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PEACE CORPS MUST BE READY FOR CHALLENGES OF 1980's, CELESTE URGES

"As the Peace Corps enters its second decade, the status and needs of the developing world have changed. And the Peace Corps also must change in order to continue to be relevant," said Peace Corps Director Dick Celeste in welcoming 51 country directors to a meeting at Coolfont, Berkley Springs, W. Va.

The administrators, who direct Peace Corps programs in 58 countries in Africa, Latin America, the Near East, Asia and the Pacific, met October 3 - 12, in a series of intensive workshops designed to give them an opportunity to exchange ideas and discuss future operating plans. For many, this was their first chance to meet with Dick Celeste and Peace Corps' new Deputy Director William Sykes.

A series of recommendations was developed during the meetings and Washington staff is implementing follow-up steps on these, which include increased minority participation of both staff and volunteers, establishment of criteria for evaluation and promotion of foreign service personnel, improved training, development of AID/PC collaboration in host countries, a review of compensation for foreign service nationals employed by the Peace Corps, the steps for selection of associate country directors, and the basis for determination of Peace Corps entry and/or exit in a given country.

The last two days of the meetings were held in

Washington, and provided country directors an occasion to speak with headquarters staff prior to their embarking on a three-day recruitment and awareness campaign throughout the country.

The directors traveled to universities around the United States. They addressed student groups and classes, met with professors and deans, and worked with ACTION recruiters in booths on college campuses.

Staff at the ACTION regional offices and service centers set-up interviews with local newspapers, radio and TV talk shows and personal appearances with civic groups and community organizations. The emphasis during all their public appearances was that the Peace Corps is alive and well and implementing important projects which meet the needs of developing countries through its volunteers.

Four of the country directors also taped 60-second TV spots for national distribution as part of Peace Corps' stepped-up recruitment efforts. Guido del Prado, who directs the activities of volunteers in Costa Rica, along with Carolyn Gullatt, director in Western Samoa, and Norman and Elsa Rush, husband and wife co-directors in Botswana, taped the public service announcement which will be playing on local and network TV in the near future.

Peace Corps Seeks Better Minority Representation

Representatives from 31 mostly black enrolled colleges and universities, and from the Atlanta Urban League and the AFL-CIO, met in Atlanta recently as part of a Peace Corps initiative to increase involvement of minority volunteers.

The Nov. 13-16 conference brought more than 100 students and their supervisors to Atlanta from 11 eastern and southern states where "mini-strategy" contracts have been let.

One represented university had a predominately Hispanic enrollment. Another was primarily native American.

The strategy recruitment contracts at these schools have two major purposes:

Increasing the visibility and awareness of Peace Corps on campuses that have been infrequently visited by Peace Corps recruiters, and; Recruiting Peace Corps volunteers from among graduating seniors.

The Peace Corps initiative in Atlanta followed promises made earlier this year when minority college representatives met with Director Sam Brown, and the then-new Peace Corps Director, Richard Celeste.

As the "mini-strategy contract" stands now, each school would get an average of \$6,000 to cover logistic and administrative support for the student. Out of that amount, about \$2,970 would be used by the student to defray his or her expenses.

In May, Celeste told a colloquium of officials that he was determined to address their concerns and build new relationships to get better minority participation in Peace Corps programs. The key will be "the relationship we build and sustain over the months and years ahead," he said. "There is a West African saying that the bird builds her nest little by little. We have to make the changes that have that kind of endurance."

Sharing Celeste's concern that only 4.9 percent of the volunteers who go abroad with the Peace Corps are minorities, Deputy Peace Corps Director William G. Sykes welcomed the students and supervisors to Atlanta. "As a black American, I am very

concerned about getting more Black, Hispanic and American Indian men and women into the Peace Corps," said Sykes. "You can play a unique role in providing underdeveloped countries with skilled American manpower," he told the representatives. "You can also help the people of Third World countries to have a better understanding of American society."

Among those who served on panels or addressed representatives to help them better understand the Peace Corps environment and roles of volunteers were Alex Phiri, Under Secretary to the President of Malawi, and that country's Peace Corps Director, Ernest Yancey. Virginia Brooks of Meharry Medical College in Tennessee, and Dennis Derryck, assistant director of ACTION's Office of Policy and Planning, assisted. "The difference between what goes on in the Mississippi Delta and in the Third World countries is very little," the students and supervisors were told. "... To those of us who know about going down the block to help brothers and sisters, it's a bigger community than that."

Sykes agreed with Atlanta Service Center Director, Jeanette Cason, that the strategy contracts which have now been put into effect are a sincere follow up to the colloquium of last May. At that conference, college officials noted that a major problem in increasing minority involvement in Peace Corps was a lack of visibility of Peace Corps and VISTA on minority campuses.

At the conference, the students and supervisors learned of Peace Corps' philosophy, returned volunteer experiences, benefits, country perspectives, and recruitment techniques.

Recognizing the importance of the communications media in highlighting their presence on campus and making audiences aware of Peace Corps opportunities, June Carter Perry, ACTION Director of Public Affairs, also attended the conference and awarded certificates of appreciation to television and print media representatives from Atlanta who conducted the sessions, "Use of the Media."

Brown and Lewis Tour Appalachia- The War on Poverty Continues ...

Residents of Appalachia may not need new programs to improve their living conditions but they definitely need help in cutting through the red tape that stifles existing programs, say Sam Brown and John Lewis.

ACTION Director Brown and Associate Director for Domestic Operations Lewis came to that conclusion after a recent four-day fact finding trip through coal towns in Eastern Kentucky and West Virginia.

"I don't sense that people of Appalachia need new programs," Brown declared. "They just need programs that deliver."

Lewis recommended assigning VISTA volunteers to work with HUD, HEW, the Agriculture Department and CSA "to make it through the red tape" that sometimes frustrates Appalachian residents seeking federal assistance to build or remodel a house.

Lewis indicated that new programs for Appalachia are harder to generate these days. "Appalachia is no longer the in-thing," Lewis said.

Brown and Lewis also concluded from their tour that blighted housing is the fundamental issue troubling mountain families.

Lewis said that vivid memories from his own childhood, and what he has seen recently, make it clear to him that poverty in Appalachia still wears the same ugly mask, especially in the area of housing.

"I grew up in the rural South," Lewis said. "I've seen poverty in South Georgia and the Delta country. The shacks and bad conditions in Appalachia are very similar to South and West Africa.

As Brown and Lewis see it, volunteers should work with existing programs that have taken root and then be patient if they don't see immediate results. Both said they see that strategy working today.

Referring to existing programs, Brown said he was impressed on this trip with "the perseverance of the groups that VISTA started 10 or 20 years ago."

Brown and Lewis stated that it was the war on poverty and VISTA's efforts in the 1960s that set in motion the programs that have helped the poor become more self-reliant.

But Brown cautioned that many final solutions

are a long way off. "I think of the battle against poverty in Appalachia as a 100 years war," he said. What is encouraging, he added, is to see places where that battle is being won. "In some places like David, Ky., I am very optimistic," Brown said.



With a \$110,000 mortgage the 150 residents of David purchased the site of a defunct coal mine, installed water and sewer systems and are rehabilitating the old coal town houses.

During their tour, Brown and Lewis also were briefed by experts at the Appalachian Center in Lexington, Ky., met with officials of a model rural health clinic in Hindman, Ky., visited a legal defense agency, the Kentucky Black Lung Association and a flood recovery center.

Brown and Lewis said they came away from the tour with some new insights into the VISTA volunteers they met, 70 percent of whom are locally recruited.

"The VISTA volunteers have a new perspective," Lewis said. "They are taking a long, hard look, recognizing their efforts but knowing that changes will not come about in only one year."

"They've dug in for the long haul," Brown observed.

Senior Companion Program Marks Five Years of Service



The Senior Companion Program celebrates its fifth year in 1979.

It's come a long way, growing from an original 18 to 61 projects with more than 3,000 volunteers serving 12,000 clients in all but eight states.

Over 90 percent of the clients served are over 60 years of age. Many Companions, though, serve people, aged 22 to 59. In all of these cases, the clients are younger than the volunteers.

Unlike Foster Grandparents, who principally work with young children, and RSVP volunteers who work in a number of diverse community activities—as food co-op managers, museum aides, energy auditors and paralegals—the Senior Companion Program brings together adults who serve other adults.

The volunteers serve people with mental and/or physical impairments by providing personal care, nutrition information, socialization and advocacy. This extra care and attention often means that the impaired individuals will be able to remain in their homes and will not be sent to a hospital or nursing home.

In five demonstration projects in Maine, New

Mexico, South Dakota, Idaho and Hawaii, Senior Companions were trained to work closely with health care professionals in putting to work their clients' rehabilitative and preventive health and social care plans. In many cases, volunteers formed relationships with soon-to-be-released patients and then followed the patients home, providing the care and attention needed.

There have been some interesting sidelights to the SCP story. For example, in New Hampshire, Florida and New York, a small number of Senior Companions, who were formerly hospitalized because of mental difficulties, are now making it on their own as volunteers. Their work has been very successful.

In Ohio, volunteers will work in special hospice projects in the homes of the terminally ill. The volunteers will serve the patients and their families, providing emotional support.

Many see the Senior Companions as bringing health and social services to the doors of older, incapacitated individuals—those for whom the services were intended.



ACTION Employees Report Greater Satisfaction Under Flexitime

ACTION employees are utilizing and enjoying a new freedom under flexitime, according to a survey conducted by the Office of Policy and Planning, Evaluation Division (OPP/E).

Ninety percent of ACTION's domestic U.S. staff indicated that they approved of flexitime and 75 percent of the employees surveyed reported greater satisfaction with their working hours under flexitime.

The survey was conducted in April, 1979, five months after the beginning of the flexitime experiment at ACTION. Its purpose was to determine the impact of flexitime on work productivity and employee satisfaction and to provide guidelines for possible modification of the experiment.

Employees were asked to respond to questions concerning the impact of flexitime on a number of matters including working hours, service to the public, productivity, work attitudes and increased activities outside of work.

Evaluators sent questionnaires to all employees both in headquarters and in the domestic field offices. They based their findings on information from the 844 permanent, full time and temporary employees who responded.

Here are some other major findings:

Sixty percent of those responding reported that they arrived at work at or before 8:15 a.m. and only five percent reported arriving at or after 9 a.m. In addition, 77 percent said the maximum variation from their arrival time was 30 minutes or less.

Employees indicated varying reasons for favoring flexitime, including "avoidance of peak rush hour traffic", 43 percent; "better coordination of family activities", 38 percent; and "increase of office work productivity", 24 percent.

Sixty-eight percent of the respondents felt that flexitime did not change the quality of service to the public and 26 percent felt it improved this service. Sixty-seven percent of the supervisors saw no change and 23 percent of the supervisors felt that service to the public had improved because of flexitime. In addition, 62 percent of the super-

visors saw either no change or an improvement in office coverage.

Half of the supervisors responding felt that flexitime had increased the effectiveness of their office group and the individual's sense of responsibility toward his or her work. Sixty percent of the supervisors saw no change in office productivity while 38 percent believed the quality of work had improved.

Employees indicated an increase in activities outside of the office as a result of flexitime. Forty-two percent of those responding reported an increase in family activities and 39 percent reported an increase in recreational pursuits.

Employees noted that the major problem with flexitime was the use of the sign in/sign out sheet. They felt a more reliable method was needed.

ALTERNATIVE WORK SCHEDULES

The Director of the Office of Personnel Management requested in September that ACTION expand its Alternative Work Schedules (AWS) program to include four basic models - maxiflex, and three compressed schedule models - each having an 80 hour bi-weekly basic work requirement. Each work unit has selected and is working under the model best suited to its needs.

Those employees working under the maxiflex model may vary the length of each workday or workweek and carry up to 10 hours of credit into a succeeding pay period.

The compressed time schedule includes a ten hour per day, four-day workweek; a 13 hour and 20 minute per day, three-day workweek; and a bi-weekly plan stipulating eight nine-hour days, one eight hour day and one day off.

Employees received a detailed outline of the new alternative work schedules in mid-September and underwent training concerning their implementation shortly afterward.

An AWS committee, composed of 13 ACTION staff members, is monitoring and evaluating the experiment. The committee will, when necessary, recommend adjustments and later implement a permanent program.

Supreme Court Hears Case on Rights of Nursing Home Residents

"Residents of nursing homes have a right to a say in what happens to them," says Susan Conner, a VISTA lawyer assigned to the National Citizens' Coalition for Nursing Home Reform.

The issue of residents' rights under due process of law reached the Supreme Court on November 6, after the state of Pennsylvania had appealed the ruling of a lower court. Conner, of High Point, N.C. and a member of the District of Columbia Bar, along with attorneys from the National Senior Citizens' Law Center, filed an Amicus Curiae (friend of the court) brief on behalf of the residents to the Supreme Court.

The Third Circuit Court of Appeals ruled that the residents of a nursing home in Philadelphia have a right to a hearing since the state of Pennsylvania wanted to decertify the facility because it was in a state of disrepair. Decertification means that the nursing home would no longer receive medicaid funds, and since almost all the 200 residents of the home are medicaid patients, this would effectively close it down. This in turn, means that patients would have to be transferred, and the closest comparable institution is over 140 miles away.

The Coalition, which was awarded a VISTA national grant last year, exists to improve conditions in nursing homes at the local and state levels through over 60 member groups throughout the United States.

The position of the Coalition and of the nursing home residents is that under the 14th Amendment

no person may be deprived of "life, liberty or property without due process of law." The state, by cutting off medicaid funds, was in effect denying them their rights. "We contend that they have a right to a hearing since the closing of the facility does affect their lives. Studies prove that the old and infirm do not handle change well, especially change in which they have no say," explains Conner. Mortality rates climb in situations such as these—it's known as transfer trauma.

"We also argue that the residents do have a 'property' interest in the facility where they reside. The basic issue, of course," continues Conner, "is that the people who are most affected (by the decision) were not consulted." A brief Amicus Curiae, was filed requesting the Supreme Court uphold the lower court's ruling that the residents have a right to a hearing.

Since the case is still under litigation, the nursing home continues to receive medicaid funds and is still open. "Eventually, because of the poor conditions existing in the home," says Conner, "they may have to close it. But there are ways of doing this that do involve the residents. Counseling, visiting other nursing homes, etc. Ideally, it would be kept open and the improvements made, even if a change of ownership were required."

This case is the first time the Supreme Court has considered the rights of nursing home residents in any context, and the high court will rule on the case in the near future.



Peace Corps Program Helps Senegal Meet Energy Needs

When Peace Corps volunteer Ed Karch arrived in Senegal three years ago, too many areas of forest there were being lost too rapidly for charcoal production.

Because of Karch's work, the Peace Corps is helping that West African country develop better ways of producing charcoal to meet its energy needs.

Karch, who has a background in masonry, had, prior to joining Peace Corps, been developing special ovens or kilns which would produce charcoal more rapidly and efficiently. As a volunteer, he applied the methods he had developed, designing three new kilns in Senegal.

"The traditional methods yield only one ton of charcoal per five tons of wood," says Dean Christ associate Peace Corps director in Dakar, Senegal "But Karch's method yields three times that much.

Eventually, we should be able to save 200,000 acres of forest each year using the kilns."

In addition to designing the kilns, Karch established a briquette factory which produces a ton of charcoal a day. The kilns have enabled the factory to increase charcoal yields and to decrease production costs, both by 30 percent.

Karch has also re researched a system for the processing and utilization of by-products of charcoal conversion, resulting in the development of a simple process for recovering and refining condensable by-products. In addition, he designed a retort for the carbonization of sawdust.

"Even after Karch leaves, we will be able to continue his methods," Christ says. "He has trained 250 charcoal makers here in the design and use of the ovens."

National Volunteer Survey is Recommended on Regular Basis

Should there be a nationwide survey of volunteers every three years? The National Commission on Employment and Unemployment Statistics is recommending such a survey.

The commission passed on this recommendation, along with 87 others in August to Secretary of Labor Ray Marshall to which he has to respond within six months.

The last detailed nationwide survey of volunteers was conducted by ACTION in 1974. Donald J. Eberly, OPP manager for the survey, said it revealed a total of 37 million volunteers, age 14 or over.

The ACTION survey of 37 million was a sharp rise from a 1965 Department of Labor survey which reported 24 million.

Since 1974, there has been controversy over the meaning of those reported changes in the rate of volunteering, according to Eberly.

"The National Organization for Women's criticism of service volunteering and the continuing shift of women into the labor force have led many observers to conclude that there must have been a decline in the number of female volunteers. Without a comparable survey, we can't reach a firm conclusion on this theory," Eberly said.

"There has been a substantial demand from Voluntary Action Centers and others for data on volunteer rates in individual cities and states," Eberly explained.

He said that neither the 1965 nor the 1974 surveys had enough respondents to yield valid data for individual cities and states. "Support from the Department of Labor might lead to a larger universe of respondents and therefore produce the information sought at the city and state level," Eberly concluded.

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ASSISTANT DIRECTOR FOR ADMINISTRATION AND FINANCE

James Lancaster was sworn in as the new assistant director for Administration and Finance, on October 26. He came to ACTION from the Department of Transportation, Federal Highway Administration, where he had been director of the Office of Management Systems since 1977. Before that he was a senior management analyst at The Office of Management and Budget (OMB). A former Peace Corps volunteer in Nigeria from 1961 to 1963, Lancaster has an MPA from the University of Pittsburgh.

DEPUTY DIRECTOR OF VISTA

Jeanne Carney has been appointed the new deputy director of VISTA and ACTION Education Programs for a period not to exceed a year. She came to that position from the National Center for Service-Learning, formerly the National Student Volunteer Program, where she had been director since 1971. Before joining ACTION, Carney served on the Office of Economic Opportunity staff, first as a management intern program specialist and then as a special assistant for Job Corps.

OPP DEPUTY ASSISTANT DIRECTOR

Dana Rodgers, new deputy assistant director for policy and planning, Office Policy and Planning (OPP) is the former director of OPP's Planning Division.

Before joining OPP's staff in July, 1978, Rodgers was executive officer for Domestic Operations. During that time, he served, on two separate occasions as acting director for Domestic Operations in Regions III and IV. He also served in Peace Corps before it became part of ACTION in 1971, first as a volunteer in the Philippines, and then in several different capacities, including special assistant to the Peace Corps director, recruitment and placement officer, program review officer in

PC/OPP and program officer and deputy for programs in East Asia and the Pacific (now NANEAP).

PC CONGRESSIONAL LIAISON OFFICER

William LaForge is the new congressional liaison officer in Peace Corps. He will direct and handle all relations between Peace Corps and congress. Before joining ACTION LaForge was a legislative assistant to Rep. David Bowen (D-Miss.) where his duties included supervision of liaison activities between that office and the judicial branch and between several congressional committees and executive branch offices including Peace Corps/ACTION and the White House.

Earlier, LaForge practiced law in Cleveland, Miss. A member of Big Brothers of America in Northern Virginia, LaForge has a law degree from the University of Mississippi in Oxford.

EXECUTIVE DIRECTOR PC OFFICE OF RESOURCE MANAGEMENT

Nancy Kingsbury is the new director of the Peace Corps Office of Management which, under Peace Corps autonomy, will become the Office of Resource Management. In this position she will oversee activities concerning Peace Corps budget, personnel, contracting and overseas administrative services. She will also coordinate Peace Corps administrative and shared support service with ACTION.

Kingsbury came to ACTION from the Office of Personnel Management (formerly the Civil Service Commission) where, most recently, she assisted in the development and implementation of the Civil Service Reform Act and the accompanying reorganization of Federal Civil Service activities.

Before joining OPM, Kingsbury was a program and policy analyst for the National Bureau of Standards, Department of Commerce. She has an MA and Ph.D. in psychology from Johns Hopkins University in Baltimore.