



The Experts' Express

December 31, 2008

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.

Visit www.Rehabpro.org to enter the online world of rehabilitation professionals.

International Association of Rehabilitation Professionals

Uniting Rehabilitation Professionals

Up To The Minute

IARP Call For Nominations

Deadline for Nominations is March 1, 2009

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, 2009. Open positions are listed below. Nominations will be accepted until **March 1, 2009**.

Go to <https://www.rehabpro.org/news/2009-iarp-elections/> to submit your nomination form.

Open IARP Board of Directors positions include:

- ♦ Secretary/Treasurer; two-year term
- ♦ At-Large Board Member; two-year term

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

- ♦ 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 Case Management Section.)
- ♦ 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 IALCP Section.)

Open Standards Compliance Review Board (SCRB) positions include:

- ♦ Insurance Claims Person or Payer; two-year term

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News Flash

Survey Identifies Top Benefits

IARP-HQ conducted a member needs assessment in the weeks prior to the IARP Board's strategic planning meeting – a record 700 responses were received from the general membership and all four sections. Interestingly, the reasons reported for membership were as greatly diverse as could be imagined: staying current with trends, networking, education, credibility and credentials, the online directory, expected by my peers/required, and being a stakeholder in my future.

The top five benefits of membership included:

- ♦ Networking
- ♦ Rehabilitation Professional and Journal of Life Care Planning
- ♦ Conferences
- ♦ Leadership and volunteering opportunities
- ♦ Listservs and web site

Ninety three percent of those responding believed that IARP offers the correct amount of communication to members and that 67.9% of it is effective in delivering its message.

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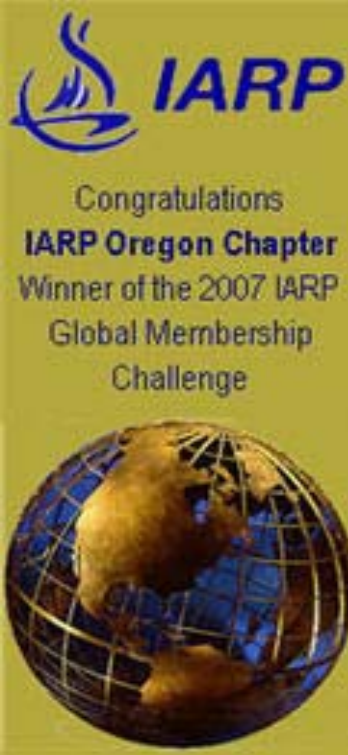
offers IARP members pre-approved CEUs for CRC, CDMS, CCM, CLCP, RNs and more.

Catastrophic CM and Life Care Plans®

By Roger Weed, Ph.D., Sue Riddick, RN, CCM and Anne-Sluis-Powers, RN, Ph.D.,

8 contact hours

Go to www.rehabpro.org, log in, go to the Members Only section and click on "Earn CEUs". Members will only **get the 5% discount** by going through the IARP website.



Chapter Highlights

Council of Chapter Presidents Update

Dennis Funk
Council of Chapter Presidents Representative
President, Oregon Chapter

As we approach the end of the calendar year, it is a good time to look back, review our work, and assess our goals for the future. During the past approximately six months since I have assumed the role of the IARP Council of Chapter Presidents representative, we have increased participation in the council meetings. I commend all the chapter presidents or their representatives that participate in these meetings. I believe they have found them productive and of value for their chapters.

Unfortunately, we do not have a full complement of the chapter presidents participating. Our goal is to increase the participation of the chapter presidents in the council. In order to do this, we first must understand the needs of the individual chapters. Quite obviously, if certain chapter presidents are not participating, they must believe that the council is not of value. We therefore need to communicate more effectively with these presidents regarding the value of council participation. In order to initiate this process, the council has agreed to share responsibility in contacting these absent chapter presidents to communicate the value of their involvement, while at the same time obtaining feedback regarding the needs of their chapters.

The council has established a pilot program with six different chapters to assess the best method and protocols to retain members within the organization. There are many benefits in belonging to IARP, and as a result, we have maintained interest for rehabilitation professionals and have continued to sign up new members on a regular basis. However, the council believes that we can improve our job of retaining members. Other than sending reminder notices to individuals whose memberships are about to expire, too little is done to encourage people to retain their membership or determine why they are not renewing. This pilot program will hopefully answer many of these questions and ultimately minimize the number of members leaving the association.

Obviously, the fiscal viability of the organiza-

tion has been a main area of concentration of the Council and me as the chapters' representative to the IARP Executive Committee and the full board of directors. Drastic expense reductions have been made in the operating budget for 2008-2009. These reductions have enabled us to improve our financial picture. We remain steadfast in controlling expenses to ensure that we have a viable organization for the future.

The council of chapter presidents is researching opportunities for coordinating an IARP *pro bono* volunteer program. Although no decisions have been made, discussions with the American Red Cross and others to determine whether an association program can be developed to utilize our rehabilitation expertise globally. The council supports this venture as a way to develop a better sense of community within the organization as a whole.

I look forward to the New Year and remain encouraged about our future.

IARP Texas Chapter

TARPPS President Extends Thanks and Appreciation

Tom Selman
President, Texas Chapter

The recent shooting death of my son, Tom, was a devastating event; my family and I are still contending with the effects and the aftermath and will for a long time to come. The outpouring of words, thoughts, and prayers from IARP has made this time a lot easier, and everything is greatly appreciated and will be remembered with gratefulness forever.

Thanks to the IARP Officers, Board, Management, the various State Chapters, many State Chapter Presidents, and a lot of individual members for the wonderful cards, e-mails, phone calls, and other means of expression. They are all appreciated and have been reassuring beyond measure.

Winter All Day Seminar

The rehabilitation profession in the State of
(Continued on page 4)

Express Job Bank Highlights

Vocational Rehabilitation Professionals

Multiple rehabilitation professionals sought to fill a variety of positions.

Abilities Group has forged an alliance with Heritage of America (HOA), the primary contract holder, to provide needed services under a new world-wide contract serving our honorable veterans. HOA has asked us to take the lead with coordinating all discrete services under this important and exciting new contract. We are in search of qualified vocational rehabilitation professionals as contract employees to assist in this effort.

Go to: <http://www.rehabpro.org/directory/job-bank/vocational-rehabilitation-professionals/> for more information

Vocational Rehabilitation Counselor & Vocational Rehabilitation Intern/Researcher

Favorite Consultants, Inc. has openings for two positions.

Highly ranked, locally owned consulting firm needs professional (Master's degree, CDMS or CRC preferred, eligible to sit for CRC acceptable) level vocational counselors in the Greater Puget Sound area+ to provide appropriate services to workers' compensation clients in order to return-to-work and normal activity in a timely manner. Also interested in Intern level (BA or BS in related field preferred) level counselors and researchers.

For more information go to: <http://www.rehabpro.org/directory/job-bank/vocational-rehabilitation-counselor-vocational-rehabilitation-intern-researcher/>

Vocational Rehabilitation Consultant

Seeking Consultant in North Carolina, South Carolina and Florida.

ReEmployAbility, Inc. is leading the way with innovative and proven solutions for workers' compensation cases. As a dynamic industry leader of reemployment

services in Florida, we are poised for growth to provide our same innovative solutions to other markets to better serve the needs of our customers.

For more information go to: <http://www.rehabpro.org/directory/job-bank/vocational-rehabilitation-consultant/>

Vocational Rehabilitation/Medical Specialist

Northwestern Mutual seeks to fill position in Franklin, Wisconsin

Unique Opportunity to advance your career at "America's Most Admired" life insurance company as named by FORTUNE magazine for a landmark 25th year. Join us to:

Expand your expertise and learn creative ways to use your vocational rehabilitation, occupational and nursing skills to impact return to work outcome

Go to <http://www.rehabpro.org/directory/job-bank/vocational-rehabilitation-medical-specialist/> for more information.

Vocational Rehabilitation Counselor

Immediate opening in Puget Sound King Snohomish County

IAM C.R.E.S.T. is seeking a certified vocational rehabilitation counselor (CRC; CDMS) with working experience in Washington Workers Compensation and registered or able to become registered with the Department of Labor and Industries as an Individual Provider. Salary without a billable hour requirement. Excellent benefits package offered

Responsibilities: Provide services to and for a case load of injured and or ill employees within a large manufacturing facility located throughout the Puget Sound area. Work includes job analysis, ergonomic assessment, evaluation, and job modification. Case consultation and documentation on case activity required.

For more information go to: <http://www.rehabpro.org/directory/job-bank/vocational-rehabilitation-counselor/>



IARP

Dedicated to return-to-work services on behalf of persons with disabilities and the economically disadvantaged.

IARP Board of Directors

Neil R. Bennett, President
neil@osc-voc.com

Rodney Isom, President Elect
rodneyisom@msn.com

John M. Meltzer, Secretary/
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jmeltzer@ExpertVoc.com

Dennis Funk, Council of Chapter
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Donald Shrey, Disability
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Jon P. Veltri, Case Management
Representative
CMSectionRepIARP@aol.com

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Texas is having to contend with a number of problems during this hectic time in American history; some of the problems are man made while others are the results of various acts of nature. Some can be solved by individual practitioners or by individual companies; others require the collective efforts of the entire profession working together and advocating together.

From this scenario, the Texas Chapter has created a theme for its Winter All Day Seminar, "Rehabilitation Professionals: Surviving the Storms". The profession has and will continue to survive through individual and collective actions and activity including training, education, legislation, hard work, dedication, and a sense of humor. The Winter All Day Seminar attempts to focus attention on all these.

The TARPPS Winter All Day Seminar is scheduled for Friday, February 20, 2009, at the Spring Creek Campus Conference Center of Collin College in Plano, Texas. The costs for the seminar have been kept as low as possible to help survive the economic storm that now saturates the nation: \$100.00 for TARPPS/IARP members; \$125.00 for non-members; \$40.00 for students; and \$115.00 for members of other rehabilitation groups including TRA/DARS/CMSA.

A general announcement regarding the seminar will be sent electronically to those for whom we have up-to-date e-mail addresses. All others will receive a printed copy by mail between Christmas and New Years Day. The agenda is as follows:

7:00 - 8:00 a.m. Registration/Breakfast/Exhibits Open

8:00 – 9:30 a.m. The Clinical and Fiscal Impact of Coastal Weather Disasters: Hurricanes Katrina and Ike Revisited from the Rehabilitation Hospital and Individual Practitioner's Perspectives, Cornelius Gorman, Ph. D. and Edward Shwery, Ph. D.

9:30 – 9:50 a.m. Break/Exhibits Open/Networking

9:50 - 11:20 a.m. Rehabilitation and Inspiration: Can You Find Them Both in Your Practice? Judy La Buda, J.D. CRC (retired)

11:30 - 12:45 p.m. The Changing Face of the Texas Labor Market, Richard Froeschle, M. S.

12:45 - 1:15 p.m. Lunch/Exhibits Open/Networking

1:15 - 2:30 p.m. Mild Brain Injury: Challenges in Vocational Rehabilitation, Richard O. Temple, Ph. D.

2:30 - 2:45 p.m. Break/Exhibits Open/Networking

2:45 - 4:15 p.m. Town Hall Meeting on Ethics in the Rehabilitation Workplace

4:15 - 5:30 p.m. Laughfor the Health of It! Elaine

Lundberg – Humorist

There will be more details regarding each of the Presenters in the upcoming general announcement. They are all qualified, experienced presenters, and those in attendance will thoroughly enjoy and learn from what they have to say. Judy LaBuda and Richard Froeschle have presented at previous TARPPS conferences and seminars and are returning on request. Ms LaBuda is an attorney in Boulder, Colorado and was a practicing rehabilitation professional for many years.

Richard Froeschle is Deputy Director of the Labor Market and Career Information Department of the Texas Workforce Commission. Dr. Gorman and Dr. Shwery are licensed psychologists in private practice and are also affiliated with Shriners Rehabilitation Hospital in Galveston. Their Galveston location was put out of commission by Hurricane Ike. They can't even think about a possible return until April. Shriners Hospital was also badly damaged. Previously, both had been in practice in Louisiana and had been adversely affected by Hurricane Katrina. They have an interesting and, in many ways, horrible story to share with us.

Dr. Temple is the Vice President for Clinical Operations for CORE Health Care in Dripping Springs, Texas. He will share with us some of the challenges in vocational rehabilitation when working with mild brain injured patients. He will also share information regarding American Veterans returning from Iraq and Afghanistan with brain injuries and the vocational barriers they often face.

Elaine Lundberg is a professional humorist from Phoenix, Arizona. She has spoken to various groups all over the nation, including at the recent IARP Forensic Conference. She will end the day on February 20 with good fun and a lot of laughs. That will help on that drive or flight home.

The Texas Chapter will be extending a special invitation to the members of the IARP Louisiana Chapter to participate in the Seminar. We will also make special efforts to invite and welcome IARP at-large members from Oklahoma, New Mexico, and Arkansas – three states that do not currently have an IARP Chapter.

Continuing Education Credits amounting to 8.25 contact hours have been applied for from CRCC, CCMC, and CDMSC as well as Texas LPC. The Texas Chapter is also looking into applying for credits for Life Care Planners and perhaps others - depending on work involved and costs - mainly costs!

Additional information on the Texas Chapter's Winter All Day Seminar may be obtained by contacting Chapter President Tom Selman via e-mail at selmanthomas@sbcglobal.net or by phone at 972/788-2069.

(Call for Nominations Continued from page 1)

- ◆ Private Practitioner; two-year term
- ◆ Company Administrator; two-year term
(These positions will be elected by the individual professional members of the association.)

Open Case Management Section Board Position

- ◆ Section Representative to the IARP Board of Directors, two-year term
(This position will be elected by the individual professional members of the IARP Case Management Section.)

Open Disability Management Section Board Positions include:

- ◆ Four (4) 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 Board Chair-elect
- ◆ Section Board Co-Chair
- ◆ Board Member At-Large
These positions will be elected by the individual professional members of the IARP Forensic Section.

Open IALCP Section Board positions include:

- ◆ Section Board Chair-Elect
- ◆ Section Representative to the IARP Board of Directors,

two-year term

(These positions will be elected by the individual professional members of the IARP IALCP 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 for consideration (members may nominate themselves) go to: <https://www.rehabpro.org/news/2009-iarp-elections/> to submit your nomination form, which needs to include (1) a letter of nomination, (2) 300 word bio, (3) CV, and (4) two letters in support of that nomination to **BOTH** of the following names (information will be published exactly as is):

Janine S. Holloman, IARP Nominations and Elections Committee Chair

janine@wmis.net, Questions call: (616) 988-3563

AND

Carl A. Wangman, IARP Executive Director

carlw@tcag.com, Questions call: (888) 427-7722 Ext. 3002

Thank you for your interest in serving.

Section Focus

CDMSC Selects Harley-Davidson as Winner of 2008 Quality Leadership Award

Recognizing Excellence in Disability Management

On December 10, 2008, the Certification of Disability Management Specialists Commission (CDMSC) proudly announced the selection of Harley-Davidson Motor Company as the winner of its 2008 Quality Leadership Award, recognizing excellence in disability management, intervention, and wellness programs.

Each year, the CDMSC – the only independent, nationally accredited organization that certifies disability management specialists – honors a company, organization, or individual for demonstrating leadership in disability management.

"Harley-Davidson has a strong commitment to employee education, which is the foundation of its health, safety, wellness, and disability management programs, from early intervention to return-to-work," stated David Rosenthal, Ph.D., chairman of the CDMSC.

In addition to the Quality Leadership Award presentation honoring Harley-Davidson, the CDMSC is also recognizing several

other employers that have demonstrated strong commitment to disability management. Receiving special Honorable Mention awards are:

- Marathon Oil Company, for its health and wellness, safety, and disability management programs, and Marathon's Absence Management Model
- OhioHealth, for its associate health and wellness and disabilities program, its work with the Ohio Rehabilitation Services Commission, and the creation of a Workplace Accommodation Specialist position
- Southern California Edison, for creativity and innovation in its job coach program, which integrates an employee assistance program (EAP) with the RTW process

"The Commission received a remarkable response to its call for nominations for the Quality Leadership Award this year," stated Maria Henderson, chair-elect of the CDMSC and chair of the public relations committee. "It is especially gratifying to see the strong level of commitment to disability management among so many leading employers."

(article consists of excerpts from original December 10, 2008 announcement)

Welcome New IARP Members

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

Neil Bennett,
President, IARP

New Member:

David Pritchard
Alice Carnahan
Deborah Hayden
Ava Diaz
Daphne DeMichael
Tammy Braner
Lilly Lauga
James Rogers
Valerie Jeune
Rhonda Wynne
Cary Bartlow
Sandra Guest Poulin
Sidney Bauer
Laura Fernandez
Liliana Abramson
Rene van Doorn
Anne VanDeBrake
Nancy Wiley-Gilpatrick
Carol Knowles
Nicole Sherwood
Karen Yates
Robert Gall
Teresa Farley
Steven Sachs
Elysha Biggerstaff

Referred by:

Cindi Pottinger
Dan Miears
Eric Davis
Jane Rouse
Jodie Nolf
Jodie Nolf
Nancy Favaloro

FIALCP: Do you have what it takes?

Show your life care planning experience.
Show your life care planning expertise.
Show your commitment to the field.

Become a Fellow.

Becoming a Fellow in the International Academy of Life Care Planners shows that you are competent in life care planning and conduct your practice in accordance with accepted standards of practice.

Criteria for becoming a Fellow are:

- Minimum of 50 completed life care plans
- Contribute to the field through publishing, teaching, research, or mentoring
- Participate in professional organizations
- Letters of reference
- Successful blind review of two plans showing adherence to standards of practice
- Participate in continuing education

"My FIALCP adds to my credentials and designates the highest honor and distinction within my profession as a Life Care Planner."
Tracy Wingate, OTR/L, FIALCP, CLCP, MSCC, CCM, CDMS

"Whether certified or not, achieving Fellow status from the IALCP underscores one's commitment to the practice of life care planning. I consider the FIALCP a true honor."
Roger O. Weed, Ph.D., CRC, LPC, CCM, CDMS, FNRCA, FIALCP

For further information and an application, go to <http://www.rehabpro.org/ialcp>



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Rehabilitation Professionals*

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WWW.REHABPRO.ORG**

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 Document Library

The IARP web site has expanded and added more features for our members. Visit the IARP Document Library in the Member's Only section of the IARP website, www.rehabpro.org.

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.

**Happy Holidays
To Your Family From Ours**

