

News & Views



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July/August, 1983

House Approves Rule for H.R. 3520

On August 4, before adjourning for a five-week recess, members of the U.S. House of Representatives approved a measure which sets the stage for debate on the House version of a bill extending authorization for the nation's rehabilitation programs. After a brief discussion, House members approved the "open" rule which sets the time and limits on debate for H.R. 3520, the House Rehabilitation Extension Bill.

That debate is scheduled for Monday, Sept. 12, the first day after the August recess. House members will vote on the bill the following day.

While the rehabilitation program enjoys strong support from members of both political parties, passage of the act has become highly controversial. Two issues which surfaced in recent weeks have caused many House members to split along party lines.

Most recently, Congressman James Jones of Oklahoma, chairman of the House Budget Committee, declared his intent to remove the "entitlement" provision from the bill. Jones contends inclusion of the provision violates the Budget Impoundment and Control Act because

it provides funding authorizations for rehabilitation programs for years beyond fiscal year 1984 (termed "outyears").

H.R. 3520, if passed as it is, would allow increases in the authorizations for rehabilitation programs through fiscal year 1988 at a rate sufficient to restore purchasing power to the 1979 level. If Jones' amendment passes, however, the authorizations would be deleted from the bill. Funding for rehabilitation programs would then be subject solely to the yearly appropriations process.

News of the threat to the program's "entitlement" status set rehabilitation advocates throughout the country to action. Concerned about funding reductions which might result from passage of the Jones' amendment, thousands of advocates contacted their representatives to voice opposition to the proposal.

Meanwhile, a second issue is expected to receive attention when H.R. 3520 comes up for debate on the House floor. Congressman Steve Bartlett of Texas, ranking minority member of the House Subcommittee on Select Education, has promised the Republican members will try to delete Title IV from the bill.

While programs included in Title IV are unrelated to rehabilitation programs, they were attached to the rehabilitation extension bill by an amendment passed last spring during subcommittee hearings on the bill. Passage of the bill in its current form would result in a \$1.3 billion increase for these domestic programs.

While Bartlett and other minority members of the House have expressed their support for the rehabilitation program, they have stated they cannot vote for a bill which includes large increases for unrelated programs.

Up the Ladder

Congratulations are due nine people who recently have been promoted to senior counselor.

REGION II: Sharon Blevins, Glen Cagle.

REGION III: Jose Lawrence.

REGION V: Baldemar Gonzalez, Daniel McDevitt, Donna Johnson, Gary Simpson, Gilbert Bermea, Daniel Flowers.

Congressman Bartlett Tours Dallas Rehabilitation Facilities

The rainstorm could have waited until another day; but besides that, U.S. Rep. Steve Bartlett's July 5th tour of Dallas and several rehabilitation programs there was a success.

Rep. Bartlett, along with subcommittee aide Pat Morrissey, TRC Commissioner Max Arrell, Region VI Director Robert Marx and Public Information Director Kaye Beneke, had the opportunity to see first-hand some of the programs that are available and how they work.

The visit was prompted by the freshman Congressman's interest in rehabilitation and his work as the ranking minority member of the U.S. House of Representative's Subcommittee on Select Education which handles, among other things, issues pertaining to rehabilitation programs.

The first stop on the tour was the Oak Cliff Field Office supervised by John O'Brien. The group met with counselors and supervisors.

Goodwill Industries was next, with director Rod Ginther on hand to explain



At the Dallas Rehabilitation Institute, TRC Senior Counselor Charles Armstrong introduced Congressman Bartlett and Commissioner Arrell to client Paul Delegato. Pictured from left are Armstrong, Congressman Bartlett and Commissioner Arrell.

TRC programs contracted with Goodwill and introduce Rep. Bartlett to staff and clients.

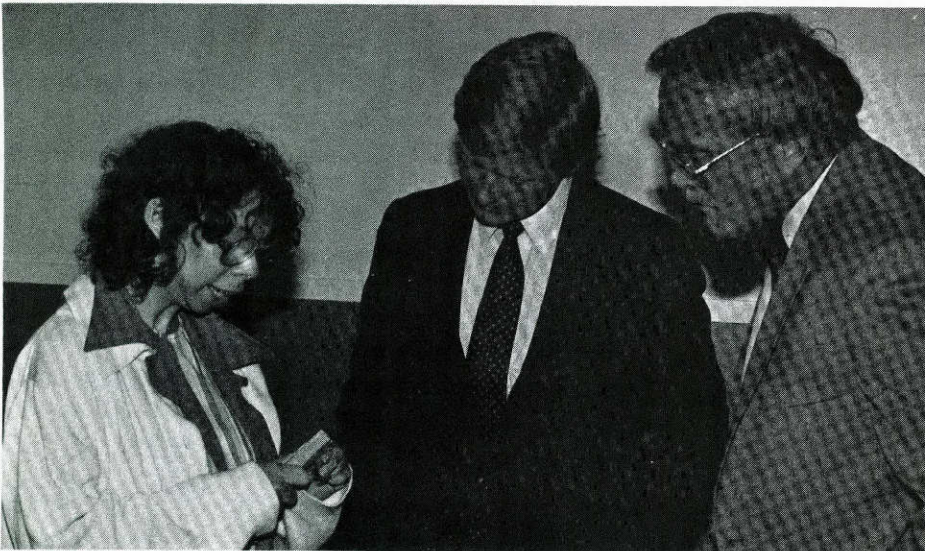
After viewing the Dallas Rehabilitation Institute and learning about its medical rehabilitation programs for severely physically disabled persons from Director Raymond Dabney, the group ended up at Maple Lawn Foundation Apartments. These apartments--Dallas' first apartments to be fully acces-

sible to the handicapped--were shown by Apartment Director Ron Lerner and Janet Matura, director of the Dallas Resource Center for Independent Living.

Public Information Office Adds Employee

Connie Villec-Nemmers has joined TRC as an information specialist in the public information office. Among her duties will be writing and producing "TRC News & Views." She will also develop and write brochures, press releases, public service announcements and other material used in our public information/education program. Requests for production of this material or coverage in the newsletter should continue to come to Kaye Beneke.

Villec-Nemmers has several years of experience as a daily newspaper reporter. After moving to Austin from Madison, Wisconsin in the summer of 1982, she worked as an editor for the Texas Register, a semi-weekly magazine published by the Secretary of State's office.



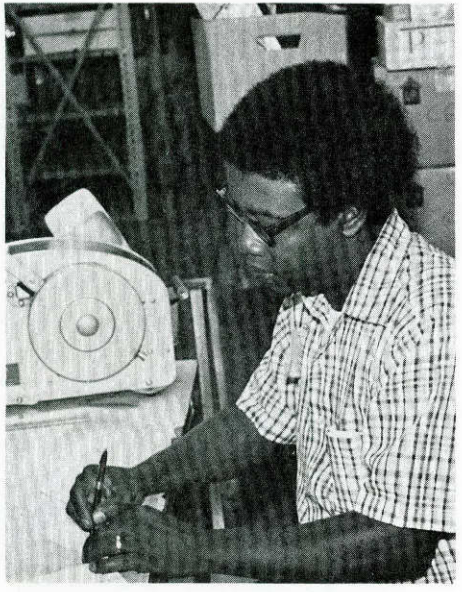
Client Kerry Dinwiddie had lots to say to Congressman Bartlett (center) and Commissioner Arrell (right) as they toured Goodwill Industries.

Employee's Ideas Lead to Reduced Costs

...by Chris Burroughs

A recommendation on how to reduce shipping costs made by a Texas Rehabilitation Commission warehouse employee is expected to save the Commission thousands of dollars over the next year.

Last fall, Tommy Williams, TRC warehouse purchasing and supply officer, returned from a week-long seminar conducted by the American Management Association full of money-saving ideas to upgrade efficiency in the TRC central warehouse.



Two months later the techniques he learned at the seminar were put into effect and have reduced TRC freight costs by 35 percent.

"We've saved money on freight charges and improved the productivity of each warehouse employee," Williams said.

The changes are expected to result in a savings of \$20,000 over the next year, said Milton Turnipseed, director of purchasing and supply. He said Williams' suggestions were "simple to implement" and were "minor adjustments that have a huge impact."

Williams earned praise from John Fenoglio, assistant deputy commissioner for administrative services, who said, "Continuing alertness to small ways to save the commission funds can, over a period of time, amount to a pretty sizable savings. Because Mr. Williams asked a question...we were able to save 35 percent of our freight cost."

Among improvements suggested by Williams was the listing of several items to be shipped from the TRC warehouse on one bill. In the past all items were placed on separate bills, even if they were going to the same destination. Because each bill carried a minimum shipping charge, unnecessary charges were accrued.

Williams also suggested that frequently requested

warehouse items be moved near the loading docks. This, he said, would save employees time in carrying the merchandise from the warehouse to the truck.

His recommendation to look into the use of different companies for the shipping of items weighing less than 125 pounds was adopted and is saving the state money.

Previously the warehouse used one shipping company that carried a minimum charge of \$20 for shipping 125 pounds or less.

Williams located other shipping companies that charged less for the smaller amounts.

"The companies would charge \$13 or \$14 for what we were paying \$20 before. That means six or seven dollar savings for some orders," Williams said.

Consumer Consultation Committee Seeking New Members

In an effort to ensure that TRC is providing the best services possible to disabled Texans, the Commission relies heavily on advice and direction from its Consumer Consultation Committee. Persons who receive or provide vocational rehabilitation services or are otherwise involved in the field of rehabilitation serve on the committee. Members are appointed by the Commissioner and are chosen for their ability to offer sound policy advice to the Commission.

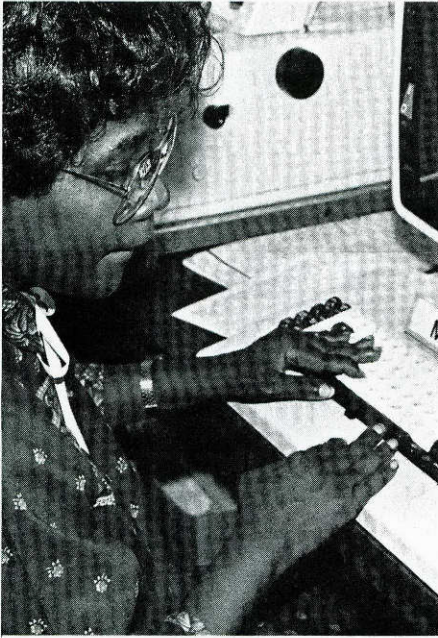
With the expiration of several members' terms last December, there are several vacancies on the committee.

Commissioner Max Arrell is requesting nominations for new members to fill these vacancies. The committee is particularly in need of a person or persons to represent the deaf/hearing impaired population of the state. TRC employees are not eligible to serve on the Consumer Consultation Committee.

Nominations should include the nominees' name and a resume. Suggestions for new committee members may be forwarded to Kaye Beneke, staff coordinator for the Consumer Consultation Committee, Public Information Office, 118 E. Riverside Dr., Austin, Texas 78704.

Fort Hood Honored for Commitment

Davis No Longer "Vegetating" at Home



Being employed has given Wilnett Davis a reason to get out of bed in the morning.

Davis, 33, has severe rheumatoid arthritis and walks with the aid of a cane. While she accepted long ago the physical limitations imposed by her disability, she had more difficulty accepting its emotional effect.

Having earned a bachelor's degree in sociology and a master's in history, Davis had laid the groundwork for an interesting and challenging career. Instead, she sat at home. Her husband and two sons kept her busy enough for a while. However, when the boys went to school, Davis found herself alone at home with nothing to do. "I felt like I was vegetating," Davis remembers. "I would just sit there and read. I wouldn't move."

Davis visited the TRC office in Killeen and told

counselor Clifford Hughes she wanted to go to work.

Hughes was aware that Davis' physical condition would severely limit the types of jobs she could perform. And, he knew that many employers in the community were unwilling to hire someone with so severe a disability.

But Hughes was impressed with her determination and helped her find, within a few weeks, work as a clerk typist in the Civilian Personnel Office at Fort Hood. The job provided an escape from the many idle hours she had spent at home. Perhaps more important, it gave Davis a new sense of self-esteem. Her colleagues note that Davis became more confident and outgoing the longer she was on the job.

Later, Davis moved into a job more closely related to her field of interest when she became a statistics clerk in the Provost Marshall's Office at the post.

As a statistics clerk, Davis enters information from the daily police blotter and incident reports into the computer.

She feels comfortable at Fort Hood and is pleased that her co-workers focus on her skills, abilities and personality instead of her disability.

"I was worried that they would think I'm not capable--that because my legs are handicapped my mind must be," she said. "I want people to look at my strong points--not my handicap."

Ready, willing and able. "The of the four people featured on the Fort Hood and TRC staff, and many other disabled people

Because of Fort Hood's "out of handicapped employees," TRC recently presented to Brig. Gen. at Fort Hood, a special recognition

More than 600 civilian workers the total civilian work force handicap. Many of them are placed in jobs through the cooperative Civilian Personnel Office, office field office in Killeen.

According to TRC senior clients are working in a wide variety file clerk to administrative assistance disabled persons who are capabilities of a particular job are

Fort Hood's commitment to employees is stated in the program plan. Known as SHARP (Supportment Program), the plan "is positive support in terms of hiring and utilization of severely physically restored and mentally retarded veterans."

Hughes, who works closely the success of the program in clients who have been placed have been terminated. That is that we're quite proud of."



Commissioner Max Arrell (left) con award ceremony held recently on the Fort

ent to Handicapped Employment

at phrase sums up the attitude these pages and the attitude of ho've made it possible for them to find suitable employment.

tstanding record of employment RC Commissioner Max Arrell n. James Taylor, chief of staff ion award.

ers, at the base--12.4 percent of --have some type of physical former TRC clients who were erative efforts of Fort Hood's erating managers, and the TRC

ounselor Clifford Hughes, former iety of jobs on the post--from stant. Hughes emphasizes only e, of carrying out the responsi- mployed at Fort Hood.

iring qualified handicapped mmand's affirmative action pro- (Severely Handicapped Recruit- intended to provide continuing ing, placement, advancement hysically impaired, emotionally ndividuals, to include disabled

with Fort Hood personnel, says s "amazing. "Of the 80 TRC in jobs at Fort Hood, only four a tremendous record and one



gratulates Brig. Gen. James Taylor at an Hood post.

Tough Job Search Ends with Help from TRC

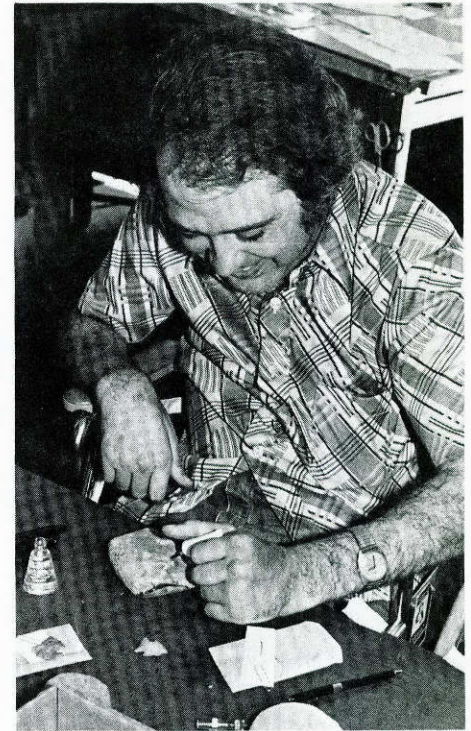
Joe Hoffman moved to Texas to escape the bitter winters of Vermont. Aside from the cold, the ice and snow made it difficult and often hazardous for someone who, like Hoffman, uses a wheelchair to get around.

Hoffman adapted quickly to the warm Texas weather. The climate on the employment front, however, was not nearly so agreeable. In the late summer and fall of 1982, jobs in Central Texas, as almost everywhere else, were hard to come by. While interviewing for openings, Hoffman sensed that several prospective employers were hesitant to hire him because of his disability.

When he was 15 years old, Hoffman, now 36, was injured in an automobile accident and as a result is a quadriplegic.

After the accident, Hoffman made the necessary adjustments to lead as independent and normal a life as possible. He attended college, earning a bachelor's degree in psychology and a master's degree in clinical psychology from Kansas State Teachers College in Emporia, Kansas. For eight and a half years, he worked in the field of mental health counseling in Iowa and Vermont.

Yet after several months of searching for a job in Texas, he was still unemployed, and his savings were running low. A neighbor told Hoffman about TRC, and he visited the field office in Temple to explain his situation to Marilyn MacDougall, a



vocational rehabilitation counselor. MacDougall was familiar with the handicapped liaison program at Fort Hood and called TRC counselor Clifford Hughes in Killeen for assistance.

After the archeology building at Fort Hood was modified to accommodate Hoffman's wheelchair, he was hired as a social science assistant in the archeology department.

Hoffman also serves as a consultant to the engineers who are modifying other buildings on post to make them accessible to disabled persons. "The people here are very sensitive to the needs of the disabled person," Hoffman said. "Everything they've done so far is excellent."

From the Field

Congratulations to . . .

Dixie McLeod, mental health caseload counselor in the Beaumont Calder Office, who was honored as "Counselor of the Year" at the five-state Southwest Region NRA Conference held recently in New Orleans. McLeod also was named TRA "Counselor of the Year" and was one of six finalists in the National Rehabilitation Association's "Counselor of the Year" competition;

J. W. Burgess, counselor in the Longview Office, who was chosen "Counselor of the Year 1983" by the local chapter of the Texas Association of Alcohol and Drug Abuse Counselors;

Ron Lowe, counselor in the Corpus Christi West Office, who was singled out by the Texas Association for the Deaf for his outstanding contribution to vocational rehabilitation of the deaf through the development of a deaf service center in Corpus Christi;

Richard Williams, vocational rehabilitation counselor in the Houston Field Office Central, who was presented a plaque of appreciation for TRC's services and support to the vocational-technical students of Jones High School, Houston;

Mary Rowland, administrative technician at the Corpus Christi West Office, who was named "1983 Ladies Champion" at the Texas State Small Bore Silhouette competition hosted by the Corpus Christi Pistol and Rifle Club;

Duane Mitchell, who has been promoted from senior counselor at the Lubbock Field Office to supervisor for the El Paso Montana Place Field Office. He replaces



McLeod Named Counselor of the Year

Dixie McLeod, counselor in the Beaumont Calder Field Office, is shown receiving the "Counselor of the Year" award from Dr. Sean Connolly, president of the Texas Rehabilitation Counseling Association. McLeod was presented the plaque at this summer's TRA Annual Conference.

Aris Lopez, who will be moving to the San Antonio North office as a counselor; and

Larry Smith, counselor at the University of Houston, who came back from Honolulu, Hawaii, recently with two medals from the National Wheelchair Games. As a member of the Southwest Wheelchair Athletic Association, Smith placed third in the hundred yard dash, and fourth in swimming. In total, association members received 56 awards, including 19 gold medals and 23 silver medals.

Waco Client Says "Thanks"

We've known it all along but it's still nice to hear from time to time. As Waco client Peggy Stewart put it, "TRC is not that building at 1702 W. Waco Drive. You people are what makes the Texas Rehabilitation Commission a success--you are TRC!"

Stewart, a former client of the Waco office, recently wrote a letter to Waco supervisor Richard Jurek and his staff thanking them for the help they gave her in finding a job. "Love, kindness, and

real friendship were much needed, and I found out quickly that I had gone to the right place."

TRC was there when she needed it most, she said. "I am working now at Methodist Home and things are really working out great, but I do know, had it not been for your people this job may not have been possible."

Retirements

Orville Bridges, supervising counselor, Corsicana Field Office, employed Sept. 3, 1963, retirement effective Aug. 31, 1983.

Martha Day, information specialist III, Central Office, employed July 8, 1968, retirement effective Aug. 31, 1983.

Charles Foster, supervising counselor, Abilene Field Office, employed Oct. 15, 1962, retirement effective Sept. 1, 1983.

Abbey Taylor, clerk II, Central Office, employed Aug. 6, 1973, retirement effective Aug. 31, 1983.

Jack Thurman, program specialist II, Lubbock DDD Field Office, employed Sept. 1, 1958, retirement effective Aug. 31, 1983.



The dedication of DDD's Jean Martin and Jim Briggs was acknowledged during the June TRC Board meeting when they were given congratulatory plaques by TRC Board Chairman George McCullough for their work in demonstration projects with the Social Security Administration. Briggs and Martin, along with a federal hearing officer, spent 10 to 12 weeks listening to about 400 cases of people whose benefits had ceased. Pictured from left are Martin, Chairman McCullough and Briggs.

Exhibit Booth Run by DDD Staff

DDD Medical Services staff sponsored an exhibit booth at the Texas Medical Records Association annual meeting held in Corpus Christi from June 6-8. The booth featured VR and DDD educational materials.

During the business portion of the meeting, Dr. Albert Vickers, chief medical consultant, presented TRC Certificates of Appreciation to 21 records administrators for

their outstanding cooperation and assistance in providing medical records to the Commission.

Medical Services personnel are involved in several professional meetings each year. These meetings, whether in the form of conventions, workshops or special presentations, are a chance to eliminate confusion and achieve a more productive working relationship.

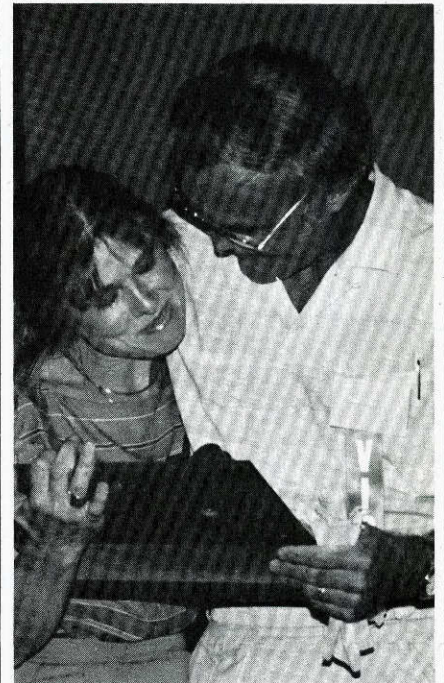


Dr. Albert Vickers, DDD's chief medical consultant, presented a certificate of appreciation to Maria Sanchez, representing Spohn Hospital, Corpus Christi.

Congratulations to . . .

Bruce Marshall, medical services clerk, who was given a certificate of appreciation from the Austin-Travis County Livestock Show for his "outstanding support" of the 1983 show and for his help in making future shows more accessible to handicapped participants and spectators.

Coming Up



Becky Belt, rehabilitation technician in the Houston Regional Office, gets a hug from Commissioner Max Arrell after she presented him with a plaque of appreciation from the TRC field staff. The presentation took place during the TRC staff meeting held in conjunction with the Texas Rehabilitation Association annual conference in Houston in July. Coverage of the conference will appear in the next issue of "TRC News & Views."



James Jackson, deputy commissioner for administrative and support services, (lower left) recently presented the five supervisors who report to him with plaques proclaiming them as "One Minute Managers." The presentation was made during a "one minute called meeting," Jackson said. The supervisors receiving plaques are (seated, right) Carol Whitcraft, Ph.D., assistant deputy commissioner for research and development; and standing from the left, John Fenoglio, assistant deputy commissioner for administrative services; John Ribble, assistant deputy commissioner for information services; George Clark, director of the Office for Civil Rights; and Mike Mericle, director of personnel. All the supervisors read and adopted practices outlined in the book "One Minute Manager" by Kenneth Blanchard, Ph.D. and Spencer Johnson, M.D. The book provides easy reading on the principles of management including setting one minute goals, giving one minute praises and giving one minute reprimands. The book can be found in the TRC library.

Calendar of Events

August 1983

21 - 26	Management Training for Supervisors	Lago Vista
21 - 26	Managers of Managers Training	Lago Vista
22 - 26	New Personnel/Specialized Orientation	Austin C.O.
24 - 26	Medical Training for VR Counselors - Phase III	Dallas
28 - 9/2	Management Training for Supervisors	Lago Vista
29 - 31	Performance Appraisal - Field Test	Austin C.O.
30 - 9/1	Management Improvement Conference	Dallas



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 E. Riverside Dr., Austin, TX. 78704; or telephone (512) 445-8745, (Tex-An - 887-8745).

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