



The Experts' *Express*

Upcoming Events

Webinar Series -
Technology Ethics: Basics,
Clinical Application, and
Decision-Making
Nov. 30, 2011

2012 International
Symposium on Life Care
Planning
Denver, Colorado
Sept. 22, 2012

2012 IARP International
Conference
San Juan, Puerto Rico
Oct. 25-27, 2012

[Visit RehabPro.org/events](http://Visit_RehabPro.org/events)

Inside this Issue

IARP Leadership
Nominations Open

Project Ezra Recap

Gale Gibson Scholarship
Award Winner

2011 Bart Hultine Fund
Annual Award Recipient

CORE Update and
Appointment

New Member Benefit:
RTWmatters.com

Welcome New Members

Free Webinar Replay Offer

Now Accepting IARP Leadership Nominations

IARP is seeking dedicated individuals to serve on the IARP International Board of Directors and other positions in special interest sections for terms commencing May 1, 2012. Open positions are listed below.

Nominations will be accepted until Monday March 5, 2012.
[Click here to learn more and to submit your nomination form.](#)



Open **IARP Board of Directors** positions include:

> *President Elect* (one year term followed by a two year presidency and one year as Past President)

> *At-Large Board Member* (two-year term)

The above two positions will be elected by the individual professional members of the association.

> *Disability Section Representative to the IARP Board of Directors* (two-year term)

The above position will be elected by the individual professional members of the IARP Disability Management Section.

> *Forensic Section Representative to the IARP Board of Directors* (two-year term)

The above position will be elected by the individual professional members of the IARP Forensic Section.

> *Council of Presidents Representative to the IARP Board* (two-year term)

The above position will be elected by the members of the Council of Presidents

Open **Standards Compliance Review Board** (SCRB) positions include:

> *Rehabilitation Counselor* (two-year term)

> *Rehabilitation Nurse* (two-year term)

> *Vocational Evaluator* (two-year term)

> *Placement Specialist*

These positions will be elected by the individual professional members of the association.

Open **Case Management Section Board** Positions

> *Secretary*

> *One (1) Section Board Member At-Large*

These positions will be elected by the individual professional members of the IARP Case Management Section.

(Continue on next page)



The Experts' Express

IARP Leadership Nominations Now Open

Open **Disability Management Section Board** Positions include:

- > *Section Representative to the IARP Board of Directors* (two-year term)
 - > *Two (2) Section Board Members At-Large*
- These positions will be elected by the individual professional members of the IARP Disability Management Section.

Open **Forensic Section Board** positions include:

- > *Section Representative to the IARP Board of Directors* (two-year term)
 - > *Section Board Chair-elect* (three-year term to include one year as chair, followed by one year as past chair)
 - > *Section Board Co-Chair* (two-year term)
- These positions will be elected by the individual professional members of the IARP Forensic Section.

Open **Life Care Planners Section Board** positions include:

- > *Section Board Chair-Elect* (one year term)
 - > *One (1) Section Board Member At-Large* (two-year term)
- These positions will be elected by the individual professional members of the IARP Life Care Planners Section.

Nominees should be able to attend all meetings, participate in conference calls, and attend the IARP Annual and/or Section Conference. Nominees must be an Individual Professional member in good standing with IARP for at least two years. Further explanations of duties and qualifications for the above positions may be found in the "Bylaws" and "Policies & Procedures" sections of www.rehabpro.org or contact one of the names below.

To submit an individual (members may nominate themselves) for consideration go to: <http://rehabpro.org/resources/news/2012Call> to submit your nomination form, which will include (1) a letter of nomination, (2) 300 word biography, (3) CV, and (4) two letters in support of that nomination to BOTH of the following names. Nominations will only be accepted in a single e-mail with all documents attached, including the letters of support. Failure to submit a complete packet will result in your nomination not being processed. Information will be published exactly as is and submitted to:

Janine S. Holloman, IARP Nominations and Elections Committee Chair
janineholloman@gmail.com , Questions call: (616) 988-3563

AND

Carl A. Wangman, IARP Executive Director
carlw@tcag.com, Questions call: (888) 427-7722 Ext. 3058

Thank you for your interest in serving!

Save the Date



Connect with Fellow Members

**Connect with Colleagues
Around the World**

www.RehabPro.org/connect

Powerful
Social
Networking
Features

IARP CONNECT
Learn, Share, Collaborate

Section-
Specific
Listservs and
Resources



- Advertisement -



**FIND OUT
WHAT
SCOTT
STIPE
THINKS ABOUT
ABVE.**

**VISIT
WWW.ABVE.NET**

**THE AMERICAN BOARD
OF VOCATIONAL EXPERTS**



The Experts' *Express*

Project Ezra a Success for the Consumers and for the IARP Participants

Following the 2010 Forensic Conference, I had a strong desire to see the "Helping Hands Project" continue. Bob Pare initiated and led the project with a host of others contributing. The project was a huge success and a great way for IARP members to give back to the local community, many of whom were still feeling the effects of Hurricane Katrina.

As Chair of the 2011 conference in Las Vegas I knew that there must be a need in the local area that our expertise could fill. Bob Pare served to provide guidance and wisdom for developing the volunteer opportunities in New Orleans. Mike Blankenship graciously agreed to lead the project in Las Vegas. Ira Spector, one of our Las Vegas members, located an excellent opportunity and program for us to utilize our vocational and counseling skills. By both Mike and Ira working directly with Project Ezra, an excellent program was developed to assist local displaced workers with return to work skills. Nevada has the highest unemployment rate among U.S. States at 13.4 % (September 2011). This was only exceeded by the U.S. territory of Puerto Rico at 16.4%.

In review of the program, it was easy to determine that it matched our interests and skills. "Project Ezra is a program of the Jewish Family Service Agency created to provide solutions in response to the catastrophic impact of being economically disadvantaged. Ezra means "help" in Hebrew and the Jewish community has made a commitment to the entire community to be an agent of positive change focused on identifying viable vocational opportunities and preparing unemployed people to secure those opportunities. Beyond the critical goal of getting people back to work, Project Ezra also provides extensive educational and counseling services to help enable individuals to become more confident and self-sufficient. In order to contend with the crucible of unemployment and the affiliated trauma experienced from foreclosure, loss of health insurance, doubt and despair, Project Ezra's holistic approach engages and improves the emotional and intellectual aspects of people's personal challenges in order to assist them more effectively in achieving positive outcomes" (Project Ezra).

The program has served nearly 1,000 individuals in the last 4 years and has a 60% job placement rate. Although this project was started by Jewish Family Services Agency, it serves the entire local population. Their statistics show that the consumers served are approximately 60% Jewish and 40% non-Jewish.

Project Ezra offers a two day workshop for displaced workers. This was reduced to a one day program titled "Employment is a State of Mind - A Job Search Skills Workshop." They made us feel welcome and certainly important with their brochure for the program highlighting that the program would be "...led by top job coaches, rehabilitators and other professionals from around the world." They also offered participants to have their resumes analyzed by "...top experts from around the world." The "Helping Hands" volunteers from IARP were able to use vocational rehabilitation skills to assist the participants with job seeking skills, resume development, interviewing skills, networking skills and counseling in regard to the challenges of being chronically unemployed.



Participants in this year's Helping Hands project.

(Story continued on next page)



The Experts' *Express*

Project Ezra a Success for All Who Participated

(continued from previous page)

The feedback from the Project Ezra staff has been very positive as the clients found the workshop beneficial. The feedback among the group of "Helping Hands" volunteers has been even greater. For those of us with predominantly forensic practices, the day was a reminder of the reason we got into the field of rehabilitation, to help those in need in their efforts to secure employment and be successful in life. We are appreciative of Christina Primack, Executive Director, and Julie Dickey, Project Ezra Coordinator, for developing the program and for allowing us to assist in the workshop and for making us feel a part of the Project Ezra family.

We cannot thank Ira and Mike enough for their leadership in this project and the staff of Project Ezra for developing and allowing us to participate in such a rewarding program for all. We hope the "Helping Hands" project will continue and become a tradition at IARP conferences. Thanks to all who arrived in Las Vegas early to volunteer for this project.

Michelle McBroom Weiss, MA, CRC, CCM, NCC, MSCC
Forensic Board Chair and 2011 Forensic Conference Chair

Awards given at 2011 IARP Forensic Conference

We were honored this year to begin an annual tradition at the IARP Forensic Conference. The annual presentation will include two awards to remember two former active IARP members and large contributors to the field of rehabilitation: Gale Gibson and Bart Hultine. We believe it is important to remember the contributions of these men and their dedication to the field of rehabilitation. Deb Holmes, IARP Board Education Chair presented the Gale Gibson IARP Educational Scholarship. Michelle Hultine provided the award for the fund dedicated to her father, Bart Hultine. They further provided a summary of the funds, the 2011 recipients, how to nominate for the 2012 awards and how to contribute to the causes.

2011 Gale Gibson IARP Educational Scholarship Recipient

Gale Gibson was an entrepreneur in the field of occupational databases and was very generous with his time and his knowledge. In honor of his memory, IARP, along with his family, have instituted a scholarship in his name. The goal of the scholarship fund is twofold: to provide funding for IARP members for professional growth opportunities and to provide scholarship recipients venues to share their new knowledge.

Our first scholarship recipient is Alicia Hiles. Alicia is nearing completion of her Masters Degree in Vocational Rehabilitation Counseling at Emporia State. The scholarship will fund her final course Vocational Information and Assessment. IARP congratulates Alicia, who is also a new IARP member.

There will be two scholarship selections per year. Applications are available on the IARP website under the Education tab and are reviewed by the Education Committee in February and August. Members need to complete an application for a course or class, independent study or research project. Scholarships will be funded anywhere from \$100 to a maximum of \$1500, depending on funding availability.

This scholarship is funded by IARP members for IARP members. As long as members contribute, scholarships will be available. Please give this scholarship fund consideration along with your other gift-giving.



Alicia Hiles accepts Gale Gibson Scholarship award.



The Experts' *Express*

2011 Bart Hultine Fund Annual Award Recipient

(continued from previous page)

Paulette "Paula" Freeman was given the first Bart Hultine Altruism Fund (BHAF) annual award and stipend for her exemplary dedication and outstanding contributions to the field of vocational rehabilitation. BHAF is an established non-profit organization founded in the memory and honor of Dr. Barton W. Hultine. The organization is defined by FOUR PILLARS OF STRENGTH. These four Pillars include Vocational Rehabilitation, Agriculture, Colon Cancer Awareness/Support and Personal Infrastructure. The goal of the Bart Hultine Altruism Fund is to promote these Pillars through, but not limited to education, vocational advancement, project development, recognition of those endeavors and/ or the development of community services/ resources on an individual or group level. "A hand-up will be remembered; a hand-out is usually taken and forgotten," Bart Hultine.



Paulette Freeman receives Bart Hultine Altruism Fund award

Recipients within the Vocational Rehabilitation Pillar may be a consumer, provider or supporter of the field of vocational rehabilitation. The BHAF Board of Directors, with Dr. David Stein as Chairman, accepts nominations through October 1 each year. The recipient is announced and awarded at the annual IARP Forensic Conference. The award may be given to individuals, groups or agencies that demonstrated the need and/or have exhibited exemplary service in the profession. BHAF is looking forward to hearing from IARP members as we prepare for next year's award. For more information on how to nominate a candidate or make a donation please contact Michelle Hultine (michelle@hultine.com) or complete a nomination form at www.hultine.com.

Ms. Freeman maintains her private practice, Resolutions!, Inc, in Papillion, Nebraska and has worked in the field of rehabilitation as a teacher, counselor and respected expert for the past 27 years. She is a fighter for what she believes in and is not afraid to stick her neck out and say "Why can't we do that?" She has facilitated the Nebraska Chapter's efforts to become recognized for their State IARP conferences with the speakers she has recruited and she is recognized on the IARP National level for the volunteer work and coordination she does in assisting with fundraising.

Ms. Freeman's focus is always on what is in the best interest of her client. She conceptualizes with them and assists them in realizing their potential and ultimately their dreams. She focuses on personal relationships that she fosters and tempers: continually moving towards an agreed upon outcome.

Ms. Freeman values her relationships with her colleagues and gains great strength from the dynamics the close knit world of rehab professionals offer in terms of support and professional growth. She is usually the first to lead a cause or effort in which she believes.



Paulette runs another successful auction at Forensic Conference.

We were honored that Paula led our auction this year at the IARP Forensic Conference. With Paula's leadership, the auction more than doubled past year's contributions raising over \$4,000.00 this year. The proceeds will go to the BHAF, Gale Gibson scholarship funds and IARP.

Contributors:

Deb Holmes, IARP Board Education Chair

Michelle Hultine, Representing BHAF

Michelle McBroom Weiss, Forensic Board Chair, 2011 Forensic Conference Chair



The Experts' *Express*

CORE Update and Appointment

The Council on Rehabilitation Education (CORE) accredits approximately 96 university and college-based rehabilitation counselor education programs at the master's degree level. Accreditation serves to promote the effective delivery of rehabilitation services to people with disabilities by stimulating and fostering continual review and improvement of master's degree rehabilitation counselor education programs.

CORE was formed in 1971 and incorporated in 1972. Five professional rehabilitation organizations were originally represented on CORE: American Rehabilitation Association (ARA), formerly the International Association of Rehabilitation Facilities, American Rehabilitation Counseling Association (ARCA), Council of State Administrators of Vocational Rehabilitation (CSAVR), and National Council on Rehabilitation Education (NCRE), formerly the Council of Rehabilitation Counselor Educators, and National Rehabilitation Counseling Association (NRCA). Today, these five organizations—except ARA, which has been replaced by the National Council of State Agencies of the Blind (NCSAB) and two public members—comprise CORE and as such represent the professional and organizational constituencies concerned with the training, evaluation, and employment of rehabilitation counselors. Under CORE is the Commission on Standards and Accreditation which is responsible for accreditation reviews and recommendations to the CORE Board. Since the 1980's, IARP has two representatives to the Commission but no representation on the CORE Board.

The need for qualified and competent rehabilitation professionals in the private sector has continued to increase over the last several decades. IARP recognized the need to expose rehabilitation counseling students to private sector practices and has actively participated in the review and revision of CORE academic standards. In January 2011, IARP requested representation on the CORE Board as the organization is committed to supporting the importance of accreditation of masters level rehabilitation counselor education programs. In July 2011, CORE approved the addition of an IARP representative to the CORE Board.

Dr. Cherie King, CRC, CDMS has been appointed to represent IARP on the CORE Board. Dr. King completed two terms on the Commission of Standards and Accreditation, most recently as the Chair of the Commission. "The representation on CORE is a significant step for IARP. This demonstrates IARP's commitment to the continued development of relationships with universities, colleges, and other rehabilitation counseling organizations. More importantly, by having a seat at the table, IARP will continue to support and promote private rehabilitation knowledge and skills in Masters training programs to prepare students for the expanding career opportunities for rehabilitation counselors".



Dr. Cherie King

Dr. King is an Assistant Professor in the Professional and Rehabilitation Counseling program at Central Connecticut State University and a private rehabilitation counselor with over 20 years of experience in insurance, forensic, and disability management. She is the Past Chair of the Commission on Standards and Accreditation for the Council on Rehabilitation Education (CORE), Past Chair of the Commission on Disability Management Specialists Certification's (CDMSC) Exam and Research committee; Board of Directors for the American Rehabilitation Counseling Association; past member of the National Board of Directors of The International Association of Rehabilitation Professionals (IARP) and Past President of the New England IARP Chapter.



The Experts' Express

- Advertisement from IARP Member Benefit Provider -



10% Discount on All Classes

Nearly 700 pre-approved CEUs for CRC, CDMS, CCM, CLCP, CRRN available online.

Use your IARP custom link at: <http://www.AAACEUS.com/IARP> to receive a 10% discount good on all classes.

Please call if you have questions about registering on the custom link -1-866-850-5999.

Classes you might be interested in for renewing your license this fall:

CRC/CDMS/CCM

HM2080: Overcoming Prescription Drug Addiction: A Guide to Coping and Understanding 6 contact hours

RH1010: REHABILITATION CONSULTANTS HANDBOOK – Part 1 14 contact hours

NL0910: Autism Spectrum Disorder – Unraveling the Clues - 8 contact hours

HM2003: Brain Injury and Return to employment - 6 contact hours

CRC/CDMS ETHICS:

NL0906C: Methods and Models of Empowerment for the Disabled - 8 hours
(Pre-approved for 8 hours CRC/CDMS Ethics Credit)

ET1050: 2011 URAC Ethical Framework Class for Case Managers and Rehab Counselors (2 hours) **PRE-APPROVED for 2 hours CRC & CDMS Ethics credit**

NL0906R: Conflict of Interest – Its Pervasive Impact on Ethical Decision-Making 8 hours
(PRE-APPROVED for 8 hours CRC Ethics credit)

LIFE CARE PLANNERS (CLCP)

LC1001: Catastrophic Case Management and Life Care Plans – 8 hours

HM3010: Standard of Care – Making Sense of 'Practice, Ethical, Legal and Credentialing' Guidelines in Forensic Rehabilitation 4 contact hours

HM2024: Aging and Life Expectancy with a Disability - 4 hours

IARP CONNECT

Learn, Share, Collaborate



Questions recently discussed on IARP Connect

Forensic Discussions:

Appellate court decision

Anyone familiar with Matteson system...

Frye challenge

Past relevant work

Medical or vocational?

Conference related

SS-VE Discussions:

Purple cow project/SSVE challenge

Help sorting through long hypos

Ch...,Ch..., Changes...

Science, lies and red tape

Regional scheduling issues

Sedentary unskilled



The Experts' *Express*



Member Benefits

Member Discount Program: Useful online resource offers practical articles and research updates - rtwmatters.com

Return to Work Matters is a practical online resource for return to work and disability professionals internationally. The website promotes evidence-based best practice injury and disability management and supports those who are engaged in improving outcomes for ill and injured employees.

A group of IARP members 'test-drove' RTWMatters.com and were enthused with the resources available. Based on their experience with the resource, IARP has now secured a discount for IARP members on monthly and yearly subscriptions.



Return to Work Matters
The power of partnerships

Here's an example of some of the resources available:

[Quick Guide: Self efficacy](#). Self efficacy - a person's beliefs about whether or not they can cope with their circumstances and influence their situation - has a huge influence on rehabilitation prospects and return to work. This quick guide outlines the signs of poor self efficacy in ill and injured workers and provides tips for encouraging a go-get-em attitude in those who doubt their capacity to recover. ([...read more](#))

[Research short: Spinal manipulative therapy for chronic low back pain](#). Researchers have found spinal manipulative therapy yields small improvements in chronic low back pain, but have questioned the cost-effectiveness of such practice. ([...read more](#))

[Research short: Do managers suffer from more stress?](#) A Danish study debunks the myth that managers are often more stressed than employees. ([...read more](#))

By joining RTWMatters.com you'll also benefit from immediate access to:

- Tools such as case studies, suggested ways of communicating with treating practitioners, and advice on how to overcome common challenges
- Handbooks on injury and case management, and workplace systems
- Downloadable RTW plans, letters, presentation templates and checklists
- Broad range of information relevant to the field, e.g. health and productivity, wellness programs, benchmarking RTW performance, and assessing and increasing motivation in employees
- Ideas to make an impact in case management and with other such as senior management and employees
- The perspectives of others in the field via cross disciplinary discussions and interviews with experts
- News and items of interest for you on what's happening around the world in RTW

Click here to go RTWMatters.com. Look for the Join Now link on the left hand side of the page. Use the code **IARP** and select your IARP membership level (Professional, Associate or Student) to get discounted membership.



The Experts' *Express*

Welcome the Newest IARP Members

Please help us welcome the newest members of the IARP family. November saw 11 new members joining the association. To see more about a member, click on their name. This will take you to the new member's profile in the Member Directory on IARP Connect. Then use the Send Message link on their profile to send a welcome message.

Students

[Yancy Cruz-Virella](#)

Chapter: Member at Large
Section: Life Care Planners

[Dianne Palermo](#)

Chapter: Florida
Section: Disability Management,
Forensic

Individual Professionals

[Jennifer Bowes](#)

Chapter: Washington
Section: Case Management

[Charles Crane](#)

Chapter: Texas
Sections: Forensic, Life Care
Planners

[Brian Daly](#)

Sections: Case and Disability
Management, Forensic, Life Care
Planners

[Chad Jones](#)

Chapter: Member at Large
Section: Social Security Vocational
Expert

Associates

[Frank Giles](#)

Chapter: Mississippi
Section: Life Care Planners

[Cynthia Jones](#)

Chapter: New England
Section: Disability Management

[Janet Milford](#)

Chapter: Pennsylvania
Section: Case Management

[Cathy Keown](#)

Chapter: Carolinas
Section: Case Management

[Judy Pack](#)

Chapter: Ohio
Section: Social Security Vocational
Expert

[Maureen Parrella-Steiner](#)

Chapter: Florida
Section: Case Management



The Experts' *Express*

Free Webinar Replay Offer



More than 70 members have already taken advantage of this great member benefit. Have you?

You can now watch one of IARP's Webinar Replays for Free. You just select which one you are interested in, add it to your shopping cart, and then enter in this discount code: **WebReplayFree-Renew**

After the end of the shopping cart checkout process, you will find a link to your Free Webinar Replay on the My Transactions page, under the [Account](#) tab on the IARP Web site.

To review a list of available webinars, please see the list below (right corner) or [view the list online](#).

To download step-by-step instructions on how to redeem this offer and view your free IARP Webinar Replay, please [click here](#).

IARP Staff Is Here to Serve You

Carl Wangman, CAE
Executive Director
E-mail: carlw@tcag.com
Phone: 847.657.6964 ext. 3058

Marcie McGlynn
Conference Manager
E-mail: marciem@tcag.com
Phone: 847.657.6964 ext. 3016

Pat Sistler
Education Manager
E-mail: pats@tcag.com
Phone: 847.657.6964 ext. 3015

Bruce Adams
Communications Manager
E-mail: bruce@tcag.com
Phone: 847.657.6964

Brett Wangman
Marketing and Technology Director
E-mail: brettw@tcag.com
Phone: 847.657.6964 ext. 3060



International Association of
Rehabilitation Professionals

1926 Waukegan Rd., Suite 300
Glenview, Ill. 60025

Phone: (847) 657-6964
Toll Free: (888) 427-7722
Fax: (847) 657-6963

E-mail: IARP-HQ@tcag.com
Web site: www.rehabpro.org



IARP is professionally managed by
The Center for Association Growth (TCAG)



Missed one or more of IARP's Webinar Series? No worries. You can still access any of these previous webinars and earn CEUs. IARP's on-demand archive includes:

- SSVE Testimony and Psychiatric Impairments
- Starting or Steering Your Forensic/Expert Witness Practice
- The Complex World of Healthcare Ethics
- Internet Based Forensic Rehabilitation Power Tools for the 21st Century
- Decoding a Neuropsychological Report; Are You Interpreting this Correctly?
- SSVE Testimony Regarding Limitations and Transferability -
- Anosognosia: The Impact of Impaired Self Awareness
- Clinical Judgment
- Job Numbers and Labor Market Resources for Occupations
- SSA Vocational Experts: The Basics

Visit <http://rehabpro.org/events/webinars> for details.

