

## In Memoriam

Joseph W Acosta	Michelle Lynn Hall	Geraldine Pellecchia
Jane Andrew	Thomas Hense	Lois Perkins
Charles Angelici	Helen K Hickey	Michael J Pettijohn
Edward M Berger	Margret Hjalmarson	Betty Ann Phillips
Charles T Berges	Scot C Irwin	Amelia B Piper
Wanda Marie Blassingame	Lillian H Jacques	Steven David Rekken
Ellen Blodgett	Dorothy K Jarvis	Dorothy T Rippie
Barbara Salzman Bobrow	Erminia Juliano	Pauline Roseberry
Jane Bolinske	Mark Mansee Jung	Jules M Rothstein
Sharon Lynn Bowen	Joseph M Kahn	John Rugaart
Mildred Bricker	Evelyn T Kane	Wendy Schladoer
Arnold Brown	Duryan Gaelan Katz	Eric Allen Schmehl
Elisabeth Buffington	Carol B Kazmierczak	Frederick J Schneider
Mazie S Cawthorne	Stephen Kidder	Robert Shestack
Marian Chase	Taini Mae Kinney	Louella Shultz
Don Y Chin	Carl G Kloos	Robert Simpson
Lawrence Chojecki	Jim D Kocher	Robert Singer
Louis Cotovsky	Lena Rae Koehn	Gayle Denise Smith
Joan S Cowan	Gerald Kurdunowicz	Hillary E Smith
Don Culpepper	Christopher Sean LaLich	Laura K Smith
Mary Cummins	Roland "Duke" E LaRue	Sam Stockton
Nancy M Curran	Calvin Layland	Karen G Stumpf
Barbara B Danz	Janet C Lemke	Chalyce Taylor
John Calvin Davis	Jeanette Maria Luebke	Rita D Thompson
Lynne B Dawson	Eugene M Luehr	Melanie Ann Torres
Italina Digiambattista	Betty J Maddox	Dante A Torrese
Nadia Antonia Dimasi	Grania Mary Maggio	Mary K Townsend
Routh P Dixon	John Maley	Sr Jamis Townsend
Carl AB Edd	Joseph A Malloy	Ray H Trlica
Fred Fabrizio	Ruth S McCormick	Ardis Mae Trout
Flora Alice Folick	Meryl M Miles	Rose Van Sandt
James Patrick Fontenot	Mort Moriarty	Gerald C Vendetti
Patrick J Ford	Ruth Holland Wood Mortan	Gwendolyn L Verhee
Roger Clark Frazier	Paul J Murphy	Donald C Waits
Anne Furlong	Amy Paige Norman	Bonnie Whittington
Kimberly Ann Fusinaz	James O'Kel	Muriel F Young
Linda A Gray	William Olson	Kathleen Zimmerman
Carol J Gregory	Elizabeth J Pacheco	
Vida S Gregory	Catherine A Pasek	

*The deaths of these members were reported to APTA between January 25, 2005, and January 11, 2006.*

*Reviews of books,  
computer software,  
and videotapes  
are written by  
invitation.*

**Able! How One Company's Disabled Workforce Became the Key to Extraordinary Success**

Wurst NH. Dallas, TX 75206, Benbella Books, 2005, paperback, 199 pp, ISBN: 1-932100-44-X, \$16.95.

*Able!* is a thought-provoking book that chronicles a free-spirited entrepreneur's long journey through triumphs, pitfalls, initial and ongoing challenges, and various frustrating bureaucratic mazes associated with hiring people with a disability. It describes how Habitat International, a "company of positive distractions," became a role model for corporations across the United States. *Able!* shares heartwarming individual success stories of workers who refused to be stereotyped, tackles real-life issues that surround hiring an individual with a disability, provides advice and concrete tips for entrepreneurs wanting to set up a hiring program for people with disabilities, and encourages readers to reflect on their own personal level of comfort, preconceived ideas, and stereotypical misconceptions about people with a disability.

*Able!* is a "must-have" for any physical therapist who cares for people with disabilities, educators who want to expose students to the issues of cultural diversity and the various challenges that a person with a disability encounters, and administrators who want to improve corporate profitability. It should be required reading in every physical therapist professional education program, and it would be an excellent resource for social workers, human resource directors, and CEOs.

The preface provides Habitat's message for the world: "Give people with disabilities a chance in the workplace, they will pay you back with loyalty, unsurpassed productivity, and most of all, lessons in human goodness and love." Almost all of the 70 employees of Habitat have either a physical or mental disability or both, they earn normal wages (not the usual \$1-\$2 state programs generate), they have higher production rates than the industry standard, there is practically no absenteeism and very little turnover, and there are minimal attitudinal problems. In addition, each worker is cross-trained on every task and frequently outperforms coworkers who do not have a disability.

The book begins by explaining how the term "disabled" can be misleading. It also states that prejudice and misconceptions about hiring a person with a disability still exist despite mainstreaming, more sensitive attitudes, and greater exposure to people from different cultures and walks of life. The physical and mental issues surrounding the employment of a person with a disability are discussed next, in the chapter titled "An Able Workforce."

The focus of the second chapter is on how Habitat identifies and sets individual goals, such as building and increasing each worker's mental and physical stamina in the workplace, teaching and learning new job skills, boosting self-esteem, and becoming productive members of society. Medicare, Medicaid, and transportation issues are discussed. The idea that something as simple as a paycheck can provide the validation of a lifetime and the proof that individuals with a disability have waited for their whole lives is reinforced to readers in chapter 4, "Bucking the System."

The example in chapter 5, in which individuals with disabilities are employed and work at Habitat for a vocational work grade, is worth noting. This case is one of the few times that physical therapy is mentioned in the book; however, it highlights the role the physical therapist had in integrating the family into the treatment rehabilitation process.

Other chapters focus on the Habitat as a functioning, successful business. Chapter 17, for instance, presents the no-thrills business facts about Habitat's high productivity rate and the reasons behind it. Habitat's management philosophy of fewer supervisors and commitment to cross-training employees also is discussed. Other chapters cover Habitat's restructuring of corporate hiring practices and the continued challenges associated with outside entities' stereotypical "pigeonholing" of people with a disability, and limitations imposed by social service groups, medical professionals, and parents. It addresses, in-depth, how Habitat adapted its equipment, environment, and scheduling to meet the needs of its employees with disabilities while simultaneously applying various motivational techniques.

Several chapters are dedicated to specific people with a disability, the challenges that they and their family have encountered, their success at Habitat, and information on their specific disabilities (ie, Down syndrome, schizophrenia, traumatic brain injuries, stroke, mental retardation). Although the chapters provide some good background, the depth of information is inadequate, especially for health care professionals.

A series of humorous anecdotes illustrate the family-like environment and the leisure time camaraderie that Habitat and its employees have created. Although this feature of the book is not strong on traditional evidence, it brings to light the importance of “family” in the workplace, valuing everyone’s ideas, being genuine without judging or being judged, flourishing under adversity, and appreciating the efforts of others. One other concept illustrated is the notion that the real disabilities aren’t found in the imperfect bodies of the “distracted” workers, but rather in the hearts of the so-called “normal” or “able-bodied” individuals. Most importantly, the book notes that more education and advocacy is needed in both the community and society in general to increase awareness of what is available for people who need assistance in finding gainful employment and achieving their true potential.

The epilogue contains an open letter from David Morris, CEO of Habitat, in which he calls for compassion and urges employers to let go of their fear of taking a risk and preconceived notions and hire individuals, not labels or categories. He encourages the reader to substitute the word “abled” for “disabled” and see what happens. Morris’ last bit of advice for the reader is to “give someone a chance and watch him exceed your highest expectations.”

Although the book does not use any photos, graphs, charts, or figures, it is extremely well organized. Most of the information for this book came from personal interviews; however, it does contain a bibliography that substantiates the facts and figures provided in the various chapters. In conclusion, *Able!* is a story that will change the way you think about human interactions, respect for differences, business, and

the people who you once considered to be disabled.

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### **Principles of Pharmacology for Athletic Trainers**

Houglum JE, Harrelson GL, Leaver-Dunn D. Thorofare, NJ 08086, Slack Inc, 2005, hardcover, 422 pp, illus, ISBN: 1-55642-594-5, \$44.95.

This pharmacology text was developed as a resource for the student athletic trainer. The content is based on the National Athletic Training Association’s competencies in athletic training and discusses the most common drugs used by people who are physically active at any age. The depth of coverage of the book is sufficient for basic principles of pharmacology.

The book is divided into 14 chapters. The first chapter, “Introduction to Pharmacology,” includes foundational concepts such as administering and dispensing drugs, the differences among drug names, and the classification of drugs. The second and third chapters describe the pharmacokinetic and pharmacodynamic principles of drugs. These chapters are easy to follow and do not require the reader to have an extensive biochemistry background. Included at the end of both chapters is a passage on the effect that exercise has on drug metabolism. The fourth chapter, “Medication Management in Athletic Training Facilities,” covers federal regulations regarding use of prescription medications in the athletic training facility. The chapter includes an informative table on state pharmacy practice acts and drug laws.

The next 8 chapters discuss specific drug categories for particular problems pertinent to the treatment of athletic injuries. These chapters include drugs for treatment of infections, inflammation, pain, skeletal muscle spasms, asthma, colds and allergies, gastrointestinal disorders,

hypertension, and heart disease. Each chapter profiles the biological effects of the drug, indications, adverse effects, and exercise consequences. Each chapter concludes with a section on the role of the athletic trainer. I found chapter 9, “Drugs for Treating Asthma,” to be exceptionally informative, with its inclusion of a step-wise approach for managing asthma. The chapter on treatment of pain mentions recent findings on the adverse effects of the COX-2 inhibitors, Bextra and Vioxx.

Chapter 13 contains an overview of performance-enhancing drugs, including stimulants (amphetamines, caffeine, ephedrine), anabolic agents (anabolic steroids, human growth hormone,  $\beta$ -agonists), and oxygen delivery enhancers (erythropoietin). This chapter is especially useful to health care professionals who deal with competitive athletes. The final chapter, chapter 14, addresses a timely topic: drug testing in sports. These 42 pages detail the components of a drug testing program such as policy, participants, and methodology.

The book is well organized and is illustrated with black-and-white figures and numerous tables that enhance learning. With the exception of the last 2 chapters, however, most chapters only include a few current references. A couple of features that I found helpful in reading this text were the chapter organization templates found at the beginning of each chapter and the “key concept” text boxes that were inserted into several chapters. One feature that detracted from reading was the summaries found after each major topic, which seemed redundant and unnecessary.

Although the book is written for athletic trainers, students and clinicians from other sports medicine disciplines would benefit from the information.

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### **Communication and Clinical Effectiveness in Rehabilitation**

Reynolds F. Philadelphia, PA 19106, Elsevier, 2005, paperback, 264 pp, ISBN: 0-7506-5665-4, \$44.95.

Although this text applies to all rehabilitation disciplines, the author has succeeded in addressing 2 very important considerations in the practice of physical therapy: (1) the importance of effective communication and (2) the research evidence to support her claims concerning the importance of communication.

The author's background is perfect for writing a text about effective communication. Reynolds teaches in the areas of health and social psychology in occupational therapy and nursing programs and has several publications in the area of chronic illness and quality of life. She also developed an interest in interpretive phenomenological analysis, which is the study of the ways we experience things such as the spoken and written word and the meanings we draw from them.

This text is very well organized, and the 10 individual chapters maintain a very consistent style and format throughout. Each chapter contains a detailed case study of patients with chronic health conditions. These case studies serve double duty. First, Reynolds directs the research evidence to individual cases. Second, the author uses the cases to give the reader an opportunity to participate in reflective exercises to reinforce the points made in the text.

In an early chapter, Reynolds outlines her approach to learning about communication and improving communication skills. I feel compelled to list them below because they are so important to successful patient practice. She states that a practitioner should: Increase one's sensitivity to a patient's communication needs;

- Consider theoretical models of skillful communication;
- Consider the evidence about the skills and strategies that increase communication effectiveness;
- Practice reflective awareness of personal communication skills.

The remaining 9 chapters discuss why each of these items is important and pres-

ent research to support each claim. This text covers areas such as understanding patients' experiences of ill health and health care, understanding patients' communication needs in health care settings, realizing what makes up skillful and effective communication, and the benefits of patient empowerment.

The text addresses the implications and importance of communication in regard to several pathological conditions, including arthritis, cystic fibrosis, multiple sclerosis, and stroke. Reynolds skillfully integrates the case studies into her discussions of these pathologies. Throughout the text, the author asks provocative questions related to the case study, gives the reader an opportunity to reflect on possible responses, and then usually offers an opinion of her own. This text also is heavily referenced.

Reynolds discusses effective communication in terms that physical therapists are now familiar with—culture, gender, disability, caregivers and family, and peers—which makes this text a pleasure to read. Having said that, I do not recommend this book for casual vacation reading. However, this text could serve as a supplemental text in an academic curriculum in which therapeutic communication is emphasized, or as a general reference for a physical therapist in practice.

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### **Pharmacology Application in Athletic Training**

Mangus BC, Miller MG. Philadelphia, PA 19103, FA Davis Co, 2005, paperback, 225 pp, illus, ISBN: 0-8036-1127-7, \$39.95.

This text consists of 3 sections: an introduction with a historical background, prescription and over-the-counter drugs typically used in the training room or with a younger population, and commonly abused drugs in sports. The mate-

rial is presented in a student-friendly fashion with several tables that provide an easy reference to drugs, their actions, and their adverse reactions. Each chapter has either a boxed area titled "Athletic Training Responsibility" or "What to Tell the Athlete" or a scenario from the field that follows most major topics and applies the information presented on that topic in the athletic training setting. Other student- and reader-friendly aspects include the discussion section at the end of each chapter, questions to test readers' understanding of the material, and Internet resources listed throughout the chapters for further investigation. Even though this is geared for the athletic training student, it is an excellent resource for anyone working with the orthopedic or fitness population.

The first section has 2 chapters. The first covers the history of pharmacology, the classification of drugs according to their abuse potential, and the legal issues relevant to the athletic trainer. The second chapter focuses on pharmacokinetics (the absorption, distribution, metabolism, and excretion of drugs) along with pharmacodynamics (the effects of the drug on the body). This section offers an excellent background with need-to-know information before dealing with specific drugs.

The second section has 8 chapters that enable the authors to break the prescription and over-the-counter drugs into usage patterns according to common medical conditions seen in the athletic population. Each chapter begins with some pathophysiology of the medical condition, which leads into the emphasis on the basic actions of the drugs, their indications, adverse reactions, and drug interactions. Chapter 3 addresses the anti-inflammatory drugs, including nonsteroidal anti-inflammatory drugs, COX-2 inhibitors, and corticosteroids, while chapter 4 describes muscle relaxant drugs. Diabetes medications for types I and II are presented along with an insulin table that illustrates peak time and exercise timing recommendations, based on when insulin is first taken.

Chapter 6 looks at some common cardiac conditions seen in the athletic population, especially the use of antiarrhythmic drugs in sudden cardiac death as well as the treatment of hyper-

