

# WITHDRAWAL SHEET

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DOCUMENT NO. & TYPE	SUBJECT/TITLE	DATE	RESTRICTION
1. Vita	Irving Kenneth Zola, 1p (partial)	n.d.	P6/B6
2. Memo	From Paul Steven Miller to Carol Rasco re: Nominees for the National Council on Disability, 1p (partial)	6/2/94	P2, P6/B6

### RESTRICTIONS

**P1** National security classified information [(a)(1) of the PRA].  
**P2** Relating to appointment to Federal office [(a)(2) of the PRA].

**P3** Release would violate a Federal statute [(a)(3) of the PRA].  
**P4** Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA].  
**P5** Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA].  
**P6** Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA].

**PRM** Personal records misfile defined in accordance with 44 USC 2201 (3).

**B1** National security classified information [(b) (1) of the FOIA].  
**B2** Release could disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA].  
**B3** Release would violate a Federal statute [(b)(3) of the FOIA].  
**B4** Release would disclose trade secrets or confidential commercial financial information [(b)(4) of the FOIA].  
**B6** Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA].  
**B7** Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA].  
**B8** Release would disclose information concerning the regulation of financial institutions [(b)(9) of the FOIA].  
**B9** Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA].

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EXECUTIVE OFFICE OF THE PRESIDE  
EXECUTIVE OFFICE OF THE PRESIDE

13-Apr-1994 05:18pm

TO: (See Below)  
FROM: Nancy L. Ward  
Office of the Press Secretary  
SUBJECT: Pres.Appoints Committee For Disabled

THE WHITE HOUSE

Office of the Press Secretary

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For Immediate Release

April 13, 1994

PRESIDENT CLINTON APPOINTS FOUR MEMBERS TO THE  
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR  
SEVERELY DISABLED

The President today announced his intention to appoint Evelyne Villines, Gary Krump, Leonard Vincent and Donald Wedewer as members to the Committee for Purchase from People who are Blind or Severely Disabled.

The Committee For Purchase From People Who are Blind or Severely Disabled determines fair market prices for commodities and services offered for sale to the Federal government by nonprofit agencies employing persons who are blind or have other severe disabilities. These activities serve the Committee's primary mission of increasing employment and training opportunities to help prepare these workers for competitive employment. The Committee also assists Federal agencies to expand procurement from participating organizations.

EVELYNE VILLINES of Iowa

Ms. Villines is the Chairperson of the Family Support Committee of Children and Families of Iowa and a member of the advisory committee of the Metropolitan Transit Authority. She was inducted into the National Hall of Fame for Persons with Disabilities.

LEONARD VINCENT of Virginia

Rear Admiral Leonard Vincent is the Deputy Director, Acquisition for the Defense Logistics Agency and Commander, Defense Contract Management Command.

DONALD H. WEDEWER of Florida

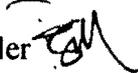
Mr. Wedewer retired after 15 years as the Director of Florida's Division of Blind Services. Mr. Wedewer continues to serve his community as a Board member on the Council of State Administrators of Vocational Rehabilitation, Florida Governors Committee on Employment of the Handicapped, and other like organizations.

GARY J. KRUMP of Maryland

Mr. Krump is the Deputy Assistant Secretary for Acquisition and Material Management at the Department of Veterans Affairs.

-30-30-30-

**MEMORANDUM TO CAROL RASCO, Assistant to the President for Domestic Policy**

**FROM:** Paul Steven Miller 

**DATE:** June 9, 1994

**SUBJECT:** Nominees to the Architectural Transportation Barriers Compliance Board

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I have enclosed, for your information, the resumes of the four individuals who have been signed off by the President to be appointed to the Architectural Transportation Barriers Compliance Board. Please do not hesitate to call me with any questions or comments.

Brief Biographies (Resumes Attached)

- JOHN CATLIN (ILL) -- Disabled architect at Loeb Schlossman and Hackl specializing in the design of spaces accessible to persons with disabilities. Member of and involved in the American Institute of Architects. Published several articles on accessible design and architecture.
- DONNA SORKIN (VA) -- Disabled executive director of Self Help for Hard of Hearing People, Inc., the largest consumer organization in the field of hearing loss. Has Masters in City Planning from Harvard University's Graduate School of Design.
- PAMELA YOUNG-HOLMES (WI) -- Disabled director of consumer and regulatory affairs at Ultratec, Inc., a company specializing in deaf technology including TTDs.
- BILL SIMS (FLA) -- Senior Vice-President, Walt Disney Imagineering, responsible for the implementation of all imagineering projects for the Walt Disney World Resort Theme Parks. Prior to his promotion, he served as senior vice-president of Disney Imagineering's Architecture and Facilities Engineering Division. Member, American Institute of Architects.

I have also enclosed a recent memo I sent regarding some issues facing the Access Board in the near future.

cc: Stan Herr ✓

**MEMORANDUM TO VERONICA BIGGINS, Assistant to the President and Director  
of Presidential Personnel**

**CC:** PEG CLARK, Associate Director of Presidential Personnel

**FROM:** Paul Steven Miller

**DATE:** June 2, 1994

**SUBJECT:** Architectural and Transportation Barriers Compliance Board -- Need for Expedited Vetting for the Recently Nominated Appointees

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There is a great need for an expedited vetting process for the appointees recently signed off on to the Architectural and Transportation Barriers Compliance Board (the "Access Board"). The President recently signed off on the following individuals to serve on the Access Board: Jack Catlin, Donna Sorkin, Pamela Young-Holmes and Bill Sims.

July 13, 1994 is the last meeting that Judy Heumann, a Clinton appointee, will be eligible to chair the Access Board. By statute, the next chairperson of the Access Board must be a public member. At the following meeting of the Access Board, which will be held during the second week of September, the Board will vote on a new chair. If a Clinton public member appointee is not in place by that time, then a Republican will become the chairperson of the Access Board. It is preferable for at least one public member to be confirmed to the Access Board by the July meeting so that the Clinton appointee has attended at least one meeting prior to being elected chairperson. Incidentally, Jack Catlin, a disabled architect recently signed off by the President, is a likely candidate to be chairperson.

Therefore, the vetting process for these nominees should be on the fastest track possible. I believe that once cleared, Senators Kennedy and Harkin will be most helpful in expediting the confirmation process as they have personal interests in the Access Board.

Please do not hesitate to contact me with any further questions or comments regarding this important matter. My number is 634-9610. I will be out of the office on Friday and Monday, June 3 and 6th. However, Liz Savage from the Department of Justice has been involved in the Access Board issues and she is available to provide further information if you can not reach me. Liz's number at Justice is 514-4279.

1/8 10 14 18 22 26 30 34 38 42 46 50

**JOHN H. CATLIN, AIA**  
**Associate Principal**

**Profile**

Jack Catlin specializes in design of spaces accessible to people with disabilities. He is a former Director of Access Chicago, a barrier-free design advocacy program sponsored by The Rehabilitation Institute of Chicago. During his tenure as Director, he worked closely with the State of Illinois writing and producing the first statewide comprehensive accessibility standards. In addition, he was Chairman of Chicago Area Transportation Studies' Technical Advisory Committee which developed the first accessible transportation plan for the Chicago metropolitan area. Mr. Catlin received a Bachelor of Arts in 1974 from Southern Illinois University and a Master of Architecture in 1982 from the University of Illinois. He worked independently in the field of barrier-free design for several years prior to joining Loeb Schlossman and Hackl in 1985. He is the author of several publications on accessibility and is a frequent speaker at seminars and conferences.

**Experience**

*Architectural Projects:*

Rehabilitation Institute of Chicago, Master Plan/Programming, Chicago, Illinois

Infinitec, United Cerebral Palsy Association, Chicago, Illinois

633 St. Clair Place, Chicago, Illinois

350 North LaSalle, Chicago, Illinois

Harris Bank, Chicago, Illinois

Alexian Brothers Medical Center, Elk Grove Village, Illinois

Allstate Insurance, Commercial Division Expansion, South Barrington, Illinois

Greater Baltimore Medical Center, Baltimore, Maryland

Sears, Roebuck and Co., Jersey City, New Jersey

*ADA Related Projects:*

The Prudential Realty Group, Chicago, Illinois

McDonald's Corporation, Oak Brook, Illinois

State of Illinois Capital Development Board

• Compliance Architect for University of Illinois, Urbana-Champaign, Illinois

• Supervising Architect for nine Illinois Universities

Four Seasons Hotels, Toronto, Ontario Canada

The Art Institute of Chicago, Chicago, Illinois

Van Vlissingen & Company, Lincolnshire, Illinois

The Evanston Hospital, Evanston, Illinois

JMB Realty, Chicago, Illinois

Unocal Corporation, Schaumburg, Illinois

FMC Corporation, Chicago, Illinois

**Published  
Work**

Title III - ADA: A Consumer Manual, 1992

Jones, M.A., and Catlin, John H. (Jack), "Design for Access" Progressive Architecture, April 1978

Catlin, John (Jack) and Goodkin, Helen, "Environmental Aspects of Rehabilitation" Current Perspectives in Rehabilitation Nursing, St. Louis: C.V. Mosby, Publisher, 1977

**JOHN H. CATLIN, AIA**

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**Professional  
Affiliations  
and Activities**

Member, The American Institute of Architects, 1990-present

Ad Hoc ADA Watch Planning Group, National Council on Disability,  
Washington, DC, February, 1994

Member, Access Committee, Disability Rights Advisory Council, Office of  
the Attorney General, State of Illinois, 1993

Member, Access Living, Metropolitan Chicago's Independent Living Center  
for Persons with Disabilities

AIA Illinois Accessibility Task Force, 1990-present

Visiting Lecturer, School of Architecture, University of Illinois at Chicago,  
February, 1994

Member, Design Jury, Easy Access Housing Design Awards sponsored by The  
National Easter Seal Society, Century 21 Real Estate Corporation,  
American Institute of Architects/ADRP, April, 1993

Faculty, Northeastern Illinois AIA Chapter, AIA/PBS ADA Video Conference,  
1992

Faculty, World Rehabilitation Fund Technical Assistance Seminar, Nicosia,  
Cyprus, 1988

Advisory Council on Disability, City of Chicago(Mayor Washington),1984-86

Chairman, Executive Committee, Illinois Decade of Disabled Persons  
(Governor Thompson), 1983-84

Faculty, Progressive Architecture, Barrier-Free Buildings Workshop, New  
York, NY, 1978

Hearing Official, State of Illinois, Capital Development Board, Barrier-Free  
Design Standards, 1977

The Full Committee of the Chicago Committee on Urban Opportunity  
(Mayor Bilandic), 1977

State of Illinois Executive Committee, White House Conference on the  
Handicapped, 1976

Chairman, Technical Advisory Committee, Chicago Area Transportation  
Study, 1976

Chairman, Barrier-Free Design Committee, Chicago City Colleges, 1976

ANSI A117.1 Committee, 1976

### ADA RELATED PROJECTS

**UNOCAL CORPORATION**  
1650 East Golf Road  
Schaumburg, IL

Survey and report for 250,000 s.f. corporate headquarters; survey and report for representative truck stops and service stations.

**THE PRUDENTIAL REALTY GROUP**  
130 East Randolph Drive  
Chicago, IL

Survey and report for One and Two Prudential Plaza, two million s.f. office space.

**FOUR SEASONS HOTELS**  
1165 Leslie Street  
Toronto, Ontario Canada

Survey and reports for 15 U.S. properties totalling 4,600 rooms.

**HYATT HOTELS CORPORATION**  
200 West Madison  
Chicago, IL

Survey and reports for three Chicago area hotels totalling 2,600 rooms.

**JMB REALTY**  
900 North Michigan Avenue  
Chicago, IL

Survey and report for Century Plaza Westin Hotel and Silverado Napa Valley Resort totalling 1,300 rooms.

**THE ART INSTITUTE OF CHICAGO**  
Chicago, IL

Survey and report for galleries, auditorium, gift shop and restaurants.

**KIRKLAND & ELLIS**  
200 East Randolph Drive  
Chicago, IL

Survey and report for Chicago offices.

**PREMISYS REAL ESTATE SERVICE**  
30 North LaSalle  
Chicago, IL

Survey and report for 26-story commercial office building.

**PREMISYS REAL ESTATE SERVICE**  
222 Riverside Plaza  
Chicago, IL

Survey and report for 43-story commercial office building.

**THE WESTIN HOTEL - O'HARE**  
6100 River Road  
Rosemont, IL

Survey and report for Westin Hotel.

## ADA RELATED PROJECTS

**NATIVE AMERICAN  
EDUCATION SERVICE**  
2838 West Peterson Avenue  
Chicago, IL

Pro bono survey and report for the Chicago college campus.

**HINSDALE HOSPITAL**  
120 North Oak Street  
Hinsdale, IL

Survey and report for hospital campus totally 450,000 s.f.

**MCDONALD'S CORPORATION**  
Kroc Drive  
Oak Brook, IL

Consulting regarding restaurant design standards and implementation program.

**FMC CORPORATION**  
200 East Randolph Drive  
Chicago, IL

Survey and report for FMC Chicago Headquarters office.

**VAN VLISSINGEN & COMPANY**  
Lincolnshire Corporate Center  
Lincolnshire, IL

Surveys and reports for seven office buildings and grounds within Lincolnshire Corporate Center.

**HEWITT ASSOCIATES**  
100 Half Day Road  
Lincolnshire, IL

Surveys and reports for three corporate office buildings and grounds.

**THE LATIN SCHOOL OF  
CHICAGO**  
59 West North Avenue  
Chicago, IL

Survey and reports for the Lower and Upper Schools.

**THE EVANSTON HOSPITAL**  
2650 Ridge Avenue  
Evanston, IL

Survey and report for hospital campus totalling 850,000 s.f.

**SEARS**  
Merchandise Group  
Hoffman Estates, IL

Consulting regarding ADA design standards and implementation.

**THE VILLAGE OF  
KENILWORTH**  
Kenilworth, IL

Survey, report and construction documents for Title II compliance.

## ADA RELATED PROJECTS

**STATE OF ILLINOIS  
CAPITAL DEVELOPMENT  
BOARD  
ADA COMPLIANCE PROGRAM**

**Supervising architect for ADA Title II Compliance:**

- University of Illinois at Chicago East Campus
- University of Illinois at Chicago West Campus
- University of Illinois College of Medicine at Rockford
- University of Illinois College of Medicine at Peoria
- Northern Illinois University, DeKalb
- Northeastern Illinois University, Chicago
- Chicago State University, Chicago
- Governors State, University Park
- The Illinois Mathematics & Science Academy, Aurora

**Compliance Architect:**

- University of Illinois, Urbana-Champaign

**GREYSTONE REALTY  
(Division of New York Life  
Insurance Co.)**

Survey and report for 15 industrial buildings totalling one million s.f.

**UNIVERSITY OF ILLINOIS AT  
CHICAGO**

Speaker - "Health of the Disabled Worker"

**CITY OF CHICAGO  
DEPARTMENT OF BUILDINGS**

Speaker - Legislative Update

**KIRKLAND & ELLIS**

Speaker - Accessibility Seminar

**RUDNICK & WOLFE**

Speaker - Accessibility Symposium

**SIDLEY & AUSTIN**

Speaker - Accessibility Conference

**SONNENSCHN NATH &  
ROSENTHAL**

Speaker - Accessibility Conference

**ILLINOIS DEPARTMENT OF  
REHABILITATION SERVICES**

Speaker - DuPage County Jobs Fair

**INSTITUTE OF REAL ESTATE  
MANAGEMENT**

Speaker - Legislative Update

### ADA RELATED PROJECTS

NATIONAL ASSOCIATION OF  
CORPORATE REAL ESTATE  
EXECUTIVES

Speaker - Panel Discussion

AMERICAN INSTITUTE OF  
ARCHITECTS  
Illinois Chapter

Speaker - Panel Discussion

SOCIETY FOR  
ENVIRONMENTAL  
GRAPHIC DESIGN

Speaker - Panel Discussion

SMITHSONIAN INSTITUTE  
AND AMERICAN LAW  
INSTITUTE/AMERICAN BAR  
ASSOCIATION

Speaker/Faculty

THE CHICAGO BAR  
ASSOCIATION  
LEGAL SERVICES FOR THE  
DISABLED COMMITTEE

Speaker - Accessibility Seminar

ILLINOIS STATE BAR  
ASSOCIATION  
STANDING COMMITTEE ON  
LAWYERS WITH DISABILITIES

Speaker - Accessibility Seminar

THE UNIVERSITY OF ILLINOIS  
AT CHICAGO  
GREAT LAKES DISABILITY AND  
BUSINESS TECHNICAL  
ASSISTANCE CENTER

Speaker - Accessibility Conference

COLLEGE OF DUPAGE  
BUSINESS AND PROFESSIONAL  
INSTITUTE

Speaker - Panel Discussion

ADA TITLE III - A SEMINAR  
FOR ILLINOIS ARCHITECTS

Speaker - Panel Discussion

CHICAGO FOUNDATION FOR  
WOMEN

Speaker - ADA Overview



**Resume of Donna L. Sorkin**  
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technology. Initiated new program for major corporations across the country to increase understanding about the needs of employees with hearing loss.

**1985-1993**

***Strategies for Communities, McLean, VA***

Owner/Principal of sole proprietorship specializing in strategic planning. Partial listing of past and present clients includes Wicomico County (MD), Episcopal Diocese of Maryland, Prince George's County (MD), Virginia Beach (VA), Fredericksburg (VA), Richmond (VA), Washington County/Hagerstown (MD), Lincoln (NE), Fort Worth (TX), Greensboro (NC), Craven County (NC), Farmville (NC), and the State of North Carolina. Have also provided strategic planning consulting assistance to GTE Data Services, Inc. (Tampa, FL). In consulting capacity to local governments, lead committees comprised of local government officials (e.g., mayor, city manager, school superintendent), business executives, and civic leaders to carry out strategic planning initiatives for their communities.

**1978-1985**

***Public Technology, Inc., Washington, DC***

Director of the Community and Economic Development Program. PTI, a membership and research organization of local governments across the country, serves as the technical arm of the International City Management Association and the National League of Cities with members, federal and corporate sponsors providing financial support for R&D activities. Solicited program funding from diverse sources including the Federal Government, private corporations and foundations, and local governments. Developed and carried out PTI's pioneering national project, Strategies for Cities and Counties, which was the basis for most strategic planning activities now underway in communities across the country. Authored numerous technical guides and articles on strategic planning and other local government issues.

**1976-1978**

***City of Miami (Florida) Planning Department***

Principal Planner for Downtown Miami. Responsible for planning, development and implementation of physical development projects in the downtown. Conducted neighborhood meetings, met frequently with local businessmen and civic leaders, and coordinated city's activities with others units of government.

**1975-1976**

***Executive Office of Environmental Affairs  
Commonwealth of Massachusetts***

Economist for Office of Coastal Zone Management. Helped develop and write the state management plan for coastal communities. Focused on aspects of plan addressing transportation policy, economic development, water quality beach protection, and growth issues. Spoke at public meetings and met frequently with citizen groups.

**EDUCATION AND TRAINING**

**1973-1975**

***Harvard University, Cambridge, MA***

Received Master of City Planning from Graduate School of Design. Environmental Protection Agency Fellow during academic year 1974-75.

**1969-1973**

***Mount Holyoke College, South Hadley, MA***

Bachelor of Arts in May 1973. Majored in Economics. Graduated Cum laude with Honors in Economics.

*1971-1972*

*Dartmouth College, Hanover, NH*

Attended on exchange. Completed Urban Studies Program.

## **RELATED ACTIVITIES**

*1993-Present*

*Council of Organizational Representatives*

Representative to the Council of Organizational Representatives (COR), a coalition of 17 organizations working together on public policy issues related to hearing loss. Chair-elect for 1995.

*1993-Present*

*Caption Center Consumer Council*

As member of the Consumer Council, provide input and advice to improve captioning for deaf and hard of hearing consumers and others across the country.

*1993-Present*

*ASHA Consumer Task Force*

As a member of the American Speech-Language-Hearing Association (ASHA) Consumer Task Force, work with representatives of other consumer organizations representing people with speech, language, or hearing disabilities to enable ASHA to increase its program responsiveness to consumer needs.

## **INTERESTS AND VOLUNTEER ACTIVITIES**

Cub Scout Den Leader, Assistant Soccer Coach for McLean Youth Soccer, Room Parent for child's class. Franklin Park Civic Association Board Member. Northern Virginia Chapter of American Planning Association. Interests include sailing, skiing, hiking, and gardening.

# Pamela Young-Holmes

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**Home:**

P6/(b)(6)

P6/(b)(6)

Daytime contact:

**Work:**

450 Science Drive  
Madison, WI 53711

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**OBJECTIVE:**

- To obtain appointment to the United States Access Board

**EDUCATION:**

- Gallaudet University, Bachelors Degree in English, 1974  
Dean's List
- University of Tennessee, Masters Degree in Deaf Education, 1976  
Graduate Fellowship Award

**PROFESSIONAL RESPONSIBILITIES:**

Director of Consumer & Regulatory Affairs  
Ultratec, Inc. 1987 to present  
Madison, WI

- Direct consumer support efforts regarding product input, consumer correspondence, consumer advocacy and regulatory issues, technical support, and community outreach to deaf and hearing consumers at the state and national level.
- Analyze, monitor, and participate in the implementation of the Americans with Disabilities Act (ADA), along with other legislation that affects the lives of consumers with hearing loss. Provide technical assistance to individuals and public or private entities on accessibility.
- Actively participate in the implementation of the ADA by sharing resources and expertise with the public. Provide information via presentations, original written material, magazine and newsletter articles, public hearing testimony, written public comment to respective state and federal agencies, phone assistance offering technical support, and extensive ADA committee involvement.
- Maintain ongoing contact with key individuals in federal and state agencies, consumer organizations, state and local agencies and regional centers responsible for implementation of ADA and other relevant deaf and hard of hearing consumer issues.
- Actively monitor and analyze new and amended legislation, share impact with interested consumer organizations, submit public comments, testify at public hearings, and solicit and encourage involvement and feedback from deaf and hard of hearing consumer advocates.
- Direct community outreach and advocacy efforts by networking with organizations such as (but not limited to) the National Association of the Deaf and its state affiliates, Telecommunications for the Deaf, Inc., Association of Late Deafened Adults, Self Help for Hard of Hearing People, National Center for Law and Deafness, State Governor's Committee for People with Disabilities, Independent Living Centers, Regional Disability and Business. Technology Centers, federal agency personnel in EEOC, DOJ, ATBCB, FCC and many others on the national and state level.

## **Pamela Young-Holmes**

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### **Ultratec Director of Consumer & Regulatory Affairs, continued**

- Represent Ultratec at national and state conventions for deaf consumers, as well as trade association and government meetings addressing deaf consumers' needs. Make numerous presentations on the communication access requirements of the ADA Title II (Public Services), Title III (Public Accommodations), Title IV (Telecommunications) as well the specifics of the ADA Accessibility Guidelines (ADAAG) pertaining to the needs of deaf consumers in the telecommunications environment.

### **Education M-team Consultant**

**Area Public School Systems 1986 - 1987**

**Verona, Mt. Horeb, Waunakee, & Madison, WI**

- Consulted/advised public school mainstream programs with deaf and hard of hearing students in the public school system.
- Evaluated students, submitted written reports, and consulted with school administrators, teachers, support staff, and parents regarding the student's academic, social/emotional, and communication skills in relation to their hearing loss. Helped school personnel write individual educational plans (IEPs) with goals and objectives for the school year.

### **Itinerant Teacher for Deaf & Hard of Hearing Students in Mainstream Programs, Madison Metropolitan School District 1984 - 1987**

**Madison, WI**

- Provided special education support to school personnel, parents, and deaf or hard of hearing students in Madison's public school system.
- Wrote Individual Educational Plans and M-team reports that defined and evaluated the performance of students work in relation to their hearing loss, communication mode, and social/emotional adjustment in coping in the mainstream.
- Provided one-on-one instruction to deaf and hard of hearing students in weekly sessions.
- Provided deaf awareness in-services to school staff and students.
- Consulted/reported on goals and progress to teachers and parents.

### **University of Wisconsin - Extension Program**

**Sign Language Instructor 1985 - 1987**

**Madison, WI**

- Taught extension program classes in Sign Language during evenings to adults, and weekends to school age students.

# **Pamela Young-Holmes**

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## **Educator**

**Atlanta Area School for the Deaf (AASD) 1976 - 1984**

**Atlanta, GA**

- Taught middle school & high school Reading, Social Studies, Civics, American History, Government, and Economics at this state-run day school program for deaf students.
- Co-advisor for JR National Association of the Deaf
- Co-chair Deaf Awareness Day for AASD and surrounding schools
- Co-advisor for high school drama performances
- Founder and director of the AASD choir
- Recognized by administrators and peers as an innovative teacher with excellent student rapport.

## **RECENT COMMUNITY/COMMITTEE INVOLVEMENT:**

- National ADA Network and Implementation Training Group - received advanced training from DOJ and EEOC via Disability Rights Education and Defense Fund (DREDF). Amongst 400 individuals chosen for Phase I,(1992) and 80 individuals chosen for Phase II.(1993) Responsible for extensive training and technical support.
- ADA Interdisciplinary Committee on Court-Related Needs of the Elderly and People with Disabilities - appointed by the Wisconsin Supreme Court Chief Justice, Chair Communications sub-committee. 1993 - *present*
- Wisconsin ADA Statewide Coordinating Committee, a sub-committee of the Wisconsin Governor's Committee for People with Disabilities. 1992 - *present*
- Advisory Committee for the Trace Center Rehabilitation Engineering Research Center (RERC) 1993 - *present*
- Wisconsin Association of the Deaf - ADA Community Liaison 1989 - *present*
- Wisconsin Association of the Deaf - Legislative Committee 1989 - *present*
- Madison City/County Disability Commission 1991 - 1993
- Council of Organizations Representatives, a coalition of national organizations of/for deaf and hard of hearing individuals with monthly meetings in Washington, DC. 1991 - 1992
- Wisconsin Association of the Deaf advocacy representative for the Wisconsin Barrier Free Design Committee (DILHR) regarding Wisconsin Building Code Revisions. 1993 - *present*
- Department of Health & Human Services (DHHS) Interpreter Rate Advisory Committee appointed by the Secretary of DHHS. 1991 - *completion*
- Wisconsin Association of the Deaf advocacy representative for meeting with Governor Tommy Thompson regarding statewide 24 hour telecommunications services for the deaf, interpreter issues in a medical emergency, and ASL as a foreign language. 1991

**RECENT COMMUNITY/COMMITTEE INVOLVEMENT, continued:**

- Consulted the Madison Mayor and Dane County Executive on the requirements of the ADA & the specific needs of deaf citizens. 1992
- Dane County Initiative Committee set up to organize a needs assessment and hold public forums to determine current service needs of the deaf community. 1991 - completion

**SIGNIFICANT ACHIEVEMENTS & HONORS:**

- Quota Club Hearing Impaired Woman of the Year - Atlanta, GA 1979
- Recognition of Service Award - Georgia Association of the Deaf 1984
- Quota Club Hearing Impaired Woman of the Year, District 22 Regional Winner 1991 (Madison Chapter nomination)
- Recognition from Telecommunications for the Deaf, Inc. for "contributions to the development of effective regulations to ensure equal text telephone access in all public places." 1993
- Author and contributor for several ADA articles published in national and state publications for the telephone industry, hospital and hotel industry, employment, consumers, state and local government, emergency services, correctional facilities division, and travel industry. 1990 - present
- Lead officer in organizations - President of Delta Epsilon Sorority 1974, President of Hillel Club 1973, Secretary of Wisconsin Telecommunicators for the Deaf, Inc. 1990 - 1992, President of Michigan B'nai Brith Youth Council 1969
- Miss Deaf America - National Association of the Deaf "Ambassador". Traveled the country promoting deaf awareness. 1974 - 1976

**ADA/TECHNICAL SOLUTIONS/DEAF COMMUNITY ADVOCACY PRESENTATION EXPERIENCE:**

- Have presented to national and local trade associations, political leaders, national and local press, 911 boards, transit facility organizations, federal and state government agencies, telecommunication managers for universities, pay phone industry managers, regulatory analysts, business representatives, disabled community members, as well as many other community organizations on the ADA requirements that relate to the needs of communication access and telecommunications for deaf, hard of hearing, and speech impaired consumers.
- Recent ADA presentations to the American College and University Telecommunications Administrators convention in Nashville, Telecommunications Association convention in San Diego, the AT&T College and University Systems conference in Ypsilanti, and Healthcare Information Management System Society conference in Pittsburgh. (July - October, 1993)

**CURRENT ORGANIZATION MEMBERSHIP:**

- National Association of the Deaf
- Self Help for Hard of Hearing People, Inc.
- Telecommunications for the Deaf, Inc.
- Wisconsin Association of the Deaf
- Wisconsin Telecommunicators for the Deaf, Inc.

W0211: (407) 560-7543

**HILL SIMS**  
**SENIOR VICE PRESIDENT**  
**WALT DISNEY IMAGINEERING - FLORIDA**

As senior vice president, Walt Disney Imagineering - Florida, Hill Sims leads WDI's Florida team in the implementation of all Imagineering projects for the Walt Disney World Resort Theme Parks. He is also responsible for integrating the WDI and Walt Disney World teams into a cohesive unit to produce new Walt Disney World projects.

Prior to his promotion in May of 1982, Sims served as senior vice president of WDI's Architecture and Facilities Engineering division. In this role, he directed the efforts of over 300 Imagineers in the areas of architecture, urban design, landscaping, show set design, show lighting, scene planning, interior design, graphic design and facilities engineering.

Sims joined Walt Disney Imagineering in January of 1989 as vice president of Architecture and Facilities Engineering after serving as the principal in charge of Disney projects for the Ralph M. Parsons Company. In this capacity, Sims was responsible for technical and administrative direction of architecture, engineering, construction and procurement support for several Disney projects, including the Wonders of Life pavilion, which opened at EPCOT Center at the Walt Disney World Resort in October, 1989.

Prior to his Parsons association, Sims served in the United States Air Force for over 27 years. As deputy chief of staff for Engineering and Services for the research, development and test organization of the Air Force, Sims developed and directed an annual capital improvement, operation and maintenance budget of over \$300 million for an 88 billion physical plant. In this position, Sims was awarded the Legion of Merit. Prior to this assignment, Sims was commander and general manager of an award-winning, 550-person design and construction organization within the Air Force. Also prior to this assignment, Sims was commander of one of the largest plant engineering organizations in the Air Force. In addition to the high tech aircraft maintenance and navigational aids facilities, Sims was also responsible for operating and maintaining 5,000 family housing units.

A native of Lexington, Kentucky, Sims received his bachelor's degree in civil engineering from the University of Kentucky in 1958, and a Master of Fine Arts degree in architecture from Princeton University of Kentucky in 1963. A member of the American Institute of Architects, Sims is a registered architect and professional engineer in his home state. He is the recipient of many awards, among them the Air Force Award for Design Excellence and the Society of American Military Engineers' Newman Medal.

call Burke  
re

**MEMORANDUM TO STAN HERR, Domestic Policy Council (Room 224 OEOB)**

**FROM:** Paul Steven Miller *PSM*

**DATE:** April 24, 1994

**SUBJECT:** National Council on Disability -- Current Round of Appointments

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Attached are the names and resumes of persons being considered for the next round of appointments on the National Council on Disability. Currently, there are five open positions on the National Council on Disability. I have enclosed information on four candidates. The person under consideration for the fifth open position is a self-advocate involved in the People First movement, and I have not yet completed my interview of that person.

NIDRR

**Presidential Transition Resume Routing Form**

From: Paul Miller / Mike Lox / Disability Outreach

Name of Applicant: Irving Zola, Ph.D. Date: Jan 6, 1993

Will you sponsor?  yes  no

Recommendation:  Highly Recommended  Recommended  Consider

- (1) Campaign:
- CG: Clinton/Gore National Staff
  - CC: Coordinated Campaign Staff
  - DN: Democratic National Comm.
  - FI: Finance
  - VF: Full-time Volunteer
  - VP: Part-time Volunteer
  - NC: NOT campaign

- (2) Job Preference/Area of Interest:
- |                                                    |                                                      |
|----------------------------------------------------|------------------------------------------------------|
| <input checked="" type="checkbox"/> Accounting     | <input type="checkbox"/> Information Systems         |
| <input checked="" type="checkbox"/> Administration | <input type="checkbox"/> Intergovernmental Relations |
| <input type="checkbox"/> Advance                   | <input type="checkbox"/> Legal                       |
| <input type="checkbox"/> Clerical                  | <input type="checkbox"/> Public Affairs/Press        |
| <input type="checkbox"/> Congressional Relations   |                                                      |

(3) Job Level:  Sub-cabinet  Senior Level  Entry Level  Other (Please Specify)  
National Council on Disability

- (4) Agency/Department Preference (note top two choices):
- |                                                    |                                                                   |
|----------------------------------------------------|-------------------------------------------------------------------|
| <input type="checkbox"/> Agriculture               | <input type="checkbox"/> Interior                                 |
| <input type="checkbox"/> Arts/Humanities           | <input type="checkbox"/> Justice                                  |
| <input type="checkbox"/> Education                 | <input type="checkbox"/> Labor                                    |
| <input type="checkbox"/> Commerce                  | <input type="checkbox"/> NASA                                     |
| <input type="checkbox"/> Defense                   | <input type="checkbox"/> Office/Management & Budget               |
| <input type="checkbox"/> Energy                    | <input type="checkbox"/> Office/Personnel Management              |
| <input type="checkbox"/> Environmental Protection  | <input type="checkbox"/> Science/Space/Technology                 |
| <input type="checkbox"/> EEOC                      | <input type="checkbox"/> State                                    |
| <input type="checkbox"/> FDIC                      | <input type="checkbox"/> Transportation                           |
| <input type="checkbox"/> Health/Human Services     | <input type="checkbox"/> Treasury                                 |
| <input type="checkbox"/> Housing/Urban Development | <input type="checkbox"/> Veteran's Affairs                        |
|                                                    | <input checked="" type="checkbox"/> Other (please describe) (EOP) |

(5) Comment: Interested in National Council on Disability. Irv is one of the most learned persons in the disability rights movement. Very innovative thinker. Very active currently in the health policy group. If he can be convinced to come to D.C. would be a tremendous addition to the administration.

Please send this form and attached resume (for candidates) to:  
 Presidential Transition  
 Office of Personnel  
 1120 Vermont Avenue, NW  
 Washington, DC 20270

~~ATTN: non-campaign positions (as per categories listed above under "Campaign" section)~~

# Brandeis University

Irving Kenneth Zola,  
Ph.D.  
Morimer Gryzmish  
Professor of Human  
Relations

Department of Sociology  
P.O. Box 9110  
Waltham, Massachusetts  
02254-9110

617-736-2645/2630  
617-736-3009 (TTY/TDD)  
FAX: 617-736-2633

December 30, 1992

Paul Miller  
Personnel Office  
Presidential Transition Foundation  
1120 Vermont Avenue N.W.  
Washington, DC 20270

Dear Paul,

I see they did get you to go to Washington. Frankly, I am ambivalent about joining you. I think it would take a call from Hillary to Judy, my wife, to convince the family to move or me to commute. While I hear my name has been brought up to head in IDRR I think given the above, I would do better in a more consultative capacity such as a member of NCD or one of the newer advisory councils.

Take care,



Irv

Irving Kenneth Zola

(Harvard University Ph.D. 1962) is the Mortimer Gryzmish Professor of Human Relations at Brandeis University and currently the chair of its Sociology Department. Although Brandeis has been his primary home base, he has been a consultant in residence to both the World Health Organization and the Netherlands Institute of Preventive Medicine. He has been on the editorial boards of over 20 journals and a panelist/reviewer for the Departments of Education, Labor, HHS, NIH, NSF, and AAAS.

He is a founding member of Greenhouse a free-standing mental health clinic; of the Boston Self Help Center, an advocacy and counseling center for people with disabilities; of the Society for Disability Studies, an academic and professional society; and of Community Works, a Greater Boston progressive alternative to the United Way.

His awards include: 1983 Mary Switzer Scholar in Rehabilitation.

1986, "Apple Award" of the Massachusetts Sociological Association for "outstanding contributions to the teaching of Sociology."

1986, Certificate of Recognition for Sociological Practice, Sociological Practice Association.

1987, Fellow of the American Association for the Advancement of Science.

1989, N. Neal Pike Prize Award for Service to the Handicapped.

1989, American College of Rehabilitation Medicine Coulter Award Lecturer.

1990, Leo G. Reeder Award for Distinguished Service to Medical Sociology.

1991, John R. Hogness Lecturer on Health Care, University of Washington.

1992, Bernard Kutner Lecturer on Rehabilitation Counseling, Boston University.

1992, President-elect (for 1994) Eastern Sociological Society.

His publications, many reprinted in anthologies and in translation include: "Observation on Gambling in a Lower Class Setting," (Social Problems); "Culture and Symptoms," (American Sociological Review); "Pathways to the Doctor", (Social Science & Medicine); "Aging, Disability and the Home-Care Revolution" Archives of Physical Medicine & Rehabilitation"; "Medicine as an Institution of Social Control," (Sociological Review); "Any Distinguishing Features - The Portrayal of Disability in the Crime Mystery Genre" (Policy Studies Journal); "Toward the Necessary Universalizing of a Disability Policy" (Milbank Memorial Fund Quarterly), and most recently "Bringing Our Bodies and Ourselves Back In - Reflections on Past, Present and Future 'Medical Sociology'" (Journal of Health and Social Behavior). Any Distinguishing Features: Portrayal of Disability in the Crime/Mystery Genre (Interpreting Disability). His over a dozen books have involved a coauthorship with Ivan Illich, Disabling Professions; Ordinary Lives an edited anthology; Sociomedical Inquiries: Recollections, Reflections, and Reconsiderations; Missing Pieces, A Chronicle of Living with a Disability; a coediting with Nancy Crewe, Independent Living for Physically Disabled People; and a collaboration with William and Joan McCord Origins of Crime. Since 1981 he has been publisher editor and regular contributor of the Disability Studies Quarterly. In recent years he has taken to storytelling (both writing and performing) as a way of "spreading the word". A dozen stories have so far appeared and a collection is in the works.

THIS FORM MARKS THE FILE LOCATIN OF ITEM NUMBER 1  
LISTED IN THE WITHDRAWAL SHEET AT THE FRONT OF THIS FOLDER.

THE FOLLOWING PAGE HAS HAD MATERIAL REDACTED. CONSULT THE  
WITHDRAWAL SHEET AT THE FRONT OF THIS FOLDER FOR FURTHER  
INFORMATION.

VITA

Irving Kenneth Zola, PhD  
Mortimer Gryzmish Professor of Human Relations  
Brandeis University

DATE AND PLACE OF BIRTH:

P6/(b)(6)

SOCIAL SECURITY NUMBER: [REDACTED]

ADDRESS: Department of Sociology, Brandeis University, Waltham, MA 02254-9110

ACADEMIC WORK: B.A. Harvard College, 1956  
Magna Cum Laude, Harvard College, 1956  
Phi Beta Kappa, Harvard College, 1956  
Ph.D. Harvard University, 1962  
Department of Social Relations (Sociology)

AWARDS and HONORS: 1986, Mary Switzer Scholar in Rehabilitation for 1983  
"Apple Award" of the Massachusetts Sociological Association for "outstanding contributions to the teaching of Sociology"  
1986, Certificate of Recognition for Sociological Practice, Sociological Practice Association  
1987, Fellow of the American Association for the Advancement of Science  
1989, N. Neal Pike Prize Award for Service to the  
Pike Institute for the Handicapped, Boston Univ.  
American College of Rehabilitation Medicine  
Coulter Award Lecturer for 1989  
1990 Leo G. Reeder Award For Distinguished Service to Medical Sociology  
1991 John R. Hogness Lecturer on Health Care, University of Washington  
1992 Bernard Kutner Lecturer on Rehabilitation Counseling, Boston University  
1992 President-elect (for 1994) Eastern Sociological Society

Handicapped,

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS:

American Congress of Rehabilitation Medicine  
American Society of Handicapped Physicians  
American Sociological Association  
Association for the Behavioral Sciences & Medical Education  
Association for the Social Sciences in Health  
Society for Disability Studies  
Society for Medical Anthropology  
Society for the Psychological Study of Social Issues  
Society for the Study of Social Problems

## SEARCH AND PROFESSIONAL WORK:

- 1955-56 Research Assistant to Dr. William McCord, Harvard University - analyzing case studies of the Cambridge-Somerville Youth Study.
- 1956 Research Assistant for Dr. Ralph Notman, Boston State Hospital - collecting mental health statistics from various Department of Mental Health Records.
- 1956-57 Research Assistant for Dr. A. Paul Hare, Harvard University - abstracting and bibliographic work in the area of small groups.
- 1957-59 Research Analyst at Age Center of New England under the directorship of Dr. Philip Slater, Harvard University - analyzing and interpreting previously collected questionnaires, particularly on attitudes toward aging and the process of identification.
- 1958 Research Associate in the Office of Advanced Standing, Harvard University, administration and research on the progress of the Advanced Standing Program, under the directorship of Edward Wilcox.
- 1959 Anthropological Field Worker, Center for Community Studies (West End Project, under the directorship of Dr. Edward Ryan, participant-observer of several on-going groups, done in the role of a fringe member, with my identity unknown.
- 1959 to date Research Sociologist, Medical Outpatient Department, Massachusetts General Hospital, then Assistant Sociologist, Department of Psychiatry, and then Consulting Sociologist, Department of Medicine, designing and carrying out a study on the reasons for seeking medical aid, later general consultant and teacher in various programs dealing with primary care, mostly with Dr. John D. Stoeckle of the Medical Division.
- 1960-61 Ford Foundation Research Grant on a study of delinquency prevention and treatment agencies of the State of Massachusetts.
- 1960-61 Team member under directorship of Dr. Stanton Wheeler, designing a study on "Agents of Social Control," responsibility for interviewing all judges in the sample.
- 1961-62 Consultant on Research, Douglas Thom Clinic, a Child Guidance Agency.
- 1962-63 Research Associate, Social Science Unit, Harvard School of Public Health, study of Public Health Nurses under the directorship of Dr. Sydney Croog.

- 63-66 Supervisor of Field Work Training, Department of Sociology, Brandeis University, National Institute of Mental Health Grant #5-TI-MH 8116-02; under the directorship of Dr. Everett C. Hughes.
- 1963-68 Principal Investigator, "Psychosocial and Cultural Factors in Seeing a Doctor," National Institute of General Medical Sciences Grant #GM 11367.
- 1965-69 Consultant to Kaiser-Permanente Health Plan, Walnut Creek, California.
- 1966-70 Co-Director for the Department of Sociology of the Training Grant in the Social Organization of Medical Care, 1T1-C114-01.
- 1967-68 Principal Investigator of the Public Health Service Contract #PH 86-67-261 to develop a plan for the study of psychosocial and cultural factors in the seeking of preventative services and physician attention in chronic diseases.
- 1967-68 Associate Editor, Journal of Health and Social Behavior.
- 1967-69 Associate Editor, Social Problems.
- 1967-74 Consulting Editor, International Journal of Psychiatry.
- 1967-68 Consultant to Nursing Service, McLean Hospital.
- 1967-77 Consultant to Stoma Rehabilitation Clinic, New England Deaconess Hospital.
- 1968-71 Principal Investigator, "Career of the Lower Socioeconomic Drug User." MH 15281.
- 1968-69 Consultant in residence to the Division of Epidemiology and Communications Sciences, World Health Organization, Geneva, Switzerland.
- 1969-71<sup>u</sup> Faculty Senate, Brandeis University.
- 1970-73 Consultant to the Program for Ambulatory Care Service, a joint project of the Harvard Medical School at Beth Israel Hospital and the staff of MIT Lincoln Laboratory.
- 1970-73 Member, Medical Care Review Panel, Social and Rehabilitation Services, H.E.W.
- 1972 Consultant in residence to the Netherlands Institute for Preventive Medicine, Leiden, Netherlands.
- 1972-74 Chairperson, Department of Sociology, Brandeis University.

- 73-79 Member, Advisory Council, Radcliffe Institute, Programs in Health Care.
- 1976  
to date Advisory Editor, Social Science and Medicine.
- 1977-78 Consultant to Department of Sociology, Wellesley College.
- 1977-80 Consultant to Central Maine Family Practice Residency.
- 1978  
to date Editorial Advisor, Sociology of Health and Illness.
- 1978-  
to date Chair, (of and on) and Member Subcommittee on Disability, Affirmative Action, Brandeis University.
- 1979  
to date Editorial Board, International Journal of Health Services.
- 1979-84<sup>u</sup> Chair, Department of Sociology, Brandeis University.
- 1979  
to date Member, Editorial Advisory Board, The Exceptional Parent.
- 1980 Member, Advisory Board of Humanists, Penobscot Consortium, Bangor, Maine.
- 1980 Member, Review Board for the Natural Family Planning Project, Cambridge, Massachusetts.
- 1980 Member, Advisory Group for Back of the Hill Apartments for the Elderly/Handicapped, Back of the Hill Community Development Association, Inc., Mission Hill, Massachusetts.
- 1980-90 Member and Chair (1984) Committee on Social and Environmental Aspects of Rehabilitation (SEAR), American Congress of Rehabilitation Medicine.
- 1981  
to date Member, Advisory Board of the National Association of Ethnography and Social Policy.
- 1981  
to date Member, Advisory Editors Board, Sociological Inquiry.
- 1981  
to date Member, Advisory Board, Federation for Children with Special Needs.
- 1982  
to date Member, Advisory Board to Robert B. Brigham Multipurpose Arthritis Center, Brigham and Women's Hospital, Boston.

- 1982-85 Member, Advisory Council of Developmental Disabilities Law Center, Inc., Boston
- 1982-83 Chair, Medical Sociology Section, American Sociological Association.
- 1982-87 Chair of the Board, Boston Self Help Center.
- 1982 to date Member of the Board, Boston Self Help Center.
- 1983 to date Scientific Correspondent for Sciences Sociales Et Sante.
- 1983 to date Member, Editorial Board of Clinical Sociology Review.
- 1983 to date Secretary and Board Member, Community Works.
- 1983 to date Board Member, Society for Disability Studies.
- 1983 to date Consultant on Accessibility Issues, American Public Health Association.
- 1983-88 Member, American Sociological Association Committee on Society and Persons with Disabilities.
- 1984 to date Board Member, Information Center for Individuals with Disabilities, Boston, MA.
- 1984-85 Member, U.S. Task Force on Preventive Services (Dept. of Health & Human Services), Washington, DC.  
(Senior Advisor, U.S. Task Force on Preventive Services to 1989)
- 1984 to date Member, Editorial Board, Disability, Handicap and Society.
- 1984 to date Member, Special Needs Committee, Museum of Fine Arts, Boston, MA
- 1985 to date Member, Board of Approval and Certification of Physician Assistant Programs, Commonwealth of MA.
- 1985-87 Faculty Senate, Brandeis University (Senate Council 1986-7)
- 1985 to date Member, Editorial Board, Kaleidoscope, United Cerebral Palsy and Services for the Handicapped, Akron, Ohio.
- 1985 to date Board Member, World Institute on Disability, Berkeley, CA.

- 1986  
to date<sup>u</sup> Chair/member, University Committee on Disability, Brandeis
- 1986  
to date Member, Committee on Equal Opportunities in Science and Engineering and Subcommittee on the Disabled, National Science Foundation, Washington, DC.
- 1988-89 First President, Society for Disability Studies.
- 1989  
to date Member, Editorial Board of Journal of Disability Policy Studies.
- 1990  
to date Medical Sociology Council of the American Sociological Association
- 1990  
to date Board of American Life Line Foundation.
- 1990  
to date Board of Vital Active Life After Trauma, Inc.
- 1990  
to date Chair, Department of Sociology, Brandeis University.

#### TEACHING EXPERIENCE:<sup>1</sup>

- 1958 Teaching Fellow, Harvard University, under Dr. Stanton Wheeler, "Social Psychology of Crime."
- 1959 Teaching Fellow, Harvard University Summer School, under Dr. Stanton Wheeler, "Social Pathology and Social Control."
- 1959-60 Lecturer in Criminology, Department of Sociology, Boston University, Criminology Courses.
- 1960-61 Lecturer in Sociology, CLA, Boston University, Division of Continuing Education, Delinquency, Criminology and Penology.
- 1962-63 Research Associate, Boston University, School of Social Work, directing group thesis seminar, involving instruction in research methods.
- 1963 Lecturer in Sociology, Boston University College of Liberal Arts and College of Medicine, course: "Health and Society."
- 1963  
to date Assistant Professor; in 1968: Associate Professor; in 1971: Full Professor of Sociology, Brandeis University, general courses in Deviance, Sociology of Health and Illness, Research methods,

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<sup>1</sup>This list does not include short-term lectureships and presentations.

Education, Sex Roles, Writing in the Behavioral Sciences, Disability Studies.

- 1977 Adjunct Professor, Department of Sociology, Boston University. Visiting Lectureships at Tufts and Boston University have included courses in Medical Sociology, Sociology of Mental Health.
- 1977 Adjunct Professor, The Union for Experimenting Colleges and to date University.
- 1979 Adjunct Professor, Florence Heller Graduate School for Advanced to date Studies in Social Welfare.

#### CLINICAL WORK:

Off and on since the early 1960's I have been a participant in, a formal observer of, and a trainee in varying kinds of therapy, encounter and consciousness raising groups and workshops.

- 1967-68 With Philip Slater I co-led two experiential courses in group process.
- 1971-78 Member and Director, Greenhouse, Inc., a counseling center in Cambridge, MA.
- 1972 I have led and co-led many personal growth, consciousness to date raising and thematic groups. Recently I have specialized in groups dealing with the theme, "Living With Chronic Disease or Physical Handicap." Most of this work was done out of Greenhouse, Inc., a counseling center in Cambridge, Massachusetts and later at the Boston Self Help Center.
- 1976 Together with several others, I have created a counseling, to date advocacy, resource and educational center devoted entirely to, and staffed primarily by people with chronic disabilities. In the fall of 1978, this was incorporated as a non-profit organization, The Boston Self Help Center (BSHC).

#### LEGAL WORK:

- 1984 I have served as an expert witness vis-a-vis "damages" in tort to date cases and in "discrimination" and "reasonable accommodation" vis-a-vis disability in private, governmental, and public interest litigation.

#### PRIMARY PUBLICATIONS:<sup>2</sup>

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<sup>2</sup>This list does not include columns written for educational, professional and community publications.

- 59 Origins of Crime: A New Evaluation of the Cambridge-Somerville Youth Study. William McCord, Jean McCord with Irving Kenneth Zola, New York: Columbia University Press.
- 1962 "Feeling About Age Among Older People," Journal of Gerontology, January, Vol. 17, pp. 65-69.
- 1963 "Socio-Cultural Factors in the Seeking of Medical Aid - A Progress Report," Transcultural Psychiatric Research, April, Vol. 14, pp. 62-65.
- "Observations on Gambling in a Lower-Class Setting," Social Problems, April, Vol. 10, pp. 353-361.
- "On Going to See the Doctor: The Contributions of the Patient to the Decision to Seek Medical Aid: A Selective Review," John D. Stoeckle, Irving Kenneth Zola, and Gerald E. Davidson, Journal of Chronic Diseases, September, Vol. 16, pp. 975-989.
- "Problems of Communication, Diagnosis and Patient Care: The Interplay of Patient, Physician, and Clinic Organization," Journal of Medical Education, October, Vol. 38, pp. 829-838.
- 964 "After Everyone Can Pay for Medical Care - Some Perspectives on Future Treatment and Practice," John D. Stoeckle and Irving Kenneth Zola, Medical Care, January - March, Vol. 2, pp. 36-41.
- "Views, Problems and Potentialities of the Clinic," John D. Stoeckle and Irving Kenneth Zola, Medicine, May, Vol. 43, pp. 413-422.
- "Illness Behavior of the Working Class: Implications and Recommendations," in Arthur Shostak and William Gomberg, Editors, Blue-Collar World, Englewood Cliffs, NJ: Prentice-Hall, pp. 350-361.
- "The Quantity and Significance of Psychological Distress in Medical Patients - Some Preliminary Observations about the Decision to Seek Medical Aid," John D. Stoeckle, Irving Kenneth Zola, Gerald E. Davidson, Journal of Chronic Diseases, October, Vol. 17, pp. 959-970.
- "Observations on Gambling in a Lower-Class Setting" reprinted in:  
     Howard S. Becker, Ed., The Other Side - Perspectives on Deviance, Free Press, Glencoe, IL, pp. 247-260.  
     Arthur Shostak and William Gomberg, Eds., Blue-Collar World, Englewood Cliffs, NJ: Prentice-Hall, pp. 435-445.
- 965 A review, Necham Tec's Gambling in Sweden, American Sociological Review, April, Vol. 30, p. 325.

"Motivation - A Social Scientist's Perspective on the Problem of Unmotivated Clients," Education for Social Work with Unmotivated Clients - Proceedings of an Institute, Brandeis University Papers in Social Welfare, No. 9, pp. 139-160.

1966 "Problems for Research - Some Effects of Assumptions Underlying Socio-Medical Investigations," in Gerald Gordon, Ed., Proceedings Conference on Medical Sociology and Disease Control, National Tuberculosis Association, pp. 9-17.

A review of F. Kenyon's Hypochondriases, International Journal of Psychiatry, May, Vol. 2, pp. 327-328.

"Culture and Symptoms - An Analysis of Patients' Presenting Complaints," American Sociological Review, October, Vol. 31, pp. 615-630.

"Observations on Gambling in a Lower-Class Setting," translated into Spanish as: "Observaciones sobre el juego en los najos fondos" in Los "Otros" Entre Nosotros: Perspectives Sobre Las Aberracion. Barcelone. Sagitario, S.A.

"Sociological Aspects of Aging," Irving Kenneth Zola and Stephen J. Miller, prepared for Working with Older People: A Manual of Training, Vol. 1, St. Louis, MO: Gerontological Society.

1967 "Observations on Gambling in a Lower-Class Setting," reprinted in Gambling, Robert D. Herman, Ed., New York: Harper and Row, pp. 19-32.

"Observations on Gambling in a Lower-Class Setting," reprinted in Criminal Behavior Systems, Marshall Clinard and Richard Quinney, Eds., New York: Holt, Rinehart and Winston, pp. 301-309.

A review of Gerald Gordon's Role Theory and Illness, American Sociological Review, August, Vol.32, pp. 649-650.

1968 "Agents of Delinquency Control: A Comparative Analysis," Stanton Wheeler, in collaboration with Edna Bonacich, Richard Kramer and Irving Kenneth Zola, in Controlling Delinquents, Stanton Wheeler, Eds., New York: Wiley, pp. 31-60.

"Culture and Symptoms," reprinted in Perspectives on the Social Order, edited by Hugh Laurence Ross, New York: McGraw Hill, pp. 65-83.

"Work Perceptions and their Implications for Professional Identity: An Exploratory Analysis of Public Health Nurses," Irving Kenneth Zola and Sydney H. Croog, Social Science and Medicine, March, Vol. 2, pp. 15-28.

"How to Win While Losing - Some Observations on off-Track Betting." Radio script written and narrated by Irving Kenneth Zola, for the Canadian Broadcasting Company. Broadcast on CBC-FM on Wednesday, 29 May and rebroadcast on "The Best of Ideas," CBC-AM on Monday, 3 June.

A review of Marvin Scott's The Racing Game, American Sociological Review, Vol. 33, No. 4, pp. 641-642.

1969 Poverty and Health - A Sociological Analysis, edited by John Kosa, Aaron Antonovsky, and Irving Kenneth Zola, Harvard University Press, Cambridge, MA.

Origins of Crime: A New Evaluation of the Cambridge-Somerville Youth Study. William McCord, Joan McCord with Irving Kenneth Zola. Reprinted by Montclair, New Jersey: Patterson Smith Publishing Corporation.

1970 How Sick is Sick: Working Notes and Reflections on the Cross-Cultural Study of Illness. Technical report written for the Division of Epidemiology and Communications Sciences, World Health Organization. Three essays - 1) "Theoretical and Empirical Implications of the Measurement and Conception of Morbidity," 2) "On the Relationship Between Society-Culture and Disease," and 3) "Areas for Research: the Whys, Wherefores and Problems."

"The Use of Aides in a Management Program for Chronic Disease," Project Report ACP-13, a joint publication of the Lincoln Laboratory and the Beth Israel Hospital.

"Whither Medicine - Three Views," Social Science and Medicine, December, Vol. 4, pp. 687-690.

"Culture and Symptoms" translated into French and reprinted in Medicine, Maladie et Societe, edited by Claudine Herzlich, Mouton & Co., Paris, France, pp. 27-41.

1971 "Helping - Does it Matter: The Problems and Prospects of Mutual Aid Groups," Cleveland Ostomy News, March, Vol. II, No. 6, pp. 5-12, and April, Vol. II, No. 7, pp. 5-11.

"Whither Medicine - Three Views" reprinted in For Your Continuing Education, August, Vol. 1, No. 2.

1972 "Culture and Symptoms" reprinted in Medical Men and Their Work, Eliot Freidson and Judith Lorber, Eds., Aldine-Atherton, Inc., pp. 390-413.

"To Be or Not to Be: Is the Question That Simple?", Psychotherapy and Social Science Review, Vol. 6, pp. 26-28.

"After Everyone Can Pay for Medical Care" (by Stoeckle and Zola) reprinted in E. Gartley Jaco, Ed., Patients, Physicians and Illness, Second Edition, New York: Free Press, pp. 389-396.

"Studying the Decision to See a Doctor: Review, Critique, Corrective," Advances in Psychosomatic Medicine, edited by Z. Lipowski (Karger Basel), Vol. 8, pp. 216-236.

"Culture and Symptoms" reprinted in Peter Worsley, Ed., Problems of Modern Society, Middlesex, England: Penguin, pp. 435-442.

"The Marriage of Medicine and Machine - Critique of the Subcommittee Report on Human Factors Guidelines" in Provisional Guidelines for Automated Multiphase Health Testing and Services, Vol. 3, Proceedings of the Invitational Conferences on AHMTS. DHEW Publication No. HSM 72-3011, pp. 265-269.

The Medicalization of Society - Medicine as an Institution of Social Control, a series of six lectures with annotated bibliography, the Netherlands Institute of Preventive Medicine, Leiden, March 2 to April 6.

"The Medicalization of Society," Huisarts en Wetenschap, (The Journal of the Netherlands College of General Practitioners), June, Vol. 15, pp. 229-230.

"Medicine as an Institution of Social Control," Sociological Review, November, Vol. 20, No. 4, pp. 487-504.

Issues and Suggestions in the Study of Health and Illness Behavior - A Consultant's Report, Netherlands Institute for Preventive Medicine, Leiden, Netherlands, June.

"The Concept of Trouble and Sources of Medical Assistance - To Whom Can One Turn, With What and Why," Social Science and Medicine, December, Vol. 6, pp. 673-679.

"The Problems and Prospects of Mutual Aid Groups," Rehabilitation Psychology, Winter, Vol. 19, pp. 180-183.

Origins of Crime: A New Evaluation of the Cambridge-Somerville Youth Study. William McCord, Joan McCord with Irving Kenneth Zola. Reprinted by Montclair, New Jersey: Patterson Smith Publishing Corporation. Paperback edition.

1973

"On the Problems of Professing," Social Science and Medicine, January, Vol. 17, pp. 80-82.

"Problems of Communications, Diagnosis, and Patient Care: The Interplay of Patient, Physician, and Clinic Organization," reprinted in Emergency Medical Services: Behavioral and Planning Perspectives, John Noble, Jr., Henry Wechsler, Margaret La

Montagne, Mary Ann Noble, Eds., New York: Behavioral Publications, Inc., pp. 207-227.

"Pathways to the Doctor - From Person to Patient," Social Science and Medicine, September, Vol. 7, pp. 677-689.

"The Erosion of Medicine from Within," Irving Kenneth Zola and Stephen J. Miller in The Professions and Their Prospects, Eliot Freidson, Editor, California: Sage, pp. 153-172.

"Culture and Symptoms" reprinted in Understanding Sociology Through Research, Donald R. MacQueen, Ed., Addison-Wesley Publishing Co., pp. 32-47.

"The Omnipresence of Illness," Huisarts en Wetenschap (The Journal of the Netherlands College of General Practitioners), November, Vol. 16, pp. 427-430.

"In the Name of Health and Illness: On Some Socio-Political Consequences of Medical Influence," Huisarts en Wetenschap (The Journal of the Netherlands College of General Practitioners), December, Vol. 16, pp. 473-475.

de medische macht: de invloed van de gezondheidszorg op de maatschappij, by Irving Kenneth Zola, translated by Marius Vellema, Amsterdam: Boom Meppel.

1974 Organizational Issues in the Delivery of Health Services, edited by Irving Kenneth Zola and John B. McKinlay, PRODIST, N.Y.

A review of Otto Newman's Gambling: Hazard and Reward, Contemporary Sociology, January, Vol. 3, pp. 60-61.

"Reflecting on Directions in Psychotropic Drug Research," in Ruth Cooperstock, Ed., Social Aspects of the Medical Use of Psychotropic Drugs, Ontario: Addiction Research Foundation of Ontario, pp. 167-172.

A review of Arlie Hochschild's The Unexpected Community, Social Forces, December, Vol. 53, p. 361.

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1980-88 "Eating Out" column (a monthly review of accessible restaurants in the greater Boston area) for Together, a newsletter for the rehabilitation community plus occasional reviews of books and events.

1981 "Medicine as an Institution of Social Control" reprinted in The Sociology of Health and Illness - Critical Perspectives, edited by Peter Conrad and Rochelle Kern, New York: St. Martin's Press, pp. 511-527.

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1982  
to date

I have been Editor, Publisher, occasional Columnist and Book Reviewer for the Disability Studies Quarterly.

1982

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"Whose Voice Is This Anyway? A Commentary on Recent Collections about the Experience of Disability," Medical Humanities Review, January, Vol. 2, No. 1, pp. 6-15.

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"Coming Together to Meet Mutual Needs," Perspectives on Aging, September/October, Vol. 17, No. 5, pp. 10-11.

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"The Politics of Self Help" in The Surgeon General's Workshop on Self-Help and Public Health, September 20-22, 1987, Washington, DC: U.S. Government Printing Office, #224-250, pp. 25-27.

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1989

"What's In a Name Anyway?" in Roll Call, February, Vol. 8, No. 1 p. 5.

"Hairy Ladies, Hairless Men, Box-Office Freaks," Reprinted review of Freak Show: Presenting Human Oddities for Amusement and Profit by Robert Bogdan in Spinal Network Extra, Spring, p. 45.

" Pathways to the Doctor - From Person to Patient" reprinted in Perspectives in Medical Sociology edited by Phil Brown, Wadsworth: California, pp. 223-238.

"Helping One Another: A Speculative History of the Self-Help Movement" reprinted in Perspective in Medical Sociology edited by Phil Brown, Wadsworth: California, pp. 608-616.

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"Aging and Disability Toward a Unified Agenda" Journal of Rehabilitation Oct./Nov./Dec. Vol. 55, No. 4, pp 6-8.

"Toward the Necessary Universalizing of a Disability Policy" The Milbank Memorial Fund Quarterly, Vol. 67, Supplement 2, Part 2. pp 401-428.

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1991 "To Our Innermost Parts" - Reflections on Nancy Mairs' Remembering the Bone House - An Erotics of Place and Space, Kaleidoscope - Winter/Spring 1991, International Magazine of Literature, Fine Arts and Disability. pp. 48-51.

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"Is It All Right To Be Sad" - a short story Rehabilitation Medicine - Adding Life to Years (Special Issue), The Western Journal of Medicine, May: No. 154, pp. 559.

"And the Children Shall Lead Us" - reprinted in Independent Life Summer/Fall P.4.

"Then and Now, Me and Then -- A Commentary" -- to Mary Wagner et al, Youth With Disabilities How Are They Doing? -- The First Comprehensive Report From The National Longitudinal Transition Study of Special Education Students. Menlo Park, CA: SRI International, 1991. Commentaries: 13-16.

Irving Kenneth Zola, preface, in Howard L. Nixon II "Mainstreaming and The American Dream" Sociological Perspectives on Parental Coping with Blind and Visually Impaired Children. New York, N.Y.: American Foundation for the Blind; pp. ix - xi.

Foreword to Robert P. Marinelli and Arthur E. Dell Orto (editors) The Psychological and Social Impact of Disability (3rd Edition). New York: Springer ix-x.

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Any Distinguishing Features: Portrayal of Disability in the Crime/Mystery Genre, reprinted and edited in Philip M. Ferguson, Dianne L. Ferguson and Steven J. Taylor (eds.) Pp 233-250 Interpreting Disability, Teachers College Press, New York, NY.

Susan E. Bell and Irving Kenneth Zola "Constructing a Canon?" - a review essay of Uta Gerhardt's Ideas About Illness: An Intellectual and Political History of Medical Sociology forthcoming in Social Science and Medicine, Vol 34, No. 5, pp. 581-583.

\_\_\_\_\_ "The Social Construct of Suffering" in Patricia L. Stark and John P. McGovern Editors. The Hidden Dimension of Illness: Human Suffering New York: National league for Nursing Press, p11-23.

"Multiple Sclerosis and the Family: On The Necessity of a Larger Context." in Rosalind Kalb and Labe Scheinberg Editors. Multiple Sclerosis and the Family New York: Demos Publications, pp.97-107.

"Self, Identity and the Naming Question: Reflections on the Language of Disability," in press in Social Science and Medicine.

Mary Sit "Home Sweet Home" - an interview about IKZ and his "barrier-free" home with pictures. Exceptional Parent's Guide for Active Adults with Disabilities. Spring p. 8-9.

1993

"The Last Goodbye", "But It Hurts Too Much," "Why Marcia is My Favorite Name" "Is It All Right To Be Sad," "And the Children Shall Lead Us," "Sing a Song in Silence," "Tell Me...Tell Me," "A Father's Gift" - eight short stories in Florence P. Haseltine, Sandra S. Cole, and David B. Gray (Editors) Reproductive Issues for Persons with Physical Disabilities. Baltimore: Paul H. Brookes.

"The Changing Face of Disability" in Larry O. Gostin and Henry A. Beyer (Editors) Implementing the Americans with Disabilities Act - Rights and Responsibilities of All Americans. Baltimore: Paul H. Brookes.

#### WORK IN PROGRESS:

"How's Your Sex Life, Ellery Queen? The Portrayal of Disability in the Crime Mystery Genre - II," in Proceedings of the Society for Disability Studies/Western Social Science Association 1988 Annual Meeting, Stephen Hey (Ed.), forthcoming.

"Living at Home - The Policy Convergence of Aging and Disability". Chapter 4 a book edited by Susan Lanspery and Joan Hyde.

Meaningful Relationships/Moments In Time - a book of short stories completed and about to be circulated.

Literature and Health Care an anthology, edited with Catherine K. Russman, submitted.

The Body - a book of original essays, several already published in Spring Disability Studies Quarterly, edited with Arthur D. Frank in development, publisher interest.

"History of Attitudes Towards Disability" (Working title) article in forthcoming Encyclopedia of BioEthics, under contract.

"Historical Aspects of Disability" (Working title) article in forthcoming Encyclopedia of Disability and Rehabilitation, under contract.

"On Writing About the Experience of Chronic Illness and Disability (Working Title) for book on "Chronic Illness", draft done, under contract.

"On the Politics of Numbers" (Working title) article in forthcoming book Disability Policy edited by Sara Watson, draft done, under contract.

"On Men's Bodies" (Working Title), article in forthcoming book on Men's Bodies, under contract, not written.

Any Distinguishing Features - elaboration of already written articles, more data to be analyzed, publisher interest.

Disability Policy and Politics - collection of essays written and in progress, publisher interest.

Untitled novel - some chapters and outline written.

New edition of Independent Living for Physically Disabled People, co-edited with Nancy Crewe is under consideration.

**Professional Experiences**

**Administrative:**

**Title** Regional Team Coordinator  
**Project** Indian Children's Program  
**Duration** April 1991 to Present

**Executive Director**  
Chinle Valley School for Exceptional Children, Inc.  
January 1988 to December 1990

**Project Director**  
Navajo Evaluation of Existing Disability Services  
August 1986 to August 1987

**Project Director**  
Navajo Undergraduate Rehabilitation Training Project  
June 1984 to August 1986

**Project Director**  
Learn to Earn, Ltd.  
June 1983 to May 1984

**Project Director**  
Indian Health Services Medical Management Project  
July 1981 to June 1982

**Project Director**  
Spinal Cord Injury Follow-up Project  
August 1979 to May 1981

**Legal Advocacy:**

**Title** Developmental Disabilities Advocate  
**Project** Dine' Association for Handicapped Citizens, Inc.  
**Duration** November 1982 to April 1983

**Counselor:**

**Title** Rehabilitation Specialist/Counselor  
**Project** Spinal Injury Follow-up Project  
**Duration** September 1978 to August 1979

**Vocational Counselor**  
St. Michaels Association for Special Education, Inc.  
January 1978 to September 1978

### Academic Qualifications

Community College Certificated Arizona Teaching: December 1984  
"Introduction to Psychology"

University of New Mexico, M.A. Rehabilitation  
Counseling 1980-1981

Vocational Workshop: Rehabilitation Process 1981

Workshop of Native Americans: Certificate, Section 504 1980

University of San Francisco Certificate Program  
Rehabilitation Administration 1978-1980

Virginia Intermount College, B.A. Psychology/Sociology  
Bristol, Virginia 1974-1977

St. Michael High School, St. Michaels, Arizona 1969-1973

### Advisory/Council Membership

Developmental Disabilities Advisory Council;  
Department of Economic Security/Division of D.D.  
Phoenix, Arizona 1992-Present

Administration on Developmental Disabilities,  
Multi-Cultural Task Force, Washington, D.C. 1992-Present

American Indians with Disabilities Public Awareness Campaign  
Advisory Council, Anchorage, Alaska 1991 to 1993

Native American Research & Training Ctr., Advisory Council,  
Northern Arizona University, Flagstaff, Arizona 1990-Present

Native American Research & Training Ctr., Advisory Board,  
University of Arizona, Tucson, Arizona 1987 to 1993

Navajo Nation Advisory Council on the Handi-Capable,  
Chairperson, Window Rock, Arizona 1979 to 1993

New Mexico Independent Living Advisory Council,  
Santa Fe, New Mexico 1990-Present

### Awards

"Outstanding Volunteer", Navajo Nation Council on the Handicapped,  
Navajo Nation Handicapped Awareness Week 1986

"Citizen of the Year", Arizona Governor's Council on Disabilities,  
Phoenix, Arizona 1985

## Educator

### Adjunct Faculty status with Navajo Community College

Introduction to Psychology	January - May 1987
Introduction to Special Education	January - May 1985
Practicum in Rehabilitation II	January - May 1985
Practicum in Rehabilitation I	September - December 1984
Introduction to Rehab. Professions	September - December 1984
Overview of Handicapping Conditions	January - May 1984

### Materials Developed

Navajo Evaluation of Existing Disability Research Study;  
Navajo Vocational Rehabilitation Program: (Unpublished) July 1987

Job Development/Job Placement Manual;  
Navajo Undergraduate Rehabilitation Program March 1985

Rehabilitation Practicum Manual;  
Navajo Undergraduate Rehabilitation Program August 1984

### Professional Presentations

"Self-Determination-The Road to Personal Freedom",  
NM Protection and Advocacy System Mini Conference  
Albuquerque, New Mexico October 1993

"A Native American Perspective on Disability & Self-Determination"  
ADD Commissioner's Institute on Cultural Diversity  
Washington, D.C. September 1993

"Beyond Rhetoric-A Blueprint for Action"  
ADD Commissioner's Institute on Cultural Diversity  
Alexandria, Virginia September 1992

"Multi-Cultural Successes: The Navajo Nation"  
National Association of Developmental Disabilities Councils  
Orlando, Florida November 1992

"Navajo Evaluation of Existing Disability Services Research Project  
Findings", Symposia on Culturally Diverse Exceptional Children;  
Council for Exceptional Children,  
Denver, Colorado October 1988

"Navajo Evaluation of Existing Disability Services Research Project  
Findings", Native American Conference on Developmental Disabilities  
& Transition  
Mesa, Arizona May 1987

"Job Development/Job Placement of Developmentally Disabled Navajos"  
Native American Conference on Developmental Disabilities  
Albuquerque, New Mexico May 1985

**Proposals Submitted and Funded**

**Renovation of the Pre-Vocational building at  
Chinle Valley School for Exceptional Children, Inc. August 1990  
Navajo Nation**

**"Making Job Opportunities for Developmental Disabled Navajos";  
Arizona Governor's Council on Developmental Disabilities May 1986**

**Navajo Handicapped Awareness Week;  
NM Developmental Disabilities Planning Council October 1986**

**Navajo Handicapped Awareness Week;  
AZ Governor's Council on Developmental Disabilities May 1985**

**Spinal Cord Injury Counseling Services;  
AZ Governor's Council on Developmental Disabilities August 1985**

**Community Vending Machine Project;  
Save the Children Federation, Navajo Indian Program June 1983**

**AUDREY L. MCCRIMON**

**PROFESSIONAL EXPERIENCE**

**DIRECTOR**

**ILLINOIS DEPARTMENT OF REHABILITATION SERVICES - 9/91 TO PRESENT**  
100 West Randolph (Suite 8-100) - Chicago, Illinois 60601  
312/814-2921 (Voice)  
312/814-5000 (TDD/TT)  
312/814-1599 (Fax)

623 East Adams - Springfield, Illinois 62701  
217/782-1424 (Voice)  
217/524-1668 (TDD/TT)  
217/782-2753 (Fax)

As member of the Governor's Cabinet, administer activities of state agency that provides rehabilitation, advocacy, in-home services, education, benefit determinations, independent living services, and employment services for Illinois citizens with disabilities. Establish working relationships with various state and national organizations serving persons with disabilities. Oversee budget planning and proposed legislative activities. Administer budget of \$200 million and a staff of 2,300.

**ASSOCIATE DIRECTOR**

**ILLINOIS DEPARTMENT OF REHABILITATION SERVICES - 2/90 TO 2/91**

Administered activities of the Chicago Office. Supervised statewide programs of Client Assistance, Disabled Individuals Assistance Line and Housing Clearinghouse. Primary liaison to Rehabilitation Services Advisory Council, and Statewide Consumer Advisory Council. Established effective working relationships with educational agencies, medical organizations, state, national, federal groups and interest related organizations. Reported to the director on advocacy issues, local and or national trends impacting people with disabilities. Represented department to consumers, service providers, professional and governmental bodies.

**DEPUTY COMMISSIONER ON DISABILITY**

**CHICAGO DEPARTMENT ON AGING AND DISABILITY - 6/84 TO 2/90**  
510 North Dearborn Court - Chicago, Illinois 60611

Administered the development, access and coordination of education, employment, health, recreation and other social service grants from public and private resources for critical services for the disabled community. Integrated public and private support systems to remove physical and attitudinal barriers that precludes access for persons with disabilities. Served as City consultant on disability issues, maintaining rapport with all City of Chicago departments, advisory councils, and public and private organizations. Prepared work programs and literature for special services, provided staff training and oversaw a multi-million dollar mixed source budget.

**Audrey L. McCrimen**  
**Page Two**

**COORDINATOR, SPECIALIZED PROGRAMS FOR DISABLED ADULTS**  
**CHICAGO CITY-WIDE COLLEGE - 10/77 TO 9/84**  
**30 East Lake Street - Chicago, Illinois 60601**

Administered three units; 1) Educational program for developmentally disabled adults, 2) vocational training program and 3) specialized programs for hearing impaired adults. Supervised professional staff, monitored program budgets, reviewed, evaluated and implemented curriculum and developed new programs. Edited monthly newsletter to consumers who are deaf or hard of hearing and interest related agencies.

**COUNSELOR/JOB DEVELOPER**  
**JEWISH VOCATIONAL SERVICES - 10/75 TO 9/77**  
**One South Franklin - Chicago, Illinois 60605**

Provided individual and group vocational counseling to a variety of disabled adults. Prepared initial interview, interim and final progress reports relative to placement and/or referral to training or augmentative services. Placed individuals in entry level positions in hospital and maintenance settings.

**SKILLS/AREAS OF EXPERTISE**

Policy Development, Fiscal Management, Program Development, Adult Instruction, Community Relations, Supportive Services, Personnel Training, Public Speaking and American Sign Language

**PROFESSIONAL HONORS AND ACTIVITIES**

- 1993 Fiesta Educativa Community Award
- 1993 Chicago Lighthouse for People Who Are Blind or Visually Impaired Community Service Award
- 1991 Outstanding Young Alumni of Northern Illinois University Award
- 1990 August W. Christmann Award
- 1990 United Way of Chicago Priority Grants Committee
- 1989 National Organization on Disability-Community Partners Award
- 1989 Donors Forum Task Force on Disability
- 1982 Superior Public Service Award - Outstanding Professional Employee

**COMMUNITY HONORS AND ACTIVITIES**

- 1990 Inducted to Renaissance Women
- 1989 Appreciation Award - Chicago Korean Lions Club
- 1989 Appreciation Award - Very Special Arts Advisory Board
- 1987 Appreciation Award - Paralyzed Veterans America (Vaughn)

Audrey L. McCrimon  
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ACADEMIC ACHIEVEMENTS

- 1993 Certificate of Completion  
Program for Senior Executives in State & Local Government  
John F. Kennedy School of Government  
Harvard University
- 1989 Graduate  
Executive Development Symposium  
City of Chicago
- 1975 Master's of Science in Education  
Northern Illinois University
- 1974 Bachelor's of Science in Education  
Northern Illinois University

CURRENT AND PAST AFFILIATIONS

- Co-founder of Network of Illinois Voters with Disabilities  
Member, Executive Committee for Council of State Agencies and  
Vocational Rehabilitation  
Member, National Advisory Council for Research and Training Center  
for Northern Illinois University  
Member, Advisory Council for Research and Training Center for  
University of Arkansas  
Member, National Advisory Committee for Howard University  
Member, Illinois Registry of Interpreters of the Deaf  
Member, Illinois Association of the Deaf  
Member, Coalition of Citizens with Disabilities



**UNITED  
CEREBRAL  
PALSY  
ASSOCIATIONS**

*Advancing the independence of people with disabilities*

**JOHN D. KEMP**

**EXPERIENCE**

**United Cerebral Palsy Associations, Inc.**  
Washington, D.C.  
Executive Director, 1990-Present

**National Easter Seal Society**  
Chicago, Illinois  
General Counsel & Vice President - Development, 1986-90  
Director of Affiliate Relations & Resources, 1984-86  
Director of Human Resources, 1982-84

**John D. Kemp & Associates, Inc.**  
Leawood, Kansas  
President, 1981-87

**Kemp & Young, Inc.**  
Overland Park, Kansas  
President, 1977-81

**National Easter Seal Society**  
Chicago, Illinois  
Consultant in Consumer Advocacy, 1976-77

**U. S. Environmental Protection Agency**  
Kansas City, Missouri  
Region VII Legal Department, 1974-76

**EDUCATION**

**J.D., Washburn University Law School**  
Topeka, Kansas, 1974

**A.B., Georgetown University**  
Washington, D.C., 1971

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**BOARD MEMBERSHIPS**

Board of Trustees  
The Dole Foundation for Employment of  
People with Disabilities, Washington, D.C.,  
since 1993

Board of Directors  
Independent Sector, Washington, D.C.,  
since 1992  
Presidential Search Committee, 1993

Board of Directors  
National Rehabilitation Hospital,  
Washington, D.C., since 1992

Executive Committee  
People-to-People Committee, Washington,  
D.C., since 1992

Board of Directors  
Westbridge Condominium, Washington,  
D.C., 1992-1993

Jury  
Henry B. Butts Award, Chicago, Illinois,  
since 1990  
Chair, 1993

**ADVISORY BOARD MEMBERSHIPS**

State Rehabilitation Advisory Council  
District of Columbia Department of Human  
Services, Washington, D.C., 1993

Key Philanthropic Organizations Committee,  
Task Force on Volunteerism  
American Society of Association Executives,  
Washington, D.C., 1993

Advisory Board  
Amputee Coalition of America, Rosemont,  
Illinois, since 1992

Consumer Advisory Panel  
National Association of Medical Equipment  
Suppliers, Alexandria, Virginia, since 1991

Advisory Board  
America's Disability Channel, San Antonio,  
Texas, since 1990

Chairman  
AMTRAK Consumer Advisory Board,  
Washington, D.C., 1990-1992

National Advisory Board  
Rehabilitation Engineering Center of  
Vermont, Burlington, Vermont, 1987-1991

Executive Board  
American Occupational Therapy  
Association, Rockville, Maryland, 1990-1992

Board of Directors  
Rehabilitation Institute of Chicago, Chicago,  
Illinois, since 1985

Board of Directors  
Access Living (Independent Living Center),  
Chicago, Illinois, 1982-1991;  
Chairman, 1984-1986

Board of Trustees  
Commission on Accreditation of  
Rehabilitation Facilities, Tucson, Arizona,  
1978-83;  
Chairman, 1980-82

Board of Directors  
National Easter Seal Society, Chicago,  
Illinois, 1971-76

Consumer Advisory Board  
Rehabilitation Engineering Center,  
Northwestern University Medical School,  
Chicago, Illinois, 1987-1991

Panel of Experts  
International Disability Exchange and  
Studies (IDEAS), World Institute on  
Disability, Berkeley, California, 1987-1989

Co-Chairman  
Dole for President Disability Coalition,  
Washington, D.C., 1987-88

National Advisory Council  
Rehabilitation Engineering Center on  
Technology Transfer, Electronic Industries  
Foundation, Washington, D.C., 1984-1989

Governing Council  
Section on Rehabilitation Hospitals and  
Programs, American Hospital Association,  
Chicago, Illinois, 1984-86

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**ORGANIZATIONAL MEMBERSHIPS**

- Independent Sector
- National Center for Non-Profit Boards
- American Society of Association Executives
- National Rehabilitation Association
- The Association for the Severely Handicapped (TASH)
- American Bar Association
- League of Disabled Voters, Washington, D.C. (Founding Member)

**NATIONAL RADIO AND TELEVISION APPEARANCES**

- 1993 NBC's "Today" show (5th appearance): Segment on executives with disabilities, program covering the third anniversary of the Americans with Disabilities Act
- USA Radio Network: interview on the Henry B. Betts Award
- 1992 ABC News "Business World": program on the employment provisions of the Americans with Disabilities Act and UCPA's employment "Access Survey"
- USA Cable Network/U.S. Chamber of Commerce "First Business" program on employment provisions of the Americans with Disabilities Act and UCPA's employment "Access Survey"
- ABC News "Business World": program on UCP Casual Day '92
- "Hour of Power": With Dr. Robert Schuller, speaking on the Americans with Disabilities Act and personal experience with a disability.
- WLS-TV (Channel 7, ABC), Chicago, Illinois: "Chicago Stories" and "Weekend" programs on traveling with a disability and the Americans with Disabilities Act.
- NBC News (Los Angeles Bureau): Story on telethons and Star-athon '92.
- ABC News "Business World": Program on implementation of public accommodations provisions of the Americans with Disabilities Act and UCPA's "Access Survey."
- 1991 Cable News Network, "Headline News": Story on UCP of South Florida's L.I.F.E. (Link Into Future Employment) supported employment training program
- 1987 NBC's "Today" show (4th appearance): Interview with Senator Robert Dole on the importance of acceptance for people with disabilities
- "Ask Dr. Ruth" television show (2nd appearance): Continue discussions about sexuality of and public attitudes toward persons with disabilities
- 1986 ABC radio show, New York: Presentation on attitudes toward people with disabilities
- "Ask Dr. Ruth" television show: Interview with Dr. Ruth Westheimer on sexuality and people with disabilities
- 1983 NBC's "Today" show (3rd appearance): Promote Easter Seals Disabled Americans Week
- 1972 NBC's "Today" show (2nd appearance): Promote Easter Seals national campaign
- 1960 NBC's "Today" show: Promote Easter Seals as National Poster Child

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**PUBLICATIONS**

"Tales of Travel," *action DICAST*, March/April, 1993.

"Worker's Compensation," (with Malcolm Pope, Ph.D.) and "Hiring Practices," (with Don B. Chaffin, Ph.D.), *Occupational Low Back Pain: Assessment, Treatment and Prevention*, Mosby Year-Book, 1991.

"Past, Present, Future: An Advocate's Perspective," *The Exceptional Parent*, January/February, 1991.

"ADA + Ability + Accommodations = Access to Employment," *American Rehabilitation*, Winter, 1990-1991.

**AWARDS**

One-of-a-Kind Award, People-to-People Committee for the Handicapped, Washington, D.C., 1992

Everest & Jennings Distinguished Lectureship, Rehabilitation Engineering Society of North America, Kansas City, Missouri, 1991

Horatio Alger Award, Horatio Alger Association of Distinguished Americans, Alexandria, Virginia, 1991

Switzer Scholar, Mary E. Switzer Memorial Seminar, National Rehabilitation Association, Washington, D.C., 1990

National Hall of Fame for Persons with Disabilities, Columbus, Ohio, 1988

"Special Tribute" award, The Dole Foundation for the Employment of Persons with Disabilities, Washington, D.C., 1987

Outstanding Young Citizens Award, Chicago Junior Association of Commerce and Industry, Chicago, Illinois, 1985

Outstanding Service Medallion, Commission on Accreditation of Rehabilitation Facilities, Tucson, Arizona, 1983

Handicapped Citizen of the Year, Goodwill Industries of Greater Kansas City, Missouri, 1976

Easter Seal Poster Child, National Easter Seal Society, Chicago, Illinois, 1960

**PRINT MEDIA COVERAGE**

*The Milwaukee Journal*, Milwaukee, Wisconsin, "Advocate Tells Kids to Look Beyond Disabilities, September 9, 1991.

"Employment and Disability: Trends and Issues for the 1990s," monograph on the 14th Mary E. Switzer Memorial Seminar, National Rehabilitation Association, 1990.

*The Miami Herald*, Miami, Florida, "Disabled's Dream of Inclusion Coming True," July 4, 1993.

*The Milwaukee Sentinel*, Milwaukee, Wisconsin, "The Morning Mail," April 26, 1993.

*Dayton Daily News*, Dayton, Ohio, "Choices Never Better for Disabled, Advocate Believes," November 17, 1992.

John D. Kamp

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*Safety & Health* (National Safety Council), "ADA Makes Good Business Sense," October, 1992.

*The Source*, Milwaukee, Wisconsin, "UCP Executive Director's Successful Track Record a Result of Father's Coaching, Support," September, 1992.

*The Orlando Sentinel*, Orlando, Florida, "Disabilities Law Brings Business New Challenges," April 3, 1992.

*The New York Times*, New York, New York, "Sweeping U.S. Law to Help Disabled Goes Into Effect," January 27, 1992.

*The Washington Times*, Washington, D.C., "Champion with Artificial Limbs," November 5, 1991.

*The Daily Territorial*, Tucson, Arizona, "Disabilities Act to Affect Businesses in January," October 28, 1991.

*The Arizona Daily Star*, Tucson, Arizona, "Handicapped Workers Await Acceptance," October 25, 1991.

*Salt Lake Tribune*, Salt Lake City, Utah, "Inspirational Cerebral Palsy Chief Tours S.L.," October 25, 1991.

*Salt Lake Tribune*, Salt Lake City, Utah, "'Tis the Season for Charities Seeking Support," October 25, 1991.

*The Deseret News*, Deseret, Utah, "Disabled Have High Hopes for New Federal Law," October 25, 1991.

*The News-Press/Cazette*, St. Joseph, Missouri, "Disabled Discuss Difficulties," October 18, 1991.

*The Sun-Sentinel*, Fort Lauderdale, Florida, "Agency's Director Majored in Self-Reliance," August 19, 1991.

*The Miami Herald*, Miami, Florida, "Lower to the Disabled," August 27, 1991.

*The Democrat and Chronicle*, Rochester, New York, "Expert Says Legislation Will Guard Rights of Disabled," May 22, 1991.

*The Times-Union*, Rochester, New York, "Advocating Rights of Handicapped," May 22, 1991.

*The Kansas City Star*, Kansas City, Kansas, "Tough Love Helped Handicapped Man" ("Kansas City People" Column), May 12, 1991.

*The Morning Call*, Bethlehem, Pennsylvania, "UCP Honors Members at Dinner," April 29, 1991.

*The Globe-Times*, Bethlehem, Pennsylvania, "UCP Executive Director to Speak to Valley Unit," April 16, 1991.

*The Exponent*, Clarksburg, West Virginia, "CEO of United Cerebral Palsy Awarded Horatio Alger Award," April 4, 1991.

*The Telegram*, Clarksburg, West Virginia, "CEO of United Cerebral Palsy Awarded Horatio Alger Award," April 1, 1991.

*Association Trends*, Washington, D.C. "Editorials & Opinions" column, March 15, 1991.

*The Indianapolis News*, Indianapolis, Indiana, "No limit on what he can do," (David Mannweiler's column), March 6, 1991.

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*The Arizona Republic*, Phoenix, Arizona, "Law helps, but barriers exist, disabled man says," February 23, 1991.

*The Tennessean*, Nashville, Tennessee, "Star-athon Features Nashville," January 12, 1993.

*The Atlanta Journal and Constitution*, Atlanta, Georgia, "Business In Brief", January 11, 1991.

*The Washington Post*, Washington, D. C., "Personalities" column, January 10, 1991.

*The Birmingham News*, Birmingham, Alabama, "Attorney Uses Skills to Boost Disabled," December 21, 1990.

*The Oregonian*, Portland, Oregon, "America's Disabled Want to Control Own Lives," November 29, 1990.

*The Press*, Atlantic City, New Jersey, "Disabled Meet in Atlantic City for Two Day Regional Conference," September 12, 1990.

*The Pittsburgh Press*, Pittsburgh, Pennsylvania, "Cerebral Palsy Leader's Humor Makes Point," June 28, 1990.

*Sunday World-Herald*, Omaha, Nebraska, "Bill Expected to Open Job Doors to Disabled," April 22, 1990.

*Bride's* magazine, "Loving is Accepting," October/November, 1989.

*The Altoona Mirror*, Altoona, Pennsylvania, "Take Notice: Disabled People Have Rights, Ex-Poster Child Says," October 31, 1989.

*The Pantagraph*, Bloomington, Indiana, "Barriers Come Down Slowly for Disabled," October 25, 1989.

*Honolulu Advertiser*, Honolulu, Hawaii, "Staking His Claim on Pride," August 22, 1989.

*Amagram* (Amway Corporation magazine), "The Power to Overcome," November, 1988.

*St. Paul Pioneer Press Dispatch*, St. Paul, Minnesota, "1960 Easter Seals Poster Boy Leading Advocate for Disabled," September 14, 1988.

*Rolling Stone*, advertisement for National Easter Seal Society, June 16, 1988.

*Illinois Times*, "Fair Language for People with Disabilities," April 21-27, 1988.

*State Journal-Register*, Springfield, Illinois, "Executive: Public Perception of Disabled Must be Changed," April 13, 1988.

*The Salina Journal*, Salina, Kansas, "Life for Disabled Improves, Easter Seals Official Says," March 26, 1988.

*Newsweek*, "Amway Salutes John Kemp," March 7, 1988.

*Georgetown* (Georgetown University alumni magazine), Washington, D.C., "Profile," Winter, 1987.

*Chicago Sun-Times*, Chicago, Illinois, "Chicago Profiles/Celebs" column, October 19, 1987.

*Omaha World Herald*, Omaha, Nebraska, "World of Disabled Opening," September 23, 1987.

*Daily Courier News*, Elgin, Illinois, "Some See Limits, Not Challenge," September 13, 1987.

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*Vincennes Sun-Commercial*, Vincennes, Indiana, "Handicapped Suffer from Misconceptions," October 7, 1985.

*Daytona Beach Evening News*, Daytona Beach, Florida, "Living a Full Life Despite Handicaps," September 27, 1985.

*Chicago Sun-Times*, Chicago, Illinois, April 11, 1985.

*The Des Moines Register*, Des Moines, Iowa, "Life After Fame is Gone -- a Challenge for Poster Children," April 25, 1984.

*Bismarck Tribune*, Bismarck, North Dakota, "Disability Isn't Drawback for Kemp," 1984.

*Bismarck Tribune*, Bismarck, North Dakota, "Handicapped Child Makes Progress; Dad Impressed by City's Kindness," January 15, 1984.

#### **APPEARANCES & TESTIMONY BEFORE CONGRESSIONAL COMMITTEES & FEDERAL AGENCIES**

- 1992 U.S. Senate Health and Human Resources Committee Appropriations Subcommittee: Testified on proposed FY 1993 Budget
- 1991 U.S. Department of Justice: Testified on proposed regulations for the Americans with Disabilities Act
- 1990 National Institute on Disability and Rehabilitation Research: Testified on funding priorities for assistive technology for persons with disabilities
- 1986 U.S. Commission on Civil Rights: Testified regarding medical treatment discrimination of newborns with disabilities
- 1984 House Committees on the Judiciary (Sub-Committee on Civil and Constitutional Rights) and on Education and Labor: Testified on the Civil Rights Act of 1984, clarifying anti-discrimination protection under Section 504 of the Rehabilitation Act and other statutes
- 1973 U.S. Senate Select Committee on Education, Subcommittee on the Handicapped: Rehabilitation Act of 1973

#### **ADDRESSES TO UNITED CEREBRAL PALSY ASSOCIATIONS MEETINGS**

- 1993 UCPA Annual Conference, "Celebration of Leadership," Washington, D.C., April, 1993; Executive Directors' Leadership Institute, Washington, D.C., February, 1993; Development and Leadership Conference, New Orleans, Louisiana, July, 1993; UCP of Chattanooga/Signal Centers, Greater Chicago, Central Arkansas
- 1992 UCPA Annual Conference, "Share the Magic," Orlando, Florida, April, 1992; UCPA Development Conference and Management Institute, "Investing in Your Future", Las Vegas, Nevada, August, 1992; UCP of Southeastern Wisconsin, Central Indiana, Tampa Bay (FL), Central Maryland, Middle Tennessee, Metro Boston (MA), Southwest Central Ohio, New York State, Greater St. Louis, California, and Greater New Orleans (LA)
- 1991 UCP of King-Snohomish Counties (WA), Texas, Indiana, Lehigh Valley (PA), Rochester Area (NY), Delaware, Greater Chicago (IL), Buchanan County (MO), Utah, New York State, North Bay (CA), California, Central Arkansas, and San Diego County (CA) annual meetings

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UCPA Annual Conference, "Creating Possibilities," Denver, Colorado, May, 1991; UCPA Governmental Activities Institute, Washington, D.C., July, 1991; UCPA Development Conference, "Creating Possibilities: Funding for the Future," Las Vegas, Nevada, July, 1991

1990 Executive Director's Leadership Institute, Washington, D.C.; Telethon Fund Raising Workshop, New Orleans, Louisiana

UCP of Pittsburgh, Arkansas, Atlantic & Cape May Counties (NJ), New York State, Oregon and Southwest Washington, Minnesota annual meetings and/or conferences

#### ADDRESSES TO EASTER SEAL SOCIETY ANNUAL MEETINGS 1983-1990

Alabama, Arkansas, California, Colorado, Connecticut, Del-Mar, (District of Columbia, Georgia, Hawaii, Kentucky, Massachusetts, Minnesota, Mississippi, Missouri, New York, North Carolina, Oregon, Rhode Island, South Dakota, Texas, Wisconsin, Ventura and Santa Cruz Counties, Northeastern Pennsylvania, Capital Area, Texarkana, Southwestern Ohio, Milwaukee County

#### SPEECHES

1993

- Discover Card Services Management Training, Salt Lake City, Utah
- Occupational Ergonomics Conference, San Diego, CA
- HealthSouth Rehabilitation Corporation Administrators' Meeting, Birmingham, Alabama
- Miller Brewing Company National Distributors' Convention, Orlando, Florida
- American Academy of Orthotics and Prosthetics, Las Vegas, Nevada
- Special Education Resource Center, Meriden, Connecticut
- New York Regional Association of Grantmakers, New York, New York
- Missouri Rehabilitation Association, St. Louis, Missouri
- Occupational Ergonomics Conference, University of Michigan, Ann Arbor, Michigan
- Screen Actors Guild/American Federation of Television and Radio Artists Roundtable, Washington, D.C.
- INFINITEC, Chicago, Illinois
- Wisconsin Governors Council on People with Disabilities MILESTONES Conference, Milwaukee, Wisconsin
- UCP of New Jersey/JFK Johnson Rehabilitation Center Conference on Cerebral Palsy, Edison, New Jersey
- American Association on Mental Retardation, St. Louis, Missouri
- Arkansas Developmental Disabilities Planning Council, Hot Springs, Arkansas
- Worknet 10th Anniversary Celebration, Omaha, Nebraska
- National Organization on Disability Americans with Disabilities Act Panel, New York, New York

1992

- Coalition 2000, Durham, North Carolina
- New England Occupational Medical Association, Boston, Massachusetts
- National Institute for Disability and Rehabilitation Research, Washington, D.C.
- National Association of Developmental Disabilities Councils, Orlando, Florida
- Occupational Ergonomics Conference, Washington, D.C.
- Washington, D.C. Mayor's Committee on Employment of People with Disabilities
- Washington Business Group on Health, Washington, D.C.
- "Managing for Success," Alford, Ver Schave & Associates, Washington, D.C.
- Occupational Spinal Disorders Conference, Dallas, Texas
- American Academy of Cerebral Palsy and Developmental Medicine, San Diego, California

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- National Institutes of Health, Conference on Orthotics and Prosthetics, Washington, D.C.
- PUSH America, Washington, D.C.
- Marianjoy Rehabilitation Hospital and Clinics, Wheaton, Illinois
- Mid-America Labor and Management Conference, Lake of the Ozarks, Missouri
- Occupational and Industrial Orthopedic Center, New York, NY
- Northern Maine Technical College, Presque Isle, Maine
- International Society for Prosthetics and Orthotics, Chicago, Illinois
- University of Michigan, Center for Ergonomics, Ann Arbor, Michigan
- U.S. Department of Health and Human Services, Washington, D.C.
- U.S. General Services Administration, Richmond, Virginia
- Young Adult Institute, New York, New York
- University of Kansas, Wichita, Kansas
- Johnson County Community College, Kansas City, Missouri
- American Society of Association Executives, Washington, D.C.
- Occupational Spine Disorders Conference, San Diego, California

**1991**

- Credit Union National Association, Nashville, Tennessee and Washington, D.C.
- National Credit Union Administration, Washington, D.C.
- Edison Electric Institute, Affirmative Action Conference, Washington, D.C.
- U.S. General Services Administration, Disability Awareness Month, Washington, D.C.
- Rehab EXPO, Tucson, Arizona
- Goodwill Industries, Chicago, Illinois
- No More Stares, St. Joseph, Missouri
- ACCESS EXPO, Washington, D.C.
- Inter-Agency Council, Seminar on ADA for Service Providers, New York, New York
- Illinois Hospital Association, Chicago, Illinois
- American Society of Association Executives, Legal and Governmental Affairs Sections Roundtable on the Americans with Disabilities Act, Washington, D.C.
- Commission on Accreditation of Rehabilitation Facilities 25th Anniversary Celebration, Washington, D.C.
- Florida Developmental Disabilities Planning Council, Community Integration and Inclusion Conference, Tampa, Florida
- St. Joseph's Medical Center, Wichita, Kansas
- University of Tennessee, Chattanooga, Continuing Education Seminar on ADA
- Illinois Department of Rehabilitation Services, Chicago, Illinois
- Administration on Developmental Disabilities, Commissioner's Forum, Reston, Virginia
- CNA Insurance Companies, Chicago, Illinois
- University of Michigan, Center for Ergonomics, Ann Arbor, Michigan
- Rehabilitation Engineering Society of North America Annual Meeting, Kansas City, Missouri
- New Jersey University-Affiliated Program, Developmental Disabilities Series, Piscataway, New Jersey
- Maine CITE Project, "Yankee Ingenuity & Independence," Portland, Maine
- American Hospital Association, National Convention, Anaheim, California
- University of Southern Maine, Portland, Maine
- American Hospital for Rehabilitation, Edgewood, Kentucky
- Combined Health Appeal of America, Charleston, South Carolina
- Governor's Day on Assistive Technology, Des Moines, Iowa
- Goodwill Industries Seminar: Americans with Disabilities Act, Washington, D.C.
- "Technology: Unlocking Ability" Conference, Detroit, Michigan

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## 1983-1990

- Cumberland County College, Vineland, New Jersey
- American Hospital Association, San Francisco, California
- Jewish Vocational Services of Chicago, Chicago, Illinois
- Camp ASCCA, Alabama
- American Board of Vocational Experts, Kansas City, Missouri
- RESNA Tech Act Funded Status Meeting, Washington, D.C.
- Equal Opportunity Advisory Council, Alexandria, Virginia
- American Academy of Cerebral Palsy and Developmental Medicine, Orlando, Florida
- U.S. Conference of City Human Services Officials, Washington, D.C.
- Warner-Lambert, Morris Plains, New Jersey
- Massachusetts Health Council Boston, Massachusetts
- Human Resources Center, Albertson, New York
- The Center for the Rehabilitation and Training of Persons with Disabilities, Chicago, Illinois
- Non Profit '90, Atlanta, Georgia
- Rush-Presbyterian-St. Luke's Medical Center, Chicago, Illinois
- Coalition of Citizens with Disabilities in Illinois, Springfield, Illinois
- President's Committee on Employment of Persons with Disabilities, Washington, D.C.
- DePaul University Law School, Labor Law Society, Chicago, Illinois
- University of Michigan Center for Ergonomics, Ann Arbor and Ypsilanti, Michigan
- Naval Electronics Systems Engineering Center, San Diego, California
- WORKNET, Omaha, Nebraska
- The Business Roundtable, Washington, D.C.
- I-NABIR, Rockville, Maryland
- Governor Mifflin School District, Shillington, Pennsylvania
- University of Michigan, Center for Ergonomics, Ann Arbor, Michigan
- United Cerebral Palsy of Illinois and Illinois Easter Seal Society, Disability Independence Day, Daley Plaza, Chicago, Illinois
- Rehabilitation Institute of Chicago, Chicago, Illinois
- Wayne State University, Detroit, Michigan
- Industry-Labor Council on Employment and Disability, Philadelphia, Pennsylvania
- American Camping Association, Seattle, Washington
- Memorial/University of California, Irvine Center for Health Education, Long Beach, California
- 1st International Conference on Rehabilitation, Beijing, People's Republic of China:
  - "Life: A Disabled Person's Perspective": a personal story of rehabilitation and a fully independent lifestyle
  - "Civil Rights for Disabled People in the United States": the evolution of the U.S. laws affecting the rights and protection of people with disabilities
- Access to Quality Care in Rehabilitation, Washington, D.C.
- Occupational Center of Central Kansas, Salina, Kansas
- Reading Community Partnership Committee, Reading, Pennsylvania
- Access to Quality Care in Rehabilitation, Washington, D.C.
- Association for Retarded Citizens of Adams and Wells Counties, Bluffton, Indiana
- University of Vermont, College of Medicine, Hilton Head, South Carolina
- State of Minnesota, Department of Rehabilitation Services, St. Paul, Minnesota
- Tennessee Valley Authority, Chattanooga, Tennessee
- Illinois Department of Rehabilitation, Soudoc, Springfield, Illinois
- Buffalo Goodwill Industries, Buffalo, New York
- National Rehabilitation Association, Idaho Chapter, Boise, Idaho
- Regional Conference on Employment of Minorities with Disabilities, Chicago, Illinois
- Worcester Area Employ the Handicapped Committee, Worcester, Massachusetts
- University of Michigan, Center for Ergonomics, Ann Arbor, Michigan
- Rehabilitation Institute, Detroit, Michigan
- Kenny Foundation, Detroit, Michigan
- U.S. Department of Education, Region V, Chicago, Illinois
- The Center for Rehabilitation and Training of the Disabled, Chicago, Illinois

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- American Hospital Association, Chicago, Illinois
- American Medical Association, Chicago, Illinois
- City of Chicago, Department on Aging and Disability, Chicago, Illinois
- Rehabilitation Institute of Chicago, Chicago, Illinois
- United States Department of Health and Human Services, Washington, D.C.
- Cooperative Education Association, Washington, D.C.
- Paralyzed Veterans of America, Washington, D.C.
- Electronics Industries Foundation Engineering Center, Washington, D.C.
- Governors' Committee on Employment of the Handicapped, Washington, D.C.
- Equal Employment Opportunity Commission, Washington, D.C.
- Utah Department of Social Services, Utah
- National Industries for the Severely Handicapped, Alexandria, Virginia
- Kansas Association of Rehabilitation Facilities, Newton, Kansas
- The Menninger Foundation, Topeka, Kansas
- Bethany Rehabilitation Center, Kansas City, Kansas
- Minnesota Association of Rehabilitation Facilities, St. Paul, Minnesota
- Minnesota Developmental Achievement Center Association, St. Paul, Minnesota
- Minnesota Association of Rehabilitation Providers, Minneapolis, Minnesota
- Association of Retarded Citizens of Indiana, Indianapolis, Indiana
- Knox County Association for Retarded Citizens, Indiana
- Pike County Area Rehabilitation Center, Indiana
- Indianapolis Rotary Club, Indianapolis, Indiana
- North Dakota Rehabilitation Association, Bismarck, North Dakota
- South Dakota Department of Education and Cultural Affairs, South Dakota
- Immanuel Medical Center, Omaha, Nebraska
- Knoxville Area Communication Center for the Deaf, Knoxville, Tennessee
- Cincinnati Rotary Club, Cincinnati, Ohio
- State of Ohio Rehabilitation Services Commission, Ohio
- Fundacion Chile, Santiago, Chile

**BIOGRAPHICAL DATA**

Home:



Born:

THIS FORM MARKS THE FILE LOCATION OF ITEM NUMBER 2  
LISTED IN THE WITHDRAWAL SHEET AT THE FRONT OF THIS FOLDER.

THE FOLLOWING PAGE HAS HAD MATERIAL REDACTED. CONSULT THE  
WITHDRAWAL SHEET AT THE FRONT OF THIS FOLDER FOR FURTHER  
INFORMATION.

**MEMORANDUM TO CAROL RASCO, Assistant to the President of Domestic Policy**

**FROM:** Paul Steven Miller *PSM*

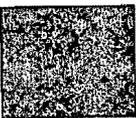
**DATE:** June 2, 1994

**SUBJECT:** Next Round of Nominees for the National Council on Disability

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I have enclosed, for your information, the resumes of the five individuals proposed for the next five vacancies on the National Council on Disability. Please do not hesitate to call me with any questions or comments.

Brief Biographies (Resumes Attached)

- JOHN D. KEMP (VA) -- Disabled attorney who is the executive director of the United Cerebral Palsy Associations. Nationally known leader in the disability movement. *Q: Dale supporter*
- AUDREY McCRIMON (ILL) -- Hearing-impaired, African-American woman who is the director of the Illinois Department of Rehabilitation Services Department.
- DEBORAH ROBINSON (PA) -- Disabled, African-American self-advocate who is a leader in the Speaking for Ourselves movement. *Q: imatone extent of disability?*
- ELA YAZZIE-KING (AZ) -- Disabled, Native-American woman who is involved in disability issues in the Native American community. She is the Regional Team Coordinator for the Indian Children's Program.
- IRVING ZOLA, PhD. (MA) -- Disabled chairperson of the sociology department at Brandeis University, and one of the leading thinkers in the disability movement. Prolific writer on disability issue. Worked on the health care task force and on the Clinton-Gore transition team. 

cc: Stan Herr ✓



**UNITED  
CEREBRAL  
PALSY  
ASSOCIATIONS**

*Advancing the independence of people with disabilities*

**JOHN D. KEMP**

**EXPERIENCE**

**United Cerebral Palsy Associations, Inc.**  
Washington, D.C.  
Executive Director, 1990-Present

**National Easter Seal Society**  
Chicago, Illinois  
General Counsel & Vice President - Development, 1986-90  
Director of Affiliate Relations & Resources, 1984-86  
Director of Human Resources, 1982-84

**John D. Kemp & Associates, Inc.**  
Leawood, Kansas  
President, 1981-87

**Kemp & Young, Inc.**  
Overland Park, Kansas  
President, 1977-81

**National Easter Seal Society**  
Chicago, Illinois  
Consultant in Consumer Advocacy, 1976-77

**U. S. Environmental Protection Agency**  
Kansas City, Missouri  
Region VII Legal Department, 1974-75

**EDUCATION**

J.D., Washburn University Law School  
Topeka, Kansas, 1974

A.B., Georgetown University  
Washington, D.C., 1971

John D. Kemp

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**BOARD MEMBERSHIPS**

Board of Trustees  
The Dole Foundation for Employment of  
People with Disabilities, Washington D.C.,  
since 1993

Board of Directors  
Independent Sector, Washington, D.C.,  
since 1992  
Presidential Search Committee, 1993

Board of Directors  
National Rehabilitation Hospital,  
Washington, D.C., since 1992

Executive Committee  
People-to-People Committee, Washington,  
D.C., since 1992

Board of Directors  
Westbridge Condominium, Washington,  
D.C., 1992-1993

Jury  
Henry B. Betts Award, Chicago, Illinois,  
since 1990  
Chair, 1993

**ADVISORY BOARD MEMBERSHIPS**

State Rehabilitation Advisory Council  
District of Columbia Department of Human  
Services, Washington, D.C., 1993

Key Philanthropic Organizations Committee,  
Task Force on Volunteerism  
American Society of Association Executives,  
Washington, D.C., 1993

Advisory Board  
Amputee Coalition of America, Rosemont,  
Illinois, since 1992

Consumer Advisory Panel  
National Association of Medical Equipment  
Suppliers, Alexandria, Virginia, since 1991

Advisory Board  
America's Disability Channel, San Antonio,  
Texas, since 1990

Chairman  
AMTRAK Consumer Advisory Board,  
Washington, D.C., 1990-1992

National Advisory Board  
Rehabilitation Engineering Center of  
Vermont, Burlington, Vermont, 1987-1991

Executive Board  
American Occupational Therapy  
Association, Rockville, Maryland, 1990-1992

Board of Directors  
Rehabilitation Institute of Chicago, Chicago,  
Illinois, since 1985

Board of Directors  
Access Living (Independent Living Center),  
Chicago, Illinois, 1982-1991;  
Chairman, 1984-1986

Board of Trustees  
Commission on Accreditation of  
Rehabilitation Facilities, Tucson, Arizona,  
1978-83;  
Chairman, 1980-87

Board of Directors  
National Easter Seal Society, Chicago,  
Illinois, 1971-76

Consumer Advisory Board  
Rehabilitation Engineering Center,  
Northwestern University Medical School,  
Chicago, Illinois, 1987-1991

Panel of Experts  
International Disability Exchange and  
Studies (IDEAS), World Institute on  
Disability, Berkeley, California, 1987-1989

Co-Chairman  
Dole for President Disability Coalition,  
Washington, D.C., 1987-88

National Advisory Council  
Rehabilitation Engineering Center on  
Technology Transfer, Electronic Industries  
Foundation, Washington, D.C., 1984-1989

Governing Council  
Section on Rehabilitation Hospitals and  
Programs, American Hospital Association,  
Chicago, Illinois, 1984-86

John D. Kemp

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**ORGANIZATIONAL MEMBERSHIPS**

- Independent Sector
- National Center for Non-Profit Boards
- American Society of Association Executives
- National Rehabilitation Association
- The Association for the Severely Handicapped (TASH)
- American Bar Association
- League of Disabled Voters, Washington, D.C. (Founding Member)

**NATIONAL RADIO AND TELEVISION APPEARANCES**

1993 NBC's "Today" show (5th appearance): Segment on executives with disabilities, program covering the third anniversary of the Americans with Disabilities Act

USA Radio Network: interview on the Henry B. Betts Award

1992 ABC News "Business World": program on the employment provisions of the Americans with Disabilities Act and UCPA's employment "Access Survey"

USA Cable Network/U.S. Chamber of Commerce "First Business" program on employment provisions of the Americans with Disabilities Act and UCPA's employment "Access Survey"

ABC News "Business World": program on UCP Casual Day '92

"Hour of Power": With Dr. Robert Schuller, speaking on the Americans with Disabilities Act and personal experience with a disability.

WLS-TV (Channel 7, ABC), Chicago, Illinois: "Chicago Stories" and "Weekend" programs on traveling with a disability and the Americans with Disabilities Act.

NBC News (Los Angeles Bureau): Story on telethons and Star-athon '92.

ABC News "Business World": Program on implementation of public accommodations provisions of the Americans with Disabilities Act and UCPA's "Access Survey."

1991 Cable News Network, "Headline News": Story on UCP of South Florida's L.I.F.E. (Link Into Future Employment) supported employment training program

1987 NBC's "Today" show (4th appearance): Interview with Senator Robert Dole on the importance of acceptance for people with disabilities

"Ask Dr. Ruth" television show (2nd appearance): Continue discussions about sexuality of and public attitudes toward persons with disabilities

1986 ABC radio show, New York: Presentation on attitudes toward people with disabilities

"Ask Dr. Ruth" television show: Interview with Dr. Ruth Westheimer on sexuality and people with disabilities

1983 NBC's "Today" show (3rd appearance): Promote Easter Seals Disabled Americans Week

1972 NBC's "Today" show (2nd appearance): Promote Easter Seals national campaign

1960 NBC's "Today" show: Promote Easter Seals as National Poster Child

John U. Kemp

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## **PUBLICATIONS**

"Tales of Travel," action *DIGEST*, March/April, 1993.

"Worker's Compensation," (with Malcolm Pope, Ph.D.) and "Hiring Practices," (with Don B. Chaffin, Ph.D.), *Occupational Low Back Pain: Assessment, Treatment and Prevention*, Mosby Year-Book, 1991.

"Past, Present, Future: An Advocate's Perspective," *The Exceptional Parent*, January/February, 1991.

"ADA + Ability + Accommodations - Access to Employment," *American Rehabilitation*, Winter, 1990-1991.

## **AWARDS**

One-of-a-Kind Award, People-to-People Committee for the Handicapped, Washington, D.C., 1992

Everest & Jennings Distinguished Lectureship, Rehabilitation Engineering Society of North America, Kansas City, Missouri, 1991

Horatio Alger Award, Horatio Alger Association of Distinguished Americans, Alexandria, Virginia, 1991

Switzer Scholar, Mary E. Switzer Memorial Seminar, National Rehabilitation Association, Washington, D.C., 1990

National Hall of Fame for Persons with Disabilities, Columbus, Ohio, 1988

"Special Tribute" award, The Dole Foundation for the Employment of Persons with Disabilities, Washington, D.C., 1987

Outstanding Young Citizens Award, Chicago Junior Association of Commerce and Industry, Chicago, Illinois, 1985

Outstanding Service Medallion, Commission on Accreditation of Rehabilitation Facilities, Tucson, Arizona, 1983

Handicapped Citizen of the Year, Goodwill Industries of Greater Kansas City, Missouri, 1976

Easter Seal Poster Child, National Easter Seal Society, Chicago, Illinois, 1960

## **PRINT MEDIA COVERAGE**

*The Milwaukee Journal*, Milwaukee, Wisconsin, "Advocate Tells Kids to Look Beyond Disabilities, September 9, 1991.

"Employment and Disability: Trends and Issues for the 1990s," monograph on the 14th Mary E. Switzer Memorial Seminar, National Rehabilitation Association, 1990.

*The Miami Herald*, Miami, Florida, "Disabled's Dream of Inclusion Coming True," July 4, 1993.

*The Milwaukee Sentinel*, Milwaukee, Wisconsin, "The Morning Mail," April 26, 1993.

*Dayton Daily News*, Dayton, Ohio, "Choices Never Better for Disabled, Advocate Believes," November 17, 1992.

John D. Kamp

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*Safety & Health* (National Safety Council), "ADA Makes Good Business Sense," October, 1992.

*The Source*, Milwaukee, Wisconsin, "UCP Executive Director's Successful Track Record a Result of Father's Coaching, Support," September, 1992.

*The Orlando Sentinel*, Orlando, Florida, "Disabilities Law Brings Business New Challenges," April 3, 1992.

*The New York Times*, New York, New York, "Sweeping U.S. Law to Help Disabled Goes Into Effect," January 27, 1992.

*The Washington Times*, Washington, D.C., "Champion with Artificial Limbs," November 5, 1991.

*The Daily Territorial*, Tucson, Arizona, "Disabilities Act to Affect Businesses in January," October 28, 1991.

*The Arizona Daily Star*, Tucson, Arizona, "Handicapped Workers Await Acceptance," October 25, 1991.

*Salt Lake Tribune*, Salt Lake City, Utah, "Inspirational Cerebral Palsy Chief Tours S.L.," October 25, 1991.

*Salt Lake Tribune*, Salt Lake City, Utah, "'Tis the Season for Charities Seeking Support," October 25, 1991.

*The Deseret News*, Deseret, Utah, "Disabled Have High Hopes for New Federal Law," October 25, 1991.

*The News-Press/Cazette*, St. Joseph, Missouri, "Disabled Discuss Difficulties," October 18, 1991.

*The Sun-Sentinel*, Fort Lauderdale, Florida, "Agency's Director Majored in Self-Reliance," August 19, 1991.

*The Miami Herald*, Miami, Florida, "Lower to the Disabled," August 27, 1991.

*The Democrat and Chronicle*, Rochester, New York, "Expert Says Legislation Will Guard Rights of Disabled," May 22, 1991.

*The Times-Union*, Rochester, New York, "Advocating Rights of Handicapped," May 22, 1991.

*The Kansas City Star*, Kansas City, Kansas, "Tough Love Helped Handicapped Man" ("Kansas City People" Column), May 12, 1991.

*The Morning Call*, Bethlehem, Pennsylvania, "UCP Honors Members at Dinner," April 29, 1991.

*The Globe-Times*, Bethlehem, Pennsylvania, "UCP Executive Director to Speak to Valley Unit," April 16, 1991.

*The Exponent*, Clarksburg, West Virginia, "CEO of United Cerebral Palsy Awarded Horatio Alger Award," April 4, 1991.

*The Telegram*, Clarksburg, West Virginia, "CEO of United Cerebral Palsy Awarded Horatio Alger Award," April 1, 1991.

*Association Trends*, Washington, D.C. "Editorials & Opinions" column, March 15, 1991.

*The Indianapolis News*, Indianapolis, Indiana, "No limit on what he can do," (David Mannweiler's column), March 6, 1991.

John D. Kemp

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*The Arizona Republic*, Phoenix, Arizona, "Law helps, but barriers exist, disabled man says," February 23, 1991.

*The Tennessean*, Nashville, Tennessee, "Star-athon Features Nashville," January 12, 1993.

*The Atlanta Journal and Constitution*, Atlanta, Georgia, "Business In Brief", January 11, 1991.

*The Washington Post*, Washington, D. C., "Personalities" column, January 10, 1991.

*The Birmingham News*, Birmingham, Alabama, "Attorney Uses Skills to Boost Disabled," December 21, 1990.

*The Oregonian*, Portland, Oregon, "America's Disabled Want to Control Own Lives," November 29, 1990.

*The Press*, Atlantic City, New Jersey, "Disabled Meet In Atlantic City for Two Day Regional Conference," September 12, 1990.

*The Pittsburgh Press*, Pittsburgh, Pennsylvania, "Cerebral Palsy Leader's Humor Makes Point," June 28, 1990.

*Sunday World-Herald*, Omaha, Nebraska, "Bill Expected to Open Job Doors to Disabled," April 22, 1990.

*Bride's* magazine, "Loving is Accepting," October/November, 1989.

*The Altoona Mirror*, Altoona, Pennsylvania, "Take Notice: Disabled People Have Rights, Ex-Poster Child Says," October 31, 1989.

*The Pantagraph*, Bloomington, Indiana, "Barriers Come Down Slowly for Disabled," October 25, 1989.

*Honolulu Advertiser*, Honolulu, Hawaii, "Staking His Claim on Pride," August 22, 1989.

*Amagram* (Amway Corporation magazine), "The Power to Overcome," November, 1990.

*St. Paul Pioneer Press Dispatch*, St. Paul, Minnesota, "1960 Easter Seals Poster Boy Leading Advocate for Disabled," September 14, 1988.

*Rolling Stone*, advertisement for National Easter Seal Society, June 16, 1988.

*Illinois Times*, "Fair Language for People with Disabilities," April 21-27, 1988.

*State Journal-Register*, Springfield, Illinois, "Executive: Public Perception of Disabled Must be Changed," April 13, 1988.

*The Salina Journal*, Salina, Kansas, "Life for Disabled Improves, Easter Seals Official Says," March 26, 1988.

*Newsweek*, "Amway Salutes John Kemp," March 7, 1988.

*Georgetown* (Georgetown University alumni magazine), Washington, D.C., "Profile," Winter, 1987.

*Chicago Sun-Times*, Chicago, Illinois, "Chicago Profiles/Celebs" column, October 19, 1987.

*Omaha World Herald*, Omaha, Nebraska, "World of Disabled Opening," September 23, 1987.

*Daily Courier News*, Elgin, Illinois, "Some See Limits, Not Challenge," September 13, 1987.

John D. Kemp

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*Vincennes Sun-Commercial*, Vincennes, Indiana, "Handicapped Suffer from Misconceptions," October 7, 1985.

*Daytona Beach Evening News*, Daytona Beach, Florida, "Living a Full Life Despite Handicaps," September 27, 1985.

*Chicago Sun-Times*, Chicago, Illinois, April 11, 1985.

*The Des Moines Register*, Des Moines, Iowa, "Life After Fame is Gone -- a Challenge for Poster Children," April 25, 1984.

*Bismarck Tribune*, Bismarck, North Dakota, "Disability Isn't Drawback for Kemp," 1984.

*Bismarck Tribune*, Bismarck, North Dakota, "Handicapped Child Makes Progress; Dad Impressed by City's Kindness," January 14, 1984.

#### **APPEARANCES & TESTIMONY BEFORE CONGRESSIONAL COMMITTEES & FEDERAL AGENCIES**

- 1992 U.S. Senate Health and Human Resources Committee Appropriations Subcommittee: Testified on proposed FY 1991 Budget
- 1991 U.S. Department of Justice: Testified on proposed regulations for the Americans with Disabilities Act
- 1990 National Institute on Disability and Rehabilitation Research: Testified on funding priorities for assistive technology for persons with disabilities
- 1986 U.S. Commission on Civil Rights: Testified regarding medical treatment discrimination of newborns with disabilities
- 1984 House Committees on the Judiciary (Sub-Committee on Civil and Constitutional Rights) and on Education and Labor: Testified on the Civil Rights Act of 1984, clarifying anti-discrimination protection under Section 504 of the Rehabilitation Act and other statutes
- 1973 U.S. Senate Select Committee on Education, Subcommittee on the Handicapped: Rehabilitation Act of 1973

*Updated  
resume*

#### **ADDRESSES TO UNITED CEREBRAL PALSY ASSOCIATIONS MEETINGS**

- 1993 UCPA Annual Conference, "Celebration of Leadership," Washington, D.C., April, 1993; Executive Directors' Leadership Institute, Washington, D.C., February, 1993; Development and Leadership Conference, New Orleans, Louisiana, July, 1993; UCP of Chattanooga/Signal Centers, Greater Chicago, Central Arkansas
- 1992 UCPA Annual Conference, "Share the Magic," Orlando, Florida, April, 1992; UCPA Development Conference and Management Institute, "Investing in Your Future", Las Vegas, Nevada, August, 1992; UCP of Southeastern Wisconsin, Central Indiana, Tampa Bay (FL), Central Maryland, Middle Tennessee, Metro Boston (MA), Southwest Central Ohio, New York State, Greater St. Louis, California, and Greater New Orleans (LA)
- 1991 UCP of King-Snohomish Counties (WA), Texas, Indiana, Lehigh Valley (PA), Rochester Area (NY), Delaware, Greater Chicago (IL), Buchanan County (MO), Utah, New York State, North Bay (CA), California, Central Arkansas, and San Diego County (CA) annual meetings

John D. Kemp

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UCPA Annual Conference, "Creating Possibilities," Denver, Colorado, May, 1991; UCPA Governmental Activities Institute, Washington, D.C., July, 1991; UCPA Development Conference, "Creating Possibilities: Funding for the Future," Las Vegas, Nevada, July, 1991

1990 Executive Director's Leadership Institute, Washington, D.C.; Telethon Fund Raising Workshop, New Orleans, Louisiana

UCP of Pittsburgh, Arkansas, Atlantic & Cape May Counties (NJ), New York State, Oregon and Southwest Washington, Minnesota annual meetings and/or conferences

#### ADDRESSES TO EASTER SEAL SOCIETY ANNUAL MEETINGS 1983-1990

Alabama, Arkansas, California, Colorado, Connecticut, Del-Mar, District of Columbia, Georgia, Hawaii, Kentucky, Massachusetts, Minnesota, Mississippi, Missouri, New York, North Carolina, Oregon, Rhode Island, South Dakota, Texas, Wisconsin, Ventura and Santa Cruz Counties, Northeastern Pennsylvania, Capital Area, Texarkana, Southwestern Ohio, Milwaukee County

#### SPEECHES

1993

- Discover Card Services Management Training, Salt Lake City, Utah
- Occupational Ergonomics Conference, San Diego, CA
- HealthSouth Rehabilitation Corporation Administrators' Meeting, Birmingham, Alabama
- Miller Brewing Company National Distributors' Convention, Orlando, Florida
- American Academy of Orthotics and Prosthetics, Las Vegas, Nevada
- Special Education Resource Center, Meriden, Connecticut
- New York Regional Association of Grantmakers, New York, New York
- Missouri Rehabilitation Association, St. Louis, Missouri
- Occupational Ergonomics Conference, University of Michigan, Ann Arbor, Michigan
- Screen Actors Guild/American Federation of Television and Radio Artists Roundtable, Washington, D.C.
- INFINITEC, Chicago, Illinois
- Wisconsin Governors Council on People with Disabilities MILESTONES Conference, Milwaukee, Wisconsin
- UCP of New Jersey/JFK Johnson Rehabilitation Center Conference on Cerebral Palsy, Edison, New Jersey
- American Association on Mental Retardation, St. Louis, Missouri
- Arkansas Developmental Disabilities Planning Council, Hot Springs, Arkansas
- Worknet 10th Anniversary Celebration, Omaha, Nebraska
- National Organization on Disability Americans with Disabilities Act Panel, New York, New York

1992

- Coalition 2000, Durham, North Carolina
- New England Occupational Medical Association, Boston, Massachusetts
- National Institute for Disability and Rehabilitation Research, Washington, D.C.
- National Association of Developmental Disabilities Councils, Orlando, Florida
- Occupational Ergonomics Conference, Washington, D.C.
- Washington, D.C. Mayor's Committee on Employment of People with Disabilities
- Washington Business Group on Health, Washington, D.C.
- "Managing for Success," Alford, Ver Schave & Associates, Washington, D.C.
- Occupational Spinal Disorders Conference, Dallas, Texas
- American Academy of Cerebral Palsy and Developmental Medicine, San Diego, California

John D. Kemp

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- National Institutes of Health, Conference on Orthotics and Prosthetics, Washington, D.C.
- PUSH America, Washington, D.C.
- Marianjoy Rehabilitation Hospital and Clinics, Wheaton, Illinois
- Mid-America Labor and Management Conference, Lake of the Ozarks, Missouri
- Occupational and Industrial Orthopedic Center, New York, NY
- Northern Maine Technical College, Presque Isle, Maine
- International Society for Prosthetics and Orthotics, Chicago, Illinois
- University of Michigan, Center for Ergonomics, Ann Arbor, Michigan
- U.S. Department of Health and Human Services, Washington, D.C.
- U.S. General Services Administration, Richmond, Virginia
- Young Adult Institute, New York, New York
- University of Kansas, Wichita, Kansas
- Johnson County Community College, Kansas City, Missouri
- American Society of Association Executives, Washington, D.C.
- Occupational Spine Disorders Conference, San Diego, California

## 1991

- Credit Union National Association, Nashville, Tennessee and Washington, D.C.
- National Credit Union Administration, Washington, D.C.
- Edison Electric Institute, Affirmative Action Conference, Washington, D.C.
- U.S. General Services Administration, Disability Awareness Month, Washington, D.C.
- Rehab EXPO, Tucson, Arizona
- Goodwill Industries, Chicago, Illinois
- No More Stares, St. Joseph, Missouri
- ACCESS EXPO, Washington, D.C.
- Inter-Agency Council, Seminar on ADA for Service Providers, New York, New York
- Illinois Hospital Association, Chicago, Illinois
- American Society of Association Executives, Legal and Governmental Affairs Sections Roundtable on the Americans with Disabilities Act, Washington, D.C.
- Commission on Accreditation of Rehabilitation Facilities 25th Anniversary Celebration, Washington, D.C.
- Florida Developmental Disabilities Planning Council, Community Integration and Inclusion Conference, Tampa, Florida
- St. Joseph's Medical Center, Wichita, Kansas
- University of Tennessee, Chattanooga, Continuing Education Seminar on ADA
- Illinois Department of Rehabilitation Services, Chicago, Illinois
- Administration on Developmental Disabilities, Commissioner's Forum, Reston, Virginia
- CNA Insurance Companies, Chicago, Illinois
- University of Michigan, Center for Ergonomics, Ann Arbor, Michigan
- Rehabilitation Engineering Society of North America Annual Meeting, Kansas City, Missouri
- New Jersey University-Affiliated Program, Developmental Disabilities Series, Piscataway, New Jersey
- Maine CITE Project, "Yankee Ingenuity & Independence," Portland, Maine
- American Hospital Association, National Convention, Anaheim, California
- University of Southern Maine, Portland, Maine
- American Hospital for Rehabilitation, Edgewood, Kentucky
- Combined Health Appeal of America, Charleston, South Carolina
- Governor's Day on Assistive Technology, Des Moines, Iowa
- Goodwill Industries Seminar: Americans with Disabilities Act, Washington, D.C.
- "Technology: Unlocking Ability" Conference, Detroit, Michigan

John D. Kemp

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## 1983-1990

- Cumberland County College, Vineland, New Jersey
- American Hospital Association, San Francisco, California
- Jewish Vocational Services of Chicago, Chicago, Illinois
- Camp ASCCA, Alabama
- American Board of Vocational Experts, Kansas City, Missouri
- RESNA Tech Act Funded Status Meeting, Washington, D.C.
- Equal Opportunity Advisory Council, Alexandria, Virginia
- American Academy of Cerebral Palsy and Developmental Medicine, Orlando, Florida
- U.S. Conference of City Human Services Officials, Washington, D.C.
- Warner-Lambert, Morris Plains, New Jersey
- Massachusetts Health Council, Boston, Massachusetts
- Human Resources Center, Albertson, New York
- The Center for the Rehabilitation and Training of Persons with Disabilities, Chicago, Illinois
- Non Profit '90, Atlanta, Georgia
- Rush-Presbyterian-St. Luke's Medical Center, Chicago, Illinois
- Coalition of Citizens with Disabilities in Illinois, Springfield, Illinois
- President's Committee on Employment of Persons with Disabilities, Washington, D.C.
- DePaul University Law School, Labor Law Society, Chicago, Illinois
- University of Michigan Center for Ergonomics, Ann Arbor and Ypsilanti, Michigan
- Naval Electronics Systems Engineering Center, San Diego, California
- WORKNET, Omaha, Nebraska
- The Business Roundtable, Washington, D.C.
- FNABIR, Rockville, Maryland
- Governor Mifflin School District, Shillington, Pennsylvania
- University of Michigan, Center for Ergonomics, Ann Arbor, Michigan
- United Cerebral Palsy of Illinois and Illinois Easter Seal Society, Disability Independence Day, Daley Plaza, Chicago, Illinois
- Rehabilitation Institute of Chicago, Chicago, Illinois
- Wayne State University, Detroit, Michigan
- Industry-Labor Council on Employment and Disability, Philadelphia, Pennsylvania
- American Camping Association, Seattle, Washington
- Memorial/University of California, Irvine Center for Health Education, Long Beach, California
- 1st International Conference on Rehabilitation, Beijing, People's Republic of China:
  - "Life: A Disabled Person's Perspective": a personal story of rehabilitation and a fully independent lifestyle
  - "Civil Rights for Disabled People in the United States": the evolution of the U.S. laws affecting the rights and protection of people with disabilities
- Access to Quality Care in Rehabilitation, Washington, D.C.
- Occupational Center of Central Kansas, Salina, Kansas
- Reading Community Partnership Committee, Reading, Pennsylvania
- Access to Quality Care in Rehabilitation, Washington, D.C.
- Association for Retarded Citizens of Adams and Wells Counties, Bluffton, Indiana
- University of Vermont, College of Medicine, Hilton Head, South Carolina
- State of Minnesota, Department of Rehabilitation Services, St. Paul, Minnesota
- Tennessee Valley Authority, Chattanooga, Tennessee
- Illinois Department of Rehabilitation Services, Springfield, Illinois
- Buffalo Goodwill Industries, Buffalo, New York
- National Rehabilitation Association, Idaho Chapter, Boise, Idaho
- Regional Conference on Employment of Minorities with Disabilities, Chicago, Illinois
- Worcester Area Employ the Handicapped Committee, Worcester, Massachusetts
- University of Michigan, Center for Ergonomics, Ann Arbor, Michigan
- Rehabilitation Institute, Detroit, Michigan
- Kenny Foundation, Detroit, Michigan
- U.S. Department of Education, Region V, Chicago, Illinois
- The Center for Rehabilitation and Training of the Disabled, Chicago, Illinois

John D. Kemp

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- American Hospital Association, Chicago, Illinois
- American Medical Association, Chicago, Illinois
- City of Chicago, Department on Aging and Disability, Chicago, Illinois
- Rehabilitation Institute of Chicago, Chicago, Illinois
- United States Department of Health and Human Services, Washington, D.C.
- Cooperative Education Association, Washington, D.C.
- Paralyzed Veterans of America, Washington, D.C.
- Electronics Industries Foundation Engineering Center, Washington, D.C.
- Governors' Committee on Employment of the Handicapped, Washington, D.C.
- Equal Employment Opportunity Commission, Washington, D.C.
- Utah Department of Social Services, Utah
- National Industries for the Severely Handicapped, Alexandria, Virginia
- Kansas Association of Rehabilitation Facilities, Newton, Kansas
- The Menninger Foundation, Topeka, Kansas
- Bethany Rehabilitation Center, Kansas City, Kansas
- Minnesota Association of Rehabilitation Facilities, St. Paul, Minnesota
- Minnesota Developmental Achievement Center Association, St. Paul, Minnesota
- Minnesota Association of Rehabilitation Providers, Minneapolis, Minnesota
- Association of Retarded Citizens of Indiana, Indianapolis, Indiana
- Knox County Association for Retarded Citizens, Indiana
- Pike County Area Rehabilitation Center, Indiana
- Indianapolis Rotary Club, Indianapolis, Indiana
- North Dakota Rehabilitation Association, Bismarck, North Dakota
- South Dakota Department of Education and Cultural Affairs, South Dakota
- Immanuel Medical Center, Omaha, Nebraska
- Knoxville Area Communication Center for the Deaf, Knoxville, Tennessee
- Cincinnati Rotary Club, Cincinnati, Ohio
- State of Ohio Rehabilitation Services Commission, Ohio
- Fundacion Chile, Santiago, Chile

**BIOGRAPHICAL DATA**

Home:



Born:

**AUDREY L. MCCORMON**

**PROFESSIONAL EXPERIENCE**

**DIRECTOR**

**ILLINOIS DEPARTMENT OF REHABILITATION SERVICES - 9/91 TO PRESENT**  
100 West Randolph (Suite 8-100) - Chicago, Illinois 60601  
312/814-2921 (Voice)  
312/814-8000 (TDD/TT)  
312/814-1599 (Fax)

623 East Adams - Springfield, Illinois 62701  
217/782-1424 (Voice)  
217/524-1660 (TDD/TT)  
217/785-2753 (Fax)

As member of the Governor's Cabinet, administer activities of state agency that provides rehabilitation, advocacy, in-home services, education, benefit determinations, independent living services, and employment services for Illinois citizens with disabilities. Establish working relationships with various state and national organizations serving persons with disabilities. Oversee budget planning and proposed legislative activities. Administer budget of \$200 million and a staff of 2,300.

**ASSOCIATE DIRECTOR**

**ILLINOIS DEPARTMENT OF REHABILITATION SERVICES - 2/90 TO 2/91**

Administered activities of the Chicago Office. Supervised statewide programs of Client Assistance, Disabled Individuals Assistance Line and Housing Clearinghouse. Primary liaison to Rehabilitation Services Advisory Council, and Statewide Consumer Advisory Council. Established effective working relationships with educational agencies, medical organizations, state, national, federal groups and interest related organizations. Reported to the director on advocacy issues, local and or national trends impacting people with disabilities. Represented department to consumers, service providers, professional and governmental bodies.

**DEPUTY COMMISSIONER ON DISABILITY**

**CHICAGO DEPARTMENT ON AGING AND DISABILITY - 6/84 TO 2/90**  
510 North Peabody Court - Chicago, Illinois 60611

Administered the development, access and coordination of education, employment, health, recreation and other social service grants from public and private resources for critical services for the disabled community. Integrated public and private support systems to remove physical and attitudinal barriers that precludes access for persons with disabilities. Served as City consultant on disability issues, maintaining rapport with all City of Chicago departments, advisory councils, and public and private organizations. Prepared work programs and literature for special services, provided staff training and oversaw a multi-million dollar mixed source budget.

Audrey L. McGrinen  
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**COORDINATOR, SPECIALISED PROGRAMS FOR DISABLED ADULTS  
CHICAGO CITY-WIDE COLLEGE - 10/77 TO 9/84  
30 East Lake Street - Chicago, Illinois 60601**

Administered three units; 1) Educational program for developmentally disabled adults, 2) vocational training program and 3) specialised programs for hearing impaired adults. Supervised professional staff, monitored program budgets, reviewed, evaluated and implemented curriculum and developed new programs. Edited monthly newsletter to consumers who are deaf or hard of hearing and interest related agencies.

**COUNSELOR/JOB DEVELOPER  
JEWISH VOCATIONAL SERVICES - 10/75 TO 9/77  
One South Franklin - Chicago, Illinois 60605**

Provided individual and group vocational counseling to a variety of disabled adults. Prepared initial interview, interim and final progress reports relative to placement and/or referral to training or augmentative services. Placed individuals in entry level positions in hospital and maintenance settings.

**SKILLS/AREAS OF EXPERTISE**

Policy Development, Fiscal Management, Program Development, Adult Instruction, Community Relations, Supportive Services, Personnel Training, Public Speaking and American Sign Language

**PROFESSIONAL HONORS AND ACTIVITIES**

- 1993 Fiesta Educativa Community Award
- 1993 Chicago Lighthouse for People Who Are Blind or Visually Impaired Community Service Award
- 1991 Outstanding Young Alumni of Northern Illinois University Award
- 1990 August W. Christmann Award
- 1990 United Way of Chicago Priority Grants Committee
- 1989 National Organization on Disability-Community Partners Award
- 1989 Donors Forum Task Force on Disability
- 1982 Superior Public Service Award - Outstanding Professional Employee

**COMMUNITY HONORS AND ACTIVITIES**

- 1990 Inducted to Renaissance Women
- 1989 Appreciation Award - Chicago Korean Lions Club
- 1989 Appreciation Award - Very Special Arts Advisory Board
- 1987 Appreciation Award - Paralyzed Veterans America (Vaughn)

Audrey L. McCrimmon  
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ACADEMIC ACHIEVEMENTS

- 1993 Certificate of Completion  
Program for Senior Executives in State & Local Government  
John F. Kennedy School of Government  
Harvard University
- 1989 Graduate  
Executive Development Symposium  
City of Chicago
- 1975 Master's of Science in Education  
Northern Illinois University
- 1974 Bachelor's of Science in Education  
Northern Illinois University

CURRENT AND PAST AFFILIATIONS

- Co-founder of Network of Illinois Voters with Disabilities
- Member, Executive Committee for Council of State Agencies and Vocational Rehabilitation
- Member, National Advisory Council for Research and Training Center for Northern Illinois University
- Member, Advisory Council for Research and Training Center for University of Arkansas
- Member, National Advisory Committee for Howard University
- Member, Illinois Registry of Interpreters of the Deaf
- Member, Illinois Association of the Deaf
- Member, Coalition of Citizens with Disabilities

*Q: nature of disability*

**Deborah Robinson**

Debbie is a graduate from Widener Memorial High School, 1983 in Philadelphia. Presently she is employed at Philadelphia Coordinated Health Care doing various office duties and using her excellent communications skills.

Debbie has been Chairperson and Master of Ceremonies of the 1988 Speaking For Ourselves Conference on "Moving Forward Together". She was also a presenter at the National Conference on Family and Community Living, in Portland, Oregon in September of 1989. In 1990 she was the Keynote Speaker at the National Leadership Conference, Canadian People First, in Minnipeg, Canada

Debbie was the first women President of Speaking For Ourselves and oversees six chapters. She was chapter President for three years of the Philadelphia Chapter of Speaking For Ourselves. She was a guest at the White House Signing of the ADA Bill. Published "Advocacy in the Danger Zone" in IMPACT Magazine in 1990. In June of 1992, she received the Peter and Elizabeth Green Wiley Leadership Award. This is only a brief accounting of some of Ms. Robinson's accomplishments.

## Debbie Robinson Biography

1. Attended first Speaking For Ourselves meeting, 4th Annual Conference, Real Jobs in the Community, Adams Mark Hotel, May 17, 1986.
2. Joined Philadelphia Speaking For Ourselves chapter, September 1986.
3. Became second chapter President, first woman president, Philadelphia Chapter.
4. Hired as project consultant, Temple University, Supported Work Interview Project funded by the Developmental Disabilities Planning Council, August 1987.
5. Became first woman president of the Board of Directors, September 14, 1989.
6. Chairperson and Master of Ceremonies, Annual Speaking For Ourselves Conference, "Moving Forward Together," Twelve Caesars, June 25, 1988.
7. Presentor, National Conference on Family and Community Living, Portland, Oregon, September 1989.
8. Key speaker, National Leadership Conference, Canadian People First, Winnipeg, Canada, March 1990
9. Special Guest, White House Signing Ceremonies, American with Disabilities Act.
10. Special invited guest, National Self-Advocacy session, American Association Mental Retardation, Atlanta, Georgia, May 1990.
11. Testified to State Legislative Committee investigating Philadelphia funding crisis, April, 1990.
12. Published "Advocacy in the Danger Zone," in Impact Magazine, University of Minnesota, Winter 1990.
13. Founder National Steering Committee on Self-Advocacy, First National People First Conference, Denver, Colorado, July 1990.
14. WCAU-TV interview, Embreeville State Center, Investigation into death, July, 1991.



SUITE 530  
ONE PLYMOUTH MEETING  
PLYMOUTH MEETING, PA 18462  
215-825-4592 FAX 215-825-4595



**FAX SHEET**

Date: 5/31/94

To: Paul Miller

Fax #: 202-224-4135 <sup>202</sup> 634-4135

From: Mark Friedman

Number of pages: 3

*Enclosed please find the requested  
information on Debra Robinson*

Fax #:

**Ela M. Yazzie-King**

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**Professional Experiences**

**Administrative:**

**Title** Regional Team Coordinator  
**Project** Indian Children's Program  
**Duration** April 1991 to Present

**Executive Director**  
Chinle Valley School for Exceptional Children, Inc.  
January 1988 to December 1990

**Project Director**  
Navajo Evaluation of Existing Disability Services  
August 1986 to August 1987

**Project Director**  
Navajo Undergraduate Rehabilitation Training Project  
June 1984 to August 1986

**Project Director**  
Learn to Earn, Ltd.  
June 1983 to May 1984

**Project Director**  
Indian Health Services Medical Management Project  
July 1981 to June 1982

**Project Director**  
Spinal Cord Injury Follow-up Project  
August 1979 to May 1981

*current jobs*

**Legal Advocacy:**

**Title** Developmental Disabilities Advocate  
**Project** Dine' Association for Handicapped Citizens, Inc.  
**Duration** November 1982 to April 1983

**Counselor:**

**Title** Rehabilitation Specialist/Counselor  
**Project** Spinal Injury Follow-up Project  
**Duration** September 1978 to August 1979

**Vocational Counselor**  
St. Michaels Association for Special Education, Inc.  
January 1978 to September 1978



## **Educator**

### **Adjunct Faculty status with Navajo Community College**

Introduction to Psychology	January - May 1987
Introduction to Special Education	January - May 1988
Practicum in Rehabilitation II	January - May 1985
Practicum in Rehabilitation I	September - December 1984
Introduction to Rehab. Professions	September - December 1984
Overview of Handicapping Conditions	January - May 1984

### **Materials Developed**

Navajo Evaluation of Existing Disability Research Study;  
Navajo Vocational Rehabilitation Program: (Unpublished) July 1987

Job Development/Job Placement Manual;  
Navajo Undergraduate Rehabilitation Program March 1985

Rehabilitation Practicum Manual;  
Navajo Undergraduate Rehabilitation Program August 1984

### **Professional Presentations**

"Self-Determination-The Road to Personal Freedom",  
NM Protection and Advocacy System Mini Conference  
Albuquerque, New Mexico October 1993

"A Native American Perspective on Disability & Self-Determination"  
ADD Commissioner's Institute on Cultural Diversity  
Washington, D.C. September 1993

"Beyond Rhetoric-A Blueprint for Action"  
ADD Commissioner's Institute on Cultural Diversity  
Alexandria, Virginia September 1992

"Multi-Cultural Successes: The Navajo Nation"  
National Association of Developmental Disabilities Councils  
Orlando, Florida November 1992

"Navajo Evaluation of Existing Disability Services Research Project  
Findings", Symposia on Culturally Diverse Exceptional Children;  
Council for Exceptional Children,  
Denver, Colorado October 1988

"Navajo Evaluation of Existing Disability Services Research Project  
Findings", Native American Conference on Developmental Disabilities  
& Transition  
Mesa, Arizona May 1987

"Job Development/Job Placement of Developmentally Disabled Navajos"  
Native American Conference on Developmental Disabilities  
Albuquerque, New Mexico May 1985

### Proposals Submitted and Funded

Renovation of the Pre-Vocational building at  
Chinle Valley School for Exceptional Children, Inc. August 1990  
Navajo Nation

"Making Job Opportunities for Developmental Disabled Navajos";  
Arizona Governor's Council on Developmental Disabilities May 1986

Navajo Handicapped Awareness Week;  
NM Developmental Disabilities Planning Council October 1986

Navajo Handicapped Awareness Week;  
AZ Governor's Council on Developmental Disabilities May 1985

Spinal Cord Injury Counseling Services;  
AZ Governor's Council on Developmental Disabilities August 1985

Community Vending Machine Project;  
Save the Children Federation, Navajo Indian Program June 1983