

THE QUARTERLY

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The smallest effort is not lost,
Each wavelet on the ocean tost
Aids in the ebb-tide or the flow;
Each rain-drop makes some floweret blow;
Each struggle lessens human woe.

CHARLES MACKAY (1814-1889)



Lancaster New Era Photo

Edgar R. Barnes, Chief Parole and Probation Officer for Lancaster County, is honored for his outstanding work covering more than a quarter century, at a testimonial dinner held at the Lancaster Country Club. Seen left to right are: Mr. Barnes; John Lawson, Secretary, PAPPC; Mrs. Barnes; and Paul J. Gernert, President, PAPPC. See story on page 38.

The
Pennsylvania Association
on
Probation, Parole and
Correction

The Pennsylvania Association on Probation, Parole and Correction

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the quarterly

VOL. XV, No. 4

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PRESIDENT'S LETTER

Dear Members:

This year will be one of great activity for the Pennsylvania Association. The Executive Committee previously had approved a plan to honor all Past Presidents with certificates and also recommend that at least two regional conferences be held. The following report indicates the steps which already have been taken to implement the recommendations.

1. On September 17, 1958, the President and Secretary Lawson presented a citation and certificate to Chief Probation Officer Edgar R. Barnes, of Lancaster.
2. Final plans also have been completed for a two-day regional conference at Erie's Lawrence Hotel on October 9 and 10.
3. Preparations also have been started for the two-day regional conference at Williamsport on November 6 and 7.

The regional conferences have excellent programs and top-notch panelists. Anyone working in the probation, parole or correction field and living within the conference areas simply cannot afford to miss the meetings. We are bringing the Association as close to you as finances and time permit. Many judges have expressed interest in the programs and there is every indication that the judiciary will be well represented.

But the Association also continues to have its problems. For example, we still are having some difficulty in attracting the necessary public support for the profession. National professional organizations already have recognized this difficulty in their efforts to improve standards, salaries and personnel. The American Correctional Congress selected "Corrections—Everyone's Concern" as the theme for its 88th meeting at Detroit last month. We also must take some such positive step to stimulate the necessary public acceptance and support at our local levels.

The Pennsylvania Citizens Association has cited "Corrections" as their Number One goal for 1959 legislative program and they are supporting fully our aims and standards. We should, therefore, give every aid to this organization because we are part of the Corrections program.

The attainment of professional goals and standards can be achieved only by cooperation. In view of our daily increasing needs, we have little time to criticize each other. What we need is more understanding among ourselves—among all persons working in the field—so that we can present a program which has the support of all persons in the profession. The citizen will then have a constructive program to support, and with him rests our destiny.

Join us at our regional conferences. Theodore Roosevelt said, "Everyone owes some time to the profession he belongs to."

Sincerely yours,

Paul J. Gernert, President
Pennsylvania Association on
Probation, Parole and Correction

OPENING OF INSTITUTE ANNOUNCED

MEETING SET FOR NOVEMBER 12th, 1958 THE PENNSYLVANIA CITIZENS ASSOCIATION

The Pennsylvania Citizens Association is a statewide organization of individual members whose programs and policies are developed and carried out through a one hundred and twenty-five member board of directors and a series of standing committees. Four standing committees are now in existence; namely, Family and Child Welfare, Court and Correctional Services, Public Assistance and Governmental Organizations. The Association believes it shares a major responsibility to get the facts off the shelf and into the minds of people who can act on such issues and problems as mental health, juvenile and adult probation, juvenile training institutions, public assistance standards and others. The Pennsylvania Citizens Association is an independent, nonpartisan organization formed in 1912.

Mr. A. David Bouterse, Executive Director of The Pennsylvania Citizens Association, has discussed with Mr. Paul J. Gernert, our Association president and your editor, its plans for the coming year. I am pleased to announce that many of the workshops and institutes held this year in our Pennsylvania cities will be dedicated to our correctional field. I would therefore urge you to attend these meetings whenever and wherever possible during the coming year. Better still, attend and bring your friends, or enemies too, for that matter.

The opening Institute to be held on a statewide basis will be in Harrisburg, Pennsylvania, on November 12, 1958, at the Scottish Rite Cathedral, 2701 North Third Street, at 9:45 A.M. to 4:00 P.M.

The only charge for this statewide institute will be \$2.95 for the luncheon which will be catered. Advance reservation therefore will be required and can be obtained by sending your check to The Pennsylvania Citizens Association, 121 Locust Street, Harrisburg, Pennsylvania.

The program will be as follows:

INSTITUTE III

THE PENNSYLVANIA CITIZENS ASSOCIATION

Wednesday, November 12, 1958

- 9:45 A.M. REGISTRATION
10:15 A.M. BALLROOM
"MODERN TRENDS IN PUBLIC WELFARE SERVICES:
By Local Governments"
Speaker: Honorable Thomas J. Waxter, Director Maryland Department of Public Welfare
11:00 A.M. BALLROOM
"MODERN TRENDS IN PUBLIC WELFARE SERVICES:
By National and State Governments"
Speaker: Honorable Morris Hursh, Commissioner Minnesota Department of Public Welfare
12:00 NOON DINING ROOM—LUNCHEON MEETING
Annual PCA Award for Outstanding Service in Health and Welfare
46th Annual Meeting of PCA
"A NEW APPROACH TO PUBLIC WELFARE ADMINISTRATION IN PENNSYLVANIA"
Speaker: Honorable Harry Shapiro, Secretary Pennsylvania Department of Public Welfare

2:00 P.M. BALLROOM

"A NEW APPROACH TO PUBLIC WELFARE ADMINISTRATION IN PENNSYLVANIA"

A Panel Discussion With Audience Participation

Discussion Leader: Norman V. Lourie, Deputy Secretary, Pennsylvania Department of Public Welfare

Participants: From the Pennsylvania Department of Public Welfare—Commissioner, Office of Mental Health and Deputy Secretary of Public Welfare, Dr. John E. Davis; Commissioner, Office of Public Assistance, Mrs. Ruth Grigg Horting; Commissioner, Office of Services for the Aging, Elias Cohen; Commissioner, Office of Services for Children and Youth, Helen C. Hubbell; Commissioner, Office of General and Special Hospitals, Ira J. Mills; Commissioner, Office of Services to the Blind, Norman M. Yoder.

AND AS CONSULTANTS

Honorable Thomas J. Waxter

Honorable Morris Hursh

Honorable Harry Shapiro

Arthur T. Prasse, Commissioner, Pennsylvania Bureau of Correction

Theodore H. Reiber, Member, Pennsylvania Board of Parole



Photographed in attendance at Executive Committee meeting at Allencrest, August 16, 1958 were, left to right, seated: Frances K. Doherr and John Lawson, Sr. Standing, left to right: President Judge Robert A. McCreary, Beaver County; Paul J. Gernert; Joseph A. Bontempo, architect for Michael Baker, Jr., Inc.

EDITOR'S NOTEBOOK

On August 15, 1958, your Executive Committee met at Allencrest, Beaver County's juvenile detention home. Joseph Botempo, architect for the home, was host at a luncheon. Allencrest's staff is headed by Frances Doherr, juvenile probation counsellor and member of the Executive Committee. Allencrest should be visited by everyone in our field as it is indeed a model seldom equaled. The Quarterly plans a feature article on Allencrest in our next issue.

Al Marasco reports that on 7-1-58 Mr. Joseph C. Homer, who worked at the Allegheny County Juvenile Court, retired as Chief Probation Officer. He has not ended his working career, however, and recently the post as Director of Cottage Life at George Junior Republic. Dr. Stanley B. Morgantlander, Juvenile Court Psychiatrist of Allegheny County, has resigned to accept a post with the Pennsylvania Department of Welfare and will be director of the new Mental Health Classification Center being established in Pittsburgh. The University of Pittsburgh through its Graduate School in Sociology is offering a seminar—Problems of Correctional Treatment for the Adult Offender, which will run two full semesters starting September, 1958. The instructor will be Edmund Burbank, Chief Probation Officer, Allegheny County Court.

As this is being written, the first of our Association's Regional Meetings is being held in Erie. At least two others will follow—Williamsport on Nov. 6 and 7 and possibly Reading. These meetings will stimulate public interest in our Association between annual conferences.

Your Association president and the Executive Committee are busy planning for our Annual Convention in Philadelphia this year—plan to attend! Let's give a boost to the Pennsylvania Citizens' Association, who this year will place before the public our problems in the Correctional field.

Thanks to Paul W. Tibbets, Chief Probation and Parole Officer of Berks County, we have a list of all past presidents of our Association who will be honored this year—see Mr. Bierstein's article covering the first of these affairs and held in Lancaster honoring Edgar Barnes, Chief Probation and Parole Officer—Mr. Tibbets has also made available minutes of the first session of the Pennsylvania Association on Probation and Parole held in Harrisburg January 14 and 15, 1921. One of the topics discussed was "Standards for Effective Probation Work." It was decided that each probation and parole officer could not do justice to more than fifty cases. We feel the same way today—but what has been done? Perhaps it is time we tell the citizens who pay the bills we are not doing the best possible job on probation and parole because of our work loads.

A suggestion for our Program Committee—why not a workshop dealing with The Citizens' responsibility in the Field of Corrections.

This issue should have contained the names of the chairmen and membership of our various committee—It seems the chairmen, including yours truly, forgot to send this information to our Secretary, John Lawson—Let's all send this to John for inclusion in the next issue.

We'd like to hear from you, the membership, concerning items of local or Statewide interest. We can only print what is available. Our next issue will include the complete program for our annual meeting in Philadelphia.

**MEETING OF THE
STATE COLLEGE AREA
COUNCIL
MARCH 28, 1958,
6:30 P.M.
FRIENDS MEETING
HOUSE,
STATE COLLEGE,
PENNSYLVANIA
DR. JOSEPH F.
MAZURKIEWICZ,
RECORDER**

The program featured two short motion pictures and a panel discussion. The pictures dealt with juvenile delinquency and the conditions fostering its growth in communities. "Who's Delinquent" presented a frank charge to the community to evaluate its own contributing role to the entire delinquency problem, while "Boy in Court" depicted the process of pre-sentencing in a juvenile hearing, probation as a method of treatment and its possible effects.

The session returned to the discussion of the delinquent and the panel presented two main themes: identifying the delinquent, and services in the community available in coping with the problem of delinquency.

The panel was moderated by Mr. Paul Heberling of Juniata College, and included representatives from several service areas. Dr. Donald, Supervisor of Special Education of the Centre County Schools, discussed some of the identifying factors of true delinquents and clarified the difference between problem children and children with problems in our schools. Harvey Hyle, Chief Probation Officer of Blair County, also pointed out some specific indi-

cators of delinquents in development. The panel then approached the problem of handling the delinquent. Dr. Cameron explained the programs of the school systems in providing counseling facilities and facilities through special education designed to offset any delinquent patterns from becoming established. Mr. Hyle discussed the role of the probation officer in trying to counsel and aid youth who have begun to present delinquent patterns of adjustment. Mrs. Lynn Hunter, President of Tomorrow's Citizens, discussed the community action program designed to be of service in curbing the delinquent problem. Her group represented the effort to give the children acceptance and some place to go after they have been rejected by the schools and other organized institutions. Mr. Ammerman, the District Attorney of Clearfield County, explained the role of the courts in handling such problems that must be brought before the judges for hearings. Mr. Norman Morgan, President of P.A.P.P.C. and Superintendent of Kis Lyn, discussed the program at his institution and other institutions designed to treat the delinquent through several ways in keeping with the purpose and service of the institutions.

The multi-discipline approach sought to build a continuity between the child with problems who becomes a problem child, who may be helped by probation, community welfare agencies, by the court, and finally must be remanded to an institution for a more structured type of program and treatment. The emphasis appeared to be on the resources that are available to assist with curbing the problem, but the panelists did not lose sight of the basic need to identify the potential delinquent as separate from the child who may be having some situational difficulties, and once having done this, attempt to handle the problem before it results in institutional confinement.

**REPORT ON MEETING
OF THE GRATERFORD
AREA COUNCIL
MUHLENBERG
COLLEGE
MAY 13, 1958
WILLIAM CANDIA,
PROBATION OFFICER
LEHIGH COUNTY
RECORDER**

The Graterford Area Council had their first meeting on May 13, 1958, at Muhlenberg College, Allentown, Pennsylvania. The members present were rewarded by a very inspiring talk by Dr. Morris S. Greth, head of the Sociology Department, Muhlenberg College. The Graterford Council decided to hold an In-Group meeting for their first attempt, limited to Probation, Parole and Correctional staff members of the Graterford Area offices.

Dr. James Barbash, Council Chairman, opened the meeting with a few brief remarks welcoming the group to the first Area Council meeting and explained the purpose of the Area Council.

The speaker, Dr. Greth, explained that, although the problem of crime has become very serious and appears to be growing in intensity, Probation, Parole and Correctional workers have shown to the world that something constructive can be done for the offender, and whatever progress has been accomplished can be attributed to the unrelenting efforts of Probation, Parole and Correctional workers. Although there is more crime committed in this nation than in any other nation in the Western Hemisphere, we know very little about people that pass through our courts. Many offenders don't get into court, and many are never arrested. The only people we have an opportunity to observe are those committed to our institutions. Approximately 60% to 70% of our inmates are recidivists. They have taken

Some of the identifying characteristics were frequent truancy, anti-social behavior, damage to school property or to other persons, and the refusal to learn in school. Lack of recognition, lack of affection, and lack of new experience were pointed out as contributing factors to delinquency. The need for good probation officers, with adequate compensation, and good law enforcement officers with equally good compensation was emphasized as essential to handling the problem realistically and effectively. The need to classify institutions in terms of their services offered and the need to establish programs emphasizing physical, emotional, educational, vocational skill and social rehabilitation was also considered important. The use of available community resources in an efficient and effective manner was discussed as a source of assistance in conducting a total program in rehabilitating delinquents both prior to, during, and after institutionalization.

After an intermission, the panel returned to discuss with those in attendance the general problem and some specific cases that had direct bearing upon the main problem under consideration.

A large number of interested observers attended the panel discussion and participated in an active and stimulating discussion of the topic and its relevant ramifications. Approximately 90 persons attended this session.

Approximately 170 people attended the afternoon portion of the meeting, which consisted of a tour of the State Penitentiary, Rockview, Bellefonte, a discussion of the adult offender by the penitentiary professional staff and a tour of the Trailer Camp Unit on the Rockview Reservation.

A man should never be ashamed to own he has been in the wrong, which is but saying, in other words, that he is wiser to-day than he was yesterday.

ALEXANDER POPE 1688-1744

the freedom examination and failed — the more often they take the exam, the more often they fail. Any other institution that would flunk so many could not exist.

Why do they fail? Why is our procedure so ineffective? One of the most popular misconceptions of correction has been "to decrease crime, we must increase the punishment." Severity of punishment has never proved to cut down the crime rate. It has only caused bitterness, resentment and retaliation. Dr. Greth felt that the public has not been sufficiently informed of our efforts. Many people don't know the function or meaning of probation and parole.

Another misconception is that the delinquent and the criminal are different from other people, and there is a sharp line of distinction which separates the criminal from the non-criminal world. The Lombrosian theory tried to pick out certain physical traits that identify the personality which is predisposed to criminal behavior.

Then there were the mental testers who thought that the I.Q. was a factor which determined criminal behavior. The theory was that almost all feeble-minded persons were criminal. Studies have proven that there are just as many mental defective that do not commit crimes as those that do.

The psychiatric school held that emotional disturbances were responsible for large proportions of crime and felt that all offenders had to be psychoanalyzed. Here again studies proved that our offenders have no more complexes than the non-criminal. The facts clearly reveal that no physical, mental or emotional traits can be linked with delinquency and crime.

We are not born with a predetermined pattern of behavior, nor does knowledge motivate behavior. A combination of many factors are responsible for our pattern of behavior. The things we love or

hate, what we adore and worship, what we believe in — our attitudes and sense of values, will eventually determine our behavior.

The Probation, Parole and Correction workers must remember that their clients do not differ from other individuals; they have learned their lessons as we did, but their attitudes and sense of values toward these lessons may differ. Each human being is a sacred entity. However, some are possessed with false attitudes, values and distorted notions.

Dr. Greth further pointed out that there is an obvious misplaced sense of economy. The problem of crime in the United States is not only serious, but the most expensive luxury we have. And yet we refuse to pay for the necessary machinery to cope with the international problem of crime. He compared the situation to a constable with only a club in his hands, trying to fight a modern war.

Probation and Parole exists in name only. Proper supervision should consist of a case load of fifty to sixty cases in order to do justice and fulfill the needs of the probationer and parolee. The number of cases that can possibly be examined and supervised by one person is limited. Therefore, in order to do aggressive case work, a Probation-Parole Officer should have even less than fifty cases.

Dr. Greth spoke briefly regarding the qualifications of a Probation-Parole Officer, and listed three major qualifications in the following order:

A. PERSONALITY — A Probation-Parole Officer must like people and respect them for what they are. He must have an understanding attitude toward his client's faults and shortcomings. Negatively a Probation Officer cannot be a sadist, nor a fadist, who is sold on one theory and unwilling to examine any other approach.

B. TRAINING — An in-service training is advised wherever possible. A college education in itself should not be a final criterion for choosing a Probation-Parole Officer. Although education is important, if a person's personality is not favorable, a person with less education could probably be better qualified.

C. EXPERIENCE—Dr. Greth pointed out that many young people eager to enter the field are thwarted and discouraged simply because the available position so often insists on experience as a requirement. How can a person learn to swim without going into the water?

Our major problem is to bring about a pruning of the people who are under our care — to

change the delinquent and adult offenders — to change their attitude and sense of values. Although the Probation-Parole personnel are so often tied down with administrative duties, probation-parole does not exist for that purpose; but rather to engage in problem solving.

In closing, Dr. Greth remarked that the privilege of parole should be extended to all offenders. If parole is considered good for some, then it must be good for all.

After a short question and answer period, the members of the Graterford Council expressed a sincere and enthusiastic desire to continue the Area Council meetings, which will resume in September.



PROBATION— ANOTHER TOOL OF LAW ENFORCEMENT

Paul J. Gernert, Chairman
Pennsylvania Board of Parole
(This article is reprinted from
a recent issue of the Pennsylvania
Chiefs of Police Association
Bulletin.)

One of the most serious problems facing American people today is the increase in the crime rate. The cost which the criminal is imposing upon society is momentous—a cost measured in human pain and suffering, in destruction and loss of property and in government expenditures necessary for the control and treatment of the offenders.

At a time when the crime rate is increasing rapidly, we must use every device and tool at our disposal to curb antisocial activities. Probation is one such device which can be used for effective and economical crime control. In Pennsylvania, however, we seem to be using probation services too little and ineffectively.

How can the full force of probation be used against the rising crime rate?

Probation is, of course, just one of the many services that may be used to curb the criminal. In Pennsylvania it is used in less than 25 per cent of the criminal cases coming before the courts. This is far below the average of other states where probation is being utilized as a method of con-

trolling crime effectively in as high as 75 per cent of the cases, including felonies.

What is probation?

Modern probation is a method of control and treatment of the offender by personal guidance and assistance without the benefit of custody. A former United States Attorney General described it as "a method of discipline and treatment.

"If probationers are carefully chosen," this official added, "and the supervisory work is performed with intelligence and understanding, we can work miracles in probation."

It should be noted that the Attorney General specified two conditions:

1. That the probationers must be carefully chosen;
2. The supervisory work must be performed with intelligence and understanding.

The National Probation and Parole Association adopted after careful study a minimum standard for both probation and parole cases. The standard includes:

1. That a pre-sentence investigation is a must. This lays the ground work for careful selection for probation or parole; and
2. That no probation officer shall have a case load exceeding 50 cases. This requirement would assure more thorough and intelligent supervision.

Pennsylvania adopted its Probation Acts in 1909 and 1911. We thus have nearly 50 years of experience in probation and its application. Unfortunately, many of the courts use the service without benefit of a pre-sentence investigation thus hampering careful selection of cases. Also, in Pennsylvania most probation officers carry case loads far in excess of the NPPA minimum standard of 50 cases. Supervisory services suffer accordingly.

The combination of the two adverse factors in this State too often brings discredit on probation with the resulting misunderstanding and loss of public confidence. The shortcomings are confirmed by the recent survey of County Probation

and Parole services as reported by the Governor's Committee. The publication of the Governor's Report highlighted the inadequacies in probation services and many courts are making laudable attempts to improve their probation departments. Some progress has been made but much still remains to be done.

A chief County Probation Officer in one of the larger counties of the State, for example, estimates that he will need at least 12 additional officers to approach even adequate service. Other probation officers recognize the need for additional personnel. All agree that an adequate probation service is more economical than the excessive use of institutions that we now find in the Commonwealth.

A case on probation costs the taxpayer about \$200 a year. The saving is apparent when we consider the annual institutional cost per case is \$1,500. Or, stated in terms of daily expenditure per case, it costs 60 cents per day to maintain a man on probation as compared with \$5.00 per day to keep him in prison.

But, although probation saves the taxpayer money, the economics of the situation are always closely tied up with the other standard—the cases must be carefully chosen. Only in careful selection can we expect success.

The State institutions should never be allowed to become a "dumping ground" for want of a better disposition of the offender. This defeats the purpose of the correctional institution. Institutions will always be necessary to house those who defy authority, those who most likely will repeat their criminal acts and offenders who will not accept guidance and counselling. The selection of the offender for commitment or for probation can best be made when the court has the benefit of the pre-sentence investigation.

In summarizing this article, we are confronted with a real fact—that the cost of crime is reaching staggering proportions. This means that we must use more efficient methods of crime control.

As one of the methods, probation should be given real consideration since it obviously is more economical to the taxpayer.

Another feature wherein probation pays off financially becomes apparent when we consider that the probationer remains a productive citizen and supports his family. The burden to the Commonwealth of the family of the inmate is very heavy. To provide for a family of six, for example, the Department of Public Assistance pays nearly \$2,000 annually. Add this to the institutional cost of maintaining the provider, and we find it costs \$3,500 per year when the wage earner is imprisoned. Under probation, he can support his family and the taxpayer pays only \$200 for its probation services.

It should be recommended strongly that greater use be made of probation services when they are adequate, assure protection of society and control of the offender. The use of probation without its two-fold standard of adequate pre-sentence investigation and case loads not exceeding 50 per officer, brings discredit on the service with the resultant loss of public confidence.

Probation is one of the many tools at our disposal in controlling and treating the offender. Let us use all the tools. Let us make greater use of probation. It is both effective and economical.

If you choose to represent the various parts in life by holes upon a table, of different shapes,—some circular, some triangular, some square, some oblong,—and the persons acting these parts by bits of wood of similar shapes, we shall generally find that triangular person has got into the square hole, the oblong into the triangular, and a square person has squeezed himself into the round hole. The officer and the office, the doer and the thing done, seldom fit so exactly that we can say they were almost made for each other.

SYDNEY SMITH 1771-1845

EDITOR'S NOTE

It is felt the following report as prepared by Mr. Smith on sessions attended at the National Institute on Crime and Delinquency will be of interest to our readers. Mr. Smith advises that the following persons from Pennsylvania attended the conference:

Mr. Henry Lenz, Chief Probation Officer, York, Pennsylvania.

Margaret S. Perrin, Chief Juvenile Probation Officer, Media, Pennsylvania.

Mr. Paul J. Gernert, Chairman of Pennsylvania Board of Parole and President of our Association.

Mr. Theodore H. Reiber, Member, Pennsylvania Board of Parole.

Mr. Elton R. Smith, Assistant Superintendent, Pennsylvania Board of Parole.

Dr. E. Preston Sharp, Executive Director, Youth Study Center, Philadelphia, Pennsylvania.

Mr. Edward J. Hendricks, Superintendent of Prisons, Philadelphia County, Philadelphia, Pennsylvania.

Randolph Wise, Commissioner, Department of Welfare, City of Philadelphia, Philadelphia, Pennsylvania.

NATIONAL INSTITUTE ON CRIME AND DELINQUENCY MAY 18, 19, 20, 21, 1958, MIAMI BEACH, FLORIDA

By Elton R. Smith

Assistant Superintendent
Pennsylvania Board of Parole

The opening session was held at 8:00 P.M. on May 18, 1958, and was one of two general sessions. We had the usual messages of greeting from Florida officials. In his greetings, Judge E. Harris Drew of the Florida Supreme Court made some interesting observations pertinent to our field.

He deplored the length of time between the arrest of an offender and the adjudication of the case by the court. He felt that this was a major problem in Florida and for that reason he was urging that it be given a place of much consideration and significance. The Florida judicial system has been revised so that appellate cases are on a current basis. At the present time the courts with the aid of lay citizens are working on problems of hearing cases as soon after arrest as possible. He felt great concern that offenders do not remain a liability on society but that they be handled by the court in such manner that the arrest and subsequent treatment should be a constructive experience and that the offender becomes an asset to the community. He added that the experience should not be thought of only from a fiscal or a moral viewpoint. Judge Drew asked the group meeting in Florida to furnish leadership in their various communities by interpreting their work in such manner that the correctional services become a constructive process rather than a demoralizing force in the treatment of offenders. However, he felt that professional people could not do this alone and not until Mr. and Mrs. America lent a hand to the wheel.

Judge Drew presented Will C. Turnbladh, Executive Director of the National Probation and Parole Association, New York City, who introduced the main speaker of the evening, the Honorable Albert D. Rosellini, Governor of the State of Washington. Governor Rosellini premised his speech with the fact that in our democracy highest value is placed on human lives and that top priority is to preserve human life. In order for the State of Washington to offer the best possible services to the misunderstood problem of the offender, the State government in 1945-47 asked the National Probation and Parole Association for a survey of their present setup to determine their deficiencies and how they could be corrected. Each governor is naturally interested in the grave social structures from

which crime results. He emphasized that historians will record the plans we make to meet the problems of crime and the criminal. He offered four considerations to the group:

1. He stressed that it was imperative to arouse bold citizen action. The public often has superficial interest in social problems and often only when an issue is popular. There is often a lack of initial interest in the problem of the criminal and when there is interest there is often confusion in the causes of crime and its treatment. He felt a very real forward step had been taken by the National Probation and Parole Association in the formation of Citizen Councils in eight states of which Washington is one. He attributed to the public interest aroused by their Citizen Council some much needed administrative changes in their correctional setup. He also gave credit to the fact that through aroused public opinion they had been able to secure larger appropriations which more adequately meet their needs. He felt that an objective interest by the public and citizen groups is responsible for the moral tone in the state and that programs of social reform are as weak or as strong as their interest.

2. The second point in his discussion was the urgent need for research in our field. He stated that knowledge is contingent upon research. For that reason industry puts aside a great amount of money for research as they feel its absolute necessity in furthering their cause. The research program should be a "built in" program to evaluate parole activity. Lack of progress is often attributed to the lack of knowledge about parole and its program. The Governor advocated a slogan "Better programs to produce better citizens" for our field. The Governor strongly favored continuous research rather than spasmodic type of research so that legislatures continually have up-to-date information about our

field. If we do not have knowledge from research to present to our legislators, we cannot expect them to make needed appropriations to our departments. For that reason, he felt appropriations are fully warranted for research purposes. He saw a close collaboration between colleges and correction departments in the field of research as colleges are ready made for research and planning activities. In the State of Washington, there is a close relationship between the Sociology Department of the University of Washington and the correctional institutions. However, he felt it was not enough for the state to have research facilities but pleaded for the establishment of a Federal agency for research.

3. He cited the need for qualified personnel in our field. He stated that correctional personnel should be paid comparable to industry, be appointed under a merit system and have tenure under civil service. He asked for a bold approach to secure the very best people in this field. One method of doing this, according to the Governor, would be to challenge college students to enter the field. Another method would be to conduct in-service training necessary to maintain a high level of performance by the presently employed people. He concluded this point by stating he was afraid not enough stress has been placed on securing college students for our field.

4. He advocated that we provoke, encourage and develop cooperation between professional schools and stimulate interagency cooperation through public service training and internship in correctional institutions. He advocated that we use the program worked out in Washington where college credit has been given for the internship. In his State the academic institutions desire this arrangement. One of the problems of being Governor accord-

ing to the speaker was to see to it that state expenditures should not be out of line with revenue. On the other hand, law violations are climbing in number and seriousness. Therefore, every governor should give priority to this problem and give a mandate to the legislature that adequate tools should be provided to combat the problem. To this end it is also necessary to have a citizens program and to use citizen councils. There should also be an appraisal of the services and recruitment of personnel to meet the needs.

On Monday morning, May 19, 1953, I attended the seminar on "Gaining Public Acceptance and Areas of Interest to Gaining Public Acceptance", especially planned for judges, adult probation and parole officers and interested citizens. The discussant was Malcolm B. Johnson, Executive Editor, Tallahassee Democrat, Tallahassee, Florida. Although this was supposed to be a discussion group, Mr. Johnson devoted the main part of the time to a speech that he had prepared for the group.

He began his remarks by stating that common gossip is a ruthless competitor of newspapers and hopelessly mixed up in the five w's of journalism—who, where, what, when and why. He stated that common gossip was a particularly dangerous medium of communication for us also. He began to outline some of the constructive ways of dealing with newspapers. He felt that the most important way was to get to know the reporter on the beat. However, since they are understaffed and we may find it difficult to get acquainted with him, the best procedure would be not to wait until both the parole staff and newspaper staff are busy and tensions are great but to get to know the staff at a convenient time to both parties concerned. He felt the best approach in a situation like this was not to try to sell any-

thing at the beginning but merely to extend cooperation in the event a news story should break. He pointed out that it is best to tell the reporter we are interested in promoting truth instead of gossip. He added that even Bible stories reflect bad items such as persecution, violence, crucifixion and flight. He said that newspapers were accused of publishing only the bad things in life but he pointed out that we should analyze a complete newspaper and discover the number of items which are good and have a constructive nature rather than destructive. He said that when we find a scandalous story in the newspaper we should also ask, "Is it true?"

He accused the probation and parole officer of tending to protect the offenders and felt that this impression comes from the young reporter and young parole officer's knowledge of each other rather than the heads of each agency. He said that in his contact with the Parole Board in Florida he had learned long ago that it was not their policy to protect the offender against the truth. He said that we cannot immunize ourselves from the criticism of the public and that we should share in it when it comes our way. He said that too often the parole people felt that if they had good feature stories that would solve their problem. However, he said that feature stories are often lost under pressure of the small staff and in many cases understaffed newspapers. He commented that newspapers cannot always get as enthusiastic about our problems as we do as they are always meeting enthusiasts. He said, however, that they try to work in stories on all phases of life as nearly as possible. Everybody wants a picture layout on the Sunday supplement and parole and probation are in competition with skin diving and world-wide Evangelists. For that reason, he felt that daily contact and cooperation with newspapers is better than occasional stories.

He did admit that one of the great errors in operating news-

papers is to label people such as "parolee", "ex-convict", "war veteran", etc. He said it was unfortunately true that this method of reporting news sells more newspapers but in spite of that, he felt that more and more newspapers are cutting down on that type of headline. He said basic to newspaper work is to have a reporter handle a particular beat so that as a result interviewing is not so difficult as in other fields. In the matter of retraction of a news story, he felt that retraction often calls more attention to a bad newspaper story than not. He said the best way to insure good news is to hope that there is no error in the original story.

The second seminar had to do with "Interviewing Techniques and Counseling" and the discussant was Arch E. Saylor, Chief U. S. Probation Officer, U. S. District Court, New York City. He opened the session by stating that all trades have tools and probation and parole have the important tool of interview. Mr. Saylor gives a course at the New York University in interviewing. For us in this course, he had developed some synthetic case interviews and played them during the course of the discussion to illustrate various points.

He asked the question, "What is an interview?", and gave his definition that it is a special kind of communication conducted for the purpose of clients getting a new slant on life. He felt that it should help the client to live a better life. He defined correctional case work process as a method of treating the offender to have a more acceptable form of behavior. He felt that an acceptable form of behavior was difficult to define as it varied from community to community.

He also described what he thought should be acceptable standards for probation and parole officers. He felt that in the first place such an officer should be a well person, must be mature, stable and not given to anger and

impulsive acts, not condemning, not temperamental, must be able to accept and analyze all sorts of information and must be happy at home so as not to take anxiety out at the office. He added that such an officer should not take advantage of the fact that the client is a "captive" so that he can exhibit his authority. He said that authority in such a case is like a lady's slip — everyone knows it is there without exhibiting it. He felt that a parole officer should wear the cloak of authority with dignity as we represent government. He said we do not reach decisions by ourselves as officers since it is a team work between the board and the field staff. The Parole Board decides the case and the officer must have in mind that he is not the final word. The agent should not make promises and infer all will turn out all right when that is not necessarily the case. He felt that the agent's personality is his greatest tool and is learned from experience. The agent at all times must keep in mind the purpose of the interview and have an appropriate setting for same. He strongly advocated privacy for interviews and felt that parole interviewing should keep privacy in mind when they set up offices, such as private interviewing rooms, etc. He said that information obtained from interview is to be used by an officer for decision making and not to be conveyed to the public for news stories. He stressed the point that all information obtained from the client must be held in trust. He instructed us that it is important to point out to the parolee early in our relationship with him the need to get down to facts and establish truth.

He listed the following ingredients of good interviewing and discussed each briefly: (1) mutual respect; (2) understanding of both the client and the officer; (3) sincerity as this is deadly serious business because we are dealing with the lives of people; (4) competence; and (5) good use of authority.

He stressed the importance of establishing rapport as he said

that was one of the most difficult processes we have. He felt that the client might be leery of an individual who is over-friendly. He said our greatest asset is a sort of sixth sense called reasoning by some, intuition by other people, and a sense obtained from advanced information. In an interview he said that we should start where the client wishes to start rather than having our interview planned ahead of time. He defined counseling as when you try to help a client. He said sometimes we help a client most by listening to him and sometimes using a "meaningful grunt". During the playing of his records, he was able to illustrate many of the foregoing principles of interviewing. One of the interesting records that he played was an illustration of an agent being carried away with his own good ideas during which he preached to the client.

Following the morning sessions on May 19, 1958, the Conference had a luncheon which was the second of two general sessions. The main address was given by the Honorable Miles F. McDonald, Justice, Supreme Court, State of New York, and Chairman of the Board of Trustees, National Probation and Parole Association, who spoke on "Citizen Action: An Essential to Correctional Progress".

Justice McDonald stated the field of correction and its allied branches of probation and parole lack broad public support and urged citizen action which is essential to progress. He felt the public conscience "ironically has been satisfied when the punishment fits the crime". He said the public thinks of punishing the offender, not of his rehabilitation, and that a large majority of the public believe that once a defendant is convicted he should be incarcerated, preferably for the rest of his life. But he said the best efforts of law enforcement agents to prevent crime, to arrest and prosecute offenders, are wasted if the correctional process fails.

Incarceration, either unnecessary or unduly long, brings higher public assistance costs for broken families, he said, and misunderstanding among leading citizens is costly to corrections. Justice McDonald said the citizen action program is the only way major progress can be made. It brings together the country's best knowledge and experience in the field of correction and applies this to the problems of states and local communities. The program, organized two and one half years ago, has produced definite results, he said, and brings together the professional and layman working in partnership to deal with America's major social problem—delinquency and crime.

After the luncheon meeting the afternoon sessions were devoted to business meetings of the National Probation and Parole Association, the Southern States Conference of Correction and the Florida Parole Association. I attended the business meeting of the National Probation and Parole Association at which time they voted to raise their dues from \$3.50 to \$5.00 per year. There was also a report of the Nominating Committee but the slate was not complete at this time. There was also an interim report of the Parole Committee of the National Association since their final report will be given at the Congress of Correction at Detroit.

On Tuesday morning, I attended the seminar on "Understanding Offenders" at which time Tully McCrea, Southern Consultant, National Probation and Parole Association, Texas, led a discussion. He opened his discussion by stating that understanding the offender in terms of his total life experiences is a most important phase of a parole officer's work. He stressed emphasis should be made on individualizing the client as no two men get into trouble with the law for the same reason. Unless we understand the individual, we cannot understand the reason for his crime. We also must try to understand the re-

lationship the individual has to authority. Since we are parole officers and represent authority to our client, we must understand his attitude toward authority. We must understand that the parolee has had previous experience with authority in dealing with his parents and next his teachers and that might not have been good. Sometimes we must recognize that the parolee is not necessarily angry at his parole agent at times but authority in general. His total life experiences make him the kind of individual he is, which may be either dependent or over-aggressive. Another aspect to learn about the parolee is to learn to understand the individual in relation to the parole agent as another kind of person. We each react differently to another kind of individual. We often get so fascinated in building up an individual or helping him that we forget that he might be, for that reason, having a problem with us. By reason of early training, we may have difficulty in accepting behavior different from ours. For example, we may have been taught that drinking alcohol is sinful, and we may have difficulty in developing a tolerant attitude in that regard. He emphasized the importance of being aware of our own antipathies for that reason. We must also recognize why we are irked sometimes with parolees since it may be because we do not like the way they comb their hair, etc. At this point in the discussion, Mr. McCrea introduced an actual case for discussion. Copy of his material is attached.

The second portion of the seminar was led by John A. Wallace, Chief Probation Officer, Supreme Bench of Baltimore, Maryland, who continued a discussion of the case. I found that having this case material was a very valuable tool for discussion purposes.

On Tuesday night the Conference had a showing of the motion picture "Face of Crime", which had previously been shown on television. After the showing of the film, a discussion was led on the film by Dr. Ralph Brancale, one of the participants in the film

and Dr. F. Lovell Bixby who is head of the New Jersey Division of Parole in the New Jersey Department of Institutions and Agencies. This was a most enlightening discussion on this most interesting documentary film showing actual efforts at group therapy within the institution and also experimentation with sodium amytol.

On Wednesday morning I attended the session on "Parole and Its Relationship to Classification; Parole Board Public Relations". The opening speaker at this session was Sanger B. Powers, Director, Wisconsin Division of Corrections, who read a paper on the importance of classification. Mr. Powers pointed out the fact that classification should begin immediately upon the arrival of the inmate at the institution and should continue throughout his incarceration. He felt that parole boards were very dependent on the classification material provided to them by the institutions as it was a key factor in determining readiness for release on parole. In Wisconsin the parole officers contact the family during the period of incarceration and try to prepare the family for the inmate's return to the household. They also do a great deal of work in verifying and obtaining information for the classification material.

Mrs. Virginia Bedell, Member of the Iowa Board of Parole, was the next speaker on public relations. She defined public relations as good performance adequately appreciated and adequately communicated. She described the various individuals in a community to whom we should communicate our work. She started by pointing out that it is important for us to secure proper appropriations from the legislature. She said that it was often easier to obtain \$500,000 for a new cow barn than it was to secure an adequate appropriation for parole. For that reason in Iowa they have asked the Legislature to appoint a committee from their group to visit the Parole Board and attend hear-

ings with them at the institutions so that they would have an understanding of the work of the Parole Board and be able to interpret parole to the Legislature at the time of appropriations.

Another means of communication in Iowa is what is known as the Restoration Club. In Sioux City, Iowa, the agent there felt that he would like to have a group therapy class for all of his parolees within that City. After the group therapy sessions got underway, they thought it might be well to invite their employers to the group. Later the employers were so enthusiastic about the club that they invited their friends from the press, judges and other civic minded groups so that instead of the original group of parolees, there is now quite a varied membership. She said this was only an experiment but had been such a successful one in Sioux City that other parts of the State are planning to start the same kind of organization.

Another method of communication was to secure the assistance of newspaper reporters. Mr. Powers commented at this point about the fact that they had an unfriendly columnist in his State. They tried to change his attitude from one of negativism to a friendly one by inviting him to attend a Board hearing for a day. They gave him a score sheet listing all the names of the inmates as they would appear before the Board and asked him to vote whether he would parole or not the individuals as they appeared. At the end of the day to the chagrin of the newspaper reporter he had been much more lenient than the Board members themselves. Through this process he became a friend of the Board rather than a critic.

Another method of communication as described by Mrs. Bedell was obtaining the friendship of the police departments. The method they used in that regard is that when a parolee is released

to a community the parolee's agent takes him to the police station and introduces him to the police on the beat. The parole agent encourages a friendship between the police and the parolee rather than one of distrust on the part of each other. She felt that public relations could be improved by the attitude of board members themselves when they interview the inmate at the parole hearing. If the board can instill confidence and an attitude of fairness on the part of the inmate at that time, he is more apt to become a good parolee upon release. She felt that it was important that parole board members interpret their work to prison officials from the top down. She felt she could not stress enough the importance of the staff interpreting the work of the board through speaking engagements and writing articles. In Wisconsin the Parole Board has instigated the organization of clubs in each of their counties that interest themselves in corrections and parole.

The second session was on the topic of "Methods of Permitting Attorneys to Appear before the Board; Statistical Research and Its Use in Determining the Factors for the Granting or Denial of Parole; to What Extent are They Being Used; and How Much Credence as to Their Value".

Paul J. Gernert, presiding officer for this session, limited his opening remarks so that Mr. Edmond Fitzgerald, Commissioner, New York, Division of Parole, could make his presentation immediately since he had to leave early.

Mr. Fitzgerald declared that parole boards do not have all the answers they need to have in the performance of their duties due to lack of competent research in the field. He said that much talk had been given at national conferences from time to time about the need for broad research but so far nothing concrete on a national level had been done.

Mr. Fitzgerald referred to the fact that there is a trend to have attorneys appear before parole boards to represent parolees at revocation hearings and referred specifically to the incidents of that kind in Baltimore, Maryland, and Washington, D.C. This thinking has also infiltrated in the American Law Institute and is reflected in the Model Penal Code being prepared by that group. From a philosophical standpoint he felt it was a reaction stemming from the legislative branch of our government. He stated that the Congressional hearings had on occasion infringed on the rights of the individual and that sometimes administrative boards had been arbitrary in their actions. He felt that a mistrust had developed of administrative boards which might be the basis for a curbing of their activities. However, in regard to attorneys appearing before parole boards, he felt this was a most impractical suggestion for the administrative procedures of the parole hearing. He said that about five hundred judges in the country commit inmates to institutions and if the parole board members would be subjected to another trial at time of their parole hearings on parole revocation, it would be necessary from the time element for their hearings to increase parole board members to a like number. He felt that attorneys might probe into all factors of the case and for that reason the parole board would need a prosecutor for their benefit. He added that if that was the case, the parole hearing would become a forensic spectacle. Wealthy offenders would hire a more articulate attorney and the indigent inmate would have little help.

Mr. Fitzgerald referred again to the research portion of his topic and advocated the need to establish criteria for research and the need for a unified research program. He felt that these needs could be met through the establishment of a National Academy for Research. He stated that segmental research meant little or nothing as isolated projects were

conducted under local conditions. He pointed out that the Doctors Glueck do monumental work but again they work under local conditions. He said such fundamental questions as these need to be answered: Why is it that there is an increase in prison population? Why is there an increase in rate of crime recorded? He asked also for a full investigation of the criminal sub-culture.

He wanted it understood that he did not decry the studies made on a local or state level but he did point out the importance of pure research and finding of truth. He related that parole and probation were started by religious groups but at the present time we have lost that emphasis and we now glorify techniques. The time is coming when we have to do something more to get our share of the tax dollar. He added that press reaction is unfavorable at times due to specific cases but by and large our press relations are not too bad. He indicated that we must never forget human relations.

In conclusion, Mr. Fitzgerald reiterated his plea that we stop talking about research and do something about it.

The second discussant was Harry C. Dupree Chairman, U. S. Army and Air Force Clemency and Parole Board, Washington, D. C., who presented the following paper:

In order to proceed with a discussion of the topic assigned to me, I believe two brief definitions should be given as the terms "statistical" and "research" frequently are used to indicate the same process. For our purpose the following definition of "statistical" seems to be acceptable: that which pertains to the collection and classification of facts or the number of occurrences as a ground for induction. In simpler language it is fact finding and it pertains to the tabulation of facts, under appropriate classifications, from which we try to draw inferences as to general truths. A simple illustration of this definition would be tabulations of the number of

inmates paroled last year, the number that are returned for violation of parole each year, and additional tabulations as to the reasons for return, the ages of those returned, the areas from which returned, etc. We have here the number of occurrences, classified in several ways, and from these tabulations we arrive at some general truths, which could be that parole violations exceeded the year before, or that one reason for return seemed to be higher than other reasons, or that those under 25 years of age violated parole with greater frequency than those over that age.

The dictionary gives us the following definition for "research" which indicates a different conception: Research is that critical and exhaustive investigation or experimentation which has for its aim the revision of accepted conclusions in the light of newly discovered facts.

In research we conceive of a much more comprehensive investigation and a much deeper exploration than mere statistical tabulation—and as its objective the discovery of new factors or the revision of conclusions heretofore accepted. The Gluecks of Harvard University have been engaged for over twenty years in a research project having as its object the discovery of new facts relating to parolees. They have made exhaustive examinations and tabulations of juvenile offenders, of female offenders and other groups. These projects illustrate the connotations of research.

The question for discussion is, "Is statistical research being used to determine the factors for the granting or denial of parole by parole boards?" After examination of published material in the parole field, I can find very little information that would lead to the conclusion that parole boards use any data of "Statistical Research" as a basis for the granting or denial of parole.

Parole boards are generally composed of persons who have spent many years in the correctional field and quite a large num-

ber of persons who have been drawn from other fields of work. But I do not find any distinction exists as to the bases for granting or denying parole whether a board member was a career man or not. Both groups draw on their experience in life, as the approach to considerations of parole. And when I asked a representative cross section of parole board members whether or not any data relating to statistical research affected their decisions to grant or deny parole, the answers were invariably that they did not make their decisions with any such factors in mind.

On the contrary, practically every board member interviewed stated that when a prisoner is before the board for parole consideration he or she concentrated all of their attention upon the factors both plus and minus in the case of the individual and that the decisions arrived at are based wholly on the factors in each individual case.

Prediction tables were worked out by several students of parole some twenty and twenty-five years ago. Professors Vold, Tibbetts and Burgess each developed factors relating to prisoners out of which they endeavored to develop numerical components that would indicate to parole board members the possible better risks for parole. Glueck also worked out prediction tables but he warned workers in the field he had not validated his studies to the point where he could recommend their use by parole boards.

Each of the Professors who developed prediction tables used different categories of factors as a basis of predicting parole outcome. Some used a larger number of factors than others. Some gave varying weights to some factors and not to others, while one professor gave the same weight to each of the factors that he felt would aid in the prediction of parole outcome.

The authorities in the State of Illinois used numerical data to indicate that inmates before the board of parole had plus or minus

chances of successfully completing parole. This data was only part of the material studied by the board for possible parole decisions. At one time the authorities in Wisconsin were reported to have used prediction tables in their parole operations, but I do not know what their practice is today.

Upon the whole however it has become very clear that parole boards across the country have not used the prediction tables that were developed. Apparently they were not accepted as valid data for some use, and today I believe we can conclude they are being used to a very small extent, if at all.

Interestingly enough when we examine the factors that those who worked on prediction tables thought were important for parole consideration we find that they were, in a general way, the same factors which parole board members evaluate as important indices for or against parole. For example in 1931, Tibbetts developed twenty-one factors in regard to weighing the parole of a prisoner in terms of success and failure on parole as follows:

1. Nature of offense.
2. Number of associates in offense.
3. Nationality.
4. Parental status.
5. Marital status of inmate.
6. Type of offender.
7. Social type.
8. Area from which committed.
9. Size of community.
10. Type of community.
11. Resident or transient.
12. Statement of trial judge or D.A. in regard to recommendation for mercy.
13. Committed after plea to lesser offense.
14. Nature and length of sentence.
15. Time actually served when up for parole.
16. Previous criminal record.
17. Previous work record.
18. Record in institution.
19. Age at time of offense; at parole.
20. Psychological status.
21. Psychiatric report.

Using this table it was concluded that if there were fifteen unfavorable factors, the inmate was a poor parole risk. If five or less categories were unfavorable, it was felt the inmate would make good on parole. The criticism to this table was that the weight of all factors was equal and some factors were ambiguous.

In a volume published by the Gluecks relating to a study of the later years of the juvenile delinquents who were originally studied fifteen years earlier, it is stated that new studies were being undertaken in which some two hundred factors were being tabulated. Eventually some very important hypotheses may come out of these research projects for the workers on parole.

Research projects have been undertaken in other fields such as the Kinsey reports on sex of both males and females. But these reports do not give us any data that affects our individual study of each prisoner who appears before parole boards for consideration.

I know of one study of sex offenders who were paroled by a parole board. Of some 925 such offenders paroled over a seven year period, 25 were arrested for new sex offenses, and 32 were declared technical violators for sexual misconduct. Thus it was found that a total of 57 parolees out of 925 sex offenders had failed by continuance of sexual misconduct. This represents slightly over five per cent failure which probably affected the board's operations in a general rather than a specific way. That is that they would continue to parole sex offenders. However, I do not think it affected the study of any individual prisoner being heard for parole.

Out of experience then parole board members have gained great insight into offenders in institutions who constitute the better risks for parole. We know that drug addicts (not dabblers in drug use) are a great risk to fail parole, forgers carry a high violation potential, alcoholics have great difficulty in meeting parole requirements and we could cite

many additional hazardous types of cases. But when it comes to individual cases, we not infrequently find that an alcoholic or a drug addict has not returned to his old ways when on parole so expectations on a group basis are sometimes reversed when individuals are concerned.

In the same way we know a lot of factors as a result of our experiences in life and in parole that lead us to the belief that men or women can successfully meet parole conditions, a good home, interested parents, average intelligence, good working habits, and a host of other factors which parole board members review in their minds as the hearing for parole of a prisoner progresses.

Parole urgently needs the help that research projects could provide. We have no national parole statistics now. We in parole have carefully kept detailed records of hundreds of thousands of parolees. This material could readily be classified. We do not have the research experts or the facilities for the exhaustive examination of this material. All of this material awaits the scholars who can pursue a scientific examination and who can develop hypotheses towards the development of new facts.

My conclusion, therefore, is that parole board members do not use statistical research data in granting or denying parole, where accepted studies have been made, they have not been validated, that studies made in earlier years have not affected the thinking of parole board members today and that they have little value at this time.

Mr. Gernert pointed out some of the research projects undertaken by the Pennsylvania Board of Parole within recent months and the use that the Board had been making of them in their work. He stated that research was not valuable unless the base of operation extends for at least a period of five years. As an example of the type of research the Pennsylvania Board of Parole had found valuable, Mr. Gernert cited

the character. The fact is that imprisonment has a deleterious effect upon youthful offenders. Whatever the effect of the treatment program, the fact remains that 94 per cent of those entering prison return to free society.

Nevertheless, Judge Edwards is not pessimistic. He stated that there are some impressive results but correctional administrators should not let the public believe that they are doing treatment and that all is well with the prisons when it is not. The answer is not punishment however.

He then went into a discussion of the causes of crime which he called a prescription for crime. He outlined how the typical offender begins in a disorganized home and is later influenced by a rejecting community which includes the schools and other social institutions, then is sent to a correctional institution which does not correct but where he may, in fact, learn more about crime. Out of this discussion, he derived the following summary program for treatment:

1. Development of a pattern of orderly living in the offender.
2. Creation of a sense of achievement.
3. Moral and religious training.
4. Setting examples through counseling.
5. Give psychiatric treatment where it is indicated.

RESEARCH ON DRUG ADDICTS AND ALCOHOLIC OFFENDERS

A series of four papers was presented by students and members of the faculty of the University of Maryland as follows:

Thomas F. Courtless, Jr.: Female Drug Addicts and Inebriates.

Mrs. Dora R. Evers: Early Family Adjustment of Female Drug Addicts.

John I. Toland: A Sociological Differentiation of Colored and White Alcoholic Offenders.

John M. Wilson: Drug Addicts and Alcoholic Offenders, Colored and White; A Comparison of Social Isolation.

The general findings of these four papers were in considerable agreement. One major finding was that both drug addicts and alcoholics suffer from undersocialization. Their social contacts are very much circumscribed. The second major finding was that the white addicts and alcoholics were socially more isolated than the colored subjects. This was interpreted as meaning that the colored alcoholics and addicts are less likely to be rejected by their people than the white alcoholics and addicts. The only associate of the white alcoholics and addict are people in skid row. From the standpoint of treatment, therefore, the colored alcoholic and addict has a better chance of being rehabilitated than the white subject.

ADMINISTRATION OF PAROLE SERVICES

The purpose of the session on administration of parole services was to discuss the pros and cons of parole administration in relation to the general organization of correctional and welfare services, comparing parole services within a department of welfare with parole services within a department of correction and by an independent board. The speakers and the topics were as follows:

Sanger B. Powers, Wisconsin: A Department of Welfare Administers Parole Services.

Leonard R. McConnell, Michigan: A Department of Correction Administers Parole Services.

Paul J. Gernert, Pennsylvania: A Parole Board Administers Parole Services.

The Board of Parole in Wisconsin is within a Department of Welfare which includes five divisions, one of which is the Division of Corrections. The Board is in this Division.

The Board has three members one of whom is the Director of the Division of Corrections. All three members are appointed from Civil

Service lists and they must have a Master's degree in social work or social science or equivalent. They interview prospective parolees but do not have final authority to grant parole. They merely recommend parole to the Director of the Department of Welfare which is governed by a commission. The Director of the Department of Welfare is a political appointee.

Furthermore, the Board of Parole has nothing to do with supervision, although it does review parole violations and makes recommendations to the Director of Welfare.

The Michigan Parole Board is within a Department of Correction. The policy of this Department is determined by a Corrections Commission of six members who serve without pay. The Board of Parole consists of five members. They visit the institutions in pairs and grant paroles. They also make recommendations to the Governor on applications for pardon and commutation of sentence.

However, the Board of Parole has no control over supervision which is under direction of an Assistant Director of the Department of Correction in the Bureau of Pardons and Paroles. Violation warrants are issued by the Assistant Director.

Mr. Gernert pointed out that the Pennsylvania Board of Parole, unlike the systems in Wisconsin and Michigan, is an independent agency. The Governor of Pennsylvania constitutionally is the only one who can grant clemency or commutation.

Mr. Gernert feels that separation of parole services from institutional control removes all inferences of partiality in parole selection and places it in the hands of an impartial body.

The drafters of the Pennsylvania Parole Act had before them the example of the parole system as administered previously and felt they should not make the same mistake of having one agency select parolees and another supervise them.

WORKSHOP ON TRAINING FOR CORRECTIONAL WORKERS

This was an all day workshop under the Chairmanship of Professor Howard B. Gill, Director of the Institute of Correctional Administration, George Washington University. The workshop was divided into four sections: Preservice Training, Orientation and Basic Training, In-Service Training and Professional and Graduate Training. The first topic was discussed by the following speakers.

Alfred C. Schnur, School of Police Administration, Michigan State University.

Mabel Elliott, Chatham College, Pittsburgh, Pennsylvania.

Frank Hartung, Wayne State University, Detroit, Michigan.

Professor Schnur presented a rather lengthy paper reviewing the present status of college training for correctional workers. He stated that few colleges have any academic curriculum suited to the preparation of correctional workers. Material available is largely sociological as most of the work has been done by sociologists. He pointed out that experience in correction is not enough to do a professional job. For experience to be effective, the worker must be trained to know what to look for and what to do about it.

Trained applicants should not be required to start at the bottom of the salary scale. Resident requirements should be removed. Civil Service does not guarantee getting the best candidates.

He defined correction as the management of offenders from arrest to discharge from parole. To prepare for it, there should be preservice training at college level plus 1000 hours of experience in internship with some correctional agency. He contended that correctional training is not training in social work.

Custody and treatment personnel should be merged. Both should be recruited from people with the same preservice training. There should be an undergraduate and

graduate curriculum. He presented the following under-graduate curriculum: criminology, probation and parole, correctional institutions, clinical correction, research, juvenile delinquency, correctional administration and field work. He also advocated other courses such as English composition, natural sciences, social sciences, psychology, political science, humanities, basic courses in research and statistics, logic, criminal law, social psychology, personnel administration, social work courses, police tactics and physical education.

Dr. Elliott did not read a paper. She spoke largely about her observations growing out of her experiences in research and related some of her experiences on her trips abroad. She expressed the opinion that women's institutions have done and are doing a better job in correction than the men's institutions. This may be partly because of the small size of the women's institutions.

In correctional work, she finds people with all degrees of training and preparation or lack of it. There are the do-gooders, the totally untrained, the partly trained and the professionally trained. All employees should have a period of orientation, including the clerical and technical workers.

Women's prisons should not be located miles from nowhere. This isolation creates administrative problems and interferes with rehabilitation.

One of the problems of correction is to determine what sort of treatment will accomplish certain definite ends. For this purpose, much more research is needed. Correctional workers should be trained to know what treatment is required for specific ends.

Professor Hartung spoke very briefly on the point of whether correctional work is casework, referring to Dr. Schnur's comment. He held to the view that training should be in correction rather than casework. He believes that casework has to do with emotional disturbances whereas correctional

work has to do largely with character deviations resulting from learning.

The main speaker on the topic of Orientation was William A. Childers of the Federal Bureau of Prisons, Washington, D. C. He stated that orientation is part of the selection process. Its purpose is to acquaint the employee with the basic requirement of his job and make him feel at home. The correctional environment requires rather radical readjustment for the new worker. Even though he may be well trained academically, he faces the problem of learning to apply the skills he learned in preservice training. This takes from four to twelve months.

Custody and treatment are facets of correction and not separate entities. Training must be general enough to include both custody and treatment and specific enough to train for each specific position. All persons should be oriented and given basic training.

Training must begin at the time of hiring but it should be gradual and under supervision.

For the most effective results, training must have the participation of management. There should be a training specialist and a personnel development unit.

In the afternoon session, the subject of In-Service Training was discussed by the following speakers:

Morline M. Anderson of the Division of Corrections, Wisconsin.

T. D. McDonell, Superintendent of the Penitentiary Staff College, Kingston, Ont.

Edwin Powers, Deputy Commissioner for Personnel Training, Massachusetts.

Fred R. Dickson, Warden, San Quentin, California.

Leland Cassaces, Captain, Sing Sing Prison, New York.

Mr. Anderson said that for an adequate in-service training program there should be a full time person on the staff to administer the program and a full time staff. Participation of management is essential to the success of such a program. In fact, training is a

function of management and some consider it the most important aspect of management.

In-service training starts with orientation and basic training which usually lasts for six months. He mentioned role playing as one of the methods used in instruction. He believes that the older staff members who usually respond negatively to any suggestion of training become interested in such a program and sooner or later ask to be included.

In his setup, questionnaires were devised to determine the training needs and tangible rewards were given in the form of compensatory time and salary adjustments. All training starts at the level of the worker at the time of induction into service.

Mr. McDonell said that the training program in Ontario, Canada, grew out of the riots which occurred prior to 1938. As a result a number of workers were sent to England for training. The basic questions raised in connection with the initiation of training were as follows:

1. Was the candidate suited for the work?
2. What kind of institution was he most suited for?

Then followed a centralized training course.

The training program in Canada started in 1947. From this date until 1952 the courses were given at the Canadian Police Headquarters in Kingston, Ontario. In 1952 a separate school was established.

Three officers from each institution are sent to school for a period of twelve months. During that time they are given a total of 76 courses. Each penitentiary has an in-service training course within the institution which is followed by the centralized training course discussed above.

Mr. Powers stated that Massachusetts has a central training school in one of the institutions and a full time training officer. The training is both for guards and correctional officers. He be-

lieves that the training should be of all personnel from the top down and it should be a constant process. The attitude of management should be favorable and participating.

The speakers for the classes are recruited mostly from the staff of the Department of Correction. Part of the training consists in visiting other institutions.

Some of the problems that need to be resolved are as follows:

1. How to know what makes a good officer.
2. Should training be part of the selective process.
3. How should the undesirable employees be removed.
4. How to resolve the security and treatment conflict in a prison officer.
5. How to evaluate what is of most value and what is the least value.

Mr. Dickson stated that the training program in California began in 1945. Basic training consists of 18 hours of class work given on State time and sometimes trainees are paid for overtime. The training cost per officer is about \$100.

He believes that all workers should have the basic courses including professional people like physicians and psychologists, etc. Part of the training program for experienced personnel is to let workers at different levels try out doing the work in positions at higher levels or in different positions at the same level during the vacation of the regular incumbent.

There is in addition what he called a management conference each year at which are discussed the problems of the entire State government. Speakers from private industry are brought in for this conference.

One of the unusual aspects of training in the California correctional institutions has been the training of personnel from different areas of the correctional field for group counseling which is usually restricted to professional-

ly trained people. They have accountants and maintenance people doing this kind of work after training.

Training is also afforded by the nearby army installations in such activities as demolition and handling of incendiary bombs.

The training program in California has stimulated some of the custodial staff to take work at the University and some of them have obtained Master's degrees.

As part of the public relations program, they have tours of the institutions for the families of the personnel so that members of these families become public relations people.

Mr. Cassacles spoke briefly on two points, one of which was that professional workers in the prisons, such as psychiatrists, physicians, social workers, psychologists, must have orientation in custody to be able to cooperate fully with the program. His second point was on how to motivate for training. This is a problem which apparently has not been adequately resolved.

The speaker on the last topic, Professional and Graduate Training, was Professor Richard Clendegen of the School of Social Relations, Ohio State University. He began his discussion with the statement that every employee in correction is a correctional worker, that the guard who is a crucial person in the prison program is in fact a treatment officer.

On the topic of what to teach, he stated that it is necessary to teach an approach to the correctional job. The correctional worker should know that behavior is caused, that it can be changed, that the prisoner as a human being should command respect and dignity. There is a likeness of offenders in their attitude and reaction towards society. The majority show strong defense against change and surface compliance with any program that may be presented. The correctional officer must have enough understanding to appreciate the dynamics of behavior. There should be a philosophy of dynamics over mechanics.

Management must be interested in this program before treatment can be effective.

Preservice training of correctional officers must be a full time job. It should not be done on the job nor should there be part time teachers.

On training methods, he suggested greater use of case material. He suggested also the establishment of training centers on an interstate basis or even setting up joint centers between Federal and state agencies.

He then discussed the program at Ohio State University which has both an undergraduate and graduate curriculum for correctional workers. Inferentially he seemed to believe that correctional work is casework but that those graduating from the undergraduate curriculum could not be called social workers.

WORKSHOP ON THE SUBJECT OF THE PAROLE HEARING

The speakers on the above subject were as follows:

John A. Trudell, Michigan Parole Board.

Wallace Reidt, Director of Maryland Department of Parole and Probation.

L. W. Mallett, Oregon Board of Parole and Probation.

Mr. Trudell defined the parole hearing as the point where a parole releasing agency has to determine when the offender is to be released.

The parole hearing should be held in a comfortable room. There should be sufficient time given to permit the inmate to express fully his ideas. The hearing should not be dominated by the Board members. In Michigan the average time given to hearings is about twenty minutes. In individual cases, much more time may be spent.

No spectators should be permitted in the hearing without legitimate reasons. It should be a private affair without interruptions.

The atmosphere of the hearing should be such as to allay nervous tensions and anxieties which as a

rule will be present in every candidate for parole. The hearing should perhaps be introduced with small talk. The rights of the individual and the dignity of the inmate as a human being should be recognized. Berating of the inmates for his record of prison conduct or loss of temper on the part of the Board members are out of place in a hearing.

The Board should make full use of the records available in the institution to learn about the inmate's background, the results of psychological and psychiatric examinations, his previous record, his parole plans, and the warden's recommendations. There should be a verbatim recording of the hearing for the use of the field staff and institution staff. This information, however, should be regarded as confidential.

Some of the controversial issues concerning hearings are as follows:

1. Whether attorneys should be allowed to attend hearings.
2. Whether the Board should render its decisions about paroling or denying parole at the close of the hearing.
3. Whether the prisoner himself should necessarily be present at the hearing.
4. Whether the hearing should have a therapeutic purpose.

Mr. Reidt stated that until five years ago parole hearings were public and were held in the courts.

The Board in Maryland consists of three members, two of whom are part time. Hearings are held in the institutions monthly and parole consideration is given mostly after the inmate has served one-third of his sentence. Sometimes consideration is given earlier. No one is permitted to attend the hearing in behalf of the inmate nor is the press allowed to attend hearings. At times they have allowed people to be present who are interested in parole as bystanders. At one time they had a television recording in which the specific cases handled were not reported but it was merely for the purpose of showing the pro-

cedure. When guests are present, the inmate is not told who they are. The Chief Classification Officer of the institution is always present.

The Board is an independent agency. Its Chairman is an ex-officio member of the Board of Corrections.

The hearings are audiographed but the records are not transcribed unless there is a rehearing.

Mr. Reidt regarded the object of the hearing to be that of getting insight as to the man to be paroled. The Board wants to get a feeling about him. The case may be refused, continued or given a rehearing at some future date. Attorneys are present only in the case of parole violation hearings.

Maryland has the practice of requiring a parolee going to a distant state to post a bond if possible so that if he has to be returned for violation, the costs of transportation will thus be defrayed.

Rehearings are given at intervals of a year to a year and a half. The cases are decided after the inmate leaves the hearing. The information is given to the institution and the inmate is informed by the latter. Prior to the hearing, a list of applicants for parole is sent out to each county attorney a week before the hearing.

Mr. Mallett stated that the Board of Parole in his State is a voluntary board receiving no pay. They release 52 per cent of the inmates on parole. They also handle 40 to 45 per cent of the probation cases in the State. The Board holds hearings four or five days a month and considers about 25 cases a day. The amount of time spent on each case may range from 45 seconds to an hour and a half. There are some inmates who come before the Board and say they are not interested in parole and that is the end of the hearing.

No representation is allowed to the inmates at these hearings. The Board admits guests to the hearings, such as judges, district attorneys and citizens.

The purpose of the hearing is to get to know the individual. The hearing is recorded by the Director of Parole who turns over the information to the institution parole officer who in turn notifies the inmate. The inmate is notified in writing usually two days after the hearing.

MINIMUM REQUIREMENTS FOR PROBATION AND PAROLE SUPERVISION

The panel for this topic was under the chairmanship of William F. Eardley, Assistant Director, Michigan Department of Corrections. The speakers were as follows:

Elmer W. Reeves, Deputy Chief Probation Officer, Court of General Sessions, New York City.

Roland R. Lutz, Chief, Bureau of Probation and Parole, Ohio.

Mr. Reeves opened his discussion with a reference to the standards set up by the National Probation and Parole Association in determining case loads. He pointed out that the preparation of one presentence investigation is regarded as equivalent to the supervision of five cases for one month. The discussion dealt largely with the problem of improving services in spite of heavy work load but he pointed up certain other problems about which we should be concerned and find a solution for.

At the present time there are no criteria available for the selection of probationers. One of the results is that persons coming before the courts receive service or treatment in inverse ratio to their needs. Prediction tables have a race track approach. He questions the logic upon which their construction is based. They are based on past performance of the subjects and do not measure the changes that have taken place or the potentiality of the probationer when placed under supervision. He quoted the statement of the late psychiatrist Sullivan who said that every case is a new research project.

Treatment in a probation setting may range from giving the probationer carfare to obtaining employment for him or giving him counseling. The most important aspect is that a positive client-worker relationship be established. Beyond this point, the probation officer is there to satisfy the probationer's need but some of the most effective work can be accomplished if we take advantage of the crises. At such times the probationer is most amenable to treatment.

The probationer must make use of community resources. This includes not only agencies but other people to whom the speaker referred as "significant others" who are authority figures.

One of the questions raised in connection with supervision is how much emphasis should be placed upon the directive as against the non-directive approach. The probation officer will use both approaches. In the non-directive approach he will observe rather than manipulate the probationer.

One of the problems is when to use referrals to other agencies. This should be done only when a specialized service is needed and available from another agency. But it is important that the probationer may take it as a rejection on the part of the probation officer.

When a referral is made to another agency, the responsibility for the probationer's behavior remains with the probation officer.

The speaker then spoke about the importance of supervision of the probation officer and the role of the supervisor. Obviously, the role of the supervisor will affect the role of the probation officer. The purpose of supervision is to aid in the growth and development of the probation officer. The supervisor acts as a censor. His role is educational, consultative and administrative. He provides emotional support for the worker.

Mr. Lutz considered as the most important task faced by parole administrators that of developing a system whereby the parole program may be streamlined so that the most judicious use may be

made of personnel and time. The greatest problem, therefore, is that of case load management.

It is recognized that not all prisoners have the same needs. Therefore, not all of them require the same degree of supervision. He suggested that cases be classified into three grades, those requiring close supervision at the outset and possibly for sometime to come because of the high degree of risk that they present. Then there are those that require medium or average supervision and finally there is the group that requires only a minimum of supervision. There may be cases where use of office conferences may further enable the reduction of field supervision. Another method of streamlining procedure and saving time is that of making careful itineraries so that the time of the parole officer may not be wasted. Time may be saved also in prerelease planning by educating the correctional workers in the institutions in the prerelease orientation of their inmates.

The way in which an initial interview is conducted also may affect the amount of time that needs to be spent with parolees under supervision. If the parole officer succeeds in orienting the parolee properly at the outset, he may save time later on in supervising him.

Effective communication within the system also promotes speed. Another aid would be the preparation of occasional case reviews as a matter of procedure. This would save time in reading records.

The proper use of community resources could also be helpful to the parole agent in the supervision of parolees. It is possible to develop sources of information within the community that are reliable and easily available.

In spite of all of these means of streamlining the work of parole, overtime will remain unavoidable and recruits must be oriented toward this requirement. The maintenance of an efficient system will require continuous staff training.

CASE RECORDS — TOOLS OR TYRANTS

This meeting was chaired by Milton G. Rector, Assistant Director, National Probation and Parole Association. The speakers were as follows:

Paul Kalinauskas, Probation Project Supervisor, Michigan State Department of Correction.

Everett Porter, Member, California Adult Authority.

Richard F. Doyle, Chief U. S. Probation Officer, Detroit.

Mr. Kalinauskas stated that one of the main problems of recording is that of writing reports that can be understood. Too often professional reports require translation before they can be communicated.

He discussed the question of what is wanted in a record. He stated that there prevails a pack rat attitude among correctional workers. Because of mistrust on the part of superiors there is a great deal of repetition in recording. Factual information must be evaluated and interpreted. Occasional summarizing is of value. Because of the nature of the records and the time element, the worker must control the interview rather than allow the interviewee to ramble in all directions. Inclusion of unimportant details should be avoided.

The records should reflect attempts at diagnosing on the part of the worker and attempts to prescribe treatment. It is proper to register impressions but these should always be verified by collateral contacts.

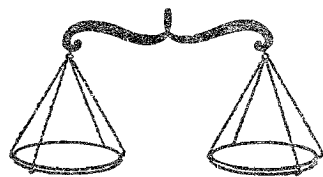
The speaker then referred to some of the common problems encountered in recording such as widespread poverty of experience on the part of the workers; lack of leadership in administrators and supervisors and failure to meet and plan together to determine what is wanted; necessity for elimination of gobbledygook and specialized terminology; and lack of experimentation with new forms of reports.

Mr. Porter as a member of a parole board is interested in brief records because of the short time

that a board member has to review case record prior to hearing the applicants for parole. He believes that there is a great waste of paper in stating facts and offenses. All that a board member wants is a profile of the man, the why of his actions and writer's opinion. He also would like to have suggestions as to treatment included in the reports.

Mr. Doyle stated that case recording is a very necessary part of our work and that schools of social work should be used to train correctional workers in the preparation of records. Much was said by previous speakers about brevity but we must guard against belaboring the matter to the point where we may end with records that say nothing.

In general, he accepted what the other speakers had presented.



THIRD INSTITUTE FOR JUVENILE AND CORRECTIONAL PERSONNEL

by Charles F. Genter
District Supervisor, D. O. No. 4
Pennsylvania Board of Parole

The Third Institute for Juvenile and Correctional Personnel was held at the Pennsylvania State University, University Park, Pennsylvania, September 18-20, 1958. This Institute was held under the auspices of the University in cooperation with the Public Service Institute and the Pennsylvania Committee for Correctional Staff Training. Sixty persons representing various phases of correctional work registered for the two day session.

The Institute got off to an enthusiastic beginning with a Dinner Meeting at the Nittany Lion Inn with Edmund G. Burbank,

Chief Probation Officer, Q. S. Court, Allegheny County, Pittsburgh and Institute Chairman, presiding. An address of welcome was given by Dr. John H. Ferguson, Secretary of Administration and Budget Secretary for the Commonwealth, during which he gave an account of strides which had been made in his office relative to Commonwealth employees. After this Harold P. Zelko, Professor, Department of Speech, Pennsylvania State University, acted as Moderator for a panel discussion on the objectives of the institute. The panel consisted of the following group leaders: Dr. G. I. Giardini, Superintendent, Pennsylvania Board of Parole, Dr. Kenneth Taylor, Deputy Commissioner, Bureau of Corrections, E. Edwin McKay, Training Division, Bureau of Personnel, Department of Public Welfare, substituting for Leonard Nadler who was unable to be present, Dr. Thomas J. Davy, Educational Associate, Fels Institute of Local and State Government, Pennsylvania State University, John Brillhart, Instructor, Department of Speech, Pennsylvania State University and Dr. Harold J. O'Brien, Associate Professor, Department of Speech, Pennsylvania State University. The institute had as its topic "Communications — a Two Way Street". The members of the panel briefly outlined the subject matter which would be presented at the various work group sessions which would be held on the following day and Saturday morning.

Each registrant was assigned to a work group; each group alternated participating in the following subjects during the hours designated for concurrent work groups: Person to Person Relationships in Communications with Dr. Giardini and Dr. Taylor as the group leaders; Person to Group Relationships in Communication with Dr. Davy and Mr. McKay as group leaders; Techniques and Methods of Communications with Mr. Brillhart and Professor O'Brien as group leaders.

In the workshop — Person to Person Relationships in Communications — a film entitled "The Inner Man Steps Out" was used to

illustrate the case of a supervisor who had trouble getting along with others and with himself. The film illustrated this supervisor's efforts to follow good human relations rules which backfired despite his earnest intent to be decent. Following the presentation of the film, a discussion was had among the participants of the workshop as to the best way of handling the problems which confronted this supervisor and relating these problems to the experiences of the workshop group.

In the workshop — Person to Group Relationships in Communications — led by Dr. Davy and Mr. McKay, we discussed communications in the administration of governmental agencies. Here it was pointed out that each governmental administrator communicates within a specific administrative environment and is governed and circumscribed by specific laws, regulations and programs, serving a clientele with peculiar interests and problems. We also discussed the responsibilities of administrators, the determinants of emphasis in communication; leadership, the determinants of methods in communication.

In the third workshop — Techniques and Methods of Communications — led by Mr. Brillhart and Professor O'Brien, we discussed the importance of the use of visual aids, the use of specific cases or examples, the use of illustrations, statistics, testimony in the sending process of communications. We also discussed the factors of attention and interest, kinds of appeal, organizing a message in connection with the sending process. Another part of the subject matter had to do with barriers to listening, rules for good listening in connection with receiving a message in communications.

At the luncheon held at the Hetzel Union Building on Thursday, Dr. Robert T. Oliver, Head, Department of Speech, Pennsylvania State University, gave a very enlightening and interesting talk on his personal relation-

ship with Syngman Rhee, President of the South Korean Republic, pointing out the effectiveness of good communications even in the diplomatic field.

The Institute was brought to a successful conclusion with a luncheon on Saturday at the Hetzel Union Building, with Fred H. Miller, Acting Executive Director, Public Service Institution, presiding. Highlights of the workshop discussions were presented by the Work Group Chairman, Harry Dworkin, Director of Institutional Training, Bureau of Children's Services, Department of Public Welfare, The Honorable Swirls L. Himes, President Judge, 20th Judicial District, Huntingdon, Jean Farquhar, Training Consultant, Bureau of Children's Welfare Services, Department of Welfare, Daniel R. Bernstein, Supervisor, Community Service Division, Youth Rehabilitation, Bureau of Children's Services, Department of Welfare, Joseph Catalano, Probation Officer, Allegheny County and William A. Childers, Supervisor of Personnel Training, Federal Bureau of Prisons, Washington, D. C. Dr. Ferguson then commented on the success of the Institute.

The success of the Institute was enhanced by the efforts of the group leaders to relate the topic of "Communications to the specific problems of communications", which each of the workshop participants comes into contact with in his own particular agency.

The future of the Institute was assured at a meeting on Friday evening when sponsorship for future institutes was offered by the Public Service Institute and the Pennsylvania Association on Probation, Parole and Correction.

I hold every man a debtor to his profession; from the which as men of course do seek to receive countenance and profit, so ought they of duty to endeavour themselves by way of amends to be a help and ornament thereunto.

FRANCIS BACON 1561-1626

Editor's Note:

The following is an address by the Honorable Judge W. C. Sheely, of Adams County. This address was delivered on 9-24-58 before a dinner meeting of the Pennsylvania Board of Parole's annual In-Service Training Institute. It is felt Judge Sheely's remarks are pertinent for all in the field of Corrections.

I am honored and happy to be able to speak to this group which is doing such an outstanding job in the field of parole work under the fine leadership of Paul Gernert and the other members of the State Board of Parole. I met Paul Gernert some 20 or more years ago when he was Warden of the Berks County Prison and I was immediately impressed with his grasp of the problem of criminal work, his leadership ability, his humane approach to the problem of the prisoner, and with the excellence of the institution he conducted. My regard for him has increased through the years as he advanced to his present position.

I am happy to be with you because, strange as it may seem, I happen to be one of those peculiar individuals who are thoroughly sold on the philosophy of probation and parole. I realize that there are those who disagree with us.

Speaking before this group, however, presents problems. I recognize that you people are experts trained in the field of parole work while I am merely a judge who uses probation and parole as one of the tools of my profession. To me probation and parole is a practical matter and I have no pat theories to expound. I am interested in results and our statistics show that we get results in a very high percentage of our cases.

Actually, we do have a great common interest — an interest to see that our system works efficiently and to the greatest possible advantage, and an interest to see that the public generally understands and accepts our work. It is to this latter proposition that I would like to speak tonight.

As a practical matter we know that parole and probation work is here to stay. There can be no debate as to whether or not we should have a parole system. We *must* have it. There can be differences of opinion as to the form which the system should take or as to how it should be administered but not as to the need for some system. I think all of us would agree that there is much to be learned about parole work and that as science gives us new tools and new insight with which to work we will improve it. No field of activity, whether it be medicine, law, chemistry, or social science, is static. We learn something new each day, and as we learn we improve our techniques.

But it is also true that our work is badly misunderstood by the public generally. And it is also true that this misunderstanding is a great handicap to our work. It therefore follows logically that we can improve our work if we can improve the public's understanding of it.

Frequently some friend of mine will ask questions about parole and parolees that demonstrate their complete ignorance about the subject. They are amazed when I tell them the true facts. Those same persons, in their ignorance, would not even consider employing a parolee or acting as a sponsor. I'm sure you all have had the same experience. But we cannot educate the public by individual conversations. We need something more.

The truth is, of course, that the public reacts to that which they see and to that which they fear or which is distasteful to them. When we have an epidemic of crimes or some atrocious crime that catches the public imagination we have a demand for action and the public is willing to pay the bill. But I have found, especially in my work with children, that the public reaction to the troublesome child is that he should be "sent away." The reaction usually stops there because the youngster is then out of sight and is no

longer a source of annoyance or a source of fear. Where he is sent to, or what happens to him while he is there is of no immediate importance. And above all, the important fact is lost sight of that some day that youngster must come back to the community. That fact must be one of the cornerstones of our public relations. We have not arrived at the point where persons, except in certain instances, can be confined for the rest of their lives. Whether a prisoner serves his maximum sentence of ten years and is released with no supervision whatever, or whether he serves his minimum sentence of five years and spends the next five years at liberty under the supervision and guidance of a trained and understanding parole officer, the fact remains that he does come back.

Some years ago I had a boy who set a number of fires in a small community. The people of that community were understandably and justifiably up in arms. There is probably no worse fear than to go to bed at night wondering whether your house may be fired before morning. As was to be expected, the boy was a mental case and we sent him to a mental institution. In due course of time—several years in fact—the institution reported that the boy was ready for release and that he could safely be returned to the community. News of the recommendation travelled by the grapevine and reached the community almost before I had it. A clergyman of the town started a campaign to keep the boy from returning there. Nothing that we could say to him could convince him that the boy was a good risk for parole. He was certain that if the boy came home his church would be burned. There was practically no place else to send the boy. The family was located there and was not in financial condition to move to a strange community. To place the boy in a foster home—which would have been difficult to find—would only have postponed the evil day until the boy did return to his home. There was only one thing to do and that was

to take the calculated risk although we knew that the community feeling was going to make it most difficult for the boy to make an adjustment. I tell you frankly that I never prayed quite so hard in my life as I did for some time after that boy went home. Several years later there were some more fires in that community, but fortunately the police apprehended the adult who was responsible for them almost immediately. Our boy has learned his trade and is now a respected member of the community and attends the church of the clergyman who tried to bar him.

Your parole board is constantly in that position. Every release is a calculated risk and no matter how carefully the cases are screened some are bound to go bad. And the small minority that go bad are responsible for the public's lack of understanding of our entire system. We can always be sure that the public will know that the repeater was on parole when he committed his new crime.

What can we do about it? There are several things that I think can, and should, be done. First of all, there must be full and complete cooperation between agencies dealing with criminals and delinquents and that includes the police, the magistrates, the courts, the institutions, and the probation and parole agencies. It is a safe statement that, by and large, all officials are interested in doing a good job and that they are conscientious in their efforts. It is perfectly natural that each of us should see a problem in a different light because we have had different training and we are doing a different job. But we certainly do the work of crime control a great disservice when we publicly attack and criticize each other.

What is the public to think when the head of a law enforcement agency in whom the public has learned to put great confidence publicly accuses the courts, the parole boards and the pardon board of being soft and of coddling

ing criminals? They think it must be so or he wouldn't have said it, and who would be in a better position to know the facts.

And what is the public to think when a Judge in whom it has confidence publicly castigates the police for not curbing crime or criticizes the parole or pardon board for its action in certain cases.

And what would the public think if the parole board would publicly criticize certain courts for being too lenient or other courts for being too severe in their sentences? I am glad to say that I have never heard such criticism coming from your board, but I am certain that there have been many times that you have felt like doing it — and undoubtedly there have been many times that the criticism would have been justified.

The point is that we are each doing different jobs and that we should try to do our own job to the best of our ability and should not attempt to do the other fellow's job. We can make enough mistakes and have enough headaches in our own work without trying to solve the whole problem.

I can understand the feeling of a policeman who has had a tough time with a certain prisoner and who feels that there is no good in him when he sees him walk out of courts on probation. And I can understand the feeling of a judge when he has given great thought in imposing sentence on a prisoner and he finds that that sentence has been cut by the pardon board. I get that same feeling when the Supreme Court disagrees with me and reverses my decision when I am sure I was right in the first place. Again, the point is that the policeman has performed his full function when he has developed his case, arrested the prisoner, and secured his conviction. The responsibility then rests with the judge and the judge has performed his full function when he has sentenced the prisoner. The re-

sponsibility for the pardon rests on the Pardon Board and the Governor.

But, if we are to cooperate fully with each other we must understand each other and what we are attempting to do. It is important above all else that the courts, the police, and the lawyers understand our parole system. You took an important step in this direction when you published and distributed to the Judges the little booklet explaining your rules and methods of procedure. I am sure that you have found better understanding and better cooperation on the part of the Judges as a result. I would suggest that something on the same order be done for the police and for at least the District Attorneys.

I have found, as I am sure you have, that the police are most cooperative and understanding when they are given a real opportunity. On some occasions I have discussed prisoners with them before sentencing and I have been surprised to find that their real thinking has been more lenient than mine. I am sure that visits by your agents to local police and to State Police sub-stations with a frank discussion of your problems will result in better police support for our program.

The clergy has a great deal more to do with molding public opinion than most people think. They not only reach a large segment of the population with their regular services, but they also come into intimate personal contact with many others — frequently when those persons themselves have problems. My experience has been that when they understand a problem they are ready and willing to lend a hand.

And they are interested in the problem of rehabilitating those who have been in trouble. We frequently find ministers acting as sponsors — even when that action is not popular in their communities. And in many communities we find them setting up plans to fur-

nish chaplain service for our prisons. In most seminaries today courses are being given to furnish these men with an intelligent understanding of those problems.

All of this, of course, is in keeping with good christian practice. In fact, it is because our work is so much in keeping with christian doctrine and practice that your profession can rise to such a high level and that we ourselves can be dedicated to it as a life work. Jesus taught us that the second great commandment — second only to our obligation to God — was to love our neighbor as ourselves — to do unto others as we would have them do unto us, and that our "neighbor" is anyone who is in trouble or need of help. He made it perfectly clear that his mission on earth was not to minister to those who were well, but to those who were sinners and needed salvation. With this example as a guide, we can do no less. And St. Paul, who himself was a prisoner for many years, wrote in his letter to the Hebrews that we should let brotherly love continue and that we should, among other things, "remember those who are in prison, and those who are ill-treated, since you also are in the body." Heb. 13:1-3.

How can we enlist this help? I have indicated that most seminaries conduct courses in social problems. I am sure that they would welcome literature concerning our work and that arrangements could probably be made to have some active parole worker address their classes. Likewise, in practically every community there is an active ministerial association. Usually they are looking for programs, and I am sure they would welcome an opportunity to hear from someone with actual experience with the work.

How can we do it? That's the \$64,000 question — and with no one to tip us off of the answer in advance. We cannot do as some relief agencies do — we cannot publish the details of our successes. To do so would defeat the whole purpose of our work. We cannot point to the former parolee who

has become a successful person in the community and say that he was a former convict who was given a new start in life by the parole system. Child care agencies may do that, or they may tell the story of a hypothetical child who has been helped, but that story is not dramatic with an adult unless we give all the gruesome details, and that we cannot do.

But it is certainly unfair to the very large percentage of parolees who succeed to be smeared by the small percentage who fail. We must find a way.

We publish statistics, but who is interested in statistics? And what chance does a lot of figures have against the story of one parolee who commits a sensational murder?

I'm frank to say that I do not have the answer. I do know that most publishers want to be fair and that they are sincerely interested in bettering our American way of life. We must find a way to make them understand that the parole system is a part of our American way of life and we must impress them with the simple fact that every prisoner, except perhaps a lifer, must some day be released and that a conditional release on parole is far better than a complete release after service of the maximum term even though some parolees will slip. No system can be perfect, but you and I know that with the tools we have at our command our system has done a most creditable job.

So, let's keep working at the problem. We are making headway and we will be successful. We have always the greatest blessing that man can have — "Inasmuch as you have done it unto one of the least of these my brethren, ye have done it unto me." With that blessing we cannot fail.

**That man may last, but never lives,
Who much receives, but nothing
gives;
Whom none can love, whom none
can thank,—
Creation's blot, creation's blank.
THOMAS GIBBONS 1720-1785**

PEOPLE

COVER STORY

EDGAR R. BARNES
HONORED

Edgar R. Barnes, Chief Parole and Probation Officer for Lancaster County, was honored Wednesday, September 17, 1958, for his outstanding work covering more than a quarter century, at a testimonial dinner held at the Lancaster Country Club.

More than 50 persons attended the testimonial, including the county commissioners, judges of the county court, officials of the city and state police, and associates, as well as friends of Mr. Barnes representing the Pennsylvania Probation, Parole and Correction Association, with which Mr. Barnes has long been identified. Robert R. Appel was toastmaster for the occasion. Mr. Paul J. Gernert, President of the Pennsylvania Association on Probation, Parole and Correction, lauded Mr. Barnes' work as a probation officer and referred to his contribution in developing probation and parole services in the state, and a citation referring to his service as President of the Association was presented to Mr. Barnes by Mr. John Lawson, Association Secretary.

Ed, as he is popularly known, began his work as a probation officer with the establishment of the local Probation and Parole Department in Lancaster on December 12, 1933. In February, 1945, he was appointed chief probation officer. The department was reorganized on July 22, 1953, at which time Mr. Barnes was appointed chief probation officer by the court. Assisting him are Mrs. E. Jane Crowell, Anthony Albert Guarna, and Mrs. Elizabeth S. Rambo.

In his remarks, Mr. Barnes expressed appreciation for the recognition accorded him and felt that the success of his department was due to the community cooperation he received. An engraved silver cigarette case was presented to Mr. Barnes by his friends.

The citation awarded Mr. Barnes reads as follows: For the performance of outstanding and untiring service in the field of correction and for his contribution to the probation profession while serving as President of the Pennsylvania Association on Probation, Parole and Correction during the year 1940. Mr. Barnes demonstrated a high degree of professional knowledge, human understanding, skill and efficiency in the execution of his duties. He was elected to the post after serving as Associate Probation Officer of Lancaster County from 1932 to 1945. He was named Chief Probation Officer in 1945 and holds the same position today. Mr. Barnes' outstanding performance, both as President of the Association and as an able public servant, reflects the highest credit upon himself, the Court, his profession and the Association.

John R. Bierstein

WALTER F. TEES

The Quarterly has learned of the death on July 14, 1958 of Walter F. Tees, who retired as Warden of the Eastern State Penitentiary three years ago. He was sixty-four years of age.

Mr. Tees started his career at the prison, April 1, 1915, as a guard. In 1923, when the late Colonel John C. Groome reorganized the prison, Mr. Tees was placed in charge of the main gate. He was later assigned to the parole division.

In 1945, he was appointed Deputy Warden and served in that capacity until he was appointed Warden in 1954. He is survived by his wife, Anna; a son, Frank; a daughter, Mrs. Anna A. Botto; and three grandchildren.

Dr. Harry A. Snyder

Mr. Arthur T. Prasse, Commissioner of Correction, recently announced the appointment of Dr. Harry A. Snyder, of Glenshaw, Pennsylvania, as Educational Program Specialist for the Bureau of Correction. His duties will include the planning and coordination of both academic and vocational programs in the several institutions operated by the Bureau.

Dr. Snyder is well fitted for this position by his wide scope of training and experience. Dr. Snyder attended public schools in Greenville, Pennsylvania, and graduated from the Thiel College in 1919, A.B. degree. He received his M.A. degree from the University of Pittsburgh in 1931 and his Ph.D. in 1936.

During his career Dr. Snyder worked as a locomotive engineer, Bessemer & Lake Erie Railroad, 1919-1926; concurrently football coach, Thiel College, 1919. Meadville and Avalon High Schools, 1922-1926; high school teacher, counselor, vice principal, principal, Pittsburgh, Pennsylvania, Public Schools, 1926-1942; lecturer, University of Pittsburgh, 1936-1942, Department of Education and Vocational Education; certified by the Pennsylvania Department of Public Instruction to teach steam locomotive engineering; chairman, committee establishing Aeronautics in the Pittsburgh High Schools, 1942.

During World War II, Dr. Snyder served as Commanding Officer for the Information, Education and Radio Network HQ of the South Pacific Theater from 1943 to 1945. He established branches of United States Armed Forces Institute in Noumea, New Caledonia and Guadalcanal in 1945. He is the author of "Guidance Under Combat Conditions" published in 1944. Dr. Snyder organized the first overseas university, the "University of the South Pacific", Noumea, New Caledonia, in 1945. Dr. Snyder was discharged with the rank of Lieutenant Colonel.

Dr. Snyder assumed directorship of the Veterans Training Program of the Pittsburgh Board of Public Instruction and Education in 1946. Some 30,000 World War II and Korean Veterans were trained from 1946 to 1948. A Veterans Testing Center was established in 1947 and Dr. Snyder served as Director of Veterans and Extension Education program from 1952 to 1958. He was active in pioneering, organizing and producing accredited courses leading to a high school diploma via Educational Television Station, WQED, Pittsburgh, Pennsylvania.

Among Dr. Snyder's professional activities, he has served as President, Association of Community Councils, Pittsburgh and Allegheny County, 1939-1940; 1949; President National Secondary Association of Veterans Education, 1947-1953; President, Greater Pittsburgh Adult Education Council, 1949-1950; Chairman, Educational Committee, Hungarian Aid, 1956-1957; Chairman, Educational Committee, Pittsburgh Committee on the Aging, 1957-1958, and has served as Director of the American Service Institute; Pennsylvania Association for Adult Education.

The Quarterly extends Dr. Snyder congratulations and wishes him success in his new position.

I consider an human soul without education like marble in the quarry, which shows none of its inherent beauties till the skill of the polisher fetches out the colours, makes the surface shine, and discovers every ornamental cloud, spot and vein that runs through the body of it.

JOSEPH ADDISON 1672-1719

When men are employed, they are best contented: for on the days they worked they were good-natured and cheerful, and, with the consciousness of having done a good day's work, they spent the evening jollily; but on our idle days they were mutinous and quarrelsome.

BENJAMIN FRANKLIN 1706-1790

EXCERPTS FROM RECENT PUBLICATIONS

From an address given at 88th Annual Congress of Correction at Detroit, Michigan, on September 8, 1958, by E. Preston Sharp, Executive Director, Youth Study Center, Philadelphia.

"For many years training schools have been expected to perform an almost impossible task. The ages of the children in the schools have ranged from 10 to 20 years or from small boys and girls to men and women. In recent years, with the improvements in the child care programs and probation services, only the most difficult children are being committed to the training schools. Training schools, in order to operate effectively should not act as detention homes or substitutes for mental institutions caring for mentally deficient or psychotic children and, where possible, the age span should be reduced. This age span pattern has been used for a number of years in the public schools where they have elementary, junior, and senior high school programs. One of the important features of the training school is, it is an open institution with a maximum amount of freedom. Education, pre-occupational and leisure time training are the core of the program. Many of the children return to public schools so remedial teaching is emphasized. Positive inter-personal relationships with house parents and professional staffs are major tools of retraining."

From an Article entitled "Public Welfare Program On Juvenile Delinquency" by Norman V. Lourie, Deputy Secretary for Social Welfare, published in *The Challenge* of the State Department of Public Welfare, August-September, 1958. Harrisburg, Pa.

"Early results of the two forestry camps created in the past two years indicate that this

type of setting can successfully provide accelerated treatment and rehabilitation. Many boys being committed to institutions could benefit from this program. Therefore it is hoped that funds will be made available to establish and operate three additional forestry camps with a capacity of twenty-five boys each."

From "Crime and Race: A False Connection", by John Otto Reine- mann, (Director of Probation, Municipal Court of Phila.) in *Friends' Journal*, November 13, 1957.

"An alert community will endeavor to eliminate crime-breeding conditions. This is—it must be stressed—the responsibility of the *whole* community; it is a costly fallacy to place the job of crime and delinquency prevention upon the shoulders of one racial or ethnological section of the community and its leaders only because from this part of the community proportionally more persons come who are involved in delinquency and crime. The entire community of a city, a state, and the nation are responsible for overcrowded and unsanitary housing, an abundance of tap-rooms, easy access to weapons and ammunition, lack of recreational facilities, too large classes in the schools, a school curriculum which fails to attract the less academically minded child. In addition, there is no doubt that segregation and other discriminatory practices are bound to produce, among the members of the minority group, frustration, warped feelings, rebellious and—in some cases—antisocial behavior. To combat racial discrimination, therefore, is implicitly an attack upon such social ills as delinquency and crime, quite aside from the basic moral and ethical reasons which should make all of us who believe in democratic principles fighters for equal opportunities for everyone in our America."

NATIONAL PROBATION AND
PAROLE ASSOCIATION
1533 VINCENNES AVE.,
CHICAGO HEIGHTS, ILL.
PROFESSIONAL COUNCIL

JOB ANNOUNCEMENT SERVICE

SEPTEMBER 1, 1958

ALASKA — Juvenile Forestry Camp Supervisor and Counselors — To perform supervisory and counselling functions for a mobile type forestry camp with a capacity of 20 delinquent boys ranging in age from 14 to 18. Single men or married men without children only. Camp to be semi-portable and will move from place to place in Southeastern Alaska. Technical program to be under supervision of U. S. Forestry Service. Camp supervisor must have B. A. degree in the Social Sciences, Psychology or education, plus at least two years experience in working with delinquent boys. Counselors must have B. A. in Social Science, Psychology or education and must have at least one year experience in working with delinquent boys. Graduate social work not accepted in lieu of experience. Salary for camp supervisor, \$5000 per year plus room and board for self and wife. Salary for counselors, \$4000 per year plus room and board for self and wife. Transportation to and from Alaska will be paid for workers remaining more than one year. The camp will be situated in a remote locality in the heart of the best hunting and fishing country in North America. Access to and from the nearest town will be by boat only. An additional stipend will be paid to wives desiring to assist in cooking and other housekeeping chores. Preference will be given applicants possessing currently valid teaching credentials in their present state of residence. Address inquiries to C. H. Ostby, District Representative, Alaska Board of Juvenile Institutions, 1229 Park Street, Ketchikan, Alaska.

CALIFORNIA, LOS ANGELES — Youth Studies Center at University of Southern California, recently established under five

year grant from the Ford Foundation, has openings for: *Associate Director - Research - Age 30-55.* PhD in one of social sciences and several years experience in conducting interdisciplinary research on problems relating to youth, including supervisory experience with staff and publication of articles in professional journals, etc. *Staff Assistant-Research (male or female).* Age 28-40. Min. Master's degree in one of social sciences, PhD desirable. Experience in participating in interdisciplinary research on problems relating to youth. *Associate Director - Community Demonstration (male).* Age 30-55. Advanced degree in one of public sciences. Considerable experience in community organization and consultant background to coordinating bodies at county, state or federal level. *Staff Assistant - Community Demonstration (male).* Age 28-40. Min. advanced degree in one of social sciences with specialization in community organization. Experience in community organization in welfare planning council, community council or similar coordinating body. *Staff Assistant to Training Director (male).* Age 28-40. Min. Master's degree in one of social sciences. Several years experience in planning interdisciplinary curricula and teaching practical courses for correctional personnel, law enforcement officers or educators. Supervision of others training personnel desirable. Starting salaries for Associate Directors are \$10,000 plus, depending upon qualifications. Staff Assistant salaries begin at \$6500. Annual increments provided for. Contact Henry Reining, Jr., Director, Youth Studies Center, University of Southern California, University Park, Los Angeles 7, California.

CALIFORNIA, SAN DIEGO — *Asst. Probation Officer (male or female)* — Salary \$417-507 mo. Age 21-54 incl. Bachelor's degree plus (a) one year casework in county probation office; or (b) 18 months professional social work with problem or neglected children or adult offenders; or (c) one year graduate social work or criminolo-

gy and six months experience as in (b); or (d) Master's degree in social work or criminology. For each nine months (b) experience, one year other phase of social casework may be substituted. *Group Counselor I* — Salary \$343-\$417 mo. Bachelor's degree from accredited college with min. of 12 units in sociology and/or psychology. Major in social sciences preferred. College seniors permitted to take examination, but will not be placed on eligible list until graduation. *Group Counselor II* at Juvenile Hall (female). Salary \$397-483 mo. Bachelor's degree from accredited college with 12 units of psychology and/or sociology. Up to 6 units appropriate education courses may be substituted on unit-for-unit basis. Either (a) one year experience in casework or group work in county probation department, (b) 18 months experience in professional casework or group work with either problem or neglected children, or with adult offenders, or (c) one year study at accredited graduate school in psychology, sociology, or social work. Write Department of Civil Service and Personnel, Room 402, Civic Center, San Diego, Calif.

CALIFORNIA, SAN MATEO COUNTY — Asst. Probation Officers (male & female) Salary \$439-614 mo. College degree plus one year approved graduate training, or in lieu of graduate training, one year paid experience in corrections or allied field. Persons with training and experience above minimum may be considered for starting at above bottom salary step. Contact San Mateo County Probation Department, P. O. Box 35, Belmont. *Adult, Probation Officer* (male) — Salary \$439-614 mo. Applicants with superior qualifications can start at either \$464 or \$491. Transportation furnished on job. Bachelor's degree in social sciences and one year experience in allied field or one year graduate work. Contact Don Helbush, County of San Mateo, Hall of Justice and Records, Redwood City, California.

DELAWARE, WILMINGTON — *Probation Counselor for Family Court*, offering casework services to children and adults through progressive rehabilitative approach. Master of Social Work required. Beginning salary \$4750-6250, depending on experience. Address inquiries to Joseph J. Botka, Director, Family Court, Public Building, Wilmington 1, Delaware. *Caseworker in Prisoners' Aid Agency* — MSW with correctional field placement preferred. Starting salary \$4200-4500. Room and board in agency's "half-way house" may be provided if desired. Write Robert G. Crosswhite, Executive Director, The Prisoners Aid Society of Delaware, 1216 King Street, Wilmington, Delaware.

D. C., WASHINGTON — *Probation Officers* — Current salary extends from \$5470 to \$6885 per year. Requirements are two years graduate social work training, plus one year casework experience; or one year graduate social work training plus two years casework experience. Contact John J. Larkin, Director of Social Work, District of Columbia Juvenile Court, 400 E. Street, N. W., Washington, D. C. *Correctional Officers*, federal penal and correctional institutions. Male correctional officers are needed at various locations throughout the United States and Alaska; women, only at Alderson, Los Angeles, and Anchorage, Alaska. Entrance salary, \$4080 a year. To qualify, applicants must pass a written test and have had experience which required dealing effectively with individuals or groups of persons. Appropriate education may be substituted for experience. Full information and application forms may be obtained at many post offices throughout the country, or from the U. S. Civil Service Commission, Washington 25, D. C. Applications will be accepted by the Board of U. S. Civil Service Examiners, United States Penitentiary, Leavenworth, Kansas, until further notice.

ILLINOIS, JOLIET — *Child Guidance Counselors and Psychologists* in the Social Service Unit of Reception and Diagnosis Center for juvenile delinquents. Professional personnel employed in immediate future will work at the Illinois State Training School for Boys until Joliet facility opens. For further information write Victor P. Griffin, Supt., Illinois Youth Commission, Reception and Diagnostic Center, Box 1502, Joliet, Illinois.

KANSAS, KANSAS CITY — *Superintendent, Kaw View Detention Home* — Salary \$4900 plus maintenance. Maintenance means food and a new modern two bedroom apartment, which is furnished. Direct inquiries to the Citizens Advisory Committee, c/o Joe H. Swinehart, Judge of the Probate and Juvenile Courts, Wyandotte County Court House, Kansas City, Kansas.

MICHIGAN, GRAND RAPIDS — *Superintendent of detention home* for delinquent children. Graduate training in social work, sociology, psychology. Salary \$6370 to \$7722. Contact John P. O'Brien, Kent County Juvenile Court, Grand Rapids, Michigan.

MINNESOTA — *Correctional Schools Supervisor* for reception centers and training schools for boys and girls, two forestry camps, reception centers at reformatories for men and women. Administrative experience in correctional institution or large scale program of diagnosis and treatment for delinquent children and youth. Master's degree in psychology, sociology or social work with some course work in education or administration desirable. Salary range \$8004-\$9744. Write Minnesota Civil Service Department, 122 State Office Bldg., St. Paul 1, Minn.

MINNESOTA, MINNEAPOLIS — *Probation Officers* needed in both juvenile and adult divisions of large, coordinated agency that includes both clinical and institutional services. Persons with

Masters Degree in Social Work may start at \$5270 or, with Masters plus two years experience, may start at \$5580. Annual increases granted up to maximum of \$6510. Contact Paul W. Keve, Director of Court Services, 22 Court House, Minneapolis.

MINNESOTA, ST. PAUL — *Deputy Probation Officers (Caseworkers)* — Men, for juvenile division. Salary range min. \$380 to \$525 mo. Starting salary flexible, depending on training and experience. Persons with superior qualifications may start at \$400 or above. Desirable qualifications include Master's degree in social work, correctional administration or closely related areas plus at least one year's experience in probation, parole or related work. Liberal employee benefits. Contact John K. Donohue, Chief Probation Officer, 1644 Court House, St. Paul, Minnesota.

MISSOURI, SPRINGFIELD — *Psychiatric Social Worker*. Medical Center for Federal Prisoners. Therapeutic services to diversified psychiatric caseload on inpatient basis. Completion of two year course, psychiatric sequence, accredited school of social work essential; subsequent correctional experience desirable. Either male or female workers will be considered. Starting salary \$6000. Twenty year retirement plan available, tenure assured after probationary year. Write to Darlow Johnson, Chief of Classification and Parole, Medical Center for Federal Prisoners, United States Department of Justice, Springfield, Missouri.

NEW YORK, ALBANY — *Youth Parole Workers* — Interesting resident positions in training schools and field positions throughout the state in social casework with children. Bachelor's degree, one year graduate study in social work and (a) second year of graduate study or (b) two years social work experience. Salary \$4770 to \$5860. For detailed announcement, write Sam D. Friedman, New York State Department of Civil Service, The State Campus, Albany 1, New York.

OHIO, DAYTON — *Director Boys' Department* (male) to administer and supervise department services in expanding juvenile court. Requirements: Masters Degree in Social Work, corrections, psychology or sociology plus sufficient experience in juvenile court or similar setting, preferably at a supervisory level. Salary \$6800-\$7600. Also male and female *Probation Counselors*, BA or BS Degrees required, \$5800-\$6900. *Clinical Psychologist*, minimum starting salary \$7000-\$7400. Write Mark Eshbaugh, Administrative Assistant and Referee, Juvenile Court, Room 301, New Courthouse, Dayton 2, Ohio.

OHIO, LONDON — *Supervisor, Social Service Unit*, London Prison Farm—Salary \$440-\$525 mo. MSW preferred. Will accept one year graduate training plus experience.

OHIO, MANSFIELD AND MARION — *Caseworker I* for Marion Correctional Institution and Ohio State Reformatory. Salary \$360-\$440 mo. Bachelor's degree from accredited college plus experience. Major in social work, sociology or psychology. Address inquiries for above three positions to Joseph G. Cannon, Supervisor, Social Services, Division of Correction, 1211 State Office Bldg., Columbus 15, Ohio.

OREGON, EUGENE — *Juvenile Counselors* (men and women). Salary \$385-\$502 mo. Bachelor's Degree plus one year graduate study in either social work, sociology, criminology, psychology, education or other adult sciences, plus one year experience in either juvenile or adult probation or parole work or detention or public assistance work or in private casework agency or group work agency, or any equivalent combination of training and experience. Contact Jack Glass, Director, Lane County Juvenile Department, 400 Patterson Road, Eugene, Oregon.

WASHINGTON — *Associate Superintendent* (Classification and Treatment) \$7244-\$8748. State Penitentiary at Walla Walla. Requires college degree and five years supervisory or administra-

tive experience in correctional or probation or parole work. *Asst. Superintendent, Juvenile Training School* in the Pudget Sound area. \$5904-\$7032. Three vacancies now existing, two in boys school and one in girls. Requires two years graduate study in social work and two of general experience in residential facility for disturbed or delinquent children or equivalent combination.

Psychiatric Social Worker — \$5652-6732. Supervisor of Social Services in a juvenile correctional facility for girls near Seattle. Requires two years graduate study in social work and two years psychiatric social work experience.

Psychiatric Social Workers — \$5184-6168. Several new positions have been established in various state juvenile correctional facilities in the Puget Sound area. These positions require two years of graduate study in social work and one year of psychiatric experience. *Clinical Psychologist III* — \$7344-8748. To direct group counseling program at Reformatory, near Seattle. Requires Ph.D. and one year supervised internship. *Clinical Psychologist II* — \$5184-6168. For diagnosis research and testing program at juvenile training school at Chehalis. Requires Ph.D. in Clinical Psychology or equivalent study program; or M.A., and two years employment in clinical psychological assignment. *Parole Officer* — \$4368-5184. For position in the State Reformatory near Seattle. Requires one year post-graduate experience or training in sociology, psychology, criminology, or social work. *Juvenile Parole Counselors* — \$4368-5184. Several new positions, both male and female, to provide parole services and pre-release planning for children in juvenile correctional institutions. Requires college graduation and one year of graduate study in sociology or related fields or one year of experience in children's or institutional work. **CONTACT** Washington State Personnel Board, 212 General Administration Building, Olympia. *Asst. Superintendent* (male) for Maple Lane School (Washington state training school for girls), near

Centralia. \$492-586 mo. Master's degree in social work or closely related field and at least four years experience in field of juvenile delinquency, at least two of which in supervisory or administrative capacity. Contact above address.

WASHINGTON, SEATTLE — 4 *Caseworkers*, male & female, to serve as probation officers and work with dependent and delinquent children. Good casework supervision, psychiatric consultation, clinical psychology services available. MSW preferred, but will accept one year graduate training plus one year previous social work experience. Citizenship not required. Liberal employee benefits. Staff in-service and student training programs. Salary steps \$4920-5160-5520-5880. Can appoint higher than \$4920, depending on qualifications. Write Martin Falsberg, Asst. Director, King County Juvenile Court, 1211 E. Alder Street, Seattle 22, Washington.

WASHINGTON, TACOMA — *Juvenile Court Casework Supervisor* with possibility of advancement. Masters degree preferred but will consider one year graduate work with good experience. Current salary \$5280, with \$480 annual increment. Inquire Judge Bertil E. Johnson, Room 300, Court House, Tacoma, Washington.

WISCONSIN, MADISON — *Probation & Parole Agents (Social Workers III)* — (male, and highly interested in female applicants) — A career service in correctional field. Excellent promotional opportunities, civil service tenure, annual merit increases, liberal vacation and sick leave benefits and social security and state retirement plan. Two years graduate social work required, including completion of field work placement. Employment within pay range possible for those with substantial correctional exper-

ience. Salary \$5400 to \$6480, with eligibility for \$20 mo. increase after 6 months. Write Sanger B. Powers, Director, Department of Public Welfare, Division of Corrections, 104 E. Dayton Street, (Box 669), Madison, Wisconsin. *Probation Officer III* — Salary \$50 4-5784, starting salary dependent on qualifications. Work with delinquent children only. Graduation from accredited four year college or university and two years of graduate work in an accredited school of social work. Three years full time paid employment within the last 7 years in casework capacity in public or voluntary welfare agency of which 2 years must have been in supervisor capacity, or as caseworker with responsibility for handling special phase of work requiring skilled service, study or social treatment. Write Jerome S. Foy, Director, Dane County Probation Department, Room 304, 210 Monona Avenue, Madison 9, Wisconsin.

WISCONSIN, MILWAUKEE — *Children's Court Probation Officer; Family Court Worker; Municipal and District Courts Probation Officer*. \$431.23 to \$507.33 monthly and \$5174.76 to \$6087.96 annually. Completion of two years graduate work in accredited school of social work, excluding thesis. Master's degree in social work desirable. One year's paid experience in an accredited caseworking agency preferred. Apply — Milwaukee County Civil Service Commission, Room 206 Courthouse, Milwaukee 3, Wisconsin.

WISCONSIN, WISCONSIN RAPIDS — *Caseworker* (male) to do juvenile probation work connected with County Children's Board. Salary \$415-490. MSW preferred or BA plus experience in child welfare or probation field. Salary consistent with amount of experience. Write to Miss Mary L. Linton, Director of Children's Services, Wood County Children's Board, Court House, Wisconsin Rapids, Wisconsin.

OHIO, TOLEDO — *Adult Probation Officer* — A. B. plus at least one year graduate training in school of social work. \$5400 to \$6600 per year, plus \$75 per month car allowance. Civil Service. Write James S. Henahan, Chief Probation Officer, Lucas County Adult Probation Department, Court House, Toledo 2, Ohio.



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MCCARTHY & WILLIAMSON
SANITATION ENGINEERS
18th and By-Pass
Harrisburg

HAFFLEY'S GULF SERVICE
30th and Walnut Streets
Progress

RAY'S BAR & GRILLE
6th and Linglestown Road
Harrisburg

ROSEY'S CITIES
SERVICENTER
12th and Market Streets
Lemoine

DAVE HALDEMAN'S
GARAGE
Bird-in-Hand

TROSTLE AMUSEMENT
408 Howard Avenue
Altoona

KITZMILLER AMOCO
2339 East Market Street
York

GEORGE LATSHA
COAL
300 Broad Street
York

C. B. RED KLINEDINST,
INC.
113 South Duke Street
York

WITHEROW'S CLOVER
FARM
1901 4th Street
Altoona

KOMOROSKI REAL ESTATE
525 Carothers Avenue
Carnegie

ISACK FOUNDATION SALON
527 Pittsburgh Life Bldg.
Pittsburgh

HARCLIFFE COAL CO.
1341 Oliver Bldg.
Pittsburgh

ROYAL BISCUIT CO.
1039 North Canal Street
Pittsburgh

RADIO PARTS CO., INC.
6401 Penn Avenue
Pittsburgh

YOUNG'S FUNERAL HOME
317 East Orange Street
Lancaster

KELLER'S JEWELRY STORE
18 West Main Street
Dallastown

VIDMAR MOTOR CO.
22 and 30 Moon Run
Steubenville Pike, Carnegie

SCHMIDT FUNERAL HOME
Erie

PATTERSON-SARGENT CO.
1016 Suisman Street
Pittsburgh

ETZWEILER
FUNERAL HOME
521 North 16th Street
Harrisburg

HOMESTEAD TIRE SERVICE
214 West 8th Avenue
Homestead

RELIABLE DELIVERY CO.
1026 Spring Street
Philadelphia

FRED DOH
JEWELS
726 Sansom Street
Philadelphia

FRENCH JEWELRY CO.
2033 South Juniper Street
Philadelphia

WEST END HOTEL
2701 West 3rd Street
Chester

STAG HOTEL
223 East 5th Street
Chester

DUFFY'S INN
Old York Road
Hartsville

CRESHEIM ARMS HOTEL
Allens Lane and Bryan
Philadelphia

EARL SPEARS
SUNOCO STATION
4501 Edgmont Street
Brookhaven

JOHNSON'S SERVICE
1303 North Front Street
Philadelphia

BROSKY X-RAY &
RESEARCH LABORATORIES
500 Arch Street
Box 463—Carnegie

COMMERCE REALTY CO.
1403 Lincoln Avenue
Pittsburgh

MILLER MOVING CO.
2748 N. Lawrence Street
Philadelphia

THE THOMAS P. COSGROVE
AGENCY, INC.
129 Walnut Street
Mont Clare

BAILEY & IZETT
GOLF
2538 Haverford Avenue
Ardmore

HERRMANN PRINTING
& LITHOGRAPHING
7810 Tioga Street
Pittsburgh

BACCO COACH LINES
124 State Street
Wilmerding

WASHINGTON AVENUE
SMOKE SHOP
1132 Washington Avenue
Braddock

SOUTH SIDE PLUMBING
& HEATING CO.
95 South 20th Street
Pittsburgh

AULTS & BOWEN
REAL ESTATE
& INSURANCE
1427 Evergreen Avenue
Pittsburgh

KIRBY TRANSFER
& STORAGE CO.
80-26th Street
Pittsburgh

HERMAN KAMIN
REAL ESTATE
817 Morewood Avenue
Pittsburgh

GEORGE H. PASLIAN CO.
RUG CLEANERS
2809 Brighton Road
Pittsburgh

EASY METHOD AUTO
DRIVER TRAINING SCHOOL
3339 Forbes Street
Pittsburgh

R. J. OMSLAER
WRECKING CO., INC.
600 Allegheny Avenue
Pittsburgh

BAUMAN CHEVROLET
432 Penn Avenue
Wilkinsburg

B & P SHOE SERVICE
4120 Brownsville Road
Pittsburgh

John Robey
Ambulance Service
265 Gross Street
Pittsburgh

The Gazette Daily
35 East King Street
York

York-Hoover Corp.
700 Linden Street
York

Blake Cadillac-Olds, Inc.
2222 Paxton Street
Harrisburg

**The Farmers Fire
Insurance Co.**
York
105th Year

**Superior Paper
Products Co.**
Crafton
Pittsburgh

**American Pad and
Textile Company**
522 Grant Building
Pittsburgh

**Armstrong
Store Fixture Company**
Route 8
Glenshaw

**Pettica and Amato
Insurance Agency**
705 Woodlawn Avenue
Braddock

McGinnis Brothers
Lawson Heights
Latrobe

Erie Coin and Sales
1521 State Street
Erie

Brown Bros. Potato Chips
2701 Walnut Avenue
Altoona

B. M. BAILEY
PLASTERING, INC.
41 Glenbury Street
Pittsburgh

H. P. GAZZAM
MACHINE CO.
3200 Penn Avenue
Pittsburgh

CAROL-JO BEAUTY SALON
1614 Oak Grove Avenue
Pittsburgh

GATEWAY STRUCTURAL
ENGINEERING CO.
853-4th Avenue
Coraopolis

GATEWAY OFFICE &
WINDOW CLEANING
1918 Seaton Street
Pittsburgh

LANCE REMOVABLE
WEATHER STRIP CORP.
101 Powers Run Road
Pittsburgh

SUPERIOR VENDING CO.
825 Broadway
McKees Rocks

S & S ELECTRIC CO.
423 Locust Street
McKees Rocks

CUSTOM-BILT MFG.
& SUPPLY
80 Federal Street
Natrona

CORAOPOLIS TRANSFER
& STORAGE
865-2nd Avenue
Coraopolis

CRAWFORD & MARTIN
TIRE CO.
3405 Babcock Blvd.
Pittsburgh

BUCCI PLUMBING
& HEATING CO.
347 Curry Hollow Road
Pittsburgh

PENNSYLVANIA
INDUSTRIAL SUPPLIES
1234 Ridge Avenue
Pittsburgh

HARNIES & BRAND
INSURANCE CO.
200 Koppers Bldg.
Pittsburgh

WALNUT CLEANING &
TAILORING CO.
5427 Walnut Street
Pittsburgh

JOHN W. GALBREATH
& CO.
525 William Penn Pl. Bldg.
Pittsburgh

THE VULCAN
DETINNING CO.
Neville Island
Pittsburgh

CARTER ELECTRIC
CONSTRUCTION CO.
212 Oliver Avenue
Pittsburgh

FEDERATED EGG &
POULTRY SALES
2208 Penn Avenue
Pittsburgh

CASLON PRESS, INC.
701 Locust Street
Pittsburgh

CHEMSTEEL
CONSTRUCTION CO., INC.
5428 Walnut Street
Pittsburgh

METROPOLITAN HEATING
CORP.
2693 West Liberty Avenue
Pittsburgh

BRUCE MYERS
REAL ESTATE
427 Broad Street
Sewickley

R. & M. STEEL
FABRICATORS
292 Danley
Pittsburgh

MONROE CALCULATING
MACHINE CO.
108 Sixth Street
Pittsburgh

HEARNS PHARMACY
1034 Franklin Avenue
Pittsburgh

CHARLES W. WALMER
HARDWARE
716 Penn Avenue
Pittsburgh

ROBERT CLARKE
HEATING
1707-11th Avenue
Altoona

W. S. GEORGIA
VENDING CO.
110 Wordsworth Avenue
Altoona

AUTOONA STEEL &
AUTO WRECKING
614 S. Juniata Street
Hollidaysburg

E. F. McDOWELL & SON
REAL ESTATE
Central Trust Bldg.
Altoona

J. W. C. MORGAN
REAL ESTATE
208 East Market Street
York

G. R. MINNICK RADIO'S
624 Market Street
York

L. S. McWILLIAMS
2222 W. Philadelphia Street
York

S. T. CONAWAY & SON
ROOFERS
28 North Albemarle Street
York

F. A. THOMAS
LUMBER
Hollidaysburg

JAMES A. HINES
FEED STORE
210 South Juniata Street
Hollidaysburg

PARK TRANSFER
& STORAGE
631-3rd Avenue
Juniata

G. W. WILLIAMS
DEPARTMENT STORE
220 Allegheny
Hollidaysburg

MODERN EQUIPMENT
SALES CO.
712-8th Avenue
Altoona

BOB'S RADIO & CAR
SERVICE
233 Muench Street
Harrisburg

BAER & BENTZ
BLDG. SUPPLIES
4th and Plum Streets
Lemoine

NATIONAL TRUCK
LEASING CO.
701 Bosler Avenue
Lemoine

JACOB HOUSER
BURIAL VAULTS
121 Front Street
West Fairview

C. D. BENDER
LINOLEUM
1809 State Street
Harrisburg

PAXTANG DAILY MARKET
3316 Derry Street
Harrisburg

DAVE'S DREAM
DRIVE-IN RESTAURANT
Route 422
Harrisburg

GRAVINO BODY
& PAINT SHOP
17 North 27th Street
Penbrook

MODERN LIMB
& BRACE CO.
1133 South 19th Street
Harrisburg

ASTON'S RADIO
& TELEVISION
3975 Walnut Street
Harrisburg

SOUTHERN VENETIAN
BLIND CO.
1120-22 North Third Street
Harrisburg

STRAND CONSTRUCTOR
CO.
Erie

ECKERD'S OF ERIE, INC.
Erie

NORBERT A. SETTER
PRINTER
Erie

SANDBERG FIRE
PROTECTION CORP.
Erie

VARS MOVING
& STORAGE
Erie

MA'S OLD FASHIONED
BOTTLING CO.
Meadville

MARINE SHEET METAL CO.
Erie

NIEBAUR & SONS
Erie

RICH & KORY
CONSTRUCTION CO.
Erie

Greb Amusements

526 Schuylkill Street
Harrisburg

Harrisburg's Kohl Bros., Inc.

21st and Greenwood Streets
Harrisburg

Max Solomon

3045 West Liberty Avenue
Pittsburgh

Ereno Lewis

General Contractor-Excavator
R. D. No. 1
Harrisburg

Harry D. Stewart Trucking Company

Route 19
Criders Corners

Glenn Hatfield

Contractor
Old Clairton Rd., Box 24-B
Pittsburgh

W. Earl Thomas

Builder
108 South High Street
West Chester

Vacuum Cleaner Corp.

1724 West Indiana Street
Philadelphia

Ardmore Bowling

44 West Lancaster Avenue
Ardmore

Philadelphia Electrical Mfg. Co.

1236 North 31st Street
Philadelphia

Scio China

Route 22-30—R. D. No. 1
Oakdale

New Colonial Hotel

1517 Broad Street
South Greensburg

CAR-MEL DRESS CORP., INC. 370 North George Street York	CAVALIER COAL CO. Mill Run Road Altoona	PATCO SALES & SERVICE 8002 Bennett Street Pittsburgh
BILL BORING USED CARS 2415 West Market Street York	FITZGERALD'S CONVALESCENT HOME 624 East Logan Avenue Altoona	IRON CITY WINDOW CLEANING CO. 533 Broadway McKees Rocks
J. V. MEADOWS & SONS Duncansville	LOGAN LAUNDRY & CLEANERS 1419 4th Avenue Altoona	SCRIBNERS TIRE SERVICE 1700 Nobelstown Road Pittsburgh
M. P. RADIATOR WORK 726-24th Street Altoona	BILL'S CARPENTER SERVICE 412 Third Street New Cumberland	BEARINGS, INC. 5536 Baum Blvd. Pittsburgh
TANNER MOTORS 419-2nd Street Altoona	BIANCHI COAL SALES Fern and Forest Streets Mt. Carmel	AMERICAN CANDY CO. 217 Miller Street Latrobe
RICHARD ROUZER DRUGS 1916-18th Street Altoona	BROWN'S JANITORIAL SERVICE 146 North 13th Street Harrisburg	YOUNGSTOWN HOTEL 310 Main Street Latrobe
TECHNICAL INSTITUTE OF SHOE REPAIRING 221-7th Avenue Altoona	GILOTTI'S PIZZERIA 20 W. 5th Street Mt. Carmel	OFFICE EQUIPMENT CO. 223 North 2nd Street Harrisburg
KELLER MOTOR SALES 2501 Beale Avenue Altoona	SHUDA'S CAFE 347 East Water Street Mt. Carmel	PENN HARRIS LUMBER CO. 4500 Paxton Street Harrisburg
LUMADUE COAL CO. 3111 Washington Avenue Altoona	JOHN H. LAPINSKI 221 South Maple Street Mt. Carmel	BOWMAN MELL & CO. 1334 Howard Street Harrisburg
HOLLAND FURNACE CO. 1218-8th Avenue Altoona	MOSER BROS. GARAGE 222 North Vine Street Mt. Carmel	GLASS PASTRY SHOP Kline Village Harrisburg
RUSSELL MACKLEY GENERAL MERCHANDISE 2414 S. Queen Street York	P & P AUTO BODY SHOP 50 North Cameron Street Harrisburg	NISSLEY MOTOR CO. Main Street Middletown
EL-GE POTATO CHIPS 308 South Richland York	KEN SNAVELY'S CAFE 7th and Maclay Streets Harrisburg	AUTOMATIC OIL HEATING CO. 2451 Paxton Street Harrisburg
THE ORIGINAL JOSEPH'S BEAUTY SALON 40 E. Chestnut Street Lancaster	ED'S SERVICE STATION 2308 Walnut Street Harrisburg	TAYLOR E. WYNN REAL ESTATE 1615 Market Street Camp Hill
CENTRAL PAPER BOX CO. Grant and Jefferson Lancaster	G. D. HOUTMAN & SON 112 West Front Street Media	PECK'S CONVALESCENT AND REST HOME 120 Willow Street Colonial Park, Harrisburg
TREESE'S DRUG STORE 306 Allegheny Street Hollidaysburg	JOE DISCIAMINI SHOE SHINE PARLOR 250 East Main Street Norristown	ROBERT P. HETRICK JR. PLUMBING & HEATING 1837 North Street Harrisburg

South Hills Movers 1830 West Liberty Ave. Pittsburgh	W. S. Walker Advertising, Inc. 524 Oliver Bldg. Pittsburgh	Hauer's Department Store Hummelstown
Hill Top Driving School 4221 Davis Avenue Homestead Park	Wohlbruck & Miller Printers 2612 Union Avenue Altoona	W. C. Eshenauer, Inc. Plumbing and Heating 2838 Booser Avenue Penbrook
Smith's Fish & Chips Store 4906 Route 8 Allison Park	Specialty Screw Co. Dillerville Road Lancaster	Kelly Co. — Fuel Oil 3867 Derry Street Harrisburg
Morgan Amusement Co. McKeesport	Glen Mills Schools Glen Mills	M. R. and D. C. Lederer Air Conditioning Heating & Ventilating Products 829 Country Club Rd. Box 16, Camp Hill
John A. Walters Alderman 4823 Liberty Avenue Pittsburgh	The Zimmerman's Linglestown	J and P Roofing Heating—Sheet Metal 2346 Ellerslie St. Harrisburg
Standfast Book Bindery 925 Liberty Avenue Pittsburgh	Wm. F. Nye and Son Florist 6221 Jonestown Road Harrisburg	Luncheon Is Served Fund-raising organization for Church and charitable organizations Box 591, Media
Pittsburgh Crushed Steel Company 4839 Harrison Street Pittsburgh	Robert B. Mumper Co. General Contractor Country Acres R. D. No. 1 Harrisburg	Rex's Radio and TV Service 23 E. Sharpnack St. Philadelphia
Waterway Plumbing Supply 700 Knox Avenue Pittsburgh	Curtis Funeral Parlors 1000 North 6th Street Harrisburg	Cooley-Lilley 703 Edgmont St. Chester
Spanos Painting Co. 3030 West Liberty Ave. Pittsburgh	Baker Nursing Home, Inc. R. D. No. 3 Harrisburg	Babe's Luncheonette 401 E. Main St. Norristown
Steel City Furnace Corp. Hoveler and Railroad Springdale	Barbush's Restaurant and Bar Route 22 Harrisburg	Trooper Fruit and Produce Ridge Pike, R. D. No. 2 Norristown

ARTHUR MURRAY STUDIO 627 Smithfield Street Pittsburgh	SAILOR ASPHALT CO. 5415 Keeffe, Lincoln Place Pittsburgh	HARGROVE CO. South 15th & Marial St. Pittsburgh
SCHARMANN MACHINE CO. 337 Blvd. of Allies Pittsburgh	ENGLAND MOTORS, INC. 425 S. Cameron Street Harrisburg	HARRISBURG DAIRIES, INC. 20th and Herr Streets Harrisburg
C. P. KARPEN & SON 1937 Caledonia Avenue Harrisburg	FRED W. LEX Amusement Devices 500 Perry St.—Enola	MYERS FUNERAL HOME 1903 Market Street Camp Hill
BROWN'S CUT RATE 2329 Berryhill Street Harrisburg	DEIBLER'S PHARMACY 2300 N. 6th Street Harrisburg	LEFRIDGE CUT RATE 1800 North 6th Street Harrisburg
LAMONT T. V. TUBE CORP. 1027 Front Street Cresson	FABRICATED PRODUCTS CO. Water Street West Newton	HEEREN & CO. 318 3rd Avenue Pittsburgh
JORDAN'S GARAGE 817 S. Duquesne Avenue Duquesne	SANDRONI BROTHERS 1302 5th Avenue Pittsburgh	ECONOMART 1712 Centre Avenue Pittsburgh
YOCCA'S SERVICE STATION 4065 Greensburg Pike Wilkins Twp. E. Pgh.	KEISTER'S TEXACO S. S. 2070 Monroeville Road Turtle Creek	SCHOMAKER COMPANY 922 Pennsylvania Avenue Pittsburgh
MARKOS GARAGE R. D. 1 Rural Ridge Cheswick	VINCE'S SHOE REPAIR 403 Smithfield Street Pittsburgh	RABOLD'S BAKERY 8017 McKnight Road Pittsburgh
KING'S TAVERN 6392 Penn Avenue Pittsburgh	KUNST BAKERY 3610 Forbes Street Pittsburgh	LAFRANCE INDUSTRIES 111 Federal Street Pittsburgh
SYCAMORE RESTAURANT 372 Butler Street Pittsburgh	NEWELL & DORSCH SHOES 953 Penn Avenue Pittsburgh	PARKWAY CLEANERS 15 West Park Way Pittsburgh
FRANK SAMUEL & CO. 1122 Park Bldg. Pittsburgh	CARL J. CICHOLSKI FUNERAL HOME 1522 Carlisle St. Natrona Heights	SPECIALTY STEEL PRODS., INC. Foot of 7th Street Braddock
JOSEPH M. BEATTY CO. ELECTRICAL SERVICE 5151 Baum Blvd.—Pgh.	TONY LATTELA AUTO REPAIRS Main Street—Slovan	JOHN'S DRUG STORE 1554 Beechview Avenue Pittsburgh
COMPLIMENTS OF A FRIEND	TOM WARD SERVICE STATION 515 N. Highland Avenue Pittsburgh	HAROLD KEENER HARDWARE 3609 Brownsville Road Pittsburgh
EISMONT SERVICE GARAGE 1800 Texas Avenue Duquesne	GERGURICH GROCERIES 1514 East Ohio Street Pittsburgh	J. O. THOMAS CO. R. D. No. 3 Wexford
STUCKERT SERVICE STATION 3936 Forbes Street Pittsburgh	FIRESTONE TIRE & RUBBER CO. Baum and Negley Pittsburgh	L. B. HERR & SON 46 West King Street Lancaster

RIVERVIEW DINER 4105 River Front Harrisburg	WESTERN & SOUTHERN LIFE INSURANCE CO. 4496 McKnight Road Pittsburgh	CROSSROADS BAR, INC. 3900 Paxton Street Harrisburg
KEYSTONE ELECTRONICS 414 S. 13th Street Harrisburg	ALLEGHENY SOCIAL CLUB 810 Concord Street Pittsburgh	H. B. DISSINGER, INC. 1024 S. 13th Street Harrisburg
G. DIAIUTO BEER DISTRIBUTOR Chamber Hill Road Harrisburg	BUSCH CO. 4318 Penn Avenue Pittsburgh	Compliments of A FRIEND
EPPLEY'S TELEVISION SERVICE 21st and Enfield Streets Camp Hill	DELNEY'S DRIVE-IN RESTAURANT 7703 McKnight Road Pittsburgh	JOHN H AULD & BROS. CO. Duncan Avenue Allison Park
KEYSTONE ARTIFICIAL LIMB & ORTHOPEDIC CO. 224 Chestnut Street Harrisburg	GRABLER MFG. CO. 917 Brighton Road Pittsburgh	STAMBOLIS CONFECTIONERY 721 Braddock Avenue East Pittsburgh
LEE'S SINCLAIR SERVICE STATION Route 422 Harrisburg	ZEFFERO TRANSFER CO. 8th and Meldon Donora	JOHN W. PATTERSON CO. 128 Hanover Street Carnegie
ELWOOD'S SUNOCO STATION Main and Catherine Streets Middletown	H & H CLEANERS 1612 Centre Avenue Pittsburgh	BUREK MFG. CO. 43 Independence Street Pittsburgh
KLINE VILLAGE SERVICE STATION Kline Village Harrisburg	PARKWAY HOTEL Wm. Penn Highway Monroeville	VILLAGE GREEN TRAILER SALES M. R. 26, on Route 452 Media
HIGHSPIRE HOTEL Highspire	JOHN J. SCISCIANI 1 Margaret Street Carnegie	NATIONAL CASKET CO. 1501 Reedsdale Street Pittsburgh
MORRIS DRUG CO. 7 East Market Street York	RAY'S ELECTRIC & APPLIANCE SERVICE 710 S. Trenton Avenue Pittsburgh	NORTON CO. Butler Plank Road, Route 8 Glenshaw
NOVELTY MFG. CO. 823-25 N. Market Street Lancaster	LIMSETONE PRODUCTS & SUPPLY CO., INC. Millers Run Road Bridgeville	CAPP TRUCKING CO. River Road Whitaker
TILDEN PHARMACY Tilden and Vaux Streets Philadelphia	DAILY NEWS PUBLISHING CO. 409 Walnut Street McKeesport	D. D. FOSTER CO. 425 6th Ave., Alcoa Bldg. Pittsburgh
CHAMBERLAIN SCHOOL FOR RETARDED CHILDREN Manchester and Idlewild Media	SCHENLEY HEALTH STUDIO Schenley Park Apts. Apt. No. 4 Bldg., Pittsburgh	INDUSTRIAL FOOD SERVICE, INC. 1228 Brighton Road Pittsburgh
WALT'S AUTO BODY 4011 Ridge Avenue Philadelphia	PENN CABINET CO. 631 Kelly Avenue Pittsburgh	E. F. WHITE FUNERAL DIRECTOR 1401 West 3rd Street Chester
WARREN-EHRET Luzerne and E Streets Philadelphia	EAST END UPHOLSTERING 5890 Ellsworth Avenue Pittsburgh	JENKINS NURSING HOME 1348 N. DeKalb Street Norristown

PATRONS

Franc & Company, Pittsburgh	Ward and Ward, Pittsburgh
English Lane Nursery, Pittsburgh	Walter R. Weir, Floreffe
Keystone Motor Service, Pittsburgh	Crescent Sales Co., Inc., Millvale
Shaffer's Junk Yard, Altoona	La-Mar Hotel, Pittsburgh
Walton Hotel, Altoona	Gordon's Truck Stop, Pittsburgh
Hahn & Company, Altoona	Pittsburgh Tag Company, Pittsburgh
Vincent Horwitz Co., Inc., Altoona	Waldorf Bakeries, Pittsburgh
Shaheen's Confectionary, Altoona	Brandi Cleaners, Pittsburgh
Ronnie's Bakery, Altoona	Bergermatic Studios, Pittsburgh
Ann Rice Beauty Shop, Altoona	Oakdale Pharmacy, Oakdale
Juniata Grille, Altoona	Harold's Auto Service, Pittsburgh
Old Dutch Grille, Altoona	Bill's Auto Service, Pittsburgh
Mountain View Motel, Duncansville	Thormer Real Estate, Clairton
Diehl's Letter Shop, York	Birdville Pharmacy, Natrona Heights
Haines Shoe Company, York	Arsenal Lanes, Pittsburgh
Marchand's Beauty Shop, Harrisburg	Capitol Beauty Shop, Harrisburg
Panos Motor Company, Altoona	Harrisburg Grocery Company, Harrisburg
Kooshak Carpet Mfg., Bethel Park	Basch's Dress Shop, Harrisburg
Center Garage, Monroeville	Young's Cleaners & Dyers, Erie
Mainway Super Market, Pittsburgh	Colony Record Shop, Erie
Pittsburgh Hearing Society, Pittsburgh	The Toy Shop, Erie
Harris Drugs, Pittsburgh	Trimble Studio, Erie
Scherb's Bake Shop, Pittsburgh	Young Bros. Electronics, Inc., Erie
Steiner's Stores, Inc., Pittsburgh	Hosler's Mobil Service, Harrisburg
Golden Gate Inn, Braddock	Hay's Service Station, Harrisburg
Miracle Cleaners, Monroeville	Cassel's Service Station, Harrisburg
Haughton Elevator Company, Pittsburgh	Mummert Bros., Inc., Harrisburg
Conley Motor Express, Pittsburgh	Nicholas Evanoff, Roofing, Harrisburg
Charles Tornahene, Bridgeville	Alexander Worhach Cafe, Mt. Carmel
Fi-Dei Cleaners, Bridgeville	Beachcomber's Cafe, Mt. Carmel
Hacker Restaurant, Pittsburgh	Bob's Mobilgas, Harrisburg
Sauer, Inc., Pittsburgh	Maxie's Cafe, Mt. Carmel
Hammels Express, Pittsburgh	Erie Restaurant, Erie
Bob's Pharmacy, McKees Rocks	Urbaniak Bros., Erie
Mullen Brothers, Pittsburgh	Philip Cohen, Furrier, Harrisburg
Mellor Organ Company, Pittsburgh	Belmar Hotel, Altoona
Broadway Hardware, Pittsburgh	Clyde Diehl, Inc., Altoona
Herzburn, Inc., Sewickley	Pettenati's Hotel, Coupon
Palms Restaurant, Oakmont	Ross Trailer Sales, Altoona
Larry Auto Repair, Coraopolis	Keller's Food Store, Newry
Piazza Beauty Salon, Oakdale	Avalon Billiards, Altoona
Mason Heating, Pittsburgh	Heustons Pharmacy, Bellwood
Finance Realty Company, Pittsburgh	Wolfgang Candy Company, York
Acropolis Coffee Shop, Pittsburgh	Shiloh Garage, York
Robert L. Marloff, Inc., Pittsburgh	Mase's Men Shop, York