

A PROFILE OF THERAPEUTIC RECREATION PROFESSIONALS
IN THE STATE OF TEXAS

A THESIS

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BY

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DEDICATION

This thesis is dedicated to my daughter, Brandi K, who put up with a lot of inconvenience and confusion, and to my mother who gave me the strength to continue with the study and without whose help with Brandi, I would not have been able to finish.

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CHAPTER I

INTRODUCTION

Historical records contain a number of references to the use of activity for therapeutic purposes in ancient societies (Frye & Peters, 1972). In ancient Greece, the use of recreation became a recognized technique in the treatment of the ill (Kraus, 1978). Growth in the practice of using recreation for therapeutic purposes continued throughout the years at a very slow pace until the early 1940's. Frye and Peters (1972) report:

The rapid growth of recreation in hospitals during and after World War II created new demands for experienced and knowledgeable leadership. However, there were few recreators who had experience in working in medical settings. Thus community recreators were called upon in many instances to apply their knowledge and experience in the organization of programs as well as the recruitment and training of staff for hospital service, particularly in military and veterans' hospitals. The nucleus of experienced recreators were aware of and felt an identity

with the larger recreation movement, and it was they who were responsible for the formation of the hospital recreation section within the American Recreation Society. (p. 25)

The Hospital Recreation Section of the American Recreation Society was formed in 1948. At that time, recreation therapy was considered a setting specialization within the organized recreation field (Meyers, 1980, p. 8). Five years later, in 1953, the Council for the Advancement of Hospital Recreation was formed. One purpose of the organization was the development of minimum qualifications for hospital recreators. In 1956, the National Voluntary Registration Plan for Hospital Recreation Personnel was developed. This national plan identified professional hospital recreators through the establishment of minimum standards for qualification. This marked a significant step forward in the development of therapeutic recreation professionally. Several states adopted statewide voluntary registration plans for therapeutic recreators; some provided reciprocal arrangements tying into the national plan (Frye & Peters, 1972).

In 1965, the National Recreation and Park Association (NRPA) was organized. Branches were formed within the parent organization to accommodate the many special

interest groups. Thus, the National Therapeutic Recreation Society (NTRS) was formed as a branch of the NRPA in 1966. In the early sixties, persons who worked in therapeutic recreation were registered by the Hospital Recreation Section of the American Recreation Society. After 1966, this registration was continued under the auspices of the National Therapeutic Recreation Society. From 1966 to the present time, this voluntary registration program has continued to take on more meaning for those in therapeutic recreation as more and more agencies require their employees to hold registration with the National Therapeutic Recreation Society.

Many states have established voluntary registration/certification plans for therapeutic recreation personnel. At the present time, the Texas Recreation and Park Society (TRAPS) has a volunteer registration/certification plan for all recreation personnel. Although TRAPS is keeping pace with the national trend to establish state-wide registration programs, this group has not, as yet, established a subspecialization registration program in therapeutic recreation. However, the TRAPS Board of Directors is considering such a plan and upon completion of this study, the data will be submitted to that organization. Appropriate committees will then review the findings and

utilize the data in establishing plans for 1982. It is anticipated that the data will demonstrate the need for a subspecialization registration program in therapeutic recreation in Texas and for increased efforts in the recruitment of Therapeutic Recreation personnel.

Purpose of the Study

The purpose of this study was to identify a profile of therapeutic recreation professionals in the State of Texas.

Statement of the Problem

This investigation identified a profile of those persons residing in Texas who hold current memberships in either the Therapeutic Recreation Section of the Texas Recreation and Park Society (TRAPS) or the National Therapeutic Recreation Society (NTRS), a branch of the National Recreation and Park Association (NRPA). A profile of this population was prepared on the basis of an examination of the demographic data obtained. In February 1981, a questionnaire was mailed to 188 therapeutic recreation professionals who held membership in TRAPS and/or NTRS who were residing in Texas at that time. A reminder post-card was sent one week following the original mailing. The second mailing (post-card) was sent to all persons on the two membership lists in order to insure total anonymity.

Hypotheses of the Study

The following hypotheses were examined at the .05 level of significance:

1. There is no significant difference between salaries received by male and female therapeutic recreation professionals.
2. There is no significant difference between the number of therapeutic recreators who are registered with NTRS and those registered by TRAPS.
3. There is no significant difference between the number of professional members of TRAPS and NTRS who have baccalaureate degrees in related fields and those who have baccalaureate degrees in therapeutic recreation.

Definitions and/or Explanations of Terms

The following definitions and/or explanations of terms are offered for use throughout this study.

NRPA - The National Recreation and Park Association is the nation's largest nonprofit service, research, and education organization dedicated to improving the quality of life through effective utilization of natural human resources (Kraus, 1978, p. 4).

NTRS - The National Therapeutic Recreation Society is a branch of the NRPA that provides professional service to persons who work with the ill, disabled and handicapped.

TRAPS - Texas Recreation and Parks Society is a non-profit professional and educational corporation chartered by and operated under the laws of the State of Texas and an affiliate of the NRPA.

State Certification/Registration - a voluntary program for recreation personnel who are members in good standing in the Texas Recreation and Park Society (see Appendix A for levels and qualifications).

National Registration Plan - a voluntary program available to all recreation personnel who fulfill the requirements for registration as determined by the NTRS Board of Registration (see Appendix B for levels and qualifications).

Therapeutic Recreation - a process which utilizes recreation services for purposeful intervention in some physical, emotional, and/or social behavior to bring about a desired change in that behavior and to promote the growth and development of the individual (O'Morrow, 1976, p. 21).

Therapeutic Recreation Professional - any individual who holds professional membership in the Therapeutic Recreation Section of TRAPS or the National Therapeutic

Recreation Society and who is employed as a therapeutic recreator in an agency in Texas.

Facilities will be identified as:

Federal - any facility that is administered and funded by the United States government.

State - any facility that is administered and funded by the State of Texas.

City/County - any facility that is administered and funded by a city/county government.

Private/Corporate - any facility which is owned and operated by an individual or group whose primary purpose is profit making.

Nonprofit/Private - any facility which is operated by a special interest group whose primary purpose is to provide services to a specific segment of the population on a nonprofit basis.

Delimitations

The study was subject to the following delimitations:

1. The findings were limited to therapeutic recreational professionals who were members of TRAPS or NTRS.
2. The findings were limited to therapeutic recreational professionals who were employed in the State of Texas at the time of the study.

Summary

The field of therapeutic recreation in the United States has developed rapidly since the early 1940's. This growth created new demands for knowledgeable and experienced leadership. The need for strong professional registration programs was a natural consequence of these demands. In 1956, the National Voluntary Registration Plan for Hospital Recreation Personnel was developed. This was the first such plan for therapeutic recreation personnel in the United States. In 1966, the responsibility for this registration plan was assumed by the newly formed National Therapeutic Recreation Society. By 1980, many states had established voluntary registration/certification programs for therapeutic recreators. While the Texas Recreation and Park Society had a voluntary registration/certification plan for all recreators, this association did not have a sub specialization registration program for therapeutic recreators. In the field of employment in Texas, however, more and more agencies were requiring their therapeutic recreation employees to hold a registration with the NTRS.

In view of the fact that no formal registration/certification plan existed for therapeutic recreators in Texas, it could be beneficial to the development of such a program to establish a profile of therapeutic recreation

personnel who were employed in this state. With completion of this study a profile of therapeutic recreators employed in Texas was submitted to TRAPS for their use in developing a registration/certification program for therapeutic recreators in Texas. In addition, the relationship between registration status, salaries and the educational levels of the respondents was identified.

CHAPTER II

REVIEW OF RELATED LITERATURE

A review of literature reveals that relatively little research has been published describing the characteristics of therapeutic recreation personnel in the United States and that no studies of this nature have been conducted in Texas. The review of literature is organized into the following areas: profiles of therapeutic recreation personnel; manpower studies in therapeutic recreation; and continuing education in the field of recreation.

Profiles of Therapeutic Recreation Personnel

Age. Kelley (1974) conducted a study in Illinois to identify all personnel employed in positions providing recreation service to the ill, handicapped and disabled. Six hundred and fifty questionnaires were mailed to persons working in recreation agencies in Illinois identified as serving this population. Three hundred and twenty eight (55%) of the questionnaires were completed, and of those responding, 38 percent were under 31 years, while 60 percent were under 41 years of age.

Sex. Kelley (1974) also found that the majority (69%) of those responding to his survey in Illinois were

female. This appears to be supported by a study done by Anderson and Stewart (1980) who found that 74 percent of the undergraduate students in therapeutic recreation in the United States in 1979 were female while 64 percent of the graduate students in therapeutic recreation were women.

Membership in professional organizations. Kelley (1974) found that 40 percent of those who responded to his questionnaire were members of the Illinois Therapeutic Recreation Society (ITRS). Of the group that held membership in the ITRS, 62.4 percent were female whereas 48.8 percent of those who were members of NTRS were women. Fifty percent (50%) of those persons who worked in mental health facilities were members of both ITRS and NTRS. Over half (55%) of the respondents in Pickett's 1980 national survey had been members of the NTRS from one to three years; 24.1 percent had been members from four to six years; 12.7 percent for 10 or more years and 7.4 percent had been members of NTRS from seven to nine years. Navar (1981) conducted a study in Michigan and found the majority of therapeutic recreator practitioners (59.7%) did not belong to either their state or national professional associations, and less than one fifth (12.9%) were professionally registered with the NTRS.

Place of Employment. Kelley (1974) reported that 37.8 percent of the respondents in Illinois worked in

mental health settings, 28.7 percent in nursing homes, 10.7 percent in sheltered care facilities and 22.9 percent in other types of settings. Peterson (1977) found that 19.8 percent of the therapeutic recreation personnel in Illinois who responded to her survey worked in mental hospitals, 20.9 percent in nursing homes, 8.8 percent in general hospitals, 7.7 percent in state hospitals for the retarded, 6.6 percent in community mental health settings for the mentally ill, 5.5 percent in municipal park and recreation departments working with special populations, 4.4 percent in physical rehabilitation facilities, 3.3 percent in schools, and 22.9 percent in other types of facilities. Kraus (1972), in a regional study designed to identify recreation as a part of psychiatric rehabilitation services, noted that 31.4 percent of the facilities that offer this type of program were operated by state governments, while 38.4 percent were sponsored by nonprofit agencies. An additional 10.5 percent were profit making, while 8.1 percent were operated under the auspices of a county government. The remaining 11.7 percent were sponsored by the federal or municipal government, churches, and other types of agencies. Pickett (1980), in a national survey of therapeutic recreators, found that the majority of participants (59.8%) were employed in clinical facilities while 13.9 percent of the respondents worked in

college/university settings and 7.4 percent in community facilities. The remaining 18.9 percent of the subjects were employed in other types of facilities.

Types of Clients. Kelley (1974) concluded that the largest number of therapeutic recreation personnel in Illinois (30.5%) worked with aged persons, while 28.4 percent served the mentally ill or emotionally disturbed and 20.7 percent provided therapeutic recreation services to the mentally retarded. An additional 10.1 percent worked with the physically disabled and 10.4 percent worked in facilities that provided services to other types of ill, disabled and handicapped persons. Peterson (1977), from a state wide survey in Illinois, presented data that gave general support to the work done by Kelley. Peterson reported that 19.8 percent of the persons responding to her survey of therapeutic recreators provided services to psychiatric patients while 20.9 percent of the practitioners served the aged. Pickett's (1980) national survey showed that 30.0 percent (30%) of the respondents worked with the mentally ill, while 15.6 percent of the subjects were employed in agencies that served the aged. Those who worked with the mentally retarded comprises 14.7 percent of the respondents, while 24.1 percent worked with drug or alcohol abusers or in correctional facilities and 16.6 percent worked with other disabilities.

Length of Work Experience. In the 1971 study done by Kelley, the researcher found that in Illinois 65.3 percent of the personnel responding who worked in mental health settings had an average of four years of experience in the field of therapeutic recreation, while those who worked in nursing homes had the least experience in the field. Henderson (1980), in a more recent study in Wisconsin, related to continuing education for leisure professionals, noted that the women respondents had been in their positions an average of four years, compared with over six years for the men. Navar (1980) stated that three fourths (77.1%) of the therapeutic recreation practitioners in Michigan had less than five years of therapeutic recreation experience.

Professional Education. Kelley compared the number of therapeutic recreation personnel in Illinois who had bachelor's degrees with those who did not hold this degree. He found that 46.9 percent had received a bachelor's degree and that 21.2 percent of those persons had degrees in recreation. Peterson (1977) reported that 16.5 percent of the respondents in her study in Illinois had no professional preparation, 16.5 percent had a bachelor's degree in a field related to therapeutic recreation, and 15.4 percent had received a bachelor's degree in therapeutic recreation. Navar (1980) reported that the majority (56.5%)

of therapeutic recreation practitioners in Michigan were not formally educated (did not hold a bachelor's degree) in recreation or therapeutic recreation.

Salaries. Kelley (1974) investigated the salary levels of therapeutic recreation personnel and reported that there was a great deal of variation in salaries among therapeutic recreation professionals in the state of Illinois. Forty percent (40%) of the respondents received an annual salary below \$7,000.00 in 1971. The salaries for those who worked in mental health facilities were much higher, however, with 80 percent of these workers receiving an annual salary over \$7,000.00 of which 30 percent were paid over \$11,000.00 annually. Henderson (1980) reported that women employed in recreation in Wisconsin earned an average salary of \$11,400.00 per year while men were paid an average annual salary of \$17,600.00. Brasher (1976) surveyed the members of the Texas Recreation and Park Society. She reported that over one half (53.9%) of the women recreators earned less than \$10,000.00 per year while 23 percent of the male respondents earned \$20,000.00 or more.

Type of Department Organization. Kraus (1972) reported that in a national study of recreation personnel in psychiatric rehabilitation facilities, 42 percent worked in a department that provided only therapeutic recreation

services. The remaining 58 percent worked under the departmental title of Occupational Therapy, Activity Therapy or Psychiatry.

Manpower Studies in Therapeutic Recreation

The literature documents the importance of therapeutic recreation in the rehabilitation process, and verifies an increase in employment opportunities for trained therapeutic recreation specialists. The 1976 Occupational Outlook Handbook states "the employment of recreation workers is expected to rise faster than the average for all occupations through the mid-1980's" (p. 531). The 1978-1979 edition of the same publication addresses the speciality of therapeutic recreation and states that:

Additional job opportunities are expected in therapeutic recreation . . . opportunities for specially trained therapeutic recreation workers are likely to be favorable and in line with the anticipated need for additional staff in many health-related occupations. (Occupational Outlook Handbook, 1979, p. 559)

The most recent national figures available on manpower needs in therapeutic recreation are those resulting from a manpower supply/demand study conducted by NRPA in 1967-68. In an article presenting the results of that survey, Verhoven (1969) reported that there was a need for

nearly 1,000 more therapeutic recreators nationwide. He projected a deficit in therapeutic recreation of 2,377 persons by 1980 (pp. 4-9).

In 1968, the National Center for Health Statistics projected the need for approximately 3.5 million workers in hospitals by 1975. It was also anticipated that another 2.0 million workers would be employed in other areas in the health care industry. The projected figures represented an increase of approximately 75 percent for the ten year period (p. 48). This 1966 survey of 7,000 hospitals indicated that 3,800 recreation therapists were employed in hospitals with an indication of the need for 1,600 additional therapists to provide optimum care. This demand reflected a 42 percent increase (p. 49).

In a more recent study of manpower needs in the park and recreation profession, Henkel and Godby (1977) indicated that:

Although no nationwide study has been made of employment of these specialists (therapeutic recreators), it is believed that most opportunities have existed in hospitals, correctional institutions, health and rehabilitation centers, nursing homes, private schools and camps . . . yet, recent conferences and workshops have stressed the desirability of

employing such specialists in public, tax-supported park and recreation agencies to provide services to noninstitutional persons with physical and mental disabilities.

(p. 66)

Of special interest with regard to manpower needs are the statistics concerning the number of registered therapeutic recreators in Texas and each of the bordering states. In 1979, Arkansas, Oklahoma and New Mexico each had a relatively small number of registered therapeutic recreators: 3, 8, and 12, respectively. Louisiana had 26 while Texas had 70 registered therapeutic recreators (National Registry, 1979, pp. 4-8). The 1979 National Registry of the NTRS listed 2,332 registered therapeutic recreators in the United States. These five states, Arkansas, Oklahoma, New Mexico, Louisiana and Texas, contained only 5 percent of the total population of registered therapeutic recreators at that time.

In 1980, Pickett conducted a national survey of 60 percent of the total number of persons listed on the professional membership roster of the NTRS. A questionnaire was mailed to 1,100 members and 50 percent were filled in and returned to the investigator. Pickett's (1980) demographic data were categorized into several specific areas. The ones pertinent to this study are as follows:

Employment Functions. The largest number of respondents (46.6%) were employed in a therapist/leader position, 31.6 percent were employed in an administrative capacity, and 21.5 percent were employed in other positions.

NTRS Registration. Over half (56.7%) of the subjects were registered with NTRS. Just under half (48.1%) of the total registered personnel were registered as the Master Therapeutic Recreation Specialist level as compared to 23.7 percent who were registered as Therapeutic Recreation Specialists and 25.1 percent as Therapeutic Recreation Leaders. The remaining 3.1 percent were registered as paraprofessionals.

Education. Over half of the respondents (56.9%) had completed a bachelor's degree, 34.1 percent graduated with a master's and 7.0 percent with a doctorate degree. Two percent had received an associate degree. Over half (55.3%) received a degree in Therapeutic Recreation, while 29.7 graduated with a degree in general recreation. Fifteen percent majored in other fields.

Continuing Education

In recreation, as in all human services fields, the quality of programs and services depends upon the caliber of the professional leadership. One way in which recreators attempt to increase their professional competence is through continuing education. James and Carter (1979) found that therapeutic recreators individually expand their

professional knowledge in a variety of ways: professional meetings and conferences, inservice programs, formal academic courses, and through consultation with colleagues. Through a review of the literature, the investigator found studies concerned with two of these areas.

Academic programs. The 1969 enrollment statistics at 385 colleges and universities showed that of the total students who entered the various degree programs in recreation, 531 were specializing in Therapeutic Recreation (Stein, 1970). Ten years later Anderson and Stewart (1980) estimated the total number of students enrolled in Therapeutic Recreation to be 7,992. This represented an increase of 400% which indicated tremendous growth in this profession over the ten year period. Of these 7,992 students, 74 percent of the undergraduates and 64 percent of the graduate students were female. The authors noted that the expected number of graduates in therapeutic recreation in 1979 would be 2,380. Of this number, 2,063 would receive bachelor's degrees and 317 would graduate from the master's program.

Professional meetings. Henderson (1980), in a study of the continuing education needs of leisure services professionals in Wisconsin, noted that approximately 33 percent of the total sample did attend state and local conferences as well as in-service training sessions. These

were the most common methods of receiving continuing education. The researcher also stated that the greatest deterrents to participating in continuing education were schedule conflicts and not enough time.

In a similar study of the continuing education needs of therapeutic recreators in Missouri, Unterreiner (1979) revealed that a majority of respondents preferred to attend both large institutes and smaller workshops where hand-out materials were available on specific client groups as well as on professional issues. The investigator concluded that these preferences indicated a need to consider both client information and professional issues when planning continuing education sessions. The study also revealed that over three fourths of the respondents (89.87%) stated that they attend institutes offering continuing education units. Along the same lines, Henderson (1980) found that over 85 percent of the professionals in her study in Wisconsin indicated that they had a high commitment to continuing education.

Burgess (1978), in a study of self-assessment of continuing education needs, summarized the philosophy with which all of the researchers reviewed (Henderson, 1980; James & Carter, 1979; Unterreiner, 1979) seem to agree:

Good helpers find that their jobs are likely to be draining . . . because they have used

themselves in the process . . . they need an opportunity to recharge their batteries and to find satisfaction in renewal. (p. 90)

Summary

A review of the literature reveals that relatively little research has been published describing the characteristics of therapeutic recreation personnel in the United States and no studies of this nature have been conducted in Texas. Therapeutic Recreation as a recognized profession is relatively young and knowledge related to this subject remains limited.

In the studies reviewed, researchers have shown the field of therapeutic recreation to be a diversified one, not only in clientele but in salaries, and professional education.

The literature also documents the importance of therapeutic recreation in the rehabilitation process, and verifies an increase in employment opportunities for trained therapeutic recreation specialists.

CHAPTER III

PROCEDURES

The procedures followed in the development of this study are described in this chapter under the following headings: Preliminary Procedures, Selection of the Research Instrument, Development of the Instrument, Selection of the Subjects, Collection of the Data and Treatment of the Data.

Preliminary Procedures

A tentative outline for this study was developed and submitted to the thesis committee for suggestions and/or corrections. Revisions were made in accordance with the suggestions received from the committee, and approval for the tentative outline was obtained. Permission was secured from the Human Subject Review Committee and the revised and approved outline was filed in the form of a prospectus in the Office of the Provost of the Graduate School.

Selection of the Research Instrument

The questionnaire was the instrument selected by the investigator as the most feasible means of obtaining data for this particular study. The justification for using a questionnaire in a study of this type was discussed by

Scates and Good (1954) who noted that "a questionnaire is a major instrument in data-gathering in descriptive-survey studies" (p. 624). They state that in formulating a questionnaire, the investigator should:

1. have a clear understanding of the issue
2. offer choices that are well balanced within a realistic framework
3. do what he can to help the respondent, not to confuse him
4. use as few words as necessary
5. decide which type of question best fits the issue (pp. 228-236).

The investigator used these guidelines in developing the items for the questionnaire.

Development of the Questionnaire

A questionnaire was developed based upon a review of literature which included two national studies of recreators and studies of therapeutic recreators in the states of Illinois, Wisconsin, Michigan and Texas. The questionnaire was divided into two major sections. The first section was a survey of demographic information. The second section solicited professional data relative to the respondent's employment and involvement in professional associations.

The questionnaire was developed and submitted to the thesis committee for review. Revisions were made based upon the suggestions of the committee. The instrument was pilot tested with 10 therapeutic recreation personnel who were not included in the final study. Based upon the responses obtained from the pilot study, additional revisions were made. Upon completion of all revisions, the questionnaire was submitted to and approved for use by the thesis committee.

Selection of Subjects

The subjects included any individual who held professional membership in the Therapeutic Recreation Section of TRAPS or the National Therapeutic Recreation Society and who was employed as a therapeutic recreator in an agency in Texas at the time of the investigation. A total of 188 individuals were eligible to participate in this study.

Collection of the Data

The questionnaire was mailed to those persons residing in the State of Texas who were members in either the Therapeutic Recreation Section of the Texas Recreation and Park Society (TRAPS) or the National Therapeutic Recreation Society (NTRS). Mailing lists were obtained from the National Headquarters of the NTRS and the executive secretary of TRAPS. Included with the questionnaire was a cover letter stating that approval for the study had been

received from the Board of Directors of the Texas Recreation and Park Society. The Texas Woman's University Human Research Consent Statement was also incorporated into the cover letter.

The questionnaire was mailed to the 92 members of the Therapeutic Recreation Section of TRAPS and the 72 Texans who were members of NTRS. An additional 24 persons who were members of both the state (TRAPS) and national (NTRS) organizations also received questionnaires. A total of 188 questionnaires were mailed. A reminder post card was sent one week following the original mailing. The second mailing (post card) was sent to all persons on the two membership lists in order to insure total anonymity. Ninety-four questionnaires were returned which represented a 50 percent return rate.

Treatment of Data

The responses from the subjects were hand tabulated by the investigator and then coded and programmed on the DEC 20-50 computer at the Texas Woman's University. The data were analyzed in order to determine the salaries of the professionals and the difference between the number of professional members of TRAPS and NTRS who had degrees in related fields and degrees in therapeutic recreation. In addition, the registration status of the professionals was determined.

The frequencies and percentages from the raw data were computed and contingency tables were established. A chi square was used to determine if there were significant differences between (1) salaries received by males and females and (2) the number of professional members of TRAPS and NTRS who have baccalaureate degrees in related fields and those who have baccalaureate degrees in therapeutic recreation. A z test of proportions was used to determine if there was a significant difference between the number of therapeutic recreators who are registered with NTRS and those registered by TRAPS.

Summary

The subjects for this study were the members of the Therapeutic Recreation Section of TRAPS and the members of NTRS who were residing in the State of Texas at the time of the study. A total of 188 questionnaires were mailed to 92 members of TRAPS and 72 members of NTRS. Twenty-four persons were members of both organizations. Ninety-four questionnaires were returned which represented a 50 percent return rate. The data obtained from the 94 subjects were hand tabulated, coded and programmed on the DEC 20-50 computer at the Texas Woman's University. The frequencies and percentages from the raw data were computed and contingency tables were established. A chi-square and

a z test of proportions was utilized to determine the degree of significance of each hypothesis.

CHAPTER IV

PRESENTATION OF THE FINDINGS

The purpose of this study was to identify and examine demographic data on therapeutic recreation professionals in the State of Texas. The present study was limited to therapeutic recreation professionals who were members of the Texas Recreation and Park Society or the National Therapeutic Recreation Society who were residing and employed in the State of Texas at the time of the study. The data for this study were collected through the use of a questionnaire which was completed by 94 subjects.

The purpose of this chapter is to present the findings of this study. The data obtained from the respondents are presented in tabular and narrative form.

Demographic Information

A study of Table 1 reveals 38 (55.89%) females were between 20 to 29 years of age while only 7 (26.92%) of the men were in the same age range. A total of 45 (47.87%) subjects were in this age group; the percentage of females was twice that of the males. The next sequential age grouping, 30 to 39 years, shows a larger percentage of

men, 57.69 percent, than women, 25 percent. The age categories of 40 to 49 years and 50 to 59 years show a marked difference from the age groups under forty. Four males (15.37%) and 13 females (19.11%) were forty years of age or older. The mean age for men was 33.88 years and 31.54 years for women.

Table 1
Sex and Age of Respondents

Ages	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
20-29	38	55.89	7	26.92	45	47.87
30-39	17	25.00	15	57.69	32	34.04
40-49	7	10.29	1	3.85	8	8.51
50-59	6	8.82	3	11.53	9	9.57

Note. Mean age for females 31.54, male 33.88.

Table 2 shows that the majority of female subjects, 35 of the 68 respondents or 51.47 percent, had a bachelor's degree in therapeutic recreation. Only 4 of the 26 men, or 15.38 percent, had a bachelor's degree in this specialization. However, the male respondents showed a higher percentage of bachelor's degrees in recreation, 38.46 percent, compared to the females, 26.47 percent. It can be noted

that 15.38 percent of the men held degrees in physical education; the same number as those who held degrees in therapeutic recreation. When physical education is combined with health, physical education and recreation, over one-fourth, 26.91 percent, of the men held degrees in one of these two areas, an 11.53 percent increase over the number who held degrees in therapeutic recreation (15.38 percent). A total of 41.48 percent of the subjects held a degree in therapeutic recreation compared to 29.78 percent who had degrees in recreation. Just over 70 percent of the total respondents had been awarded degrees in either therapeutic recreation or recreation.

The findings showing the highest educational level attained by each respondent are shown in Table 3. The majority of both females, 72.06 percent, and males, 69.23 percent, held bachelor's degrees. A total of 71.28 percent of the subjects in the study held bachelor's degrees; while 19.15 percent held master's degrees; and 4.26 percent held doctoral degrees. Only 5.31 percent of the respondents did not possess a four year college/university degree.

Professional Data

As shown in Table 4, the largest group of female respondents (27.94%) were employed in a private or

Table 2

Subject Field of Highest Degree Earned

Degree Field	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
Therapeutic Recreation	35	51.47	4	15.38	39	41.48
Recreation	18	26.47	10	38.46	28	29.78
Health, Physical Education and Recreation	3	4.41	3	11.53	6	6.38
Physical Education	2	2.94	4	15.38	6	6.38
Adaptive Physical Education	1	1.47	0	0	1	1.06
Music Education/ Music Therapy	0	0	0	0	0	0
Sociology/ Social Work	7	10.29	2	7.69	9	9.57
Psychology	0	0	0	0	0	0
No Degree	1	1.47	0	0	1	1.06
Other	1	1.47	3	11.53	4	4.25

Table 3

Highest Degree Earned

Degree	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
High School Diploma	1	1.47	1	3.85	2	2.13
Trade School	1	1.47	0	0	1	1.06
Associate Degree	1	1.47	0	0	1	1.06
Bachelor's Degree	49	72.06	18	69.23	67	71.28
Master's Degree	12	17.65	6	23.08	18	19.15
Doctoral Degree	3	4.41	1	3.85	4	4.26
No Degree	1	1.47	0	0	1	1.06

Table 4

Types of Facilities of Employment

Facility	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
Federal	0	0	2	7.69	2	2.12
State	16	23.52	10	38.46	26	27.66
City or County	17	25.00	9	34.62	26	27.66
Private or Corporate	19	27.94	4	15.38	23	24.47
Owned Facility/ Profit Making	0	0	0	0	0	0
Nonprofit/ Private	9	13.23	1	3.85	10	10.64
Self-employed	7	10.29	0	0	7	7.45

corporate-owned profit making facility. State facilities employed the largest group (38.46%) of male subjects. City/county facilities employed the second highest group of respondents of both sexes with 34.62 percent of the men and 25 percent of the women respondents reporting this type of facility as their place of employment. Approximately half (55.32%) of the respondents were employed in a state, city or country operated facility.

Table 5 indicates that while 66.18 percent of the 68 responding females had worked in the field of therapeutic recreation for 5 years or less, 50 percent of the 26 responding males made the same claim. A total of 61.70 percent of the respondents had been employed in the field of therapeutic recreation for 5 or less years. Over three-fourths (86.17%) of the respondents had less than 12 years of experience in therapeutic recreation. Six women and one man had over 18 years of experience in therapeutic recreation.

As indicated in Table 6, 80.88 percent of the responding females stated that 5 or less therapeutic recreators were employed by their agency at the time of this study, while 65.38 percent of the responding males made the same statement. Six of the male respondents, or 23.08 percent, and eight of the female respondents, 11.76 percent, indicated that 6 to 11 therapeutic

Table 5

Length of Employment in Therapeutic
Recreation

Years	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
0-5	45	66.18	13	50.00	58	61.70
6-11	14	20.59	9	34.62	23	24.47
12-17	3	4.41	3	11.54	6	6.38
18-23	5	7.35	1	3.85	6	6.38
24-29	1	1.47	0	0	1	1.06
30 plus	0	0	0	0	0	0

Table 6
Therapeutic Recreators Employed by
Present Agency

Years	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
0-5	55	80.88	17	65.38	72	76.60
6-11	8	11.76	6	23.08	14	14.89
12-17	2	2.94	2	7.69	4	4.26
18-23	1	1.47	1	3.85	2	2.12
24-29	0	0	0	0	0	0
30 plus	2	2.94	0	0	2	2.13

recreators were employed with their agency. Three-fourths (76.60 percent) of all respondents stated there were 5 or less therapeutic recreator professionals employed in their agencies at the time of the study.

Table 7 discloses 48 of the female respondents, 70.59 percent, reported 0 or 1 of the therapeutic recreators employed by their agency at the time of the study were members of TRAPS. Fourteen of the male respondents, 53.85 percent, related that 0 or 1 of the therapeutic recreation personnel employed in their agency held current membership in TRAPS. A total of 62 of the 94 respondents, or 65.96 percent, reported that of the therapeutic recreators employed by their agency, 1 or none were members of TRAPS.

Table 8 reveals that 27.94 percent of the female respondents stated their program was organized in a "Recreation Therapy Department," while 26.92 percent of the male respondents reported their program was organized under the title of "Park and Recreation Department." Two organizational categories, Activities Therapy Department and Recreation Therapy Department, had the same number of male respondents, 23.08 percent, indicating this title was utilized in their agency. The women respondents indicated "Other" to be the second highest category with 22.06 percent reporting in this area. A total of 55.32 percent of

Table 7
 Membership in TRAPS of Therapeutic
 Recreation Employees

Subjects	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
0-1	48	70.59	14	53.85	62	65.96
2-3	10	14.71	4	15.38	14	14.89
4-5	8	11.76	3	11.54	11	11.70
6-7	1	1.47	3	11.54	4	4.26
8-9	1	1.47	2	7.69	3	3.19

Table 8

Organizational Structure of Therapeutic
Recreation Programs

Department	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
Recreation Therapy	19	27.94	6	23.08	25	26.60
Under Occupa- tional Therapy	5	7.35	0	0	5	5.31
Activities Therapy	10	14.71	6	23.08	16	17.02
Recreation	14	20.59	2	7.69	16	17.02
Parks and Recreation	4	5.88	7	26.92	11	11.70
No Response	1	1.47	0	0	1	1.06
Other	15	22.06	5	19.23	20	21.28

the respondents in this study worked under a departmental structure with the title of "Recreation Therapy Department," "Recreation Department," or "Park and Recreation Department."

Table 9 shows the percentage of time the respondents indicated they spent performing the functions of a Recreation Therapist. Among the female respondents, 28 (41.18 percent) reported 0 to 25 percent of their time was spent performing these functions, while 16 (61.54 percent) of the males indicated that 0 to 25 percent of their time was utilized in this manner. The category of 51 to 75 percent and 76 to 100 percent were identical for the female respondents with 22.06 percent reporting in each of these two categories. The second largest group of male respondents, 19.23 percent, indicated they spent 76 to 100 percent of their time performing the functions of a recreation therapist.

Table 10 contains the percentage of time spent by therapeutic recreators performing the functions of a Recreation Leader. Thirty-seven females, 54.41 percent, reported that from 0 to 25 percent of their time was spent performing these functions, while 53.84 percent of the male respondents reported the same percentage of time spent in this category. A total of 51 (54.26%) subjects

spent 0 to 25 percent of their time performing the functions of a Recreation Leader.

Table 9
Time Spent Performing Functions of a
Therapeutic Recreator

Percentage	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
0-25	28	41.18	16	61.54	44	46.81
26-50	10	14.71	2	7.69	12	12.77
51-75	15	22.06	3	11.54	18	19.15
76-100	15	22.06	5	19.23	20	21.27

Table 10
Time Spent Performing Functions of a
Recreation Leader

Percentage	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
0-25	37	54.41	14	53.85	51	54.26
26-50	20	29.41	4	15.38	24	25.53
51-75	4	5.88	1	3.85	5	5.32
76-100	7	10.29	7	26.92	14	14.89

Table 11 compares the annual salary before taxes of female and male respondents. According to the subjects, 50 percent of the females, or 34 of those responding to this questionnaire, stated they earned between \$10,000 and \$14,999 per year. Only 7 males, or 26.92 percent, were within the same salary range. Eight of the males (30.77%) earned between \$15,000 and \$19,000 per year while only 10 females, or 14.71 percent, indicated this level of income. The annual salary of \$5,000 to \$10,000 was received by 20.59 percent of the female respondents while only 2 of the male respondents, or 7.69 percent, were in the same salary range. A total of 70.59 percent of the female subjects earned less than \$15,000 per year. Only 34.61 percent of the male respondents received an annual salary of less than \$15,000.

An examination of the data collected in response to the question concerning membership status, Table 12, shows that 60.29 percent of the female respondents were professional members of TRAPS at the time of the study, while 84.62 percent of the male respondents held professional membership in this organization. A total of 67.02 percent of the subjects in the study were professional members of TRAPS at the time of the study. Approximately one-fourth of the female respondents (26.47%) and 15.38 percent of the

male subjects did not indicate membership in TRAPS but were members of NTRS at the time of the study.

Table 11
Salaries

Money Earned	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
\$5,000- \$9,999	14	20.59	2	7.69	16	17.02
\$10,000-\$14,999	34	50.00	7	26.92	41	43.62
\$15,000-\$19,999	10	14.71	8	30.77	18	19.15
\$20,000-\$24,999	4	5.88	5	19.23	9	9.57
\$25,000-\$29,999	1	1.47	2	7.69	3	3.19
\$30,000 Plus	3	4.41	2	7.69	5	5.32
No Response	2	2.94	0	0	2	2.13

Table 12

Membership Category in TRAPS

Level	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
Professional	41	60.29	22	84.62	63	67.02
Associate	2	2.94	0	0	2	2.13
Student	5	7.35	0	0	5	5.31
Part-time	2	2.94	0	0	2	2.13
No Response ^a	18	26.47	4	15.38	22	23.40

^aTwenty-two respondents did not hold membership in TRAPS but were members of NTRS.

Table 13 shows the number of years of membership in TRAPS held by the respondents. The investigator found that the majority of both females (61.76%) and males (61.54%) had been members of TRAPS for 5 or less years. Sixty-one percent of the total respondents had been members in TRAPS less than 6 years at the time of the study.

Approximately one-fourth of the females (26.47%) and 15.38 percent of the male respondents did not indicate a membership in TRAPS. Only 2.13 percent of the respondents had held membership in TRAPS for more than 11 years.

Table 13

Years of Membership in TRAPS

Years	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
0-5	42	61.76	16	61.54	58	61.70
6-11	8	11.76	4	15.38	12	12.77
12-15	0	0	2	7.69	2	2.13
16-20	0	0	0	0	0	0
21-Plus	0	0	0	0	0	0
No Response	18	26.47	4	15.38	22	23.40

Table 14 describes the level of registration/certification in TRAPS for the respondents to this questionnaire. Twenty-five percent of the female respondents were registered professionals while 57.69 percent of the male respondents held this level of registration. A total of 29.41 percent of the female respondents were registered at one of the four levels of registration/certification, while 70.59 percent of the female respondents held no registration in TRAPS. A much smaller percentage of the male respondents (38.46%) were not registered with TRAPS.

A total of 61.70 percent of all respondents held no registration within the Texas Recreation and Parks Society.

Table 14
Certification/Registration in TRAPS

Level	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
Registered Professional	17	25.00	15	57.69	32	34.04
Registered Associate	1	1.47	0	0	1	1.06
Certified Professional	1	1.47	1	3.85	2	2.13
Certified Associate	1	1.47	0	0	1	1.06
Not Registered	48	70.59	10	38.46	58	61.70

The membership status of the therapeutic recreators with NTRS is shown in Table 15. Over one-half or 55.89 percent of the female respondents were professional members of NTRS while 32.35 percent of the female respondents were not members at any of the four levels of membership. Fifteen of the male respondents (57.69%) held professional membership. Ten of the male respondents (38.46%) were not members of NTRS at the time of the study.

Table 15
Membership Category in NTRS

Level	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
Professional	38	55.89	15	57.69	53	56.38
Associate	5	7.35	0	0	5	5.32
Student	3	4.41	1	3.85	4	4.26
Retired Professional	0	0	0	0	0	0
No Response ^a	22	32.35	10	38.46	32	34.04

^aThirty-two respondents did not hold membership in NTRS.

Table 16 shows the number of years a respondent had been a member of NTRS. Less than one-half (41.18%) of the female respondents, or 28 of 68 responding to the questionnaire, had been members of NTRS for less than 6 years. Twelve of the male respondents (46.15%) had also been members for less than 6 years. The second highest number of years of membership in NTRS was in the category of 6 to 11 years, with 16.18 percent of the females and 7.69 percent of the males reporting in this category. A total of 34.04 percent of the respondents were not members of NTRS at the time of the study.

Table 16
Years of Membership in NTRS

Years	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
0-5	28	41.18	12	46.15	40	42.55
6-11	11	16.18	2	7.69	13	13.83
12-15	5	7.35	2	7.69	7	7.45
16-20	2	2.94	0	0	2	2.12
21 Plus	0	0	0	0	0	0
No Response ^a	22	32.35	10	38.46	32	34.04

^aThirty-two respondents did not hold membership in NTRS.

The data referring to certification/registration within NTRS shown in Table 17 reflects that 16.18 percent of the female respondents held registration at the Therapeutic Recreation Leader level while 15.38 percent of the male respondents were classified at that level. The highest NTRS registration level, the Master Therapeutic Recreation Specialist, was held by 14.71 percent female and 19.23 percent of the male respondents. Thirty-eight (55.88 percent) of the female respondents and 15 (57.69%)

of the male respondents were not registered, at any level, with NTRS at the time of the study.

Table 17
Certification/Registration in NTRS

Level	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
Therapeutic Recreation Assistant	2	2.94	0	0	2	2.13
Therapeutic Recreation Technician I	1	1.47	0	0	1	1.06
Therapeutic Recreation Technician II	1	1.47	0	0	1	1.06
Therapeutic Recreation Leader	11	16.18	4	15.38	15	15.96
Therapeutic Recreation Specialist	5	7.35	2	7.69	7	7.45
Master Thera- peutic Recrea- tion Specialist	10	14.71	5	19.23	15	15.96
Not Registered	38	55.88	15	57.69	53	56.38

Table 18 reveals 51.47 percent of the females and 65.38 percent of the male respondents were provided financial support by their employer as an encouragement to attend professional meetings. This support was made available to 55.32 percent of the 94 respondents.

Table 18
Financial Support Provided by Employer to
Attend Professional Meetings

Response	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
Yes	35	51.47	17	65.38	52	55.32
No	28	41.18	8	30.77	36	38.30
No Response	5	7.35	1	3.85	6	6.38

As indicated in Table 19, 30.88 percent of the females received from \$1.00 to \$100.00 annually from their employers toward the expense of attending professional meetings. The data indicated that two levels of assistance, \$101 to \$250 and \$501 to \$1,000 were each reported by 19.23 percent of the male respondents as the amount contributed by their employer to cover the cost of attending professional meetings. A total of 40.43 percent of the subjects

reported no financial assistance from their employers toward attendance of professional meetings while 39.36 percent received up to \$250 annually to attend such functions.

Table 19
Amount of Financial Support Provided by Employers
to Attend Professional Meetings

Dollars Per Year	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
\$1-\$100	21	30.88	3	11.54	24	25.53
\$101-\$250	8	11.76	5	19.23	13	13.83
\$251-\$500	9	13.24	2	7.69	11	11.70
\$501-\$1,000	1	1.47	5	19.23	6	6.38
\$1,000 and Over	1	1.47	1	3.85	2	2.13
No Response	28	41.18	10	38.46	38	40.43

As shown in Table 20, a total of 69.15 percent of the 94 respondents in this study indicated their employer made no contributions toward the cost of their professional dues. Of the female respondents, 73.53% reported no financial support of this type while 57.69 percent of the

male subjects made the same response. Only ten men, 38.46 percent, and 19.11 percent of the female respondents indicated their professional dues were paid in full or part by their employer. Just under three-fourths (69.14%) reported no contributions toward professional dues.

Table 20

Employer Contributions Toward Professional Dues

Response	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
Yes, All	8	11.76	8	30.77	16	17.02
Yes, Some	5	7.35	2	7.69	7	7.45
No	50	73.53	15	57.69	65	69.15
No Response	5	7.35	1	3.85	6	6.38

TRAPS Annual Meeting attendance by therapeutic recreators, over the past 5 years, is shown in Table 21. The responses show that 45.59 percent of the females had not attended a TRAPS Annual Meeting, while 27.94 percent had attended one meeting of this organization in the past 5 years. The data for the male subjects reveals a higher percentage, 57.69 percent, had not attended a TRAPS Annual Meeting. The same number of males, 4 (15.38%), had attended

two or three Annual Meetings of TRAPS. Just under one-half (48.94%) of the total respondents had not attended a TRAPS Annual Meeting in the past 5 years.

Table 21
Attendance at TRAPS Annual Meeting

No. of Years	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
0	31	45.59	15	57.69	46	48.94
1	19	27.94	1	3.85	20	21.27
2	5	7.35	4	15.38	9	9.57
3	2	2.94	4	15.38	6	6.38
4	3	4.41	1	3.85	4	4.26
5	6	8.82	1	3.85	7	7.45
No Response	2	2.94	0	0	2	2.12

Table 22 describes the attendance of therapeutic recreators at TRAPS Regional Workshops over the past 5 years. While 65.38 percent of the male respondents had not attended a TRAPS regional workshop, 15.38 percent had attended one meeting. Data reported by the female respondents show that 52.94 percent of this group had not attended a TRAPS Regional Workshop in the last 5 years and only

22.06 percent had attended one of those meetings during the same period of time.

Table 22
Attendance at TRAPS Regional Workshop

No. of Years	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
0	36	52.94	17	65.38	53	56.38
1	15	22.06	4	15.38	19	20.21
2	5	7.35	1	3.85	6	6.38
3	6	8.82	0	0	6	6.38
4	3	4.41	3	11.54	6	6.38
5	1	1.47	1	3.85	2	2.13
No Response	2	2.94	0	0	2	2.13

Table 23 shows the number of years, in the past 3 years, that therapeutic recreators attended the Southwest Therapeutic Recreation Symposium. (The first symposium was held in 1978.) The majority of males (80.77%) and females (80.88%) had never attended a Southwest Therapeutic Recreation Symposium. Only one person had attended all three years, while two individuals had attended two out of the three meetings.

Table 23
Attendance at Southwest Therapeutic
Recreation Symposium

No. of Years	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
0	55	80.88	21	80.77	76	80.85
1	12	17.65	3	11.54	15	15.96
2	0	0	2	7.69	2	2.13
3	1	1.47	0	0	1	1.06

The data in Table 24 reflects the number of years the therapeutic recreators attended the Annual NRPA Southwest Regional Conference. The male subjects who answered this question reported that 73.08 percent of their group had not attended the NRPA Southwest Regional Conference in the past 5 years and only 15.38 percent had attended one of these meetings. Of the female respondents, 47 (69.11%) indicated they had never attended and only 22.06 percent stated they had attended one of the NRPA Southwest Regional Conferences in the past 5 years.

Table 24
Annual Attendance at NRPA Southwest
Regional Conference

No. of Years	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
0	47	69.11	19	73.08	66	70.21
1	15	22.06	4	15.38	19	20.21
2	4	5.88	2	7.69	6	6.38
3	1	1.47	0	0	1	1.06
4	1	1.47	0	0	1	1.06
5	0	0	1	3.85	1	1.06

Table 25 indicates the attendance of therapeutic recreators at NTRS Annual Meetings over the past 5 years. According to the responses, 60.29 percent of the females, and 65.38 percent of the males who responded to this question, stated they had not attended an NTRS Annual Meeting in the last 5 years. The second largest number of females reported (19.11%) they had attended this meeting only once. The data indicates that 7.35 percent of the female subjects had attended 3 of the 5 meetings and the same number had attended this meeting each of the 5 years. An

equal number of male respondents (11.54%) had attended the NTRS Annual Meeting once or twice during the five year period. A total of 78.72 percent of the 94 respondents had never attended an annual meeting of NTRS or had participated in only one such meeting in the past 5 years.

Table 25
Attendance at NTRS Annual Meeting

No. of Years	Female (N = 68)		Male (N = 26)		Total (N = 94)	
	No.	%	No.	%	No.	%
0	41	60.29	17	65.38	58	61.70
1	13	19.11	3	11.54	16	17.02
2	4	5.88	3	11.54	8	8.51
3	5	7.35	1	3.85	6	6.38
4	1	1.47	0	0	1	1.06
5	4	7.35	2	7.69	7	7.44

Hypothesis Testing

The investigator's first hypothesis was to determine whether there was a significant difference between salaries of men and women in the field of therapeutic recreation in

the State of Texas. The findings of the chi square test led the investigator to reject the first hypothesis:

There is no significant difference at the .05 level of significance between salaries of men and women in the field of therapeutic recreation in the State of Texas.

Table 26

Chi Square Analysis of Professional Salaries

Salaries	Female		Male		Total
	No.	E	No.	E	
\$5,000-\$19,000	58	53.80	17	21.20	75
\$20,000 Plus	8	12.20	9	4.80	17
Total	66 ^a		26		

^aSixty-eight female participants, 2 did not answer the question on salary.

Note. $\chi^2 = 4.86$; $p = .02$; $df = 1$.

The second hypothesis tested whether there was a significant difference between the number of therapeutic recreators who are registered with NTRS and those registered by TRAPS. The findings of the z test of

proportions led the investigator to accept the second hypothesis:

There is no significant difference at the .05 level of significance between the number of therapeutic recreators who are registered with NTRS and those registered by TRAPS.

Table 27

z Test of Proportions for Professional Registration

	TRAPS	NTRS
Participants	36	41
Percentages	47%	53%

Note. $z = .75$; $p = .06$.

The third hypothesis tested whether there was a significant difference between the number of professional members of TRAPS and NTRS who have baccalaureate degrees in related fields and those who have baccalaureate degrees in therapeutic recreation. The findings of the chi square test led the investigator to accept the third hypothesis:

There is no significant difference at the .05 level of significance between the number of professional members of TRAPS and NTRS who have

baccalaureate degrees in related fields and those who have baccalaureate degrees in therapeutic recreation.

Table 28
Chi Square Analysis of Professional Membership
and Educational Degree

	TR Degree		Non TR Degree		Total
	No.	E	No.	E	
TRAPS	31	33.51	47	44.49	78
NTRS	30	27.49	34	36.51	64
Total	61		81		

Note. $\chi^2 = .46$; $p = .49$; $df = 1$.

Summary

A total of 94 therapeutic recreators responded to the questionnaire. The majority of the respondents were females between the ages of 20 and 29 who earned an annual salary under \$15,000. Seventy-one percent of the respondents had a bachelor's degree and the largest single group holding that degree had completed their studies in therapeutic recreation. The majority of respondents were

employed in a city, county or state operated facility; had been employed in that facility less than 6 years and had been employed in the field of therapeutic recreation less than 6 years. Sixty-seven percent of the respondents were members of TRAPS and 56.38 percent were members of NTRS; the majority were not registered with either group and had not attended the professional meetings or workshops of either organization.

The results of the data analyses supported the rejection of the first null hypothesis. The second and third null hypotheses were accepted as a result of the data analyses.

CHAPTER V

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Summary

Since the 1960's, therapeutic recreation has been recognized and accepted by many health professionals as meeting the leisure time needs of a variety of disabled and handicapped persons (Frye & Peters, 1972). University training programs for the preparation of therapeutic recreators have been developed, professional standards of practice conducive to high quality service have emerged and a national voluntary registration program for those persons providing therapeutic recreation services has been initiated. Research toward the identification and elaboration of knowledge in therapeutic recreation has also been conducted. All of these factors are indicative of the growth of professionalism in this field (O'Morrow, 1976).

The present study was undertaken to identify and examine a profile of therapeutic recreation professionals in the State of Texas. A review of literature revealed that relatively little research has been published describing therapeutic recreation personnel in the United States

and that no studies of therapeutic recreators in Texas have been conducted.

The population for the study was therapeutic recreators who were members of the Texas Recreation and Park Society and/or members of the National Therapeutic Recreation Society who were residents of and employed in Texas at the time of the study. Ninety-four subjects participated in the study. A profile of this population was prepared on the basis of data obtained by means of a questionnaire mailed to the subjects in February 1981. A reminder post card was mailed to all of the subjects one week following the original mailing of the questionnaire. Ninety-four persons (50%) completed and returned the questionnaire. The questionnaire comprised nine pages and was divided into two sections: 1) Demographic data and 2) Professional data.

The respondents to the questionnaire were 68 female and 26 male therapeutic recreation professionals who were employed in the State of Texas. The following are the major findings based upon the data obtained from the responses to the questionnaire.

The typical therapeutic recreation professional who responded to the questionnaire was a female (72.34%), 20 to 29 years of age (47.87%), who held a bachelor's degree

(71.27%) in Therapeutic Recreation (41.48%). The typical respondent worked in either a state facility (27.65%) or a city/county facility (27.65%), had been working in the field of therapeutic recreation for less than 6 years (61.70%) and had been working in their current place of employment less than 6 years (76.59%). This person worked in a "Recreation Therapy" or "Recreation" Department (43.61%), had an annual income of \$10,000-\$14,999 (43.61%), was a professional member of TRAPS (67.02%) and a professional member of NTRS (56.38%). The average therapeutic recreation professional was not registered with TRAPS (61.70%) and did not hold registration with NTRS (56.38%). In spite of the fact that financial support was available to the recreation therapist (55.32%) from the employer to attend professional meetings, this professional had never attended a TRAPS Annual Meeting (48.93%), TRAPS Regional Workshop (56.38%), Southwest Therapeutic Recreation Symposium (80.85%), an NRPA Southwest Regional Conference (70.21%), or an NTRS Annual Meeting (61.70%). (See Appendix D.)

The hypotheses which the investigator examined were as follows:

(1) There is no significant difference between salaries received by males and females. The Chi-square test

was used at the .05 level of significance and it was found that there was a significant difference between male salaries and female salaries. The results of the Chi-square was $\chi^2 = 4.8609$ ($p = 0.027$) significant at the .005 level. Thus, the null hypothesis was rejected.

(2) There is no significant difference between the number of therapeutic recreators who are registered with NTRS and those registered by TRAPS. Using the Z test of proportions at the .05 level of significance, it was found that there was not a significant difference between therapeutic recreators who are registered with NTRS and those registered by TRAPS. The results of the Z test of proportions was .75 at the .05 level of significations. Therefore, the null hypothesis was accepted.

(3) There is no significant difference between the number of professional members of TRAPS and NTRS who have baccalaureate degrees in related fields and those who have baccalaureate degrees in therapeutic recreation. Using the Chi-square test at the .05 level of significance, it was found that there was not a significant difference between the professional members of TRAPS and NTRS who have baccalaureate degrees in related fields and therapeutic recreation. The Chi-square was utilized at .05 level of significance. The results of the test was $\chi^2 = 0.4676$ ($p = 0.494$). Therefore, the null hypothesis was accepted.

Discussion

The related literature in this investigation presented conclusions which have been substantiated by the data obtained in this study. Kelley (1974) investigated salary levels of therapeutic recreation personnel and reported a great deal of variation in this area in the State of Illinois. Forty percent (40%) of the respondents in the Kelley study received an annual salary below \$7,000.00. Henderson (1980) reported in Wisconsin that women earned an average salary of \$11,400.00 per year while men were paid an average annual salary of \$17,600.00. Brasher (1976) found that 53.95 percent of the females in her study earned less than \$10,000.00 compared to 11.80 percent of the male respondents who earned \$20,000.00 or more. The findings in this study reveal that 50 percent of the female respondents earned between \$10,000.00 and \$14,999.00 annually. This is a marked increase over those figures reported in the Kelley study in Illinois and the Brasher study in Texas, but closer to the percentages found in the Henderson study. This investigator found that 30.76 percent of the male respondents earned between \$15,000.00 and \$19,999.00 per year. This confirms the pattern reported by both the Brasher and Henderson studies in which men indicated their salary as being approximately \$5,000.00 more per year than the women.

The National Registry (1979) of the National Therapeutic Recreation Society listed 70 registered therapeutic recreators for the State of Texas. The 1981 TRAPS membership list showed 121 therapeutic recreators in Texas at the time of the study. Registration with NTRS according to Pickett's (1980) data showed 56.7 percent of the subjects in his national study were registered with this organization. This investigator found that 15.95 percent of the total registered personnel were registered at the Master Therapeutic Recreation Specialist level compared to 48.1 percent found by Pickett. Peterson (1977) reported that 62.6 percent of the respondents to her study in Illinois were members of state and national organizations and 37.4 percent were not members of either organization. Navar's (1981) study in Michigan stated the majority of therapeutic recreation practitioners did not belong to either their state or national professional association. Navar also stated that less than one third of the therapeutic recreation practitioners were professionally registered. This study reveals 23.40 percent were not members of the state organizations (TRAPS) and 34.04 percent were not members of the national organization (NTRS). Certification/registration levels with TRAPS and NTRS were alarmingly low with state showing 61.70 percent and national 56.38 percent who were not registered with either organization.

Henderson's (1980) survey of therapeutic recreators in Wisconsin revealed that over 78 percent of the respondents had at least an undergraduate college degree and 18 percent of this group had a master's degree. Pickett's (1980) questionnaire showed one-half of the respondents hold a bachelor's degree and one-third hold a master's degree. Kelley (1974) indicated 46.7 percent had a bachelor's degree in the State of Illinois. This investigator found that 72.05 percent of the female respondents held a bachelor's degree while 69.23 percent of the male respondents held the same degree. Those holding a master's degree included 17.64 percent of the females and 23.07 percent of the male respondents.

Unterreiner (1979), in a study conducted in Missouri, indicated that 10.8 percent of the respondents held a degree in therapeutic recreation with 23 percent holding a bachelor's degree in recreation. Pickett (1980) showed just over one-half of the respondents holding a degree in therapeutic recreation with one-fourth of the respondents holding a degree in recreation. Henderson (1980) found that 27 percent had recreation as a college major. Kelley reported that 21.2 percent of all workers had degrees in recreation. Peterson (1977) related that 16.5 percent of the respondents in her study had no formal professional

preparation while 16.5 percent had four year degrees in related fields and 15.4 percent had four year degrees in therapeutic recreation. Navar's (1981) survey showed the majority of therapeutic recreation practitioners were not formally educated (did not hold a bachelor's degree) in recreation or therapeutic recreation. This investigator found that 51.47 percent of the female respondents had degrees in therapeutic recreation compared with 15.38 percent of the male subjects. Among the females, 26.64 percent had degrees in recreation with 38.46 percent of the males in possession of the same degree.

Kelley's (1974) study reported more than twice as many females (69%) responded to his study as did males (31%). The population in the Henderson study was comprised of 44 percent women and 56 percent men. Women represented 72.34 percent of the subjects in the present study.

The findings of this study pinpoint certain issues which are of particular interest. Specifically, it can be noted that there is a wide discrepancy between the salaries of men and women employed, for equivalent periods of time, in therapeutic recreation in the State of Texas. The majority of women respondents in the study received an annual income of \$10,000 - \$14,999 and the majority of male subjects earned between \$10,000 - \$19,999. Is it possible that men are more frequently chosen to be the administrators

of therapeutic recreation departments regardless of their educational background or experience in the field of therapeutic recreation? These salaries, when compared to the annual salaries in 1980 in Texas (Coordinating Board, 1981) of Occupational Therapists (\$12,600-\$13,600), Elementary and Secondary School Teachers (\$11,316) and recreation workers of all types (\$10,005-\$12,003) would indicate that those persons employed in therapeutic recreation in Texas have indeed achieved a certain level of recognition. The fact that employers are willing to pay salaries to therapeutic recreators equal to or above those of persons with comparable education could mean that therapeutic recreation is viewed, at long last, as a valuable and meaningful service for the ill and disabled.

A second major concern of this investigator, with regard to therapeutic recreation professionals in Texas, was their almost total disinterest in attending professional meetings. In spite of the availability of financial assistance from their employers, an overwhelming majority of the respondents in this study had not, in the past five years, attended an NTRS/NRPA therapeutic recreation conference or a TRAPS regional workshop. Forty-nine percent of the subjects had never attended a TRAPS annual meeting in the same period of time. Perhaps the conferences and workshops are poorly publicized and the therapeutic

recreation professionals in Texas are not aware of these annual meetings. Another reason for poor attendance might be that the conference educational sessions do not present new, interesting or challenging information appropriate to the needs of the therapeutic recreators in this state or that the speakers presenting sessions at the conferences are the same persons year after year. Perhaps conference planners should seek out younger persons who might bring fresh new material to the same problems that therapeutic recreators continually confront.

A third major concern is the fact that while the majority of the respondents in this study were members of TRAPS or NTRS, only 34 percent held professional registration with TRAPS and 43 percent held a similar level of registration with NTRS. Is it possible that the therapeutic recreation professionals in Texas are not aware of these programs? Perhaps their undergraduate education did not include an exposure to the state and national registration programs and the benefits that accompany the status of professional registration. It is possible that the respondents in this study were not encouraged to participate in a registration program. An additional question also comes to mind. Is it possible that those therapeutic recreation professionals who hold a bachelor's degree in a field other than therapeutic recreation may have, as a

result of their major area of study, legitimately not learned about the registration programs of TRAPS or NTRS and their employers also have not acquainted them with these programs?

Conclusions

The findings of the investigator were consistent with the published literature within the limitations of this study. The major conclusions which seem to be indicated by the data obtained are as follows:

1. The educational level of women in the field of therapeutic recreation in Texas is higher than the professional educational level of men.
2. Women earn less money than men in comparable classifications in the field of therapeutic recreation in the State of Texas.
3. Texas approaches the national average in terms of the number of persons who hold professional registration with the National Therapeutic Recreation Society.
4. Membership in national or state organizations does not necessarily indicate attendance at state or national professional meetings.

Recommendations

As a result of this investigation, the following recommendations are made to the Texas Recreation and Parks

Society and to those universities in Texas who offer a curriculum in therapeutic recreation:

Those recommendations specific to TRAPS are:

1. explore and establish a registration program specific to therapeutic recreation;
2. formulate a plan to increase the membership in the Therapeutic Recreation Section of TRAPS; and
3. evaluate the annual TRAPS conference with regard to publicity, speakers and the content of educational sessions.

Those recommendations specific to the universities in Texas are:

1. recruit more men into the field of therapeutic recreation;
2. encourage students to participate in professional conferences;
3. encourage membership and registration with state and national professional organizations, perhaps by setting an example of participation on the part of faculty members;
4. seek accreditation of therapeutic recreation curriculum; and
5. participate on state and national professional committees dealing with curriculum and

accreditation with the goal of creating higher professional standards for the field of therapeutic recreation.

APPENDIX A

TEXAS RECREATION AND PARK SOCIETY
REGISTRATION/CERTIFICATION PLAN

TEXAS RECREATION AND PARK SOCIETY
Registration/Certification Plan
for
Professional Recreation and Park Personnel
Preamble

The Texas Recreation and Park Society does hereby establish a plan for the voluntary registration/certification of recreation and park personnel in the State of Texas as a means of attesting to the educational and experiential qualifications of men and women employed for compensation in recreation and park services. It is open to qualified personnel in public, quasi-public and private employment serving in recreation and park departments, military installations, hospitals, state institutions, colleges, industrial firms, and other service centers. Membership in the Texas Recreation and Park Society is a prerequisite to registration/certification.

It is the policy of the Texas Recreation and Park Society that nothing with respect to race, creed, sex or national origin shall be used as a bar to entry or practice in the recreation or park profession. An Affirmative Action Program to implement this policy shall be established.

The purposes of this plan are: To establish standards for registration/certification in the park and recreation profession; to provide recognition of individuals who have qualified; and to afford a guarantee to employers that registered/certified personnel have attained stated educational and experience qualifications.

This registration/certification plan meets the minimum qualifications of the National Registration Board established by the National Recreation and Park Association. Individuals registered/certified under this plan thus qualify for inclusion in the National Recreation and Park Association National Roster of registered/certified recreation and park personnel and may transfer without loss of standing from one state to another having their plan accepted by the National Recreation and Park Association National Registration Board.

Article 1 - Administration

Section 1. The Plan. This plan for the registration/certification of recreation and park personnel in the Texas Recreation and Park Society shall be administered by the Texas Recreation and Park Society through the Society's Professional Registration/Certification Committee appointed for the purpose.

Section 2. The Professional Registration/Certification Committee. The Professional Registration/Certification Committee shall serve as the administrative and examining body for the plan. It shall be composed of seven members: Four TRAPS registered professionals, one of which shall be of the Therapeutic Branch, one college educator, one person representing the lay public and the Vice-President of the Texas Recreation and Park Society. The President of the Texas Recreation and Park Society shall be an ex-officio member. Members shall be appointed by the President with the approval of the Board of Directors of the Texas Recreation and Park Society. Professional

registered members shall constitute a majority of the committee. Each professional registered appointee and the college educator shall have successfully completed not less than three years of full-time experience in a recreation/park specialty and shall be a Registered Professional under the requirements of this plan. Representation of the lay public shall be from members of the Board/Commission Branch. The committee shall have the right to organize by electing its own chairperson, vice-chairperson, and by establishing rules or procedures and by-laws subject to the limitations of this plan.

Section 3. Terms of Office of the TRAPS Registration/Certification Committee. The committee members including the lay public member shall be appointed for three-year terms, and the college educator for a two-year term. The TRAPS Vice-President shall serve for his/her elected term. Each member shall serve until his/her successor is appointed and qualified. No member shall serve more than two consecutive terms. Vacancies occurring shall be filled by appointment for the unexpired term in the same manner as members who received the original appointment.

Section 4. Meetings. The Texas Recreation and Park Society Registration/Certification Committee shall meet at least once annually and at such other times and places as determined. A majority of the members of the committee shall constitute a quorum for the transaction of business.

Section 5. Duties. The duties of the Registration/Certification Committee shall be to:

- A) Administer a registration/certification plan adopted by the Texas Recreation and Park Society.
- B) Develop such procedures, forms and materials as may be necessary for the implementation of the plan.
- C) Maintain a full and complete record of its meetings including a register of all applicants for registration/certification and disposition of each application.
- D) Stimulate or carry on research of professional standards in general and ways of improving the Texas Recreation and Park Society Plan.
- E) Conduct appropriate examinations of individuals applying for registration/certification under the plan.
- F) Transmit annually a financial statement and a true and full report of its activities to the governing body.
- G) Publicize the plan by means as may be deemed applicable.
- H) Publish annually the names of individuals registered/certified under the plan.

Article II - Registration/Certification Procedures

Section 1. Eligibility. Any individual who meets the qualifications stated hereinafter shall be eligible for registration/certification under the Texas Recreation and Park Society Plan without consideration of race, creed, or sex whether employed under public, quasi-public or private auspices.

Section 2. Application Procedures.

- A) The applicant may apply for registration/certification by requesting the application form from the Registration/Certification Committee Chairperson; completing and returning concurrently to the Chairperson along with the necessary fee of \$20, plus a transcript of academic credits taken for the highest degree or diploma claimed. Individuals applying for registration/certification must also submit three letters of recommendation one of which must be from a TRAPS Registered Professional, and another from the applicant's supervisor, showing that the applicant has all the qualifications required by the Committee for the classification for which the application is made. An applicant must be a member of TRAPS in good standing for a minimum of six months.
- B) The applicant will be informed by mail when his/her application is processed and if he/she is eligible for the examination process. If he/she is eligible, he/she will be mailed a subjective written exam which the applicant has 45 days to complete and return at least 45 days before the next scheduled written objective exam period.
- C) The applicant for registration will appear on the testing date to take the objective written and oral examinations and will be informed by mail of the results.
- D) Applicants will receive registration/certification for successfully completing the registration requirements. Certificates will be mailed to the successful applicants as soon as they are properly prepared and signed. These individuals will be recognized at the Annual State Conference held in the same fiscal year that the applicant qualified.

- E) All applications, exams, records and correspondence shall be kept on file by the Registration/Certification Committee Chairperson as part of the control records of the society.

Section 3. Evaluation or Qualifications. The qualifications of such applicants shall be evaluated and acted upon. He/she shall be given opportunity to take the examination within a period of six months from receipt of the applicaiton. The TRAPS Registration/Certification Committee's decision shall take into account the educational qualifications of the applicant, his/her experience qualifications and his/her scores or grades on the examination. The standards for evaluating these qualifications shall be:

A) Registered Professional

Eligibility for a certificate would require:

- a) Baccalaureate degree from an accredited educational institution, verified by official transcript, with a major in recreation/park speciality and a minimum of two years of acceptable full-time experience in a recreation/park speciality in an administrative, supervisory or specialist capacity, or
- b) Masters degree from an accredited educational institution, verified by official transcript, with a major in recreation/park speciality, and a minimum of one year of acceptable full-time experience in a recreation/park speciality in an administrative, supervisory or specialist capacity, or
- c) Baccalaureate or higher degree from an accredited educational institution, verified by official transcript, in any field and a minimum of six years of acceptable full-time experience

in a recreation/park specialty in an administrative, supervisory or specialist capacity, and

- d) Successful passing of oral and each of the written examinations, and
- e) Three letters of recommendation, one of which must be from a TRAPS registered professional member and one from the applicant's supervisor.

B) Registered Associate

Eligibility for a certificate would require:

- a) Associate (two-year) degree from an accredited educational institution, verified by official transcript, with a major in recreation/park specialty, and a minimum of two years of acceptable full-time experience in a recreation/park specialty, or
- b) Associate degree in any field from an accredited educational institution, verified by official transcript, and a minimum of three years of acceptable full-time experience in a recreation/park specialty, or
- c) A high school diploma or equivalency certificate, verified by official transcript, and a minimum of five years of acceptable full-time experience in a recreation/park specialty, and
- d) Successful passing of oral and each of the written examinations, and
- e) Three letters of recommendations, one of which must be from a TRAPS registered member and one from applicant's supervisor.

C) Certified Professional

Eligibility for a certificate would require:

- a) A baccalaureate or higher degree from an accredited educational institution, verified by official transcript, with a major in recreation/park specialty, or
- b) Current employment and not less than five years full-time experience in a recreation/park specialty in an administrative, supervisory or specialist capacity and a bachelors or higher degree in any field from an accredited educational institution, verified by official transcript.

D) Certified Associate

Eligibility for a certificate would require:

- a) An associate (two-year) degree from an accredited educational institution, verified by official transcript, with a major in recreation/park specialty, or
- b) Associate degree in any field from an accredited educational institution, and not less than two years full-time experience in a recreation/park specialty, or
- c) A high school diploma or equivalency certificate and not less than four years of full-time employment in a recreation/park specialty.

- E) Examination. Examinations for registration applicants, designed to test or demonstrate the possession of the capabilities required, consist of not less than two parts; one directed to the applicant's understanding of the role of recreation and park services in the lives of people, the other directed to the particular occupational specialty in which the applicant is or

wishes to be employed. All applicants will be required to pass each of the appropriate written exams with a minimum score of 70% and passage of an oral exam administered by the Committee who shall have predetermined standards established. Examinations will be offered twice a year during the Spring and Fall.

Section 4. Special Registration Procedures for Non-Degree Personnel.

- A) "EQUIVALENCY" PROCEDURES. An individual not possessing a baccalaureate degree who shall have had ten or more years full-time recreation/park specialty experience prior to January 1, 1974 in an administrative, supervisory or specialist capacity normally requiring possession of a baccalaureate degree shall be registered as a professional person by action of the TRAPS Registration/Certification Committee provided he/she has contributed to the park and recreation profession. Such an individual shall be subject to the same application fee and examination requirements as other professional applicants and shall have the same rights and privileges as those registered by other means.
- B) TRANSFERS. An individual registered in another state and employed full-time in that state in a park/recreation specialty three years or more who wishes to transfer his/her registration to Texas may make application accompanied by a transfer fee for registration in the same or equivalent level and specialization in either the professional or associate category without requirements of an examination, provided the state from which he/she wishes to transfer has a Professional Registration Plan approved by the National Recreation and Park Association National Registration Board.

- C) CHANGE OF CLASSIFICATION. Registered/certified personnel who are qualified and wish to change to a higher classification will make application to the Texas Recreation and Park Society Registration/Certification Committee Chairperson accompanied by a transcript of credits beyond those already on file; they shall be examined at the next testing date.

Section 5. Unusual Circumstances. Any person may petition the Texas Recreation and Park Society Registration/Certification Committee for the purpose of attaining professional registration/certification in any category on the basis of circumstances not contained in this plan. The committee shall in all cases offer the petitioner opportunity to be heard personally, to have witnesses, and to submit substantial material. The committee shall act on each petition individually. A negative decision may be appealed in the same manner as any finding of the Committee.

Section 6. Denial of Application or Withdrawal of Registration.

- A) Registration/Certification may be denied by the Texas Recreation and Park Society Registration/Certification Committee when any applicant is found guilty of conduct deemed detrimental to the profession, or when there is misrepresentation of any facts in connection with the application. In all such cases the Texas Recreation and Park Society Registration/Certification Committee shall notify the individual in writing of denial of registration/certification and the reasons therefore, and shall provide and opportunity for appeal.
- B) Registration/Certification may be withdrawn by the Texas Recreation and Park Society Registration/Certification Committee upon having received written notification by the governing body of the Texas Recreation and Park Society or of a committee acting of behalf of

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that governing body, that the accused has been guilty of conduct deemed detrimental to the profession. In all such cases, the Texas Recreation and Park Society Registration/Certification Committee shall notify the individual in writing of withdrawal of Registration/Certification and the reasons therefore and shall provide an opportunity for appeal.

Section 7. Appeals. An applicant may appeal in writing to the governing body of the Texas Recreation and Park Society a decision of the Registration/Certification Committee involving himself/herself. The governing body shall thereupon appoint an appeals panel of individuals. The appeals panel shall be comparable in qualifications and numbers of the Texas Recreation and Park Society Registration/Certification Committee members, but shall not be composed of any members serving on the Texas Recreation and Park Society Registration/Certification Committee.

Section 8. Certificates. A certificate bearing the classification for which the registrant has qualified shall be mailed to the applicant after successful completion of the Plan. Successful applicants will be recognized at the annual State Conference Awards Ceremony during the fiscal year the applicant qualified.

Article III - Active Registration/Certification

Section 1. Maintenance and Reinstatement of Active Registration/Certification.

To maintain active registration/certification the professional must be an active member of the society.

Section 2. Reinstatement. Professional or associate following their registration/certification who lapse by failure to pay annual dues to the society for two years must rejoin the society and pay all back dues. If the Professional or Associate has been inactive for a period of more than two years, the Registration/Certification Committee must process his/her

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application as a new one.

Section 3. Leaving Profession. A Professional or Associate who leaves the profession thereby not being eligible to maintain membership in the Texas Recreation and Park Society must, upon re-entering the profession, re-apply for registration/certification.

Article IV - Financing

Section 1. Fees.

- A) All applicants shall pay a fee of \$20.00 when the initial registration/certification application is made for registration.
- B) The fee for persons wishing to transfer their registration from another state having a comparable registration plan shall be \$10.00.
- C) Re-register fees will be \$20.00 for persons previously awarded registration by the Texas Recreation and Park Society Registration/Certification Committee who wish to replace their certificates.

Section 2. Receipts and Reporting. All receipts from this plan shall be deposited with the Executive Secretary of the Texas Recreation and Park Society. Funds shall be expended only on order of the Texas Recreation and Park Society Registration/Certification Committee for the purpose of this plan.

Article V - Future Changes

Section 1. Amendments. Any changes in this Texas Recreation and Park Society Plan shall not affect certificates which have already been granted. Such changes as may be necessary for future procedures shall be recommended by the Texas Recreation and Park Society Registration/Certification Committee to the Board of Directors for approval. The Texas Recreation and Park Society Registration/Certification Committee may amend this plan at its own discretion with concurrence by the NRPA National Registration Board.

Texas Recreation & Park Society

REGISTRATION FORM

Full Name Mr.
Mrs.
Miss
Ms.

Home Address _____
 Street City State Zip
 Business Address _____
 Street City State Zip
 Home Phone Number _____ Business Phone Number _____
 (A.C.) (A.C.)
 Date of Birth _____ Height _____ Weight _____

EDUCATIONAL BACKGROUND

Formal Education - Training Completed in an accepted school, college, or university.			
Institutions Attended	Major/Minor	Dates Attended	Degree
High School			
College or University			
Graduate Work			
Special Education (eg. General Equivalency Diploma)			
In Service Training - list conferences, workshops, and institutes attended and year(s).			
Name and type			Year(s)

REFERENCES

Please list those who know your work, with one being a Registered Professional and one being an employer. Give full name and complete mailing address.

Name	Address	Occupation

Please circle one I am applying for:

- Registered Professional
- Registered Associate
- Certified Professional
- Certified Associate

EXPERIENCE BACKGROUND

Professional Employment—list job related experience for which pay was received. Start with present position						
From		To		Position or Job Title	Organization or Employer	Reason for Leaving
Month	Year	Month	Year			

Experience on a Volunteer Basis—list professionally related experience while in high school, with the church, private agencies, etc. This is where no remuneration was received.						
From		To		Position or Job Title	Organization or Employer	Reason for Leaving
Month	Year	Month	Year			

PROFESSIONAL AND SERVICE ORGANIZATIONS

List here the professional and service organizations of which you are a member. Indicate offices, positions, and honors received	
Organization	Office, Positions, and Honors

I certify that the foregoing statements are correct to the best of my knowledge.

Date Submitted:

Signature

Committee Action or Notations

APPENDIX C

COVER LETTER INCLUDED WITH THE QUESTIONNAIRE
TO THE THERAPEUTIC RECREATION
PROFESSIONALS IN TEXAS

Revised Registration Standards Adopted by the National Therapeutic Recreation Society

A Branch of the National Recreation and Park Association

1. Therapeutic Recreation Assistant

- a. Two years of successful full-time paid experience in the therapeutic recreation field.
- b. Two hundred clock hours in-service training in the therapeutic recreation field.
- c. A combination of "a" and "b" may be substituted.

2. Therapeutic Recreation Technician I

- a. Successful completion of the NTRS 750-Training Program for therapeutic recreation personnel.

3. Therapeutic Recreation Technician II

- a. Associate of Arts degree from an accredited college or university with an emphasis in therapeutic recreation.
- b. Certification or other proof of satisfactory completion of two academic years of study in recreation with an emphasis or option in therapeutic recreation *and* current employment in therapeutic recreation.
- c. Certification or other proof of satisfactory completion of two academic years of study in a skills area (art, arts and crafts, dance, drama, music, physical education) *and* two years of full-time paid experience in therapeutic recreation.

Therapeutic Recreation Technician II (*Equivalency Process*)*

- a. Four years full-time paid experience in therapeutic recreation.

4. Therapeutic Recreation Leader

- a. (Provisional and non-renewable) Baccalaureate degree from an accredited college or university with a major in recreation.
- b. Baccalaureate degree from an accredited college or university with a major in therapeutic recreation *or* a major in recreation and an emphasis *or* option in therapeutic recreation.

- c. Baccalaureate degree from an accredited college or university with a major in recreation *and* one year full-time paid experience in therapeutic recreation.

Therapeutic Recreation Leader (*Equivalency Process*) *

- a. A baccalaureate degree or higher in one of the recreation related or allied health fields *plus* ten years full-time paid experience.

5. Therapeutic Recreation Specialist

- a. Master's degree from an accredited college or university with a major in therapeutic recreation *or* a major in recreation and an emphasis or option in therapeutic recreation.
- b. Master's degree from an accredited college or university with a major in recreation and one year of full-time paid experience in therapeutic recreation.
- c. Baccalaureate degree from an accredited college or university with a major in therapeutic recreation *or* a major in recreation and an emphasis or option in therapeutic recreation *and* three years of full-time paid experience in therapeutic recreation.
- d. Baccalaureate degree from an accredited college or university with a major in recreation *and* four years of full-time paid experience in therapeutic recreation.

Therapeutic Recreation Specialist (*Equivalency Process*) *

- a. SAME as Therapeutic Recreation Leader *plus* nine credit hours in recreation and/or therapeutic recreation and evidence of substantial contribution to the recreation profession in three of the four areas which include: professional recognition by the recreation, therapeutic recreation and/or allied health organization, such as awards, citations; contribution to the literature in recreation, therapeutic recreation or allied health field; participation and membership in recreation, therapeutic recreation or allied health organizations and professional presentations.

6. Master Therapeutic Recreation Specialist

- a. Master's degree from an accredited college or university with a major in therapeutic recreation *or* a major in recreation *and* an emphasis or option in therapeutic recreation *plus* two years of full-time paid experience in therapeutic recreation.
- b. Master's degree from an accredited college or university with a major in recreation *and* three years of full-time paid experience in therapeutic recreation.
- c. Baccalaureate degree from an accredited college or university with a major in therapeutic recreation *or* a major in recreation and an emphasis or option in therapeutic recreation *and* six graduate credits in recreation/therapeutic recreation *plus* five years of full-time paid experience in therapeutic recreation.
- d. Baccalaureate degree from an accredited college or university with a major in recreation *and* twelve graduate credits in recreation/therapeutic recreation *plus* six years of full-time paid experience in therapeutic recreation.

APPENDIX B

REGISTRATION STANDARDS ADOPTED BY THE NATIONAL
THERAPEUTIC RECREATION SOCIETY

February 24, 1981

Dear Therapeutic Recreator:

You have been chosen to participate in a study approved by the Texas Recreation and Park Society Board of Directors. The purpose of the study is to develop a demographic profile of therapeutic recreation professionals in the State of Texas.

Enclosed you will find a questionnaire compiled for your response. The success of this study is dependent upon the accuracy of your responses. Thus, it is important to answer the questions independently and without discussion with your colleagues.

Please be assured that your responses are confidential and the results will be identified only as representing therapeutic recreation professionals in Texas. The data will be included in a master's thesis which will be submitted to the Recreation Department, College of Health, Physical Education, and Recreation, Texas Woman's University. A copy of the results will also be submitted to the TRAPS magazine for publication.

If you would like a copy of the results, please (also) enclose a self-addressed envelope.

Enclosed is a self-addressed envelope to expedite the collection of data. Please return by March 5, 1981.

Please read the following statement carefully:

I UNDERSTAND THAT MY RETURN OF THIS QUESTIONNAIRE CONSTITUTES MY INFORMED CONSENT TO ACT AS A SUBJECT IN THIS RESEARCH. NO MEDICAL SERVICE OR COMPENSATION IS PROVIDED TO SUBJECTS BY THE UNIVERSITY AS A RESULT OF INJURY FOR PARTICIPATING IN RESEARCH.

Thank you for your cooperation. I will look forward to your early response.

Sincerely,

Nan Bentley
Master's Candidate

APPENDIX D

QUESTIONNAIRE: A PROFILE OF THE THERAPEUTIC RECREA-
TION PROFESSIONALS IN THE STATE OF TEXAS

PROFILE OF THE THERAPEUTIC RECREATION PROFESSIONALS IN THE STATE OF TEXAS

I. Demographic Data: (Please check appropriate response)

1. Sex: ☐ Male ☐ Female

2. Age: (to nearest year) _____

2. Name of Agency: _____

4. Educational Background:

Level of Education (List all degrees)	Recreation Therapy	Recreation	H P E R	Physical Education	Adapted P. E.	Music Ed. Music Th.	Sociology Social Work	Psychology	Other (Specify)
A. High School/Equivalent									
B. Trade School									
C. Associate Degree									
D. Bachelor's Degree									
E. Master's Degree									
F. Doctoral Degree									

II. Professional Data: (Please check appropriate response)

5. Please identify the types of facilities in which you have worked. Use (1) for your first professional position, (2) for the second, (3) for the third, and so on. Place an X to indicate your present position. Indicate the number of years in each position.

		<u>Number of Years</u>
A. Federal		
1.	<input type="checkbox"/> Veterans Administration Hospital	<input type="text"/>
2.	<input type="checkbox"/> Correctional Institution	<input type="text"/>
3.	<input type="checkbox"/> _____ Other (list)	<input type="text"/>
B. State		
1.	<input type="checkbox"/> School	<input type="text"/>
2.	<input type="checkbox"/> Outreach Program	<input type="text"/>
3.	<input type="checkbox"/> Mental Hospital	<input type="text"/>
4.	<input type="checkbox"/> College/University	<input type="text"/>
5.	<input type="checkbox"/> Correctional Institution	<input type="text"/>
6.	<input type="checkbox"/> _____ Other (list)	<input type="text"/>
C. City or County		
1.	<input type="checkbox"/> Park and Recreation Department	<input type="text"/>
2.	<input type="checkbox"/> Correctional Facility	<input type="text"/>
3.	<input type="checkbox"/> School District	<input type="text"/>
4.	<input type="checkbox"/> General Hospital	<input type="text"/>
5.	<input type="checkbox"/> _____ Other (list)	<input type="text"/>
D. Private or Corporate Owned Facility/Profit Making		
1.	<input type="checkbox"/> General Hospital	<input type="text"/>
2.	<input type="checkbox"/> Mental Hospital	<input type="text"/>
3.	<input type="checkbox"/> Nursing Home	<input type="text"/>
4.	<input type="checkbox"/> Rehabilitation Center	<input type="text"/>
5.	<input type="checkbox"/> _____ Other (list)	<input type="text"/>

5. (Continued)

Number of Years

E. Nonprofit/Private

- | | | | |
|----|-------|----------------------------------|-------|
| 1. | _____ | United Cerebral Palsy | _____ |
| 2. | _____ | Association for Retired Citizens | _____ |
| 3. | _____ | Easter Seal Society | _____ |
| 4. | _____ | Scottish Rite | _____ |
| 5. | _____ | College/University | _____ |
| 6. | _____ | General Hospital | _____ |
| 7. | _____ | Nursing Home | _____ |
| 8. | _____ | Rehabilitation Center | _____ |
| 9. | _____ | Other (list) | _____ |

F. Self Employed (Please fill in position title(s) and agency(s).)

- | | | |
|----|-------|-------|
| 1. | _____ | _____ |
| 2. | _____ | _____ |

6. How long have you been employed in the field of Therapeutic Recreation?

- | | | | | | |
|----|-------|---------------|----|-------|---------------|
| A. | _____ | 0 - 5 years | D. | _____ | 18 - 23 years |
| B. | _____ | 6 - 11 years | E. | _____ | 24 - 29 years |
| C. | _____ | 12 - 17 years | F. | _____ | 30 plus years |

7. What is the total number of Therapeutic Recreators employed by your agency?

- | | | | | | |
|----|-------|---------|----|-------|---------|
| A. | _____ | 0 - 5 | D. | _____ | 18 - 23 |
| B. | _____ | 6 - 11 | E. | _____ | 24 - 29 |
| C. | _____ | 12 - 17 | F. | _____ | 30 plus |

8. How many of the Therapeutic Recreators in your agency are members of the Texas Recreation and Parks Society (TRAPS)? _____

9. Is your program organized as a separate department in your facility or community or is it integrated with other disciplines?

- A. _____ Recreation Therapy Department D. _____ Recreation Department
 B. _____ Under O. T. Department E. _____ Parks and Recreation
 C. _____ Activities Therapy Department F. _____ Other

10. On the basis of your regular responsibilities, indicate the percentage of time you spend in the following areas:

Area	%	Area	%
Arts/Crafts, Art		Outdoor Recreation	
Aquatics		Physical Fitness Activities	
Activities for Daily Living		Problem Solving Activities	
Camping		Reality Orientation	
Dance		Sheltered Workshop	
Expressive Activities		Sports	
(stressing group process)		Special Events/Carnivals	
Holiday Programs		Social Recreation/Games	
Leadership Classes		Trips/Tours	
Leisure Counseling		Others _____	
Leisure Education		_____	

100

11. Indicate the percent (%) of time you spend performing the functions of a Recreation Therapist.

- A. _____ 0 - 25%
 B. _____ 26 - 50%
 D. _____ 51 - 75%
 E. _____ 76 - 100%

12. Indicate the percent (%) of time you spend performing the function of a Recreation Leader.

- A. _____ 0 - 25%
B. _____ 26 - 50%
C. _____ 51 - 75%
D. _____ 76 - 100%

13. What is your annual salary before taxes this year?

- | | |
|----------------------------|----------------------------|
| A. _____ \$ 5,000 - 9,999 | D. _____ \$20,000 - 24,999 |
| B. _____ \$10,000 - 14,999 | E. _____ \$25,000 - 29,999 |
| C. _____ \$15,000 - 19,999 | |

14. Please indicate each professional organization in which you have a current membership.

- A. _____ Texas Recreation and Park Society
B. _____ National Therapeutic Recreation Society
C. _____ American Alliance of Health, Physical Education, Recreation and Dance
D. _____ American Art Therapist Association
E. _____ American Association on Mental Deficiencies
F. _____ National Association for Music Therapy
G. _____ American Dance Therapy Association
H. _____ Gerontological Society

I. List any other organizations related to your profession to which you belong:

15. Please indicate your membership status with the Texas Recreation and Park Society.

Membership Category	Years of Membership in TRAPS	Certification/Registration Level
Professional _____	0 - 5 _____	Registered Professional _____
Associate _____	6 - 11 _____	Registered Associate _____
Student _____	12 - 15 _____	Certified Professional _____
Part-Time _____	16 - 20 _____	Certified Associate _____
	21 plus _____	

16. Please indicate your membership status with the National Therapeutic Recreation Society.

Membership Category	Years of Membership in NTRS	Certification/Registration Level
Professional _____	0 - 5 _____	TR Assistant _____
Associate _____	6 - 11 _____	TR Technician I _____
Student _____	12 - 15 _____	TR Technician II _____
Retired Professional _____	16 - 20 _____	TR Leader _____
	21 plus _____	TR Specialist _____
		Master's TR Specialist _____

17. Does your employer encourage your participation in professional meetings by providing financial support? Yes No

18. If yes, approximate the financial contribution made by your employer.

- A. \$1. - 100.
B. \$101. - 250.
C. \$251. - 500.
D. \$501. - 1,000.
E. \$1,001. and over

19. Does your employer contribute toward your professional dues?

- A. Yes, all
B. Yes, some
C. No

20. How many times in the past five (5) years have you attended the following?

Organizational Meetings	0	1	2	3	4	5
TRAPS Annual Meeting						
TRAPS Regional Workshop						
NTRS Annual Meeting						
NRPA Southwest Regional Conference						
Southwest Therapeutic Recreation Symposium (began in 1979)						

21. In the table below, please indicate the number of clients in each age category with whom you work on a regular basis. Use the category which is the Primary Diagnosis.

Number of Clients by Age										
Type of Population	0-5	6-12	13-18	19-21	22-30	31-40	41-50	51-60	61-65	65+
Severe/Profound MR										
Moderately Retarded										
Mildly Retarded										
Learning Disabled										
Deaf-Blind										
Visually Impaired										
Hearing Impaired										
Emotionally Disturbed										
Orthopedically Impaired										
Autistic										
Multiply Handicapped (including CP)										
Mental Illness										
Other Health Impaired										

APPENDIX E

DEMOGRAPHIC PROFILE OF THERAPEUTIC
RECREATION PROFESSIONALS

Table 29
Demographic Profile of Therapeutic
Recreation Professionals

Category	No.	%
Age		
20-29	45	47.87
30-39	32	34.04
40-49	8	8.51
50-59	9	9.57
Sex		
Female	68	72.34
Male	26	27.66
Education		
Highest Degree		
High School	2	2.12
Trade School	1	1.06
Associate	1	1.06
Bachelor's	67	71.27
Master's	18	19.14
Doctoral	4	4.25
	1	1.06
No Degree		
Selected Field (Highest Degree)		
Therapeutic Recreation	39	41.48
Recreation	28	29.78
HPE & R	6	6.38
PE	6	6.38
APE	1	1.06
Music Education/Music Therapy	0	0
Sociology/Social Work	9	9.57
Psychology	0	0
No Degree	1	1.06
Other	1	1.06

Table 29--Continued

Category	No.	%
Facility		
Federal	2	2.12
State	26	27.65
City or County	26	27.65
Private/Profit Making	23	24.46
Nonprofit/Private	10	10.63
Self-Employed	7	7.44
Tenure in TR		
	58	61.70
0-5	23	24.46
6-11	6	6.38
12-17	6	6.38
18-23	1	1.06
24-29	0	0
30 Plus		
Tenure in Agency		
	72	76.59
0-5	14	14.89
6-11	4	4.25
12-17	2	2.12
18-23	0	0
24-29	1	1.06
30 Plus		
Organizational Structure		
	25	26.59
Recreation Therapy	5	5.31
Under Occupational Therapy	16	17.02
Activities Therapy	16	17.02
Recreation	11	11.70
Parks and Recreation	1	1.06
No Response	20	21.27
Other		

Table 29--Continued

Category	No.	%
Income		
\$5,000- \$9,999	16	17.02
\$10,000-\$14,999	41	43.61
\$15,000-\$19,999	18	19.14
\$20,000-\$24,999	9	9.57
\$25,000-\$29,999	3	3.19
\$30,000 Plus	2	2.12
TRAPS Membership		
Professional	63	67.02
Associate	2	2.12
Student	5	5.31
Part-time	2	2.12
No Response ^a	22	23.40
TRAPS Certification/Registration		
Registered Professional	32	34.04
Registered Associate	1	1.06
Certified Professional	2	2.12
Certified Associate	1	1.06
Not Registered	58	61.70
NTRS Membership		
Professional	53	56.38
Associate	5	5.31
Student	4	4.25
Retired Professional	0	0
No Response ^b	32	34.04

^aThese 22 hold membership in NTRS.

^bThese 32 persons hold membership in TRAPS.

Table 29--Continued

Category	No.	%
NTRS Registration		
TR Assistant	2	2.12
TR Technician I	1	1.06
TR Technician II	1	1.06
TR Leader	15	15.95
TR Specialist	7	7.44
MTRS	15	15.95
Not Registered	53	56.38
TRAPS Annual Meeting		
Attendance in Years		
	46	48.93
0	20	21.27
1	9	9.57
2	6	6.38
3	4	4.25
4	7	7.44
5	2	2.12
No Response		
TRAPS Regional Workshop		
Attendance in Years		
	53	56.38
0	19	20.21
1	6	6.38
2	6	6.38
3	6	6.38
4	2	2.12
5	2	2.12
No Response		
Southwest Therapeutic Symposium		
Attendance in Years		
	76	80.85
0	15	15.95
1	2	2.12
2	1	1.06
3		

Table 29--Continued

Category	No.	%
NRPA Southwest Retional		
Attendance in Years		
0	66	70.21
1	19	20.21
2	6	6.38
3	1	1.06
4	1	1.06
5	1	1.06

Facilities Responding to Questionnaire

Federal

VA Center, Temple

VA Administration Medical Center

Total Federal - 2

State

School

Moody State School

Denton State School

Two state schools did not give names

Subtotal

State - 4

Hospitals

(2) Wichita Falls State Hospital

(2) Rusk State Hospital

Terrell State Hospital

St. Hospital - Austin

State Hospital - name not given

Subtotal

Table 29--Continued

State

Colleges/University

- (7) Texas Woman's University
- (3) North Texas State University
- Pan American University

Subtotal - 11

Other

- South Texas ISD for Emotional Disturbed
- Region 10 Education Service Center
- Criss Cole Rehabilitation Center
- No Name

Subtotal - 4

Total State - 26

City or County

Parks and Recreation Dept.

- (5) Dallas Park & Recreation Department
- Galveston Park Department
- Plano Park & Recreation Department
- Irving Recreation Center
- El Paso Park & Recreation
- Deer Park Park & Recreation
- Groves PARD
- Pasadena PARD
- Arlington PARD
- Farmers Branch PARD
- (3) Austin PARD
- Houston PARD

Subtotal - 18

Table 29--Continued

School District

Cactus Day Care/Dumas Memorial Hospital
Cook County Development Center

Subtotal - 2

Hospitals

John Sealey
John Peter Smith Hospital
No Name Given

Subtotal - 3

Other

Williamson County Co-op
Gulf Coast MHMR
USO South Texas

Subtotal - 3

Total City or County - 26

Private or Corporate Owned Facility/Profit Making

General Hospital

Bellaire General

Subtotal - 1

Mental Hospitals

(8) Timberlawn Psychiatric Hospital
Bellaire Hospital
Psychiatric Institute of Fort Worth
Belhaven Hospital

Subtotal - 11

Table 29--Continued

Nursing Homes

Normandy Terrace
Silver Leaves
Hillside Manor
St. Joseph Youth Center
Golden Tree
Appletree Nursing Center
Goodwill South
Cresthaven
No Name Given

Subtotal - 9

Other

Deer Park Drug & Alcohol Hospital
Denton Development Center

Subtotal - 2

Total Private or Corporate Owned Facility

Profit Making - 23

Non Profit/Private

Dallas ARC
St. Mary Hospital & Rehabilitation Center
Easter Seal
YMCA
Golden Age Home
St. Anthony Center
Bledsoe Group Home
Memorial Hospital
Methodist Hospital
United Cerebral Palsied

Total Non Profit/Private - 10

Self-Employed

(7) Consultant

Total Self-Employed - 7

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REFERENCES

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