

Arthur Cope Emlen, Jr. Biographical Resume´ (2007)**Current Position**

Arthur C. Emlen, Ph.D. is Professor Emeritus of Social Work at Portland State University. An Associate Professor from 1965 to 1970 and Professor from 1970 to 1989, he taught child welfare and research methods at the Graduate School of Social Work, and for 16 years, until his retirement in July 1989, he was director of the Regional Research Institute for Human Services. As Professor Emeritus, he created a company to continue his research on issues of work, family, and dependent care. As President of Arthur Emlen & Associates, Inc., he operated under a cooperative agreement with the Regional Research Institute for Human Services and Portland State University. In 1995, he dissolved his company and returned to the University part time as principal investigator of the Oregon Child Care Research Partnership, under a federal grant from the U. S. Child Care Bureau, to develop scales measuring quality of child care from a parent's point of view.

Throughout his more than forty-year career of research on child welfare, child care, and work-family issues, Professor Emlen has focused mainly on how parents manage child care, work, and family. He remains active, writing a book on the remarkable ability of parents to make employment and child-care decisions and on its implications for child-care policy. And he is active with Oregon's child-care data group, which has met monthly since 1989 and has led to numerous studies together with other universities and agencies.

Emlen received a BA in philosophy and a Masters in Social Welfare from the University of California at Los Angeles, a Ph.D. in social welfare research from Tulane University. He was an NIH Postdoctoral Fellow at the University of California at Berkeley. At UCLA, he received a California Child Welfare Scholarship, and at both Tulane and UC Berkeley, he was recipient of a National Institutes of Health Special Research Fellowship.

Research

Professor Emlen served on the Portland State University faculty for 24 years. His academic appointment was in the Graduate School of Social Work, where he taught research methods and child welfare, supervised a great many student research projects, and made substantial contributions in his own fields of research. He was a principal investigator on many dozens of studies of human behavior, including major funded national research projects. A mentor to many, he brought together faculty and staff with interests in applied social research, exploring policies and new modes of service delivery.

For 16 years, he served as the founding director of the Regional Research Institute for Human Services. In partnership with the community—local, state, and national—the Institute pursued a responsive program of research designed to clarify issues of policy and practice in a wide range of fields: from vocational rehabilitation to informal helping services, from child welfare to issues of family, work, and dependent care, plus a new national center for research in children’s mental health and family support, directed by Professor Barbara Friesen. Under Emlen’s leadership, together with creative investigators and solid university support for a departmental budget, the RRI developed from a \$100,000 project into a strong research organization that produced ground-breaking studies of national significance. By the time he retired in 1989, the RRI had received \$12 million in research grants and contracts; but that was a modest beginning, compared to the years to follow. When Institute celebrated its 25th anniversary in 1998, it was the only university-based survivor among the original social-welfare research institutes funded for the 10 federal regions. It continues to thrive today, under the excellent leadership of Emlen’s successors—Professor Nancy Koroloff, for the past decade.

From 1965 to 1974, supported by grants from the United States Children’s Bureau, Emlen conducted an intensive study of informal family day care arrangements and neighborhood referral services used by employed parents. Resulting papers included “Realistic Planning for the Day Care Consumer” (1972) and research monographs like *Child Care by Kith* (1971) and *Stability of the Family Day Care Arrangement* (1974). The discovery of informal family day care as a national resource became recognized for its importance for parents, children, and public policy.

From 1973 to 1984, he researched family permanency and planning for children who were at risk of unnecessary or prolonged placement in foster care. The work of Emlen and his associates in “permanency planning” helped lead to passage and evaluation of the Adoption Assistance and Child Welfare Act of 1980. In 1987, at the 75th anniversary of the United States Children’s Bureau, Emlen, along with Victor Pike, received the Secretary of Health and Human Services Award for pioneering work that assisted states to plan toward permanent family status for children who receive public child welfare services.

From 1982 to 1995, Emlen has studied the impact of child care on the workplace, within the complex context of work and family life. Emlen and Koren’s 1984 classic *Hard to Find and Difficult to Manage: The Effects of Child Care on the Workplace—A Report to Employers* established how child-care problems relate to absenteeism and employee stress. This work yielded pioneering discoveries of the importance of flexibility in the interplay between work, family, and dependent-care arrangements. The methodology for assessing employee child-care needs appeared in a book, co-authored by the interdisciplinary research team of Margaret Neal, Nancy Chapman, Berit Ingersoll-Dayton, and Arthur Emlen, and published as Neal et al., *Balancing Work and Caregiving for Children, Adults, and Elders* (Sage, 1993).

Of Emlen’s research, Dr. Dana Friedman, then senior research associate at The Conference Board and co-president of the Families and Work Institute in New York, wrote, “His pioneering research in the area of child care and work-family issues is relied upon by advocates, corporate executives, and public policy makers across the country.”

In 1997, Emlen received from his faculty peers Portland State University's Branford Price Millar Award for Faculty Excellence "as a creative researcher gifted in data analysis who has done pioneering work in significant areas of study."

In June of 1989, to celebrate his retirement the University hosted a day-long symposium, "Frontiers in the Human Services: The Role of Applied Social Research." It was keynoted by his mentor Professor Henry S. Maas of the University of British Columbia, and contributors included US Bancorp Vice President Doreen Grove, child welfare experts Cecelia Sudia of the U.S. Children's Bureau and Professor Jeanne Giovannoni of UCLA, vocational rehabilitation administrator Les James, and Families and Work Institute President Ellen Galinsky, among others.

Later in 1989, the *Children and Youth Services Review* dedicated volume 11, number 4 as follows: "This special issue is dedicated to Arthur Emlen, upon his retirement, whose pioneering scientific contribution has shaped the field of child welfare and improved the quality of services provided to children throughout the world."

After retirement in July 1989, Professor Emeritus Emlen created a company to continue his research on issues of work, family, and dependent care. As president of Arthur Emlen & Associates, Inc., operating under a cooperative agreement with the Regional Research Institute for Human Services at Portland State University, Emlen and his colleagues Paul Koren and Katie Schultze conducted specialized employee surveys for companies. Based on surveys eventually of more than 50,000 employees at 124 companies and agencies in 13 states, they provided employers with detailed profiles of their workforce: family demographics and dependent-care arrangements, as well as analysis of absenteeism, sources of employee stress, jobs, shifts, benefit usage, and perceived workplace flexibility. The data provided employers and communities with better information for decisions affecting the dependent-care needs of employees, and the database supported research by faculty and graduate students at a number of universities.

Also in this post-retirement period, starting in 1989, Emlen began to work intensively with the State of Oregon and a Child Care Data Group to develop methods of estimating child-care demand and supply. The partnership produced a model for estimating child-care needs based on a biennial Oregon Population Survey (*Estimating Child Care Needs in Oregon*). The data are used in strategic planning for developing child care in Oregon and have been incorporated into the child-care benchmarks of the Oregon Progress Board. Emlen presented the methodology at the Government Statistics Section of the American Statistical Association, "Estimating Child-Care Demand for Statewide Planning" (1993 *Proceedings*). In addition to zip-code analysis of child-care needs, Emlen has done "market rate" studies of child-care prices for Adult and Family Services to establish the subsidy rates for reimbursement of child care. A paper: Emlen (2005), "The Validity of Child-Care Market-Rate Surveys," is disseminated by the national web site *Research Connections*.

In September 1995, Portland State University received a grant from the U. S. Child Care Bureau to fund the Oregon Child Care Research Partnership. Like old George Smiley, coming back in for one last job, Emlen dissolved his company and returned to the University quarter time as principal investigator, devoting himself to a study of Quality of Care From a Parent's Point of View. Measurement

scales expressed in a parent's voice filled a gap in the research literature, and have been widely used by other investigators. The resulting scales are included in a national compendium of measures of child-care quality published in 2007. (See "Announcing . . ." in Emlen's Portland State University web site.)

The findings of the study demonstrated that parents can reliably assess the quality of their child-care arrangements and that the key to successful choice of care is the amount of flexibility parents can draw from the work, family, and child-care resources in their immediate environment. The reported findings are on two university web sites: <http://www.ssw.pdx.edu/emlen> and <http://www.hhs.oregonstate.edu/familypolicy/occrp/index.html>. The findings also play an important role in the book Emlen is writing. The book overturns a century of hostile attitudes and unwarranted conclusions about working mothers and their child care. Combining careful critique with the compelling new findings, Emlen provides a satisfying explanation of parent decisions and the diversity of child care that parents choose. The research forces us to re-think child-care policy.

Background

Arthur Cope Emlen, Jr. was born August 11, 1927 in Germantown, Philadelphia. He lived in a place called Awbury, with three older sisters, in a family of naturalists. He attended Germantown Friends School, collected insects, played soccer, climbed trees, and, in a successful business throughout high school, charged 25 cents an hour for tree-trimming, was employed as an office boy at the Provident Trust Company, and graduated from GFS in 1945. After graduation, he bailed clothing for Europe, tended horses to Poland and heifers to Germany, and then worked two years in reconstruction of Italian towns for the American Friends Service Committee. In the UNRRA Devastated Areas Program, he made appointments for transport of building materials to seven hilltop towns in the commune of Minturno. In the Fall of 1947, he attended the Università per Stranieri, in Perugia. After returning from Italy, on his 21st birthday, he wrote a letter to the Attorney General refusing to register for the peacetime draft act of 1948. He was sentenced to three years and served more than one year in Tucson Federal Prison, before being paroled to return to college. He later received a presidential pardon from President Eisenhower.

Emlen majored in philosophy and received his BA from UCLA in 1953. For two years he directed a rural community development project in El Salvador for the American Friends Service Committee. Returning from Central America, he attended the School of Social Welfare at UCLA and earned his MSW in 1958. He worked for four years in rural child welfare in San Luis Obispo, California, before moving to New Orleans and received his Ph.D. from Tulane University. After a postdoctoral year at UC Berkeley, he and his family moved to Portland, Oregon, in August 1965, and have lived there ever since.

Family

After a previous marriage, Arthur Emlen has been happily married since 1962 to Charlene Hereford Gilmour of Georgia, whom he had the good fortune to meet in San Luis Obispo, California, where they both worked in child welfare. She is a devoted homemaker, cook, gardener, dancer, former hospice volunteer, avid reader, and grandmother. Art sold his sailboat, so his remaining avocations are birding, fly fishing, and walking in the woods; reading history, spy novels, and business news. And being a grandfather. Art and his terrific wife have three fine children, Lisa, Andrew, and Matthew, who are wonderfully married to Robert Takahashi, Audrey Petterson, and Elana Stampfer, respectively. Together they have six children, which means Fafa has six enchanting grandchildren. In 1998, the Emlen family bought a secluded 32-acre farm in southwest Washington on Skamokawa Creek, which flows into the lower Columbia. Andrew and his family live on the farm, where the whole clan likes to gather and Fafa likes to mow a path through the meadow and woods on an old 1966 David Brown 770 tractor. When the salmon come up to spawn and enter the food chain, you can see the kids all whisper about where this vita is heading.

Arthur Emlen

16773 SW Alder Circle, Lake Oswego, OR 97034

emlenart@teleport.com