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Resrouce Guide for New Fathers of Infants

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Suhr, E, "Resrouce Guide for New Fathers of Infants" (2005). *Creativity and Change Leadership Graduate Student Master's Projects*. 86.

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Executive Summary

For this project I chose to focus on learning a new skill that will serve me well going forward. I am going to be a new father in February; as such I thought that this project would be a great opportunity to start learning the skills necessary to be a good father. In order to this, I consulted with experienced fathers and read multiple books and articles. The books and articles I read gave me ideas on how to best care for my baby in order to meet my baby's physical, mental, emotional, and spiritual needs. The better I can meet these needs the more likely the baby will become self-actualized. Therefore, the fathering skills that this project has facilitated will impact the creative capacity of my child.

To most effectively complete this fathering skills project, it was necessary that I develop a plan that outlined what I wanted to include in the final project and how I was going to put the final project together. To do this I used elements of Creative Problem Solving (CPS) in order to gather information about what I wanted to communicate to new fathers. I then generated ideas on ways to portray the information that I gathered. Once I decided the way I was going to portray the information, I implemented a solution on how to do it.

Along with the CPS process I was able to incorporate project management skills that I have been learning. The project management process proved to be very valuable. Using the project management process allowed me to better conceptualize the steps necessary to create the resource guide for new fathers. Using the framework of project management, I was able to put together a document that outlined my goal and the objectives that I would need to meet in order to achieve my goal. Defining the objectives

allowed me to put together a detailed list of the tasks necessary to perform in order to meet the objectives. After I estimated the tasks that were to be involved I put them in an outline form that is called a work breakdown structure (WBS). A WBS is very useful. It gives a detailed description of the estimated time and duration associated with each task involved in the project.

In addition to the WBS, I put together a network diagram that helped in the completion of the project. A network diagram is a visual representation of the order in which the tasks need to be completed. Within each task pictured in the network diagram is the estimated time that the step will take and the duration in which it is to be done. Each task is linked to the next in the order in which they need to be finished, considering tasks that are dependent on other tasks being done. By having a network diagram for this project on my wall I was able to keep track of my progress and take corrective action when I was off track. The WBS and network diagram that I did for this project are included in the appendices. (In the WBS and network diagram I included publishing this resource guide. This part of the project is outside the timeframes of this class.)

In order to gather the information needed for this project plan I went to a few sources. I researched the internet and library holdings in order to find a handful of books that I felt would be most beneficial. I have listed a reference list containing these books at the end of the resource guide. (I chose to remove two of the books that were on my original reference list and added a new one.)

I also surveyed experienced fathers garnering insights to a few questions: What are they most proud of concerning their fathering experience?, What pearls-of-wisdom do

they have for new fathers?, What would they have done differently, knowing what they know now?. The feedback that I received from these surveys was very helpful.

Once I had collected the information from my readings and my survey I needed to develop a way in which to convey the information that it would be most user-friendly. As I read the materials that I had collected I made note of things that I wanted to include in the resource guide. To summarize this information I put it into a matrix format. The matrix format makes it easy for new fathers to see what they can do to help their baby and why it is important. I organized the matrices in the resource guide according to the source of the information in order for the reader to know where they can go for more information.

In addition, the results of the survey that I used for experienced fathers was included in the resource guide in a simple bulleted format, separated for each question. The bulleted format allows for quick reading and is easy to follow. In order to respect the privacy of the fathers, I chose to not include the names of the participants. I tried to leave the survey responses in the words of the father. The only changes I made were for grammatical reasons and/or if the contents of the answers made it easy to identify who wrote it. I believe that the results of these surveys can be very useful for new fathers. The information from the surveys is valuable part of this resource guide project.

When I originally decided to do this project, part of the success criteria included becoming more confident around babies and to celebrate this time of pregnancy, more fully, with my wife. A way that I had proposed to measure whether or not I had become more confident around babies was to volunteer in the nursery in my church. Due to other commitments, I decided not to volunteer in the nursery. Instead, I took advantage of the

fact that my mother-in-law runs an in-home daycare. She is currently taking care of a set of twins, Sydney and Makayla. I spent some time with the twins. I held them, talked to them, and played with them. While this was very much a new experience, I enjoyed my time with them. I know that this is nothing like what will be required of me as a father but it does build my confidence to know that I was able to have a good time with these beautiful, little girls. (I have included pictures of myself and the girls in the appendices.)

My wife, Joy, was with me as I had Sydney and Makayla on my lap. It was neat to see the look in her eyes as she was trying to get the girls to smile while they were on my lap. This project has had a great impact on my ability to relate to my wife as she is going through this pregnancy. As I have been reading different things about the development of the baby I have been sharing them with Joy. By doing this I have been able to show her support during this time. Displaying my excitement has created an atmosphere in which she knows that I am interested in what is going on with our baby. This project has really helped to strengthen our relationship during the pregnancy.

The project required for this class has not only strengthened my relationship with my wife, it has also resulted in a product that may be a tool for new fathers for generations to come. The information communicated in the resource guide gives steps on what new fathers can do to help their baby as well as their wife. To determine the potential impact the resource guide may be for new fathers, I will give a few copies of it to my wife's OB/GYN's office. I am excited to see what happens.



Crib Notes for

New Fathers of Infants

Helpful Hints for Pregnancy
and the First Year



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Introduction

I put together this resource guide with the intention of summarizing information that I have gleaned from books that I have read about pregnancy and infancy. I do not write this resource guide from the standpoint of an expert. I have not had any medical schooling and have had almost no experience with children. I write this resource guide as a man that is soon to become a father that wants to be the best father that he can be.

To be honest, the thought of taking on the responsibility of raising a child is quite frightening. The fact that, in less than nine months, I am going to have a baby in my house is still surreal to me. Don't get me wrong, I am very excited about becoming a father, it is the unknown that I am concerned with. With that said, I must be concerned with a lot considering the amount of unknowns associated with having a baby: will I break the baby, will I be able to give the baby the love it needs, will the baby be healthy, how will the baby effect my relationship with my wife, will I be able to meet the financial needs of our family, etc. The list could go on and on. A lot of the things on this list are out of my control

Considering all of the things that are out of my control when bringing a new person into the world, I thought I would spend some time focusing on aspects of this adventure that are in my control, namely that of preparation. When I found out that I was going to be a father I was

in the unique position of being able to “assign” myself multiple books and articles to read on the topic of pregnancy, infancy, and fatherhood. As I set forth to read these resources I thought that it would be very helpful if I could condense my learnings into a format that would be useful for other new fathers.

As I read the books that I used to develop this resource guide I found that most of the literature for new parents is directed to mothers—not a huge surprise. There were a few books that were directed to new fathers. However, after talking to other new fathers I noticed that a lot of them just didn't have time to read these books as most of them were fairly lengthy and took a bit of time to read. After getting this feedback, I thought that the resource guide format would be ideal for new fathers because it removes unnecessary wording and gets right to the heart of the matter—things the new father can do to help the new baby as well as the mother.

As you read the tables in the resource guide, remember that the contents of the tables have been taken from other books. Again, I am not an expert on the topic of fathering. My goal is to relay what I have read in a manner that is quick and direct. I have also included some wisdom that I solicited from experienced fathers. I hope this resource guide helps you as your start your role as a new father!

Helpful Hints for Interacting with Your Baby and Your Wife as You Become a New Father

As I read material to prepare for my new baby I made notes of topics that I thought would be helpful for me going forward. I summarized the topics that I read about in a format that I felt would be most user-friendly. I put the information that I gleaned tables that state what a new father needs to do in order to help their baby and why it is important.

The insights that I have summarized give a brief introduction to the literature available, as well as some ideas and suggestions that you can follow that may help you in your quest to be the best father you can be—for both your baby and your wife.

The tables are sectioned off by book as a way of organizing the information.

If your baby	You can	Why this is important
Smiles at you	Smile back, nod your head, talk to your baby.	It teaches your baby how to relate to others and how much you love her.
Is surprised by a sudden noise and cries out	Hold her, pat her gently, say, "What a big noise, It's OK. Nothing happened."	It shows your baby that she is safe and you understand how she feels.
Gets excited about seeing a puppy.	Show that you are excited also and say, "Oh look at the puppy! He's so cute!"	It encourages your baby's interest in exploring the world and strengthens feelings of joy.
Sees a stranger (someone you know) and screams in fear.	Stay with your baby, reassure her, and introduce her to the person.	It helps her learn to trust in others and overcome her fears about new people.

(Dodge & Heroman, 2000, p.12)

To help your baby	You can	Why this is important
Learn to trust	Respond to you baby's needs: <ul style="list-style-type: none"> • When your baby is hungry, you feed her. • If she is uncomfortable, you change her diaper or pat her gently on the back to relieve gas pain • When she wants to play, you are there to play with her. • When she is tired and fussy, you help her relax and go to sleep. 	A baby who trusts is able to explore and learn because she knows she has as safe base to return to—you!
Learn language	Talk and listen to your baby. Say out loud what you are doing. Use as many different words as you can to say the same thing.	Hearing multiple words for the same things heightens your baby's vocabulary.
Start making sounds of his own	Sing songs over and over again. Sing to you baby as you hold him. He will feel the vibrations of your body and hear your voice.	Doing this will prepare his brain for listening and speaking. Soon he'll try making sounds on his own, like cooing and babbling.
Continue to explore and learn	Take an interest in the things that excite her	Your interest encourages your baby to keep exploring.
Make more brain connections	Provide new play experiences as well as playing the same things over and over	New play experiences create new brain connections and repeating play experiences helps strengthen brain connections.

(Dodge & Heroman, 2000, p. 34, 35)

To help your baby	You can	Why this is important
Live in a safer environment	<ul style="list-style-type: none"> • Avoid beanbags. There is a high link between beanbags and suffocation. • Never leave a baby's car seat balanced on anything. • Put together a good first aid kit. • Take an infant CPR class. 	These steps can protect your baby from injury. (p. 48)
Learn that they can satisfy at least some of their needs by themselves	Give your baby the opportunity to make up their own games or to practice on their own the things that they do with you	By letting your baby entertain themselves, instead of feeling that you have to be engaged with them all of the time, you are allowing them to build self-confidence by deciding what they will play with and for how long. (p.121)

(Brott, 1997, p. 48, 121)

To help your baby	You can	Why this is important
Organize the world around them	Give a sort of play-by-play of everything the baby does. I.e. "There you go, rolling over."	It helps the baby understand more of the language and the meanings of words.
With their vocabulary	Make sure you use words that correctly identify the objects you are talking about	You can give a baby just one example of a new nonsense word naming a new kind of thing, and it will become a permanent part of the baby's vocabulary.
Develop their language skills	Talk 'parentese' to them. You know, "goo-goo, gah-gah."	The shorter sentences and the exaggerated intonation allows for clearer examples of speech sounds for the babies to process.
Learn about the real world that surrounds them	Play with your baby.	Babies learn about the world around them by playing with the things in the world around them.

(Gopnik, Meltzoff, & Kuhl, 2001, p. 88, 115, 129, 201)

To help your baby	You can	Why this is important
Grow stronger	Place him on his stomach and stroke down the little-toe side of his feet with you finger, alternating feet, his big toe will turn up and his whole leg will move. (This reflex is present from about 4 to 6 months of age.)	This exercise will develop the muscles the baby will use move his legs.
Become familiar with various types of objects.	Attach bells or different textured material to you baby's car seat.	The baby will reach for the moving objects and increase his library of tactile experiences
Organize, relax, and stimulate their brain	Repeat the music you played for the baby in the past.	Repetition builds comfort and provides stability for a baby.
Develop his hand-eye coordination	Allow and encourage wiggling, crawling, and creeping in turn before the baby learns to walk	This is neurologically appropriate activity, and it will provide the muscle development and neurological development to support graceful walking, running, jumping when he's able to do so later on.
Develop his coordination and control	Give your baby lots of practice picking up and letting go of small objects. For instance, let him have small objects, such as pieces of cereal, to pick up and drop into a bowl	Picking up and dropping these objects will develop his hand-eye coordination and his small muscle control.
In his exploration.	Take your baby on trips: for a walk or to the zoo. Tell him about everything you see. Try to present information in multiple formats whenever possible. For instance, read it, discuss it and act it out.	He may not understand what you are saying, but it will lay a great foundation for you to repeat the experiences when he is older. Also, he will enjoy the sound of your voice, you will enjoy sharing your knowledge, and your will be making a great start on his lifetime of learning.
Have a better shot at life	Take the initiative and share your life and all the gifts this world has to offer, with him. Don't forget to show your love in everything you do.	By doing this you can leave a legacy that you can always be proud of.

To help your baby	You can	Why this is important
Have greater emotional, intellectual, and motor development when they are between the ages of 2 to 6 months	Interact with your baby prenatally.	Interacting with your unborn child also can have enormous influence on your child's long-term development.
Sleep	Vacuum the floor	The vacuum generates a constant white noise, which seems to have soothing effect on babies.
Sleep	Refrain from over-stimulating your baby during the day	When your baby is quiet and content, you shouldn't over-stimulate him or her because they will wake up earlier in the morning
Sleep	Put a ticking clock near your baby's crib	The ticking sound supposedly resembles the sound of your wife's heartbeat, the soothing sound your baby heard while still in the womb.
Have more advance motor, word recognition, and problem-solving skills at age 1 year	Regularly talk to, play with, sooth, and feed your baby during the first few months of their life.	Your baby needs your involvement early and frequently. Studies show that fathers who are actively engaged with their babies in the first year of life rear more successful children.

To help your wife	You can	Why this is important
Know that she is not a failure if the baby is irritable all day	Assure her that she is not a failure and that that baby just has a difficult temperament.	If your wife thinks of herself as a failure it can cause depression and a lack of confidence.
Breast-feed.	Be patient while the baby and mother go through the learning curve necessary to start the process. Encourage your wife to stick to it and remind her that initial difficulty with breast-feeding is normal.	If the baby has trouble latching on to the mother's breast it will be tempting to just throw in the towel and decide breast-feeding isn't a good idea.

(Horn & Rosenberg, 1998, p. 44, 47)

To help your wife	You can	Why this is important
Recover from the birthing experience	<ul style="list-style-type: none"> • Help you partner resist the urge to do too much too soon. • Take over the household chores or asking someone else to help. • Be patient with yourself, your partner, and the baby—you are all new at this. • Be sensitive to your partner's emotions. • Control the visiting hours. • Keep your sense of humor. 	Because your wife needs your help during this time of transition.

(Brott, 1997, p. 24)

Learning From the Experiences of Other Fathers

When putting together this resource guide for new fathers I thought what better way to become more prepared as new fathers than to request guidance from men that have already raised their children.

To gather this input, I sent out a survey

that asked fathers what they are most proud of, what they would have done differently and what they would do differently if they had it to do over again. Please read on to see what these knowledgeable fathers had to say. (I have chosen to write the answers in the fathers' own words.)

What are you most proud of as your role as a father?

- I am most proud of the way my children have incorporated the values I hold. They are both Christians who are concerned about their families, their friends, their neighbors, and the citizens of the world. I wanted them to know how central my beliefs are to my sense of who I am and who I want them to be. They have both told me that they felt valued and supported even though there are things I wish I could have done differently. Unfortunately, I could only be who I was at the time so could not give them the benefit of things I learned later.
- As adults my children respect me as someone they look up to and ask advice.
- When each of my children chose to follow my Lord and Savior -- Jesus Christ.
- My children wanting to spend time (as adults) with their parents.
- Every "first" I experienced with them! (1st word, step, goal, summersault, drive alone with Dad, etc.)
- My children making wise life-choices (life-partner, career, university, etc.)
- Every graduation, award, honor, mission trip, etc.
- Trainer for how to live life via demonstrating that I believe in my children as an emotional provider.
- Two fairly responsible middle aged sons.

- Proud that all the children are still very much in communication with their mother and I and are well thought of by all who know them.
- I am most proud that my children have grown up to adulthood (28,30,33) and we share the same values. As they were growing up I wanted two things for my children. One I wanted them to have a personal relation with Christ based on what I believed and not just a reaction to their upbringing. Secondly, I wanted my 3 children to love each other and enjoy each others company. I have seen both of these dreams fulfilled in the lives of my children, as adults. All three have chosen to be in fields that influence people. The two boys teach and coach and my daughter is a nurse.
- That I engaged myself in their activities particularly in athletics---coached their ball teams and taught them the fundamentals of the sports they participated in.
- I love the fact that all of my kids still love to spend quality time with each other and with my wife and I. I'm proud of the fact that they are following their dreams in the field of their choice in something they love to do by exploring and developing some God-given talents. I am extremely proud of the fact that they are just plain good kids, considerate of others, charitable, all based on a strong faith, which is why I think they have made generally good decisions in life.
- The proudest and smartest thing I did was to marry the children's mother. She knew kids well and cared about them exceptionally. In addition, as a father I am proud of the way our kids valued goal-setting and understanding the work it took to reach those goals. They both value the ability to learn and whether this is because of my teaching profession, or what ever it was, I am really proud of their accomplishments. What part I played as a father is difficult to determine but the interest in education is there.

What are some pearls-of-wisdom you would like to pass on to new fathers?

- Place the highest value on the role you have. Fathers are in a position to affect the development of their children in ways they will never understand. It is a mystical connection that shapes the lives of their children and the way they feel about themselves and either gives them a solid core or leaves them feeling hollow.
- Take time to have fun with your children. I did a better job of teaching my children to work than I did teaching them to play. My seriousness and intensity made it difficult for them to feel OK about playing. I would take more time to do more fun things than we did and would diversify what I gave them permission to do. Fathers need to play and enjoy special times with their children.
- Teach your children to value the things you hold dear, not by telling them about it, but by living it with them. Invest your life in the lives of those who literally "look up to you."

- Never be too proud to say "I'm sorry or I was wrong". Your kids will respect you for being real.
- Don't try to be their best friend.
- Let your children know that there will be consequences. Deal with the issue at hand, all the while assuring them that your love for them does not change.
- Always put value on them even when you have to administer discipline.
- Let them make their own mistakes. The consequences can be great learning opportunities if handled correctly.
- Be real, honest, and open (kill hypocrisy)
- Never stop loving them, accepting them, forgiving them
- Ask for forgiveness quickly (when you've blown it)
- Do it all (dirty diapers, baby-sit for "Mom-time" away, etc.)
- Don't be selfish with your time
- Enjoy every life-stage
- Lovingly, consistently enforce boundaries (be the parent)
- Take care of yourself so that you can better give to your family Invest in the lives of your family rather than working to provide for a better tomorrow that may never come.
- Read "The Blessing" to know how to love your family.
- Accept changes as opportunities for growth.
- Be very consistent in values and behavior.
- Do not let your immediate crisis overwhelm you, time heals most problems.

- Hug your children and encourage them. Do your best to not only love them but make them “feel” loved.
- Watch your words of criticism. Let them know that they have worth that is not based on what they do rather on who they are.
- Be consistent. Children are great imitators.
- Admit it if you are wrong and let your children here you say that you are sorry.
- Give them the gift of your time.
- Take them seriously. Be careful in teasing, they may believe what you are teasing about.
- Instruct your children at an early age about the Lord Jesus Christ and model a growing relationship to Him.
- Spend time talking with them about the choices they make and how that will affect their future.
- Provide an atmosphere where your children are free to come and talk openly with you.
- Read Steve Farrer's books Point Man and Finishing Strong.
- The greatest times we have had often relate to our family vacations, where we go somewhere away from distractions of work, friends, etc., and spend time together. It is something they all look forward to, even today. We also took each child on a trip alone when he or she turned 16 to spend some quality time with that child (just the one child and the two parents). It seemed that even though the kids would be fighting when at home, they got along really well when on vacation.
- I tried to do everything I could to attend their "events" and support them by being there, from sporting events to school plays...they needed to hear we loved them if they won or lost...but especially if they "messed up" or made an error or forgot their lines....
- We would read to the kids a lot when they were young...I didn't realize the importance of that till later, in how it helped them with their own vocabulary and reading skills.
- It was important to show the kids that we loved each other as well, and that it was ok to be affec-

tionate. We also make our kids come up to give us a kiss goodnight still today...(and as they become teenagers, it also is a way to smell their breath!!!!) I gave them all checking accounts so they would manage their own money while still in high school. They were less lost financially when they got out on their own in college.

- Most importantly, it was critical that we laughed as a family...they mostly laughed at me....but laughter was a critical element to our family success.
- I don't really understand the "quality time" statement so many parents use because it really is the amount of time you spend with your kids. Spend time with them and get to know them, so when there is discipline to be done, it doesn't put up a wall between the two of you. You know each other well enough and have a close enough relationship that the discipline handed down by the parent doesn't hinder the relationship. Discipline the child when young so she/he respects authority when they get older. Consequently, when they are older, they have respect for their peers as well. I have seen many an older, undisciplined child disliked by other students in the school classroom because they are trouble makers due to the fact that they have not been disciplined. Discipline is necessary and hard to do, but is done with a "soft" heart.

What would you do differently as a father if you could do it over again knowing what you know now? experience

- I would do more fun things than I did. I would not work as much doing so many different things but would limit what I was involved in. I have always had the equivalent of at least two full-time jobs because of how involved I've been in my job, my profession, teaching, doing Church work, and accepting leadership roles in a variety of activities. I wonder now why I felt the need to do that and yet I still find it difficult to say "No" when asked to help in some activity. I wish I would have learned that more effectively when my children were younger. Though I was an active, involved father, I have been over-extended much of my adult life. I would do that differently if I could, knowing now how short the child-rearing years really are. It seems like a long time when you're living it, but it seems really brief when you are watching your grandchildren grow. I'm not sure any of the awards I've won or the classes I've taught have brought me as much satisfaction as the fun times I've shared with my kids. Nothing else matters as much.
- Spend more quality time.
- Teach them the value of relationships
- No regrets! They know their daddy is not perfect, but they have never questioned my unconditional love and support of them in their life pursuits. They know daddy is their number one "fan."
- I would correct my belief system that I had to meet everyone's needs at the cost of family. The assumption I had was that they will be there tomorrow and I can catch up with them then.

- Be more consistent, and teach the reasons for values and behavior.
- I would have spent more time talking, listening and letting them "help" me do all kinds of things.
- I would not let my sense of worth come from my job and find ways to better budget my time so I didn't have to spend so much time away
- I would teach my children about handling money and making financial choices. I would give them an amount of allowance that taught them that they have to make financial decisions based on priorities. I do not believe they were well prepared for some of the tough decisions that they had to make when they were on their own the first time. I had insulated them from the realities by always providing for the things they wanted. Some of this was out of guilt because I traveled a lot for my job.
- Be careful not to expect too much from them.
- Spend more time just being with them without specific expectations for that time.
- Compliment them more in all areas of their lives, activities, and pursuits.
- There were times in my life where I would bring the stresses of work home with me and take it out on the kids and my wife. I would have worked harder to detect the warning signs of that and worked harder to "leave it at the office".
- I am a very reserved person and therefore find it difficult to be expressive at times. I probably should have been a more "touchy, feely" father. Just expressing to the children that "I love you" more often, followed by a hug, probably would have been helpful.

Conclusion

As fathers we have an amazing opportunity to impact the world for generations to come. The love that we show to our baby can truly be the difference between confidence and insecurity. In order to really have an impact in our child's life we must spend time with them. Our encouragement and guidance can make all the difference in the lives of our children. You have the

opportunity to leave a legacy of love behind you. Take the steps necessary to be the best father that you can be. Be a father that wants to continually improve in his fathering skills. This desire for personal growth will not only enhance your parenting skills but it will also build the same character in your children creating a future with endless possibilities.

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Appendix 1--Annotations

CBIR Annotation

Article: **Oh! What a Smart Baby: What You Need to Know About Children's Brain Development**

Author: Eric Suhr

Submission date: October 29, 2005

Arnold, R., & Colburn, N. (February 2005). Oh! What a smart baby: What you need to know about children's brain development. *School Library Journal* 51(2), pp. 37.

Type of Resource: Journal Article
(ISSN: 0362-8930)

In this article, the authors share how fast a child's brain develops within the first five years of their life. The fact that the brain develops so quickly means that a child's experiences in the first three years of life have a distinct impact on their later development and learning. The authors confirm that warm, responsive caregiving is essential to healthy brain development and building secure attachments. These loving interactions build the foundation for future learning. The authors share that language is an integral part of cognitive development, so talking, singing, and reading to their baby is the best way for parents to support the development of their baby's brain in a healthy, efficient manner.

Subjects Covered:

BRAIN DEVELOPMENT / PARENTING

Appendix 1--Annotations

CBIR Annotation

Book: **The New Father: A Dad's Guide to the First Year**

Author: Eric Suhr

Submission date: November 13, 2005

Brott, A. (1997). *The New Father: A Dad's Guide to the First Year*. New York, NY:Abbeville Press.

Type of Resource: Book
(ISBN: 0-7892-0275-1)

This book is a comprehensive guide to the first year of a baby's development, the author dedicates a chapter to each month. In each chapter the author discusses what is going on with the baby. This section is designed to give an overview of the four major areas of a baby's development: physical, intellectual, verbal, and emotional/social. Another topic in each chapter talked about what the father is going through. In this section the author examines what new fathers go through and the ways they grown and develop over the course of their fatherhood. Each chapter also discusses what is going on with the father and their baby. This section gives all the tools needed for a father to understand and create the deepest, closest possible relationship with their child. The last topic included in each chapter is that of family matters. This includes discussion about issues that will have a major impact not only on the father but on the family as a whole.

Subjects Covered:

FATHERHOOD / CHILD DEVELOPMENT

Appendix 1--Annotations

CBIR Annotation

Book: **Building Your Baby's Brain: A Parent's Guide to the First Five Years**

Author: Eric Suhr

Submission date: October 25, 2005

Dodge, D. T., & Heroman, C. (2000). *Building Your Baby's Brain: A Parent's Guide to the First Five Years*. Jessup, MD: ED Pubs.

Type of Resource: Pamphlet
(IBSN: n/a)

This pamphlet is written by the National Institute on Early Childhood Development and Education, Office of Educational Research and Improvement, U.S. Department of Education. It is written to parents, and others, that are interested in brain research regarding infants, toddlers and preschoolers. The information in the pamphlet is presented in such a way as to make the reading quick and direct. The information is laid out in easy-to-read tables and bulleted lists. The pamphlet gives action steps that parents can take to aide their infant's and child's brain development. The pamphlet mentions the importance of touch, music, play, music, math, relationships, and other influences that impact development.

Subjects Covered:

CHILD DEVELOPMENT / BRAIN DEVELOPMENT

Appendix 1--Annotations

CBIR Annotation

Book: **The Scientist in the Crib: What Early Learning Tells US About the Mind**

Author: Eric Suhr

Submission date: October 25, 2005

Gopnik, A., Meltzoff, A. N., & Kuhl, P. K. (1999). *The scientist in the crib: What early learning tells us about the mind*. New York: HarperCollins Publishers Inc.

Type of Resource: Book
(ISBN: 0-688-15988-5)

This book looks at how babies brains develop. The book claims that there are three general forces that influence the development of a babies brain; foundations, learning, and other people. As soon as babies begin to develop they have programs that they use to interpret their experiences. These programs give them a foundation to build on. As babies interact with the world around them they have a tendency to try to explain why things happen. As they experiment they learn new “truths” and these learnings are incorporated into their brains and they continue to adapt their beliefs. Other people are often times included in the experiments that children develop and these people act in ways that promote and influence children’s representations of their world. This book explains the science behind these discoveries in a way the is easy for the layperson to understand.

Subjects Covered:

CHILD DEVELOPMENT / BRAIN DEVELOPMENT

Appendix 1--Annotations

CBIR Annotation

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Subjects Covered:

CHILD DEVELOPMENT / BRAIN DEVELOPMENT

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Subjects Covered:

CHILD DEVELOPMENT / BRAIN DEVELOPMENT

Appendix 1--Annotations

CBIR Annotation

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Subjects Covered:

CHILD DEVELOPMENT / BRAIN DEVELOPMENT

Appendix 1--Annotations

CBIR Annotation

Book: **The Better Baby**

Author: Eric Suhr

Submission date: October 26, 2005

Wenger, S. (2005). *The Better Baby*. Vanderbijlpark, South Africa: Corals Publishers.

Type of Resource: Book
(ISBN: 0-620-34683-3)

This book gives parents ideas on how they can help their baby's development. The book stresses the importance of time spent with the baby. The author notes the impact that reading will have in the baby's life. The book suggests that parents acknowledge their infant's, toddler's, ideas and show interest in what their children have to say. This interest will promote continued curiosity which will generate even more ideas as the child develops. The power that music can have in the baby's life is mentioned in various contexts throughout the book. The layout of this book is quite unique, with pictures of babies bordering each page in the book.

Subjects Covered:

CHILD DEVELOPMENT / CREATIVITY IN CHILDREN

PROJECT OVERVIEW STATEMENT WORKSHEET

Project Name: Resource Guide for Fathers of Infants	Project No.: 1	Project Manager: Eric Suhr	
<p>1. <u>Problem/Opportunity:</u></p> <ul style="list-style-type: none"> • P: Complete an assignment for another class that I am currently taking. • P: I am inexperienced with babies • O: Resource for fathers of infants • O: For me to become published • O: Development of my personal fathering skills • O: Learn from experienced fathers • O: Become familiar with publishing software 			
<p>2. <u>Goal</u></p> <p style="padding-left: 40px;">To create and publish a resource guide that is a potential tool for new fathers of infants.</p>			
<p>3. <u>Objectives</u></p> <ul style="list-style-type: none"> • Read books about child development while in utero and infancy. • Develop survey • Summarize learnings • Determine layout of resource guide • Submit to publisher • Distribute resource guide 			
<p>4. <u>Success Criteria (Measures of Success)</u></p> <ul style="list-style-type: none"> • The resource guide will become published. • The resource guide will be distributed to at least 3 doctor's offices. • The resource guide will receive positive reviews from at least 90% of the new fathers that read it. 			
<p>5. <u>Assumptions, Risks, Obstacles</u></p> <ul style="list-style-type: none"> • A—I will be able to read of my predetermined books and articles about child development while in utero and infancy. • A—I will be able to develop a survey for experienced fathers that will generate information that will be helpful to new fathers. • R—The experienced fathers that I send the survey to will not complete the survey. • R—I will not be able to find a publishing company that will be willing to publish the resource guide. • O—I will not have enough money to produce a prototype of the resource guide. • O—Someone else will come out with a resource guide that addresses the same things that my resource guide will address while I am developing my resource guide. 			
Prepared By Eric Suhr	Date September 15, 2005	Approved By	Date

PROJECT PROPOSAL WORKSHEET

Project Name: Resource Guide for Fathers of Infants	Project No. 1	Project Manager: Eric Suhr
<p>1. <u>Background</u></p> <p>This project started as a fulfillment of a requirement for another class that I am currently taking at Buffalo State College. The class is a project class and is the last class in pursuit of my Master's of Science in Creative Studies and Change Leadership. The project class lets me define the content of the class, within a few guidelines. One of the guidelines is that of learning a new skill. Due to the fact that my wife is pregnant, the skill I chose to focus on is that of being a father. So, I decided that I would read a number of books and articles and summarize my learnings in a magazine format that will be a resource guide to other new fathers of infants.</p>		
<p>2. <u>Goal & Objectives</u></p> <p><u>Goal:</u> To create and publish a resource guide that is a potential tool for new fathers of infants.</p> <p><u>Objectives:</u></p> <ul style="list-style-type: none"> • Read books about child development while in utero and infancy. • Develop survey • Summarize learnings • Synthesize summary information into user-friendly articles and tables that will be included in the resource guide. • Determine layout of resource guide • Submit to publisher • Distribute resource guide 		
<p>3. <u>Overall Approach to be Taken</u></p> <p>I will read books and articles that discuss the development of a baby while in utero and during infancy. I will summarize the readings with regards to things that a father can do to help in the development of their child through infancy. The summary of the readings will be compiled and used as a resource guide for new fathers of infants. This resource guide will be published and distributed, so that it can be used by many.</p>		
<p>4. <u>Detailed Statement of Work (includes project activities, duration, resources, costs)</u></p> <p>(See Appendix)</p>		

5. Time and Cost Summary

Project start date: September 18, 2005

Project end date: January 14, 2006

Duration: 82 working days

Cost: \$100

6. Deliverables

- a. Survey, to gather learnings from experienced fathers, developed on time.
- b. Tables to summarize learnings from readings designed and completed on time.
- c. Summary articles written on time.
- d. Proofread and edited resource guide delivered on time and in scope.
- e. Published and distributable resource guide on time.

7. Appendix:

Includes the following:

- Project Overview
- Work breakdown structure
- Cost estimates, scheduled start dates, responsibility assignments
- Other information that may help to make the decision

Prepared by: <i>Eric Suhr</i>	Date: <i>September 18, 2005</i>	Approved by:	Date:
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Project Plan

Project Name: Resource Guide for Fathers of Infants	Project Manager: Eric Suhr
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Project Justification:

This project started as a fulfillment of a requirement for another class that I am currently taking at Buffalo State College. The class is a project class and is the last class in pursuit of my Master's of Science in Creative Studies and Change Leadership. This class lets me define the content of the course, within a few guidelines. One of the guidelines is that of learning a new skill. Due to the fact that my wife is pregnant, the skill I chose to focus on is that of being a father. So, I decided that I would read a number of books and articles and summarize my learnings in a magazine format that will be a resource guide to new fathers of infants.

Project Goal:

To create and publish a resource guide that is a potential tool for new fathers of infants.

Project Objectives and Success Criteria:

Objectives	Success Criteria
<ul style="list-style-type: none"> • Read books about child development while in utero and infancy. 	<ul style="list-style-type: none"> • Read the books by the due date set on the work breakdown schedule.
<ul style="list-style-type: none"> • Develop survey 	<ul style="list-style-type: none"> • Write survey that will collect information that will be helpful for the resource guide. • Distribute survey to experienced fathers. • Receive completed surveys on schedule.
<ul style="list-style-type: none"> • Summarize learnings 	<ul style="list-style-type: none"> • Summarize learnings on schedule
<ul style="list-style-type: none"> • Synthesize summary information into user-friendly articles and tables that will be included in the resource guide. 	<ul style="list-style-type: none"> • Create well done articles, as determined by proofreader, on schedule
<ul style="list-style-type: none"> • Determine layout of resource guide 	<ul style="list-style-type: none"> • Develop a layout that will be most effective in aiding new fathers, on schedule
<ul style="list-style-type: none"> • Submit to publisher 	<ul style="list-style-type: none"> • Send manuscript to publisher on schedule.
<ul style="list-style-type: none"> • Distribute resource guide 	<ul style="list-style-type: none"> • Distribute published resource guide on schedule.

Overview of Deliverables:

Objectives	Deliverables
<ul style="list-style-type: none"> • Read books about child development while in utero and infancy. 	<ul style="list-style-type: none"> • Annotated summary of each book read
<ul style="list-style-type: none"> • Develop survey 	<ul style="list-style-type: none"> • Completed Survey
<ul style="list-style-type: none"> • Summarize learnings 	<ul style="list-style-type: none"> • Tables containing information that will be helpful as a tool for new fathers
<ul style="list-style-type: none"> • Synthesize summary information into user-friendly articles and tables that will be included in the resource guide. 	<ul style="list-style-type: none"> • Articles and tables that communicate the information I have read in a way that is easy for new fathers to understand
<ul style="list-style-type: none"> • Determine layout of resource guide 	<ul style="list-style-type: none"> • A rough draft of a resource guide laid out in magazine format
<ul style="list-style-type: none"> • Submit to publisher 	<ul style="list-style-type: none"> • A final copy of the resource guide that will be delivered to the publisher
<ul style="list-style-type: none"> • Distribute resource guide 	<ul style="list-style-type: none"> • Published copies of the resource guide

Key Assumptions:

- I will be able to read all of my predetermined books and articles about child development while in utero and infancy.
- I will be able to develop a survey for experienced fathers that will generate information that will be helpful to new fathers.
- I will be able to find the funding necessary to get the resource guide published.
- There is an audience that will find value in the resource guide.
- I will have the necessary experience in Publisher 2003 to use it to layout the resource guide.

Overview of Scope Management:

In order to track proposed changes and keep the project moving along it is necessary that requested changes be formally submitted by filling out a Project Change Order Worksheet. This worksheet template is found in Appendix A. This formal process is necessary because changes impact a project. It is important to evaluate the suggested change against the objectives of the project in order to make sure the change is necessary. If the change is necessary the project manager then needs to determine the impact that the change will have to the schedule, cost, and quality of project. The project manager will also need to evaluate whether or not more resources will be necessary in order to fulfill the change request. The Project Change Order Worksheet aides the project manager in determine these potential impacts.

Overview of Risks:

The risks that I foresee concerning this project is:

- not finishing the survey on schedule
- not being able to complete the readings on schedule
- risk of violating copyright laws due to ignorance
- having a computer crash and losing all of my work
- my target audience not finding value in the resource guide

I have analyzed these risks to determine which of them I can accept and which I must avoid. Please see Appendix B for details.

Overview of Communication Plan:

I have developed a plan that I will use to determine all of the parties that will be needing information as the project unfolds. This will help to insure affective communication of the project as it progresses. Please see Appendix C for details.

Signatures:

Project Sponsor:

Eric Suhr _____

Project Team Members:

Experienced Fathers: _____

Diane Beuerman: _____

Publishing Company: _____

Appendix A

Project Change Order Worksheet

Project Name	Project.	Project Manager	
1. Description of change requested			
2. Reason for proposed change			
3. Provide estimate of the impact of the change on the following: <ul style="list-style-type: none">■ Schedule■ Quality of the finished product■ Costs■ Project team assignments, including level of effort			
4. Alternative Strategies			
Appendices			
Prepared By	Date	Approved By	Date

Appendix B

Risk Analyzer

<ul style="list-style-type: none">• not finishing the survey on schedule• having a computer crash and losing all of my work <p>(Mitigate—Create a Plan B, etc.)</p>	<ul style="list-style-type: none">• not being able to complete the readings on schedule <p>(Avoid—Eliminate the cause)</p>
<ul style="list-style-type: none">• my target audience not finding value in the resource guide <p>(Accept)</p>	<ul style="list-style-type: none">• violating copyright laws due to ignorance <p>(Mitigate—Create a Plan B, etc.)</p>

At this time the only risk I feel that I need to overcome is that of not being able to complete the readings on schedule. I am tolerant of the other risks mentioned.

Plan B for completing the readings on schedule is to submit a project change order and push out the completion date for the readings to November 15th rather than the current October 31st completion date.

Appendix C

Project Communications Planner Worksheet

<i>Who</i>	<i>What Information</i>	<i>When</i>	<i>How</i>
Eric Suhr	Details about every aspect of the project	From the very start	Written and verbal
Experience Fathers	Surveys and the completed resource guide	When survey is designed and when the resource guide is complete	<ul style="list-style-type: none"> • Surveys via email • Resource guide in person
Diane Beuerman	A request to proofread and edit final copy of the resource guide	Two weeks before the final copy of the resource guide is complete	Verbally
Publisher	Request to publish the resource guide	After the resource guide has been proofread and edited	Via email

Appendix 2 - Project Plan

#	WBS	Work Activity	Pred.	Time		Resources							Cost					
				Days	Time	People	Qty	Rate	Equipment	Qty	Rate	Materials	Qty	UM	Rate			
1	1	Read Books about child development																
2	1.1	Obtain Books and articles		0		n/a					Books and Magazines	8						
3	1.2	Determine how long it will take to read the books		0.1		Eric Suhr	1											
4	1.3	Schedule time to read books		0.1		Eric Suhr	1											
5	1.4	Read the books		6		Eric Suhr	1											
6	2	Develop and administer survey																
7	2.1	Ask new fathers what they would have liked to know going in to fatherhood		2		Eric Suhr	1											
8	2.2	Determine survey format, i.e. Likert scale, short answer, etc.		0.25		Eric Suhr	1											
9	2.3	Determine sample of experienced fathers that will survey		0.5		Eric Suhr	1											
10	2.4	Develop survey		1		Eric Suhr	1											
11	2.5	Distribute survey—include due date		0.5		Eric Suhr	1			Computer	1							
12	3	Summarize learnings		7		Fathers	20											
13	3.1	Determine layout in which I want to summarize my learnings from my readings.		0.25		Eric Suhr	1											
14	3.2	Note important things I am reading as a read them.		2		Eric Suhr	1											
15	3.3	Determine format I want to summarize the results of survey		0.25		Eric Suhr	1											
16	3.4	Summarize results of survey		0.1		Eric Suhr	1											
17	4	Synthesize summary information into user-friendly articles and tables that will be included in the resource guide.																
18	4.1	Determine what summary information I want to present in the form of articles		0.5		Eric Suhr	1											
19	4.2	Write corresponding articles.		2		Eric Suhr	1											
20	4.3	Design tables that will most effectively and efficiently communicate the other information that was gathered. (i.e. not written about in articles.)		1		Eric Suhr	1											
21	4.4	Convert summarized learnings into predetermined tables.		1		Eric Suhr	1											
22	5	Determine layout of resource guide																
23	5.1	Cut and past articles and tables into Microsoft Publisher.		0.1		Eric Suhr	1			Microsoft Publisher	1							
24	5.2	Play around in Publisher until I find the layout I am looking for		2		Eric Suhr	1			Microsoft Publisher	1							
25	5.3	Have Diane Beuerman proofread my final draft.		1		Diane	1	\$100										\$100
26	6	Submit to publisher																
27	6.1	Research to see if I can be my own publisher		1		Eric Suhr	1			Computer, phone, library								
28	6.2	If so, apply for ISBN #		0.1		Eric Suhr	1											
29	6.3	If not, research to determine which publishing company I should use.		2		Eric Suhr	1											
30	7	Distribute resource guide																
31	7.1	Take samples to local doctor offices, and other places the resource guide would be helpful.		2		Eric Suhr	1			Car, Phonebook								
32	7.2	Establish an online presence that would allow for purchase of the resource guide online.		4		Eric Suhr	1			Computer, FrontPage 2003								

Appendix 3—Eric with infants



Sydney meet Eric, Eric meet Sydney.



Makayla meet Eric, Eric meet Makayla.

Appedix 4—Concept Paper

Developing Fatherhood Skills

Name: Eric Suhr

Date Submitted: September 1, 2005

Project Type: Develop a Skill

What is This Project About?:

This project is about learning a new skill. I believe that the outcome of this project will improve the lives of others, as well. This project is about becoming as educated as I can about being a father. I am choosing this project because my wife is 17 weeks pregnant. She is due on February 11th, 2006. It is our first child. I have not had much interaction with children. To be honest, small babies intimidate me. I am afraid I am going to break them.

My efforts to develop the skill of fatherhood will include reading books and articles that will give me more of an understanding of how the child's brain develops and ideas on how to purposely direct the growth of the child's mental capacity. The books and articles I will read will also give me ideas on how to best care for the baby in order to meet the baby's physical, mental, emotional, and spiritual needs. The better I can meet these needs the more likely the baby is to become self-actualized. Therefore, developing my fathering skills will impact the creative capacity of the child.

Rationale for Choice:

I want to be the best father that I can possibly be. Since I, currently, have no experience with children I thought this would be an excellent opportunity to put in a plan in place that will allow me to develop my fatherhood skills to the best of my ability.

What will be the Tangible Product(s) or Outcome(s)?:

- I will be reading a number of books in order to develop this skill. As I read these books I will develop a matrix, in magazine format, that compiles different things that men can do in order to be better fathers, while the baby is in utero and in infancy.
- I am going to develop a survey that I will conduct with fathers whose children are already grown. This survey will include questions that will ask these men to share things that they did for their children that served their children well. Also, the survey will ask these fathers questions about things that they would do differently if they were able to do it all over again. A summary of the survey will be included in the magazine
- The magazine will also include a bibliography containing references for all of the resources that I read while doing this project.

Appedix 4—Concept Paper

- I will write reflections about time spent volunteering in the nursery at church.
- I will write reflections about how this project brought me closer to my wife.

What Criteria will you use to Measure the Effectiveness of Your Achievement?:

I believe a good way to measure the effectiveness of my achievement would be to create a magazine that summarizes some suggestions on how to be a better father and presenting it to a local organization, like Planned Parenthood, and seeing if they would be interested in handing it out to new fathers. The magazine will also include an article summarizing information gathered from the survey of experienced fathers and a bibliography.

I will also write reflections of my time spent in the nursery at my church and the impact this project has had on my relationship with my wife.

Who will be Involved or Influenced; what will Your Role be:

Many parties will be involved or influenced by this project. My wife, Joy, will be involved. The child on the way will be influenced by what I am learning. Those men that I interview for my survey will be involved. My role will be a facilitator, a student, and a deliverer and disseminator of information.

When will this Project take Place?:

This project will be entirely completed during the Fall 2005 Semester. It will run from August 29th through December 15th. This project could also lead into a phase II of a magazine for fatherhood. For example, phase II could be about fatherhood through the toddler years.

Where will this Project occur?:

For the most part, this project will occur in my house in Boise, ID, USA. I will do most of my reading and summarizing in my home office. I will, also, be conducting surveys at various locations; work, church, homes of friends and families.

Why is it Important to do this:

This project is very important. Beyond my own needs, the outcome of this project could be of benefit to fathers for generations to come. The way I envision my final product, concise and to the point, is the way most men want their information. They don't want all the details but they do want to know ways in which they can do a better job as a

Appedix 4—Concept Paper

father. So, summarizing the material that I am going to be reading into one easy to understand magazine, will be of great value to men desiring to be better fathers.

Personal Learning Goals:

- Become more confident when around small babies.
- Create a brochure/booklet that summarizes advice on being a better father.
- To glean the learnings from fathers that have been there/done that.
- To celebrate this time of pregnancy, more fully, with my wife.

How do you Plan to Achieve Your Goals and Outcomes:

I plan on achieving my goals by being disciplined in my reading regimen. I will have a set number of hours that I will read during the week. I will journal my learnings as I go. From my journal I will continually add information to my fatherly advice matrix that I will use to create the magazine. Also, as I learn new things, which I will journal, I will share them with my wife. This will cause us to be closer during this time of pregnancy.

Evaluation:

- I plan on evaluating my results of the experienced father survey by having the men that I surveyed take a look at the compiled information and giving me feedback on the findings.
- I plan on evaluating the outcome of my magazine by having a counselor, from a place like Planned Parenthood, take a look at it and giving me their feedback.
- I plan on evaluating my personal goal of being more confident around small babies by spending time in the nursery at my church and doing a self evaluation of the experience.

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Prepare Project Timeline:

Tasks	September	October	November	December	Estimated time (hr)						
Read Books and Articles	—————										40
Develop Survey for experienced fathers		—————				4					
Bradley Method birthing classes				—————				12			
Summarize advice from readings	—————										20
Administer Survey			—————						6		
Create brochure from advice from readings and survey findings		—————						15			
Project Write-up					—————				10		
Total										107	

Identify Pertinent Literature or Resources:

Arnold, R., & Colburn, N. (February 2005). Oh! What a smart baby: What you need to know about children’s brain development. *School Library Journal* ??(??), 37.

Brott, A. (1997). *The new father: A dad’s guide to the first year*. New York, NY: Abbeville Press.??????????

Dodge, D. T., & Heroman, C. (2000). *Building your baby’s brain: A parent’s guide To the first five years*. Jessup, MD: ED Pubs.

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