

(R-89-1239)

RESOLUTION NUMBER R- 272725

ADOPTED ON JAN 23 1989


Whereas, the Police Department of The City of San Diego desires to undertake a parent education project designated Effective Parenting and Youth Responsibility, to be funded by funds made available through the Juvenile Justice and Delinquency Prevention Program, administered by the Office of Criminal Justice Planning; NOW THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego, that the City Manager be, and is hereby, authorized to submit the Grant Proposal, as set forth in Attachment "A" hereto, to the Office of Criminal Justice Planning; and he is further authorized to execute the Grant Award for juvenile diversion and delinquency prevention purposes, including any extensions or amendments thereof.

BE IT FURTHER RESOLVED, that The City of San Diego shall provide all matching funds required during the second and third years of said project, including any amendment thereof, under the Juvenile Justice and Delinquency Prevention Program and the rules and regulations of The Office of Criminal Justice Planning, and that funding will be appropriated as required thereby.

BE IT FURTHER RESOLVED, that any grant funds received hereunder shall not be used to supplant expenditures controlled by this body.

APPROVED: John W. Witt, City Attorney

By 
Nina B. Deane
Deputy City Attorney

NBD:mk
12/21/88
Or.Dept:Pol.
R-89-1239
Form=r.none

JUVENILE JUSTICE AND DELINQUENCY PREVENTION PROJECTS
CONCEPT PAPER FACE SHEET

CATEGORY:

PROJECT EMPHASIS (Give % if split)

<u> X </u> BALANCE-OF-STATE <u> </u> STATEWIDE EMPHASIS <u> </u> STATE AGENCY	<u> 50% </u> DELINQUENCY PREVENTION/DIVERSION <u> 50% </u> POST-SENTENCE AFTER CARE <u> </u> SERIOUS VIOLENT JUVENILE
---	---

1. TITLE OF PROJECT Effective Parenting and Youth Responsibility Project

Please do use acronyms: the title should briefly describe the project.

2. a. APPLICANT

Agency: San Diego Police Department
 Address: 1401 Broadway, San Diego, CA 92101
 Contact Person: Lt. William Taylor, Juvenile Section
 Phone Number: (619) 531-2517

b. IMPLEMENTING ORGANIZATION (if different than "a". above)

Agency: Same as above
 Address: _____
 Contact Person: _____
 Phone Number: _____

3. ANTICIPATED PROJECT PERIOD

 One year only X Three year project (+)

4. YEAR OF GRANT IF THIS PROPOSAL IS FUNDED

 X New Second Third Other

5. NUMBER OF YOUTH TO BE DIRECTLY SERVED

1000/1250/1600 (By grant year)

6. BUDGET SUMMARY (12 month project period requested in this concept paper)

a. Proposed Project	Federal (JJDP) Amount	Non-JJDP Funds Amount
Personnel Services	\$ 39,131	\$ _____
Benefits	10,918	_____
Travel	1,176	_____
Consultant Services	0	_____
Supplies & Operating Expenses	3,775	_____
Equipment	0	_____
TOTAL PROJECT COST	\$ 55,000	\$ _____

CONCEPT PAPER FACE SHEET
PAGE 2 (continued)

6. b. Organization's Total Resources

Applicants must identify the organization's total annual budget and sources of funds (including the funds requested). Show how the JJDP funds will be used in relation to other resources.

PROJECTED BUDGET

	Personnel	Operating Expenses	Travel	Consultant Services	Other	Total
JJDP FUNDS:	\$50,049	\$3,775	\$1,176	0	0	\$55,000
OTHER SOURCES: (PLEASE LIST)						
<u>*Annual Budget</u>	(Source: Local Tax Revenues)					\$171,248

The existing Juvenile Administration Unit will administer the grant program. Juvenile Administration is a unit within the Department's Juvenile Section which also includes Child Abuse Investigations, the School Safety Patrol, the Drug Abuse Resistance Education Program, and the School Task Force.

Juvenile Administration personnel (salary plus benefits) budget is:

Lieutenant	1/4 position	16,893
Sergeant	1 position	55,416
Field Rep.	<u>1 position</u>	<u>27,138</u>
Personnel Expenses		99,447

Personnel + Total Indirect Expense Rate = Budget

The Unit's funding is part of the Police Department's budget. JJDP funds will be used exclusively for Parenting classes in conjunction with and as part of the present Intervention Program.

R-272725

PROJECT SUMMARY

1. <u>PROJECT YEAR:</u> New <u> X </u> Year 2 <u> </u> Year 3 <u> </u> Other <u> </u>	2. <u>PROJECT TITLE:</u> Effective Parenting and Youth Responsibility	3. <u>CATEGORY:</u> BALANCE OF STATE <u> X </u> STATEWIDE EMPHASIS <u> </u> STATE AGENCY <u> </u>
4. <u>APPLICANT:</u> Name: San Diego Police Department Address: 1401 Broadway San Diego, California 92101 Phone: (619) 531-2517		6. <u>PROGRAM AREA:</u> DEL. PREV/DIVERSION <u> X </u> POST-SENTENCE <u> </u> SERIOUS/VIOLENT <u> </u> JUVENILE OFFENDER <u> </u> COMMUNITY CORRECTIONS/ JAIL REMOVAL <u> </u>
5. <u>IMPLEMENTING AGENCY:</u> Name: Same as above Address: <u> </u> <u> </u> Phone: <u> </u> <u> </u>		7. NUMBER OF YOUTH TO BE SERVED: <u>1000/1250/1600</u> 8. FEDERAL FUNDS (JJDP) REQUESTED: \$ <u>55,000</u> FFY 1989
9. <u>PROGRAM DESCRIPTION:</u> <p>"Effective Parenting and Youth Responsibility" classes will provide information and in-house counseling to youth and families involved in the San Diego Police Department Intervention Program. Some families will be provided extended counseling through assessment and referral to community-based organizations. Effective Parenting and Youth Responsibility classes will be linked to current Intervention Community work projects.</p>		
10. <u>PROBLEM STATEMENT:</u> <p>The Intervention Program has been unable to expand its Parenting classes. Currently, Parenting classes are only available 10% of the 7000 families served by the Intervention Program.</p>		
11. <u>OBJECTIVES:</u> <p>Provide "Effective Parenting & Youth Responsibility" classes to 1000, 1250, then 1600 (by year) families through the three grant years. Expand a pilot program to all areas of the city. Provide assessment; referral services and counseling, through "Parenting" classes, to minority areas not presently afforded these classes.</p>		

R 272725

12. ACTIVITIES:

Each class will be structured to provide information on parent/youth responsibilities, pertinent aspects of the law and an overview of the Juvenile Justice System. Classes will have an emphasis on status offenses drug/alcohol abuse and theft. There will be a film or slide presentation on these subjects and a speaker to provide expertise on the issues. There will be linkage between classes and the Intervention assignments (essays and community work projects).

13. EVALUATION:

The project coordinator will monitor the class presentations for content and maintain statistics on the number of classes given, families served and referrals for additional counseling. We will also require feedback/evaluation from the referral agencies accepting families from Intervention/Parenting classes. Cases will be tracked to maintain recidivism information.

14. ORGANIZATION'S BUDGET AND OTHER RESOURCES:PROJECTED BUDGET

	Personel + Benefits	Operating Expenses	Travel	Consultant Services	Other	Total
<u>IJDP Funds:</u>	\$50,049	\$3,775	\$1,176	0	0	\$55,000
<u>Other Sources:</u> (Please List)						
<u>Annual Budget</u>	(Source: Local Tax Revenues)					\$171,248

15. NAME OF RESPONSIBLE OFFICIAL:

SIGNATURE:

William R. Taylor

DATE:

10/31/88

TYPED NAME:

William Taylor

TITLE:

Lieutenant, Juvenile Section

R 272725

OFFICE OF CRIMINAL JUSTICE PLANNING

PROJECT BUDGET

BUDGET CATEGORY AND LINE-ITEM DETAIL	
A. Personnel Services - Salaries	COST
<p>1000 Detective hours (2 Detective/trainers) x 100 classes (approx.) x 5 hours per class (including class time and all pre and post class responsibilities) at \$27.92 per hour.</p> <p>Officers will prescreen families, schedule classes, make classroom presentations, keep attendance records, schedule speakers, set up and maintain equipment, provide coordination and information for Intervention contracts and maintain liaison with community based organizations.</p> <p>One (1) Sergeant (25% x \$44,843) Sergeant will provide on-site supervision of program, monitor and evaluate classes, maintain recidivism information, maintain liaison with speakers and family counseling programs, conduct inspections, submit required financial progress and assessment reports and maintain financial responsibility.</p>	<p>\$27,920</p> <p>\$11,211</p>
TOTAL	\$39,131

R-272725

OFFICE OF CRIMINAL JUSTICE PLANNING

PROJECT BUDGET

BUDGET CATEGORY AND LINE-ITEM DETAIL																					
B. Personnel Services - Benefits	COST																				
<p>One (1) Detective</p> <table> <tr> <td>Unused Sick Leave</td><td>.4%</td></tr> <tr> <td>Insurance</td><td>9.0%</td></tr> <tr> <td>Retirement</td><td>18.5%</td></tr> <tr> <td></td><td><hr/></td></tr> <tr> <td>Average Fringe Benefit Rate</td><td>27.9%</td></tr> </table> <p>27.9% x \$27,920 (1000 hrs. Det. Salary)</p> <p>One (1) Sergeant</p> <table> <tr> <td>Unused Sick Leave</td><td>.4%</td></tr> <tr> <td>Insurance</td><td>9.0%</td></tr> <tr> <td>Retirement</td><td>18.5%</td></tr> <tr> <td></td><td><hr/></td></tr> <tr> <td>Average Fringe Benefit Rate</td><td>27.9%</td></tr> </table> <p>27.9% x 11,211 (25% x Sgt. Salary)</p>	Unused Sick Leave	.4%	Insurance	9.0%	Retirement	18.5%		<hr/>	Average Fringe Benefit Rate	27.9%	Unused Sick Leave	.4%	Insurance	9.0%	Retirement	18.5%		<hr/>	Average Fringe Benefit Rate	27.9%	<p>\$7,790</p> <p>\$3,128</p>
Unused Sick Leave	.4%																				
Insurance	9.0%																				
Retirement	18.5%																				
	<hr/>																				
Average Fringe Benefit Rate	27.9%																				
Unused Sick Leave	.4%																				
Insurance	9.0%																				
Retirement	18.5%																				
	<hr/>																				
Average Fringe Benefit Rate	27.9%																				
TOTAL	\$10,918																				

R272725

OFFICE OF CRIMINAL JUSTICE PLANNING

PROJECT BUDGET

BUDGET CATEGORY AND LINE-ITEM DETAIL		COST
C. Travel		
<p>Required OCJP Conference:</p> <p>One day (two nights) project orientation/training seminar for two staff members:</p>		
Per diem	@ \$104 (x 4)	\$ 416
Air Travel	@ \$250/RT (x 2)	\$ 500
Car Rental	@ \$55/day (x 2)	\$ 110
Registration	@ \$75 ea. (x 2)	\$ 150
<p><input type="checkbox"/> Agency will use own travel policy.</p> <p><input checked="" type="checkbox"/> Agency will use OCJP travel policy.</p>		
TOTAL		\$1,176

R-272725

OFFICE OF CRIMINAL JUSTICE PLANNING

PROJECT BUDGET

BUDGET CATEGORY AND LINE-ITEM DETAIL	
D. Consultant Services	COST
Not applicable	0
TOTAL	

R 272725

OFFICE OF CRIMINAL JUSTICE PLANNING

PROJECT BUDGET

BUDGET CATEGORY AND LINE-ITEM DETAIL	
E. Operating Expenses	COST
<p><u>Indirect Costs/Administration Overhead</u></p> <p>One (1) percent of the total salaries (1% x 50,048) Approx. \$ 500</p> <p><u>GENERAL</u></p> <p><u>Office Supplies</u></p> <p>Miscellaneous paper, pens, notebooks, etc. \$ 325</p> <p><u>Training Materials</u></p> <p>Purchase of videotape presentations (8 tapes @ \$300 each) \$2,400</p> <p>Purchase of printed training material (\$250) \$ 250</p> <p><u>Printing</u></p> <p>Print required forms for program</p> <p>Print information pamphlets/form letters \$ 300</p>	
TOTAL	\$3,775

OFFICE OF CRIMINAL JUSTICE PLANNING

R 272725

OFFICE OF CRIMINAL JUSTICE PLANNING

PROJECT BUDGET

BUDGET CATEGORY AND LINE-ITEM DETAIL	
F. Equipment	COST
Not applicable	0
CATEGORY TOTAL	0
PROJECT TOTAL	\$55,000

R 272725

PROPOSED "EFFECTIVE PARENTING AND YOUTH RESPONSIBILITY" PROJECT

INTRODUCTION

The San Diego Police Department administers an Intervention Program as part of the overall Juvenile function.

The emphasis of the program is to provide services for youth who are at risk of becoming delinquent by confronting their behavior with appropriate early-intervention techniques.

Minors eligible for Intervention, and their parents, are afforded the opportunity to become involved in this voluntary program as an alternative to formal processing through Juvenile Probation. Program elements include a 600-word essay by the offender, entitled "The Consequence of My Acts," "Why You Should Not Smoke Pot," etc.; community work projects up to 40 hours; short-term counseling; a structured three-hour evening "Parenting" class; and diversion to a community based organization. The use of a signed contract (officer, juvenile and parent) enhances compliance with and completion of the program.

PROGRAM

All aspects of the Intervention Program are employed citywide except the "Parenting" class. This activity was a pilot project which began at one of the Department's seven Area Commands. While other stations have utilized the class on a limited basis, the project has not been expanded due to a lack of funds, equipment and manpower. At present, Instructor Officers must adjust their work hours to include the Parenting class. The time loss seriously impacts the Intervention Officers' regular work day and assigned duties, which includes management of large missing/runaway juvenile case loads.

R 272725

PROJECT OBJECTIVES

The object of this proposal is to expand and implement the "Effective Parenting and Youth Responsibility" classes to a citywide program. The first-year goal is to provide class presentations to one thousand minors and their parent(s). The goals for grant years two and three are to provide this service to 1,250 and 1,600 offenders/families, respectively.

Approximately 67% of the expanded program will be introduced into minority areas not presently served.

ACTIVITIES

Grant funds will provide "Effective Parenting and Youth Responsibility" classes to all Stations on a citywide basis. Approximately 100 classes will be given in three geographic areas: NORTH to serve the Northern, Northeastern, Eastern and Western areas of the city; CENTRAL to serve the Central and Southeastern areas; and SOUTH, to provide for the Southern area. These areas are subject to realignment as needed. One thousand minors and their parents are the goal for the first full year of operation.

Each Intervention Officer will identify, within their Intervention Program, those youth and parents who can benefit most from the class. The juvenile and at least one parent are required to attend.

Generally, classes provide (1) an overview of the Juvenile Justice System, (2) film presentations and (3) a speaker providing expertise on relevant issues. Classes, film presentation and speakers will emphasize these categories: (a) status offenses, (b) drug and alcohol abuse and (c) theft. Each class session will be three hours in length. An additional two hours per class will be required for notification, scheduling, curriculum and material preparation, set-up, breakdown and clean-up and post-class administrative work and record keeping. Classes will be held in each of the three service areas. The

R- 272725

proportion of classes per area will be determined by need and funding allocation.

For those family units whose need is greater than this program can provide, an effort will be made to assist them in obtaining public or private counseling services which specialize in meeting their specific requirements. The Juvenile Administration Unit will identify those organizations which promote the Intervention philosophy, and will maintain referral information on acceptable counseling programs.

PERFORMANCE MEASUREMENT

Project personnel, including the officers and the sergeant, will maintain ongoing performance data on a number of parameters, including:

- ° Number of youths and parent(s) referred to the Parenting class;
- ° Number of youths and parent(s) who fulfill this aspect of their Intervention plan by completing the Parenting class;
- ° Number of youths and parent(s) identified as requiring additional services and referred to community-based organizations;
- ° Recidivism rates for status (601) and criminal (602) offenders will be maintained and baseline data developed for future comparison;
- ° Evaluation of the usefulness/relevance of the Parenting class by youths and parent(s);
- ° Self-evaluation by officer/trainers;
- ° Monitoring and evaluation by the Sergeant to ensure consistency and effectiveness of classes;

R 272725

- ° Follow-up questionnaire to parents six months after the Parenting class to obtain their evaluation of their child's ongoing behavior impact and the long-term usefulness of class information.

Since we are dealing with status offenders and first-time minor offenders, our main success statistic will be numbers of young people and families reached.

ORGANIZATION QUALIFICATIONS

An important aspect of any Intervention program is establishing parental concern and involvement. Providing assistance directly to parents regarding their authority and enhancement of parenting skills further strengthens this process. Parents and youth will be given information on their legal responsibilities to family and society.

The San Diego Police Department has been administering the Intervention Program since 1982. In an independent study by the San Diego Association of Governments (SANDAG) 85% of youth and parents served by the program listed it as very successful.

It is the intent of this new proposal to increase the effectiveness of our Intervention Program by expanding the Parenting class instruction.

R-272725

PLAN FOR FUTURE FUNDING

The San Diego Police Department has several potential funding services for matching requirements in years two and three. Private resources, asset seizure accounts and the regular budget process are sources of supplemental funding, which can be developed to absorb or off-set future cost sharing.

COORDINATION WITH OTHER AGENCIES

The present San Diego Police Department Intervention Program interfaces with several other systems including Community Based Organizations (CBO), the San Diego Unified School District and the San Diego County Juvenile Probation Department. An expanded program will provide greater networking with these systems and will necessitate greater coordination with all referral sources, especially those which are AB-90 funded. It is anticipated that many youngsters and parents who attend the "Parenting" class will be referred to a CBO or into the school's Social Concerns Program for extended counseling. CBO's will provide additional expertise in the areas of drug/alcohol abuse, theft (shoplifting), status offenses, family related problems, on-going counseling and support, developmental issues, and behavior modification.

R-272725

Passed and adopted by the Council of The City of San Diego on.....**JAN 23 1989**.....
by the following vote:

Council Members	Yeas	Nays	Not Present	Ineligible
Abbe Wolfsheimer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ron Roberts	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gloria McColl	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. Wes Pratt	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ed Struiksma	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
J. Bruce Henderson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Judy McCarty	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bob Filner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Maureen O'Connor	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

.....**MAUREEN O'CONNOR**.....
Mayor of The City of San Diego, California.

(Seal)

.....**CHARLES G. ABDELNOUR**.....
City Clerk of The City of San Diego, California.

By.....*Ellen Board*....., Deputy.

Office of the City Clerk, San Diego, California

Resolution Number **R 272725** Adopted **JAN 23 1989**

89 JAN 11 PM 4:33

CITY CLERKS OFFICE
SAN DIEGO, CA

RECEIVED

WYOMING RECORD

UNCLASSIFIED

7th 3rd 25th 1st 1940

1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 26

WINTER 1964

1. John F. Kennedy

5. *Staphylococcus aureus*

1978-1979 1979-1980

[illegible]

1950

[illegible][illegible][illegible]

1. The first group of people who are interested in the results of the study are the researchers themselves. They want to know how well the study was conducted and whether the results are reliable and valid. They also want to know how the study can be used to inform future research.

100

Journal of Management Education 26(8)

1. The first step is to identify the problem or question that needs to be answered. This involves understanding the context and the specific requirements of the task.

THE FUTURE

#115