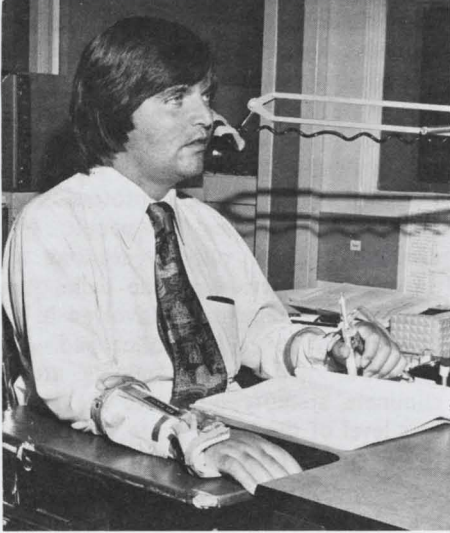


# KEN KUNKEN

## *Ability Personified*



*Ken Kunken, College Student Program Coordinator at Human Resources Center.*

Ken Kunken, College Student Program Coordinator, is a prime example of the phrase "reasonable accommodations." Through his ingenuity, adaptability, and will to succeed, Ken personifies one of Human Resources Center's prime beliefs — "The right person for the right job based on ABILITY."

Because of Ken's educational background, he is particularly well suited to be the coordinator of the College Student Program. Ken, himself disabled, received his Bachelor of Science degree from Cornell University in Industrial Engineering and Operations Research in 1973. He then began his graduate education at Cornell and was awarded a Master of Arts in Counseling and Student Personnel Administration. He went on to receive his second Master's degree in Psychological Counseling and Rehabilitation from the Teachers College, Columbia University, in 1976.

The program provides severely disabled college students with the opportunity to find career-related employment on a part-time basis during the school year, or full-time during the summer months, and has been instrumental in the placement of more than 300 students. Through this work experience, the students have been able to appraise their chosen career objectives through a "hands on" employment situation.

Ken's disability does not hamper his performance or his ability to fulfill his responsibilities. Although he is limited to some movement of his left arm, he maintains mobility through use of a motorized wheelchair. The necessary physical accommodations made in his

work area allow him to be virtually independent.

Most of the furniture and equipment Ken uses at work were commercially acquired. The mechanical changes were adapted through his own suggestions and those of Center personnel.

Ken's desk required that spaces be made for the control box of his motorized chair, and his right hand, which is immobile. Cut-outs were made and a height-adjustable desk was purchased so his lapboard, a permanent fixture on his chair, could fit easily under the desk. Ken uses splints that support his wrists. The left hand wrist splint is fitted with a special device that enables him to dial and answer all of his own calls.

He uses a large Rolodex file that contains pertinent information about his clients, as well as the usual listing of addresses and phone numbers. This makes it possible for him to have quick access to necessary information without relying upon someone else to bring the appropriate case folder. A tape cassette recorder has also been modified for his use. Using the already adapted wrist splint, the same attachment that Ken employs for dialing the phone is used for operating the recorder.

Ken is using his intellect, education and warm personality to help hundreds of others to succeed, just as he has. He is demonstrating his ability as a unique person who has much to offer.