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AUGUST 2006

Showcase Luncheon

August 23rd Luncheon: Elspeth Rostow, Professor Emerita in American Studies and Professor of Government, LBJ School of Public Affairs. "Optimists: An Endangered Species? Observations on U.S. Politics and Policy".

by Laure McLaughlin, Program Director



Brilliant, accomplished and elegant —three words that best describe LBJ school professor and former dean, Elspeth Rostow, the guest speaker at the EWTG August 23rd luncheon. Professor Rostow teaches courses on the American Presidency and U.S. foreign policy at the LBJ School of Public Affairs.

Recently, in October 2005, the University of Texas Ex-Students' Association awarded Professor Rostow its highest award for a non-alumnus, the Distinguished Service Award, recognizing her meritorious service to the University, only the fourth time the award has ever been presented. In 1988, the Texas Exes gave her the Texas Exes Teaching Award upon the recommendation of her students and, in 1996, the Top Hand Award. She has served on the committee to select Texas Exes Scholars since the inception of the program in 1982. "I enjoy the simple act of teaching," she once said. "It's not transmitting information, it's enticing people into the world of ideas."

Born in Manhattan, Professor Rostow moved from Washington, D.C. to Austin in 1969 with her late husband Walt, who had served in both the Kennedy and Johnson Administrations. She initially served as Dean of the UT-Austin Division of General and Comparative Studies and then, from 1977 to 1983, Dean of the LBJ School. She has also taught at Barnard College, Sarah Lawrence College, the Massachusetts Institute of Technology, Georgetown University, American University and the University of Cambridge.

Professor Rostow's impressive academic credentials and internationally recognized expertise in public policy have brought her to the attention of several presidents. President Reagan appointed her to the board of the U.S. Institute of Peace, which she later chaired.

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August 9 Austin Minicourse
Carver Branch Library, 1161 Angelina,
at noon. Speaker: Jim Ratley, Certified
Fraud Examiner. Topic: So You Think
You Know How to Spot a Fraud. For
information and reservations, contact
ewtg@ewtg.org or call 512.894.4370.

August 10 Dallas Affiliate Meeting
A.W. Harris Faculty Club, 5323 Harry
Hines Blvd., Dallas (214.688.2653).

To receive the Dallas Affiliate monthly email program announcement, or RSVP regarding your attendance, please contact Chris McDaniel at 817.792.7259 or chris.mcdaniel@dads.state.tx.us.

August 10 Retirees Committee Meeting
Bennigan's, 7604 north IH 35 (just South of Hwy 183 on the west side of IH 35), from 5:15-7 pm. This monthly meeting is open to any EWTG member who is retired or who is interested in retirement issues.

August 23 Austin Showcase Luncheon.
Austin Woman's Club, 708 San Antonio, at noon. Speaker: Elspeth Rostow, Professor Emerita in American Studies and Professor of Government, LBJ School of Public Affairs. Topic: "Optimists: An Endangered Species? Observations on U.S. Politics and Policy." For information and reservations, contact ewtg@ewtg.org or call 512.894.4370.

September 6 Austin Happy Hour.
NOTE THE DATE CHANGE!! Serrano's, 1111 Symphony Square, at 5:15 pm. Join us for fun and networking! For information and reservations, contact ewtg@ewtg.org or call 512.894.4370.

September 30 EWTG Scholarship Deadline – 3rd Quarter
Request a scholarship application at ewtg@ewtg.org and receive an application by return email. Complete the form and email, fax to 512.894.4371 or mail to EWTG, PMB #263, 815-A Brazos Street, Austin, TX 78701-9996. The Scholarship Committee will accept applications on a continuous basis and award scholarships quarterly.

If you would like to receive the current minutes from this month's EWTG Board meeting, please contact Penny Johnson at ewtg@ewtg.org or 512.894.4370.

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A Note from the President

by Beverly Bavousett

Leadership Perspectives

Everything is gearing up for our 20th annual conference and what a conference it will be! Those events that have an anniversary date ending in "zero" are special ones and our conference committees are doing everything they can to make this one particularly great. The theme is "Taking the Lead – Developing Leaders".

EWTG is all about establishing a leadership culture, and getting others to think like leaders. We strive to give women opportunities to learn about leading. We believe that leadership qualities go with you wherever you go. It doesn't matter what level of management you occupy or what role you play. A true leader encourages others to think of themselves as leaders, not managers or supervisors. A true leader lets go of ego and focuses on the mission.

The skills needed to lead others in a volunteer environment are very different from those used in an employment situation. For most of us, a volunteer situation is quite unlike our work situation. At work, we're there because we need to be. Volunteers don't HAVE to give their time to the organization. It's a choice they make. If they don't like what goes on, they don't have to come back.

What if we treated everyone at work as unpaid volunteers who didn't have to come back? What if we behaved at work in such a way that people would come to work, even if they were not paid? That might make for a totally different work environment.

What are the benefits of assuming a position of responsibility in our organization?
You:

- 1) develop confidence in yourself,
- 2) hone your interpersonal and problem solving skills,
- 3) learn to develop trust with the team members that you work with,
- 4) get to plan,
- 5) use action plans to accomplish goals,
- 6) measure your successes,
- 7) train others to take your positions, and
- 8) learn that you never build a team that falls apart if one person leaves.

EWTG makes opportunities for women to experience leading and to learn from it—opportunities that are there for the taking. But it all starts with leading yourself. If you see an opportunity to serve, you must be willing to be responsible and step up to the plate.

You do develop different skills in a volunteer environment and these can enhance your effectiveness in leading in general. Those skills follow you wherever you go, including back to your job, your home, church, and other organizations. Wherever you are in life, you can teach other women. Contribute where you are. Treat what you are doing as being worthy of your very best, give it your very best. At some point in the future, the experience will be valuable.

The EWTG by-laws are being revisited, and we would like to invite you to take a look at them. Copies of the revisions can be obtained by sending an email to ewtg@ewtg.org or by calling 512.894.4370. If you have suggestions for a revision(s), please send to Cindy de Roch at cynthia.deroch@trcc.state.tx.us. Cindy needs this feedback by September 1, 2006.

Program Committee

August 9 Minicourse: Jim Ratley, Association of Certified Fraud Examiners “So You Think You Know How to Spot a Fraud”

by Laure McLaughlin, 2006 Program Committee



Okay, ladies, ‘fess up. How many times have you happened across a situation that just didn’t seem quite right, when you thought someone might be covering up something, or flashing money or goods they didn’t seem to be able to afford?

Chances are not many. But that doesn’t mean that there aren’t con artists out there, waiting to defraud you, organization to which you belong, your agency or your business. Even worse, they often seem like such nice, trustworthy people.

Jim Ratley, a Certified Fraud Examiner and president of the Association of Certified Fraud Examiners (ACFE) will lead a minicourse on Wednesday, August 9th to outline the telltale markers of fraud and what organizations can do to combat it. Mr. Ratley was a Dallas police officer working on major fraud cases when he left to join a forensic accounting practice. In 1988, he was named ACFE’s Program Director and oversaw all training and education programs.

In 2006, Mr. Ratley was named ACFE President. In this role, he works to promote the ACFE to the public and other professional organizations and continues to assist in the development of anti-fraud products and services to meet the needs of ACFE’s members. In addition, he is an adjunct member of the ACFE faculty and teaches regularly at workshops and conferences on a variety of fraud-related subjects.

In 2005, Mr. Ratley was awarded ACFE’s highest honor, the Cressey Award, for a lifetime of achievement in the detection and deterrence of fraud.

Mr. Ratley will also outline some investigative techniques that uncover fraud, such as how to be alert for those little lies (like, “I don’t really drink.”) He will tell you why you should beware that hard-working bookkeeper or account executive who never, ever, takes a vacation – or that organization where only one person handles both revenues and expenses.

To help you make the most of your lunchtime, Mangia Pizza and salad will be available for \$6 per person (salad only is \$3) for the first 25 people who RSVP. Networking (and eating!) begin at 11:30 a.m., the program begins at noon and ends by 1 p.m.

For information and reservations, contact EWTG by email at ewtg@ewtg.org or by telephone at 512.894.4370. Please state whether you want to purchase pizza and/or salad when you make your reservation. Also, because EWTG provides the pizza at cost based on reservations, please be mindful that EWTG may have to invoice those who order pizza but are unable to attend.



Program Committee

July 26 Showcase Luncheon:

William Powers, Jr., President UT-Austin , “Higher Education Goals for 2007”

By Laure McLaughlin, 2006 Program Director

As he nears the end of the first six months of his presidency at the University of Texas at Austin, Bill Powers reflected on some of the perks of his new job—meeting Walter Cronkite, riding in the Houston Livestock Show, going to the White House with the national football champions. “I even got to meet Vince Young,” he said with a grin.



But when it comes to educating young Texans, Powers turned serious. “It is absolutely crucial for our state to have a diverse group of leaders,” he told EWTG members. “We (UT-Austin) can’t claim to be a great university without them.” He feels it is crucial for UT to have an international scope while developing leaders. Powers spoke of the transformative experience of college, “seeing the world in Technicolor,” as he put it. UT has a “tremendous stake” in being a part of that transformative experience.

Under Powers’ leadership, UT is tackling what many said could not be done—revamping the undergraduate curriculum. “This isn’t just a higher education issue,” he said. “This is an education issue.” Powers also addressed the “P-16” (meaning preschool through the 16th grade, or the end of a four-year college education). “We can’t educate great mathematicians and scientists without good public schools” to produce them, he said. “And we need to reach out to underserved areas.” He noted that Texas ranks dead last among the states in the percentage of its population with high school diplomas. That problem could get worse because Texas also has the fastest growing school-age population among the states. There is good news, though. He singled out Dean Mary Ann Rankin of the College of Natural Sciences, who is developing a nationally-recognized program to educate science and math teachers.

The biggest problem, Powers said, is that “we’re flying into a headwind because we’re not investing in the future.” State appropriations used to account for 44 percent of UT’s budget as recently as 1989, but now provide less than 20 percent. For example, UT’s budget this year is \$1.6 billion, but only \$340 million of its funding comes from the state.

Powers noted that Texas ranks 11th out of the top 12 schools in expenditures per student. To illustrate how much more funding universities need, Powers said, “We would have to spend \$1,700 more per student just to tie for 10th.” He went on to say that too often, the political debate here is centered on whether Texas Tech or UT-Brownsville should prosper, but that’s the wrong question. He said, “The right question is, how can we support higher education?”

Throughout his presentation, Powers kept returning to the need for our generation, our leaders, to begin planting the trees of the future. “People who plant trees are betting on the future,” he said. “We’re reaping the benefits of people in the past who planted them. But now, it’s our turn. In 25 years, people won’t be asking about the debt they’re paying off to improve schools, they’ll ask, ‘Where are the trees?’”

August Showcase Luncheon

Continued From page 1

She served on the President’s Advisory Committee for Trade Negotiations and is a former member of the Board of Advisors to the President of the Naval War College in Newport, Rhode Island.

In 1991, the Rostows founded The Austin Project (TAP), which strives to create innovative and collaborative approaches in the delivery of social services, so that every child has an equal opportunity for a healthy childhood, a good education and a bright future. TAP has been very involved in developing the literacy skills of young “at risk” Austin children.

We are extremely pleased and honored to have Professor Rostow share with us her vast knowledge of state government. Make your reservations now by emailing ewtg@onr.com or calling 512.894.4370. EWTG luncheons are scheduled on the fourth Wednesday of each month at the Austin Woman’s Club, 708 San Antonio Street.

Program Committee

July 12 Minicourse: Anita Zinnecker, Assistant Director, Legislative Budget Board

“What Is An LAR And What The Heck Does It Mean To Me?”

by Laure McLaughlin, 2006 Program Committee



For a roomful of EWTG members who, no doubt, have lost sleep at night wondering about LARs, all is now well. On July 12th, Anita Zinnecker and Marva Scallion of the Legislative Budget Board (LBB) gave an excellent and timely overview of those Legislative Appropriations Requests and answered the question, “what the heck does it mean to me?” (The answer is, a lot, as it turns out.)

Ms. Zinnecker began by explaining the LBB’s role in the state appropriations process, and the many statutory and constitutional limits on how much legislators can spend in any biennial cycle. For example, not only does Texas have a “pay as you go” limit, but Article VIII, Section 22 of the Constitution requires that the rate of growth of spending undedicated tax revenues cannot exceed the rate of estimated economic growth. In other words, Ms. Zinnecker explained, the last biennium’s budget had \$49.9 million in undedicated tax revenue, and the economic rate of growth between that biennium and the current one was 11.34 percent. Therefore, in this biennium, the state can spend no more than \$55.6 million in undedicated revenues.

Ms. Zinnecker and Ms. Scallion also explained that the Legislative Appropriations Request (LAR) that every agency submits to the LBB the summer before the Legislature meets is that agency’s request for funding, personnel and capital needs. It’s also that agency’s opportunity to say why certain projects should be funded at certain levels and, essentially, why wonderful state workers like ourselves should continue with our work.

More than just a catalog of needs, Ms. Zinnecker said, the LAR subtly communicates the credibility, responsiveness, respect, good stewardship of tax dollars and funding priorities of an agency’s leadership. So, it is important to get it right.

The handout Ms. Zinnecker and Ms. Scallion distributed at the minicourse will be available to all EWTG members by email distribution – just contact ewtg@ewtg.org. It’s worth looking over, especially if one wants to understand exactly what our state government is doing. Many agencies place their LARs on their websites, otherwise, copies are available for review at the LBB’s office.

Austin Energy’s Free Thermostats

Austin Energy will provide you with a free programmable thermostat plus free installation and warranty (valued at \$200-\$280) when you agree to allow the utility to cycle your air conditioner off briefly during peak demand periods – when demand for electricity is at its highest. The utility says the cycle is not noticeable as it is similar to an air conditioner’s normal cycle. By cycling, they can synchronize air conditioners to take turns cycling on, keeping the electric power demand closer to level.

Managing peak demand helps delay the need to build new expensive power plants, thus helping to keep electric rates lower. According to a staff person at Austin Energy, it also lessens the chance that we could experience a blackout.

Cycling off only occurs when demand and load are highest during the months of June, July, August and September. It excludes holidays and weekends and happens no more than 10 minutes every half hour.

For more information go to www.AustinEnergy.com and on the home page click on Energy Program, then click on Free Thermostat or call 512.974.7827

News from the Community Service Committee

Capital Area Food Bank Volunteer Night

by Paula Griffin, Community Service Committee

Okay, think Lucy and Ethel working the conveyor belt at the candy factory...that's the fun experience our EWTG members - Betsy Ford, Carolyn Fry, Cindy Hale, Reni Johnson, Debbie Peterson, and I, plus some of our dear friends - had on Thursday, July 13th at the Capital Area Food Bank. We were there from 6 to 9 pm, and the time passed quickly as we either cleaned and examined donated items, or sorted the food as it came down the conveyor belt. With great tunes on the radio and our tasks assigned, we processed 4,250 pounds of food, which equals 3,400 meals! Our volunteer team was presented with a certificate at the end of the evening, and EWTG's donation of canned goods and money was greatly appreciated. Thanks to all who participated!



News from the Newsletter Committee

We're All About Our Members!

by Cindy Hale, 2006 Communications Chair

EWTG is all about its members, and we want to hear more about you! If you have a story to share, we'd like to hear it. No guarantees, but you may find yourself a published author in the EWTG Newsletter. Please send your stories or articles to newsletter@ewtg.org.

News from the Scholarship Committee

EWTG Scholarship Program

by Sarah Bauer, 2006 Chair

The Scholarship Program is just one of EWTG's great member benefits. The purpose of the program is to increase member professional and personal development, while encouraging and rewarding EWTG member participation and leadership. Financial need is not a factor. For 2006, EWTG is offering General Scholarships to members on a quarterly basis. Don't pass up this opportunity for professional advancement or personal growth. Just request a scholarship application at ewtg@onr.com and receive an application by return email. Complete the form and email it, fax it to 512-894-4371 or mail it to EWTG, PMB #263, 815-A Brazos Street, Austin, TX 78701-9996. The Scholarship Committee will accept applications on a continuous basis, but the submission deadline for the Third Quarter Award is September 30th at 5:00 pm.

News from the Website Committee

Changes to Our Website

by Cindy Hale, Communications Director

Our members may have noticed a slightly new look and feel to our website in the past week or so. This is due to some internal changes we've made to the site in order to add the upcoming Events Registration system, which is now being tested by committee members. Online registration is coming soon!

Meanwhile, there have been some other changes. EWTG's Website Committee is very proud to announce the addition of the brand-new Photo Gallery. Check it out – just click on “About Us” then on “Photo Gallery” to see what we've already posted there. More is coming soon! The next big addition to the gallery will be photos of the beautiful items on which you'll be able to bid in our Silent Auction at the EWTG Annual Development Conference. We want you all to have plenty of time to pick out those things you just can't live without!

As always, we welcome your comments and suggestions for EWTG's website. Please send them to website@ewtg.org

Attention Ladies!

Start saving your pennies now for the great items to be auctioned during the Silent Auction at EWTG's November Conference! Here's a preview of just a few of the wonderful things we have in store for you already:

- Gift certificates from Amy's Ice Cream, Artz Rib House, Dave & Buster's, Moonshine Patio Bar & Grill, and Ruby's BBQ
- Tickets to a variety of venues, including Alamo Drafthouse, Lady Bird Johnson Wildflower Center, Texas State Aquarium, and Texas State History Museum
- Gift certificates from the following hotels: Omni Austin Hotel Downtown, La Posada Hotel & Suites in Laredo, The Crossings Spa and Vintage Villas
- A variety of terrific gift items, ranging from a beautiful bracelet donated by Nomadic Notions to cases of Sweet Leaf Tea.

The Silent Auction Committee has been very busy – we've already collected over 70 silent auction items – and we're still seeking referrals for more. We would love each of the Executive Success Teams to think about contributing an item to the

YOU KNOW YOU ARE IN TEXAS IN AUGUST WHEN.....

- The trees are whistling for the dogs.
- The birds have to use potholders to pull worms out of the ground.
- The best parking place is determined by shade instead of distance.
- Hot water now comes out of both taps.
- You can make sun tea instantly.
- You learn that a seat belt buckle makes a pretty good branding iron!
- The temperature drops below 95 and you feel a little chilly.
- You discover that in August it only takes 2 fingers to steer your car.
- You discover that you can get sunburned through your car window.
- You actually burn your hand opening the car door.
- You break into a sweat the instant you step outside at 7:30 am.
- Your biggest bicycle wreck fear is, "What if I get knocked out and end up lying on the pavement and cook to death?"
- You realize that asphalt has a liquid state.
- The potatoes cook underground, so all you have to do is pull one out and add butter, salt and pepper.
- Farmers are feeding their chickens crushed ice to keep them from laying boiled eggs.
- The cows are giving evaporated milk.

Ahh, what a place to call home.

We're counting down to Texas' most talked-about event of the year...

**2006 EWTG's 20th
Professional Development Conference
November 20th, 2006**

Come meet some of the most outstanding women in Texas

Back by popular demand

Glenna Rhea Bowman, CPA, and Machele Pharr, CPA

present

Show Me the Money Part I and Part II

ACT NOW!

Early Registration

From September 1st through September 30th
\$125.00 (member) \$185.00 (non-member)

Regular Registration

From October 1st through October 31st
\$175.00 (member) \$235.00 (non-member)

Late Registration

From November 1st through November 20th
\$225.00 (member) \$285 (non-member)

She's loyal... She's dependable...
She demonstrates the essence of leadership excellence...

Who is she?

EWTG's 2006 Woman of the Year!

Submit Your Nominations Now

DEADLINE FOR SUBMISSION IS SEPTEMBER 1, 2006

(Information and forms available on the EWTG website under Activities.)

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Dallas Affiliate News

by Chris McDaniel, Communications Director

Pam Silvestri of the Southwest Transplant Alliance was the guest speaker during the Dallas affiliate's July meeting. This non-profit organ and tissue donor program serves hospitals and patients throughout the state of Texas and matches potential donor organs with patients who need organs.

Ms. Silvestri discussed the growth of the donor transplant system since its inception, how people are added to the recipient lists, and how they are selected. Organ donations used to be limited by time and geography, but advances in air travel have allowed transportation of organs to the most suitable candidates across the United States.

Ms. Silvestri also clarified some common misunderstandings. For instance, previous illness or cancer does not necessarily preclude one from becoming a donor. Also, individuals with the human immune-deficiency (HIV) virus are eligible to donate to HIV-positive recipients.

Recent laws now require hospitals to notify transplant organizations of potential donors or lose federal funding. Because donations come only from patients on ventilators, transplant organizations such as the Southwest Transplant Alliance have time to collaborate with their families about their loved one's potential donor status. The Southwest Transplant Alliance also works with donor recipient families. They make referrals to support groups and sponsor annual events for transplant recipients and the families of donors.

Ms. Silvestri provided members with donor stickers for their driver's licenses and stressed the importance of discussing our wishes with our families so they would be aware and supportive of our decisions. For more information about the Southwest Transplant Alliance, including upcoming events, contact information, branch office locations, and speakers, visit www.organ.org.

General meeting information: Dallas Affiliate meetings are held on the second Thursday of each month. The next meeting is scheduled for August 10, 2006 at the A.W. Harris Faculty Club, 5323 Harry Hines Blvd, Dallas (214.688.2653). The regular meetings begin with an informal social at 6:00 p.m., followed by dinner and a business meeting at 6:30 p.m. The program begins at 7:00 p.m. The cost is \$20 per person. If you would like to receive the Dallas Affiliate monthly e-mail program announcement, or to RSVP regarding your attendance, please call Chris McDaniel at 817.792.7259 or send an e-mail to chris.mcdaniel@dads.state.tx.us

Things to know about August...

- August's flower is the gladiolus or poppy.
- August's birthstone is the periodot, sardonyx or sapphire.
- August contains no United States' holiday.
- August in the Northern Hemisphere is the seasonal equivalent to February in the Southern Hemisphere and vice versa.

Month-Long Events in August

- National Back to School Month
- National Psoriasis Awareness Month
- National Investors Month
- Admit You're Happy Month
- Women's Small Business Month
- In many European countries, August is the holiday month for most workers.



LBJ & LBJ with Ladybird

**August, Lyndon B. Johnson's birthday month,
seems like a good time to recall some of his wise words...**

- This administration here and now declares unconditional war on poverty.
- Until justice is blind to color, until education is unaware of race, until opportunity is unconcerned with the color of men's skins, emancipation will be a proclamation but not a fact.
- We have talked long enough in this country about equal rights. It is time now to write the next chapter - and to write it in the books of law.
- Every citizen will be able, in his productive years when he is earning, to insure himself against the ravages of illness in his old age.
- Poverty must not be a bar to learning and learning must offer an escape from poverty.
- I believe, with abiding conviction, that these people, nurtured by their deep faith, tutored by their hard lessons, moved by their high aspirations-have the will to meet the trials that these times impose.
- I want to make a policy statement. I am unabashedly in favor of women.
- If future generations are to remember us more with gratitude than sorrow, we must achieve more than just the miracles of technology. We must also leave them a glimpse of the world as it was created, not just as it looked when we got through with it.
- The noblest search is the search for excellence.
- The vote is the most powerful instrument ever devised by man for breaking down injustice and destroying the terrible walls which imprison men because they are different from other men.

August 27 2006
Johnson City
President Lyndon Johnson Birthday Commemoration
For information call 830.868.7128 x 244 or visit www.nps.gov/lyjo.

So...Blow, You Old Blue Norther!

Adapted from the Canadian Centre for Occupational Health and Safety

Most people feel comfortable when the air temperature is between 68° and 80° and relative humidity ranges from 35 to 60%. When these are higher, people feel uncomfortable. Several studies comparing the heat tolerances of men and women have concluded that women are generally less heat tolerant than men. Laboratory experiments have shown that women may be more tolerant of heat under humid conditions, but slightly less tolerant than men under dry conditions.

In moderately hot environments, your body “goes to work” to get rid of excess heat so it can maintain its normal body temperature. The heart rate increases to pump more blood through outer body parts and skin so that excess heat is lost to the environment, and sweating occurs. Changes in blood flow and excessive sweating reduce a person’s ability to do physical and mental work.

Usually, your body can adjust and cope with the additional heat, but very hot environments can overwhelm coping mechanisms, leading to a variety of serious and possibly fatal conditions.

The risk of heat-related illness varies from person to person. Older and obese people are generally at higher risk. Heat exposure can cause the following illnesses:

Heat edema is swelling which generally occurs among people who are not acclimatized to working in hot conditions. Swelling is often most noticeable in the ankles. Recovery occurs after a day or two in a cool environment.

Heat rashes are tiny red spots on the skin which cause a prickling sensation during heat exposure. The spots are the result of inflammation caused when the ducts of sweat glands become plugged.

Heat cramps are sharp pains in the muscles that may occur alone or be combined with one of the other heat stress disorders. The cause is salt imbalance resulting from the failure to replace salt lost with sweat. Cramps most often occur when people drink large amounts of water without sufficient salt (electrolyte) replacement.

Heat exhaustion is caused by loss of body water and salt through excessive sweating. Signs and symptoms of heat exhaustion include: heavy sweating, weakness, dizziness, visual disturbances, intense thirst, nausea, headache, vomiting, diarrhea, muscle cramps, breathlessness, palpitations, tingling and numbness of the hands and feet. Recovery occurs after resting in a cool area and consuming cool salted drinks.

Heat syncope is heat-induced giddiness and fainting induced by temporarily insufficient flow of blood to the brain while a person is standing. It occurs mostly among unacclimatized people. It is caused by the loss of body fluids through sweating, and by lowered blood pressure due to pooling of blood in the legs. Recovery is rapid after rest in a cool area.

Heat stroke and hyperpyrexia (elevated body temperature) are the most serious types of heat illnesses caused by prolonged work in hot environments. Signs of heat stroke include dry, hot skin (due to failure to sweat), body temperature often exceeding 41C, and complete or partial loss of consciousness. The signs of heat hyperpyrexia are similar except that the skin remains moist.

These last two conditions require immediate first aid and medical attention. Delayed treatment may result in damage to the brain, kidneys and heart. Remove the victim’s clothing and spray the body with cold water. Fanning increases evaporation and helps cool the body. Immersing the victim in cold water is the most efficient way to cool the body, but it can cause overcooling which can interfere with vital brain functions, so it must only be done under close medical supervision.

Lack of acclimatization, poor levels of physical fitness and pre-existing diarrhea or fever increase susceptibility to heat stroke and hyperpyrexia. Certain drugs such as tranquilizers and diuretics can also increase an individual’s susceptibility. Heat stroke occurs more readily when the body has suffered a previous heat disorder. Chronic heat exhaustion, sleep disturbances and susceptibility to minor injuries and sicknesses have all been attributed to the possible effects of prolonged exposure to heat.

First Year Members

Julie Beggs	City of Austin	julie.beggs@ci.austin.tx.us
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Renewing Members

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Returning Members

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Stars Over Texas

Joy Anderson will retire from the Texas Youth Commission on August 31, 2006 after 20 years of state service. She worked for the Texas Treasury, Governor's Office, Comptroller of Public Accounts and Texas Youth Commission.

Debbie J. Muñoz was recently promoted to Director of Membership Services at the Texas Municipal Retirement System.