

Approved 1/25/89
Date

MINUTES OF THE House COMMITTEE ON Taxation

The meeting was called to order by Representative Keith Roe at
Chairperson

9:00 a.m./~~pm~~ on January 24, 1989 in room 519-S of the Capitol.

All members were present except:
Representative Reardon, absent

Committee staff present:

Tom Severn, Research
Chris Courtwright, Research
Don Hayward, Revisor's Office
Lenore Olson, Committee Secretary

Conferees appearing before the committee:

Mark Burghart - General Counsel, KS Dept. of Revenue
Representative Kathleen Sebelius
Cheryl Smith - Corporate Kids, Inc., Olathe
Wendy Webb - Board of Directors, Johnson County Child Care Ass'n
Ann Heberger - League of Women Voters, Overland Park
Jim Maag - Kansas Bankers Ass'n
Marilyn Ward - Every Women's Resource Center, Topeka
Kathleen Leon - Director, Menninger Child Care Center, Topeka
Ben Coates - SRS Director of Policy

Mark Burghart reviewed HB 2032, stating that this proposal is a recommendation of the Governor's Commission on Children and Families and is specifically addressed in the Governor's budget recommendations. He also stated that the Department of Revenue would propose a technical amendment to income taxpayers and privilege taxpayers. (Attachment 1)

Chairman Roe distributed the fiscal note on HB-2032. (Attachment 2)

Jim Maag testified in support of HB-2032, stating that they believe the Governor's recommendation for tax credits for child day care services as contained in this bill is a positive step for Kansas children and families. (Attachment 3)

Ben Coates testified in favor of HB-2032, stating that they strongly endorse this bill and see this as an extremely positive step.

Representative Sebelius testified in support of HB-2032, stating that legislation of this type would enable the state of Kansas to join a host of other states in providing tax incentives for employers who are willing to be creative and innovative about child care benefits for employees. She also presented five items which are ment to clarify some of the features of the draft. (Attachment 4)

Marilyn Ward testified in support of HB-2032, stating that this bill would have far more impact if it were expanded and clarified to include specific verbiage which would outline the variety of forms by which employers could receive tax credits and implement their child care assistance programs. (Attachment 5)

Cheryl Smith testified in support of HB-2032, stating that medium sized companies are doing more on addressing the child care issue. (Attachment 6)

CONTINUATION SHEET

MINUTES OF THE House COMMITTEE ON Taxation,
room 519-S, Statehouse, at 9:00 a.m./~~p.m.~~ on January 24, 1989

Wendy Webb testified on HB-2032, stating that she supports this bill and would like Kansas to become the leader in promoting state and private industry partnerships in child care. (Attachment 7)

Kathleen Leon testified in support of HB-2032, but feels that it should include start-up costs as well. She stated that there should be a program plan and a needs assessment when a business is starting up a day care center. She also reviewed the Menninger Child Care Center program. (Attachment 8)

Ann Heberger testified in support of HB-2032, stating that the League of Women Voters strongly believes that child care for the working poor, middle class families and for all who need it must be affordable, accessible, available and, most importantly, provide quality care. (Attachment 9)

Chairman Roe closed the hearing on HB-2032.

The minutes of January 20, 1989, were approved.

The meeting adjourned.

KANSAS DEPARTMENT OF REVENUE
Office of the Secretary
Robert B. Docking State Office Building
Topeka, Kansas 66612-1588

MEMORANDUM

TO: The Honorable Keith Roe, Chairman
House Committee on Taxation

FROM: Mark A. Burghart, General Counsel
Kansas Department of Revenue

RE: House Bill No. 2032

DATE: January 23, 1989

Thank you for the opportunity to appear in support of H.B. 2032. This bill would provide a refundable tax credit for expenditures made by employers for child day care facilities and services provided for the benefit of employees. The proposal is a recommendation of the Governor's Commission on Children and Families and is specifically addressed in the Governor's budget recommendations. The credit would be allowed in three situations:

1. where an employer purchases or contributes to the cost of providing child day care services for the dependent children of employees;
2. where an employer establishes and operates a day care center for the dependent children of employees; and
3. where several employers combine resources to establish a day care center for the dependent children of employees.

The credit is limited to 30% of the total expenditures made by an employer for these purposes. The credit for any single taxpayer for any taxable year may not exceed \$30,000. A \$3,000,000 aggregate credit limitation for any tax year is also imposed. By adopting this proposal, Kansas will join the growing list of states which have recognized the great need for increasing the availability of quality day care services for the dependent children of employees. The proposal will allow private industry to take a more active role in providing such services.

General Information (913) 296-3909
Office of the Secretary (913) 296-3041 • Legal Services Bureau (913) 296-2381
Audit Services Bureau (913) 296-7719 • Planning & Research Services Bureau (913) 296-3081
Administrative Services Bureau (913) 296-2331 • Personnel Services Bureau (913) 296-3077

1-24-89
Attachment 1

The Department of Revenue would propose a technical amendment to Section 1(a) of the bill to clarify that the credit is only available to income taxpayers and privilege taxpayers. A copy of the amendatory language is attached.

Thank you for the opportunity to voice the Department's strong support for the bill. I would be happy to respond to any technical questions which you might have.

MAB:psp

HOUSE BILL No. 2032

By Committee on Taxation

1-12

14 AN ACT relating to income taxation; allowing credits therefrom for
15 child day care assistance provided by certain employers.
16

17 *Be it enacted by the Legislature of the State of Kansas:*

18 Section 1. (a) Any taxpayer that pays for or provides child day
19 care services to its employees or that provides facilities and necessary
20 equipment for child day care services shall be allowed a credit against
21 the tax imposed ~~by articles 11 and 32 of chapter 79 of the Kansas~~
22 ~~Statutes Annotated~~ as follows:

23 (1) Thirty percent of the total amount expended in the state
24 during the taxable year by a taxpayer for child day care services
25 purchased to provide care for the dependent children of the tax-
26 payer's employees;

27 (2) thirty percent of the total amount expended during the taxable
28 year by a taxpayer in the establishment or operation of a child day
29 care center in the state used exclusively by the dependent children
30 of the taxpayer's employees;

31 (3) thirty percent of the total amount expended during the taxable
32 year by a taxpayer in conjunction with one or more other taxpayers
33 for the establishment or operation of a child day care center in the
34 state used exclusively by the dependent children of the taxpayers'
35 employees.

36 (b) No credit shall be allowed under this section unless the child
37 day care center is licensed or registered pursuant to Kansas law.

38 (c) The credit allowed by this section shall not exceed \$30,000
39 for any taxpayer during any taxable year. The amount of the credit
40 which exceeds the tax liability for a taxable year shall be refunded
41 to the taxpayer. If the taxpayer is a corporation having an election
42 in effect under subchapter S of the federal internal revenue code or

on the income of individuals
and corporations under K.S.A.
79-32,110 and on privilege
taxpayers under K.S.A. 79-1107
and 79-1108



The KANSAS BANKERS ASSOCIATION
A Full Service Banking Association

January 24, 1989

TO: House Committee on Taxation
RE: HB 2032 - Tax credits for child day care assistance

Mr. Chairman and Members of the Committee:

Thank you for this opportunity to appear on HB 2032. We fully agree with Governor Hayden's comment in his State of the State Message that our families are the state's most "precious assets" and that our children are "our most critical investment". We therefore believe his recommendation for tax credits for child day care services as contained in this bill is a positive step for Kansas children and families.

The banking industry in Kansas employs over 14,000 people. Women constitute nearly 75% of that work force and in practically all instances they are the ones responsible for providing or arranging child care. In many banks, women with young children may even be a majority of the personnel. However, a recent survey in the ABA's "Bank Personnel News" which was conducted by ABA's Human Resources Division showed only 17% of the banks surveyed were currently offering any type of child care benefits. 45% of those same banks did offer some type of family leave policy.

Another article in Executive Financial Women magazine this month notes that over 70% of women in the 25 to 34 age category are now in the labor force and this percentage is expected to increase steadily in the next decade. The article also points out that many women are delaying child-bearing until they are in their 30s (there was a 71% increase in the number of births to women over 35 between 1975 and 1985). This has an even bigger impact on business and industry because many of these women have already attained extensive work experience and expertise and their loss of time on the job due to child care problems can have a very direct impact on company operations.

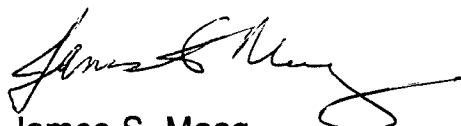
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Attachment 3

The National Association of Bank Women have also conducted a survey which showed that 41% of managers in financial services companies are women yet 74% of those surveyed said they have no child care assistance from their employer. 39% of those responding had children under the age of 10 and they spent over 12% of the work week dealing with child care.

We believe the implementation of such legislation will strongly encourage banks - particularly those in the more urban areas - to consider establishment of a child care program. Such programs are not only positive for the children and families involved, but may also allow the bank to retain talented and dedicated employees who might not otherwise be able to continue working.

We appreciate the committee's willingness to address this issue and we encourage you to recommend HB 2032 favorably.



James S. Maag
Senior Vice President

KATHLEEN SEBELIUS
 REPRESENTATIVE, FIFTY-SIXTH DISTRICT
 SHAWNEE COUNTY
 224 GREENWOOD
 TOPEKA, KANSAS 66606



TOPEKA

HOUSE OF
 REPRESENTATIVES

M E M O R A N D U M

COMMITTEE ASSIGNMENTS

MEMBER FEDERAL AND STATE AFFAIRS
 GOVERNMENTAL ORGANIZATION
 JUDICIARY

TO: House Tax Committee
 FROM: Representative Kathleen Sebelius *KGS*
 RE: House Bill 2032

The notion that employers should be encouraged to provide resources for employee child care is commendable. It was a priority recommendation from the Governor's Commission on Children and Families, and an idea which has been enacted into legislation in dozens of states. Prior to reporting H.B. 2032 favorable passage, I would urge the Tax Committee to consider the following changes:

1. Define "child day care services" in the broadest terms to include referral and information services, direct payment of benefits or vouchers for child care, start-up and capital costs for building or equipment of an on-site or near-site center, supplemental funds to pay for a sliding-scale fee for employees' use of the center, and direct supplemental funding for operation of a program.
2. Make it clear that "facilities and necessary equipment for child day care services", as appears on lines 19 and 20, are included in the child care tax credit.
3. Substitute the term "primarily" for the term "exclusively" used on lines 29 and 34 of H.B. 2032.
4. Rewrite lines 36 and 37 to exclude credit for any "center" which is not licensed or day care home which is not "registered" pursuant to Kansas Law.
5. Add a provision which specifies that the center must be willing to accept S.R.S. reimbursement for child care services in order to qualify for the tax credit.

The items listed above do not change the intent of the bill, but are meant to clarify some of the features of the draft. Legislation of this type would enable the state of Kansas to join a host of other states in providing tax incentives for employers who are willing to be creative and innovative about child care benefits for employees.

KGS:alc

*1-24-89
 attachment 4*

TESTIMONY - HOUSE BILL NO. 2032 - MARILYN WARD
EXECUTIVE DIRECTOR
EVERYWOMAN'S RESOURCE
CENTER

I am Marilyn Ward, Executive Director of Everywoman's Resource Center, an information and referral Center for women and families in Topeka and Shawnee County. I was asked to testify on this particular bill because for the past ten years the ERC has been making child care referrals and the issue of child care has been of utmost concern to us. This past year, as you can see on the statistical page attached, the Center answered 5,231 requests for child care. This totals 42% of the entire number of calls to the Center. Through the years child care referrals have consistently been the number one service offered by the Center, dictated of course, by the needs of the community.

I am here to speak in support of House Bill No. 2032. This bill is timely, necessary and certainly a step in the right direction. Because of the dramatic increase in the number of single parents or working couples, paid child care has become an essential component of our economic infrastructure. I do question whether the language of this bill is sufficiently specific and the concept broad enough to have the desired impact on the corporate structure regarding child care responsibility. The following text contains facts to support my concerns.

Today 54.4% of women with children 6 and under are employed. Additionally 65% of women with children under 18 are employed. In 1960, 85% of married women with children were full-time homemakers, now such a "typical American family" accounts for only 3.7% of all families. By 1995 it is estimated that 2/3's of preschool children and four out of five school-age children will have both parents in the workforce.

Women work primarily out of economic necessity. Seventeen percent of working women have husbands who earned under \$15,000 in 1984. The number of two parent families with incomes below the poverty line would increase by 35% without the wife's contribution to the family income.

Women are supporting an increasing number of all families. In 1986, women supported 87.8% of all single parent families. This translates to one in six families being maintained by a woman.

Women are entering the workforce soon after they give birth to a baby. In 1987, 52% of women with children under the age of 1 were in the labor force.

The trend for women to delay child bearing and pursue careers also adds to the increased number of women found in the work place. This trend is making it harder and more costly for employers to replace these longtime, experienced employees. Women filling managerial positions can be expen-

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sive to replace in terms of lost productivity and training of new staff. Employer provided parental leave benefits and day care alternatives can be more cost effective than losing valuable female employees.

The demand for child care far outweighs the supply. It has been estimated that 24 million children under 13 are in need of day care, 10 million of those are under 6 years of age. Although the exact number of "latch key" kids is unknown, estimates have run from two million to as many as 15 million - "latch key" meaning children who have no adult to take care of them before and after school.

Finding adequate child care is a large part of the problem. Most communities do not have a Center such as the ERC providing readily child care referral information. Corporate help in setting up such centers or referring employees to existing referral agencies is needed on a larger scale than now exists.

The cost of child care is another major hurdle for working parents. The cost of full time care averages \$3,000 a year for just one child. The costs can be even higher for infants. Though fees seem high, they reflect a child care industry fraught with problems brought about primarily because salaries for child care providers are low, often just minimum wage, resulting in a high turnover rate. Employer financial assistance could well help stabilize this situation.

Employers have only begun to recognize the need to assist in child care services for their employees. Currently about 3,000 employers offer some form of child care assistance programs. Out of an estimated 1,128,000 firms in the U.S. with 10 or more employees, this accounts for a very small percentage.

I feel House Bill No. 2032 would have far more impact if it were expanded and clarified to include specific verbiage which would outline the variety of forms by which employees could receive tax credits and implement their child care assistance programs such as:

- a. Use of information and referral services
- b. Vendor discounts - special rates arranged for a certain number of slots purchased and guaranteed by a corporation
- c. Purchased slots - specific slots purchased by a company for its employees
- d. Purchased Vouchers - vouchers paid for by the employer, letting the employee choose the child care provider
- e. Cafeteria benefit plans

- f. Flex-time, part-time, job sharing, work-at-home and flexible leave
- g. On-site or near-site child care centers

Resources:

1. US Bureau of Labor Statistics, News, No. 87-345, Aug. 12, 1987
2. Pamphlet, Charting Change for Working Women, Business and Professional Women's Foundation, May, 1988
3. Report, Kansas City Consensus, Child Care: The Essential Infrastructure
4. Business Week, Special Report, For American Business, A New World of Workers, , Sept. 19, 1988

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EVERYWOMAN'S RESOURCE CENTER STATISTICS
SEPTEMBER, 1987 - AUGUST, 1988

	<u>SEPT.</u>	<u>OCT.</u>	<u>NOV.</u>	<u>DEC.</u>	<u>JAN.</u>	<u>FEB.</u>	<u>MAR.</u>	<u>APR.</u>	<u>MAY</u>	<u>JUNE</u>	<u>JULY</u>	<u>AUG.</u>	<u>TOTALS</u>	
CHILD CARE	410	403	323	338	418	390	408	425	430	436	463	787	5231	
EMPLOYMENT	224	230	206	174	302	248	269	290	271	277	341	436	3268	
HOUSING	86	84	73	63	82	69	75	99	82	117	113	139	1082	
COUNSELING/SUPPORT	26	33	14	24	26	49	39	35	29	40	33	37	385	
ELDERLY	15	31	24	19	30	27	20	37	25	18	14	30	290	
EMERGENCY	37	39	46	26	35	39	28	28	37	44	35	40	434	
GENERAL	96	76	70	75	81	104	104	104	74	102	123	125	1134	
ERC INFORMATION	42	44	23	26	26	33	88	66	99	34	25	49	<u>555</u>	
													TOTAL FOR 12 MONTHS	12,379

want to support the Everywoman's Resource Center. Please check which tax deductible annual membership you choose:

Individual Membership.....	\$15	\$25	\$40	Other
Organizational Membership.....	\$20	\$40	\$50	\$100
Business Membership.....	\$50	\$150	\$250	\$500

I do not choose to become a member, but would like to contribute \$_____ as a tax deductible donation.

NAME _____ TELEPHONE(S) _____

ADDRESS _____ ZIP _____

VISA _____ Number _____ Exp. Date _____

MASTERCARD _____ Signature _____

I have time to volunteer with ERC. Please contact me. My area of interest is: _____

Mail to: Everywoman's Resource Center, Pozez Education Center, 1505 W. 8th St., 2nd Floor, Topeka, KS (913) 357-5171

CALL EVERYWOMAN'S RESOURCE CENTER 357-5171

- to find day care for your children
- to locate housing
- to find a job
- if you need help dealing with divorce
- to get help with legal problems
- if you need counseling or a support group
- to find a companion for an elderly relative
- to find answers to these and many other questions

The staff and volunteers at the Everywoman's Resource Center will help you find whatever assistance you need.



STABILITY, SUPPORT & SERVICE

EVERYWOMAN'S RESOURCE CENTER



WHAT IS EVERYWOMAN'S RESOURCE CENTER?

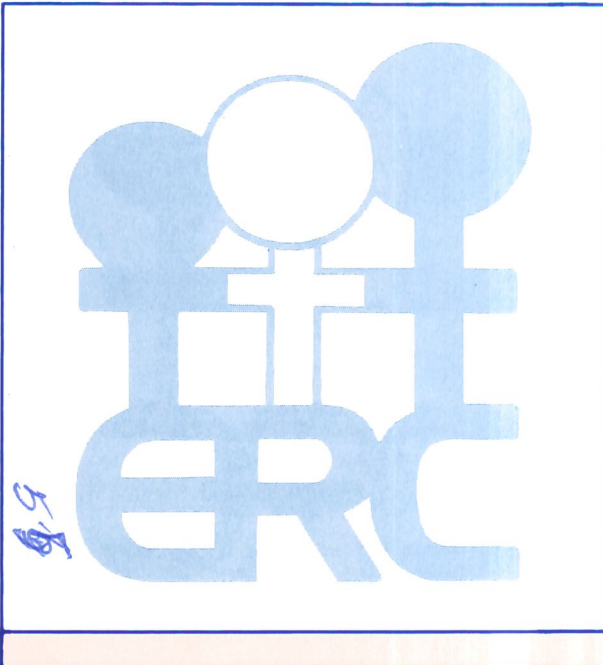
The Everywoman's Resource Center is an information and referral agency designed to meet the needs of women and their families in the Topeka/Shawnee County area. The Center serves as an informational clearing house, specializing in local resources available to women and men.

WHO CAN USE THE ERC?

Everyone is welcome to use the assistance provided by ERC. Women, men, contributors and non-contributors should feel free to use ERC. There is NO CHARGE for services provided by ERC.

HOW IS ERC POSSIBLE?

ERC is a not-for-profit organization. Its funding base includes revenue sharing, contributions from businesses, organizations and individuals, the Combined Federal Campaign and special projects—especially the Designers' Showhouse.



WHAT DOES ERC OFFER?

ERC offers information and assistance in these areas:

■ **CHILD CARE REFERRAL**—current listings of licensed and registered day-care providers and centers.

■ **EMPLOYMENT REFERRAL**—the ERC's Job Bank informally matches job openings with individuals looking for employment.

■ **HOUSING REFERRAL**—current listings of low-cost and emergency housing, as well as contacts for roommates and tenants.

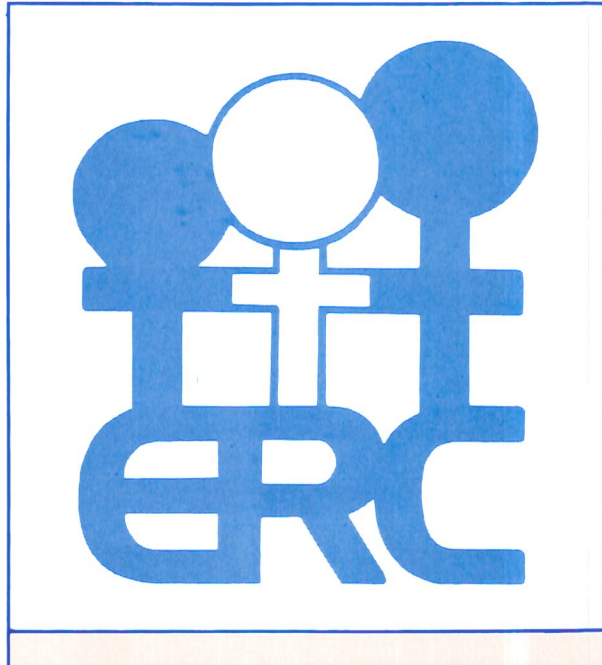
■ **COUNSELING REFERRAL**—a referral service for legal, financial, educational, medical and psychological counseling.

■ **EMERGENCY REFERRAL**—listings of places to turn in times of need for food, money, transportation or lodging.

■ **GENERAL REFERRALS**—ERC provides current information in all areas affecting women and their families.

■ **WORKSHOPS AND SEMINARS**—programs on topics of special interest to women.

*ERC does not endorse any referrals. Clients are encouraged to get references and to interview several referrals before making a selection.



YOU CAN BE A SPONSOR OF E'

Mail the attached form with your contribution. As an ERC member, you'll receive ERC's newspaper, **The Resourceful Woman**, and notice of special programs, workshops and seminars. Above all, you'll know you're helping to support a vital service for the Topeka/Shawnee County area.

WHAT ELSE CAN I DO?

ERC also needs volunteers to help with answering telephones, typing, general office work, programming, membership, fundraising, finance, public relations and newsletter production. If you would like to be an ERC volunteer, call 357-5171 for more information.

Your contribution, whether it be money or time and talent, will give hope and help to many Topeka women.

To find out more about ERC, call 357-5171 or visit the office from 9 A.M. to 5 P.M., Monday through Friday. No appointments are necessary.

EVERYWOMAN'S RESOURCE CENTER
Pozez Education Center
1505 W. 8th Street, 2nd Floor
Topeka, Kansas 66606





January 24, 1989
Cheryl Smith, Corporate Kids Inc.
Testimony on House Bill 2032

I want to thank Chairman Keith Roe and this committee for allowing me to testify on House Bill 2032. Last April I was asked to testify in Washington to a senate committee, and during the summer I testified to the Republican Platform committee on national childcare legislation. I welcome the opportunity to address ways our state can address this issue.

My business is child care. I am the President of Corporate Kids, Inc., a company I began 4 years ago. My company consults with companies, corporations and government agencies on establishing in house day care programs for their employees. Our company slogan is "Parents Who Worry Less Work More". To me, day care is not just a matter of helping children. It is a matter of helping business improve their bottom line and attract and keep quality employees.

I got involved in child care first as an employer. My husband and I have owned an interior design business for the last 12 years. A few years ago, we found ourselves needing child care for our 2 1/2 year old daughter and the designers who worked for us who were young mothers were having problems finding child care. As the employer we dealt with this problem by purchasing a building three blocks from our business and establishing a near-site childcare center. In this center we were able to provide a program that our employees wanted and that met our needs.

Seeing the success that we experienced, we felt other employers would soon see the advantages and they too would establish on site or near site centers. Thus four years ago we formed Corporate Kids Inc. We started marketing our concept in May of 1985. It has been a long and difficult road. While we have had many companies and corporations that are interested, concerned or just want information, we are finding much of business very slow to act. At this time our largest contract is with the GSA. We set up and manage a center at 601 E. 12th St. in KC Mo.

The companies that we have worked with are slow to respond as they want to see it in terms of self-interest. It boils down to the fact that child care is a money issue. Many companies presume that child care will cost more than it will return to them. They anticipate problems in finding people to staff the centers or create the Information and Referral service. Corporate Kids tries to calm their fears, and show how

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Attachment 6

productivity increased when child care is provided.

The major objection we hear is the "start up cost". It is expensive to have a realistic feasibility study done and to understand what will best serve the needs of your employees, and the type and size of center that would match these needs. It also can be a considerable outlay for the toys and equipment.

Let me give you an example: The GSA 601 Center-Federal Employee Center.

GSA did not conduct a feasibility study as they had a directive from Washington to establish this center. They determined the size of their center by the size of the space they had available. They decided to start with 8 infants, 8 toddlers and 57 pre-schoolers. This basically was done only from looking at size of rooms.

They spent \$138,000 to remodel what had been conference rooms and another \$28,000 for equipment and toys. We opened on Sept. 16 and have infant and toddler program that are full with 16 on a waiting list. We have only 29 in the pre-school program but find that we are enrolling about 2 new children a week as the parents learn of the quality of the program.

GSA established a not-for-profit parent corporation that is the governing body of this childcare center. The parent corporation contracted with my company Corporate Kids Inc. to provide the management of the center. Corporate Kids Inc. carries all insurance, which includes one-million dollar liability insurance on the parent board of directors.

Corporate Kids Inc. is provided the space, utilities, and cleaning service free of cost. We collect all parent user fees and the operating budget is developed solely from these fees.

By having the space subsidy Corporate Kids Inc. is able to pay higher wages and have a benefit program that allows us to hire quality providers.

GSA has made a commitment to getting childcare centers within the government. They believe that child care is one of the "front-burner" issues of the decade. Unfortunately, private business has not made this commitment.

My company has an impressive list of clients that we have consulted with and in some cases have done feasibility studies for. Even when our studies show that an on-site center is wanted by the employees, a good business decision for the company, and we are able to overcome the fears of liability....there is still hesitation to spend the money.

Corporate Kids is convinced that if a company could re-coup some of its start up cost with a re-fundable tax credit that could be the incentive that would cause action. All we need in this state is a few examples of how successful it can be. Those examples must come from private industry. One of the companies that we have been working with is, Ward Kraft Business Forms in Fort Scott Kansas. A small manufacturing plant in South East part of the state, who realizes the importance in providing quality childcare for their employees and others in their community, a refundable tax credit would get them off the fence. Ward Kraft will probably make a decision to provide an on-site center within a few years. This tax credit could make it happen in 1989.

Another important player in the area of childcare that should be considered is the developer. It seems only logical that those who entice new residents into the community through building and development share in the responsibility of providing solutions to this ever growing need of working parents.

Office parks, and industrial developments should be required to do impact studies on how their development will effect the childcare situation and again a re-fundable tax credit should be given if the developer is willing to provide the space and start up cost for an on-site center within his development. The developers can provide the centers that many small business could never provide alone.

Corporate Kids Inc. is a true believer that the state and federal government can not handle this child care problem alone. It must be a partnership between government and private industry. This is your change to start this partnership. Offer the incentive. Commit to a program that allows private industry to share in the work. Commit to a program that will allow Kansas to have a more productive workforce because I know you will agree with me, PARENTS WHO WORRY LESS, WORK MORE!

January 24, 1989
Wendy L. Webb
18601 Nall
Stilwell, Kansas 66085

Mr. Chairman and Members of the Committee:

I would like to thank you for the opportunity to testify before you today. I am here not as a member of a special interest group or as a paid lobbyist but rather as a professional, as an educator, a parent, and a citizen concerned for the future of the children of the state of Kansas.

Specifically I come to you today wearing two hats. One as former board member of the Johnson County Child Care Association. (An association who operates an information and referral service.) My other hat...as program director of an on-site employer sponsored child care center.

As a member of the JCCCA I am very aware that in one of the wealthiest counties in the state...child care is in a crisis situation. The association is an information and referral agency. Yet an I & R cannot function when there is no where to refer the employee. In Johnson County, if you need infant care you probably won't find it. If you need toddler care, you may find that in few private centers. School age care, you most likely won't find. Fifty percent of mothers, therefore, don't have a choice about where they leave their children. They leave them next door, or with the neighbor woman who takes care of everyone's kids, or alone. The problem now isn't that the kids don't have somewhere to go. Now the problem is that the parents are worried about where they have gone.

As the media reports the stories of child abuse, every parent who hears the stories, every employer who provides Information and Referral services, thinks at least once that maybe that could be their child or their employee's child. Those employees spend time worrying about their children. They worry their child may be next.

Yet Johnson County is one of the fastest growing counties in Kansas. We have very active economic development departments that are very successful in attracting new business and new development to our county. The major link that is missing is asking those that come to our county to share in the dilemma of childcare. We ask a developer to

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acquire building permits, and to sometimes have environmental studies done, and to even construct roads. When will we realize that we must also ask them to aid in the provision of childcare? They provide parking, fitness centers, trees, and office in the park environments. Childcare is a minor expense when viewed with those other amenities. Their lack of action may just need encouragement and some incentive.

I am here today to share with you what I have seen as a very successful answer to the worries, for employer and employee in the establishment of on-site childcare centers. I started with the set up of the Government Services Administration Center in downtown K.C. and have been the program director since the start. I have seen employee absenteeism decrease and employee morale increase. I have seen the employees of the building take pride in coming to work for an employer who cares, for their children. I have observed mothers of six week old infants experience significantly low levels of separation anxiety because they can spend breaktime and meal time with their infant. Parents are experiencing less stress because they are constantly monitoring their children's development and childcare program by active daily participation. Parents are experiencing satisfaction because due to the subsidization of the space from the GSA those funds are diverted to professional staff salaries and consequently those staff members have created a quality program.

The employees are not the only ones to benefit. Certainly the employers role has not gone unnoticed. The GSA Center has been recognized as a model in the city. Employees are returning to the work force sooner, and, as has been demonstrated in other on-site centers nationally, will remain with an employer longer.

And, lastly, but most importantly certainly the greatest benefit has been felt by the children. They are spending greater number of hours with their parents. Our parents are reporting to us an average gain of one to two hours daily with their child by bringing them to work. They share song, rhymes, and daily events in the car ride. Many spend the lunch hour chatting about the curriculum. They are also benefiting from the quality of the program. Because the first three years of a child's life are his most important in terms of development it only makes sense quality be of the utmost importance. And this quality has been made affordable by the employers participation.

I am a realist, I realize that the childcare problem this country is facing is one that will require innovative and creative solutions. It is a dilemma that is too big for local, state and federal government alone. It will take the partnership of government and private industry. The time

7-2

has never been more right for devising creative alliances. I challenge you to enact this legislation intact so that you will give business the incentive to develop on-site centers. Give private industry the encouragement to do their part. Let Kansas become the leader in promoting state and private industry partnerships in childcare. Because it is the state that will benefit by giving the benefit to the children.

Through the leadership and commitment of the Kansas House of Representatives we can take a major step in the right direction. I look forward to working with each of you and with this committee to speed the progress of this legislation

8/13

TPR

Temperature
Pulse &
Respiration



January 23, 1989

Child Care Center opens with glee from kids, parents

More than 250 parents, children, and Menninger staff members toured the newly finished Child Care Center during the open house January 15.

Center teachers and assistants as well as Child Care Center Committee members guided a steady group of visitors throughout the two-hour event, reported Kathie Leon, Center director.

"I love it. The proof is in my son," said Terry Martinez, whose son, Joey, 2, is enrolled. "I've been really nervous about this because he's been in a private home for care until now. I'm anxious to see how he interacts with the kids."

Emily Atwood, 10 months, daughter of Dr. Eric and Robin Atwood, loved the music room the most.

"We came over on Thursday (January 12) and looked the Center over. I think she likes her teachers, but I think it helped me more than her," Mrs. Atwood confided.

"People were almost shocked that this building had been remodeled into this because it looks like the Center was built specifically for child care," Ms. Leon said.

Representatives from Fort Riley Army post, Kansas State University, St. Francis Regional Medical Center at Wichita, Baptist Memorial Hospital and Shawnee Mission Medical Center at Kansas City, Senator Kathleen Sebelius, and the Washburn University dean of education also attended the open house.

On the following day, January 16, the Center opened with 20 children. Ms. Leon said about 45 will be attending by the end of the month with the infant unit being full. Other children are scheduled [Continued on page 2]



Grandpa Dean Page, administrative assistant, holds his grandson, Jeremiah Corpening, 3, as the boy ambitiously climbs a block during the Menninger Child Care Center open house. Jeremiah is the son of Jim Corpening, Facilities Maintenance, and will start attending the Center in February. For more on the opening, turn to page 2.

*1-24-89
Attachment 8*



Staff flocks to Center

[Continued from page 1]

to begin in early February and March when Ms. Leon said she expects the Center to be near the capacity of 65 children.

"So far everything has gone smoothly," she said. "The staff is terrific. Their experience and personalities blend together so well."

Special finishing touches such as the first aid kits made by the Pharmacy staff and the sheets and blankets made by the Laundry staff have helped ready the Center for business. Ms. Leon said a few storage units for staff materials and toys and a trike "barn" that are on the drawing board should complete the furnishings.



Top left: Emily Atwood, 10 months, seems intrigued by the baby picture in the swing as her mother, Robin, left and teacher Kathy Godsey discuss Emily's feeding schedule. Lower left: Surrounded by boxes, Audrey Danielson, teacher assistant, unpacks games, dolls, and developmental toys the week before the open house. Above: Cassie Dalton, 7, and Cody Lockett, 1, test the playground slide as Tamara Overman, clinical typist, stays close by.

Family business roots strengthen Dr. Fabacher's approach to new role

In November 1987, Dr. Jeff Fabacher participated in the first educational forum for Menninger alumni and referral sources.

The experience whetted his appetite for building contacts with referral sources and alumni. On February 1, he will assume new duties as director of professional relations and medical director of admissions service, announced Dr. Edward Zoble, administrator of the C.F. Menninger Memorial Hospital.

"I think we are lucky that Dr. Fabacher will do this because he is a competent physician and is good with patients. He also understands business and the relationships on our boundaries that foster mutually beneficial alliances with our referral sources," Dr. Zoble said.

Dr. Fabacher has been team leader for the Mag Hall long-term unit since 1987. Dr. William Johns, psychiatrist on Kresge I, has been named to replace Dr. Fabacher on February 1.

In his new role, Dr. Fabacher will be responsible for coordination of regional relations for the adult hospital and serving as a medical liaison with the Admissions Office to facilitate admissions from referral sources he develops. He will be directly responsible to Dr. Zoble for marketing and to the Admissions Office director (Esther Read until March 1 followed by Richard Porter) for work in that area.

"This appointment is one more component to the wide spectrum of marketing services being done by the adult hospital and the Office of Public Affairs," Dr. Zoble said.

Dr. Fabacher will devote at least two trips each month to developing close working relationships with referral sources nationwide. He said he will concentrate on getting to know their needs and informing them about Menninger programs.

About three-fourths of his time will involve his new assignment. He will continue some outpatient psychotherapy, sex therapy, and psychopharmacology consultations.

"My new job will involve building one-to-one relationships with referral sources to build our base, learning from them what their experiences have been in referring patients to us, and determining ways we can improve those services," Dr. Fabacher said.



Dr. Jeff Fabacher

Overall, Dr. Fabacher will be taking the pulse of ongoing Menninger marketing operations for the adult hospital and tracking the effectiveness of those activities.

At Menninger, Dr. Fabacher said he recognizes a misconception that marketing means advertising and sales, which are often linked to commercialism.

Marketing, he explained, represents much more. It's researching the demand by consumers and mental health professionals, determining trends in the market, and positioning Menninger to meet those demands.

"One of the biggest challenges I have will be marketing marketing," he said, "because there seems to be a misunderstanding about its application in a medical setting."

Dr. Fabacher came to Menninger in July 1983 as an assistant team leader on SDTU. He said he became interested in Menninger's marketing when he realized the nation's younger mental health professionals, in particular, were unaware of its reputation as a mecca for psychiatric treatment, education, research, and prevention.

"I'm anxious to get started," he noted, even though he realizes his initial efforts may not achieve immediate results.

"Marketing has to involve more than one person. Everyone needs to be a part of that effort."

A native of New Orleans, Louisiana, Dr. Fabacher grew up in a family business atmosphere. After being in the restaurant business for many years, his ancestors launched a regional brewery in 1890, which remained in the family until 1971 when it was acquired by a national chain.

He chose to study medicine after graduating magna cum laude in 1975 from Spring Hill College. Four years later, he earned his medical degree from Louisiana State University. Dr. Fabacher completed a three-year psychiatry residency in 1983 at Ochsner Foundation Hospital in New Orleans where he also served as chief resident in psychiatry.

At Menninger, he has been a member of the Specials and Psychopharmacology Committees, member and past chairman of the Utilization Review Committee, and, most recently, he was appointed chairman of the Compensation Committee for the Psychiatry Discipline.

News of Helvi Boothe's death reaches staff

Helvi Boothe, the first director of social work at Menninger, died February 13, 1988, in Fort Collins, Colorado, according to social worker Richard Benson, who said he had only recently learned of her death.

Mrs. Boothe had been severely ill and had resided in a nursing home since October 1987.

She joined the Menninger staff in July 1944 at a time when social work was not a routine part of the psychiatric treatment program. She was appointed acting head of social work in March 1945 and worked closely with Dr. Robert Worthington, director of the Sanitarium, to formulate the social work services that could be provided to patients and their families. Social work flourished under Mrs. Boothe's leadership, and she continued as chief social worker until September 1957 and was recognized as a pioneer in her field.

Last two work-study students concluding 17-year-old program

For child care workers Elaine Adair and Marsha Rufener, getting a college degree didn't help them decide on a career—the Menninger work-study program did.

This month, two new work-study students, Joshua Heller of Antioch College and Lisa Becker of Alma College, have embarked on their six-month internships. They are the final two students in Menninger's only education program for undergraduates, which will conclude in June.

"I thought I wanted to go on and get my PhD in psychology," Mrs. Adair said.

But after graduating from the University of Delaware, she entered the work-study program to get practical experience in mental health. Mrs. Adair attended classes in the Karl Menninger School of Psychiatry & Mental Health Sciences, attended special seminars, and worked alongside child care workers at the Children's Division.

"I realized this is what I wanted to do and that I didn't need to pursue that degree," she said.

Since she completed her work-study program in June 1987, Mrs. Adair has worked at Children's with Miss Rufener, who finished the program three years ago.

"I hadn't decided what I wanted to do until I came here (from Bethany College)," Miss Rufener said. "I found out what it was like to work with these kids (patients). When I finished the work-study program, I was ready to go right into a job. I liked it here a lot and decided I wanted to stay."

According to Dr. William Smith, director of the psychology discipline and psychology training, ending the work-study program, which began in 1972, is a matter of cost savings and streamlining of the educational mission. It is not a reflection on the quality of students or clinical placements, Dr. Smith said.

"This is the only program of its kind that I know of that combines education, work experience, and the kind of close, personal supervision that we offer," explained Dr. Susan Voorhees, work-study program director.

Not only did the work-study students receive a quality experience through the program, but Menninger child care workers benefited from their assistance and staff members enjoyed the opportunity of working with bright, motivated students, Dr. Voorhees said.

"It's not often you get an opportunity to have an impact on someone's life through an experience like this," she added. "Colleges participating in the program have told me it was an important opportunity to offer their students."

She said the program's success has depended on Menninger staff members donating their time to conduct special seminars and serve as supervisors.

Dr. Howard Shevrin, a staff psychologist, established the cooperative program in 1972 with Antioch College. Since then more than 125 students have graduated

from the program. The focus has been on clinical psychology, but the program also has helped meet the needs of students interested in social work and other mental health careers. Many work-study graduates have become Menninger child care workers and then left to pursue graduate degrees at major universities. Each work-study student has concluded the program by writing a scholarly paper.

Dr. Michael Harty and Dr. Stephen Lerner directed the program before Dr. Voorhees assumed the duties in 1986.

In 1980 the program expanded to include students outside of Antioch from schools such as Smith College, University of Kansas, Carleton College, Columbia University, and Cornell University. Menninger accepted up to eight students for each term from January to June and July to December.



Lisa Becker of Alma College and Joshua Heller of Antioch College take a break from orientation in the Professional Library during the first week of their six-month work-study program. They are the final students enrolled in the program, which will end in June.



Friends fill Topeka Library to honor editors, Dr. Karl

Editors of *The Selected Correspondence of Karl A. Menninger, 1919-1945* and Dr. Karl delighted friends and colleagues January 15 as they autographed copies of the new book published this month by Yale University Press.

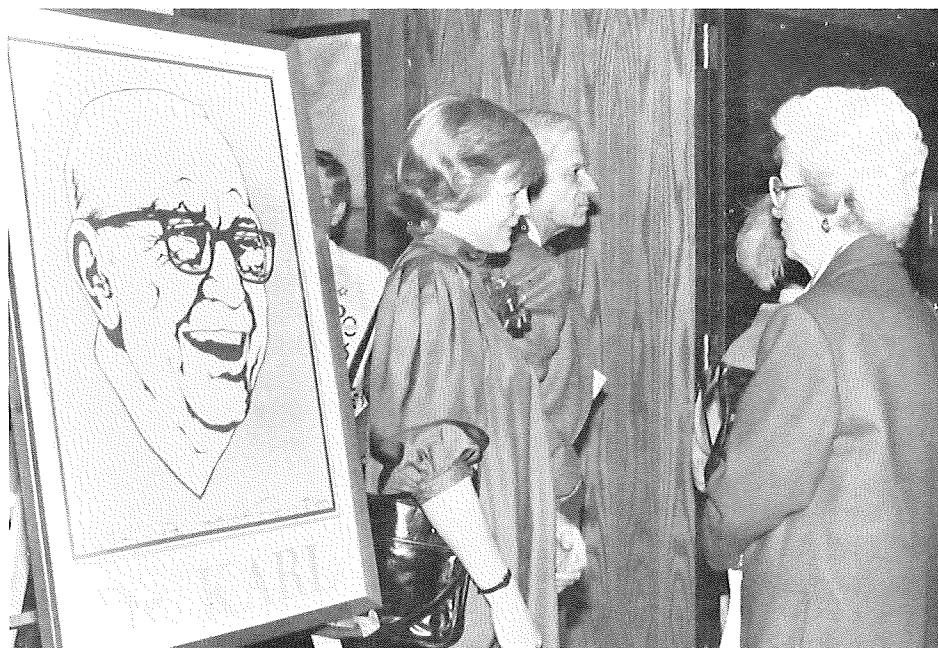
An overflow crowd attended the combined signing reception and opening of Dr. Karl's art exhibit at the Topeka Public Library.

The library sold out of more than 75 copies of the collection of letters, which were offered at a discount.

Special displays of Dr. Karl's books, samples of letters included in the book, and other writings accompanied the one-week art show marking publication of *Selected Correspondence*.

Editors Virginia Pruitt and Howard Faulkner, professors of English at Washburn University, have completed a manuscript for a second volume of Dr. Karl's letters. Dr. Faulkner said they have proposed to Yale University Press featuring letters from 1946 to 1965 in the next volume. In addition, the editors would like to reproduce Dr. Karl's advice column, "Mental Hygiene in the Home," that he wrote from 1930 to 1932 for the *Ladies Home Journal* magazine.

Copies of *The Selected Correspondence of Karl A. Menninger 1919-1945* are available at the Menninger Bookstore.



Top left: News media and those wanting autographs surround Dr. Karl Menninger during the reception January 15 at the Topeka Public Library. Top right: Dr. Nathaniel Uhr visits with Selected Correspondence editor Dr. Howard Faulkner. Above: Editor Dr. Virginia Pruitt invites a friend into the gallery. Lower left: The library promoted the autograph reception and Dr. Karl's art show with a banner above the door.

Red Pratt retires as bridge group leader

James "Red" Pratt picked up playing bridge while he attended Washburn "back in the dirty '30s."

When Mr. Pratt became a full-time manual arts staff member in 1939, he started nearly 50 years of bridge tradition at Menninger. The game, combined with Mr. Pratt's devotion to Menninger patients, became a therapeutic tool, social skills lesson, and popular avocation for hundreds of patients.

In 1955, the Menninger bridge players became affiliated with the American Contract Bridge League. Mr. Pratt rarely missed leading one of the weekly Monday sessions. When he and his wife, Millie, were forced to be absent, Virginia Brady took over direction of the Club. (She is retired as secretary for Dr. J. Cotter Hirschberg.)

The only time the couple cancelled the bridge sessions was for three weeks last year when they traveled to Europe.

But, Monday nights are free time for Mr. Pratt now. On December 19, the group played their last hands of bridge together in the Dean Building canteen.

His bridge colleagues honored him at a party with a certificate and a new set of luggage for his 33 years as Bridge Club director.

"One of the patients in my first (ACBL) session was there Monday night (December 19). She started out with me and finished up with me," he recalled.

For 20 of the 33 years, Mr. Pratt had the same partner. There's no doubt about it—the Bridge Club loved to play.

"During the years I ran the group, some of the patients developed into the top players in Topeka; I mean really top."

One group of former patients went on a bridge cruise to measure their skills. Mr. Pratt said they brought back eight trophies and the nickname "the Kansas four." And, a patient team finished second in the nation with the most hands perfectly played.

Mr. Pratt himself earned the status of "life master" from the League. For many



Long-time staff member James "Red" Pratt displays the certificate of appreciation given him by patients and former patients for directing the Menninger Bridge Club 33 years.

years, he coordinated numerous bridge tournaments in Topeka.

The Menninger Bridge Club grew as large as 14 tables. But because the game is no longer used in activity therapy and participation had begun to dwindle, he decided to conclude the tradition.

"Last night (a Monday) my neighbor came over and asked 'what are you going to do tonight?'" Mr. Pratt recalled. "I watched a ball game."

He plans to use his new luggage for traveling during his retirement, but he will keep in touch with Menninger friends.

"This sort of officially ends my association (with Menninger), but I'm coming out about every day. I want to keep my finger on things and to see Dr. Karl (Menninger). He doesn't want to see me go."

Mr. Pratt started his Menninger career in 1937. He became director of Activity Therapy in 1954 and director of the Visitors Bureau in 1968. For years he supervised summer activities at Lake Perry and the West Campus swimming pool. He retired from full-time duties in 1981.

Wellness Forum plans tips dealing with back problems

Safety Director Bill Hutchinson, who has had back surgery, organized the February 1 Wellness Forum program "The Back Problem."

His colleague Ray Stansbury, safety specialist for Kansas Power, Light, and Gas Co., Topeka, will offer Menninger staff members a unique presentation on how to lift objects safely. Mr. Stansbury created a slide program using his own artistic talents for illustrations. He will discuss why people tend to be bothered by back problems, techniques for strengthening the back and lifting objects properly, and how those who lift heavy objects can do so safely.

"The Back Problem" is open to all staff members and will begin at 1 pm in the Seeley Conference Center auditorium. Those who attend will earn continuing education credit.

On March 1, the Wellness Forum will feature presentations on cancer awareness.

Menninger calendar of educational events

February 1989

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			I Wellness forum, 1 pm. "The Back Problem," Bill Hutchinson and Ray Stansbury.	2	3 Adult outpatient department meeting, 1 pm. "Sexual Dysfunction in an Eating Disorder Patient," Drs. William Simpson and C.A. Barnhill.	4 History of Psychiatry Series, 8 pm. "History of Child Psychiatry," Dr. Efrain Bleiberg.
5	6	7 Children's education, 1 pm. "The Myth of Sameness," Dr. Regine Benalcazar and Pearl Washington, RN, MS (Calder Conf Rm). Hospital Education, 1 pm. "Menninger's Relationship to the Presbyterian Board of Pensions," Dr. Stuart Averill, Dr. Fred Shectman, & Chaplain John Dillingham.	8	9	10 Adult outpatient department meeting, 1 pm. "New Findings in Hypertension Studies," Dr. Steve Fahrion.	11
12	13 TIP film series, 7 pm. "The Dead," Dr. Joseph Hyland, discussant.	14 Visiting professor, 10:30 am. "Stress, Fear, & Anxiety: An Update," Dr. Richard Shader at Hawley Auditorium-VA. Psychiatry grand rounds, 1 pm. Dr. Richard Shader. To be announced.	15	16	17 Menninger staff meeting, 1 pm. Dr. Roy Menninger.	18
19	20	21 Children's education, 1 pm. "Antisocial Personality Disorder," Dr. Walter Menninger. Hospital education, 1 pm. "Working with the Adolescent of a Cultural Minority Family," Drs. Becquer & Regine Benalcazar.	22	23 Physicians' education, 1 pm. To be announced. Topeka Psychoanalytic Society, 8 pm. "Developmental Psychology and Psychoanalysis: III New Perspectives on Theory and Practice," Dr. Martin Leichtman.	24 Adult outpatient department meeting, 1 pm. "The Nature of Clinical Theory," Dr. Heinz Falck.	25
26	27 Psychocultural series, 8 pm. To be announced.	28 Children's education, 1 pm. "Adolescence: The Problem of Aggression," Arthur Mandelbaum, MSW. Hospital education, 1 pm. "Who Needs Extended Hospitalization: What Clinicians Think," Dr. Jon Allen.		Please consult the reverse side for a listing of meetings requiring preregistration. Register by calling extension 5540.		

Meetings are in Seeley Conference Center auditorium unless otherwise noted. Educational forums are in Calder Building conference room.

8-4

In-service education

February 1989

Preregistration required by phoning extension 5540.

February 1—Education Day

9 am CPR recertification, nursing classroom
(Certification will need to be done at another time.)
1 pm Crisis control review, Seeley 103
3 pm Infection control review, Seeley 103
4 pm Emergency equipment review, Seeley 103

February 2

12:30 to 4:30 pm CPR certification, nursing classroom

February 3

3:10 to 4 pm All-nursing discipline meeting, “Legal Issues”
Open forum, Seeley 103

February 9

1 to 4 pm CPR recertification, nursing classroom

February 15

1 to 3 pm “Hospital Treatment of Patients with Narcissistic and Antisocial Personality Disorder”
Dr. Glen Gabbard, Seeley 103, two CEU credits

February 17

3:10 pm RN meeting, “Patient Classification System”
Pearl Washington, MS, CS, RN, director of nursing; Seeley 103

The format for all of the Education Days will be the same. Staff members will be scheduled off their unit for an “Education Day” with no official leave required. This plan will be implemented on a trial basis for 1989 and, if successful, will be continued with a minimum of six Education Days per year.

Blood drive recruits Menninger 'sweethearts'

Be a "sweetheart" and give blood Wednesday, January 25.

Courtesy of Menninger Food Service, Human Resources, and Topeka Blood Bank, donating blood will reap a sweet reward. Participants will receive a free dessert in either Thornlea Commons or Children's Division dining room, a coffee mug with new Topeka Blood Bank logo, and a free cholesterol check.

Appointments between 8 and 11:15 am and 1 to 4 pm may be arranged by phoning Betty Wells, extension 5494.

Because blood supplies traditionally

run low in January, Menninger and the Blood Bank are encouraging first-time donors to participate. The person who recruits the most first-time donors at Menninger will receive a day of annual leave. When checking in for appointments, first-time donors should indicate who recruited them. All donors will be eligible for drawings for prizes.

Those unable to make an appointment January 25 may become eligible for drawings and gifts by donating at the Topeka Blood Bank any time this week. Contact Mrs. Wells to receive credit.

Child psychiatry topic of history series February 4

Dr. Efrain Bleiberg, director of the Karl Menninger School of Psychiatry, will review the history of child psychiatry on Saturday, February 4, for the History of Psychiatry Series.

The presentation will begin at 8 pm in Hall Auditorium, Seeley Conference Center. Dr. Bleiberg also serves as associate dean in the Karl Menninger School of Psychiatry & Mental Health Sciences.

Sexual Health Center presentation rescheduled

An in-service education program for secretaries and office support staff about the Center for Sexual Health has been rescheduled for today.

Originally, the program was planned for January 9 as the first of two presentations by Dr. William Simpson and social

worker Carol Jolly. Dr. Simpson became ill forcing the postponement of the January 9 session. The January 16 program continued as scheduled.

Today's program will be from 2 to 3:30 pm in the Seeley Conference Center auditorium.

Friends remember Roger Hoffmaster

The unexpected arrival of a bouquet of roses seemed to complete the dedication ceremony in memory of Roger Hoffmaster.

Fifty of his family and Menninger colleagues gathered January 3 to remember Mr. Hoffmaster as an instrumental staff member, husband and father, and friend who enjoyed tending his roses.

Mr. Hoffmaster died in September 1987 after working at Menninger for 18 years.

In the Professional Library, artist Karolyn Jones, Overland Park, Kansas, unveiled the portrait she painted of the administrator and dean of the Karl Menninger School of Psychiatry & Mental Health Sciences. Dr. Jack Ross explained that memorials from Mr. Hoffmaster's friends had made commission of the portrait possible. The painting now hangs in the School's main conference room in the Tower Building.

In addition, the Professional Library displayed audio-visual equipment purchased with memorials. The equipment represents Mr. Hoffmaster's work as associate dean of the School's information and media division as well as his role in the birth of Menninger Video Productions.



Dr. Jack Ross reads the inscription on the frame of the Roger Hoffmaster portrait unveiled by artist Karolyn Jones. Looking on are Mr. Hoffmaster's widow, Louise, and her family.

8-5

Psychopathology expert, author to present Menninger workshop

Dr. J. Reid Meloy's book, *The Psychopathic Mind is the most significant contribution on psychopathy in four decades*. Dr. Emanuel Tanay

Enrollment is open for a two-day workshop this week by Dr. J. Reid Meloy, author of *Psychopathic Mind: Origins, Dynamics, and Treatment*. He will conduct sessions on the subject Thursday and Friday, January 26 and 27, at Menninger.

Sessions both days will begin at 8:30 am and conclude at 5 pm in the Seeley Conference Center. Participants will receive numerous handouts for their use.

To register, contact Jayne Roberts, Continuing Education, extension 5994.

"Dr. Meloy has been heralded for writing the most important book on psychopathic behavior in years," noted social worker Jan Larson. "He's also a

dynamic speaker."

Dr. Meloy works as a clinical and forensic psychologist in public and private practice. He is chief of Forensic Mental Health Services for San Diego, California, and an adjunct professor at the University of San Diego School of Law. He is sought by the judiciary and media as an expert in psychopathy and violent behavior.

His latest book, *The Psychopathic Mind*, was published in September by Jason Aronson Inc. It has been ordered for the Menninger Bookstore.

Dr. Meloy writes: "It is my impression, and fear, that psychopathy, and psychopathic disturbance, is a growing clinical and, therefore, sociocultural phenomenon. I cite only two statistics among many for support: the higher proportion of stranger homicides in the past decade

and the increasing frequency of serial murder in the past several decades."

The mental health community also is invited to hear Dr. Meloy address predictions of dangerousness for release of psychopaths at a combination educational forum for mental health professionals and lawyers and fund raiser Saturday, January 28, for the Legal Aid Society of Topeka.

The event is planned from 10 am to 1 pm at the Washburn University School of Law. Dr. Meloy's presentation will be followed by a panel discussion led by Dr. Raymond Spring, distinguished professor of law at Washburn University; Ronald Wurtz, public defender for the Third Judicial District; and Third Judicial District Judge James Buchele. Admission is \$50 for mental health professionals and lawyers and \$20 for students. Continuing education credit will be available.



Alaina Lambotte, data entry operator, takes no time at all to transmit a document on the new fax machine in Data Processing. The service is available from 7 am to 5 pm weekdays. One page will transmit in 60 seconds or less. The cost is less than overnight mail for documents under 10 pages, Harold Winsinger said.

Trustees to gather in Phoenix for Directors' meetings

Menninger Trustee Boards of Directors will meet February 8 to 10 in Phoenix, site of one of three clinical network programs.

Trustees on boards for The Menninger Clinic, The Menninger Foundation, and The Menninger Fund will convene at the Cambelback Inn in Phoenix. Dr. Roy Menninger, president, will open the meetings with his report at the first plenary session of the three boards.

Initial reports from committees making plans for construction of a new children's hospital on West Campus and the Trustee meeting calendar for 1989-1990 will be on the agenda.

On the week following the meetings, Dr. Roy will provide Menninger staff with an update at 1 pm Friday, February 17, in Hall Auditorium, Seeley Conference Center. All Menninger staff members are invited to attend.

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Factline: 5858

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- Whatever happened to TPR's "Factline" column?
- "Factline" first appeared in TPR in 1981 to answer questions of general interest from staff members, particularly about topics surrounding the construction on West Campus. "Factline" pertained to anything from bus service to West Campus and safe extension cords to the number of interoffice envelopes used in a year (15,925 new envelopes were issued from the storeroom in 1983). Three years ago, the "Is it fair?" column, addressing personnel and policy concerns, replaced "Factline."
- TPR is renewing "Factline" to answer questions from staff about items of general interest.
- To successfully revive the column, staff will be depended on to phone or mail their questions to TPR, extension 5858, Tower Building.
- "Factline" will publish answers to inquiries on a regular basis that are of general interest outside the scope of the "Is it fair" column. The editor will select the most interesting and useful inquiries for publication.

First Weight Watchers group sheds 380 pounds

In eight weeks that included Thanksgiving and Christmas, 29 staff members in the first Weight Watchers At-Work Program shed 380 pounds, reported Jan Schendel, leader for the Weight Watchers At-Work Program.

The group met at noon Wednesdays beginning in early November. Half earned a 50 percent rebate of their fee for losing a minimum of 10 pounds.

Participation grew to 39 for the second session. Ms. Schendel said the third program will begin February 22. For more information, contact Phil Menninger, extension 5489.

Articles on dreams, separation, gangs featured among January *Bulletin* papers

Dreams and psychotherapy, patients' feelings about separating from significant people in their lives, and adolescent gangs in psychiatric hospitals are featured topics of major papers in the January issue of the *Bulletin of the Menninger Clinic*.

Dr. Donald M. Kaplan, clinical professor of psychology at New York University is the author of "The Place of the Dream in Psychotherapy."

Dr. Kaplan reviews historical issues, identifies the exceptional aspects of the dream in psychoanalytic practice, discusses some problems this phenomenon creates for the analyst, and describes several stereotypical attitudes toward the practice of dream interpretation.

In a case study of a 27-year-old woman hospitalized with a borderline illness, psychologist Robert B. Handley and psychiatrist Charles R. Swenson describe the patient's conflicts and feelings related to separation from significant people in her life. They note that the acting out of these conflicts and feelings is a challenging phenomenon for psychotherapists.

Dr. Handley is a staff psychologist at

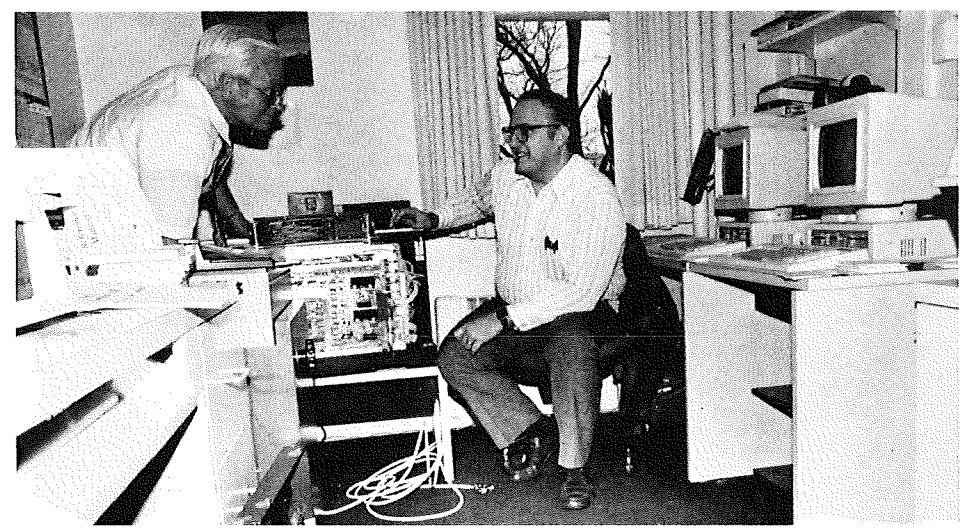
the National Jewish Center for Immunology and Respiratory Medicine. Dr. Swenson is assistant professor of psychiatry, New York Hospital-Cornell Medical Center, White Plains, New York.

The formation of an adolescent gang in a mental health treatment unit can have distressing results for the treatment process of all patients on the unit. Through a case example, Drs. David I. Berland, John S. Homlish, and Mark J. Blotcky describe the formation of such a gang and its effect on patients and staff.

The authors offer some explanation for the phenomenon of gangs and suggest therapeutic interventions.

Dr. Berland, a former member of the Menninger staff, is director of the Division of Child and Adolescent Psychiatry, St. Louis University School of Medicine; Dr. Homlish is director of Continuing Education, The Menninger Clinic; and Dr. Blotcky is clinical director, Timberlawn Psychiatric Hospital, Dallas.

The January issue also includes reviews of books on a broad range of mental health topics and Dr. Karl Menninger's Reading Notes.



Don Kaufman, right, works with Compugraphic customer engineer Robert McIntosh during installation of state-of-the art typesetting equipment in December. The equipment gives typesetters more flexibility and typeset copy with greater speed.

8/6

Professional Library carves niche with information service

A call to the Menninger Professional Library's information service unlocks the most comprehensive bank of psychiatric data of any library in the country.

"I don't believe there is any information service in this subject field that is as comprehensive as what we do," said Alice Brand, associate dean of information/media for the Karl Menninger School of Psychiatry & Mental Health Sciences.

"We have carved out an expertise nationally in the library field," she added.

The library launched the program in 1982 to offer Menninger alumni immediate access to 450 journals and more than 35,000 volumes in psychoanalysis, clinical psychiatry, clinical psychology, group and individual psychotherapy, marital and family therapy, and liaison and forensic consultation.

Since that time, word of mouth and a limited amount of marketing has increased the network of users from 38 six years ago to 304 last year. The

majority of users are mental health clinicians, forensic psychiatrists and other expert witnesses, and doctoral candidates working on their theses. A smaller number of laymen who learn about the service also request facts, said Marcy Schott, reference librarian in charge of the information service.

Requests have come from nearly every state in the country. But Menninger has also found an international market among mental health professionals seeking bibliographies, definitions, or photocopies of articles.

Mrs. Schott said she has answered requests from Sweden, Brazil, Italy, Canada, and Mexico.

"We did very careful marketing to forensic specialists," Mrs. Brand explained. "We felt that was the best target group because it is the witnesses' job to know the current literature.

"We try to emphasize we are also for the private practitioner. Many psychiatrists and psychologists on both

coasts use us. They find it is better to call us than to cancel a patient and go to a library themselves," Mrs. Brand said.

"Once people have used our service, particularly if they write or have a specialized practice, they tend to request again," Mrs. Schott said.

"The Menninger family has always been committed to the written word and they have seen to it that the library has become central to Menninger," Ms. Brand said. "We think this information service is a way to use a fine collection, a truly national resource, to generate revenue."

The reference librarian works part time for the library and dedicates much of her work to the information service. The research can be time consuming, depending on the search, she said.

In addition to Menninger's own library collection, Mrs. Schott has more than 320 data bases at her fingertips through the DIALOG network.

"We are full service," Mrs. Schott said. "With one phone call we can determine the focus of the request and, in most cases, I can have the information ready in a few days."

"We really emphasize the reference interview," Ms. Brand added. "We try to talk to the caller and find out what they need. We can do that because we have a greater knowledge of psychiatric subjects and the literature than do most university or specialty libraries."

Ms. Brand said that to avoid misinterpretation by first-time users the staff clearly states that the service is not intended to be a substitute for research assistants or to present the Menninger opinion or viewpoint on a subject.

The library recently compiled results of an evaluation survey sent to 248 users since 1982. Forty-five returned the form with all but two reporting that the information answered their request.

Ms. Brand said the evaluation process will be ongoing with a form sent to each information service user.



Marcy Schott, reference librarian, uses a number of data bases to supply facts requested by mental health professionals and students through the Professional Library's information service.

MM

Newsmakers

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Child Care Worker **Chris Dallager** presented two workshops at the Midwest Regional Child Care Conference September 17 to 18 in Chicago. The workshop titles were "Sex Education with Adolescents" and "Nonviolent Communication Skills."

Paul Decelles, research assistant with the Menninger Return to Work Centers, recently received his doctorate degree in biology from the University of Kansas.

Social worker **Kathleen McVoy** gave a presentation November 22 on "Co-Dependency: Beyond Substance Abuse" to the St. Louis Association of Counselors.

Phil Menninger has been elected a deacon at First Presbyterian Church.

Dr. William Nathan gave the presentation, "Adolescence," November 29 to parents at Topeka West High School. The program was a cooperative effort with St. Francis Hospital and Medical Center Outpatient Substance Abuse Program.

The following staff members were part of a Menninger team that visited Mills-Peninsula Hospital in Burlingame, California, near San Francisco on October 31 and November 1: **Pearl Washington, Dr. Joseph Hyland, Dr. Don Colson, Dr. Erv Janssen, Ivan Anderson, and Gavin Newsom.**

Menninger Hill deer active: drivers urged to use caution

Menninger's nimble neighbors, the deer who roam the hill, Cedar Crest, and Kaw Valley, migrate often these winter mornings and evenings. They can be spotted almost daily on the grounds.

As a result, drivers are encouraged to be more watchful for the deer.

The herd, which may be as large as 25, has been regularly crossing Sixth Street near the (east) Service Entrance to graze in the Menninger field and drink from the ponds.

"We've had some near misses," said Jim Christian, Security. "A deer was hit three or four months ago on Wanamaker Road.

"We like to see them," Mr. Christian added. "The night housekeeping staff and patients say they see deer right on the campus all the time."

Staff can often admire the deer from their vehicles in the vicinity of the cemetery, along Wanamaker Road, and, of course, the salt lick near the cabin.

Activity therapist **Fred Eiesland** has maintained the tradition of placing block salt on a stump for the deer, which grounds director **Don Peterson** started a number of years ago. Mr. Eiesland also has given the deer a block of salt near the wood pile located in a clearing west of the road to the river north of the Tower Building.

January 30 TPR copy deadline set

Copy for the February 8 issue of *TPR* must be submitted by the end of business on Monday, January 30. The early deadline applies to Marketplace items, meeting notices, and stories.

Staff members are encouraged to jot down the deadline on their calendar as a reminder and allow ample time for interoffice mail delivery.

MM

Credit line

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Fulfill that New Year's resolution to save money by opening a savings account at the Menninger Employees' Credit Union. A \$25 minimum balance is required. Credit Union staff members will help you make saving simple through payroll deductions. For those interested in greater earnings on investments, certificates of deposits also are available.

Planning to remodel this winter and want to finance the project all at once to avoid a mess for months? Visit the Credit Union for a home improvement loan at 13 percent interest or a fixed or variable rate home equity loan. Information and credit applications are available from **Carol Weaver**, extension 6047.

Carole Dillingham won one of the four \$25 holiday gift certificates. She said: "Winning the Credit Union \$25 gift certificate was quite a surprise. I have tossed my name in many 'win a prize boxes' and this is the first time I have ever won anything! It was fun and exciting to win. Believe me, I shall see that my name is 'in the pot' again next year."

MM

Phone fact

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Keeping Menninger telephones free of dust and dirt is important. The proper cleaning method can maintain that "new" look. **Joan McMullen**, director of communications, recommends using a damp cloth being careful to avoid getting the key pad wet. The clear plastic covering on the key pad may be removed and rinsed. **Do not** use spray foam cleaner or glass cleanser such as Windex brand. These chemicals damage the finish on the phones.

MM

TPR is published on the 8th and 23rd of each month for staff members of The Menninger Foundation by the Office of Public Affairs. The newsletter is typeset and printed by Office Services. The editor is Nancy Taylor.

Deadlines for copy are the 1st and 15th of each month. When the 8th or 23rd falls on a weekend or holiday, *TPR* will be published on the nearest work day when staff members receive their paychecks.

Please address all correspondence to *TPR*, Tower Building.

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8.7

Menninger opens day care center for employees' children

By GLORIA O'DELL
Topeka Metro News Staff

Day care for children has been a "hot topic" in the public arena both locally and nationally as anyone even vaguely tuned in to the presidential campaign can attest. To date, attention to quality day care has been limited to talk with little action.

One of the more recent pushes has been to encourage business participation in supporting day care for the children of employees. For the most part businesses



Metro Photo by Mike McKee

Tim McManus, director of employee services, and his wife, Hildegard, checked out the Center with their son, Sean, 2 1/2, who is enrolled in its day care program.

have not become involved for a number of reasons—it's an expensive proposition; they have little expertise in child care; the incentives are not strong enough to override the drawbacks; and, often, top echelon executives making the decision do not have small children. In the state of Kansas, for example, an extensive search reveals fewer than a handful—the two largest and most readily known are sponsored by hospitals: St. Francis Medical Center in Wichita and Shawnee Mission Medical Center in Johnson County.

In Topeka, there is none. Correction. As of Monday, Jan. 16, there is one.

Menninger Child Care Center, 5301 W. 7th, is the first private employer-sponsored child care facility here. Nationally, Menninger is the second psychiatric hospital with a center.

A reception and open house on Sunday, Jan. 15, culminated two months of program development and remodeling to the leased building, formerly offices for the Ruedlinger Co., an insurance firm. The 3,816 square feet have been transformed into a child's delight—a Teddy Bear Room, a Jungle Room, a music room and rooms with other animal and child-motif decor. The remodeling included expanding the food preparation area, adding an outside entrance to the basement level which is used for offices of the staff and storage, and adding a bathroom.

The Center's director is Kathie Leon who came to Topeka from Wichita's day center at St. Francis. It will be open from 6:30 a.m. to 6 p.m. Monday through Friday. (A second shift will be added in the future if the demand is there for it, Leon said.) Forty-six children are enrolled in the Center, but "most of them don't actually begin attending until the first of February," Leon said.

"More people are signing up every day.



Metro Photo by Mike McKee

Taylor Godsey, 3, will go both to day care and to work with his mother, Kathy. She is one of the Center's teachers.

I think they were waiting to see if we were actually going to do this. I expect to be filled to capacity within a short time," she said.

She and her staff welcomed 22 children early Monday and introduced them to their "home-away-from-home" while their parents reported to work at a variety of different jobs down the street.

The Center is licensed for 68 children including infants, toddlers and preschool age children, and also has a small separate area for "mildly ill" children. (For the more seriously ill child, Menninger will continue its contract arrangements with St. Francis Hospital and Medical Center's "Color Me Well" program)

Leon said the Center's goals are to create an environment of warmth and friendliness where children develop according to their personal learning styles.

"We will combine the cognitive and creative development of the children in our approach and provide an environment of discovery. We are working to provide a place where each child feels safe, secure, and loved in order to develop a positive self image that will translate into optimum emotional and physical development," she said. "Parents will be involved every step of the way."

Leon has developed a daily report that goes home daily with each child to let the parents know the happenings of the day—when their child last ate, napped or what activities they did.

The Center's development involved, and will continue to involve, a number of Menninger departments and staff members. Facilities management did the remodeling work; food service will provide the snacks and lunches for the children; and Housekeeping will provide upkeep.

A Child Care Center Committee of 13



Metro Photo by Mike McKee

Olivia Bowen, the daughter of Dr. Judith Bowen and Steve Kowalski, could possibly be asking her mother to stay at the Center as her expression seems to say "This one fits; can I have it?" Dr. Bowen is on the Center's advisory board.

representing all segments of the hospital has worked the past two years to put together the "Plan B" that Menninger adopted.

"Plan A" which included building a new facility was too expensive, explained Tim McManus, director of employee services. Not that "Plan B" hasn't carried a price tag. The fees are competitive with other day care centers in Topeka and include sliding scale provisions tied to the salary level of the employee. The Center is subsidized by Menninger because the fees alone do not cover the cost of its operation.

"Infant care, especially, is an expensive proposition," McManus said, "because the staff-to-child ratio is 1 to 3. In addition, all employees of the Center have the same benefit package of other Menninger employees. When we were working on this Center, we found that most child care workers (most of whom have degrees in child development or elementary education) do not have any kind of benefits—holidays, annual leave, sick leave, health insurance."

"Our staff members include two former directors of day care centers who had little holiday or health benefits in their jobs," Leon said. "We're proud of being able to provide that; it does increase our operating cost by 18% of the annual salary package of employees. Menninger has made that

commitment and we have gathered together some great staff members."

Leon has her master's in education from Kansas State University. Undergraduate degrees are in sociology and early childhood development and elementary education. She is also credentialed as a Child Development Associate which she earned through a two year program of the National Association of Education of Young Children. Staff members include Audrey Danielson, Charles Denison, Kathy Godsey, Michele Love, Dell Taylor, Marcie Stamper, Donna Thurman, Christy Tilly, Myra Warner, Jill Williams and Trudi Willmeth.

McManus said that both Dr. Roy and Dr. Walt Menninger have been strong supporters of the day care and "deserve a lot of the credit in getting this accomplished for employees. And although there are no

hard and fast figures, we know that the cost of subsidizing the Center will be returned because nearly everyone agrees that parents comfortable about their child care arrangements are more productive, have a higher morale, and are absent fewer times. In the long run, it is cost effective.

"Our objective is to provide a place where parents are comfortable to have their children. It's tough enough for parents to leave their kids with someone else while they work. We're looking to provide quality day care," McManus said.

Stories carried by the national press about employer-supported child day care support McManus' observation. They report that once past the initial hurdles, it comes to a "win-win" situation for both employer and employees...and the child. Now Topeka has its own example of how it can work.

1-24-89
8-8

LWVK LEAGUE OF WOMEN VOTERS OF KANSAS

919½ South Kansas Avenue Topeka, KS. 66612 (913) 234-5152

January 24, 1989

STATEMENT TO THE HOUSE COMMITTEE ON TAXATION RE: HB 2032

Mr. Chairman and Members of the Committee:

I am Ann Heberger, President of the League of Women Voters of Kansas, speaking in favor of HB 2032.

The League strongly believes that child care for the working poor, middle class families and for all who need it, must be affordable, accessible, available and most importantly provide quality care.

We are very interested in establishing such care, and we realize that government no matter what level, cannot supply the large demand created by the number of persons working, or those who would like to work. We therefore support HB 2032 because it offers businesses an incentive to provide much needed child care services in one manner or another. We approve of our tax dollars being spent in this way.

Thank you for the opportunity to appear before you today, and on behalf of the League of Women Voters of Kansas, I urge your consideration of HB 2032.

*1-24-89
Attachment 9*

Pitching pennies at child care

By Harry Bernstein

© 1989, Los Angeles Times

Look at almost any statistic showing the dramatically changing role of women in the workplace and you will understand why members of the 100th Congress proposed nearly 150 bills dealing with just one effect of that change: the need for child care.

But the idea-laden Congress has done precious little about that or any other family-oriented issues that were generally called "labor issues." Somehow using the word "labor" made the problems politically easier for the relatively affluent congressmen to ignore.

Now most Republicans and Democrats claim they realize that the United States must face up to the increased political potency of the emotionally charged family problems created by its enormous demographic shifts.

Here is one fact that helped raise the consciousness level of both politicians and the corporate executives clever enough to think about the implications that the data has for their own work forces: In 1950, only 12 percent of women with children younger than 6 had jobs outside their homes, compared to 60 percent today.

President-elect George Bush has declared that the problem of providing help for working parents with young children "is the single most important issue arising from changes in our work force."

Sen. Christopher J. Dodd, D-Conn., a crusader for meaningful child-care legislation, rightly bemoans the fact that the United States is one of only two industrialized nations without such a law. The other is South Africa, hardly a country sensitive to labor — or to the family problems of most of its inhabitants.

Congress almost passed an inadequate bill last year, but it died as the members squabbled over widely differing proposals.

A growing number of corporations say that they are really thinking hard about

offering child care as a basic fringe benefit. Some employers even call it the fringe benefit of the 1990s.

But with all that heavy corporate thinking, only about 3,300 of the country's 6 million companies have actually done much about it.

Unions are making a concentrated attempt to win contracts to help single-parent families or those with two working parents, but with very limited success.

Not much has actually been done in Congress yet, in part because the members could not agree on the government's role in helping parents keep both jobs and children. Surprisingly, however, there are no serious differences over money these days.

In the early 1970s, Congress tried with little success to do something about child care in a substantive way.

Democrats realized then that it would take a considerable amount of money to do any good at all. They proposed a child-care bill that would have provided \$7 billion by 1975 — enough to get a running start toward easing the growing problem faced by working parents.

That sum, adjusted for inflation, would have amounted to about \$15.5 billion in 1988 dollars, according to Nancy Saltford of the Employee Benefit Research Institute, whose valuable study of the issue was released last month.

The latest proposal of those "free-spending" Democrats, however, would have cost only \$2.5 billion for child care compared to the inflation-adjusted \$15.5 billion they were ready to spend in the

early 1970s. They have regressed considerably.

And what about Republicans?

President Nixon vetoed the Democratic measure in 1971, backing instead a Republican plan priced at a measly \$250 million. That difference over money killed the bill altogether, and there was not much steam behind child-care proposals until the 100th Congress convened two years ago.

Now the Republicans say that the \$2.5 billion proposed by the Democrats is about what they themselves are willing to spend. In other words, the GOP moved forward on the money question while the Democrats moved backward.

But they are far apart on the way they want to spend the money. Even worse, none of the plans are nearly adequate to meet the need.

Bush has a plan that would cost about \$2.2 billion — about half as much spent annually on the Stealth bomber, a project of, at best, uncertain value.

He has proposed a tax credit of up to \$1,000 for each child under 4, but he wants it offered whether or not both parents are working outside the home, and that makes sense.

However, does Bush think that once children reach the age of 4 they are pretty much ready to go it alone, or that four years after the baby comes, the parents will be rich enough to do without the \$1,000 child-care tax subsidy?

An improved Bush plan should be combined with proposals most Democrats want: government help to expand child-care services and fix minimum standards for providers of the care.

9.2