



fc

FAMILY CONNECTIONS

BYU SCHOOL OF
FAMILY LIFE
ALUMNI MAGAZINE
SPRING 2012

ALICIA RICHMOND

THE RELATE INSTITUTE

JEFF HILL: FACULTY PROFILE

WHERE ARE THEY NOW: BOB STAHMANN



MESSAGE FROM THE DIRECTOR

RICHARD MILLER
DIRECTOR
SCHOOL OF FAMILY LIFE, BYU



Lifelong Learning and Service make up part of the four Aims of a BYU Education. The Aims of a BYU Education document states, "BYU should inspire students to keep alive their curiosity and prepare them to continue learning throughout their lives. BYU should produce careful readers, prayerful thinkers, and active participants in solving family, professional, religious, and social problems."



With our shared passion for strengthening families, it is particularly important for the alumni in the School of Family Life to be lifelong learners. Important new research findings on marriage, families, child development, adolescence, family finance, and gerontology (to name just a few of the topics taught in the School), are being reported constantly. Although the principles and eternal truths that we learned at BYU are unchanging, the research evidence supporting these principles is continuously being updated. Consequently, it is important for our alumni to keep up-to-date on knowledge about family relationships. New knowledge empowers us to more effectively strengthen families, including our own.



With the goal of promoting lifelong learners among our alumni, we are launching a School of Family Life lifelong learning blog. Each month, we will invite one of our faculty members to highlight some noteworthy research findings or important news relating to the family, human development, family finance, or family and consumer science. On the blog, there will be a way to sign up for an email reminder for when the next blog is posted.

I invite each of you to check out the blog: <http://familylife.byu.edu/familyconnections>










Happy learning!





FAMILY CONNECTIONS

BYU SCHOOL OF FAMILY LIFE
ALUMNI MAGAZINE
SPRING 2012

		Message from the Director	1
	ALUMNI PROFILES	Alicia Richmond	3
		Loren Marks	5
		Abby Viveiros	7
	CURRENT RESEARCH	RELATE: Strengthening dating and marriage relationships one couple at a time	9
	FACULTY PROFILES	Jeff Hill	11
	WHERE ARE THEY NOW: RETIRED FACULTY	Bob Stahmann	12
		Alumni support article	13
		Life-Long Learning	14

DIRECTOR
RICHARD B. MILLER

EDITOR
ALAN J. HAWKINS

ASSISTANT EDITOR
MICHAEL RICHARDSON

DESIGNER
BREE CROOKSTON

ALUMNI PROFILE: ALICIA RICHMOND

Meaningful Fashion

For the fifty governors of the United States of America, appearance means quite a bit, so they seek only the best in fashion advice. At the 2011 National Governors Association in Salt Lake City, they found what they were looking for in Alicia Richmond, a clothing professional, television fashion figure, and graduate of BYU's clothing and textile program.

Mrs. Herbert, the Utah governor's wife, asked Alicia to train the governors on media appearances and general fashion consultation, which she did. But how could a BYU woman from Holladay, Utah, possibly know enough about fashion to consult with America's top public figures?

It has been a journey for Alicia, one that began in high school, where she excelled in multiple aspects of theatre, including singing, performing, and costuming. She said she was always coordinating outfits for others and following designers. She came to BYU as a theatre major, but was soon drawn to clothing and textiles.

"I took my first class and was hooked," she said.

Current BYU students might not be aware of the thriving fashion community that existed at BYU before some drastic changes were made to the clothing and textile program in 1999. Alicia was president of the fashion club, which held annual fashion shows. As part of their capstone, students would present their clothing designs, teaming up with merchandizing students and students who actually took modeling classes at BYU.

Prof. Burnham, the design advisor for the show, who also taught clothing and textiles classes during that time, said they were legitimate fashion shows, drawing in big designers like British Designer of the Year Alexander McQueen. The shows would sell 1,500 seats in the Wilkinson Center Ballroom two nights in a row.

"You'd never would've known it was a BYU student affair," Burnham said. "It would really blow your socks off. And the



quality of the clothes was really amazing."

Alicia, who was in charge of the show one year, excelled at everything she touched, according to Burnham.

"She had enthusiasm coming out of her ears," Burnham said. "What she was as a student was just very professional, very organized, very dedicated, and it just carried on over and she's kept on doing it. There were other kids who were talented in the same ways but she was a star."

Many BYU students, despite doubts about BYU's ability to impact the fashion world, went on to create huge clothing lines, like Down East and Shade.



“Clothing goes beyond what you wear,” she said. “It is about self-image, and self-esteem. When you turn around how you see yourself, it starts a positive cycle.”

“It was really rewarding to prove everyone wrong,” Alicia said.

She pointed out that while designer fashion is primarily coastal, in New York and Los Angeles, everyone gets up every day and puts clothing on their bodies, so fashion is everywhere. This attitude is probably what has driven her successful Utah career.

Alicia is grateful for her training in college, which she said she uses every day.

“It was such a great launching,” she said.

And it certainly was a launching. For nine years now she has been on television for a weekly fashion segment of Good Things Utah. She recently left that show for KUTV, where she will be the fashion expert on a show called Fresh Living. As part of the show, Alicia will also be a travel consultant. Alicia makes about four trips a year to destinations all over the world. She invites anyone who wants to join her, and leads humanitarian excursions and shopping tours with groups of fifty to eighty people.

She makes an annual trip to China where she and her colleagues visit, among other places, a foster home for children with cleft lip, founded by a BYU graduate. For Alicia, who had two of her four children born with cleft lip, the home,

called Starfish Foster Home, hits right near the heart. Alicia recently made arrangements for her two son’s surgeon to travel to China to provide service to the Chinese children.

Besides that, Alicia is an individual fashion consultant, founder of Chic on a Shoestring, which emphasizes styles for “real bodies and real budgets.”

For Alicia, tying the worlds of fashion and Utah life together has been an opportunity, and one that has brought fulfillment.

“Clothing goes beyond what you wear,” she said. “It is about self-image, and self-esteem. When you turn around how you see yourself, it starts a positive cycle.”

Furthermore, Alicia pointed out that most women say “I have nothing to wear,” and become discouraged. In reality, people most often just don’t understand their bodies, which is where Alicia comes in.

“Ninety percent of the world doesn’t dress the way the media portrays,” Alicia said. “Your fashion can match your lifestyle. We aren’t noticed for being clones.”

So how does a BYU girl come to be the fashion expert for America’s top leaders? Get to know Alicia and you’ll understand.

ALUMNI PROFILE: LOREN MARKS

Driven and Devoted

Loren Marks, the oldest of eight children, grew up 300 yards from the ocean in southwestern Oregon.

He now lives near a different coast, working as Interim Division Head and Curriculum Coordinator for Louisiana State University's School of Human Ecology. He also holds the Kathryn Norwood and Claude Fussel Alumni Professorship at LSU.

But his attraction to the study of family life began in Oregon, from his own roots.

"There's no question that a foundational love for family stems back to my own childhood," Loren said.

He attended Western Oregon University for his freshman year, studying psychology and playing collegiate basketball. He had plans to play for Oregon State after his mission.

On his mission to inner city Milwaukee, however, priorities began to shift for Loren. He saw the beauty inherent in strong families and the destruction caused by the disintegration of a family.

"My foundational interest in family studies peaked as a missionary," Loren said.

He realized that complete devotion to one goal was necessary for him to succeed. Despite previous plans, basketball was left behind, and Loren placed all of his focus on the field of study he is an expert in today. (A number of his colleagues will testify that his basketball skills have not disappeared, however.)

He transferred to BYU where he took his first family studies class and has stayed on that path ever since.

Loren said one of the most impactful parts of his BYU experience was working with Professors David Dollahite and Alan Hawkins.

"Those two professors helped to shrink BYU for me from a huge institution into a very close, nurturing, and relational setting," Loren said. "When my kids go to school, I pray that they will bump into a professor or two like them."

Professor Hawkins said that Loren is one of the most humble and guileless individuals he has ever been blessed to know.

"Yet that inner humility and outer gentleness can't hide the driven and competent scholar and teacher that he is," Hawkins said.

Loren said that he still keeps nearly weekly contact with both professors.

Another highlight of his BYU experience was when he attended the inauguration of the School of Family Life, when President Boyd K. Packer came

"Our behavior is permission to others to behave similarly, but it is more than that- it is an invitation to do so."



to BYU and dedicated the School. He said President Packer's address setting forth a vision of the School of Family Life is something he'll never forget.

EARLY STRUGGLES

After graduating from the University of Delaware with a Ph.D. in family studies, Loren struggled to find employment. His third child was on the way, and he had no insurance. He said he sent out literally 50 application letters, and his mailbox remained empty.

LSU eventually interviewed him, saw his potential, and hired him. Loren gives some of the credit for this to Dr. Craig Hart, the well-respected BYU faculty who was on the LSU faculty before coming to BYU.

"The greatest asset you can have as a BYU student is a BYU alumni who has preceded you and succeeded with excellence," Loren said. "BYU graduates either open doors or close doors for those that follow them. I have been fortunate to follow excellence. That's a debt I cannot repay."

Loren gave wise counsel to all BYU alumni.

"When you go out into the field, you have an obligation to be the best and finest you can be, because this is bigger than you," he said. "The future of others is riding on your performance."

EMPHASIS

One of Loren's most significant achievements as a scholar is his collaboration with Professor Dollahite on their "American Families of Faith Project," which began ten years ago. To date the study has done in-depth interviews with 200 devoutly religious families from across the United States. The project is unique in that previous studies have shown statistical correlations between religious practice and different aspects of family life, but the American Families of Faith Project has drilled down to find the "why's" and "how's" of the family-religion connection. So far there have been almost 40 research publications from the project. A book is in the works.

The study has been bountiful. One finding suggests that strong, faithful families do not necessarily have fewer problems than other families but when problems arise, they unite instead of divide. Other findings show that religious belief and practice can increase marital commitment and fidelity.

Another achievement of Loren's was the book "Sacred Matters," which he co-wrote with BYU Professor Randy Day and retired BYU Professor Wes Burr. The book deals with the matters of spirituality and religion in family life. Loren said the writing process was "marvelous."

Professor Day said he admires Loren as an excellent scholar and a gentleman of the highest degree.

"He is often quoted by his peers and frequently sought after for his work," Day said.

Loren has gained bits of golden wisdom in his more than twenty years of studying family life. He said the most important truth about families can be captured in a single sentence.

"Our behavior is permission to others to behave similarly, but it is more than that—it is an invitation to do so," he said.

Loren seems to impress colleagues everywhere, not just at BYU. LSU evidently thinks highly of him, as they nominated Loren for the U.S. CASE Professor of the Year. He also holds an endowed professorship, even though he is one of the youngest to ever receive one.

His colleagues from all over testify that Loren Marks realized his potential and met it. Now he dedicates himself to helping others do the same.

"In connection with human behavior, studying probabilities has never fascinated me," he said. "Our potential, as children of God (not human animals), to respond in nobler ways than expected...that is what fascinates me."



AMERICAN FAMILIES OF FAITH PROJECT

DR. DAVID DOLLAHITE & DR. LOREN MARKS

The sample for the study includes 200 families from all eight sociological/geographic regions of the United States. The sample also includes families from the "Abrahamic faiths" (Christian, Jewish, and Muslim), as well as families from various denominations or branches of these faiths. Additionally, 50% of the sample is comprised of ethnic minorities and/or immigrant families (100 families) making this qualitative, interview-based project one with landmark diversity, scope, and depth.

- 1 – Previous research indicates that within-faith marriages tend to be more stable and satisfying than inter-faith marriages. The AFF Project has found that it is optimal that married couples have a similar level of commitment to their faith.
- 2 – Strong, faithful families tend to have a shared "family vision."
- 3 – Strong, faithful families do not necessarily have fewer problems than other families but when problems arise, they unite instead of divide.
- 4 – Among families who hold their faith as central, there are remarkable similarities despite the doctrinal differences between the Abrahamic faiths.
- 5 – Religious belief and practice provides unique and powerful resources to increase marital commitment, promote marital fidelity, and help couples avoid and resolve marital conflict.
- 6 – Religious youth make significant sacrifices for religious purposes but find even greater blessings and benefits from religious observance.
- 7 – Meaningful and positive relationships with God, parents, religious leaders, and friends and mentors in the religious community help anchor religious commitment and identity among youth.

ALUMNI PROFILE: ABBY VIVEIROS

The Past Doesn't Determine the Future

Abby Viveiros, managing director of the RELATE program at BYU, began her life as an abandoned child on a street in Seoul, Korea. Since then, she has experienced drastic change in language, culture, religion and family, but has always moved on in a positive light, never letting the past determine her future.

Though her true origins are largely unknown, records say she was three years old when she was found and taken in by an older woman named Mrs. Kim. Stemming from U.S. military bases and the Korean war, Korea saw a wave of bi-racial children with American fathers. In Abby's own research, she discovered that bi-racial children were frowned upon in Korea, and abandoned babies were not uncommon. She isn't sure if she is half American or full Korean, but she was found close to an American military base.

Mrs. Kim gave Abby an identity, a home and a birthdate, but eventually had to send her to an orphanage, because she felt she could do no more to help. In Korea at that time, orphans were not privileged to go to school.

At the age of seven, Abby came to America, and lived with a variety of people. First was a Catholic family in New Jersey, who already had a nine-year-old daughter. They spoke no Korean, and Abby spoke no English. Furthermore, the family had slightly unrealistic expectations about adoption, which led to problems because Abby wasn't a perfectly behaved child, as most children aren't.

Abby was then passed around to different homes, where she got a unique perspective on families and life in general.



“There comes a point when you have to say ‘I am in charge of my life.’”

“What it's taught me is that good homes are everywhere,” she said, “and that the Lord has a way of taking care of everybody.”

One family wanted to adopt her, but Abby already had a good home with a single woman elsewhere. But the woman became sick so Abby was soon adopted by that family, even though the family had adopted another Korean girl in the meantime.

Her adoptive family had converted to the LDS church years before, and Abby was introduced to the restored gospel. Before that, she had been Buddhist, Presbyterian, Catholic, and more. Religion wasn't the only thing that changed. Her name, which began as Susanna when she first came to America, changed to Abigail when she was adopted by her LDS family.

Abby was elated upon discovering she could go to school in America, being unable to do so in Korea. She said school was one of the favorite things about her childhood, and she rarely if ever missed a class, regardless of sickness or storms. Her mom said she never complained about school like

the other kids until she was a junior in high school.

Starting in 6th grade, she was a cheerleader, which lasted until her junior year of high school. She calls her education “pretty normal,” with AP classes, DARE, and the National Honor Society. After graduating from high school in Indiana, she came to BYU, an experience that left

her changed for the better.

“BYU was the best place for my education,” she said. “I was all by myself, my parents were far away, and I really had to lean on the Savior. BYU really fostered that.”

She took a marriage preparation class from Dr. Brent Barlow, and was “converted”; from then on, she had her sights set on a marriage and family life education.

In 1999, after seven years of BYU education, including a master’s degree in Marriage, Family, and Human Development, she began working with the RELATE

Project, and has been a part of its progress ever since. RELATE is a program begun decades ago by a BYU professor and his graduate students that studies relationships. Participants take the RELATE tests and their relationships are evaluated, and suggestions for improvement are given. The data is also used by researchers to better understand the premarital indicators of successful marriages down the road. (See next story.)

“Since I came here in ‘99, I have seen RELATE grow like no other, and we only have hopes for it to bloom even more,” she said.

Abby oversees all the business operations, takes care of the books, makes sure customers are satisfied, and works to constantly further develop the program.

Abby is married with four children. While Abby’s childhood was unique and full of family instability, nobody would guess it, seeing her “typical happy family that you would see at church,” as she puts it. They live in Orem, and her husband owns his own business, allowing the couple the flexibility to work and be parents at the same time.

Her hobbies are similarly normal.

“If I have a spare moment, I work out,” she said. “I also love to cook and bake.”

But Abby has numerous talents she has utilized with RELATE. Professor Dean Busby, director of the RELATE project, said Abby’s work has

been indispensable.

“We really couldn’t have done anything we’ve done without her,” he said.

Abby isn’t just a manager over the customer service arm of the operation. She also at times becomes a colleague in the studies themselves, since her degree in the field makes her more than qualified.

“She does a nice job going between business and scholarship,” Busby said.

Abby is highly successful in all aspects of her life, despite her unstable and difficult past. Her attitude towards the path behind her is exemplary.

“There comes a point when [people] have to forgive their past,” she said. “There is nothing you can do to change the past. All you can do is move forward in a positive light.”

She also said background doesn’t determine the quality of individuals and their relationships.

“The fact is, you have to take responsibility, and everyone, no matter what their background is, can turn to have a very good relationship with their partner, or can just be a great individual,” she said. “There comes a point when you have to say ‘I am in charge of my life.’”

Abby is highly successful in all aspects of her life, despite her unstable and difficult past. Her attitude towards the path behind her is exemplary.





RELATE

STRENGTHENING DATING AND MARRIAGE RELATIONSHIPS

ONE COUPLE AT A TIME.

Three decades ago BYU professors Wes Burr, Tom Holman, and some graduate students built a simple instrument to help people better understand their romantic relationships. Twenty years later, that instrument became RELATE, and eventually became a powerful tool for couples and researchers alike. RELATE has served more than 100,000 couples, and the data gathered from the program is used all across the nation, including at Oklahoma State, the University of Virginia, and Notre Dame.

What began as just a few people at BYU doing research has blossomed into at least twenty scholars who work on the project regularly. Dozens of research studies using RELATE data have been published. The project continues to grow in terms of participants, as well.

“The primary goal is for us to understand couple relationships scientifically, and then based on that scientific research, to provide feedback that can help couples keep their relationship going in the right direction,” said Dean Busby, Chairman of the Board of RELATE.

Participants take one of the RELATE tests, are given feedback, and their weaknesses and strengths are highlighted. There is a test for married couples, for those in dating relationships, and even for those seeking a relationship.

Busby said the research and analysis on the collected data help shape better tests and give better assistance to couples. In this sense, the different aspects of RELATE work to improve one another in an evolution of discovery about the nature of

successful romantic relationships.

One of the most fascinating findings of the program concerns how couples rate each other on different characteristics like “kindness” and “emotional readiness.”

Busby said couples always want to compare ‘how I rate myself with how my partner rates me.’ But that is the least important difference, research has shown. The thing that matters is this: ‘How I think I am versus how I rate my partner.’

For example, the woman may rate herself and her partner equally high in the category of “kindness.” The man, however, may rate himself high and his partner low on the kindness scale.

“This is trouble,” Busby said. “What that means is that he is acting on this assumption that ‘I am a nice person and she is a mean person.’ That drives everything. The actual level of the rating doesn’t matter as much. It matters how you think you are compared to how you think your partner is.”

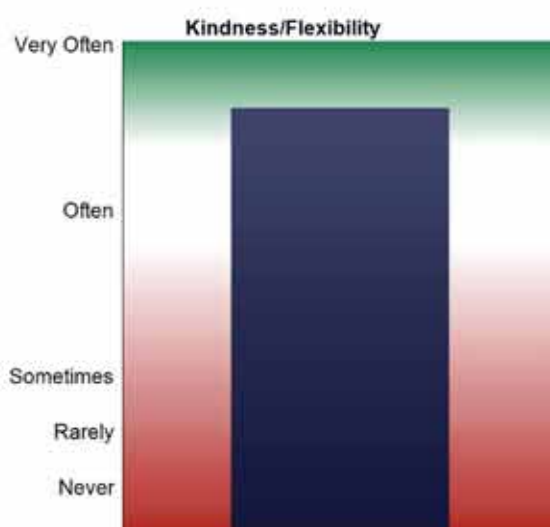
This is called within-person difference. Research shows that it is better if you think of your partner as the same or slightly better than yourself, according to Busby. Having the attitude that ‘We both need to work on this’ is better than ‘I am awesome and you are awful.’

Busby said this finding has changed how results of the RELATE test are presented to people who take the tests.

Another fascinating finding concerns sexual restraint and its affect on a relationship. The prevailing theories on the subject are that a couple must be sexually compatible in order to have

RELATE GRAPH

Kindness/Flexibility



The **Kindness/Flexibility** scale measures your level of kindness and flexibility.

Strength (Green): A green score means that you see yourself as being considerate and adaptable. These are common traits of people who form loving and lasting relationships.

Need Improvement (White): A white score means that you are sometimes kind and considerate. You will have better success in couple relationships when you are consistently kind and flexible.

Challenge (Red): If you have a red score you need to re-evaluate how you interact with others and look for ways to be more flexible and considerate.

Participants take one of the RELATE tests, are given feedback, and their weaknesses and strengths are highlighted.

a successful relationship. But Busby says those who engage in sexual relations early on as a couple end up with poorer relationships.

"Those couples that are sexual very early in their relationship have an upside-down foundation. They may have a great sexual relationship, but they don't know how to talk to one another, there are other areas of their relationship that are underdeveloped, because of the power of these sexual behaviors," Busby said. "We've been able to show that it is better to restrain sexual experiences in a relationship, and develop the other areas first."

The RELATE program is working well for participants as well as for researchers. Busby and others have done research on the program's effectiveness, finding that in general, when couples take RELATE, it helps their relationship either improve or maintain its strength. But possibly the biggest value of the program is the couple inventory it brings about, said Busby.

A RELATE test can be like a trip to the dentist, he said. "If you go to the dentist every six months, you will almost never need a root canal," he said. "If you wait three years between visits, you are usually guaranteed to have major dental problems."

Busby said that relationships generally take a dip in quality over time, mostly due to neglect. Life stress causes people to stop paying attention to their relationship.

"Where we believe RELATE makes the most difference is it forces you to stop and think about your relationship, think about how it's doing, get some feedback about that, and if it's starting to dip in some areas, right that course," Busby said.

Abby Viveiros, Managing Director of RELATE, said the program can also bring a sense of reality to a relationship.

"When a couple is dating or engaged, they see their partner as a perfect person, and it is difficult for them to be realistic, or to see red flags," she said. "RELATE asks questions that maybe they have not discussed, and find out new things about each other."

Because RELATE is such a valuable tool, the program directors are making plans to tap into the enormous mobile communications market. Busby said RELATE has plans for smartphone apps, where parts of the RELATE test can be taken as modules, and results are shown.

The program is also trying to broaden the responses given to participants, and the type of advice given.

With its ever-extending reach, the RELATE program represents a forward-looking force for strengthening relationships and relationship decision making all over the nation. And it is just one example of the many impactful programs originating from BYU's School of Family Life.



For more information about RELATE, or to take one of the instruments visit <https://www.relate-institute.org>



FACULTY PROFILE: JEFF HILL

Work and Family Harmony

Dr. Jeff Hill knows about the conflicts that can arise between providing material support and having a healthy family life. But he chooses not to focus on the conflicts. His studies and his personal family life are based on the positive aspects of balancing work and family life.

"My mission is to help people provide for and nurture their families in harmony," Hill said, a mission he got from the Proclamation to the World on the Family.

Hill is an expert in this field, and provides unique contributions and connections between family studies and business. He has a master's degree from BYU in Organizational Behavior, which is a business degree, and worked for IBM as a work/family expert.

To this day Hill contributes to IBM's work/family surveys, and with permission, uses the data for his scholarly work. In fact, he said about half of his research articles come from IBM data.

"It's a great asset," he said.

WHY FAMILY STUDIES?

Hill, raised in Tacoma, Wash., said he was always interested in marriage and family enrichment, constantly studying it and attending workshops and seminars. Eventually he and his wife taught seminars on marriage.

"And one day the thought hit me: This is what I love! Why not have this as my occupation?" Hill said.

So at age 38 he went back to school and got his doctorate degree from Utah State University in Family and Human Development. He had six children at the time. He went to



quit his job at IBM, but they wanted his work bad enough they arranged to let him work from home most of the time, which has been a beneficial situation to this day.

HISTORY AND EXPERIENCE

Hill was involved in serious changes at IBM, which employs about 500,000 people worldwide. He was part of a move from a face-time business culture to a results-oriented culture. Originally, IBM had managers oversee employees, checking on things, a typical set-up. Now IBM is a results-oriented employer who doesn't care where or at what specific time things are done, just that they are done. This allowance of flexibility is something Hill is passionate about, and is the focus of his research.

"The way to be successful both at home and in a career is to have sufficient flexibility that you can structure your life," Hill said.

The business world and families will benefit from giving employees autonomy, according to Hill. In the business world, as things become more global, 8 p.m. in some places is 7 a.m. elsewhere, and therefore a regular work schedule at an office is difficult to say the least. Furthermore, employees who feel like their work allows them to support their family will be more effective.

"The research shows that with

flexibility in when and where you work, you are able to work longer hours with less work/family conflict," Hill said. "People should care about it because families don't just happen. They require time, energy, and affection."

Hill said flexibility was vital for his survival at certain stages of his life. In 2005 his first wife passed away from cancer, and he became the single father to nine children.

"When I was a single parent for a year and a half, my flexibility was the only way to make it possible," he said.

In 2006 he married his second wife, Tammy, who has four children. Tammy lost her first husband to a tragic accident. Hill said blending families is difficult, and that flexibility as a professor, husband, and father is essential.

WORK AND FAMILY HARMONY

Hill began teaching at BYU in 1998. He likes jobs that require skills transferable to family life and the opportunity to interact with all the bright students, making his position a dream job.

Hill brings valuable skills and experience to the table, as he is one of few people with an advanced degree in both business and family studies. He said that one thing he likes about business is that it seems to focus on how to make an individual most effective, whereas social sciences are often focused on fixing people's problems.

With his work at IBM Hill became an expert at work and family relations. Part of his work was conducting surveys to employees about work and family relations. The 2010 survey, for example, involved 75 countries and over 20,000 participants. Hill said research like this would cost between \$300,000-\$400,000 to do if it wasn't funded by IBM. He is able to use the data for his university research, making

the connection a valuable one.

His passion for improving work and family relations stems in part from his own experiences, especially from when IBM was still a face-time culture.

"I am in this field now because I had a really hard time balancing work and family life in the early years of my IBM career, when IBM was an inflexible company," Hill said.

Often his children were asleep when he got home, and he missed many parts of their childhood. Hill is passionate in saying it doesn't have to be this way, that work and family can exist in harmony. And if work and family do clash, it is negative for both sides, said Hill.

"If you believe that your job is contributing to your family you are going to be very loyal, and focused and productive," said Hill. "But if you believe your job is damaging your family, you are going to be less committed and loyal, and you'll be looking for another job."

Hill said that many years ago, the main work/family issue for people in general seemed to be providing childcare. But in reality what most people want is the flexibility to deal with their children themselves, according to Hill.

His experiences and research have taught him important things about work and family. For example, if both parents must work, he said it is better for both parents to work 30 hours a week rather than full time, which reduces the need to pay for child care and allows you to make the same amount of money.

Hill's work shows that work and family don't have to be enemies. In fact, they can be just the opposite, and that is the banner Hill carries.

"I focus on the aspects of work that are positive towards families, and how we can see the things in family life that actually benefit in the work environment," he said.



WHERE ARE THEY NOW? PROFILES OF RETIRED FACULTY

DR. BOB STAHMANN

FLEXIBLE AND INFLUENTIAL



Bob Stahmann, originally a Presbyterian from South Dakota, probably never imagined he would one day be a Mormon driving an Audi A-6 at 130 mph across the Utah Salt Flats. But adaptability is everything to him, so the contrast wasn't so stark when it actually happened.

Dr. Stahmann said flexibility is a shining principle he has learned to live by through decades as a family life professional and educator.

"Life is a developmental process," he said. "Not only our needs, but our perceptions, and even our abilities change throughout our life process, and so really a core thing is adaptability, to be able to deal with expected and unexpected things that come along."

Stahmann served as the Chair of the BYU Department of Family Sciences from 1983-89 (one of the many past aliases for the current School of Family Life). That is just one of his long list of titles, which includes Chair of the Utah Marriage and Family Therapy Licensing Board and President of the Utah Council on Family Relations.

He received his undergraduate degree from Macalester College in Minnesota, and his M.S. and Ph.D. degrees in counseling and educational psychology from the University of Utah.

Stahmann was an active Presbyterian when he came to the University of Utah. He moved in with four pre-med returned missionaries, and by the time he graduated, he was baptized and had married his wife Kathy. He said the change wasn't all that drastic.

"I had to give up iced tea on a hot day, but that wasn't much," he said.

After teaching at the University of Iowa for a time, Stahmann was invited to apply for a job at BYU. At the time, BYU was among the first—if not the very first—school to receive accreditation for a marriage and family therapy graduate program. He accepted the invitation to join the newly accredited program.

He said he has enjoyed seeing marriage and family therapy grow as a field

through the years, especially since BYU has always been a bit of a family life factory, consistently churning out family life and therapy professionals that go on to have noteworthy impact throughout the nation and world. Stahmann said that most marriage and family programs in the nation seem to have a BYU graduate on their faculty.

"It's too hard to talk about a particular student because there are so many that are doing wonderful things," he said.

Stahmann has certainly been an integral part of the process, having chaired 57 masters theses and doctoral dissertations.

His main areas of focus were pre-marital education and sex therapy. He was involved in developing various courses, including an undergraduate marriage enhancement course.

Along those lines, Stahmann co-authored the book "25 Keys to a Great Marriage" (Silverleaf Press, 2007). Based on his clinical work and teaching experience regarding marital sexuality, he also authored "Becoming One: Intimacy in Marriage" (Covenant Communication, 2004). The book, which he wrote with two OB GYNs, is a valuable education for married couples seeking fulfillment in their sexual intimacy. But the book explains that sex is just one type of intimacy. He hoped to help people look at intimacy broadly defined, to realize that successful relationships require more than one type of intimacy.

Concerning his BYU experience, Stahmann said the environment in Provo has some unique advantages.

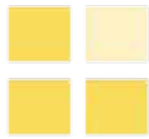
"So much of what BYU teaches relates to family and our Christian values," he said. "It is really gratifying to be in a place where that happens."

Besides that, Stahmann said that BYU has the largest and greatest collection of marriage and family scholars of any school in the country, which makes for an excellent professional environment.

Since retirement, Stahmann said that he has become a "golfaholic," and has more time for fly-fishing and photography. He also is a member of the 130 mph club, having driven a car over that speed for a certain distance across the Utah salt flats.

But he still contributes to his field. One day a week Stahmann consults on mental health concerns for the LDS Church's missionary program.

Considering his list of titles, articles, books, and college courses, it is clear that Dr. Bob Stahmann has been a pillar in the field of marriage and family therapy. He has been a prime catalyst behind the growth of the field and recognition for BYU's program.



WHAT ALUMNI SUPPORT CAN DO:

STEPHANIE LUSTER

Stephanie Luster wasn't just the first child in her family to attend college. She was the first person in all of her extended family to do so.

And she has had quite the collegiate experience. First came a bachelor's degree in social work from the University of Iowa, then a masters degree in social work from Columbia University, and now she is pursuing her PhD in Marriage, Family, and Human Development at BYU.

There are key ingredients to Stephanie's success. She credits mentorship first of all. Mentors at the University of Iowa pushed her to continue her education, and the reason why she chose BYU is because of the connection she immediately felt with some of the professors, namely Dr. Laura Walker and Dr. Larry Nelson.

"It's number one, having someone who believes in what you are capable of, and also has outlets, projects for you to jump in and work on," she said.

Stephanie has been working with Professors Walker and Nelson on Project READY, and she has used the data to produce research manuscripts of her own. Project READY studies how people transition into adulthood and marriage.

Another key to Stephanie's success, however, has been the generosity of others. She received the Edward and Joan Quinn Scholarship in the School of Family Life, which she has used to continue her work with Project READY, and to fund travel to national conferences to present her work. These experiences have been valuable, as they upgrade her work and at the same time spread BYU's influence.

"It's the best way to make connections with leading experts in the field, and get professional feedback," she said. "I am so thankful for the generosity of the families who support our work here. I couldn't do it without them."

Her work revolves around emerging adulthood, namely what helps young people flourish and what causes them to flounder. She is helping people understand what is going on in the lives of this younger generation, and how we can better support them.

"The emerging adults of today will be the parents and adults of tomorrow, so setting them up in a course of success for the future is invaluable," she said.

The Quinn scholarship has also given her the flexibility to direct her work toward important research while at the same time allowing her to be an excellent mother for her three children. In the future Stephanie hopes to be able to teach and continue researching.

"These scholarships really do support our daily living," she said. "I can't wait till I am in a position to do what the Quinn family and other families have done. I can't wait to be able to give back, to support future students the way I have been supported."

We're grateful for the support of the Quinn family and other donors who give of their means to bless the lives of students like Stephanie. We invite you to consider making a contribution in support of the School of Family Life and the outstanding students in its various programs.

Contact: Jim Crawley, CFRE
Associate Director
LDS Philanthropies BYU
940 SWKT, Provo, UT 84602

Phone: 801-422-8028
Email: jim_crawley@byu.edu



ANDREA KINGHORN

For Andrea Kinghorn, an undergraduate marriage and family studies student, need-based scholarships have been more than just financial help. They've altered her future.

When she was younger, her father left his job to start a new business, which resulted in a huge financial hit on the family, erasing the financial support for college Andrea once expected.

As she found ways to pay for her BYU education through the help of others and her own achievements, an unexpected opportunity arose. She was given a chance to intern for Child Trends in Washington D.C., a prestigious social policy research institute dedicated to improving the lives of children and their families.

It was an unpaid position. Andrea overcame the financial challenge and took the position only through the spirit of giving, through scholarships, leaving her ever grateful and deeply changed.

"It was the best academic experience of my BYU education," she said. "I never realized how much I loved studying children."

Plans for graduate school now lay in the not-too-distant future, plans that once seemed out of reach.

"I was able to get an education because someone believed in me," she said.

SFL PROJECTS/RESEARCH

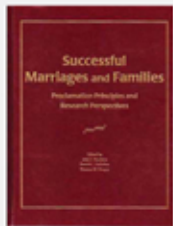
These are some of the programs alumni can support.





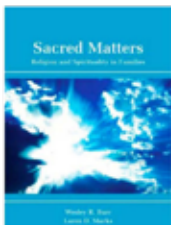
LIFE-LONG LEARNING

One of the aims of a BYU education is to promote life-long learning. In that spirit, the School of Family Life faculty have suggested some recent publications to help you stay current in the field.



- Alan J. Hawkins, David C. Dollahite, & Thomas W. Draper. (2012). **Successful Marriages and Families: Proclamation Principles and Research Perspectives.** BYU Studies Press.

This is the “second edition” of a book that many SFL alumni are familiar with: *Strengthening Our Families*. While the principles in “The Family: A Proclamation to the World” are timeless, the essays in *Strengthening Our Families*, published in 2000, are not. Since 2000, LDS Church leaders have spoken often on the Family Proclamation and its principles. Moreover, secular debates and struggles over marriage and family issues have accelerated and intensified since the publication of this earlier volume. Recent family research has provided even more enlightening perspectives on Proclamation principles. Consequently, a more up-to-date treatment of the Proclamation was needed. *Successful Marriages and Families* is an attempt to provide a current and more comprehensive exploration of “The Family: A Proclamation to the World” for a new decade of instruction and insight.



- Wesley R. Burr, Loren D. Marks, & Randal D. Day. (2011). **Sacred Matters: Religion and Spirituality in Families.** Routledge Press.

Sacred Matters explores the multi-disciplinary literature about the role of religion in family life and provides new research and theory about ways various aspects of the sacred are helpful (and sometimes even harmful) to families. The first author, Dr. Wes Burr, retired from BYU in 2000. After “completing his bucket list,” he decided he still had more to say, and with this book has added to his already significant legacy as a family scholar. With BYU Professor Randy Day and Louisiana State Professor Loren Marks (both former students of Dr. Burr), this book provides new qualitative and quantitative research collected in a variety of ways from people with different religious perspectives in different geographical areas. They bring together these data to expand the theory and research about the role of forgiveness, sacrifice, prayer, and sanctification in family life, as well as loving, coping with conflict, dealing with undesirable behavior, generational relationships, morality, and the psychosocial aspects of religion. The basic premise of the book is that when we see any family attribute or dynamic, such as forgiveness or sacrifice for spouse, that attribute or dynamic will take on a different meaning as a result of the sacred element. Specifically, the authors claim that seeing forgiveness, for example, as a sacred element of life gives forgiveness more power and effect.



- John M. Gottman. (2011). **The Science of Trust: Emotional Attunement for Couples.** W.W. Norton.

As just about any former SFL student over the past 30 years will remember, Dr. John Gottman is probably the most recognized marriage relationship researcher in the world. In his latest book, he presents a new approach to understanding and changing couples: a fundamental social skill called “emotional attunement,” which describes a couple's ability to fully process and move on from negative emotional events, ultimately creating a stronger relationship. He provides readers with an intervention designed to build “attunement” to help couples connect, respect, and show affection. Gottman encourages couples to cultivate attunement through awareness, tolerance, understanding, non-defensive listening, and empathy. These qualities, he argues, inspire confidence in couples, and the sense that despite the inevitable struggles, the relationship is enduring and resilient.



FAMILY CONNECTIONS



THE
SCHOOL
OF
FAMILY LIFE