

I N S T I T U T E O F B E H A V I O R A L R E S E A R C H

T E X A S C H R I S T I A N U N I V E R S I T Y

A N N U A L R E P O R T

1 9 7 5

personality social psychology environmental psychology psychophysiology  
human ecology epidemiology field surveys population research family  
planning research drug abuse and alcoholism research evaluation of treatment  
for drug abuse and alcoholism organizational research personnel research  
management studies behavior modification social and health program evaluation  
multivariate methods in behavioral research

## I B R 1 9 7 5

## GOALS

The IBR is a university-based research and consulting organization dedicated to the advancement of scientific knowledge and to the application of the systematic knowledge and methods of the Behavioral Sciences to human affairs, through laboratory and field research, graduate education, and scientific publication. These goals implement a major principle endorsed by Texas Christian University, that organized research is one of its principal functions, having value both to society and to the educational program of the University.

ORGANIZATIONAL  
STATUS

The IBR was established formally in 1962 as an independent research unit of the University, to provide needed administration and programmatic direction for the developing research program in the behavioral sciences. Since it was founded it has experienced steady growth in staff, budget, and program scope. While providing research opportunities for students and faculty, it has also acquired a full-time staff of research scientists and specialists. In order to recognize the status of these IBR scientific staff members, the University, in 1972, authorized the IBR to include in its budget a number of ranked faculty positions and provided procedures for these faculty members also to serve as teachers and as members of the graduate faculty.

## PROGRAM

The IBR research program is supported principally by research grants and contracts, from Federal agencies and industry, in the areas of personality, social and environmental psychology, psychophysiology, epidemiology and human ecology, organizational and personnel research, social and health program evaluation, and population research. Currently the largest single programs involve research in the areas of drug abuse, organizational behavior, and epidemiology.

## FACILITIES

Located on the East Campus of Texas Christian University, the IBR occupies 3 buildings with 12,000 square feet of office and laboratory space. Special features include the IBR LIBRARY with over 3500 books, 50 journals, and an extensive file of Air Force, Army, Navy, NASA and other technical report series, the document and computer files of the DRUG ABUSE EPIDEMIOLOGY DATA CENTER, the BIOMEDICAL RESEARCH LABORATORY, with recording equipment, analog-to-digital conversion equipment, special purpose computers, and extensive testing and experimental equipment, a comprehensive COMPUTER PROGRAM LIBRARY, and extensive DOCUMENT STORAGE facilities. The IBR utilizes the Sigma 9 computer system at the TCU Computer Center, both in batch mode and in real time, by means of three remote terminals.

## PUBLICATIONS

IBR reports, a technical report series based on staff and student research completed under grants, contracts, and independent study, are distributed to a regular mailing list and in most cases are condensed for formal publication. TCU PRESS-BEHAVIORAL SCIENCE MONOGRAPH SERIES, founded in 1971, published irregularly as single volumes, includes substantive studies as well as methodological and theoretical contributions to the behavioral sciences. The IBR also houses the publication office of MULTIVARIATE BEHAVIORAL RESEARCH, a quarterly journal published through the TCU Press by the Society for Multivariate Experimental Psychology.

## PROFESSIONAL STAFF DURING 1975

### IBR Faculty Members

S. B. Sells, Ph.D.  
R. G. Demaree, Ph.D.

Steven G. Cole, Ph.D.

Richard L. Gorsuch, Ph.D.  
Lawrence R. James, Ph.D.  
George W. Joe, Ed.D.  
D. Dwayne Simpson, Ph.D.  
B. K. Singh, Ph.D.  
E. Alan Hartman, Ph.D.

Allan P. Jones, Ph.D.

LaVerne D. Knezek, Ph.D.

Research Professor and Director  
Professor of Psychology and Professor,  
IBR

Associate Professor of Psychology and Associate  
Professor, IBR

Associate Professor, IBR

Associate Professor, IBR

Associate Professor, IBR

Associate Professor, IBR

Associate Professor, IBR

Assistant Professor of Psychology and  
Assistant Professor, IBR

Assistant Professor of Psychology and  
Assistant Professor, IBR

Assistant Professor, IBR

### Affiliated Faculty Members

James R. Henley, Ph.D.

Assistant Professor of Sociology

### Research Staff

Fred C. Rehfeldt, M.D.  
Arthur K. Berliner, M.S.S.A.  
Janice Neman, M.A.  
Anne D. Olsen, B.A.  
Marianne Babitch, M.L.S.

Eloisa Garcia, M.L.S.  
Marcia Glick, B.A.  
James E. Jones  
Julie Lopez-Gomez, B.A.  
Patti Schoenlank, B.A.  
Carol Ward, B.A.

Medical Scientist

Research Sociologist, IBR

Research Psychologist

Assistant Research Psychologist

Associate Research Assistant, Assistant  
Editor

Associate Research Assistant, Editor

Field Investigator

Field Representative

Field Representative

Field Representative

Field Representative

### Graduate Fellows

David Aizenshtat  
David Arno  
Robert Bellus  
Walter S. Booth  
John Bruni  
Mark Butler

Graduate Research Fellow

Graduate Research Fellow

Graduate Research Fellow

Graduate Research Fellow

Graduate Research Fellow

Graduate Research Fellow

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 Arthur Covert  
 Bill Curtis  
 Patricia Edwards  
 Dianne Finklea  
 Candyce Greer  
 John Hater  
 Christopher Hornick  
 Richard Hudiburg  
 Janet Jackson  
 Kevin Karlson  
 Michael Lloyd  
 Judy Patrick  
 Michael Rainone  
 Pat Riedesel  
 John Steiner  
 Olive Watterson  
 Stephen Williams

Graduate Research Fellow  
 Graduate Research Fellow  
 Graduate Research Fellow  
 Graduate Research Fellow  
 Graduate Research Fellow  
 Graduate Research Fellow  
 Graduate Research Fellow  
 Graduate Research Fellow  
 Graduate Research Fellow  
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 Graduate Research Fellow

#### Computational Staff

Charles R. Kee, B.S.  
 Donald S. Willis, M.M.S.  
 Kathlyn Bice, M.Ed.  
 David Deal, B.A.  
 James Savage, M.A.  
 James Stikeleather  
 Brenda Roden

Manager  
 Assistant Manager  
 Data Processing Analyst  
 Research Programmer  
 Data Processing Analyst  
 Programmer  
 Key punch Operator Supervisor

#### Administrative and Supporting Staff

Janice Fox  
 Dianne McNeese  
 Louise McQuade  
 Nancy Bruce

Administrative Officer  
 Executive Secretary  
 Senior Secretary  
 Editorial Assistant, MBR  
 IBR Librarian

#### Research Support

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 Marcia Butler  
 Annette Cearley  
 Lon Kopit

Research Assistant  
 Research Assistant  
 Graduate Research Assistant  
 Graduate Research Assistant

Clerical and Keypunch Staff

Patsy Andress	Keypunch Operator
Patricia Covert	Senior Secretary
Hollace Gammell	Coder
Pamela Jackson	Statistical Clerk
Janell Johnston	Secretary
Karen Kroh	Coder
Virginia Lederer	Secretary
Diane Lochabay	Mag Card Machine Operator
Judi Morton	Secretary
Carolyn Row	Keypunch Operator
Susan Russell	Secretary/Receptionist
Linda Sheets	Keypunch Operator
Francine Welch	Secretary/Receptionist

Undergraduate Assistants

Betty Lou Jones	Clerical Assistant
Talitha Kiwiet	Clerical Assistant
Kathleen Monahan	Clerical Assistant
Bettie Wadsworth	Clerical Assistant

### Consultants, 1975

O. Jim Adair, President Pacer Company	Consultant in Systems Programming
Juan D. Acevedo, M.S.W. Narcotics Prevention Project, Boyle Heights Center, Los Angeles	DAEDAC Advisory Committee
John C. Ball, Ph.D., Professor, Dept. of Psychiatry, Temple University	DAEDAC Advisory Committee
George R. Brooks, B.S. Systems Analyst, Pacer Company	Consultant in Systems Programming
Daniel Glaser, Ph.D., Professor of Sociology and Anthropology, University of Southern California	Research Consultant
Annette M. Green, Associate Administrator for Drug & Alcohol Programs, Allegheny County MHMR Program	DAEDAC Advisory Committee
Edward R. Hammock, Deputy Commissioner Dept. of Investigators, City of New York	DAEDAC Advisory Committee
Richard Jessor, Ph.D., Institute of Behavioral Science, University of Colorado	Research Consultant
Lloyd D. Johnston, Ph.D., Study Director, Institute for Social Research, University of Michigan	DAEDAC Advisory Committee
Charles B. Lawrence, Ph.D. Washington, D.C.	DAEDAC Statistical Consultant
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Raul A. Munoz, Vice President, Estudios Sociales Y De Salud, Inc., Hato Rey, Puerto Rico	DAEDAC Advisory Committee
John O'Donnell, Ph.D., Professor, Dept. of Sociology, University of Kentucky	DAEDAC Advisory Committee

Carl Peters, B.S., Manager of Operations  
Telpar, Inc.

Consultant in Systems Programming

Alex Richman, M.D., New York, N.Y.

DAEDAC Advisory Committee

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DAEDAC Advisory Committee

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DAEDAC Advisory Committee

Edward Senay, M.D., Director, Illinois  
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DAEDAC Advisory Committee

Douglas Speigel, Ph.D., Professor,  
Department of Psychology,  
University of South Dakota

Research Consultant

Richard C. Stevens, Ph.D., Deputy Director  
of Research, New York State Drug Abuse  
Control Commission

Research Consultant

## SPONSORS OF FUNDED RESEARCH - 1975

## Federal Agencies

National Institute on Drug Abuse  
Office of Naval Research

## Industry

American Airlines, Inc.  
Air Canada  
American Telephone & Telegraph Company  
First National Bank of Fort Worth  
Fort Worth National Bank

## Other Government, Community and Social Agencies

North Central Texas Council of Governments, Arlington  
Tarrant County Hospital District  
Tarrant County Hospital District, Mental Health-Mental  
Retardation Center  
Federal Correctional Institution, Fort Worth  
National Council of the YMCA

## FUNDED RESEARCH. EXPENDITURES IN 1975.

DRUG ABUSE

Drug Abuse Reporting Program. File Maintenance Program Continuation of Contract No. HSM 42-69-6 (NIDA)	1,479.
Drug Abuse Reporting Program. Research on Evaluation of Treatment. Continuation of Contract No. HSM 42-72-132 (NIMH)	216,600.
Drug Abuse Epidemiology Data Center. (Grant No. 8ROI-DA-01400-01, NIDA)	215,640.
Post-Treatment Followup of DARP Cohorts 1 and 2, Grant No. 1 H81-DA-01598-01 (NIDA)	858,388.

INDUSTRIAL AND ORGANIZATIONAL RESEARCH

Airline Organizational and Personnel Research (American Airlines, Eastern Airlines, Air Canada)	13,495.
Organizational Characteristics and Personnel Effectiveness in the Framework of Social System Analysis. (ONR) Contract No. N001-72-0179-0001) Office of Naval Research	78,657.
Organizational Climate and Management Studies (American Telephone and Telegraph, C&P Telephone, Fort Worth National Bank)	31,025.

OTHER STUDIES

Evaluation of Mental Retardation Program (Tarrant County MH-MR Center)	7,987.
Evaluation of Tarrant County Family Planning Program. Continuation of Subcontract with Tarrant County Hospital District.	2,834.
Federal Correctional Institution, Research Traineeship	4,885.
YMCA Youth Values Project Evaluation	9,783.
Consultation	2,488.
TOTAL	1,443,361.

## IBR RESEARCH PROGRAM - 1975

## DRUG ABUSE RESEARCH

DARP-Based Research Program on the Evaluation of Treatment for Drug Abuse  
 (Contract No. HSM-42-72-132), NIDA  
 Period. April, 1972 to April, 1976  
 Total Award. \$1,137,782.00  
 1975 Expenditures. \$216,600.00

The research program on evaluation of treatment for drug abuse, based on the DARP file, was established to investigate the overall effectiveness of various treatments represented among the agencies reporting for the various types of patients admitted to these treatments. Although the DARP file was initiated in June, 1969, it was not feasible for the formal research program to begin until the data had matured to the point that a full year's information on experience in treatment was available for a substantial number of patients. A preliminary analysis of the first years' admissions was completed during 1971 (Joe, Person, Sells, and Retka, 1972); this was based on a total sample of 3134 cases and was of major importance in providing background for the design of subsequent studies.

The year 1 admissions were combined with those of year 2 to form the first cohort for the major evaluative research effort; the remaining two cohorts were: 2 - the year 3 admissions, and 3 - the year 4 admissions. The total samples for the three cohorts were:

cohort 1 (years 1 & 2)	11,385
cohort 2 (year 3)	15,810
cohort 3 (year 4)	16,736
Total	43,931

The grand strategy of the research program conceptualized the evaluation problem as involving two stages: 1) during-treatment, and 2) post-treatment. The contract (HSM-42-72-132) under which this research has operated since 1972 has funded only the during-treatment stage; a series of research reports based on studies of cohort 1 was summarized in the 1973 Annual report and incorporated in 1974 in the two-volume Ballinger publication edited by Sells; a second series of reports, based on cohort 2, was completed in 1974 and is being published in Volumes 3 and 4 by the Ballinger Publishing Company. The third series, representing the cohort 3 during-treatment evaluation was completed in 1975 and will appear in 1976, along with Volumes 3 and 4, as Volume 5 in the Ballinger series. Volumes 3, 4, and 5 have been edited by Dr. Sells and Dr. Simpson. A 3-year grant for the post-treatment followup of samples of cohorts 1 and 2 was funded in 1974. This project was started on 1 August, 1974 and is reported next in this section.

The continuing research on the DARP file during 1975 focused on three major studies: 1) The further development of check-lists for field use in the classification of treatment programs according to the Cole-Watterson treatment typology. This research, under the direction of Dr. L. R. James, resulted in IBR Report No. 75-19 and is included in Volume 5 of the Ballinger series. It includes a validation study of the check-list items, a Manual for field use of the check-lists, and reproduced copies of the check-lists; 2) An assessment of cost-effectiveness of federally supported drug-abuse treatment, based on the research sample of 27,460 patients in the total DARP file who were users of illicit drugs and whose treatment experience could be classified according to the treatment typology developed in this program. This study, by Demaree, Neman, Savage, and Kee, was reported in IBR Report No. 75-18; 3) The DARP Data Book, a compendium of useful reference statistics concerning drug users and drug abuse treatment based on the DARP research sample described above. This book, by Simpson, Savage, Joe, Demaree and Sells, is scheduled for publication in 1976. In addition to these three studies, final versions of the cohort 3 research reports, listed in the bibliography, were completed.

This research program has included taxonomic studies for patient classification (by demographic characteristics, background factors, and drug abuse patterns) and treatment classification, research on the construction of criterion measures, analytic studies of patient background and development, and treatment outcome evaluation in terms of retention in treatment, differential death rates and causes of death, and behavioral outcome (criterion measures), as well as special studies of substantive interest, such as the characteristics of readmitted patients and the relationships of alcohol and drug use.

The principal research staff in 1975 consisted of Professors Demaree, Joe, Sells, & Simpson; Professor James, with consultation by Professor Cole, contributed significantly in the treatment check-list project. Drs. Douglas K. Spiegel, and Richard L. Gorsuch, former staff members, have continued in a consultant capacity. Janice Neman and L. James Savage have functioned in important roles as members of the research staff. The Computational Staff, under Charles Kee and Donald Willis deserve major credit for the successful completion of this research. The Research Fellows, including John Bruni, Mark Butler, Bill Curtis, and Olive Watterson, have proved to be outstanding aides to the respective study directors.

This research has been aided by the work of Mrs. Anne Olsen, project director of the DARP and administrative manager of the IBR drug abuse program.

Post-treatment Followup Study of DARP Cohorts 1 and 2

(Grant 1 H81 DA 01598-01) NIDA

Period. August 1974 through July 1976

Total Award. \$1,789,739.00

1975 Expenditures. \$858,388.00

The post-treatment followup research on DARP Cohorts 1 and 2 was funded as a 3-year grant, beginning August 1, 1974. This research based on samples selected to represent subgroups of each cohort for which adequate numbers of patients were included in the respective cohort population, addressed the following types of questions:

1) whether changes observed during treatment continued after patients left the surveillance of the treatment programs and returned to unsupervised community living, 2) whether effects observed in relation to time in treatment and behavioral outcomes during the period of treatment were continued after treatment, 3) comparison of post-treatment outcomes of types of treatment by types of patients.

The grant authorized followup samples of approximately 2000 patients for each cohort. The Cohort 1 sample consisted of 1853 former patients from 19 agencies and the Cohort 2 sample, of approximately 2400 patients from 28 agencies, including the original 19. The field interviews for Cohort 1 were conducted in 18 cities by the National Opinion Research Center (NORC) of the University of Chicago, under a subcontract; in the 19th city (New Haven), a separate subcontract was awarded to the APT Foundation, affiliated with Yale University; the latter group worked in close cooperation with NORC. Field work was initiated in March, 1975, after extensive negotiations with the Cohort 1, treatment agencies for release of patient identification for the purpose of the field study and after extensive field tryout of the interview schedule, prepared collaboratively by the IBR and NORC staffs.

The followup sample for Cohort 1 was selected first in order to facilitate negotiations with the agencies. The sample design incorporates stratification by sex, age, race, drug use pattern, agency, treatment type, and time in treatment. Only categories involving sufficient cases to warrant generalization of the results were retained in the samples. As a result, a number of patient subsets that were poorly represented in the total cohort samples were excluded from the followup samples, while those subsets that were well represented (such as male, Black, 26-30, daily heroin users in methadone maintenance) were included. Sample selection within stratified subsets was random. Although non-treated control samples were not feasible in this research, several comparison groups, such as subsets that were admitted but never entered treatment, and others that left treatment within a month or less, were included. The study design makes it possible to address time in treatment as a variable and also to compare groups with respect to during-treatment performance on numerous criteria included in both the during-treatment and post-treatment phases.

The major problem in making arrangements for the field work derived from the fact that the safeguards of privacy and confidentiality originally incorporated in the DARP made it necessary for the investigators to go back to the agencies to identify the patients in the sample. The DARP forms have been identified only by agency identification numbers and the IBR has never had (or desired to have) any identifying information. The plan developed with the major subcontractor, NORC, involves disclosure of names and addresses to NORC only to implement the field work and reporting to IBR by the original agency numbers. The identity information is to be destroyed when the research is completed and will never be seen by the IBR staff. A link file has further been established at York University (Toronto, Canada) which is the only place where the identities and identification numbers that are required to enter the voluminous DARP files are linked; the field interview forms use NORC-numbers and do not directly connect respondents to the DARP. These arrangements were made to protect the files against subpoena or other efforts by any criminal justice authority to obtain any of the data concerning patients included in the study.

Arrangements with the agencies were initiated after obtaining legal clearances at the Federal level, particularly in relation to laws governing confidentiality of information concerning persons treated for drug abuse. A number of states have recently enacted similar legislation at the state level and clearances with state authorities, as well as local governing boards, were required in almost every case. Visits to the agencies to negotiate for disclosure of information and to explain the elaborate procedures adopted to avoid violation of any human rights, were made jointly by representatives of IBR and NORC.

The development and pretesting of the field interview was a joint effort of NORC and IBR and the resulting form and manual represents the product of the expertise of the two staff groups. Extensive field tryouts were held both in Chicago and Fort Worth after each revision and the final interview represents an impressive combination of the inputs of the two professional groups. A Spanish translation was prepared for use in Puerto Rico and in the United States, for Spanish-speaking patients.

Since the time elapsed between the earliest admissions in Cohort 1, June 1969, and the field interviewing, which began in March 1975; was six years, during which extensive changes in the social, economic, political, and even drug scenes have occurred, with wide variations within and between the cities included in the study, the IBR staff has conducted a series of area studies to chart at least the major events that must be taken into account in the interpretation of the results. These data were collected by Ms. Patti Schoenlank, Ms. Julie Lopez-Gomez, and Ms. Carol Ward, under the supervision of Mrs. Anne Olsen and the analysis is under the direction of Professor Singh.

Progress in the field work has been excellent, with a completion rate of location of sample clients and interviews that exceeded the target rate of 80%. The professional caliber of the field staff was clearly indicated both by the quality of the data received and the absence of any incidents related to privacy, confidentiality, or personal indignity throughout the period of interviewing.

A data analysis staff was set up at IBR under the direction of Professor Simpson, with graduate research fellows Michael Lloyd and John Steiner as assistants, to receive, edit, trouble-shoot (with NORC), and code data as field interviews were completed. This has worked out well and has resulted in timely quality control and has produced continuing evidence of the high quality of the data received.

The key personnel of this project have been Dr. Simpson, Dr. Joe, Dr. Singh, Dr. Demaree, Anne Olsen, James Savage, Michael Lloyd, Patti Schoenlank, Julie Lopez-Gomez, Carol Ward, the late Marcia Glick, John Steiner, Annette Cearley and Pamela Jackson.

#### Drug Abuse Epidemiology Data Center (DAEDAC)

(Grant No. DA4 RG008) Executive Office of the President, Special Action Office for Drug Abuse Prevention. (New Grant No. 8R01-DA-01400-01) NIDA Period. November 1973 through June 1976 (Pending renewal)

Total Award. \$529,539.00

1975 Expenditures. \$215,640.00

The DAEDAC is a federally supported, computerized data center and research archive at the IBR. DAEDAC was established with the following goals:

1. To create a comprehensive data file of nationally significant data concerned with epidemiological and social science aspects of drug use and abuse.
2. To make such data available to members of the scientific community for possible further research analysis.
3. To compile significant information from these files and from public reports in order to provide information in response to inquiries as well as to construct a substantive information base relevant to questions of national policy concerning drug abuse.

The DAEDAC maintains two files that are available for scientific and general information: 1) The Original Data File, and 2) The Aggregate File. The policies and procedures of the Center, developed for the use of contributors to and users of the file, are as follows:

### Original Data File

The Original Data File consists of a set of raw data files of surveys, evaluation studies, and other large-scale drug abuse data sources that have potential for secondary analyses related to the epidemiological purposes of the Center. The holdings in this file have been published and procedures established for their use by the scientific community.

The files acquired are retained subject to the conditions of agreement concluded with contributors and to the following constraints.

Confidentiality of Data. In view of the research objectives of the Center, there is no need for identification of any individual respondents; at the same time the nature of the Center requires a major commitment to a policy of confidentiality of all data files. This is essential to the integrity of the Center and is the basis for its data organization and procedures. The Center policy is therefore to accomplish editing of data files prior to their accession and to follow procedures that will prevent disclosure of the identity or infringement on the privacy of any person for whom data are included in the files. All information that might identify the respondents from whom the data were gathered, such as names, social security numbers, and other unique identifiers is systematically removed prior to accession and additional measures have been adopted to prevent inadvertent identification of individual respondents.

Types of Files Included. Data acquired by the Center are restricted primarily to files that are considered relevant to the epidemiology of drug abuse and that have national significance, alone or in combination with other data, for questions of incidence, prevalence, morbidity, and mortality. Such data must also be acceptable with regard to validity, reliability, completeness, sampling adequacy, and recency.

Arrangements with Contributors. Contributors are encouraged to specify a period of time (the length to be negotiated with DAEDAC) before their data will be made available to others, so their own data analyses may be completed.

Contributors are also asked to furnish information qualifying their data in terms of "soft" areas or other identified limitations. These will be called to the attention of potential users as appropriate.

Contributors are advised of all releases of their data and arrangements are made for them to receive copies of published reports based directly or indirectly on use of their materials. They have the opportunity to respond to any commentary on or analysis of their data by receiving information copies of such commentaries or analyses prior to publication. They receive credit through citation when publications are generated by others using their data and are kept informed of all data acquisitions and studies received by DAEDAC. Finally, they receive copies of all reports generated by DAEDAC staff.

Release of Data to Investigators. To be consistent with canons of scientific practice, and in view of the public sources of funds already invested in most of the data submitted by contributors, the files of the Center are available to qualified investigators and administrators in the general scientific community with a minimum of restrictions.

Qualified investigators and administrators are considered to include social and medical scientists, project managers, and others who demonstrate the training, capability, and resources to carry out significant substantive research on epidemiological and social science problems related to drug abuse. Graduate students are among those eligible to use the DAEDAC files.

Use of Data by Investigators and Administrators. An index, referred to as a data dictionary, enables understanding of the classification and accession of data in each original data file. These data dictionaries provide detailed information on the format of the data in each file; a list of all variables (such as age, race, sex) included in each study and taken directly from the original questionnaire or other source document; and locator codes for retrieval of each variable.

If potentially suitable data are available, a user of the Original Data File is urged to consult the appropriate published reports obtainable either from the contributor of the original data or through reproduction from the Center. Topics of special interest may be searched across all original data files through the computerized use of locator codes. Charges are billed at cost to the requester. Estimates of costs are provided and accepted by users prior to preparation of information. Monies received are deposited to the Center account.

Raw data tapes, computer cards, copies of questionnaires, published reports, the data dictionary, and analyses may be supplied by DAEDAC to investigators. Thus, the Original Data File may be useful to investigators in carrying out secondary research of value using raw data of large-scale, well-planned major surveys to solve identified problems not addressed in the original investigations. Arrangements can also be made for analyses by the DAEDAC research staff to address drug-related research problems formulated by investigators; the IBR has available an extensive computer program library, including the major statistical packages and analysis models as well as original programs developed by the IBR staff.

DAEDAC staff includes research psychologists, research sociologists, educational research specialists, and computer analysts. These social scientists have had extensive experience in research design and data analysis.

### Aggregate File

The Aggregate File represents sets of aggregate and summary data reported in the research literature and in statistical series that focus primarily on the major epidemiological aspects of drug abuse. It is available to scientific investigators and to administrative inquiries.

A coding manual was developed for transforming and incorporating data reported in the drug abuse literature and for search and retrieval of the information to be stored on tapes. The IBR computational staff developed procedures to catalogue and retrieve the survey literature data; procedures were also developed for systematic processing of raw data files in order to facilitate their further use in epidemiological studies.

Articles are selected for the statistical summaries in the Aggregate File by a selection committee consisting of faculty members. These consist mainly of reports from original data collected in 1960 or later, that pertain to the illicit use of drugs in the United States, Canada, Mexico, or Puerto Rico or U.S. citizens in foreign countries. Studies on tobacco, alcohol, or caffeine may be selected when they have other drugs included.

The Aggregate File can be searched for information by use of the Computerized Index or the Classified Index. Data are retrieved through the Computerized Index by use of four classification schemes singly or in combination: (1) study descriptors or delimiters, (2) drugs, (3) drug use and related dimensions, and (4) drug user attributes. Topical categories consist of numerous subcategories.

In addition to the Computerized Index, a periodically updated Classified Bibliography is available as an index to the holdings of the Aggregate File. Sixteen broad subject categories are used in the classification process. Special-purpose bibliographies are also provided by DAEDAC upon request. Photocopies of entire studies and reports may be furnished on a cost-reimbursable basis. The Aggregate File is a rapidly growing file; as of December, 1975, over 2,000 documents had been collected and classified.

After a request for aggregate data is received and reviewed, the requester is sent a letter stating the estimated cost of the search which reimburses the computer, staff, and postage costs. After approval for a search is received, the computer printout and an invoice are sent to the requester.

Available services provided to users at cost include providing computer printouts of statistical data (tables), general and specialized bibliographies, and photocopies of reports. Thus, investigators and administrators may easily search the literature for a current research interest in the epidemiology of drug use and abuse and identify trends, patterns, and gaps in the reported research efforts.

### Advisory Committee

The policies and plans adopted by the Center have been developed with the advice of a committee consisting of the following persons:

Juan D. Acevedo, M.S.W., Executive Director, Narcotics Prevention Project, Boyle Heights Center, Los Angeles

John C. Ball, Ph.D., Professor of Sociology, Department of Psychiatry, Temple University Health Science Center

Lois Chatham, Ph.D., Project Manager, Office of Policy Development and Planning, National Institute on Drug Abuse

Annette M. Green, M.S.W., Associate Administrator for Drug & Alcohol Program, Allegheny County MH-MR Program, Pittsburgh

Ed Hammock, L.L.B., Deputy Commissioner, New York City Department of Investigation, New York

Lloyd Johnston, Ph.D., Sr. Study Director, Survey Research Center, Institute for Social Research, The University of Michigan

Raul Munoz, Vice President, Health and Social Studies, Inc., Hato Rey, Puerto Rico

John A. O'Donnell, Ph.D., Professor, Department of Sociology, University of Kentucky

William Pollin, M.D., Director, Research Division, Division of Narcotics & Drug Abuse, N.I.D.A.

Louise Richards, Ph.D., Chief, Behavioral and Social Science Branch, Division of Research, N.I.D.A., (DAEDAC Project Officer)

Alex Richman, M.D., Professor Psychiatry, Mount Sinai School of Medicine, CUNY, and Associate Professor, Dept. of Psychiatry, Beth Israel Medical Center

Maria Elena Sanchez, Survey Research Center, Institute for Social Research, The University of Michigan

Leonard Savitz, Ph.D., Professor, Department of Sociology, Temple University

Edward C. Senay, M.D., Director, Illinois Drug Abuse Program, and Professor, Department of Psychiatry, University of Chicago School of Medicine.

The Advisory Committee has met periodically and has provided advice and consultation on confidentiality issues, relationships with file contributors, policies and procedures for release of data to the scientific community, scope and selection of data included in this archive, and methods of publicizing DAEDAC.

An audiovisual program has been prepared on the essentials and services of the DAEDAC information system. This program has been presented at numerous professional meetings and in Washington at the National Institute on Drug Abuse; it is available to any professional group on request.

In addition to the development of the Center files, procedures, systems, and the expansion of services provided, attributable mainly to the dedicated work of Professor LaVerne D. Knezek and her key staff (Eloisa Garcia, Editor; Marianne Babitch, Acquisitions Specialist; Stephen Williams, Retrieval Specialist; Patty Covert, Secretary; Bill Covert, David Aizenshtat, Patty Edwards, Dianne Finklea, Lon Kopit, Research Fellows; and Hollace Gammel and Karen Kroh, Data Coders), the Center has conducted several studies to indicate to the scientific community the opportunities for secondary research based on the DAEDAC files. One such study, entitled Behavioral Correlates of Age at First Marijuana Use by Professor George W. Joe and Richard Hudiburg, Research Fellow, based on data from the Lee Robins original data file entitled The Vietnam Drug User Returns, has been completed and has been published as IBR Report No. 76-1.

#### INDUSTRIAL AND ORGANIZATIONAL RESEARCH

The IBR research program includes a broad spectrum of personnel and organizational research funded by research grants and contracts from corporations, military and other government organizations, and institutions. In addition to the objective of providing high quality research services to meet the applied needs of clients, this program assumes a major responsibility in the training of graduate students and in the advancement of scientific knowledge about organizational behavior and the utilization of personnel in organizational situations. The scope of this program includes research on individual differences, psychological testing, attitudes, organizational change, organizational and individual performance, and organizational development. Four faculty members, Drs. Hartman, James, Jones, and Sells, have comprised the staff group in this area; the 1975 group of graduate research fellows included John Bruni, Elizabeth Cole, John J. Hater, and Walter S. Booth; Marcia Butler has been research assistant and Pamela Jackson, research clerk. Current research activities involve three overlapping categories: (1) personnel selection and validation studies, (2) program evaluation studies, and (3) studies of organizational functioning and effectiveness.

## Organizational Effectiveness

### Study of Organizational Characteristics and Personnel Effectiveness. (Contract No. N00014-72-A0179-0001 and N00014-76-C-0008)

Period. January, 1971 through June, 1976

Total Award. \$318,659.88

1975 Expenditures. \$78,657.00

The study of conditions aboard ship as they affect crew health and performance was undertaken as a joint project of the Institute of Behavioral Research and the Navy Health Research Center (formerly the Navy Medical Neuropsychiatric Research Unit) in San Diego, California, under a three year contract. The primary focus of this study was upon the U.S. Navy ship and the organizational structure, habitability and organizational climate conditions that influenced individual satisfaction and performance as well as organizational performance and effectiveness.

Major efforts during this past year focused upon the conclusion of data analyses and the writing of technical reports. Comparisons were made between results in the navy sample and results obtained from samples of firemen, health managers, and civil engineers. Other studies addressed racial differences in attitudes and perceptions of climate, and correlates of retention for first enlistment sailors. A revised compendium of the technical reports is being prepared as a book to be authored collaboratively by Dr. Eric Gunderson (Navy, San Diego), first author and Drs. James, Jones, and Sells.

Key Personnel. Dr. Jones, Dr. James; Secretary, Janell Johnston; Research Fellow, Mr. Bruni. Dr. Sells is Principal Investigator for IBR and Dr. Gunderson, for NHRC.

## Organizational Studies

### Organizational Management Study (Fort Worth National Bank and Texas American Bancshares, Inc.)

A survey of organizational climate, job satisfaction and employee motivation was administered to all employees of the Fort Worth National Bank and Texas American Bancshares. This was the third in a series for the Bank; the previous one was conducted in 1972. Two separate survey instruments were used for the bank and the holding company, however, there were only minor differences in item content. The survey was completed by 840 employees, identified only by work unit; responses were obtained from over 95 percent of the total work force. The data were analyzed for each total organization, by divisions and by work units. Tabulations for each work unit were provided to employees and were the basis for a series of feedback sessions conducted by staff members of the Bank employee relations department and of the IBR. The feedback sessions were designed to inform employees concerning the questionnaire responses of members of their respective work units to enable them to identify problems in the work environment requiring remedial action by management,

and to make recommendations for such action for consideration by management. Recommendations were submitted to IBR for classification by exempt and non-exempt work units within each division. They were then presented to division managers in private sessions by IBR faculty members. Separate reports were made to the President and Chairman of the bank and holding company.

### Program Evaluation

#### Evaluation of the Family Intervention Program for the Trinity Valley Mental Health-Mental Retardation Agency.

During 1974, the MHMR Center of the Tarrant County Hospital District implemented a Family Intervention Program for mentally retarded youth who were progressing too slowly through the MHMR program for reasons believed to be related to improvable family relations. The essential feature of this program involves the intervention of family counselors who visit the homes to help the families cope with their problems. The IBR has undertaken the evaluation of the effectiveness of this program, using as a principal data source weekly evaluations that are required for all clients in the MHMR program. In conjunction with the design of the evaluation project the IBR staff, under Dr. Hartman, consulted on the definition of program goals and policies.

In 1975, graduate research fellow Walter S. Booth, IV, working under the supervision of Dr. Hartman, collected data on over 60 youth in this program in accordance with the research design. Periodic conferences have been held with the MHMR staff. Data collection is scheduled to continue through June, 1975, following which the analytic phase will be undertaken. An extensive literature review of program evaluation in the mental health and mental retardation field has been conducted.

This study was conducted by Dr. Hartman with the assistance of Michael Rainone, John J. Hater, John Bruni and Marcia Butler.

#### Management Survey (Air Canada).

In 1972 the IBR assisted Air Canada in an organizational climate survey of a specially selected sample of upper and middle level managers representing major divisions of the company. The survey results were a major part of the data base for an extensive organizational development program over a three year period. A second survey was planned during 1975 to evaluate the interventions accomplished and IBR and Air Canada staff members collaborated in the general design. Essentially the same survey instrument is involved. During the fall of 1975 the basic components of the new survey were defined and the specific questions to be included were reviewed. Questions were added that addressed particular aspects of the organizational development program. The main body of the questionnaire again covered the basic areas of organizational climate, training programs needed, and critical areas of job performance. Mainly for research purposes, a set of questions

was developed and included to probe individual perceptions and feelings about the employee's life space. Concern with this area reflected interest in the relations of perceptions of organizational climate and general as well as corporate economic conditions. The effects of change in economic conditions on climate perceptions are important as external factors in organizational development evaluation. This part of the study is intended to enhance understanding of the sources of dissatisfaction and to enable differentiation of organizational and other external sources. Data collection and analysis are scheduled in the Spring of 1976.

Dr. Hartman is responsible for this study and is assisted by Elizabeth Cole and Marcia Butler.

### Personnel Selection

#### Selection of Airline Pilots (American Airlines).

This study, initiated in 1974, with Professor Hartman as project director, made significant progress in 1975. During this year, a study of desired characteristics of airline pilots was completed, an experimental test battery, based on these characteristics was assembled, and the battery was administered to a sample of pilots under experimental conditions. Visits were made to Air Force and Navy installations to review new developments in pilot selection and some approaches observed in these visits were incorporated in the new test battery. Progress was also made in relation to both long-and short-term criteria; this involved extensive negotiations with the Airlines Pilots Association and with management and flight organizations within American Airlines. Dr. Hartman was assisted by Marcia Butler and graduate research fellows, Elizabeth Cole and John J. Hater in administration of the experimental test battery.

### OTHER PROJECTS

#### Family Planning.

A series of studies conducted by the Institute of Behavioral Research under a HEW grant to the Tarrant County Hospital District (TCHD) led to the design of a study of the predictability of longterm family planning participation on the basis of selected psychological variables. This was presented as a research proposal to the Department of Health, Education, and Welfare and approved in 1973 with funding beginning April 1, 1974.

The major objective of the study was to differentiate between participants who continue in public family planning programs and those who do not. It is felt that the research contributed significantly to the Institute of Behavioral Research's ongoing research program on the family planning clinic. Specifically, it indicated that (a) past clinic history was the best predictor of clinical attendance, (b) both behavioral intentions and inhibiting extraneous events added significantly to the prediction accuracy, (c) perceived attitudes of the person's most significant other

also aided in the prediction of who kept or missed their annual appointment, (d) the attitudes of the respondent and the effect of facilitating extraneous events were negligible, and (e) contrary to other research, behavioral intention could be substituted as the behavioral criterion measure.

Key Personnel. Principal Investigator, Dr. Cole; Project Director, Dr. Hartman; Research Fellow, Candyce Greer.

#### Evaluation of YMCA Youth Values Program for Alcoholism Prevention.

The YMCA is conducting an experimental effort entitled "Youth Values Program" to test a value clarification approach to the prevention of alcohol abuse among school children. The heart of the program is training the adult group leaders who work with children in the Y programs. IBR-TCU is providing the program evaluation phase within the project. The evaluations are designed to provide feedback on the success of the program so that the appropriate revisions can be made to maximize its impact. The focus of the evaluation is on the structure and content of ethical thinking and on attitudes toward alcohol abuse in the 4th to 6th grade children participating in the program. The YMCA program has been evaluated in four settings: (a) traditional 'Y' setting; (b) 'Y' programs in the elementary schools; (c) short term summer camps and (d) long term summer camps. A report on the program in each of these settings has been provided to the YMCA.

Key Personnel. Dr. Gorsuch, Principal Investigator; David Arno, Graduate Research Fellow.

## IBR POLICIES

Information for IBR Fellows

A major feature of the wide-ranging program of the Institute of Behavioral Research (IBR) is its emphasis on graduate education in conjunction with the various studies in progress. Some of the IBR faculty teach formal courses in the psychology, sociology, and business programs at Texas Christian University, but all assume research training responsibilities in conjunction with ongoing funded research projects. Within this framework, major emphasis is placed on the development of research skills in students, using an apprenticeship model -- as the student progresses from the first to the fourth year of training, the level of responsibility increases in terms of planning research, conducting data analyses, and writing research reports.

The research training program of the IBR is based on high standards of performance that apply to academic work as well as research development. Progress of each student is reviewed twice a year (at the end of the Fall and Spring Semesters) by the IBR Fellow Committee and includes review of formal grade reports as well as written evaluations submitted by IBR Faculty and Staff supervisors. The Committee makes recommendations to the Director of the IBR and to the student involved as special action or information is needed. These recommendations involve academic progress, development of research skills, and amounts of fellowship stipends, as described below.

Academic Progress. Although the IBR's principal involvement with Research Fellows is often viewed in terms of training in research methodology and application, academic counseling and supervision of students by IBR Faculty is an essential part of the training program and is therefore emphasized. Academic counseling with faculty supervisors is important for addressing student career objectives and insuring academic preparation for IBR research assignments. For this reason, each student is expected to consult with his research supervisor prior to enrolling in courses. In addition to appropriate course selections (generally 9 graduate credit hours per semester), grade reports are expected to average B+ or above. Continuation of an IBR Fellowship is partially contingent upon satisfactory academic work and definite progress toward an advanced degree.

Development of Research Skills. The IBR research training program involves a combination of formal coursework and work experience generally on funded research projects. Within the limitations of the nature and requirements of research projects in progress at any given time, research assignments are made in a manner that seeks to optimize the match between student interests and abilities. As experience and research capabilities grow, student assignments are made accordingly. Efforts are made to introduce students to all phases of research, from data gathering, coding, and checking, to the writing and ultimate publication of research reports.

Evaluations are normally requested biannually by the IBR Fellow Committee to be provided by each student's immediate supervisor(s). These evaluations are open to the student and each supervisor is encouraged to review his or her evaluation with the student. Together with the evaluations based on academic progress, this information is used by the Committee for making recommendations concerning continuation or special provisions regarding fellowships.

Amount of Fellowship Stipends. IBR Fellowship stipends range from \$250 to \$400 per month, plus cost of tuition (costs of student fees are not included). The following schedule has been adopted for determining the amount of stipends paid to students. Stipend increments become effective whenever the qualifications are met for each successive level of graduate training, and fellowships are limited to two years for a Masters degree or four years for the Ph.D.

<u>Level</u>	<u>Qualifications</u>	<u>Stipend</u>
1st Year	Beginning or first year graduate student with less than 15 graduate credit hours.	\$250.
1st Year (Advanced)	Completion of a Masters degree or 15 or more graduate credit hours, but with little or no relevant research experience.	\$275.
2nd Year	Completion of a research Masters degree, or 18 or more graduate credit hours with relevant research experience. Must have completed graduate level coursework or its equivalent in Statistics and Experimental Design. Student must be making satisfactory progress toward either the Masters or Ph.D. degree.	\$300.
3rd Year	Completion of two years of graduate study toward the Ph.D. degree. The student will be expected to have completed the Masters degree (or its equivalent of 30 credit hours of graduate study). This would include having passed preliminary evaluations in the Department of Psychology.	\$350.
4th Year	Fourth or final year of graduate study. The student will have passed his qualifying examinations and be admitted to candidacy for the Ph.D. degree.	\$400.

The IBR Fellow Committee consists of the following members:

Dr. R. G. Demaree  
 Dr. E. Alan Hartman  
 Dr. Allan P. Jones  
 Dr. D. D. Simpson

#### Faculty Promotion Policy

1. The IBR is a university-based research institute which, by policy, includes students as members of its research staff, and regards training and development of research personnel as part of its mission of contributing to knowledge and understanding of human behavior in modern society. As a consequence, IBR faculty members are expected to be scholars, scientists, writers, lecturers, consultants, and teachers, with substantive as well as methodological expertise in the behavioral sciences.

2. At the entry level (Assistant Professor), these qualities are judged by perusal of educational records, research reports and publications, letters of recommendation, and interviews in which the entire faculty participate and vote. For evidence of growth, the faculty use various sources of information, as follows:

research: proposals prepared and funded, seminar reports, technical reports, publications accepted by reputable journals, invitations to report, published reviews, requests for advice and consultation, and the like;

scholarship: theoretical and research papers, references to and citation of work, reputation among colleagues, peers, and students, comments on and reviews of published work, influence on the thought, research, and practices of an area or field, invitations to present colloquia, lectures, and to participate in symposia, and the like;

teaching: quality of students attracted and taught by the professor; scope, level, and reputation of courses, innovative methods and content, and special projects. IBR faculty members are all expected to qualify as members of the graduate faculty and to teach in a preceptor relationship with students, who function as graduate assistants, and to direct independent research as well as dissertations and theses. Individual, one-to-one teaching is one of the most important teaching functions for all IBR faculty, although some faculty members have contracts to teach formal courses in one or another department or school.

3. As academicians and professionals and as members of the TCU and IBR faculty communities, IBR faculty members are expected to assume responsibility for participating in professional and service activities to facilitate institutional operations and relationships with the lay and professional constituencies to which they and the University have allegiances. This is a means of enhancing individual and institutional influence and also of promoting the goals of the institution through such individual effort. As a result, IBR faculty are expected to participate as members of faculty committees, to attend University functions as representatives of the IBR, to provide speaking, advisory, and consulting services in the Fort Worth community, to participate in the meetings of the respective regional and national associations, to present papers, and to communicate with scholars, scientists, and others in matters related to their academic and professional roles.

4. In evaluating faculty members' performance, evidence of growth in productivity and influence is taken into consideration. Influence includes service activities as well as scholarly and scientific work. No one is required to excel in all aspects equally, and indeed the responsibilities of IBR faculty members vary to an extent that they differ in opportunities to excel in all aspects during any particular year. However, taking duties, opportunities, and particular situations, fully into account, recommendations for promotion to Associate Professor will generally reflect strong evidence of growth from the entry level to a senior level of performance such that the individual can be considered as definitely launched on a significant career with full expectation that interests, areas of specialization and special expertise, and proficiencies demonstrated during the first four or

five postdoctoral years will materialize into full fruition, recognition, and accomplishment. Recommendations for Full Professor will be made when the evidence indicates that such career expectations have been largely realized.

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