballot for each of the candidates. The new officers were called to the podium, congratulated and presented to the membership.

Mr. Gernert expressed his appreciation on being chosen as the new President of the Association and assured his support on the projects which the Association has undertaken or will get underway during 1958-1959. He appointed Mr. Morgan as a member of the Standards Committee and urged that the Butler and Erie Councils, to which he had been adviser, proceed with the meetings which had been planned.

Mr. Harry J. Cancelmi motioned that Mr. Morgan be given a vote of thanks for his excellent performance during his term as

President. Mr. Raven H. Ziegler seconded the motion which carried unanimously.

Mr. Alfred Marasco motioned that Miss C. Arlene Kurtz, Past Secretary, and other officers be given a vote of thanks. Mr. Edgar R. Barnes seconded the motion which also carried unanimously.

Mr. James White asked for clarification as to whether our Association would meet every year with the MASCC. Mr. Morgan advised that the MASCC rotated its sites within several of its member states. Therefore, joint meetings with our group could possibly occur every four or five years. He further stated the Executive Committee would determine the location of the 1959 Annual Conference in the near future and would so advise the membership.

Mr. Morgan expressed his pleasure in being able to work with Association members throughout the year. He emphasized the need for us to use the many talents which are available by serving and working on committees and by attending Area Council meetings and Annual Conferences. He thanked all members for their excellent cooperation and support given him and hoped that the same support would be given to the new officers.

There being no further business, the meeting adjourned at 5:00 p.m.

C. Arlene Kurtz, *Secretary*

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**Joe Disciamini Shoe Shine**  
258 E. Main Street  
Norristown

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**Villa Marie Academy**  
Lancaster Pike  
Malvern

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**Bartle's**  
8919 Ridge Avenue  
Philadelphia

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**Girard Point Elevators**  
Girard Point

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## TUESDAY, APRIL 15, 1958 WORKSHOP 1— DEVELOPING RELATIONSHIPS WITH PROBATIONERS AND PAROLEES

### Moderator

**JOHN A. WALLACE**

Chief Probation Officer  
Supreme Bench of Baltimore, Maryland

### Discussants

**CHARLES HUTCHINSON**

Erie County Probation Department  
Buffalo, New York

**ISABELLE LEVIN**

State Parole Office  
Atlantic City, New Jersey

**MRS. ZENOBIA HART**

Case Work Supervisor  
Probation Department, Juvenile Court  
Washington, D. C.

### Recorder

**JOHN STURAK**

Parole Agent  
Pennsylvania Board of Parole  
Erie, Pennsylvania

Moderator John Wallace posed the matter that perhaps all media related to effects and control of relationships may experience the handicap of imposed limits. Following the recognition of these limits, the question was then raised, "How far can we go", and, "Do we have the right to force?". It was commonly agreed that the action and interrelationship of the subject, the agent or officer, and the community set the operative atmosphere. Acknowledgment of the subject's unconscious limitations was viewed as a natural contention affecting one's overall expectations as compared with the gauged, conscious behavior of the subject who meets the minimum requirements or who sets out to "feel out the authority".

Then followed the question of effecting the subject's attitude to one of acceptability and susceptibility. Here it was felt that it was important to "reach the client". In so doing, the person was recognized not as "an island to himself", that he was an equation discoverable so as to have a "meeting of the minds" by the intimacy resultant to the sequence of pre-

court work, the hearing, confinement, plans for release, return home, and establishment in the community. Here it was felt was the approximation of a "contract". An awareness on the part of supervision throughout, of how to effect a change and how to begin to make it known would be necessary. Preconceived notions evaluating the authority, agent or officer, as a "smooth talker", were said to be part of the contagiousness of institutional intercourse.

It was expressed that trust could and should be inculcated by cultivating a feeling of agent-subject friendship. This in part could be accomplished by the agent's display of interest to help the subject with his problem, to help "fill a concrete need" in the form of job placement, familiarization with personal interests and hobbies, etc. This was stated to be particularly important where the subject "didn't want to be reached", necessitating the placement of stress from the beginning with the subject's own feelings, thus recognizing the cause for his resentment. This, perhaps, would call for techniques of an informal



nature with the juvenile probationers while more formal with the adult parolees.

This scheme would be operative within the proportionate efficacy possible in an overload setup. There would be a danger of forcing guidance since there would be limits of the functional structure; agent as a person, community resources, as well as questionable remedial success with some cases recognized to be in need of perennial help, varying perhaps from a six week adjustment period to an indefinite one. Thus, problems as existent would remain, while attainment of perfection would, at best, pose a status of dynamic awareness. It was thought that the needs of the subject would be either self-realized or recognized by the supervising agent.

In this working process, there would be question of gaining confidential information through the medium of community agencies. It was agreed that the authoritative, institutional system would assume the responsibility of having its competence and very existence known throughout the community. In seeking confidential information from an employer, caution as to detrimental ramifications would be kept in view.

This workshop group chose a case review since it was felt that, thereby, many problems would reveal themselves. The case of a 27-year-old married man, arrested on the complaint of his wife because he had been drinking, was reviewed. In the studied situation, a "crisis" was said to exist and, thereby, a "turning point" was experienced.

It was felt that though hostility could be expected to assume many forms, the subject should be recognized for his potentials. At the time of the home visit, confidence, reflective of the efforts of the counselor, should be gained. It would be important to follow out the suspicions of the impetus for drinking. Though the counseling aim in part was accomplished inasmuch as the subject was made to

recognize and resolve his problem, the agent was obliged to act in the light of a parole infraction and a possible recurrence.

It was felt that schooling of the wife regarding the drinking habit in respect to causative factors, as well as to have the family accept and understand the problematic aspect of the situation, would prove very helpful. This would aid also in having the wife work with and not to use the agent as a "club" to effect her possible bias. The group thought impromptu visits were most acceptable, as a rule, because a "truer picture" would reveal itself. The feeling was aired that the officer would necessarily be familiar with many phases of living in order to sympathetically partake of the subject's problems.

Agency importance was stressed while a numerical lack of agencies and a consequent slow reaction time to cases known to exist. The matter of how, or should the authoritative control be equipped to delegate authority to a public agency was reviewed. Here it was felt that the existence of a cooperative scheme, encompassing the activity of the agent, the subject, and the resource means, while through it all, to reflect the decision and feelings of the court as the final authority, was best.

The case would be so recorded as to know "where we were, where we are, and where we were going". It was thought fitting to close the session by stating as suggestive material for the future "the getting together of private and public agency representatives" in an effort to formulate a unifying structure and, thereby, to effect an influence and control over society's irregularities.

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**Florino Pinelli Taproom**  
1824 S. 18th Street  
Philadelphia

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**Capri Restaurant**  
1523 Locust Street  
Philadelphia

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## TUESDAY, APRIL 15, 1958 WORKSHOP 2— GROUP METHODS IN THE CORRECTIONAL PROCESS

### Moderator DR. MERRILL CONOVER

School of Social Work  
University of Pittsburgh  
Pittsburgh, Pennsylvania

### Discussants Group Supervision

#### DR. ALEXANDER BASSIN

Probation Officer  
Kings County Court &  
Director of Group Therapy  
Baro Clinic  
Brooklyn, New York

#### Group Therapy

#### EUGENE J. GADSON

Clinical Psychologist  
New Jersey Reformatory  
Bordentown, New Jersey

#### DR. ALEXANDER B. SMITH

Probation Officer  
Kings County Court &  
Group Therapist  
Baro Clinic  
Brooklyn, New York

#### Gang Work

#### Mason Moton

Gang Work Supervisor  
Crime Prevention Association  
Philadelphia, Pennsylvania

### Recorder IRVIN L. GRONINGER

Chief Probation Officer  
Cumberland County  
Carlisle, Pennsylvania

The motivating factor for group therapy is the need to take care of an increased number of cases. However, in situations where inmates have been given the choice of group therapy or individual therapy, many times group therapy is the actual choice. This method has been proven as an aid to (1) stimulation; (2) relieving tension; (3) expression; (4) insights; and (5) rehabilitation or reformation.

The emphasis is on the client to explore himself. The group worker (1) communicates understanding; (2) offers condensation or a synthesis of expressed comments; (3) provides a sense of acceptance; and (4) receives values for consideration.

The therapist restates, clarifies, reflects, provides simple acceptance and is sympathetic. The group worker does not (1) press for participation; (2) preach or lecture; (3) press for certain point; or (4) moralize.

The thought is that the client will learn new ways of learning to satisfy interpersonal relationships. Sometimes the procedure is to record the session on tape and then replay to the group. This way it can be evaluated both by the staff and the inmates. It has been noted that where group therapy has been provided attitudes and perceptions toward authority have improved. Some studies and experience have revealed that those who speak most during the session are not necessarily learning the most. Those who speak too much become unpopular by monopolizing the floor. Also, research indicated that generally the inmates have no fear of the microphone or recorders. One of the values is that the inmate hears conformities expressed by "guys like myself." Apparently the worst criminal has some degree of conformity. For example, he at least wants the status of the group. In fact, the offender becomes his own therapist. This, perhaps, offers some answer to

the old adage "a man convinced against his will is unconvinced still."

The operation of the Baro Clinic at New York was explained as follows:

1. The surroundings of the location have been designed to be as therapeutic as possible.
2. The intake is started with a series of psychological tests. According to a member of the Clinic, these tests are of dubious value because they seem threatening to the average person. They think perhaps it is better to start the interviewing and place the client in immediate treatment and skip the tests. As to who is and who is not a good client, the only test is the **test of experience**.
3. Group therapy sessions.

The group is told of a mirror device where the staff can see them but they, in turn, are not able to see the staff. They use the tape recorder if permission of the group is obtained. The mirror device, of course, helps train new therapists. One follow-up study revealed that the group given group therapy had a considerable positive change toward authority, whereas the group that did not have this therapy did not have a chance to ventilate their hostility and instead kept rehashing the low deal they got from society and ended up hating authority even more. Those having the benefit of therapy improved their social attitudes. They set a time limit of group therapy to 15 sessions and after this, they are free to leave. Quite a few chose to remain for 15 additional sessions. The 15th session under this plan serves as a testimonial night. The group states what they think group therapy has done for them. A therapy group is limited to ten persons. The goal of treatment is improvement not just by conformity to law but to enable the person to be better in his interpersonal relationships, generally, for example, with his family, job, appreciation of life and the world about him. A recording of a testimonial was presented. The client, by seeing how others react, sees where he had done wrong and stops to think. It gives him a chance to consider the feelings of others in the group

and helps to verbalize feelings. It is interesting to note that although the general procedures and practices of probation and parole have been to instruct the probationers and parolees not to consort with one another for fear of bad associations, no problem resulted from the members of the group therapy class having association on the outside. This was true even regarding the homosexual cases that ordinarily you might be apprehensive about from the standpoint of their making new conquests.

During the afternoon session a film, which appeared on "20th Century" recently was shown in its unedited form. By necessity, the film used on TV had been cut considerably as a result of some of the language used. It was learned that they are permissive within reason at Bordentown. The areas which are discussed by the group included (1) hostility toward the court and parole authority; (2) hostility toward the institution; (3) hostility toward a therapist; (4) how they got into trouble and why; (5) environmental influences; and (6) familial relationships.

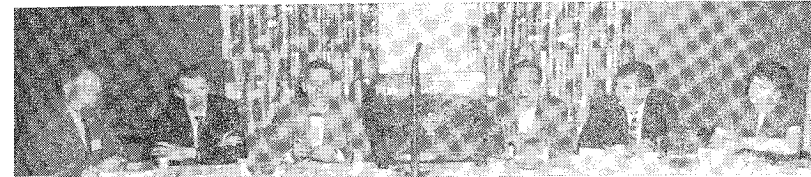
It was learned that those who resist group therapy the most often turn out to be the best patients. At the institution inmates no longer lose status among their fellow inmates by participating in group therapy. Some of the best inmates are members of group therapy classes. Following the very illustrative film, certain problems were discussed, for example, what to do if a member of the group therapy group tells about a plan to escape. Mr. Gadson stated that he thinks that if a group therapist is told this it is because the inmate wants the therapist to do something about it. The subject of voluntary vs. involuntary members of the class was also discussed.

Mr. Moton stated in Philadelphia, as an aid to prevention of delinquency and crime, they use the non-directive, permissive within reason approach. Their approach is in terms of consequences rather than an either or else situation. The membership of the gang will actually determine which type of program the gang worker will attempt to initiate. He be-

gins at the level of group interest and indicates he is sincere, willing, and that he wants to help. They work primarily with the trouble group, that group being the one that will not use the YMCA or other resources such as the settlement house. Often these resources, in the eyes of this particular trouble group, are childish. The ages run from 13 to 25.

The plan followed by Philadelphia in gang work was outlined by Mr. Moton as follows:

1. **Period of Exploration** — The worker will study the neighborhood, its political, economic and religious climate, and determine where the group meets.
2. **Narrowing of Focus** — The worker will sort out the group which seems to have the most influence, get at this status group because it determines what will be done or not done with the groups generally.



Workshop No. 3, Tuesday, April 15th discussed the "Field Problems of Probation and Parole Officers." Left to right are the Recorder: Dale L. Martin, Parole Agent, Williamsport; Discussants: Ralph Turner, Chief of Field Services, Family Court, Wilmington, Del.; Howard G. Wood, Parole Officer, Md. Dept. of Parole and Probation, Baltimore, Md.; Moderator: S. J. Russoniello, Supervising Parole Officer, N. J. Dept. of Institutions and Agencies, Trenton, N. J.; and Discussants: John Errigo, N. Y. State Div. of Parole, Binghamton, N. Y.; and Mrs. Frances K. Doherr, Juvenile Counsellor, Beaver Co. Probation Dept., Beaver, Pa.

## TUESDAY, APRIL 15, 1958 WORKSHOP 3—FIELD PROBLEMS AND PAROLE OFFICERS

Moderator  
**SALVATORE J. RUSSONIELLO**  
Supervising Parole Officer  
Department of Institutions and Agencies  
Trenton, New Jersey

### 3. **Establish First Verbal Contact**

— The worker will make himself part of the group and attempts not to be a threatening element. Often he will have to make numerous contacts to build rapport and determine their interests.

4. **Do Something Material and Constructive** — An example of this part of the plan would be to find a place for the gang to meet in order to form a musical group, etc.

If the community is in danger, the first duty is always to the community, and the second is to the group. In all other aspects, the group is the first consideration. It was the opinion of Mr. Moton that juveniles join a gang primarily because they seek identification, recognition and protection. Gangs tend to preserve their identity by wearing similar jackets or other apparel.

## Discussants

**JOHN ERRIGO**

New York State Division of Parole  
Binghamton, New York

**MRS. FRANCES K. DOHERR**

Juvenile Counsellor  
Beaver County Probation Department  
Beaver, Pennsylvania

**RALPH TURNER**

Chief of Field Services  
Family Court  
Wilmington, Delaware

**HOWARD G. WOOD**

Parole Officer  
Department of Parole and Probation  
Baltimore, Maryland

## Recorder

**DALE L. MARTIN**

Parole Agent  
Pennsylvania Board of Parole  
Williamsport, Pennsylvania

In presenting his panel, Mr. Russoniello brought out that the assigned topic would seem to be "old hat"—a problem area that has been rehashed and worked over many times. This rehashing process, however, has not produced an end result that would eliminate the many frustrations which take place when limited community resources need to be drawn upon. It was hoped that the results of this workshop would provide some answers to the various problems encountered by supervising agents in their daily work.

Employment and public relations were declared to be the outstanding problems peculiar to probation and parole supervision today. Sharing confidential investigation reports with interested persons in an official capacity was also acknowledged by speakers to be problematical at times. The home, too, always presents environmental difficulties which must be solved.

Because "we do have troubled people who do need help, employment is a highly important stabilizing factor in their lives", one participant declared. There is a demand to explore new employment avenues and to develop new employment techniques in keeping the insecurity fear caused by unemployment at a low ebb.

New York and Maryland speakers related having Special Employment Parole Officers who are engaged full time for developing job opportunities for parolees and probationers. These men are reported as doing a splendid job in this regard; and in one instance the results were termed "phenomenal". This procedure, of course, relieves the supervising agent of this re-

sponsibility, giving him more available time in which to utilize case-work skills. He can more easily get to know "the real man across the desk" whom he is trying to help without having the distracting problems caused by unemployment. This employment "getting" starts at the institution in cases where the individual has failed in his own efforts to obtain a job for release purposes.

Another method of penetrating the employment barrier is through interested citizens groups. Such groups are usually formed as a result of good public relations work. Keeping a card file index of prospective employers who have made it known that they are on the side of parole has proved to be of great value. Caution here is needed, however, in that poor security employers who would only present future administrative problems (as a result of employee exploitation, inferior supervision, etc.) must be identified as such and placed on a rejected list. A card file of these "poor employers" is kept by a New York office for ready identification.

The need for the supervising officer to share pertinent information wisely with the proper employment people was found to be expedient. It was also brought out that in most instances the parolee or probationer is given a chance to work for a period of time for the employer, to prove himself, without disclosing his parole status, rather than make it known to the employer at the outset that he is under legal supervision.

Unemployment affecting those under supervision caused by business recession produces regressive influences over which there is

limited control. This circumstance can only be countered by the agent depending upon his skills in directing the probationer or parolee in seeking financial aid, advising him on economy processes, and making him aware of the negative results of discouragement. Here is where a sound supervisor-client relationship can show fruitage.

Do we need to accelerate our public relations efforts? This question was unanimously answered in the affirmative as public relations was declared to be a main ancillary service in our work. Some participants declared an urgent need to "get parole into orbit", and to "hard sell" the probation and parole program to the public. It was pointed out that we do have a worthy and salable product deserving public recognition and support equal to that of other service-giving programs.

Do we tend to be too possessive with our information? And if so, does this hurt our probation and parole public relations with other responsible and related agencies? Here again a need was seen to develop new techniques and to explore new avenues to benefit supervision. One speaker stated that "There is no better way of learning these new procedures and techniques than by sharing information". It was resolved that we have a big job to do and need public support. "We need to sell ourselves" — "Too much so-called tact in the "soft sell" manner tends toward dormancy in our work." It was felt that opportunities are available by way of providing qualified speakers to address various citizen organizations and clubs. Poor speakers are no better than none at all and, therefore, should not be considered for these assignments.

It was agreed that public relations is a day-to-day promotional process—an individual setup that should be enthusiastically entered into by every agency representative. Other ways in which public relations can be improved are (a) newspaper publicity presenting the positive side of our work as a

counter to the negative publicity relative to probationers and parolees who fail in some manner; (b) continued work with wisely organized "advisory groups" which are made up of interested citizens (including parole advisers) under the guidance of agency offices. Here we develop employment opportunities; public relations programs; and especially this is where the layman has a chance to support our program. (Pennsylvania is making notable progress in this regard. Some states, however, reported having similar citizens groups that failed.)

Do we have a right according to law to protect the confidentiality of predisposition or presentencing reports? This is a problem besetting some court officers. Does the "sharing" of this information with others cause harm to the client? How does sharing affect our future relations with sources from whom we glean this information? The wide discussion on this problem gave no doubt that philosophical decisions could be made in many instances, but the following questions still remain: How does the law look at it? Who has access? How do we share?

It was concluded that more intensive study and research is needed on this topic. Delaware speakers related having harmonious solutions in most cases, but felt a definite and more clarified procedure could be worked out.

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**Raygram Corporation**  
232 N. 11th Street  
Philadelphia

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**Mrs. Pauls Kitchens**  
175 East Street  
Philadelphia

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**Ann's Tavern**  
Easton Road  
Neshaminy

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**B and F Tool and Machine Co.**  
R. D. No. 1  
Collegeville

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**TUESDAY, APRIL 15, 1958**  
**WORKSHOP 4—**  
**PRACTICAL PROBLEMS**  
**IN THE DAILY LIFE OF**  
**THE CORRECTIONAL OFFICER**

**Moderator**

**EDWARD J. HENDRICK**

Superintendent of Prisons  
 Philadelphia, Pennsylvania

**Discussants**

**SGT. STANLEY WALTZ**

New Jersey Reformatory  
 Annandale, New Jersey

**MICHAEL J. QUINLAN**

Chief Clerk  
 Allegheny County Workhouse  
 Blawnox, Pennsylvania

**EDWARD G. O'LEARY**

Correction Officer  
 Elmira Reformatory  
 Elmira, New York

**Recorder**

**WILLIAM C. SCHNUPP**

Senior Parole Officer  
 Western State Penitentiary  
 Pittsburgh, Pennsylvania

Sergeant Waltz has been an officer in the Reformatory at Annandale for the past five years. They deal primarily with young offenders in the 15 to 21-year age bracket. Sergeant Waltz discussed the qualifications of the correction officer, his relationship with the inmate, and how a correction officer maintains control. His report dealt primarily with standards and problems for a juvenile institution.

The correction officer is in the position of being the most important potential factor effecting rehabilitation of inmates. This being true, it is easily seen why everyone in the field of corrections and parole should be familiar with the problems of the correction officers and their solutions to these problems. For the net result of the solutions certainly have an effect that will make the job easier or more difficult for other persons in corrections and parole; and will effect the end results, as to the rehabilitation of inmates, by which we are all judged individually and as a group.

The corrections officer's job is custody, control and rehabilitation. These main objectives although often thought of as separate functions are actually interwoven with

each other. There certainly can be no control or rehabilitation if you do not have custody of the inmate. Also rehabilitation is difficult, to say the least, if you are not in control.

These responsibilities can best be carried out in a system of effective control, the fulfillment of which is the correction officer's everyday, or even every minute, problem. Effective control is where the inmate group thinking is along socially approved lines, where the group conducts itself in a socially approved manner, where its codes are socially approved codes, all this because they feel it is the proper way to act and they want to meet social approval.

Effective control creates a situation whereby an inmate must meet socially approved standards to gain status. It exposes the inmate to more positive influences than anything else can, because it utilizes that which the inmate is exposed to all the time, the pressures of the social group he is living with. With effective control, the other inmates are exerting some positive influence instead of the usual negative influence, the degree depending upon the degree of effective control in effect at the time.

Actually effective control can only be 100 per cent in theory. There exists a constant struggle, minute by minute, day by day, to maintain a high percentage of effective control.

How is effective control obtained? Effective control hinges mostly on the correction officer's ability. With certain qualifications he can obtain and maintain it to a high degree; without them, it is very difficult to obtain.

The correction officer must be respected and treat others with respect, other officers and inmates alike. He must be looked up to as a leader, by the inmates, and act like a leader. He must be fair and just at all times. Being unfair is one of the quickest ways to spread discontent and lose respect. He must be sincere and have the best interests of the inmate at heart. He must make them know this. If he is not sincere the inmates will recognize him as a "phony" and his ability to command and lead will be very limited. He must try to instill personal and group pride into the inmates. He must display a genuine interest in their personal problems. He must have a strong personality and the ability to sell himself to the inmates. He must have the interest and initiative to constantly propagandize the inmates with the accepted social doctrines, and to fight with all the means at his disposal the dissemination of all socially rejected ideas. In concluding these necessary qualifications, Sergeant Waltz emphasized one qualification that is absolutely necessary; the correction officer must not have fear of the inmates.

The correction officer must not only use his own assets, but must utilize the inmates that are looked up to and respected by the other inmates; these inmates should not be aware of the extent they are being used. The opinions of these certain inmates go a long way in forming the group opinions and more. The correction officer must be constantly alert to identify and thoroughly indoctrinate these inmates to the socially approved views. This is his biggest job in making effective control a reality. He must use everything at his command to accomplish this end, because as this certain group of

inmates think, so thinks the majority of the group.

The correction officer must make sure that inmates are well aware of existing regulations. They should be shown the reasons for any rules they may think are silly or made merely to make life miserable for them. Inmates receiving punishment, however slight, for violations of rules they did not know existed, will cause much anxiety and unrest. The correction officer must be constantly alert for incipient unrest. He should learn to recognize danger signals; trouble spotted in early stages can usually be prevented. He should be ever watchful for new leaders or strong cliques. He must constantly strive to lead the inmate reasoning in the right direction, by giving personal guidance, or if possible, giving a helping hand at the right moment.

The correction officer must be constantly alert to all inmate activities. He must make it his business to find out, discreetly, as much as possible about each inmate, especially inmates that have formation is often invaluable in status with the group. This in-putting an idea across to them and also in predicting their reactions to different situations.

The correction officer in achieving control is faced by problems over which he has no control, such as overcrowded conditions; when the count is too high, effective control is almost an impossibility. It is all a correction officer can do to maintain good discipline.

Another pressing problem faced by institutions and directly affecting effective control is that of attracting and holding qualified personnel. If effective control is to be maintained, there must not be a large turnover of personnel.

Lack of training is a serious problem. The new officer is greatly handicapped by his inexperience; he often becomes the butt of inmate pranks. He faces a great mental battle with the inmates before he finds his place. Proper training could better equip him for this battle. He should learn techniques of control in a training school before he starts as a correction officer instead of years later through bitter experience.

The correction officer's main enemy to effective control is the inmate clique who, in the absence of effective control, actually controls the inmate body through fear, rumors and propaganda.

When a high degree of effective control is maintained, illegal activities become limited and large scale planned illegal activities quickly come to light. Inmate cliques, in fighting effective control, will do all in their power to keep a gap between the correction officers and the inmate body. They will constantly preach the old prison code that the inmates must stick together against the officer, using every opportunity and incident to further this doctrine of hate. For the stubborn inmates who will not follow this code but prefer the socially accepted views, there is the ever present threat, on any pretext, of physical violence. The cliques also use scorn and social ostracism, often depending upon the power of the word "rat". When the inmates find they are becoming social outcasts, they must either fall into line or lead a miserable existence.

When the clique becomes strong, they start in the institution the same criminal acts common to organized crime on the outside. They may start petty rackets in the different departments of the institution, or shake down other inmates for protection. Sodomy will become widespread and racial trouble may start flaring up. As on the outside in crime, fear becomes a part of the inmate's daily life. Some inmates not interested in the spoils of the clique may join only because there is the high personal status brought about by rank in the clique. As stated before, with effective control, the clique cannot operate and the previously mentioned powers would not be available to them except inmate status which would always be below the status of the officer.

Inmates being human "follow the leader". These leaders cannot be the cliques promoting ideas that got them locked up in the first place. This responsibility for leadership falls upon the correction officer, primarily because he is the staff member in the position of

being closest to the inmates. However, social codes to be learned must be taught by all personnel in the institution. It must be taught in the institution social schools and followed through and preached by all at all times. Unless the socially accepted codes are absorbed by the inmates, the treatment program has been for nothing, and society, as well as the individual released, is faced with unnecessary disappointment.

In juvenile institutions the day of the prison guard is gone. The correction officer steps forth to take his place in the rehabilitation program with the psychologists, parole officers, instructor counselors, social workers, etc.

Sergeant Waltz spoke on the problems of the correction officer, emphasizing the importance of the job the correction officer does. He felt because of the tremendous potentialities of the correction officer position, it will evolve to a higher plane with each progressive step of the rehabilitation system, and until the correction officer is fully recognized for what he is, and given the commensurate authority, respect, and recognition, all treatment programs must be satisfied with only a small portion of the success that could be theirs.

The second speaker, Mr. Michael J. Quinlan, reported on new prisoners received in the Allegheny County Workhouse, Blawnox, Pennsylvania. They have a population of approximately 800 inmates, including commitments for every known crime except those convicted of 1st degree murder or serving a life sentence. They feel that the health of their prisoners is most essential to a successful rehabilitation program. Religion plays a major role in the program also and the chaplain is relied on a great deal. In conclusion, they feel that vocational training, education and religion are the three main factors in the rehabilitation of a prisoner in an adult institution.

Mr. Edward G. O'Leary, Correction Officer in the Elmira Reformatory in New York, covered the practical problems, social problems, and immediate problems confronting the correction officer in his daily life as follows:

#### PRACTICAL PROBLEMS IN THE DAILY LIFE OF THE CORRECTION OFFICER.

- A. Ability to cope with situations inside institutions
    1. Must command respect
    2. Personality make-up
    3. Ability to adjust to situations
  - B. Ability to cooperate with associates
    1. Closeness and proximity of work
    2. Interdepartmental clashes
    3. Personality clashes in general
  - C. Ability to satisfy supervisors
    1. To understand job thoroughly
    2. Attempt to reach aims and objectives
    3. Understand rules and regulations
  - D. Indefinite policy of penology and criminology
    1. Conflicting forces and aims
    2. Present removal of much authoritarian power
    3. Many theories but few are practical
    4. Relaxing discipline
    5. Difficulty of securing suitable literature for practical purposes
  - E. Relationship of custodial staff to treatment processes
    1. Clash between departments
      - a. Parole ideals
      - b. Correction aims
      - c. Religious purposes
    2. Everybody important but no definite outlines
  - F. Lag between progressive correction officer and public
    1. Public isn't interested
    2. Money not appropriated
    3. Officers have ideas
    4. Lack of cooperation
    5. Poor morale due to poor public relations
  - G. Importance of a good climate or morale within institution
    1. Significance of capable correction officers
    2. Effects on other personnel members
    3. Responsibility of correction officer to institutional head
- #### SOCIAL ASPECTS WHICH CONFRONT THE CORRECTION OFFICER
- A. Reasons for lack of progress
    1. Inability of the correction officer to influence the Legislature, the classification di-

vision and the public that he is the backbone of security and rehabilitation

2. Failure of Legislature to be well informed as to mechanics of institutional life
3. Indifference of public
- B. Necessary recommendations by Governors, Legislatures and institutional heads
  1. Recognition for important work in resocialization accomplished by correction officers
  2. Publicity necessary
  3. Lack of interest as to value received
- C. Necessary qualifications
  1. A definite need for higher qualifications if necessary progress is to be made
  2. Qualifications should compare with parole officer and guidance counselors
  3. State receives only value per dollar spent
- D. Recognition of recommendations made by correction officers
  1. Monthly written reports on all inmates assigned to each officer
  2. Reports on any unusual mental or physical changes affecting inmates' attitudes
  3. Report to service unit by reception company officer
  4. Consideration of officer reports on placement or assignments of inmates
- E. Fire prevention and safety
  1. Fire and safety chief as leader
  2. Instructions for correction officers on fire prevention and safety
  3. Adequate equipment
  4. Educational connection and recognition
- F. Physical training
  1. Stress on the importance of good physical condition of correction officer
  2. Physical training classes and outside activities
  3. Pistol teams
  4. Intermural activities
- G. Promotions should be in proportion to other departments
  1. More opportunity for advancement
  2. Better attitude of correction officer
  3. Better recruitment
- H. Educational opportunities for correction officers

1. Department planning
    - a. Selection of a board from uniform supervisory staff for courses planned
  2. Courses for inductees and experienced men
    - a. Central guard school
    - b. St. Lawrence University
    - c. In-service courses
  3. Recognition for courses by state educational department
  4. Encouragement to take courses and recognition on promotional examination
- IMMEDIATE PROBLEMS CONFRONTING THE CORRECTION OFFICER**
- A. Reception company
    1. Segregation of reception company inmates
    2. Inadequate facts on probation reports
      - a. Failure of probation to realize importance of probation reports to the reception officer
      - b. Inconsistency of probation reports
      - c. The need for uniformity of reports
    3. Report by transportation officer
    4. Need for good orientation course
  - B. Formation of progressive attitudes in inmates
    1. Better interdepartmental cooperation
    2. Necessity for well prepared wholesome food
    3. Adequate clothing for inmates
    4. Explanation of rules and regulations of institution to inmates
    5. Explanation of facilities offered by institution
    6. Better equipment in general
  - C. Discipline
    1. Firm but fair
    2. Disciplinaryian
    3. Discipline board
    4. Equality of treatment
  - D. Definite need for publicity on responsibilities assumed by correction officer
    1. Inside and outside institutional responsibilities
    2. Correction officer should attempt to sell himself
      - a. Lectures
      - b. Written articles
      - c. Publicity agent
    3. Public interest only at time of riots
    4. Correction officer most re-

- sponsible man inside institutions
- E. Better recruitment and more inducement to right type of man
  1. Elevation of salaries by better reclassification and salary raises in general
  2. Little appeal at present for position
    - a. Unusual hours
    - b. Saturdays, Sundays, and holidays
    - c. Confinement of work
    - d. No added compensation for unusual work

One important part of Mr. O'Leary's talk concerned the use of approximately 20 officers as "counselors" at Elmira Reformatory. This resulted in a rather lengthy discussion, both for and against the idea, and appeared to be of most interest of the subjects discussed. Most of the participants from the audience felt that the officers act as counselors at all times by helping the prisoners with their everyday problems and there is no need for specially picked prisoners to receive counseling from certain officers.

In the afternoon session, Mr. Edward J. Hendrick, Moderator, showed slides covering various situations a correction officer might encounter in his daily routine which would require, among other things, alertness and quick action and thinking. These slides included such problems as suicide attempts, mentally disturbed prisoners, rioting or attacking an officer, transferring prisoners, escape attempts, and several major misconducts. These slides were exceptionally good and everyone participated by his comments on how to handle each problem. Many of the people present had encountered most of these problems at one time or another. Although there were many comments on each slide, it would appear that the correction officer, if he has been trained capably and has had some experience, handles each problem similar to the way it is handled in other institutions. One point was brought out that would appear to be important. Some states have been training their officers prior to sending them to the institutions, while in other states it appears that such a program is not in operation at the present time.

**TUESDAY, APRIL 15,  
1958  
WORKSHOP 5—  
DETENTION  
RESOURCES FOR  
JUVENILES**



Workshop No. 5, on Tuesday, April 15th was on the subject, "Detention Resources for Juveniles." Participants were: Moderator, Stephen Kneisel, Executive Secretary, Crime Prevention Assn., Philadelphia; Discussants, Joseph A. Homer, Chief Probation Officer, Allegheny Co. Juvenile Court; Henry Lenz, Chief Probation Officer, York Co.; and John J. Downey, Detention Consultant, N. Y. Dept. of Social Welfare; and the Recorder was Vera Verardi, Probation Officer, Juvenile Court of Allegheny Co.

**Moderator  
STEPHEN KNEISEL**

Executive Secretary  
Crime Prevention Association of Philadelphia  
Former Director, Essex County Parental School  
Newark, New Jersey

**Discussants**

**JOSEPH A. HOMER**

Chief Probation Officer  
Allegheny County Juvenile Court  
Pittsburgh, Pennsylvania

**HENRY LENZ**

Chief Probation Officer  
York County  
York, Pennsylvania

**Recorder**

**VERA VERARDI**

Probation Officer  
Juvenile Court of Allegheny County  
Pittsburgh, Pennsylvania

In discussing the question of who should be detained, Mr. John J. Downey stated that detention is a serious act which can lead to further delinquency. Detention may work against the establishment of the type of service a child really needs, and if the detention home is cluttered with the wrong children, it makes a correction program for those who require care very difficult.

Mr. Downey felt that 90 per cent of those detained should consist of runaways, including those from institutions, children with histories of serious offenses, and those children whose family relationships are poor. The other 10 per cent would be composed of parole violators and material witnesses.

Mr. Downey stated that detention should definitely not be a

routine process for children picked up by the police, it should not be used as temporary care outside the home, for minor delinquent offenses, or short term sentences. Detention homes should not be used for mentally ill or retarded children.

In discussing good intake control, Mr. Downey pointed out that intake should be designated to a court-assigned person with a high degree of courage and conviction, as he will be bombarded by pressures and must make wise decisions. If a child is apprehended after hours, he should be screened and detained if necessary, with assurance of petition or other action in the morning.

The subject of regional detention was of great interest to the group. Mr. Downey pointed out three forms—a larger county constructs a detention home and sells service to neighbor counties; several counties combine in building a detention home; or a state operated detention home, available to all counties on a regular fee basis.

Mr. Joseph A. Homer discussed the basic policies of the detention home. He pointed out that the child should have an explanation for his detention, and the filing of petition should take place within forty-eight hours after the child is detained. Medical examination should be given as soon as possible. However, it is not necessary to give as complete a medical as was once given.

A good program is necessary for active children. It should be flexible and meet needs of the children. The children should be exposed to a school atmosphere. If it is not possible to secure a full time teacher, visiting teachers can be brought in. Mr. Homer pointed out that in the Allegheny County Juvenile Court there are two full time teachers placed by the Pittsburgh Board of Public Education.

Religious atmosphere is also important in a detention home. Mr. Homer stated that in the Allegheny County Juvenile Court a Protestant chaplain was on hand at all times and a Catholic priest makes regularly scheduled visits. Catholic nuns hold a religious education class on Saturdays. Mass and

Protestant services are held each Sunday in the detention home.

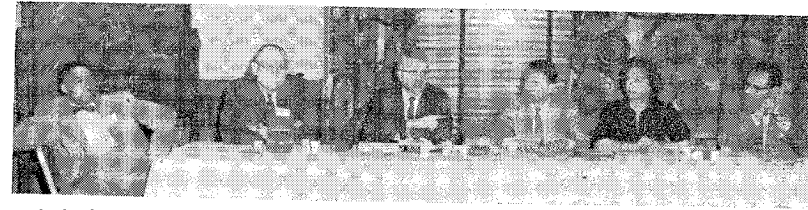
Mr. Homer added that the success of the program will depend upon a well-organized and well-trained staff. The program can be supplemented by using women's and service clubs and other volunteers.

Mr. Henry Lenz advised investigation into detention facilities by Florence Warner in 1933 first brought to the attention of communities the needs of children in detention. After 1903, and the passage of the Juvenile Court Law in Pennsylvania, and previous to the Warner study, there was a great deal of cruelty to children incapable of speaking for themselves. Since this time, there has been a gradual improvement in detention home facilities.

However, this study exposed the detention setup as the weakest link in the correction proceedings prior to court action. Mr. Lenz suggested a re-examination of the law as it pertains to juvenile detention facilities with possible changes and the possibility of the Pennsylvania Association on Probation, Parole and Correction attempting to do something about the gap in legislation.

Mr. Lenz suggested further that with the great amount of legal talent in the communities, they seem to have no interest in the children except on a special basis even though the major part of detention consists of service to children waiting hearings. It was pointed out that of sixty-seven counties in Pennsylvania, only one-half have detention facilities for juveniles. The average stay in detention homes in Pennsylvania is seven and one-half days.

Mr. Lenz pointed out numerous problems, such as how to get personnel to see eye to eye with the court setup; need of people who love children in addition to having skill; the necessity of detention being part of rehabilitation rather than a disastrous experience; the need of better communication between the court and police; the duty of challenging children to accept responsibility and adjust and preventing recidivism caused by faulty detention.



Workshop No. 6, on Tuesday, April 15th covered the subject of "Community Resources for Probation and Parole Officers." The Recorder for the session was Charles H. Cuthbert, Asst. Supt., Pa. Board of Parole. Moderator: Elmer Tropman, Executive Director, Health and Welfare Federation of Allegheny Co.; and Discussants: Luther R. Shadel, State Supervisor, Bureau of Rehabilitation, Harrisburg; Joseph F. Welsh, Head, Application Services Section, Bureau of Employment Security, Dept. of Labor and Industry, Harrisburg; William Phillips, Western Area Director, Pa. Mental Health, Inc.; James W. Slusser, Supt. of Pittsburgh Police; and Jean Rubin, Staff Associate, Bureau of Public Affairs, Community Service Society, New York City.

**TUESDAY, APRIL 15,  
1958  
WORKSHOP 6—  
COMMUNITY  
RESOURCES FOR PRO-  
BATION AND PAROLE  
OFFICERS**

**Moderator**

**ELMER TROPMAN**

Executive Director  
Health and Welfare Federation of Allegheny County  
Pittsburgh, Pennsylvania

**Discussants**

**LUTHER R. SHADEL**

State Supervisor  
Bureau of Rehabilitation  
Harrisburg, Pennsylvania

**JOSEPH F. WELSH**

Head  
Application Services Section  
Bureau of Employment Security  
Department of Labor and Industry  
Harrisburg, Pennsylvania

**WILLIAM PHILLIPS**

Western Area Director  
Pennsylvania Mental Health, Inc.  
Butler, Pennsylvania

**JAMES A. SLUSSER**

Superintendent of Police  
Pittsburgh, Pennsylvania

**JEAN RUBIN**

Bureau of Public Affairs  
Community Service Society  
New York, New York

**Recorder**

**CHARLES H. CUTHBERT**

Assistant Supervisor  
Pennsylvania Board of Parole  
Pittsburgh, Pennsylvania

Mr. Tropman of the Health and Welfare Federation, Allegheny County, was slated as Moderator for this session but was unavoidably detained for the forenoon session and sent in his stead Mr. Robert Burgess of the same agency.

Mr. Burgess made introductory remarks as to what we expected to explore in this session. He stated that the needs of the parolee and probationer could be divided into three main topics; namely, (1) financial security — this represents employment for himself and for his family; (2) personal security — this represented physical and mental health for himself, security and mental health for his family. The sources of this security would come mainly from hospitals, children and family agencies, police department, etc.; (3) social security — this is represented in the use of his leisure time, community recreation centers, church activities, etc.

The first speaker was Mr. Welsh of the Bureau of Employment Security. Mr. Welsh stated that his agency is represented in 110 offices located throughout the State of Pennsylvania. The services offered by the Bureau of Employment Security are divided into five groups: (1) services to veterans; (2) services to community groups; (3) services to industry; (4) employment counseling; and (5) labor market information. It has been found that in most communities the people are generally cooperative with the Bureau of Employment Security and are receptive of the services offered by that agency. One of the most difficult groups to service is the 15 and 16 year olds who for one reason or another are out of school. At the present time, a special project is being sponsored in the Jungle Area in Philadelphia but the project was so recently begun that no results are available for publication as yet.

Frequently, veterans come to the Bureau of Employment Security for job placement. In many instances, these veterans have no idea as to the type of job they wish or are fitted for. It is the responsibility of the agency to determine the type of job that the veteran is best fitted for and

to counsel him in that direction. If the veteran has had no training for the job which he is best fitted for, it is the responsibility of the agency to assist him in acquiring this training.

Other social agencies frequently call upon the Bureau of Employment Security to provide testing and job counseling for members of their particular groups. Industries often call upon the Bureau of Employment Security in regard to hiring practices in given areas, the amount of labor turnover in a given area, the availability of certain types of labor in a given area. Most of the Bureau of Employment Security offices do job solicitation. There is a specialist attached to many of the offices whose responsibility is to go out into the field and seek out employers and determine what their employee needs are and to assist those industries in getting the employees needed. In addition to the personal contacts, a telephone service attempts to find jobs. At one time the agency was able to offer specialized service to institutions such as the Pennsylvania Institution for Defective Delinquents at Huntingdon and the Pennsylvania Industrial School at Camp Hill. Because of curtailment of funds by the Federal government, some of these services have been reduced. The individual offices are in a position to determine if some of these services are still available.

The next speaker was Mr. Slusser, Superintendent, Pittsburgh Police Department. He stated that he was uncertain as to what part the police department could play in the matter of offering resources to probation officers and parole agents. He stated that he has had excellent cooperation at the local level. He is not convinced that probation and parole are the best solutions for the crime problem. Too frequently individuals are taken off the street by the police, a conviction results, and the individual is back on the street almost immediately through the device of probation or parole. The police department is always willing to assist in making arrests.

The police department had been quite concerned about the handling of mentally disturbed persons.

Recently a plan was worked out with the St. Francis Hospital to accept these cases for preliminary study. In many instances, information from the probation officers and parole agents has led to the solution of crimes committed by probationers and parolees.

Mr. Phillips stated that mental health facilities vary from community to community and from state to state. The larger communities are fairly well organized but in some of the smaller communities, there is no service or it is not well organized. Some services offered by the Mental Health Bureau are psychiatric clinics, community clinics and hospital clinics. Ninety per cent of all mental cases are in public hospitals, five per cent are in veterans hospitals, and five per cent are in private hospitals. The small percentage appearing in private hospitals is due to high costs.

Admission procedures vary from state to state. In some states, admission is by jury trial. One of the most pressing needs is for post-hospital care. This could be supplied by the halfway house. Another great need is foster homes for older people. There is little or no research being done at the present time in the field of mental health and this should be encouraged. A recent innovation in some of the hospitals is the part time care. The patient can spend his nights or days in the hospital. This has reduced the costs as well as the frustrations felt by many families where the care is needed but not on a full time basis and the income of the individual is still needed in the home. It was pointed out that there have been great strides made in interlocking the services offered by the various agencies. After the mentally ill have been restored to health, the Bureau of Employment Security and the Bureau of Rehabilitation are frequently used in helping these people return as producing citizens to their various communities.

Miss Jean Rubin, a graduate of Columbia Law School and the New York School of Social Work, pointed out that she has had little experience in case work but her field has been research and community organization. Her agency

at the present time is offering public nursing care, housekeeping services, school health programs, homes for the aged, camps for family and camps for children in the summer. At present, few of the referrals have been families that have parolees or probationers.

It was pointed out that the family agency could be of great help when diagnostic services are needed. Their investigations very frequently reveal valuable information which could be used by the officers. The agency has been careful in giving information to courts because this information frequently has been misused and has prevented rapport from being established between the social worker and the person to be served. The family agency could also be used as a continuing agency with cases where the maximum has been reached and the probation officer or parole agent feels that there needs to be a continuing service. Miss Rubin's agency has been primarily concerned with helping children. Recently an experimental project was set up in the New York Family Courts so that an agency person would be on duty at all times to accept referrals at the court level and in turn, referred to the agency. This eliminated many cases being referred to the agency which were not acceptable and time was lost in getting the needed care for the family. This project worked quite well but unfortunately it has been discontinued and the old system of referring directly from the court officer to the agency is now in vogue and many cases are being refused. In New York, it is regrettable that the Family Courts are broken up into many parts. There is a move to combine these services in one court so that the individual will know where to go for the services needed.

The agency has also served as a counseling agency for men committed to Riker's Island in New York City. Unfortunately nothing has been done with the families of these men. Here an attempt is made to interpret to the man what is happening to his family and his responsibility for what is happening and it is hoped that later an attempt can be made to interpret to the family what is happening to the man and the



part that the family must play in his rehabilitation. The agency has become aware of the great need for post-care of the man who serves his maximum sentence and is released without any continuing care. Money and special agencies are necessary for this type of care. The agency has been used by the New York Youth Board.

At the present time, there is contemplated study of the relationship between the lawyers and the family agencies. Some of the Family Courts in New York City are working with children up to 16 years of age. The Youth Courts carry on from 16 through 21. There is a great need for residences for youths between the ages of 16 and 21. In New York State, there is money available but for some unknown reason it has not been used extensively. The question of the release of mentally ill parolees was injected at this point. It was pointed out that perhaps 80 per cent of all parolees might be classified as mentally ill. The illness varies in degree and the need for institutionalization or after-care varies according to the individual case.

Mr. Shadel, Bureau of Rehabilitation, stated that there are teams available for evaluation of patients in mental hospitals and plans for training or retraining these persons for release. These projects have been quite successful in the past. There are also special projects in the tuberculosis hospitals for training and retraining persons to be released. This is a comparatively new field because the introduction of wonder drugs in the tuberculosis hospitals has resulted in the release of many patients. After an evaluation has been made, these cases are frequently referred to the Bureau of Employment Security for placement. The tuberculosis hospitals were the sources of the greatest number of referrals during 1957. The public schools are the second largest referral agency. Workman's Compensation Bureau, Old Age Assistance, Insurance Company, United Mine Workers, Crippled Children's Hospital are a few of the referral agencies. The Rehabilitation Bureau makes a medical diagnosis, orthopedic

evaluation, medical and surgical evaluation. Counseling service, guidance, prosthetic appliances, maintenance and transportation, tools and equipment, license and establishment of small businesses can be had through this agency. There is a follow-up service by the Bureau after placement. Money given to a recipient by the Bureau does not have to be repaid.

During the question period, Mr. Welsh was questioned as to why referrals could not be made by his agency for the individual still in an institution. It was pointed out that the person must be seen at the Employment Service Office and an evaluation made of his needs and potentials before solicitation can begin for him. Throughout the discussion, there seemed to have been undue emphasis placed upon the need for one agent to know a person in another agency in order to get the services needed. There seems to be a feeling that this is the best way to get the services from the various agencies rather than through a direct referral to an agency on the basis of the need of the individual. One of the requirements of the Bureau of Employment Service is that the person on probation or parole must agree that his status is to be made known to his prospective employer. Difficulties have been found in placing probationers and parolees because of the nature of employment or the requirements of bonding companies. There is a great need for hard and intelligent work within the community to get full cooperation from the prospective employers for these individuals. Frequently, prospective employers have preconceived ideas about probationers and parolees and these can only be eradicated by the intelligent worker.

*I shall try to correct errors where shown to be errors, and I shall adopt new views as fast as they shall appear to be true views.*

Letter to Horace Greeley  
Abraham Lincoln (1809-1865)



Mrs. Gertrude Bishop, international speaker from England for the opening session on Sunday, is presented with a bouquet of flowers by President Paul J. Gernert, who officiated as Toastmaster at the Annual Banquet, on Tuesday, April 15th.

## TUESDAY, APRIL 15, 1958 ANNUAL BANQUET

Recorder  
**SCOTT M. CONWAY**

Assistant Supervisor  
Pennsylvania Board of Parole  
Pittsburgh, Pennsylvania

Mr. Norman K. Morgan, immediate Past President of the Pennsylvania Association on Probation, Parole and Correction, welcomed the guests and presented the Toastmaster, Mr. Paul J. Gernert, the newly elected President of the Pennsylvania Association, and Chairman of the Pennsylvania Board of Parole.

Mr. Gernert introduced the following guests: Mrs. Gertrude Bishop, Justice of the Peace, Leicester, England; the Honorable Clarence B. Nixon, Judge, Allegheny County Court, Pittsburgh; Arthur T. Prasse, Commissioner, Bureau of Correction, Camp Hill; the Reverend Charles H. Stong, Chaplain, Lutheran Service Society, Pittsburgh; Miss C. Arlene

Kurtz, Past Secretary-Treasurer of the Pennsylvania Association; Harry J. Cancelmi, Chairman of the Local Arrangements Committee; the Honorable Gustav H. Schramm, President Judge, Juvenile Court of Allegheny County, Pittsburgh; the Reverend Francis R. Duffy, Chairman, Sociology Department, Duquesne University, Pittsburgh; the Honorable Thomas D. McBride, Attorney General, Commonwealth of Pennsylvania; Albert C. Wagner, Past President of the Middle Atlantic States; Mrs. Frances K. Doherr, Juvenile Counsellor of Beaver County and new member of the Executive Committee of the Pennsylvania Association.

Mr. Albert C. Wagner presented the past and newly elected officers of the Middle Atlantic States. He expressed his appreciation to the Program Committee and to the Local Arrangements Committee for a successful meeting.

Mr. Paul J. Gernert introduced the newly elected officers of the Pennsylvania Association.

ADDRESS BY  
ATTORNEY GENERAL  
THOMAS D. McBRIDE

Mr. McBride outlined the various duties being performed by the Pennsylvania Board of Pardons and he gave the composition of the Board. He emphasized that the Board has executive power to grant clemency in Pennsylvania. The Pennsylvania Board of Pardons, he stated, has been in effect since 1873.

The Board of Pardons provides for a review of the original sentence imposed by the judge. The various types of action required of the Board were outlined. In the granting of commutation of the minimum sentence, the Board must decide whether or not the applicant has been sufficiently rehabilitated to return to society.

The Attorney General answered the critics of the Board of Pardons by stating that the present Board is not releasing prisoners wholesale and that the Board is not on a "wild jamboree". The Board was said not to be "soft" on their recommendations for commutation of life sentences. He pointed out that the national average for releases from life sentences was ten and two-thirds years whereas in Pennsylvania the average is after eighteen years. In Mr. McBride's opinion, prisoners should be considered for release "not too early or not too late".

The critics voice the opinion that crime is a terrible thing and must be stopped. In this everyone agrees stated Mr. McBride. However, eliminating crime is not a simple task. Some critics are said to feel that the only way to deal with crime is to use the "get tough policy" and that everyone who opposes this thinking is called "soft".

To those who advocate a change in the make up of the Board to include a judge of the Superior Court, Mr. McBride expressed that executive clemency is an executive function.

Some of the critics of the Pardon Board were said by Mr. McBride to advocate that clemency should be granted only after being approved by the sentencing judge. He pointed out that such a procedure would be unfeasible if for example the sentencing judge was deceased.

Mr. McBride stated that any proposal to give the judges a voice in the recommendations for pardons would destroy the Board's constitutional status as an agency concerned with executive clemency. He added that the justices do not want to usurp the authority granted to the Board as the scope is too large for the judges to include in addition to their regular duties.

In conclusion the Attorney General urged those who serve in this field not to sit back but to take an active stand in matters concerning their various fields of work.

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The highest proof of virtue is to possess boundless power without abusing it.

Thomas Babington, Lord Macaulay,  
(1800-1895)

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Men might be better if we better deemed of them. The worst way to improve the world is to condemn it.

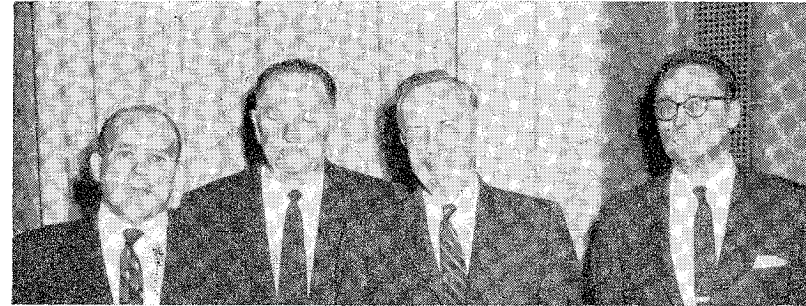
Philip James Bailey (1816-1902)

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Minds that have nothing to confer find little to perceive.

Yes, Thou art Fair  
William Wordsworth (1770-1850)

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Speakers at the General Session on Wednesday, April 16th included left to right: Philip Green, Director, Juvenile Delinquency Division, U. S. Children's Bureau, Washington, D. C.; Paul J. Gernert, President, PAPPC, who presided over the session; James V. Bennett, Director, U. S. Bureau of Prisons, Washington, D. C.; and Sol Rubin, Research Consultant, National Probation and Parole Assn. The subject for the discussion session was, "National Developments in Correctional Treatment."

WEDNESDAY, APRIL  
16, 1958  
GENERAL SESSION  
NATIONAL  
DEVELOPMENTS IN  
CORRECTIONAL  
TREATMENT

Presiding

PAUL J. GERNERT

Chairman  
Pennsylvania Board of Parole  
Harrisburg, Pennsylvania

Speakers

JAMES V. BENNETT

Director  
U. S. Bureau of Prisons  
Washington, D. C.

PHILIP GREEN

Director  
Juvenile Delinquency Division  
U. S. Children's Bureau  
Washington, D. C.

SOL RUBIN

Research Consultant  
National Probation and Parole Association  
New York, New York

Recorder

PATRICK J. O'CONNOR

Probation Officer  
Quarter Sessions Court  
Pittsburgh, Pennsylvania

The session dealing with National Developments in Correctional Treatment was opened by Mr. Paul J. Gernert, who introduced the first speaker, Mr. James V. Bennett. Mr. Bennett began his dissertation on new developments in correctional treatment by pointing out that there is a growing population in all of our prisons, that crime in general is increasing, and that the character of our prisons is changing. The prison group is changing as to character and race and there are also changes as to sentences — longer sentences today than twenty years ago. Despite changes, officials are coping with the problem as there are insight and vision now and more interest in rehabilitation. Helping to revolutionize reforms in the prison program were recent riots which caused an awakening and showed there was dissatisfaction with old prison methods. As a result, a new attitude was taken on, new methods were tried, and a trend was on against the old system. One of the most important developments was the beginning of the classification which embodied the understanding of the prisoner based on a detailed collection of data about the prisoner. Another development was a new concept of custody — officials became acquainted with the prisoners; and they began to see that it was unnecessary to keep too many prisoners in close custody.

Mr. Bennett pointed out that old methods of wardens are now outmoded and there has been a change in ideas as to need for custody and supervision which brought about open institutions and the developments of work farms. Today in the institutions there are opportunities to advance and learn trades, and there is a growing belief that there is something in the prisoner to build self-respect. In the revamping of systems, steel cell blocks are no longer emphasized. Rather there is emphasis on school rooms, shops, auditoriums. The aim now is to build men. In vocational training, much advancement has been made. In the institution at Chillicothe, Ohio, schools teach airplane mechanics, and certificates are given for employment in airplane repair shops. Of 400 graduates of this school, only ten

per cent got into trouble again, which is a good illustration of the accomplishment of modern institution methods.

Another advancement in the educational process is socialization of the inmates, the salvaging of prisoners, and teaching them to get along with others.

General medicine and psychiatry were stressed as problems in the prison program, in need of immediate correction. It is difficult to attract physicians to the institutions although a few have been recruited on a full time basis. Psychiatrists prefer the outside because of more lucrative incomes, but the prisons offer a greater challenge. The greatest need for psychiatrists is on the classification board to give recommendations to parole authorities.

Cited as one of the most important changes in prison methods is the centralization of supervision replacing the board of trustees. As a result, the warden is no longer an administrator unto himself. Worthy of note in this regard is Pennsylvania where the system was reorganized by Mr. Arthur T. Prasse and a unified program resulted. Consequently, there was a sharing of problem cases in Pennsylvania; inmates were moved around to help them change for the better; better use of personnel was effected; standard of personnel was raised; intensification of personnel training was effected. Pennsylvania thus showed a willingness to try new methods, and a desire to get away from the smugness of the old days.

Mr. Bennett pointed out that despite definite progress, there is much yet to be done. For example, there is the hostile group, the young offenders. In all institutions, one-third of the inmates is made up of youths between 18 and 25. This is the most susceptible age group, and there will soon be 10,000,000 people in this age group. Mr. Bennett called for more research. Analysis must be made as to what happens to man, and what are the characteristics which make for success. At the present time, the University of Illinois, through the Ford Foundation, is seeking to determine why some inmates succeed when they leave prison and why some fail. Stressing the need

for education, Mr. Bennett closed with the statement that students must be encouraged to train for correctional work, and more conferences of the present kind must be held.

Mr. Philip Green opened his discourse by referring to national trends in juvenile delinquency and immediately focused attention on the upsurge of problems which create delinquency. According to statistics, over the last eight years, there was an increase of 70 per cent in juvenile delinquency, while the juvenile population went up only 16 per cent. Based on reports of 500 courts, there was an increase of 17½ per cent in delinquency over the past year and a half. These figures apply only to two per cent of all the children in the 10 to 18 year group, and this represents a big volume despite the fact 98 per cent of the children were law-abiding. By 1968 there will be an increase of 50 per cent in delinquency in the 10 to 17 year group. As a result of an increase in problems, services have become overloaded, and there are not enough sources to cope with the difficulties. Institutions, jails and detention homes are overcrowded, all of which points to the next 8 to 10 years as being a very serious period.

The main characteristic of the foregoing problem, Mr. Green explained, is that delinquency has its roots in large cities and slums, and springs from families with multi-problems, such as mental illness, physical handicaps, alcoholism, desertion, cruelty. These are the hard core families, and although comparatively small in number, they consume most of the community services. Children of the aforementioned families feel not wanted and neglected and will embrace the group that gives them most "kicks," hence the origination of the problem.

On the Federal level, Mr. Green pointed out that there is pending legislation in Congress for grants in aid to the states, which would effect improvement in services, personnel, training, and research.

In relation to research, there are two types, evaluative and basic, the aim being to determine what makes children act a certain way. At the present time certain sums of money are going to schools for analysis. The Child Welfare Fund is being used in the correctional field in some states. Funds used to train probation officers is a step forward in combating delinquency.

At the state level, it was stressed that to combat delinquency with punitive legislation, with a get-tough policy, setting up more jails, and punishing parents, detract from the basic picture, and it contributes to the problem instead of remedying it. Another contribution to the problem is sending juveniles to adult courts for disposition and sending them to jails. This was tried in the past and it did not work. As to programs on the state level, it was brought out that the states are now assuming more responsibility for coordinating programs. Funds are being appropriated for county use in combating problems and diagnostic centers are expanding.

In closing, Mr. Green pointed out that citizens' action programs and state-wide programs are growing, and governors' committees on delinquency are being formed. As a result the public is becoming interested in the problem of delinquency. Lay leaders and tax payers are coming to the fore and are serving in leadership capacities. Preventive measures are being set up and in 1960 the President will ask for committees on children and youth to recommend to the government what is sound for youth services. The recommendation from the committees is to tell what is needed for children and how services may be improved.

Mr. Sol Rubin treated his subject from three aspects: (1) legal, (2) administrative, and (3) currents of change in development. Pointing out that every state has an adult probation law, Mr. Rubin asserted that few states have authority to grant probation in any case and in many states probation

is barred for certain offenses. In other states, probation is used for only first offenders. Every year, however, states are adopting statutes to liberalize probation laws to be used for offenses heretofore disallowed.

To illustrate the progress of probation service the presentence investigation was mentioned as becoming an indispensable factor in sentencing, some states now making it mandatory for certain offenses. Supervision and presentence investigation are two important functions of probation and with the courts making more use of the latter function, a growth in staffs has developed.

As for parole legislation, mention was made of the trend toward independence of the board; parole boards in many states are no longer compelled to refer to other authority for approval of its decisions; and in ten states parole boards have complete independence in granting paroles.

Professionalization of probation and parole services was shown to have developed over the past ten years. In some states civil service systems have replaced former methods of recruiting officers, and many departments are now fixing requirements for admittance to positions, some requiring college training, others graduate social work training.

Shortcomings in the probation field were shown to be limitation in the use of probation by two-thirds of all the states; personnel limited as to quantity and with inadequate training; no achievement as casework procedure. In states surveyed by the N.P.P.A., the percentage of trained staffs was small and where appointments to staffs were political, probation and parole practices were crude. A brighter side to the picture is the fact personnel hired today is better equipped educationally than those hired ten years ago, but there must be help administratively so that those on the job may obtain graduate training, the department making adjustment in

work schedules to permit education. Another method mentioned for improving staff was in-service training programs.

As to parole, Mr. Rubin mentioned that the most important objective is release at an early date, stressing that over the years it has been proven that the release of prisoners months before the board's planned date of release is as successful as later releases according to the rate of violations. Recommendation made was that this experiment should be used more widely.

Mention was made of the use of community treatment as an important issue in probation and the use of the suspended sentence without supervision. The advantage of this is that it will tend to release staff to give greater concentration to difficult cases.

As to preparole planning, it was shown that several jurisdictions are now giving attention to this matter. Preparole camps have been set up in Massachusetts; the Department of Correction in New York has organized foster homes or hostels for probationers and parolees; Kansas has established diagnostic facilities for probationers.

In closing, Mr. Rubin stated that he was not convinced of a worsening quality in prisoners, and he claimed conditions in New York City are not so bad as noisy newspapers would have people believe. He voiced optimism in the belief that something constructive can be done in meeting present day problems in the correctional field.

The session was closed by Mr. Gernert who stressed that there is much work ahead, the type of supervision now being given is not adequate, public funds are not sufficient to meet problems, and citizens must be interested in participating in our programs.

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<b>S. S. KRESGE CO.</b> 3614 Germantown Avenue Philadelphia	<b>SCHAEFER PAINT STORE</b> 334 West Marion Lancaster	<b>COLUMBIA SAVINGS &amp; LOAN ASSOC.</b> 1413-12th Avenue Altoona
<b>JOHN F. CULLIS &amp; SONS</b> 410-12 East 7th Street Chester	<b>COMPLIMENTS OF A FRIEND</b>	<b>ROSS FRANCES INSURANCE AGENCY</b> 1213-6th Avenue Altoona
<b>TIMES REALTY CO.</b> 7805 West Chester Pike Upper Darby	<b>DOM'S NORMANDY MARKET</b> 2901 Normandy Road Ardmore	<b>BRUNSWICK BILLIARDS</b> 803-17th Street Altoona
<b>AMBLER FLOWER SHOP</b> 107 Butler Avenue Ambler	<b>EDWARDS LAKE TO THE SEA BUS SYSTEM</b> 52 East 3rd Street Williamsport	<b>THE LOGAN HOTEL</b> 818-8th Avenue Altoona
<b>GLAGO MACHINE COMPANY, INC.</b> 4315 North 4th Street Philadelphia	<b>CUPP'S DAIRY</b> 1117 Dewey Avenue Williamsport	<b>MORRISON COVE DAIRY</b> 1117-21st Avenue Altoona
<b>POWLEY BICYCLE SHOPS</b> 219 West Main Street Coatesville	<b>GOLDY LUMBER CO.</b> Trenton and Poplar Streets Williamsport	<b>BECK BEAUTY SUPPLY</b> 1508-12th Avenue Altoona
<b>MOORE &amp; WHITE CO.</b> 330 E. Hunting Park Ave. Philadelphia	<b>BERRY'S WALL &amp; FLOOR COVERINGS</b> 948 Broad Street Montoursville	<b>J. C. HUGHES &amp; SON HARDWARE</b> 910-8th Avenue Altoona
<b>STANDARD OFFICE SUPPLY</b> 928 Penn Avenue Pittsburgh	<b>ECK'S GARAGE</b> 645 East 3rd Street Williamsport	<b>BLUE &amp; WHITE BUS LINES, INC.</b> 516 W. Plank Road Altoona
<b>COWAN MFG. CO.</b> 120 Mendota Street Pittsburgh	<b>FLANIGAN'S DRUG STORE</b> 217 Pine Street Williamsport	<b>ALTO RUG CLEANERS</b> 123 E. Altoona Avenue Altoona
<b>SCHORIN COMPANY</b> 1801 Penn Avenue Pittsburgh	<b>PALACE HARDWARE</b> West Erie Plaza Erie	<b>BROWN DERBY CAFE</b> 4th and Lexington Avenue Altoona
<b>S &amp; R GRINDING &amp; MACHINE COMPANY</b> 5706 Harvard Street Pittsburgh	<b>ERIE REDUCTION CO.</b> Foot of East Avenue Erie	<b>BURKET'S SERVICE STATION</b> 611-22nd Avenue Altoona
<b>HOUSEWARES, INC.</b> 14th and Smallman Street Pittsburgh	<b>VARO GARAGE</b> Buffalo Road Erie	<b>PAT'S RADIO &amp; TELEVISION</b> 1807-4th Street Altoona
<b>CORFIELD TIRE SERVICE</b> 647 Evergreen Street Pittsburgh	<b>HAMMETT BOX &amp; LUMBER COMPANY</b> Wattsburg Road Erie	<b>ALTOONA WELDING SUPPLY CO., INC.</b> 2210 Beale Avenue Altoona
<b>CLAIR H. QUINETTE CO.</b> 319 Penn Avenue Pittsburgh	<b>MAX SILVER &amp; SONS</b> 1501 Myrtle Street Erie	<b>JOE'S ATLANTIC STATION</b> 6th Avenue & 7th Street Altoona
<b>MOTOR ELECTRIC SERVICE</b> 1227 Sheffield Street Pittsburgh	<b>ED'S AUTO BODY</b> 1825 Reed Street Erie	<b>KEYSTONE NOVELTY CO.</b> 801-8th Avenue Altoona
<b>PARK MOTOR COMPANY</b> 2032 Brownsville Road Pittsburgh	<b>PETERMAN'S GARAGE</b> 805 Chestnut Street Altoona	<b>FURRR BEVERAGE CO.</b> 3rd Avenue & 6th Street Altoona

FISHER AUTO & TRUCK SERVICE 1029 Main Street Pittsburgh	STANDARD SUPPLY CO. 5920 Bryant Street Pittsburgh	SCHENLEY HAND LAUNDRY 418 South Craig Street Pittsburgh
OLD GRANT INN 2841 Penn Avenue Pittsburgh	FORT PITT HARDWARE CO. 807 Liberty Avenue Pittsburgh	WOOD-McCAW CO. 114 Market Street Pittsburgh
SHADYSIDE ELECTRIC 5500 Walnut Street Pittsburgh	HIGGINS CONSTRUCTION COMPANY, INC. 361 Orchard Drive Pittsburgh	SURFACE COMBUSTION COMPANY 4154 Library Road Pittsburgh
VANITY CLEANING & TAILORING SHOP 4637 Centre Avenue Pittsburgh	STANKEY PRINTING SERVICE 1601 Beaver Avenue Pittsburgh	WOOD REFRIGERATING COMPANY 1539 Penn Avenue Pittsburgh
TESS H. GRUBBS TAX COLLECTOR Meridian Road Gibsonia	J. W. HUBBARD KEYSTONE ADJUSTMENT COMPANY 436 4th Avenue Pittsburgh	HOFFMAN & GROSSMAN 115 Cypress Drive Bridgeville
LIBRARY DAIRY BAR Route 88 Library	MARCUS PHARMACY 1125 North Highland Ave. Pittsburgh	STARLITE MFG. COMPANY 1213-5th Avenue Pittsburgh
PENN LINCOLN GARAGE Steubenville Pike Imperial	EASTWOOD REALTY CO. 2817 Robinson Boulevard Pittsburgh	WHITAKER METAL PRODUCTS COMPANY 1435 River Road Whitaker
GIPSON BEARING & SUPPLY COMPANY 122 Grant Avenue Pittsburgh	SNYDER CHEVROLET, INC. 2919 Saw Mill Run Blvd. Pittsburgh	DEL'S CONVALESCENT HOME 1632 Lincoln Way White Oak
MIDDLETOWN MARKET 2730 Middletown Road Pittsburgh	ASSOCIATED DRIVE-IN THEATRES 72 Van Braam Street Pittsburgh	ROUTE 8 AUTO WRECKERS Route 8, Rd. No. 2 Gibsonia
NEW ENGLAND INSURANCE COMPANY 2107 Investment Building Pittsburgh	SLUTZKY GROCERY CO., INC. 1824 Center Avenue Pittsburgh	GORDON MFG. CO. 401 Nobles Lane Pittsburgh
JULIAN C. STIVERS 2210 Farmers Bank Bldg. Pittsburgh	RON CITY INDUSTRIAL CLEANING CORP. 6640 Frankstown Avenue Pittsburgh	FELLER ENGINEERING COMPANY 1102 Empire Bldg. Pittsburgh
MAYFLOWER COFFEE SHOP 201-6th Street Pittsburgh	KEYSTONE FABRICS 906 Forbes Street Pittsburgh	NORMAN KANEL CORP. 5803 Darlington Road Pittsburgh
WYLIE SUPER MARKET 2540 Wylie Avenue Pittsburgh	MELLOR ORGAN CO. 931 Lebanon Avenue Pittsburgh	MODERN FURNITURE CO. 210 East Ohio Street Pittsburgh
SEYER PRINTING CO. 200 Hooper Street Pittsburgh	CHARLES BEAUTY SHOPPE 3608 Brownsville Road Pittsburgh	JAN R. DUNSTON, JR. 1713 Investment Bldg. Pittsburgh
BALDWIN REALTY 423 McNeilly Road Pittsburgh	SHAWKEY HOBBY SHOP 5816 Penn Avenue Pittsburgh	HOOPER-HOLMES BUREAU 502 Keystone Bldg. Pittsburgh
R. F. DAVEY COMPANY 300 Mt. Lebanon Blvd. Pittsburgh	PALMER'S COFFEE SHOP 107 Stanwix Street Pittsburgh	EASTERN BLIND MFG. CO. 158 Oneida Street Pittsburgh
VENICE RESTAURANT & BAR 529-5th Avenue Pittsburgh	BOOK STORE 1406 Wylie Avenue Pittsburgh	GRAFNER BROTHERS 818 Liberty Avenue Pittsburgh
MUSICK PRINTING CO. 706 Linden Avenue East Pittsburgh	HYDRAULIC PRESS MFG. COMPANY 512 Empire Bldg. Pittsburgh	CLUB BOWLING ALLEYS 341 East 8th Avenue Homestead
LANDAU BROTHERS BUILDING COMPANY 125-1st Ave., 2nd Floor Pittsburgh	A. P. GREEN FIRE BRICK COMPANY 2004 Clark Bldg. Pittsburgh	IMPERIAL HARDWARE Main Street Imperial
PENN ANIMAL HOSPITAL 2205 Penn Avenue Pittsburgh	STANDARD PRINTING CO. 1329 Lake Street Pittsburgh	GLEW'S FUNERAL SERVICE 127 Grant Street Turtle Creek

<b>Vanport Stone, Inc.</b>  New Castle	<b>John Gifford and Association</b>  119 West 8th Street  Erie	<b>Superior Sand &amp; Supply Co.</b>  East Brook  New Castle
<b>Potter Camera Shop</b>  39 Maplewood Avenue  Philadelphia	<b>Williamsport Milk Dealers Association</b>  Williamsport	<b>Ace Castle Vending Service</b>  1033 Cascade  New Castle
<b>Blue Ribbon Trophy Company</b>  151 North 12th Street  Philadelphia	<b>Lycoming Silica Sand Co.</b>  112 Broad Street  Montourville	<b>Citizen's National Bank</b>  134 E. Washington St.  New Castle
<b>Gayly Specialties</b>  Steubenville Pike  Robinson Twp., Pgh.	<b>Altoona Shoe Co., Inc.</b>  201 Cayuga Avenue  Altoona	<b>Diminick Coal Sales</b>  Paxinos