

This is to certify that the
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"Proving Grounds for
Senior Citizens"

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PROVING GROUNDS FOR SENIOR CITIZENS

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CHAPTER I

THE PROBLEM AND DEFINITIONS OF TERMS USED

The past half century has seen rapid advancement in the conservation and effective use of human resources. Endeavors to conserve human resources, during childhood, youth, and young adulthood, have been especially noticeable in the fields of medicine, guidance, and social work.

Of comparative endeavors in the field of older adults, little has been recorded.

I. THE PROBLEM

Statement of the problem. It was the purpose of this study

- (1) to gather information on the major problems that confront older people;
- (2) to find organizations, public or private, the aim of which was to provide opportunities, beyond vegetative existence, for good adjustment and effective use of senior citizens;
- (3) to discover attitudes of Mayors and Chambers of Commerce toward the need for organizations of this kind; and
- (4) to make available a list of the organizations surveyed, how they began, grew, and have served.

Importance of the study. This study was believed important because

- (1) the average length of life (in the U. S. A.) increased

more from 1900 to 1948 than from the time of Christ to 1900. In the year One A. D. the average length of life was twenty-five years; in 1900 it was forty-two years;¹

- (2) in the forty years, 1900-1940, the average duration of life for men in the United States has increased fourteen and one-half years; for women, fifteen and one-third years. In 1940 the expectation of life for men was 62.6 years; for women, 66.4 years,² and in 1949 it approximated seventy years;
- (3) the number of people sixty-five years and over increased as follows:

Year	1900	1940
Number	3 million	9 million
Percentage of population	4.1	6.8

It has been estimated that by 1980 one in every six Americans then alive will have attained three score years. More than half of the children born in 1948-49 will live to be seventy years old;³

- (4) the lowest cost of living, estimated by several Social Service agencies, for one person annually (\$500) would provide only vegetative existence. The average amount of insurance paid by Social Security to men who for twenty years have averaged a \$3,500 salary was \$45 a month or \$540 annually.⁴ In the U. S. A. (1948) \$33 million a month was paid in Old Age Insurance to about one

¹ Alfred C. Schwab Jr., "Are We Ready For the New Life Open To Us?," What's New In Hearing, (Maico Foundation for Better Hearing, Minneapolis, Minnesota, 1949), pp. 10-12.

² Ralph Barton Perry, Plea for an Age Movement, (New York: The Vanguard Press, 1942), p. 23.

³ Clark Tibbitts, "Adjustment in Old Age--The Beginning of a University Experiment," The Quarterly Review-Michigan Alumnus, 55:no. 20, 234-241, May 7, 1949.

⁴ Mary Berkeley Finke and Helen Knox, "Family Money," The American Magazine, 147:152, May, 1949.

and one-half million persons; \$90 million was paid in Old Age Assistance to about two and one-half million persons. This made an average of \$30 a month livelihood for four million older people--one third of our senior citizens on vegetative existence;

- (5) statistics have shown that the average life span has lengthened rapidly, the average birth rate has lowered, the hiring age in most industries has fallen to forty years or below, and Social Security has called people "old" and expected them to retire at sixty-five years; and
- (6) at the time that the number of old people increased there was less offered for them to do; as they have lived longer there has been an earlier and more rapid turnover and depreciation.

The purpose of this study was to determine if there were any emphasis, anywhere, placed on the conservation and effective use of human resources in the growing latter half of life. What ways had been found to use this "New Life"?

II. DEFINITION OF TERMS USED

Vegetative existence. Vegetative existence was interpreted to mean food and lodging, in "needed" amounts barely adequate to maintain life, usually granted by Welfare Agencies.

Good adjustment. Good adjustment was meant to imply a feeling of belonging, of doing something for society worthy of themselves and of their culture.

Senior Citizens. Senior Citizens was interpreted to

mean people of sixty-five years and older, since this was the accepted retiring age in the Social Security Program.

III. ORGANIZATION OF REMAINDER OF THESIS

The findings summarized in this study were determined through

- (1) the review of pertinent literature;
- (2) questionnaire interviews with seventy-five Mayors, secretaries of the Chamber of Commerce, and other agencies to which they referred;
- (3) the visitation of ten Homes for the Aged including three county infirmaries, and comparison based on control data from a three month project in Social Organization in a Church Home for Old People; and
- (4) a case study of an old man trying to find a permanent job.

It was the thesis of this study that a chronological date does not measure "oldness", and that a program can be devised even in the smallest community which will provide opportunities for the effective use of senior citizens, preferably outside of institutions.

CHAPTER II

REVIEW OF THE LITERATURE

Who Are the Old?

Life's processes are continuous, but we have labeled certain divisions as infancy, childhood, adolescence, maturity, and involution.

Involution is a term applied to the degeneration of bodily organs, i.e. their atrophy, shrinkage, or disappearance, which leads to functional decline or cessation.

Involution is present during the entire life, including prenatal growth.¹ Modern science has outdistanced the late Anton Dvorak's song Humoresque which stated, "We begin to die at birth."

Dr. Carl M. Weller, noted pathologist at the University of Michigan, also has found a great variation between individuals and a great variation in the decline of capacities within each individual.

Metabolism, motor activity, and reproductive functions undergo early involution, and cerebral functions persist into old age, as shown in Figure 1, page 6.

Stratz and Warthin found these curves of proportionate activity in the successive decades of life. (Adapted by Weller)

¹ Clark Tibbitts, "Aging and Living," Adult Education Bulletin, October, 1948, p. 1.

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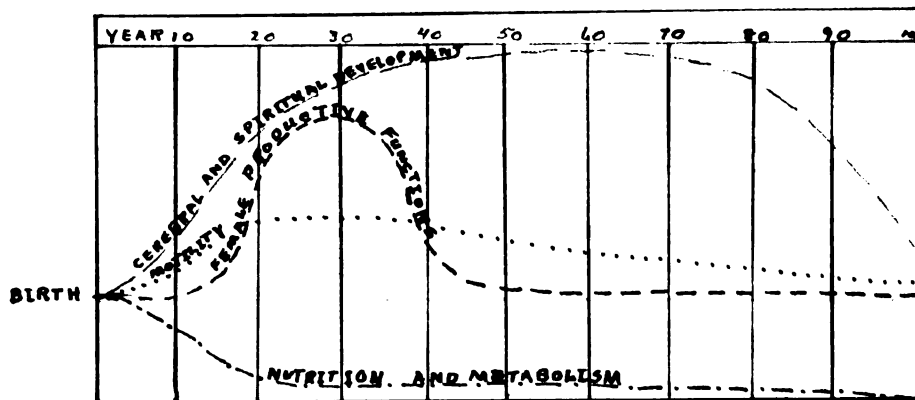


FIGURE 1. Life Curves of Vital Functions²

From the time the human egg is fertilized to the time of birth, the increase in weight is eleven million times, whereas the increase in weight from the time of birth to average maturity is only about twenty-two times.

During the nine months of prenatal growth, the living organism has exhausted over 99 per cent of its capacity for growth. One per cent has been exposed to our so-called environment.

The placental blood vessels show senile changes at time of birth. Aging is a part of living. Conversely, Carrel found that cells themselves do not age. They mature and divide into

² Carl V. Weller, Biological Aspects of the Aging Process (Clark Tibbitts, editor, Living Through the Older Years, Ann Arbor, Michigan: University of Michigan Press, 1949), p. 33.

daughter cells. His classical epoch-making studies of growing a bit of chick embryo heart in a flask containing a nutrient, which began in 1913, reveal that in 1946, thirty-four years later, much beyond the life span of a chick, the descendants of these heart cells are growing just as rapidly, just as vigorously, utterly unchanged in appearance. Carrel concluded that the cells themselves are immortal when given an appropriate environment.³

The age span used in the following research in literature has followed the one used by Burgess--the four decades of the sixties through the nineties--as long a period as young adulthood and middle maturity combined.⁴

A combined statement made by Theodore L. Clump⁵ and Dr. Maurice L. Tainter⁶ concluded that medical science is faced with the challenge to give man health so that he can live to be 125 to 150 years old.⁷

Dr. Clump said that only a few die of old age; most die prematurely from degenerative diseases. Dr. Tainter cited six

³ Edward J. Stieglitz, The Personal Challenge of Aging: Biological Changes and Maintenance of Health (Clark Tibbitts, editor, Living Through the Older Years, Ann Arbor, Michigan: University of Michigan Press, 1949), p. 46.

⁴ Ernest W. Burgess, Ph. D., is Chairman of the Department of Sociology at the University of Chicago.

⁵ President of the Winthrop Chemical Company.

⁶ Director of the Stirling-Winthrop Research Institute.

⁷ News item in the Lansing State Journal, May 22, 1947.

of the medical advances since 1870 which have lengthened life expectancy from thirty-four to sixty-five years, the average in 1947--anesthesia, Pasteur's bacteria findings, sulfa drugs, penicillin, anti-malarials and nutritional aids.

The writers of the literature reviewed emphasized that "being old" in itself did not entail inefficiency. The pace-making leaders mentioned in "The Half Century" in Time Magazine for January 2, 1950, were men in their sixties or beyond: Morgan, Churchill, Gompers, Stalin, Roosevelt, Clemenceau, Chiang Kai-Chek, Lenin, and Ghandi. Our own Supreme Court and the men we choose for President affirm the ability of years.

Major Problems That Confront Older People

Today the United States boasts of fourteen million persons, or one-tenth of the population, who are sixty or more years of age. Of these there are five or six million unoccupied. To many of these, lack of occupation is "forced leisure."

While the words "force" and "compulsory" are generally attributed to use in other countries than ours, we find that some industries have voiced what many others have done in action. M. D. Marshall, assistant secretary of General Electric Company, at an industrial relations conference in Detroit, January, 1950, stressed "a compulsory retirement age would be good,"⁸ and Michigan Bell Telephone definitely states, "Retirement is

⁸ News item in the Lansing State Journal, January 29, 1950.

compulsory at 65."⁹

In his studies of leisure, Samuel Wyer, Economist, found that the proper use of leisure has created every civilization in the past and the improper use of leisure had killed every civilization in the past.¹⁰

Institutions and Forced Leisure

How is this leisure time used?

In the United States, during the nineteenth century, a program of care for the indigent old evolved the County Poor Farm--following the same pattern as that developed for the mentally ill and the criminally inclined. The general idea was to institutionalize them, separate them from all social and economic contacts with the world, offer non other, and provide medical care only for acute illness with barely enough food to keep them alive.¹¹ Today these institutions are little changed.

A step-sister to the County Poor Farm, according to Senator Elmer R. Porter of Michigan and C. J. McNeill, legislative controller of the same State, is the State Mental Hospital

⁹ _____, "Minimum Pensions for Bell Employees Hiked, Now \$100 Per Month," News Lines, Vol. 10, No. 1, January, 1950.

¹⁰ Samuel S. Wyer, Primer On Economics: How We Live Off Each Other (Columbus, Ohio: Better World Fund, 1949), p. 2.

¹¹ Robert A. Moore, "The Medical Approach to the Problem of Aging," The Journal of Gerontology, Vol. 4, No. 2:93, April, 1949.

with its ward of elderly people. McNeill said that in the past five years nearly 3,500 persons more than seventy years of age were admitted to state mental hospitals.

"The trouble is," Porter said, "that it is very simple to get a person committed to a state hospital now. All you need is the signature of two medical doctors and a probate judge. If a family has a troublesome elderly person on their hands, it is easy to get a couple of doctors to certify to insanity and the probate judge orders the commitment."

State hospitals, according to Porter, must take the senility cases upon a probate judge's commitment and then cannot get rid of them.¹²

Albert Deutsch writes, with the approval and cooperation of mental hospital officials, of his visits from Manhattan State Hospital, New York, across the country to California.

"I saw plentiful evidence of railroading. Many of these old folks die within a few days or a few weeks after they arrive here. They don't die of any mental or physical disease. They die of a broken heart. They feel themselves betrayed. They commit psychic suicide."¹³

Commenting on this sad situation, Dr. David A. Boyd Jr., well known psychiatrist on the staff of Mayo Clinic, urges the establishment in all states of a new type of institution for older people built on a colony or village plan to minimize physical dangers while permitting maximum freedom of movement.¹⁴

¹² News item in the Lansing State Journal, January 6, 1950.

¹³ Albert Deutsch, "Committed," Woman's Home Companion, p. 39, January, 1950.

¹⁴ Ibid., p. 53.

Dr. E. M. Bluestone, who has made extensive research in the medical care of aged, when asked for suggestions for an ideal institution said:

"An ideal institutional life for the aged is a contradiction in terms. Under the best of circumstances, an institution, and the general hospital is included in this category, cannot help adding insult to injury when a client is admitted, and the home for the aged is no exception."¹⁵

What Happens to the Unemployed Old Outside of Institutions?

About four million old people are receiving either Old Age Assistance or Old Age and Survivors Insurance. A few are on private charity. These groups comprise approximately one-third of our senior citizens.

Charles V. Kidd, a member of President Truman's Scientific Research Board (1948), supplied the following information on the adequateness of our public security for older persons:¹⁶

- (1) Old Age Assistance--the average old-age benefit of twenty-four dollars today will purchase only 70 per cent as much as the average old age benefit of twenty-four dollars in 1940.

- (a) The amount which the Federal Government will grant to a state approximates the amount which the state provides for old-age assistance. (This does not give adequate weight to wide variations in economic and fiscal capacity of states.)

¹⁵ Dr. E. M. Bluestone, "Medical Care of the Aged," Journal of Gerontology, Vol. 4, No. 4:307, October, 1949.

¹⁶ Charles V. Kidd, Economic Security for Older Persons (Clark Tibbitts, editor, Living Through the Older Years, Ann Arbor, Michigan: University of Michigan Press, 1949), pp. 160-70.

- (b) An elderly couple needs from \$120 to \$150 a month, depending upon place of residence, to support a minimum standard of living.
- (c) The Federal Government will match no part of any payment over \$50 a month per aged person. (This has been raised to \$60 (1950).)
- (d) About two and four-tenths million persons are receiving old-age assistance.
- (e) Over \$90 million a month is being disbursed for old-age assistance--over one billion a year.

(2) Old Age and Survivors Insurance

- (a) Inadequate for basic security.
- (b) Now actually less important than old-age assistance. About one and one-half million persons are receiving old age insurance.
- (c) About \$45 million a month is now being disbursed.
- (d) About \$33 million goes to aged persons.
- (e) About twenty-five million persons--two out of every five in the labor force--do not work in jobs covered by this insurance.

(3) Private Group Pension Plans--Social Security

- (a) About six million workers covered.
(All ages)
- (b) Private plans can never approach universal coverage.
- (c) Many plans are so designed that employers are reluctant to hire older workers because of potential pension cost involved.

(4) Recommendations for Improvement

- (a) The benefits increased by at least 50 per cent.
- (b) Beneficiaries permitted to earn at least \$40 a month--rather than \$15--without sacrificing benefit.
- (c) Beneficiaries over seventy years of age permitted to earn unlimited amounts without sacrificing pensions.
- (d) Expand devices for providing income to older persons as a matter of right, rather than a matter of charity.
- (e) For older persons who want to work and who can work, continuing employment is the most satisfying means of securing an income so far as the individual is concerned and the most productive so far as the economy is concerned.

Does Retirement Begin at 65?

Late in the 1930s it became apparent that not only the older workers but men over 45 years old were experiencing considerable difficulty in reentering employment.

This lowering of employability age tended to make large numbers of people not only idle at 65 but totally dependent. Few had savings to support them over the twenty intervening years. Many had their life's savings confiscated by the depression which hit our economy in the early 30s. This gave rise to a resurgence of pension movements such as the Townsend Plan which in 1944 claimed to have ten thousand clubs, some with two thousand members and none with less than thirty-five.

Basically the Townsend program has changed little since it began fifteen years ago. It proposes a 3 per cent income tax to pay pensions to persons aged sixty and older on the base of citizen right--not on a basis of disability or need. The amount of the pension would depend wholly upon the sum produced by the tax, thus fluctuating with the volume of national income. Townsend said, "If the old people have enough money to spend to hire what they need, the young people will have enough jobs."¹⁷

The Ham 'n Eggers, the Thirty-Dollars-Every-Thursday Club and other movements have been overtones of deep need among older people.

The Citizens Committee in California led by George McLain--a rich man's son who saw his father's business wrecked and the proud broken parent forced on the "dole," is one of these movements. "The welfare authorities," George relates, "finally okayed father for an old age pension of \$18 a month, but when they found he was a Christian Scientist they deducted \$4--which was an allowance for people who bought medicine."¹⁸ The extreme tension brought death to the father in a few months, and fired by this unfortunate memory, McLain has proven that he can line up a tremendous majority of California's quarter

¹⁷ News item in the Lansing State Journal, January 9, 1950.

¹⁸ Albert I. Maisel, "The Pension Preacher: He Wants to be President," Look, Vol. 14, No. 3:21-25, January 31, 1950.

million pensioners into a political phalanx that can bargain its way into alliance with other powerful groups. The main aims of the Citizens Committee are: Bigger pensions with no responsible relative clause, paid for by higher taxes on larger incomes.

Ewan Clague, commissioner of the United States Bureau of Labor Statistics, Washington, D. C., warns that if unemployment and destitution are chronic among the millions of older men and women in this country, they will be numerous enough to force us to some kind of social action. What we may get from such pressures may be very unsatisfactory--socially, economically, and politically. If we can use these millions of able and willing men and women as part of the productive labor force of our nation, we may raise the standard of living of Americans to levels far beyond our present dreams.¹⁹

What Happens to the Employed Old?

Do older people want to retire?

Research has shown a conspicuous reluctance on the part of our older people to submit to retirement.

The results of two studies, one by Edrita G. Fried and one by Dr. Clark Tibbitts, show the attitudes of the older population groups toward activity and inactivity.

¹⁹ Ewan Clague, Aging and Employability (Clark Tibbitts, editor, Living Through the Later Years, Ann Arbor, Michigan: University of Michigan Press, 1949), p. 153.

- (1) Summary of Dr. Fried's study.²⁰ Seventy-five individuals between fifty and eighty years were interviewed with the intention to examine their attitudes toward activity curtailment, activity modification, and retirement. The individuals were drawn from all socio-economic strata of the population, averaging one-third in each division named of Lower Class, Middle Class, and Upper Class.

- (a) It was found that the percentage of inactive subjects in the lower class was six times higher than that of the middle class and almost three times higher than in the upper class. The majority of inactive subjects in the lower class group desired to be active again.
- (b) Adaptations were more frequently desired than are actually received.
- (c) The desire for part-time arrangement exceeded the actual number of accommodations.
- (d) The tendency among the sample was to postpone the date of retirement, to give little thought to post-retirement plans, and to react to retirement with acute disturbances such as depression and illness.

TABLE I

AGE PERIOD AT WHICH RETIREMENT IS DESIRED

	Active and inactive group percentage
Before 65	20.0
After 65	25.4
Want to go on indefinitely	54.6

²⁰ Edrita G. Fried, "Attitude of the Older Population Groups Toward Activity and Inactivity," Journal of Gerontology, Vol. 4, No. 2:143, April, 1949.

TABLE II
EFFECTS OF RETIREMENT

	Effects mentioned* Percentage
Satisfaction	30.3
Ambivalent reaction	15.3
Depression (Sleeplessness, loss of appetite, apathy, suicidal ideas, etc.)	36.3
Serious illness	18.2

*Some subjects mentioned more than one effect.

- (e) It appeared from the findings that our economy was not geared to extract the benefits from the changing abilities of aging persons.
- (2) Summary of Dr. Tibbitts' study. This was a year-long survey in Washtenaw County, Michigan, conducted by personal interviews with older people, 1948-1949.
- (a) People over sixty years of age have many problems and desires similar to those of younger people, but they have little opportunity to find satisfaction.
 - (b) Older people are not willing nor eager to give up responsibility for children, for work, and for community activities.
 - (c) They do not enjoy the prospect of having nothing they are required to do. They do not willingly withdraw into lives of inactivity.
 - (d) Their savings, contributions of children, social security payments, and pensions do not provide adequate retirement income.

- (e) With insufficient funds they skimp on recreation, church, medical care, heat, and food.
- (f) They are not willing to have their lives planned for them by their children, or others.
- (g) Two-thirds of the older people in the United States are partly or wholly dependent on others for support.
- (h) A very large number of those interviewed complained of feeling "useless."
- (i) The two circumstances that stood out most clearly were first, the desire of older people to maintain their own independent homes, and second, the determination to live apart from their married children.
- (j) The "need for companionship" was expressed more strongly than any other need.²¹

Observations and experiences of medical doctors and economists agree with Fried and Tibbitts.

Dr. Carl D. Camp warned Michigan's state medical men that old age is no bar to work. From his experiences he said:

- (1) It is not wise to retire a man from his regular occupation at a particular age.
- (2) People do not age at the same rate, and they don't grow old in the same ways.
- (3) People who give up their occupation often degenerate rapidly. Insomnia, restlessness, and stomach trouble often disappear when a man goes back to work.
- (4) A hobby doesn't necessarily serve the same pur-

²¹ News item in the Lansing State Journal, May 5, 1949.

pose. The individual has to have something that really keeps his attention.²²

Dr. Frederick Swartz, Lansing M. D., suggested that the retirement age should be raised beyond sixty-five years so that the more vigorous elderly population can find means of support for themselves. "Old age," the doctor emphasized, "is no reason for decline in mental vigor." He also emphasized that "more than 50 per cent of the chronic diseases coming to the attention of medics today are found among people under forty-five, rather than among the so-called aged."²³

Experiences during the late war, as recorded in the following statistics from the Social Security Board, showed that there was an actual shift from retirement back to gainful employment when the opportunity to work was given:

- (1) Many thousands of old-age beneficiaries dropped the benefits and voluntarily returned to work.
- (2) By April, 1945, there were one and one-half million "extra" workers aged fifty-five years and over.
- (3) About three-fourths of a million workers, eligible for retirement under Social Security, had continued to work.
- (4) About seventy thousand beneficiaries had returned from retirement to covered employment.

Many of these older people were found still working;

²² Clinical Institute, Detroit, March 25, 1949.

²³ News item in the Lansing State Journal, January 26, 1950.

nevertheless, the following graph of our labor force of men over sixty-five years of age showed the trend.

Per cent in labor
force of men sixty-
five years and over

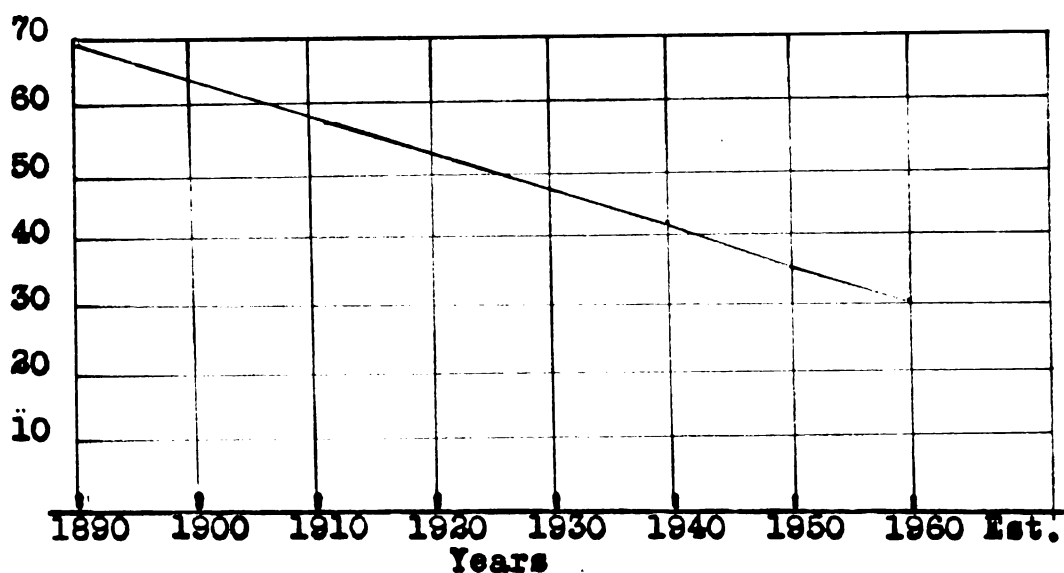


FIGURE 2. Labor Force Decline²⁴

From the United States Bureau of Labor Statistics, it was found that the population of men sixty-five years and over was rising approximately 2 per cent each year, while employability for the same age group was lowering approximately 2 per cent each year.

Pressures against hiring men over forty-five were evi-

²⁴ Charles V. Kidd, Economic Security for Older Persons (Clark Tibbitts, editor, Living Through the Older Years, Ann Arbor, Michigan: University of Michigan Press, 1949), p. 157.

dent. The American Federation of Labor recently urged a Massachusetts legislative committee to amend the State FEPC law to protect middle-aged workers against discrimination. The union said that the insurance companies were "coercing" employers to prevent them from hiring men over forty-five. A man of forty-five is twenty years closer to pension eligibility than a man of twenty-five and is thus a bookkeeping liability.²⁵

Yet John M. Convery, speaking for the National Association of Manufacturers, said that surveys showed that the older workers, in many instances, were more reliable, had better work habits, less absenteeism, were steadier workers, and showed less turnover than younger workers.²⁶

Is Our Old Age Economy Sound?

Society, as well as man, has proven itself to be a living changing organism.

In 1850, only 16 per cent of the people of the United States lived in communities of 2,500 population and over. In 1947, 59 per cent lived in urban areas and 19 per cent lived on farms--approximately a complete reversal in one hundred years.

The farmer and wife, in 1949, who owned their farm, as

²⁵ News item in the Detroit Free Press, March 13, 1950.

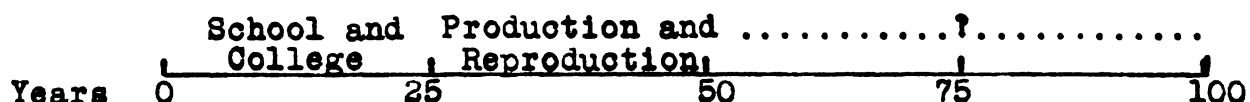
²⁶ Lecture, Industrial Relations Division of N. A. M., Second Annual Institute of Living in the Later Years, Ann Arbor, July 21, 1949.

in society a hundred years ago, were able to make a relatively easy and simple adjustment to their declining physical powers.

Very different was the lot of the unskilled worker in the city. Typically, by sixty-five he was out of a job and probably had lost it some time before.

There was also an increasing number of skilled vocational activities subject to compulsory retirement at the ages of seventy, sixty-five, and even sixty.²⁷

From the findings, the life-line of our economy seemed to divide itself generally into the following sections:



Statistics showed that the productive worker had on his back an average of two and one-half members of his family, the unemployables, the chronic invalids, and the retired oldsters. To assist the productive worker, we should change our viewpoint from "what capacity has the older person lost" to "what capacity has the older person retained which can be utilized."²⁸

Surveys of men receiving federal old-age benefits in 1940

²⁷ Ernest W. Burgess, The Growing Problem of Aging (Clark Tibbitts, editor, Living Through the Older Years, Ann Arbor, Michigan: University of Michigan Press, 1949), pp. 1-25.

²⁸ Charles V. Kidd, Economic Security for Older Persons (Clark Tibbitts, editor, Living Through the Older Years, Ann Arbor, Michigan: University of Michigan Press, 1949), p. 160.

showed that only about one in twenty stopped work voluntarily while he was in good health. More than half of them had been discharged.

Roger W. Babson, famous economist, who at seventy-five was experimenting on a way to "circumvent the law of gravity," said:

"Whether a man is twenty-five or seventy-five makes no difference if his work will earn money. The more people there are earning money, spending and saving it, the better off everyone will be. A well organized study ought to be promoted to find how to expand the work opportunities for senior citizens. The idea that old men at work deprive young men of jobs is largely nonsense. The greater the total number of people earning money to spend or save, the more jobs there will be."²⁹

The major attack on the problem will have to come within industry itself which employs the vast proportion of the labor force. With agriculture declining (in employment) and urban self-employed being limited in numbers, the real job is to discover how industry can provide gradual self-adjusting-employment for its older workers.

But industry is not alone in this responsibility. The worker's distinct responsibility is

- (1) to accept different kinds of work;
- (2) to accede willingly to changes in pay for such work;
- (3) to undertake any training or retraining which

²⁹ Roger Babson, "Work for Seniors," Pathfinder, p. 21, February 8, 1950.

might be required to keep employability.³⁰

The community-combined agencies could be responsible for providing facilities for assisting industry and workers to make these adaptations.

- (1) Training and retraining facilities.
- (2) Adequate public placement service.
- (3) Educational opportunities for older people.
- (4) Counseling and guidance services for older people.
- (5) Other kinds of professional service to meet the needs of our growing population.

Of the costs involved in normal industry, Consulting Engineer Wyer of Columbus, Ohio, concluded that in normal operation in industry the men, due to age, wear out just as capital (machines) wear out. The social costs for meeting the medical attention for the injured, fair compensation for permanent maiming, fair compensation to the dependents in case of the accidental death of a worker, and old age pension after the worker's usefulness is over, are a definite part of industry's obligation and should be included in all cost computations.³¹

The above statement made in 1949 became actively alive

³⁰ Ewan Clague, Aging and Employability (Clark Tibbitts, editor, Living Through the Older Years, Ann Arbor, Michigan: University of Michigan Press, 1949), p. 153.

³¹ Samuel S. Wyer, Primer of Economics--How We Live Off Each Other (Columbus, Ohio: The Better World Fund, 1949), p. 10.

March 16, 1950, by the Nash-CIO Pact.³² The three basic provisions were:

- (1) A trust fund to secure pension payments.
- (2) Joint administration by the company and the union.
- (3) Financing by the company alone.
 - (a) The company pays a flat ten cent hourly allotment per employee.
 - (b) Seven cents goes into a pension fund.
 1. Pensions of \$100 a month, including social security benefits, will be paid to workers retiring at age of sixty-five after twenty-five years service.
 2. Employees retiring at age of sixty-five with less than twenty-five years service will be paid proportionately.
 3. Employees between sixty and sixty-five with twenty-five years service may retire on a pension of \$32.50 a month until they reach sixty-five, after which they will receive the full pension.
 - (c) Four-tenths of a cent pays for administration of fund.
 - (d) Two and six-tenths cents pays for life insurance, disability benefits, and sickness and accident benefits.

(Employees will contribute and receive benefits in proportion to their hourly rates.)
- (4) Seventeen hundred hours of work a year is required to obtain a full pension.

³² News item in the Detroit News, March 16, 1950, and verified in Interview with Asst. Regional Director of CIO, Lansing, Michigan.

- (5) Adjusted credit will be given for all over seven hundred hours work.
- (6) Employees may continue working until sixty-eight years of age, after which future employment will be subject to decision through regular contract procedure (a distinct departure from compulsory retirement at sixty-five).

A summary of the foregoing literature seemed to confirm the following:

- (1) One-tenth of our population was living in an "Extended Age," the rules and uses for which the world has no precedent. This group will increase in number.
- (2) The number of people involuntarily unemployed because of their age was on the increase because of increasing life span and lowering of the hiring age.
- (3) Chronological age was found to be the only measure of aging and there seemed great need of an instrument that would provide a realistic index of aging in its physiological, psychological, and social uses.
- (4) "Being old" in itself did not necessarily entail inefficiency, but that present disuse of older people developed deterioration of physical and mental capacities and abilities.
- (5) The major problems confronting older people were found to be loneliness, apathy, physical and mental illness, loss of ability and skill, the lack of belonging to or receiving the esteem of one's community, poverty, and the general feeling of being a burden. This could be largely alleviated by gearing our economy to screen and match jobs and men. A basic knowledge of how to retire people to something, rather than from something, was needed. As one elderly man said to an occupational therapist, "Give me the occupation and you can have the therapy."

- (6) Although in the last few years some determined studies have been made and a few organizations put into operation, the combined efforts of industry, the older workers themselves, and community agencies would be needed to solve the problem. A chapter "Aging Belongingly" in George Lawton's new book Aging Creatively will give a detailed description of recreation centers and clubs for older people. This book just off the press should be available at an early date.
- (7) There was a noticable lack of organization or service in vocational guidance or placement for older people in all of the literature studied.

CHAPTER III

A SEARCH AMONG BUSINESS AND CIVIC LEADERS TO FIND EFFECTIVE USE OF SENIOR CITIZENS

Well adjusted older people show these characteristics in their life's pattern: plenty of work and a liking for it; strong and varied interests; economic independence and security; good health; many social contacts; hobbies and recreations; living in the present rather than in retrospect; a desire to live life over again; and a predominance of spiritual and mental factors.¹

Lawton emphasized four things needed to maintain mental and physical well being, and to keep one's self respect in older life:

- (1) A job or its equivalent--an activity judged by standards set by others.
- (2) Close relationships with individual human beings.
- (3) To participate in the work of one's community and contribute to its life.
- (4) To express one's self.²

That society has recognized a lopsided socio-economic condition and would be willing to stopgap the emergency with more taxes was found in a recent survey poll in the State of

¹ Wilma Donahue, Room 1510 Rackham Building, Ann Arbor, Michigan.

² George Lawton, Ph. D., Association for Successful Aging, New York City, New York.

Washington by J. M. Wedemeyer. He found that only 8 per cent of the people were definitely not willing to pay more taxes for the support of older people, and that seventy-six were clearly willing but disagreed on the particular kind of taxation. A summary of other findings by Wedemeyer recommended that communities and legislators give more consideration to such subjects as:

- "(1) Deferred retirement, rather than mandatory retirement schemes.
- (2) Selected employment of older people, and jobs fitted to their capacity.³
- (3) Incentives and other provisions which will encourage individual planning for retirement security.
- (4) Services and facilities which will provide needed sources of social satisfaction; otherwise, money will continue to be the primary means of social expression by older people, and there will be increasing resort to pressure tactics."⁴

Loy B. LaSalle, Director of Adult Education in Lansing, Michigan, voiced a need beyond money for older people. He said, "security alone dulls initiative and stifles the spirit of risk and adventure that is needed in progress."

"Creation's greatest event," according to Wyer, "was when man became more than a mere animal. Creative ability and spiritual elation became man's

³ Suggested list of Occupations for Older People in Appendix B.

⁴ J. M. Wedemeyer, Supervisor, Division of Old Age Assistance, Washington State Department of Social Security.

generic mark. The unknown author of Genesis poetically describes this as 'Man became a living soul.'⁵

Harry A. Overstreet, professor emeritus of the Department of Philosophy and Psychology, College of the City of New York, asked, "What has community environment done to people that permit themselves in older adult life to be victimized by all kinds of forces that hold them back from maturing?"

When asked "How can we make our adulthood move toward maturity?", Overstreet answered, "Groups of adults in continuing education studying

- (1) to know about themselves as individuals.
 - (a) Physical--how to keep in good shape and grow in vigor;
 - (b) Psychological--to understand their mental, emotional, and social selves;
- (2) to get a true insight into the community environment in which they live. What does it do to them, their children, and their fellowmen?
 - (a) Educational--how it influenced them in their early years and now.
 - (b) Economical--do older adults have enough to live on and how can we gear the earlier economic earning years so that older adults will be kept happily growing?; and
- (3) to read, discuss, and study to be intelligent makers of public opinion--to have good judgment on public affairs, to understand and contribute to the social and political world."

But where was this continuing education practiced?

Were older people divided into two classes--the toughest who would fight to retain their rights as individuals, and

⁵ Samuel S. Wyer, 325 Cambridge Boulevard, Columbus, Ohio

those that felt themselves interlopers and slipped gradually into rocking chair spheres trying to be "as little trouble as possible?"

In all previous cultures--primitive, ancient, medieval--older persons have had a recognized and, with few exceptions, the most important role.

Research comparisons seemed to show that older persons have a much lower status in America than in any other society today. Our modern society seems to have failed to redefine the functions in our modern-urban world.

Our traditional attitude is that increasing years bring progressive worthlessness to society and that if older people have food and shelter they should wait contentedly to die.

Again, with Overstreet, one asks, "What has community environment done that people permit themselves to be victimized and arrested in their maturing?"

It has long been known that when the effort of the mind to grow into new knowledge and new insights ceases, the mind ceases, becomes fixated, settled--the pattern of an arrested development. As one elderly man who just walked seven miles a day to try to keep his sanity added, "The dead in this country are often not buried for quite a while."

A sign "Pioneer Club" cleverly executed over the door of a small building centrally located in Iron Mountain, Michigan, was largely the deciding factor in starting a search to find

what older citizens were doing. What were the major problems of older people, especially in our urban centers? Were there organizations working for good adjustment and effective use of senior citizens, and what were the attitudes of civic leaders toward the need for organizations for their older people?

Inquiry about the Pioneer Club moved, step by step, to the Chamber of Commerce, the Mayor, and the editor of Iron Mountain-Kingsford News. Here was found an organization of older men, self-manned, that had for two years been providing companionship, recognizing individuality, rebuilding self-esteem through usefulness and belonging.

Started as the result of a suggestion to the city council by the Mayor, and assisted by the Chamber of Commerce, newspaper editor, radio station, and other individuals, this movement represents an unique combined city movement. This social group, organized January, 1948, when elderly men were refused the use of the local railroad station as a "hang out," has good potentialities for future expansion into co-social, educational, and vocational guidance.

The opinion of the leaders is that their present old people are the ones to whom they are indebted for the greatest half century of progress the world has known, and who are watching, with great interest, the progress of others in the community who have come along to take their places in the local scene.

The simplicity and naturalness of this assumption made the movement easily understood and everyone's father and mother, grandfather and grandmother, became a live member of their community. The gracious acceptance of the club was expressed by David T. Reese, 77, retired engineer: "It's the finest thing that has ever been done in this town. We, of the older generation, have often talked about it, but we never thought it would be done."

It became the thesis of this study that programs could be found or devised even in small villages and towns that would result in improved mental and physical health by effective use of senior citizens.

The growing ego, health, and mental elation that come to citizens from contacts with their city's leaders was strongly evident in the members of the Pioneer Club and their immediate families. They talked of their letters and visits from the Mayor, the members of the Chamber of Commerce, the editor,⁶ and other business men, and were proud of their membership cards reading "Compliments of the City of Iron Mountain."

Introspective proof of the ego strength in the above response can be felt in one's own personal reaction when receiving a letter from the Chamber of Commerce as compared to receiving a letter from the Welfare Department. Both agencies

⁶ L. D. Tucker, Editor, Iron Mountain-Kingsford News Office, Iron Mountain, Michigan.

. are useful, but contacts with one builds ego.

Methods Used

From these visits came the decision to interview Mayors and Chambers of Commerce for the study of our older people and what they were doing. Conviction grew, that if senior citizens were to again add a well adjusted natural sequence to society, the movement to achieve this must stem from a combined force of the highest esteemed civic, business, medical, religious, and educational groups--the focal point of operation to be through present established business or educational organizations, preferably the former.

Ours is an industrial age and the Chambers of Commerce are the "eye" of business and industry.

The purpose of the interviews was:

- (1) to locate organizations of and for Senior Citizens;
- (2) to stimulate interest in such organizations;
- (3) to create a desire for movements of this kind; and
- (4) to exchange information between them.

Seventy-five interviews were made in three states--twenty-six in Michigan, twenty-four in Indiana, and twenty-five in Ohio. Sampling was divided equally among three groups: villages with up to 10,000 population; towns on up to 25,000; and cities of 25,000 and over.

These three states were believed to be typical of industrial regions.

Investigations did not aim to show average coverage, but

were more concerned in finding organizations serving older people.

Because no precedent could be found for gathering information on this subject from Mayors and Chambers of Commerce, the first week was spent explaining the problem and developing a brief questionnaire with the help of those interviewed. No set of questions was found completely satisfactory as each situation was markedly different, generally originating from a peculiar local condition. In order to find every worthy effort, it was decided to keep the formal part of the question-guide to a brief outline merely to form a working basis for establishing good rapport and "building in" valuable data during the "thinking together" on the problem.

Some of the most excellent ideas came from those whose communities, as yet, had no organized movement in this direction, but who had sensed the growing need and were anxious for suggestions to meet it.

Only four of those interviewed felt no need to provide any assistance other than Federal Old Age Assistance for people over sixty-five years of age.

Seventy-five per cent asked for a summary of the results of this survey and for a list of groups now in operation. In return, they will send a report of any further activity along this line in their own city. Those who had organizations working were willing to answer letters of inquiry about their

development and function.

Organized Groups

In order to facilitate exchange of information among interested readers of this study, the names and addresses of leaders of organized groups will be given in the footnotes.

Organized groups were found in fifteen communities. Three were in Indiana, five in Ohio, and seven in Michigan. Some of the larger communities (cities) had more than one group: Port Huron, two; Fort Wayne, three; and Cleveland, twenty-four.

That the size of the community did not determine its likelihood or ability to have activity was shown in the population of the fifteen communities having groups. Seven were cities of more than 35,000, six were in villages of less than 10,000, and two were in towns varying between villages and cities.

Six colleges, varying in enrollment from 300 to 20,000, in or near the communities visited were interviewed. Contacts were made with the educational and psychology departments. Three of these colleges were over one hundred years old, all offering doctors degrees. One offered graduate work for Doctors of Divinity. Of the five, only one had courses or was doing research in gerontology.

From those having no activity in this field came the following comments, and all asked for a summary of the survey:

"The need is evident, the project extremely interesting, and it merits thought and effort."

On studies for or about older adults, one (a member of the National Vocational Guidance Association) said, "We don't have, we should have."

After explaining an excellent project for graduate placement, one said, "Older people have vocational problems as well as do young people. Hitherto we have concerned ourselves only with the young."

Another felt, "We need a department in this field in the N. V. G. A."

Of guidance, placement, and education for the older adult, Dr. Lawrence Hess of the N. V. G. A. stated, "The survey you are making is in a hitherto untouched field. It's interesting because it's new. It's interesting because it's needed."⁷

Second only to the thoughtful counsel given by Mayors and Chambers of Commerce, was their ability to refer to other agencies and individuals for source material.

At the beginning of the interviews, 90 per cent said they thought the Welfare Department would have the information wanted. To which the following statement was made: "They do have valuable information, but we wanted also to find what your father and mother and my father and mother were doing." Later in the same interviews, only one per cent again referred to the Welfare Department.

Whenever possible, all references were followed. Interesting attitudes and ideas came from the Welfare conferences. Most of the workers were well trained, efficient, and understanding--carrying a load that could be largely lifted

⁷ Dr. Lawrence W. Hess, 1120 S. Barr, Ft. Wayne, Indiana.

by screening and adjusting our vocations. For under the original Social Security Law, old age assistance payments were supposed to be only a temporary "stop gap" to handle the situation until workers had been able to build up retiring pensions. But instead of decreasing, old age assistance has mounted steadily, rising from 430 million in 1939 to one and one-third billion in 1949.

One County Director of Welfare when asked where the experience and training of older people was going answered, "Mentally and physically the oldsters are going to hell." When asked how old people used their added years, he said, "Doing nothing."

Two Welfare offices had well started proposals for housing projects of older people. One office planned to work with the local Chamber of Commerce. The other had organized the Welfare workers in "extra projects beyond the line of duty," bringing together ideas from clients, counseling among the workers, and in turn influencing the interest of the community through conferences and the press.

The first plan was a home for both men and women, housing not more than sixty people, with three hospital beds, and a staff trained in receiving members, finding out their past experiences, what they are interested in now, and using their skills (such as shoe repair, tailoring, etc.) to help other members (for an established price). A committee would search out abilities, desires, and "gripes." Each one could do some-

thing to earn a little if he so desired, inside or outside. A paid recreation director, having committees of members, would plan weekly programs including speakers, contributions from members, receptions, exhibits, and open house. Rates were to be established so that Old Age Assistance recipients could live there and have a little spending money left.⁸

The second idea was an outgrowth of interest aroused through the Caseworkers' Christmas Project of letter-writing, magazine distribution, and a radio project of supplying radios to shut-ins. It was called the Homewood Cottage Community for Older People--a group of small low rent cottages arranged around a square court of lawn with a Chapel Hall for Community planning and pleasure at one end, a grocery nearby, and the community as self-governed as possible. This is a plan well worth consideration. Drawings of plans and more complete detail can be obtained from F. H. Clary, Subdivision Manager, Division of Aid for Aged, Citizens Bank Building, Norwalk, Ohio.

Some referrals were to ministers and priests who felt the need and were glad to give of their experiences. One Ohio minister said, "You have put your finger on a sore spot in our society." It was the general admission of these clerics that although older people are welcome to attend church and all of

⁸ Mrs. Bertha Ochiltree, 429 Central Avenue, Cambridge, Indiana.

its functions, nevertheless there are very few, if any, groups especially designed to promote the older adult's continued growth, and that in mixed age groups the tendency was for the oldsters to feel that the younger ones should have the offices and do most of the managing. This was especially true of an older parent who was living with a son or daughter and attending their church.

A good example of how an organization can be formed by the combined churches of a city was a "Good Will Industry" for older citizens in New Albany, Indiana. It was originated by the late Dr. Bartle, sponsored by the Women's organizations of the Churches, governed by a Board of Directors from the Churches, and was self supporting, but had the assurance of the backing of the Community Chest if needed. Its two greatest services were to provide some occupation for older people who needed work, especially supplementary work, and to provide articles of clothing and home furnishings at moderate cost. Suitable quarters and heat were furnished by the city. Furniture and clothing were made and repaired by workers who were paid on an hourly basis. The articles were sold at the lowest possible cost to give families with low incomes an opportunity to have good furnishings and clothing. Older experienced workers trained newcomers, and some handicapped workers were being re-trained for occupations suitable to their abilities. There were no officers chosen from among the workers themselves, as

yet. Future plans may include more self-government and worker-management.⁹

The Recreation Opportunities for Older People of greater Cleveland coordinated by the Welfare Federation was the most expansive and the oldest organization found.¹⁰ Cleveland was a pioneer in this movement, beginning in 1908 when Benjamin Rose, a Cleveland industrialist, died and left the greater part of his estate "to provide relief for respectable and deserving needy aged people" because his own last days had been empty, following the death of his wife and children.

The Cleveland Program for Older People was organized on an experimental basis by the Benjamin Rose Institute. Aided by funds from other sources, it conducted a demonstration project for seven years. The first club started in a settlement house. Later clubs were started in churches, housing estates, women's clubs, and other agencies who furnished only room and heat.

As the value of these clubs became apparent, many of the agencies assumed responsibility for them and provided budgets and leadership.

The Rose Institute turned the project over to the Welfare group in 1948, where twenty-four clubs now operate under

⁹ Mrs. Wm. D. Bartle, 1819 State Street, New Albany, Indiana.

¹⁰ James H. Woods, Recreation Project for Older People, 1001 Huron Road, Cleveland, Ohio.

the Group Work Council. The aim is to have recreation for older people which provides

- (1) mental stimulation;
- (2) satisfactory social relations;
- (3) encouragement in the acceptance of responsibilities; and
- (4) the security of belonging to a group where one is wanted.

These Golden Age Clubs, run by the old folks themselves, provide lectures, music, games, teas, picnics, and tours of interesting places, and always refreshments to provide light conversation and make for friendliness. They range in size from twenty to sixty members, and each one is suited to the neighborhood and cultural background of its members.

Membership is secured by

- (1) names furnished by Division of the Aged and Family Service, hospitals, and clinics;
- (2) news items in daily papers--pictures and stories of activities;
- (3) direct invitations to oldsters in the immediate neighborhood;
- (4) posters in store windows;
- (5) pastors of all denominations;
- (6) key people of neighborhood who help with planning and suggest names; and
- (7) word of mouth--interested oldsters tell others.

Occasionally, several clubs join together for a picnic or dance. In October, four hundred oldsters cheered the Cleveland

Indians toward a World Series victory.

Cleveland's next step was the organization of Hobby Clubs. These smaller groups are given supervision by trained leaders and are a real solution to the greatest enemy of the aged--idleness. Members are encouraged to try new things, to sell what they make, or work for fun and exhibition. Each September brings a ten-day Golden Age Hobby Show. Last year there were two hundred exhibitors and they sold over one thousand articles. A list of these clubs and their sponsors is given in Appendix A.

Other projects in Cleveland are the Cleveland Church Federation that sponsors worship, vesper services, and counseling service for older people, and the Women's Volunteer Committee--sixty women who give four hours each week helping at Cooley Farms, Cleveland's giant home for the aged and chronically infirm--an institution which now rates as a model in its field.

Another town houses its older men in a different way. "Cabin homes for elderly men," said the real estate dealer. "A Lum and Abner village," said the storekeeper from whom the men bought homemade sausage, hamburg, bread, and the companionship of a warm stove. "A Shack camp for old fellows across the track," said the townsman.

Three names covered half of one trailer house--John-George-Ike. The storekeeper explained that these were the

three who first began the village--that John was a Belgian who couldn't get a pension and worked when he could find work; George didn't live there any more, but Charles had bought his rights; and Ike drank. All of them worked a little. One was a watchman on the R. R. They paid \$8 a month rent, had no modern plumbing, and got water from the back of the store. The grocer furnished electric light from his meter and the one man burned it all night, probably because he just had an operation. The men could bring their own furniture if they owned any; otherwise, a few simple articles were furnished.

There were three villages within a radius of approximately a half mile, each housing from eight to twelve men. These men sat around the stove in the store for their community life.

Loathe to give any information at first, the owner gradually visited freely. He had bought the place in May, 1949, was enlarging it, and showed his extra stocks and supplies as he commented. "Men alone in the world need a private home, one that they can afford and manage. They need many things. A lot of good could be done for their thinking, by the right person."

His customers received a happy welcome with some personal questioning or banter. Living and movement here seemed more natural, if frugal, than in any institution or home for old folks visited.

One important question developed from this survey:

"Why are there many more homes for older women than for older men?" In the communities visited, four homes for women were found and none for men. There was a greater percentage of women in small private and public homes and a greater percentage of men in large public institutions and in cheap rooming houses.

Quoted answers to where older men congregate and what they do were quite uniform:

"I've been wondering what they do myself, especially since I've had my office off the hotel lobby. Many just come in and sit around with nothing to do day after day."

"They congregate in the two pool rooms across the street."

"The older fellows just walk along the water front."

"Older men attend local ballgames in the summer or sit on park benches. Winter habitat unknown."

"Our old people congregate mostly on the street. There is a need for a place for them, but no action to meet it."

One answer in seventy-four, a woman's, an Old Age Assistance Visitor, was different:

"I see no need for entertaining older folks. If they've ever been any good, they are doing things for themselves at any age."

All four of the homes for women were clean and comfortably furnished and each member had some of her own private furniture. None of the homes had more than sixteen members,

none less than twelve, with one or two in a room. Each had her own bed. All homes had one Sunday Service. All had a piano. None had planned programs for recreation, education, rehabilitation, or vocational direction. The duties of the home were shared according to desire and ability. None had a trained nurse on the staff. The members had been carefully selected. Three had waiting lists. One had television. One was endowed, one a private venture, and two were sponsored jointly by Women's Groups and Community Chests.

The private venture was the result of an early dream by Virginia Monk, who is now the wife of a State Representative. Her aim was a congenial home for old people who could bring their own furniture, pay \$10 to \$15 a week, and share the duties of the home as they desired--a kind of "cooperative in which the guests furnish the money and the hostess furnishes labor and comfortable care, lacking crystalized efficiency." She believes that more couples would open their homes to older people, providing them with home-like protection and comfort--a foster home--if it were not for the present licensing necessary with Welfare. She will work with her husband in the legislature to have the law amended that requires homes having three or more people sixty-five years old and over to operate under Welfare as a Nursing Home. She believes inspection and operation should be controlled by the local city housing agencies.¹¹

¹¹ The Merritt Monks, Winchester, Indiana.

The Gratiot Memorial Home originated five years ago through the ingenuity of four women who canvassed and obtained enough \$100 donations to make a down payment on a house and lot for aged women.

One woman gave \$15,000 to complete the payment. Most of the women guests are Old Age pensioners. Five dollars is returned to them for spending money. Any deficit is paid by the Community Chest. In addition to buying this home, the sponsors have since placed more than two hundred older women in private foster homes.¹²

The need for directed activity and outside contacts was expressed in a chat with a member of one of these homes who had traveled extensively when she was younger:

"We used to have a Bible Study on Wednesday afternoons. A missionary who could play the piano taught us. She died, and we women tried to keep it up, but we seemed to lack ability to teach regularly and didn't have the strength to keep going."

This lack of opportunities for further mental maturing was evident in all of the homes for women.

When interviewed, Fort Wayne's Mayor promptly contacted the Board of Park Commissioners who sponsor three Older Adult Groups:

- (1) The Bloomington Oldsters Club organized about five years ago when about twenty-five men in a rooming house, assisted by the Park Board and Mayor, organized a social club which has added

¹² Mrs. Rhue Bradley, 604-12th Street, Port Huron, Michigan.

continuing education, recreation, and self-planning activities. One of its present services is furnishing programs to the County Infirmary members.

- (2) Jefferson Center Oldsters Club, March, 1949, began in an older school building leased to the park board for a Community Center. Membership was recruited by canvassing and newspaper articles. There were three at the first meeting, sixteen at the second, and now about forty members attend. They have \$90 in their "free-will" treasury, have an independent program, refreshments each week, and Dance with an Orchestra at Christmas. They expect to purchase window drapes this spring. A sorority furnished magazines, and activities include shuffleboard, card games, lectures, home talent evenings, movies, and square dancing.
- (3) McCulloch Oldsters Club is just organizing. It will be 99 per cent Negro and will be a part of the \$62,000 Negro Community Center that has been in operation one and one-half years.

For these clubs ground level rooms are renovated and painted by the city, electric outlets are provided for hot plates, and heat and light are furnished. Tables and chairs are loaned until the Clubs can furnish their own.¹³

An interesting comparison in life expectancy between whites and non-whites was disclosed in the estimated population census (1945-1946) by the U. S. Bureau of the Census: Life expectancy is greater for whites up to about sixty-five years of age, but after that the non-white exceeds the white. So, in our plans for older people, special emphasis should be placed on the non-white above sixty-five.

¹³ Martin Nading, Recreation, City Park Board, Fort Wayne, Indiana.

That more women live longer than men should also receive consideration.

An example of unique brotherhood was shown in the beginning of one Golden Age Club sponsored by the Salvation Army. It was championed by the Mayor, Chamber of Commerce, and City Editor, who bring their parents to the weekly meetings. The membership of sixty-five is composed of fifty-seven white and eight non-white (the excellent pianist is non-white). This is a fair representation of the percentage of mixture of population in the United States. The club is partially financed by the Community Chest, to which the Club itself paid \$10. It cooperates with the Board of Education for buses and music, has both Catholic and Protestant members and leaders, was started in September, 1949, and follows loosely the following weekly program:

- (1) Opening with a verse of America, or other familiar hymn.
- (2) Lord's Prayer or short prayer by one of the leaders.
- (3) Play dominoes, checkers, or other games for about a half hour.
- (4) Volunteer numbers--songs, recitations, mouth organ, piano, or other.
- (5) Two motion pictures, one colored and one black and white.
- (6) Refreshments--tea or coffee, doughnuts or cookies (free). Monthly birthday table with cake and ice cream for all birthdays in the month.

Their suggested plans for the coming months included:

- (1) Preparing a "Radio Program" from their own volunteer numbers for the County Infirmary members. School bus and speaker system to be borrowed from school for trip to Infirmary.
- (2) Historical and biographical sketch of each member to show past experiences and training that might be used for "part time" jobs or free service in the community.
- (3) Have group select one of their members to speak before Rotary Club, Chamber of Commerce, or other civic groups on subject, "What We Do In the Golden Age Club."
- (4) Sponsor Wilma Donahue from the University of Michigan to speak before the Combined Social Group of sixty to eighty social workers in the city.
- (5) Crown the oldest lady as May Day Queen. Have two oldest men escort her. Club members to wind a May Pole.
- (6) Hold summer picnics.¹⁴

Fenton's five thousand villagers have a modern Community Hall, a gift from a former village girl whose father settled the land on which it stands. Here a group of Golden Age people meet every two weeks for social recreation, some driving as far as fifteen miles to get there. Sponsored by the Kiwanis, the club began about two years ago, has 150 members with an average of ninety in attendance, and, according to the caretaker, "It holds up better than any other group." It books its dates and plans programs a year ahead.¹⁵

¹⁴ John Ward, Brigadier, 607 Huron Avenue, Port Huron, Michigan.

¹⁵ J. Chesnut, Director, Community Hall, Fenton, Michigan.

Greenville, another village of 7,500, has just appointed a City Committee of Recreation, hired a full time director, and begun a building to house the City Recreation Program on land donated by the city. Sponsored by the business men of the city and the Gibson Refrigerator Company, the program will serve all ages. Both the Mayor and the Secretary of the Chamber of Commerce stated, "The program will include the older adult."¹⁶

Findlay's Chamber of Commerce is a picture gallery of historical city events--pictures showing Senior Citizens and past members in good proportion and in line with former interests.

Chamber of Commerce Civic groups, Masonic order, and Elks Club all have so-called "Senior Groups." These former active members have life memberships and meet regularly with the organization. The Chamber of Commerce began the movement by calling and using its past members for consultation and for social occasions. Birthdays are honored with a large cake. Pictures are taken, and histories and newspaper articles are written by older men. Older men are used for receptionists. Some write periodic news releases on "Why a Chamber of Commerce?" They have reserved seats at local stadium, plan programs, and send out gifts to County Infirmary. They furnished a law of-

¹⁶ Fred Bock, Director, City Recreation, Greenville, Michigan.

fice for the rehabilitation of an older lawyer. The attendance of oldsters is encouraged at the "Ignorance Club" whose motto is "Say nothing good about those present and nothing bad about those absent." This breaks formality and encourages repartee.

The city is planning a "Tell Taylor Day" in honor of a local composer who wrote "Down By the Old Mill Stream." Older inhabitants will be used to find history, in planning, and in presentation. They send congratulations to older statesmen on their birthdays, and had, when interviewed, just received an answer from Herbert Hoover with his autographed photo as a "thank you."

A Palmer Home for elderly women is being built from a legacy trust fund.

The Elks Club, which has a public cafeteria, uses their three oldest members to greet newcomers and visitors--they know all the members so can "spot" strangers--and call them the Three Musketeers.¹⁷

During the spring of 1948, the University Extension Service and the Institute for Human Adjustment at Ann Arbor offered a course for older people called "Problems and Adjustments in Later Maturity and Old Age."¹⁸ This was a six month

¹⁷ Floyd J. Habien, Executive Secretary, Chamber of Commerce, Findlay, Ohio.

¹⁸ Dr. Clark Tibbitts, formerly Director of the Institute for Human Adjustment, University of Michigan, Ann Arbor, now in public health work with F. S. A., Washington, D. C.

experimental course. It appealed to more than fifty persons ranging in ages from twenty-three to eighty-four years. Many were timid. Some were ashamed to admit they were old or getting old.

This was a six month experience, and only a short sentence summary can be listed here of the many interesting results.

(1) Initial Experiences

- (a) As the course developed, both sponsors and students expressed need to translate discussion into practical experience.
- (b) Class members formed a social group to promote sense of belonging, to make friends, to express themselves, to enjoy the feeling that something was being done for them.
- (c) They wanted to continue meetings after end of course, but practically no one had any suggestions or knew exactly what he wanted to do. (Important)

(2) Beginnings of a Continuing Program

- (a) In cooperation with the Department of Physical Education and Recreation of the Ann Arbor Schools which supplied equipment, tables, benches, and reserved the only shuffle board court in Ann Arbor for Thursday evening.
- (b) Picnic suppers were enjoyed before games.
- (c) Croquet, horseshoes, badminton, conversation, and just being spectators supplied entertainment.
- (d) The summer group grew from fifteen to fifty.
- (e) Leadership was provided by members of the Institute for Human Adjustment Staff.

- (f) People became more relaxed, suggestions came more frequently, and it was finally decided to organize, to elect officers, and to experiment with a varied program of discussion and recreation.
- (g) The winter program consisted of singing, dramatics, games, sports, lectures, and discussions of current and cultural topics.

(3) Mechanics of the Program

- (a) Ground floor location and transportation are important. This group used a high school cafeteria that had a piano, tables, chairs, and cooking facilities.
- (b) School recreation department furnished equipment: games, instruments for toy orchestra, projection equipment for movies, and other items.
- (c) Relationship between the group and the school was mutually beneficial. Group is now sponsored by the Board of Education.
- (d) Approximately forty regular attendants divided by chance into small groups of five individuals in each group electing a chairman seemed to function best. Each group planned for one of the discussion-recreation periods.

(4) Results

- (a) The most interesting and rewarding thing observed was the number who made new friends.
- (b) They had an opportunity to do something for others--exchanged reading material, shared cars in transportation, brought unusual cooked food for lunches, adopted a family for Christmas food and clothing, and contributed time, effort, and materials for the patients at the local County Infirmary.

- (c) Leadership was developed. A new set of officers was elected for each twelve weeks and committees rearranged.
- (d) The group voted to name themselves the Senior Citizens Club.

(5) Short Comings

- (a) Individuals should be stimulated to participate further in communities--established organizations such as churches, YWCA, YMCA, Red Cross, Salvation Army, public evening school, Council of Social Agencies, etc. should enlarge their programs to include active participation of older people.
- (b) Some always remained spectators.

During the fall of 1948, this course was given to eighty people in Detroit, and arrangements were made so that it was offered in Flint during the winter. Local groups in Traverse City and Windsor, Ontario, also offered it in their communities with the assistance of the University speakers.

In September-November 18, 1949, this Extension course was repeated in Detroit and a continuation course added from November 25-January 27 of this year. This included instruction in Legal Problems of the Older Person and Community Programs for Older People. University Extension workers are available for other communities.¹⁹

Dr. Harry A. Overstreet, at Ann Arbor, spoke of a growing interest of late among business men and others to find what

¹⁹ Dr. Wilma Donahue, 1510 Rackham Building, University of Michigan, Ann Arbor, Michigan.

they might best do in their years of retirement. The consensus among them has been that they must plan early in their adult years, with years still ahead of them, for dependable riches in the years to come instead of "a dying-back of the brain."

He suggested five important practice periods:

- (1) Practice creating--music, drama, story, painting, sculpture, woodwork, sewing.
- (2) Practice obligations--debt to past traditions and to their human fellows.
- (3) Practice research--some area of life's problems with thoroughness and exactness.
- (4) Practice happiness--sociability and play.
Being happy with people is a way of being wise.
- (5) Practice God--envisaging "a way of life."

A growing interest for "a way of life", that started among older business men but now claims an equal number of younger men, was evidenced on a Friday afternoon not long ago when a group of twenty prominent business men of New York boarded a train for a sequestered farmhouse in a hill country about fifty miles from New York to spend "a quiet weekend with God", as one of them put it. Roman Catholics, Episcopalians, Quakers, Presbyterians, and Lutherans were included in this amazing movement for inner peace. Retreats are being held in every state, but this was the best organized group found of men and women who are seeking new strength for facing life's problems by making religious retreats. Probably not fewer than

two hundred thousand Americans benefit from this little publicized mental therapy.²⁰

Kalamazoo, the city whose ramps and railings at street crossings show thoughtful consideration for children and others who find steps difficult, has a Three Quarters Century Club²¹ that admits social members at sixty years of age and grants full membership at seventy-five. It began sixteen years ago by the personal visitation of Mr. Muffly to older people. Room, heat, and light are furnished by the County, and the meetings are held every two weeks on the fourth floor of the County Building, which has an elevator. Starting with a very few, the Club now has more than two hundred members, a choir of its own that also does community singing, brings in outside speakers, plays cards and games for recreation.

The Marlborough Building, in Kalamazoo, is the home of an excellent class of older women who have means to pay for good small apartments and wish to live alone, and the Salvation Army has purchased a forty room hotel on North Burdick--a housing project for older men.

Kalamazoo also has a Flower Fund Memorial built from sympathy gifts for bereavements in place of flowers. This is

²⁰ Rev. W. Robert Hampshire, Chairman of the Retreat Committee, American Church Union, New York City.

²¹ Mrs. Doris Stearns (Program Chairman), Marlborough Building, Kalamazoo, Michigan. Phone 7004.

a Senior Citizens fund earmarked for an Apartment House for Older People.²²

Several cities, like Lansing, are laying the ground work toward good adjustment between "Our Age and Our Aging" by enlarging their adult education program in the night schools and by lectures, panel discussions, and conferences, sponsored by individual organizations such as the Ingham County Council of Social Welfare and the City Women's Inter Club Council.

The Adult Evening School sponsors the Lansing Senior Community Club which began last fall (1949). Its forty regular members, sixty to ninety years of age, have had prominent speakers on their weekly program and have engaged in hobbies, including metal-work and upholstering. They opened a dancing class in February at Eastern High School.²³

Attitudes of Leaders Toward Organizations for Senior Citizens

The following expressions came from communities having no organizations for older people. Quotations from those interviewed best express their attitudes:

"There is a real need for some agency to utilize the great storehouse of ability and experience of older people, but we don't know how to use it. Juvenile delinquency is misuse of assets. Older Adult delin-

²² Senior Citizens Fund, 1203 National Bank Building, Kalamazoo, Michigan.

²³ Loy B. LaSalle, Adult Education Center, 419 N. Capitol, Lansing, Michigan.

quency is disuse of assets."

Charles Morris
Cambridge, Indiana

"If we can get the people interested, the city will go along. Can't think of any meeting place, but if we got to thinking, that probably would come too. I've visited a Florida Camp of 2,500 Older People with a Community building and planned recreation. It was fine. It was operated privately for profit, but we could use the general idea without the profit motive."

Fred Williams
Bryan, Ohio

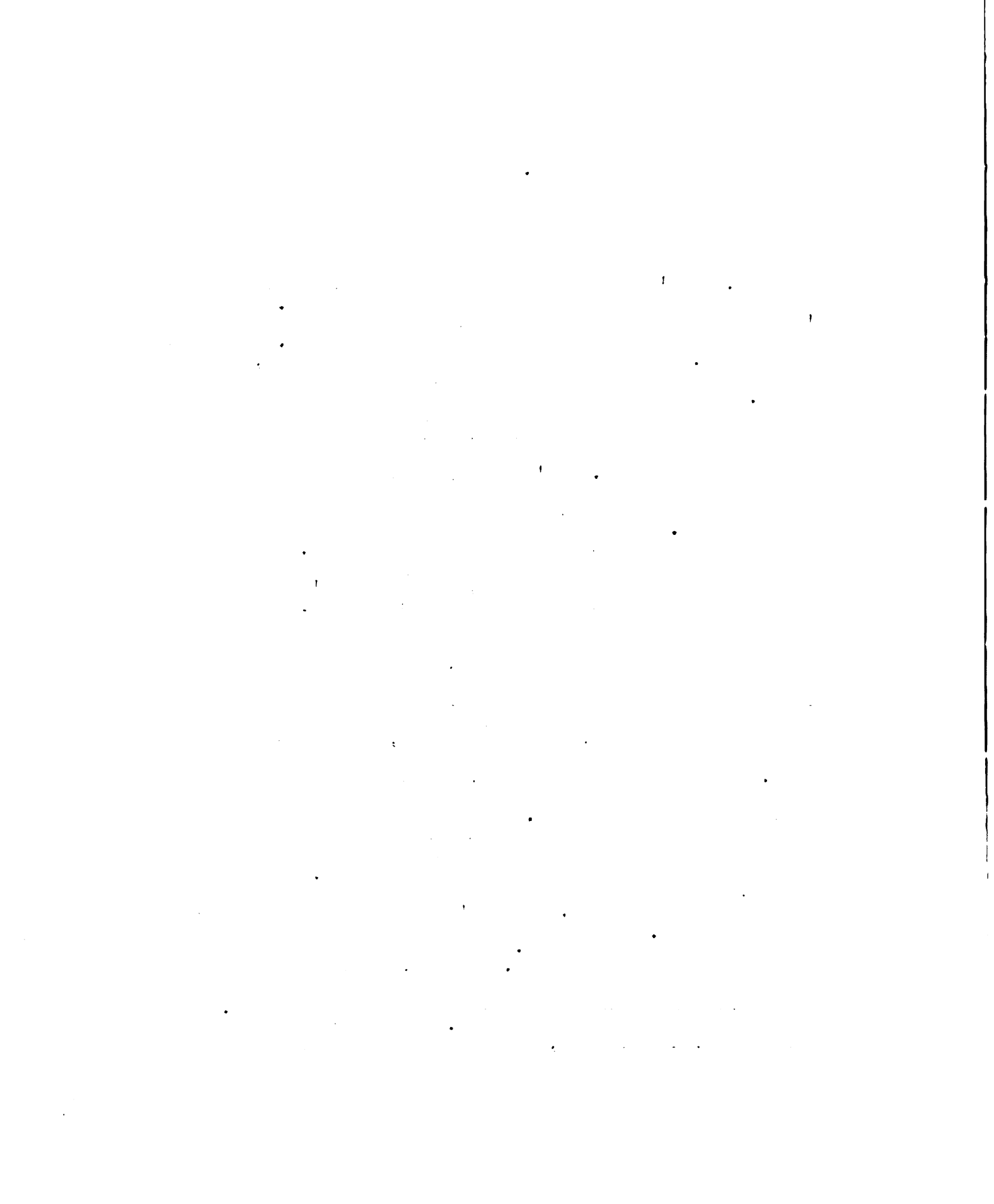
"A very worthy cause. It's very pleasant and surprising to find someone, especially from a large educational institution, interested in older people and their use. Older people need to feel that they are contributing in order to have satisfaction. Recreation (basketball games) is enjoyed vicariously by most older people in Madison, but that isn't actually doing something to help the community."

James Wooden
Madison, Indiana

"There is needed a central clearing house (could be a College Adult Department Project) of records and files of older people, their abilities, and vocational desires made available to communities regularly. It would serve two ways, for smaller cities have a financial problem of insufficient funds to pay for the best personnel. Older persons from larger cities or higher positions might retire to similar positions in smaller places and be used to train and enlarge ideas of younger assistants. For example, a former retired Chief of Police from New York City is head of Mt. Clemens' force and has a young assistant.

C. Sedan
Mt. Clemens, Michigan

"The retirement plan of our college could be improved. It should not be according to age. Our educational plan should, in some way, provide for the continued



use of most of our experienced educators. The present plan loses much from the education field.

Dr. Clyde M. Campbell
East Lansing, Michigan

A typical example of "thinking through" by a civic leader, who has never really thought of his Older People and their problems, is shown by these periodical quotations taken from an interview with the Mayor of a city of fifty thousand in Indiana:

"No, I guess we have no organizations of, or for, our older people.

Hadn't thought much about it.

Both my father and my wife's father are dead.

My mother runs a small hotel back home. My wife's mother has edited a weekly newspaper for the last twenty-five years. Both like independence and have been in good health. The paper is quite a load for her since her husband is gone.

My son is taking journalism at college and will help her upon graduation.

I guess there aren't too many old people that need attention.

There was a man of seventy-five in here yesterday, hale and hearty, can't find work. Wondered if I could help him find part-time work. I've known him for a long time. He's fighting transferal from a room to the County Infirmary.

I support his independent attitude. I'm going to see that he gets aid to stay in that room. I'll try to find work for him.

There's about one thousand old age pensioners in our county. Eighty per cent are inside the city limits.

There must be as many more out of work and not getting assistance.

There's an elderly man, about ninety, walks past here every day to his son's sales room about three blocks away. That's all he does. He needs social and recreational outlets through contacts with people of his own age.

I'm a member of the Lion's Club and they are looking for a project.

They can 'spearhead' a movement to investigate these needs and find a building and ways to use it."

One of the greatest values of having more than one interview in each town was the opportunity it gave to promote concerted future action. Quotations from three interviews in one town will illustrate this:

"We need an agency or organization to promote social life and part-time vocation for both older men and women. A date on the calendar should not determine efficiency. Our laws and education need adjustment. I will talk to the City Council about it."

Mayor Butcher
Union City, Indiana-Ohio

"The need is clear. What shall we do?...I will suggest appointing an Exploring Committee to locate older citizens, try to determine their needs and desires, and formulate plans to meet them."

President of Chamber of
Commerce Stewart
Union City, Indiana-Ohio

"I will introduce the idea at the next meeting for discussion."

Secretary of Chamber of
Commerce Bickle
Union City, Indiana-Ohio

Many believed that since public agencies have assumed responsibilities for basic living needs, private agencies, private funds, and personal interest have been curtailed. Another strong feeling expressed was that public agencies, especially when they assume Federal proportions, have a tendency to "get the job done" rather than "serve the individual."

When one can think of older people in terms of his own parents or grandparents, the attitude toward their problems assumes better perspective for a more permanent solution.

Of the fifteen organizations found, all were social or recreational. None were vocational. However, three plans were suggested for vocational procedure. These plans are now in operation on an experimental basis by individuals actively interested.

(1) The Luker Block Plan

- (a) One person employed by each community to contact Mayors and Chambers of Commerce, business firms, religious organizations, civic building managers, educational building and ground directors, and others to find "by the job" occupation for older people.
- (b) Job worth to be estimated by time study based on normal hour output, but rigid adherence to hours not required. Paid by the job.
- (c) The establishment of a centrally located office and invitations sent to older citizens to record their experience and work desires with the object of obtaining employment.

- (d) Goal of plan to be "Every establishment use one pioneer."²⁴
- (2) Sedan's Central Clearing House²⁵
Given on page 59.
- (3) Sternman's Screening Plan
 - (a) Screened all requests for help from employers, to see if work could be done by older people.
 - (b) Personally contacted employers to see if older people would be acceptable.
 - (c) Encouraged acceptance and use of older workers.
 - (d) "Followed-up" to record mutual satisfaction.²⁶

There seems to be a general growing awareness that "new life" has been added to our years, and adults are beginning to ask, "Tomorrow and I, What?"

The same trend in public thinking was shown at the Annual Conference of the National Education Association (October, 1949), when the Department of Adult Education created a committee to report on "Education for an Aging Population." The committee recommended that the Department of Education transmit a resolution to the Federal Security Administration looking toward the establishment of a facility within the Administration which will

²⁴ Dr. L. Luker, Mason-Abbott Hall, East Lansing, Michigan.

²⁵ Secretary of the Chamber of Commerce, Mt. Clemens, Michigan.

²⁶ Director of United States Employment, E. North Street, Fostoria, Ohio.

- (1) collect and disseminate information about all types of programs for aging and older people;
- (2) stimulate the development of experimental programs, demonstrations, and research; and
- (3) promote cooperation and effort among professional groups working in the aging field at all levels.

This search among business and civic leaders to find effective use of senior citizens confirms the following:

- (1) One-tenth of our present population are receiving an extended period of "new life" with no apparent use for it.

The remedy suggested was to create and re-allocate jobs.

- (2) The number of people involuntarily unemployed because of their age will increase because of increasing longevity and constant lowering of hiring age.

The solution is obviously "jobs."

- (3) The erroneous chronological measurement of aging is obsolete. Another instrument of measuring efficiency is needed.

Jobs to suit the worker could be this.

- (4) The deterioration of physical and mental capacities through disuse was found to be the most vicious problem of older people.

Vocations for all that want to work would largely solve this problem.

- (5) Other major problems were loneliness, physical and mental illness, loss of abilities and skills, lack of belonging to or receiving the esteem of one's community, penury, and the general feeling of being a burden.

Work with pay would be the answer to most of the above needs.

- (6) Some organized movements are being made for recreational and social improvement, but none were found for vocational placement.

The remedy would be movements to find jobs.

- (7) Three plans to find and reallocate jobs were given.

CHAPTER IV

TECHNIQUE AND RESULTS OF RESEARCH IN TEN HOMES FOR THE AGED

Specialists in the new clinic for gerontology and geriatrics established at "Moosehaven"¹, Home for Older People, are putting old age under the microscope. The investigations will include physical, nutritional, social, educational, and emotional factors. Beside these eminent scholars, there is a resident physician, four nurses, and a new hospital wing of thirty-four rooms.

"A job for everyone" is Moosehaven's philosophy. Nearly all the work is done by the folks themselves. Every person able to work, helps. This provides occupational therapy for the individuals and help for Moosehaven. Everyone receives some compensation for his labor. Those unable to do physical work can be "Sunshiners," and they too receive some compensation for being friendly and cheerful.²

The Hodson Community Center in New York has found a program of activities that promotes continued use of skills and talents suitable to the individual, and yet offers the

¹ The Moosehaven Research Laboratory at Orange Park, Florida, began September, 1949, and is headed by Dr. Robert W. Kleemeier, Northwestern University psychologist, and Dr. Anton J. Carlson of the University of Chicago.

² Dorothy Anderson, "Science May Yet Outwit Old Age," Moose Magazine, p. 7, March, 1950.

warm companionship of others. It has also found that such a program will recover and reestablish a feeling of usefulness and belonging. "A rediscovery of himself...as an integral creative part of his times." There has never been an admission to a mental hospital in the six years of existence of this center for seven hundred members.³

On the other hand is Dr. Bluestone's caustic comment on institutional life:

"An ideal institutional life for the aged is a contradiction in terms. Under the best of circumstances an institution, and the general hospital is included in this category, cannot help adding insult to injury when a client is admitted, and the home for the aged is no exception."⁴

The general attitude of Mayors and Chambers of Commerce concerning the commitment of people to County Homes in seventy-five communities was expressed by Schendel's, "To the County Home to Die."⁵

That the aged do prefer social living and that the need for companionship is their strongest expressed need, beyond vegetative subsistence, was found by Clark Tibbitts⁶ in his

³ David Laurence, "What Is Case Work for the Aged?," Public Welfare, 7:188, October, 1949.

⁴ Dr. E. M. Bluestone, "Medical Care of the Aged," Journal of Gerontology, Vol. 4, No. 4:307, October, 1949.

⁵ G. Schendel, "To the County Home to Die," Colliers, p. 15, October 8, 1949.

⁶ Clark Tibbitts, "Aging and Living," Adult Education Bulletin, pp. 1-4, October, 1948.

study of the older people in Washtenaw County, Michigan, and by John Griffin's thorough analysis of the living arrangements of nineteen hundred old people in Somerville, Massachusetts.⁷ Only about 12 per cent lived alone. Institutions are the exact opposite of living alone, and yet the most lonely are found in these two places. "Institutions represent the last desperate resort," according to Griffin, because it means removal from familiar old neighborhoods, acceptance of regimentation, routine, and constant mingling with the terminally sick.

Ju Shu Pan also found the influence of institutionalism deteriorates personality.⁸

According to the records, being in an institution and living alone, two seemingly opposites, shared the ignominy of being the least desirable places to live. What have these two extremities in common?

Through past experiences, the feeling of being alone in an empty house in a period of illness with a lack of funds and friends can be understood by almost everyone. During this experience, personality definitely changes. If no relief comes, deterioration and apathy follow. At any age in life, there will be a decay of personality when the physical, social, in-

⁷ John J. Griffin, "The Sheltering of the Aged," Journal of Gerontology, 5:31-43, January, 1950.

⁸ Ju Shu Pan, "A Study of the Influence of Institutionalism on the Social Adjustment of Old People," Journal of Gerontology, 3:276-280, March, 1948.

tellektual, and spiritual functions are not exercised. The using of these combined functions is thought of, in this study, as human exercise.

THE EXPERIMENT

The Problem

The conviction that lack of this human exercise was the evil common to "living alone" and "institutionalism," the two places where the most lonely and apathetic are found, motivated a desire to explore homes for the aged to find if there was relationship between the amount of human exercise and the state of loneliness and apathy.

Description of the Home

A Home for Old People in a city in Michigan was chosen to furnish control data because it was a medium sized, modern, recently built, church home. It housed about one hundred old people, was financed by endowment and free will gifts, was away from central meeting places yet inside the city limits, had mostly paying members but some non-paying, had one registered nurse (for children and old people), a chapel, a social room, and spacious grounds.

It was assumed that this home was near the average in size, location, equipment, and personnel, and that a three-month program, one day a week, could be developed that would

result in improvement in the mental and physical health of its residents. The results of this program would be the basis for determining the "human exercise quotient" of other homes for the aged to be visited later for comparison.

There were about seventy-five members, twenty of whom were men living on the first floor. One couple, husband and wife, also had a two room apartment on this floor. The second floor was for women and the third floor was the hospital. About 10 per cent were in the hospital or confined to their rooms. The rooms were private with one exception where two women shared a room. More than 50 per cent were over eighty years of age.

The Home was under the supervision of a pastor, who had been there for twenty-five years. He was appointed by a Church Board. The building was intensively clean and coldly inviting. The supervisor was cooperative in a friendly, passive way, but made no active contribution to the project beyond supplying names of members he thought might be interested if contacted. The office secretary found their room numbers. It was necessary to plan and execute the experiment completely within the existing schedule. The attitude of the supervisor was, "Most of my people come here for rest. They are tired."

The activities found in the Home were weekly church services in the Chapel and visits from Women's auxiliaries in the social room, which usually consisted of songs, announce-

ments, and a speech by the pastor. There was no mental activity in which the residents of the home were other than observers. A few helped occasionally in the kitchen or laundry room. The nurse tried to help by encouraging handwork among the women and bringing the necessary work materials to them as she came past the stores on her way to the Home. For the men, there was nothing.

Preparation Period

Recorded observations of group situations (dining room, sitting rooms, hallway standing waiting for meals) were made the first day (Tuesday) and used as control data for this experiment.

These group situation observations were recorded as:

- (1) Changes in facial expression
- (2) Conversation
- (3) Physical activity
- (4) Bodily posture

Among the men there was almost no changes in facial expression, very little notice of others entering or leaving, and an occasional word of conversation, but no use of sentence structure. There was some notice of presence of the observer (woman) in downstairs living room where men generally sat, but soon they looked out the window or just sat. There was no laughter, no smiles, no animation. The man whose wife also

lived there showed the most activity and spontaneity. One man walked incessantly up and down the hall.

There was more activity among the women and some visitation as they came down the elevator for noon-day meal. But then they lined up against the walls, dully waiting for the dining room door to open. Inside, they moved as quickly as possible to their places, a strong matron stoically and firmly said grace, everyone ate, and the room was empty in twenty minutes.

In the first afternoon, the research worker made five room calls on those whose names had been suggested by the supervisor. These contacts were made to

- (1) establish rapport;
- (2) discover past interests or activities through personal articles in rooms, building, or grounds;
- (3) gather other facts and ideas for future plans;
- (4) find something in which at least two people were interested on which to begin group work; and
- (5) be constantly alert for possible leadership in the group.

The observer's attitude in approaching these interviews was, "Where they from their experience speak, and I from my inexperience ask and answer."

Good rapport was established by asking these older people for their guidance and assistance. The notes made from the first day's contact show this:⁹

⁹ Names have been changed to protect identity.

Mr. Adams--First met walking to outside mail box. Eighty-four years of age. Retired minister and farmer. Would enjoy singing. Hymns preferred. Reads music. Can sing tenor, bass, or soprano. Need, mental activity.

Mr. Mills--Met while visiting Mr. Adams. Rheumatic, but able to walk with cane. He and wife have a two room apartment. Attitude very normal and excellent. Has had his children and relatives provide entertainment at Home. Plans to have another program on his birthday (Mother's Day) this year. This might be a beginning for group activity.

Mrs. Mills--Called on her at husband's suggestion. Friendly. Making a small rug. Has good health, physical and mental. Active. Could be good group worker. Took me to library, nurse's room (who was out), and laundry room, where she was going to iron. Doesn't think she could do anything in group work because of lack of practice, but refers constantly to her children and grandchildren and their abilities to help on programs. Joins with Mr. Mills in wanting a program on Mother's Day.

Mr. Neller--New member of Home two weeks ago. Eighty-two years old. Seems in good health. Talks of his daughter's first visit from Cleveland in two weeks. A little wistful and new. Seemed interested in singing with a men's group, but thought he couldn't.

Mrs. Carl--Dowager type. Unusual mental abilities. Had recently completed and published a family history through assistance of a nephew. Formerly liked to sing, but sang too loudly and was asked to stop. Loves music, but thinks she couldn't contribute in that way anymore. Feels that with so many personalities in the Home, little can be done in group thinking. Liked praise of her history and request to display it. Her abilities should be utilized--her forcefulness guided into leadership channels.

As members gathered in the halls for the evening meal, the observer met friends of those who had been interviewed in

the afternoon. This visitation made the waiting in line more flexible and pleasant, and a little curiosity and interest were aroused in other members.

It is evident that these folks have achieved in the past but have been losers for such a long time that they will need much and varied encouragement in order to try anything again. If they can feel that they are only in a new community, rather than outside of all communities, it will help.

The superintendent's comment was, "Communities have done little or nothing for their aged people. Old people trust no one, or very few."

The second Tuesday's work was a continuation of private visits to encourage acceptance of the idea that activity might be possible or profitable and to stimulate more suggestions.

Another aim was to use the indirect method of guidance and have the ideas come from the members themselves, from activities they had previously enjoyed. This method took more time and required more patient searching for avenues of approach. A diary report was written at the close of each day. The one for the third Tuesday shows the trepidation and experiences of exploring these uncharted depths of disused abilities:

I left at 7:30 for the Evangelical Home with the plans as outlined in last week's report. It is a good thing to have plans written. It is quite another thing to convert plans into flesh and blood. This process

continually appalls me, and it never happens exactly as planned. It is doubly true with this project--trying to think with and beyond folks who have such a store of past experiences and maturity. It is like telling your parents how they should "bring you up." Work and plans for children and young people can be built upon one's own past experiences, but that is not true in planning for the generation beyond you. One senses a new meaning to the message of the latchless door, "Behold, I stand at the door and knock."

While searching for methods of approach, the idea came to take a flower for each member of the Home as an introduction to the group, so sweet peas, some fern, and two packages of pins were purchased, although the way to distribute them was left to be worked out after reaching the Home.

On my arrival, the superintendent met me with a cordial handshake. Some of his comments concerning our present project were, "More than 50 per cent of my people are over eighty years of age. Most of my people have come here to rest. They are tired." I liked the way that he said "my people." I was not sure that I liked the finality of "to rest" and "are tired." Then another guest called and the superintendent had to leave.

The flowers were still in the car. The first Plan on my list said, "Contact the head nurse, as she was mentioned by the Pastor as the one who had tried to plan for some mental motivation in the past." I inquired where she was, but none seemed to know. "She could be anywhere in the building." The building is a three story structure covering more than an acre of ground.

Most of the next hour led me through a modern laundry, kitchen, chapel, heating plant, gymnasium, music practice rooms, auditorium, a children's dinning room, and one for adults. Then I came to a small library that had a sign on the door, "Open Thursday, Friday, and Saturday afternoons." Through the glass it looked a little too neatly kept, too new and unused.

On the second floor, my coming surprised a little aged lady dressed in blue who was emptying her waste basket. I smiled and began chatting with her. In a

few minutes she was visiting easily. Two other elderly women came around the corner, and she called to them in such a happy voice, "Come here and meet this friend who came right up and talked to me." Within a few minutes, one was telling about the daily housekeeping tasks that she was doing, and the other, Mrs. Ring, when asked about her youthful looks, said that she would have a birthday April 25. Mrs. Timer, who peeked out a door and was invited to join us, said that she had thought about having a Ladies' Club. As we walked toward the ladies' parlor, a slow-minded woman, who has been a helper in the Home for twenty-six years, joined the group.

Birthdays seemed to be a good topic of conversation, and one woman knocked on doors as we passed, calling out two women, whom she introduced, and asked for their birthdates as we all slowly walked toward the parlor. Two women there, dejectedly sitting at different ends of the room, stirred a little and then looked up with mingled surprise and a little suspicion. Walking over to the further one, and followed by the group, we asked if she had seen the head nurse, then began telling her about "all these birthdates" we had collected. She smiled as we wrote down hers, and the woman in the other end of the room slipped halfway around the room in curiosity, so we included her. The list was handed to the one who seemed the most aggressive and she was selected, by suggestion of the visitor and nods from the women, to try to get all the birthdays for April. By that time it was 10:45.

The mid-day meal is at eleven o'clock and from twelve to two is the rest period. The head nurse sleeps during that time, so I made short calls on some of my friends of last week: Mr. and Mrs. Mills and Mr. Adams. The two men were not so well as before. Mr. Mills was walking with a crutch and cane because of arthritis. Mr. Adams was mentally depressed and feels that his usefulness is entirely passed so would welcome release from this life.

Mr. Charles, just across the hall from Mr. Adams, came out of his room and inquired about his neighbor's welfare. His speech and manner were highly cultured. He is a retired attorney with musical (piano) training, and was formerly an accompanist for his wife, an ac-

complished singer until her death. He may be the possible leader for the men. Next week will give more information about him.

A small man walked incessantly up and down the hall. After he had passed a number of times, I talked to him about hiking as soon as the weather was warmer. He spoke eagerly about taking walks. Later two other men referred to him as the "walker." I shall try to see him next week.

Five minutes after two o'clock, I knocked on the head nurse's door. She was hardly awake as she admitted me, but insisted that I stay, saying that she should be up at two. She was an attractive, interesting, mature woman. We had an hour conference in which she told of many things she had tried to do for the people there. The more able of the women are invited to assist her occasionally in serving for special groups, and last Christmas at their entertainment a few of the women did extemporaneous singing, speaking, and a little jig. The men find it more difficult to adjust. They do very little visiting, but occasionally listen to the ball games on the radio in their own parlor, where they sit stiff against the wall without comment. This situation troubles her, but she has no solution.

We then visited her "shut-in" women. Mrs. Made, very overweight, is trying to reduce and needs daily light treatments. Her hand-made bed spreads, baby jackets, laces, and dollies would excite the envy of any art shop. This refined educated lady doesn't like to "just sit around." She would enjoy discussion groups.

Mrs. Sander, a little German Grandmother, eighty-seven years old, when visited became happy and gay about getting dizzy and falling out of the elevator on her way to dinner, showed us how she could still dance a little with her one good foot, while both bandaged wrists and one wrapped foot were waiting to get well.

A snow-white-haired woman, that hated white hair, extremely depressed and lonely, shared adjoining rooms with a stolid Matilda, who could speak both German and English, but who spoke German mostly because her com-

panion spoke only English and they were not too compatible. This case merits more study and help. A determined planned effort to save the mind of this depressed woman is needed. She has been there only since September and isn't able to adjust as yet.

Millie, a fifty-seven year old child with an eight year development in mind and body, cherished and protected by a noted father and his wife while they lived, is really a misplaced member of this Home. She has her meals in her room. It would seem that she should be in another institution.

During our trip, the distribution of the flowers I had brought was discussed, and it seemed best to distribute them at the evening meal--at each place in the dining room and on the trays for the shut-ins. Preparing them was a happy experience.

The next day a follow-up Birthday greeting letter, with return stamped envelope, was sent to Mrs. Ring and repeated the suggestion that because of the interest she exhibited in birthdays, she might be able to find the names and dates of all, both men and women, who have a birthday in April, and we would meet next Tuesday for an April Birthday Visit. She is to notify the people and I will bring light refreshments. She is to answer my letter with her decision.

Plans for Next Week:

- (1) Get copies of questionnaire mimeographed.
- (2) Secure copy of Family History from Miss Carl for class display. Secure a few samples of craft work from others.
- (3) Contact Mr. Charles about music and questionnaire.
- (4) Locate and visit "the walker."
- (5) Visit Mr. Adams for mental stimulation in some way.
- (6) Visit "white-haired" lady and try to find some way for relief for her depressive state.

- (7) Work with Birthday results from Mrs. Ring.

Effectiveness of Program

The conditions did not make it possible to have experimental and control groups. The comparison of the behavior observed during the first two weeks with that during the last few weeks was the measure of effectiveness.

Change in the desired direction was assumed to be evidence of the positive effect of the program.

Favorable response was judged by:

- (1) Increased conversation with members, experimenter, visitors, and staff.
- (2) Increased participation in the activities provided.
- (3) Initiative and imagination in suggestions for new activities.
- (4) Improved personal habits--more baths and rooms ready for callers.
- (5) Recognition of other residents' worth.
- (6) More signs of expressions to direct their own lives.

Visitation was continued throughout the project. Outside community, world, and weather topics were introduced whenever possible. Some of the activities suggested by the members were:

- (1) Remembering Birthdays
- (2) Group singing of old favorite hymns and songs

- (3) Story telling and travel talks
- (4) Games such as flinch and checkers
- (5) Spelling Bees
- (6) Research study on civic affairs, public officials, and voting
- (7) Hiking and trips
- (8) Study and discussion groups on history and missions
- (9) Exhibitions of members' collections (hobbies).

Efforts were made to help members carry out their own suggestions. Evidence of this is given in the diary record of the April Birthday Party:

All members having birthdays in April had been contacted by Mrs. Ring and other women she had asked to help. (List was checked at office to be sure no one was omitted.) Dishes, napkins, card tables, and the largest private room were reserved by committee of women guided by head nurse. Zither music and group singing was chosen for the first part of program. White cake decorated with pink rosebuds and fruit cocktail would be furnished by experimenter. Nine ladies were at the party and two shut-ins who couldn't come sent extra chairs and good wishes. The group took them cake, fruit, and a lighted candle during the party.

One April man, who was thought visiting away from the Home, arrived that afternoon but didn't want to come to the Women's Party. A committee, accompanied by the experimenter and nurse, knocked at his door with refreshments and candle, and sang "Happy Birthday to You." He was so surprised that he stood stiffly at attention and never moved a muscle. Then everyone laughed and explained what was happening. He invited them inside and after a short enjoyable visit, the committee reported back to the group.

Another interesting "find" came as the experimenter, who in order to assist with the serving, laid

the zither down on the lap of one member who had sung well. Someone started humming "O Du Lieber Augustine," others joined, and the woman with the zither drew her fingers across the strings. When showed how to operate the chord bars, and assisted by the nurse who sat beside her, she played and the group sang several old songs. (They were working together and liking it.) Then she sang Schubert's "Heiden Rosen" and Brahm's "Cradle Song."

Visiting the shut-in unreachable men was the most difficult activity of all, but the experimenter had promised to try because several men had become so intensely depressive and apathetic that they were approaching removal to another institution. One of the men seldom slept, but formerly had played Flinch. The visits to four of these men are recorded from the daily diary:

After lunch most of the members nap until two o'clock, but as I walked past the men's parlor the "sleepless" man sat gazing out of the rain-soaked window across the wet lawn that stretched away to the clump of bushes lining the boulevard. Buses passed occasionally, and one turned around and parked on the opposite side before starting back. I walked to the window and talked of the grass growing greener and the expanse of lawn that could be used for outside enjoyment when warm weather came. Nature or an accident had made the man's back different, and I thought of the Hunchback of Notre Dame. He had a strong square face, but talked frettingly about the weather, the inconvenience of getting away, and most of all about the fact that the bus insisted on parking behind the bushes making it difficult for him to watch it. The rain dripped from the trees. I suggested that we play Flinch or Pedro on the wide window sill. He sat quietly for a long five minutes and then said, "Go upstairs and try to get the women to play. They might like it." He was still gazing out of the window at the bus in the rain when I passed by a half hour later.

Mr. Adams had fallen during the week. A bruised forehead and a three inch cut in his head made participation in any interest group a future experiment, but we had a bright exchange of repartee about his assailant (a table). He really seemed less melancholy than on previous visits and even suggested that he would like to have the men try an Old Fashioned Spelling Bee for entertainment.

A few doors away was Mr. Hoover's room, a paralytic whom I had visited once before. He was better and managed to tell me that his name was John Plover instead of Hoover. He told me that he felt better but that he never could use his right hand again. Mr. Adams had told me that Mr. Plover had been a minister in northern Michigan, so I suggested a game of Flinch. He tried hard to remember how to play it, and we enjoyed trying together. I won the first game. He won the second and third. From the middle of the second game, he began occasionally to transfer some cards over to his right hand and after several attempts, managed to grip them in his fingers. He was winning in more than cards.

Mr. Charles, the retired attorney who played the piano, mentioned on page 76, was slowly recovering from the effects of pneumonia, heart trouble, and arthritis. He became interested and showed me some of his writings--theses, he called them--concerning needed improvements in our government structure. Together we tried to think of some definite plan on which to start group work, but he felt that "These men can, and will, contribute very little."

The clock chimed five. My zither, that needed tuning, and I came home quietly.

"Whew! Lazarus Is Not Dead, He Sleepeth."

Those were the words that came to me as exhausted, baffled, and almost stymied I closed my day's work with the men--a day spent in seeking for ways and trying out avenues to awaken desire to participate in some group thinking and activity that would cultivate friendships and dispel the mind isolation that entombs so many. Men who have managed important parts of the world in the past, with ideas of rest and security in their last years, now having found both,

discover that they have forgotten, or never knew, how to play with or enjoy other people just as friends, instead of co-workers or competitors.

After a careful study of their abilities and limitations, a general questionnaire to find the needs and desires of these people did not seem feasible, so whenever an interest was found, follow-up letters were sent. For example:

- (1) Miss Carl was asked for information on the preparation and permission to use her family history book.
- (2) Mr. Adams, who suggested a Father and Son Banquet, was requested to contact and return names of other men who might help.
- (3) Mrs. Good (the white-haired lady, referred to on page 77, whose only shown interest was in children) was asked for ideas about making puzzles for sick children by mounting pictures from magazines and cutting them.
- (4) Letters of appreciation for things already done by members and requests for further suggestions.

A Six Member Planning Group was an example of movement toward group cooperation. Two men and four women came. This group met at the close of the sixth week of work and planned a group program for the following week. The meeting accomplished three immediate visible results:

- (1) One mixed gathering.
- (2) Mr. Charles and Miss Carl, excellent leaders in the past, had met for the first time and had experienced working together for a common good.
- (3) The library had been opened for meetings and used by the older people for the first time.

The successful carry-over of this planning group can be estimated from the diary account of their executed program:

I found the library unlocked at one-thirty, and wondered if there would be a half dozen there at the two o'clock meeting. There were three tables in the library with three chairs on each side of the tables. I arranged six of the chairs in a semi-circle near the door, opened the window, and waited. At five minutes of two, three ladies came. They looked uneasy and out of their accustomed habitat as they came to the door. A few minutes of friendliness put them more at ease and by that time several other people came, including Mr. Charles. When Mrs. Mills saw him she said, "My goodness! I wish I'd brought Mr. Mills." Mr. Charles offered to go after him, and did. By the time they returned, there were twelve others there. I had to hurry and re-arrange the chairs in a circle around the outside of the tables. Thrilling, excited little chills ran up and down me as each new arrival met others, almost suspiciously at first, and with a strangeness as to what was happening. Still they kept coming. We sang choruses while the folks were arriving, favorites as they were suggested by members of the group, and by the time all were seated, we felt like a party. There were only eighteen chairs, and when an extra lady came, Miss Carl, who always knows what to do, sat on a table.

We decided together that instead of calling a roll we would pass a paper around and each put our name on it. Then I turned the meeting over to Mr. Charles. He confessed that he had been invited out to dinner on the night he was to have listened to the radio broadcast on which he was to report. He had asked Mr. Mills to listen in for him, and Mr. Mills had tried to but had fallen asleep and couldn't remember any of the report. We all had a good laugh and then talked about the general idea of having a club or group gathering regularly. It seemed best to meet at least twice a month so we wouldn't forget, and then they decided to meet every Tuesday at two o'clock until we decided otherwise.

Among the suggestions offered for future gatherings was group singing, and two women offered to get song

books from the chapel which we could use. Another suggested a missionary study. This suggestion was followed by one by Mrs. Sooke that we have studies but that they should be about something besides religion, probably history. She had been keeping history clippings of early Detroit for the last fifty years. (When I went to her room after the meeting, she showed me two very large scrap books, one of news articles and another of pictures.) She offered to bring her pictures for exhibition, but the lady who had requested missionary study said she thought all the members had seen the early Detroit pictures. Then Mrs. Grimes told us that her niece had just arrived in Detroit on a furlough from work in China and had planned to visit her soon. She would ask her niece to make the visit next Tuesday and tell us of her work. This was accepted by the group as the main part of our next week's program. Mrs. Noon and Mrs. Jackson, whom we nicknamed "Mrs. Jax," were to bring song books and select the songs. The serving of refreshments was discussed, but it was decided that because dinner was served at five o'clock, it would be better to use all out-time--2:00 to 3:15--for meetings. We all joined hands in our circle, sang one verse of "Blest Be the Tied That Binds," and prayed the Lord's Prayer as a closing to our meeting. Mr. Charles and Mr. Mills hurried away to hear their 3:30 broadcast, but others lingered and seemed to enjoy unhurried fellowship as they moved slowly down the halls.

The Eloise Hospital Lecture was a development from the May Meeting. This was a substitute lecture because the woman from China had another engagement. The substitution was arranged by the woman who had been made responsible for the speaker. Group singing preceded the lecture.

The next meeting had to be discontinued because a Woman's Auxiliary had arrived without notification and the members of the Home were supposed to be the audience.

The Study of China showed further development in group participation. Preliminaries of this meeting included reading of a poem, exhibition of a command invitation issued by Kaiser Wilhelm to one of the women on her former trip to Europe, and his autographed picture presented to her at the time of the visit.

After much discussion, it was voted to hold the next regular indoor meeting the first Tuesday in September, having special outdoor gatherings occasionally during the summer. Mr. Charles suggested that at our next Program we should divide into four groups: The Bible, Parents, Community, and the Boy, and discuss from two angles, punishment and protection, the case of a boy from Imlay City who had recently shot four of his companions. Then we listened to a forty-five minute description of the back countries of China. The speaker had lived there for several years and was going back. This was a long meeting, but nobody seemed to mind and all lingered for another half hour visiting, taking up an offering for the bus expense of their speaker, and expressing appreciation for the three months they had spent working together.

Near the close of this research experiment, four college women who had heard about the project offered their help to continue the work.

Conclusion

This three month study was made to find if there was a

relationship between the amount of mental, physical, and spiritual exercise and the state of loneliness or apathy. Originally it was planned to include all seventy-five members, but because of limited time, cooperation, and facilities, only about sixty people were contacted. Of these about twenty-five actively participated. The others were spectators. Some leadership developed. This sometimes showed growth and sometimes emphasized the disintegration that had occurred in the individual.

In the aggregate there seemed to be a gain in attitude toward the future, conversation with members and staff, laughter was heard in the halls occasionally, there was less staring blankly into space, and they liked each other better for having met and sang together.

Those who had contributed most seemed to be the least lonely, and the majority wished to continue future planning. This seems to affirm that a simple program can be devised and carried out by members of Old People's Homes and that some loneliness and apathy can be relieved by exercising the human faculties in a three-month project.

OTHER HOMES VISITED

Other communities have developed programs for older people--programs designed to counteract the tendency for older persons to become increasingly inactive and isolated.

One experiment by the extension workers of the University of Michigan in the restoration and preservation of personality in the aged at the Washtenaw County Infirmary was outstanding in this respect.¹⁰

Donahue found this institution filled with chronically ill, defeated, fearful, insecure, old people. They had a strong sense of personal inferiority and were deeply ashamed that they were no longer financially able to take care of themselves. They had lost their own sense of personal worth and appeared passive and disinterested in life.

Five trained observers spent their first thirty hours recording observation, which showed a "shocking degree of deprivation and deterioration of personality." This record was used as control data for an intensive three month experimental activity program to stimulate the residents physically and psychologically toward greater happiness and better personal adjustment. A second objective was to stimulate community interest so that some permanent program would continue.

Members of the newly organized Ann Arbor Senior Citizens' Club, students in training in occupational therapy at the Michigan State Normal College of Education, students of Recreation, the local Garden Club, and other groups helped.

Some of the projects were:

- (1) The weekly newspaper (Washtenaw Home Sunshine

¹⁰ Wilma Donahue, Coordinator, 1510 Rackham Building, Ann Arbor, Michigan.

Weekly) which used reporters, newswriters, poems, jokes, riddles, and general observation.

- (2) Articles made--dish gardens, rugs, mats, pot holders, slippers, etc.
- (3) A garden project of flower and vegetable plots, a combined group of the men of the home and members of the Garden Club working together.
- (4) Movies of history, science, agriculture, foreign countries and customs, travel, music, sports, parks, animals, and comedy (created the most anticipation).
- (5) Auction sale: (Created most interest and first bursts of laughter) Articles in excellent condition collected from community--suits, dresses, coats, shirts, ties, slips, jewelry, books, etc. were on sale by a good auctioneer. One hundred and fifty dollars of paper money purchased at the toy counter was distributed to each person. "At the end of the sale they went back to their rooms with loaded arms and it was not until after midnight, when all the new possessions had been examined and tried on, that the lights went out."
- (6) Weekly parties in winter; picnics in summer with outdoor games.
- (7) Picture-taking project.
- (8) Off-campus activities--movie party, private invitations took several of the residents fishing and to ballgames.

To compare homes for the aged using the Home described in the first part of this chapter as control data, visits to the following were made:

- (1) Three county infirmaries
- (2) One fraternal home
- (3) Two religious homes

(4) Three privately owned homes for women

(5) One privately owned camp for men

Only one visit was made to each establishment. The information was gathered from the supervisors, a few members, and general observation.

From these comparisons, shown in Table III on next page, it was assumed that the political-controlled County Infirmaries were the most restricted and resulted in the greatest defeat in personalities, and that very little was attempted to preserve, use, or develop maturity in many homes for the aged.

The Home listed on the Table as Religious No. 1 was the control group. It seemed, from the compilation, that it approximated the average in size, adjustment, and opportunities for further maturity. It also confirmed the thesis that a program can be devised in any institution for the aged, which would result in improvement in mental and physical health of the aged.

Of the two methods of approach, indirect in the Religious Home¹¹ and direct in the Washtenaw County Infirmary¹², both seemed effective in relieving loneliness and apathy. Both helped reestablish interest, curiosity, and ability, and a reliable comparison of their value could not be ascertained from the data.

¹¹ Experiment on page 69.

¹² Experiment on page 88.

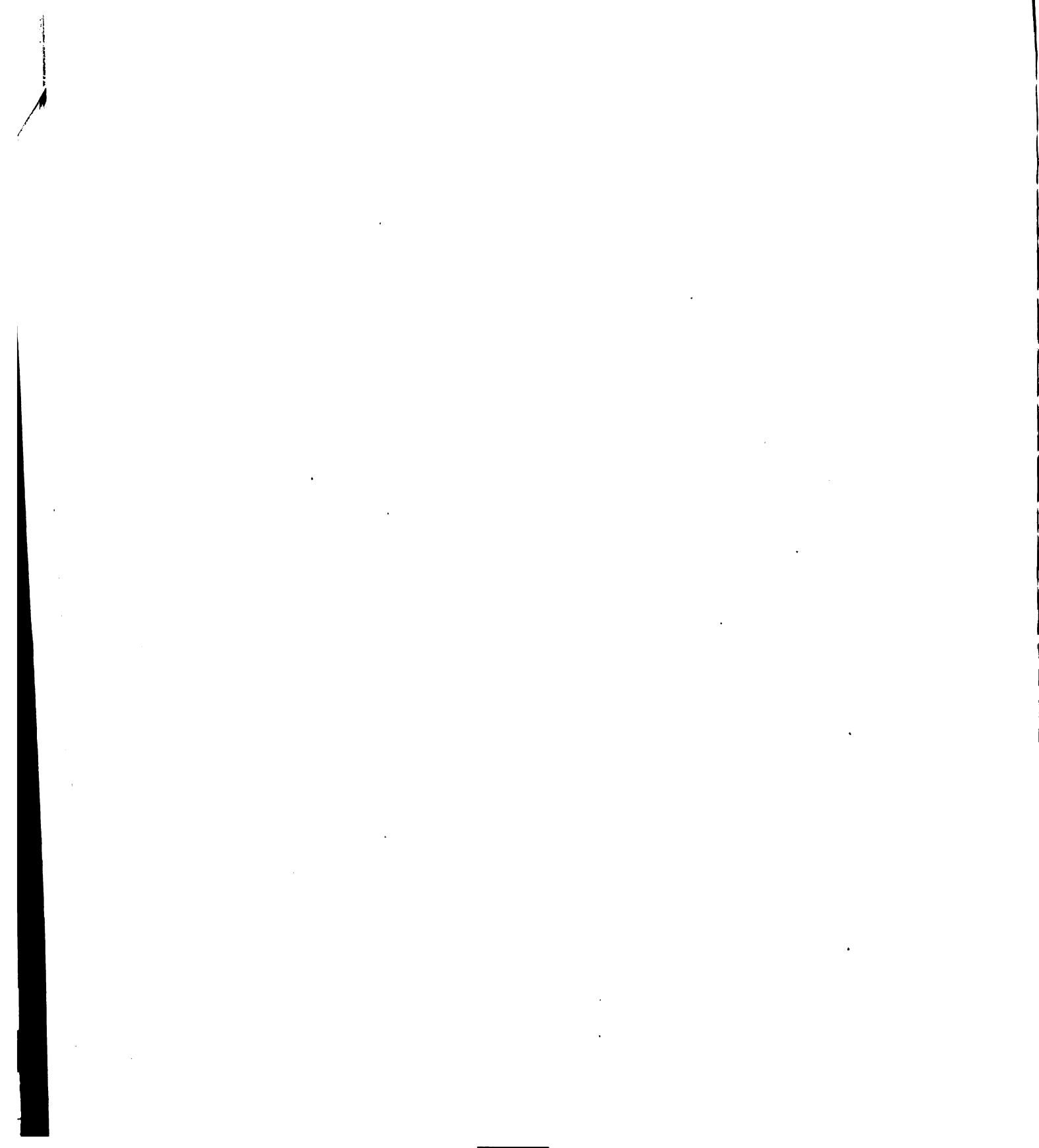


TABLE III

NUMBER, SEX, SUPERVISION, AND SOCIAL ATTITUDES OF MEMBERS
IN TEN HOMES FOR THE AGED*

NON-POLITICAL												
POLITICAL												
Groups	Infirmaries			Fraternal		Religious		Private				
	No. 1	No. 2	No. 3	No. 1	No. 1	No. 1	No. 1	No. 1	No. 2	No. 3	No. 4	
Supervision	Bd. of Super-visors	Bd. of Super-visors	Bd. of Super-visors	Exec. Board	Exec. Board	Exec. Board	Exec. Board	Owner	Hired Matron	Hired Matron	Owner	
Membership	100	31	60	250	75	24	20	16	12	12	12	
Predominant Sex by 20% or more	men	men	men	equal	women	women	all women	all women	all women	all women	all men	
Socially-trained Leadership	1		-	-	-	+	-	-	-	-	-	
Therapy or other planned guidance	-	-	-	-	-	+	-	-	-	-	-	
Library	+	-	-	+	+	+	-	-	-	-	-	
Television	-	-	+	-	-	-	-	+	-	-	-	
Weekly Church Services	+	-	+	+	+	+	+	+	+	+	+	
Which Attitudes Most Evident	1,2,3,4	1,2,3,4	1,2,3,4	2,3	2	2	2	2	2	2	2	
1. inferiority												
2. loneliness												
3. passivity												
4. apathy												
Outside doors locked during day	+	-	+	-	-	-	-	-	-	-	-	

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* The Washetenaw County Infirmary was not included in this Table.

1 The sign used for affirmative was +; the one for negative was -.

CHAPTER V

A CASE STUDY OF AN OLD MAN TRYING TO FIND A PERMANENT JOB

Recently, newspapers and periodicals have emphasized the preparation for and the use of the older years of life.

Attendance at lectures and panel discussions on how to add life to the added years shows growing interest among older people themselves in the art of continuing maturity.

Of all the changes which age brings--physical slowing, reactions to aging, loss of old friends, children and spouse, loss of home, loss of health, and loss of occupation--reclaiming of the last one has the most potentialities of being a panacea for the others.

Work with pay maintains one's self respect, gives sustenance, relief from too deep concentration on sorrow, loneliness, and health, and provides for a home, however simple. These rewards are the roots of our culture.

Urban life seems to reward youth and reject age. This appears to be especially true in the field of employment.

It was the object of this study to find some of the problems that age encounters in seeking employment.

Techniques

In order to help determine the actual experiences that confront an older adult seeking employment, a single case was

selected and close personal observation and concentrated activity was used by the experimenter, Mrs. A, to help find work for this case by contacting and directing him to employment agencies, Old Age Assistance, Red Cross, and Veterans Organizations; in seeking the advice and assistance of local leaders of panel discussions and lectures on Old Age; in visiting organizations and agencies with jobs that could be done by less active workers, such as janitor work, handy man, watchman, keeper-of-grounds, inter-office mail; in conversation and phoning among individuals, friends, and neighbors; and by the use of newspaper want-ads, letters, and interviews.

A visit to any Old Age Assistance waiting room will show many cases similar to this one, and as no previous comparable experiment was found among recorded literature, it was assumed that this case was typical of many of our 11,500,000 older people, especially those whose greatest handicap is chronological years.

A day by day record was kept for simplicity of language and to retain as much warmth of personality as possible. Waterman says, "One of the greatest boons that has ever been conferred on human life is the growing sacredness of personality . The increasing lack of this trait is an ominous sign of our times."¹ We are afflicted with assembly-line movement.

¹ Leroy Waterman, Religion and Religious Observance (Clark Tibbitts, editor, Living Through the Older Years, Ann Arbor, Michigan: University of Michigan Press, 1949), p. 105.

We watch and move with kleig-light massiveness. We see the crowd but not the person. The intent of this study was to see the person.

This Is the Case of John

Early one snowy February morning, John was walking west along M-78 carrying a heavy black bag. Four inches of freezing slush on the pavement and his white hair influenced Mr. and Mrs. A, driving to Kalamazoo, to offer him a ride. His hands were bare and his feet were wet. He brushed the snow from his bag, shook his hat and collar, and climbed into the back seat.

Bits of conversation during the two hours ride to Kalamazoo disclosed that John was seventy-five years old and had lived in Petoskey for twenty-eight years. He had been married for over forty-eight years. He was married at about twenty-five years of age. His only relatives were one daughter, married and living in Denver with her husband, a salesman, and three children of early teen-age. He said that he missed his wife, who had always cut his hair and made his sweaters. She had been ill for two years with heart trouble and had died shortly before Christmas. The expenses of illness and burial took their small home and furniture. Her last few months had called for constant care, so John had lost his job as boiler engineer at a hospital and home for the aged.

After selling his home and furniture to pay hospital

and funeral expenses, he was unable to find another job. The Sisters of the institution, where he formerly worked, wrote to several other institutions trying to locate a job for him. An answer came from South Bend that work of a similar nature was available there, so John left Petoskey with \$4 for South Bend (a distance of over 325 miles) and was working for his food at odd jobs, sleeping in bus stations, and hitchhiking.

Peering intently through the storm, Mr. A mentioned that he had a headache and John said, "Maybe you didn't have any breakfast. If you stop, I will buy you a cup of coffee. I still have a dollar left." He pulled a crumpled bill out of his vest pocket and offered it over the back seat, but Mr. A smiled appreciatively and said that he had just had breakfast and would wait until he reached Kalamazoo.

When they arrived there, the storm had increased and Mr. and Mrs. A bought John a bus ticket to South Bend, gave him money for supper and breakfast, their card, and best wishes for success in his new location.

A few days later, the A's received a card of thanks postmarked South Bend saying that John had arrived and was reporting for work the next day.

On Saturday morning, ten days later, John came to the A residence stating that the job at South Bend had called for an engineer's license issued in Indiana. He had had no funds available and another applicant had, so John lost the opportunity.

He had worked at odd jobs for food and then started for Detroit, where someone had told him he might find work. He had tried for jobs in each town as he passed, with no success. Too many younger men out of work. Friday and Saturday morning, on his way to the A residence, he applied for work at the United States Employment Office in their city, at one of the city hospitals, and at a drive-in restaurant.

Locating nothing, he thought he would locate the A's, thank them for their previous kindness, and resume his hike toward Detroit. He was again penniless, had worked for his breakfast, and had slept in the bus station the night before. But he was sure that in a city as big as Detroit, someone would "find out that he could work."

It was Saturday--not a good day to contact business places and offices. After consideration, John was given work for the day painting A's screens. He was furnished a cot in the furnace room and his meals until Monday, when phone calls and contacts could be made for possible work placement.

John was a good worker. He shoveled snow from the walks and brought twenty-eight screens from the garage to the basement, gave the frames a coat of paint on both sides, and replaced them in the garage in two days of eight hours each.

It was found that he was of German-Bohemian descent, a Catholic, could read and write fairly well, a United States citizen, a former boiler engineer, general handyman, carpenter,

painter, and construction hand. He smoked a pipe occasionally, was quiet, unobtrusive, and had a droll quaint humor as he told about his sore toe due to too much hiking.

His pay was \$.75 an hour plus board and cot. He was anxious to find a permanent job in an institution where board and room would be available--but most of all he wanted work--any kind of work that would pay for board, lodging, and clothes. He had good health and eyesight, didn't wear glasses, had keen hearing, no teeth, but a good sense of humor.

Sunday afternoon Mrs. A called a friend, a professor in the Adult Department of a nearby college, stating John's case. The professor suggested that the Secretary of the City's Combined Social Agencies, Supervisor of College's Buildings and Grounds, Old Age Assistance, or the local church might help.

Monday forenoon John washed windows for Mrs. A. Mrs. A phoned to all places recommended by the professor and made appointments.

Monday afternoon John made calls with the following results:

- 1:10 Old Age Assistance: Room full of applicants. John was to come back about three o'clock.
- 1:30 Local church office (Protestant) for custodian help: The office called custodian, but he was out right then. John could call later.
- 2:00 College, Director Building and Grounds: "Part of the veteran's village is being discontinued and this situation is causing reallocation of workers from that area." Director will try to think of some personal work John could do and

will call him. "Hard to place man over seventy years."

John said that he had intended to say that he was sixty, but when the Director asked his age he couldn't lie.

- 2:30 Back to the local Church Office: The main custodian had left word at the office that there was no work.
- 2:45 Catholic Rectory: Priest had gone for two days to attend funeral of a brother. John could come back Wednesday or later.
- 3:00 Old Age Assistance: John filled out an application. They will send a letter to Petoskey for verification of the age of the applicant, and recommended that since John had served forty-two months in World War I, he should be eligible for a non-service pension. John believed that during the years since the war, maybe in the selling and moving of his furniture, his discharge papers were lost. So further recommendation was that he visit the Red Cross office and see if he could get help in finding a record of his discharge. The Old Age visitor encouraged and praised John for his determination to get work and remain independent. When he mentioned all the places he had tried, and asked if she knew of any job, however small, that he might do she answered, "We are so busy with our work here, we can't think of employment." Then added that if Assistance was available to John, he should receive it about the first of May.

While John was in the interviewing room, Mrs. A quietly told the receptionist that "Work" was the thing John wanted most. The answer, given in an off-handed manner, showed that such a request had long ceased to register any importance or even regret, "Oh, they all ask for work." The tone and attitude said that for them the matter was satisfactorily closed.

Of the proposed visit to the Red Cross,

John answered, "If you put a five dollar bill in their hand, they might do something."

4:30 Catholic Social Service: They promised to write to two institutions (Sisters of the Poor) in Grand Rapids, Michigan, and Bloomington, Illinois. They thought one of these homes could use John, but board and room only are given for work there.

John told Mrs. A that he had once applied at such a place but, "Once you enter, you can't go away again. I'd rather die on the street than to go there."

John was depressed when the day was over.

Tuesday

John was unfamiliar with phones and the dial system confused him, so he painted the walls, ceiling, and cupboards (approximately 350 sq. ft.) of a hall at the A residence, while Mrs. A phoned. Two private residences (neighbors) and a school were called for possible work; also the Red Cross was asked what information John should bring to facilitate the duplication of his Veteran's discharge papers.

There was no work available at the school. The two neighbors could think of nothing for John at the present, but would call if they needed help later toward spring.

The Red Cross seemed anxious to help and asked John to call there and they would help him fill out a request for his service papers and non-service pension. They also suggested calling the Employment Office and asking for an appointment with the man in charge of Veteran's Affairs.

The Office in charge of Veteran's Affairs seemed interested and, when told John had tried twice for work at the Employment Office, tried to find under what code John was registered. Finally, unable to do that with only John's name, he asked for the number on John's employment card. When Mrs. A called John and asked for the number, John simply said, "I tore it up. I had been there twice and they wouldn't do nothing." Mrs. A tried to convince him that the man in the Veteran's Office there was really interested now, but John hotly answered, "I don't want to have anything to do with them." Then he paused and added stolidly and quietly, "Don't feel hard about me, Mrs. A, but I have been there twice. You don't know, but when you're poor and have no home address, they treat you like a dog." His pained eyes showed that further persuasion, at that time, was useless.

A woman enthusiast in organizing old age groups, who owned two retailing establishments, was next contacted for possible painting, cleaning, or repair possibilities. She said that her brother did all that work for her.

John finished painting the hall, two coats including the ceiling, in eight hours. He was proud of well-done work, received a check of \$12 for this and past work, and looked forward to painting woodwork the next day. John's paint brushes were well kept, and there was no cleaning to do after he finished a job.

Wednesday

John enameled woodwork in the hall and two closets and painted the closet walls.

Mrs. A placed two advertisements in the local paper. One read, "Clean, fast painting, \$1 an hour, or by the job." The other, "Experienced caretaker or general handyman wants permanent job. Phone--."

Then she remembered that she had listened to the head of the Adult Education Center and the Director of the Council of Social Agencies discuss "Older Age and Its Needs" on a city meeting panel two weeks before. Believing they could help, she phoned, giving the nature and need of the case. The first man seemed very interested, but explained that he was just leaving for an interview and would call back in two hours--took name and phone number, but hasn't called yet. The other couldn't think of any immediate help, but recommended Old Age Assistance, Employment Office, and would call if he could think of any other opportunity. He also hasn't called.

Thursday

John painted woodwork upstairs. No answer came to the advertisements. Mrs. A phoned two more private homes. One lady, Mrs. R, said that she had three rooms upstairs to decorate and asked John to come to see her after work about five o'clock.

The interview at five developed the following plans:

He would begin work next Wednesday and continue the rest of the week. His noon meal would be furnished as this home was in the suburbs.

On his way back from this interview, John asked for work at several gas stations. One said, "Come in Monday morning. We may want a permanent man."

Friday

John painted the stairway at A's. Two answers came to the advertisements. One woman wanted papering done, but John said that he couldn't do that well without equipment, and would rather not do a bad job. The other needed a handyman around a restaurant and bar, and asked John to come for an interview Monday afternoon. Then a neighbor, Mrs. M, called for John to paint several days week after next, and she would give him room and board as she lived in the country.

Saturday

John, bright and early, shoveled snow from 7:30 to 8:30; then, with a \$30.75 paycheck for his week's work, started to find a room. A modest one, centrally located, was found for \$4 a week. It would be ready Monday, so John returned to the A residence with a gift box of mints for the family and offered to work Sunday free for the money and ride that had been given him when he first met the A's. He also needed a room until his was ready. He was jubilant and talkative, and said that

he wanted to work everyday. Work, he said, kept him from thinking too much of the past, and he couldn't go to church with the clothes he had.

Sunday

He enameled nine windows and a French door in the dining room. His quaint droll humor and relaxed friendly face was an interesting study as he worked and refused offers of pay. The work was finished about two o'clock. Then he did a small washing, shaved, bathed, rested, slept, and played solitaire to finish the day.

Monday--Second Week

His former hesitant step had changed to a stride. He fed crumbs from the breakfast table to the birds and whistled for a black dog nearby to share a scrap of toast. A safety pin held his collar points neatly together under a bright clean tie. He re-examined, satisfactorily, his paint and enamel work; then he left to check on the gas station appointment, take his bag to his new room, and go to the place needing the handyman.

Monday evening John trudged back about five o'clock. The gas station man had hired a younger man. The restaurant manager said that he, himself, hadn't answered any ad and didn't need any help. No one there could be found who had asked John to report. Then he had gone to his landlady's and she had given him back his \$4 because she didn't want to rent the room

for one week only. John ate the evening meal with the A's. About seven o'clock, the neighbor for whom he was to paint Wednesday phoned that she had decided to wait until warmer weather when she could move the furniture out on the airing porch.

The A's invited John to stay with them for the night and paint the kitchen walls and ceiling while more work leads could be found.

Tuesday

John gave the kitchen its first coat, and in the evening Mrs. M., who was going to have her painting done the following week, visited the A's, looked over the paint jobs, and met John. When she found that John's work with Mrs. R had been postponed, she asked him to do her work a week earlier.

Wednesday

The kitchen was painted its second coat, and in the evening John, leaving his bag at the A residence, went to Mrs. M's, where he worked on screens and painting woodwork until Saturday noon.

During this time, Mrs. A talked with her brother, Mr. B, a realtor in Detroit, about John. Mr. B thought he would need a man for painting and repair work for about a month as soon as the weather permitted outside work. He would look over the

painting at the A's home on Sunday. If the work was satisfactory, he could use John.

Saturday

About two o'clock, Mr. M brought John to A's, where he had left his suitcase. There he asked permission to shave, wash up, and leave a hat that Mr. M had given him. John had no place to carry it with him. The possible work in Detroit was discussed, and John, who now owned about \$60, felt more secure and decided to get a cheap room near the depot for the next two nights. Sunday afternoon at five he would phone the A's home where the realtor would be visiting. They would then decide if there would be work in Detroit for John. Otherwise, he would go to Battle Creek, where he had been told there would be help needed at a hospital there soon.

Sunday

At five o'clock John phoned. Mr. B had inspected John's painting and thought it satisfactory. He told John that as soon as the weather was warm enough to paint outside, he would phone the A's residence and have John report for a month's work.

Monday--Third Week

The Old Age Assistance interviewer phoned A's residence to tell John that the Old Age Assistance office in his home town could not find the record of his application, so they

would have to write to New York to try to find the date of the issue of his marriage license for verification of age. She also said that she could use John to wash walls in two of her rooms. Mrs. A tried to locate John, but he had evidently left the city for Battle Creek.

Tuesday

Another answer came to the advertisement that had been in the paper. Mrs. P had a house to paint inside on Pine Street, and, if work was satisfactory, she would have another that she owned on Walnut Street painted. When told that John was out of the city for the day, she requested him to call her as soon as he returned.

Mrs. A phoned John's room again but was informed that he had definitely checked out and they did not have any idea that he intended to return.

Wednesday

An Easter card arrived at the A's residence from South Bend. John had hitchhiked to Battle Creek, but finding nothing there had gone to South Bend, faintly hoping that the "man who had his job there because he had had money to buy a license" might be unsatisfactory. John now had money for a license, but the job was being satisfactorily filled and the other man had it permanently. There was no return address on John's card.

Wednesday afternoon, Mr. B phoned from Detroit that he had decided to redecorate the rooms of his office so could use John at once if available. Mrs. A answered that he was out of the city, but would probably return at the end of the week, and she would have him contact Mr. B immediately upon his return.

Thursday

A neighbor, who owned a chicken ranch, phoned A's and asked if John was capable of helping in the chicken business. Mrs. A wasn't sure, but promised to call back as soon as John returned.

Friday

No word from John.

Saturday and Sunday

Still no word. Maybe John had found permanent work.

Two Want advertisements appeared in the Sunday paper and might have been of value to John. One read, "Handyman who can do all kinds of odd jobs. \$1 per hour." The other read, "Men over 50 who have been turned down because of age, who are strong and willing to work 6 days a week. Have steady year around opportunity for you."

Monday--Fourth Week

About two o'clock John came back walking through the mud and the rain to the A's home. He had been to Battle Creek,

and Detroit, Michigan, South Bend and Fort Wayne, Indiana, and Lima and Toledo, Ohio, hitchhiking, following suggestions and leads, and working for meals wherever he could. He carried two cellophane sacks of mints, one for the A's, one for the M's, and a little celluloid easter rabbit for the baby. John was wet and tired.

While John dried his sore feet, Mrs. A told him of the six possibilities for work and carefully wrote the names, addresses, and phone numbers on a white paper to keep them from being confusing.

John's mints were arranged attractively on a tray and sampled while he decided where to go first. There was about time to make two contacts before five o'clock and find a room for the night. The two locations in the advertisements were near the same section of town, so he would try them. If successful, he would phone A's that evening.

Tuesday

The middle of the forenoon found John back at A's with this report: "The place that wanted men over 50 was for the sale of Watkins products and the man should have a car. The other was a clothing firm and they had already hired a negro man. The woman on Pine Street that wanted painting done wasn't home, but other painters were at work there." Of the offer of work from the Old Age Assistance office, John said, "I don't

want to bother her any more. She would want to give me only board and room because she knows I need it so much."

John had two prospects left, and was now on the way to one, the chicken farm.

It was still raining, and the farm was over a mile away, so Mrs. A suggested phoning to be sure the owner would be home. He was, but was just leaving for town and couldn't wait, but made an appointment for that evening at seven o'clock.

John sat in silence, folding and unfolding the white paper and looking through the window in the rain. Then, sentence by sentence he spoke his thoughts. "I have almost a whole day before that man comes home. I would like to get work in this town so I could come over to your house and do something for you sometimes evenings and Sundays. It wouldn't cost you a cent. I can't understand you folks. Maybe I could go to Detroit while I'm waiting and see Mr. B. Do you think that job would still be there?"

Mrs. A told him that Mr. B had said that as he was in no special hurry he would wait for John to call him, and Mrs. A offered to call long distance to find out. John asked how much it would cost, and, when told sixty-five cents, he reached in his pocket and emptied out his change--fifty-two cents. "No," he said, "that costs too much and I won't let you pay for it. I'll hitchhike, if I can get a ride before noon, and I'll be back tonight if he don't want me. Will you phone that man

tonight at seven if I don't come back?"

He stood straight, buttoned his worn marine coat tightly, pulled his hat down firmly on his forehead, and, with his head to the wind, started a six block hike to the trunk line for Detroit.

As he passed out of sight, Mrs. A went to the telephone and called Mr. B's office. He was in, and said, "Put him on the bus and send him along. I have about six weeks work for him and I've talked to some of the other fellows. Maybe we can keep him busy." But John was gone.

Wednesday

The Old Age Assistance phoned Mrs. A. The answer to the letter they had sent to New York asking for the date of John's marriage had said that no public records were kept of marriages at that early date. Old Age Assistance, therefore, couldn't find verification of whether John was seventy-four or seventy-five years old. Mrs. A suggested that the orphanage in which he was raised at Syracuse should have the birthdate, but Old Age Assistance said that Syracuse was a big city and they might have trouble locating the orphanage with only its name for reference. They asked that John come to the office and give them more information when he returned to the city. Then they could start again to check for verification of age.

As no further word came from John for two weeks, it was believed that he found work for six weeks in Detroit.

You may see him along the highway. A circle of white hair showing beneath a worn, but well fitting, felt hat. Keen brown eyes and a neatly clipped mustache--bare hands carrying a heavy black satchel, the handle of which, like his hold on society, keeps coming off.

He is one of our 11,500,000 who have had years added to their lives.

John has a daughter, but as it is difficult for parents to hire and pay their children for work, so it is more difficult for children to hire their parents. A civic agency geared to extract the benefits from the changing abilities of aging persons would fill this need.

CHAPTER VI

SUMMARY AND CONCLUSIONS

The inquiry of this entire study was to determine the conservation and effective use of human resources in the field of older adults.

Restatement of the Problem

It was the purpose of this study

- (1) to gather information on the major problems that confront older people;
- (2) to find organizations, public or private, the aim of which was to provide opportunities, beyond vegetative existence, for good adjustment and effective use of senior citizens;
- (3) to discover attitudes of Mayors and Chambers of Commerce toward the need for organizations of this kind; and
- (4) to make available a list of the organizations surveyed, how they began, grew, and have served.

Restatement of Procedures

The findings summarized in this study were determined through

- (1) the review of pertinent literature;
- (2) questionnaire interviews with seventy-five Mayors, secretaries of the Chamber of Commerce, and other agencies to which they referred;
- (3) visitation of ten Homes for the Aged including three county infirmaries, and comparison based on control data from a three month project in Social Organization in a Church Home for Old People; and

- (4) a case study of an old man trying to find a permanent job.

It was the thesis of this study that a chronological date does not measure "oldness," and that a program can be devised, even in the smallest community, which will provide opportunities for the effective use of senior citizens, preferably outside of institutions.

Summary of the Findings

The most important answers to the problem, as found in the literature, in contacts with civic leaders, and in the selected case study, follow. They are listed under three headings: Major Problems, Organizations, and Attitudes.

(1) Literature

- (a) The major problems confronting Older People were found to be loneliness, apathy, physical and mental illness, loss of ability and skill, the lack of belonging to or receiving the esteem of one's community, penury, and the general feeling of being a burden.
- (b) Of organizations for adjustment and effective use, it was found that although in the last few years some determined studies have been made, only a few organizations have been put into operation. None were found for vocational adjustment.
- (c) The attitudes of Mayors and Chambers of Commerce toward organizations could not be determined by the literature reviewed. The slowly awakening general public appeared to be mildly favorable.

(2) Questionnaire-Interviews with Mayors and Chambers of Commerce

- (a) Of these civic leaders, less than half had given definite thought to the problem of older people. All but four had sensed the need in a vague way. The major problems were expressed as "Extended life with no use for it, social need, and the greatest was economic need."
- (b) Fifteen organizations were found in seventy-five communities. These were for recreation and social improvement--none were found for vocational placement.
- (c) Interest in organizations was shown by the request of over 75 per cent of those interviewed, for a summary of the findings of this survey and the names of existing organizations. Several communities were initiating movements for organization and three experiments to find and reallocate jobs were found.

Beside finding organizations, these interviews with civic leaders seemed to stimulate interest in having such organizations.

(3) Ten Homes for the Aged

- (a) The major problems found among institutionalized old people were intense loneliness, loss of self respect, and compelled mental and physical inertia.
- (b) One home had a trained leader and a program for effective use of the mental and physical capacities of its twenty-four members. The total membership of homes visited was six hundred.
- (c) The attitudes of the other supervisors of homes visited toward organization for mental and physical stimulation of their people were essentially one of the following: "Hadrn't thought about it. This is the way it's always been. These people wouldn't want it. O.K. if somebody else does it and it doesn't interfere with our schedule." Two experiments, one by direct

method of approach and one by the indirect method, were tried in two Homes for the Aged to find if activity would increase happiness and health among aged people.

(4) Case Study of Old Man

- (a) His major problem was penury, with loneliness and added chronological years, about which he would not lie, as close seconds.
- (b) His ability for adjustment and effective use was excellent and he was continually seeking opportunity for expression in a stubborn society.
- (c) Organizations, for him, were half-vicious groups that asked humiliating personal questions and gave help only when receiving mercenary returns.

Conclusions

A consensus of findings from the above four fields show:

- (1) A greater percentage of the population was living in "Extended Age" than ever before.
- (2) Chronological age was the only measure of efficiency for work.
- (3) The number of people involuntarily unemployed because of their age would increase because of a constant increasing of age span and concurrent lowering of the hiring age.
- (4) Major problems accruing from these conditions were loss of job, loss of ability and skills, loneliness, penury, mental and physical illness, lack of belonging to or receiving the esteem of one's community, institutionalism, and lopsided socio-economy.
- (5) Our economy was not geared to use the present

11,500,000 older people effectively because we had no precedent of rules and usage of so many older people.

- (6) Of the six hundred members found in Homes for the Aged, only four per cent had programs for effective use of their mental and physical abilities.
- (7) The combined efforts of industry, the older workers themselves, and community agencies would be needed to solve the problem.
- (8) That 98 per cent of our effort and money was spent on childhood, youth, and college age for two main purposes:
 - (a) How to act with people
 - (b) To have a vocation

This early intense training on these two purposes created its own problem when in old age, without preparation, two other forces are substituted:

- (a) Non-active isolation in a room or institution
- (b) No vocation

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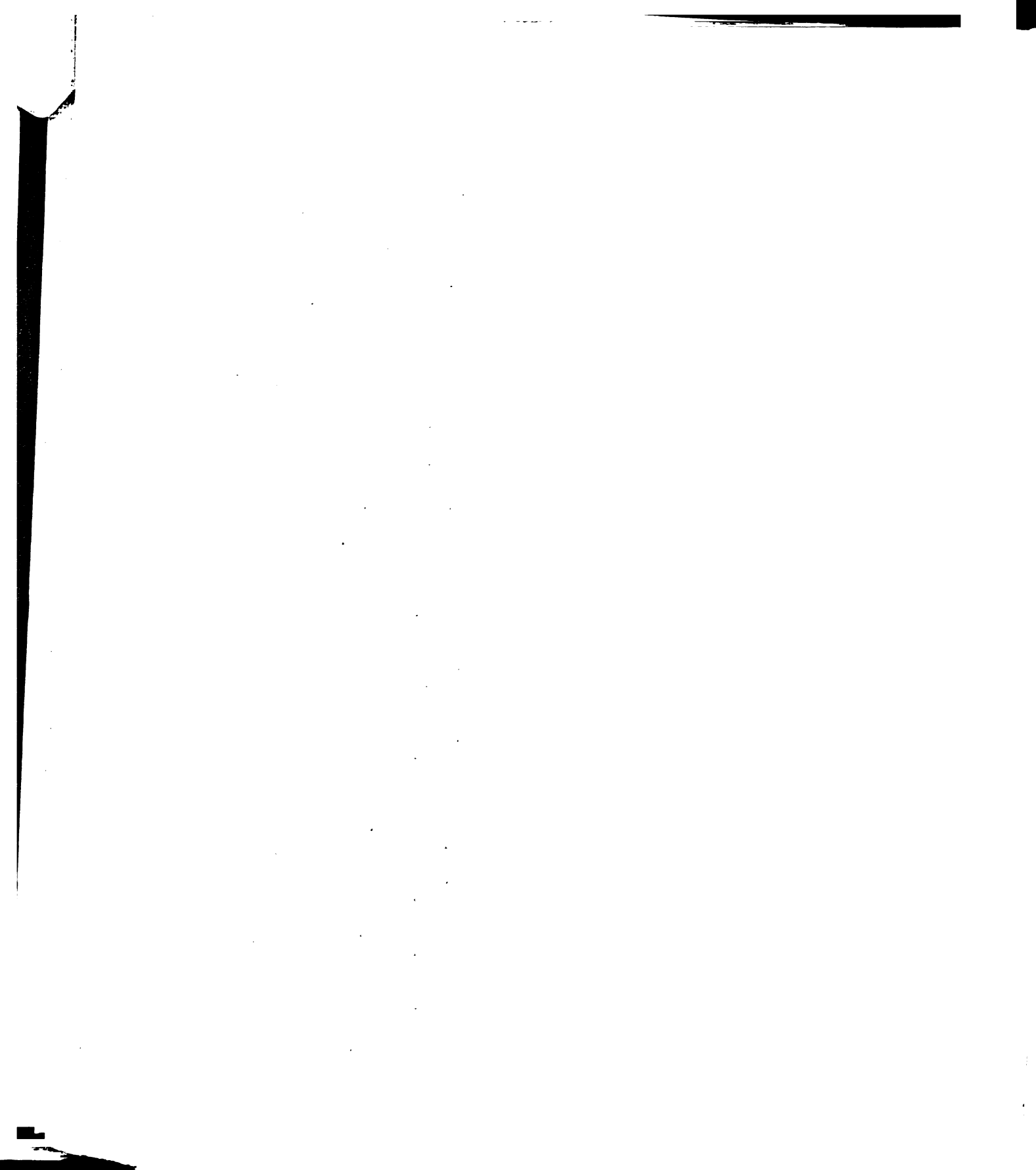
APPENDIX A

ORGANIZATIONS FOR OLDER PEOPLE

Sponsor	Name of Group	Information Source
Kiwanis	Golden Age Club	Mr. J. Chesnut, Director Fenton, Michigan
Mayor, Chamber of Commerce, Commu- nity Chest	Golden Age Club	John Ward, Brigadier 607 Huron Avenue Port Huron, Michigan
Board of Park Commissioners	Bloomington Oldsters Club	Recreational Director City Park Board Fort Wayne, Indiana
Board of Park Commissioners	Jefferson Center Oldsters Club	Mr. Stanley Gloss Director, Jefferson Community Center Fort Wayne, Indiana
Board of Park Commissioners	McCulloch Oldsters Club	Miss June Dilts City Park Board Fort Wayne, Indiana
City Council	Pioneer Club	Mr. L. D. Tucker Iron Mountain-Kingsford News Iron Mountain, Michigan
Welfare	Homewood Cottage Community	Mr. F. H. Clary Division of Aid for Aged Citizens Bank Building Norwalk, Ohio
Churches of New Albany	Good Will Industry	Mrs. Wm. D. Bartle 1819 State Street New Albany, Indiana
City Council	Older Adult Group	Mr. Fred Bock City Recreation Greenville, Michigan
Chamber of Commerce	Senior Groups	Mr. Floyd J. Habien, Sec. Chamber of Commerce Findley, Ohio

University of Michigan	Golden Age Clubs	Dr. Wilma Donahue 1510 Rackham Bldg. University of Michigan Ann Arbor, Michigan
Independent	Three Quarter Century Club	Mrs. Doris Stearns Marlborough Bldg. Kalamazoo, Michigan
Independent	Flower Memorial Club	Senior Citizens Fund 1203 National Bank Bldg. Kalamazoo, Michigan
Board of Education	Senior Community Club	Loy B. LaSalle Adult Education Center 419 N. Capital Lansing, Michigan
Carver Park Homes	Golden Age Club	Mrs. Edna M. Gardner Carver Park Homes 2382 Unwin Rd. Cleveland, Ohio*
Cedar Apartments & Joint Recreation Board	Old Times Social Club	Miss Rosemary Nagy 2202 E. 30th Street
Jewish Community Centers & Council of Jewish Women	Golden Age Club	Mr. Arthur Bernknopf 893 E. 132nd Street
Jewish Community Centers & Council of Jewish Women	1949 Social Club	Mr. Arthur Bernknopf 2049 E. 105th Street
First Unitarian Church	Good Times Club	Miss Ann Berkson Euclid Ave. and E. 82nd Street
Goodrich Social Settlement	Golden Age Club	Mrs. George Markow 1420 E. 31st Street
Phillis Wheatley Association	Golden Age Club	Miss Mary F. Eaves 2174 E. 46th Street
Karamu House	Golden Age Club	Karamu House 2239 E. 38th Street

* All following clubs are located in Cleveland, Ohio.



Cleveland Public Library	Live Long and Like It Library Club	Miss Fern Long Adult Education Dept. 325 Superior Avenue
Independent	Borrowed Time Club (for men only)	Rev. Thomas Hughes 15300 Detroit Avenue Lakewood
Joint Recreation Board, City of Cleveland Board of Education	Golden Age Club	Mrs. Eleanor W. Gordon 10013 Detroit Avenue
Friendly Inn	Golden Age Club	Miss Katherine Clement 3754 Woodland Ave.
Lakeview Terrace & Joint Recreation Board	Golden Age Club	Mr. Norman Payne 1290 W. 28th Street
Valley View Homes & Merrick House	Sunset Club	Miss Genevieve Maloney 2543 W. 7th Street
Outhwaite Homes & Joint Recreation Board	Golden Age Club	Miss T. B. Mayfield 4390 Scovill Avenue
Independent	Sunny Monday Club	James H. Woods 1747 Lakefront Avenue
Hough Avenue Evangelical and Reformed Church	Golden Age Club	Miss Katherine Scheef Hough Ave. & 65th St.
Euclid Avenue Baptist Church	Golden Age Club	Rev. John Wilkes 1926 E. 18th St.
Welfare Federation	Hobby Center (a craft group)	Miss Margaret Mulac 2239 E. 55th Street
County Receiving Home	Hobby Club (a craft group)	Miss Frances Bittman 2843 Franklin Avenue
Chagrin Falls Public Library	(not yet selected)	Miss Humphries Chagrin Falls Public Library
Jewish Community Centers & Council of Jewish Women	Golden Age Club	Mr. Arthur Bernknopf 10512 Kinsman Rd.

Glenville Area
Recreation Service
& Greater Abyssinia Baptist Church

Golden Age Club

Mrs. Katherine Tyler
1161 E. 105th St.

City Recreation
Dept. & Euclid
Ave. Baptist
Church

Golden Age
Choral Group

Rev. John Wilkes
1923 E. 18th St.

APPENDIX B

SUGGESTED LIST OF OCCUPATIONS FOR OLDER PEOPLE¹

Advertising	Grocer	Painter
Billing Machine Opr.	Hotel	Plumber
Beautician	Housework	Printing
Banker	Inspector	Physician
Barber	Interior Decorating	Photography
Bee Keeping	Insurance	Poultry
Butcher	Jeweler	Psychologist
Chiropractor	Journalism	Real Estate
Clothing	Librarian	Restaurant
Clergyman	Law	Salesman
Clerical	Laborer	Shipper
Carpenter	Laboratory	Stage
Clerk	Laundry	Shoe Repair
Circulating Library	Locksmith	Social Work
Corsetier	Mechanic	Secretarial
Collector	Medical	Store Manager
Cook	Messenger	Telephone Opr.
Dentist	Millinery	Tailoring
Draftsman	Musician	Teacher
Designer	Metal Worker	Travel Bureau
Dietitian	Nurse	Welfare Work
Dressmaker	Newspaper	Writer
Electrician	Nursery Flowers	
Factory	Office Work	
Farmer	Optometry	

¹ William G. Lennox, Rehabilitation (New York: Prentice Hall, 1942), p. 9.

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Aug 2 '57

~~Nov 17 58~~

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