



The Experts' Express

October 31, 2008

The International Association of Rehabilitation Professionals

Uniting Rehabilitation Professionals

Welcome to The Experts' Express!

About The Experts' Express

The Experts' Express is a member-only monthly e-newsletter, keeping you informed about IARP issues and upcoming events. Each month different sections and chapters will be highlighted. You will be provided with the latest news, details on member benefits, and information you will need to stay tuned in to what IARP is doing to give you the most for your membership.

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From the Helm: IARP President Report

President's Report

Neil Bennett
IARP President

As the current IARP Board approaches the 2008 Strategic Planning meeting at the end of this month we will be embarking on a trail of transformation. At that meeting we will benefit from a recently authored report from several of our past leaders sharing their insights about the current state of the association and its future. We also will analyze the results of the current member needs assessment survey based upon comments from our most active and involved members.

We will strive to challenge the assumptions of the past and bring imagination to our association's future direction as we address the needs of all our members. As we chart our new course, it is our hope that the following interview will give you a glimpse into the psyche of several of us, 'At the helm'.

Interview with Neil Bennett, President, IARP and Carl Wangman, Executive Director, IARP.

RehabPro: Gentlemen, thank you for taking the time to have this discussion regarding IARP. First I would like to have you provide an historical perspective to your relative roles and how you arrived where you are today as President and Executive Director respectively:

Neil: I have been involved with IARP (NARPPS) in leadership roles since the late 1980s when I was involved in the formation of the Alaska state chapter and served as its first president. I became involved with the Washington chapter leadership in the mid-1990s and served on the board as secretary-treasurer, vice president, and president. I became involved with the International board as

disability management section representative. I have served as annual conference co-chair with Diane Simmons-Grabb before serving as secretary-treasurer, vice president and currently president. I have served on the international board under four presidents: Maria Henderson, Diane Simmons Grabb, Janine Holloman and Bob Taylor. I have had much exposure to immensely different leadership styles and have taken great efforts to meld these styles with my own into one that hopefully serves the entire membership.

Carl: As president of the firm that provides association management and administrative services to IARP, I have been keenly aware of the role that Debbie Witt played in serving the association for the past two years. After Debbie left our firm in August I assumed her role as the executive director and chief staff officer for IARP.

My experience in managing associations spans over 40 years. During that period our firm (and two previous association management companies that I owned) has provided full-service to over 100 professional societies, like IARP, trade associations, and foundations. Many of the client groups that I have served have networks of chapters, both in North America and abroad.

RehabPro: As we sit here today, in the recent past, (within the past four years) what developments within IARP are most significant?

Neil: I think that the developments that are significant to IARP are both externally and internally focused. IARP has expended funds on many projects related to governmental regulations, such as the ticket to work, Americans with disabilities act, and Social Security administration to name a few. I think also that IARP is sub-

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Chapter Highlights

IARP Texas Chapter

All Day Fall Seminar

Tom Selman
President, Texas Chapter

The Texas Chapter of IARP (TARPPS) has announced plans for its Fall 2008 All-Day Seminar and, at the same time, released the full schedule of activities including seminar topics and presenters. The Fall 2008 Seminar will be held on Friday, November 14. For the first time in six years, the seminar will move to a new location; the seminar will be held at the Events Center located on the Preston Ridge Campus of Collin College in Frisco, Texas – a northern suburb of Dallas.

TARPPS has applied for and expects approval for 8.0 contact hours of continuing education credits for CRC, CDMS, and CCM. In addition, those receiving the CRC hours will automatically be approved for the same number of hours for the LPC credentials in Texas. Although pre-approval from other certifying and approval bodies was not sought, individuals attending the seminar who wish to seek individual approval for the hours will be provided documentation that verifies their attendance as well as describes the content of each individual session as well as the credentials of each presenter.

Costs for the seminar, which includes breakfast, refreshments for all breaks, lunch, and continuing education credits will be: \$100.00 for IARP/TARPPS members; \$125.00 for non-members; \$40.00 for students; and \$115.00 for TRA/DARS/CMSA members.

The agenda for the day, including topics and presenters, may be found on the IARP website at <http://www.rehabpro.org/local->

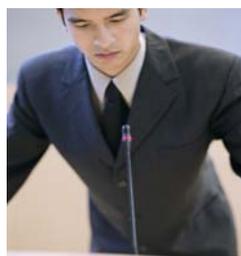
[chapters/texas/texas-chapter-events/tarpps-all-day-seminar/](http://www.rehabpro.org/local-chapters/texas/texas-chapter-events/tarpps-all-day-seminar/).

Further information, including a seminar brochure and registration form, can be obtained by contacting TARPPS President Tom Selman at selmanthomas@sbcglobal.net or by phoning him at 972/788-2069 or 214/803-6335 (cell).

Laura Frailey-Goetz
President, Michigan Chapter

On September 12, 2008, the Michigan Association of Rehabilitation Professionals (MiARP) had their annual fall conference at the Sheraton in Lansing, Michigan. Topics of discussion included Workers' Compensation, potential changes in Auto No-Fault laws in Michigan, vocational referrals from insurance adjusters, neuropsychological assessments and ethic code revisions. Our conference was a success and we would like to thank Joanne Pfeffer, Dave Campbell, Dr. Robert Fabiano, Toni McFarland, Sandy Theisen, Michael Dabbs and George Sinas for offering their time to speak at this year's conference.

Don't forget to save the date on May 1, 2009; MiARP will be co-sponsoring a joint conference with Michigan Job Placement and Development and Michigan Rehabilitation Counselors in Education Association. Richard Pimentel will be motivating us to "Hear the Music Within" during this conference. Mr. Pimentel motivated the IARP members at the Las Vegas Forensic Conference. We look forward to hearing him speak again this spring.



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Express Job Bank Highlights

Vocational Expert

The Peoria, Illinois, hearing office of the Office of Disability Adjudication and Review of the Social Security Administration (SSA), is soliciting individuals interested in providing vocational expert (VE) services for Social Security disability hearings. To qualify a person must have a graduate degree in vocational rehabilitation and extensive expertise in rehabilitation, counseling, and workforce placement of adult individuals with disabilities.

For an appearance at an SSA hearing, Vocational Experts are currently reimbursed \$75.00 - \$110.00 per case. Five to six cases a day are normally scheduled. Hearings are held in Danville, Springfield, Urbana-Champaign, and Peru, IL, and Davenport, IA. Some hearings are conducted by video conference. The VE can determine where and how many hearing dates a month s/he would like.

Interested Vocational Experts should forward a resume and letter of interest to:

Peter Coppersmith
 Hearing Office Director
 3328 W. Willow Knolls Drive
 Peoria, IL 61614-1008
 FAX: 309-689-9782
 Peter.Coppersmith@ssa.gov



IARP
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The International Association of Rehabilitation Professionals unites REHABILITATION PROFESSIONALS around the world and is the premier recruitment resource for organizations looking for rehabilitation professionals. With a professional membership of over 2,500 individuals, employers and recruiters have access to the most qualified talent pool with relevant work experience to fill their staffing needs. Visit www.rehabpro.org and click on Job Bank to submit an ad.

ATTENTION

**International Association of Rehabilitation Professionals
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New IARP Member Benefit

**All IARP Case Management, Disability Management,
 and International Academy of Life Care Planners members
 will now receive a free subscription to Case in Point Magazine.**

IARP Outlook

CCMC Celebrates Case Management Week First Annual Patricia McCollom Scholarship Awarded

Mt. Laurel, NJ – In conjunction with its celebration of Case Management Week (Oct. 12-18), the Commission for Case Manager Certification (CCMC) announced the recipient of its first annual Patricia McCollom Scholarship award. It is awarded to a case manager who exemplifies standards set by late case management pioneer Patricia McCollom.

The Patricia McCollom Scholarship Task Group selected Janis Pennington, RN, BS, CCM, of Mission Viejo, California. Ms. Pennington was the most distinguished member of a highly qualified field of nominees who had either applied for consideration or were nominated for the award by their case management peers.

Scholarship award honors former CCMC commissioner

In naming Ms. Pennington, CCMC joins her peers in recognizing her commitment to the professional case management ideals exemplified by Patricia McCollom, a former commissioner of CCMC whose professional practice spanned several decades. Patricia McCollom was an accomplished mentor, coach, speaker, and a leader in the emergence of case management practice, as well as a role model for those who were fortunate enough to work with her.

As the recipient of the scholarship award, Ms. Pennington will receive a \$1,000 education grant in support of the tuition, travel, and expenses incurred in attending the 2009 Case Manager Society of America Conference.

“We're pleased to announce this award during Case Management Week as we call attention to the vital work of case management professionals across the healthcare industry. It's wonderful to be able to honor the memory of Patricia McCollom by awarding her first memorial scholarship to such a deserving recipient as Janis Pennington,” said Vivian Campagna, CCMC Chair.

About CCMC:

The Commission for Case Manager Certification is a non-profit, volunteer organization that oversees the process of case manager certification. The CCM, is the first nationally accredited case manager credential. CCMC is positioned as the most active and prestigious certification organization supporting the case management industry. For more information, call (651) 789-3744 or visit online at www.ccmcertification.org.



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(President's Report Continued from page 1)

ject to many internally focused developments related to its own response to its ideas and agendas. Each board of directors has its own personality and vision. I think that, historically, there are many instances of the board's vision being clouded by distractions of implementation. I think that we have missed many opportunities as a result of this.

RehabPro: Carl, in your experience as you have just described, how do you see the evolution of IARP compared to other Associations in which you have been involved?

Carl: There are great similarities. Identifying member needs is essential in all associations and IARP's current member needs assessment survey is a crucial step in providing data so the IARP board, section boards, and chapter presidents can evaluate and set the future direction of the association.

Each and every day IARP leaders must keep focused on adding value to the members. Many associations attempt to respond to issues in knee-jerk fashion. In today's economic climate, it is sometimes difficult to maintain steady focus, but IARP has done a good job in reacting to its financial issues and is on the road to re-establish a strong financial underpinning.

Chapters and sections require strong leadership, but they also need committed members who will actively support the programs of the chapter, sections, and interest groups. IARP faces significant challenges in driving more value to chapter members. Too many IARP chapters appear to be disconnected from their members and need revitalization. This is not unique to IARP. There are always problems in assisting chapters to better serve their members. Funds are often limited and the volunteers are stretched too thin.

RehabPro: It appears that the historical key benefits of IARP, include List serves, journals, education and insurance, are there others we are not aware of at this time?

Neil: Certainly networking is one of the more frequently referenced anecdotal benefits of membership. It is no secret that the friendships created through IARP have a tremendous payoff in terms of business support and development. There are many other benefits that the board has envisioned for its members, however as a result of the limitations of time and money we have just not been able to deliver to the membership as we had intended. The board is continually seeking new ways to achieve its mission statement of providing professional educational opportunity and growth.

Carl: One of my immediate mandates is to re-market the key benefits of membership to all levels of members. This includes expanding the number of affinity programs that bring discounts or services to a wider range of members. We also must address the needs of the members for expanded educational programs. Our delivery systems

should include more regional offerings, distant learning opportunities, and more resources through the Web site. I am confident that we can focus on this area and bring additional benefits to more members,

RehabPro: IARP appears unique in that it serves so many varied disciplines, does this in and of itself create challenges other associations may not realize?

Carl: Each association has its own mission, but many of the challenges facing IARP are not unique. Many associations serve a heterogeneous membership like IARP. The challenge is to identify those needs that are shared by all members, regardless of type (value for dues dollars, current information about resources available, opportunities for networking and sharing); and to identify those services that are special (unique perhaps) to individual constituencies in the association, such as new members, members new to the profession, sole practitioners, members in remote locations, members who are technologically challenged, etc. etc. There must be different programs to address these needs. One size does not fit all.

RehabPro: We have all recently seen a great deal of budget cutting, cost savings measures and adjustment to the financial picture with the sections, journals and conferences. Please elaborate on the background for these decisions and the expected outcome. (Either or Both of you)

Neil: Over the years of my involvement with IARP, and before, financial stability of the Association has been a goal that has not been accomplished. Thanks to the financial analysis and guidance of Carl and his staff, including prior executive director Debbie Witt, the board has finally seen the light and accepted that financial stability must be our first priority. Without a sufficient reserve fund to carry us through lean periods, we will never actually be a financially solvent Association. This goal is critical to our ongoing existence; it is analogous to the lowest level of Maslow's triangle. What we expect as an outcome from this is to provide for our safety and security so that we can take steps to become more self actualized as an association and be able to accomplish our higher-level visions and projects.

RehabPro: Lastly, in the remaining time as President of IARP, Neil, what do you see as the path, or as you like to reference, the course, in which you steer IARP from the Helm?

Neil: I have participated in two leadership summits, loosely organized by presidents and leaders in the rehabilitation counseling community. I recently participated in one of these summits in which the leaders were in agreement that we needed to quit competing with each other for our member's conference dollars. It is my hope that in my remaining time I can position IARP to be a leader in the summit's mission. We have currently very tentative plans to co-participate in upcoming conferences, as well as long-range plans to present a joint conference on a national level. It is my hope that the future leadership of IARP will see the value of this collaborative partnership in charting the future course of the Association.

Welcome New IARP Members

Neil Bennett,
President, IARP

We would like to welcome the following new members to IARP and offer a hearty thank you to those that referred them. Great job!

New Member:

Referred by:

JoAnn Bonner	
Alice Montano	Lisa Suhonos
Andrea DuBose	
April Evans-McCullough	
Arthur Michalak	
Barbara Burk	
Candace Holman	Jon Veltri
Carol Janse	
Christie Perez	Hank Lerner
Diane Rasbury	Susan Spaulding
Doug Smith	Scott Stipe
Jack Dainty	
Jean Brajuha	Cathlene Terwilliger
Jennifer Keeler	
Jerry Ryan	Kathryn Heatherly
Jody Barach	
John Jurick	
Kaethe Long	Debby Duchan
Karin Gibson	
Kim Cole	
Kim Deal	
Larry R. Ritchie	
Luna Gainer	Abby Sherer
Marnie Tory	
Mary Upp	
Maureen Ortega	
Michael Hill	
Page Dunlap	
Patricia Sauter	Jodie Nolf
Renee Jubrey	
Shannon Tofflemire	
Tom Dachelet	
Velinda Castro	

**The International Association of Rehabilitation Professionals
and the IARP Forensic Section Board**

Would like to express our deepest regrets to the
family, friends, and colleagues of Mr. Bill Richardson.



*The International Association of
Rehabilitation Professionals*

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IARP UNITES REHABILITATION

PROFESSIONALS across North America and beyond to promote the availability of effective, interdisciplinary services for persons with disabilities.

- ◆ IARP serves a diverse membership practicing in the fields of long-term disability and disability management consulting, case management and managed care, forensics and expert testimony, life care planning, and Americans with Disabilities Act (ADA) consulting.
- ◆ IARP supports professional growth of its 2,500 members by providing an ethics code, professional competence standards, continuing education programs, networking opportunities, and group-discounted packages of professional benefits.
- ◆ IARP fosters rehabilitation research and management innovation through national conferences and the publication of peer-reviewed articles in RehabPro, its quarterly journal.
- ◆ IARP strives to shape public policy favorable to private-sector rehabilitation by working closely with other professional associations, government, and industry. Explore this website to learn more about the IARP mission and how we work to achieve it.

Member's Corner

IARP Connects You With Other Rehabilitation Professionals

IARP offers several listservs, including the Forensic section listserv, the combined Case Management (CM) and Disability Management (DM) section listserv, the new International Academy of Life Care Planners (IALCP) listserv, and the SSA-VE listserv, which are highly rated benefits. These listservs allow you to become part of a community of professionals and network with colleagues to get quick answers to your questions on industry issues, procedures and trends.

To subscribe to an IARP listserv send an email containing your name, the listserv you want to join, your section, and the email address you would like to use to receive listserv messages to janicew@tcag.com. Only members of IARP can join a listserv, and section listservs are reserved for members of the respective sections.

The New IARP Corporate Discount Membership Program

The International Association of Rehabilitation Professionals now offers corporate discount membership to employers enrolling ten or more employees as individual IARP members. To qualify for the corporate discount membership program an organization must have multiple members enrolled in IARP. Discounts are based on volume and will be determined according to the numbers of employees enrolled.

For more information on this program, please visit the IARP website at <http://www.rehabpro.org/membership/member-categories/corporate-membership>.