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Youthwork/CBFL [Coalition for Barrier Free Living] (1) [1978-1979]

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CAREER SERVICES FOR THE HANDICAPPED

CHRIS ISENGARD
Director

620 ROMA N.W.
P.O. BOX 864
ALBUQUERQUE, N.M. 87103

(505) 247-4033
TTY 247-4033

SANGRE DE CRISTO
COMMUNITY
MENTAL HEALTH
SERVICES INC.

Ernesto Alvarado

Community Support Center
116 Bridge
Las Vegas, New Mexico 87701

(505) 425-3550

The following examination has been composed in an effort to help you understand the issues of culturally biassed standardized tests and subsequent ability grouping tracks in schools. The contents of this test reflect a specific cultural experience. Persons who do well on this exam have obviously had the opportunity to learn their answers. Persons who fail this exam will not be placed in remedial classes; as is normal procedure for the public schools. This test will also suggest cultural implications for working with people.

MATCHING

1) Slang name for older barrio dudes
2) Pedichi or moocher
3) Zapato
4) To join the parathroopers
5) A green carder
6) Lechuesa
7) La Jefa
8) Manitos
9) Bicarbonate of soda
10) Laurel and Hardy

A) Go airborne
B) El gordo y el flaco
C) One who has immigrated to the USA
D) Veteranos
E) Mother
F) One who asks for handouts
G) Soda del martillio
H) A shoe
I) A night person
J) A person from New Mexico
K) Pachuco
L) Milkman
M) A revolutionary hero

TRUE OR FALSE:

_____ 11. "La llorona" is the Chicano Santa Claus.

_____ 12. Capirotada is the traditional food of the Chicano during lent.
_____ 13. Chicano women are held in high esteem by number of children reared.
_____ 14. When a chicano says "Simon" he is referring to one of the diciples.
_____ 15. "Cinco de Mayo" is the Mexican New New Year.
_____ 16. 'Tonto' is the Lone Rangers side-Kick.

COMPLETION:

17. _____ is a Donkey or a cultural food.
18. If you had to assure someone of your sincerity or truthfulness, you would be most likely to say lo juro por _____.

19. According to Chicano tradition, in a wedding the Groom and _____ cover expenses.

20. Buenelos are fried _____.

21. A _____ never hits a woman, always care for his family.

22. Carta Blanca 'Tecate' DOS X'S ; Bohemia, and Corona, all refer to what? _____

23. A.) The first Chicano to have a big hit record was the person who sang Donna; What was his name? _____.

B.) Name a famous Chicana recording Star _____.

24. Juarez, Chihuahua, is across from what USA city, and what was the name of the strip of land from this city that was recently returned to Mexico? _____.

25. The accidental dropping of silverware in a barrio household predicts what event according to popular belief? _____.

26. Name a famous Chicano (a) athlete _____.

27. Native-American caravans were known to have traveled as far North as _____.

28. _____ is the Father of Mexico.

29. A _____ is half Spaniard, Half Indian.

Official Signature Sheet

Sub-Contract No. 06105

Focus Area Handicapped

Modification No. _____

_____

OFFICE USE ONLY

YOUTHWORK, INC.

Exemplary In-School Youth Programs Demonstration Project

Non-Competitive Awards

Sub-Contract

Contractor YOUTHWORK, INCORPORATED

Sub-Contractor: Coalition for Barrier Free Living (CBFL)
(Name of Sub-Contractor Organization)
P.O. Box 20803; Houston, TX 77025
(Address of Sub-Contractor)

This contract is entered into by the Youthwork, Inc.. hereinafter referred to as Youthwork or the Contractor and _____, hereinafter referred to as the Subcontractor. The Subcontractor agrees to operate a program of the Contractor's Exemplary In-School Youth Programs Demonstration Project in accordance with the provisions of this agreement. This contract is made in support of the project described as modified and supplemented by the revisions, dated _____, which comprises Attachment I and is made subject to the conditions set forth in Attachment III (General Provisions).

A. Obligation

The total cost to Youthwork, Inc., will not exceed $ 343,412

The cost will cover the period of performance from _____

to _____.

B. Modification ( )

Check box ( ) if this is a modification and complete the following:

1. This modification ( ) increases ( ) decreases ( ) does not change the funds previously obligated by $_____ to a total obligation of $_____.

2. Description of Modification.*

_____

_____

_____

_____

Approved for the Contractor | Approved by the Subcontractor

By (Signature)	By (Signature)
Name and Title Date	Name and Title Date

* Modification of this subcontract may be brought about at the request of either the subcontractor or the contractor. All modification requests must be described in detail and must be submitted 20 days before the beginning of the next quarter.

STATEMENT OF THE PROJECT

A. Overview

A major goal of the Department of Labor's Office of Youth Programs (OYP) is to promote more effective in-school youth programs. The Department of Labor (DOL) has engaged YOUTHWORK, INC., located at 805 Fifteenth Street, N.W., Washington, D.C. (202-347-2900); 800-424-9529) to manage the national demonstration aspects of the Exemplary In-School Youth Programs Demonstration Project under Title IV of the Comprehensive Employment and Training Act of 1978 (CETA).

The major objectives of the demonstration project are: (1) to facilitate the identification, support and study of local exemplary in-school youth employment and training programs for disadvantaged youth. Local programs represent exemplary approaches in six key areas: (1) career information, guidance, and job-seeking skills; (2) academic credit for work experience; (3) expanded private sector involvement; (4) job creation through youth operated projects; (5) education and employment of handicapped youth; and the education and employment of high-risk youth.

B. Goals

To facilitate Youthwork's study of exemplary local in-school youth programs, Youthwork has been charged by the Department of Labor to:

1. Determine what has already been learned by researchers and evaluators about successful program models in our selected primary areas of focus;

2. Develop a research agenda in each of the six areas of primary focus and issue policy papers in each of these areas;

3. Identify the key issues and questions which are amenable to immediate further study in each of the selected primary areas of focus;

4. Develop a better understanding of the reasons behind the success of exemplary in-school youth program models and of innovative program components;

5. Produce "guides" for the improvement of program models and the adoption or adaptation of successful innovations in other places;

6. Summarize, in each area of primary focus, what is learned through the in-schools demonstration projects;

7. Develop, at the end of the demonstration, updated and "advanced" research agenda based on what has been learned since the production of the original agenda;

8. Analyze future policy implications of what is learned about in-school work/study combinations, providing active policy direction, and making specific policy recommendations regarding the areas of primary focus and in-school work/study programs in general. Each local program will provide information/documentation which contribute to the efforts.

C. Roles and Responsibilities

Youthwork identifies and is guided by knowledge development gaps that have resulted from the open competition phase of the Exemplary In-School Youth Programs Demonstration Project. The Youthwork staff identifies and recommends to its Board of Directors prospective program operators who agree to implement projects initially developed by the staff and approved by the Board. The staff develops the proposed projects based on specific externalities and key program features designed to complement the goals of the national demonstration, as well as to comply with appropriate provisions of the CETA Act and its regulations. Subcontracts are submitted by Youthwork to the Office of Youth Programs, Department of Labor, for approval.

Youthwork is responsible for the management and monitoring of all contracts for conformance to the terms of the contract, including compliance for both program and fiscal matters.

Youthwork assigns a Youthwork staff member who will be an individual Program Administrator to each project developed within a given focus area and who will provide program guidance and technical assistance as needed for the successful implementation and completion of the projects.

Youthwork identifies policy issues, research issues, and program issues and keeps the Office of Youth Programs/DOL informed as to steps taken to resolve these issues. Youthwork provides OYP such information on an on-going basis and OYP, in turn will transmit such information to interested parties.

Subcontractor (Program Operators). The Subcontractor shall operate the developmental project described in the proposal in Attachment I consistent with the terms of this subcontract and shall make the necessary arrangements for Youthwork staff and field associates to conduct site visits and monitoring activities to insure successful implementation of the program and its compliance with the terms of this subcontract. The Subcontractor shall inform the CETA prime sponsor and the CETA designated local Education Agencies (LEA's) of their program activities so as to avoid conflict, duplication and misunderstanding.

The Subcontractor, with prior Youthwork approval, may additionally subcontract with other agencies or organizations for the performance of work, making certain that the provisions which apply to this contract also apply to the other agency or organization. If the Subcontractor additionally subcontracts any portion of the work provided for in this subcontract, the subcontractor shall continue to be responsible for the management of the project and for insuring that the appropriate provisions of the CETA Act and appropriate CETA regulations are upheld. The Subcontractor shall make proper and adequate arrangements for Youthwork field visits, technical assistance and monitoring; and shall make available for consultation with Youthwork staff and DOL, any employees whose work relates directly to the performance of this subcontract.

Field Associates and other consultants, to be determined by Youthwork, will assist the Youthwork staff and program operators in:

1. Providing technical guidance consistent with the knowledge development plan when called upon by the Youthwork Director of Operations;

2. Identifying and assisting in resolving problems with regard to the knowledge development effort when called upon by Youthwork's Director of Knowledge Development.

D. Program Dimensions

1. Participants

Eligibility determinations and certifications shall be done by the Subcontractor. Eligible participants shall be economically disadvantaged young persons, ages 14-21: those whose family incomes do not exceed 85 percent of the lower living standard Income Level (determined by the Bureau of Labor Statistics) or those youth with handicapping conditions. Youths who are most economically disadvantaged or who have handicaps, however, are to be given preference in order to provide services to those young persons having the greatest need for the program. Other young persons whose family income are above the lower living standard income level may receive the following services: counseling; activities promoting transition from education to work; occupational, educational and training information through coordinated intake; and programs to overcome employment related sex stereotyping. However, these youth are not participants and may not receive any payment for their participation in the Exemplary Program's activities.

2. Property/Equipment

The procurement and disposition of all property and equipment must conform to standard DOL and CETA procurement procedures. An inventory must be maintained on all property and equipment. Each item must be labeled and kept track of in an Inventory Control File, which will eventually be audited by the Department of Labor. The purchase of any property or equipment item over $100 must be approved in advance by Youthwork. Subcontractors are encouraged to lease or rent needed property items.

3. Wages and Allowances

The Subcontractor shall conform to DOL and CETA regulations but pay no less than the federal or state minimum wage or whichever is higher. Participants in training activities may be paid allowances. Participants in employment shall be paid wages.

4. Program Income

If the project generates income, such income will be used to further the objectives of the project in accordance with procedures set forth by DOL.

E. Reporting Requirements

The Subcontractor shall comply with all Youthwork programmatic and fiscal reporting procedures. The relevant reporting requirements are outlined below. All reports should be sent directly to Youthwork.

1. Participant Application Form. This is a special one-time form that has been designed to provide Youthwork with participant information necessary for meeting many of the reporting and knowledge development requirements for the national demonstration. The Subcontractor shall use the form for collecting data about each formally enrolled participant. The Subcontractor shall send this form to the Youthwork Program Administrator.

2. Participant Stuatus Report. The information for this form is based on the Participant Application Form and is generated by Youthwork. The form is used to aggregate participant characteristic information monthly.

3. Youth Financial Status Report. This is the standard DOL/CETA form modified to include expenditure estimates for the forthcoming month. The Subcontractor shall provide Youthwork with two copies of the form within five working days of the close of business for any calendar month.

4. Youth Program Status Summary. The information for this form is based on the Participant Status Report and is generated by Youthwork. It is sent to the Subcontractor for correction/confirmation and shall be returned to Youthwork within five working days following receipt of the form. This information is used by Youthwork to develop the DOL/-CETA Youth Program Status Summary.

5. Monthly Status Report. In addition to the preceeding monthly items, the Subcontractor shall prepare a narrative report summarizing activities during the month including problems encountered, strategies used for overcoming problems and describing situations in which technical assistance from Youthwork staff will be required.

MONTHLY STATUS REPORT

Subcontractor: _____

Address: _____

_____

Project Title: _____

a. Staffing:

1. Staff hired including position descriptions.
2. Staff Terminated.

b. Specific implementation Progress/Problems

c. Problems if any with Third Party Evaluation

d. Problems, if any with Youthwork/DOL, Policies, Procedures or staff

e. Description of Project Accomplishments in relation to Project Goals

f. Problems, if any with Other Participating Agencies (LEA, CETA Prime Sponsor, Vocational Rehabilitation, etc.)

g. Description of Major Deviations in Program Design and/or Operations Occurring Since Last Monthly Report

h. Other Comments

6. Report on Project Start-Up: Ninety (90) days after contract signing, the Subcontractor will submit to the Youthwork Program Administrator, a comprehensive report describing all major events leading to full program implementation. At a minimum this report will include a description of procedures utilized and problems encountered in recruiting and hiring staff; recruiting eligible participants, establishing working relationships with other key agencies (i.e., CETA Prime Sponsors, LEAs, Vocational Rehabilitation Agencies, and employers); establishing a relationship with Youthwork, establishing relationships with the third party evaluator, and other procedures implemented or problems encountered in implementing the program.

7. Report on Unique Features. The program proposal identifies certain unique features. The Subcontractor will submit a report summarizing how these features were or were not successfully implemented and the impact on participants, employers, schools, and the community. The report shall be transmitted to the Program Administrator in duplicate no later than the beginning of the eighth (8) month from the date of contract signing.

8. The Subcontractor shall produce up to four special reports which may be requested by either the Program Administrator or the Director of Kowledge Development.

9. Final Report, Start-Up and Operational Costs. Each Subcontractor shall prepare and submit a final report of program costs. The report shall explain the cost of various functions and segments of the project, suggesting how various tasks might be performed in a more cost effective manner, and an analysis of per participant costs. The report is to be submitted in duplicate to the Youthwork Program Administrator within sixty (60) days before the end of this subcontract. (Fiscal data for the last 60 days are to be projected, with projections clearly shown.)

10. Summary Timetable of Reports

Projected Start-up Date _____ End of Project _____ Duration/Months _____.

YW REPORT ITEM	DUE DATE TO YOUTHWORK
1. Participant Application Form	5 working days after the end of the calendar month.
2. Participant Status Report	5 working days after receipt of subcontractor
3. Youth Financial Status Report	5 working days after the end of the calendar month.
4. Youth Program Status Summary	5 working days after receipt by subcontractor
5. Monthly Status Report	5 working days after end of the calendar month
6. Report on Project Start-up	90 days following contract signing
7. Report on Unique Features	No later than 8 months from contract signing.
8. Special Reports	As requested.
9. Final Report, Start-up and Operational Costs	60 days prior to end of award.

11. Other Considerations and Responsibilities.

In addition to the preceding reporting requirements, the subcontractor shall:

a. Maintain time and attendance records on staff and participants; and application forms on all individuals applying to the program but not enrolled as well as those who become participants.

b. Maintain all data and documents identified in Part E (Reporting Requirements) and Item 4 of Attachment I (Knowledge Development) for a period of three (3) years following the close-out of the project contract.

c. Undertand that Youthwork will contract with independent evaluators to undertake careful study of the demonstration. The subcontractor shall comply with all reasonable reporting and research instructions or requirements which may, from time to time, be issued by Youthwork.

F. Grant Administration and Fiscal Accountability

1. The Subcontractor shall provide Youthwork with written evidence of the organization's management capacity and fiscal accountability (this may be recent audit results within the last 18 months). In the absence of an audit report acceptable to Youthwork, the Subcontractor, upon written instructions from Youthwork, shall employ a reputable certified public accountant for maintenance of its fiscal system in accordance with CETA regualtions.

2. Youthwork will arrange with the Department of Labor and _____ _____ an appropriate method of cost reimbursement to the subcontractor to administer the subcontract.

3. The Subcontractor shall submit to Youthwork original invoices, vouchers, or other reimbursement instrument provided by Youthwork signed by the project director and other evidential matter specified by Youthwork. The supporting invoices, vouchers, or other reimbursement instrument shall reflect proper cancellation, i.e., identification of expense, proper shipping point, check number, date paid.

4. The Subcontractor will submit copies of appropriate sections of its cash disbursements journal with each reimbursement request.

5. The Subcontractor shall require all participants to sign a verification of receipt for salaries and allowances and the Subcontractor shall furnish Youthwork with a copy of all signed participant data sheets.

6. The Subcontractor shall submit all original bank statements to Youthwork within 20 days of receipt, and Youthwork shall return the statements to the subcontractor.

7. Any additional subcontract between the Subcontractor and any other agency or organization in excess of 2 percent of the total contract or $2,000, whichever is less, which the Subcontractor enters into for the performance of the work required under this contract must receive the prior written approval of the Contractor. All standard DOL procurement procedures must be adhered to. Two copies of the proposed subcontract shall be submitted to the contractor, with the Subcontractor's written request for approval.

8. The Subcontractor may, without approval of the contractor, transfer funds from one line item to another and from one cost category to another in any cost category, except Participant Wages or Allownces, provided that no line item or cost category is increased by two percent (2%) not to exceed $2,000. The Subcontractor must seek prior approval to transfer any amount of funds to or from the Participants Wages/ Allowances cost categories. Any increase which is greater than two percent (2%) or $2,000, must have prior written consent of the Contractor. Reminder: Administrative Costs of the project may never exceed fifteen percent (15%) of the total grant award.

9. The Subcontractor will submit to the Contractor its written Equal Opportunity Policy within sixty (60) calendar days of the date of this subcontract.

10. The Subcontractor will submit as an attachment to this subcontract, a copy of their Participant Grievance Procedures which will be given to participants upon enrollment in the project. Subcontractor grievance decisions may first be appealed to Youthwork, Inc. and then to its Board of Directors. All requests for appeal should be stated in writing and addressed to:

    Mr. C. Benjamin Lattimore
    Executive Director
    Youthwork, Inc.
    805 15th Street, N.W., Suite 705
    Washington, D.C. 20005

    If a participant is unsatisfied with any agency decision, he/she may appeal to the Youthwork Board of Directors.

G. Payment

This subcontract is a cost-reimbursement contract, and payments will be made by Youthwork to the subcontractor. Request for payment of subcontract cost incurred will be submitted on Standard Form 1034 (Public Voucher for Purchases and Services Other Than Personal) and forwarded to the Youthwork, Inc. office at 805 15th Street, N.W., Suite 705, Washington, D.C. 20005; Attention Associate for Grants Administration. Payments will be made within 15 days of receipt of request.

ATTACHMENT II

Budget

The approved budget for the subcontract period is:

I.	Administration		$_____
	A. Personnel	_____	
	B. Other than Personnel	_____	
	C. Knowledge Development	_____	
II.	Youth Costs		$_____
	A. Total Participant Allowances	_____	
	B. Total Participant Wages	_____	
	C. Total Participant Fringe Benefits	_____	
III.	Worksite Supervision Costs		$_____
	A. Personnel	_____	
	B. Other than Personnel	_____	
IV.	Training Costs		$_____
	A. Personnel	_____	
	B. Other than Personnel	_____	
V.	Service Costs		$_____
	A. Personnel	_____	
	B. Other than Personnel	_____	
Total			$_____

Detailed Budget.

Each cost item must be explained in an attached budget narrative.

For those cost items that do not apply, write N.A.

		Category	Subtotal	Total
I.	Administrative Costs			
A.	Personnel			
	1. Salaries		$_____	
	a. Professional	$_____		
	b. Clerical	$_____		
	2. Fringe Benefits		$_____	
	Total Personnel			$_____
B.	Other than personnel			
	1. Travel		$_____	
	2. Furniture & Equipment		$_____	
	a. Rental	$_____		
	b. Purchase	$_____		
	3. Occupancy Cost		$_____	
	a. Office Rental	$_____		
	b. Utilities	$_____		
	c. Maintenance	$_____		
	4. Office Operating Expense		$_____	
	a. Supplies & Materials	$_____		

b. Telephone $_____

c. Postage $_____

d. Printing & Reproduction $_____

5. Consultant $_____

6. Other program administration costs (examples may include) data processing, fiscal and record keeping, program analysis, prime sponsor costs) $_____

Total other than personnel $_____

II. Youth Costs

A. Total participant allowances $_____

B. Total Participant Wages $_____

C. Total Participant Fringe Benefits $_____

Total Youth Costs $_____

III. Worksite Supervision Costs

Costs here are related to the direct supervision of participants at work-sites.

A. Personnel

1. Salaries $_____

2. Fringe Benefits $_____

Total Personnel $_____

B. Other Than Personnel

1. Supplies & Materials $_____

2. Other $_____

Total Other Than Personnel $_____

IV. Training Costs

Costs here relate to classroom or other training, incuding the amounts paid to employers for expenses resulting from on-the-job training.

A. Personnel

1. Salaries $_____

2. Fringe Benefits $_____

Total Personnel $_____

B. Other Than Personnel

1. Equipment $_____

a. Rental $_____

b. Purchase $_____

2. Occupancy Costs $_____

a. Space Rental $_____

b. Utilities $_____

c. Maintenance $_____

3. Operating Expense $_____

a. Supplies & Materials $_____

b. Telephone $_____

c. Printing & Reproduction $_____

Total Other Than Personnel $_____

V. Service Costs

Costs here include all services to applicants and manpower and supportive services whether they are incurred by the prime sponsor directly or in a subgrant or contract

ATTACHMENT III.

GENERAL PROVISIONS

A. Authority to Act and Compliance with Federal Law

1. Contract No. 94-8-1460-33-06 between the Department of Labor and Youthwork, Inc. is incorporated into this subcontract by reference. Said contract shall be read and interpreted so that all references to and requirements of Youthwork, Inc., the contractor, refer to and become requirements of the subcontractor. The subcontractor shall comply with the terms of said contract as the terms are applicable to this subcontract._____, the subcontractor, acknowledges that it has read and is familiar with the terms of Contract No.94-8-1460-33-06.

   These general provisions set forth in summary form some of the requirements of Contract No.94-8-1460-33-06. No statement in or omission from this subcontract nor any action by Youthwork shall relieve the Subcontractor from compliance with Contract No. 94-8-1460-33-06.

2. The Subcontractor shall comply with the laws of the United States in all respects. The Subcontractor shall become familiar with any applicable as may be necessary in the performance of this Contract, including statutes and regulations of the Executive Branch. These general provisions set forth in summary form some of the applicable laws and regulations. No statement in or omission from this Subcontract nor any action by Youthwork shall relieve the subcontractor from compliance with the appropriate federal law.

3. The Subcontractor shall comply with requirements of the Comprehensive Employment and Training Act (CETA) of 1973, as amended (P.L. 93-203, 87 Stat. 839, P.L. 93-567, 88 Stat. 1945, and P.L. 95-524, 92 Stat. 1909), hereinafter referred to as the Act, and with the regulation and policies promulgated thereunder or which may be promulgated in the future.

4. The Subcontractor shall notify Youthwork within 30 days after promulgation of any amendment or revision to regulations promulgated under the Act that it cannot so conform to the amendment or revision so that Youthwork may take appropriate action, incuding termination, if necessary.

5. The Subcontractor shall comply with OMB Circular number A-95 and A-102, and FMC 74-4, as applicable.

6. In addition to the requirements of 1 through 5 above and consistent with the regulations issued pursuant to the Act, the Subcontractor makes the following futher assurances and certifications:

   a. The Subcontractor warrants that it possesses legal authority to participate in this subcontract; that a resolution, motion, or similar action has been duly adopted or passes as an official act of the Subcontractor, governing body, authorizing participation in

A. Personnel

1. Salaries $_____

2. Fringe Benefits $_____

Total Personnel $_____

B. Other Than Personnel

1. Equipment $_____

a. Rental $_____

b. $_____

2. Occupancy Cost $_____

a. Space Rental $_____

b. Utilities $_____

c. Maintenance $_____

3. Operating Expense $_____

a. Supplies & Materials $_____

b. Telephone $_____

c. Printing & Reproduction $_____

TOTAL OTHER THAN PERSONNEL $_____

VI. TOTAL PROGRAM COSTS $_____

this subcontract, including all understandings and assurances contained therein, and directing and authorizing the person identified as the Subcontractor's official representative to act in connection with the subcontract and to provide such additional information as may be required.

b. The Subcontractor shall comply with Title VI of the Civil Rights Act of 1964 (P.L. 88-352), and in accordance with Title VI of that Act no person in the United States shall on grounds of race, color, creed, sex, age or national origin, handicap, or political beliefs or affiliations, be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination under any program or acitivity for which the subcontractor receives federal financial assistance and will immediately take any measures necessary to effectuate this subcontract.

c. The Subcontractor shall comply with Title VI of the Civil Rights Act of 1964 (42 USC 200d) prohibiting employment discrimination where (1) the primary purpose of a subcontract is to provide employment or (2) discriminatory employment practices will result in unequal treatment of persons who are or should be benefiting from the subcontract activity.

d. No person with responsibilities in operation of the subcontract will discriminate with respect to any program participant or any applicant for participation in such program because of race, creed, color, national origin, sex, age, handicap, poitical affiliation, or beliefs.

e. The Subcontractor shall comply with the requirements of the provisions of the Uniform Relocation Assistance and Real Property Acquisition Act of 1970 (P.L. 91-646) which provides for fair and equiable treatment of persons displaced as a result of Federal and Federally-assisted programs.

f. The Subcontractor shall comply with the provisions of the Hatch Act which limit the political activity of employees.

g. The Subcontractor shall comply with the requirement that no program under the Act shall involve political activities.

h. The Subcontractor shall establish safeguards to prohibit employees frm using their positions for a purpose that is or gives the appearance of being motivated by a desire for private gain for themselves or others, particularly those with whom they have family, business, other ties.

i. The Subcontractor shall give the Department of Labor, the Comptroller General and Youthwork through any authorized representative, access to and the right to examin all records, books, papers, or documents related to the subcontract.

j. Participants in the program will not be employed in the construction, operation or maintenance of that part of any facility which is used for religious instruction or worship.

k. Appropriate standards for health and safety in work and training situations will be maintained.

l. Conditions of employment or training will be appropriate and reasonable with regard to the type of work, the geograpical region and the proficiency of the participant.

m. The Subcontractor shall provide workers compensation protection to participants in on-the-job training, with work experience under the Act at the same level and to the same extent as other employees of the employer who are covered by a State or industry workmen's compensation statute. It shall also provide workmen's compensation or medical and accident insurance for injury or disease resulting from their participation to those individuals engaged in any program activity under the Act, i.e., work experience, on-the-job training, classroom training, services to participants, and other activities, where others similarly engaged are not covered by an applicable workmen's compensation statute.

n. The program will not result in the displacement of employed workers or impair existing contracts for services or result in the substitution of Federal funds or other funds in connection with work that would otherwise be performed.

o. Training will not be for any occupations which require less than two weeks of pre-employment training unless immediate employment opportunities are available in that occupation.

p. Training and related services will, to the extent practical, be consistent with every participant's fullest capabilities and lead to unsubsidized employment opportunities which will enable participants to become economically self-sufficient.

q. CETA funds will, to the extent practical, be urged to supplement rather than supplant the level of funds that would otherwise be available for the planning and administration of programs under the subcontract; in other words, CETA funds will not be substituted for local resources.

r. The Subcontractor shall submit reports as required by Youthwork and will maintain records and provide access to them as necessary for the contractor's review to assure that funds are being expended in accordance with the purposes and provisions of the subcontract including the maintenance of records to assist Youthwork in determining the extent to which the program meets the special needs of disadvantaged, chronically unemployed, and low income persons for meaningful employment opportunities.

s. The program will, to the maximum extent feasible, contribute to the occupational development or upward mobility of individual participants.

t. The program has adequate administrative and accounting control of personnel standards, evaluation procedures, availability of in-service training and technical assistance programs, and other policies as may be necessary to promote the effective use of funds.

u. If the subcontract serves youth, the program should make appropriate provisions for the employment needs of youth in the area served.

v. If the subcontract is for on-the-job training, individuals receiving training on the job shall be compensated by the employer at such rates, including periodic increases, as may be deemed reasonable under regulations prescribed by the Secretary, but in no event at a rate less than specified in Section 6(a) (1) of the Fair Labor Standards Act of 1938 or, if higher, under the applicable State or local minimum wage law.

w. It will comply with the labor standards requirements set out in Section 125 of the Act (29 U.S.C. 827).

x. Services and activities provided under this subcontract will be administered by or under the supervision of the Subcontractor.

y. No funds made available under this subcontract shall be used for lobbying activities in violation of 18 USCA 1913.

z. The Subcontractor will comply with the provisions of the Clean Air Act and Federal Water Pollution Control Act, as applicable.

B. Special Provisions

1. Performance. The Subcontractor assures that subcontract performance will be in accord with the statement of work and within the period of this subcontract as described herein.

2. Delivery. It is understood and agreed by and between the parties to this subcontract that the work is to be done to the satisfaction of Youthwork; that Youthwork or designee will interpret all reports and will decide the acceptability and progress of subcontract work and the performance of the subcontract, and that Youthwork and the Department of Labor will be the sole judge of the validity and the acceptability of claims, if any, made by the Subcontractor for extra payment, and Youthwork's or the Department of Labor's decision will be final, conclusive and binding on the parties concerned.

3. Hold Harmless. The Subcontractor shall hold and save Youthwork, its officers, agents and employees harmless from liability of any nature or kind, including costs and expenses, for or on account of any suits or damages of any character whatsoever resulting from injuries or damages sustained by any persons or property resulting in whole or in part from the performance of this subcontract without regard to fault or for any act or omission of any employee, agent or representative of the Subcontractor.

4. Provision of Funding. (a) If the CETA funds anticipated to be received by Youthwork, under which this subcontract is funded, are suspended or terminated in whole or in part, funding for this subcontract shall cease. (b) Unearned payments under this subcontract may be suspended or terminated immediately upon refusal to accept any additional conditions that may be imposed by the Department of Labor and/or Youthwork at any time.

5. Termination. This subcontract may be terminated by either party on 30-days written notice.

6. Bank Account. The operating agency shall maintain all monies from this subcontract in a numbered bank account. CETA monies should be kept separate from other operating monies, such as local and other Federal.

7. Bonding. Prior to initial disbursement of funds to the Subcontractor, Youthwork shall receive a statement from the Subcontractor or its insurer assuring that all persons handling funds received or disbursed under the subcontract are covered by a fidelity bond in an amount equal to the maximum that the Subcontractor can have on hand. If the bond is cancelled or reduced, the Subcontractor shall immediately notify Youthwork.

8. Insurance. The Subcontractor shall not commence work under this subcontract until all insurance required hereunder and certificates of proof have been furnished Youthwork, nor shall the Subcontractor allow any agent, agency or organization operating under an additional subcontract to commence work until all similar insurance required of the Subcontractor has been so obtained and approved. Approval by Youthwork shall not relieve or decrease the liability of the Subcontractor hereunder. The required insurance is set forth as follows:

   a. Liability Insurance: Public personal injury liability and property damage liability, including contingent liability and contractual liability.

One person in any one occurrence	$_____
Two or more persons in any one occurrence	$_____
Property damage in any accident	$_____
Aggregate property damage limit	$_____

b. Automobile Liability Insurance:

One person in any one occurrence	$_____
Two or more persons in any one occurrence	$_____
Property damage in any one occurrence	$_____

9. Disputes. Any controversy or claim arising out of or relating to this subcontract shall be settled by arbitration in the District of Columbia - before an arbitrator designated by the contracting officer of the Department of Labor having responsibility for Contract No._____. The commercial arbitration rules of the American Arbitration Association shall be followed, except for the designation or appointment of an arbitrator.

10. Travel and Per Diem

a. General. Travel policies set forth in the Standardized Government Travel Regulations are required of the Subcontractor and any consultants hereunder. Where a contractor has a more restrictive travel policy than the Standardized Government Travel Regulations, the more restrictive requirements shall apply. Detailed travel records shall be maintained.

b. It is the responsibility of the Contractor to authorize only such per diem allowances as justified by the circumstances affecting the travel. Care should be exercised to prevent fixing per diem rates in excess of those required to meet the necessary authorized subsistence expenses. To this end, consideration should be given to factors which reduce the expenses of the employee such as: known arrangements at temporary duty locations where lodging and meals may be obtained without cost or at prices advantageous to the traveler; established cost experience in the localities where lodging as meals are required; situations where special rates for accommodations have been made available for a particular meeting or conference; the extent to which the traveler is familiar with establishments providing lodging and meals at a lower cost in certain localities, particularly, where repeated travel is involved; and the use of methods of travel where sleeping accommodations are provided as part of the transportation expenses. All travel shall be at tourist, coach, or less than first class unless itinerary or unavailability dictate otherwise. All temporary duty and local area automobile travel shall be reimbursed at 17¢ per mile. Per diem shall be allowed as follows:

c. Per Diem

(1) Regular Rate-Per Diem Not Exceed $35.00 per day.

Lodging-Add all lodging costs and divide by number of nights lodging involved to arrive at the daily average. Add $16 per day for meals and incidentals not to exceed $35 per day. (Example: average lodging $18 plus $16 equals $34 due traveler.)

(2) High Rate Per Diem Areas

For travel to or within cities designated as high rate geographical areas, a traveler automatically shall be in an - actual subsistence expense status and shall be reimbursed for the actual and necessary subsistence expenses incurred not to exceed the maximum rate specified for the geographical area involved unless per diem could be expected under regular per diem rates.

(a) The traveler attends a meeting, conference or training session where lodging and/or meals must be procured at a pre-arranged place (such as the hotel where the meeting, conference or training session is being held) and the lodging costs incurred because of such pre-arranged accommodations absorb all or practically all of the maximum per diem allowance.

(b) The traveler, by reason of the assignment, necessarily incurs unusually high expenses in the conduct of official business such as for superior or extraordinary accommodations including a suite or other quarters for which the charge is well above that which he/she would normally have to pay for accommodations or

(c) The traveler necessarily incurs unusually high expenses incident to his/her assignment to accompany another traveler in a situation as described in (a) above.

11. Records. The Subcontractor will submit reports as required by Youthwork and will maintain records and provide access to them as necessary for Youthwork's review to assure that funds are being expended in accordance with the purposes and provisions of this subcontract.

12. Conflict of Interest. The Subcontractor assures that no person under its employ who presently exercises any functions or responsibilities in connection with Youthwork or the CETA funded projects or programs has any personal financial interest, direct or indirect, in this subcontract nor will the Subcontractor hire any person having such conflicting interest.

13. Monitoring, Evaluation, and Audit. The Subcontractor agrees to cooperate with any monitoring, evaluation, and/or audit conducted by Youthwork, Department of Labor, Comptroller General, or their designees.

14. District of Columbia Law to Apply. In the absence of federal law or regulation, District of Columbia law shall apply to this subcontract.

C. Printing and Dupicating

Subcontractor shall comply with all duplicating and printing regulations issued by the Joint Committee on Printing under the authority of sections 103, 501 and 502, Title 44, United States Code. The term "Duplicating" as used herein means material produced in single unit duplicating equipment larger than 11 by 17 -

inches and which have a maximum image of 10¼ x 14¼ inches using direct image plates not requiring the used negatives. The term "Printing" as used herein shall be construed to include and apply to the process of composition, platemaking, presswork, binding, and microform.

If required by the Contractor, the Subcontractor may duplicate up to a maximum of 5,000 copies of one page for 25,000 copies in the aggregate of multiple pages.

D. Fidelity Bonds for Advance Payments

If Advance Payments are approved under the terms of this subcontract, the Subcontractor shall provide a Fidelity Bond to the contractor which meets the following qualifications:

1. A blanket position bond, with an approved corporate surety, covering any and all officers and employees involved in the performances of this contract.

2. The amount of the bond shall be $25,000 or the amount of the advance payment, whichever is less.

3. Both the Subcontractor and Youthwork shall be named as the insureds.

4. The period of coverage shall be no less than 1 year, with a recovery period of no less than 1 year subsequent to cancellation mor termination of the bond.

5. The bond evidencing such coverage as required under this subcontract shall contain the following endorsement:

   No cancellation, termination, or modification of this bond shall take effect prior to the expiration of 35 days after written notice of the cancellation, termination or modification together with suitable identification of the bond and named insured has been sent by registered letter to the Government representative at the address stated below.

   Name of Contracting Officer_____

   Address_____

   (Note: The full name and business address of the Contracting Officer or other designated individual shall be inserted in this space.)

6. If the bond covers advance payments under subcontractors from more than one agency, a recovery is provided for each Government agency.

E. Identity and Authority of the Contractor and Contractor's Representative.

1. The authorized representative of the Contractor is _____ whose authority to act on behalf of the contracting officer is limited to the extent set forth in 2. below. Under no circumstances is the Contractor's representative authorized to sign any contractual documents or approve any alteration to the subcontract involving a change in the scope, price, terms or conditions of the contract.

2. The Contractor's Representative is authorized to:

   a. Inspect records and monitor performance to ensure fiscal and compliance to subcontract terms.

   b. Make determinations relative to satisfactory or unsatisfactory performance, including acceptance of all work performed and/or all products produced under the terms of the subcontract.

   c. Review and approve documentation forwarded for reimbursement of costs.

   d. Review and approve Subcontractor's senior project staff.

   e. Review, and accept all reports (incuding any final reports) required under the contract.

5. The Subcontractor shall report to the Contractor promptly and in reasonable written detail, each notice of claim of copyright infringement received by the Subcontractor with respect to all Subject Data delivered under this subcontract.

6. The Subcontractor shall identify and save and hold harmless the Government, its officers, agents and employees acting within the scope of their official duties against any liability, including costs and expenses, (i) for violation of proprietary rights, copyrights or rights of privacy, arising out of the publication, translation, reproduction, delivery, performance, use of disposition of any Data furnished under this subcontract, or (ii) based upon any libelous or other unlawful matter contained in such Data.

7. Nothing contained in this clause shall imply a license to the Government under any patent to be construed as affecting the scope of any license or other right otherwise granted to the Government under any patent.

8. The Subcontractor shall not affix any restrictive markings upon any Subject Data, and if such markings are affixed, the Government shall have the right at any time to modify, remove, obliterate or ignore any such markings.

9. The Subcontractor further agrees that he/she will not publish, have published, or otherwise disseminate any information of whatever nature resulting from the work being performed under this contract except as may be approved by the Contractor hereunder.

10. The Subcontractor agrees that the Contractor hereunder shall determine the disposition of the title to any rights under any copyright secured by the subcontractor or its employees on copyrightable material developed under this subcontract.

11. The Subcontractor agrees to preserve for a period of 36 months and, upon request of the Contractor, make available to the Government for use, all scientific and technical information, data and know-how of any nature developed in performance of this contract and in connection with the Subcontractor's activities on or related to this subcontract, regarless of whether such information, data and know-how was delivered and or deliverable under the terms and provisions of this subcontract.

F. Elimination of Sexist Language and Artwork

All written material issued by a subcontractor shall conform to the following guidelines for eliminating sexist language and artwork:

1. Avoid the use of sex reference in job titles. Titles should conform to the Census Bureau's occupational classification system and the 1976 edition of the Dictionary of Occupational Titles.

2. Avoid the use of male and female gender word forms.

3. Include both sexes by using terms that refer to people as a whole.

4. Avoid the use of masculine and feminine pronouns or adjectives in referring to a hypothetical person or people in general.

ATTACHMENT IV

CETA REPORTING FORMS

OMB Approval No. 44-R1655

U.S. DEPARTMENT OF LABOR
Employment and Training Administration

CETA PROGRAM PLANNING SUMMARY

A. PRIME SPONSOR'S NAME AND ADDRESS

B. GRANT NUMBER

C. PERIOD OF GRANT From ____ To ____

D. TYPE OF PROGRAM ("X" appropriate box(es))

☐ II - B,C ☐ II - D ☐ VI ☐ VII
☐ III (Specify) .....
☐ IV (Specify) .....
☐ Other (Specify) .....

FOR REGIONAL OFFICE USE ONLY

	TRANS.	OPER.	SEQ.	CONTRACT KEY: Prog. Code	Reg.	St.	F.Y.	Proj. No.	Subj. Proj. No.	Comp Code	Mod. No.	MOD. DATE: MM	DD	YY	Invol. Type
	D		0												
Col	1	2	3	4 5	6	7	8 9	10 11	12 13 14 15	16 17 18	19 20	21 22 23	24 25	26 27	28 29	30

I. PARTICIPATION AND TERMINATION SUMMARY

	1 2 3	21 22 23 24 25	21 22 23 24 25	21 22 23 24 25	21 22 23 24 25
	D 1	1 2	0 3	0 6	0 9
A. TOTAL PARTICIPANTS					
1. New Participants					
2. Transfers from other Subparts					
3. Participants Carried Over					
B. TOTAL TERMINATIONS					
1. Entered Unsub. Employ.					
a. Direct Placement					
b. Indirect Placement: (1) Thru Sponsor					
(2) Other Indirect					
2. Transfers to other Subparts					
3. Additional Positive Terminations					
a. Ret. to/Continue Full-Time School	D 2				
4. Other Terminations					
C. TOTAL CURRENT PARTICIPANTS (End-of-Quarter)					
1. Active Non-PSE Participants (II-D or VI)					

II. SPECIAL CATEGORIES

		21 22 23 24 25	21 22 23 24 25	21 22 23 24 25	21 22 23 24 25
A. UNSUB. PRIVATE SECTOR PLACEMENTS					
B. TITLE II - C: (1) Upgrading					
(2) Retraining					
C. TITLE IV: (1) GED Certificate					
(2) Academic Credit					
(3) Special Mixture Component (YETP)					
(4) Limited Services (YETP)					
D. SYEP: (1) Vocation Exploration Program	D 3				
(2) Summer Entitlement Program					
(3) Concurrent Participation In: (a) Title II-B/C					
(b) YETP					
(c) YCCIP					

III. PARTICIPATION IN PROGRAM ACTIVITIES

	a. Total D 4	b. Current D 5	a. Total D 4	b. Current D 5	a. Total D 4	b. Current D 5	a. Total D 4	b. Current D 5	a. Total D 4	b. Current D 5
A. Classroom Training (Occup. Skills)										
B. Classroom Training (Other)										
C. On-the-Job Training										
D. Work Experience (In-School)										
E. Work Experience (Other)										
F. Pub. Srv. Employ. (II-D or VI)										
1. PSE Participants in Trng./Services										
G. Career Employ. Experience (YETP)										
H. Transition Services (YETP)										

IV. OTHER ACTIVITIES: Indicate other activities or special programs on attachments. Describe their objectives and list milestones toward their achievement in a quantitative or narrative presentation.

V. SIGNIFICANT SEGMENTS (Program Year-to-Date Plan)

	D 6 1 2 | 0 3 | 0 6 | 0 9		D 7 1 2 | 0 3 | 0 6 | 0 9	
A. Male	26		L. 55 & over	36
B. Female	31		H. W-(N.H.)	31
C. 19 & under	36		I. B-(N.H.)	36
D. 20-21	41		J. Hispanic	41
E. 22-24	46		K. AI & AN	46
F. 45-54	51		L. A & P.I.	51

OMB Approval No. 44-R1695

U.S. DEPARTMENT OF LABOR • Employment and Training Administration

BUDGET INFORMATION SUMMARY

FOR REGIONAL OFFICE USE ONLY

	TRANS.	OPER.	SEQ.	CONTRACT KEY: Prog. Code	Reg.	St.	F.Y.	Proj. No.	Subj. Proj. No.	Comp. Code	Mod. No.	MOD. DATE: M M	D D	Y Y	Mod. Type
	G		0												
Col.	1	2	3	4 5	6	7 8	9 10	11 12 13 14 15	16 17 18	19 20	21 22 23	24 25	26 27	28 29	30

A. GRANTEE'S NAME AND ADDRESS

B. GRANT NUMBER

C. TYPE OF PROGRAM ("X" one)

- ☐ II - B,C
- ☐ II - D
- ☐ III .....
- ☐ IV .....
- ☐ VI
- ☐ VII
- ☐ Other .....

E. BUDGET SUMMARY COST CATEGORIES

a. GRANT PROGRAM FUNCTION OR ACTIVITY	ESTIMATED FEDERAL UNEXPENDED FUNDS: b. Total	c. YETP In-School	NEW OR REVISED FEDERAL BUDGET: d. Total	e. YETP In-School	f. TOTAL
1. Administration			G 2 26	35	
2. Allowances			35	44	
3. Wages			44	53	
4. Fringe Benefits			53	62	
5. Work Site Supervision			62	71	
6. Training			71	G 4 26	
7. Services			G 3 26	35	
8. Totals G 1	26	35	44	53	62

F. CUMULATIVE QUARTERLY PROJECTIONS OF OBLIGATIONS AND EXPENDITURES *(For Quarter Ending)*

	1 2 3 / 21 22 23 24 25	1 2 3 / 21 22 23 24 25	1 2 3 / 21 22 23 24 25	1 2 3 / 21 22 23 24 25
	1 2	0 3	0 6	0 9
1. Prime Sponsor Obligations	G 5 26	G 5 26	G 5 26	G 5 26
2. Total Projected Expenditures by Program	35	35	35	35
a. Classroom Training, Prime Sponsor	44	44	44	44
b. On-the-Job Training	53	53	53	53
c. (1) PSE - Non-Proj. *(Wages/Fringes)*	62	62	62	62
(2) PSE - Projects *(Wages/Fringes)*	71	71	71	71
(3) PSE - Training/Sys. *(for c(1) & (2))*	G 6 26	G 6 26	G 6 26	G 6 26
d. Work Experience	35	35	35	35
e. Services to Participants	44	44	44	44
f. Other Activities	53	53	53	53
g. Career Employment Experience	62	62	62	62
h. Transition Services	71	71	71	71
i. Vocational Exploration Program	G 7 26	G 7 26	G 7 26	G 7 26
j. Entitlement	35	35	35	35
3. Projected Expenditures of Non-Fed. Funds	44	44	44	44
4a. Upgrading	53	53	53	53
b. Retraining	62	62	62	62

ETA 5145 (Apr. 1979)

A-2

OMB No. 44-R165

U.S. DEPARTMENT OF LABOR • Employment and Training Administration

THIS FORM IS TO BE USED TEMPORARILY FOR MONTHLY REPORTING TO YOUTHWORK, INC.

YOUTH FINANCIAL STATUS REPORT

3. FEDERAL GRANT NUMBER

1. GRANTEE'S NAME AND ADDRESS

2. TYPE OF PROGRAM

☐ YETP
☐ YCCIP
☐ OTHER (Specify) .....

4. PROJECT PERIOD From To

5. REPORT PERIOD From To

6. STATUS OF FUNDS	Non-Federal Share of Program Outlays A	Total Federal Share of Program Outlays B	Federal Share of Unliquidated Oblig. C	Total Federal Share of Outlays and Unliquidated Obligations D	Total Federal Funds Authorized E	Percent of Plan Accomplished F
1. Career Employment Experience						
2. Transition Services						
3. Classroom Training						
4. On-the-Job Training						
5. Work Experience						
6. Services to Participants						
7. Other Activities						
8. TOTAL Grant Funds						
9. Other Federal Funds not in Grant						
10. GRAND TOTAL						

7. INDIRECT EXPENSE			A. Rate	B. Base	C. Total Amount	D. Federal Share
A. Type of Rate	Check one ➤ ☐ Provisional ☐ Predetermined ☐ Fixed ☐ Final					

B. SUMMARY FINANCIAL ACTIVITY	TOTAL	IN-SCHOOL	PROJECTION FOR COMING MONTH
A. Total Carry-in			
B. Accrued Expenditures (Annual Plan Period-to-Date)			
1. Administration			
2. Allowances			
3. Wages + Fringe Benefits			
4. Worksite Supervision			
5. Training			
6. Services			

CERTIFICATION: I CERTIFY that to the best of my knowledge and belief that this report is correct and complete and that all outlays and unpaid obligations are for the purposes set forth in the grant agreement.

NAME	TITLE	PHONE NO.	SIGNATURE	DATE SUBMITTED

C. PROJECTED DISTRIBUTION OF FUNDS FOR THE COMING MONTH

ETA 2235 (Oct. 1977)

1. CAREER EMPL. EXPERIENCE	2. TRANSITION SERVICES	6. SERVICES TO PARTICIPANTS	7. OTHER ACTIVITIES	8. TOTAL GRANT FUNDS	9. OTHER FEDERAL FUNDS (not In)	10. GRAND TOTAL

Subcontractor also certifies that the information in this subcontract is correct to the best of his/her knowledge and belief:

_____ _____

(Legal name of Subcontracting Organization)

_____

_____

(Address)

_____

(Signature of Authorized Representative)

_____ _____

(typed name and title of Authorized Representative) (date)

_____ _____

Youthwork, Inc. (date)
C. Benjamin Lattimore
Executive Director

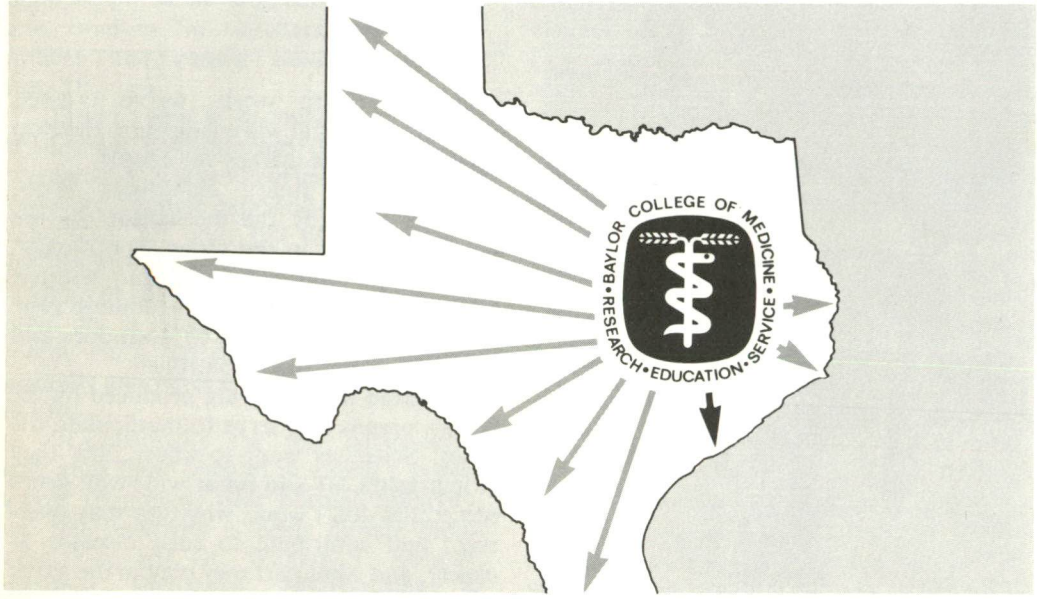
_____ _____

U.S. Department of Labor (date)

Vol. X, No. 9
October 1979

INSIDE BayLor MEDICINE

Baylor College of Medicine
Texas Medical Center, Houston, Texas



Family Practice Residents To Train In Victoria

"To serve the general area in and around Victoria, Texas."

This phrase, from the new affiliation agreement between Baylor College of Medicine and the Victoria Medical Education and Research Foundation, summarizes the purpose of a family practice training (four each year) who will be eligible for examination for board certification after completing the program.

The first year of the program will take place in Houston beginning July 1, 1980, explains Dr. Harold Brown, BCM assistant professor and head, Family Practice.

Genetic Disease Therapy Is Now One Step Closer

Another piece of the gene puzzle was put into place recently at Baylor College of Medicine to pave the way for gene replacement therapy and correction of single gene birth defects in the next 10 to 20 years.

Dr. Bert W. O'Malley, professor and chairman, Cell Biology, feels it is now a matter of logistics before gene replacement can be done in people to prevent some of more than 2,000 single cell genetic diseases such as cystic fibrosis, sickle cell anemia and muscular dystrophy.

Team members Drs. Savio Woo, research assistant professor, Eugene C. Lai, instructor, and Mary Riser, assistant professor, Cell Biology, along with O'Malley have successfully introduced the ovalbumin gene from chickens into living mouse cells where the chicken gene resumed its normal function of egg white production.

Although two other labs have also successfully transferred genes from one species into other living animal cells, this is the first time a natural gene has been integrated into host-cell DNA and has actually carried out its normal function, says O'Malley.

"The key is the protein synthesis," he Medicine.

"Successful function of genes introduced into other animal cells could prove useful in gene replacement therapy or in setting up protein factories for manufacturing needed hormones and vaccines during shortages," says Lai.

The laboratory success confirms some important information about how genetic messages are decoded and transcribed. Genes, the basic unit of heredity, are contained in DNA. DNA containing millions of genes is identical for every living cell but only specific genes are ever activated within certain cells.

Baylor research has shown that hormones are the triggering mechanisms for turning the genes off and on. Once activated, the genes give instructions for making certain essential proteins. The message is translated into substances known as precursor RNA and finally messenger RNA which then passes the message from the cell nucleus, where the genes are, to the cytoplasm, where the protein is made.

Last year O'Malley, Woo and Dr. Achilles Dugaiczyk, research assistant professor, Cell Biology, made a major

program being established by the two cooperating institutions.

BCM Chancellor and President Dr. Michael E. DeBakey and Dr. J. R. Sawyers, president of the foundation, have announced the agreement. The Victoria project in South Texas is modeled after the residency training program in Waco, which is a cooperative project of Baylor and the McLennan County Medical Education and Research Foundation. In this central Texas area, the number of doctors has increased from 15 to 55 (14 are family physicians) since the residency program's 1975 establishment. Ten of these new doctors are graduates of the Waco program. Dr. Christian N. Ramsey, director, Baylor Center for Medical Education, Waco, assisted in planning the program in Victoria.

The three-year Victoria program, directed by Sawyers, will accept 12 residents

Residents then move to Victoria for the final two years.

Training in Houston will be built around Baylor's Primary Affiliated Teaching Hospitals, including St. Luke's Episcopal Hospital where the Baylor Family Practice Center is located. First-year residents will rotate through pediatrics, surgery, emergency surgery, obstetrics, and selected subspecialties of internal medicine, as well as family practice.

Experience in Houston will be valuable, Sawyers believes, because of the clinical resources of Baylor and its primary teaching hospital affiliations—particularly emergency surgery training at Ben Taub General Hospital.

Residents will spend the final two years of the program in Victoria, where facilities include Citizens' Memorial Hospital and De Tar Hospital. Working with physician's

(Cont'd on Page 3)

emphasizes. "In other words, the mouse cells saw the chicken gene as similar to their own and allowed the gene to carry out its job of producing chicken protein."

This bit of genetic engineering was further explained by Lai, who introduced the gene into the mouse cells: "We linked the chicken gene with a gene of a fast growing virus, thymidine kinase, acting as a marker, then inserted it into the mouse cells, a technique developed by Dr. Richard Axel of Columbia University School of

breakthrough when they succeeded in isolating and cloning (reproducing) a single ovalbumin gene, affording the scientific world its first close-up look at a hormone-regulated gene and its coding mechanism, the set of instructions for building proteins.

What was unknown until that time, and what complicated the genetic picture considerably, was the discovery of another step in the gene decoding process. Instead

(Cont'd on Page 2)

BCM Trustee
Community Service Is Mease's Work

Quentin Mease has been active in community affairs for his entire life. He came to Houston thirty years ago and has been working in the Houston community ever since.

Mease served as executive director of the South Central YMCA in Houston for 26 years. He is now executive director of Human Enrichment of Life Programs, Inc. (HELP), a nonprofit corporation which provides services to state, federal, and local agencies and to local residents.

One of Mease's prime areas of interest has been in the health care field. He was a charter member of the Harris County Hospital District board of managers and now serves as chairman. He believes that the efforts of the district to provide good health care services to Harris County

(Cont'd on Page 4)



Mease

19 Students Receive Basic Science Honors

Nineteen students from the class just completing the basic science courses were honored at an awards reception Sept. 11. This is the fifth year the Student Promotions and Academic Achievement Committee has presented the awards to outstanding students in the basic sciences.

Dr. Robert J. Luchi, professor, Medicine, and chairman of the promotions committee, addressed the honorees. "I believe it is important to recognize the accomplishments you have made in basic science studies. Your discipline and determination have put you in the top 11 percent of your class. This is a signal achievement for which you are to be congratulated."

The students were presented a certificate of recognition by Luchi and Dr. Claire Huckins, assistant dean. Huckins remarked that she was pleased to see the number of women in the group receiving honors. "It well exceeds the percentage of women students in the class." Women who received honors recognition represented 42 percent of the recipients while 22 percent of the entire class are women.

Dr. Major W. Bradshaw, associate dean, presided at the ceremony. Jack A. O'Wesne II, director of student affairs, and Betty Williamson, registrar, represented the Office of Student Affairs.



Luchi, Huckins, and Paranay

Those receiving awards were Robert L. Atmar, Elizabeth M. Bretton, Jane E. Corboy, Janet L. Davis, Stanley K. Graham-Davis, Susan A. Horowitz, Laura K. Keith, Mark W. Kline, Gifford W. Lorenz, John H. MacFarlane, Stephen L. Miller, Irene L. Mitchell, Gregory L. Paranay, Lisa G. Sanders, Susan F. Schutzman, Scott J. Sherman, Steven C. Sheskier, Edwin M. Stone, and Robert L. Taylor.

Conference Outlines Ways To Reach Mexican Americans

Recommendations for communicating information about health to minority audiences nationwide were outlined at a September conference, "Communicating with Mexican Americans: Por Su Buena Salud (For Their Good Health)," sponsored by Baylor College of Medicine.

Ninety-six participants, with backgrounds in business, health care, education, and communications, met at the Sept. 13-14 conference, which was cosponsored by the BCM National Heart and Blood Vessel Research and Demonstration Center (NRDC), National High Blood Pressure Education Program (NHBPEP), and National Heart, Lung and Blood Institute (NHLBI), held at Houston's Shamrock Hilton Hotel.

The recommendations to NHBPEP were developed during workshop sessions in which the participants examined a case study to design a model program for communicating health information to Mexican Americans using the mass media, other means of written, spoken and visual communication, and personal contact. Clifford Richmond, minority specialist, NHBPEP, said the recommendations will be used in creating programs geared to educating minority audiences about hypertension. Annie Collins, coordinator of community development, Health Education Branch, NHLBI, expressed her organization's commitment to incorporating the recommendations in its health education programs. The recommendations will be compiled and published in a formal report of the conference for use by the sponsor-

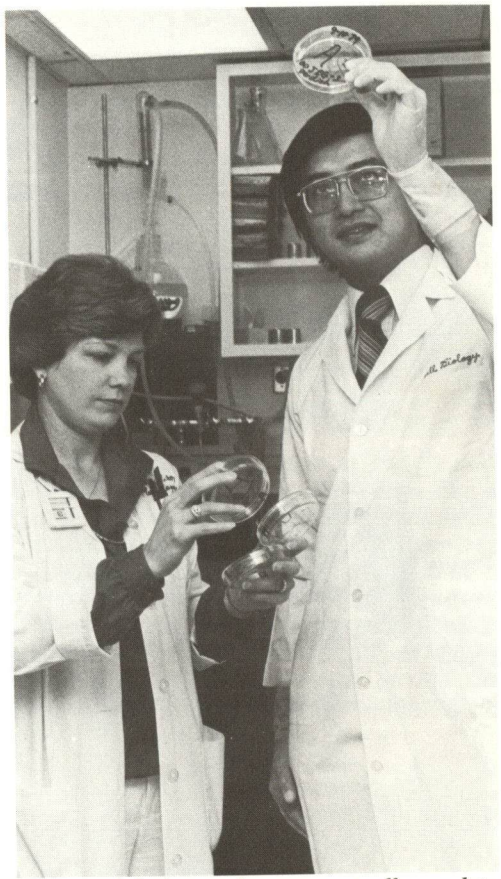
Southern California at Los Angeles, were also keynote speakers. Chavira suggested that researchers improve the effectiveness of their communications programs by spending more time on the determination of the health values and perceptions of the Mexican American community. He added that less emphasis should be placed on selecting the medium (such as film, slide/tape, or brochure) used to communicate a given message and more emphasis placed on preparing the message in the language or dialect of the target audience, rather than in the jargon of the health educator.

Gutierrez explained that the use of the mass media is an important vehicle to spread information on health, but that mass media campaigns by themselves have difficulty in changing people's attitudes or behavior. He said the campaigns have a better chance of success in changing behavior if they include interpersonal contacts, such as answering questions and offering additional information at a clinic, a shopping center, or a school. Tests should be given to a sample of the target audience before the campaign and similar tests should be conducted during and after the campaign to determine whether the message is effectively meeting its goals of increasing awareness of the health problem and producing a change in attitude and behavior, suggested Gutierrez.

Dr. Antonio M. Gotto, professor and chairman, BCM Department of Medicine, NRDC scientific director, and Dr. Mario E. Ramirez, president, Texas Medical Association (TMA), addressed the Sept. 14

. . .Genetic

(Cont'd from Page 1)



Riser and Lai examine mouse cells used to study genetic components.

of the long, continuous strands of coding material they expected to find, researchers found the threads broken by seven intervening sequences. A "processing" enzyme was needed to provide the seven steps essential for splicing the threads back together so that the gene's message could be interpreted, converted to biologically active messenger RNA, and the instructions carried out.

"Seeing the chicken gene function normally in the mouse cells told us that this

Friends Sponsor Series

The Friends of Baylor College of Medicine will present the first of a four-part seminar series entitled "The Quality of Life—It's Up To You" on Thursday, November 28 at the Houston Country Club with Dr. Bert W. O'Malley and his colleagues discussing in greater detail the future of genetic engineering.

getting them to work, we've crossed another bridge that will enable us to develop gene replacement therapy for people.

"Another step," elaborates Woo, "will be to study the mechanism of the hormone action in the genes. Specifically, we want to grow cells with and without hormones and see how the ovalbumin gene in mouse cells is affected by hormones and how gene expression is controlled."

Steroid hormones are produced by the body's organs and serve to manipulate the genes. Scientists want to know how they switch genes off and on at will, why genes sometimes don't work, why they may overreact and contribute to such diseases as cancer, and what part they play in the aging process. An understanding of how the steroid hormones operate on the genes could lead, for instance, to the development of the ideal contraceptive which would act directly on the ovaries rather than on the brain, which affects the entire body.

Gene replacement, O'Malley predicts, will allow a defective gene to be replaced by a synthetic "good" gene. The replacement gene will be cultured in cells outside the body and then grafted to an organ inside the person or introduced directly into the bloodstream where it will be carried into the living cells. But first, stresses O'Malley, scientists must be sure that the synthetic

ing organizations.

"The knowledge the participants had in so many different areas and the excellent keynote addresses and research presentations helped make the conference successful," said Amelie G. Ramirez, conference chairman and assistant director of NRDC's Communications Core. The topics of presentations ranged from "Preparing Anglo Health Workers to Serve a Mexican American Community" to "A Study of Alternative Methods of Presenting Bilingual Health Education."

Leonel J. Castillo, former commissioner of the Immigration and Naturalization Service of the Department of Justice, gave the opening address. He described the extensive use of folk medicine by Mexican Americans and the importance of incorporating the services of folk healers, such as "curanderos," in community health care systems. Since a language barrier still exists in many areas, he called for an increase in Spanish-speaking medical personnel to improve the Mexican American patient's understanding of health problems and treatments.

Dr. Juan Antonio Chavira of the Department of Family Practice, University of Texas Health Science Center at San Antonio, and Dr. Felix Gutierrez, a journalism faculty member of the University of

luncheon. Gotto described BCM's and NRDC's commitment to providing medical care at the clinical level to Mexican Americans, particularly in the detection and treatment of hypertension. Ramirez, who has established health education as the top priority of TMA, called for the recruitment of additional Mexican Americans into all health fields. He stressed that improved health education has to be promoted in all sectors of the community, including on the job, in the home and at school.

"This is the first national conference sponsored by the National Heart Center at Baylor," said Frank J. Weaver, conference co-chairman, director, BCM Office of Public Affairs and NRDC Communications Core. "The fact that it addresses the importance of tailoring health information to meet the specific needs of Mexican Americans underscores our commitment to reaching the nation's fastest growing minority. We're very pleased with the recommendations given to NHBPEP and we plan to be heavily involved in their implementation."

A reception was held on Sept. 13 for the participants through the generosity of Ninfas Restaurants of Houston, which donated the refreshments, and Fannin Bank of Houston, which made available its penthouse dining room. —*Thomas J. Moore*

enzyme process is present in other animal cells and that it does indeed decode and translate genetic material," says Woo. "In putting genes back into animal cells and

gene functions perfectly and that all the steps in the procedure are harmless. This will probably require at least a decade of intensive research. —*Kaylen Hall Fry*

DeBakey And Helen Hayes To Head Film Festival

Dr. Michael E. DeBakey, BCM chancellor and president, and actress Helen Hayes will serve as co-chairpersons for the third biennial John Muir Medical Film Festival. This festival, the only one of its kind in the United States, recognizes outstanding medical films.

The festival, founded in 1976, is sponsored by the John Muir Memorial Hospital in Walnut Creek, California.

Medical films are reviewed and awarded prizes in various categories. Films are judged on their instructional, artistic, ethical, and entertainment values by a team of physicians, nurses, educators, and members of the film industry. Dr. Frederick I. Gottlieb, a John Muir Hospital ophthalmologist, is founder-director of the festival.

The Trustees' Award is given for the best overall film of the festival. Previous winners have been the National Geographic's *Man: The Incredible Machine* in 1976 and *Get It Together* in 1978. *Man: The Incredible Machine* was aired on national public television and became the highest rated program in PBS history. *Get It Together* is the story of Jeff Minnebraker, a paraplegic who was the model for actor Jon Voigt's Academy Award-winning performance in *Coming Home.*

The festival will create a national archive for medical films to serve as a resource for medical students, hospitals, community health education programs, and the general public.

IN MEMORIAM

1920s

Dr. Thomas E. Strain (BCM '25), Shreveport, La., former director of the Willis Knighton Memorial Hospital, past president of the Louisiana Pediatric Society, and founder of Shreveport's Strain Clinic.

1930s

Dr. George A. Denison (BCM '30), Homewood, Ala.

Dr. Jesse Benton Williams (BCM '33), retired family physician, native and lifelong resident of Seguin, Tex. Williams was a past president of the Guadalupe County Medical Society.

1960s

Dr. Ronnie R. Ray (BCM '60), Springfield, Va. ophthalmologist.

Faculty

Dr. Adam Napoleon Boyd, BCM clinical assistant professor, Surgery, from 1943-69. Boyd was a past president of The Methodist Hospital staff and was plant physician for Goodyear Rubber Company for 35 years.

Dr. Goldie Ham, clinical associate professor emeritus, Obstetrics & Gynecology. Ham began practice in 1926 as one of only three women physicians in Houston. The Foundation for Children, Inc. named her Houstonian of the Year in 1978.

Dr. Abbe A. Ledbetter, clinical associate professor, Medicine, former chief of medicine at Memorial Baptist Hospital and president-elect of the Ninth District Medical Society.

Immune-Deficient David Is A Healthy Eight-Year-Old

An eighth birthday party and some "Star Wars" toys were being readied at home for David, the now 4'1" tall, 50-pound youngster who has spent his life in a sterile environment, as Baylor College of Medicine physicians discussed the case at a news briefing for reporters and photographers just before David's birthday, Sept. 21.

David, who is probably the world's best-known medical case due to intense international interest, suffers from severe combined immune deficiency (SCID) which means that his body has no resistance to sickness-bearing germs of any sort. In lieu of this, he has been protected from the world by a three-room plastic isolation system which has enabled him to develop normally and never experience a sick day in his life.

"Occasionally the few lymphocytes (cells that fight disease) in David's system appear to possess near normal reactivity, and this reactivity is being closely monitored," reports Dr. William T. Shearer, professor, Pediatrics, Microbiology & Immunology, and David's attending physician. "The keys to watch are quantity and quality. In numbers, David's lymphocytes are 15 to 20 percent of normal. If this lymphocyte level does go up, physicians consulting on the case will want to determine how effective it is in resisting disease."

David now alternates spending four weeks at home with his mother, father and older sister and two weeks at Baylor-affiliated Texas Children's Hospital (TCH) in identical isolators.

"Despite his handicap, David's social skills have blossomed," says Dr. Murdina Desmond, professor, Pediatrics, and director of the Meyer Center for Pediatric Development at TCH. "He enjoys and relates beautifully to other children since enrolling in school."

A homebound teacher tutors David and his second-grade classroom teacher visits twice a day while he is at home to keep him abreast of class activities. Classmates also visit David. He'll soon be listening to classroom talks on language, reading and science as well as participating in discussions via a two-way telephone hookup between the school and home or hospital.

His nurse, Donna Aldridge, reports David is being given as much control over his environment as possible. Small rubber gloves fitted into the sides of the isolator allowing him to reach outside, a small transport bubble for moving about, a second mobile isolation garment (space suit) being readied for next year by NASA—all are designed to broaden and enrich his life experiences.

One gift that particularly delighted David recently was some guppies from Mary Murphy, instructor, Pediatrics, a psychologist on the developmental team who has been working with David for over five years. "Guess what? The girl fish had babies!" he related to her very excitedly one morning. These fish are helping to teach David such concepts as oceans, rivers and the sports of fishing and swimming. Models of buildings, trees and landscapes that David participates in making are also used to expand his field of visual perception, Murphy reports.



A second grade teacher using rubber gloves mounted into the sides of the plastic isolator helps David practice handwriting.

Although possible treatments exist for this rare, usually inherited disorder that has affected less than 100 known people, none are considered appropriate for David because of their great risk factor and in some instances, an unproven record of safety and efficacy.

Non-sibling bone marrow, fetal thymus and fetal liver transplants, known to offer some immune reconstitution, all offer only about one-third chance of survival after six months. Thymic explants are still in the experimental stage and there is cause to be concerned over side effects. It is possible that purification of a hormone, such as thymic hormone, could stimulate his immune defenses. Several groups around the world are working on this treatment.

Although these therapies have been tried with other children who were seriously ill and not expected to live, David is unique in that he is healthy and thriving. Treatment for him poses a risk to health and life. "We must be reasonably sure that if he is treated, there is a good chance of recovery and survival," emphasizes Shearer. "David is not an experiment."

David, meanwhile, understands why he is in the bubble, he knows it is his life support system and he protects it, says Aldridge. *—Kaylen Hall Fry*

. . .Residents

(Cont'd from Page 1)

CLASS

Nuclear Medicine Program Graduates Technologists

assistants will be built into the residency.

"Ours are the only residents here," Sawyer says, "so they will have very special attention. They're going to get a good picture of medical practice in small towns—exactly the type of practice this program is all about. We're excited about the prospects."

In the case of the Victoria program, it is the state of Texas that benefits. "Baylor is translating into practice its words of commitment to the state—to train family doctors, especially for less populated areas where the need is greatest," notes Dr. Fred M. Taylor, special assistant to the BCM executive vice-president and dean.

"The Victoria program is going to be an unqualified success," says Brown, "because of the people of Victoria. From Dr. Sawyers, the program director, to the physicians of the Victoria County Medical Society to the lay leadership of the city, we've seen the enthusiasm that ensures success."

In Brown's opinion, "A good family doctor has got to be a part of the community. What better setting could there be to train young physicians than in a supportive community like Victoria."

With a population of about 75,000 people, Victoria has an economy based on oil, manufacturing, and agriculture. It is within a couple hours drive from Houston, San Antonio or Corpus Christi. The Victoria Medical Education and Research Foundation, like its predecessor in McLennan County, is a nonprofit operation created by the local medical society to own and operate the family practice project.

Sawyers, a 1948 Tulane University School of Medicine graduate who has practiced in Victoria for the past 10 years, says a particularly exciting project of the foundation is the building of a new family practice center, which should be underway by July 1980.

Baylor programs in continuing education for the practicing physician are already offered in Victoria. Rotations for physician's assistant students are also located there.

ALUMNI NOTES

1920s

Dr. Philip A. Carpenter (BCM'29), chairman of the board of directors of Wichita General Hospital, Wichita Falls, Tex., was presented the Founders' Award of the Texas Association of Hospital Governing Boards for leadership and distinguished contributions to health care in Texas. Carpenter will soon complete 50 years of service as a general practitioner in Burkburnett, Tex.

1930s

Dr. Thurman A. Kinder (BCM'30) has been honored with the establishment of "Dr. Thurman Kinder Day" in Brownsville, Tex. for his 48 years of service to that community.

Dr. Frank S. Griffin Jr. (BCM '35), Liberty, Tex. general practitioner for over 40 years until recent retirement, has been appointed chairman of the board of Yettie Kersting Hospital in Liberty.

1960s

Dr. Scott M. Grundy (BCM '60) has been named a Distinguished Alumnus for 1979 at Texas Tech University. Grundy is chief of the metabolic section of the VA Hospital, San Diego, and is professor of medicine in residence to the University of California at San Diego.

Dr. Edwin R. Buster III (BCM '62), Austin, Tex. neurosurgeon, is president-elect of the Texas Association of Neurological Surgeons. He is a past vice-president of the association and currently serves on its board of directors.

Dr. Grover C. Bagby (BCM '68), assistant professor of medicine in the University of Oregon Health Sciences Center School of Medicine, has been appointed director of the Osgood Memorial Leukemia Center and Laboratory there.

Five men and women recently graduated from the Baylor College of Medicine Nuclear Medicine Technology Program, which is one of just two in Texas accredited by the American Medical Association.

The program is a joint project of Baylor, the University of Houston, and Houston Baptist University. Graduates of the program have completed a one-year clinical training program at Baylor and at least three years of college study in the biological or physical sciences.

To be accepted into the Baylor program, University of Houston and Houston Baptist students must have 90 semester hours or more of credit towards an undergraduate degree in a biological science. The 12 months of study at Baylor completes these students' baccalaureate degree requirements. Other students in the BCM program enroll after receiving undergraduate degrees in the biological or physical sciences from other institutions, explains Dr. Paul Murphy, assistant professor, Radiology (Nuclear Medicine), and educational coordinator for the program.

The Baylor program is directed by Dr. John A. Burdine, professor, Radiology, and chief of the nuclear medicine section of the Department of Radiology. Dr. Linda Monroe, assistant professor, Radiology (Nuclear Medicine), serves as assistant educational coordinator for the program.

The BCM Nuclear Medicine Technology Program was the first of its kind in Texas. It was started in 1975 because the nuclear medicine section was unable to find an adequate number of well-trained technologists at the baccalaureate level either locally or nationally. Since nuclear medicine is a relatively new specialty, most technologists were being trained on the job rather than in a classroom, Murphy explains.

In the past four years, laboratory facilities for Baylor's program have grown considerably. Baylor now accepts 10 students per class; future plans call for raising that number to 15. Nine students are enrolled in the 1979-80 class.

Graduates of the BCM Nuclear Medicine Technology Program are trained to assist nuclear medicine physicians in the laboratory. "They are involved fully in the entire operation, working directly with the patient, and running sophisticated electronic equipment and computer processing of the patient images and other data," Murphy says.

Nuclear medicine is an interdisciplinary field, and technologists need backgrounds in mathematics and electronics, as well as in the physical, chemical, and biological sciences. The Baylor program gives students the "ideal training environment," according to Murphy, since it combines courses in these areas with a wide spectrum of clinical experience under the direction of trained technologists in the nuclear medicine facilities at Ben Taub General, St. Luke's Episcopal, and Texas Children's hospitals.

After completing the program and receiving their certificates from Baylor, graduates are qualified to take any or all of three registry examinations given by the national certifying organizations: The Nuclear Medicine Technology Certifying Board, The American Registry of Radiologic Technologists, and The American Society of Clinical Pathologists.

From his experience with previous classes, Murphy has found that graduates have not had difficulties in finding jobs, and that many positions are open for trained nuclear medicine technologists in Houston and across the country.

In the graduation exercises held Aug. 30, Dr. Robert E. Roush, director, BCM Center for Allied Health Manpower Development, urged the graduates to "think of the patient first. Put yourself in the patient's place. In other words, practice the 'Golden Rule.'

"The name of the game is human need; this is something to keep in mind always," Roush added.

The newest graduates of the BCM Nuclear Medicine Technology Program are Tony Chin, Linda Kopp, Eric Ladwig, Conchita Morales, and Grace Winata Epperson.

BAYLOR BRIEFS

Association Elects von Noorden

The Association for Research in Vision and Ophthalmology, the largest international organization of clinical and basic science investigators in vision research, has elected Dr. Gunter K. von Noorden, professor, Ophthalmology, the association's president for 1980.

Fredericks Is Distinguished Alumnus

Dr. Simon Fredericks, clinical professor, Plastic Surgery, was selected as one of the 1979 recipients of the University of Chicago's Distinguished Alumnus Award. Fredericks is founder and past president of the American Society of Aesthetic Plastic Surgery and past secretary-general of the International Society of Aesthetic Plastic Surgery.

Pinnell Is Workshop Co-chairman

Linda Pinnell, senior administrative assistant, Baylor Animal Program, was for the fourth successive year co-chairman of the workshop on cost accounting and rate setting for animal facilities at the national meeting of the American Association for Laboratory Animal Science in August in Atlanta.

BCM At Harvard

Dr. William T. Butler, BCM executive vice-president and dean, graduated from Harvard Business School's Advanced Management Program for senior executives. Frank J. Weaver, director, Public Affairs, attended the program in health policy planning and regulation sponsored by the Harvard School of Public Health.

Public Affairs Elections

Jeneanne Lawson, director of development projects, has been elected president of the Mental Health Association of Houston and Harris County and is one of two cited by the organization as an outstanding volunteer.

Amelie G. Ramirez, assistant director of public affairs for health education, has been elected secretary of the Texas chapter of the Society for Public Health Education.

Diana J. Stevens, public affairs specialist, was installed as 1979-80 president of the Houston Area Health Public Relations Society.

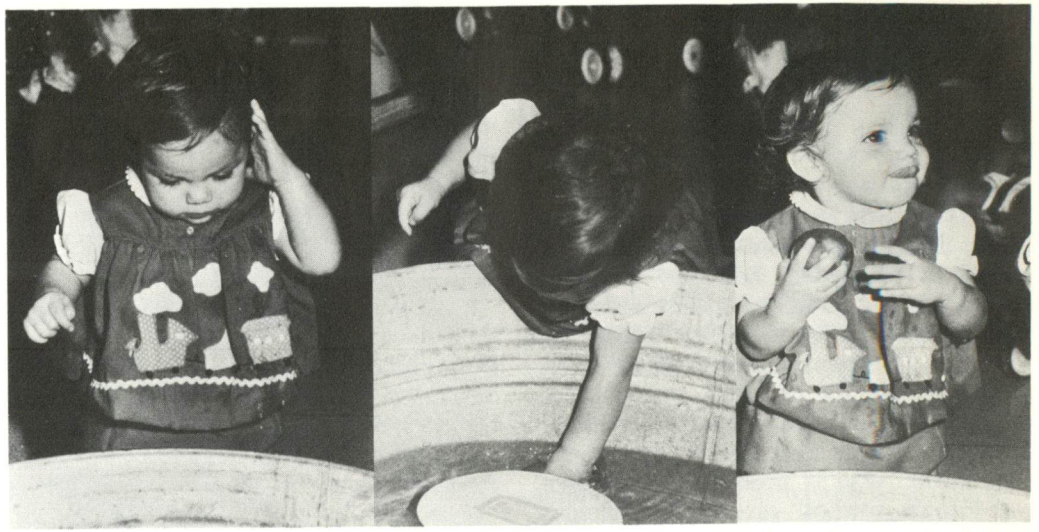
Research Award To Clark

Dr. James H. Clark, professor, Cell Biology, has received the 1979 Research Award of the Society for the Study of Reproduction presented annually by the society to an active, regular member for outstanding research published over the past six years. Clark was honored for his contributions to the understanding of the regulation of uterine growth and the mechanism of steroid hormone action.

Roush Named To Committees

Dr. Robert E. Roush, director, Center for Allied Health Manpower Development, has been appointed to the Manpower Subcommittee of the Health Plan Development Committee for the Houston-Galveston Area Council's Health Systems Agency. Roush has also been named to serve on the Health Professionals Advisory Committee of the Metropolitan Houston Chapter March of Dimes.

Fahlberg Vice-President



"This bobbing for apples is child's play," says this participant from last year's Baylor Housestaff Wives Halloween party. This year's annual event is set for Oct. 28 for housestaff and their families. Other coming activities include a plant and bake sale on Oct. 18, a tasting luncheon on Nov. 10, and a Valentine's Day bake sale Feb. 14. These will be held in Rayzor Lounge and are open to the public. The club is made up of wives and women physicians of the Baylor housestaff. In addition to monthly meetings, the group sponsors parties and dances for its members, as well as special interest groups that include bridge, tennis, and child development. Officers for 1979-80 are Kay Cohle, president; Janet Lionberger, first vice-president; Susan Crouch, second vice-president; Robin Reardon, recording secretary; Mary Lide, corresponding secretary; Debbie Latson, membership secretary; and Mary Lee Dichtel, treasurer. Photos by Delton Self

. . .Mease

(Cont'd from Page 1)

citizens have been effective. "Improved patient care is the end result we seek with the district," he said.

"We now have a nationally acclaimed emergency center at Ben Taub and have just recently opened the modern new maternity wing at Jeff Davis. Our community health centers are one of the most innovative concepts in our public hospital system."

Mease has been on the BCM board of trustees for two years and feels Baylor's role with the hospital district is that of "partners in the health care process.

"One of the most important facets in

the Botanical Society is doing at Arboretum with garden and nature trails is fascinating. Their educational programs for young people contribute to community appreciation of nature."

Mease has served on the Alley Theatre board since 1967. "The Alley is a real contribution to the artistic and cultural life of Houston," he said. "Its national, even international, reputation as an outstanding repertory group has advanced Houston's standing with large firms who think about locating here."

Mease is still involved with the YMCA, "mostly in a fund-raising capacity. I still serve on their board and work closely with

Dr. James E. Harrell, professor and chairman, Radiology, took the three-week course for chiefs of clinical services also held by the Harvard School of Public Health.

Dr. Willson J. Fahlberg, associate professor, Microbiology & Immunology, has been elected health care administration vice-president of the Association for the Advancement of Medical Instrumentation.

FACULTY APPOINTMENTS

Full-time Faculty Appointments

J. Hector Bacaling, MD, instructor, Anesthesiology; Timothy L. Bayer, MD, assistant professor, Psychiatry; M. G. Kim Bloom Jr., MD, assistant professor, Medicine; James Blosser, PhD, assistant professor, Neurology; Robert J. Carpenter, MD, Assistant Professor, Obstetrics & Gynecology; Debra Jones Clay, MLS, Instructor, HAM-TMC Library; Liam Noel Daly, MD, assistant professor, Psychiatry; Ray Charles Davis, MD, assistant professor, Psychiatry; John A. Farmer, MD, instructor, Medicine; Emil Garnil, MD, assistant professor, Radiology; Arthur Garson, MD, assistant professor, Pediatrics; Winifred A. Gorman, MD, assistant professor, Pediatrics; Mary Victoria Gresik, MD, assistant professor, Pathology; Deborah Hayes, PhD, assistant professor, Otorhinolaryngology & Communicative Sciences; Margo Ann Hilliard, MD, assistant professor, Community Medicine, Pediatrics.

Lynn P. Hoffman, MD, instructor, Obstetrics & Gynecology; Bernard Kerdelhue, PhD, visiting professor, Cell Biology; James M. Killian, MD, clinical associate professor, Neurology; Eugene C. H. Lai, PhD, instructor, Cell Biology; Yen-Chiu Lin, PhD, instructor, Medicine; Stuart A. Linde, MD, assistant professor, Anesthesiology; Kanji Nakatsu, PhD, visiting assistant professor, Lipid Research; Roland C. K. Ng, MD, instructor, Medicine; F. Don Parsa, MD, instructor, Plastic Surgery; Laurens R. Pickard, MD, instructor, Surgery; Ake Pousette, MD, adjunct assistant professor, Cell Biology; Peter Robie, MD, instructor, Community Medicine.

David E. Roll, PhD, visiting assistant professor, Pharmacology; Bernard Saltzberg, PhD, adjunct professor, Neurology; Patricia Carol Sandiford, MD, instructor, Community Medicine; David W. Scott, PhD, adjunct assistant professor, Community Medicine, Medicine; Joseph G. Sinkovics, MD, visiting professor, Virology & Epidemiology; Gary Allen Sobel, DO, instructor, Community Medicine; Rita Lynn Stanley, PhD, instructor, Obstetrics & Gynecology; Charlotte A. Tate, PhD, instructor, Medicine; Allan Waggoner, research instructor, Medicine; Abdul K. Yassin, PhD, visiting professor, Medicine; James B. Young, MD, instructor, Medicine; Nadim Zacca, MD, instructor, Medicine.

the improvement of health care for the indigent population of Harris County has been the quality of medicine practiced by Baylor physicians. The relationship between Baylor and the hospital district is really a partnership in that one needs the other." Baylor physicians staff the hospitals and the community health centers while forty-two percent of Baylor's residents are training in district facilities.

Mease sees maintaining the present standard of health care with the rapid growth of Houston and Harris County a challenge. "Careful planning is needed for proper health care distribution. The public is becoming more concerned and knowledgeable about health care and we are faced with a great challenge." Mease sees the role of the public hospital becoming even more important as the cost of health care rises. "Public facilities will fill in the gap between private hospitals and individual insurance payments."

Mease has worked not only to improve the health of the community, but the overall quality of life. His organization, HELP, works with residents in the community to provide housing, employment, and counseling. "We also provide space for several federal agencies who work with the people in this community," he said.

Mease's public service has been diverse. He has served as a board member of Texas Medical Center, Inc., the Star of Hope Mission, the Alley Theatre, and the Houston Botanical Society. "I think what them."

He also has been active in service organizations such as the Rotary Club, whose "Fresh Start" committee he has most recently worked with. This Rotary Club group helps inmates at the Texas Department of Corrections Central Unit in Sugarland adjust to society upon their release. "This is a very valuable service to these people. We go there and counsel with them and find ways we can help them make the adjustment of returning to society."

Mease is particularly proud of his membership in some organizations because they are the ones he helped create. Using his skills in "organizing people into permanent groups for certain objectives or goals," he became a charter board member with the Eliza Johnson Center for the Aging when he moved to Houston in 1949. He helped establish the Houston Community Forum (now Houston Council on Human Relations) and the Houston Area Urban League. "I felt a need for organizations like this to get the people in the community to work with some of the problems that existed."

Mease was a founding member of the Houston Business and Professional Men's Club. He served several years as executive secretary and was awarded the Community Service Award from that organization in 1975 and 1977.

"It is rewarding to start with a group from the beginning and watch it evolve into a major organization in the city," he said.

Mease's efforts have been noted in many ways, including his 1975 Distinguished Texan Award from the state legislature and his 1975 Distinguished Citizen's Award from the Houston Chamber of Commerce. He also received the Silver Jubilee Award from George Williams College in 1966 and the Volunteer Activist Award from the National Center for Voluntary Action in 1976.

"Quentin Mease is a valuable ally in our efforts to provide health care to the community," said Dr. Michael E. DeBakey, BCM chancellor and president. "He is a tribute to the community and to our board."

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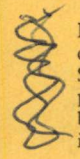
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Transportation

The Center can make necessary arrangements for transportation within the Denton community, but the referral source is responsible for arranging the person's arrival and departure transportation.

Referral Procedure

Professionals interested in referring individuals to this program will be sent a referral packet which must be completed and returned to the Center for Rehabilitation Studies. An admission date will be assigned after an admission conference.

Inquiries concerning this program, dates of the next offering, requests for referral packets and information on related services can be addressed to:

Chris S. Graham, Assistant Director
Vocational Rehabilitation Center
Center for Rehabilitation Studies
North Texas State University
P.O. Box 13438, NT Station
Denton, Texas 76203
Telephone No.: (817) 788-2139

Title VI of the Civil Rights Act of 1964 states: "No person in the United States shall, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefits of or be subject to discrimination under any program of activity receiving federal financial assistance."

Any person having reason to believe that he or she is being or has been discriminated against has the right to make his appeal known to the director of this facility or directly to the Department of Health, Education and Welfare.

Vocational Rehabilitation Center
Center for Rehabilitation Studies
North Texas State University
Oak Street Hall
P.O. Box 13438, NT Station
Denton, Texas 76203

Center
for Rehabilitation Studies

Personal and Social Adjustment

Vocational
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Center

North Texas
State University

Personal and Social Adjustment

Many persons who have a realistic vocational goal find that they are unable to maintain employment due to deficiencies in coping and problem-solving skills, daily living skills, or other personal, social, and community adjustment competencies. Personal and Social Adjustment training is designed to provide instruction and assistance for these persons in acquiring personal habits, attitudes and values, and social interaction skills that will enable them to function independently and to become and remain gainfully employed.

Program Objectives

The objectives of the program are:

1. To identify the personal/social adjustment strengths and needs of each participant as these relate to the individual's vocational functioning.
2. To develop an individual plan for each person aimed at his/her strengths and needs.
3. To administer individualized personal/social adjustment training programs, providing each participant with constructive insight and skills for improving their employability.
4. To monitor participant progress.
5. To provide continuous feedback to client/sponsor during all phases of the training program.
6. To follow-up the participant to ascertain training and program effectiveness.

Eligibility for Program

The program is open to all handicapped individuals including the most severely disabled, however all individuals must meet the following criteria to be considered for the Personal and Social Adjustment Program:

1. Age 16 and over
2. Able to provide their own transportation, if possible
3. Capable of expressing their own thoughts verbally and able to comprehend oral instructions and concepts
4. Sufficient physical mobility to attend class regularly and to take field trips to various community sites with minimal assistance
5. Able to attend class at arranged times
6. Able to describe a clearly defined vocational goal for themselves
7. Must be free of communicable diseases

The Staff

Primary responsibility for supervision of the Personal and Social Adjustment Program belongs to the full-time Program Coordinator, with the assistance of two part-time aides. Some of the instruction is provided, with close supervision, by graduate and advanced undergraduate students in Rehabilitation Client Services in the Rehabilitation program at NTSU. Two regular members of the faculty and staff of the Center for Rehabilitation Studies also provide professional advice and direction to the program.

Fees

Fees for personal and social adjustment training will be charged in accordance with those set by the Texas Rehabilitation Commission standards noted in the state plan for rehabilitation facilities.

Program Content

Both group and individual learning experiences based upon individualized training plans developed with each participant will be provided by qualified personnel in the following skill areas (as well as other areas, as needed):

1. Job Survival Skills - Looking for a job, applying for a job, interviewing for a job, holding a job, etc.
2. Self-Awareness and Goal-Setting Skills - Gaining and utilizing information about one's own strengths and limitations to set realizable vocational and related goals.
3. Interpersonal Skills - Getting along with others, on and off the job.
4. Independent and Community Living Skills - Money management and budgeting, use of community resources, self-care, grooming and hygiene, nutrition, use of recreation and leisure time, etc.

Time and Place

The program consists of two, 2½ hr. sessions each week for a total of 12 weeks. Training sessions are held at the Vocational Rehabilitation Center, Oak Street Hall, at the corner of Oak and Ponder Streets on the NTSU campus.

State of Texas
OFFICE OF THE SECRETARY OF STATE
Capitol Station, Austin, Texas 78711

February 13, 1978

FEB 21 1978

Steven C. Oaks
Secretary of State

DONALD A. THIEL
609 FANNIN, SUITE 717
HOUSTON, TX 77002

Thank you for your remittance of $ 6.00 in payment of the enclosed certified copy of the amendment for COALITION FOR BARRIER FREE LIVING.

If we may be of assistance at any time, please advise.

Sincerely yours,

STEVEN C. OAKS
Secretary of State

By Patricia Cantrell
Patricia Cantrell
Certifying Clerk

PLEASE RETURN A COPY OF THIS LETTER WITH YOUR REMITTANCE.

DAC

Amendment to Articles of Incorporation

COALITION FOR BARRIER FREE LIVING

Previous Article One

NAME

The name of the organization shall be Coalition for Barrier Free Living, also referred to as CBFL, a non-profit organization.

Amended Article One

The name of the corporation shall be Coalition for Barrier Free Living, also referred to as CBFL, a non-profit corporation.

Previous Article Two

PURPOSE

Section One

The purpose of the CBFL shall be to minimize the barriers that obstruct handicapped individuals from achieving the equality of opportunity and respect due every human being.

Section Two

A handicapped individual is one who is or has been a consumer of rehabilitation services as defined by the rehabilitation Act of 1973.

Amended Article Two

Section One

The purpose of this corporation is exclusively for educational and scientific purposes, including for such purposes the making of distributions to organizations that qualify as exempt organizations under Section 501 (c) (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).

Section Two

Specifically the Coalition for Barrier Free Living is organized to carry out educational activities of the general public by which the general public may become aware of the means to minimize the barriers that obstruct handicapped individuals from achieving the quality of opportunity and respect due every human being.

Section Three

A handicapped individual is any person who has a physical or mental impairment which substantially limits one or more of such person's major life activities or has a record of such impairment or is regarded as having such an impairment.

Previous Article Four

Section One

An active member is one who is or has been a consumer of rehabilitation services, has participated in at least one of the last four general assembly meetings, and has paid annual dues of $5.00 for the current fiscal year of the CBFL.

Section Two

An associate member is one whose primary purpose is or has been to provide service to the handicapped population, and has paid annual dues of $5.00 for the current CBFL fiscal year.

Section Three

An inactive member is one who has defaulted on requirements for any other type of membership.

Section Four

An honorary member is one who has rendered exceptional service to the purpose of the CBFL.

Section Five

Only active members may vote and hold elective office.

Section Six

Each active member shall exercise the right of one vote.

Amended Article Four

MEMBERSHIP

Section One

An active member is one who is a handicapped person, as defined in Section 3 of Article 2, has participated in at least one of the last four general assembly meetings, and has paid annual dues of $5.00 for the current fiscal year of the CBFL.

Section Two

An associate member is one who is interested in minimizing the barriers that obstruct handicapped individuals from achieving the quality of opportunity and respect due every human being, has participated in at least one of the last four general assembly meetings, and has paid annual dues of $5.00 for the current CBFL fiscal year.

Section Three

An inactive member is one who has defaulted on requirements for any other type of membership.

Section Four

An honorary member is one who has rendered exceptional service to the purpose of the CBFL.

Section Five

Only active members and associates may vote and hold elective office.

Section Six

Each active and associate member shall exercise the right of one vote.

Previous Article Six

Section One

These are established as the principal bodies of the CBFL: A general assembly, a counsel of directors, the standing committees, a president, a vice president, a corresponding secretary, a treasurer, and a recording secretary which, shall be elected by the general assembly.

Section Two

Such auxiliary bodies and positions may be established by the president, subject to the approval of a simple majority of the counsel of directors.

Amended Article Six

Section One

These are established as the principal bodies of theCBFL: A general assembly, a board of directors, the standing committees, a president, a vice president, a corresponding secretary, a treasurer, and a recording secretary, which shall be elected by the general assembly.

Section Two

Such auxiliary bodies and positions as may be found necessary may be established by the president, subject to the approval of a simple majority of the Board of Directors.

Added Article Thirteen

No part of the net earnings of the coporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purpose set forth in Article Two hereof. No substantial part of the activities of the corporation shall be the carrying on of propoganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on by (a) a corporation exempt from federal income tax under Section 501 (c)(3) of the Internal Revenue Code of 1953 (or the corresponding provision of any future United States Internal Revenue) or (b) by a corporation, contributions to which are deductable under Section 170 (c)(2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue law).

Added Article Fourteen

Upon dissolution of the corporation, the Board of Trustees shall, after paying or making provision for the payment of all of the liabilities of the corporation, dispose of all of the assets of the corporation exclusively for the purposes of the corporation in such manner, or to such organization or organizations organized and operated exclusively for charitable educational, religious or scientific purposes as shall at the time qualifies an exempt organization or organizations under Section 501 (c)(3) of the Internal Revenue Code of 1954 (or a corresponding provision of any future United States Internal Revenue law) as the Board of Directors shall determine. Any such assets not so disposed of shall be disposed of by a Court of general jurisdiction of the County in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations as said court shall determine, which are organized and operated exclusively for such purposes.

The foregoing amendments to the Articles of Incorporation of the Coalition for Barrier Free Living were adopted by two-thirds vote of members present and voting at a special meeting held on the 14th day of November, 1977 of the active membership of Coalition for Barrier Free Living at which said meeting a quorum was present, and which such meeting was held pursuant to notice duly given not less than 10 days and not more than 50 days prior to such meeting, which said notice contained the foregoing amendments to the Articles of Incorporaton.

Bob Boyan
President

Attest:

Secretary

STATE OF TEXAS

COUNTY OF HARRIS

BEFORE ME, the undersigned authority, on this date appeared Bob Geyer, a person known to me, who after by me being duly sworn on his oath stated as follows: 1) I am the President of the Coalition for Barrier Free Living, a non-profit Texas corporation organized pursuant to Article 1396 et seq of Vernon's revised civil statutes. 2) The articles of Amendment of Articles of Incorporation of Coalition for Barrier Free Living and the statements with reference thereto contained herein above are true and correct.

Bob Geyer
President
Coalition for Barrier Free Living

SWORN TO AND SUBSCRIBED BEFORE ME, the undersigned authority on this 5th day of December, 1977.

Notary Public in and for
Harris County, Texas

My commission expires
6-1-78

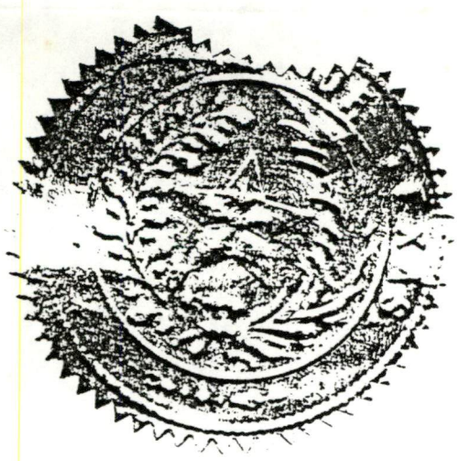
The State of Texas

SECRETARY OF STATE

The undersigned, as Secretary of State of the State of Texas, HEREBY CERTIFIES that the attached is a true and correct copy of the following described instruments on file in this office:

COALITION FOR BARRIER FREE LIVING

Amendment January 25, 1978



IN TESTIMONY WHEREOF, I have hereunto signed my name officially and caused to be impressed hereon the Seal of State at my office in the City of Austin, this

13th *day of* February, *A. D. 19* 78

Secretary of State

DAC

ARTICLES OF INCORPORATION FOR THE
COALITION FOR BARRIER FREE LIVING

Secretary of State of Texas
SEP 16 1975
James B. Clate
Deputy Director, Corporation Division

ARTICLE I

NAME

The name of the organization shall be the COALITION FOR BARRIER FREE LIVING, also referred to as CBFL, a non-profit organization.

ARTICLE II

PURPOSE

SECTION 1 The purpose of the CBFL shall be to minimize the barriers that obstruct handicapped individuals from achieving the equality of opportunity and respect due every human being.

SECTION 2 A handicapped individual is one who is or has been a consumer of rehabilitation services as defined by the Rehabilitation Act of 1973.

ARTICLE III

DURATION

The CBFL will continue in existence for a perpetual number of years.

ARTICLE IV

MEMBERSHIP

SECTION 1 An active member is one who is or has been a consumer of rehabilitation services, has participated in at least one (1) of the last four (4) General Assembly meetings, and has paid annual dues of five dollars ($5.00) for the current fiscal year of the CBFL.

SECTION 2 An associate member is one whose primary purpose is or has been to provide service to the handicapped population, and has paid annual dues of five dollars ($5.00) for the current CBFL fiscal year.

SECTION 3 An inactive member is one who has defaulted on requirements for any other type membership.

service to the purpose of the CBFL.

SECTION 5 Only active members may vote and hold elective office.

SECTION 6 Each active member shall exercise the right of one vote.

ARTICLE V

NO CAPITAL STOCK

There shall be no capital stock authorized or issued.

ARTICLE VI

BODIES

SECTION 1 These are established as the principal bodies of the CBFL: a General Assembly, a Council of Directors, the Standing Committees, a President, a Vice-President, a Corresponding Secretary, a Treasurer, and a Recording Secretary, which shall be elected by the General Assembly.

SECTION 2 Such auxiliary bodies and positions as may be found necessary may be established by the President, subject to the approval of a simple majority of the Council of Directors.

ARTICLE VII

REGISTERED OFFICE

The registered office in Texas shall be 5226 Holly, Bellaire, Texas 77401.

ARTICLE VIII

REGISTERED AGENT

SECTION 1 The registered agent in Texas is C. Donald Rossi.

SECTION 2 The registered agent's address is 5226 Holly, Bellaire, Texas 77401.

ARTICLE IX

DISSOLUTION

Upon dissolution of the corporation, no assets shall go to any other individual or entity other than a "non-profit organization" as defined in the Internal Revenue Code of 1954.

COMMENCEMENT

The CBFL shall begin work as a corporation upon issuance of its corporate seal by the Secretary of State.

ARTICLE XI

TRUSTEES

The three initial Trustees of the CBFL are the same persons as the incorporators; namely:

1) Don Rossi

2) Glenna L. Eigelbach

3) Joe A. Villareal

ARTICLE XII

INCORPORATORS - TRUSTEES

The three incorporators-trustees of CBFL are all over the age of 18; they are also citizens of Texas.

1) Don Rossi — 5226 Holly, Bellaire, Tx 77401

2) Glenna L. Eigelbach — 4760 Beverly #4F, Houston, Texas 77096

3) Joe A. Villareal — 3519 Link Valley #55, Hou, Tx 77025

STATE OF TEXAS X

COUNTY OF HARRIS X

I, EDWARD M. BRUNE, a notary public, hereby certify that on the 12th day of SEPT., 1975, personally appeared before me: DON ROSSI, GLENNA L. EIGELBACH, and JOE A. VILLAREAL, who being by me first duly sworn, each verified that they are the persons who signed the foregoing document in the noted capacity, and verified that the statements therein ~~contained are~~ true.

Notary Public in and for Harris County, Texas
My term expires: 7/1/76

BYLAWS
COALITION FOR BARRIER FREE LIVING

Chapter I. NAME and PURPOSE

Article 1.

The name of the organization shall be the COALITION FOR BARRIER FREE LIVING, (also referred to as "CBFL").

Article 2.

The purpose of the CBFL shall be to minimize the barriers that obstruct the handicapped individual from achieving the equality of opportunity and respect due every human being.

Article 3.

A handicapped individual is one who is or has been a consumer of rehabilitation services as defined by the Rehabilitation Act of 1973.

Chapter II.

Article 1.

An "Individual"member is one who participates in committee activities and who either,

a) has paid annual dues in the amount of ($5.00) for the current fiscal year of CBFL, or
b) has been accepted by the board of directors (on a non-discriminatory basis) without payment of dues because of financial inability.

Article 2.

A "Family" or "Associate" member is a family unit or formally organized group of persons who have paid annual dues in an amount of at least $25.00 but less then $200.00 for the fiscal year of CBFL.

Article 3.

A "Supporting" member is any person or organization who has paid annual dues in an amount of at least $200.00 but less then $500.00 for the fiscal year of CBFL.

Article 4.

A "Sustaining" member is any person or organization who has paid annual dues in an amount of at least $500.00 but less then $1000.00 for the fiscal year of CBFL.

Article 5.

A "Benefactor" is any person or organization who has paid at least $1000.00 in annual dues for the current fiscal year of CBFL.

Article 6.

An "active" member is any member described in articles above who has not been declared inactive. Only active members may hold an elective office or serve as committee head.

Article 7.

Each active member shall excercise the right of one vote.

Article 8.

Any member composed of more than one individual must designate in writing a representative to excercise any rights or privileges granted to members.

Article 9.

An "Honorary" member is any person or organization who has been awarded that title by the board of directors for rendering exceptional service to CBFL or its stated goals.

Article 10.

An "Inactive" member is any member who has defaulted in promises of committee activities and may be treated as an inactive member in every respect but the title of "member".

Chapter III. BODIES

Article 1.

There shall be established as the principal bodies of CBFL: a General Assembly composed of all active members and an elected Board of Directors (also referred to as the "Board")

Article 2.

There shall be established auxilary bodies and positions as may be found necessary from time to time by the President; these bodies and positions are subject to approval by a simple majority of the Board.

Chapter IV. THE GENERAL ASSEMBLY

Article 1.

The General Assembly shall consist of all the members present at a general meeting. A general meeting is any meeting open to all

members, provided that all active members have been given reasonable notice of such meeting.

Article 2.

General meetings shall be held no less often than bi-monthly (every other month).

Article 3.

A Quorum shall consist of one quarter (1/4) of the active members.

Article 4.

The General Assembly may discuss any questions or any matter within the scope of the present bylaws or relating to the powers and functions of any body provided for in these bylaws.

Article 5.

The General Assembly has the power to overturn any decision of the Board by a two-thirds (2/3) vote.

Article 6.

Any other questions are to be decided by simple majority vote. A simple majority vote of the General Assembly will be sufficient to decide all issues unless other wise stated in these bylaws or in the Articles of Incorporation.

Article 7.

The General Assembly shall approve or disapprove all expenditures incurred in the behalf of the CBFL exceeding two hundred and fifty dollars ($250.00).

Article 8.

The General Assembly may meet in special sessions as occasion may require. Special sessions may be called either:

a) by the President, or
b) by an active member upon written request of the simple majority of the Board, or
c) by one quarter (1/4) of active members.

Chapter V. The BOARD

Articles 1.

The General Assembly shall elect all members of the Board of Directors. The Board shall consist of 18 active members, 12 of which must be handicapped as defined by the Rehabilitation Act of 1973. All active members shall be reasonably notified of the time and place of Board member elections and the notice shall include the nature of the meeting.

Article 2.

Elections shall be held in March of each year for the following positions for a term of one year ending the following March:
a) President, b) 2nd Vice President, c) Corresponding Secretary
d) Architectural Barriers, e) Education, f) Fundraising
g) Housing, h) Public Relations, i) Visual Barriers.

Elections shall be held in September of each year for the following poaitions for a term of one year ending the following September:
a) 1st Vice President, b) Recording Secretary, c) Treasurer,
d) Consumer and Medical Affairs, e) Employment, f) Communication Barriers, g) Membership, h) Legislative, i) Transportation.

Article 2.

The Board shall determine the eligibility and class of members in case of ambiguity or emission in these ByLaws or in the Articles of Incorporation. The Board shall have the power to suspend members from any positions including active membership, for repeated violation of these ByLaws.

Article 3.

The Board shall meet monthly at a designated time and place. All active members shall be entitled to attend a meeting of the Board.

Article 4.

The Board shall approve or disapprove all expenditures incurred on behalf of the CBFL in amounts exceeding $100.00 (one hundred dollars).

Article 5.

The Board shall fill any vacated Board positions other then that of the President or First Vice-President, with an active member. If the First Vice-Presideny is vacated, the Second Vice-President shall fill this position immediately. If the Presidency is vacated the First Vice-President shall fill this position immediately.

Article 6.

The Board shall have the prerogative of all legislative power not explicitly delegated to any other body.

Chapter VI. TheCOMMITTEES

Article 1.

Committees shall be formed that relate to the purpose of the CBFL.

There shall be established the following standing committees:

A. Transportation
B. Architectural Barriers
C. Legislation
D. Public Relations
E. Consumer and Medical Affairs
F. Housing
G. Employment
H. Fund Raising
I. Membership
J. Education
K. Communication Barriers
L. Visual Barriers

Additional committees shall be formed at the discretion of the Board by simple majority vote.

Article 2.

Any committee other than a standing one may be dissolved by a simple majority vote of the Board.

Article 3.

Each active member shall choose the committee(s) on which he/she desires to serve or be assigned to, subject to Board ratification.

Article 4.

Each committee shall be chaired by an active member and shall be subject to removal by the General Assembly. Normally these positions shall also be Board positions.

Article 5.

Each committee should make recommendations in writing of findings that are relevant to the goals of the committee to the CBFL, the General Assembly, the Board, or the President.

Article 6.

Each committee may set a reasonable time and place of its meetings.

Article 7.

Each chairperson shall have the responsibility for the minutes of each committee meeting and reporting to the Board and the General Assembly of its activities.

Chapter VII. OFFICERS

Article 1.

There shall be established a Presidency, First Vice-Precidency,

Second Vice-Presidency, Corresponding Secretary, Recording Secretary, and Treasury. These positions shall be filled with Board members by vote of the General Assembly in the manor described in Chapter V. The position of President, First Vice-President, and Second Vice President shall be filled by three of the twelve handicapped Board members.

Article 2.

The President shall:
(a) Be the Chief Executive officer of the CBFL and the Board.
(b) Have the prerogative of all executive duties not designated to other persons.
(c) Preside at all meetings of the General Assembly and the Board.
(d) Have a vote on the Board only in the event of a tie.
(e) Be and ex-officio member of all committees.
(f) Be limited to two (2) consecutive terms.

Article 3.

The First Vice-President shall:
(a) Be supportive and helpful in all executive duties of the President.
(b) Perform all duties and exercise all powers of the President in the Presidents absence.
(c) Succeed to the presidency in case of a vacancy in that office and serve out that term.

Article 4.

The Second Vice-President shall:
(a) Be supportive and helpful in all Executive duties of the President and the 1st Vice-President.
(b) Succeed to the 1st Vice-presidency in case of a vacancy in that office and serve out that term.

Article 5.

The Treasurer shall:
(a) Be the Chief Fiscal Officer of the CBFL.
(b) Recieve all funds paid to the CBFL and shall deposit such funds in such banks as the Board designates.
(c) Pay all bills for expenditures of the CBFL after those bills have been certified and approved by the Board.
(d) Keep or cause to be kept in suitable form detailed accounts of the assets, liabilities, receipts and disbursements of the CBFL.
(e) Render financial reports at all General Assembly and Board meetings.

Article 6.

The Recording Secretary shall:
(a) Be responsible for the recording of all minutes of all meetings.

(b) Be responsible for the recording of attendance at all General Assembly and Board meeetings.

Article 7.

The Corresponding Secretary shall:
(a) Take care of correspondence pertaining to transactions of the CBFL (i.e. Thank-you cards, Sympathy cards).
(b) Give notice of all regular meetings of the General Assembly and Board to those relevant members.

Chapter VIII. FINANCE

Article 1.

The CBFL shall be a non-profit organization.

Article 2.

Any expense incurred in behalf of the CBFL not exdeeding $100.00 (one hundred dollars) shall have prior approval of the President.

Article 3.

The CBFL may upon a simple majority vote of the Board accept dues, gifts, grants, contracts, and make and let contracts in connection with the operations of the CBFL.

Article 4.

No elective office shall be salaried.

Article 5.

Official signatories of CBFL shall be designated to be a dual signature of any two of the following listed officers: a) President, b) 1st Vice President, c) 2nd Vice President, d) Treasurer.

Chapter IX. DISSOLUTION OF THE CBFL

Article 1.

The CBFL may be dissolved by a two-thirds (2/3) vote of the General Assembly at a special meeting specifically called for such purpose.

Article 2.

Upon dissolution all assets remaining after paying the CBFL obligations shall be distributed by the General Assembly to those organizations sharing the purpose in Chapter 1, Article 2.

Chapter X. RECORDS

Article 1.

The financial and membership records shall be audited annually by a qualified individual or agency, upon approval of the Board.

Article 2.

All records of the CBFL may be inspected by any member upon reasonable request.

Chapter XI. FISCAL YEAR

The fiscal year of the CBFL shall commence on the 1st day of October, each year, and shall end on the last day of September of the following year.

Chapter XII. PARLIMENTARY AUTHORITY

A Parlimentarian shall be appointed by the President with majority approval of the Board. Roberts Rules of Order, revised, latest edition, shall govern the meetings of the CBFL, to the extent reasonably possible.

Chapter XIII. VOTING

Article 1.

All votes, of all Bodies, shall be decided by simple majority unless otherwise specified in these bylaws, or in the Articles of Incorporation.

Article 2.

A quorum shall consist of one-fourth (1/4) of the relevant body.

Article 3.

Each member of a body present at any meeting of such a body shall be entitled to submit only one written proxy, for a non attending active member, for each and any issue requiring a vote. All proxies must be in writing and must be specific in issue unless (2/3) of present body members permit the proxy to be general in nature.

Chapter XIV. NOTICE OF MEETINGS

Notice of any general assembly meeting where a vote is to be considered shall state the time, place, and purpose and shall be served personally or by mail to those relevant members and shall be at least two (2) weeks prior to such meeting.

Chapter XV. REPRESENTATION

Article 1.

No individual or group other than the president may represent

the CBFL to any other individual or organization unless appointed by the President or the Board.

Chapter XVI. AMENDMENTS

Amendments to the present bylaws shall come into force for all members of the CBFL when they have been adopted by a vote of two thirds (2/3) of the members of the General Assembly present at a meeting. Notice of a vote on these by-laws or any other issue of the General Assembly is automatically waived if a simple majority of all active members is present.

Chapter XVII. RATIFICATION

These bylaws have been amended, accepted, and ratified in a General Assembly meeting.

President_____

Secretary_____

Date_____

CBFL Board Members
1979

President

Joyce Frieden
9667 Meadowvale
Houston, Tx. 77063
Home 781-8949

Vice-President

John McKinney
1039 Francitas
Houston, Texas 77038
Home 445-0497
Work 651-7246

Recording Secretary

Glenn Hebert
3201 Drexel
Houston, Tx. 77027
Home 871-0361
Work 965-4770

Corresponding Secretary

Devalca White
5150 Carew
Houston, Tx. 77096
Home 667-8079
Work 526-1651

Treasurer

Robert Juarez
9626 Jaywood
Houston, Tx. 77040
Home 466-9659
Work 659-1026

Committees

Architectural Barriers

Bob Kafka
2312 Commonwealth #8
Houston, Tx. 77006
Home 522-9516
Work 526-1952

Social Action

Duke Conley
5151 S. Willow #127
Houston, Tx. 77035
Home 721-6953

Employment

Joe Kramberg
2910 Sunset
Houston, Tx. 77005
Home 661-9886
Work 526-8511

Consumer and Medical Affairs

Dr. Lauro Halstead
4111 Martinshire
Houston, Tx. 77025
Home 661-7042
Work 797-1440

Transportation

Kristy Davidson
6203 Marinette #112A
Houston, Tx. 77036
Home 772-6689
Work 522-1051

Housing

Vicki Sorrells
5151 S. Willow #143
Houston, Tx. 77035
Home 729-2410
Work 797-1449 ext. 508

Public Relations

Nita Weil
1800 Holcombe #114
Houston, Tx. 77030
Home 790-1981
Work 797-1440 ext. 375

Education

Joanne Fey
8419 Triola Lane
Houston, Tx. 77036
Home 774-0808

Membership

Don Rossi
5226 Holly
Bellaire, Tx. 77401
Home 665-4349
Work 797-1440 ext. 459

Fundraising

Dorothy Yellon
6 Burress #708
Houston, Tx. 77022
Home 695-4499
Work 797-1440

At Large Visually Impaired

At Large Hearing Impaired

Dale Black
7232 Staffordshire #4
Houston, Tx. 77030
Work 668-9211 ext. 295

Ex-Officio Board Members

Coalition of Texans with Disabilities (CTD) - Bob Kafka
American Coalition of Citizens with Disabilities
Lex Frieden - New Options Research Director
9667 Meadowvale
Houston, Tx. 77063
Home 781-8949
Work 797-1440 ext. 504

CERTIFICATE REGARDING THE EMPLOYMENT OF FORMER DEPARTMENT OF LABOR EMPLOYEES

The offeror ☐ applicant for grant ☐ contractor ☐ grantee ☐ (check one appropriate box) represents and certifies as part of this procurement or grant action that he/she:

1. Has ☐ has not ☒ retained or employed any individual(s) who in the past two (2) years (was) (were) formerly employed as GS-14 or above in the Office of the Assistant Secretary for Manpower or the Employment and Training Administration to perform representational activities before the Department of Labor, all as defined and set forth in 41 CFR 29-61.1, in relation to this contract or grant action.

2. Has read and understands the clause of the contract or grant entitled "Covenant Against Representational Activities by Former Manpower Administration Employees".

3. Currently employs persons formerly employed within the last two (2) years in the Office of the Assistant Secretary for Manpower or Employment and Training Administration, who are serving in executive positions or capacities with his firm, private agency or organization, as follows: (if none, so indicate)

NONE

Executive Position

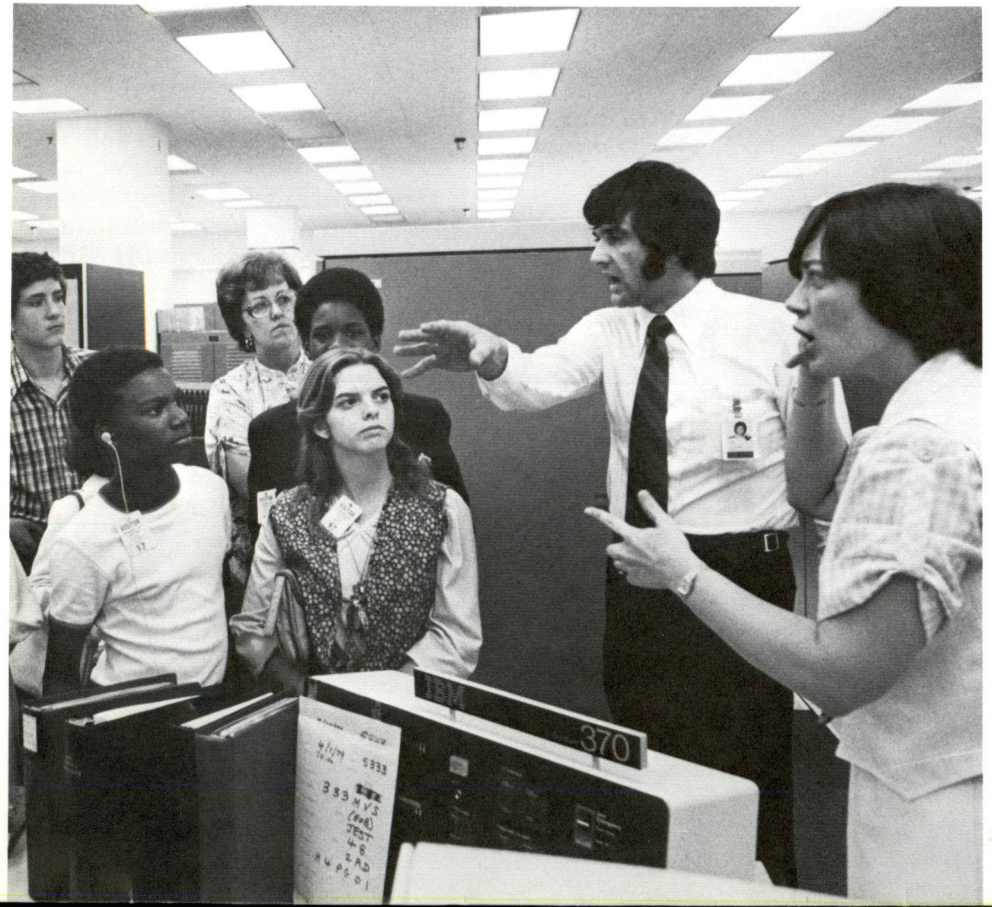
Coalition For Barrier Free Living
Name of Subcontractor/Subgrantee

Joyce Frieden
Signature

Joyce Frieden President
Typed Name & Title

CENTER REVIEW

Volume 7, Number 5 May 1979



'First-time' tour of Center shows much to students

As the man conducting the tour speaks, a young teacher listening to him begins to move her hands in a rapid yet graceful series of gestures.

A number of students huddled together are watching her intently.

"Now, this is the Center's central computer area," the man intones (the teacher's hands are alive and racing to keep up) "and this machine here is a basic computer unit designed to . . ." (still her hands are a blur of movement, the students' eyes fixed on them).

And so it goes for the remainder of this tour — speech, movement, comprehension. It is a successful tour, not unlike hundreds conducted before it, yet different in one important way: this is the first tour of the Center ever conducted for deaf and near-deaf students.

The teacher with the moving hands is doubling as an interpreter for these seventh-, eigth- and ninth-grade students from Rogers Jr. High School, who were speed computer printers and the Cash Resources Department, whose manager, Bob Zufall, was responsible for bringing the students to the Center.

As a visiting instructor at Rogers, Zufall spends an hour each week teaching these students about basic free enterprise concerns, such as economics, banking and consumerism. His work is part of Project Business, a division of Junior Achievement started four years ago and which has grown to reach almost 4,000 classrooms across the country.

"The class is important because the students have a person from business talking to them. I tell them about the real world of economics and free enterprise, as well as about the opportunities available to them. The teachers love it because it reinforces what they teach.

"So far, this group's response has been extremely favorable. They found the tour they took very exciting.

"I see it as a learning experience for

Teacher Ann Geyer (far right) interprets as Gene Pagnac, shift supervisor in Commercial Operations, explains computer functions to a group of hearing-impaired students who recently toured the Center.

Fahy transfers: Our loss is their gain

There's no telling if the crew down at One Shell Plaza has adjusted yet to the distinct, inimitable New York diction of Alyce Fahy, and if they haven't, it's understandable. Some things just take more time.

And it'll take a little more time before Information Center workers get used to life without Alyce, who, during her five years here as a Senior Employee Relations Analyst, helped bring many of us aboard.

A few days before she left for Head Office Employee Relations, Alyce spoke about her time at the Center and her 28 years with Shell.

"I could've stayed here forever," she said. "I think this employment recruitment job is one of the most unique positions one could have, in that it affords you the opportunity to either verbally or visually work with all levels of employees — not only within the Center, but all around the Houston complex.

"I don't think any other company has the quality of people that Shell has, either from our junior members up through senior management, and I've had the opportunity to see lots of other large companies, not only in our industry, but in others. And I feel Shell has the very best.

"In my years with the Employee Relations Department, or, as we were known for many years, Personnel, I've watched the department move steadily in improving the guidance, counsel and support it provides employees."

Alyce speaks from experience dating back to 1951, when she first joined Shell as a clerk in accounting files. Two years later, she was transferred to Personnel, where she has spent most of her life with Shell.

She came to Houston in 1971 as a Senior Analyst with the Shell Provident Fund, which was then housed in the International Trade Center. After three years there, she moved to the Information Center as a Senior Analyst in Employee Relations, the position she now holds.



Fahy in a typical pose: on the phone.

Those who worked here with Alyce had nothing but praise when asked how they felt about her.

"There have been many valuable people who have helped make the Center a fine place to work," said Tom Ryan, Manager, Employee Relations, "but I don't know of anyone who has talked to more employees than Alyce. Her dedication to excellence has commanded a high degree of respect from all who've dealt with her."

Paul Lotts, Supervisor, Employee Relations Administration, also lauded Alyce's efforts to get to know as many employees as she could.

"Alyce knows nearly every employee in the Center and showed a genuine interest in their well-being. She has spent many hours counseling with employees about their career interests."

"She gave each placement effort special attention, as though it were the only file she had," added Marty Williams, Senior Employee Relations Representative. "She possessed a real talent for matching employees' desires with management's needs."

"What I really liked about working here," said Alyce, "was that it gave me the opportunity to work with some of the best people Shell has to offer."

here April 24 to see, first-hand, just a little bit of what it takes to manage the money, assets and records of a major corporation.

Areas they visited were the first-floor computer room, the second-floor high-

myself, as well," he admits, "because I'm trying to teach the complexities of business, and that's not easy. I get personal satisfaction from trying to communicate with them on a level quite different from the one I'm used to here at work, and I also get a good feel about what's on their minds.

"Besides, a lot of these kids will be entering business in a few years and the more we can teach them now, the more business contributes to their education, the better it will be, both for them and for business itself."

Offices move

In case you've wondered what all those pull-carts and cardboard boxes sitting in some of the halls lately are all about, they're just part of a big office shuffling involving several groups.

This will probably have to be read slowly, but here goes:

To make room for E&P Gas Accounting, which has to expand its operation to deal with increased federal regulations, Oil Products-Supplies Accounting moved from its sixth floor space down to 5P39, which had been occupied by Accounting Services.

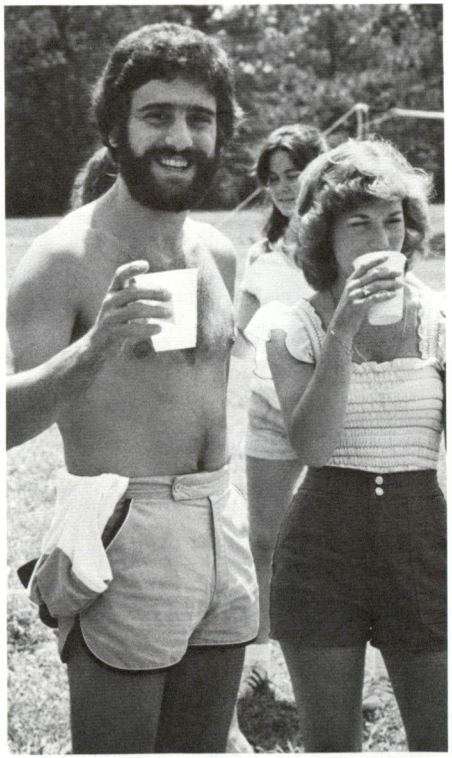
Accounting Services was moved up to 10P43, which was vacated when Tax Compliance moved to the La Concha Building. Also moved to the 10th floor was Mary Swinney, veritable owner and sole proprietor of the Cash Window.

Later, E&P Oil Accounting-Oil and Gas Payments, will relocate from 6A16 to 6P39 and the 6th floor file room, and Oil Accounting will enlarge its area. This will relieve the congestion in the 6A wing and allow Gas Accounting to expand.

Spring Picnic



More fun than the proverbial barrel of monkies.



Jerry Carleo and Sharon Hightower enjoy some suds.

All the conditions it takes to make a great picnic were there: plenty of food, plenty of games, perfect weather, nice facilities and, of course, lots of folks out for a good time. About 1,200 Information Center employees, family members and friends attended the Shell Data Processors Club Annual Spring Picnic held April 28 at the Rockin' R Ranch, taking place in activities that included horseshoes, softball, bingo, tug-a-war, volleyball, frisbee-throwing, miniature golf, and, of course, beer-drinking. If somebody *couldn't* find something fun to do, they just weren't looking.











Louis Cottrell Jr. tries his hand at piloting (in dry dock).



Looking at things a little differently.



Doyle Cornman displays his horseshow-throwing style.



Kent Baxter leaps high in pursuit of the volleyball.



All together now: pull! And you in the back there . . . on your feet!





Determination is the word in this classic sports match-up.

Big Brother Joe, Little Brother Steven

Between them, they make quite a pair

Joe Bhonn was nervous. And who wouldn't be, given that situation?

There he sat in the parking lot of a coffee shop, of all places, waiting to meet a 10-year-old boy with whom he wanted very much to become an advisor, a companion, a friend.

Joe didn't know if this match set up by Big Brothers of Houston would work, but he was willing to give it all he had. Except for helping to establish a blood drive here at the Center back in 1973, this was his first real foray into the world of volunteerism.

Although the program's big and little brothers usually meet at one of their homes, this parking lot was chosen so that neither would have, as Joe puts it, a "home court advantage" that could make things awkward.

Finally, a car pulled into the lot. Beside the driver was a boy, a thin blond named Steven.

"What I was really worried about," says Joe, 15 months later, "was not so much the reaction of Steven and his acceptance of me, but his mother's acceptance of me as a kind of model that Steven might follow.

As it turned out, he needn't have worried on either count.

"Steven was in the backseat just jumping up and down, as happy as could be to have a Big Brother," Joe says. "We hit it off very well. I enjoy his company and he enjoys mine. And his mother makes it very easy for me to be a Big Brother. She's made me feel very comfortable and goes out of her way to allow Steven and me to get together."

As most people know, Big Brothers is a program in which boys aged 7-15 whose fathers do not live at home are matched with men who volunteer to spend an average of three hours a week with them to lend a bit of guidance and to just have fun together.

Susan Hancock, director of the organization's Houston effort, says there are currently about 320 boys matched with men and another 800 waiting to be matched.



But the stats and steps can come later. What the program's really all about is the relationship between a boy and his Big Brother. Such as that between Steven and Joe.

Doing, Sharing

"Steven enjoys doing anything," Joe says. "We've played miniature golf on days when it was 40 degrees and the wind was blowing out of the north at 20 mph. We didn't even have to hit the ball to watch it roll on the putting surface.

"We've cut firewood with a friend and his sons and just recently we made some concrete stepping stones. Last summer we went on a two-day raft trip down the Brazos River with other Big Brother pairs.

"One weekend he came over and we planted a vegetable garden," Joe says. "I was going to do it after work during the week, but waited to allow him an opportunity to learn how."

Helping Steven learn to do things is a natural thing for Joe, an ex-teacher who now works in Provident Fund/Pension Trust/Employee Stock Ownership Fund. But the teaching process is definitely two-way.

"Steven has a keen interest in electronics," Joe says. "He has so many gadgets around his house, it's unreal. He

Steven goes on vacation with his mother and sister, I might not see him for three weeks. But it's not the amount of time you spend as much as what you do with the time you have.

"It should also be emphasized that you don't have to spend a lot of money on your little brother. You're not Santa Claus. We'll do a lot of things that don't cost much at all, such as fishing and tossing a baseball. A lot of people think the child has become a dependant and that's just not the case."

Joe got involved with Big Brothers through Shell's SERVE program. A flyer produced by coordinator Pat Loman listed Big Brothers as a worthwhile volunteer effort and, after a brief chat with her, Joe decided to give it a go.

Counselors lend a hand

Susan Hancock says that all volunteers have a say in who their little brother will be, stressing that a little brother is not simply assigned a person without consultation. A trial period of about three months is then observed, to see if the match will work. Counselors consult with both parties at least once a week.

The group requests that, in order to give the relationsip a sense of permanence, a volunteer stay with his little brother at least a year.

There's also an associate Big Brother program where someone with not quite enough time on his hands to be a full Big



If only one thing on this page could be picked to best show the goal of Big Brothers, it would have to be this picture of Steven — that of a happy, laughing boy.



Taking a break from preparing food at the recent Fort Bend Co. Czech Festival, Steven quaffs a little soda while his sister, Stephanie, munches a roll. Joe chooses to watch.

can build a television. At age 11! In his room, he has an air conditioner he put together from worn parts. He helped me install a TV antenna booster, an apparatus that amplifies TV wavelenghts — something I know nothing about. He'll do things with electricity and electronics that I wouldn't dare."

Joe emphasizes that by no means does he devote all his free time to the Big Brother program.

"I average about 3-4 hours a week with him, sometimes as many as 10. When Brother can occasionally spend the day with a boy at group functions.

Joe did not ponder the question long when asked what the program has meant to him.

"It gives me a great deal of pleasure to see Steven maturing, progessing, advancing — and knowing that I have some influence in it. It really is a good feeling. And I don't do so many things that I wouldn't do otherwise. That's what's so good about the program; you don't really have to change your lifestyle."

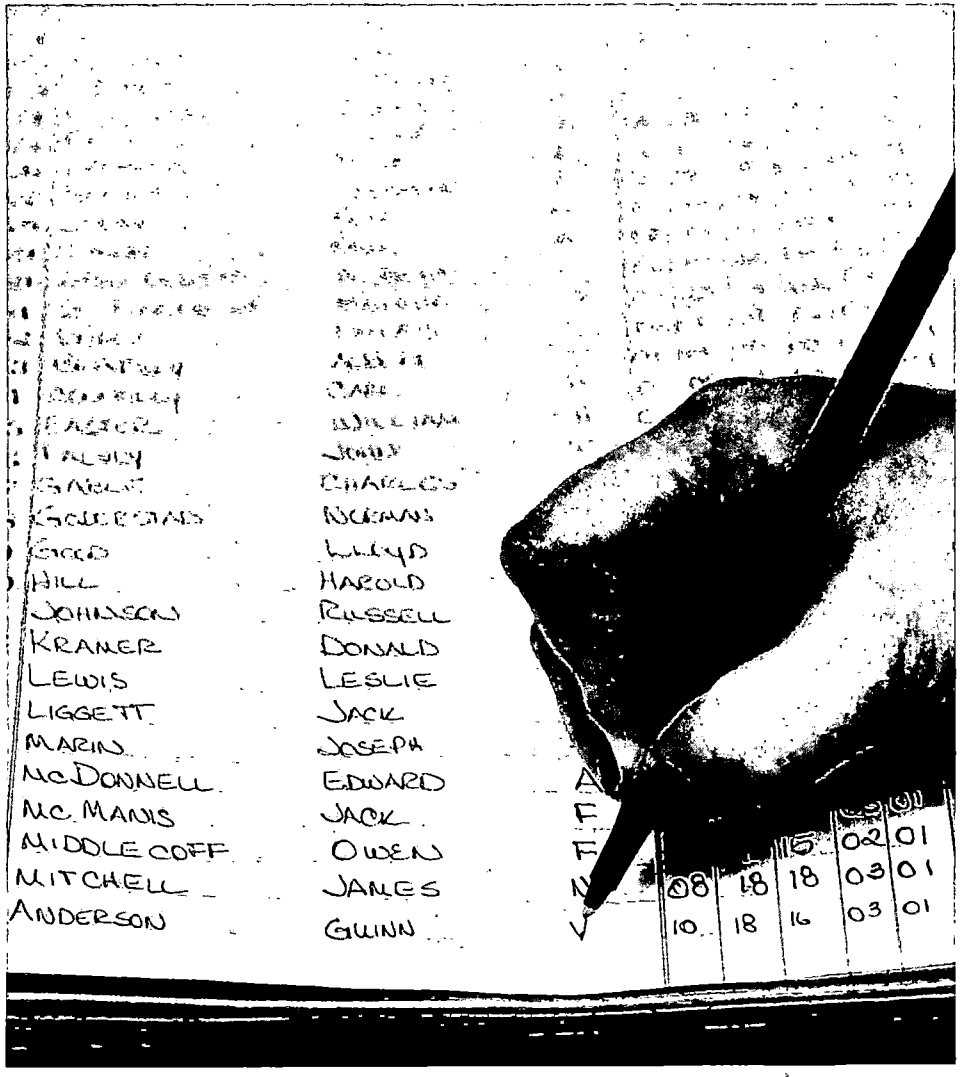


Working together in this sausage and sauerkraut booth at the festival, Steven and Joe helped that area's Big Brother program raise money for future outings.



Easter Bunny, Center style

Laverne Sanders (1) and Kay Cummins adjust the ears on part-time bunny Jeanette Tezeno, who entertained employees at the Easter buffet April 11. Tezeno also presented a 10-pound ham to C.A. Reinhardt, Gas Accounting, who guessed the right number of jelly beans (756) in Saga Food Service's holiday contest.



20,000th pension recorded here

The hands in this photo belong to Barbara Barry, Provident Fund/Pension Trust, who is entering the name of Guinn Anderson into a record book as Shell's 20,000th pensioner. Anderson, who was a process manager at the Anacortes Refinery in Washington when he retired recently, was with Shell for more than 37 years.



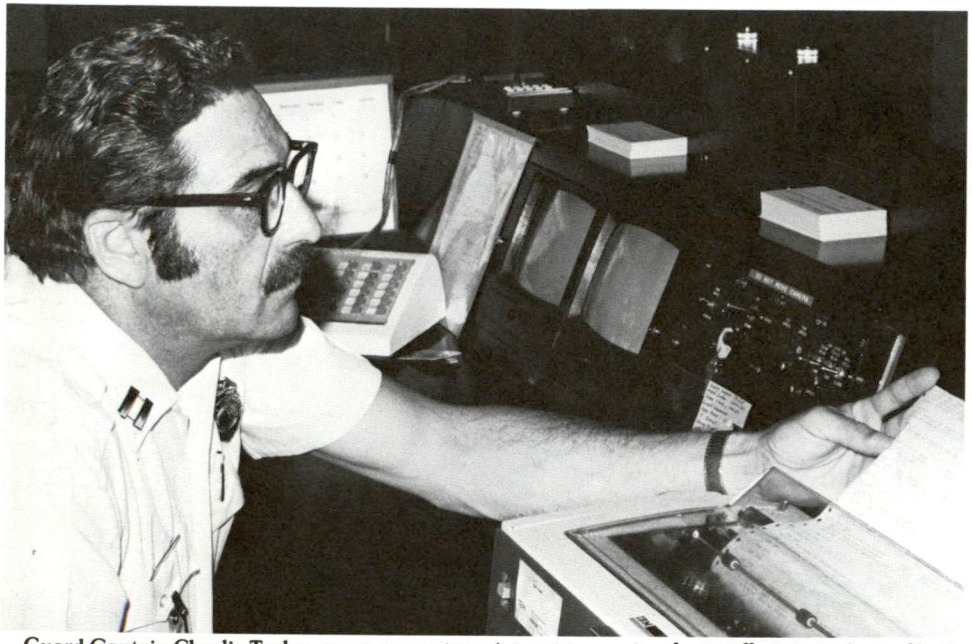
McConn lauds volunteer workers

Mayor Jim McConn addressed a full house at the Corporate Volunteer Luncheon hosted April 24 by Shell and three other firms. McConn praised all volunteers, including, of course, Center employees. Listening are (left) Shell Executive Vice-President Charles L. Blackburn and (center) Channel 2 newsman Ron Stone.



E&P Gas Anal. Assoc. Ed.

Fay Perkins, E&P Gas Analysis Reporting, has been a *CenterReview* associate editor for two years. She usually gets story ideas the tried and true way — talking with fellow employees — but has also circulated flyers within her department, explaining the kind of ideas the 'Review needs. She can be reached at x3715, 6A46.



Guard Captain Charlie Taylor uses a computer print-out to monitor foot traffic into and out of both Information Center buildings.



Connie Taylor's duties involve controlling entrance to the security envelope, better known as the computer area.

Guarding the IC: Not the easiest of jobs

Bill O'Brien thinks a minute or two before answering a question about how he views the 24-hour-a-day job of maintaining good security here at the Center. When he finally does speak, he gives a surprising — yet sensible — answer:

"I think it's an inconvenience. Security is a real inconvenience. It would be much better if we didn't have to lock our doors and desks and cars all the time. Everything would work a whole lot smoother if we didn't have to think about things like that."

He pauses a moment, then adds: "But we do have to think about them. Security explain what the rules are. They're unarmed, instructed to be polite at all times and are expected to render any help when asked. They make the Center a better, safer place to work."

Given the size of the building (not to mention its parking lot) that is no small chore.

Procedures to handle various situations that could — and do — occasionally arise are constantly updated, O'Brien says, as is the black folder containing page and page of instructions that spell out, in detail, just what each guard is responsible for at all times.

"All of our guards have assigned building (primarily by checking badges) and monitoring the removal of property from the building.

Post No. 2 is the first-floor console. Stationed here is the shift supervisor, usually a sergeant, who oversees the operation of the other posts. The shift supervisor is to see that all guards understand their assignments each day, reviews and writes daily reports, inspects security personnel for general appearnace and provides relief — as needed — for other guards during a shift.

Most importantly, he or she is to make sure the lobby is under guard surveillance at all times. This post is manned 24 hours

This guard is to check for: potential fire hazards, such as electrical appliances and light left on; safety hazards, such as faulty equipment causing liquid leaks; unauthorized personnel in the building; and theft and vandalism of property and equipment.

The final post is located at the first-floor computer area entrance. This guard is to monitor all traffic into and out of the security envelope (where admittance is gained by the electronic scanning of an I.D. badge). This post is manned 24 hours a day.

Other guard duties involve shutting down elevators in case of fire, helping to

is important. If it's an inconvenience, it is, nevertheless, a necessary one."

And it is for this reason, O'Brien says, that the uniformed guards of Smith Protective Services man the various security posts around the Center.

"The guards serve a two-fold purpose, says O'Brien, a security representative. "First, to protect the valuable company records and assets kept there. Second, of course, to provide protection for all Center employees."

O'Brien says that while the duties of the guards are generally accepted and understood by most employees, there are still a few who resent the presence of the guards or who feel they're here to "keep us in line."

"The guards are not here to discipline anybody," he says. "They just try to



Guard Walter Fry (1) and Security Representative Lee Sorensen discuss a matter at Fry's station — the loading dock.

posts," O'Brien says. "We have one 'rover' post, but nobody is just roaming around, doing whatever they feel like. They have assigned tasks which they are expected to carry out."

Six posts, many chores

Those tasks are under the direct supervision of Charlie Taylor, the guard captain, who is on 24-hour call. It is his responsibility to see that guard posts are covered when they should be. When a new guard is moved to the Center, it is his job to make sure that person understands the duties of the post to which he is assigned.

The Center has six posts in all. The first is located in the lobby, where the guard is responsible for controlling access to the

a day.

The third post is located on the loading dock in the rear of the building. The guard here is to prevent unauthorized removal of company property, keep unauthorized persons from entering the dock area and patrol areas adjacent to the dock for improper parking.

Post No. 4 is located on the parking area. The guard here is to discourage theft and vandalism and see that drivers watch their speed.

"That guard's job is not just to hand out parking and speeding tickets," O'Brien emphasizes, "but to maintain the safety and security of the entire lot. They do carry ticket books, however, in case a car is parked where it doesn't belong or if somebody is speeding."

A ticket carries no dollar penalty, O'Brien says. Usually, one copy will go on the car that is improperly parked or whose driver was observed speeding. (If the car was leaving the lot when seen, the ticket would be sent to the employee the next day.)

A second copy goes on file at the guard console. If more than three are accrued by an employee within six months, his or her line supervisor would be notified. If the violations are especially flagrant, O'Brien says, the supervisor could be notified sooner.

The person assigned to the parking lot also mans the small guard house near the Greenbriar gate at certain hours. When the guardhouse is manned, employees should stop there to show their I.D. badges to the guard on duty.

Post No. 5 — the "rover" post referred to earlier — is located at the lobby console for reporting purposes, but entails a foot patrol of the building after normal working hours.

maintain order in emergency situations and, on a less-urgent note, raising and lowering the flags.

Augmenting the efforts of the guards is the electronic monitoring equipment built into the guard console. Known as the Shell Security System, it is a computer-based system that controls access through certain doors, monitors the status of several exit doors and provides a record of traffic through controlled areas.

It also provides television and intercom surveillance of emergency exit doors, motion detectors in certain rooms, paging through loud-speakers and remote monitoring of the fire-alarm system.

Not here to hassle

But that's the electronic, technical side of security. What really makes the system work is the guard, and O'Brien says that each one of ours is qualified and given proper training for the position by Smith Protective Services.

He adds that they rarely get a complaint about a guard, but that employees with a complaint should not hesitate to let either him or Lee Sorensen, another security representative, know about it.

"There's always a certain amount of natural tension between guards and the people they serve, no matter where you are," says O'Brien. "And it usually results from the fact that a guard is trying to get a person to do something he or she doesn't want to do at that particular moment (such as display an I.D. badge).

"Probably the most important thing for our employees to remember about the guards is that they're here to perform a service and certainly not to hassle anybody. They should really be considered a company benefit."

Shell service stations

"Dress" for success

You may think dress codes have joined ranks with bloomers and 10-cent stamps, but they're still around, albeit in unlikely places.

Take Shell stations, for example. Attendants wear uniforms, of course, but you may not be aware that the stations themselves, if they meet company standards, have their own spit-and-shine codes.

"Buying gasoline isn't like buying a dress," says Ben Baty, District Manager, Houston Retail District. "It's a bothersome necessity. If you execute the basic fundamentals of retailing better than the competition, you'll sell more gasoline."

One aspect of the basics is station appearance. What should a station in the Houston metropolitan area look like?

"We want our stations to look better than any other station on the street — every day," says Brian Grimm, territory manager in charge of the 16 salary-operated stations in the district. "That's what customers want. They like to pump gas and not get dirty. When a person goes into a clean rest room, he'll come back to patronize that station. We spend a lot of time and effort cultivating these repeat customers.

Here are a few of the ways in which Shell keeps its stations looking good.

— Curbs and pump islands are freshly painted. In salary stations, they're brushed up once a day to get rid of unsightly black marks left by tires.

— Pumps are clean. To Grimm, that means they've been wiped off once each

— Motor oil cans, tires and other merchandise are put in order every day. Tags on tires must be lined up at the same level.

— Rest rooms are clean. In Houston company-operated stations, they're scrubbed four or five times a day and supplies of soap, towels and toilet tissue are replenished. Scented deodorizers are replaced once a month.

— Stations are brightly lighted at night and on overcast days. "This is especially important to women for security reasons," says Grimm.

Operating a station by these guidelines requires extra effort, such as that put into landscaping. "We're using more of it," says Grimm, "because it compliments the station's appearance. Landscaping a new station costs $6,000 to $7,500, but it's a very worthwhile investment and important that it be maintained."

Grimm formally inspects his stations once a month. They're graded on a point system: 70 points for self-serves but 100 for conventionals, since there's more to be checked. The same evaluation sheet is used by members of the sales force who call on dealer-operated stations. Grimm gives grades of the top three to Sales Manager Jim McIntyre, who visits the stations, selects the best one and presents a trophy.

It's not an easy process, but its payoff has been good. Before allocation, salary-operated stations averaged 230,000 gallons per month. The district had the highest average thruputs in Shell,



Ben Baty, manager of the Houston Retail District, pays attention even to such things as a station's trash cans.

Energy info available

While the following quiz (put together by the United States Jaycees as part of an energy education effort) will hardly determine if you're an energy expert, it could prove interesting.

Question 1: The United States has 6 per cent of the world's population. How much of the world's energy do we

For more information, contact: Program Manager, Energy U.S. Jaycees, P.O. Box 7, Tulsa, Okla. 74102.

But the Jaycees are not alone in their efforts to make us more energy-knowlegable. In addition to Public Affairs, Shell Oil Co., you might try writing the following groups;

8-hour shift and waxed daily.

— Windows are cleaned and trash on the landscape is picked up.

— Shrubs are trimmed, grass is cut at least once a week and the yard is swept daily.

averaging more than 100,000 gallons per month in 1978.

Grimm sums it up well: "Image brings volume."

-- **Gaynell Adams**

Foundation scholarships given

Scholarships from the Shell Corporation Foundation, Inc. have been awarded to the children of three Information Center employees.

David R. Iler, son of John N. Iler, Finance, will apply his scholarship at Baylor University, studying pre-law. David is about to graduate from Memorial High School.

David Miller, son of Alan Miller, Systems Support and Implementation, was picked for a scholarship he'll put to use at the University of Texas, where he plans to major in civil engineering. David is currently a senior at Spring High School.

Susan Shannon, daughter of Eygene R. Shannon, Systems Analysis and Development for E&P Modernization, will apply her four-year scholarship at Bryn Mawr College, studying pre-med. She is a senior at Spring Woods High School.

consume?

A. 25 per cent
B. 33 per cent
C. 50 per cent

Question 2: How long would a 100-watt light bulb burn on the energy needed to manufacture one throw-away bottle or can?

A. 10 minutes
B. 30 minutes
C. 5 hours

Question 3: How much money does a family of four spend on energy each year?

A. $300-$600
B. $600-$1,200
C. $1,200-$3,000

Other such questions — and their answers — can be obtained from the Jaycees through their energy conservation program

American Gas Association
Educational Services
1515 Wilson Blvd.
Arlington, Va. 22209

National Science Teachers Association
1742 Connecticutt Ave., N.W.
Washington, D.C. 20009.

Department of Energy
Technical Information Center
P.O. Box 62
Oak Ridge, Tenn. 37830

Energy & Man's Environment
0224 S.W. Hamilton
Portland, Ore. 97201.

By the way, the answers to the quiz are: 1. B, 2. C and 3. C.

-- **Shell News Service**

Service Anniversaries

20 YEARS

G. M. Peterman
Head Off. Emp. Rel.
P&B Svcs.

A. L. Smith
Tax Comp.
Tax Svcs.

15 YEARS

L. O. Adams
IP-Comp. Fac. & Maint.
Commun. & Rem. Term. Maint.

W. M. Frisbee
Admin. Svcs.
Fin. Svcs.

J. C. Glamann
Prov. Fund./Pen. Tr.
Prov. Fund & Pen.

E. B. Leviton
ISD
Sys. Anal. & Dev.-Opin.

L. J. Margiotta
IP-Tech. Data Proc.
Tech. Oper.

10 YEARS

R. L. Wilson
ISD
Sys. Supp. & Impl.

R. M. Norriss
E&P
Oil Acctg.

W. V. Rudisill
IP
Comp. Tech.

I. L. Smith
Oil Prod. Acctg.
Supplies Acctg.

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Editor: Tony Canino

Work-Study Program for the Handicapped

Many handicapped students graduating from the work-study program are better equipped with life-supporting skills than a lot of students graduating from regular academic programs.

by LEA COVINGTON

Rationale

Not too many years ago, children with severe handicaps were sheltered by their families, either kept out of sight or under close surveillance when allowed out of the house.

Considered second-class citizens of society, the youngsters often took the same rank within their own families. The community had no place for them; the families often questioned their existence and had guilt feelings about producing defective children.

Because of the handicapped person's demands and a new awareness by so-called normal people there is a place in our society for all people to become productive, useful citizens. The doors are opening.

Texas Association of Vocational Adjustment Coordinators represents teachers who are preparing handicapped students for the working world through the work-study program.

What is the work-study program? It is handicapped students becoming contributing members of society—sometimes making as much as their teachers. It is an alternative to dropping out of school. It is dedicated teachers who work more than the eight-hour day to help students learn and work. It is a program that has proved its accountability by the monies returned to the economy through students' salaries.

The exciting part of the program is not just the work accomplished or the salaries earned by these youngsters. Instead, it's what happens to their lives.

Many students start with self-defeating attitudes. They have a failure syndrome because they believe they always have been failures. Work-study programs provide a chance for them to straighten out their lives through successful work.

Now they can smile and look people in the eye with hope. One student commented, "Before I was in this program I was a nobody; now I'm somebody."

A number of students who were put on jobs and later graduated became supervisors of other students from the work-study program. "You should have seen the pride in Marshal's eyes when he came as the representative of his firm . . . to the Employer Appreciation Banquet at the end of the year," a teacher reported.

Another instructor said that out of 24 students, 19 enrolled in driver's training, earned their licenses, and owned an automobile.

One student working for $7 an hour averaged 60 hours per week and earned $21,000 annually. In another community a meat market manager felt his student was the best potential trainee he'd had in 13 years.

"In two years he'll supervise his own market and be making $20,000 a year," the manager predicted.

These are the same children that many have considered a drain on society. Somehow it is hard to consider these students handicapped. They are special because they make their own special contribution to us.

All Texas children have the right to equal educational opportunities commensurate with their ability to learn. Comprehensive Special Education, called Plan A, opened the way for a large increase in the number of work-study programs for students who cannot graduate through the regular academic program.

They may be slow learners with a hearing loss or visual problem, emotionally disturbed or mentally retarded, and/or have language-learning difficulties. Graduation comes after completion of a work proficiency program offering a unique balance of credits accumulated in the academic program and at work.

And students receive a diploma exactly like any other graduate.

The program works in almost as many ways as there are schools that operate a program. Basic requirements exist, but each district may implement the program according to the unique needs of that community and the structure of its school program.

Pre-vocational instruction for these high schoolers may include job training stations on school campuses and/or at selected businesses. From this nonpaid training students progress to paid part-time jobs in the business community. Last step is full-time employment on the job as a senior while still under school supervision.

A student is selected for the work-study program through tests that reveal academic potential. Students may be referred by counselors, other teachers, and parents. Others like what the program is doing for their friends and ask to enter.

Before being placed in the program, an admission, review, and dismissal committee of teachers, administrators, counselors, the child's parents, and, when appropriate, the student, recommends an individual graduation plan.

Once in the program, the student becomes the special concern of the vocational adjustment coordinator—a teacher, counselor, job placement specialist, and public relations person—who works as a liaison with the school, community, and home.

Jobs secured in the community range from dishwasher to skilled blue collar worker. Numerous students are trained in the school vocational education program.

But without the valuable assistance of the business community, the work-study program could not succeed. Much of the training is done on the job and students are expected to meet their full potential commensurate with their abilities. They are expected to be productive for the employer, not kept as charity.

"We do not consider our students as menial workers. We look for jobs that will challenge and meet their potential, even up to managerial positions," a vocational adjustment coordinator explained.

In this day and age when taxpayers are asking for accountability, the work-study program is being accountable. Students graduating from this program return more money to the state's economy than the program costs the state in teachers' salaries.

Not only in Texas but throughout the nation, more practical training is being demanded for all students. Of primary importance is their knowing how to take care of themselves in the world in which they live, a world which

makes few concessions for the handicapped.

Vocational adjustment coordinators train students for just this purpose. In fact, many students graduating from the work-study program are better equipped with life-supporting skills than a lot of students graduating from the regular academic program.

It is quite possible that regular education would do well to implement this type of program for some students as an alternative means of graduation.

The goal for students in work-study programs is to become happy, independent, self-sufficient people who can function in the world of work and contribute to society.

A large percentage of students are achieving that goal.

Lea Covington *is a vocational adjustment coordinator in Ector County ISD (Odessa).*



Special Education Survey Results

Special education students do benefit from vocational programs and can become productive citizens.

Take for example: $10.5 million was earned by 9,041 handicapped students in work-study classes during 977-78.

This statistic appears in an interim legislative report that includes 39 recommendations affecting all students in special education, but which specifically addresses a number of points to vocational adjustment students and teachers.

Despite indications of progress, vocational education is one area where handicapped children are not receiving services to which they are entitled.

More than half of the 230 special education directors surveyed statewide by the Joint Interim Study Committee on Special Education reported student access to vocational programs was less than adequate.

The report acknowledged that the degree of individual attention local school districts must devote to each child is unparalleled in any other area of public education. However, at the same time it pointed out that specific provisions of federal and state law require use of 10 percent of a district's vocational education funds to serve handicapped students.

Problems affecting access are:

- Varying definitions of handicapped students among vocational programs
- Unusual requirements for membership on a handicapped student's admission, review, and dismissal committee when vocational education placements are being considered
- Reluctance on the part of regular vocational teachers to accept handicapped students into programs (often citing safety as the reason)
- Lack of physical space
- Lack of information among school districts on how to apply for vocational education programs that would benefit the handicapped.

The special education interim committee, created under mandate of SCR 111 by Sen. W. E. Snelson of Midland during the 65th Legislature, included: Chairman Snelson; Rep. Bill Blanton of Carrollton, vice-chairman; Paulette Alexander, program analyst for the Legislative Budget Board; Floy Johnson, special projects director of the Texas Legislative Council; and L. Harlan Ford, Texas Education Agency deputy commissioner for programs and personnel.

In this report, released in early February, they voiced concern for the proper education of hundreds of thousands of potentially productive handicapped children in Texas.

Testimony and advice were gathered from school administrators, state agency officials, teachers, and parents to prepare this comprehensive study of special education in Texas. While the majority of the committee's recommendations deal with general responsibilities of TEA and local school districts for *all* handicapped children, several could help expand student access to vocational programs.

Among these is a suggestion that all personnel delivering vocational education services to handicapped children be made aware of unique characteristics and potentials of these students and of the mandate for mainstreaming them when possible.

Such training is especially important because all vocational education instructors are not college trained; they may teach with only a high school diploma and five years experience in the specific vocational area.

Another recommendation—permitting special and regular education aides to assist children in vocational classes—would ensure student safety while allaying fears of vocational teachers about having handicapped youngsters in their classrooms.

In addition, the committee recommended that definitions of handicapped children should be uniform and consistent so that teachers are not denied vocational education services "in the least restrictive environment appropriate" to their needs.

One recommendation has been targeted by Snelson's office as a possible piece of legislation this session. It states that the State Board of Education should develop certification procedures for vocational adjustment coordinators. Job definition, pilot programs, and evaluation would be used as initial steps before normal certification criteria are included as part of the certification procedure.

According to the committee, this recommendation would "seek to define the role and responsibilities of these personnel and then to define the types of expertise necessary to qualify" for the job. A legislative aide for Snelson feels that any proposed statute would merely direct formulation of certification procedures. (Texas Association of Vocational Adjustment Coordinators, a TSTA section affiliate, has been working for certification of VACs.)

—Barbara Williams

In the Legislature

Bills relating to the education of handicapped students were introduced on March 1 and 5 respectively: SB 745 by W. E. Snelson of Midland and HB 1374 by Bill Blanton of Carrollton. Legislation would, among other things, charge the commissioner of education to develop and implement a statewide plan for special education, ensuring compliance with federal programs, assessing personnel needs, and ensuring that, when appropriate, handicapped students are provided an opportunity to participate in vocational classes.

WHAT IS CVAE???

CVAE (Coordinated Vocational Academic Education) is a vocational program designed for students with special learning needs. The program includes a combination of modified academic instruction and vocational instruction which provides the opportunities for acquiring a saleable vocational skill while also acquiring basic knowledge in mathematics, social studies, science and English. This approach allows each student to achieve maximum personal development, including vocational potential, within his/her ability. The program is supported by the guidance and counseling program and includes psychological and occupational testing.



Job placement assistance is available to occupationally trained graduates at the Job Placement Center located at 1205 Holman. Phone 523-8347

ODP IS OFFERED AT:

BARBARA JORDAN TECHNICAL INSTITUTE
LAMAR SENIOR HIGH SCHOOL
MILBY SENIOR HIGH SCHOOL
REAGAN SENIOR HIGH SCHOOL
B. T. WASHINGTON SENIOR HIGH SCHOOL
SAM HOUSTON SENIOR HIGH SCHOOL

BLACK JUNIOR HIGH SCHOOL
CULLEN JUNIOR HIGH SCHOOL
DEADY JUNIOR HIGH SCHOOL
DOWLING JUNIOR HIGH SCHOOL
EDISON JUNIOR HIGH SCHOOL
HARTMAN JUNIOR HIGH SCHOOL
JACKSON JUNIOR HIGH SCHOOL
KEY JUNIOR HIGH SCHOOL
LONG JUNIOR HIGH SCHOOL
McREYNOLDS JUNIOR HIGH SCHOOL
ROGERS JUNIOR HIGH SCHOOL
RYAN JUNIOR HIGH SCHOOL
E. O. SMITH JUNIOR HIGH SCHOOL
THOMAS JUNIOR HIGH SCHOOL

FOR INFORMATION CONTACT:

Your school's counselor

or

OCCUPATIONAL & CONTINUING EDUCATION DEPARTMENT

B. L. McLendon
Deputy Superintendent
John C. Cox
Associate Superintendent
Alfred H. Pieper
Director CVAE
Albertha P. Ferguson
Assistant Director CVAE Academics
Marjorie Sanders
Assistant Director CVAE Vocational

623-5505

OFFICE DUPLICATION PRACTICES



Coordinated Vocational Academic Education

HOUSTON INDEPENDENT SCHOOL DISTRICT

Division of Occupational Education

OFFICE DUPLICATION PRACTICES

CVAE in Office Duplication Practices is designed for the secondary school student who has a unique academic situation which prevents him/her from taking part in the regular vocational office education program. It is a program designed to provide the selected student with vocational competence in various areas of graphics unique to the office situation. These include layout preparation, copy reproduction using a copier, spirit duplicator, stencil duplicator or offset press, bindery procedures, as well as the operation of other business machines. The program is designed to provide the student with entry level skills in one or more of these areas.



CREDIT

Office Duplication Practices meets two (2) consecutive 55 minute periods per day for each of three (3) consecutive quarters. All three quarters must be taken to receive any credit. The course may be taken for two years.

WHO IS ELIGIBLE?

THE STUDENT WHO IS:

*14 years of age during the school year

*In Grades 7 through 12, depending on individual school scheduling

*One or more years behind academically

or

* One or more years below normal achievement in several academic courses

*Is able to profit from the instruction to the extent of the development of saleable skills

*Is NOT classified as a Special Education student



JOB OPPORTUNITIES

FILE CLERK
OFFICE HELPER
CLERICAL SORTER
APPOINTMENT CLERK
COLLATOR OPERATOR
FOLDING MACHINE OPERATOR
GENERAL CLERICAL ASSISTANT
DUPLICATING MACHINE OPERATOR
PHOTO COPYING MACHINE OPERATOR
OFFSET DUPLICATING MACHINE OPERATOR

VOCCT

CVAE (Coordinated Vocational Academic Education) is a vocational program designed for students with special learning needs. The program includes a combination of modified academic instruction and vocational instruction which provides the opportunities for acquiring a saleable vocational skill while also acquiring basic knowledge in mathematics, social studies, science and English. This approach allows each student to achieve maximum personal development, including vocational potential, within his/her ability. The program is supported by the guidance and counseling program and includes psychological and occupational testing.

Printed by Lamar High School
Office Duplication Practices

Vocational Education
*(HISD)

CVAE - Coordinated Vocational Academic Education
ODP - Office Duplication Practices
VEH - Vocational Education for the Handicapped

Qualifications for Certification:

1. Education:
   a. Bachelor Degree with a major or minor in Business and also two years of office related experience.
   b. High School diploma/G.E.D. with five years of office related experience.
2. Statement of qualification obtained from CVAE office must be filed with, reviewed, and approved by T.E.A. It will be returned with a deficiency list.
3. Educational deficits may be cleared with courses at the University of Houston. Courses from Prairie View A & M at Houston are also available at this time, but will in all likelihood ~~wx~~ be discontinued shortly.

Existing VEH-ODP Programs in HISD:

1. There are currently two VEH-ODP programs at Jane Long.
2. Another VEH-ODP program has been approved for operation with the opening of Barbara Jordan.
3. At present the students involved in VEH-ODP are either mentally retarded or multi-handicapped. No deaf participants are presently involved in the program. ('78-'79 school year)

Funding

T.E.A. provides 82% of all the funding, ~~w~~ which involves teacher salaries, office machinery, and $400.00 per year for supplies. HISD provides some matching funds.

Contacts for Program Initiation:

By January 1st of preceding school year of desired initiation date, principal must have requested the V.E.H. program in writing. A drawing of room facilities is also required by that date.

Contact Person for VEH - John Ellis - 623-5396

Possible Target Dates:

January '80 - all paperwork completed and teacher application approved by T.E.A.

'80 - '81 school year - ODP class in operation.

* All information obtained from telephone ~~conv~~ conversation on May 7, 1979 courtesy of Marjorie Sanders, Assistant Director, CVAE - Vocational, 623-5505. Permission to quote material was granted.

FACT SHEET:

CENTER FOR THE HANDICAPPED
Houston, Texas

WHAT IS THE CENTER FOR THE HANDICAPPED?

It is a centralized, multi-purpose facility designed to house educational, recreational and social service programs for people with disabilities.

WHO WILL BENEFIT FROM THE CENTER?

There are between 150,000 and 250,000 persons in Houston who are visually impaired (blind), hearing-impaired (deaf), mobility-impaired (use wheelchairs) or mentally retarded and who may benefit from the Center.

AREN'T THERE OTHER CENTERS LIKE THIS IN HOUSTON?

No, in spite of the fact that there are many fine training and rehabilitation centers for disabled people in our community, there are no facilities designed especially to meet the social and recreational needs of handicapped individuals. There are no completely barrier free public swimming pools, gymnasiums or auditoriums in Houston.

HOW LARGE WILL THIS FACILITY BE?

The Center will be approximately 60,000 square feet with a large outdoor park and recreation area on a three-to-four acre tract.

WHERE WILL THE CENTER BE LOCATED?

Several possible sites are under consideration, but no choice has been made.

WHEN WILL THE CENTER BE BUILT?

It is hoped that construction will begin during the last quarter of 1979.

HOW MUCH MONEY WILL THIS COST?

It is estimated that the Center and the land it rests on will cost between three and five million dollars.

WHO WILL PAY FOR IT?

Three million dollars in Community Development Block Grant funds have been allocated by the City to pay for the Center. Other funds will be solicited from charitable foundations, corporations and individuals who are interested in helping handicapped citizens be more active in our community.

WHO HAS DONE ALL THE PLANNING AND WORK ON THE CENTER THUS FAR?

A committee of twenty-five individuals representing various elements

of the handicapped community and the community at large have been meeting voluntarily to advise the Coalition for Barrier Free Living (CBFL), a voluntary, non-profit organization, on plans for the Center.

HOW CAN I GET INFORMATION ABOUT THE CENTER AND WHAT I CAN DO TO HELP MAKE IT A REALITY?

Contact the CBFL at Box 20803, Houston, Texas 77025 or CALL 654-1207.