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AGING

RESEARCH UTILIZATION REPORT

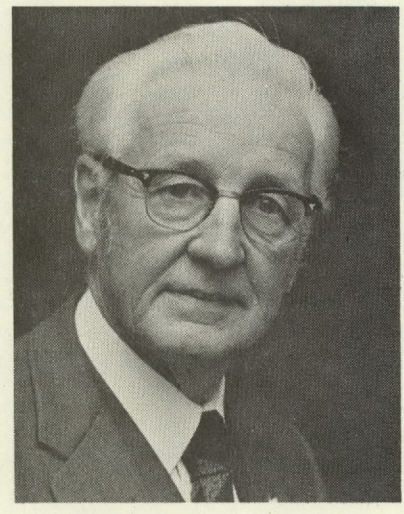
Vol. 4, No. 2

TEXAS STATE DEPARTMENT OF PUBLIC WELFARE

Summer 1977

Economic Survival

Employment vs. Retirement



*Nelson H. Cruikshank

The National Council of Senior Citizens (NCSC) has gone on record in public statements against compulsory retirement based on age.

Arbitrary denial of employment opportunity, without regard to an individual's functional capacities and motivation is, in NCSC's view, a denial of a fundamental human right without due process.

According to a survey of newly entitled beneficiaries of OASDI from 1968 to 1970 by the Social Security Administration, about 30 percent (36 percent of men and 23 percent of women) of the retirees sampled were subject to compulsory retirement policies in their last job.

In the private sector, the most frequent mandatory retirement age was 65 years; in the public sector, 70 years.

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INSIDE

Features

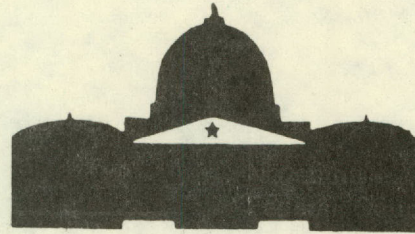
Employment vs. Retirement/Over 60 Counseling and Employment Service/WHEE—A Sage Advocate Employment Service/Retirement Jobs, Inc./The New Abolitionists

Regulars

Significant Dates/Aging Research Information System (ARIS)/Misc. and Etc.

*Nelson H. Cruikshank, director of the National Council of Senior Citizens and newly appointed advisor to President Carter for older citizens, participated in the May 9 Texas Department of Public Welfare, Research Utilization meeting "Economics of Aging: Employment vs. Mandatory Retirement" in Austin, TX.

OPEN



SESSION

MARK YOUR CALENDAR NOW—

Significant Dates 1977

Sept. 7-11—*How, When and Where to Retire Show*. At McCormick Place, Chicago, Ill. Lois Brown, **National Retirement Council**, 527 Madison Ave., New York, N.Y. 10022.

Sept. 13-16—*Regional Institute on Homemaker-Home Health Aide Services*. At Radisson Hotel Downtown, Minneapolis, Minn. **National Council for Homemaker-Home Health Aide Services**, 67 Irving Place, 6th Floor, New York, N.Y. 10003.

Sept. 15-16—*Quarterly Meeting, Federal Council on the Aging*. Department of Health, Education, and Welfare, North Bldg., Washington, D.C. Cleo Travani, executive director, Federal Council on the Aging, HEW North Bldg., 330 Independence Ave., S.W., Washington, D.C. 20201.

The **Institute of Gerontology, University of Michigan**, will present *Aging and Art of Living Week*. Write: Mrs. Dorothy Coons, c/o SCF, Institute of Gerontology, University of Michigan, 520 E. Liberty, Ann Arbor, MI 48109. The program will feature:

October 10-11—*Symposium on Biology of Special Senses in Aging*

October 10-15—*A Week Long Festival of Life in the Later Years*

October 12-14—*Conference on Aging and The Art of Living*

October 18-20—*Urban Elderly Coalition Conference*, hosted by the Baltimore Commission on Aging and Retirement Education, Hilton Hotel, Baltimore, MD. Contact: **Urban Elderly Coalition**, 1828 L Street, N.W., Washington, D.C. 20036.

October 21-23—*Gerokinesiatrics: A Viable Alternative to Institutionalization*, Charleston, W. Va. Contact: **The Lawrence Frankel Foundation**, Brooks & Virginia Streets, Charleston, W. Va. 25301.

October 22—*MMPI Workshop*, auditorium of the Nursing School Component, the **University of Texas Health Science Center** at San Antonio. Fee: \$70. Write: Office of Continuing Education Services, University of Texas Health Science Center at San Antonio, 7703 Floyd Curl Drive, San Antonio 78284. Ph. 512/696-6295.

November 18-22—The 30th Annual Scientific Meeting of the Gerontological Society will focus on *The Issues of Intervention*, San Francisco Hilton Hotel, San Francisco, CA. Write: Gerontological Society, 1 Dupont Circle, Suite 520, Washington, D.C. 20036.

November 29-December 1—*Quarterly Meeting, Federal Council on the Aging*. Department of Health, Education, and Welfare, North Bldg., Washington, D.C. Cleo Travani, executive director, Federal Council on the Aging, HEW North Bldg., 330 Independence Ave., S.W., Washington, D.C. 20201.

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A SIXTEEN YEAR EXPERIENCE

Over 60 Counseling and Employment Service



Gladys Sprinkle

Finding employment when one becomes older is difficult. Representatives of the Federation of Women's Clubs learned of this problem while attending a bi-county conference on aging prior to the 1961 White House Conference on Aging.

After much search and consideration, the Federation decided to attempt a one year pilot project to aid the elderly in seeking employment.

They learned that the older worker did want to work. Most wanted part-time employment not too far from home.

***Gladys M. Sprinkle**, director of Over-60 Counseling and Employment Service of Montgomery County Federation of Women's Clubs, discussed the development of a free community employment service to promote job opportunities for the older worker and to develop jobs appropriate to their needs.

Direct service is provided with dignity, without regard to geographic boundary, social or education level, race, religion or creed.

Sixteen years have been spent building a viable specialized employment service, developing successful innovative techniques, and creating a well-rounded facility.

A continuous flow of part- and full-time job opportunities for the professional, technical and managerial—as well as jobs for the uneducated and those who have few marketable skills—have been developed.

Counseling is a vital part of the service. It provides a listening post for the elderly, an insight for coping with an appraisal of what can still be—with dignity.

“Job-readiness” may require a new living arrangement, assistance with resume, transportation, or a new outlook; whenever possible such help is provided.

Placement assistance is offered following an evaluation interview. Referrals are made from the service's job bank or from an individualized job search. Careful analysis of the client's personality, attitude, interest and hobbies are made. Often this opens an avenue to employment.

For example: Mr. Roberts—retired civil engineer, boat enthusiast—seeking part-time employment, was placed as an instructor who teaches boat safety and maintenance at a local summer camp. He was delighted; this kind of a job had never occurred to him.

The key to the success of the service is how good you are at developing jobs and how careful you are in matching people to these jobs.

One successful technique in reaching the business community has been through public service time given on the air waves.

Specific mailings using all kinds of directories, Yellow Pages, etc., has been most helpful.

***Excerpts from a speech by Gladys Sprinkle given at the Research Utilization Workshop, Economics of Aging: Employment vs. Mandatory Retirement, Joe C. Thompson Conference Center, Austin, May 9, 1977.**

Contacts with chambers of commerce, service clubs, small business and non-profit organizations have been most fruitful.

One-to-one job search for a particular job to match a particular person's needs is often accomplished.

In this business the need for flexibility is very evident. "We are marketing experience and maturity," said Ms. Sprinkle.

The agency's reputation in specialized performance has developed over the years.

Employers must be convinced that the older worker will be an asset to their business—not a test case or burden.

When employers list jobs with the agency, they are ready and willing to hire an older worker.

It is important to maintain a confident, positive, alert attitude in dealing with employers.

The Over-60 Service offers training in areas where it can guarantee employment upon completion of the course of study.

One such course—Modern Office Procedures—is a review of modern office techniques, typing updated, exposure to new office machines, etc.

The older worker is more confident when she reports for an interview and the fact that she has had an opportunity to practice on the new typewriters and improve her speed has enabled her to get the job.

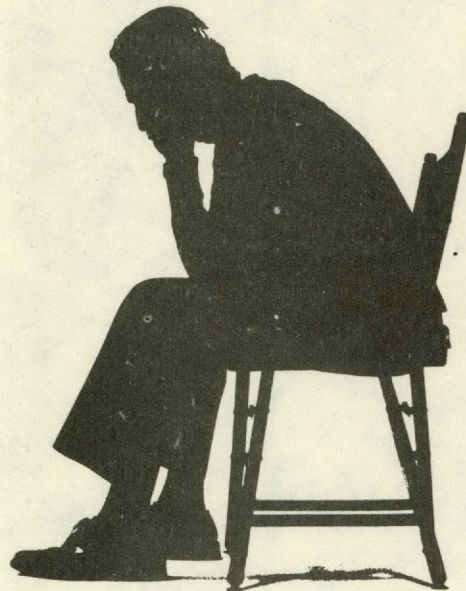
Another innovative training and placement program is the "Good Neighbor" Family Aide, developed to match and meet needs within the community for workers whose skills are obsolete or lack demand in the current labor market.

This program serves a two-fold purpose: it provides a job opportunity for an older worker caring for the at-home elderly and it enables the elderly to remain independent and out of nursing homes.

"We took the lead in our community ten years ago to promote pre-retirement planning, urging citizens to plan early—up to 10 or 15 years—prior to retirement," said Ms. Sprinkle.

"Seminars are offered by our service on a regular schedule," she said. "Specialists are invited to discuss such subjects as psychological adjustment, financial planning, second careers, leisure time, where to live, etc. This is an on-going program and we are attracting a much younger audience."

This service is administered and financed by the Montgomery County Federation of Women's Clubs, public and private agencies, private business and individuals. Montgomery County government shares in the cost of the service through a purchase of service contract.



"There is real benefit derived from being a free, private, non-profit tax-exempt agency with freedom to act," said Ms. Sprinkle. "In an applicant's own words 'it is a door to opportunity.'"

For additional information write:

Gladys M. Sprinkle, Director
Over-60 Counseling and Employment Service
4700 Norwood Drive
Chevy Chase, MD 20015

WHEEE

A Sage Advocate Employment Service



WHEEE staff in consultation with person seeking job.

What to do if you are a woman of 59 years with an abusive husband who is mentally ill, diabetic, and has cardiac problems, and you have no marketable skills and not much education?

What to do if you are a widow of 61, a retired factory worker, and your only son, who has seven children, is divorced and needs to live at home in order to support his children?

What to do if you, at 58, are divorced, legally blind, recently managed to get a degree in social work, but can't manage to get a job?

If you lived in the New Haven (Conn.) area, you could try **WHEEE—We Help Elders Establish Employment.**

The first two persons have been placed successfully in kitchen and companion jobs, and the third person is working on arrangements to be a live-in companion to a quadriplegic mother of three who needs moral support, encouragement to learn to do as much as is possible for herself, and to follow through on physiotherapy regime.

WHEEE came into being in the winter of 1976 when a group of concerned and enterprising Yale students were searching for ways to help older persons continue to be active and important members of society.

Taking into account inflation and the rise in the cost of energy, living on a small, fixed income can lead to a very meager existence, and many older people find that their financial plans for retirement become obsolete and inadequate.

An employment service would help to meet these social and financial needs.

WHEEE serves persons over 55 years old, free of charge. They learn of its services from friends, social agencies, senior centers, through local newspapers, local radio stations and from church and community posters.

Job seekers are considered for employment only after an in-depth interview which is supportive, flexible, and directed toward meeting human needs rather than solely making job placements.

"We find frequently that older job applicants come to us with a complexity of problems associated with major life changes and significant losses—income, productivity, prestige (professional and social), perhaps a spouse and friends—and they can discuss, or sometimes just learn to recognize these problems and solutions that can be sought in dealing with them," said WHEEE's acting director, **Emma Reiss.**



Director of Sage Advocate, Mrs. Mary Ann Logue, and financial manager hired by Sage Advocate.

Information on community resources is provided and, when indicated, referrals are made to appropriate agencies and services. In most instances, applicants are referred to an employment opportunity within a month.

The social service agencies are the largest source of jobs referred to WHEEE, and these jobs consist mostly of requests for companions or home care aides for elderly or ill persons who want to remain in their own homes.

Other employers learn of the benefits of hiring older workers through the news media, church and community groups and by word of mouth.

In making referrals to these employers, who may be representatives from small manufacturing companies, Legal Aid Services, hospital supplies companies, motels and hotels, and small stores, attention is given to individual needs and problems.



Machinist at work placed by WHEEE



Receptionist hired by WHEEE

WHEEE provides the service of screening and referring potential employees, and aids employers and employees in working out optimum hiring arrangements.

Sage Advocate has set a prime example in appointing to its staff, over the years, five older persons who served in the capacities of financial manager, secretary, receptionist, and staff worker.

WHEEE receives state-wide job listings daily from the main office of the state employment service, weekly listings from Yale University and job postings from the New Haven personnel and manpower offices.

WHEEE was started with student volunteers and a telephone in the hallway of a church's parish house. After a few months, WHEEE became a part of Sage Advocate which is a non-profit organization concerned with the needs of older people, especially the isolated and the poor.

Though WHEEE has its own board of advisors, Sage Advocate provides office space, supplies and salaries for a part-time director and a part-time secretary-associate.

The personnel participate in weekly staff meetings with other Sage Advocate workers where there is an exchange of information and ideas on how they can most effectively help meet the needs of the people who seek their services.

In 1976, 209 persons came to WHEEE seeking jobs, 510 job orders were received, and 261 placements were made. Thirty percent of the positions filled were for companions to the aged or ill, 15 percent were for housework, 21

Continued page 12

California Retirement Jobs, Inc.



Ellis Moerman solves electrical and plumbing problems.

One of the biggest challenges of retirement is finding some way to fill those 50-60 hours that used to be spent working and commuting.

Research has shown what happens to individuals when boredom sets in.

Boredom is now listed by medical authorities as a "killer disease."

Doctors are advising their patients thinking about retirement not to change their lifestyle overnight but to continue an active life, both physically and mentally, even at a slower pace.

In 1967, an attorney from Cleveland, Ohio, took Horace Greeley's advice to "Go west, young man!" Jules Eshner, in his early seventies came to California to retire, instead started Retirement Jobs Inc., an organization that would provide new opportunities for retired people to remain a useful part of their community.

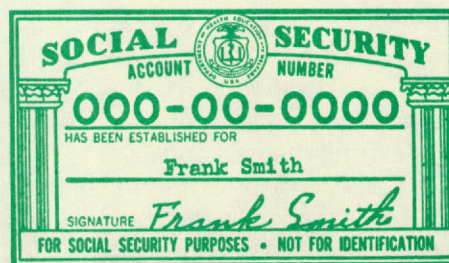
Retirement Jobs Inc. was incorporated as a non-profit, tax-exempt organization which would not charge any fees or dues to the employer or employee.

It was conceived as a job referral community service for people 55 years and older; to bring people with skills, who need to supplement their income, to the attention of business firms and home owners who need their services.

Retirement Jobs is maintained solely by grants and voluntary contributions and is spread throughout the San Francisco Bay area. There are now 13 offices staffed by retired business men and women.

The goals are to:

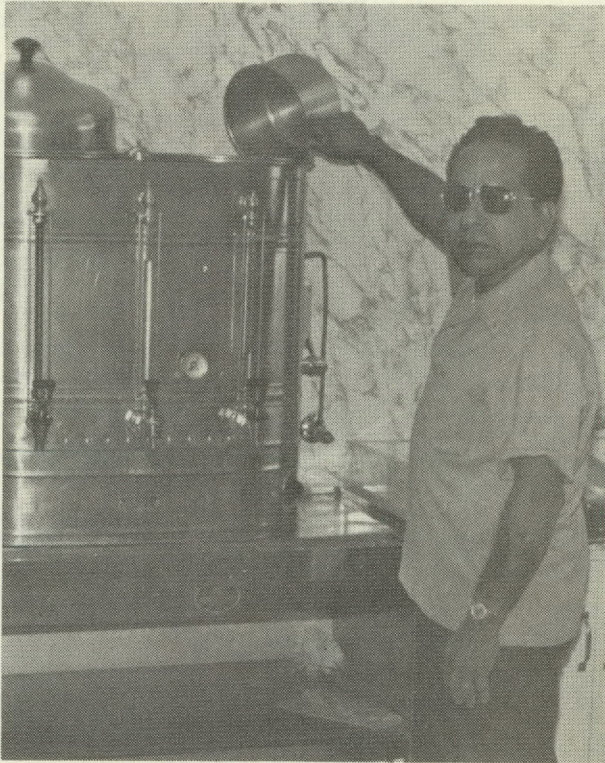
- Ensure that registrants, 55 years of age and over, are given counsel and assistance in the evaluation of their marketable talents.
- Bring together seniors wishing to work with other people and business firms wishing to employ them, without fees to either party.
- Vigorously challenge the myths surrounding the employment of older people.
- Advance the health, welfare and interests of senior and retired people.
- Cooperate with other agencies, public and private, to improve the working potential, the physical and mental health and well-being of the elderly.



During the fiscal year that ended June 30, 1976, the 13 offices in the San Francisco Bay area received 46 percent more job requests than in the previous year and placed, in either full or part-time employment, more than 8,000 people in gainful occupations, an increase of about 65 percent.

Harold E. Adams, vice president and executive director of Retirement Jobs, Inc., said, "Retirement Jobs was conceived to help seniors remain active after retirement, and to help add to their

Social Security and pension income which, in all too many cases, is not sufficient to maintain an adequate standard of living in these days of inflationary cost pressures.



Henry Torres works full time with Microwave of Sunnyval

"This contributes to the reduction in the number of welfare recipients and helps in lowering the unemployment rate in the San Francisco Bay area. During the past fiscal year, Retirement Jobs has been instrumental in filling almost 10,000 jobs, and given many seniors a new sense of purpose and personal achievement."

Retirement Jobs Inc., has men and women available with a wide variety of skills and experience who wish to obtain paid full or part-time work.

Occupations include: accountants, secretaries, typists, clerks, bookkeepers, receptionists, domestic help, companions, nurses aids, janitors, drivers, carpenters, electricians, gardeners, painters, plumbers, security guards, handymen, and many others.

"Just because you are going to retire doesn't mean that your active life is finished," said Adams. "With experience, dignity and meaningful avocation, you can still be a very vital part of the American way of life."

For additional information, write:

Harold E. Adams
Vice President and Executive Director
Retirement Jobs, Inc.
730-C Distel Circle
Los Altos, California 94022

Employment vs. Retirement

Continued

More than half of those compulsorily retired said that they did not want to retire. Most were free of any work-limiting health problems.

Public policy regarding compulsory retirement makes it unlawful for an employer to discharge an employee who is 40 to 65 solely on the basis of age, unless such provisions are part of a bona fide employee benefit plan.

By setting an upper limit on the act, the law accepts 65 as the age at which mandatory retirement is not unlawful age discrimination.

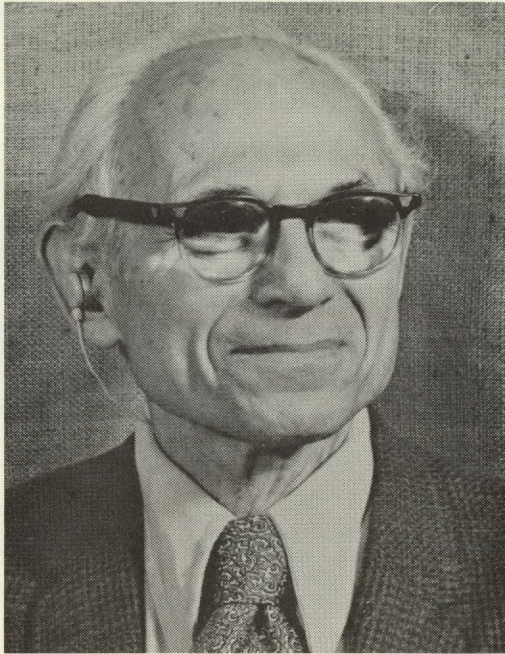
A truly voluntary retirement decision requires that both an existing and suitable job slot and adequate income replacement, or some combination of the two, be available.

NCSC is against retirement policies that remove the choice from the employee and just as strongly against compelling the older worker to continue on the job when he really would like to retire.

This compulsion exists in the absence of a pension plan or other wage replacement program.

Continued page 12

The New Abolitionists



Bernard I. Foreman Ed.D.

A new *drive to abolish involuntary retirement* seems to be in the making.

Actually, the movement to eradicate the inequities of mandatory retirement as a public policy is not altogether new.

The opposition to compulsory retirement cuts across party lines and has some powerful and significant political backing in the legislature.

Sympathetic noises have also been emanating for some time from disparate groups with different priorities, such as the NRTA/AARP; the Gray Panthers; the American Civil Liberties Union; the National Council on Aging; the American Medical Association and the National Senior Citizens Law Center.

New abolitionists propose a coordinated, single-minded, purposeful effort to recognize mandatory retirement as an especially insidious expression of ageism in American life. They are dedicated to the proposition that *all* men—and

women—are created equal and *remain equal throughout life*; and hold the conviction that we are all equally entitled to "life, liberty and the pursuit of happiness" *as long as we live*.

The *raison d'être* is to avoid dissipating the limited energies and resources of the elderly on other tangential social issues—no matter how legitimate and important they may seem.

The first priority must use every available legal means to break down the pattern of involuntary unemployment of Older Americans.

In the *Congressional Record* of February 10, 1977, Sen. Abraham Ribicoff (D—Conn.), stated, "The assumption that 65 is the appropriate retirement age flows from our social security system. This system encourages forced retirement by denying benefits to those men and women over 65 who continue to work."

He could have added, as others have done recently, this is the system which *promoted mandatory retirement* and is today in serious jeopardy because of the unanticipated financial burdens that it helped to generate.

The National Senior Citizens Law Center is disseminating relevant information about new cases in the courts, new laws in the making, new examples of blatant discrimination, and other significant developments in the war against ageism. Factual evidence alone *should* be enough to convince most people that it is to their mutual advantage to insure the right to all human beings to a secure, respected, and relatively productive old age.

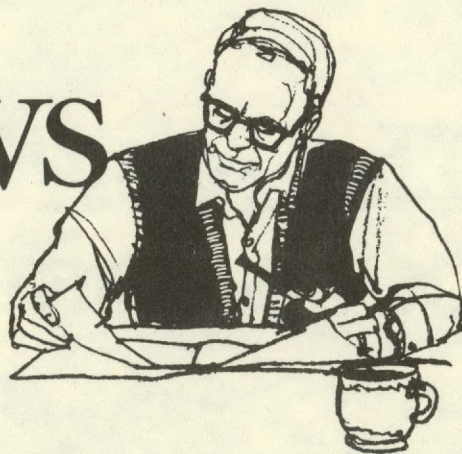
However, the climate of opinion cannot be changed overnight. It will require considerable effort to show that a more equitable arrangement will ultimately benefit young people as well as old.

Somehow it must be made incontrovertibly clear to the American public that enforced retirement is one of the most indefensible forms of discrimination being practiced today. In a democratic system every citizen should have the inalienable right to freedom of choice in matters affecting that individual's own future.

The individual's competency to satisfy the requirements of the job, and not chronological

Continued page 12

IN THE NEWS



Biofeedback unit is portable, allows self-treatment

The BFT Myotrainer is an electromyographic biofeedback unit that delivers audio and visual displays generated by even extremely faint muscle signals. It provides both the rehabilitation therapist and the patient with an immediate assessment of muscle function.

The portability of the device allows self-treatment, which most patients can learn from a trained clinician. The device can be used to facilitate muscle relaxation, promote voluntary control and stability, and heighten neuromuscular activity impaired by stroke, operation, or other forms of paralysis.

Cylindrical electrodes applied to the overlying skin detect muscle activity. A dial on the trainer adjusts the threshold level for activation.

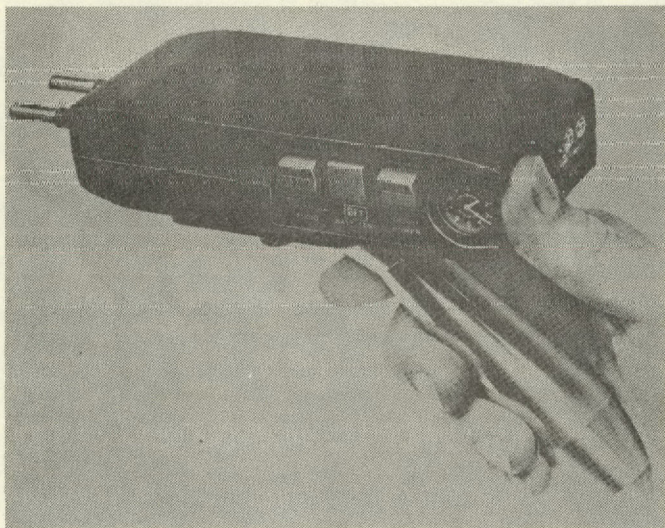
Through increased awareness of muscle activity, the patient can recruit or inhibit muscular exertion, with reinforcement of correct responses promoting control.

The battery-powered unit weighs 0.57 kg and is 14.8 by 7 by 3.6 cm. It has a light-emitting diode for visual feedback and a multivibrator for audio feedback. A filter screens out 60 Hz interference.

Some of the accessories are a remote meter with six scales showing linear read-out in microvolts, electrode extension cables, and an ear-phone attachment.

The BFT Myotrainer is based on a design by John V. Basmajian, M.D., director of Emory University's Regional Rehabilitation Research and Training Center, Atlanta.

Further information may be obtained from Bio-Feedback Technology, Inc., 10612-A Trask Avenue, Garden Grove, California 92643.



Pistol grip facilitates use during biofeedback training.

IRS ISSUES TAX RULES ON REMOVING ARCHITECTURAL AND TRANSPORTATION BARRIERS—

Bulletin 77-35 (April 26, 1977)

On April 4, the Internal Revenue Service (IRS) published in the Federal Register interim regulations which will permit businesses to deduct certain expenses incurred in removing architectural and transportation barriers to the elderly and handicapped.

The new rules implement a provision contained in Section 2122 of the Tax Reform Act of 1976 (PL 94-455).

Deductions are allowed for expenses incurred in making any facility or public transportation vehicle, owned or leased by the taxpayer for use in connection with his trade or business, more accessible to handicapped or elderly individuals.

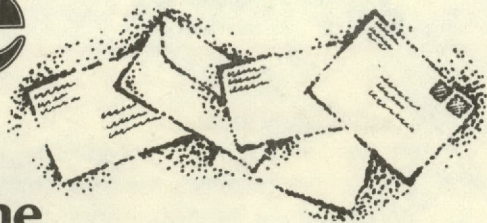
To be eligible for a deduction expenses must be incurred in taxable years after December 31, 1976, and before January 1, 1980.

The amount deductible for any year is limited to \$25,000.

This publication is supported in part by the Administration on Aging Grant 90-A-948/01, Office of Human Development, U.S. Department of Health, Education, and Welfare, Washington, D.C.

We

July 1977



From the Commissioner's mailbox

Dear Commissioner:

As a member of the Advisory Committee for the Research Utilization Project, I wanted to share with you a very pleasant experience. On June 20 I was asked to testify before the President's Commission on Mental Health in Tucson, Arizona.

My testimony dealt with support systems for the frail elderly, and I pulled practically all of my illustrations from projects I had gathered while working on my forthcoming book. My material had been obtained entirely from the ARIS system, and I was quite explicit in the testimony that I gave.

What was particularly intriguing was that Mrs. Carter was seemingly impressed with this particular bit of testimony and asked one of her assistants to have me send some of the specific material to the White House. This was simply a good example of what the Texas program means and how far ahead it is of others in the country.

Because of the special happening, I felt a need to let you know of the value of this program.

Cordially yours,

Mrs. Sidney S. Smith
The Hogg Foundation

Ed—From time to time, *Aging* receives announcements, flyers, and advertisements from service providers, manufacturers, and other businesses that deal with the mature person's needs. *Aging*, in reprinting this material, does so as a service to its readers and in no way endorses any service or product.



CPSC Chairman Proposes Drug Selection Role for Pharmacists

Auburn, Alabama—Chairman S. John Byington of the U.S. Consumer Product Safety Commission said today's pharmacists should make the drug selection for the prescription they dispense.

"This is not only a logical solution to our growing shortage of physicians, but also it would assure our citizens of safer and more comprehensive drug care," Byington said.

"Today's responsible pharmacist keeps himself fully informed on all aspects of drug therapy. He is aware of new discoveries. He is constantly informed of new risks or potential side effects. He is familiar with costs so that he can better advise patients.

"With so many people going to so many different physicians for different ailments—and with the potential for adverse drug reactions being so significant and serious, it is essential that there be a central pharmaceutical control and coordination over each patient's and family's drug therapy," Byington said.

Byington, a pharmacist and attorney, made his proposal in an address prepared for the dedication of a new pharmacy building at Auburn University.

Byington said his opinions on the role of the pharmacist were expressed as a fellow pharmacist and not as a public official.

The independent regulatory agency which Byington heads administers the Poison Prevention Packaging Act.

For further information, contact:

Office of Public Affairs
U.S. Consumer Product Safety Commission
Washington, D.C.
Ph. 202/634-7780

New Abolitionists

Continued

age, should be the decisive criterion for retention and dismissal.

A wide array of reputable studies by neutral observers in commerce, industry, and government have established that elderly workers are more stable, dependable, and efficient than their younger counterparts. Their accumulated wisdom, experience, and hard-won expertise offset any slowing down that may have occurred.

Only a very small proportion of older workers are actually incapacitated by age-related infirmities until late in life, contrary to popular misconception. The American Medical Association has gone on record as being opposed to mandatory retirement because of its deleterious effect on habitually active persons who are suddenly confronted with a superabundance of inactivity euphemistically referred to as "leisure."

Statistics indicate that willing retirees are in the minority. For the majority, there seems to be only one rational solution: removal of all official restraints, artificial restrictions, and unjust penalties on work and the abolishment of mandatory retirement entirely.

For additional information write:

Bernard I. Forman, Ed.D.
Mandatory Retirement Liaison Representative
Washington Office
National Senior Citizens Law Center
1200 15th Street, N.W.
Washington, D.C. 20005



CONTRIBUTIONS WELCOME

Please write the editor *Research Utilization Report for the Aging* if you desire to make contributions to future issues, to announce meetings, research results or other items of interest in the field of aging.

WHEEE

Continued

percent for home maintenance (plumbing, electrical, carpentry, painting), 7 percent for office work and sales, and 5 percent were for yard work and gardening. The remaining job categories were babysitting, driving, cooking, and guard duty.

WHEEE staff have recognized the need to seek out higher level positions in order to place persons who have business executive, managerial and professional backgrounds.

For additional information write:

Emma Reiss, Acting Director
WHEEE (We Help Elders Establish Employment)
53 Wall Street
New Haven, Connecticut 06510

Employment vs. Retirement

Continued

In order to maximize individual potential for all age groups and to contribute to the output of the economy, full employment is essential. Otherwise, the younger and older generations will be pitted against one another.

During the mid-1930s at the inception of the social security system, one-fourth of the labor force was unemployed. Providing an income replacement system for industrial workers at age 65—which at that time was above average life expectancy—was a reasonable way of making room for younger workers while providing an alternative to the bleak employment prospects for some of the older generation.

Age 65 was never intended to be adopted as a norm for retirement to be applied with a heavy hand in the labor market.

An argument which is frequently offered in support of compulsory retirement policies is that it permits younger workers to rise through the ranks with greater certainty.

Flexibility in work patterns and consequent flexibility in hiring decisions would also allow for more gradual retirement.

Many older workers would react positively to less strenuous work schedules in later years if it meant only a modest decline in income.



Psychologically, it would provide a longer period of adjustment, without unnecessary economic hardship or loss of status.

A successful model of this type—preferably large enough to be visible—would provide an incentive for other employers to follow suit.

The likely candidate to demonstrate the model is the federal government.

According to the findings of the Social Security Administration's survey, compulsory retirement along with private pension coverage occur most frequently in professional and managerial occupations and skilled blue collar jobs.

Across industries three sectors have a preponderance of compulsory retirement with high rates of pension coverage: (1) manufacturing; (2) transportation, communications and utilities; and (3) public administration.

Where a rule for retirement based on age is part of a collective bargaining agreement, the retirement is not in fact compulsory and should not be so characterized.

It is a group decision, mutually arrived at, taking into account the many complex factors and tradeoffs. It is more accurately characterized as voluntary—though the volition is exercised by the group.

In summary, NCSC opposes compulsory retirement based on the arbitrary criterion of age, which is unilaterally imposed by employers.

The council offers the following suggestions which move not only to remove the legal sanction implicit in the age limitation in the Age Discrimination in Employment Act, but works toward eliminating the contribution of an imperfect labor market and less than adequate retirement income:

- Eliminate the age 65 limit in the Age Discrimination in Employment Act.
- Vigorously support measures which would lead to sustained full employment.
- Develop incentives for employers in the private sector to devise work schedules which would provide part-time employment for older workers to facilitate gradual retirement
- Expand programs such as Title IX of the Older Americans Act which provide part-time jobs for lower income older workers in community service.

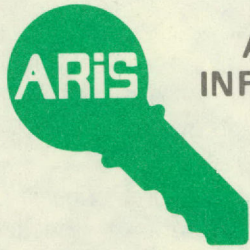
"The problem is not one this nation can afford to ignore. It is a problem faced by a group that everyone—regardless of his current age—may someday join," said NCSC.



The council urges that the problem of mandatory retirement be addressed with all the seriousness that its complexity demands.

For additional information write:

Nelson H. Cruikshank, President
National Council of Senior Citizens
1511 K Street, N.W.
Washington, D.C. 20005



AGING RESEARCH INFORMATION SYSTEM

INSTRUCTIONS

During the November 15, 1974 Utilization Workshop for state agencies in Texas, Dr. Marvin Taves, chief of research, applications and demonstrations, Administration on Aging, Washington, D.C., announced the availability of the *Aging Research Information System (ARIS)* that was developed as part of a Title IV Research Utilization Grant from the Administration on Aging.

The *Aging Research Information System* is a computerized information storage and retrieval program that includes approximately 12,000 individual abstracts of research reports.

Each abstract represents many pages of written material which is potentially useful to different kinds of users.

The data base is constantly being expanded as new records of research projects are added.

The basic purpose of the *Aging Research Information System* is to make it possible for the user to select—from the thousands of pages of research abstracts—the few pages of material that are directly relevant to his particular problem.

The system operates by having the user select words, phrases, or combinations of words or phrases which indicate his interest.

The computer then searches the total data base and selects abstracts which contain the words or phrases of interest to the user.

It then prints either the bibliographic reference or the complete abstract, depending on the user's instructions.

Thinking processes must be done by humans. The computer compares only what the user requests with what is available in the data base.

The system is new and still in the pilot or trial stage.

Errors can be anticipated and we hope that you will work with us to constantly upgrade and improve it.

At this time the system is fully operational and ready to accept your questions.

Questions should be stated as specifically as possible.

For example, the question "What can research tell me about nutrition in the aging?" would result in approximately 1,000 citations ranging from highly technical medical research projects to demonstrations of congregate meals programs.

This is more information than most people would want or find helpful.

Requests should be narrowed to fit more specifically your area of interest so that the selection of projects will be smaller and more relevant to your needs.

When your question is received, it will be defined in the method required by the computer.

This process may require that Mrs. Kohler contact you by telephone to clarify and further specify the exact question.

The computer will then search all of the records in the system to select those that meet your individual needs.

In the beginning, time will be scheduled on the computer once every two weeks. The interval between searches will be adjusted depending on the number of requests received. A four-week response time is anticipated.

You will receive, in answer to your question, one or more abstracts of research projects which are related to the question.

In case your question is not answered:

1. The question could have been misstated.
2. The person translating the question into a form understandable by the machine could have misinterpreted what you wanted.
3. The computer operator could have made a mistake.
4. In spite of what many computer people say, the computer itself may be in error.

It is important that, if these things do occur, you help us correct the errors.

Together we can make this system work and provide the information necessary for better services to the elderly.



Questions should be addressed to:

Anne T. Kohler
Research Utilization Project, 500-0
Texas Dept. of Public Welfare
John H. Reagan Building
Austin, Texas 78701



Identification No. _____

INFORMATION SEARCH REQUEST

Texas State Department of Public Welfare
Research Utilization Project
Phone: (512) 475-6516

Name: _____ Agency: _____ Date: _____

Address: _____ Phone: _____

Background of Question:

Statement of specific question for which the information is needed:

List of keywords related to question:

1. _____ 2. _____ 3. _____

If possible, list some words, phrases, or proper nouns that might be used in textual material or abstracts which relate to these keywords.

_____	_____	_____
_____	_____	_____
_____	_____	_____

Below are some items that can help in making the search more pertinent to your question. If the following topics are not covered in the above information, please complete them.

- a) Who will use the information requested?
- b) Does the information requested relate to a specific group of people? Who?
- c) Does the information requested pertain to a specific locality? Where?
- d) Does the information requested relate to a specific phase of a project or case? What?

Mail to:
Anne T. Kohler
Research Utilization Project, 500-0
Texas Dept. of Public Welfare
John H. Reagan Building
Austin, Texas 78701

AGING RESEARCH INFORMATION SYSTEM

RESEARCH SUBMISSION SHEET

TITLE OF RESEARCH: _____

AUTHOR: _____

YEAR OF PUBLICATION: _____

SOURCE OF RESEARCH*: _____

ABSTRACT (Maximum Length: 600 words. Use second sheet if necessary.)

*Where complete study may be obtained (Example: journal, book, publisher, mailing address, NTIS, etc.)

To include research on the Aging Research Information System (ARIS), please complete information above and mail.

Mail to:

Anne T. Kohler
Research Utilization Project, 500-0
Texas Department of Public Welfare
John H. Reagan Building
Austin, Texas 78701

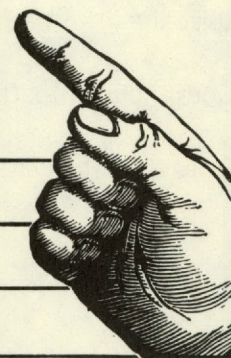
Abstract submitted by:

Name: _____

Address: _____

Phone: _____

(Area code and telephone number)



MISC. & ETC.

HISPANIC PAPER AVAILABLE

Age, Health and Culture—An Examination of Health Among Spanish Speaking Elderly, by Fernando Torres-Gil, Andrus Gerontology Center, University of Southern California, will be published and made available through the National Coalition of Hispanic Mental Health and Human Services Organization (COOSMHO). The paper will be included in the upcoming publication, *Hispanic Families: Issues in Policy and Practice*. For additional information write: **COOSMHO, 1725 K Street, N.W., Suite 1212, Washington, D.C. 20006.**

FREE

Monthly Newsletter on Nutrition

Contemporary Nutrition, a newsletter series, presents concise reviews of literature by nationally known experts. The monthly newsletter is distributed free to physicians and other health professionals. The publication is sponsored by General Mills, Inc., Minneapolis.

Future issues will include such topics as trace minerals, megavitamin therapy, vitamin losses, food additives, dietary fiber, dietary trends and implications, consumer knowledge and practices, nutrition and caries, osteoporosis, and nutrition and aging.

Request for the newsletter should be directed to A. Elizabeth Sloan, Ph.D., Editor, *Contemporary Nutrition*, Box 1113, General Mills, Inc., Minneapolis, Minnesota 55440.

FILM

Meals from Space (#JSC76688, 16mm sound, color, 21 minutes). This film documents the design, development, and evaluation of a meal system for older Americans who are unable to participate in current state and federal programs. Utilizes space food technology. Write: **NASA LBJ Space Center, Audiovisual and Motion Picture Production Office, JL 131, Houston, TX 77058. Ph. 713/333-4980.**

HOUSING CONFERENCE PROCEEDINGS

A limited number of proceedings of the First National Conference on Housing and the Handicapped are available at \$2 each from: **Health and Education Resources Incorporated, 9650 Rockville Pike, Bethesda, MD 20014.**

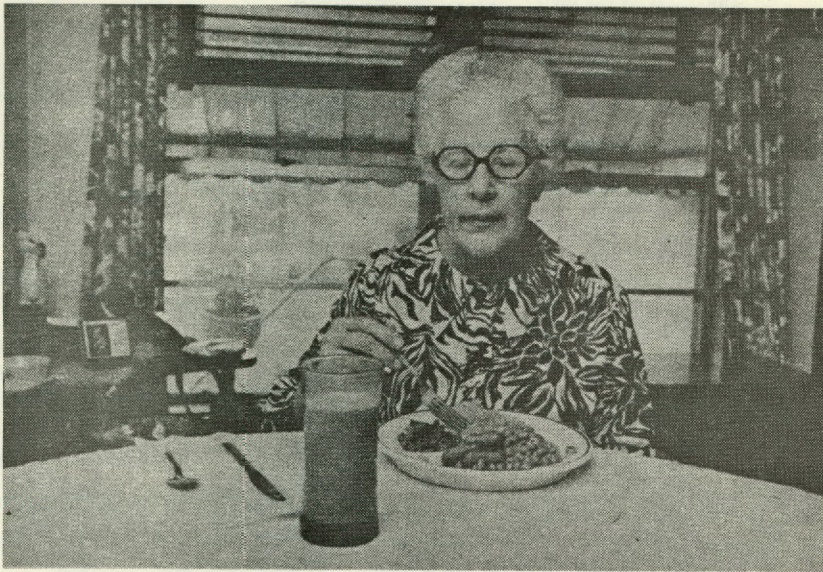


Relocating?

Send us your new address and the RUR will meet you there. Write us!

Food From Space For the Elderly

by Pam Proctor



Pearl Cusack, 65, of Houston, enjoys a well-balanced meal created by space scientists. The food is shelf-stable for two years, takes minutes to fix.

HOUSTON, TEX.

The nation's space scientists will come down to earth this week when they present to a Washington, D.C., conference on food an unusual plan to aid hungry older Americans.

"Meal System for the Elderly," as the plan is called, was developed by the National Aeronautics and Space Administration (NASA) at the request of the Texas Governor's Committee on Aging. It consists of 21 well-balanced, individually packaged meals that need no refrigeration and can be mailed.

A successful four-month field test of the meal system was conducted last year in Texas among 168 senior citizens. And at this week's conference experts from government, social services and the food industry will explore ways of making the meals available to the general public.

The meals "aren't weird food," says Gary Primeaux, a NASA engineer who spearheaded the project at the Lyndon B. Johnson Space Center in Houston. "We're not going to slough off something on the elderly that's unusual. After all, we didn't feed our astronauts strange food." About 30 percent of the food—including chili with meat, peaches, and cream-style corn—is identical to that eaten on the 1974 Skylab mission.

A typical menu includes chicken stew, tomato soup, rice, instant lemon pudding, and instant strawberry drink. The meal meets a minimum of one-third the daily recommended dietary allowance for a man 51 or older, says Ron Ritz, a staffer with the Martin Marietta Corp. who worked with NASA.

Flashy package

Each meal comes in a flashy red and yellow box imprinted with a picture of a space vehicle and a menu of the contents. Inside are shiny silver packages with freeze-dried foods such as "beef almondine" or cottage cheese which take no more cooking than adding a cup of hot or cold water. Standard canned foods like franks and beans come in single-serving containers and just need heating.

Although not for gourmets, the food was selected after extensive taste tests and preference surveys among the elderly and on the whole is actually quite good. The cottage cheese, for example, smells and tastes fresh. The pineapple is delicious. Beef almondine is a tasty copy of homemade stew. Chicken with rice, however, is mushy and unpleasantly spiced.

"You can't compare this to charcoal-broiled steak and baked potatoes," cautions Gary Primeaux, "but we can reach people with this who wouldn't have anything else."

The people who can be reached include some of the 6 million malnourished elderly Americans. Less than 300,000 take part in group hot lunch programs or home-delivered "meals-on-wheels," which typically do not operate on weekends and are not equipped to serve isolated areas.

As a result, say experts like Peggy Sheeler, president of the National Association of Meal Programs, a variety of food alternatives are needed. "It isn't realistic to think that one approach is going to meet all the needs of the elderly," she says. "If we are to lessen the institutionalization of older people and make it possible for them to stay in their own homes longer, we have to be able to meet their total food needs—that means three meals a day, seven days a week.

"We're going to have to be farsighted enough to try a system like the NASA meals in order to be able to serve more people," she adds.

Monday hunger

The gaps in existing meal programs are starkly apparent to nutritionist Margaret Sharp, who handles group lunches five days a week for the Harris County Senior Citizens Project in Hous-

ton. "By golly, are they hungry on Mondays!" she says. "We try to have our heaviest meals then."

The reason, says Mrs. Sharp, is that, in addition to physical and financial limitations that make shopping and cooking a burden, many older persons who live alone have poor eating habits. "They will snack or open a can of something rather than go to the trouble of making a hot meal."

A good example is 78-year-old Oldrich Kurokata, whose wife died four years ago. Five days a week, Mr. Kurokata comes to the Larkin Street Community Center in Houston, where he gets a hot lunch for a small donation. But on weekends, when there is no hot meal program, he says, "usually I eat a piece of bread or maybe a piece of lunch meat. Cooking is the worst part for me. Women can get by better than a man if they live by themselves."

But Mr. Kurokata says his eating habits took a turn for the better when he participated in the test of the NASA meals. He was part of a group that took home two meals on weekends to supplement the hot lunch programs. Test participants in rural areas received weekly packages of seven meals through



During test in Texas, boxes containing seven meals were delivered to the elderly by volunteers or through mails.

the mails or from volunteers.

More than three-quarters of the oldesters in the study liked the food "very much" and wanted to keep getting it, says Jurgen Schmandt, a pro-

fessor of public affairs at the University of Texas who directed the project evaluation. "The poorer the person was economically and physically, the more favorably he responded to the NASA meals," says Schmandt. "Those that were a little better off said they would use the meals as an occasional standby."

For Christine Carruthers, a 69-year-old grandmother, the free meals were "a godsend." She cares for her ailing 90-year-old husband in a tiny white frame house and makes ends meet on his monthly \$229 Social Security check. "During the energy crisis, I tried to save on gas, and these meals saved me time and money," she says. "I wouldn't mind getting them every weekend."

Helps sick friend

Mattie Broadnax, 70, shared a few packages with a sick friend because they were easy for her friend to fix. The meals were also a boon to Mrs. Broadnax, who gets by on \$184 a month and has to pay someone to take her food shopping now that the NASA experiment is over.

As for the future of the meal system, it's up to industry and government to see that the food reaches the elderly, says Schmandt. Earlier this year, Sen. George McGovern introduced a bill which earmarks \$800,000 for an additional three-state test of the program. Further government tests are opposed, however, by officials like Cleonice Tavani, executive director of the Federal Council on Aging.

"There's a need to market the meals now," she says. "That's where industry comes in."

At present the high cost of packaging presents a problem. NASA spent \$3.90 per meal—primarily because the unusual single-serving cans in some meals had to be specially produced.

Marketing meals

But at least one company, Oregon Freeze Dry Foods, Inc., which supplied food to NASA, is planning to market shortly a NASA-like product called Easy Meal for under \$2. They plan to sell directly to group meal programs at first but may eventually distribute to retail outlets. Potential uses for the meals go beyond the elderly to disaster relief, hospitals, and prisons.

Once the meals are on the market, government dollars will be needed to

enable meals-on-wheels groups and group lunch programs to buy the product for larger numbers of elderly who may need them. Two bills now in Congress would boost federal funding for meal programs for the home-bound.

The outlook for getting healthy food in the stomachs of older persons is summed up by Cleo Tavani: "The ultimate nutrition assistance is money."

For additional information write:

Jurgen Schmandt, Ph.D.
LBJ School of Public Affairs
P. O. Drawer Y, University Station
Austin, Texas 78712

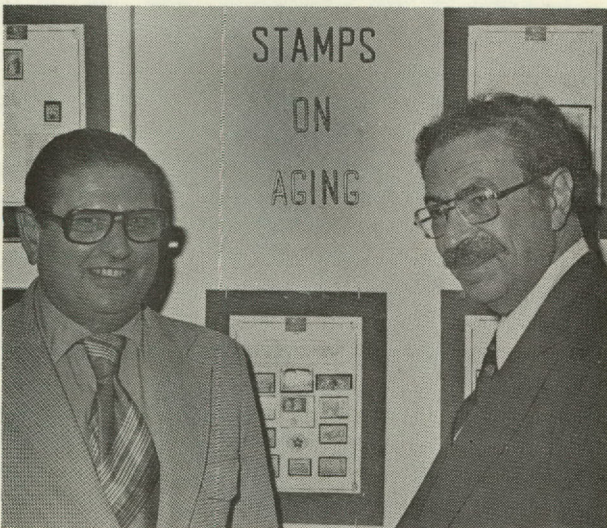
This project was co-funded by the Department of Public Welfare, NASA, Ford Foundation, and the LBJ School of Public Affairs.

Texas Department of Public Welfare
Research Utilization Project, 500-0
John H. Reagan Building
Austin, Texas 78701

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AUSTIN, TEXAS

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STAMP COLLECTION GIVEN TO NORTH TEXAS



Dr. Hiram J. Friedsam receives stamp album from Dr. Herbert Shore

On Tuesday, June 28, **Herbert Shore**, adjunct professor at the Center for Studies in Aging and the executive director of Golden Acres Jewish Home for the Aged, presented his original album of stamps from the Gerontophilately Club to North Texas State University at a ceremony at the Historical Museum.

The album was given in honor of **Hiram J. Friedsam**, dean of the School of Community Service.

Dr. Shore gave a brief talk on the origins of the collection and slides were shown of particular stamps.

The collection includes stamps which commemorate gerontological congresses, famous gerontologists, famous people who lived into old age, and scientists who contributed to the study of aging.

The collection will remain on display at the museum for the next several months.

Special guests were: C.C. Nolen, president of North Texas; Miles Anderson, vice president of academic affairs; Cora Martin, co-director of the Center for Studies in Aging; and Dean and Mrs. Hiram J. Friedsam.

Name Change

Effective August 29, 1977, the State Department of Public Welfare will become the Texas Department of Human Resources. The name change was mandated by the 65th Texas Legislature.
