

Caseload Has Shifted, Committee Told

During the past five years, the number and types of clients TRC has served has shifted substantially, according to John Wylie, director of programs and facilities.

Wylie spoke at the November meeting of the Medical Consultation Committee, a group which advises the Commissioner on medical issues.

The most dramatic change has been in the percentage of severely disabled clients served.

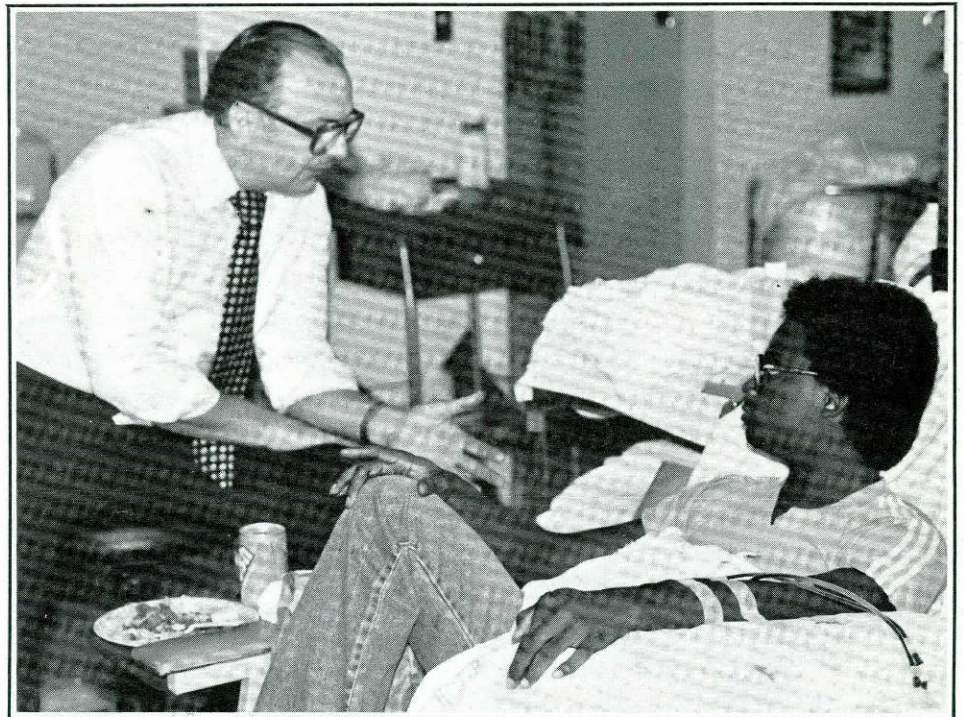
"In 1978, 34 percent of our caseload was severely disabled clients," Wylie said. "In 1983, that percentage rose to 62."

He also pointed out that the Commission now has fewer dollars and fewer counselors than it did in 1978.

The percentage of various disability groups making up the caseload also has changed. The percentage of hearing impaired clients and orthopedically impaired clients has increased, while the percentage of clients with mental disorders other than psychosis or neurosis has declined.

Also at the meeting the Medical Consultation Committee discussed organ transplants, electrical bone stimulation, chemonucleolysis for herniated lumbar discs and insulin pumps.

Guest speaker Dr. Sam Miller spoke on diabetes. □



Michael Tews, ESREST instructor in San Antonio, often works one-on-one with ESREST participants as they plan their careers and look for jobs. Here he confers with dialysis patient Kirk Lilly. See related story inside.

Reagan Approves V.R. Funding

In two separate actions during the first six weeks of the 1984 fiscal year, the nation's vocational rehabilitation programs received an additional \$60 million in basic federal support grants for the fiscal year.

On October 31, President Ronald Reagan signed into law the appropriations bill for the Department of Labor, Health and Human Services, and Education, which funds the nation's vocational rehabilitation programs at \$993.9 million for 1984.

Two weeks later, Reagan approved a second continuing resolu-

tion which includes an additional \$10 million in basic support monies for fiscal year 1984.

The two actions add up to a total nationwide appropriation of \$1,003.9 million. This is the first time in history that the country's vocational rehabilitation programs have been funded at more than one billion dollars.

The Texas Rehabilitation Commission's share of that appropriation is approximately \$49 million, an estimated \$3 million more than the Commission received in fiscal year 1983. □

Top Counselor Has Experience, Motivation

Jerry Joseph doesn't wave a wand and suddenly poof, another client is successfully rehabilitated. But the magic of 18 years of experience as a TRC counselor, dedication, persistence, and a desire to achieve have earned her the honor of the counselor in the state with the most successful closures for FY 1983. She has been named Counselor of the Year for Region III by the Region III office.

Ninety of her clients went to work this year.

"I love my work," Joseph said. "It has pressure, and it's very involved, but I never could be happy or want to be within a comfort zone."

Joseph, a counselor in the Austin Field Office South, handles a caseload of multi-handicapped severely mentally retarded clients. It's a tough caseload, she said, but she's reluctant to give up on any of her clients.

"I hate unsuccessful closures," Joseph said. "I don't want anyone to be a failure. Not a client or a counselor. I enjoy the success of others."

Her advice to other counselors is that good counseling can't be learned from a book. "It has to come from within."

Part of her success she attributes to the other counselors in her office who are quick to offer support and advice. The formula must work because this year the field office had the highest number of successful closures per counselor of any office in the state.

And of the top 20 counselors, three are from the south Austin office. Besides Joseph, Don Buck and Jose Lawrence made the top 20. The three counselors also rotate as acting supervisor of the office.

Joseph said supervisor Jerry Simmons gives the counselors the freedom they need to do their job well and "keeps them legal."

"I try to stay out of their way," Simmons acknowledged. "But I'll break my neck to do something for them if they need it."



Jerry Joseph

He is proud of the office's achievement because little more than a year ago the East Austin Field Office closed and the east and south units were combined into what is now the south office.

"The staff was demoralized at first," Simmons said. "But we've formed into a cohesive unit now. Each counselor complements the other in their experience and expertise." □

CTD Elects New Board

At a recent delegate assembly in El Paso, the Coalition of Texans with Disabilities elected new officers and members to its board.

The officers are: President Marshall Mitchell, Amarillo; Vice President Judy Wingard Westbrook, Austin; Secretary Bill Johnson, San Antonio; and Treasurer Jim Bruce, Seagoville.

New board members are: Tommy Leifester, Willus Williams and Mike Swoboda, San Antonio; Larry Evans, Big Springs; and Steve Courier, Austin.

Lee Kitchens of Canyon and Vicki Sorrells Harris of Houston were re-elected to their board seats. Remaining members of the Coalition's board are Tom Morrison, Dallas; and Larry Johnson, past president, from San Antonio.

It also was announced at the assembly that Bob Kafka, VISTA worker with the Coalition, recently was chosen as the state president for the Texas Paralyzed Veterans Association.

TRC has been a member of the Coalition since April, 1983. □



It takes teamwork to become the office in the state with the highest number of successful closures per counselor. The team at the Austin Field Office South is (from left, seated): Gail Atkins, Vicki Cook, Dina Barrilleaux, Roxanne Plummer, Loma Scott, Karla Goss and Charlene Zegub. Standing in the middle row, from left, are: Peggy Hiscoe, Marilyn Galloway, Lynn Harris, Susan Brown, Jerry Joseph, David Burks and William Krieg, Jr. In the back row, from left, are: Don Buck, Sherwin Sanders, Jose Lawrence, Jerry Simmons and Cynthia Lear. Missing are Donna Hobbs, Ralph Cooley, Jr. and Paul Peterson.

Test Your Memory

Some acronyms, or words formed from the first letters of a phrase, become so widely used that the words they represent are often forgotten.

Radar, scuba and zip (as in zip code) are examples.

Just in case you don't have enough to keep you busy during the holidays, 38 acronyms commonly used by Commission employees are listed below. If you like, jot down their full-length equivalents or FLE's. See how easily it happens?

Check your answers against the full names which will be published in the January issue of "News and Views."

MBO	NP/SO	LMC
NCH	DE	RSM
DRI	ILC	DD
TIRR	VC	CSAVR
DBMAT	SSDI	ERS
DDD	RTO	DHR
ARS	CE	PES
WPU	CTD	MATCH
GCDP	MAPS	NADE
ADP	AOPM	BFOQ
SAMC	WPU	MHMR
CDM	SSI	DS
VRC	SOS	



Max certainly did run. On November 20, Commissioner Max Arrell ran 27 quarter-mile laps – that's 6-3/4 miles – in an hour to raise \$3,111.75 for the Coalition of Texans with Disabilities. Arrell was sponsored by TRC employees and others, making it possible for him to raise \$115.25 per lap. The goal of the Coalition is to make a total of \$20,000 from jog-ramas in San Antonio, Austin, Amarillo, Commerce and College Station.

New TABOT Members Chosen

Gov. Mark White has appointed five of six members to serve on the newly created Texas Advisory Board of Occupational Therapy (TABOT).

The members are: Chairman Arthur Dilly, Austin; Vice Chairman Linda Veale, Abilene; Marianne Punched, Mart; Heidi Schoenfield, San Antonio; and Peggy Pickens, Houston. All members will serve for two-year terms.

The law authorizing the new board was passed by the 68th Texas Legislature and places the board within the administrative authority of Texas Rehabilitation Commission.

The board will regulate the practice of occupational therapy in Texas, including issuing licenses to occupational therapists (OTR's) and occupational therapy assistants

(COTA's). All OTR's and COTA's in the state will have to be licensed by the board to be able to practice.

The staff of TABOT will be housed in the Central Office and the position of executive director of the board has been posted by the personnel office.

All of the operational costs of TABOT will be paid through licensing fees collected and the Commission will provide administrative support.

At its first meeting held November 7, the board approved a memorandum of understanding between the Commission and TABOT which outlines the relationship between the two groups. TABOT also approved a cooperative contract with the Commission concerning reimbursement for services. □

Up The Ladder

Congratulations to the following six counselors who have recently been promoted to senior counselor.

- Glen Starnes, Dallas Field Office North
- Larry Gladden, LaMarque Field Office
- Mary Heitman, Garland Field Office
- Robert Garcia, San Antonio Field Office East
- A. A. Cortez, San Antonio Field Office East
- Carolyn Hargrove, Grand Prairie Field Office

ESREST: Hope for Dialysis Patients

by Kaye Beneke

For thousands of Texans, the difference between life and death is a machine. Because their kidneys do not function properly, they must rely on kidney dialysis machines to expel toxic substances produced by their bodies. For most dialysis patients, this means being connected to a machine for a minimum of four hours, three days a week.

The physical and emotional effects of kidney dialysis vary from person to person. Many, because of the catastrophic nature of this disability, become victims of the machines that keep them alive. The machines become the focus of their existence. Their dependence often results in depression, apathy, frustration and loss of self-esteem. As Texas Rehabilitation Commission counselor Jerry Conway puts it,

"When you ask them what they do, they answer, 'I'm on dialysis.'"

The employment rate among persons on dialysis is alarmingly low. It is estimated that no more than 25% of the persons on dialysis are employed. Experts generally agree the high unemployment rate can be attributed to the emotional conditions of the dialysis patients in addition to the physical conditions.

Enter ESREST (End Stage Renal Employment Skills Training), a TRC program for vocational rehabilitation clients who have kidney disease and are on dialysis. Initiated in San Antonio, the ESREST program is now conducted in seven cities throughout the state. While the program is still in the pilot stages in six of the cities, results are encouraging, at the least.

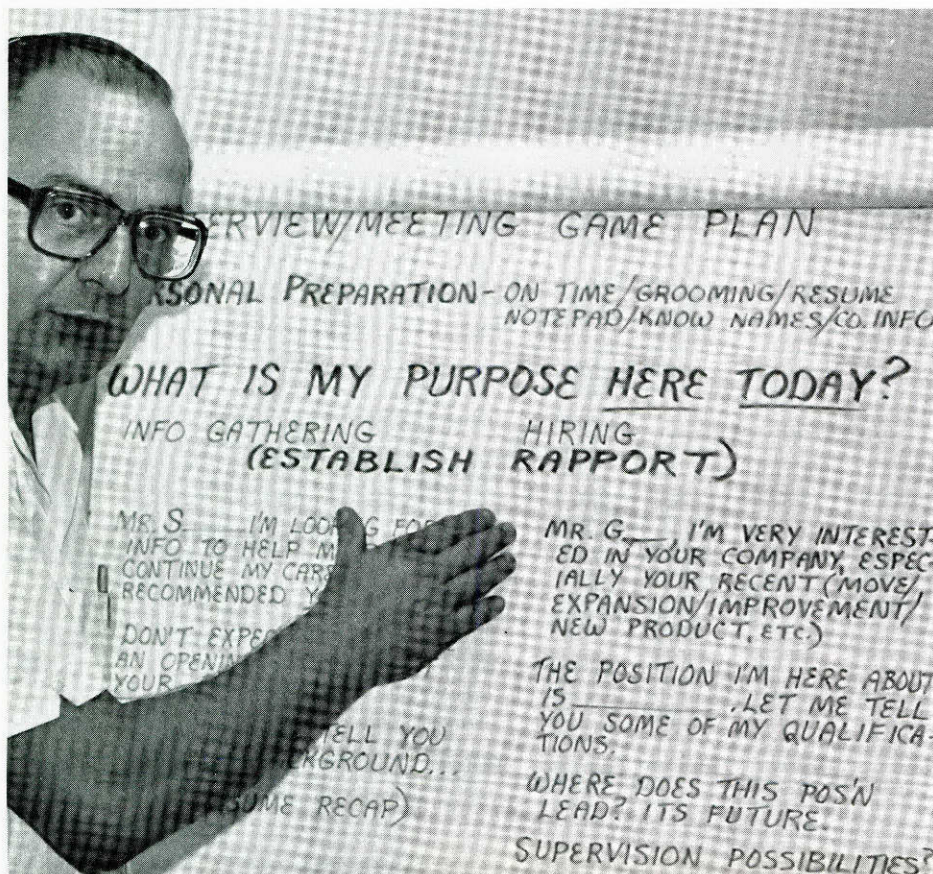
Statistics collected for fiscal year 1983 show a reversal in the traditionally high number of "28" closures (unsuccessful rehabilitations) among clients on dialysis as opposed to the number of "26" closures (successful rehabilitations). The past fiscal year was the first time, in fact, that the number of clients in both categories was nearly even - 27 successful rehabilitations and 28 unsuccessful rehabilitations.

The program is the idea of Jerry Conway, a counselor in San Antonio's Field Office North, who was frustrated in his dealings with dialysis patients whose ambition had yielded to the machines. "They viewed that darn dialysis machine as an anchor," he says, "when they could have looked at it as wings to set them free."

In searching for ways to motivate these clients, Conway recalled a group training program conducted in 1979 for TRC clients who needed assistance in locating and landing jobs. That program, designed for persons with a variety of disabilities, proved successful and Conway felt it could be adapted for use with dialysis clients.

Conway contacted Michael Tews, the man who conducted that training program under a contract with TRC. Tews, a career counselor with ITEC (International Trainers, Educators and Consultants), was enthusiastic about the idea and worked with Conway to devise a program for dialysis patients. Together they approached personnel at San Antonio area dialysis facilities about the possibility of conducting the training in their respective centers and hospitals. The overall response to the proposal was favorable. The first ESREST training group met in September, 1981.

ESREST sessions are conducted in the dialysis facilities, while participants are dialyzing. "Classes" of two to six patients explore a variety of subjects during the



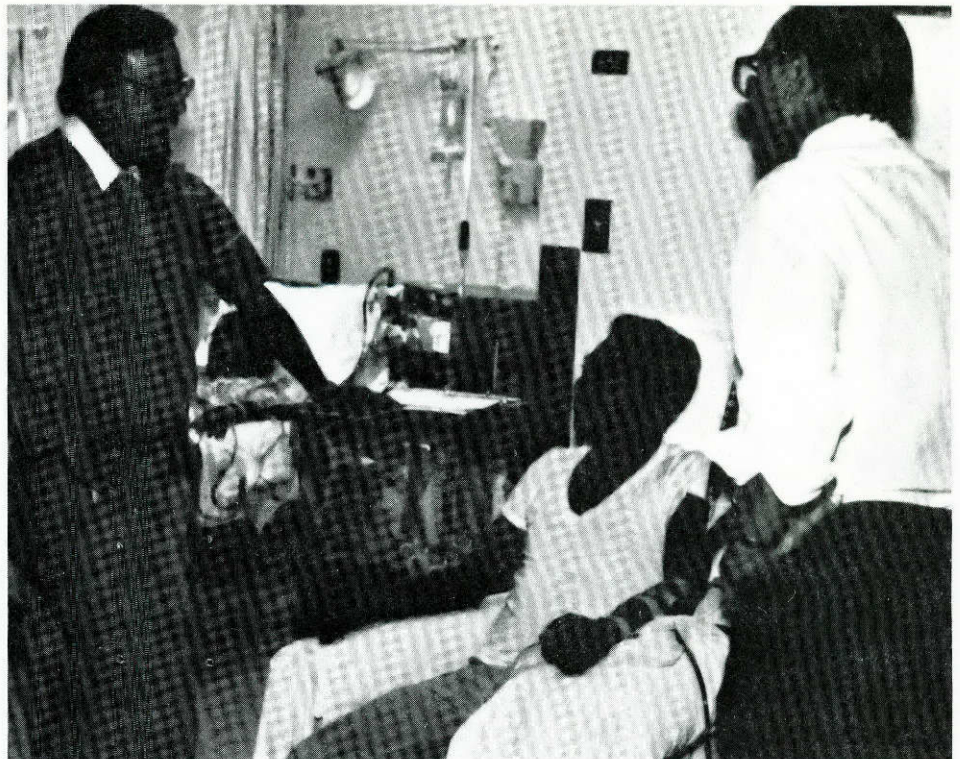
Instructor Michael Tews uses a series of posters and drawings which he created to reinforce ESREST training for dialysis patients. ESREST participants determine what kinds of jobs they like and perform well, how to locate suitable jobs and how to apply and interview for those positions.

twelve week course. Under Tews' guidance, participants learn ways to regain control of their lives, determine what kinds of jobs they like and can perform well, how to locate suitable jobs and how to apply and interview for those positions.

Throughout the training, Tews, whose enthusiasm is described as contagious, supplies generous doses of moral support and encouragement. He is available to work with the patients individually as they map out their futures. Conway is on hand to provide information about training and support services available to them.

Conway emphasizes the cooperation of the dialysis facilities is vital to the success of the program. He cites four centers in San Antonio which have been partially supportive — Santa Rosa Medical Center, San Antonio Kidney Disease Cen-

(... continued on page 7)



TRC Counselor Jerry Conway (left) initiated ESREST in San Antonio because he was frustrated in his dealings with dialysis patients who had given up ambition and hope. Conway, pictured here with ESREST instructor Michael Tews and a dialysis patient, says many people on dialysis view the machine as "an anchor."

(Editor's Note: Helena Kleck is a former TRC client who was employed as a result of her participation in ESREST. Prior to ESREST, Kleck's work history was sporadic — the result of health problems related to unsuccessful kidney transplants and an economy that forced employers to cut back their staffs.

Kleck has been back on dialysis for some time now and is working full-time as a follow-up clerk at Gerstenhaber and Jacks in San Antonio. She says dialysis is "just like a job you have to go to." She says the routine and pain she experiences during dialysis are more tolerable now because she has a job which occupies her time and her mind.

Kleck, a former reporter for The Herald Publishing Company in San Antonio, wrote the following account of her experience with ESREST especially for the "TRC News & Views.")

Confidence Gained Through ESREST

by Helena Kleck

In staying alive on a dialysis machine for over ten years, I have encountered many of the problems facing anyone with kidney problems seeking employment. Even with a B. A. in economics and in generally good health, I found persuading an employer that you were an asset rather than a liability wasn't an easy task. Rejection was common place.



Helena Kleck

However, when I started classes with Mike Tews and TRC I realized I wasn't the only one having em-

ployment problems. In his classes, Mike assisted you in analyzing your skills, experiences, likes and dislikes in order to discover your job potentials. Besides learning how to fill in job applications and those dreaded job interviews, Mike gave you a lot of confidence and support with his positive attitude that was contagious.

After some job hunting with Mike's lessons in mind, I was employed by a company involved with the federal program, Targeted Jobs Tax Credit, on a part-time basis. After a year now, I am a full-time employee with increased responsibilities and weekly deadlines.

In acquiring a job for a person on a dialysis machine, it means increased confidence in yourself, an overall more positive attitude toward everything, and having an answer to the time worn question — Where do you work? □

From the Field

Letters from Clients

Alfred Perales wrote the following letter to Linda Laughinghouse, counselor in the Fort Worth Field Office Southwest.

“It is difficult to express my appreciation to you for all of your assistance. Again you have been the key factor in my obtaining employment. It is because of your dedication that I have been able to achieve what I have. You are a tremendous asset to your clients and TRC. I appreciate all of your encouragement and assistance.”

Client Glenadean Gambrell sent the following note of thanks to Billie McKinnon, counselor in the Abilene Field Office.

“Thank you and Texas Rehab so much for helping me get the most valuable thing I’ve ever gotten — the chance to be a nurse. If I can ever do anything to help you or Texas Rehab, let me know.”

Digest

Former TRC Board Chairman **John Simpson** is still hard at work in the field of rehabilitation. Simpson, an Austin resident, has been a trustee of the Texas Scottish Rite Hospital for Crippled Children since 1971 and was recently profiled in the hospital’s newsletter.

Friends of **Ross Chambers**, Athens Field Office supervisor who is retiring soon, held an open house in his honor at the Athens office on November 4. Chambers began working for the Commission in 1958 as a counselor.

The **Texas Rehabilitation Counseling Association** is seeking nominations for the 1984 Counselor of the Year award. Nominees are required to have an active caseload



About 150 people attended the open house of the new Houston West Field Office. Pictured (from left) are June Kendrick, DDD medical professional relations officer in Houston; Arnold Barrera, Jr., supervisor in the Pasadena Field Office; and Wayne Alford, counselor at the Texas Institute for Rehabilitation and Research.

and be working fulltime counseling disabled people. The deadline for submitting nominations is February 15, 1984. For details, call Jim Howard, awards and scholarship chairman, at (214) 638-6070 (Tex-An 831-5748).

The staff of the **Public Information Office** is delighted to wish all of you the best of holidays, and hopes that 1984, despite George Orwell’s predictions, will be a great year for everyone.

Ralph Hasten, counselor in the Richmond Field Office, recently walked a grueling 42 miles in 10½ hours during a single day to raise money for Wiley College in Marshall. So far about \$2,000 has been donated to the school. The money will support the college’s scholarship loan program. □

TRCA Conference Set

The 1984 Texas Rehabilitation Counseling Association’s Spring Break will be held at the Mayan Dude Ranch in Bandera on May 17 - 20.

The title of the workshop is “Job Analysis as a Placement Tool for Rehabilitation Professionals” and will be presented by John Banks, executive director of the National Rehabilitation Counseling Association.

The price of the workshop is \$199 and includes food and entertainment. A \$100 deposit is requested by Feb. 1, 1984.

For details, contact Donna Johnson, 5021 Crestwick, Corpus Christi, Texas, 78413; (512) 883-3525 (office), (512) 991-8033 (home), or 827-6308 (TexAn). □

TEXAS DDD SALARIES BEST IN REGION

	New Mexico	Louisiana	Arkansas	Oklahoma	Texas
• Unit Supervisor	\$17,916	\$15,696	\$15,808	\$23,521	\$26,952
• Disability Examiner II (Initial)	\$15,480	\$13,104	\$13,078	\$19,350	\$22,872
• Reconsideration/Continuing					
Disability Review (Examiner)	\$17,064	\$14,652	\$13,936	\$19,350	\$24,420
• Secretary III	\$10,476	\$10,428	\$ 9,048	\$15,541	\$12,792
• Clerk III	\$10,476	\$10,428	\$ 7,176	\$12,177	\$12,036

A recent study compares beginning salaries for several DDD positions to similar positions in other disability determination agencies. The study shows that DDD generally pays the best salaries in the five-state region. For comparison purposes, the figures shown for Texas do not include the recent cost-of-living raise.



Linda Kemper (left), secretary/treasurer of the Texas Association of Disability Examiners, presents Jo Gail Sconci with the "Support Staff Recognition Award" from the National Association of Disability Examiners. Sconci has worked for DDD as a stenographer for the past five years and is now on extended leave after having a stroke in March. The award recently was presented at a ceremony in Austin. Also at the ceremony, TADE presented the Austin Resource Center for Independent Living with \$400 it had raised through several activities.

ESREST

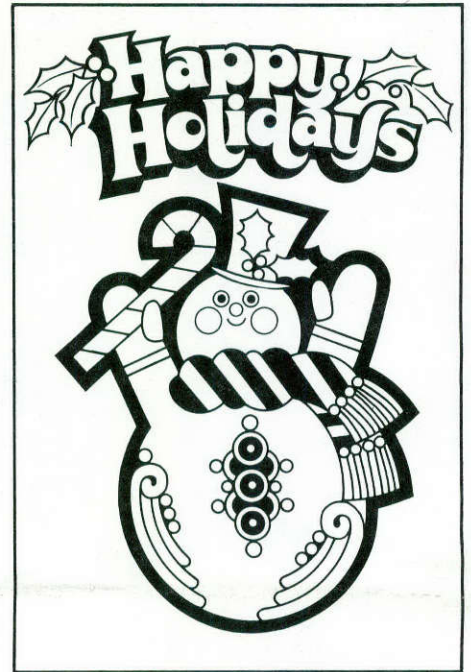
(... continued from page 5)

ter, South San Antonio Kidney Disease Center and Medical Center Hospital. Support ranges from allowing dialysis machines and chairs to be grouped together for training sessions to rearranging schedules to allow patients who go to work during the day to dialyze at night.

While the primary goal of ESREST is to get dialysis patients into the work force, it has several secondary benefits. Conway says even patients who do not complete the course or who do not get jobs display more positive attitudes about themselves and their situations. Ilene Gray, TRC program specialist who monitors the state-wide program, has also noticed a change in attitude among dialysis center staff. "Now, instead of fluffing up their pillows and asking patients if they're comfortable, the staff is asking ESREST participants if they've finished their resumes or made contact with prospective employers," she says. "It's a much more positive, less passive atmosphere than before." □



Jumper cables, cardboard storage drawers and surgical sponges are among the many products made by Expanco, Inc., an Extended Rehabilitation Services (ERS) program in Fort Worth that is run in conjunction with the Easter Seal Society. Pat King, executive director of Expanco, displayed the products at a recent ERS conference in Wichita Falls.



News & Views 

Calendar of Events

December 1983	Activity	Location
4 - 9	Managers of Managers Training.	Lago Vista
6	Time Talk (Time Management for Secretaries)	Houston
7	Caseload Management	Houston
8 & 9	Dimension 2000 Telephone Training.	Austin C.O.
11 - 16	Managers of Managers Training.	Lago Vista

TRC News & Views is published by the Texas Rehabilitation Commission for distribution to its employees and retirees throughout the State. Inquiries may be addressed to Kaye Beneke, Public Information Office, Texas Rehabilitation Commission, 118 East Riverside Drive, Austin, Texas 78704; or telephone (512) 445-8745, (Tex-An - 887-8745).

Kaye Beneke Editor
 Connie Villec-Nemmers . . Information Specialist
 Becky Nieto Illustrator
 Lindy Ward Illustrator
 Susan Antoniewicz Illustrator
 Marie Wycuff Typesetter

TEXAS REHABILITATION COMMISSION
 118 E. Riverside Drive
 Austin, Texas 78704

NON-CIRCULATING
 NTSU LIBRARY

BULK RATE
 U.S. POSTAGE
 PAID
 Austin, Texas
 Permit No. 1605

