

The original documents are located in Box 4, folder “2/27/75 - President's Committee on Mental Retardation” of the Sheila Weidenfeld Files at the Gerald R. Ford Presidential Library.

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FACT SHEET
Mrs. Ford's Office

Event Receive rug made by 18 yr. old retarded Navajo Indian girl.
Group The President's Committee on Mental Retardation
DATE/TIME Thursday, February 27, 1975 1:00 a.m.
Contact Mr. Fred Krause (Mr. Robert Collier, 785-1777) Phone 245-7634
Number of guests: Total 9 Women x Men x Children _____
Place Map Room (Arrive Dip.Recept.Rm.)
Principals involved Mrs. Ford
Participation by Principal Photo/refreshments (Receiving line)
Remarks required no
Background Mrs. Ford will accept rug made by retarded Navajo Indian girl focusing attention on the programs underway for retarded Indian citizens and the need for their continuing services & programs. One of Mrs. Ford's stated major concerns is for the mentally retarded.
Social: Guest list
Invitations _____ Programs _____ Menus _____
Refreshments Yes (Coffee, tea, cookies, etc; coke for the girl)
Entertainment _____
Decorations/flowers Yes, normal for Map Room
Music _____
Social Aides No
Dress _____ Coat check _____
Other Office stand-by for special WH tour afterwards.
Press: Reporters Yes
Photographers Yes
TV Crews Yes
White House Photographers Yes Color _____ Mono. _____
Other _____
Technical Support: Microphones No PA Other Rooms _____
Recording No
Lights No
Transportation By (two) cars.
Parking South Drive. ENTRANCE: South West Gate
Housing _____
Other _____ (Risers,stage,platforms)
Project Co-ordinator Susan Porter Phone x2850

Site diagrams should be attached if technical support is heavy.

NAVAJO CHILDREN'S REHABILITATION CENTER, INC.
Coyote Canyon Trading Post
Brimhall, New Mexico 87310

February 7, 1975

Miss Viola Hovel is a delightful young 18 year old Navajo woman. Her cheerful disposition and kindness toward others makes her a favorite of students and staff at the Navajo Children's Rehabilitation Center where she attends school.

Viola is a talented athlete who enjoys team games such as basketball and baseball. An excellent dancer she enjoys performing traditional Navajo dances in the beautiful dance costume which she wears when dancing on special occasions. Her love of music is not limited solely to traditional Navajo songs but also extends to the popular music of the day and she knows the words of many of the current hit songs. Another activity at which Viola excels is assembling complex picture puzzles.

Viola is very talented with her hands. She embroiders complex designs and chooses her own colors. Within the last year Viola has developed considerable skill in making Navajo rugs. Her teacher in this demanding art form has been a Navajo woman from the Coyote Canyon community who is a skilled weaver and a member of the Foster Grandparent Program at the school.

Viola's weaving skills will represent an important source of monetary support for her and her family in the future. And weaving is a task at which she can gain great satisfaction for her accomplishments and recognition from her family and her community. Mrs. Norma Parry, Viola's teacher, deserves special thanks for her support and encouragement of Viola in the development of her weaving skills.

The Navajo Children's Rehabilitation Center Inc., located at Coyote Canyon Brimhall New Mexico, the Navajo Nation, began operations in February 1973 and Viola was one of the first students enrolled in the program. A total of 19 mentally handicapped Navajo young people between the ages of 12 and 21 years now attend classes at the Center. These young people are from widely scattered communities in northwestern New Mexico and for most this is the first school program they have attended. At Coyote Canyon the students are provided a warm and secure home away from home while they attend classes at the Center. The hope is that in the next few years there will be classes available for them in their home communities.

Paved roads are few and far between in this high mountain country near the continental divide and homes may be isolated from the outside world for many days during the sudden intense winter storms that sweep down across this country with little warning. The staff at Coyote Canyon works with the students at the school to prepare them to cope with the harsh realities of life in the isolated rural communities to which many of the students will return.

School curriculum is based on the needs of each student and includes the areas of perceptual-motor skills, body image and self concept, communication skills (Navajo and English), functional academic skills, self care, and economic usefulness. Economic usefulness includes: weaving, carding, and spinning wool, house cleaning and maintenance skills, how to wash dishes with and without running water, basic cooking skills including opening cans, simple sewing and many other areas.

The attempt is to make Navajo culture an intergral part of the program. For example students listen to winter stories, learn to sing and perform Navajo songs and dances, and these young people are counseled in the Navajo Way of doing things.

The Coyote Canyon program is supported through the efforts of many cooperating agencies. The local community with the permission of the Navajo Tribe provides the use of the buildings at no expense to the school. The Bureau of Indian Affairs, Branch of Social Services provides financial support for the dormitory program and the B.I.A. Social Services workers provide referral and follow-up service for the school. They also provide transportation to parents who wish to visit the school but have no transportation of their own. The Department of Hospitals and Institutions of the State of New Mexico utilizing Federal IV-A and VI Funds provides a significant amount of financial support for the program in such areas as transportation, administration, evaluation, and pre-vocational training. The Navajo Tribe has supplied funds for the renovation of the buildings at the school. The local school district operates a classroom program at the school. The Public Health service provides the services of a field health nurse to monitor the medical services at the school and nearby health clinics provide free health services to the students. An active and successful Foster GrandParent program is in operation at the school utilizing people from the local community. Through their contacts with these people the students gain respect for and understanding of the rich cultural heritage which is theirs.

For many years Viola's parents, Tom and Thelma Hovel have been vigorously active in the struggle to bring services to the Navajo Nation for handicapped people.

In the past what services did exist, frequently involved placement of the handicapped child in a State Institution, many hundreds of miles from home where the child was cut off from his culture in all its richness. For many families it was an agonizing decision indeed to send their child away where he would be shut out of so much that was beautiful and right in the Navajo way. Many children when they did return home years later were no longer able to speak the Navajo language which meant that they were unable to communicate with other members of their own family.

Mr. Hovel is president of the Hope for Children Association, a group of Navajo Parents of mentally handicapped children. This Association, one of the first such Indian groups in the country, was instrumental through their untiring support, in making the program at Coyote Canyon a reality. The Hovels are also members of the Board of Directors of the Navajo Children's Rehabilitation Center; Mr. Hovel was recently elected vice-president of the corporation. The example of the Hovels in serving their people is a constant source of inspiration to all of us who have had the privilege to work with them.

Mrs. Norma Perry, Viola's teacher, has been with the Coyote Canyon Program since its inception two years ago. Far beyond the call of duty she has given freely of her time and personal resources to make the program a success. Her dedication toward providing the highest quality services to the Navajo people has been apparent throughout her teaching career of many years.

offices in Window Rock, Arizona, to explore the situation, and to try and convince the authorities there to salvage what there was left.

Some of the children had been returned to their homes; others remained at the school. The facility was kept going by the dedication of two men: Dr. Steve Poland, a psychologist sent there by Voc. Rehab.; and Arthur Hood, a Navajo artist and craftsman. Both worked without salary for many months. Also very instrumental in the continuation of the school and the encouragement of the parents to become involved was Sophie Thompson, Navajo social worker. The staff of nearby St. Michaels school also assisted.

The New Mexico Association for Retarded Citizens took an active role in rallying the parents, also. A chapter of ARC was formed. PCMR sent a consultant to meet with the parents to help guide them in the reorganization of the school.

Now "Hope for Children" --sometimes called Navajo Children's Rehabilitation Center--is on solid ground. The Board of Directors is all Navajo, and the school is run by trained Navajo professionals and paraprofessionals, plus the psychologist, Dr. Poland, who has remained.

Collier, Shannon, Rill and Edwards
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1666 K Street, N. W.
Washington, D. C. 20006

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Thomas F. Shannon
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Barton J. Menitove
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Richard E. Schwartz
John H. Young
J. Stephen Street
David F. Zoll

February 18, 1975

Telephone
(202) 785-1777

Cable Address
Colshan-Washington

Of Counsel:
Stanley R. Rader

Ms. Nancy Howe
East Wing
White House
Washington, D.C. 20005

Dear Nancy:

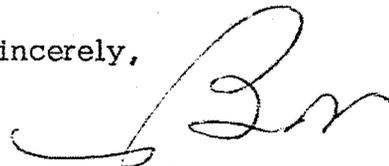
Attached is a letter to me dated February 14 together with attachments from Fred Krause, Executive Director of the President's Committee on Mental Retardation. You will note that a picture of the young lady has not yet been secured, but I hope it will be sent to you prior to our meeting with Betty Ford.

Pursuant to your arrangements, we will arrive at the Diplomatic Entrance through the Southwest gate just prior to one o'clock on February 27th. The group will be comprised of the following individuals: Miss Valerie Hobel, the 18 year old Navajo youth; her mother, Mrs. Irene Hobel; her teacher, Mrs. Norma Perry and Indian social worker, Miss Sophie Thompson; Mrs. Lorraine Beebe, Vice Chairman, President's Committee on Mental Retardation (from Dearborn, Michigan); Fred Krause, Executive Director, President's Committee on Mental Retardation and myself.

We are looking forward to seeing you next week.

Kindest personal regards.

Sincerely,



ROBERT A. COLLIER

Attachments

Collier, Shannon, Rill and Edwards
Attorneys at Law
1666 K Street, N.W.
Washington, D. C. 20006

F. V. I

Robert A. Collier
Thomas F. Shannon
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February 20, 1975

Telephone
(202) 785-1777

Cable Address
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Of Counsel:
Stanley R. Rader

Donald E. de Kieffer
Barton J. Menitove
Ronald K. Kolins
Richard E. Schwartz
John H. Young
J. Stephen Street
David F. Zoll

Mrs. Nancy Howe
East Wing
White House
Washington, D.C. 20005

Dear Nancy:

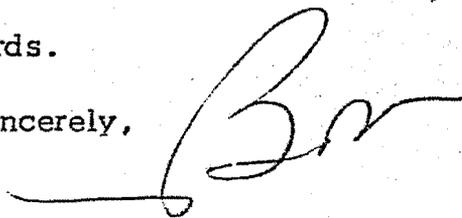
As I advised you today, the pictures of Viola Hovel arrived. You will note that there are several snap shots and on the reverse side of each photo, the other individuals are identified including a Mrs. Bogay, a foster grandparent. These pictures are to be returned to me when you have finished with them.

I am now informed that in addition to those mentioned in my previous letter, the group will include her father, Mr. Thomas Hovel and Mrs. Mary Gray, who has worked long and hard on Indian matters.

Thanks again for all of your help, looking forward to seeing you.

Kindest personal regards.

Sincerely,



ROBERT A. COLLIER

THE WHITE HOUSE

WASHINGTON

MRS. FORD

EVENT: Receive rug from 18 year old retarded Navajo girl under auspices of The President's Committee on Mental Retardation (PCMR).

DATE: Thursday, February 27, 1975

TIME: 1:00 p.m.

PLACE: Map Room (greet guest initially, however, in the Diplomatic Reception Room.

GUESTS:
✓ -Miss Viola Hovel, the girl (age 18)
✓ -Mr. and Mrs. Tom Hovel, her parents
-Mrs. Norma Perry, her teacher at Navajo Children's Rehabilitation Center
-Miss Sophie Thompson, Indian social worker
-Mr. Fred Krause, Executive Director, PCMR
-Miss Lorraine Beebe, Vice Chairman, PCMR
-Mrs. Mary Gray, Mr. Krause's secretary, PCMR
-Mr. Robert Collier

SEQUENCE:

1:00 p.m. When your guests have arrived, Susan Porter will phone you that all is ready.

1:01 p.m. After greeting your guests in the Diplomatic Reception Room, you will want to invite them into the Map Room to meet with the press.

1:15 p.m. At the conclusion of the photo session with the press in the Map Room, at your invitation to your guests to have refreshments, the press will leave giving you an opportunity to have a cup of tea privately with your guests.

1:25 p.m. At the conclusion, return to Family Quarters; Susan Porter will bring you pens to give your guests as a memento (autographed photos will be sent later), and your guests will be offered a Special Tour of the White House.

NOTE: Open press coverage.
White House photographer.
Background information is attached.

Susan Porter
February 24, 1975

NAVAJO CHILDREN'S REHABILITATION CENTER, INC.

Coyote Canyon Trading Post
Brimhall, New Mexico 87310

February 7, 1975

Miss Viola Hovel is a delightful young 18 year old Navajo woman. Her cheerful disposition and kindness toward others makes her a favorite of students and staff at the Navajo Children's Rehabilitation Center where she attends school.

Viola is a talented athlete who enjoys team games such as basketball and baseball. An excellent dancer she enjoys performing traditional Navajo dances in the beautiful dance costumes which she wears when dancing on special occasions. Her love of music is not limited solely to traditional Navajo songs but also extends to the popular music of the day and she knows the words of many of the current hit songs. Another activity at which Viola excel is assembling complex picture puzzles.

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PCMR

February 4, 1975

Presentation of Navajo Rug to Mrs. Ford
BACKGROUND INFORMATION

On Thursday, February 27, 1975, at 1 p.m., PCMR will present a Navajo rug to Mrs. Gerald Ford at the White House. The rug was woven by a 16-year-old Navajo girl now attending a school for retarded Indian children at Coyote Canyon, Brimhall, New Mexico, on the Navajo Reservation. The school is called Alchini Ba Lchohoo, or Hope for Children.

The young girl who wove the rug is named Viola Hovel. She will come to Washington for the presentation accompanied by her mother, Mrs. Irene Hovel; Mrs. Norma Perry, her teacher at the school; and Miss Sophie Thompson, a social worker with Indian Health Service. All are Navajo. All speak English.

They will arrive at 2:56 p.m., Wednesday, Feb. 26, at National Airport, Flight # 168.

The school at Coyote Canyon was started in 1971 by a white man from Ohio, who saw the great need for a program for retarded Indian children, and the lack of services provided by the State, the Navajo Tribe, Bureau of Indian Affairs, and Public Health Service.

He also saw an opportunity to exploit these children. He succeeded in getting sizeable grants from BIA, Vocational Rehabilitation, Kennedy Foundation and others. Within a few months there were 30 Navajo children living at the school, most of them with multiple handicaps. Some had been brought from institutions hundreds of miles away. There were high hopes, based on the promises he had made. Gradually, it became evident that there was no program for the children, there was no education, there wasn't even adequate medical care. Unpaid-for furniture and equipment were repossessed. The utilities companies threatened to cut off heat and light because of unpaid bills.

In 1972, the man visited PCMR offices, ostensibly to get an endorsement of his "program." After he had made the appointment, PCMR staff checked with a Navajo health educator and a Navajo social worker, and with BIA. At that time, the Navajo professionals had serious doubts about the man's honor and his ability to carry out his grandiose plans. BIA was beginning to have some questions, but continued to help support the project. At PCMR, he was confronted with the discrepancies between his claims and reality, and he left, upset, but protesting his innocence.

Shortly after this time, he returned to the Reservation, made a grand gesture of turning over the facility to the Navajo, and took off, leaving the children and over \$65,000 worth of debts. He left in a bus presented to the children by charitable businessmen.

A month after his visit to PCMR, and during the week that he left, two PCMR members and a staff member went to Coyote Canyon and to Tribal Council

The President's Committee on Mental Retardation, Washington, D.C. 20201

offices in Window Rock, Arizona, to explore the situation, and to try and convince the authorities there to salvage what there was left.

Some of the children had been returned to their homes; others remained at the school. The facility was kept going by the dedication of two men: Dr. Steve Poland, a psychologist sent there by Voc. Rehab.; and Arthur Hood, a Navajo artist and craftsman. Both worked without salary for many months. Also very instrumental in the continuation of the school and the encouragement of the parents to become involved was Sophie Thompson, Navajo social worker. The staff of nearby St. Michaels school also assisted.

The New Mexico Association for Retarded Citizens took an active role in rallying the parents, also. A chapter of ARC was formed. PCMR sent a consultant to meet with the parents to help guide them in the reorganization of the school.

Now "Hope for Children" --sometimes called Navajo Children's Rehabilitation Center--is on solid ground. The Board of Directors is all Navajo, and the school is run by trained Navajo professionals and paraprofessionals, plus the psychologist, Dr. Poland, who has remained.

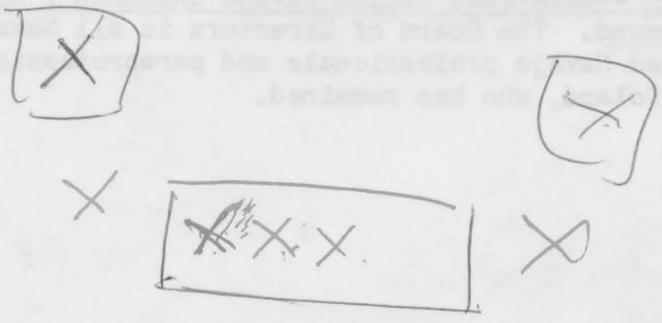


offices in other parts of the country, to explore the situation and to try
and convince the authorities there to change their minds.

Some of the children had been referred to their parents' friends
the school. The facilities were not adequate for the children of the school.
Dr. David Poland, a psychologist, went to the school, and Dr. David
had a private office and classroom. Both worked without salary for some
months. Also very important in the construction of the school and the
organization of the parents to learn to work together. The school was
located in the staff of nearby St. Michael's school also located.

The New Mexico Association for Retarded Children took an active role in
helping the parents. A chapter of NAC was formed. The school was
convinced to meet with the parents to help guide them in the organization
of the school.

Now known for Children - sometimes called Keweenaw Children's Rehabilitation
Center - is an excellent school. The Board of Directors is made up of
school is run by parents and professionals and parents. The school is
the psychologist, Dr. David Poland, who has worked.



Mrs. Ford to Get a Navajo Rug

Washington (UPI) -- Betty Ford will accept a handwoven Indian rug from Viola Hovel, a 16-year old Navajo native who is a student at a school for retarded children at Coyote Canyon, Brimhall, N.M., Thursday at the White House. The rug was woven on behalf of the President's Committee on Mental Retardation.

Friday, the First Lady and her daughter Susan will welcome to the White House 500 members of the Young Republican Leadership Conference. Susan is honorary chairman for the 18th annual leadership conference currently being held in Washington.

AFL-CIO to Campaign for ERA

Miami Beach, Florida (AP) -- The AFL-CIO pledged today to continue campaigning for ratification of the Equal Rights Amendment to the U.S. Constitution. In a statement approved by the labor organization's executive council at its winter meeting, the AFL-CIO said it is committed to the principle of women participating in every aspect of national life and called this "the cornerstone of trade union democracy."

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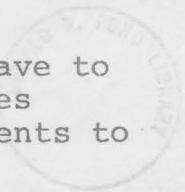
FROM THE NETWORKS

Administration Predicts \$2.5 Billion Social Security Deficit by End of 1975

The administration told Congress Monday that rising inflation and unemployment will cause Social Security benefits payments to exceed Social Security payroll deductions by \$2.5 billion by the end of 1975, ABC reported.

ABC's economics editor Dan Cordtz said the reserves of \$43.4 billion could be tapped to cover deficits accrued over the next 10 years. By 1980, however, if the U.S. continues the present schedule of payments and receipts, the total amount of money in the fund will only pay one month's benefits, Cordtz said.

"So, people working at that time will actually have to support retirees with their tax money, and that changes social security from a pension paid for by its recipients to just another income transfer program," Cordtz said.



Feb. 24, 1975

THE WHITE HOUSE
Office of the Press Secretary to Mrs. Ford

NOTICE TO THE PRESS

First Family schedule for week
of Feb. 24 -- Feb. 28, 1975

Feb. 27
Thursday
1 p.m.

Mrs. Ford will accept a hand-woven Indian rug from a 16-year-old Navajo girl named Viola Hovel. Miss Hovel, a student at a school for retarded children at Coyote Canyon, Brimhall, New Mexico, wove the rug and will present it on behalf of the President's Committee on Mental Retardation.

Feb. 28
Friday
4 p.m.

Mrs. Ford and Susan will greet about 500 members of the Young Republican Leadership Conference at a reception at the White House. Susan is honorary chairman for the 18th annual Leadership Conference, being sponsored by the Young Republican National Federation in Washington Feb. 26-March 2.

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For immediate release
Thursday, Feb. 27. 1975

THE WHITE HOUSE
Office of the Press Secretary to Mrs. Ford

Mrs. Ford will accept a hand-woven Indian rug from 18-year-old Viola Hovel, a Navajo who attends a school for retarded children at Coyote Canyon, Brimhall, New Mexico. The presentation will be at 1 p. m. in the White House Map Room.

Miss Hovel will make the presentation on behalf of the President's Committee on Mental Retardation. She is the daughter of Mr. and Mrs. Tom Hovel, also of Brimhall. Mr. Hovel is president of the Hope for Children Association, a group of Navajos who are parents of mentally handicapped children. It is one of the first such Indian groups in the country.

Miss Hovel attends the Navajo Children's Rehabilitation Center Inc. Started two years ago, it has an enrollment of 19 Navajo young people between the ages of 12-21 years. The students are from widely scattered communities in northeastern New Mexico, and for most, this is the first school program they have attended.

The purpose of the Coyote Canyon program is to prepare mentally handicapped children to deal with practical problems in their isolated rural communities, while making Navajo culture an integral part of the program. The Bureau of Indian Affairs provides assistance to the school, and the Foster Grandparents Program is also involved (retirees from the area take a special interest in the students.)

Miss Hovel developed her weaving skills under Mrs. Norma Perry, a Navajo from Coyote Canyon who is a skilled weaver and a member of Foster Grandparents.

Included in the presentation are Mr. and Mrs. Hovel; Mrs. Perry; Sophie Thompson, social worker; Fred Krause, executive director of the President's Committee on Mental Retardation (PCMR); and other PCMR officials.

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#

HEW NOW

May 1975

*for employees
of the department of health, education, and welfare*

Weinberger:

"HEW is proud of award winners"

On the occasion of the HEW Annual Awards Ceremony, we take pride in the achievements of outstanding employees. But every day, many thousands of other HEW employees perform service for the public good deserving of the Nation's deepest appreciation.

So, in large part, the annual presentations are symbolic, recognizing the work of all dedicated

See "outstanding employees"
Page 3

employees. I believe that the award winners would be the first to acknowledge that their efforts depend on the contributions of so many others who work with them.

HEW's mission cannot be achieved without creative and responsible public servants. The special dedication of those we honor with Departmental awards exemplifies what is best and most rewarding about public service. It is a standard of excellence deserving of our greatest respect and sincerest gratitude.

In this Bicentennial year, we look backwards with justifiable pride. But we must also look forward to assure that our work today contributes to the yet unwritten history of 200 years from now. It must be our aim that our descendents will be able to make the same kind of proud retrospective assessment that we make today.

The reward of excellence and achievement of this award ceremony is an important part of that tradition.



After distributing military field jackets to Vietnam refugees, SRS Deputy Director John A. Svahn (right) and Region IX Deputy Director Daniel Sprague (rear) tell a group of refugees about the HEW processing efforts. Large tent in the background housed the refugees at Camp Pendleton, Calif.

HEW helps Vietnam refugees find new homes state-side

During the first weeks of May, more than 120,000 Americans and Vietnamese were evacuated from Siagon and other parts of Vietnam. Many of these people are now temporarily located at three major military bases in the United States, under-going detailed immigration processing and a thorough health check.

HEW is participating in the massive efforts of the federal Inter-agency Task Force on Indochina Evacuation, with the Public Health Service, the Social Security Administration and the Social and Rehabilitation Service providing immediate services to help integrate the refugees into American life.

The Task Force, drawing on personnel from the Departments of HEW, State, Labor and Defense, has been responsible for the entire evacuation operation—from planning and executing the Vietnam departure, to establishing the refugees in their new homes.

PHS doctors, physician assistants, and nurses who are providing health screening and inoculations to the refugees, report that the general health and nutritional status of the new arrivals is surprisingly good.

SSA representatives are also on site, issuing Social Security cards to the refugees on a 24-hour basis. And SRS, with responsibility to

Continued on Page 6



Strictly Personnel

By Elmer Smith
OS Employee Relations Branch

Ready, willing and able

In Washington recently, a bumper sticker was spotted which proclaimed a terse but meaningful message for these unusual times: "Work a little harder—the job you save may be your own."

That's not so far fetched. Things are not as good as they used to be, and a lot of people are looking for work. It's unlikely that the bumper-sticker maker had any particular segment of the working population in mind. It could apply anywhere—perhaps not quite as much in the federal sector as in the private, because of the job protection afforded federal employees.

But it has been noted lately that the budget continues tight, and vacant positions are often abolished rather than filled. Many managers are looking more carefully at the resources they have for getting the job done. Supervisors who have, in the past, shown a great reluctance to become involved in any action against an unsatisfactory or insubordinate employee are now beginning to have second thoughts. More and more, non-performers are finding that the firm ground they thought they were standing on is becoming quite spongy.

We can take comfort, however, in the realization that there are, in fact, very few employees in the Federal Service who truly are unsatisfactory. By far, the overwhelming majority are able, dedicated people. And, even at the risk of sounding Pollyanna-ish, it must be said that most do a very good job indeed.

That notwithstanding, we can't ignore the fact that there are a few, albeit very few, Federal employees who do not perform, are insolent, or sometimes insubordinate. What

to do? Some managers tolerate it, hoping the situation will go away. Some managers actively work to get the problem reassigned to some other supervisor. Others try to handle the situation in writing, and over a period of time manage to give the employee a long series of final warnings. Meanwhile, other employees in the office look on in mild amazement, wondering if anyone is in charge.

For now, let's ignore the complex adverse action procedure and suggest one simplified method of dealing with certain limited problem situations.

Sometimes an employee may report to work without special tools, clothing, or equipment and so is not *ready* to work. Occasionally, an employee is not *willing* to work and refuses to perform certain duties. And, it has been known to happen that an employee will sometimes report to work drunk, sick, or for some other reason not *able* to work. What can a manager do to handle this?

Put the employee on leave, with or without the employee's consent.

If you need a reference, here it is from Chapter 751 of the Federal Personnel Manual: "In a non-disciplinary, nonemergency situation, when an employee is *not* 'ready, willing, and able to work,' he may be placed on annual or sick leave or in a nonduty nonpay status, as the circumstances and the status of his leave account require, and the action will not be considered a suspension."

When the reason for placing the employee on leave has been resolved, the employee may return to work. It's that simple.

Have you noticed?

We've changed our name!

The former *HEW Newsletter* is now published as *HEW Now*, for employees of the Department of Health, Education, and Welfare.

More important than the name change, however, is the new editorial thrust of the publication. Through *HEW Now*, we hope to give the 125,000 employees of the department a look at the people and the programs behind the daily newspaper headlines.

HEW is the largest government department, spending more than one-third of the federal budget, and operating 400 separate programs. Each of these programs is more than just another box on an organization chart, however; it is people serving people.

It is this side of the department that we will report on in *HEW Now*. We hope you will enjoy this new format and will benefit from it.

If your agency is doing something newsworthy and you would like to share the information with other HEW employees, please drop us a line at the address below. Space is limited, but we will consider every suggestion.

—The staff

HEW NOW

for employees of HEW

Official monthly publication of the
U.S. Department of Health,
Education, and Welfare
Caspar W. Weinberger, Secretary
Lewis M. Helm, Assistant Secretary
for Public Affairs

Barbara Coleman, Executive Editor
Susan Wing, Editor
Dee Ayers, Assistant Editor

HEW NEWSLETTER
Room 5313, HEW North
Washington, D.C. 20201
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HEW cites achievements of outstanding employees

HEW honored 70 outstanding employees during April at the Annual Honor Awards Ceremony. Secretary Weinberger presided over the event, which also marked the 22nd birthday of the department.

The Secretary praised the awardees, and noted the difficulty of singling out award recipients from among thousands of dedicated

employees. In addition to the usual space cleared for wheel chairs, an interpreter was on stage signing speakers' words for the deaf. Braille copies of the afternoon's program, prepared by the Library of Congress, were available for the blind.

Following is a list of employees and the awards they received:

Distinguished Service Award:

- Gerald H. Britten, *Director of Planning Systems, Office of Asst. Sec. for Planning and Evaluation, OS.*
- Donald Hirsch, *Assistant General Counsel for Legislation, OS.*
- William M. Russell, *Deputy Asst. Sec. for Personnel and Training, OS.*
- Frank E. Samuel, Jr., *Deputy Asst. Sec. for Legislation (Health), OS.*
- Betty H. Pickett, Ph.D., *Director, Division of Special Mental Health Programs, ADAMHA.*
- James E. Pittman, *Executive Officer, of the Director of Program Support, ADAMHA.*
- Sam D. Fine, *Assoc. Commissioner for Compliance, FDA.*
- D. Carleton Gajdusek, M.D., *Chief, Laboratory of Central Nervous System Studies, NINDS, NIH.*
- Frank J. Rauscher, Jr., Ph.D., *Director, National Cancer Program, NIH.*
- Alberta R. Eidman, *Deputy Asst. Dir. for Systems, Bureau of Data Processing, SSA.*
- Libero Ajello, Ph.D., *Scientist Director, Mycology Division, CDC.*
- Harry W. Bruce, Jr., D.D.S., *Assistant Surgeon General, Bureau of Health Resources Development, HRA.*
- John C. Greene, D.D.S., *Assistant Surgeon General, Dental Category, HRA.*
- Erwin S. Rabeau, M.D., *Medical Director, Indian Health Service, HSA.*
- Maxine Wilcox, R.N., *Senior Nurse Officer, National Health Service Corps*



Dan McHugh, from Gallaudet College, signed speaker's words for the deaf.

employees. He said, "in any department this large there are bound to be a great many other people who are also deserving of these awards."

He urged all HEW employees to be mindful of the "long-range aspects of the Department," saying that many HEW efforts "will be beneficial to generations yet unborn."

The Secretary was assisted in presentation of the awards by Thomas S. McFee, Deputy Assistant Secretary for Management Planning and Technology, and by Julia Vadala Taft, Deputy Assistant Secretary for Human Development.

Special arrangements were made to assure access to the ceremony by handicapped awardees and em-

Clinic, HSA, Galveston, Tex.
• David P. Rall, M.D., *Assistant Surgeon General, National Institute of Environmental Health Sciences, NIH.*

Ten outstanding employees of the year: Ruth K. Bozeman, OGC; Debra L. Dalton, OCR, Region IV; Dorcas G. Simms, RSA, HD, OS; Alice J. Williamson, OGC, Region IV, Mae T. Barnett, OE; Katie T. Ross, OE; Sybil E. Shrier, SRS, Region III; Corinna Balsamo, NIMH, ADAMHA, Region I; Juanita Wynn, SSA; Verna E. Bittinger, SSA.

Departmental Management Awards:

Senior Management Citation to: Loren W. Spiva, OASH; Bruce Edward Byer, FDA; Willie C. Richardson, FDA; Gerald C. Macks, NIH; Eugene F. Conroy, SSA; Ralph Tunnell, SSA.

Executive Management Citation to: Solomon Eskenazi, NIH; Harry Overs, SSA.

Equal Opportunity Achievement Award: • Miles L. Schulze, Branch Chief, Higher Education Division, Office for Civil Rights, Region VI.

• William P. MacNeil, *Equal Opportunity/Labor Relations Officer, BDI, SSA.*

HEW Volunteer Award:

• Annie Ruth Collins, *Public Health Educator, High Blood Pressure Education Program, NHLI, NIH.*

• Doreen Varner, *Social Insurance Claims Examiner, Southeastern Program Center, BRSI, SSA.*

Handicapped Employee of the Year:

• Henry L. Alexander, *Service Representative, District Office, SSA, Miami Beach, Fla.*

Arthur J. Altmeyer Award:

• Marion B. Folsom, *Second Secretary of HEW, Rochester, N.Y.*

Winners of major non-HEW awards:

• Peter B. Hutt, *Asst. General Counsel, Food and Drug Division, OS.*

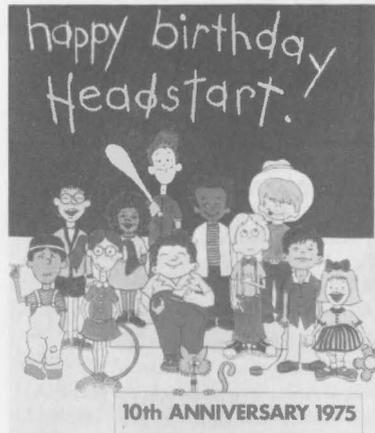
• Sara S. Owens, *Paperwork Management Officer, CDC, Atlanta, Ga.*

• John C. Eberhart, Ph.D., *Director, Intramural Research Program, NIMH, ADAMHA.*

Continued on Page 5



Top officials from the entire department were present to honor the 1975 annual awards winners.



Ten candles on Head Start cake

Ten years ago, when the Head Start program was launched by the now-defunct Office of Economic Opportunity, not many observers would have predicted that in one decade it would become a dynamic catalyst for individual and community growth.

In recognition of the major contributions of this social program, May 14, 1975, was celebrated as National Head Start Day, and thousands of local Head Start centers across the nation held special events.

This unsolicited letter from a Head Start parent offers testimony to the program's accomplishments:

"My two children have graduated from the Head Start program and a third child is now enrolled. They all learned early that good discipline and good diet were very important. They expected me to fix the foods at home like they had at school. This kept me on my toes.

"Serving on the Center Committee taught me a great deal about the program, and home visits and center visits gave me insight into my children's behavior. Head Start made it possible for me to go so school to complete my schooling.

"I graduated from college in 1970, and I am now a nursing instructor at Abbot Northern School of Nursing. Head Start was a life saver for me."

A Head Start parent from St. Paul, Minnesota

Employee Profile:

Laurinda Steele helps handicapped through her work and hobbies

People like to be with Laurinda Steele. She generates warmth and friendliness. She is interested in people, and shares good times at sports events, hiking, and tandem biking.

Laurinda, who will complete her management intern assignment in the OS Office for Handicapped Individuals this summer, is helping establish a national information clearinghouse on physical and mental handicaps. This system, she says, will help handicapped persons find assistance in almost any emergency situation.

Laurinda has been totally blind since age fourteen. She doesn't have a guide dog, just a cane she calls "Nemo."

Her lack of sight, according to her friends and associates, in no way interferes with her attitude toward life or her goals. She ignores what others would consider a serious handicap, and expects no special attention or consideration, they say.

Laurinda has worked to develop extra-sensory toys for multihandi-

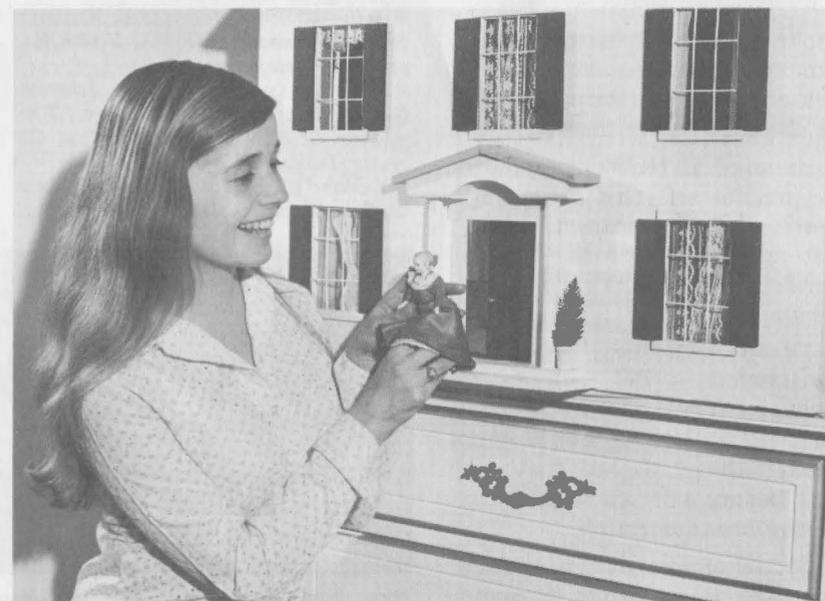
capped children, and recognizes the importance of miniature reproductions to congenitally blind people. She has developed an extensive collection of miniatures and charms from her travels abroad. She says that these miniatures, such as her charm of the Eiffel Tower, enable a blind person to comprehend the total image of large objects.

One of her hobbies is a priceless Georgian dollhouse, furnished completely with minute hand-carved ivory mice in the pantry and a Beethoven bust on the piano.

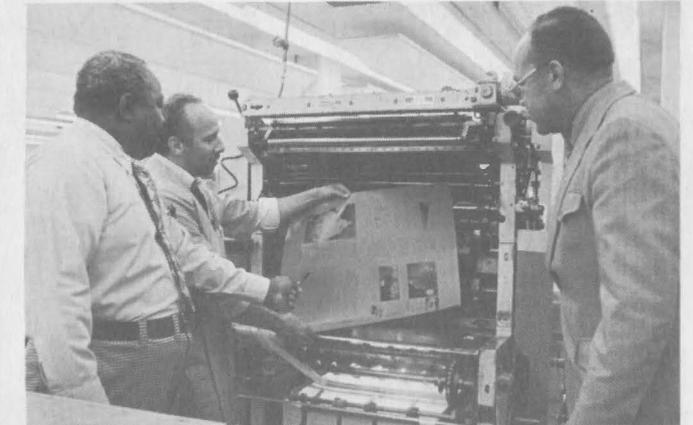
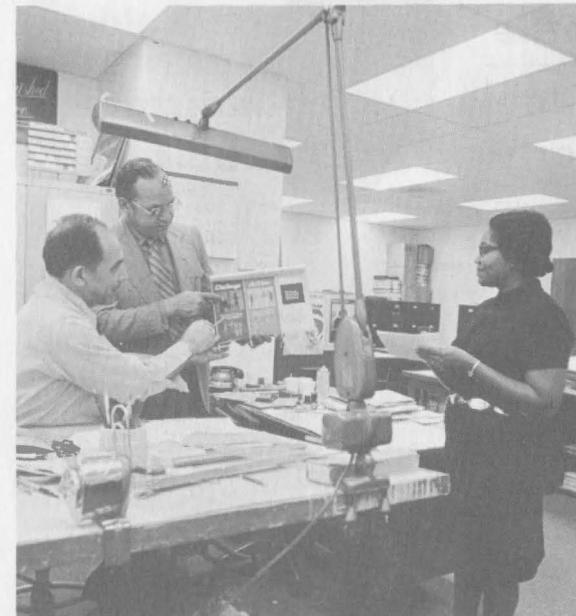
Laurinda makes her own clothes, crochets and still finds time for sculpturing and ceramics which she studied at Goucher College in Baltimore.

Laurinda particularly likes doing things for the elderly and the mentally handicapped. "As an expression of love," she says, she crochets afghans for the aged at the Bethesda Nursing Home.

Her sunny office window is filled with plants, and she knows the exact number of buds and blooms on her well-nurtured gardenia plant.



Laurinda Steele displays a doll from her extensive collection.



Clockwise from top left: Artist Al Lewis and Chief Lacy Vaughn work with Annell Haughton in designing an HEW exhibit. Plant Superintendent Thomas Turner and Lonnie Cooper make a quality check with Lacy Vaughn before a press run. Photographers Harry Melnicoff and Stan Singer inspect a portrait negative. Mail Supervisor Bill Brown confers with Deborah Thomas and John Dove about an addressing and mailing project.



Lacy Vaughn and co-workers keep the presses rolling

Have you ever seen this formula for communications achievement? 65 people + \$7 million = 80 million units of work per year.

What's that, you say. Easy: it's the OS Printing and Visual Systems Branch. The unit, headed by veteran printing expert, Lacy Vaughn, turns out communications materials for HEW ranging from books and pamphlets to exhibits and visual aids.

This publication, *HEW Now*, is printed on the office's Harris Press, considered the "Rolls Royce" of printing presses, which is capable of printing 7,500 pages per hour. The Branch also supervises six satellite copy centers in the Southwest Washington area, which produce approximately one million documents per month.

There is a busy photographic section, too, where photographers take news photos of HEW events, shoot documentary photos on location, and cover HEW conferences for photographs of historic value.

Their work includes maintaining negative files, taking portrait and passport photos, processing film and, when necessary, supervising photographic contracts.

The Visual Aids section plans, designs and constructs exhibits and visual aids of all types to keep the American public informed about HEW programs. The Copy Prep offices prepares camera-ready copy to keep the presses busy full-time.

The 65 members of the Branch "team" are aware of the "information explosion," and are ready to serve you and your program when needed.

The *HEW Now* staff applauds the extra efforts of the Printing and Visual Systems office in helping us publish an informative, attractive and timely newsletter.



Awards

Continued from Page 3

- Robert I. Levy, Director, Division of Heart and Vascular Diseases, NIH.
- James Bruce Cardwell, Commissioner, SSA.

Secretary's Special Citations:

Office of the Secretary: Stuart H. Clarke, Irvin Coker, Gwendolyn H. Gregory, Edward W. Hanley III, Manuel B. Hiller, Marcia M. Myers, Cynthia R. Nathan, Julia M. Wood; SRS: Howard N. Newman, Francis DeGeorge; SSA: Louis Zawatzky.

Certificates of Appreciation:

Office of the Secretary: Robert E. Bradford, Ledia E. Bernal, Vera D. Brown, Ph.D., Thelma Domenici, Oliver Hinton, Sandra M. Jenkins, Louis H. Rives Jr., Robert Rosas, Ann Russell, Nelson J. Sabatini, Martin T. Walsh, Margaret C. Woodbury; NIH: Alex Smallberg, Lewis K. Thuesen; USDA, Lucille C. Gallagher.

HEW aids refugees

Continued from Page 1

repatriate destitute Americans, is providing services to approximately 1,000 of these returning citizens.

In addition, SRS is coordinating with voluntary and charitable agencies which will help the refugees settle in communities across the country. These voluntary groups will locate sponsors and relatives of the refugees, and will help with housing, school enrollment and job placement.

President Ford has asked Congress for \$507 million to cover federal expenses of the evacuation and resettlement program.

This money, in part, will provide community programs for the refugees such as: bi-lingual education and job training, social services, Medicaid and public assistance where necessary.

Julia Vadala Taft, Deputy Assistant Secretary for Human Development, and David Ford, Executive Assistant to the Assistant Secretary for Legislation, are coordinating the HEW refugee efforts.



Teens learn child-rearing in classroom programs

For a number of reasons, many American teenagers are not prepared for the responsibility of parenthood.

Society has become increasingly mobile and impersonal. Mothers and fathers most likely are working away from home. Single-parent families are more numerous, and day-care centers are booming.

To fill this educational gap, the Office of Child Development (OCD) and the Office of Education (OE) are helping schools and voluntary organizations establish "education for parenthood" programs that focus on the role parents play in a child's developing mental, physical, social and emotional health.

One important project is "Exploring Childhood," a high school course taught along with more traditional curriculum. Through the program, students learn by spending considerable time with infants and pre-school children.

In Washington, D.C., Cardozo High School adopted the program, using three nearby day-care centers as classrooms. By next year, the school hopes to operate its own center, where students will learn first-hand the fine art of parenting.

This year the course is being used and refined in some 600 schools. Colleges and community agencies, including the Boy and Girl Scouts, have also adopted the parenting program.

Education for parenthood can be useful to all members of a family. Students and adults interested in such study should contact their local school counselor, principal, or adult education director.



First Lady Betty Ford, honorary member of the President's Committee on Mental Retardation, recently accepted a Navajo rug woven by Viola Hovel. Viola is a student at the Navajo Children's Rehabilitation Center in Coyote, N.M. The rug was presented to Mrs. Ford in appreciation of her interest in retarded persons. Also present was Fred Krause, PCMR executive director (not pictured).

Double parking is in

Double-deck "Parkmasters" have been installed between the HEW North and South buildings to replace commuter parking lost because of Metro subway construction. The machines, installed but not yet fully operational, will double the automobile capacity of the lot.

The OS Office of Administration and Management, responsible for operation of the new parking spaces, admits to some shortcomings of the system, but says that the problems will be corrected shortly. The office will not assign the space to HEW carpools until the machines have been inspected and certified safe.

When in operation, the machines will lift an automobile, by the push of a lever, to a height of six feet, allowing a second car to park underneath. The HEW "Parkmaster" system is the junior of one installed at the General Services Administration, which accommodates up to 22 cars in the space of one.



John Hoyas, SSA, finds it tough to operate the new parking machines. The Office of Administration says the problem will be corrected shortly.



NIH reunion draws crowds for exhibits and lectures

During the first National Institutes of Health alumni reunion and Bicentennial open house, in late April, more than 30,000 visitors viewed research exhibits, toured laboratories, heard scientist-speakers, viewed health films and helped themselves to a variety of pamphlets. The usual hospitality on the campus set the mood for two interesting and informative weekends.

At times more than fifty persons were waiting to walk inside the "NIH cell exhibit," the first stop on the "health research trail." The cell is a unique, colorful art form which emphasizes the importance of research, not only into the mysteries of the cell, but in the conquest of disease.

In a series of lectures presented especially for the public, experts spoke about child health, reducing cancer risks, healthy lungs, heart attacks, mental depression, acute leukemia, and diabetes and obesity.

In addition to exhibits representing the NIH agencies, there were other exhibits which included an artificial kidney machine, germ-free animals, scientific glassblowing, eyeglasses that simulated the effects

of visual diseases, and a whiplash model.

Health films presented covered advances in disease research, modern health care techniques, and careers in health professions.

The reunion on April 19 and 20 brought NIH alumni from all fifty states and fifteen foreign countries—many with wives or husbands, as well as children.

Highlight of the event was the Saturday morning convocation which was addressed by Nobel Laureate Arthur Kornberg, an NIH alumnus, and HEW Secretary Caspar Weinberger. For this session, more than 2,000 persons were seated in a large colorful red and yellow striped tent.

The former NIH staff members were given a preview of the Bicentennial "health research trail" including twenty-two scientific exhibits. A reception and banquet at the Washington Hilton Hotel and a farewell brunch "under the Big Top" on the Bethesda campus concluded the reunion weekend.

The health research trail and the visitor's center will continue through the Bicentennial period ending in December 1976.

DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE

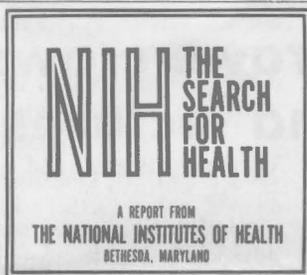
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Watch Your Blood Pressure!

May of each year has been designated National High Blood Pressure Month.

Each May the National High Blood Pressure Education Program of the U. S. Department of Health, Education, and Welfare in cooperation with the American Heart Association, the American Medical Association, the National Medical Association, the Citizens for the Treatment of High Blood Pressure, Inc., The American Hospital Association, the American Osteopathic Association, as well as many other public and private groups will conduct programs designed to call special attention to the number one public health problem in the United States.

High blood pressure affects over 23 million Americans. It is often called the silent disease because generally there are no symptoms. A person can feel perfectly healthy yet have dangerously high blood pressure. It strikes young and old, rich and poor, black and white.

There is a greater chance of having high blood pressure,

however, if you are black or over 50. Blacks seem to get high blood pressure earlier than their white counterparts and usually more severely. There are usually no identifiable causes for high blood pressure; however, several factors seem to be involved—among them are overweight, smoking cigarettes, heredity and atherosclerosis (ath' er-oskle-ro' sis), fatty deposits in the arteries. High blood pressure promotes the development of these fatty deposits within the artery wall, which substantially increase the risk of heart attack and stroke.

Heart attack and stroke are only two of the major effects of high blood pressure. It can also cause severe kidney damage.

High blood pressure can be treated. Usually a simple medication is all that it takes to keep your blood pressure under control. Sometimes just changes in your diet will suffice, especially if overweight or excessive salt intake are contributing to your high blood pressure. But how do you know if you have it? Your doctor can take your blood pressure quickly and painlessly. All you need to do is to roll up your sleeve.

You could die from the effects of high blood pressure and not even know you have it. Uncontrolled high blood pressure forces your heart to work harder than it should and can lead to early failure; it



also causes a strain on the small blood vessels in your brain. If one of them breaks, you suffer a stroke. The tiny blood vessels in your kidneys really take a beating if your blood pressure is high. This can cause kidney damage and even kidney failure.

All too often, people learn from their doctor that they have high blood pressure but don't continue to follow his orders, either stopping taking medication or going off the prescribed diet. When this happens, the blood pressure goes right back up. High blood pressure can be controlled, but it is rarely cured.

The National High Blood Pressure Education Program's message is quite simple. Get your blood pressure checked and learn the dangers of untreated blood pressure.

Write High Blood Pressure Information Center, SH, 120/80 National Institutes of Health, Bethesda, MD 20014 for a free copy of "Watch Your Blood Pressure."