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*About the Institute*

The Hunt Institute for Botanical Documentation, a research division of Carnegie Mellon University, specializes in the history of botany and all aspects of plant science and serves the international scientific community through research and documentation. To this end, the Institute acquires and maintains authoritative collections of books, plant images, manuscripts, portraits and data files, and provides publications and other modes of information service. The Institute meets the reference needs of botanists, biologists, historians, conservationists, librarians, bibliographers and the public at large, especially those concerned with any aspect of the North American flora.

Hunt Institute was dedicated in 1961 as the Rachel McMasters Miller Hunt Botanical Library, an international center for bibliographical research and service in the interests of botany and horticulture, as well as a center for the study of all aspects of the history of the plant sciences. By 1971 the Library's activities had so diversified that the name was changed to Hunt Institute for Botanical Documentation. Growth in collections and research projects led to the establishment of four programmatic departments: Archives, Art, Bibliography and the Library.

THE AMERICAN INSTITUTE OF FAMILY RELATIONS  
5287 Sunset Boulevard, Los Angeles 27, California

GOLDEN, ALFRED L., Vice President in charge of Special Risks Division and Public Relations, Beneficial Standard Life Insurance Company and Beneficial Fire and Casualty Insurance Company, 756 South Spring Street, Los Angeles 14, California; and Vice President, Vermont Accident Insurance Company, Rutland, Vt.; Vice President, Fidelity Interstate Life Insurance Company, Pa. Residence, 321 South Canon Drive, Beverly Hills, California.

Born May 28, 1909, in Pittsburgh, Pa. Educated at University of Pittsburgh, B.A. and M.A. degrees in psychology, 1931 and 1939. Member of Public Relations Society of America, Life Insurance Committee of Los Angeles Chamber of Commerce, Los Angeles Community Relations Committee, International Association of Health Underwriters, Boy Scouts of America (director, 1957), Dramatists Guild of America, Writers Guild of West, Beverly Hills Club. Author.

From 1931-33, rehabilitation work with delinquent youth; 1934-36, criminologist, Allegheny County Prison, Blawnox, Pa.; 1936, special investigator, Court of Quarter Sessions, Allegheny County, Pa.; 1936-37, screenwriter, 20th Century Fox, Hollywood, Calif.; 1938-40, associate professor, Drama and Speech, Duquesne University. 1940-43, public relations director, Hospital Service Assn. of Western Pa.; 1943-57, vice president in charge of public relations, Blue Cross and Blue Shield, New York City; since 1957, vice president in charge of public relations and special risks, Beneficial Standard Life Insurance Company.

[1971]

Biographical Information on Dr. James J. Rue,  
General Director, THE AMERICAN INSTITUTE OF FAMILY RELATIONS [Furnished by Paul Repnek]

**PERSONAL:**

Married 25 years to a native daughter of California  
The Rues have eight children  
Jim and KT have lived in Downey 18 years  
Jim is 46

**EDUCATION:**

Received his Bachelor of Arts in Speech from Washington State University (1948)  
Received his Masters and Doctor of Philosophy degrees in Communication Arts  
from the University of Southern California (MA in 1950, and Ph.D. in 1954)

**PROFESSIONAL EXPERIENCE:**

Director of Research and Sales Promotion with CBS Television Network in  
Hollywood (1954-1956)  
Vice President of Bing Crosby/Kenyon Brown Productions in Hollywood  
(1957-1959)  
Director of Research and Public Information Services with Paramount Television  
in Hollywood (1956)

**COUNSELING EXPERIENCE:**

Private Practice (part time) from 1954-1960  
Received one year of Internship-training at The American Institute of Family  
Relations (1956)  
Received one year of Post-doctoral Coursework in Marriage and the Family at  
the University of Southern California (1957)  
Directed the Sir Thomas More Clinics of Southern California (1960)  
Serves as president of the corporation and Executive Director of the  
Clinics

**COUNSELING ORGANIZATIONS AND AFFILIATIONS:**

Past President of the Southern California Association of Marriage Counselors  
(1964-1966)  
Member of the Board of Directors of the American Association of Marriage and  
Family Counselors (1966-1967)  
Currently President of the California State Marriage Counseling Association  
(1970-1972)  
Elected a Fellow of the California State Association of Marriage Counselors  
(1970)  
Member of the American Sociological Association  
Member of the National Council on Family Relations  
Member of the California Council of Behavioral Science Associations  
Appointed by Governor Ronald Reagan as the first man in his profession to  
serve on the State Board of Behavioral Science Examiners....elected by  
the Board to Vice-Chairman (1969-1972)

**WRITINGS:**

Author of twenty-eight articles in professional journals  
Writes a monthly article and column in the Liquorian, a nationally-published  
magazine on marriage and family life  
Co-author with Louise Shanahan of The Limbo World of the Divorced to be  
published in 1971

THE AMERICAN INSTITUTE OF FAMILY RELATIONS  
5287 Sunset Boulevard, Los Angeles, California 90027

PUBLICITY MATERIAL FOR LECTURES OF DR. PAUL POPENOE

Paul Popenoe, Sc.D., is founder and president of the American Institute of Family Relations, a non-profit educational, counseling, and research organization which is the oldest and largest enterprise of its kind in North America. Its establishment in 1930 marks the beginning of organized efforts to bring the whole resources of science to bear on strengthening marriage and family life.

Born in Topeka, Kansas, Dr. Popenoe is a descendant of Jean Papineau, a French Huguenot refugee who came to America after 1687, but the rest of his ancestry is old American of English background. His career is given in detail in standard works of reference such as Who's Who in America and American Men of Science. Educated at Occidental College and Stanford University, he was a newspaperman and an agricultural explorer for some years before he settled in his life work of social biology.

Dr. and Mrs. Popenoe were married in 1920 and have four sons and ten grandchildren.

He has published many papers, both technical and popular, in his field of social biology and is author or co-author of 15 books and contributor to 25 others. He has a daily syndicated newspaper column from coast to coast, appears frequently in magazines and on radio and television, has lectured at nearly 200 colleges and universities, and taught at summer sessions of many of them, including six years at Columbia University. For 14 years he was a lecturer in biology at the University of Southern California. Under his personal supervision, the Institute sponsors the popular feature, "Can This Marriage Be Saved?", which has appeared regularly for the past 15 years in the Ladies Home Journal. He is also editor of the Institute's monthly bulletin, Family Life, and editorial adviser or consultant on half a dozen national magazines. Five of his books have been translated into foreign languages-- German, Japanese, Dutch, and Italian.

SOME COMMENTS ON DR. POPENOE'S TALKS:

As the keynote speaker at the California-Nevada Conference of the Methodist Church "Family Life Conference" held at Los Altos May 14, 1966, Dr. Paul Popenoe provided the practical guidance and personal inspiration which made our conference a success. It was a rare privilege to be guided into the complex problems of personal relationships with such wit and understanding as he provided. Each person present received a blessing and I am sure would like to have the opportunity of such an experience again.

Floyd E. Tuffs, Minister, San Ramon Valley  
Methodist Church and Chairman, Program Committee

When I was program chairman of the Tulsa County Mental Health Association, Dr. Popenoe's lecture here proved to be one of the most applauded and I still hear people talking about his lectures which he gave in Oklahoma two or three years ago.

Robert G. Foster, Ph.D.  
Psychologist and Marriage Counselor

Dr. Popenoe was here in Dallas with us in 1965, as a featured speaker at a three-day workshop on Counseling The Family, which was arranged by the Buckner Baptist Benevolences, and was very meaningful to our center and to me personally. He is a very articulate speaker. His wealth of knowledge and experience made it possible for him to communicate concepts of marriage counseling clearly and effectively. His dedication to and optimism about the family is reassuring. Dr. Popenoe was well received by those involved in our workshop. These included clergymen, university professors, physicians, social workers, and other related professions. He is practical as well as theoretically current in his approach which, of course, is vital to those who are counseling with clients on a day-to-day basis. If possible in the future, we would like very much to arrange another visit from Dr. Popenoe.

James Barber, Ph.D., Director  
Marriage and Family Counseling Center

Eng Paul Response 3

### THE HUMANIST PLATFORM

(1) Man as humanist bases his thoughts and actions on a view of nature, of himself, and of his works, that grows out of the findings of science.

(2) The humanist frame easgerly accommodates the valid interests of religion and art alongside those of science, though it has no place for supernaturalism. "The ecological environment must include messages from musicians, painters, sculptors, poets and dramatists."

(3) It accepts uncompromisingly the fullmeaning of evolution; from this vantage-point it gauges the possibilities of the future and plans realistically for the species. The inexhaustible immensities latent within man's being match those of external nature.

(4) Complementary to the idea of evolution is the idea of ecology; the relation of plants and animals to their environment and to one another. Organism and environment form a dual-aspect unity; if the one improves or deteriorates, so must the other.

(5) Humanism takes its vision of the new Golden Age not as an undated aspiration, but as an instrument, a systematic model, a morphology of knowledge and belief, telling man how to use his special faculties of reason and social organization to direct the future course of the evolutionary process and translate the vision into fact.

(6) The humanist frame is not only purposeful; it is also moral in the sense that ethical beliefs not only may, but must, influence the course of human evolution, since that is based on a mechanism of which such beliefs form an essential part.

(7) Cultural improvement and genetic improvement are complementary multiplicative. Hence the eugenicist must be a social reformer, the social reformer an eugenicist.

(8) If men believed these things and acted on them, they might become fit to manage the earth, and even to shoulder their new cosmic responsibilities.

FROM PAUL POPENOE  
2503 NO. MARENGO AVE.  
ALTADENA, CALIFORNIA

Physically, man has not changed a great deal in the past million years and will probably not change very much more in the next 500. Cartoonists like to picture Homo sapiens of the future with a much larger head, which to them indicates greater intelligence. The size of the human head is dependent on the width of woman's pelvis -- if the skull is too large, the infant can not be born, except by surgical operation. There is no evolutionary trend in sight that will greatly increase the width of the pelvis, hence the big-headed creatures of the cartoons could come into the world only by the universal use of surgery (Caesarian section), which is highly unlikely; or by measures to enable the infant to be brought into the world at say seven months instead of nine, and raised in an incubator -- a most unlikely development.

Incidentally, the idea that great intelligence demands or is associated with a large skull has a very slight statistical foundation. There is a negligible correlation (0.10) between size of skull and intelligence; but the correlation between width of pelvis and intelligence is exactly the same. Many a man does in fact pride himself on having a large head, assuming that it shows him to be brainy. His wife may with exactly equal justice boast of her broad hips as proof that she is brainy!

In physical appearance, then, the citizen of A.D. 2500 will not have changed much from us, his ancestors of today.

What of other physical characteristics? We are frequently



assured that "in a very short time" the average man or woman will live to the age of a hundred or, if the writer feels particularly enthusiastic -- 125 years. I believe there is no ground for this assumption. Current figures showing the increased "span of life" depend mainly on the reduction of infant and child mortality. People who live "to grow up" are not living much longer than they did a hundred years ago. The great reduction in deaths has been from control of the infectious diseases. As these became less common, the degenerative diseases take their place as the main causes of death; and it is not so easy to control degeneration. Harmful mutations in the germ-plasm are becoming more frequent all the time, according to most students of the subject, because of the many industrial uses of radiation. Although efforts will undoubtedly be made to control radiation, it will be used in so many new forms and for so many new purposes that the harmful effects are likely to continue. Since they affect mind as well as body, there is little prospect of a world-wide Shangri-La.

The man of the future will, I judge, not be too different from today's population. What of his family? Or will there be any family? Will the laboratory, test-tube, and an incubator-brooder combination take the place of Dad and Mom? The pseudo-science fiction which describes this possibility makes interesting reading, but I believe it is nothing more.

Broadly speaking, there are two types of organization in the animal kingdom, namely, the family and the herd. Each has some

advantages, but the ancestors of man have been committed for millions of years to the family, which is now an evolutionary adaptation. If man wanted to repudiate the family pattern, he should have started that line of evolution some hundreds of millions of years ago, before there were any mammals. Then he might have ended up as the ants and bees. It's too late now to turn back! The fact that man is a mammal, his long and helpless infancy, the high development of the parental and mating impulses, all ensure that nothing but family life will be found in the foreseeable future; and this fact will unavoidably color all adult association.

Since both types of pattern -- family and herd -- are of enormous antiquity and both of them have apparently arisen in different groups on many different occasions during the long period of evolution, and since both have survived for so many million years, doubtless both have certain advantages. It may be worth while to contrast briefly the two systems of values and inquire what values the family seems to have that have given it a permanent ascendancy over the herd in human history.

1. To the adult.

In the first place, family life satisfied men and women emotionally because they were born for family life, not for herd life. Beyond this it gives men and women a personal responsibility which more than anything else allows them to grow up emotionally by giving them a powerful and satisfying motive for doing the best work of which they are capable. The family is not perfect -- what is? Many

imperfections should be eliminated. But most men and women are more willing to exert themselves for the benefit of their own children than for the benefit of someone else's children. Indeed, a particular child is required to elicit the good traits of a parent. The attempt to extend the same love to all the children of mankind usually produces quantity of affection to the great detriment of quality.

Moreover, parents understand the potentialities of their own children better than anyone else can, because they know better the backgrounds and inherited predispositions.

The family therefore seems to be an indispensable training place and source of stimulus to the parents themselves, and this value is not wholly destroyed by the fact that no adult is a perfect parent.

## 2. To the children.

The family satisfies the child's need for security, for affection, and for new experiences and opportunity for growth. It is of particular importance in providing adult patterns. From one point of view, it is just because of its imperfections that the family makes a better educator than the most sanitary and scientifically managed "institution." Human nature is not perfect. Life is not perfect. The child learns, in the give and take with his own brothers and sisters, how to maintain his rights against the older and how to avoid oppressing the younger.

Family life, as compared with herd life, promotes successful marriage. The children grow up to marry on an adult level. Family

dignity and continuity help them, emphasizing the fundamental biological truth that one marries not an individual but a family. A reasonable pride of ancestry makes for more successful selection of mates. Communist disregard for this feature also has required the denial, to a sometimes absurd degree, of all inherited differences.

As compared with herd life, family life develops individuality and produces progress.

### 3. To Society.

Family life offers a motivation for childbearing which is normally adequate. Indeed, one of the world's problems today is that reproduction in a family system is likely to be excessive! Collectivism apparently does not offer enough motivation to childbearing to produce a stable population unless the amount of regimentation and external pressure is overwhelming.

There are plenty of other advantages of family life with which every reader will be familiar already. Turn now to some of the disadvantages of the herd. Essentially, it is kept together by suggestibility, fear of herd antagonism, submergence of personality, lack of individual responsibility, and all-powerful authority, any question or challenge being punished among animals and typically in collectivist countries, by exile or death. This authority naturally intrudes itself into spheres where it does not belong -- art, science, literature, philosophy -- look at the Soviet Union even today!

Of course the regimentation and standardization of the herd may be welcomed by the weakling, and especially by the underdog. For him, acceptance by the herd is a step forward. But it is his last step!

The claim is often made that the herd promotes co-operation; and this is, in one form or another, the claim of the communists and collectivists of one kind or another who have tried to abolish or greatly reduce the functions of the family. But herd-organization attains cooperation at too high a cost; and it is not the only way in which society can attain cooperation. America had some of the finest examples of the cooperative spirit in its pioneer period, at the time that family life was strongest.

Summarizing, then, as a biologist looking ahead some 500 years with no prophetic powers, I see man still here, looking not much different from you and me; not very much more intelligent, basically, but making somewhat better use of his intellectual capacity; still combating "all the ills that flesh is heir to," although some of those we have may be gone and some new ones may have taken their places; and I see him still a family man -- probably a better family man than you and I are!



DR. PAUL POPENOE, FOUNDER AND CHAIRMAN OF THE BOARD, AIFR  
COMMENTS ON  
FORTY-FIVE YEARS OF THE AIFR

The history of the world is, among other characteristics, a history of the failure of civilizations, each of which rose, deteriorated, and was supplanted by another that was younger and in many ways stronger or more durable--for the time being. Perhaps none of you here today ever thought of the United States of America reaching that downhill stage--until quite recently, when the suggestion has been appearing from various sources. It is certainly high time to stop this trend,--first to face up to it as a possibility, and second, to go to work energetically along the right lines, to "clean up the mess." A look at almost any newspaper any day reveals signs of trouble ahead. Help has always been given by action from religious and medical sources, but it is not enough. No time should be lost in getting into wider action.

I'm old enough, as many of you here are not, to remember World War One--in fact, I was dragged into it by the first draft, much to my astonishment. Almost all the European nations had been in it for some time, and every one of them had as many soldiers in the hospital with venereal diseases, as with battle wounds. Cure has never been easy but it was more difficult half a century ago than it is now. The American authorities agreed that they did not want to build an army on that basis so Congress passed legislation to deal with the subject from many sides. The man put in charge of this huge project knew me, and asked me to join him in it--naturally, nothing could have suited me better! I was made a lieutenant first class, assigned to the staff of the Surgeon General of the Army, and made responsible for preventing all venereal disease in the area of Texas, Oklahoma, New Mexico, and Arizona--with four other officers under me. One of the first samples of what I was "in for" came to me very quickly when the commanding officer at Fort San Antonio, Texas, a large establishment, complained to headquarters that 70 draftees had been sent to him from a town in Oklahoma and that 60 of them arrived with a venereal infection. The Surgeon General immediately wired me to go to Oklahoma and see what was the matter. It came to light that there was one house of prostitution in this city and that the big-hearted prostitutes had offered their services, free of charge, to all the 70 members of the group!

Prescott was an old and once very important city in Arizona where there was a large camp for the military who were no longer there. A retired sergeant and his family occupied it to protect it from intruders. I called the attention of the city fathers to the fact that this was, legally, still a military establishment, and that no prostitution could therefore be allowed within 10 miles of it. They grinned, somewhat wryly, and immediately closed down the local house of prostitution. They recognized that if the current occupant, the old sergeant, was not in danger, there were plenty of other people in the community who were!

My associates and I "cleaned up" our part of the country; the war began to slacken; troops were coming home, a great many of them landing at Newport News, Virginia, which had been set up as a major "point of debarkation," and it seemed as if half of the prostitutes in the country had moved in there with the idea that they would be warmly welcomed by the returning troops. I was therefore transferred to that post, which was indeed a "hot" one, but because it was so compact it could be handled rather well. A little later, I was recalled to Washington, D.C., and put in charge of all that part of our nation's project that had to do with "the prevention"--no small job! but now I had 70 officers working with the prevention of infection. There were three other phases of this project, one responsible for giving medical treatment to any woman found infectious, one providing some other and more useful way of making a living to any woman arrested as a prostitute, and one providing a sound education about prostitution and venereal disease to the public at large. All this required money that was not easily brought out of the army's financial sources offhand and John D. Rockefeller (father of today's vice-president), offered to put up any money necessary. He had, some time previously, been chairman of a grand jury which had exposed the abominable conditions of this kind in New York City (and many other cities!), and his contributions to the war department to prevent venereal disease in the army (including the contribution to my modest salary) totaled a million and a half dollars.

The day soon came when I was released from the army, along with literally millions of others. I felt that there was a tremendous public need, not merely for the elimination of prostitution and venereal diseases so far as possible, but for a comprehensive strengthening of marriage and family life in many other ways, so I joined the staff of the American Social Health Association in New York City and went to work trying to keep the progress that had been gained during the war, and to make it even stronger and broader. I felt progress was very satisfactory, but for me it was changed by the death of my mother in California and the fact that my father was now alone and needed my help; and by the fact that I had at last found the wife whom I greatly needed. We were married in August, 1920, took the train for California immediately, and started life in Coachella Valley with the date palms I had brought from the Persian Gulf seven years earlier. At the same time I was writing a great deal in this field--the steady exercise in writing that I got as I went around in small towns clearing out prostitution was a great help to me; my experience in public speaking was even more necessary. But in a few years I had another call, from a California neighbor, E. S. Gosney, a banker who had also done much in Arizona to help men who were having difficulties raising livestock. He thought to himself that it was "poor business" to breed from defective cattle; that this would apply also to defective people; and that insane and feeble-minded persons ought at least to be given some help in preventing additions to the population, if they want such help. He asked me to visit the California institutions for the insane and feeble-minded and study the possibility of doing something along this line, help which he thought the handicapped men and women ought to not only accept but eagerly welcome, and he thought we could do the whole job in six months.

I accepted with pleasure; but it took me thirteen years rather than six months! I got out, with him, three books and two dozen technical papers and we began to circulate them wherever we thought it would do some good. Meanwhile I felt, more and more strongly, that we should give time not merely to the insane and feeble-minded but that a large part of the normal population needed assistance to make better matings and rear children more successfully. I did not know of anyone in North America who was carrying on that sort of a program. Physicians and clergymen were giving good advice, always had done so;

but where could anyone go to talk over with experts a broad subject from every point of view and put it on a sound basis, merely as a matter of re-education, so to speak? I told Mr. Gosney it ought to be done; he agreed and offered to let me have half of my time for that, the other half for "sterilization for human betterment" as we were calling it. I began to talk with my friends and acquaintances, got 40 of them to work with me as a Board of Trustees, and opened the "Institute of Family Relations" on February 6, 1930. The reception of it was astonishing to me. Everyone seemed to be enthusiastic; everyone wanted to help; others very rapidly "opened up," in another part of the country, something that was supposed to be an imitation of our project. The difficulty was that "the Great Depression" had started at the same time! We could get help but we couldn't expect clients to pay much (although our standard fee was then \$3.00 an hour!); Mr. Gosney with declining age had been forced to withdraw his financial contribution; and I had little possibility of collecting a modest salary to meet the needs of my own increasing family.

The other side of the story was that the schools and colleges were all most enthusiastic about the whole business, wanted to know all about it, and still had a little money with which to pay salaries. So I "took to the road," finding no lack of "dates" as one college after another passed the word along to its "colleagues." I spent about half of my time lecturing (usually at \$100 a day out of which I had to take extensive expenses), while my wife kept our home and family going. Meanwhile Adolf Hitler dragged America into World War II with far-reaching national changes. Dr. William C. Menninger, who was in charge of the army's psychiatric services, was aghast at the number of young men, drafted into the military forces, who had to be thrown out immediately, --many thousands of them classified as psychoneurotics--not able to face responsibility, to adjust themselves to new situations, to act like grown-ups. The men best able to meet the stresses of military life (and, I might add, almost any other stresses), were, he said, "those who came from families ruled by council, not by edict; where parents are generally interested in their children, not patronizing; where responsibilities are shared by both father and mother, not shifted onto the back of one or shirked altogether. These are the homes where there is open discussion of where the family will go on vacation or what movie they will see, and the children's votes are counted; where each and every member of the family has his chores and responsibilities . . . in this team spirit they have achieved an emotional maturity that is rare in a world that is sick to death of selfishness!"

The shock and far-reaching effects of World War II brought big changes in every direction, of course. Leaving aside, for the moment, the military activities, one of the conspicuous results was the rapid increase in the amount of teaching in colleges and universities about family life in general. Churches also increased their direct activities in the subject. On the other hand, the policies of Hitler naturally created great suspicion--if he did anything, it was certainly something we wanted to avoid (and that was usually true enough)! The Germans were interested in preventing births of defectives, to which within limits we agreed, but this was used by them largely as a basis for complete extermination of the Jewish population; and by extension, the sterilization program in the United States was almost immediately abandoned! Some American schools and colleges also drew back from a eugenic program which had been developing moderately and wisely here, and it has too often been slowed down ever since, so that, according to widespread observations, scarcely more than 10% of high school students are now given, in school, a sound and practical understanding of sex, although most of them won't go any farther educationally. Even colleges are often weak in going right into this subject; are letting



down standards; really don't know what they are doing. Churches, always sound "in principle," too often don't get right down to brass tacks. So the situation, according to frequent complaints, is in some ways getting worse each year, and is being continuously confused by persons who have no sound knowledge on which to speak or work. It is sometimes complained that 15% of the population is completely unsound in its views of family life, without which the human race cannot exist; but if this 15% does the most and loudest talking, the nation will go steadily backward. Pitirim Sorokin, a very distinguished "escapee" from Russia who became a professor of sociology at Harvard University, declared that "Civilized societies which have most closely limited sexual freedom have developed the highest culture." American students have found no exceptions to this in all recorded history. Sorokin again: "Most people, and leaders of decaying societies, were unaware of their cancerous sickness." During just the past few years, I have been interested in reading in the press the number of discussions that have denounced a growing sickness of this kind here in America.

In spite of much nonsensical airing of destructive ideas, "the family still has friends." College students who were asked to pick out, from a number of areas, the one that would be the most important to them personally, ten years ahead, put family life first in 87% of cases. LIFE magazine, before it shut down a few years ago, asked readers to fill out a questionnaire and got more than 65,000 answers--most of us are not so lucky in our researches! Only 10% felt that their parents had been too strict; 96% believed in "marriage fidelity," and 63% declared that "society overstresses sex." The nation's difficulties, of which we hear so much, can hardly be blamed on the traditional family, but to the fact that we have been too ready to permit a lot of adulteration in the traditional family, and to let the failures make all of the noise! There's certainly need to have a clearer understanding of the differences between the sexes. Our educational system is often charged with unconsciously producing feminized males, because of the small number--until quite recently--of men teachers. There has been a common complaint that boys, even in high school, are not really treated like men, but like girls or children. Nor is enough attention paid to the difference in the rate of maturity, which means that when they go into high school the girls may in some respects be two or three years ahead of the boys who were born in the same year. The boys will be expected to catch up a little later; meanwhile there are misunderstandings.

If we equip our young people not later than early high school years with a determined idealism, with the feeling that marriage is the most important enterprise they will ever undertake, that they will exhaust all the resources of religion and science to make it a success, that they will let nothing but a catastrophe interfere with their success,--if they go into marriage with that frame of mind, they will succeed, and they will find in a successful marriage the greatest happiness that human nature knows.

Let me carry this line of reasoning a little farther because it is so important to the changing family in a changing world and it is highly necessary that the changes be in the right direction. As compared with the family at the time the United States came into existence--the 200 years ago that we are now celebrating--of course there have been changes and there will continue to be changes, and it is a matter of survival that they be made in the right directions. Let's examine in a bit more detail the changes that are taking place and make sure that they are leaving us in better, not in worse, shape than before. Innumerable as they are, I'd like to emphasize five of them:

1. The family is smaller than it used to be. It is almost assuredly going to become smaller still. This could kill us, if it went, unguided, too far. It gives a mother more freedom for work and play. Where and how? The suggestion is sometimes made that since some men like to work and some men do not, it should be expected that in many homes the woman is out "on the job," the man stays home, "keeps house," and brings up the children. Would you accept that? Home economists often say that a woman who is trained by them can save 40% of her time every day. Are your schools teaching something like this? If it is desirable to prevent excessive growth of population, are you and your schools seeing that this is done in all levels--not an educated population failing to reproduce itself while uncontrolled feeble-minded families produce more than needed!
2. The family today is more independent, more detached, especially with the very frequent moves it makes in most parts of the U.S.A. Often loss of dignity, of roots, of feeling of continuity and permanency, go with these moves. The result is often unpleasant to young and old alike. Damage is reduced by learning how to make friends.
3. Loosely integrated. Each member of the home may tend to go his or her own way. In the small home of many a large city, there is less for the children to do, fewer people to do for; fewer educational fixtures, less family recreation and the like; less sharing of activity, therefore less cooperation and more competition; and this competition, frequently is between the sexes (sometimes one of the worst preparations for marrying and making a success of marriage.) Even in a small home it is possible to give young people chores, to develop teamwork in many instances, and thus to prepare youngsters for future responsible citizenship. As much use as possible should be made of mealtime conversation, a traditional feature which in many families has now almost disappeared. Members have breakfast at different hours, luncheon frequently not in the home, and dinner in the evening when some are absent, others struggling to get away as quickly as possible. The evening meal, at least, can provide an opportunity to discuss activities of the day, talk of what is going on outside the home, including national and international affairs, and plans for the future.
4. Following the foregoing comment, it must be admitted that the modern home is often too individualistic. This is reflected in the patterns of the Machine Age, which wants an individual (adult) who is a maximum producer and preferably "unencumbered." It is easy, from this point of view, for a child, a youngster, to be over-protected. If a child develops too much individuality on his own, he finds it difficult to adjust to the group, to the community, later on; hence the spread of neuroses. If a small family must be on guard to avoid over-individualization, James Bossard found the large family handicapped by not enough individuality, too much responsibility (sometimes reflected by the girl who does not want to marry, because she can't leave Mama). The need of a happy medium is evident, and it requires good family planning. Recent studies show caring for younger members of the family to be the most important single factor in developing the feeling of responsibility, which is so much needed throughout life. It can be overdone, but too often is not done at all! It is necessary, in short, continually to seek balance--a happy medium. Some difficulties are of course due to inborn, inherited conditions, but these are probably not as frequent or as important as wrong upbringing. Not merely the home, but a co-operative nursery school and many another feature of modern life can help in this respect, if properly understood and managed.

5. The family today is often described as equalitarian, a statement which frequently means little or nothing; it must be admitted that many families have not attained any real co-partnership. When people speak of a 50-50 marriage it often turns out that what it means to them is that the husband helps the wife with the housework. If he does it all, a poet said scornfully, "that man is still celibate." Radicals often demand an equal division of all home activities, in which case the child often has no real father, but merely a mother and an assistant mother. It must be admitted that proper management in this area takes a good deal of planning--more family councils, more carefully-made budgets, definite plans to attain a family with two heads. E. G. Conklin found that the family with two heads was twice as happy as the family with one head and, so to speak, one foot. Measuring the dominance in a marriage, not by asking the partners in this case but by asking friends or relatives who knew them intimately over a long period of time, I found that the wife was the dominant partner in 28% of the homes, the husband was dominant in 35%, and 37% had a family in which there was a genuine partnership on the basis of intelligent equality. When I measured the happiness of the three types, I found that a dominant wife produced happiness in 47% of the cases, a dominant husband in 61%, while a marriage in which there was a genuine co-partnership was found in homes of which 87% were happy.

In conclusion: the survival of a nation depends on sound family life; the situation in North America is not, in this respect, all that it ought to be; this situation can be improved. Every one of you can have a part by working in that direction.

Paul Popenoe, Sc.D.

From the foreword of "Techniques of Marriage and Family Counseling, Vol. IV" 1975. Publisher, American Institute of Family Relations.

THE AMERICAN INSTITUTE OF FAMILY RELATIONS  
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PUBLICITY MATERIAL FOR LECTURES OF PAUL POPENOE, Sc.D.

Paul Popenoe, Sc.D., is founder and Chairman of the Board of the American Institute of Family Relations, Los Angeles, California, which was incorporated (not for profit) in 1930 as the national educational center for all measures strengthening marriage and family life.

Educated at Occidental College and Stanford University, Dr. Popenoe spent three years in newspaper work, and two years as an agricultural explorer, making a trip through northern India, eastern Arabia, Iraq, and two trips to North Africa. He then became editor of the JOURNAL OF HEREDITY (organ of the American Genetics Association) in Washington, D. C.

Commissioned on the staff of the Surgeon General of the Army during World War I, he was in charge of law enforcement for vice and liquor control around all army posts in the United States. After the war he became executive secretary of the American Social Hygiene Association in New York City. Returning to California in 1920, he spent some years in the Coachella Valley where he grew dates, and then was, for many years, Secretary and Director of Research of the Human Betterment Foundation of Pasadena.

Dr. and Mrs. Popenoe were married in 1920 and have four sons. During recent years Dr. Popenoe has devoted much of his time to the promotion of education for marriage and family life in the schools and colleges of America. He has lectured at more than 200 colleges and universities, and for fourteen years was lecturer in biology at the University of Southern California. He has taught special courses at summer sessions in a number of institutions, including six years at Teachers College, Columbia University.

In addition to many contributions to his field of Social Biology which have been published in professional journals, Dr. Popenoe is author of the following books:

DATE GROWING IN THE OLD AND NEW WORLDS  
APPLIED EUGENICS (in collaboration with Roswell H. Johnson;  
2nd edition; translated into Japanese)  
MODERN MARRIAGE: A Handbook for Men (Second Edition)  
THE CONSERVATION OF THE FAMILY  
PROBLEMS OF HUMAN REPRODUCTION  
THE CHILD'S HEREDITY (translated into German)  
PRACTICAL APPLICATIONS OF HEREDITY  
COLLECTED PAPERS ON EUGENIC STERILIZATION IN CALIFORNIA  
STERILIZATION FOR HUMAN BETTERMENT (in collaboration with E. S. Gosney;  
translated into German and Japanese)  
MARRIAGE BEFORE AND AFTER  
MARRIAGE IS WHAT YOU MAKE IT  
DIVORCE: 17 WAYS TO AVOID IT  
CAN THIS MARRIAGE BE SAVED? (in collaboration with Dorothy Cameron Disney;  
translated into Dutch)  
SEX, LOVE, AND MARRIAGE  
THE CHURCH LOOKS AT FAMILY LIFE (in collaboration with Evelyn Millis Duvall  
and David Mace.)  
ARE VIRGINS OUT OF DATE? (translated into French.)  
SEX: HAPPINESS OR TRAGEDY? (translated into Italian.)

SOME BIOLOGICAL DIFFERENCES BETWEEN MEN AND WOMEN

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1. Men and women differ in every cell of their bodies. This difference in the chromosome combination is the basic cause of development into maleness or femaleness as the case may be.
2. Woman has greater constitutional vitality, perhaps because of this chromosome difference. Normally, she outlives man by three or four years, in the U.S.
3. The sexes differ in their basal metabolism -- that of woman being normally lower than that of man.
4. They differ in skeletal structure, woman having a shorter head, broader face, chin less protruding, shorter legs and longer trunk. The first finger of a woman's hand is usually longer than the third; with men the reverse is true. Boys' teeth last longer than do those of girls.
5. Woman has a larger stomach, kidneys, liver, and appendix, smaller lungs.
6. In functions, woman has several very important ones totally lacking in man -- menstruation, pregnancy, lactation. All of these influence behavior and feelings. She has more different hormones than does man. The same gland behaves differently in the two sexes, -- thus woman's thyroid is larger and more active; it enlarges during pregnancy but also during menstruation; it makes her more prone to goiter, provides resistance to cold, is associated with the smooth skin, relatively hairless body, and thin layer of subcutaneous fat which are important elements in the concept of personal beauty. It also contributes to emotional instability -- she laughs and cries more easily.
7. Woman's blood contains more water (20% fewer red cells). Since these supply oxygen to the body cells, she tires more easily, is more prone to faint. Her constitutional viability is therefore strictly a long range matter. When the working day in British factories, under wartime conditions, was increased from 10 to 12 hours, accidents of women increased 150%, of men not at all.
8. In brute strength men are 50% above women.
9. Woman's heart beats more rapidly (80, vs 72 for men); blood pressure (10 points lower than man) varies from minute to minute; but she has much less tendency to high blood pressure -- at least until after the menopause.
10. Her vital capacity or breathing power is lower in the 7:10 ratio.
11. She stands high temperature better than does man; metabolism slows down less.

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October 16, 1973

Dearly beloved, all of you:

Today is my 85th birthday, -- no use for me to try to laugh that off! In the whole history of the Popenoe family, so far as I know it, that age has not previously been reached. But of course the record covers only a half dozen generations since Jean Papineau, a Protestant, escaped from France at a time when the Catholics started a "clean-up"; historians call this the Revocation of the Edict of Nants, in 1685. Jean probably took refuge in England, and from there made his way to America a few years later; and from generation to generation his name has been corrupted in half a dozen ways. We finally wound up with one of the least satisfactory; the larger number of our known relatives adopted "Poppino" or something similar. Many of the family in France, who remained Catholics, moved to Canada and that country is now full of people who are "Papineaux"; they occupy a full page or more in many of the city directories. I have a fairly full account of our branch and a couple of years ago I turned it over to David Popenoe in Princeton, New Jersey; if any of you need to know more about the family history, call on him. Anyway, in the whole known history none of the family has lived to the advanced age of 85! I attribute it largely to the good care which Betty has been giving me for the 53 years that we have been married; though this has been much less important to me than her priceless companionship. Our own family is not the only beneficiary; she is continually finding people who need help of one kind or another, and giving it to them.

I'm still giving most of my time to the American Institute of Family Relations, which I organized late in 1929; it started in business on Hollywood 5, 1930, with one man in one room in a Los Angeles office building; I was the man. We now own (clear!) a two-story building of 32 rooms in the edge of Hollywood, have something like 100 people associated with the AIFR in various capacities, and for the past few years have earned, each year, more than a half a million dollars. So, I'm "still going strong!" and looking earnestly for someone to come in and take over most of my load. Among other obstacles I must say that there seem to be very few people in this field who know how to write! They may be good at talking with a client; but getting out a bulletin like Family Life is something they have never learned, perhaps never wanted, to do.

We have developed quite an enterprize at the Institute with the project to keep college students from killing themselves. Most of you will remember that we got into this through a wealthy Texas business man who sent his son to a university in that State and in two months received a letter from the

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Phone: (714) 896-9259

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Redondo Beach, California 90277  
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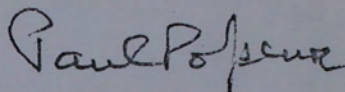
regretting "to inform you that your son committed suicide yesterday." The father, who knew something about our work, came up and asked me to take charge of a "project" that would go after the nation's 2800 colleges and universities, who now have some 1500 students killing themselves each year and 10 times as many trying to do so. We have followed this trail energetically, having sent letters from time to time to half a dozen authorities in each institution; at the moment we are writing to the president of the Freshman class. We have covered a lot of ground with very favorable comments and some definite results; but in other ways it seems as if the situation is getting worse! Lately I have received, only a few days apart, letters from three different "authorities" at the University of Maryland (where John got his Ph.D.), letters telling of the steady increase in deaths there and wanting suggestions as to what they can do. I'll be happy to have your own ideas on this!

I'm also still handling all the considerable foreign correspondence, which involves some foreign language requirements that many persons lack. About 1922 the American Institute of Biological Sciences, of which I was and still am a member, wrote to all of us that they wanted to abstract useful material in their field from the whole world and have an abstract journal here (P.S., it's still going!) and that they would appreciate it if we all took part, and notified them of the languages we could handle for translation. I advised them that I would, in my own field, be responsible for English, French, Spanish, German, Italian, Portuguese, Latin, Arabic, and Esperanto. Most of the Ph.D.'s had simply qualified slightly in French, German, or Spanish, so I received most of Italian and what little there was of the remainder, -- an interesting experience! One journal was written in Japanese but had a small abstract of each paper in Esperanto -- I got them. (Incidentally Esperanto, which was quite prominent two or three generations ago, has now pretty much disappeared. I qualified when I was asked, nearly 70 years ago, to join a society headed by some rather important men in Washington, D.C., who were setting up an international organization among men of science; they had at least to know Esperanto so they could communicate with each other. If I got into trouble anywhere in the world, I was instructed to get into a crown and begin to shout !HELPU AMIKOI! and help would immediately come to me. But I was never in that much trouble.)

Well, I've had a rich and enjoyable life, and it's not yet over. Betty and I hope to make a broad trip across the country in early Spring next year, to see all our families. We're still up in the air about a possible change of address here. We like this home, though it (1) involves more work each year, and is (2) being swamped by people with whom we have few associations. Theoretically, we should probably sell out and go into some large apartment downtown, as most of our friends have done. But we really don't like to give this up --

the first house in which Betty slept after our wedding; and also, it seems to be almost impossible to find a buyer. In the two sides of this one block there are four or five FOR SALE signs, and in many months now there have been no takers. So we're still enjoying it here, but it works Betty pretty hard, and it's not even easy for us to get casual help. We used to call on students at Pasadena College (Nazarene Church) a mile East of us; but it sold out and moved down to San Diego last month. The excellent campus has been taken over by Armenians who are calling it Vartan College (he was a fifth century hero of Armenia) but some time will be needed to build it up. Meanwhile we'll stay here and continue to do our best for the world in general and for all of you whom we love so much!

Yours ever,

A handwritten signature in cursive script that reads "Paul Popenoe". The signature is written in dark ink and is positioned to the right of the typed name below.

PAUL and BETTY POPENOE  
2503 NORTH MARENGO AVENUE  
ALTADENA, CALIFORNIA 91001



Please Print or Type

REGISTRY OF EMERITUS BIOLOGISTS  
AMERICAN INSTITUTE OF BIOLOGICAL SCIENCES  
3900 Wisconsin Avenue, N.W., Washington, D.C. 20016

Return to: LORRAINE TUCKER

Name **POPENOE** **Paul**  
(last) (first) (middle)

Field(s)

Position **President, AIFR**  
(present or at time of retirement)

Specialty **Social biology**

Date of Retirement **See final paragraph**

Education **Human heredity; sexual problems; counseling**

Home Address **2503 N. Marengo ave.,**  
**Altadena** **Calif** **90101**  
(city) (state) (zip code)

Date of Birth **Occidental, Stanford; hon.Sc.D. Occidental**  
Phone **1929**

**Oct. 16, 1888** **7970319**

1. Do you wish to continue working beyond retirement? Yes  No

10. State of Health: Excellent  Good  Fair

2. If yes, would you prefer full or part-time work? **part**

Are there special considerations to take into account?

3. Would you be interested in one-year appointments? Yes  No

4. What type of work would you accept? **Lecturing, consulting**

11. Most Important Publications  
(attach additional pages if necessary)  
**See attached sheet**

Teaching  Undergraduate  Graduate

Research  Administration  Government

Consultantship  Visiting Lectureship

Other **Training marriage counselors**

5. Is salary a major consideration? Yes  No

12. Professional Societies, Honor Societies, Special Awards:

**See Who's Who in America, American Men of Science, et al**

6. What salary would you require to supplement your retirement income?

7. Do you have a preference of geographic location? Yes  No

8. If yes, please indicate: **Prefer Southern Calif or nearby**

13. Comments:

**I founded the American Institute of Family Relations 35 years ago; have been trying for 10 years to retire; have done so 3 times but each forced to come back and "take over"; still hopeful!**

9. Would you be interested in Foreign Service? Yes  No

What country(s)

Language proficiency **French, Spanish, German,**  
Date **some Italian and Arabic**

Signature:

## THE BIOLOGISTS-EMERITI<sup>1</sup>

This report by Dr. Wilson is of such vital concern to all of us today that we believe it is appropriate to carry it in this section of BioScience.

The necessity for leadership in science—all branches of science—has become apparent to thoughtful people in the United States. World War II made evident that fact if no other. Never before has any nation needed to spend as much money for scientific research as we of the United States are spending today. This is true not only of public funds but in industry and, indeed, of private individual contributions. We are living in an era in which survival is dependent upon leadership, and keeping abreast of a rapidly advancing world in the field of science is necessary, for our political and economic security is at stake. To meet the competition at home and abroad, even industry is being forced to spend large sums for research. This unprecedented demand has created a shortage of trained scientists. We Americans have allowed the situation to creep up on us because we have rested securely in the belief that if we don't have what we want, we can buy it. However, the years of training and mature experience found in productive scientists, whatever the discipline, cannot be bought.

Becoming aware of this situation, the Executive Director of the AIBS and his staff began to ask themselves and others, "Why should it be mandatory that biologists be retired at the ages now prevailing?" No good reasons could be found. Some men become senile at 50 years of age, others live and are active at 80 or even, in a few cases, at 90. Mature men become senile rapidly when the tools of their trade are withdrawn and they are forced to discontinue work and are made to believe that they are useless.

The defeatist program of retirement on the grounds of age alone took root from the custom of early retirement in the European countries and for quite different reasons. This has been especially true in the Colonial Empires, where it has been the rule to retire men, posted in the colonies, at the age of 55, thus making it possible for those engaged in foreign service to retire on a pension. Moreover, these men were young enough to have a second career upon returning to the Mother country. This made foreign service doubly attractive and in many instances the Mother country benefited doubly. In all developing countries, the use of trained scientists is limited. This is the principal reason for their low economic and living standards. Many of these backward countries retire scientists at the age of 55, in which the reasoning frequently heard is, "move the old men out in order to make way for young men." This line of logic reinforces mediocrity. It loses its force when we recall that in the U.S. Congress, advancement to administrative positions depends upon seniority. The average age of the Standing Committee Chairmen of the U.S. Senate is 68 years. Six of the 16 Committee Chairmen are 70 or older. The average age of the 20 Standing Committee Chairmen in the House of Representatives is also 68, of whom 10 are 70 years or older. Oddly enough, the youngest chairman in the House

<sup>1</sup>Report prepared by Dr. I. D. Wilson, Chairman, AIBS ad hoc Committee on Emeritus Biologists. The term Emeritus here is meant to include all retired biologists regardless of whether they were employed by the government, private industry, academic institutions, or were self-employed.

heads the Special Committee on Aging. Certainly few men have any greater responsibilities or influence in our system of government than the Committee Chairmen of the U.S. Congress. Throughout the world, the system of seniority in legislative bodies is common. It would seem that either our Congressional system should be revised or that it is inconsistent to retire men at 65 from the minor administrative duties imposed upon them by colleges and universities because of age. However, administrative posts do not share in the manpower shortage; it is in the fields of teaching and research.

The situation being what it is, the Executive Director of the AIBS appointed an ad hoc committee to consider the whole matter. At its first meeting<sup>2</sup> on August 25, 1964, in Boulder, Colorado, the Committee agreed that there is a need at many colleges and universities throughout the country for additional proven teachers and researchers in the biological sciences. Numerous instances were cited in which emeritus biologists of outstanding reputation had been employed on a year to year basis by colleges whose limited financial resources had made it impossible for them to compete with the large universities. These emeriti scientists often lectured in biology, revised and modernized the curricula, and encouraged and guided the less experienced men of the staff as well as students. In no fields are the smaller colleges and universities finding it more difficult to modernize their offerings than in the biological sciences. The Committee pointed out also instances in which retired biologists had made conspicuous contributions in guiding the work of graduate students, especially in their research.

It was also pointed out to the Committee that many governmental agencies and industry are employing retired biologists for short periods with good results even though the tenure may be too short for their best functioning.

It appears that there is a potential supply of well trained and experienced biological scientists whose talents are not being fully utilized. It was the sentiment of the Committee that there is a need for a stable organization to make an inventory and to register those biologists who are truly interested in continued research and teaching. To bring the opportunities to the attention of the biologists, definite and detailed plans of procedure should be formulated and the whole matter given considerable publicity. It was felt that the organization envisioned might best be brought under the guidance of the AIBS and that it should be an arm of that organization. A registry may be needed for biologists who have, or are about to, retire. It will undoubtedly be advisable for them to register a year or so in advance so there will be no hiatus between continuing in their old position or entering a new one. When a sizeable number of registrants with their credentials are on file, the AIBS would "sell the product" to colleges, governmental agencies, and industry. Careful investigation of both the scientist and the vacancy must be made in order to get the right men in the right positions. The success of the whole plan will stand or fall on the care that is taken. There is much to be gained by both employer and employee.

<sup>2</sup>The AIBS is indebted to the Rockefeller Foundation for funds provided for this meeting.

There are a number of unanswered questions which only experience can solve. Among these are: (1) What shall be the method of discovering, and the disposition of, the case, where the applicant is not in good health or is handicapped by impaired vision or defective hearing as separated from those truly senile? (2) Will a considerable number of emeriti care to be employed beyond normal retirement? (3) Will they be willing to leave their homes long enough to make a worth-while contribution? (4) Will they be willing to accept salaries frequently less than they have been receiving? (5) Will employers hesitate to use men who are beyond the retirement age of their regular employees, even though they are distinguished, part-time specialists? (6) How can the plan best be financed? It is proposed to start the program on a pilot basis. In this way, these and other questions may be answered. Expansion would come as experience and success dictate.

The ad hoc Committee is composed of Drs. C. C. Compton, Rutgers University; L. W. Durrell, Colorado State University; Frank Lindsay, California State Department of Education; A. J. Riker, University of Wisconsin; and I. D. Wilson, Virginia Polytechnic Institute, Chairman of the Committee.



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STUDENT DIVISION

[III/72]

To the President of the Student Body:

For more than a year we have been making a careful study of the excessive college suicide rate, which is rising steadily. We have corresponded with the deans of all American colleges and universities and have personal statements from 10,000 students. The consensus of these and of "suicidologists" is that the students themselves can do more than anyone else to meet this challenge; that there would be few suicides if every new arrival on the campus were immediately made to feel that he is among friends; that there is a place for him and an opportunity to involve himself with others. Too many are loners, depressed by an isolation which they had not anticipated.

Primarily, it was felt that all students need to have their attention called to this situation, and perhaps be given a little help in understanding how they can meet others effectively. As a beginning, we therefore selected very carefully 40 undergraduates in local colleges and gave them a little training that we thought might be helpful. I enclose our program. This was received so favorably, and indeed enthusiastically that we feel sure something of the same sort (with all sorts of local variations and shortenings) can be done more widely to great advantage. It does not involve money so much as well-directed good will.

I write to ask if you will not talk this over with some of your associates and see whether you can do something of this sort in your own institution. You would know how this might be handled best. I'm sure the administration would welcome any such move, which is already under way in a number of colleges. Perhaps student body funds could be used to bring in a few lecturers from the outside. As you doubtless know, the idea of peer-counseling is spreading rapidly. There can never be enough professionals to meet all needs; and in many ways the problems of students can be understood best by their own associates. If you want a few more programs to pass around, we shall be happy to supply these without cost.

The mere act of focussing attention on the importance of friendship would go far to correct any unfavorable conditions that may now exist on the campus.

We are eager to cooperate in any way. May I hear from you?

Cordially yours,

Paul Popenoe, Sc.D.  
Founder and Chairman, AIFR

PP:dm

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