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AMERICAN JEWISH ARCHIVES
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IV. DATA COLLECTION

A. Overview

The data collection effort for the proposed survey involves contacting an initial sample of 200 intermarried couples and recruiting them for participation in the survey; mailing questionnaires to couples who agree to participate and conducting telephone interviews with respondents who are dilatory about completing the mail questionnaire. Once interviewers have been notified by the Central Office that the completed mail questionnaires have been received, respondents will be recontacted for names, addresses and phone numbers of additional eligible couples. The process of contacting, recruiting, mailing and recontacting will then continue until the desired sample size and response rate are achieved.

Essentially, the data collection effort will be directed out of the central office, with all mailing and receipt control activities taking place there, while all telephone contact with respondents will be carried out by NORC's field staff in the test area(s). This field plan takes advantage of the secretarial, printing, duplicating and mailing facilities that exist in the central office, while at the same time holding down telephone costs by calling locally.

B. NORC Field Management Structure

NORC's field management structure has as its basis 15 geographic regions encompassing the 50 states. Each region is headed by a Regional Field Manager (RFM) with many years of experience in survey research assisted by several Associate Field Managers (AFM's). The RFM is responsible for recruiting new interviewers, staffing assignments for all interviewers both new and

experienced, for ongoing supervision, and usually for interviewer training. The current national field staff consists of over 1,000 interviewers, and is distributed throughout the United States in 102 geographical areas (counties or standard metropolitan statistical areas). For the proposed survey the Associate Field Manager in charge of the test site city or cities will be assigned to the project.

C. Assignment of Interviewers

At the beginning of each survey, the RFMs select from the available interviewers in their areas those who can best perform the required task.

In order to maximize our completion rates, we will assign experienced NORC interviewers, who are selected to match the major demographic characteristics of the respondents whom they will be interviewing. For this study we will assign four experienced NORC interviewers who will report to the AFM. In addition, we will select interviewers who are experienced in telephone survey work and have the ability to project a pleasant, supportive telephone personality.

D. Interviewer Training

All interviewers new to NORC complete a general training program that focuses on a command of basic interviewing skills. Upon assignment to a particular survey, each interviewer is trained to understand the goals of the survey and to handle the unique survey procedures and materials.

Training goals for this survey include a review of the special requirements of recruiting respondents into the survey. Training on the questionnaire is designed to familiarize the interviewer with the question wording and skip directions, give a sense of the pace and length of the

interview, and alert the interviewer to possible problems and difficulties in the handling of particular items, especially those of a sensitive nature.

For this project we propose a self-study training plan. The NORC self-study training package typically includes a manual describing procedures for contacting the respondent, conducting the interview when necessary, and handling any administrative matters. A Question-by-Question Specifications manual will explain in detail the proper administration of each item in the questionnaire.

E. Supervisory Structure

An Assistant Survey Director is responsible for the telephone and the mailing operation, and coordinates activities of the central office staff and the Associate Field Manager. In addition the ASD oversees the activities of a clerical staff responsible for the mailout tasks.

F. Survey Activities

Interviewers work from lists of names of intermarried couples to reach households with eligible respondents.

After a respondent is screened into the survey, the interviewer asks if we may mail the respondent and his/her spouse questionnaires to complete and return to NORC. If the respondent agrees, the interviewer collects the full name and address information and forwards it to the central office. This information is processed and recorded by the clerical support staff who then mail questionnaires to the respondents along with a cover letter from the Project Director, NORC brochure, and postage-paid envelopes in which to return the questionnaires.

After the questionnaires are completed by the respondents and returned to NORC, an edit check is made to ensure that the questionnaire is complete and all critical questions have been answered. Then the document is forwarded for data preparation and processing. As soon as a case is complete, that is, two interviews have been received from a respondent couple, the interviewer is notified to recontact the couple, thank them for their participation and ask them to identify additional intermarried couples, until the desired sample size is attained.

G. Non-response

Non-response may occur at any step along this path. The respondent may not wish to accept the questionnaire; having accepted it, the respondent may return it only partially completed, or blank, or may not return it at all, or refuse to name potential participants.

Under the guidance of the Associate Field Manager, interviewers are prepared to handle any of these situations using conversion tactics that include reassurance and persuasion. The AFM will draw on expertise in deciding whether to transfer the case to another interviewer, attempt to convert the case personally, offer the respondent the opportunity to complete the interview on the telephone, or try other means to obtain a completed interview.

H. Telephone Follow-up

We expect that respondents will be quite willing to participate in the survey and complete the questionnaires because it is a survey about issues that are important to them and that they have probably thought about.

The mailing schedule is closely monitored to trigger prompt follow-up action for those questionnaires not returned within a reasonable length of time--usually a two week period. After two weeks the field interviewers use telephone reminders to those respondents whose questionnaires have not been returned. We have found the telephone prompt to be a most effective follow-up technique in surveys involving mailed questionnaires.

We expect to learn from this first telephone reminder that some respondents:

- . claim to have returned the questionnaires or are about ready to do so.
- . did not receive the questionnaires or have misplaced them.
- . are confused about some of the questions and unsure how to answer them.
- . have changed their minds about participating in the survey.

Supervisors take actions appropriate to each of these situations.

Material is remailed to respondents who did not receive questionnaires or have misplaced them; interviewers offer to assist those respondents exhibiting confusion or uncertainty; and encouragement is offered reluctant respondents to complete the questionnaires. If respondents indicate that they are unlikely to complete the questionnaires, the interviewer offers to complete them on the telephone.

At the end of another week, a second telephone prompt is initiated with the respondents whose questionnaires remain outstanding. The following week we interview by telephone the small portion of respondents who have not yet returned questionnaires.

V. Data Processing

In this section we discuss NORC's data processing systems as they will be applied to this project. These include: data preparation, the automated codebook, data entry, machine edit, and a description of the final tape.

A. Data Preparation

At NORC, data preparation refers to the threefold process of manual editing, coding specific data items within the documents, and performing a computer edit to verify the consistency and accuracy of the data. The primary goal is to insure that analytic objectives of the survey are rigorously met.

Documents are edited manually to insure that all portions of the instruments are completed in accordance with recording conventions, completeness and consistency of the data. Editors check for legibility and acceptability of the data, so as to improve the quality of the information available for machine processing.

B. NORC's Automated Codebook System

Data preparation and processing staff are routinely involved in instrument development at NORC. The instrument, particularly the mechanism for recording answers and the columning, are examined with a view toward minimizing problems later, when the data are processed and analyzed. The data preparation supervisor prepares written coding specifications that provide instructions as well as the decision logic for editing, coding, and cleaning. The finalized coding instructions are data entered using NORC's Automated Codebook System (ACS), software that runs on our in-house HARRIS computer.

The basis for the ACS is a textfile containing the final versions of the instruments, with variable-specific information such as:

- . Full question wording
- . A short variable name
- . A variable label
- . The variable format (tape position, length, type)
- . All valid values and their value labels.

This file becomes the input to a program that generates the SPSS control cards. These control cards are used to compute frequency distributions for each variable, which are stored in a disk file. The wording of the questionnaire items and other appropriate information are then merged with the frequency tables. The ACS can provide a fully documented codebook in both hard copy and machine readable form as soon as the edited data are available. This insures that analysis of the data can begin on schedule.

C. Coder Training and Supervision

NORC maintains a staff of coding supervisors who have had substantial experience in both coding and computer editing. Coders are trained on study-specific procedures and problems. Training includes:

- . Study of the coding manual
- . Discussion and practice exercises
- . Completion of several practice data collection instruments
- . A step-by-step review of the practice instruments with each coder

Supervisors provide extensive direction and immediate feedback on the quality of work and levels of production of each coder. Common problems are brought to the attention of the entire group.

D. Data Entry

Data conversion at NORC is performed on the NORC DATA 100 key-to-disk system, which uses sophisticated data entry software. This configuration can perform "front end cleaning" on raw data files as follows:

- . Create on-line tables for valid value and range checks
- . Perform logic checks or simple arithmetic checks
- . Flag missing crucial items without halting processing of the case
- . Validate key check-digit
- . Perform automatic routing, avoiding entry of skipped fields

The ACS (described above) will generate an initial data entry program that will be reviewed and tested by the data entry supervisor.

E. Data Entry Training and Quality Control

NORC will create a keying manual to detail the key entry process, including verification. This manual will serve as the training guide and as a continuing reference during conversion of the data.

In addition to proper training and strict supervision throughout the data entry process, re-keying to verify the accuracy of keyed data will be carried out at an overall rate of 10 percent. However, 100 percent verification of keying will be done at the beginning of this phase to control accuracy when operators are not yet completely familiar with a survey. A recent check of our keying error rate has shown it to be less than half of 1 percent. Remaining errors are rectified in the course of computer editing.

At the conclusion of the data conversion process, the survey documents are returned to the document control staff and stored in a secure, limited-access area.

F. Final Tape

The final tape for the survey will be produced on the University of Chicago mainframe, an Amdahl 470/V8. NORC's own HARRIS computer (to be used for production of the ACS) and Data 100 (for production of the raw data file) are easily connected to the Amdahl for the straightforward transmission. The Amdahl is completely IBM-compatible and data tapes adhering to almost any requirements can be prepared.

The final tape will contain:

- . The cleaned data file, with one record for each completed case, and
- . The machine readable version of the ACS for the survey.



VI. MANAGEMENT

A. Overview

NORC proposes a project structure that will facilitate development of the design and implementation of the survey according to the specifications of the design.

William C. McCready, Director of the NORC Center for the Study of American Pluralism, will be the Principal Investigator, assisted by Esther Fleishman as co-Principal Investigator. Ms. Fleishman will also be the Project Director, and in that capacity will have responsibility for the coordination of all project activities.

In this section we describe our plan for managing the project, the qualifications of key project personnel, and our management information systems. We conclude with a schedule for all phases of work within the proposed survey.

B. Project Management Structure

We propose the following broad project goals:

- o Coordination of project tasks and personnel
- o Adherence to schedules
- o Early identification of potential problems
- o Close communication with the client, and
- o Control over project expenditures

The basic elements of these goals are qualified personnel, channels of communication among the project and design staff, and the management tools necessary to monitor each task effectively.

In addition to carrying out the design, conduct, and analysis of a survey, there is the management task. On every NORC study the Project

Director is responsible for ensuring the successful completion of all project tasks including design, sampling, data collection, data processing and analysis. This concept of project management places the responsibility for the conduct of a task with the authority to conduct the task. The Project Director will work closely with the principal investigator and all other project staff as well as with client consultants, to insure coordination and timely completion of all phases.

C. Staff Qualifications

1. Principal Investigator

Professor McCready has been on the staff of the National Opinion Research Center since 1971 and on the faculty of the School for Social Service Administration of the University of Chicago since 1979. He has directed several studies having to do with the intergenerational transmission of values within various religious and ethnic groups, including studies supported by the National Institute of Alcoholism and Alcohol Abuse concerning the transmission of attitudes toward drinking in various subcultures including the Irish, Jews, Poles, Italians and Scandinavians. In addition he has written about the effects of religious intermarriage and has devised models for analyzing religious intermarriage. Most of this work has been done using data from the 'spouse' surveys that have accompanied the various studies of religious and ethnic subgroups. These surveys have covered a wide range of religious intermarriage types. A special focus of many of these studies is the effect of religious intermarriage on the transmission of culture to the offspring.

2. Co-Principal Investigator and Project Director

NORC proposes Esther Fleishman for the dual roles of Co-Principal Investigator and Project Director. Ms. Fleishman has been associated with

NORC since 1964. She is a Senior Survey Director, and has had extensive experience directing large-scale data collection efforts at NORC. Her special areas of expertise are overall management, data analysis, field administration, and field materials design. She is also thoroughly familiar with data processing operations and budget control. Her current assignment at NORC is that of Project Director for the Soviet Interview Project, which, like its predecessor, the Harvard Project of the 1950's, promises to be a landmark study in the annals of cross-cultural research, utilizing the recent, predominantly Jewish emigration from the Soviet Union, as its sample population.

Ms. Fleishman's special area of interest is the History and Sociology of the Jews; in her graduate studies she specialized in the Sociology of Religion.

3. Survey Director

Lucille Kolkin, an NORC Survey Director, will have responsibility for development of the instruments and field materials. She is familiar with all aspects of survey research techniques and methodology and has special expertise and interest in field staff training, performance measurement, quality control, and instrument development.

Ms. Kolkin comes to her task with more than nineteen years of experience at NORC, during which time she has conducted numerous projects that required preparation of field and training materials. She developed the complex instruments for two of NORC's largest studies in recent years, the National Medical Care Expenditure and Utilization Survey, and the Long Term Care Survey.

4. Director of Data Processing

Karin Steinbrenner, NORC's Director of Data Processing, has had many years of experience in developing and managing systems for processing survey data. As Director of Data Processing, she has responsibility for all data preparation, entry, cleaning, and programming operations. Ms. Steinbrenner co-authored the Statistical Package for the Social Sciences (SPSS), and has written and presented a number of articles on programming and systems design.

D. Communication

Communication among members of the project staff, Principal Investigators and client consultants is crucial to coordination of tasks, maintenance of schedule and identification and resolution of problems. The purpose of staff meetings, an integral part of project management at NORC, is to facilitate proper management by allowing the project staff to communicate with each other about common responsibilities, problems, experiences and plans. Project staff meetings will be held regularly and are designed to encourage discussion of progress and plans for future work.

The Project Director will be responsible for furnishing monthly status reports to the client.

E. Management Tools

Several automated systems have been implemented to aid the management staff in accurate and timely project monitoring. In addition to NORC's MIS system, which constitutes its overall accounting system, other automated tools are used for project monitoring.

The Project Management System provides an accurate and timely picture of the incurred costs and a systematic way to relate those costs to a particular

task in the project. Once per period each project is reviewed as to incurred and estimated costs, estimates are revised if necessary and the cost at completion is then measured against the initial contract amount.



Schedule

STUDY OF JEWISH INTERMARRIAGE

1984

TASKS	Months:	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
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Design and Development

Pretest

Survey Preparations

Data Collection

Data Processing

Preliminary Analytic Report

Final Analysis Report

August, 1982

CURRICULUM VITAE

WILLIAM C. MCCREADY

CITIZENSHIP: United States

SOCIAL SECURITY NUMBER: 339-34-2764

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6030 South Ellis Avenue
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EDUCATION

A.B. Philosophy, St. Mary of the Lake, Mundelein, Illinois, 1963
Thesis: Theories of Vocational Decision-Making

M.A. Sociology, University of Chicago, Chicago, Illinois, 1966
Thesis: The Education of an American Catholic Elite

Ph.D. Sociology, University of Illinois at Chicago Circle,
Chicago, Illinois, 1972
Dissertation: Faith of Our Fathers: A Study of the
Process of Religious Socialization

PROFESSIONAL EXPERIENCE

1979-Present Associate Professor, School of Social Service
Administration, University of Chicago.

1978-Present Program Director, Center for the Study of American
Pluralism at National Opinion Research Center.

1976-1978 Associate Program Director, Center for the Study of
American Pluralism at National Opinion Research Center.

1973-1976 Assistant Professor, Department of Sociology, Loyola
University, Chicago.

1972-1976 Senior Study Director, National Opinion Research Center.

1971-1972 Assistant Study Director, National Opinion Research Center.

1970-1971 Research Assistant, College of Education, University of
Illinois at Chicago Circle.

PROFESSIONAL EXPERIENCE (continued)-----

1969-1970	Assistant Professor, Division of Social Sciences, St. Xavier College, Chicago.
1969-1970	Research Director, Evaluation Project of Shared-Time Experiment, Catholic School Board, Archdiocese of Chicago.
1966-1969	Instructor, Division of the Social Sciences, St. Xavier College, Chicago.
1965-1966	Research Assistant, National Opinion Research Center.
1964-1965	Research Assistant, The Hauser Study: School Segregation in the Chicago Public Schools. (Directed by Professor Robert L. Crain, Department of Sociology, University of Chicago.)

TEACHING EXPERIENCE (post Ph.D.)-----

Winter 1979	University of Chicago, Survey 302, Data Collection for Policy Research.
Fall 1979	Center for Pastoral Ministry, Chicago, Seminar: Applied Social Research.
Fall 1978	Center for Pastoral Ministry, Chicago, Seminar: Theory of Sociology of Religion.
Spring 1978	University of Chicago, SSA 445, Policy Analysis and Program Evaluation.
Fall 1976	University of Chicago, Political Science 454, Introduction to Survey Design.
Fall 1975	Loyola University, Sociology 432, Seminar: Socialization throughout the Life Cycle.
Fall 1974	Loyola University, Sociology 302, Introduction to Sociological Research.
Spring 1974	Loyola University, Sociology 411, Advanced Research Methods.
Fall 1973	Loyola University, Sociological 302, Introduction to Sociological Research.
Fall 1972	University of Chicago, Political Science 475, National Opinion Research Center Survey Research Workshop. (NIMH Training Program.)

PROJECTS DIRECTED AND RESEARCH SUPPORTED
AT NATIONAL OPINION RESEARCH CENTER-----

1969-Present Ford Foundation: Study of Ethnic Pluralism

1976-1978 NIAAA Study of the Transmission of Attitudes and Use of Alcohol: Project I

1978-Present NIAAA Study of the Transmission of Attitudes and Use of Alcohol: Project II

1978-Present Ford Foundation/Revson Foundation Study of American Immigration Policy

1978-1979 Knights of Columbus Study of Young Catholics

1977-1979 NEH Study of Ethnicity and Achievement

1974-1975 NIE Study of the Support for Parochial Schools

1972-1973 Luce Foundation Study of Ultimate Values

PROFESSIONAL ASSOCIATIONS, REVIEW GROUPS
AND OTHER ACTIVITIES-----

American Sociological Association.

Catholic Who's Who in America (1980).

Center for the Study of Democratic Institutions, Panel on Issues in Family Policy and Socialization.

Commission for the Illinois Bicentennial: Task Force for Heritage Day at the State Fair (1978).

Midwest Sociological Society.

National Advisory Committee of Urban Associates, Inc.:
Project for the White Ethnic Poor.

National Advisory Council for the Harvard University Ethnic Encyclopedia. (Professor Oscar Handlin, Director.)

National Institute on Alcoholism and Alcohol Abuse, Initial Review Group, Psychosocial Study Section (1978-Present).

National Project for Pluralism and Group Identity: Task Force on Group Mental Health (1977-Present).

Religious Research Association.

Society for the Scientific Study of Religion.

United States Catholic Conference Commission on Marriage and Family Life.

EDITORIAL RESPONSIBILITIES-----

- 1977-Present Editor, Ethnicity. An interdisciplinary journal of scholarly research published by Academic Press, Inc.
- 1974-Present Review manuscripts for American Journal of Sociology, American Sociological Review, Contemporary Sociology Social Issues, and others.
- 1974-1977 Managing Editor, Ethnicity.

CONSULTANT ACTIVITIES-----

- 1979 Chicago Bar Association, Survey of Local Community Legal Needs: A Design Plan.
- 1979 Center for Social Policy, Washington, DC, Proposal Review and Development: Studies of Older Americans Use of Social Services.
- 1978 Arthur Young & Company/SSA Project: The Commercial Redevelopment of Summit, Illinois. Survey Design and Administration.
- 1978 Superintendents of New York State Catholic Schools: Study of Popular Levels of Support.
- 1977 The Ford Foundation: Research Priorities in the Area of the Family for the 1980s.
- 1977 The University of Chicago, School of Social Service Administration: Community Survey in Summit, Illinois. (A Community Block Development Project.)
- 1975 National Federation of Diocesan Liturgical Commissions: Attitudes toward Recent Liturgical Changes.
- 1974-1975 University of Chicago, School of Social Service Administration: Public Television Productions to Enhance Minority Self-Images. (WTTW-Chicago.)
- 1968 Professor Thomas Crawford, University of Chicago: Project on the Attitudes of Residents in Racially Changing Areas in Chicago.

CONFERENCES-----

- 1979 National Italian-American Foundation, Washington, DC (May 11).
- 1978 Coalition for White House Conference on the Family, Wingspread, Racine, Wisconsin (April 19-21).

CONFERENCES (continued)-----

- 1978 Conference on Ethnicity and Aging, University of Maryland, College Park (May 19).
- 1978 International Medical Advisory Panel to the United States Brewers Association, Toronto (October 4-5).
- 1978 University of Chicago, Commemoration of Twentieth Anniversary of Pope John XXIII (October 23-24).
- 1978 United States Catholic Conference, Symposium on the Family, Washington, DC (October 29-30).
- 1978 University of Illinois at Chicago Circle, Symposium on Research and Social Policy (December 12).

BIBLIOGRAPHY -----

Books:

Ethnicity in the United States: A Preliminary Reconnaissance. Wiley-Interscience: New York, 1974. (With Andrew M. Greeley.)

The Ultimate Values of the American Population. Sage Library of Social Research No. 23. Beverly Hills, California, 1976.

Catholic Schools in a Declining Church. Sheed and Ward/University Press: Mission, Kansas, 1976. (With Andrew M. Greeley and Kathleen McCourt.)

Ethnic Drinking Patterns. Bergin Publishing Company: New York, 1980. (With Andrew M. Greeley and Gary Theisen.)

Chapters:

"The Men that God Made Mad," in That Most Distressful Nation: The Taming of the American Irish by Andrew M. Greeley. Quadrangle Books: New York, 1971.

"Some Notes on the Sociological Study of Mysticism," in On the Margin of the Visible, ed. by Edward A. Tiryakian. Wiley-Interscience: New York, 1974. (With Andrew M. Greeley.)

"The Persistence of Ethnic Variation in American Families," in Ethnicity in the United States by Greeley and McCready. Wiley-Interscience: New York, 1974.

"The Transmission of Cultural Heritages: The Case of the Italians and the Irish," in Ethnicity: Theory and Experience, ed. by Nathan Glazer and Daniel P. Moynihan. Cambridge, Massachusetts: Harvard University Press, 1975. (With Andrew M. Greeley.)

BIBLIOGRAPHY (continued)

Chapters:

"A Survey of Mystical Experiences," in Heterodoxy, ed. by Richard Woods. Listening Press, Inc.: River Forest, Illinois, 1975.

"Social Utilities in a Pluralistic Society," in The Diverse Society: Implications for Social Policy, ed. by Leon Chestang and Patora Cafferty. National Association of Social Workers, Washington, DC, 1976.

"Parochial Schools: The 'Free Choice' Alternative," in Parents, Teachers and Children. Institute for Contemporary Studies: San Francisco, California, 1977.

"Religion and the Life-Cycle," in Toward Vatican III: The Work that Needs to be Done, ed. by David Tracy. Seabury Press: New York, 1978.

"The Irish Neighborhood: A Contribution to American Urban Life," in America and Ireland, 1776-1976, ed. by David Doyle. Greenwood Press: Westport, Connecticut, 1980.

"America in the World," in the American Issues Forum: Reflections on the Ethnic Experience. National Center for Urban Ethnic Affairs: Washington, DC, 1977.

"The Sociology of Parenting," in Paths of Life. Paulist Press: New York, 1979.

"Should There be a National Family Policy," and "Sex Roles, Socialization and the Family," in The Family in a Changing Society. A cassette series from the Center for the Study of Democratic Institutions, 1979.

Reports:

Segregation in Chicago's Public Schools. Report to the Hauser Panel. Chicago Board of Education: Chicago, 1965.

Analysis of an Experimental Shared-Time Program: St. Paul and Kennedy High School. Report to the Catholic Board of Education, Chicago, 1969.

Ultimate Values of the American Population. A Report to the Henry B. Luce Foundation, New York, 1973.

Transnational Linkages between Ireland and America. Center for Teaching International Relations, University of Denver: Denver, Colorado, 1976.

BIBLIOGRAPHY (continued)

Articles:

"An Ethnic Group Which Vanished: The Strange Case of the American Irish." Social Studies: Irish Journal of Sociology, January 1972. (With Andrew M. Greeley.)

"American Catholic Pentecostals: A Social Analysis." Concilium: International Review of Theology, February 1972.

"The End of American Catholicism?" America, October 28, 1972.

"The Origins of Religious Persistence: Sexual Identity and Religious Socialization." Concilium: International Review of Theology, Fall 1973. (With Nancy G. McCready.)

"The Decline of Church Attendance among American Catholics." National Catholic Reporter, November 16, 1973.

"Does Ethnicity Matter?" Ethnicity Vol. 1, No. 1, April 1974. (With Andrew M. Greeley.)

"A Survey of Mystical Experiences." Listening, Autumn 1974.

"A Nation of Mystics?" New York Times Sunday Magazine, January 26, 1975. (With Andrew M. Greeley.)

"American Catholics Ten Years Later." The Critic, February 1975. (With S. Saldanha, et al.)

"The 'Generation Gap' and the Future of the Church." Concilium: International Review of Theology, June 1975.

"Spiritual Life in Contemporary American Society." Chicago Studies, Spring 1976.

"Youth and Religious Cults: A Search for Meaning or Exploitation of the Young?" Young Magazine, February 1977.

"Spiritually Reconsidered: Reflections on the Spiritual Life and Fatherhood." Marriage and Family Living, June 1978.

"Pastoral Agenda for the American Church: Non-practicing Catholics." The New Catholic World, January 1979.

"Ethnic Heritage: A Modern Issue." Catholic Woman, Fall 1978.

BIBLIOGRAPHY (continued)-----

Papers:

"Analysis of Three-Generational Data on Religious Socialization." Presented at the annual meetings of the Society for the Scientific Study of Religion. Chicago (1971).

"National Sample Data on Religious Behavior: The Formation of a Data Bank." Presented at the annual meetings of the Midwest Sociological Society. Kansas City, Missouri (1972).

"The Social Correlates of Basic Beliefs." Presented at the annual meetings of the Society for the Scientific Study of Religion. San Francisco (1973).

"Varieties of Ultimate Beliefs." Presented at the annual meetings of the Pacific Sociological Association, San Jose, California (1974).

"The Secondary Analysis of Survey Data: The Major Problem for Religious Information Systems." Presented at the annual meetings of the Midwest Sociological Society, Chicago (1975).

"The Cultural Division of Labor in American Society." Presented at the Comparative Studies Seminar at the University of Washington. Seattle, Washington (March 30, 1976).

"Catholic Educational Policy for the Future: Reflections on NORC II." Presented at the annual meetings of the National Catholic Educational Association. Chicago (April 21, 1976).

"Issues in the Future of Parochial Education." Presented at the Institute for Catholic Educational Leadership. University of San Francisco (June 1976).

"The Irish Neighborhood: A Contribution to American Urban Life." Presented at the Cumman Merriman, Ennis, Co. Clare. Republic of Ireland (August 24, 1976).

"Cultural, Personality and Religious Values among Selected American Ethnic Groups." Presented at the annual meetings of the Association for the Sociology of Religion. New York (August 28, 1976).

"American Catholics and the Family." Presented to the United States Catholic Conference Commission on Marriage and the Family. Washington, DC (December 1976).

BIBLIOGRAPHY (continued)-----

Papers:

"The Ethnic Family." Presented at the National Catholic School of Social Work, Catholic University of America (April 1977).

"Religion and the Life Cycle." Presented to the Conference: Planning for Vatican III at Notre Dame University (June 1977).

"Research on Private Education: Suggestions, Priorities and Obstacles." Presented at the Conference on Private Education sponsored by CAPE. Washington, DC (December 1977).

"The Ministerial Imperative and Implications for Leadership Structures within the Catholic Church." Presented at the Fourth Annual Conference of Diocesan Parish Council Personnel. Detroit, Michigan (October 1977).

"The Transmission of Values within the Family: Research and Programmatic Suggestions." Presented to the Ford Foundation. New York (September 1977).

"Ethnic Family Structure and Education." Presented at the Illinois Advisory Committee on Non-public Schools. University of Chicago (1977).

"Ethnicity and American Pluralism." Presented to the James Madison College of Michigan State University. East Lansing, Michigan (November 1977).

"Ethnic Family Structure and Alcohol Abuse." Presented to Symposium on Alcohol Research, Brown University. Providence, Rhode Island (March 1978).

"Research Models for Studying the Impact of Ethnicity on Caring for the Aged." Presented at the Conference on Ethnicity and Aging at the University of Maryland. College Park (1978).

"Ministry in a Changing Society." Presented at the Third Annual Conference of Lay Ministry Coordinators, Loyola University. Chicago (July 1979).

Book Reviews:

The Irish in the United States, by John B. Duff. Reviewed in International Migration Review, 1973.

The Five Cries of Youth, by Merton P. Strommen. Reviewed in The Critic, April 1975.

BIBLIOGRAPHY (continued)

Book Reviews:

"The American Working Class: A Review Essay." Chicago History, Spring 1975.

Prejudice and Tolerance in Ulster, by Rosemary Harris.
Reviewed in International Migration Review, Spring 1975.

Age of Sensation, by Herbert Hendin.
Powers of Mind, by Adam Smith.
Reviewed in The Critic, May 1976.

Gypsies: the Hidden Americans, by Anne Sutherland.
Reviewed in the American Journal of Sociology, September 1976.

Religion and Alienation, by Gregory Baum.
Journeys, by Gregory Baum.
Reviewed in The Critic, September 1976.

Teenage Sexuality, by Arron Haas.
Reviewed in The Critic, Winter 1979.

Hour of the Unexpected, by John Shea.
Stories of God, by John Shea.
Reviewed for Commonweal, Winter 1978.

The Deferred Revolution, by Professor Walter Goddijn.
Reviewed for The Critic, Summer 1975.

Himself: The Life and Times of Mayor Richard J. Daley, by Eugene Kennedy. Reviewed for The Critic, Spring 1978.

The Radical Center: Middle Americans and the Politics of Alienation, by Donald I. Warren. Reviewed for Social Forces, June 1977.

Six American Families, by Paul Wilkes. Reviewed for the New Review of Books and Religion, March 1977.

COMMUNITY SERVICE

- | | |
|--------------|---|
| 1979 | President, Board of the Housing Center, Beverly Area Planning Association, Chicago. |
| 1978-Present | Consultant to the Director of Youth Services Project, a non-profit youth employment and counseling center, Chicago. |
| 1977 | Member of Task Force on Community Medical Care, Beverly Area Planning Association, Chicago. |
| 1977 | Design Consultation for Needs Assessment Survey, Christopher Settlement House, Chicago. |

COMMUNITY SERVICE (continued)-----

- 1976-1978 Consultant to the Director of Youth Enrichment Services, Inc., a non-profit foster care association, Chicago.
- 1976-1977 Member of Far Southwest Mental Health Council, Grant Planning Task Force.

PUBLISHED PHOTOGRAPHS-----

Arizona Highways (April 1978).

National Geographic (May 1976).

The Sunday News Magazine, Detroit (1975).

Book jacket photographs for Seabury Press, Thomas More press, Wiley-Interscience, Basic Books, Doubleday, Inc., etc.



CURRICULUM VITAE

ESTHER FLEISHMAN

PROFESSIONAL EXPERIENCE

Occupational History

1978-present Senior Survey Director, National Opinion Research Center.
Responsibilities include: project design and development;
executive management of large scale surveys, including
budget control, field instrument design, and executive
supervision of data processing, data analysis and report
writing.

Member: NORC Project Planning Committee
New York Operations Committee

1964-1978 Various Managerial Positions, National Opinion Research
Center

Professional Associations

American Association for Public Opinion Research
Eastern Sociological Society
Conference on Jewish Social Studies
Association for the Sociological Study of Jewry

Related Professional Activities

Consultant, Center for Policy Research

Consultant, Israel Institute for Applied Social Research
(Jerusalem)

American Jewish Committee:

Member, Committee on Polls to Monitor Anti-Semitism and Attitudes
towards Israel

Member, Technical Advisory Committee on Study of Patterns of
Intermarriage among American Jews.

Member, University Seminar on Basic and Applied Social Research
Columbia University

EDUCATION

MA, Sociology	New School for Social Research, 1975 New York, N.Y.
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BA, Sociology	City University of New York, Hunter College, 1963 New York, N.Y.
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Matriculation Certificate	London University, 1945 London, England
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SELECTED MAJOR STUDIES

Soviet Interview Project, conducted for the University of Illinois at Urbana-Champaign. A five-year project, being conducted by scholars from eight universities and funded by the National Council for Soviet and East European Research under contract with the U.S. Department of State, to conduct personal interviews with a national sample of recent (1979-1982) emigrants from the Soviet Union. The project design calls for structured interviews with a systematically selected general sample of approximately 3,000 emigrants. The goals are to take advantage of the knowledge and experience of these emigrants to learn how the Soviet social, economic, and political systems really work, and to determine how the USSR may have changed since a similar interview project was conducted by Harvard University in the early 1950's. Project Director

National Medical Care Utilization and Expenditure Survey, conducted for the National Center for Health Statistics and the Health Care Financing Administration, with Research Triangle Institute and Systemetrics, Inc. This study, conducted in five rounds, provides a data base for the national population of noninstitutionalized individuals and families. Information collected in personal and telephone interviews provides data on health status; patterns of health care utilization; charges for services received; third party payers and the amounts paid. Project Director

National Medical Care Expenditure Survey, conducted for the U.S. Public Health Service, with Research Triangle Institute and Abt Associates. This was the most extensive study, to date, of individual and family medical care expenditures. Households selected in the national area probability sample were interviewed at ten week intervals to provide a data base on all aspects of medical care expenditures and health insurance payments. Director of Operations

Defendants' Attitudes Towards The Criminal Justice System, conducted for Stanford University, Institute of Political Science. This study measured the attitudes of men charged with felony offenses toward the criminal justice system, with particular emphasis on their attitudes toward defense lawyers, prosecutors, judges, juries, and the system of plea bargaining. Interviews were conducted immediately following arraignment, and again upon disposition of the case, at three sites: Phoenix, AZ; Baltimore, MD; and Detroit, MI. Survey Director

Midtown Manhattan Restudy, conducted for the College of Physicians and Surgeons, Columbia University. The focus of the Midtown Manhattan Restudy was on physical and mental health, and on the psychological and sociological factors linked to health differences. Respondents in the original Midtown Manhattan Study, conducted twenty years earlier, were reinterviewed to provide longitudinal data on their health status. Survey Director

National Evaluation of Follow Through Program, conducted for the Stanford Research Institute, and sponsored by the U.S. Office of Education. This longitudinal study was conducted in seven waves, at 89 locations. Parents of children who had participated in a Head Start Program, as well as parents of children who had not participated in this program, were interviewed for this phase of the National Evaluation of Follow Through. Survey Director

The New York City Neighborhood Study, conducted for the Bureau of Applied Social Research, Columbia University, and sponsored by the National Science Foundation under the Research Applied to National Needs Program. This study evaluated the effects of decentralization of New York as reflected in the perceptions of the general public and community leaders, in seven New York City Neighborhoods. Survey Director

Manpower in Journalism, conducted for the John and Mary Markle Foundation. A comprehensive sociological portrait of the group of persons that prepares informational contents for the public communications in the U.S. Respondents' backgrounds, training, professional aspirations, and attitudes toward specific media issues were explored. Survey Director

Attitudes of New York Physicians Toward Abortion Laws, conducted for the Albert Einstein College of Medicine. The first wave of this panel study obtained baseline data on attitudes of obstetricians and gynecologists toward the New York State Abortion Reform Law (1970) and their perceptions of the medical implications of this law. The second wave reinterviewed respondents to measure changes in attitudes a half year after the law was put into effect. Survey Director

Attitudes of Community Leaders Study, conducted for the Bell Telephone System. The attitudes of more than a thousand community leaders, their views regarding business participation in their communities and the acceptability of proposed social experiments, were systematically studied in thirty-eight selected cities. The objective of this study was a better understanding of how communities function, and of how leaders perceive and carry out their respective roles.
Survey Director

WRITINGS

National Medical Care Expenditure Survey NMCES) HOUSEHOLD SURVEY FIELD OPERATIONS METHODOLOGY REPORT, Fleishman, E., Kolkin, L., Holt, M., Smith, P., National Center for Health Services Research, Hyattsville, MD Jan. 1981

Survey of Interviewer Attitudes Toward Selected Methodological Issues in the National Medical Care Expenditure Survey. Fleishman, E. and Berk, M. Health Survey Research Methods, National Center for Health Services Research, Research Proceedings Series, 1979

Attitudes Toward the New York Hospital, Fleishman, E. (NORC Report) 1975

The Medical Television Audience of the New York Academy of Medicine After Four Years. McGuiness, A.C. Menzel, H., Fleishman, E., and Garten, J. Bulletin of the New York Academy of Medicine, Vol. 44 No. 3, 1968

CURRICULUM VITAE

LUCILLE KOLKIN

PROFESSIONAL EXPERIENCE

Occupational History

1975-present Survey Director, National Opinion Research Center, University of Chicago

1973-1975 Field Operations Manager, National Opinion Research Center

1966-1973 Senior Field Supervisor, National Opinion Research Center

1967 Coding Supervisor, National Opinion Research Center

1962-1966 Field Supervisor, National Opinion Research Center

1953-1962 Interviewer, National Opinion Research Center

Areas of Specialization

Instrument Development
Development and Supervision of Training Programs

MAJOR STUDIES

Develop Methodology For Two National Surveys: A Survey of Impaired Individuals in Households and A Survey of Individuals in Residential Institutions, conducted for Department of Health and Human Services, with Survey Research Laboratory and SysTeMetrics. Methodologies for two sets of surveys of slightly, moderately, and severely impaired individuals are being developed. Instrument Development; Design of Training Materials and Specifications

National Medical Care Utilization and Expenditure Survey, conducted for the National Center for Health Statistics and the Health Care Financing Administration, with Research Triangle Institute and SysTeMetrics. This study provides data for individuals and families on health status, patterns of health care utilization, charges for services received, and payers and amounts paid. Director of Instrument Development and Training

National Medical Care Expenditure Survey, conducted for the U.S. Public Health Service, with Research Triangle Institute and Abt Associates. This was the most extensive study to date of individual family medical expenses and use of health care services. Director of Instrument Development and Training

Drug Abuse Reporting Program, conducted for the Institute of Behavior Research of Texas Christian University, and funded by the National Institute of Drug Abuse. This post treatment follow-up of participants after they had returned to their communities permitted evaluation of treatment effects as well as an analysis of differing patterns of drug use. Director of Instrument Development and Training

National Evaluation of Follow Through, conducted for the Stanford Research Institute. In a total of seven waves, in 89 locations, interviews were completed in a longitudinal study of parents of children who had participated in a Head Start Program plus parents of children who had not participated. Manager of Field Operations

Study of Men in a Teen Challenge Drug Rehabilitation Program, conducted for Teen Challenge Research. This study examined the impact of a religiously oriented drug rehabilitation program on the men who participated in it. Manager of Field Operations

Survey of Elementary School Personnel, conducted by National Computer Systems and NORC, for the Center for Urban Education and the Department of Health, Education and Welfare. This study assessed the attitudes of principals and other school personnel towards changes in school administration and also their perceptions of the students. Manager of Field Operations

Bedford-Stuyvesant/Fort Greene Community Study, conducted for the Columbia University School of Social Work. In a low income area with a high rate of drug addiction, this study examined community problems with particular emphasis on attitudes toward drug addiction and crime. Director of Instrument Development, Manager of Field Operations

Five Wave Study of Utilization of Medical Care Facilities by an Urban Welfare Population, conducted for the New York Hospital-Cornell Medical School Project and sponsored by the Health Research Council of New York City, with the last two waves headquartered at the Mt. Sinai Hospital School of Medicine and sponsored by the Welfare Administration. This study examined the feasibility of the provision of medical care by a voluntary teaching hospital for a population of welfare recipients, and compared this arrangement with the system of medical care typically available to welfare clients in such areas as access, utilization, quality, and patient satisfaction. Field Supervisor

Family Planning Panel Study, conducted for Planned Parenthood-World Population. This project collected data in four low-income areas of New York City, with a follow-up two years later, on pregnancy histories, knowledge of birth control methods, knowledge and use of sources of information on birth control. After the first wave the sponsor launched a birth control information and use service in three of the four communities. Field and Coding Supervisor

Pre and Post Medicare Study of New York State Physicians, conducted for Dr. John Colombotos of the Columbia University School of Public Health and sponsored by the Public Health Service and the Department of Health Education and Welfare. This study obtained information on physicians' opinions on the cost of medical care, increasing specialization, organization, and other issues. The last wave up dated information on physicians' opinions in order to study trends since the passage of Medicare and Medicaid. Instrument Development, Field and Coding Supervisor

EDUCATION

B.A., Social Work, Hunter College, City University of New York

Seminar in Survey Research, New School for Social Research

March 1982

CURRICULUM VITAE

KARIN STEINBRENNER

CITIZENSHIP: West Germany
(Permanent Resident Alien)

SOCIAL SECURITY #: 360-46-4770

OFFICE ADDRESS: National Opinion Research Center
6030 S. Ellis Avenue
Chicago, Illinois 60637
Phone: (312) 753-1387

EDUCATION

A.S. 1961, Gymnasium, Bielefeld, Germany
Mathematics, Physics

B.A. 1963, Staatliche Ingenieurschule, Frankfurt/M Germany
Electrical Engineering

PROFESSIONAL EXPERIENCE

1979-present Director of Data Processing, National Opinion Research Center

Responsible for all data processing activities at NORC. Duties include: selection of hardware and software; development and implementation of software systems for large and small surveys; development and implementation of software systems for administrative data processing; budgeting and budget monitoring; supervision of data entry, coding, and programming staff in New York and Chicago.

1978-1979 Data Processing Manager for the National Longitudinal Survey of Labor Force Behavior at NORC. The NLS is a longitudinal survey of 12,000 youth. Duties included design and implementation of data processing software systems and procedures.

1970-1977 Senior Programmer Analyst and Technical Director, SPSS Inc. (associated with NORC from 1970-1975) Design and programming of new SPSS procedures; improvement of data base management capabilities in the system; preparation of new releases and documentation; codesigner of the interactive SPSS version SCSS.

1969-1970 Data Processing Project Leader, Benefit Trust Life Insurance Company, Chicago. Codesign and implementation of an online policy application system.

PROFESSIONAL EXPERIENCE (Continued) -----

1968-1969 Applications Programmer, Union Special Machine Company, Chicago. Programming of various manufacturing control systems.

1966-1968 Programmer Analyst and Systems Programmer, Control Data GmbH, Data Center, Frankfurt, Germany. Consultant and programmer for various Data Center users; implementation of new OEM provided software and operating system support.

1963-1966 Scientific Programmer, Allgemeine Electrizaetsgesellschaft (AEG), Frankfurt, Germany. Codesign and implementation of a new programming language for Numeric Controlled Machines.

PUBLICATIONS -----

Books Statistical Package for the Social Sciences, 2nd edition. New York: McGraw Hill, 1975 (with others)

 SPSS Conversational Statistical System Preliminary Users Manual (with Norman Nie, et al.)

Papers "Data Base and Program Compatibility for Statistical Packages." Presented at ACM Conference, New York, 1973.

 "The Data Transformation Language in SCSS." Presented at the University of Edinburgh, Scotland, 1973.

 "Definition of an Interchange File for Statistical Packages." Presented at NBER Workshop, New York, 1974.

 "Language Specifications for SCSS." Presented at the FIPS-DPI Conference, Ottawa, Canada, 1974.

 "Status of SCSS." Presented at SHARE, San Francisco, 1976.

 "Data Base Considerations for Large and Complex Social Science Data Files." Presented at ICPSR Workshop, Ann Arbor, MI, 1978.

 "Data Processing and Data Base Considerations for the new NLS Cohorts." Presented at the ASA meetings, San Diego, California, 1978.

 "Access to Public Policy Research Datasets" (with James S. Coleman and Andrew Walaszek), November 1979.

Book Review "Reader of Machine Readable Data" by John D. White, published in "Computers for the Humanities," August 1981.

SPECIAL ACTIVITIES

Codesign, programming and implementation of a new programming language for numeric controlled machines, ADAPT, AEG Research Institute, Frankfurt, Germany

Codesigner and programmer for SPSS and SCSS
SPSS Inc., 1970-1977

Codesigner of an Interchange File for Statistical Packages, 1973

Design and programming of an interactive Survey Control System, NORC, 1978

Selection of Data Base Management System for NORC, 1978

Selection and implementation of new Mini computer system along with software selection, development, and implementation, NORC, 1980

Recommendation and selection of Optical Scanning equipment to replace the data entry function, NORC, 1981

PROFESSIONAL INTERESTS

Management of system design and implementation
Higher level languages
File design and structures
Programming standards and documentation
Structured analysis and programming
Interactive computing
Data Base Management Systems

NATIONAL OPINION RESEARCH CENTER

10/28/82

SUMMARY BUDGET

STUDY OF JEWISH INTERMARRIAGE

	RATE	HOURS	AMOUNT
<u>STAFF LABOR.</u>			
PRINCIPAL INVESTIGATOR	21.54	450	\$ 9693
CO PRINCIPAL INVESTIGATOR	24.21	150	\$ 3632
PROJECT DIRECTOR	24.21	180	\$ 4358
SURVEY DIRECTOR	15.83	225	\$ 3562
ASST.SURVEY DIRECTOR II	9.86	165	\$ 1627
ASSISTANT FIELD MANAGER	7.69	155	\$ 1192
ADMINISTRATIVE ASSISTANT	7.08	425	\$ 3009
DATA PROCESSING DIRECTOR	24.79	9	\$ 223
DATA PROCESSING MANAGER	16.53	112	\$ 1851
ASSISTANT D P DIRECTOR	14.17	24	\$ 340
D P SERVICES ADMINISTRATOR	11.36	9	\$ 102
PROGRAMMER	10.71	174	\$ 1864
PROJECT MGMT.SYSTEM SUPPORT	8.50	22	\$ 187
DATA ENTRY SUPERVISOR	11.41	175	\$ 1997
DATA ENTRY OPERATOR	6.40	237	\$ 1517
CODING SUPERVISOR	8.05	66	\$ 531
CODERS	6.29	658	\$ 4139
D P ADMINISTRATIVE ASSIST.	7.38	24	\$ 177
WORD PROCESSING	8.06	110	\$ 887
WORD PROCESSING SUPERVISOR	12.11	4	\$ 48
MAILOUT CLERKS	6.79	188	\$ 1277
TOTAL STAFF LABOR			\$ 42212
<u>INTERVIEWER LABOR</u>			
INTERVIEWING	5.50	868	\$ 4774
TOTAL LABOR			\$ 46986

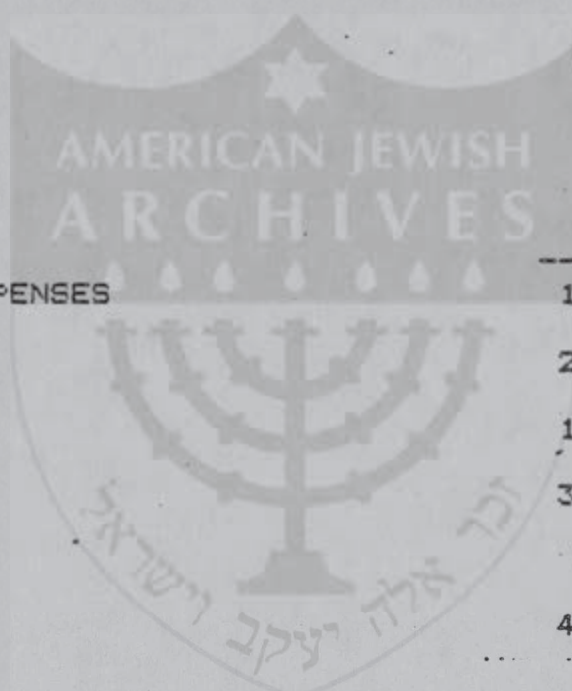
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NATIONAL OPINION RESEARCH CENTER

ANALYSIS

STUDY OF JEWISH INTERMARRIAGE

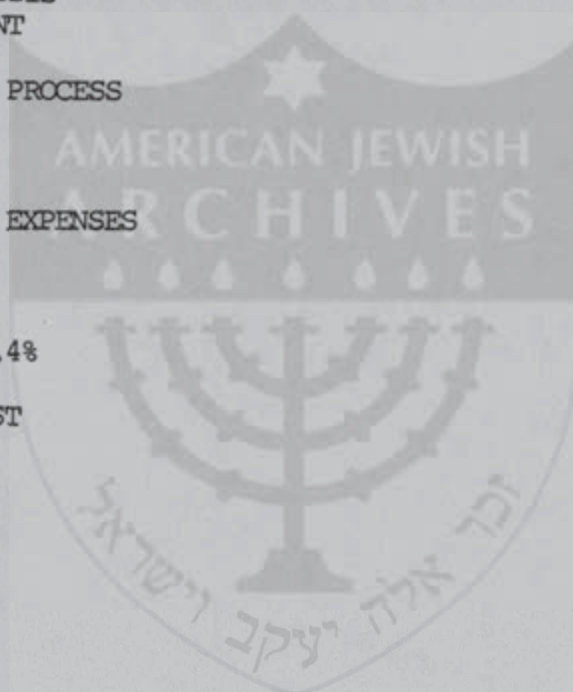
CATEGORY	RATE	HOURS	AMOUNT
STAFF LABOR			
PRINCIP. INVESTIG.	21.54	450	9693
CO-PRINC. INVESTIG.	24.21	150	3632
ADMIN. ASST.	7.08	425	3009
WORD PROCESSING	8.06	75	605
TOTAL STAFF LABOR		1100	16938
OTHER DIRECT EXPENSES			
STAFF FRINGE @ 17%			2879
TELEPHONE			40
PHOTOCOPY			1500
TRAVEL			1325
SUPPLIES			50
COMPUTER TIME			5000
TOTAL OTHER DIRECT EXPENSES			10794
TOTAL DIRECT COST			27732
INDIRECT COST @ 37.4%			10372
TOTAL ESTIMATED COST			38104
FEE @ 8%			3048
TOTAL COST + FEE			41153



SUMMARY BUDGET - CONTINUED

OTHER DIRECT EXPENSES

STAFF FRINGE @ 17%	\$	7176
INTERVIEWER FRINGE @ 12%	\$	573
TELEPHONE	\$	682
POSTAGE	\$	3419
PHOTOCOPY	\$	1773
PRINTING	\$	4100
RESPONDENT FEES	\$	100
SUPPLIES	\$	135
TRAVEL	\$	1325
COMPUTER TIME-ANALYSIS	\$	5000
DATA ENTRY EQUIPMENT	\$	374
TERMINAL CHARGES	\$	338
COMPUTER COST-DATA PROCESS	\$	1744
FINAL CODEBOOKS	\$	80
TAPES	\$	36
TOTAL OTHER DIRECT EXPENSES	\$	26855
TOTAL DIRECT COST	\$	73840
INDIRECT COST @ 37.4%	\$	27616
TOTAL ESTIMATED COST	\$	101457
FEE @ 8%	\$	8117
CONTINGENCY (15%)	\$	16000
TOTAL COST + FEE	\$	125573



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INSTRUMENT DEVELOPMENT

STUDY OF JEWISH INTERMARRIAGE

CATEGORY	RATE	HOURS	AMOUNT
STAFF LABOR			
SURVEY DIRECTOR	15.83	225	3562
ASD II	9.86	75	740
WORD PROCESSING	8.06	35	282
WORD PROC. SUPVSR.	12.11	4	48
CLERK	6.79	8	54
TOTAL STAFF LABOR		347	4686
INTERVIEWER LABOR			
PRETEST	5.50	121	666
TOTAL INTERV. LABOR		121	666
TOTAL LABOR			5352
OTHER DIRECT EXPENSES			
STAFF FRINGE @17%			797
INTERV. FRINGE @12%			80
TELEPHONE			50
POSTAGE			152
PRINTING			4100
PHOTOCOPY			200
RESPONDENT FEES			100
TOTAL OTHER DIRECT EXPENSES			5478
TOTAL DIRECT COST			10830
INDIRECT COST @37.4%			4050
TOTAL ESTIMATED COST			14881
FEE @ 8%			1190
TOTAL COST + FEE			16071

DATA COLLECTION

STUDY OF JEWISH INTERMARRIAGE

CATEGORY	RATE	HOURS	AMOUNT
STAFF LABOR			
AFM	7.69	155	1192
ASD II	9.86	90	887
MAILOUT CLERKS	6.79	180	1222
TOTAL STAFF LABOR		425	3302
INTERVIEWER LABOR			
INTERVIEWING	5.50	747	4109
TOTAL INTERV. LABOR		747	4109
TOTAL LABOR			7410
OTHER DIRECT EXPENSES			
STAFF FRINGE @ 17%			561
INTERV. FRINGE @ 12%			493
TELEPHONE			469
POSTAGE			3232
SUPPLIES			50
TOTAL OTHER DIRECT EXPENSES			4805
TOTAL DIRECT COST			12215
INDIRECT COST			4569
TOTAL ESTIMATED COST			16784
FEE @ 8%			1343
TOTAL COST + FEE			18127

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DATA PROCESSING

STUDY OF JEWISH INTERMARRIAGE

CATEGORY	RATE	HOURS	AMOUNT
STAFF LABOR			
DP DIRECTOR	24.79		
DP MANAGER	16.53	9	223
ASST. DP DIRECTOR	14.17	112	1851
DP SERVICES ADMIN.	11.36	24	340
PROGRAMMER	10.71	9	102
PMS SUPPORT	8.50	174	1864
DATA ENTRY SUPVSR.	11.41	22	187
DATA ENTRY OPERAT.	6.40	175	1997
CODING SUPERVISOR	8.05	237	1517
CODERS	6.29	66	531
DP ADMIN. ASST.	7.38	658	4139
		24	177
TOTAL STAFF LABOR			12928
OTHER DIRECT EXPENSES			
STAFF FRINGE @ 17%			2198
TELEPHONE			48
PHOTOCOPY			48
DATA ENTRY EQUIP.			374
TERMINAL CHARGES			338
COMPUTER COST			1744
FINAL CODEBOOKS			80
TAPES			36
TOTAL OTHER DIRECT EXPENSES			4866
TOTAL DIRECT COST			17794
INDIRECT COST			6655
TOTAL ESTIMATED COST			24449
FEE @ 8%			1956
TOTAL COST + FEE			26405



AMERICAN JEWISH
ARCHIVES

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NATIONAL OPINION RESEARCH CENTER

MANAGEMENT

STUDY OF JEWISH INTERMARRIAGE

CATEGORY	RATE	HOURS	AMOUNT
<hr/>			
STAFF LABOR			
<hr/>			
PROJECT DIRECTOR	24.21	180	4358
			0
		<hr/>	<hr/>
TOTAL STAFF LABOR		180	4358
 OTHER DIRECT EXPENSES			
<hr/>			
STAFF FRINGE @ 17%			741
TELEPHONE			75
POSTAGE			35
PHOTOCOPY			25
SUPPLIES			35
			<hr/>
TOTAL OTHER DIRECT EXPENSES			911
TOTAL DIRECT COST			5269
INDIRECT COST @ 37.4%			1970
TOTAL ESTIMATED COST			7239
FEE @ 8%			579
TOTAL COST + FEE			7818



THE NATIONAL OPINION RESEARCH CENTER
Statement of Corporate Capability

INTRODUCTION

The National Opinion Research Center (NORC) is a not-for-profit corporation affiliated with the University of Chicago. The oldest national survey research facility established to do social research in the public interest, NORC has conducted over a thousand studies since its founding in 1941.

The National Opinion Research Center occupies its own building on the University of Chicago campus and maintains an office in New York City; both offer the full range of survey research capabilities. An additional research office is maintained in Washington, D.C.

A director heads NORC which is governed by a board of trustees composed of nationally known social scientists, educators, and others concerned with public affairs and social science research. The director is assisted by an executive management committee composed of three associate directors (Survey Group/Chicago, Survey Group/New York, Administration) and the directors of the organization's three programmatic research centers. The members of this committee also have administrative responsibilities in NORC's three major groups: Survey, Research, and Administration.

The Survey Group is composed of persons highly skilled in project direction and management of all technical operations involved in survey research--sampling, instrument development, data collection, data preparation, and data processing. Many at the senior level in this group hold Ph.D's. They offer added depth of specialized knowledge in discussions with clients throughout projects, most importantly during the initial design phase. Included in the Survey Group are seventeen Regional Field Managers, who hire, train and supervise NORC's interviewers, and who are a key resource for the high quality data collection that has characterized NORC's survey work.

The Research Group is composed of senior scholars who conduct research in all areas of the social sciences and in survey methodology. Many of the members of this group are on the faculty of the University of Chicago and conduct their research at NORC through one of the organization's programmatic research centers.

The Administrative Group provides all necessary support services important to the successful conduct of survey research including financial management, grants and contracts administration, data processing, and office management services.

In its long history NORC has pioneered in studies of health care, housing, drug abuse, aging, crime, mental health, and other areas of public policy interest. These studies have included program evaluation, social experiments, and needs assessments. NORC has also monitored the attitudes and behavior of the population in trend studies, most notably through the General Social Survey, a social indicators study fielded since 1972. Social scientists at NORC have been in the forefront of study in survey research

methodology. Recently NORC has been involved in two longitudinal studies requiring data from over 12,000 youth, aged 14 to 21, and over 58,000 high school sophomores and seniors. The experience gained from these massive data collection efforts makes NORC unique in its ability to field large and complex studies nationwide.

Most of NORC's studies are conducted with government or foundation support. In accordance with its charter, NORC does no proprietary research for individual or corporate clients, and all data collected by NORC must be made publicly available after some limited period. Many of NORC's studies are archived at the Roper Center, University of Connecticut; the Inter-University Consortium for Political and Social Research, University of Michigan; and in NORC's own data archive.

RESEARCH AT NORC

There are a number of ways research is conducted at NORC. Members of the Survey Group, besides their experience in managing the operations of surveys, are skilled in the design and methodology of all types of surveys and samples. Many hold advanced degrees, which enhances project direction with research and analytic skills in general as well as providing substantive knowledge in a variety of social science disciplines. Members of the Research Group are academically oriented, investigating research topics of interest within the three research centers. The following pages discuss the work of the two groups separately, but their collaboration in many efforts, as well as frequent consultation among group members is the rule rather than the exception.

Survey Group

Survey direction and management are vested in the Survey Group which is headed by Associate Directors in Chicago and New York. The group comprises the Senior Survey Directors, Survey Directors, and Assistant Survey Directors; the Technical Director, who heads the Sampling Department, and a staff of sampling technicians; the Office of Field Coordination and Management, headed by a Senior Survey Director, includes the Regional Field Managers, their Associates, and the national interviewing staff. The Data Processing Department, described in this section, is an integral part of survey operations.

Each NORC study is assigned to one of the Senior Survey Directors, who works with the client on all phases of the project and is responsible for the successful completion of the work within the limits of budget and schedule. Senior Survey Directors are assisted by Survey Directors and Assistant Survey Directors, who are responsible for overseeing the day-to-day operations of the survey.

Information on NORC's capability in the main phases of survey operations--sampling, instrument development, data collection, and data editing and processing--is presented in the following pages.

Data Collection

In its forty years of experience in survey research, NORC has performed many types of data collection--from national and special samples; by personal interview, telephone, and self-administration as well as by abstracting data from agency records. Throughout this history, NORC has adhered to the highest standards of quality, efficiency, and professional ethics.

NORC's commitment to the collection of quality data with high completion rates has led to the development of a field management structure of unparalleled excellence. The Office of Field Coordination and Management (OFCM), and its permanent substructure of Regional and Associate Field Managers, combines the advantages of centralized administration and decentralized hiring and supervision. The availability of capable field staff and the needs of projects for field services converge in the OFCM. Project schedules and the availability of field staff--management and interviewers--are regularly reviewed and adjusted to accommodate project requirements. Special attention is given to the hiring, training, and supervision of interviewers.

Under the supervision of the OFCM, a staff of Regional Field Managers (RFM's) located in NORC's seventeen regions is responsible for the management of all assigned fieldwork in their respective areas. They select, train, and supervise a field force of approximately 1,100 interviewers located in the metropolitan areas and nonmetropolitan counties that make up NORC's national sample of 101 Primary Sampling Units (PSUs) and an additional 100 PSUs oversampled for blacks, Hispanics, and poor whites. RFMs are also responsible for recruiting and training interviewers outside NORC's national sample points when specific surveys call for such staffing. Reporting to the RFMs and assisting them with field supervision particularly are Associate Field Managers who work in designated areas within the regions.

NORC has employed all of its present Regional Field Managers as permanent staff members in a supervisory capacity for a minimum of two years and several of them for ten to fifteen years. To attain the position of Regional Field Manager (RFM), each has had to demonstrate outstanding ability in all data collection activities, a thoroughgoing understanding of the demands of survey research, and skill in the management of field activities and personnel.

Both Regional and Associate Field Managers receive special training and participate in workshops that foster management and training skills. One of the devices employed is "SNORC" (Simulated NORC), a training tool that simulates a range of survey activities. Through role-playing and discussion in SNORC, Field Managers have the opportunity to develop the skills needed in their complex and demanding jobs. Other materials generated by the OFCM include a Field Manager's handbook, which focuses on effective communication with the central office, organization of the Field Manager's work, and supervision of the field staff. The OFCM also issues a monthly staff newsletter and a quarterly publication prepared by and for the field. These administrative tools foster communication among the members of the nationwide staff, coordination of their efforts, and thus efficient management of data collection activities.

All of NORC's interviewers are hired by Field Managers and become members of NORC's staff. Many have filled assignments on several field operations, and their associations with NORC have often extended over many years. To add to its extensive roster of experienced interviewers, NORC employs various strategies for recruiting additional interviewers, such as those belonging to particular racial/ethnic groups or those with special skills, as these are needed for projects.

New interviewers are trained by NORC staff in individual or group sessions as appropriate. This general training includes attention to the procedures, demands, and ethics of survey research. The fundamentals of fieldwork—including the implementation of sample design, the approach to respondents, the administration of questionnaires (neutral probing techniques, accurate recording of responses, following skip patterns, etc.), and the protection of respondent confidentiality—are covered in these sessions, through lecture, discussion, role-playing, and practice interviews. Briefing and training of new and experienced interviewers for particular studies is tailored to the needs of each study, especially to the particular method of data collection. This is accomplished by a detailed written manual of instructions, which describes the background and purpose of the study, the procedures to be followed, and the meaning and intent of individual questionnaire items. This basic manual is supplemented by one or more additional training devices, depending on the complexity of the survey: group meetings, conference calls with small groups of interviewers, practice questionnaires that are returned for criticism, or quizzes on the contents of the manual. On some very large and complex studies, groups of interviewers are brought to central or regional locations for intensive training sessions lasting a week or more.

When necessary, NORC establishes site offices for administration of large-scale projects. NORC is capable of managing simultaneously a number of site offices engaged in single studies or several different studies. NORC has had as many as ten site offices in operation at one time, with local staffs of up to forty, not including interviewers. Some site offices have been in existence for periods of several years, collecting thousands of interviews.

NORC has also conducted many surveys, in whole or in part, by telephone. Telephone interviewing of large-scale national samples is usually done in central locations while interviewing of special populations is often done from interviewers' homes. NORC has modified its interviewer training to account for the special conditions that pertain to telephone surveys, such as techniques to gain respondent cooperation, call-back procedures to retain the validity of the sample, and recording responses accurately. Additional supervision includes monitoring telephone interviews to maintain quality control. NORC's computer-assisted telephone interviewing system (CATI) uses Harris 500 minicomputers and microprocessor-controlled computer terminals.

Instrument Development

It is NORC's policy to require active involvement of its staff in the design and formatting of all instruments used by its field staff to collect survey data. Personnel of the Survey Group regularly consult with

clients on the development and testing of survey instruments. In addition, as a regular part of its development effort, NORC pretests the instruments to be used in any survey (or conducts a pilot study, or both), and, in fact, will rarely field a questionnaire that has not been pretested.

NORC's Senior Survey Directors are skilled and experienced in the translation of research objectives to questionnaires and other instruments that are easy to use in the field and provide reliable data. Additional resources are available in this area from a large group of Survey Directors and Assistant Survey Directors, from NORC's specialized library of survey research materials, and from consultation with the Centers' Research Associates who specialize in the social science disciplines of sociology, economics, political science, psychology and other fields.

Sampling

The National Opinion Research Center has many resources to draw upon in dealing with elements of statistical design and the implementation of sample surveys.

NORC maintains a national probability sample which was fully revised, with the support of a grant from the National Science Foundation, to accord with 1970 Census information. The sample is a stratified, multistage, replicated, probability selection of households distributed over eighty-seven distinct Standard Metropolitan Statistical Areas and counties in the United States. Household listings are continually updated with every survey. From the frame, subsamples are drawn to satisfy survey requirements. The methods of selection employed are in accord with the area probability techniques used by the U.S. Bureau of the Census. The Sampling Department staff works with Census publications and tapes, as well as special source materials such as directories and lists. For telephone surveys, NORC can generate national, regional, and local random digit-dialing samples and modified Waksberg samples. NORC computer programming support is an essential adjunct to this activity.

In addition to national sampling, the NORC Sampling Department has designed many special purpose samples aimed at specific localities or population subgroups. In designs of this type, NORC gives the necessary careful consideration to problems of frame construction and definition of target populations, as well as to the problems of achieving a sample allocation that satisfies both the desire for precise estimation of population characteristics and the requirements of particular analytical models.

NORC is in the process of selecting a general purpose frame based on the 1980 Census. Information on population characteristics such as age, race, sex, and income will be integrated into the data base. This will allow design and selection of samples that target specific subgroups, such as blacks, Hispanics, and the elderly.

Data Editing and Data Processing

NORC maintains Data Processing Departments in both Chicago and New York. Each has a staff of programmers, data editors, and data entry operators. Each has equipment and software for managing and processing survey data, for data analysis and for computer modeling. Both offices have access to an AMDAHL 470V/6, one at the University of Chicago Computation Center, the other at the City University of New York. The Chicago office also has access to a DEC-20 with the TOPS-20 operating system. There is a linkage between AMDAHL and DEC so that files can be transferred between the two systems. Access is gained through remote batch or keyboard terminals, and full backup procedures are established in both offices. The New York Office also has access, through the City University of New York to an IBM 4341 computer. The IBM 3033 and AMDAHL operate under OS/MVS and JES3; the IBM 4341 operates under VM and CMS.

The IBM and the AMDAHL computers in regular use have a wide variety of tape drives, disk drives, and similar peripheral equipment. Chicago offers versions of the operating system OS/VS2 SVS, as well as SUPERWYLBUR; New York supplies version of OS/MVS and WYLBUR. Both SUPERWYLBUR and WYLBUR can be used as text editors and for batch submission. TSO, the IBM time-sharing option, is available in Chicago. The mainframe supports most statistical analysis systems, including SPSS, SAS, DATATEXT, DMDP, IPA, and ESP. The Dec system has available a powerful data base management system, graphic software, and statistical analysis packages such as SPSS and SCSS. NORC supported the conversion to IBM equipment of a data based management system, SIR, which was especially designed to handle survey data and can interface with such statistical packages as BMDP, SPSS, and SAS. In Chicago, NORC also has a key-to-disk system DATA-100, which can serve as a remote job entry system to the AMDAHL 470V/6.

In addition to the mainframe hardware, NORC has Harris-500 minicomputers in both its Chicago and New York offices. Specifically designed Harris-500 software packages convert survey data and monitor case status. Such conversion and monitoring operations utilize sophisticated key entry programs, including the Terminal Applications Processing System/Harris Application Data Entry System (TAPS/HADES) and the NORC Automated Survey System (NASS). These systems allow for data conversion into machine-readable form and at the same time provide range checking, permissible code checking, check digits, required verifications, and immediate feedback about field, in-house, and entry status of cases. NASS is an interactive receipt control system which is used to monitor the progress of large surveys; it generates a series of management reports on operator efficiency and completion rates. The conversion of data into preliminary files is also performed on these in-house minicomputer systems.

NORC has developed special programs and several procedures to insure that the final data are of the highest quality. Detailed coding manuals are prepared for each questionnaire and are approved by the Project Director before being used to train data editors. Codes assigned by the data editors are checked on a randomly selected subsample of cases, and coding supervisors consult with Survey Directors or Study Directors if difficult problems arise during coding. Data entry is normally verified at a 10 percent rate, but can be verified at a 100 percent rate upon request. The EDIT program is used to

locate erroneous responses--those coded out of the allowable range or that are inconsistent with other answers on the same or an earlier questionnaire. Data editors correct errors found in this way; the correct version is then once again checked using EDIT. This process is repeated until no errors can be located, at which point the data are provided in whatever form the client specifies.

The final product of each survey is a data file produced by the Data Processing Department. It is accompanied by a fully machine readable and hard copy codebook that show the full wording of the question, the location of the variable represented, the question on the data file and a frequency distribution of all values with identifying value labels. A set of programs has been developed that will generate this codebook automatically directly from the questionnaire and the clean data file. In many instances a full set of control cards for a statistical analysis system (e.g. SPSS) are provided along with the data file and the codebook to provide immediate access to the data for the user.

Research Group

Three research centers are currently housed at NORC, the Center for the Study of American Pluralism, the Economics Research Center, and the Center for the Study of Social Policy. Within the centers are programs of more specialized research focus. Centers are staffed by Research Associates, Research Analysts, and Research Assistants. Most senior members, Research Associates, hold faculty appointments at the University of Chicago and other universities. They are drawn primarily from the disciplines of economics, political science, psychology and sociology.

The transmission of cultural differences and ethnic heritages across generational lines is a research focus of the Center for the Study of American Pluralism. A program of Hispanic studies has recently been established in this center, and work is continuing on the study of alcohol consumption patterns and value structures of selected American ethnic groups. The journal, Ethnicity, published by Academic Press, was established and is edited by Center staff.

The Economics Research Center provides a research base for many of the nation's preeminent economists. Research interests of the Center's members include labor market behavior, economics of the family, and methodology of longitudinal data analysis. A discussion paper series is sponsored by this Center.

A recent addition to the Research Group is the Center for the Study of Social Policy, which encompasses a wide range of topics, particularly research on youth and children and on long-term care and disabilities.

The research center structure provides administrative cohesion while presenting no barrier to communication and cooperation among researchers. Activities of the Research Group as a whole include a postdoctoral fellowship program and a summer workshop on new statistical methods of longitudinal data analysis. A seminar series allows individual researchers to share their investigations with both the Research Group and Survey Group members, as well as with the entire university community

Following are brief descriptions of selected research efforts by NORC staff that clearly overlap disciplines and attest to the interdisciplinary richness of research at NORC.

- o Study of the initial entry into the labor market and the pattern of job search in the immediate post-high school period for young men and women. (This research uses a longitudinal data set of nearly 60,000 sophomores and seniors that was first collected by NORC in 1980 and will continue through the decade.)
- o Effects of EEOC legislation on racial differences in employment and earning of youths, the effects of family welfare reciprocity on employment patterns of youths and other family members.
- o Economics of the American family, changes in fertility, marriage and divorce, living arrangements, and labor force participation of women.
- o Parent-child interactions and family dynamics, particularly behavior relating to school, alcohol consumption, juvenile delinquency, and life-cycle transitions.
- o Determinants of well being--religious behavior, neighborhood crime patterns.
- o Education, including an examination of discipline and order in American public and nonpublic high schools, youth employment during high school, Hispanic youth in U.S. high schools.
- o Dynamics of public opinion and the relation between public opinion, interest groups, and policy responsiveness.
- o Methodological problems of longitudinal data analysis--analyses of discrete and continuous data, applicability of time series models to longitudinal data.

NORC is prepared to design projects, implement study designs, analyze data, and prepare reports to the specifications of clients, or provide consultation for those tasks through both its Research and Survey Groups. Also possible is an arrangement involving coprincipal investigators, one an NORC Research Associate, the other from a client organization.

THE NORC LIBRARY

The NORC Library has three functions: (1) it maintains a specialized collection of materials of substantive and methodological interest to the staff; (2) it maintains a data archive of NORC studies for secondary analysis; and (3) it is an information office for NORC research and for survey research.

Within each of these functions, the materials and services available have unique characteristics. The specialized collection includes the results of the major national polls, including Gallup and Harris, as well as results from regional polls such as the California Poll. The information office provides access to the survey experience embodied in the hundreds of studies NORC has done. A bibliography of papers and books resulting from or referring to work done at NORC is prepared and distributed by the NORC library. In addition to providing access to data for secondary analysis to researchers throughout the world, the data archive also provides consultation for students at the University of Chicago and other universities.

The Library's materials and services are available to all.

A STATEMENT CONCERNING CONFIDENTIALITY

NORC has developed careful and systematic methods for eliminating risks to its respondents. These methods include: interviewer training that stresses the need to protect data while still in the field; office procedures that insure that names and addresses are attached to questionnaires only as long as is absolutely necessary for processing; limiting access to files to those few persons who require such access in order to perform their tasks; and data processing and cleaning procedures that eliminate all identifying data from final computer tapes. Data that might put respondents in jeopardy of legal action are even further safeguarded through the use of link files established in foreign countries.

Employees across the entire organization are aware of NORC's obligation to respondents, to clients, and to the standards of ethical survey practice. NORC staff members have participated in the discussions concerning the formulation of federal procedures regarding privacy and confidentiality and are involved in ongoing research into the methodological problems of informed consent and confidentiality.

MEMORANDUM

March 22, 1982

Date _____

From Rabbi Sanford SeltzerTo Rabbi Alexander Schindler

Copy for information of _____

Subject Continuation of My Prior Memo

*Suburban
Research*

Alex:

I have been giving additional thoughts to the proposals you have suggested. Supposing I prepare them as well as an additional one dealing with evaluating the Jewish attitudes of Reform college students. Then I would present all three at the June 7 meeting of the Task Force for their approval (I would agree with you that we have to get the CCAR committed to this). We can then go out and sell them. This would in no wise still preclude some conversations with Marshall Sklare. It would also necessitate David Belin's approval, although I don't think this should be a problem.

There is another angle to this that we ought to pursue. I have written to Father John Lynch who is Professor of Canon Law and Church History at Catholic University, Washington, who has done some work on Catholic mixed-marriages. I am waiting to hear from him. I am also writing to Andrew Greeley who is probably the foremost Catholic sociologist around today and who has done quite a bit in the field. If either or both of them are interested we might even do a study of Catholic-Jewish marriages (I think it would attract money) or, at the very least, have one of them speak at the June meeting of the Task Force on the subject.

I hope you have a few minutes on March 29 for us to talk about this as well as a word or two about this whole study of Classical Reform and the Worship Commission.

Regards.

S

MEMORANDUM

Date March 17, 1982

From Rabbi Sanford Seltzer

To Rabbi Alexander Schindler

Copy for information of Theodore Broido, Albert Vorspan

Subject Your Memo of March 9, 1982

*Marshall Sklar
has asked to meet
with Sandy. He
wants your
comments
Spoke to
SB
no consult
etc*

Alex:

Your memo obviously crossed mine to you of March 11. Before I deal with the essence of the matter, I would still want your reaction regarding any joint venture with Brandeis, should they agree. Approval and involvement by the Task Force, a criterion with which I wholeheartedly concur, would not necessarily preclude utilizing the expertise of an outside institution.

You should also know that I talked to Joe Glaser the other day, and over the phone at least, he voiced no objections to a possible study of the impact of rabbinic officiation at mixed-marriages upon Jewish identity. Mark Winer, who has a PhD from Yale and wrote a very good thesis, is interested in working with us on research projects where his technical training in the use of computers and the employment of other methodological techniques for measuring data could be employed. He has asked that we consider adding him to the Task Force on some consultative basis.

But let me get to the essence of the matter, Alex. I think we ought to decide in advance what the purpose and implications are of a study dealing with rabbis and intermarriage. Let me add here that the real issue, I believe, to be researched, is not whether their parents are involved in the synagogue (we already have increasing evidence of that), but who these children opt to marry when they reach adulthood. My guess is that they will repeat the pattern of their parents more often than not and marry someone who is not Jewish, even though they may then ask that their partner convert to Judaism.

Reading your letter to Bernie Rapoport gave me basically a sense of dejavu. I was not present at the first Board of Delegates meeting in New York but was informed that the primary issue discussed was why rabbis won't officiate at mixed-marriages.

That same theme was resoundingly echoed at the Board of Delegates meeting in Boston which I did attend. I gather from your letter that in San Antonio it was again voiced. It continues to be the dominant concern to such a degree that I suspect that were we to somehow guarantee that we would do a study which would show, beyond the shadow of a doubt, that not only will rabbinic officiation at mixed-marriages result in greater adherence to Judaism, but that such study will in some as yet undetermined fashion result in the Reform rabbinate officically making it the general policy, we would be rolling in money.

We've got to be very careful in what we promise to lay people and what they choose to hear and this does not even begin to assess the "quality" of Jewishness that is either desired, expected or understood by those individuals who assert that when rabbis do not officiate, they drive people away from Judaism.

It is not insignificant, Alex, that for reasons about which you are well aware, that segment of the Outreach program dealing with the religiously non-preferenced has been quietly shelved. Whatever their need to sensationalize, the press was basically correct in picking up on this motif. It's also what Peter Berger picked up on in his Commentary article. I believe a very strong case can be made that foremost among the non-expressed reasons for so much Jewish resistance to this segment of the program (and why we probably couldn't get a dime if we tried to raise money for this purpose), is that the last thing many Jews want to be accused of is being religious. That disinclination is, I would submit, integrally connected with the whole mixed-marriage controversy.

Finally, in a related matter, I sometimes think that my presence as the Director of the Task Force might not be a bad idea at some of these parlor meetings. What do you think?

Here for
my of

Wang, LAS, etc ✓



6/21/82 ✓

Ben

AMS

OK



איחוד
ליהדות
מתקדמת
באמריקה

Memo From the desk of RABBI LEONARD A. SCHOOLMAN

Alex -

these figures from
Jagger need work —

p. 3 is too vague &
the last page too low

f

Outreach
Research

UAHC

Institute For Jewish Religious Research

8
Outwash

The Institute For Jewish Religious Research is intended to serve as a forum and resource center not merely for American Reform Judaism but for the greater Jewish community as well. No faith community can long survive amid the complexities of modern society unless it is equipped to provide principled and appropriate responses to the rapidly changing demands of that society. No institution can reach decisions regarding the needs of its constituents without a comprehensive, scientifically verifiable awareness and understanding of those needs.

AMERICAN JEWISH
ARCHIVES

The Institute For Jewish Religious Research will provide the capacity for meaningful determinations of critical areas of contemporary Jewish concern. These include attitudes regarding prayer and belief in God, intermarriage and conversion, religious behavior patterns of Jewish college students, qualitative evaluations of Jewish religious school curricula, the impact of divorce and remarriage upon Jewish commitment and identity, the inroads of cults among Jews, etc.

In order to accomplish its goals, the Institute will be both interdisciplinary and ecumenical. It is committed to dialogue on questions of value and ultimate meaning which transcend the narrow specialization of pure research. The Institute will utilize experts from a variety of sociological, psychological, anthropological and religious orientations in accomplishing its aims. It will enlist the unique skills of outstanding centers of learning such as the Cultural Pluralism Resource Center of the University of Chicago the Center For the Study of New Religions at the Graduate Theological Union, Berkeley, California and the Princeton Religious Research Center.

In filling a most conspicuous void in contemporary Jewish life, the Institute contemplates a diversity of projects and programs.

1. Publication of a "Studies In Modern Jewish Identity" series. The first and second of these studies have already been conceived and await investigation. "Rabbinic Officiation at Mixed Marriages: Implications Regarding Judaism and Jewish Practice On the Part of Mixed Married Couples and Their Children." "Conversion To Judaism: Motivational Factors and Cultural Differences Affecting the Decision Making Process."
2. Quarterly Institute Reports calling attention to issues of special concern for the Jewish community. Two such reports already are available. Intermarriage, Divorce and the Jewish Status of Children, and Membership Status Of Non-Jews In Reform Congregations. A third, Catholic Experiences With Mixed Marrieds: A Paradigm For Jewish Research is currently in preparation.
3. Annual conferences and colloquia assembling scholars and leaders of Jewish religious bodies to examine and evaluate findings of the Institute.
4. Development of a topical resource library of books and audio visual materials intended for scholars, students and lay persons alike.
5. The establishment of an Archives and Record Center On Conversion which will facilitate the permanent collection of data about men and women who convert to Judaism thereby providing a wealth of information regarding those who have become Jews by choice.

Budget

Institute For Jewish Religious Research	\$2,350,000
Studies In Modern Jewish Identity	750,000
Institute Quarterly Papers	100,000
Conferences and Colloquia	250,000
Topical Resource Library	500,000
Conversion Archives and Record Center	750,000



Studies In Modern Jewish Identity

Rabbinic Officiation At Mixed Marriages: Implications Regarding Judaism and Jewish Practice On the Part of Mixed Married Couples and Their Children

I Overview

This study proposes to examine the effects of rabbinic solemnization of mixed marriages on the subsequent attitudes and religious behavior patterns of Jews and non-Jews who marry and elect to retain their individual religious identities. Recent estimates indicate that upwards of 280,000 Jews marry exogamously.¹ Jewish law (Halacha) expressly forbids rabbis to officiate at such marriages. The Central Conference of American Rabbis, the rabbinic body of American Reform Judaism, has consistently frowned upon its members officiating at such marriages and has called upon reform rabbis not to do so. It has, however, reserved the decision to the individual conscience and interpretation of Judaism of each of its members.

Proponents of rabbinic officiation insist that when a Jew and a non-Jew desiring it are married by a rabbi, the family is saved for Judaism. Its advocates assert further that the refusal of a rabbi to officiate drives a family away from Judaism. But no comprehensive assessment of these claims has ever been undertaken. Critics reply that such actions not only violate traditional Jewish religious standards, thereby creating a further wedge between the reform Jewish community and the remainder of the Jewish people, but that in according official Jewish religious sanction to such marriages, exogamy on the part of Jews is encouraged and assimilation is the logical outgrowth of such practices. Again, no data exist to either corroborate or refute these contentions.

II Studies of Exogamous Marriages

Many researchers and sociologists of religion have noted the dearth of information dealing with interfaith marriages and their impact upon the family structure. Thus, Greely writes: "In recent years, little research has been done on either religious identification or religious exogamy."² Elsewhere he wonders "whether the maintenance of high levels of denominational homogeneity in marriage has any specifically religious or doctrinal

significance."³ Alston, McIntosh and Wright, in a survey of their own, confirm Greeley's findings.⁴ Those studies that do exist focus primarily upon Protestant - Catholic marriages confirming Joseph Maier's observation that the "consequences of interfaith marriages have not been thoroughly studied. This is true of Jewish - Gentile marriages in particular."⁵

Why the avoidance of the subject in the Jewish academy merits some passing reference. The historic Jewish aversion to mixed marriage may in no small measure account for the situation, a phenomenon that is no longer consonant with Christian ecumenical endeavors, particularly since Vatican II.⁶ It may also be reflective of the overall deemphasis of research as a vital tool for needs assessment in the Jewish community. Himmelfarb, for example, comments on the lack of a "single controlled study of a Jewish school innovation or curriculum design which shows that one approach to Jewish instruction is more effective than the other."⁷ Huberman puts it even more succinctly: "Unlike pure or basic research, most Jewish communal research takes place in action setting; we are not simply doing research."⁹

Investigations of Protestant - Catholic marriages have shed some light on the religious identities of the children of these marriages. Whether conclusions regarding children of Christian - Jewish marriages can be derived from these findings are potential areas of additional scrutiny. Salisbury reports that children of Catholic - Protestant marriages tend to identify as Catholics by a two to one margin. His research further reveals that children were prone to follow the religion of the mother if she were Catholic rather than Protestant.⁹ Saunders found a direct correlation between the rate of mixed marriage within particular Protestant denominations and that denomination's stance on the subject of ecumenism.¹⁰ In their study of religious attitudes among Catholics, Hoge, McGuire and Stratman caution that children of mixed marriages are more likely to enter such marriages themselves in adulthood.¹¹

In a survey of 218 Episcopal - Roman Catholic marriages, the respondents reported that "unlike their parents, the children have no background roots to identity and are less able to find a real spiritual home in either church."¹² By contrast, Baber reports that in Jewish - Gentile marriages, children are raised as Jews in far greater numbers than either as Protestants or Catholics. "Does this," he asks, "mean that the father prevails on the assumption that the Jewish partner is more often the husband?"¹³

In none of the aforementioned studies, however, is any reference made to the role of the clergyperson officiating at the couple's wedding as a determinant of subsequent religious attitudes.

III Methodology

An appropriate questionnaire will be designed in accordance with prescribed sociological standards and in consultation with recognized experts in the field. The instrument will be modeled on examples already available in the Jewish and non-Jewish communities. Rabbis who officiate at mixed marriages will be asked to submit the names of couples whom they have married. No less than 50 and no more than 300 couples so designated will be sent the questionnaire. A like number of mixed married couples will be recruited randomly in the community.

Each partner in the marriage will be asked to respond individually to the questionnaire. Responses will be collated and measured in accordance with appropriate statistical procedures. In addition to the written questionnaire, individual and joint interviews will also be scheduled. These will be conducted in participant's homes employing requisite interview protocols. Interviewers will consist of one male and one female who have had previous training and experience in the techniques of interviewing. Once the questionnaire and the personal interviews have been completed and evaluated, the results will be published as part of the Studies In Modern Jewish Identity Series.

Notes

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2. Andrew M. Greely, Religious Musical Chairs, Society, Vol. 17, No. 3, March/April 1980, P.53.
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4. John Alston, William A. McIntosh, Louise M. Wright, Extent of Interfaith Marriages Among White Americans, Sociological Analysis, Fall 1976, Vol. 37, No. 3, pp.261-4.
5. Joseph Maier, Intermarriage: A Survey of Unresolved Problems in Intermarriage and Jewish Life, edited by Werner J. Cahnman, Herzl Press and Jewish Reconstructionist Press, New York, 1963, p.104.
6. John E. Lynch, Mixed Marriage in the Aftermath of Matrimonia Mixta, Journal of Ecumenical Studies, Vol. 11, Fall 1974.
7. Harold Himmelfarb, American Jewish Identification, Journal For the Scientific Study of Religion, Vol. 19, No.1, March 1980, p.54.
8. Steven Huberman, Building Bridges: Toward Realistic Links Between Research and Planning In Jewish Communal Life, Journal of Jewish Communal Service, Vol. 47, No. 1, Fall 1980, p.40.
9. W. Seward Salisbury, Religious Identity and the Religious Behavior of the Sons and Daughters of Religious Intermarriage, Review of Religious Research, Vol. 11, No. 2, Winter 1970, pp.128-135.
10. La Vell E. Saunders, The Gradient of Ecumenism and Opposition To Religious Intermarriage, Review of Religious Research, Vol. 17, 1976, pp.107-118.
11. Dean R. Hoge, Kenneth McGuire, Bernard F. Stratman, Converts, Dropouts, Returnees, A Study of Religious Change Among Catholics, United States Catholic Conference, Washington DC, Pilgrim Press, New York, 1981, p.75.

12. ARC Marriages, A Study of U.S. Couples Living Episcopal - Roman Catholic Marriages, EDEO/NADEO, 1981, p.7.
13. Roy E. Baber, Marriage and the Family, McGraw Hill, New York, 1953. As cited by Maier, in Cahnman, op. cit., p.125.



Budget
(12 months)

Project Director	\$25,000
Clinical Consultants (2)	15,000
Statistician	7,500
Travel and Meetings	5,000
Cassettes	1,000
Secretary	10,000
Supplies	2,000
Telephone	1,500
Postage	500
Miscellaneous	1,000
Publication	5,000
	<hr/>
	\$73,500

MOMENT

MAGAZINE

May 21, 1982

Rabbi Alex Schindler
Union of American Hebrew Congregations
838 Fifth Avenue
New York, NY 10021

Dear Alex:

It was good to talk through the project with you the other day. I've spoken with Steve Cohen about it, and he's expecting your call. He may be reached at:

(212) 222-3699 (home)
or
(212) 520-7092 or 7089 (office)

When you've spoken to him, call and let's see where we are--if anywhere.

In the meantime, all the best.

Cordially,



Leonard Fein

LF/el

MEMORANDUM

Date May 14, 1982From Sanford SeltzerTo Alexander SchindlerCopy for information of Leonard Schoolman, Daniel SymeSubject file

Alex:

Enclosed is the proposal about a study dealing
with Conversion that you wanted.



Wad

Studies In Modern Jewish Identity

Conversion To Judaism: Motivational Factors and Cultural Influences Affecting The Decision Making Process

I Overview

This study will seek to evaluate the causative factors operative in the decision of certain non-Jews, generally potential or actual marital partners of born Jews, to convert to Judaism. These findings will be contrasted with the circumstances governing the resolution of other non-Jews in comparable situations not to convert and to retain their non-Jewish religious identities. The apparant but as yet undocumented growth in the number of non-Jewish individuals with no romantic involvement with a born Jew who opt to become Jewish will also be evaluated.

The 1971 National Jewish Population Survey sample estimated that approximately 30-33% of all non-Jews married to Jews themselves become Jewish either pre or post maritally.¹ Huberman and Winer in corroborating these statistics note that the overwhelming majority of persons converting to Judaism are women while the incidence of born Jewish men selecting non-Jewish women as spouses continues to surpass the incidence of born Jewish women choosing non-Jewish men as husbands.² Here the gap has apparently

narrowed, however, and again unconfirmed reports indicate that more and more non-Jewish men are converting to Judaism.³ But since no comprehensive documentation has been attempted in over a decade, a new study assumes even greater significance.

II Areas of Concern and Consideration

Heirich cautions that as of yet no study of the conversion process exists that adequately deals with the traditional theory that conversion is primarily a dramatic turnabout at odds with one's prior cognitive and behavioristic structure.⁴ It is of greater concern, he suggests, to ascertain whether "religion is less a system of truth than an effort to discover a ground of being that orients and orders experience more generally."⁵ Roof and Hadaway suggest a similar motif in their examination of contemporary conversion patterns among Protestants which appear to differ from earlier, more theologically centered foci accounting for the conversion phenomenon. "Choice of religious preference or religious affiliation," they write, "is for many Americans not simply an indication of religious faith but of self identification and social belonging in a complex, highly differentiated society."⁶ Berger underscores this dilemma of modernity as symbolic of the crisis into which pluralism has plunged religion. "Modernity multiplies choices and concomitantly reduces the scope of what is experienced as destiny."⁷

Religious commitment as but one component of a far more complicated system of identity formation is of particular relevance for Jews in understanding why some persons convert to Judaism and others do not. Himmelfarb points to the glaring distinction made in the sociological literature which when speaking of Christianity uses the phrase "religious commitment" but when referring to Judaism employs the term "Jewish identity."⁸ Lazerwitz stresses that minorities such as Jews are prone to greater possibilities of secularization as a consequence of the closer ties engendered between ethnic and communal involvement and religious behavior.⁹ Dashefsky and Shapiro add that "Jewish group identification reflects loyalty to the Jewish people, not specifically to its religious precepts, "although formally adopting another religion severs ties of peoplehood."¹⁰ A study of reasons for and for not converting to Judaism will of necessity probe how potential converts experience Jewish peoplehood and Jewish religious belief in arriving at a decision regarding conversion.

No examination of conversion would be complete without some scrutiny of the role and attitude of religious groups and organizations involved in the conversion process. The recent surge of converts to Judaism has not been fully assimilated by the synagogue community which still harbors suspicions and some aversion to persons choosing to be Jews. What impact these forces

have had upon potential converts to Judaism requires further investigation. Bibby and Brinkerhoff in their study of twenty proselyte oriented Canadian churches state that "insofar as outsiders have become members of these churches, the conditions of contact, bridging and acceptance have been fulfilled."¹¹ Whether these criteria have been successfully achieved in the Jewish community is not known.

III Instrument Design and Methodology

Introduction To Judaism programs sponsored by the Union of American Hebrew Congregations in five American cities, Boston, New York, Chicago, Los Angeles and St. Louis, will serve as the data base for the study. An appropriate questionnaire will be prepared and samplings made of those non-Jews who completed the program within the past two years. The questionnaires will be so constructed as to include the variables discussed in this proposal. Introduction To Judaism faculty members will be interviewed and the core curriculum of each course of study reviewed. Born Jewish partners of non-Jews enrolled in these programs will also be asked to complete a questionnaire. A random selection of couples for individual and conjoint interviews will be attempted in each city. It is hoped that a clearer picture of why some persons become Jews and others do not will emerge. The study will then be published as part of the Studies In Modern Jewish Identity series.

Notes

1. Fred Massarik and Alvin Chenkin, National Jewish Population Study, American Jewish Yearbook, Vol. 14, 1973, p.298.
2. Steven Huberman, New Jews: The Dynamics of Religious Conversion, Unpublished Dissertation, Brandeis University, 1978, p.31. Mark Leonard Winer, The Demography, Causes and Consequences of Jewish Inter-marriage, Yale University, Unpublished Dissertation, p.18.
3. Rella Geffen Monson, The Case of the Reluctant Exogamists: Jewish Women and Inter-marriage, Graetz College Annual of Jewish Studies, Vol. V, 1976, pp.121-26.
4. Max Heirich, Change of Heart, A Test of Some Widely Held Theories About Religious Conversion, American Journal of Sociology, Vol. 83, No. 3, Nov. 1977, p.654.
5. Ibid., p.674.
6. Wade Clark Roof and Christopher Kirk Hadaway, Denominational Switching in the 70's, Going Beyond Stark and Glock, Journal For the Scientific Study of Religion, Vol. 18, No.4, Dec. 1979, p.363.
7. Peter Berger, The Heretical Imperative, Anchor Press/Doubleday, Garden City, New York, 1979, p.30.
8. Harold Himmelfarb, Measureing Religious Involvement, Social Forces, Vol. 53, No. 4, June 1975, pp.606-7.
9. Bernard Lazerwitz, Religious Identification And Its Ethnic Correlates, Social Forces, Vol. 52, No. 2, September 1973, p.219.

10. Arnold Dashefsky and Howard Shapiro, Ethnic Identification Among American Jews, Lexington Books, Heath and Co. Lexington, 1974, p.8.
11. Reginald Bibby and Merlin B. Brinkerhoff, When Proselytizing Fails: An Organizational Analysis, Sociological Analysis, Vol. 35, No. 3, Autumn 1974, P.199.



Budget

Projector Director	\$25,000
Instrument Design and Preparation	10,000
Travel and Meetings	12,000
Consultants	15,000
Secretary	10,000
Supplies	3,500
Telephone	2,000
Postage	750
Miscellaneous	1,500
Publication	7,500
	<hr/>
	\$87,250

MEMORANDUM

May 24, 1982

Date

From Rabbi Sanford Seltzer

To Rabbi Alexander Schindler

Copy for information of Rabbi Leonard Schoolman, Mr. Theodore Broido

Subject

Alex:

The enclosed is self-explanatory. I share it with you not merely to underscore the University of Chicago's interest and their capacity to engage in research on topics of Jewish concern but of their potential in doing major fundraising.

I am convinced that their reputation would be very, very helpful in procuring large sums of money from Jewish donors certainly in Chicago as well as from other persons on the Board of Delegates, etc. As I mentioned to you, I think Steve Cohen has very good credentials and we ought to meet with him, but I don't believe he will have the same kind of "prestige appeal" that the University of Chicago would have. It might also be possible to have him work along with them. This, too, should be explored.

NORC

National Opinion Research Center
University of Chicago

6030 South Ellis, Chicago, IL 60637
312/753-1501

Cultural Pluralism Research Center

May 20, 1982

Rabbi Sanford Seltzer
Task Force on Reform Jewish Outreach
1330 Beacon Street, Suite 355
Brookline, Mass 02146

Dear Sandy:

Thanks for your letter of May 14. I have not forgotten you, nor our conversation. I have been waiting to put together some data from our General Social Survey which I thought might be of some interest to you. Since one of the issues we have discussed was questions of Jewish identity in mixed marriages, I thought I would look at the General Social Survey to see how many marriages we could come up with which involve Jews. As you can see on the attached page titled "Jewish Marriages and Inter-Marriages from the NORC GSS", there are about 193 marriages which either involve people who are currently Jewish or who were raised Jewish but no longer identify themselves that way. As you can also see, there are a lot of different ways of looking at these kinds of tables, and what I did on the second page, which is titled "Typology from Table", was to create an exhaustive typology of marriages. As you can see, 60 percent of all those marriages which involve Jews or people who were Jewish are between spouses who were raised Jewish and still are. The next largest category, which is 19 percent, are between spouses, one of whom was raised Jewish and still is, and the other of whom has never been Jewish. I think perhaps one other interesting point which comes out of these data would be the net gain and loss from inter-marriages which is also on the same page as the Typology from Table data. As you can see, there is a net loss of about 3 percent.

Naturally, these data are preliminary and should be viewed with a great deal of caution because of the small sample size. However, they are national data and are not selected from any potentially biased list. I think perhaps they are interesting for that reason.

With regard to some of the other topics which we discussed, I would say that a study of rabbis' attitudes toward officiating at various types of marriages would be relatively easy to do and not terribly expensive. As a matter of fact, I think a good deal of it could be done by telephone which would make it even more cost effective. We also discussed the topic of Jewish college students and there are two kinds of data sets which we might be able to look at with regard to this issue. The first is the American Council on Education data which does ask a religious question and which, to the best of my knowledge, has not been fully analyzed with regards to Jewish college students. These data can be mounted on any computer and we can certainly do some analysis on them. The second very interesting data set is the 1961 college graduate sample where we interviewed 40,000 college graduates in 1961 and followed them

for several years thereafter. Although it would be quite expensive, one could follow up that group who are now in their early forties and develop some very useful material about family structure, family style and the effect of intermarriage on children. One advantage of this study is that we have so much data on them from the 1960's as baseline data that we could make some very good analytic arguments from asking them a few questions right now. I think perhaps this data set would be very useful for the issue of mixed marriages and children's identity. It would probably be possible to select a sample of about 500 Jewish college graduates out of this study and locate them and reinterview them for something in the neighborhood of \$100,000 to \$150,000. (Please don't hold me to any of these budget figures because I have not talked to our financial people and these are just my estimates.)

One other suggestion which has come to me in the last week is the possibility of using a large screening operation (that is we will be contacting and doing very short interviews with a large number of people) for some of your purposes as well. Let me explain further. We are proposing to do a large Hispanic Social Survey and in order to do that of course we have to contact and screen across the country on a probability sample base for Hispanic identity. As a byproduct of this effort, we generate listings of a great many households, approximately 100,000. It would seem to me to be financially well worth our while to think about selecting a sample of 1,000 Jewish households out of this population and at the same time offer you a considerable savings on what would otherwise be a very expensive sample. I don't have any detailed budget figures on this yet, but it would be clear that since we will be screening this population anyway, the additional questions about whether or not anyone in the household thought of themselves as Jewish, or whatever other identity questions you might want to add, would be relatively easy to do.

The Hispanic Social Survey will be proposed and evaluated by the funding agencies during the summer and hopefully if we get our okay, we will start up in the fall. I think it is probably worth our considering other ways of using this sample and your needs might be one of the kinds of uses for which it would be very well suited. Finally, let me mention just in case of interest that we are also doing a study of Russian immigrants, i.e. people who have immigrated to the U.S. over the last five years, which obviously includes many Jews. I don't know whether this population is of interest to your association, but it is a fascinating study and a very large study and one which will produce a great deal of information and data.

As I said at the beginning of this letter, I'm sorry I'm a little late in getting back to you but I did want to provide some more detailed information about what was available and what might be available before we move further. One suggestion which you might want to consider would be an agreement with the Cultural Pluralism Research Center for a regular level of funding each year which would in effect be used to do a variety of analyses

Rabbi Sanford Seltzer
May 20, 1982
Page three

and write-ups on existing data sets as you need them. Then we could consider whether some of these additional data collection efforts might be worthwhile. I think there are going to be a number of opportunities such as the Hispanic Survey and the college graduate study which are well worth exploring, providing we can get funding to do them. There is obviously a lot of data which needs to be collected besides the kinds of things that are available from the General Social Survey, but at least one can see from the GSS that the retention of Jewish identity is still quite strong, even though there might be slippage among the current youthful population or those that will be marrying soon. Now would be the time to begin to look at some of these questions in a very serious and professional way, and we would certainly like to help you do this. I hope this information is helpful and please feel free to get back to me with any questions or suggestions or comments that you might have. I look forward to hearing from you.

Most cordially,

AMERICAN JEWISH
ARCHIVES

Bill
William C. McCreedy, Director *uk*
Cultural Pluralism Research Center



JEWISH MARRIAGES AND INTERMARRIAGES FROM THE NORC GSS

R E S P O N D E N T

		Raised Jew Still Jew	Raised Jew Not Jew	Not raised Jew but now Jew	Never Jew	
	Raised Jew Still Jew	117	4	5	17	143
S	Raised Jew Not Jew	1	6	-	6	13
P						
O	Not raised Jew But now Jew	8	-	-	1	9
U						
S						
E	Never Jew	19	6	3	nap	28
		145	16	8	24	193

60% consist of spouses both of whom were raised and still are Jewish.

19% consist of persons who are raised and still Jewish married to persons who have never been Jewish.

7% consist of those who were not raised Jews but who are now Jews and are married to 'raised & still' Jews.

Approximately 90% of those who were raised Jews are still Jews.

-of those still Jews, 86% are married to other Jews

-of those who are no longer Jews, 25% are married to Jews.

23% consist of Jews married to non-Jews.

TPOLOGY FROM TABLE

Marriages:

Both spouses Jewish and were raised Jewish	60%
Marriages with one convert	9% *
Marriages with one 'dropout'	12%
One spouse is Jewish and was raised Jewish and the other has never been a Jew	19%
	100%

* Of these 76% are married to Jews who
were raised as Jews.

NET GAIN/LOSS FROM INTERMARRIAGES

Gained Jewish Identity	9% (17)	
Lost Jewish Identity	12% (23)*	Net Loss = 3%

* Of these:

- 22% were married to Jews
- 26% were marriages between two dropouts
- 52% were married to spouses who had
never been Jews

Research
Outreach

Task Force On Reform Jewish Outreach

Suggested Areas of Research - Long Term

- 1) Sibling Positions in Jewish Families and the Choice of Non-Jewish Partners.

Some research has occurred attempting to ascertain what impact the position of a sibling has upon the choice of a Jewish or a non-Jewish mate. The research we have is contradictory. Clarification is needed as well as guidelines to assist families in dealing with the situation.

- 2) Enmeshed and Disengaged Family Structures As Barometers of Intermarriage.

It has been suggested that children of Jewish families which have been exceedingly close and controlling are prone to select as mates non-Jews from families who are distant and comparatively uninvolved with one another as family members. The theory asserts that each member of the couple is seeking in the other precisely that which is being escaped from. Thus a Jewish youngster growing up in an enmeshed family will seek a marriage partner who is non Jewish, who is a member of a disengaged family, while the non-Jewish partner from said background will be looking for a mate who can provide the warmth and closeness that has been lacking for them. There is a need to validate the hypothesis, to help such couples deal with conflicts that may evolve from such unions and work with Jewish families in resolving this problem should it prove to be legitimate.

- 3) Comparative Divorce Trends in Marriages Involving Converts to Judaism and born Jewish Spouses As contrasted to Marriages Where Both Partners are Born Jews.

While some data exist indicating a greater incidence of divorce in mixed marriages than in endogamous marriages, no research has been done on the subject when it involved converts. Such findings would be extremely helpful in working with converts and their Jewish families.

- 4) Marital Choices of Children of Mixed Marriages , the Weddings of Whose Parents Were Solemnized By Rabbis As Contrasted to Those Ceremonies That Were Not.

Here we are working in an area which has been totally devoid of any kind of scientific inquiry. Whatever conclusions we have are predicated solely on the speculation and preconceived biases on both sides of the issue.

- 5) Personality Profiles of Persons in Ecumenical Marriages.

An increasing number of couples are opting for ecumenical marriages. No attempt has been made to examine the backgrounds, orientations and needs of such individuals let alone the impact of the presence of clergy persons of their respective faiths upon future religious commitments.

- 6) Religious Identification of Children of Ecumenical Marriages Where Rabbis Co-Officiated Or Were Present at Parental Wedding Ceremonies.

This is an elaboration of number five and represents a critical area of investigation in light of our desire to reach out to such children.

- 7) Religious Attitudes of Children of Mixed Marriages Enrolled In Reform Religious Schools.

Although an increasing number of mixed married couples are members of our congregations, no measurement has been attempted on the impact that Jewish education has had upon their children and how this correlates with role models and emphases at home. The fact that Reform Judaism accords such children full Jewish status if they are educated as Jews may or may not coincide with self identification on the part of these children.

8) Motivational Factors In the Decision of Mixed Married Couples to Affiliate With Synagogues.

An increasing number of these couples join our congregations, often assuming positions of responsibility within the synagogue. No studies have been done in an effort to examine reasons for becoming active or why the non-Jewish partner does not convert to Judaism. More significantly, there is no data regarding how born Jews view these individuals from the perspective of the enhancement or devaluation of Jewishness.

9) Marital Choices of Children of Mixed Marrieds Enrolled In Religious Schools and Raised and Educated As Jews.

Reform Judaism's assertion that such children are Jewish despite the non-Jewish identification of one parent may or may not coincide with the marital preferences of these children in adulthood. It would be incumbent upon us to determine what occurs and how such marital choices compare with those made by offspring of mixed marriages identified with Orthodox and Conservative Judaism where Jewishness can only be obtained through conversion if one's father is Jewish.

10) Jewish Ethnicity As A Primary Cause of Inter-marriage.

Does Jewish identification predicated upon ethnic, as opposed to religious criteria influence one's decision to choose a non-Jewish mate as opposed to a Jewish mate.

11) Marital Selection of Children of Holocaust Survivors.

No study of this type has yet been undertaken, although a growing body of literature now exists dealing with holocaust survival. As a correlary research should also be done in an effort to understand whether the teaching of the holocaust in the religious school has had any influence on the growing rate of intermarriage.

12) Feminism As A Causative Factor In Non-Jewish Mate Selection By Jewish Women.

Traditionally the rate of Jewish men marrying non-Jewish women was two to four times greater than that of Jewish women marrying non-Jewish men. That ratio has narrowed considerably. No scientific study has been done to account for the change.

13) Patterns of Jewish Identity and Practice In Born Jewish Children After Divorce and Remarriage of the Custodial Parent With A Non-Jew.

The data we have appears to indicate that an increasing number of born Jews marry non-Jews in second marriages. Our

religious schools are also reporting that there are many youngsters registered who come from homes where step-brothers and sisters are Christians. It is important to begin a study of these families and of how we can best deal with the turmoil and the conflict such situations generate.

14) Jewish Kinship Networks As A Political and Social Negator of Anti-Semitism.

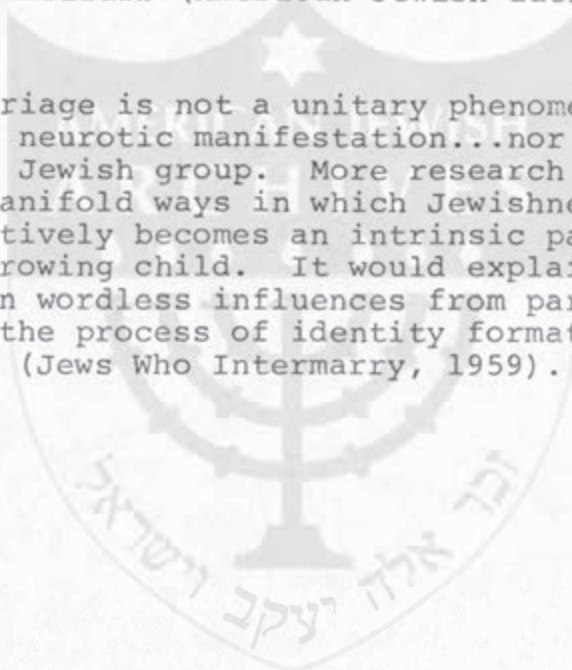
Some Jewish sociologists have averred that a positive consequence of the growth of mixed marriage among Jews as well as outreach to the religiously non-preferenced will be a better understanding of Jews and Judaism among various segments of the general population heretofore totally ignorant about Jews and Judaism. This they add, will result in a decline in anti-semitism and traditional stereotypes regarding Jews. No study has been undertaken which would either confirm or refute their contentions.

15) Maladaptive Behavior in Children of Mixed Marriages.

With one exception, a number of studies of children of mixed marriages have stated that such children exhibit a greater range of psychological difficulties than children of endogamous marriages. As indicated, however, one study has refuted that thesis. Since no recent studies have been undertaken on this subject, a new study would make an important contribution, particularly in light of the evolution of mixed marriage as a normative process.

ADDENDUM - RESEARCH

1. "We do not have a single controlled study of a Jewish school innovation or curriculum design which shows that one approach to Jewish education is more effective than another. The field is wide open." - Harold Himmelfarb (American Jewish Identification, 1980).
2. "Intermarriage is not a unitary phenomenon...not purely a neurotic manifestation...nor an escape from the Jewish group. More research is needed in the manifold ways in which Jewishness positively and negatively becomes an intrinsic part of the self of the growing child. It would explain the varied and often wordless influences from parents and others shaping the process of identity formation." - Daniel Levenson (Jews Who Intermarry, 1959).



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THE HORIZON INSTITUTE
Research and Development
for the
Congregations of Reform Judaism

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Research

Compiling new data bases for policy planning and programs enabling Reform congregations to master the challenges of the future in areas such as Outreach, Worship, Aging and Religious Action

Development

New programs to serve the emerging needs of Reform synagogues and congregants, present and prospective

New training formats for lay and professional leaders, equipping them to lead programs regionally and locally

New manuals, reports and materials in various media to compliment such programs and serve as the basis of additional synagogue activities

"For Still The Vision Awaits Its Time" - Habakuk 2:2

(Stal)

THE NEED

Challenge and opportunity confront Reform Judaism today. The challenge is no less than that of self-preservation. The opportunity is to progress beyond self-preservation as we add to our congregants. upgrade synagogue programming and ~~increase our numbers~~

The essence of our Movement is to interpret and apply the teachings of Judaism to our private and public ^{lives} problems. Therefore we must have the best possible data. Then we can anticipate needs and initiate programs in response, in every aspect of religious activity. Both data and programs are critical to the survival of our synagogues, the cornerstones of the Jewish community.

The Union of American Hebrew Congregations, the national body of the Reform Movement, must meet these needs. The UAHC is the patron of Hebrew Union College-Jewish Institute of Religion. The UAHC's diverse departments and affiliates serve the manifold requirements of 740 congregations and are the natural channels for such assistance.

Reform congregations are turning to the UAHC for answers:

- How can they better serve their congregants?
 - How can they meet the needs of unmarried adults?
 - [How can Reform synagogues help themselves and the thousands of unchurched men and women who hunger for spiritual sustenance?
- Half the children in our religious schools come from single-parent families. Should the synagogue assume any functions of the missing parent? If so, which ones, and how?

Nearly 50 percent of non-Jewish husbands of Jewish wives describe themselves as Jewish, but do not affiliate. What does the synagogue owe these men?

(Indirect?)
✓ Civil Rights?

How can the synagogue help congregants apply the teachings of Judaism to current problems - peace, energy, inflation, unemployment and apathy?

How can we liberate congregants from the service-station approach to the synagogue - bar mitzvah, wedding and funeral - and lead them toward true participation in the life of the synagogue community?

While the UAHC has collaborated in research and programming with universities from coast to coast, these have been, perforce, relatively isolated and fragmentary undertakings. The times compel our commitment to a substantial agency which will provide the answers Reform Judaism needs today - and tomorrow. Our congregations face massive and urgent problems whose solution can no longer be postponed.

Therefore, to develop the research, training and allied programs for an evolving Reform Movement and congregational structure, the UAHC has established the Horizon Institute, with Rabbi Sanford Seltzer as Director.

PRIORITIES

The initial thrust of the Horizon Institute involves four areas of concern:

1. Outreach In response to the call of its president, the UAHC is pioneering an outreach program:

- To the thousands of men and women who have chosen to convert to Judaism
- To intermarried couples having a non-Jewish partner who favors being connected to the Jewish community
- To the religiously unaffiliated who might find fulfillment in Judaism.

(more)

~~Starting with its very conception,~~ The Horizon Institute is uniquely constituted to furnish the information and the programs which will assure the success of the outreach program in serving those in need of it and ~~also~~ ^{aiding} in ~~fostering Reform~~ ^{and} the growth of our synagogues.

Among the activities planned by the Horizon Institute's Division on Outreach: research on congregant attitudes affecting converts and non-Jewish spouses; curriculum development to foster affirmative attitudes toward Jews by choice; development of an information center network to serve intermarried couples, potential converts and other persons wanting to know more about Reform Judaism. ~~More~~ ^{details} are given in the listing of projects and programs on Page Gimmel.

2. Worship Why do Jews, the people who gave monotheistic religion to the world, score lowest on every survey of frequency of prayer?

The synagogue must encourage each congregant's involvement in meaningful worship. This is at the core of the individual's religious commitment. The synagogue must cultivate appreciation of the power of prayer. It must foster reverence for and enjoyment of significant ritual.

The Horizon Institute's Division on Worship has the ~~experts~~ ^{experts} and the reference resources to help vitalize Reform worship and broaden the base of consistent participants ~~throughout~~.

(more)

through: Regional workshops and seminars ^{and Leos} on ^(?) deriving maximum benefits from ~~the~~ use of Gates of Prayer, the new Reform ^{prayer} books; research and development ^{to} build motivation for prayer and worship among students in our religious schools ^{research} ~~and development~~ to serve the worship needs of single-parent families; demonstrations and workshops on integration of the performing arts as elements of the worship service. For facts on these and additional projects, please see Page Dollid.

3. Aging The American Jewish community is an aging community. Right now 31 percent of all Jewish households are headed by persons who are at least 60 years old. Reform synagogues must have help in meeting the needs of older congregants. The Horizon Institute's Division on Aging already is at work on:

Compare to West 7

for all elderly
Research on crisis intervention - alternatives to institutional care; special training programs for the rabbinical school curriculum and for congregational leaders; studies of the financial and programmatic problems an aging Jewish population imposes on the synagogue; kits and manuals for synagogue leaders, on serving and surviving with an aging congregation. Additional information is given on Page Hay.

4. Religious Action ^{issues} We live our religion when we apply its precepts to the problems of our time. Through the Horizon Institute's Division on Religious Action the insights of Judaism will be ^{focused on} ~~applied to~~ such pivotal issues as peace in the middle east, disarmament, energy, and social and economic justice.

Research, seminars and workshops, internships,

position papers and programs for both training and action are either under way or ready to go. The Division on Religious Action will help the Reform synagogue and its congregants bring Judaism's principles to bear in practical ways on critical, real-life concerns. Specific programs are outlined on Page Vuv.

With the Horizon Institute the Reform Movement will create its future. With your commitment and support the Horizon Institute will light the way of Reform Judaism's growth path.

ABOUT THE DIRECTOR

Among Rabbi Sanford Seltzer's activities and achievements:

Director - Gerontology Programming, UAHC; Joint Commission on Worship, UAHC-CCAR; Task Force on Outreach, UAHC-CCAR

Author - Jews and Non-Jews Falling in Love; So Teach Us to Number Our Days; Essays on Jewish Worship

Member - Boston Society of Gerontologic Psychiatry; Commission on Mid-Career Review, CCAR

Rabbi Seltzer previously served as Regional Director of both the Northeast and Southeast Councils of the UAHC. He is a graduate of the University of Cincinnati and of Hebrew Union College-Jewish Institute of Religion.

(Please see the following pages for endowment opportunities.)

7
-6-

Revisionn

Horizon Institute

Irving Leos

ENDOWMENT OPPORTUNITIES

The Horizon Institute CAPS UNDERLINED

Destined to be a mountainhead of information and forward-looking programs for Reform Judaism, the Horizon Institute will have a distinctive impact extending far beyond the synagogues it will strengthen. The Horizon Institute's innovative activities, scholarly resources and comprehensive scope will earn it pre-eminent status in recognition of its contribution to our faith and to a better world.

You can ednow the Horizon Institute by making a gift of \$1,000,000. The Horizon Institute will bear your name as it implements its manifold programs for a vibrant, ever-evolving Judaism.

(See P. 4-10p.)

ENDOWMENT OPPORTUNITIES

] Horizon Institute Divisions [CAPS
UNDERLINED

<u>Division</u>	<u>Endowment</u>
3 Aging	\$250,000
2 Worship	\$250,000
1 Outreach	\$200,000
4 Religious Action (Public Policy?)	\$300,000

Red Numerals
indicate sequence
- do not type
numerals

Each Division of the Horizon Institute will conduct a range of activities designed to develop the information, materials and methods required to move ahead in the area of its concern.

Among the activities: research, seminars and workshops, publications, production of tape cassettes and audiovisual materials, establishment of information centers, development of archives, training programs and courses - for lay leaders, rabbis, rabbinical students, educators, graduate students, youth leaders, interfaith leaders.

You can endow a Horizon Institute Division by making a gift in the amount indicated above. The Division will bear your name as it makes its special contribution to strengthening the Reform Movement.

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-8-

Horizon Institute Revision Irving Leos

ENDOWMENT OPPORTUNITIES

] Divisional Projects and Programs

Cops Underlined
#

Within each Horizon Institute Division numerous projects already are under way, and additional ones are being readied. ~~Each may be endowed and then will bear the donor's name.~~

Each will bear the name of the donor who provides the endowment.

The minimum endowment gift is \$10,000.

All endowment gifts are tax-deductible.

Divisional lists of projects and programs available for endowment are attached.

For more information, write or call
Rabbi Alexander M. Schindler, President,
Union of American Hebrew Congregations,
838 Fifth Avenue, New York, N.Y. 10021,
(212) 249-0100.

P.L. at end

ENDOWMENT OPPORTUNITIES

Horizon Institute, Division on Outreach Projects and Programs

<u>Project or Program</u>		<u>Endowment</u>
Research	Studies of Intermarriage: What is the effect of a Reform rabbi's officiating at a mixed marriage, on the Jewish identification of those involved? What are the marriage choices of children of such couples?	\$20,000 (each)
Research	A study of congregants' attitudes regarding rights of non-Jewish spouses in the synagogue - membership, voting, burial, etc.	\$15,000
Curriculum Development	Development of religious school curricula which will foster affirmative attitudes toward those who choose Judaism as their religion	\$15,000
Publication and Production	Of materials including tracts, films and video cassettes on Judaism, for men and women considering conversion	\$100,000
Information	Developing a network of information centers serving intermarried couples, potential converts and others wanting to know more about Judaism	\$100,000 (each)
Congregational Programs	To help congregations outgrow stereotypical thinking about converts; to develop more accepting and supportive attitudes toward Jews by choice, and to integrate them into the activities of the synagogue synagogue synagogue community	\$25,000

ENDOWMENT OPPORTUNITIES

Horizon Institute, Division on Worship

Projects and Programs

<u>Project or Program</u>	<u>Endowment</u>
Research Into the religious needs of the single-parent family, its expectations of the synagogue, problems of adjustment to an institution based on the nuclear family model	\$50,000
Research Why are Jews lowest on the scale of frequency of prayer? How can we build motivation for prayer and worship among our religious school students? Among adults?	\$50,000
Development Regional workshops for lay leaders on deriving maximum benefits from the use of the new Reform prayer books	\$75,000
Collaboration with other religions in creating modes of inter-faith worship which maintain the identity and integrity of the respective creeds while enabling a genuine community worship experience	\$25,000
Demonstrations and workshops on integration of the performing arts as functional components of worship services	\$50,000
Fostering creative directions in worship through dissemination of innovative worship services, bibliographies, worship newsletters	\$10,000

ENDOWMENT OPPORTUNITIES

Horizon Institute, Division on Aging

Projects and Programs

<u>Project or Program</u>	<u>Endowment</u>
Research - Programs in Crisis Intervention - Services to elderly congregants as alternatives to institutional care	\$75,000
Training Programs - Special courses in rabbinical school and in summer programs to acquaint rabbis with resources, techniques and information that will help them serve aging congregants	\$75,000
Training for Advocacy - Instructing retired persons of professional background for effective work in advocacy - advancing the public interest with respect to vital issues	\$25,000
Research - Demographic and administrative studies of financial and programmatic challenges imposed on a synagogue by an aging Jewish population	\$25,000 (each)
Seminars - On aging, for members of congregational Aging Awareness Committees, conducted in conjunction with gerontological research centers	\$75,000
Kits and Manuals - For use by rabbis and lay leaders, providing informational and programmatic materials for working with an aging synagogue population	\$25,000

ENDOWMENT OPPORTUNITIES

Horizon Institute, Division on Religious Action

<u>Projects or Programs</u>	<u>Endowment</u>
<p>Social Justice Archives</p> <p>To make available some 130,000 publications for use of scholars, researchers and social activists. Use of microfilm will preserve valuable documents and enable exchange of materials with major academic centers in the U.S. and Israel</p>	\$25,000
<p>Seminar</p> <p>For rabbinic students, to develop leaders mindful of the relatedness of Judaism and American democratic ideals, and of the political interaction between the organized Jewish community and the American government</p>	\$75,000
<p>Seminar</p> <p>For educators and lay leaders:</p> <p>To train educators in social action techniques for use in organizations, schools, and synagogues.</p> <p># To enable lay leaders to witness and participate in interaction between the American Jewish community and the government.</p> <p># To study the relationship of American ideals and Jewish values.</p> <p>To teach effective social justice programming in the synagogue.</p>	\$50,000 (each)
<p>Machon Kaplan</p> <p>A six-week work-study program for undergraduate students, in Washington, D.C. Participants monitor specific issues and prepare study materials for use by congregations. They pursue an intensive Jewish studies program for which HUC-JIR and other colleges give six credits.</p>	\$50,000
<p>Mitzvah Corps</p> <p>A countrywide program giving high school and college students opportunities for service - tutoring, visiting nursing home residents, developing facilities and programs in deprived communities.</p>	\$100,00
<p>Workshops</p> <p>For priest, ministers, seminarians and rabbis, to develop interfaith under-</p>	# 35,000

standing of prophetic Judaism
and the rapport for interreligious
cooperation on vital issues



For more information, write or call
Rabbi Alexander M. Schindler, President,
Union of American Hebrew Congregations,
838 Fifth Avenue, New York, N.Y. 10028,
(212) 249-0100.



Is the Synagogue been

NOTES ON NOMENCLATURE

for

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First Draft Proposal for Institute of Religious Dynamics

Reform Judaism faces a challenge and an opportunity of fundamental significance. The essence of our movement is to interpret and apply the teachings of Judaism so that they offer the maximum meaning and benefit to the Jew in the world of today. Since we live in a climate of accelerating and proliferating changes, the challenge to Reform Judaism is one of rapidly increasing magnitude. And the opportunity.

If the UAHC were a corporation producing merchandise of one kind or another, then "R & D", research and development, would have a top priority - to assay the market, anticipate changes and create new products to meet new demands.

We are not such an enterprise. Still our need to know, to adjust and initiate is critical to the survival of our synagogues, the cornerstones of Jewish community life and of our religion itself.

We need the answers to questions such as these:

How can we lead congregants toward the rewards of through the synagogue, Jewish fulfillment/which the service-station approach ~~the synagogue~~ - bar mitzvah, wedding and funeral - denies them?

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The UAHC has collaborated with centers of learning and research including these universities: nationwide, Brandeis, Chicago, Florida, Georgia and USC.

But these have been parttime undertakings, extracurricular, so to speak. The pace and pressure of social change today, the scale and urgency of problems confronting our congregations, demand a fulltime instrumentality.

To fulfill, therefore, the essence of Reform Judaism, to provide the principled and practical answers for a relevant and viable faith and congregational structure in today's and tomorrow's world, the UAHC has established the Institute of Religious Dynamics, with Rabbi Sanford Seltzer as Director.

Summarizing its ^t functions in brief, the Institute will develop a reciprocal relationship with UAHC's network of regional offices, evolving an agenda designed to

- Spearhead ^a research aimed at pinpointing areas of synagogue operations ^y in need of renovation, whatever ^h that may entail.

- Develop and publish programmatic recommendations

- Sponsor training activities - seminars, workshops, courses - for synagogue leaders, lay and rabbinic. These programs will impart the knowledge and techniques essential to strengthening the synagogue's central role as the wellspring of Jewish communal existence.

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Serving the Single Parent

(blurb)

Integrating so-called converts into the congregational community

✱

(blurb)

Adapting worship practices to the contemporary scene *✓*

(blurb)

Anticipating and providing for demographic changes *✓*

(blurb)

Serving the spiritual hunger of the unaffiliated

(blurb)

Welcoming the unmarried adult

(blurb)

Gearing the synagogue to an aging congregation

✱

(blurb)

7056

THE CENTER INSTITUTE ON JEWISH VALUES AND PUBLIC POLICY

Goal of Program

The Institute will engage noted Jewish scholars to prepare educational materials and participate in conferences on contemporary public issues. The approach to these issues will be unique: these scholars will combine political and sociological analyses of these issues along with liberal Jewish perspectives. Their analyses will be published in a variety of forms: in books, reports of conference papers, study guides, religious school materials. At a time when Jews are exploring their roots, the application of Jewish values and ethics to contemporary problems can have a significant impact on the thinking of the Jewish community. As the United States enters the decades of the 1980's it will make far reaching decisions in many fields, including energy policy, disarmament policy, family law, women's rights, privacy and economic justice. The insights which the Jewish tradition brings to bear on these issues can be an important guide for the Jewish community in developing its own policy positions. The materials which the Institute produces will therefore be a valuable and unique contribution to Jewish policy forums, and to educational programs in synagogues, Jewish schools and Jewish organizations.

Since the close of the Synagogue Council's Institute for Jewish Policy Planning and Research (IJPPR), there is a pressing need for a source of scholarly sociological and political analysis of contemporary issues. The creation of the Institute on Jewish Values and Public Policy is therefore most timely, filling not only the void left by the IJPPR but providing its own unique perspective from the liberal Jewish perspective on contemporary issues.

Description

As mentioned above, the Institute of Jewish Values and Public Policy will be established with the purpose of developing and disseminating for educational use, scholarly liberal Jewish analyses on contemporary problems and issues. To coordinate these efforts, a full-time director will be hired who will operate out of the RAC building.

The director, in close consultation with the Commission on Social Action of the UAHC, will select three issues each year for analysis. One or two scholars and specialists will be engaged to research and publish material on these issues. Two of the publications will be in the form of concise Keeping Posted length publications, i.e., 12-20 pages. Study guide supplements will be prepared so that the publications can be used for adult education courses. One book will be written each year and published by the UAHC.

Each year, the Institute will also organize and sponsor a national conference that will focus on a specific current issue. Jewish scholars and leading policy experts from across the country will be invited to participate in an exchange of ideas and discussion. The papers and discussion of this conference will be published.

The Institute would maintain close ties with a number of committees within the Central Conference of American Rabbis: the Committee on Justice and Peace, Church-State Affairs, and the Committee on Responsa. It will operate under the guidance of the Commission on Social Action of Reform Judaism. The Institute will also have direct access to the recently proposed Jewish Social Justice Archives, which will be housed at the

Religious Action Center building. The Archives will provide the Institute's scholars with a large and important collection of documents on issues of social justice. Until an endowment is found for the Institute, the RAC staff will phase in its programs.

Budget

The budget for the Institute is figured at \$51,000. A breakdown of the costs involved in maintaining the Institute are herein provided:

Director	\$30,000
K.P. type publications: stipend to scholar @ \$1,000 each (2 per year)	\$ 2,000
Printing/Mailing - (\$5000 per issue)	\$10,000
Office Expenses (phone, mail, supplies)	\$ 4,000
Annual Conference (includes travel subsidies)	\$ 5,000
(See proposal on R.A.C. annual conferences for breakdown of conference costs)	

Endowment: \$500,000

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(blurb)

June 6, 1979

Rabbi Sanford Seltzer

Rabbi Alexander Schindler

Proposal on Research Department

Alex:

I hope this is helpful in getting some funding.



Proposal for the Creation of a U.A.H.C. Policy Planning & Research Department

The complexities of modern society are such that no institute, religious or secular, public or private, can long survive or respond intelligently to the needs and concerns of its constituency unless it is sensitive to the changing behavior patterns and attitudes of those whom it serves.

The business and industrial worlds have long been cognizant of these facts and have created research and development arms to undertake the requisite studies necessary to address these realities. In order that the U.A.H.C. be responsive to the ever evolving patterns of congregational life and the religious needs of synagogue members, it too must have a mechanism whereby it can anticipate trends and problems and then program accordingly. The Union has long lacked this essential research dimension which could focus on these needs of the synagogue community and provide the guidance and information to all U.A.H.C. Departments for subsequent programmatic implementation.

A few examples may be illustrative:

- 1) The Commission on Worship recently undertook a survey of the worship patterns in Reform congregations. It discovered that a very small percent of our congregations conduct worship services as a regular component of the religious school experience. Most of the respondents to the questionnaire reported that the only exposure their youngsters had to a religious service was as part of the monthly Friday evening "Family Service." It would appear, therefore, that the synagogue has unwittingly fostered a negative attitude toward worship by conveying the impression to children that one participates in a service of worship no more than once a month. The existence of a Research Department would enable us to do the necessary fact finding required to validate this hypothesis, and then recommend whatever changes might be necessary in current curriculum planning.

2) Many congregations complain that members resign after the Bar/Bat Mitzvah or Confirmation of children in the school. They are at a loss as to how to stem the tide. Yet no research exists to determine what, if any, is the comparative post B'nai Mitzvah and Confirmation attrition rate in congregations where some form of a fair share dues plan results in the burden of religious school expenses being assumed by the total congregation and those congregations where the responsibility of educating children is directly imposed upon the parents involved. One can only surmise without the data that families who view the synagogue as a place where one pays for specialized services will leave once those services are no longer required.

3) Other congregations are concerned over the increasing number of older members who, regardless of income capacity, pay only minimal dues upon reaching the age of 65 and who state directly or implicitly, that at their age this is all Temple membership is worth. We have yet to ascertain the basis of this reaction and whether it may well be predicated upon how older synagogue members believe themselves to be viewed and valued by the synagogue.

4) As the rate of marriages between Jews and non-Jews increase, synagogues find themselves with a larger and larger membership consisting of couples who are products of mixed marriages. The Union is already receiving more and more inquiries from congregations throughout the country requesting information and guide lines as to how the non-Jewish partner should be treated. These inquiries include such areas of concern as: the right of membership, the right to vote and hold elective office, burial in Jewish cemeteries, etc. Again, we lack the basic data needed to offer the most rudimentary information.

5) The full impact of the energy crisis upon suburban congregations requires extensive investigation. As this new phenomenon will inevitably transform the American life style. Here we have yet to even raise the significant questions let alone provide answers.

The list of potential areas of investigation is endless. The possibilities for

service to congregations are enormous. The opportunities for linkages with academic centers of research where appropriate, as well as the utilization of experts in specific fields of investigation, should no longer be ignored. An excellent case in point is the Study we are about to publish entitled, "New Jews: The Dynamics of Religious Conversion." Its findings will have significant implications for the education and integration of converts to Judaism both before and after the conversion process. For all of these reasons, the establishment of a U.A.H.C. Department of Policy Planning and Research should be viewed as a critical priority.

