

140.7715  
IL65  
1987/88

1987-1988  
annual report

# office of recreation and park resources



**Department of Leisure Studies  
College of Applied Life Studies**

**Cooperative Extension Service  
College of Agriculture**

**University of Illinois  
at Urbana-Champaign**

**NOTICE:** Return or renew all Library Material! The *Minimum Fee* for each Lost Book is \$50.00.

The person charging this material is responsible for its return to the library from which it was withdrawn on or before the **Latest Date** stamped below.

Theft, mutilation, and underlining of books are reasons for disciplinary action and may result in dismissal from the University.  
To renew call Telephone Center, 333-8400

UNIVERSITY OF ILLINOIS LIBRARY AT URBANA-CHAMPAIGN



**OFFICE OF RECREATION AND PARK RESOURCES**

**ANNUAL REPORT  
1987-1988**

Department of Leisure Studies  
College of Applied Life Studies

and the

Cooperative Extension Service  
College of Agriculture

University of Illinois  
at  
Urbana-Champaign

December 1988



## TABLE OF CONTENTS

	Page
Office of Recreation and Park Resources - Faculty & Staff	1
Office of Recreation and Park Resources - Purposes & Goals	2
Organization Chart	4
ORPR Resource Sections	5
Cooperative Relationships	7
ORPR Clients	8
Annual Report Summary	9
Office of the Chief	12
Recreation Resource Specialist (RRS)	26
Community Recreation Specialist	39
Therapeutic Recreation Specialist	49
Publications	56
Appendix A	57
Appendix B	58

Digitized by the Internet Archive  
in 2011 with funding from  
University of Illinois Urbana-Champaign

<http://www.archive.org/details/annualreport198788univ>

## OFFICE OF RECREATION AND PARK RESOURCES

Faculty

William R. McKinney, Ph.D.                      Associate Professor  
Chief

Robert D. Espeseth, M.S.                      Associate Professor  
Outdoor Recreation Specialist

D. James Brademas, Ph.D.                      Associate Professor  
Community Recreation Specialist

Carol Ann Peterson, Ed.D.                      Associate Professor  
Therapeutic Recreation Specialist

Staff

E. H. Regnier                                      Tsu-Hong Yen  
Program Specialist, Emeritus                  Graduate Assistant

Neva Wright                                      Benita Barros  
Clerk Typist III                                  Graduate Assistant

Colleen Hood                                      Laura Valerius  
Graduate Assistant                              Graduate Assistant

Akio Nemoto                                      Julie Readnour  
Graduate Assistant                              Graduate Assistant





## The Office of Recreation and Park Resources

The Office of Recreation and Park Resources is a concerted effort on the part of the University of Illinois to provide the best possible service in parks and recreation to the citizens of Illinois. This unit places the State of Illinois in the forefront in providing public service and continuing education to the essential field of leisure services.

The Office of Recreation and Park Resources is the principal link between the university's Cooperative Extension Service and Department of Leisure Studies, and the public in the field of leisure services. In 1969, the field service of the Department of Recreation and Park Administration (now the Department of Leisure Studies) in the College of Physical Education (now the College of Applied Life Studies) merged with the Rural Recreation Section of the Cooperative Extension Service in the College of Agriculture. The merged unit is called the Office of Recreation and Park Resources (see organization chart on page 4).

### Mission and Goals

Our mission is to provide park- and recreation-related research, education, and service programs, which enhance the provision of leisure services for all citizens of Illinois.

#### Goals:

To generate new and improved methods of leisure service delivery through applied research efforts and demonstration projects.



To enhance professional development through in-service and pre-service educational programs and related materials development.

To develop and disseminate information resources.

To provide consultant services and technical assistance.

To contribute to the development and strengthening of the leisure service professions.

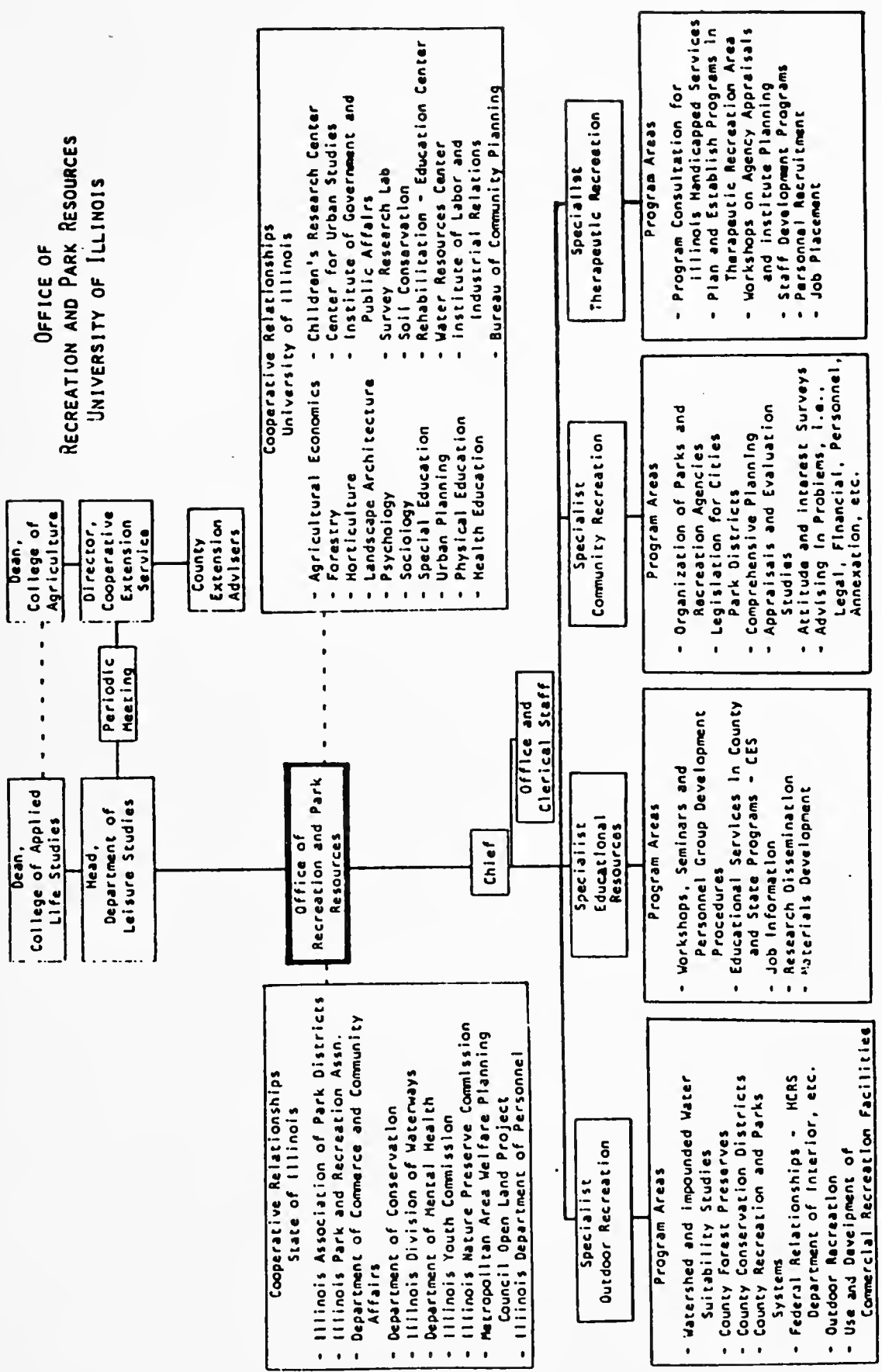
To establish and enhance communication networks and cooperative liaison within the University, state, and nation.

### Cooperative Relationships

The Office of Recreation and Park Resources (ORPR) facilitates many cooperative relationships both with the university and with other institutions. For example, contact with county extension advisers provides a major source of assistance to the office. At present, there are over 350 advisers assigned throughout the state. Their knowledge of local conditions and their influence in the community are invaluable to the ORPR staff. The office also strives to maintain a strong relationship with the Illinois Association of Park Districts and the Illinois Park and Recreation Association. Other cooperative relationships include those with the Illinois Department of Commerce and Community Affairs, Illinois Department of Personnel, Illinois State Comptroller's Office, Illinois Department of Public Health, Illinois State Department of Corrections, Illinois Department of Conservation, and the Illinois Municipal League.



# OFFICE OF RECREATION AND PARK RESOURCES UNIVERSITY OF ILLINOIS





### ORPR Clients

ORPR works with several principal client groups on a daily basis to provide services designed to assist in meeting various forms of leisure service demands. Some of these principal client groups are:

Cooperative extension service personnel

Public parks and recreation professionals

Private leisure enterprise personnel

Related human services personnel

Private and commercial recreation agencies

Volunteers, lay leaders, citizen groups

Faculty and staff of educational institutions

Families and individuals of all ages who seek to improve the richness of personal life through the wise use of leisure.

Students preparing for careers in the leisure service profession, whether in the public or private sector.





### ORPR Resource Sections

The Office of Recreation and Park Resources operates through four recreation resource sections: outdoor, community, therapeutic and educational.

The Outdoor Recreation Specialist Section, through consultation and research projects, deals primarily in planning, organization, and administration of county and regional park systems, such as conservation districts, forest preserve districts, and river conservancy districts. This section also secures, prepares, and disseminates educational materials as they relate to outdoor recreation resources. It also concerns itself with cooperation among the various state and federal agencies involved in outdoor recreation. These agencies include the National Park Service of the U.S. Department of Interior, U.S. Department of Agriculture, and state agencies such as the Illinois Department of Conservation and the Department of Commerce and Community Affairs.

The Community Recreation Resources Section is responsible for consultation and research dealing with recreation and park problems affecting rural, urban, and suburban communities. This section attempts to enhance community decision-making processes in the planning, organizing, and improving of comprehensive leisure service systems. Personnel of this section consult directly with recreation and park professionals, other government officials, citizen committees, civic organizations, and private leisure service organizations.



The Therapeutic Recreation Resources Section engages in multifaceted services to improve the delivery of leisure services to handicapped, ill, and aging populations in residential, treatment, and community settings. This includes development and dissemination of materials, consultation regarding all aspects of program design, implementation and evaluation of programs, professional-development training materials and workshops, research related to programming intervention, and delivery strategies in therapeutic recreation.

The Educational Resources Section concerns itself with providing information and educational materials to professional and lay personnel involved with recreation and parks. It is responsible also for the examination of program techniques and solutions to problems that relate to the conduct of recreation and park programs. Personnel of this section collect, prepare, and disseminate information and materials relating to new leadership developments, thus enabling recreation and park groups to provide a more effective service.

This position was vacant during the 1987-88 academic year following the retirement of Dr. George A. Lowrey. Dr. Lowrey stepped down as head of this section after more than 20 years of service to the UIUC's Department of Leisure Studies and ORPR. Dr. Lowrey passed away in October 1987, just five short months after his retirement.

Dr. Sheila Backman will assume responsibility for the Educational Resource Section during future years. Dr. Backman brings to the position a strong background in recreation and parks and a research interest in investigating the marketing of leisure services.



## Annual Report Summary

The staff of the Office of Recreation and Park Resources annually participates in identifying and establishing objectives. These objectives are specific programs of work which, when completed, move ORPR toward the attainment of its mission. Following are highlights of some of the objectives completed for the period September 1, 1987 through August 31, 1988. The objectives are listed on pages 2 and 3, in the Mission and Goals section of this report.

### 1) Applied research and demonstration projects

Two Great Lakes regional surveys were completed by the community recreation specialist. The surveys investigated the fees-and-charges policies and the insurance liability issues of local park and recreation agencies. More than 500 respondents completed each of these two survey instruments. Results of these investigations will be published by the Office of Recreation and Park Resources and distributed throughout the Great Lakes region.

The therapeutic recreation specialist is engaged in two research projects that will lead to ORPR publications. One study investigates the effectiveness of special recreation associations in Illinois as vehicles for the social integration of disabled young adults. The second is being conducted to develop and validate a survey instrument to measure barriers to leisure participation.

The ORPR chief is presently serving as the principal investigator for a major research grant with the Chicago Park District (CPD). To date, this investigation has resulted in the development and administration of civil service selection examinations leading to the full time employment of more than 300 people; restructuring of the Chicago Park District personnel department; a standardization and reduction of job titles; and the development and installation of a computerized test-item banking system.



## 2. In-Service and Pre-Service Educational Program

The ORPR faculty presented more than thirty workshops, seminars, and educational programs at state, regional, and national meetings during the past year. Content of the educational programs varied according to request by constituencies and the various expertise of the faculty. Examples of these presentations include:

<u>Title and Presentation</u>	<u>Conference and Location</u>
Beaches and Waterfront Design and Operation Robert Espeseth	National Aquatic & Swimming Conference, Orlando, FL
Landscape Architecture in Park Development Robert Espeseth	National Society for Park Resources, Rock Island, IL
Park Managers Design Workshop Robert Espeseth	Illinois Park and Recreation Association, Park and National Resource Management Section, Park Ridge, IL
A Risk Management Program for County Governments Robert Espeseth	Cooperative Extension Service Telenet Conference, Illinois
Community Analysis James Brademas	Cooperative Extension Service Economic Development Conference Champaign, IL
Resources for Economic Development James Brademas	Cooperative Extension Service Annual Conference, Champaign, IL
Nominal Group Technique James Brademas	Cooperative Extension Service Regional Conferences, Bloomington, Mattoon, Mahomet, and Tinley Park, IL
Family Community Leadership James Brademas	Cooperative Extension Service Telenet Conference; Illinois.
Liability and the Law in Leisure Services William McKinney	Illinois Park and Recreation Association, Annual Conference, Chicago, IL





<u>Title and Presentation</u>	<u>Conference and Location</u>
Employee Compensation: Keeping Pace with the Market Rate William McKinney	Leisure Research Symposium New Orleans, LA
Implications of Social Changes in Major Metro- politan Areas in the Employment of Leisure Service Personnel William McKinney	Midwest Sociological Society Annual Meeting, Minneapolis, MN
Fairness in Personnel Compensation William McKinney	Kansas Recreation and Park Association, Annual Conference, Topeka, KS
Organizational Structures for the Delivery of Park and Recreation Services in Illinois William McKinney	Cooperative Extension Service, Annual Conference, Champaign, IL

### 3. Development and Dissemination Information Resources

The faculty of ORPR published a number of monographs and technical reports designed to assist the providers of leisure services. Each ORPR publication leisure services. Each ORPR publication must be an original work and must be generalizable to the field at large. Examples of publications include:

"Site Plans for Park Areas," disseminated as North Central Regional Publication No. 290. Robert Espeseth

"Developing a Bed and Breakfast Business Plan," published and disseminated as North Central Regional Publication. No. 273. Robert Espeseth

"Conservation Easements and Their Use by Governmental Agencies," published and disseminated as ORPR 64. Robert Espeseth

"Resume Preparation: Design and Content," published and disseminated by ORPR. D. James Brademas

"Guidance for Conducting Nominal Group Technique," published and disseminated by ORPR. D. James Brademas



"Research Into Action, Volume 6" published and disseminated by ORPR. Carol Ann Peterson

"Personnel Operations in the Largest Public Park and Recreation Agencies in the United States," published and disseminated by the Chicago Park District. William McKinney

#### 4. Consultant Services and Technical Assistance

Services in this area included:

Preparation of a development plan for Riverfront Park in Kampsville, IL.

Cooperation with two classes in Landscape Architecture and LEIST 341 at the University of Illinois at Urbana-Champaign in preparation of program and plans for Anglers Lake Nature Area of the Bloomington Parks and Recreation Department, and a new park (unnamed) for the recently approved Bourbonnais Township Park District.

Assistance to the Bourbonnais Township Park District in designing a public survey of the new district. ORPR arranged for a graduate student to do the computer entry and tabulations.

The community recreation specialist trained several facilitators in the nominal group technique (NGT) and conducted a very successful public forum for the Champaign County Forest Preserve District using the NGT. Technical assistance was also given to the City of Collinsville in the development of an attitude and opinion questionnaire on the creation of a new park district.

The therapeutic recreation specialists conducted twenty-seven special consultations in the technical assistance program during the year. Topics included therapeutic recreation curriculum development, quality assurance, assessments, wheelchair sports, juvenile delinquency, leisure education, private employment in Therapeutic Recreation, and playgrounds for the disabled.



## OFFICE OF THE CHIEF

William R. McKinney, Ph.D.

I. General Introduction

The primary duties of the Chief are to facilitate the day-to-day operations and the long-range plans of ORPR. During the past year, ORPR has expanded both its boundaries of service and its contractual relationships with leisure service organizations. Areas such as family and community leadership, water quality, and insurance liability have become a part of ORPR service delivery. Additionally, ORPR has entered into its largest-ever applied research contract and has expanded greatly the number of demonstration projects completed for community and therapeutic recreation agencies. The ORPR faculty continues to play a leadership role in state and national park and recreation professional organizations and are frequently called upon for workshop and keynote presentations.

II. ServiceA. Applied Research and Demonstration Projects

## 1. Chicago Park District Personnel Study (\$171,000) (May 1987 - May 1988)

In May 1987, the Office of Recreation and Park Resources won a \$171,000 contract awarded by the Chicago Park District. The district is the largest local public park and recreation agency in the nation. This grant represented the largest applied research contract ever awarded to ORPR. The



purpose of the contract and the results of the research are described in the following paragraphs:

- a. A national survey was conducted of the forty-one members of the Urban Park and Recreation Alliance. Alliance members serve the largest constituencies and have the largest budgets of all municipal park and recreation agencies. The purpose of this study was to identify the functions and activities performed, amount of staff and budget assigned, and the structure and management operation of personnel departments in large park and recreation agencies. Results of this investigation have been presented in a monograph and are presently being used by the Chicago Park District as a guide for restructuring their own personnel operations. Results have also been presented at the National Recreation and Park Association Leisure Research Symposium and will appear in the Journal of Park and Recreation Administration.
- b. A content validation procedure was used to conduct job analyses and develop job descriptions for six full-time positions within the Chicago Park District. The job descriptions were used as a basis for the systematic development of six civil service selection examinations. In the spring of 1988, the six examinations were administered to more than 4,000 job applicants. The examinations have served as the primary selection criteria for





the employment of more than 300 civil service employees in the district.

- c. A job-title analysis was conducted for more than 400 different full-time jobs of the Chicago Park District. Many of the job titles had been established for political motives and did not reflect standards of the parks and recreation field. As a result of this investigation, presented in monograph form as a report, the Chicago Park District is presently reducing the number of job titles by more than 100 and changing the names and/or duties and responsibilities of job titles to reflect common practice in the park and recreation profession.

2. Test Item Ranking and Test Cut-Off Scores (\$68,000)  
(May 1988 - October 1988)

There were two purposes to this \$68,000 contract from the Chicago Park District.

- a. The first objective was to establish cut-off bands for six selection examinations previously developed by ORPR. As a result of a new resolution adopted by the Chicago Park District (CPD) Board of Commissioners, each of the six examinations were to be scored by ranking applicants as highly qualified, qualified, or not qualified. An Angoff method was employed to establish cut-off scores. By creating test bands, the district was able to consider the issue of temporary employees now filling the positions, affirmative action, and the employment of the most qualified staff prior to final selection decisions.



- b. The second purpose of this contract was to develop a computerized test-item banking system. Permanent computer files were established for eight job titles, each containing more than 200 test items. Item statistics were also recorded and allowed for the improvement of test items following each examination administration. The development of the test-item banking computerized program allows for repeated examination administration by the park district in a quick and somewhat easy procedure.

B. Consultation and Technical Assistance

Forty-eight requests for consultation and for applied research assistance were completed during the year. Topics included: personnel selection, employee compensation, agency reorganization, personnel policies, attitude interest surveys, performance appraisal, certification, accreditation, standards for planning, and program planning.

C. Professional Organizations

National Recreation and Park Association

Member                      National Certification Board Test Development Committee.

Society of Park and Recreation Educators

Member                      Board of Directors  
Chairperson                Budget Committee



Illinois Park and Recreation Association

Chairperson College and University Relations Committee  
 Chairperson Undergraduate Student Scholarship Awards  
 Committee

American Academy for Park and Recreation Administration

Member Conference Planning Committee

D. College Committees - Cooperative Extension Service

Member Equal Employment Opportunity Committee  
 Member Educational Policy Committee

E. Department Committees

Member Undergraduate Committee  
 Member Undergraduate Curriculum Revision Committee  
 Member Advisory Committee  
 Member Promotion and Tenure Committee  
 Member Therapeutic Recreation Search Committee  
 Member Graduate Committee

III. TeachingA. Continuing Education

McKinney, W. R. (September 1987). "Applied leisure research in Illinois." North Central Region Recreation Specialists, Starved Rock State Park, IL.

McKinney, W. R., Wadell, K. A. and Young, P. M. (November 1987). "Liability: A View from the Defendant's Attorney and the Plaintiff's Expert." Illinois Park and Recreation Association Annual Congress, Chicago, IL.

McKinney, W. R. (November 1987). "Organizational Structures for the Delivery of Leisure Service." Cooperative Extension Service Annual Conference, Urbana-Champaign, IL.

McKinney, W. R. (November 1987). "Small Business Wage Administration." Cooperative Extension Service Annual Conference, Urbana-Champaign, IL.

McKinney, W. R. (March 1988). "Equity in Employee Compensation for Park and Recreation Agencies." Kansas Recreation and Park Association Annual Conference, Topeka, KS.



B. Conferences & Workshops Attended

National Recreation and Park Association Annual Congress, New Orleans, LA, September 1987.

Illinois Park and Recreation Association Annual Conference, Chicago, IL, November 1987.

Cooperative Extension Service Annual Conference, Champaign, IL, November 1987.

Midwest Sociological Society Annual Conference, Minneapolis, MN, March 1988.

Kansas Recreation and Park Association Annual Conference, Topeka, KS, March 1988.

C. On-Campus Teaching

Fall 1987

Leisure Studies 332 - Program Planning and Evaluation  
(3 Hours or 1 Credit) 42 students

Spring 1988

Leisure Studies 412 - Personnel Administration for the  
Delivery of Leisure Services  
(1 Unit) (8 students)

D. Guest Lectures

LEIST 490 - Graduate Seminar, "The Chicago Contract--Personnel and Politics." December 8, 1987.

LEIST 210 - Personnel Management for Leisure Services, "Staff Training and Development for Leisure Service Agencies." April 26, 1988.

LEIST 310 - Introduction to Administration, "Budgeting for Leisure Services." May 3 and 5, 1988.





## E. Projects Supervised

### 1. Doctoral Dissertations

Wever, M. An Investigation of the Personality Characteristics of Campus Recreation Participants. Chairperson. (In progress).

Yen, T. H. Internal Compensation Equity for Leisure Service Organizations. Chairperson. (In progress).

Barros, B. M. An Investigation of a Dyadic Decision-making Relationship of Public Leisure Service Managers. Chairperson. (In progress).

### 2. Master's Committees

Wheeler, L. C. (1987). The Leadership Difference: A Transformational Service Delivery Model. Chairperson. (Completed)

Rabley, A. L. (1987). History of Unions in Illinois Park and Recreation Agencies. Chairperson. (Completed)

Garner, J. Performance Appraisal in Leisure Services. Chairperson. (In progress).

Ward, S. Individual Equity in Employee Compensation for Leisure Agencies. Chairperson. (In progress).

### 3. Independent Study

Yen, T. H. Analysis of Compensation Practices of Park and Recreation Organizations. (1 Unit).

## IV. Research

### A. Books

None

### B. Book Chapters

None



### C. Refereed Journal Articles

McKinney, W. R. (1987). "Creating External Equity in Employee Compensation Practices." Journal of Park and Recreation Administration, 5(3), 27-47.

This article describes evaluation techniques and methods for revising an employee compensation program. Results presented within this study describe the context for redeveloping an employee compensation program that is equitable to all employees. The procedure described should help leisure service agencies make final compensation decisions concerning each job title as well as job families within an organization.

McKinney, W. R. (1987). "Politics, Public Recreation and Park Agencies, and the Chief Administrator: An Evaluation and Policy Research Analysis." Journal of Park and Recreation Administration, 5(4), 47-60.

One of the problems facing public recreation and park administrators today is the plethora of governmental structures within which to operate. What effect do these various governmental structures have on administrative operations? How do the various governmental structures influence the chief administrator of the agency? Such information is needed for training and development programs and for managerial selection, appraisal, and utilization. The purpose of this study was to compare the role of chief recreation and park administrators employed by city governments with those employed by autonomous governmental boards or commissions. Descriptive and judgmental data were gained from a jury of experts by using process-oriented, qualitative research techniques. Results indicated that administrators operating under



either type of governmental structure perform the same kinds of activities. The scope and depth of involvement, however, may be restricted under city government.

#### D. Research Papers Presented

McKinney, W. R. (1987). "Employee Compensation: Keeping Pace with the Market Rate." Symposium on Leisure Research, National Recreation and Park Association Congress, New Orleans, LA.

The development of an employee compensation program that is equitable to all employees and makes judicious use of financial resources is of increasing importance for all park and recreation agencies. This study discusses the methods and process for revising an existing compensation program by focusing on the work that needs to be done by boards, administrators, and personnel managers. Issues and questions, the resources of information utilized, the data collection techniques and related instrumentation, and the results of a study used to modify an existing park and recreation compensation program were the topics described in the research presentation.

McKinney, W. R. and Ryan, K. S. (1988). "Implications of Social Change in Major Metropolitan Areas on the Employment of Leisure Service Personnel." Midwest Sociological Society Annual Meeting, Minneapolis, MN.

While there may be a number of factors involved in providing quality leisure services, certainly one important consideration is the demographics of the constituency and the work force. While not empirically verified, it seems obvious that individuals representing Equal Employment Opportunity (EEO) minority groups



(who, in fact, are the majority in most large metropolitan areas of the United States) should be employed at all levels of service delivery for their respective points of view to be adequately represented and addressed. However, selection examinations have been highly criticized as unfair and having little scientific objectivity when assessing the ability, achievement, or job performance of particular racial, gender, and socioeconomic subgroups. This research paper presented the approaches used to remove sources of irrelevant difficulty in selection examinations, and examined the impact of various methods in scoring examinations as they effected the composition of the work force to be selected as compared to the demographics of metropolitan areas.

E. Non-refereed Journal Articles

None

F. Monographs

McKinney, W. R. (1988). Personnel Operations in the Largest Public Park and Recreation Agencies in the United States. Champaign, IL: Chicago Park District (CPD) and Office of Recreation and Park Resources (UIUC).

This study examined the existing personnel functions (e.g., selection, compensation, training), specific activities performed in each function, and the involvement of personnel and other departments in these activities within large park and recreation agencies. The study was prompted by a request from one of the nation's largest public park and recreation agencies, which was interested in reorganizing its personnel operations. Results





provide a description of the range and scope of activities performed under each function and the amount of staff assigned to these activities. Other park and recreation agencies may find these results useful as a yardstick for evaluating their own personnel operations.

McKinney, W. R. (1988). Procedure Manuals for Systematically Conducting Job Analysis and Developing Civil Service Job Descriptions (6). Champaign, IL: Chicago Park District (CPD) and Office of Recreation and Park Resources (UIUC).

The model job analysis procedure, described in these six manuals, was designed to provide employees of the Department of Personnel and Civil Service (CPD) with detailed guidelines necessary for making certain judgments about all of the important information relating to the nature of a specific job. A systematic approach to job analysis and test construction has become indispensable in making personnel selection decisions for all future civil service employees of the CPD. The information obtained as a result of the six job analyses served as a basis for the creation of six civil service selection examinations.

McKinney, W. R. (1988). Procedure Manuals for the Development of Content Valid Civil Service Selection Examinations (6). Champaign, IL: Chicago Park District (CPD) and Office of Recreation and Park Resources (UIUC).

These six manuals were developed to describe the procedures for the creation of content valid selection examinations for use by the CPD. The manuals describe the theoretical perspectives



and investigation procedures used to generate six new civil service examinations. Results of pre-testing, item analysis, and overall test statistics are presented for each examination. Each manual should guide CPD in compliance with laws and government regulations regarding personnel selection, and reduce the likelihood of expensive or prolonged litigation as a result of the selection decisions.

McKinney, W. R. and Collins, J. R. (1988). Assessment and Standardization of Civil Service Job Titles for the Chicago Park District. Champaign, IL: Chicago Park District (CPD) and Office of Recreation and Park Resources (UIUC).

This report examines all non-exempt job titles currently active within the Chicago Park District. A classification system was used to establish homogeneous job families followed by interviews and inventories describing job characteristics of selected job titles. This investigation led to: a) a recommendation for the reduction of job titles, in excess of 21%; b) standardization of job titles reflecting professional norms; and c) a hierarchical pattern of job titles, providing a career path for employees. Various personnel functions (i.e., selection, orientation, training, evaluation, compensation) will be facilitated using the results of this report. It is also anticipated that increased efficiency and effectiveness will be realized by the Chicago Park District once the results of this study have been implemented.



#### G. Technical Reports

None

#### H. Review Activities

Associate Editor, Journal of Park and Recreation Administration, 1987.

Review Editor, Abstracts from the Leisure Research Symposium, 1987.

Co-Editor, SPRE Annual on Education, 1987.

Review Editor, Journal of Leisure Research, 1987.

#### V. Grants and Contacts Awarded

McKinney, W. R. (1988). Development of Cut-off Scores and a Test-Item Banking System for Personnel Selection Examinations. Chicago Park District, (\$68,375).

There are two purposes to this contract. The first is to establish bands for selection examinations. As a result of a new resolution adapted by the CPD Board of Commissioners, civil service examinations are now scored by banding job applicants, which requires the determination of cut-off scores for each job title. This phase of the contract involves the application of the Angoff method to determine cut-off scores for six selection examinations previously developed by the UIUC's Office of Recreation and Park Resources. The second purpose is the development of test-item banking. This phase of the contract involves the development of permanent computer files of 200 test items for eight job titles. Item statistics are stored with each test item and allow for the modification and improvement of



test items following each examination administration. The development of test-item banks will allow for examinations to be administered quickly and easily by the park district and ensures test security if implemented properly.

VI. Honors Received

McKinney, W. R. (September 1987). Inducted into the American Academy for Park and Recreation Administration, New Orleans, LA.

McKinney, W. R. (Fall 1987). Incomplete List of Teachers Ranked Excellent, University of Illinois at Urbana-Champaign.





## COMMUNITY RECREATION SPECIALIST

D. James Brademas, Ph.D.

### I. General Introduction

The community recreation specialist has responsibility for public service, continuing education, on-campus teaching, and applied research. Consultation and technical assistance was provided to a number of agencies and individuals on topics including playground design, forming new park districts, personnel administration, and economic development. The following is a brief report on the activities of the recreation specialist.

### II. Service

#### A. Applied Research and Demonstration Projects

1. The Current Status of Fees and Charges in Local Public Leisure Service Agencies in the NRPA Great Lakes Region.

This study investigated fees-and-charges policies and procedures in local public leisure service agencies in the eight states in the NRPA Great Lakes Region. The sample included 493 chief executive officers. There was a 75 percent response. The National Recreation and Park Association has agreed to publish the results and market the publication nationally.

2. Current Status of Liability Insurance in Local Public Leisure Service Agencies in the NRPA Great Lakes Region.

This study investigated a number of variables related to insurance liability. The sample included 493 chief executive officers of local public leisure service agencies in the



eight states in the NRPA Great Lakes Region. The response rate was 73 percent.

## B. Consultation and Technical Assistance

### 1. Collinsville, Illinois - Formation of New Park District

Continuing assistance has been given to the city of Collinsville on the development of a survey instrument designed to determine the attitudes and opinions of citizens about the park facilities and recreation programs currently existing in the community. The instrument is also designed to assess the opinions of residents about forming a new park district. This effort is part of the new Cooperative Extension Service Illinois Community Needs Assessment Survey System. The completed survey instruments will be sent back to the UIUC campus for data reduction and the results returned to the city for public presentation.

### 2. Forest Preserve District of Champaign County--Public Forum

The community recreation specialist conducted a one-day public forum for forty-five citizens using the nominal group technique. Three questions critical to the future of the district were posed to the participants in small group settings. The results of the public forum were highly successful, offering direction to the district staff for both short- and long-range planning. Shortly after the public forum, the district board passed a \$1 million bond issue.



### 3. Town and Country Amateur Art Program

The community recreation specialist continued to offer assistance to the state Town and Country Amateur Art Program under the new sponsorship of the Illinois Park and Recreation Association and the University of Illinois School of Art and Design. During the 1988 "changeover" period, county shows were held throughout the state, culminating in a successful state show in Champaign. It appears the new sponsorship is successful, and the program will continue.

### 4. Job Opportunity Bulletin/Job Source

The community recreation specialist is responsible for the monthly publication of the Job Opportunity Bulletin. The bulletin lists all jobs in leisure service agencies in Illinois of which we are aware. The bulletin also lists selected jobs from other states. Subscription membership stands at 176; 448 copies are mailed to agencies. The response to the bulletin has been very good.

In addition to the Job Opportunity Bulletin, the community recreation specialist introduced Job Source to the College of Applied Life Studies in September 1988. Job Source is a computerized job-matching program, which is updated every 30 days. It is an organized, detailed job bank that sorts through and locates national and international listings and job descriptions for salaried and volunteer positions. Currently it lists approximately 650 jobs, of which 10 percent are in recreation, 9 percent in health, and 10 percent



in rehabilitation. About 40 percent of the jobs are in the private sector, and 60 percent are in the public sector. Reports are that Job Source is being used by students and is highly successful.

5. North Central Regional Rural Revitalization Leadership Development Work Group

The community recreation specialist has been a member of this 10-state group for a year. The work group has designed a three-day conference on rural revitalization for small towns for March 28-30 in St. Louis. In addition, the community recreation specialist is a member of a three-person subcommittee of the work group, which has a charge to design and produce a video on leadership skills in small-town settings.

6. Family Community Leadership Program (FCL)

The community recreation specialist has served this past year as co-chair of this program and as one of the trainers in the program. FCL has conducted two state training institutes and has a third one planned for the spring of 1989. The first two institutes were very successful. Approximately eighty women participated in the three-and-one-half-day institutes, covering a number of areas related to public policy, decision-making, and leadership.

C. Professional Organizations

Member International Committee of the American Academy for Park and Recreation Administration.





#### D. University Committees

Member Campus Committee on Continuing Education and Public Service.

#### E. College Committees - Cooperative Extension Service

ALS Unit Leader United Way Campaign

#### F. Department Committees

Chair Task Force on Leadership Development - Cooperative Extension Service (CES)

Co-chair Family Community Leadership Council (CES)

Chair A. V. Sabora Research Award Committee

Member Economic Development Task Force (CES)

Member Promotion and Tenure Committee

Member Advisory Committee

Member Graduate Curriculum Revision Committee

Member Undergraduate Curriculum Review

Member North Central Regional Center for Rural Development--Community Leadership Development Committee (CES)

Member State Staff Development Committee (CES)

### III. Teaching

#### A. Continuing Education

Conducted Telenet Session--Family Community Leadership Program, September 4, Urbana.

Presentation on "What the Person Hiring Looks for in a Resume," Educational Session, National Recreation and Park Association, September 18, 1987, New Orleans, LA.

Presentation on "Community Analysis," CES Economic Development Conference, September 29, 1987, Champaign, IL

Presentation on "How to Form a Park District," Farmer City Citizens Committee, October 13, 1987, Farmer City, IL.

Conducted Nominal Group Technique Training Workshop, October 20, 1987, Urbana, IL.

Conducted Nominal Group Technique Public Forum, Champaign County Forest Preserve District, October 24, 1987, Mahomet, IL.



A. Continuing Education (Con'd)

- Chaired two-day State Council meeting, Family Community Leadership Program, October 28-29, 1987, Urbana, IL.
- Presentation on "Job Analysis Procedures," CES Annual Conference, November 2, 1987, Urbana, IL.
- Presentation on "Resources for Economic Development," CES Annual Conference, November 2 and 3, 1987, Urbana.
- Presentation on "Resume Preparation," University of Illinois Student Recreation Association, November 11, 1987, Urbana, IL.
- Conducted tour of Champaign and Urbana Park Districts for representatives of the Collinsville, IL, League of Women Voters, November 16, 1987, Champaign, IL.
- Conducted Telenet Session, Family Community Leadership Program, January 4, 1988, Urbana, IL.
- Presentation on New Park Design, Shelbyville Mental Health and Rehabilitation Center, February 16, 1988, Shelbyville, IL.
- Presentation on "Resume Preparation," Illinois Park and Recreation Association Student Branch, February 26, 1988, Peoria, IL.
- Presentation on "Park Districts in Illinois," Coal City Citizen's Public Forum, February 28, 1988, Coal City, IL.
- Presentation on "Public Recreation in Illinois," Collinsville Citizen's Forum, March 9, 1988, Collinsville, IL.
- Conducted seminar on "Personnel Assessment Centers," March 17, 1988, Illinois State University, Normal, IL.
- Conducted workshop on "Analyzing Issues," Illinois Homemaker's Association, March 24, 1988, Tinley Park, IL.
- Conducted workshop on "Analyzing Issues," Illinois Homemaker's Association, March 25, 1988, Matteson, IL.
- Facilitator for National Video Conference on Building Human Capital, CES Staff, March 31, 1988, Urbana, IL.
- Speech on "People Reading People," 1988 West Central Illinois Agriculture Credit Conference, April 4, 1988, Jacksonville, IL.



Co-chaired and served as presenter, First Family Community Leadership Program Training Institute, April 25-28, 1988, Bloomington, IL.

B. Conferences & Workshops Attended

North Central Regional Recreation Specialists Conference, Office of Recreation and Park Resources, Starved Rock State Park, September 9-10, 1987.

National Recreation and Park Association Annual Congress, New Orleans, LA, September 16-21, 1988.

Cooperative Extension Service, Economic Development Conference, Champaign, IL, September 28-October 2, 1987.

Annual Conference, Cooperative Extension Service, Urbana, IL, November 11, 1987.

Rural Revitalization, Community Information and Education Service, Champaign, IL, November 12, 1987.

Illinois Park and Recreation Association Annual Conference, Chicago, IL, November 19-22, 1987.

Cooperative Extension Service, Family Community Leadership Training Program, Urbana, IL, November 28-December 2, 1987.

"Mobilizing Your Volunteers," Wesley Foundation, Urbana, IL, January 6, 1988.

"How to Make Effective Presentations," Educational Associates, Champaign, IL, January 9, 1988.

"Working With Our Publics," Train the Trainer Conference, Cooperative Extension Service--U.S. Department of Agriculture, Raleigh, NC, June 4-10, 1988.

C. On-Campus Teaching

Leisure Studies 210--Theories and Methods of Supervision (3 Hours, 43 Students) Spring 1988.



#### D. Guest Lectures

Leisure Studies 210--Theories and Methods of Supervision, "Resume Preparation," September 1987.

Leisure Studies 210--Theories and Methods of Supervision, "Job Analysis Procedures," October 1987.

Leisure Studies 199J--Introduction to Recreation Business, "Community Analysis," October 1987.

Leisure Studies 110--Foundations for Delivery of Leisure Services, "Taxation," November 1987.

#### E. Projects Supervised

##### 1. Doctoral Committees

Katheryn Heidrich, Volunteers' Lifestyles: A Market Segmentation Study. Committee Member. (Degree Awarded)

Shirley Cleave, An Examination of Administrative Positions in Physical Education and Sport Using the Job Characteristics Model. Committee Member. (Degree Awarded)

##### 2. Master's Committees

Julie Readnour, "The Current Status of Fees and Charges Among Community Park and Recreation Agencies in the NRPA Great Lakes Region." Supervisor. (Degree Awarded)

##### 3. Independent Study

Lori Bergman, "Park Design for a Mental Health Center." Project completed 1988.

#### IV. Research

##### A. Books

None

##### B. Book Chapters

None





### C. Refereed Journal Articles

Brademas, D. J. & Lowrey, G. A. (1988). "Personnel Performance Appraisal Practices in Illinois Leisure Service Agencies--1985." Journal of Park and Recreation Administration, 6(1), 22-37.

This study looked at performance appraisal practices in Illinois public leisure service agencies, including the current methods in use, how these methods were developed, and the attitudes of chief executive officers toward their agency's current appraisal system. One hundred sixty-two respondents returned questionnaires. Findings indicated the need for more employee involvement in the design of appraisal systems, that separate appraisal forms should be developed for different appraisal functions, and that additional training was necessary for supervising staff.

Brademas, D. J. (1988). "Public Leisure Service Delivery Systems in Greece." World Leisure and Recreation, 20(2), 11-15.

The purpose of this study was to investigate the public leisure service delivery systems in Greece by identifying agencies delivering programs, and studying agency goals, administrative structure, financing methods, program offerings, and target audiences. The provision of public leisure services in Greece is highly centralized at the national government level, primarily through various ministries. Financing of virtually all programs comes from the national treasury. Many of the current programs are new, and the need for qualified personnel is enormous. There are no university



education programs as we know them in the United States for educating park and recreation personnel.

E. Non-refereed Journal Articles

None

F. Monographs

None

G. Technical Reports

Brademas, D. J. (1988). Guidelines for Conducting Nominal Group Technique (NGT) Meetings. Champaign, IL: University of Illinois, Office of Recreation and Park Resources.

This fifty-page manual is designed for training facilitators in the use of the nominal group technique (NGT). NGT is a highly structured process suitable for use in small groups for the generation of critical ideas, for increasing productivity of group action, and for giving guidance in the aggregation of individual judgments. The guidelines are very explicit and take trainees through a step-by-step procedure for implementing the process. The manual also contains sixteen charts for overhead projection for use in training.

Brademas, D. J., Witczak, A., and Cialoni, L. (1988). Resume Preparation: Content and Design. What Those Who Hire Look For in a Resume. University of Illinois, Office of Recreation and Park Resources.

This publication presents the results of a study of what leisure service agency personnel, responsible for the recruiting and hiring function, look for in a resume. Details to include are career objectives, education, previous



employment, volunteer service, honors and activities, and references. A major section of the publication is concerned with the design of the resume, and four different resume formats are presented. The publication has value for administrators, educators, students, and job seekers.

Brademas, D. J. and Readnour, J. (1988). The Current Status of Fees and Charges in Local Public Leisure Service Agencies in the NRPA Great Lakes Region.

This publication presents the results of a study on the policies, procedures, philosophy, and opinions regarding fees and charges of 373 chief executive officers of local public leisure service agencies in the eight-state NRPA Great Lakes Region. The study covers such areas as percent of budget for fees and charges, fee waivers, tax revenues vis-a-vis fees, types of fees, facilities receiving the greatest support from fees, and a number of responses relating to agency philosophy and the future of fees and charges. Tables are provided on the responses of all agencies in each state. The response rate was 75 percent.

#### H. Review Activities

Reviewed article on "Conflict Resolution for Board Members and Managers," Journal of Park and Recreation Administration.



## V. Grants or Contracts Awarded

Brademas, D. J. (1987-88). Grant for designing a local park. Shelby County Mental Health and Rehabilitation Center (\$2,500).

This grant was for the design of a new two-acre park on a site adjacent to the Shelby County Mental Health and Rehabilitation Center in Shelbyville, Illinois. The park was designed to serve the needs of sixty clients with a combination of disabilities, both physical and mental. The park was also designed to serve the needs of the center's staff, children, and adults who live in the community.

Brademas, D. J. (1987). Grant for training facilitators and conducting a public forum. Champaign County Forest Preserve District (\$700).

This grant was for training fifteen facilitators in the use of the nominal group technique. Following the training, a public forum was held for forty-five people representing the general public and special-interest groups. Three critical questions for the future of the forest preserve were addressed using the nominal group technique.

## VI. Honors

1987 Literary Recognition Award--Administration and Finance Section, Illinois Park and Recreation Association, Chicago, Illinois, November 21, 1987.





## RECREATION RESOURCE SPECIALIST

Robert D. Espeseth, M.S.

I. General Introduction

The recreation resource specialist (RRS) works each year with a wide range of clientele from Illinois and the North Central Region in both the public and private sectors of recreation. During the year, park districts, county conservation districts, and forest preserve districts, as well as municipal, state, and federal agencies, were assisted in the public sector; campgrounds, marinas, and aquaculture enterprises were assisted in the private sector. Some of the highlights of the year are noted in the following narrative.

The recreation resource specialist (RRS) was on sabbatical leave from January 1, 1988 to July 1, 1988 and did special studies on coastal recreation, waterfront and rural revitalization, and tourism.

II. ServiceA. Applied Research and Demonstration Projects

## 1. Kampsville Riverfront Park &amp; Community Tourism Plan

Larry Allen, department head, and the RRS prepared a development plan entitled "Riverfront Park and a Community Tourism Plan for Kampsville, Illinois." This community is located along a very scenic section of the Illinois River and has periodically been inundated with floods. The Illinois Department of Transportation (IDOT), Division of Water Resources, the Department of Commerce and Community Affairs (DCCA) and several federal agencies have been assisting with a Flood Mitigation Project. This project has



involved the purchase of considerable land within the 100-year-old flood plain at Kampsville. IDOT agreed to provide the community with \$5,000 to retain the Office of Recreation and Park Resources to prepare the plan, which was completed in late September 1988. ORPR will continue to work with Kampsville through the Calhoun County Cooperative Extension Office.

## 2. Anglers Lake--Bloomington Parks and Recreation Department

Keith Rich, director, contacted ORPR in the summer of 1987 to request assistance with planning the use of an area, which had been given to the city. The area was an old sand and gravel pit, which at one time had a swimming beach and other recreation facilities around it. Over a period of years, the pond had become silted in, and a wide variety of indigenous trees and shrubs had grown around it. It became a haven for birds and other wildlife, as well as for trash dumping and other questionable uses.

After looking over the situation this appeared to be an excellent project for the LEIST 341 class (Outdoor Recreation Resource Planning). Subsequent discussion with the Department of Landscape Architecture led us to make it a joint class project. Meetings were held with city officials and interested volunteers, and site visits produced a comprehensive site analysis and program for the area. Concept plans were presented at a discussion meeting, and final site plans were subsequently prepared. The Bloomington Parks and Recreation Department provided funds to cover travel and incidental expenses. Citizens involved with the project were very pleased and complimentary of the students' efforts.



The Bloomington Parks and Recreation Department has begun to implement some of the plan, and work is expected to continue over a two-to-three-year period of time. The project was a good effort by the students of two university departments to provide a public service through ORPR.

### 3. Illinois Bed and Breakfast Association

Subsequent to the passage of the State Bed and Breakfast Act the recreation resource specialist worked with interested bed and breakfast operators in the formation of the association. Information and sample constitution and by-laws were obtained from other state or area associations, and assistance was provided in drafting the new constitution and by-laws to get the association functioning.

There are now over forty members in the association. The first annual meeting and workshop will be held December 1, 1988, in Effingham. The recreation resource specialist provided direction for the workshop as the education and research advisor to the association.

### B. Consultation and Technical Assistance

Assistance was provided to approximately eighty-five counties, communities, special districts, and recreation enterprises on a wide variety of subjects throughout the year. Details on several consultations are found in the previous section.



C. Professional Organizations

1. National Recreation and Park Association

a. Aquatics Section

Member	Board of Directors
Member	Swimming Pool and Aquatics Conference Planning Committee

b. National Society for Park Resources

Member	Great Lakes Regional Council (NSPR Rep.)
Member	Membership Committee
Member	Board of Directors

2. Illinois Park and Recreation Association

Member	Park and Natural Resource Management Section, Playground Safety Committee
--------	--

3. Council on Sea Grant Directors

Chair	Coastal Recreation Issues Committee
Chair	Nominations Committee

4. Advisory Appointments

Illinois Department of Agriculture  
Advisory Committee on Aquaculture

National Trust for Historic Preservation  
Advisory Board on Rural Conservation

D. University Committees

Member	Faculty Senate
Member	Allerton Park Improvement Committee
Member	University YMCA, Board of Governors
Chair	Bailey Scholarship Committee, YMCA
Member	Natural Areas Committee
Official	Track and Cross Country Meets, University of Illinois
Member	Military Education Council





### E. College Committees - Cooperative Extension Service

Member	State 4-H Camping Committee
Member	North Central Region, Historic and Rural Preservation Interest Network
Member	North Central Region, Recreation and Tourism Interest Network
Member	National Workshop for Tourism and Recreation Planning Committee
Member	Business and Community Development Committee

### F. Department Committees

Member	Undergraduate Committee
Member	Graduate Committee

## III. Teaching

### A. Continuing Education

1. Telenet Conference, CES, Urbana, 10/9/87: "Alternatives for Leisure Service Delivery." Discussed alternative was for agencies or volunteer organizations to provide leisure service to citizens of Illinois.
2. Wildlife and Fisheries Specialists, CES-ECOP, Jekyll Island, GA, 10/11-15/87: "Illinois Aquaculture Plan." Discussed the plans for aquaculture in Illinois, the Illinois Aquaculture Act, and the formation of the Illinois Aquaculture Industries Association and Research Priorities for Aquaculture.
3. Telenet Conference, CES, Urbana, IL, 10/26/87: "Setting up risk management programs for counties." Discussed process for analyzing risks, and procedures for developing a risk management program.
4. Regional Park Management Workshop, National Society for Park Resources, Rock Island, IL, 10/26-28/87: "Risk Management for Park and Recreation Agencies." Discussed process for analyzing risks and procedures for developing a risk management program.
5. Annual Conference, CES, Champaign, IL, 11/2-5/87: "Conducted sessions on Organizing for Leisure Service Delivery and Establishing Community Foundations.
6. Fayette County, CES, Vandalia, IL, 11/12/87: "Tourism Awareness and Establishing Community Foundations."



7. Illinois and Wisconsin CES and Sea Grant Programs, Green Bay, WI, 11/19/87: "Bed and Breakfast Workshop." Slides on different types of Bed & Breakfasts and regulations and safety for Bed & Breakfasts.
8. IPRA Annual Conference, Chicago, IL, 11/20 & 21/87: Sessions on "Economic Impact of Parks and Recreation" and "Audio-visual Aids for Department Programming."
9. Campground Owners Short Course, Wisconsin Recreation Resource Center and CES, East Troy, WI, 12/1 & 2/87: "Planning or Re-planning a Campground" and "Risk Management for Private Enterprises."
10. National Aquatic and Swimming Pool Symposium, NRPA, Orlando, FL, 2/7-10/88: Co-Coordinator of three sessions on beaches and lake-fronts; paper on beach design and construction; panel member, beach operations and maintenance.
11. Landscape Architect/Park Manager Design Workshop, Parks and Natural Resource Management Section, IPRA, Park Ridge, IL, 3/17/88: "New Park Design Concepts."
12. Community Revitalization Workshop, CES, Champaign, IL, 9/20-22/88: "Tourism Awareness and Development for Communities."

#### Media Participation

Twenty radio tapes for the "Illini Consumers Report" were made with the Office of Agricultural Communications and Extension Education. These tapes are aired on a network of forty-five stations throughout Illinois. The subjects varied widely but had as a primary goal that of raising the image of tourism and recreation in Illinois by acquainting listeners with the excellent outdoor recreation, historic, and cultural opportunities available to them in this state. This effort ties in with the whole area of rural revitalization and tourism awareness through ORPR and CES.



B. Conferences & Workshops Attended

1. Wildlife and Fisheries Specialists National Workshop, CES, Jekyll Island, GA, 10/10-15/87.
2. National Association of State Universities and Land Grant Colleges (NASULGC) Washington, DC, 11/6-10/87, Marine Division, Sea Grant Association and Council of Sea Grant Directors meetings.
3. Staff Retreat, Illinois CES, Turkey Run State Park, Indiana, 4/4 & 4/5/88.
4. Governor's Conference on Tourism, Department of Commerce and Community Affairs, Springfield, IL, 4/27 & 4/28/88.
5. Aquaculture Extension Workshop, North Central Regional Aquaculture Center, St. Paul, MN, 7/21/88.
6. Great Lakes Regional Council Conference, Pewaukee, WI, 7/22-7/23/88.

C. On-Campus Teaching

- LEIST 341 Outdoor Recreation Resource Planning, (3 credits),  
Fall 1987
- LEIST 240 Leisure Service Areas & Facilities,  
Planning & Operation (3 credits), Fall 1988

D. Guest Lectures

- LEIST 490 "Sea Grant Program." October 1987.  
 LEIST 490 "Coastal Recreation." October 1988.  
 LEIST 141 "Illinois-Indiana Sea Grant Program." September 1988.  
 LA 235 "Park Planning." October 1987  
 UP 320 "Planning for Historic Preservation." November 1987.  
 LEIST 110 "State and County Systems in Illinois." February 1988.  
 LEIST 110 "State and County Systems in Illinois." October 1988.

E. Projects Supervised

1. Doctoral Committees

None

2. Masters Committees

None



### 3. Independent Study

- Ilyse Strongin: Manual and Slide Presentation on Water Ski Instruction. (2 credits)  
 David Goldman: Manual for Adventure Programming and Other Experiential Learning. (3 credits)

## IV. Research

### A. Books

None

### B. Book Chapters

None

### C. Refereed Journal Articles

None

### D. Research Papers Presented

None

### E. Non-refereed Journal Articles

Espeseth, Robert D. (1987). "Bed and Breakfast Homes - Competition or Opportunity?" Campground Management, 18(11), p. 2.

There is an opportunity for some campground operators to capitalize on the bed and breakfast market. If the bed and breakfast can become a viable part of the total operation, it can pay dividends.

Espeseth, Robert D. and Scherer, Chris M. (1988). "Bed and Breakfast Businesses--New Industry in the Midwest." Extension Review, Winter, p. 38.

The Illinois-Indiana Sea Grant Program, in cooperation with Indiana and Wisconsin, sponsored a series of workshops for existing and potential bed and breakfast operators. These workshops have resulted in





new legislation, formation of a new state association, and the start of a number of bed & breakfast enterprises.

F. Monographs

None

G. Technical Reports

Martin, Glen A. and Espeseth, Robert D. (1988). Conservation Easements and Their Use by Governmental Agencies. ORPR-64. UIUC Office of Recreation and Park Resources, 47 pp.

The preservation of conservation values is imperative if we are to protect the ecosystems that sustain us. Every technique of land conservation strategy must be investigated if we are to give a diverse and healthful environment to future generations. The use of conservation easements offers a great potential for land protection and preservation. This report serves as a catalyst and stimulus for use of this important tool.

Espeseth, Robert D. and Buchanan, Robert D. (1988). Developing a Bed and Breakfast Plan. North Central Regional Publication 273, Cooperative Extension Service and IL-IN-SG-88-2, Illinois-Indiana Sea Grant Program, UIUC, 59 pp.

The business plan is a concise summary of the details surrounding the creation or expansion of a bed and breakfast business. The planning process is presented in a series of steps that enables one to analyze the prospects for success of a new bed and breakfast business before making a significant financial or time commitment.



Espeseth, R. D. and Tishler, W. H. (1988). Historic Preservation in Downtown Revitalization. Proceedings of Downtown Revitalization and Small City Development Conference. University of Wisconsin-Madison, p. 126.

Downtown revitalization is a high-priority national issue for the Cooperative Extension Service and other federal agencies. This work is often focused on clearing out old buildings and building new ones or "modernizing" storefronts and facades. Careful consideration should be given to the study of the historic resources that may be present and the rehabilitation of historic structures as an integral part of downtown revitalization.

Espeseth, Robert D. (1988). Site Planning of Park Areas. North Central Regional Publication 290 and ORPR - 36E, Cooperative Extension Service, UIUC, 24 pp.

This publication serves as a general guide to help interested citizens gain a better understanding of the process of park site planning. They will be able to assume a more active role in working with professional or staff planners in preparing park plans for their communities.

#### H. Review Activities

None

#### V. Grants and Contracts Awarded

- A. Kampsville (IL) Riverfront Park Plan  
Robert Espeseth, P.I., and Larry Allen, Associate P.I.

Prepare plan as previously reported. Contract with Village of Kampsville for \$5,000. Money provided by IDOT. Project completed September 1988.



B. Illinois-Indiana Sea Grant Program

Robert Espeseth, Program Coordinator and P.I.

The program is administered by the Illinois Cooperative Extension Service through a joint agreement with the Purdue CES. The sixth year of the program was completed on April 30, 1987. Funding for the seventh year is \$270,000, with an additional \$48,000 in pass-through funds from the U.S. Geological Survey also being administered. Basic funding is from the National Sea Grant College Program, National Oceanic and Atmospheric Administration, and U.S. Department of Commerce. In-kind match of \$236,000 includes 50 percent of the time of the coordinator.

The focus of the program is Lake Michigan and the marine resource problems related to the Great Lakes. However, considerable time and resources are also pointed toward aquaculture and tourism, which are more internal in the two states. A new Illinois Aquaculture Industries Association has been formed with assistance from the program, as well as the Illinois Bed and Breakfast Association. Helping these two new associations get started has consumed a great deal of time.

C. Bourbonnais Township Park District

ORPR assisted in establishing this park district last year. A survey of the district was conducted, and the district paid \$450 to a Graduate Assistant in ORPR to tabulate the survey. An analysis of the survey was provided. The district provided about \$600 to cover the expenses of the LEIST 341 class to cooperate with a class in landscape architecture in preparing a park plan for a new piece of property.



D. Bloomington Parks and Recreation Department

The Bloomington Parks and Recreation Department provided over \$800 to ORPR to cover student expenses incurred in preparing a plan for the Angler's Lake Nature Area. This was also a joint project between LEIST 341 and a class in landscape architecture to prepare a plan for this undeveloped area, which had been to the parks department.

VI. Honors

A. National

Elected to the Board of Directors, National Society for Park Resources, (NRPA) for a four-year term.

Selected to serve on the Chartering Board of the new Aquatics Section, National Recreation and Park Association.

B. State

Selected as Illinois Park Professional of the Year (1987), Parks and Natural Resource Management Section, IPRA, Chicago, IL Annual Conference, 11/21/87.

Certificate of Appreciation for Playground Safety Project, Parks and Natural Resource Management Section, IPRA, 11/21/87.





## THERAPEUTIC RECREATION SPECIALIST

Carol A. Peterson, Ed.D.

### I. General Introduction

The therapeutic recreation specialist is on a nine-month appointment with the primary assignment of on-campus teaching. She participates in and oversees the therapeutic recreation projects and tasks, which are carried out by graduate assistants, other faculty members, and other graduate students. The primary extension goals of professional development, technical assistance, consultation, materials development and dissemination, and improvement of the therapeutic recreation-service delivery system remain the center of this combined, innovative approach.

### II. Service

#### A. Applied Research and Demonstration Projects

1. Development and Validation of the Leisure Barriers Assessment. This is a major, multi-year applied research project funded by ORPR and conducted by Dr. Carol Ann Peterson, Dr. Janiece Sneegas, Dr. Julie Dunn, Dr. Nancy Navar, and Cynthia Carruthers. During this second year, substantial progress has been made in the data collection phase. Forty-three completed questionnaires have been returned, providing input for item selection of the assessment instrument. Several agencies have committed to assist in the completion of this first phase. The end result of this project will be a validated assessment tool to be used with psychiatric and



substance-abuse clients in clinical treatment settings. A manual and necessary instruments will be published by ORPR.

B. Consultation and Technical Assistance

Twenty-six requests for technical assistance or consultations were completed during the year. Topics included wellness programs, outdoor recreation accessibility, therapeutic recreation program development, student internships, programs, outdoor recreation accessibility, publications, professional organizations, payment systems, family leisure, assessments, quality assurance, emotional disabilities, computer usage, certification, training, and employment and professional standards.

C. Professional Organizations

1. Offices none

2. Committees

a. NRPA/AALR Council on Accreditation

Member Subcommittee on Therapeutic Recreation Standards and Revision

b. Illinois Therapeutic Recreation Society

Member Research Committee

D. University Committees

Member	Graduate College Grievance Committee
Member	Campus Council on Undergraduate Education
Chair	Committee of Participating Units Undergraduate Minor in Gerontology



E. College Committees - Cooperative Extension Service

Member	Search Committee for (new) Dean
Member	Dean's Instructional Funds Review Committee

F. Department Committees

Member	Undergraduate Committee
Chair	Undergraduate Curriculum Revision
Chair	Advisory Committee
Member	Promotion and Tenure Committee
Member	Graduate Committee
Member	Therapeutic Recreation Search Committee

III. Teaching

A. Continuing Education

1. "Therapeutic Recreation Issues and Programs in Mental Health." Oregon State Hospital, Salem, OR, June 30, 1987.
2. "Leisure Lifestyle Development" and "Integrating Leisure into the Wellness Movement." Colorado Parks and Recreation Association, Copper Mountain, CO, October 7 & 8, 1987.
3. "The Leisure Wellness Connection." New England Therapeutic Recreation Symposium, Amston, CT, October 18, 1987
4. "Clinical Privileging in Therapeutic Recreation." Midwest Symposium on Therapeutic Recreation, Lake Geneva, WI, April 19, 1988.
5. "Leisure Ability: A Closer Look" and "The Leisure and Wellness Connection." Mid-Eastern Symposium on Therapeutic Recreation, Suffern, NY, May 19, 1988.

B. Conferences & Workshops Attended

1. Colorado Parks and Recreation Association, Copper Mountain, CO. October 7 & 8, 1987.
2. New England Therapeutic Recreation Symposium, Amston, CT. October 18, 1987
3. Midwest Symposium on Therapeutic Recreation, Lake Geneva, WI. April 19, 1988.



4. Mid-Eastern Symposium on Therapeutic Recreation, Suffern, NY. May 19, 1988.
5. National Recreation and Park Association Congress, New Orleans, Congress, New Orleans, LA. September 15-19, 1987.
6. ITRS/IPRA Congress, New Orleans, LA. September 15-19, 1987.
7. ITRS/IPRA State Conference, Rosement, IL. November 19-21, 1987.

C. On-Campus Teaching

Fall 1987

- LEIST 494 Advanced Clinical Therapeutic Recreation (1 unit, 5 students).
- LEIST 239 Senior Seminar, team taught (1 credit, 16 students).

Spring 1988

- LEIST 332 Program Planning and Evaluation in Therapeutic Recreation (3 credits or 1 unit, 15 students).
- LEIST 199C Computer Applications in Leisure Studies (1 credit, 9 students).
- LEIST 430 Advanced Seminar in Therapeutic Recreation (1 unit, 5 students).

D. Guest Lectures

- LEIST 490 Graduate Seminar. "Research Into Action." April 29, 1988.

E. Projects Supervised

1. Doctoral Dissertations

- Brasile, Francis M. Participation Motivation Among Wheelchair Athletes. Committee member. (Completed May 1988).
- Carruthers, Cynthia. Leisure Patterns and Levels of Alcohol Consumption. Chair. (In progress)
- Malik, Patricia. An Exploratory Study of the Relationship Between Group Home Factors and Leisure Behavior of Adults Who Are Mentally Retarded. Chair. (Completed May 1988).
- Ross, Jo-Ellen. Social Networks, Leisure Involvement, and Community Integration of Persons with Recent Spinal Cord Injuries. Committee member. (In progress)





2. Master's Thesis

None

3. Professional Papers

Provenza, Debbie, Professional Paper, Leisure Studies.  
Director. (In progress)

Golub, Martin. Leisure Satisfaction and Individuals with Spinal Cord Injuries. Professional Paper, Leisure Studies. Director. (In progress)

Murphy, Kathy. Group Intervention Techniques Techniques with Emotionally Distrubed Adolescents. Professional Paper, Leisure Studies. Director. (In progress)

4. Independent Study

Bergman, Lori. Studies of Disabilities as Related to Park Design. (1 unit)

Wulf, B. Wellness and the Corporate Sector. (2 credits)

IV. ResearchA. Books

Peterson, C.A. and Connolly, P. 1988. Characteristics of Special Populations: Implications for Research Participation and Planning. Verndon, VA: Ability Inc., Publishers. (New publisher for existing book).

B. Book Chapters

"The Dilemma of Philosophy." In D. Compton (Ed.), Issues in Therapeutic Recreation: A Profession in Transition. Champaign, IL: Management Learning Laboratories, Ltd. (in press).

C. Refereed Journal Articles

None



D. Research Papers Presented

Peterson, C.A. & Stumbo, N.J. "Therapeutic Recreation Curricula: Professional Preparation and Its Relationship to the Knowledge Base." Research Symposium, National Recreation and Park Association Congress, New Orleans, LA, 1987.

E. Non-refereed Journal Articles

None

F. Monographs

None

G. Bulletins or Technical Reports

Ashton-Shaeffer, C. and Peterson, C.A. (Eds.). 1988. Research into Action, Vol. 6. Champaign, IL: Office of Recreation and Park Resources. (in press).

H. Review Activities

Associate Editor, Therapeutic Recreation Journal.

Book review of Howe-Murphy, R. & Charboneau, "Therapeutic Recreation Intervention: An Ecological Perspective." In Therapeutic Recreation Journal, 22(1) pp 64-66, 1987.

V. Grants and Contracts Awarded

Peterson, C.A. and Kleiber, D.A. (1987-90). The special recreation association as a vehicle for social integration of disabled young adults. Office of Special Education and Rehabilitation Services, \$83,367 first-year funding. First-year phase of three-year project completed.

VI. Honors Received

None.



## PUBLICATIONS BY ORPR STAFF

### Peer Review Policy

The Office of Recreation and Park Resources has continued the policy of peer review of selected reports produced by members of the staff. To ensure that ORPR reports convey the most accurate and useful information, it is our policy that selected reports be evaluated by outside reviewers before being released. The reviewers' suggestions and critiques are considered carefully in preparing final reports for publication.

### Report Evaluation Form

In addition to the above review, each ORPR report carries an evaluation form (see Appendix A). The evaluation forms generally are uniform in nature for all reports; however, selected reports may have an evaluation form tailored to the individual report (see Appendix B). The response to the evaluation forms has been positive.



## Evaluation of Office of Recreation and Park Resources Publication

Publication Title: HIRING PRACTICES FOR PART-TIME AND SEASONAL  
LEISURE SERVICES PERSONNEL

In an effort to assess the impact of our written materials, we ask you to take a few minutes and fill out this evaluation questionnaire after you have read the publication.

1. The publication was useful to me.

Very Useful    5       4       3       2       1       Not Useful At All  
(circle one)

2. I felt the publication was directed to me.

Exactly       5       4       3       2       1       Not At All

3. Compared to others of its type, this publication was credible.

Very Credible    5       4       3       2       1       Not Credible  
At All

4. I will consider changes in my program or agency as a result of this publication.

Definitely       5       4       3       2       1       Absolutely Not

If change is considered, please explain briefly.

---



---



---

5. Please identify your agency or program.

---

6. Suggestions for other types of publications. \_\_\_\_\_

---



---

Please complete this questionnaire and return it in the enclosed, pre-addressed, pre-paid envelope.

Thank you very much for your help.





THERAPEUTIC RECREATION: GUIDELINES FOR ACTIVITY SERVICES IN LONG TERM CARE

As the person completing this survey, please provide the following information: (All information will be confidential).

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Agency Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

- Place an X next to the item below which best describes your agency or facility.
 

<input type="checkbox"/> Long term care facility or nursing home	<input type="checkbox"/> Rehabilitation agency/center
<input type="checkbox"/> General hospital	<input type="checkbox"/> Other clinical or treatment oriented agency
<input type="checkbox"/> Mental health facility	<input type="checkbox"/> Educational agency
<input type="checkbox"/> Developmental disabilities agency	<input type="checkbox"/> Non-clinical agency
- Place an X next to the response which best describes the number of clients in your agency, i.e., average daily census.
 

<input type="checkbox"/> Less than 50	<input type="checkbox"/> 301 to 500
<input type="checkbox"/> 51 to 100	<input type="checkbox"/> Other (specify) _____
<input type="checkbox"/> 101 to 300	
- Please list the titles (not staff names) of all therapeutic recreation staff in your agency. Then circle the appropriate response for certification, membership and educational status.

Position Title	Certified by NCTRC?*			Member of American TR Assoc.?		Member of National TR Society		Education:					
								Bachelors degree?			Masters degree?		
	CTRS	CTRA	No	Yes	No	Yes	No	TR	Other	No	TR	Other	No
1. _____	3	2	1	2	1	2	1	3	2	1	3	2	1
2. _____	3	2	1	2	1	2	1	3	2	1	3	2	1
3. _____	3	2	1	2	1	2	1	3	2	1	3	2	1
4. _____	3	2	1	2	1	2	1	3	2	1	3	2	1
5. _____	3	2	1	2	1	2	1	3	2	1	3	2	1
6. _____	3	2	1	2	1	2	1	3	2	1	3	2	1
7. _____	3	2	1	2	1	2	1	3	2	1	3	2	1
8. _____	3	2	1	2	1	2	1	3	2	1	3	2	1
9. _____	3	2	1	2	1	2	1	3	2	1	3	2	1
10. _____	3	2	1	2	1	2	1	3	2	1	3	2	1

(If there are more than 10 TR staff, please attach an additional sheet with this information on all staff.)

(\*NCTRC= National Council for Therapeutic Recreation Certification  
 CTRS= Certified Therapeutic Recreation Specialist  
 CTRA= Certified Therapeutic Recreation Assistant

If staff members belong to any professional organizations that were not mentioned above, please identify those organizations below.

\_\_\_\_\_

\_\_\_\_\_

4. Overall, how helpful was this publication in understanding quality assurance concerns?
- |  |              |         |                  |             |
|--|--------------|---------|------------------|-------------|
|  | Very Helpful | Helpful | Somewhat Helpful | Not Helpful |
|--|--------------|---------|------------------|-------------|
- Please explain:

5. How valuable were the following parts/chapters of this publication to you?
- |  |               |          |                   |              |
|--|---------------|----------|-------------------|--------------|
|  | Very Valuable | Valuable | Somewhat Valuable | Not Valuable |
|--|---------------|----------|-------------------|--------------|

- Chapter 1
- Chapter 2
- Chapter 3
- Chapter 4
- Chapter 5
- Chapter 6



- | 5. How valuable were the following parts/<br>chapters of this publication to you? | Very<br>Valuable | Valuable | Somewhat<br>Valuable | Not<br>Valuable |
|---|------------------|----------|----------------------|-----------------|
| Chapter 7   |                  |          |                      |                 |
| Chapter 8   |                  |          |                      |                 |
| Appendices  |                  |          |                      |                 |
6. What additional topics/information would you like included in future publications concerning therapeutic recreation services, quality assurance programs and quality and appropriateness review activities?
7. How did you use the information presented in this publication in your agency?
- | 8. How much did this publication contribute to your further<br>understanding of therapeutic recreation philosophy and<br>procedures? | Very<br>Much | Much | Some | None |
|--|--------------|------|------|------|
|  |              |      |      |      |
- | 9. How much information in this publication was new to you?<br>Please explain. | Very<br>Much | Much | Some | None |
|--|--------------|------|------|------|
|  |              |      |      |      |
- | 10. How much of this publication did you read? | All | More<br>Than<br>Half | Less<br>Than<br>Half | None |
|--|-----|----------------------|----------------------|------|
|  |     |                      |                      |      |
- | 11. Are your services categorized currently as treatment,<br>leisure education, and recreation participation? | Yes | No |
|---|-----|----|
|   |     |    |





UNIVERSITY OF ILLINOIS-URBANA  
790.9773L65 C001  
ANNUAL REPORT CHAMPAIGN  
1987/88



3 0112 023457432