

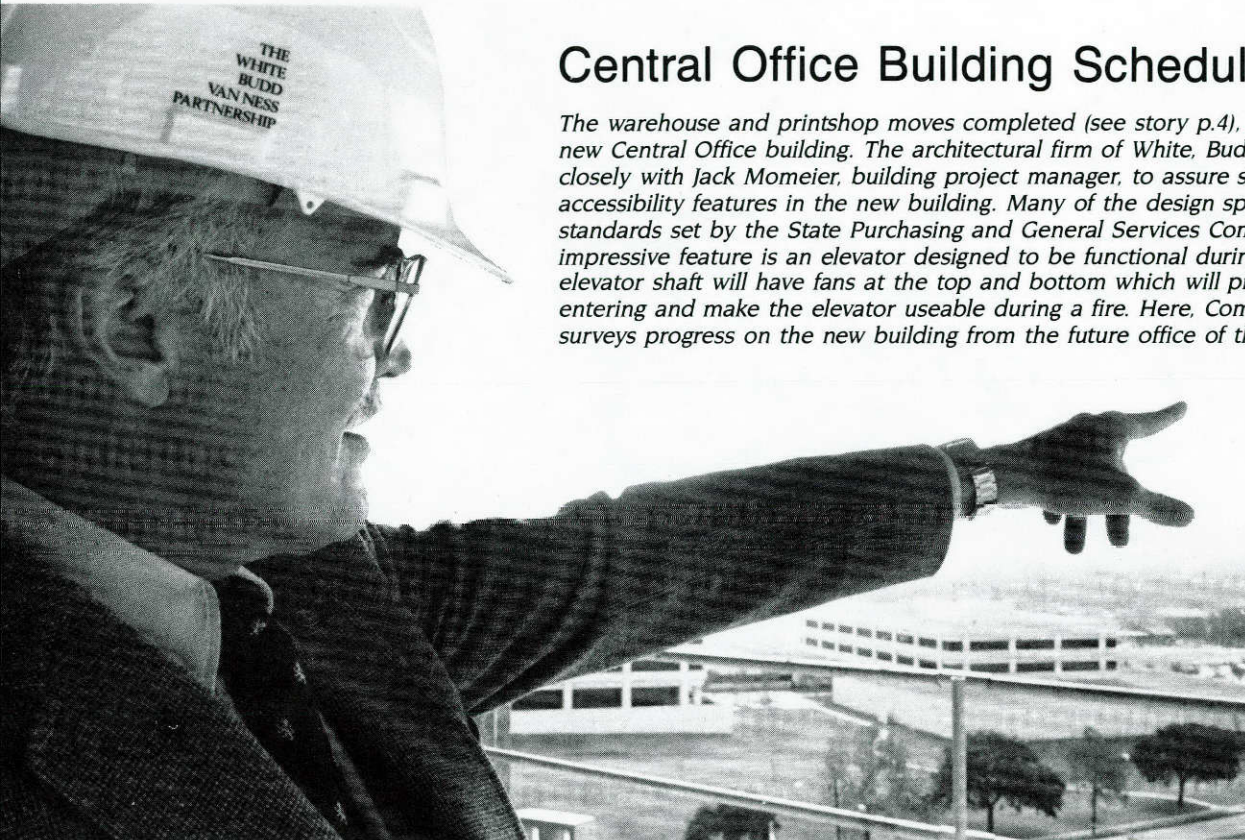
# News & Views



★ Texas Rehabilitation Commission ★ A Human Energy Agency ★

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## Central Office Building Schedule on Track

*The warehouse and printshop moves completed (see story p.4), work continues on the new Central Office building. The architectural firm of White, Budd, Van Ness is working closely with Jack Momeier, building project manager, to assure state of the art accessibility features in the new building. Many of the design specifications exceed standards set by the State Purchasing and General Services Commission. The most impressive feature is an elevator designed to be functional during a fire. At least one elevator shaft will have fans at the top and bottom which will prevent smoke from entering and make the elevator useable during a fire. Here, Commissioner Arrell surveys progress on the new building from the future office of the Commissioner.*

## Dart Ouster Sparks Concern over RSA Future

As the smoke clears over Justin Dart's removal as commissioner of the Rehabilitation Services Administration, what remains is serious concern over his replacement and over the future of the RSA.

Although no official word has surfaced about who is being considered for the post, observers believe that the RSA must operate differently than it has in the past in order to meet the mandates for vocational rehabilitation under the Rehabilitation Act.

"We'll be working within the system, along with the other states and with consumers," says Commissioner Max Arrell, "to make sure disabled people receive services they are entitled to."

Dart, no longer restricted by the protocol of his former position, is free to act as a private citizen in attempting to strengthen programs for disabled people. He is planning a 50-state tour early this spring to further unite the disability community and to lobby for the rights of disabled people.

The Dart controversy and the subsequent "rallies of conscience" by advocacy groups protesting Dart's removal succeeded in focusing nationwide attention on disability issues. The controversy gained the interest of Congress and news organizations around the country. Responses to the situation were rapid and to the point.

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# TRC Plans for Better Information Availability

As we approach the 1990s and the new information age, TRC depends more and more on vast amounts of information to fuel its operations.

But, the information you need to do your job is not always so easy to get.

To meet the ever-increasing need for information concerning TRC activities in every part of the Commission, officials have assembled a task force to develop a strategic data plan for the agency.

The plan will ultimately ensure that TRC employees have ready access to information needed to accomplish each agency activity with an appropriate level of support through automation.

A 15-member task force charged with structuring the plan began meeting January 4. Chosen for their analytical and problem-solving abilities, task force members represent a cross section of Central Office departments.

For task force members, regular duties have been suspended so they can devote full attention to developing the plan in daily sessions lasting until April 29.

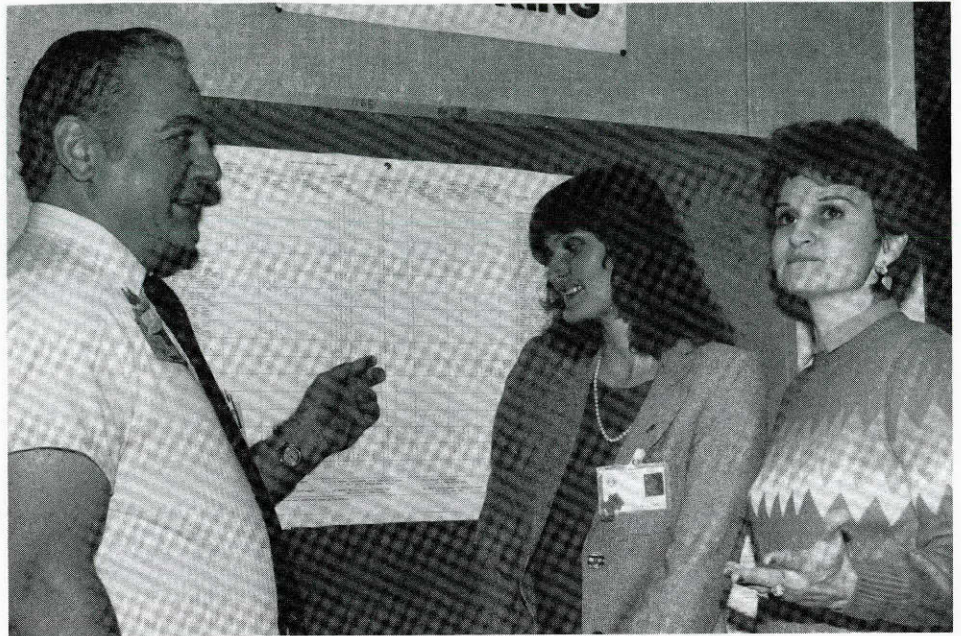
Kay Arnold, systems analyst for the Commission and coordinator of the task force, is hopeful of coming up with a plan which will make access to information much quicker and easier for TRC employees. "It has to be useful to employees who need information to carry out their jobs," she says.

Here's how the task force will arrive at a strategic data plan:

Building on the findings of such previous work groups as the TRC Planning Committee, the Modernization Task Force and the Select Committee, the task force will first identify all TRC functions. It will then determine what information is needed to perform each of these functions, and, finally, recommend the best way to make the information available.

Task force members are already interviewing TRC employees to establish what kinds of data needs exist in various Commission offices.

"It is farsighted and visionary for the Commissioner's office to



The task force for strategic data planning uses smaller "think tank" teams to focus on specific issues. Here, Rick Payson, systems analyst (left), works through a problem with Jackie McPhail, business systems analyst, and Donna Harris, systems analyst. Kay Arnold, task force coordinator, says the group is guarding against the perils of "analysis paralysis" to ensure meeting its April 29 completion date.

authorize such an undertaking," says Dale Place, deputy commissioner for administrative services. "Less than 3 percent of all organizations in the country are undertaking such an effort."

Charles Harrison, controller, agrees. "We are optimistic that strategic data planning can provide us the basis for decision making 10 to 15 years into the future," he states.

## Legislative Update

### FEDERAL

- Congress gave final approval just before Christmas to the FY 1988 Continuing Appropriations Resolution containing \$1,379.5 million for Section 110, basic state grants funding, an increase of 7.7 percent over FY 1987 funding levels. All other rehabilitation service programs also received increases including state supported employment services and centers for independent living. When signed by the president, this resolution will fund all federal rehabilitation programs through September 30, 1988.
- Representative Claude Pepper (D-FL), chairman of the House Select Aging Subcommittee on Health and Long Term Care introduced H.R. 3361 which proposes a National Institute on Deafness and Other Communications Disorders. The NIDODCD would be part of the National Institutes of Health. Senator Tom Harkin (D-IA) has introduced a Senate version of the bill saying that the number of people with hearing disorders will rise to 12 million in the next 13 years.

# Dr. Vickers Has Grown Up with DDD

How many people do you know, not counting Dallas Cowboys coach Tom Landry, can claim to be the "first and only" in their position? Well, you can add Dr. Albert Vickers, medical consultant for the Disability Determination Division to your list.

In 1958, when Vickers began, the social security benefits program was lean but thorough.

"In those days, every applicant was staffed, screened and referred," says Vickers. However, applicants in 1958 were limited to over 55 years of age and received only an adjustment to retirement rather than cash benefits.

By 1965, the Great Society programs associated with President Johnson, dramatically changed the social security benefits program. Vickers was caught up in a burgeoning number of applicants, of all ages, for cash benefits and benefits for dependents and survivors.

By 1974, when Social Security Insurance began, caseloads doubled within 18 months.

But, as always, Vickers and his colleagues in Disability Determination, made the necessary adjustments. "Now we are big business with numerous layers of organization and highly audited," he reflects.

And he knows the program inside and out. According to Dale Place, deputy commissioner for administrative services who served as DDD head from 1976 to 1985, "He's probably regarded in social security disability programs as the most knowledgeable person from the historical and programmatic standpoint in the nation."

This fact is reflected in the extensive consultation work he does. During the early 1980's under Social Security Act revisions, beneficiaries were reviewed and a large percentage of benefits ceased. Vickers was sought by the Social Security Administration and Congress to help plan reforms for the program.

## Texas Disability Rights Advocate Dies

Martha Arbuckle, longtime disability advocate living in the Austin area, died December 17, 1987 at age 54.

Arbuckle, paralyzed from the neck down due to polio contracted in her early 20s, was well known in the rehabilitation community.

She was a member of the Texas Governor's Committee for Disabled Persons, 1981-1987, and served as chairperson of the Austin Mayor's Committee for Disabled Persons, 1984 to the present. Arbuckle was co-founder and past president of the Austin chapter of Mobility Impaired Grappling Hurdles Together (MIGHT) and helped establish the Austin Area Resource Center for Independent Living.

Constantly attending rallies, legislative hearings and fund raisers, Arbuckle was honored in Texas and nationally for her work in seeking rights for people with disabilities.

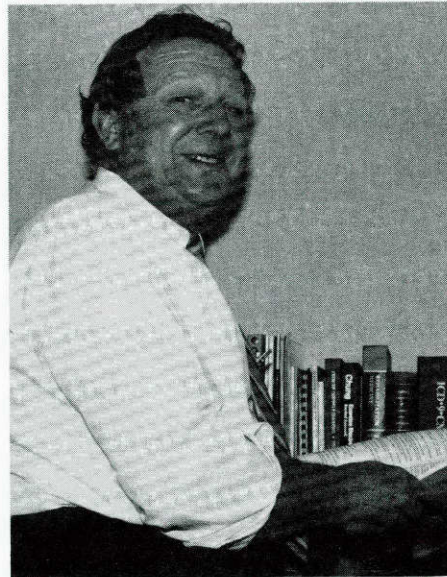
Her honors include the Distinguished Handicapped American Award from the President's Committee on Employment of the Handicapped and the Texas Handicapped Person of the Year Award in 1980.

"His real concern," says Place, "is that applicants and beneficiaries are consistently treated fairly and uniformly."

Vickers is philosophical about the broadening scope of the program and the large number of people required to conduct it. "The program

is needed, and, as public servants, we are not here to make ourselves happy and be self serving."

Says Place, "He truly cares about the program and about its integrity with the public and his own fellow physicians. He's a real top-notch person."



*Born in Philadelphia, Pennsylvania, Dr. Albert Vickers, chief medical consultant, moved from Giddings to Austin in 1958 at the request of Dr. David Wade. Among many other duties, he provides expert medical guidance on evaluating and determining the validity of claims for disability benefits.*



**Deborah Shaw-Boatner** has joined the Commission as chief accountant of the Operating Expense Section in the Central Office Fiscal Services Division. She has 10 years experience in state government and was most recently self employed practicing public accounting.

**Dr. Carol Whitcraft**, assistant deputy commissioner, retired January 31 after 16 years of TRC service. Whitcraft's most recent Commission assignment was with the Governor's Texas State Management Development program at the University of Texas LBJ School of Public Affairs.

**Ilene Gray**, program specialist, has been chosen as the TRC liaison to the Health and Human Services Coordinating Committee. In the past, she has served as staff support for Jerry Kane, TRC Board chairman and HHSCC member. Gray's new post was effective January 1.

# We Slipped Another One Past You!

Hardly anyone seemed to notice as the TRC warehouse moved to a new location in early December in Austin!

"That is the way we wanted the move to happen," according to Ray Minyard, assistant deputy commissioner for administrative services. "We hoped to make the move transparent to the users of the warehouse and minimize any disruption."

The new warehouse boasts modern equipment, lots more room and improved automation.

The carefully-planned move caused no delays in client orders.

There were, however, a few anxious moments as the original moving day arrived and it was announced that the building was two days away from being ready for occupancy.

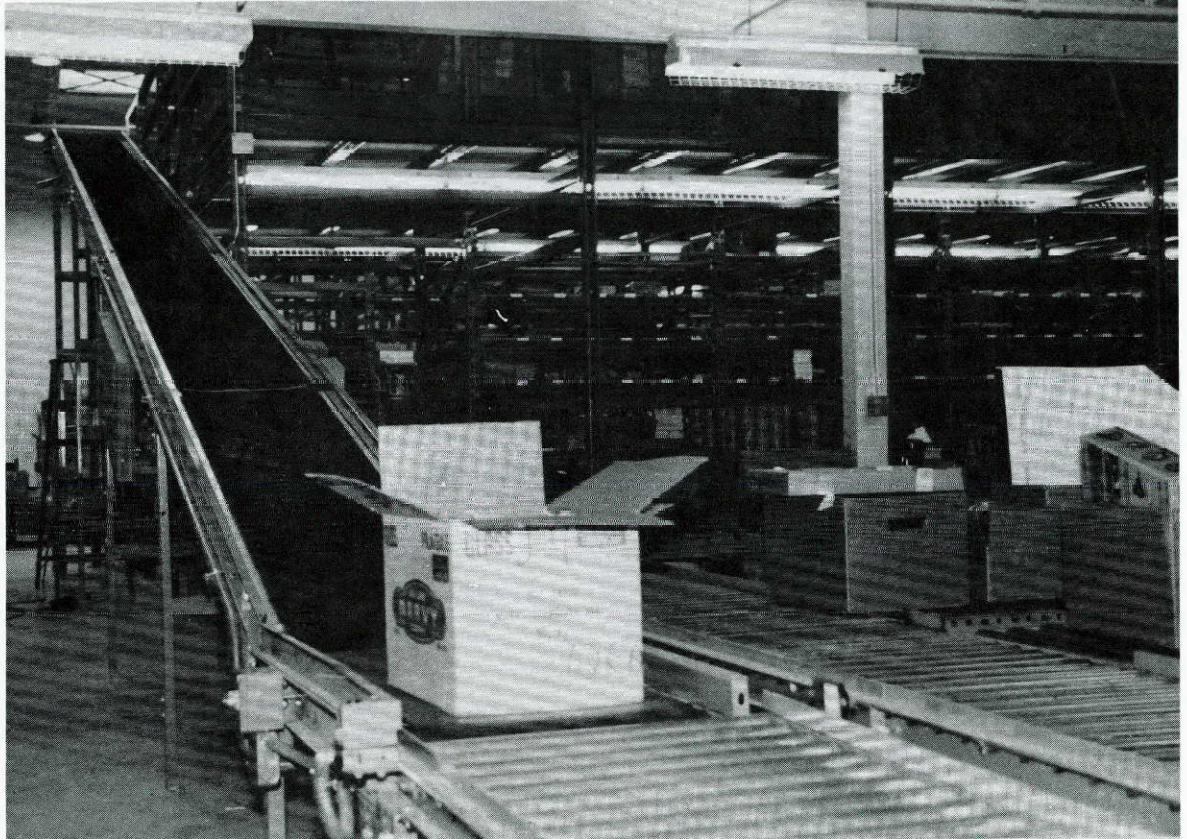
Undaunted, the staff changed its schedule and moved into the new warehouse when it was ready.

When a staff member commented that "luck was with them," Dale Place, deputy commissioner for administrative services, recalled a famous quote from the infamous football coach Vince Lombardi: "Luck happens when preparation meets opportunity."

The warehouse move follows the print shop relocation as the second

smoothly-planned move to the new TRC Central Office location.

The new warehouse and the printshop are about two blocks from the new Central Office building location where Guadalupe and Lamar converge in north central Austin. The new warehouse phone number is (512) 458-7790.



*The new warehouse is equipped with a handy conveyer belt which can get large items on the upper level down to the bottom level for quick and easy loading. Workers at the bottom of the belt sort and arrange items for shipment.*

## Dart Ouster

continued from page 1

For the most part, they were pro-Dart and pro-disabled community. Here are some samples:

- **Senator Lowell Weicker:** "I have to ask why was no attempt by Secretary Bennett (Department of Education) during these last several months to step in and at least attempt to resolve the differences between the Commissioner (Dart) and the Assistant Secretary (Madeleine Will) . . . I suspect that the answer is disturbingly simple: He just did not care."
- **Arnold Rosenfeld,** editor of the *Austin American-Statesman*, in a special editorial feature: "This issue isn't really Justin Dart, but the reality of delivering promised services to the nation's disabled, services that help them become financially, physically and mentally independent . . . How does the administration now tell millions of disabled Americans it cares more about them than it does about its internal processes?"
- **Steve Johns,** president of the Coalition of Texans with Disabilities: "Dart's firing is just one more example of the 'token role' disabled people are given in planning and developing services intended for us. It is a symbol . . . of the paternalism that disabled people face every day."

Make money at home using your computer! Find out how by ordering *In the Chips: How to Use Your Computer to Make Money* from the National Organization on Disability. A generous donation by publisher Simon and Schuster of 1,000 copies of this book allows NOD to offer it for only the cost of postage and handling. To get a copy, write Robert Gisnis, NOD, 910 16th Street, NW, Suite 600, Washington, D.C. 20006. Don't forget to include \$3.00 for postage and handling.

Houston Epilepsy Symposium '88 is scheduled for March 19 at the Holiday Inn Crown Plaza-Galleria in Houston. Titled "Moderate Concept in Seizures Management," the symposium will deal with general current management of child and adult epilepsy. Registration is \$90 for physicians and \$45 for other health professionals. A 10 percent discount will be offered to those registering

before February 19. For more information, contact the Gulf Coast Epilepsy Association at (713) 861-1908.

The fifth statewide Symposium of Deafness is planned for March 11-12 at the Driskill Hotel in Austin. For more information on SYMPO '88, contact Leigh Leslie at (512) 443-8252 (Voice or TDD).

# Committee Welcomes New Members

## New Council Forms/Chooses First 15 Members

### Consumer Advisory Committee

Commissioner Arrell has announced nine new appointments to the TRC Consumer Advisory Committee.

This year promises to be the best one yet for the CAC, according to Kaye Beneke, staff coordinator for the CAC. "Not to say we haven't had excellent committees before," she says, "but what we've been working on for years has finally come about on this committee."

Beneke believes the depth of the committee this year is greater than it has ever been with excellent geographic representation and more disabled people than ever as members. Eight of the nine new appointees are disabled. This year the committee welcomes its first member with mental retardation.

The committee, composed of consumers, rehabilitation professionals and advocates, advises the Commission on policy and program matters.

In addition to the new committee appointments, committee member Miles O'Loughlin of Pampa was appointed chairperson.

Here is a list of the new Consumer Advisory Committee members:

DEBRA CHANDLER Amarillo	STEPHEN MAYEUX Dallas
MIQUE DAVIS Austin	RAND METCALFE, JR. Austin
TIM HERVEY El Paso	MIGUEL PEDRAZA El Paso
ANN JONES Dallas	CHARLEY SHANNON San Angelo
THOMAS MALONEY Abilene	

### State Independent Living Council

The new 15-member State Independent Living Council has been appointed by TRC and the Texas Commission for the Blind.

Mandated by recent amendments to the Rehabilitation Act, the council advises both TRC and TCB on issues specifically related to the growing independent living program in Texas.

It will develop a five-year plan for services and offer on-going guidance to agencies and local planning groups for expanding independent living programs.

Mel Fajkus, TRC staff coordinator for the council, says the exact focus and role of the council in Texas will be more firmly established when the group meets for the first time January 25-26, in Austin.

At that time the council will elect a chairperson and begin to work on a plan of action.

Following is a list of new appointments to the State Independent Living Council:

MICHELLE BAILEY Houston	MARK MILLER Wimberley
SANDRA BAILEY Waco	ELAINE MOSES Austin
TOM CARTER El Paso	WILLIAM PYLE Dallas
WILLIE MAE CLAY San Antonio	MARGARET ROBINSON Amarillo
JOE COSTANTINO San Antonio	FRANKIE SAWYER Austin
JACK EARWOOD Fort Worth	CHARLOTTE STEWART Dallas
LEROY HILL Fort Worth	KEVIN TRACY Austin
RACHEL LOPEZ Lubbock	

**★ Applause**

These TRC employees recently received press coverage for the Commission: **Hugh Johnson**, counselor in the Alpine Field Office; **Delores James**, secretary in the Amarillo Field Office; **Linda Shaw**, counselor in the Angleton Field Office; **Les Doleshal**, operations director for programs in the Austin Regional Office; **John Greening**, counselor in the College Station Field Office; **Lan Rainey**, counselor in the Commerce Field Office; **Roger Ward**, operations director in the Fort Worth Regional Office; **Tom Brock**,

counselor in the Gatesville Field Office; **Derry Marris**, secretary in the Gatesville Field Office; **Lester Martin**, counselor in the Greenville Field Office; **Mike Finney**, counselor in the Houston Field Office East; **Ramiro Ramirez** and **Armando Garcia**, both counselors in the Laredo Field Office; **Judy Freeman** and **Ben Cadenhead**, both counselors in the Longview Field Office; **George Moore**, counselor in the Lufkin Field Office; **Don White**, counselor in the Mineral Wells Field Office; **David Hooper**, counselor in the Odessa Field Office; **Arnold Barrera**, area manager, and **Lorie McQuade**, both from the Richmond Field Office; **Janet Schultz**, counselor in the Sam Houston University Field Office; **Ken Bowen**, counselor, and **Anna Marie Posey**, counselor, both in the Victoria Field Office; **Kaye Beneke**, public information director in the Central Office; **Ilene Gray**, program specialist in the Central Office; **James L. Jackson**, executive deputy commissioner; and, **Commissioner Arrell**.

Congratulations to the three new appointees to the Governor's Committee for Disabled Persons. They are **Sandi Khan-Hammond** of

**MILESTONES**

December 1987

**Region III**  
10 years: Loretta M. Whitley

**Region IV**  
15 years: Bernadette L. Moses

**Region V**  
10 years: Lena P. Jackson

**DDD**  
10 years: Denice L. Marschall  
Candy R. Powell  
Anna K. Crawford  
Gene Gorham  
15 years: Lloyd R. Duncan

**Central Office**  
15 years: Mary Bialaszwski

El Paso, **Marcia Ellen Holloway** of Austin, and **Annabelle A. Farrell** of Duncanville.

**Laura Haneman**, librarian for the Commission, was elected to the post of secretary for the State Agency Libraries of Texas. It's a professional association for state agency librarians with a membership of over 200.

Congratulations to the **Houston East End Field Office** team for logging the highest production figures in the state in IWRPs and "26" closures for FY 1987.



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- Vernon Dement..... Editor
- Susan Antoniewicz..... Illustrator
- Becky Nieto..... Illustrator
- Sue Durban..... Illustrator
- TRC Printing Services... Typeset and Printing
- Kaye Beneke..... Director
- Randy Jennings..... Assistant Director

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