

* MCCA HAPPENINGS

A MINNESOTA COMMUNITY CORRECTIONS ASSOCIATION PUBLICATION to share ideas and resources

Volume #4

Issue #5

September/October '79



'CORRECTIONS IN A VIOLENT AGE'

The Minnesota Corrections Association (MCA) is holding its annual conference at the Holiday Inn Central, 1313 Nicollet Mall, Minneapolis, MN on October 23-24-25, 1979 - (Tuesday, Wednesday and Thursday). Dr. Robert Ten Bensel, M.D., University of Minnesota will be one of the main speakers and his topic is "Child Abuse, and Later Implications for Delinquent and Criminal Behavior." The Dudley Riggs Players will present "Family Silence." There are over fifty workshops available to participants.

The Minnesota Community Corrections Association (MCCA) is sponsoring the Resource Fair and five workshops which are outlined below.

1. Tuesday, October 23, 1979 - 2:45 to 4:15 PM
"RESOURCES FOR THE AMERICAN INDIAN"

This workshop, sponsored by the MCCA, will look at present resources for the American Indian in Minnesota as well as present problems, culturally specific needs, and finding the right program for the particular individual. Moderator: Richard Draves-American Indian Coordinator, Department of Corrections. Panel Members: Jerry Charatte-Native American Counselor and Ron Head-Chemical Dependency Counselor, Native American Center, Minneapolis.

2. Tuesday, October 23, 1979 - 3:00 to 4:30 PM
"PSYCHO-EDUCATIONAL-VOCATIONAL ASSESSMENT (P.E.V.A.)"

This workshop, sponsored by the MCCA, will identify through an assessment process the psychological educational and vocational needs of the correctional client to be used for Pre-Sentence Investigation and Case Planning. The purpose of PEVA is to identify individual needs of clients and potential problem areas through the use of testing in conjunction with the PSI and the evaluation of clients. It is a screening mechanism to identify clients that may be mentally retarded, learning disabled, experiencing psychological disorders or in need of vocational guidance. The presenter is Harry Kramer-Ramsey County Community Corrections.

Program Happenings

REENTRY SERVICES of Ramsey County
.....in or out of business?

Numerous calls have been received by ReEntry Services regarding the announced closing of the residential rooms at the Downtown YMCA, 475 Cedar Street, in St. Paul. "Does that closing include you?" "Are you going to have to move?"

"We're not closing that's for sure," said its Director Dick Williams. Currently, the program is exploring alternative sites, plus looking into staying where they are.

The "Y" failed to meet fire codes and because of their plans to build a new non-residential facility in a few years, decided to close the residential portion. "It boils down to dollars. The YMCA doesn't have the money to meet code. I think it can be found and not cost the "Y" a cent," said Dick. He went on to say he is working with several people in the community and is confident a workable solution will be found soon. Meanwhile, it's business as usual.

THE RAMSEY COUNTY BOARD OF COMMISSIONERS passed a resolution on September 11, 1979 (4-3 vote) to merge the Ramsey County Community Corrections Advisory Board, and the St. Paul Criminal Justice Coordinating Council to be implemented by October 1, 1979. More information will be provided at a later date as the new guidelines and responsibilities are set forth with this new committee.

AMICUS will now be offering their services to the residents of the Ramsey County Workhouse. This will be available to residents who have been there longer than six months. The contact person for more information is Clair Schmidt (612) 348-8570.

THE DRUG UNIT of the Minnesota Department of Corrections has moved offices, effective October 1, to 2529 Nicollet Avenue South, Minneapolis, 55404, telephone: (612) 341-7480.

TEAMHOUSE, 54 West Exchange, St. Paul, MN 55102, is organizing a winter basketball league and any correctional program and/or chemical dependency halfway house is encouraged to join. For further information call Frank Barber in the evenings at Teamhouse (612) 291-2800.

TEAMHOUSE won the 1979 Chemical Dependency Halfway House Softball Tournament. CONGRATULATIONS!

Granville House, Inc., Teamhouse, Jane Dickman House and the Exchange Program are sponsoring a program reunion which will take place at TEAMHOUSE on Saturday October 13, 1979 at 7:00 PM. Alumni, friends, family members and anyone who has some affiliation with any of the programs is invited to attend. Guest speaker is Jerry Moen-Director of Cannon Valley.

HIDDEN RANCH located at 2048 James Avenue North, Minneapolis, MN 55411, is a three-quarter-way house for women. It was started in September 1978 and serves people 18 years and older. Women from Shakopee and the Adult Corrections Facilities as well as women on probation or parole can benefit from this program. Jill Jackson, the Director, and Madreen Carr, the Administrative Assistant state that their short term program provides 24 hour supervision with an emphasis on a family atmosphere. Counseling services are referred to outside agencies while informal peer counseling is available in the house. For more information call (612) 522-6065.

EDEN HOUSE announced that the Hennepin County Board approved the conversion of 10 beds from Eden House Adult Program to a Residential Youth Program for 10 males. This special program is under the direction of Ray Skinaway. They are present accepting male youths. For more information contact Ray Skinaway, 1025 Portland Avenue So., Mpls., MN 55404, telephone: (612) 338-0723.



October, 1979

Minnesota Community Corrections Association

Dear Community Corrections Co-Workers,

DIRECTOR
Thomas F. Christian, Ph.D.

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Southside Neighborhood
Probation

Matt Smrekar
Drug Unit
Minnesota Department of
Corrections
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Richard Williams
Reentry Services
Ramsey County

Our Industries Program is now fully funded and JIM MARTINSON and STEVE HESSE are on a half-time contract to work on industry ideas. We hope all programs will look into this concept in community corrections and help make their programs more effective. Especially, we would like programs to look into the savings on cleaning materials, furniture, bedding, and all paper products. Through a group purchasing power concept, MCCA can offer savings to programs while continuing our own efforts through a group buying arrangement. The more you purchase, the more MCCA can do for you.

On a national level, MCCA had a hand in the decision by Congress to allow inmates to qualify for CETA one year before their presumptive release. Congress was ready to exclude inmates from CETA altogether. This would have run over into halfway houses, work release, etc. MCCA wrote letters to twenty-five congressional committee members and helped inform them of the consequences of their action. The results were positive for all our programs.

MCCA just completed a chemical dependency/criminal justice interface training 3-day session in Brainerd September 20, 1979. That brings the number to five such training sessions MCCA has put on around the state this year for the State Public Welfare Chemical Dependency Division.

Biofeedback Training is a topic MCCA will make available on November 9, 1979. Doctors will be giving a free demonstration of this concept. A separate flyer will be sent out describing biofeedback.

The Department of Corrections and the Crime Control Planning Board are joining efforts to study the effectiveness of the Community Corrections Act. We assume they will consult community corrections program people in their study.

The National Institute of Corrections has invited the MCCA to meet with them in Chicago this month to discuss the future directions of corrections. If you have ideas, give me a call.

We received a nice note from Carol Seidenkranz, the Student Services Coordinator from Mounds View Public Schools. She writes, "Being a member of MCCA has certainly helped in gaining knowledge and awareness of what's happening in the corrections field."

We appreciate comments like that and encourage those of you who are not members to join us. Join now and have your five dollars apply to your 1980 membership. The membership voted to raise our dues to ten dollars for 1980 as we make every effort to gain self-sufficiency.

Let's keep proactive and beyond the stable state!

Tom

Tom Christian
Director, MCCA

2414 Park Avenue South Minneapolis, Minnesota 55404 Telephone (612) 871-0221 Ext. 218



People Happenings

CLIFFORD JOHNSON, Corrections Supervisor at the Nicollet Avenue Office in Minneapolis, has transferred to the Central Department of Corrections Office to be Probation/Interstate Supervisor. He will be responsible for agent assignment of District Court probation cases and the monitoring of presentence investigations and transfer referrals. He will also give back-up assistance on Interstate Compact matters. He replaces Donald Grafenstein who was named Administrative Assistant to the Commissioner.

JAMES H. BRUTON has been appointed by Governor Al Quie to the Minnesota Corrections (Parole) Board. Bruton, 33, from White Bear Lake, will replace Ron Byrnes, Minneapolis. Mr. Bruton was a Ramsey County probation officer. He has a B.S. degree in Education from the University of Minnesota and a Master of Arts degree in Counseling from the College of St. Thomas.

DENNIS AVERY, probation and parole supervisor for the Minnesota Department of Corrections at the Fremont Avenue Office, has been selected as Director of Parole Services for Hennepin County in their move to a Community Corrections Department in 1980.

JANE BRAATEN, BOB ELKINS, AND MATT SMREKAR have been selected as supervisors for Hennepin County for Parole Services. All three are presently supervisors for the Minnesota Department of Corrections in Hennepin County.

MARY FLEMING has been named Correctional Liason for Hennepin County and will be joining Ron Patrick in determining eligibility and providing services. Mary will be the bridge between the correctional facility and employment on the outside. She can be contacted at:
H.I.R.E.D.
1009 Nicollet Mall
Minneapolis, MN 55403
The telephone number is:
(612) 348-8560.

KEN BEDEAU has replaced JOHN POUPART as Director of Anishinabe Longhouse, 1016 Newton Avenue North, Minneapolis, MN 55411. Mr. Bedeau has been at the Longhouse since 1973. He began as a ½-time employee, attended the Lakewood Training Academy in 1974 and was put on full-time staff as a Correctional Counselor I after completing Lakewood. He finds his present position challenging and enjoys his work. Anishinabe Longhouse is not planning any program changes in the near future. Mr. Bedeau will be participating in the upcoming MCA Conference. Anishinabe welcomes the public to its premises for a look at the program.

GAIL JOHNSON and STEVEN SPITZER delivered a paper dealing with Self-Concept and the Chemically Dependent Offender at the Alcohol & Drug Problems of North America Conference held in Washington, D.C. August 26-30, 1979. This paper was the result of a pilot project undertaken by Freedom House (Minneapolis) in conjunction with the University of Minnesota. The research project has been in the works for two years and is ongoing at present.

JOAN FABIAN, who has been a District Court Investigator, has been promoted to Supervisor at the Ramsey County Juvenile Service Center. She will be located at the Juvenile Service Center, 480 St. Peter Street, St. Paul, MN 55102.

AL SMEBY is transferring from the Ramsey County Adult Investigators Unit to the Selby Office where he will become a probation officer.

The Minnesota Community Corrections Association has a Group Health Plan for community-based programs. It includes Blue Cross/Blue Shield, Delta Dental and Security Life Insurance. Call the Pysick Agency for details - (612) 446-1281.

Committee Reports

TRAINING COMMITTEE

CHAIRPERSON - TOM SCHMID
(376-8014)

The long anticipated training grant from Hennepin County has finally materialized, and the Training Committee is concentrating its efforts on the implementation of this grant. The money for the grant will be drawn from the stipulated five percent of Community Corrections Act funds which must be designated for training purposes. The MCCA grant represents a significant breakthrough in the use of Community Corrections Act funds, because it recognizes the necessity for counties to provide training resources to community facilities. The grant is primarily designed to enable MCCA to conduct training workshops; there are also some funds available for agency staff members to attend professional conferences.

The MCCA workshop on "The Training Function for Community-Based Programs" represented the first activity resulting directly from the grant. The committee is currently reviewing proposals for future sessions. Although a formal training needs assessment is being considered, MCCA members with suggestions for workshop topics are invited to contact Tom Schmid or the MCCA office. Guidelines for the disbursement of conference funds have also been developed and are now being sent to community corrections facilities.

CONTINUUM OF SERVICES

CHAIRPERSONS - JULIE SHAW (348-2762)
DICK WILLIAMS (292-1466)

The Adult Education proposal is completed and is being reviewed by foundations (see page 9). This committee is also participating with the Department of Corrections on women's programming needs.

NEWSLETTER COMMITTEE

CHAIRPERSON - KAROLE WILLIAMS
(336-1731)

We would like to take this opportunity to thank Claudia Byrd for her work on the Newsletter this past year. Claudia has moved from our area to San Francisco where she and her family will now be living. Good luck Claudia and thank you for your help.

We would also at this time like to welcome a new committee member from Volunteers of America, Greg Tillman. We are looking forward to working with Greg.

The next issue of the newsletter will be coming out December 15th. Any information for publication should be received by us no later than November 29th. We are continuing to request feedback, comments and articles on the Burnout issue. These items can be submitted to the MCCA office, 2414 Park Avenue, Mpls, MN 55404.

LEGISLATION COMMITTEE

CHAIRPERSON - NORB GERNES
(331-1087)

The legislative committee is sponsoring a workshop at the MCA Conference on the

Future Directions of the Community Corrections Act. This committee is also following the Sentencing Guidelines Commission as they develop sentencing procedures.

STANDARDS & EVALUATION COMMITTEE

CHAIRPERSON - JAMES BROWN
(222-4471)

The state standards for halfway houses have been returned from the state examiners office. This committee will review the final draft. MCCA in conjunction with Walker & Associates is preparing a proposal for the Crime Control Planning Board to increase usage of the MCCA evaluation system.

Training/Conference Happenings

THE NATIONAL INSTITUTE OF CORRECTIONS

announces a comprehensive management training program for middle level managers in corrections. The program will be offered October 28-November 10, 1979 by the American Justice Institute at an in-residence conference/workshop facility in St. Louis, Missouri. Emphasis will be upon skill development activities and practical applications of modern management theory and principles in corrections. Contact Dr. Jack O'Toole, Director, Management Training Program for Mid-level Managers in Corrections, American Justice Institute, 1007 7th Street Suite 414, Sacramento, California 95814. Telephone: (916) 444-3096.

THE GRANVILLE CORPORATION is sponsoring two special workshops at the MCDA Fall Conference (Oct. 22-23-24, 1979) focusing on issues directly related to working with the chemically dependent person with multiple addictions. The focus will be on the relationship between these problems, cause behind their development, and treatment and alternatives for responding to clients with multiple addictions. The second workshop will focus in on the problems of sexual dysfunction of clients by providing specialized inservice training for the staff. For more information call Teamhouse at (612) 291-2800.

WOMEN IN CORRECTIONS-UNDERSTANDING POWER

is a training opportunity offered on October 26, 1979 at MN/DOT-Arden Hills from 9:00 AM to 3:30 PM by the Minnesota Department of Corrections for employees in the field of corrections. The seminar, conducted by Karen Nelson of the University of Minnesota Department of Counseling and Career Development, will focus on power structures, the participant's power position, and ways to change and deal with power structures and conflicts. For more information contact Debbie Tranter, 430 Metro Square Bldg., St. Paul, MN 55101, Telephone (612) 296-7089.

THE SECURE FACILITY PLANNING CONFERENCE

scheduled by the Metropolitan Council has been cancelled in favor of a series of smaller meetings. Those expressing interest in exploring issues that surround the use and management of secure facilities including community-based correctional programs contact Alan Yelsey at (612) 296-6535.

THE ASKLEPIEION THERAPEUTIC COMMUNITY

Lino Lakes is now providing monthly four-day training institutes for both professionals and other interested community members at a cost of only \$25. Due to institutional policy, registration must be received eight days in advance. The first training seminar was October 16-19 and the topic was "Passivity." For information on up-coming institutes and seminars, contact: Training Coordinator, Asklepieion Therapeutic Community, Box L, Lino Lakes, Minnesota 55014 or call (612) 786-2800, Ext. 164.

PROJECT CADRE has INFORMATION FOLDERS about the developmental disabilities available free of charge. The folder contains a collection of activities addressing the issues of working with people who have a developmental disability and brochures and fact sheets from state and local community organizations you can contact for information and referral. Call Sharen Southard at (612) 874-6650 or stop in the MARC Office at 2344 Nicollet Avenue South, Minneapolis, MN 55404.

THE DIRECTORY OF COMMUNITY-BASED CORRECTIONAL SERVICES

is still available through the MCCA Office (612/871-0221, Ext. 218). The directory costs two dollars per copy (for printing costs) plus mailing expense. The design of the directory is to go state-wide. If you receive a copy, you will be put on a mailing list and update material will be sent to you.

'Corrections in a Violent Age' . . . continued

3. Wednesday, October 24, 1979 - 9:00 to 10:15 AM
"CORRECTIONAL ISSUES CONCERNING MENTALLY RETARDED
AND OTHER DEVELOPMENTALLY DISABLED OFFENDERS"

This workshop, sponsored by the MCCA, provides an overview of the problems faced by developmentally disabled offenders in correctional programs and other criminal justice agencies. Based on two years of research and experience by the Technical Assistance Project on Mentally Retarded Offenders and Project CADRE, the major criminal justice issues concerning these offenders will be identified, and recommendations which address these issues will be offered. A film, "What To Do About James?" will be shown as part of this workshop. Presenters will be Thomas J. Schmid, Ph.D., Mankato State University Corrections Program Coordinator and Sharen Southard, Acting Director of Project CADRE.

4. Thursday, October 25, 1979 - 9:00 to 10:15 AM
"DOMAIN DEVELOPMENT: CORRECTIONS ASSOCIATIONS AND
ORGANIZATIONS IN MINNESOTA WORKING TOGETHER"

This workshop, sponsored by the MCCA, the Minnesota Association of Community Corrections Act Counties (MACCAC) and the Minnesota Corrections Association (MCA), is designed to look at issues in the state where a number of correctional associations and organizations can join efforts to work together on common issues and concerns.

5. Thursday, October 25, 1979 - 10:45 to 12:00 Noon
"FUTURE DIRECTIONS OF THE COMMUNITY CORRECTIONS ACT"

This workshop, sponsored by the MCCA, will consist of a panel who will look at the present and future use of the Community Corrections Act with an emphasis on community-based programs as alternatives to incarceration. Moderator: Tom Christian-Director, MCCA. Panel Members: Bruce McManus-Minnesota Department of Corrections, Jan Smaby-Hennepin County, and Donald Moe-U.S. House of Representatives.

MCCA also recommends the workshop being presented by Freedom House entitled "Function and Application of Program Evaluation."

THE MCA CONFERENCE IS ALWAYS A GOOD TIME TO GET TOGETHER TO SHARE IDEAS AND LEARN NEW CONCEPTS!

C.A.S.A. (the Chemical Abuse Service Agency) was developed to better meet the needs of the Spanish-speaking communities throughout the State of Minnesota in the area of Chemical Dependency. Their staff consists of bilingual bicultural individuals who can identify with the Spanish-speaking population. "Casa" in Spanish means "house." They extend their services to all members of the community. CASA is your casa. Services are free. For more information please contact Nick or Leonor in St. Paul at (612) 227-0834 or Pedro in Minneapolis at (612) 374-1119.

Anthony Rogers invites programs to come in to see the services now available at the TWIN CITIES OPPORTUNITIES INDUSTRIALIZATION CENTER (TCIOC) at 1015 Olson Memorial Highway, Minneapolis, MN 55405. TCIOC provides career development through training; social services through community involvement; and economic development through work projects. Training is free to participants, a stipend is paid to enrollees. Most materials and supplies are provided and classes are approved for veterans. Anyone sixteen years of age or older could be eligible. Contact Anthony Rogers at (612)377-0150.

Program Happenings II

WOMEN HELPING OFFENDERS (WHO), 711 West Lake Street Suite 417, Mpls., MN 55408, has been awarded a grant by The Minneapolis Foundation that will be used to hire a consultant to do an in depth study regarding long range financial and program planning.

WHO has added an additional service to their program which is geared to the incarcerated veteran. The goal is to provide employment services to veterans who have been incarcerated in order to assist them in their adjustment and to obtain employment. WHO will provide an assessment of employment history and capabilities; assist in training and education relative to employment needs; and assist in job development and placement.

WHO will work with unemployed or underemployed veterans and they welcome referrals from anyone who may know of an appropriate client. Ask for Mr. Stanley Hatcher.

Other programs which work with the incarcerated or recently released veteran will be called on to assist WHO clients in other needs such as discharge upgrading. For more information call (612) 824-0741.

PROJECT ELAN, 1027 University Avenue SE, St. Paul, MN 55414, has contracted with the Minnesota Center for Social Research at the University of Minnesota for an extensive evaluation of their program. (In the May/June "HAPPENINGS" we reported Elan's receipt of a grant from MS. Foundation for this purpose.) The Center is conducting sixty-five in depth personal interviews with Elan staff, residents, former residents who completed or failed to complete the program, probation officers and judges. They expect the study to be completed this month.

CORRECTIONAL SERVICE OF MINNESOTA has a new telephone number - (612) 340-5432.

THE CRIME VICTIM CENTERS in both Minneapolis and St. Paul have a new telephone number - (612) 340-5400.

THE VOLUNTEERS OF AMERICA RESIDENTIAL CENTER (VOARC), 2825 East Lake Street, Mpls., MN 55406, is presently going through an extensive renovation to create new meeting space and to expand existing space to accommodate up to 50 persons from community groups. Presently an AA group meets every Thursday evening and NA (Narcotics Anonymous) meets every Monday and Wednesday evening. The NA group has been very successful with a membership as high as 45 persons.

As of September 14, 1979, VOARC has moved from a "Correspondence Status" to a "Candidate Status" having successfully completed the self-evaluation process as the first step in the Commission of Accreditation for Corrections. "Candidate Status" continues for no more than 12 months during which time a formal audit occurs to validate compliance with each of the standards.

THE PHARM HOUSE CENTER, which houses the Outreach and non-residential treatment services, has been offering free chemical dependency assessments on an appointment basis for the past two years. This service is for anyone concerned about their own or someone else's chemical use. It is paid for by Hennepin County.

WHAT: Chemical Dependency Assessment Service

WHERE: 1911 Pleasant Ave. So., Mpls., MN.

WHEN: Call 870-7088 for appointments Monday-Thursday evenings 6-9 PM.

Also some mornings by appointment. If you would like more information about this or any of their other services call (612) 870-7088. Staff is also available for speaking/lecture engagements and inservices.

THE MINNEAPOLIS URBAN COALITION has moved to 89 South 10th Street, Minneapolis, MN 55403. Their old office space is available for a program at 1009 Nicollet, Minneapolis. Call Harold Siegal at (612) 338-4759.

COMMUNITY CORRECTIONS ADULT EDUCATION PROGRAM

CONCEPT PAPER

The Minnesota Community Corrections Association (MCCA) presents this plan in an effort to provide comprehensive educational services for offenders in community-based corrections programs. The plan was developed by staff from GENESIS II for Women, Freedom House, Portland House and ReEntry Services.

It has long been recognized that the educational level of offenders is significantly lower than that of the general population. Recent figures from the Minnesota Department of Corrections indicate that 48% of adults incarcerated in state prisons have not completed high school -- 30% are considered functionally illiterate (unable to read newspapers or magazines).

The fact that offenders are educationally deprived is not by itself significant. Deprivation coupled with a relationship to the incidence of crime and the cost of crime is, however, significant. It is estimated that law enforcement, protection devices purchased by the private sector, incarceration of offenders and other crime related expenses, cost society in excess of \$21 billion annually.

Minnesota has taken a leadership role nationally with its efforts at community-based treatment of offenders -- potentially a more humane and cost effective alternative to traditional incarceration. It has been recently determined, however, that the educational deprivation of offenders has serious implications for treatment.

To emphasize the interaction of adult education with the rehabilitation of the offender, this project is designed to provide two teachers who would divide their time among four participating agencies during the first project year.

The educational goals of the program are: 1) to improve basic academic skills in the areas of reading, writing and math and 2) to introduce the concept of instruction in functional life skills which are judged to be critical to the daily lives of successful adults. Five concept areas are planned: Community Resources; Occupational Knowledge; Consumer Economics; Health; and Government. Simultaneously the program will focus on five skills: Identification of facts and terms; Reading; Writing; Computation and problem solving.

Services will be divided into the following categories:

1. Testing and academic assessment -- assess and evaluate each individual's skills and functional competency needs, design individual adult education plans.
2. Academic skills improvement -- upgrade basic academic skills in reading, writing, and computation.
3. Independent living skills competencies -- measure and instruct life-skills proficiencies through the use of the Adult Performance Level Test developed by the University of Texas.
4. GED Preparation -- instruct and prepare students for the general education development test (GED), a high school equivalency certification.
5. Staff Consultation -- consult with staff members of each program to coordinate the academic with the treatment plan for each referred client.

Specific and measurable objectives have been developed to ensure effective evaluation of the program on an ongoing basis and a total review or summative evaluation has been planned at the conclusion of the proposed period.

The project anticipates serving 100 to 150 clients in 1980 at an estimated cost of \$408 per client. Adult education services to the four community-based corrections agencies identified is just the beginning of a total plan to make comprehensive education available to all fifty client serving agencies of the Minnesota Community Corrections Association.

A detailed plan including needs assessment, budget projections and client profiles will be available October 1, 1979.

It is the intention of this planning effort to begin a workable, and affordable program by January 1, 1980.

MCCA Industries Funded

After months of research and pursuing funding, we are happy to announce that the MCCA Industries Program is finally funded and ready to go.

A big thanks to the McKnight Foundation, the Carolyn Foundation, the First Bank of Minneapolis Foundation, the General Mills Foundation, the Minneapolis Foundation, Dayton's, Target, J.B. Hudson, and B. Dalton for their generous contributions to this project.

We will be contacting all of our member agencies to discuss employment and employment training needs for clients and to determine whether or not the Industries Program can be of assistance to your particular program.

Because the Industries Program is funded, we also will be investigating cost effectiveness for community corrections programs. As you know, you can now purchase cleaning supplies at a substantial discount and we are happy to say that we can now purchase all types of paper goods, office and house furniture and bedding. These products are not factory seconds or any such thing. They are all first rate, top quality products and these products are also available at prices substantially lower than we are used to paying. We can also receive printing at a reduced rate.

Programs will be receiving specific information about the cleaning supplies, paper goods, furniture, bedding, and printing but in the meantime, if you need any of these items or if you have any questions, give the MCCA Office a call (871-0221, Ext. 218).

The Industries Program is a progressive step toward improving community corrections and your continued support is necessary for this project to be effective.

Hope to be talking to you and working with you soon. THE FUTURE IS WHAT WE MAKE IT!

Jim Martinson
Industries Assistant

Steve Hesse
Industries Assistant

Employment Happenings

HUMAN SERVICES ASSISTANT - Salary up to \$13,000 depending upon qualifications. MA in Social or Urban Studies, Public Administration or related field, or BA with 2 years experience. Send resume' and any additional information to: City Manager, 6431 University NE, Fridley, MN 55432. Telephone: (612) 571-3450, Ext. 152. AA/EOE.

CLERK-TYPIST with the City of Minneapolis. These requirements are necessary: you must be out of work for 15 to 20 weeks, or on AFDC. If anyone is interested, please contact Anthony Rogers at TCOLC, telephone (612) 377-0150, or stop in at 1015 Olson Memorial Highway, Minneapolis, MN 55405.

ASSISTANT PROFESSOR OR INSTRUCTOR for the corrections program, Department of Sociology, Mankato State University, to teach some of the following courses: Penology, Community Corrections, Probation and Parole, Criminology, Introduction to Criminal Justice Systems. The appointment is for two quarters (Winter and Spring of the 1979-80 academic year). This position may become a tenure track position for the 1980-81 year. Minimum educational qualification is a Master's Degree in Sociology, Criminal Justice Studies or related field. Ph.D. preferred. Experience in corrections, with a treatment orientation, is also preferred. Competitive salary, based on education and experience. Applications should be mailed to: Thomas J. Schmid, Corrections Program Coordinator, Department of Sociology, P.O. 49, Mankato, State University, Mankato, MN 56001. Application deadline: December 1, 1979. AA/EOE.

'Burnout' Defined

The subject of professional burnout is rapidly becoming one of the most popular topics for discussion among human behaviorists. Recent research has identified it among doctors, psychologists, policemen, counselors, clergymen and social workers-and by others in high-stress occupations. It's a common phenomenon in our business. But what is it? How do we recognize burnout?

Numerous writers have devised their own definitions:

"To fail, wear out or become exhausted by making excessive demands on energy, strength or resources." (Hubert Freudemberger, M.D.)

"A syndrome of physical and emotional exhaustion involving the development of negative self-concept, negative job attitudes, and loss of concern and feelings for the clients." (C. Maslach and A. Pines) "Occupational Tedium" (Fines and Kafry)

Burnout can be acute or chronic. Acute burnout is often a reaction to a work crisis, a temporary frustration, a single job or problem. When the crisis is resolved the symptoms may abate.

Chronic burnout is more pervasive and more difficult to detect. No single cause can be directly attributable to chronic burnout. It is longer-term and its symptoms may spread into other aspects of ones life: Personal relationships, health, ones family. For this reason one has to be careful not to blame the wrong part of ones life, to make the marital relationship a scapegoat for job dissatisfaction or vice versa.

Burnout, like any human reaction, is a highly personalized phenomenon. As such, self awareness and self-diagnosis seems the obvious first step. Unfortunately, when we are in the middle of a state characterized more or less by depression, we can easily lead ourselves into self-deception rather than self-diagnosis.

However, there are certain symptoms, changes a person can note, that signal potential trouble. These symptoms may be behavioral, psychological or physical and will vary with the individual and degree of the problem.

Among behavioral symptoms, we may see increased absenteeism or avoidance of contact with clients ("Oh, damn, he showed up;" "I'll see her tomorrow"); quickness to anger; use of derogatory humor toward clients and staff; over-reliance on others ("Passing the Buck"); rigidity, resistance to change and over-compliance with the "rules." The worker who was once verbal, challenging and rebellious may become quiet and acquiescent (a relief to his supervisor who thinks he has "finally adjusted"). The burnout may become the "house cynic," bum-rapping any suggestion by others.

Psychological indicators of burnout include indifference, "distancing" from staff and clients; joylessness; boredom. The worker may withdraw into a lack of intellectual ambitiousness and rigid thinking. They may feel omnipotent and lapse into risk-taking, placing themselves in counseling situations too dangerous to handle alone. They seem to need to do something out of the routine, even if it borders on the crazy - at least it's different.

Physical symptoms include exhaustion; feeling physically run-down (unable to shake a cold); weight loss or excessive (compensatory) eating. The burnout victim may experience sleep disturbance, insomnia or excessive sleeping. He or she may have frequent headaches or any number of other somatic complaints.

If an assembly-line worker burns out, a bolt may not be tightened properly. In human services the victim is a person: a client who can't reach the counselor when needed; a co-worker who has to carry a greater workload; an employee who fails to meet professional potential. Yet, that burnout may be difficult to recognize. While we can recognize certain symptoms, for one person we may be viewing normalcy, for another burnout.

To recognize burnout we must know ourselves when we are normal and be alert to changes. If we don't recognize these changes, the consequences, not only to our self-esteem, but to others, are enormous.

(Editor's Note: This is the second in a series of articles on Burnout. Readers are encouraged to respond to these articles, send us information you have, or tell us about your experiences. Next: Causes of Burnout.)

We welcome the following new MCCA members:

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