



The Experts' Express

May 28, 2009

International Association of Rehabilitation Professionals

Providing a Community for 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 are 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.

From the Helm: IARP President Report

Last In The Series

Neil Bennett
IARP President

It is time for me to go off watch. It is with a deep sense of accomplishment as I hand off the helm to those who will continue to steer our course; our Association is on the brink of new horizons.

I have marked the knots of accomplishment these two years a'fore the binnacle:

Our crew is finely tuned, with section leaders who are committed to strategic planning and development of knowledge, along with volunteers who commit their time unselfishly;

We have stocked two years of our five year goal to establish financial reserves to weather future storms unharmed;

We have trimmed the keel of unnecessary barnacles, making difficult choices about expensive member benefits that existed due only to history, replacing them with current and dynamic alternatives;

We have reshaped the signal flags of our prized Rehabilitation Professional and Journal of Life Care Planning, evolving them into journals of scholarly repute across the seven seas;

We have formed strategic partnerships and alliances that will promote our resources and mission of establishing a community of interdisciplinary rehabilitation practice;

There were no keel hauls in this term's

(President's Report Continued on page 7)

IARP Treasurer's Report

The Yin & Yang: Crisis or Opportunity?

J. Patrick Decoteau
IARP Treasurer

According to one source, "Yin and yang are complementary opposites within a greater whole ... which constantly interact ... never existing in absolute stasis" ... perhaps no better way to understand the state of the economy in the United States and the world.

For those of us who have served IARP as leaders during the past few years, we are becoming very aware of the how the economy has impacted our association and its

members. As the leadership begins strategic planning for the next 5 years we are learning more about our members as chapters, sections, and the association as a whole.

In terms of financial integrity, we have much for which to be thankful. Our elected officers, Neil and John, along with other board members have served as stewards of our organization during these unusual times. From one of the "newly elected", there is almost an excitement in the air as we work with The Center for Association Growth (TCAG), in this planning process.

(Yin & Yang Continued on page 2)

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

The Daubert Challenge - From Case Referral to Trial

This course is a longitudinal view of a class action lawsuit beginning with the initial referral from the attorney to the final judgment in federal court.

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.

(Treasurer's Report continued from page 1)

The excitement, for me, comes from all the opportunities before us as an association.

With these opportunities come our fiduciary responsibilities to the association. At times, I need to "react" and even actively debate ideas as the IARP Board of Directors proceed through the planning process. At other times, I need to "react less", to "listen", to "weigh all sides of an issue", and "to synthesize all said." Sounds like the "yin and yang" as well as John Meltzer, who always had to walk in this dichotomy. His shoes will be hard to fill, but I have a great role model and colleague to follow.

Notables

IARP Occupational Database Committee

Angie Heitzman
IARP Occupational Database Committee Representative

The IARP Occupational Database Committee has published its findings on recommendations for development of a new DOT. We invite you to read the article in the current issue of the *Rehabilitation Professional*, 17(2), which you should have received via email in the last couple of weeks. Publication dovetails nicely with the work that the Occupational Information Development Advisory Panel (OIDAP) for the Social Security Administration is conducting towards the goal of developing a new occupational database. There has been talk about the OIDAP and their process on the Forensic and SSA-VE listservs. Our own Mary Barros Bailey is chairing the panel. Mary has asked for input from members in what they would like to see in a new occupational database. Lynne Tracy and Scott Stipe presented as a panel at the last meeting representing the methods used by SSA-VEs to conduct their work. Other IARP mem-

bers are serving on task forces. IARP is in process of developing a committee to ensure that IARP always has a representative at each meeting and to provide feedback to the OIDAP and IARP membership alike. The OIDAP holds public commentary sessions at each of its quarterly meetings. Angie Heitzman provided commentary on the work of the IODC at the last meeting. The next meeting is scheduled for June 10th and 11th in Chicago. Meetings are open to the public. If you wish to offer public comment, please respond to OIDAP@ssa.gov as soon as possible—it is first come first serve. Commentary will be heard between 2:30-3:30 Central time on June 10th. Written testimony can be provided at anytime by sending it to the email address just listed. This is our time to have an impact on a new occupational database. We need to take advantage of this!

Angie Heitzman, John Meltzer, Sonia Paquette, Gerry Schneck, and Jeff Truthan

News Flash

CDMSC Seeks Nominations for Quality Leadership Award

Each year, a leader in the field of integrated disability management is presented with a prestigious honor: the Quality Leadership Award from the Certification of Disability Management Specialists Commission (CDMSC).

Nominees may be for-profit or not-for-profit companies, or public agencies that meet the following criteria:

- Has implemented a successful Disability Management Program that includes:
 - Integrated RTW strategies for both occupational and non-occupational disability
 - Has a broader absence management focus
 - Promotes health, wellness and productivity of the workforce
- Demonstrates creativity or innovation in an integrated disability management program
- Utilizes the services of certified individuals preferably Certified Disability Management Specialists, either as employees or on a consulting basis. Programs that hire or are managed by other credentialed professionals will also be considered.

Companies or organizations may nominate themselves or others. All nominations must be received no later than July 31, 2009. For further information about the Quality Leadership Award or to obtain an application, see the CDMSC web site at www.cdms.org.

The award will be presented in October 2009 at the National Business Group on Health's National Conference on Health, Productivity, and Human Capital in Philadelphia. (www.businessgrouphealth.org.)

Recent Quality Leadership Award honorees include:

- Harley-Davidson Motor Company, 2008
- University of Pittsburgh Medical Center, 2007
- Coors Brewing Company, 2006
- Waste Management, Inc., 2005
- Mayo Clinic Rochester, 2004
- Allina Hospitals & Clinics, 2003

ABOUT THE CDMSC: The Certification of Disability Management Specialists Commission (CDMSC) is the only nationally accredited organization that certifies disability management specialists.

Chapter Highlights

IARP Texas Chapter

Cogburn Takes Helm of Texas Chapter

Tom Selman
Texas Chapter President

At the conclusion of the Texas IARP Chapter's Spring/Summer All Day Seminar on June 12, Tom Selman, who has been President of the Chapter for 12 out of the last 15 years, will be stepping down as President; succeeding him will be Robert (Bob) Cogburn. Cogburn has served as the First Vice President/President-Elect for the past year. Selman will become Past President and will also serve as the Chapter's Treasurer.

Cogburn has been a member of IARP/TARPPS for the past seven years and has been an active member of the Texas Chapter where he has assisted in the planning and execution of seminars and workshops and has also been a Presenter at some of the educational workshops. He has also been active in IARP – having served as chair of the Workers Comp Committee and as Chair of the Legislative Committee. He has also been a presenter at an IARP National Conference. He is an in-house Vocational Counselor/Case Manager for Texas Mutual Insurance Company's North Texas Office located in Irving, Texas. He will serve as the Texas Chapter's (TARPPS) President for one year or until his successor is chosen.

Kacy Turner will continue to serve as Secretary of the Texas groups; Robert Boudreaux, Valerie Armstrong, Calvin Turner, Cornelius Gorman, Edward Shwery, and Donna Finkbeiner will continue to serve as members of the TARPPS Board. An election will be held in the near future to choose a First Vice President/President-Elect and to fill one vacant Board position.

The TARPPS Board will meet during the Spring/Summer All Day Seminar for the purpose of considering priorities and plans for the coming year – especially in the areas of membership, continuing education, chapter finances, and regional growth in the Houston-Galveston area of the state as well as the Central Texas area.

Plans Finalized for Spring/Summer All Day Seminar

The Texas Chapter has finalized its plans for an All Day Seminar to be held on Friday, June 12; the theme of the seminar is *Rehabilitation Professionals: Finding Your Way* and continues the emphasis started a year ago on presenting information that will help Texas rehabilitation professionals adjust successfully to the changing climate for rehabilitation in general and private rehabilitation in particular in the State of Texas.

Dr. Joel Feiner, a psychiatrist with the U. S. Veterans Administration Hospital in Dallas, will lead off the day's activities with a presentation entitled *Psychiatric Rehabilitation and Its Relationship to the Recovery Process*. Although his remarks will be about psychiatric rehabilitation for all population groups, Dr. Feiner will relate some information to the treatment and care of returning U.S. service personnel from Iraq and Afghanistan as well as some reflections back to the Vietnam War aftermath.

Danny Taylor, Return to Work Education Coordinator, for the Division of Workers' Compensation, Texas Department of Insurance, will

give an update on the status of workers' compensation in the State of Texas – including the recently issued new SIBs (Supplemental Income Benefits) Rules as well as any workers' comp related legislation coming out of the recently completed Texas Legislative session. He will also address HB 3262 which was introduced into the Texas House of Representatives to give Master Social Workers and Social Workers the right to be listed on the State's list of Approved Private Providers of Vocational Rehabilitation Services. This bill was actively opposed by the Texas IARP Chapter which began a lively letter writing campaign directed at the members of the Business & Industry Standing Committee of the Texas House of Representatives. As of this writing, the bill was stalled in that committee and given little chance of passage.

The third session of the All Day Seminar was put on the agenda largely due to the request of a large number of TARPPS members – individuals who were tired of using or having used the same tests and work samples in a vocational evaluation that have been used for the past 25 years or more. They wanted to know about new tests that were available or updated tests that were now available in the areas of dexterity testing, aptitude measurement, interest inventories, intelligence tests, skills assessment, and much more. Dr. Robin Bennis is a psychologist and instructor in vocational evaluation/assessment in the University of Texas Southwestern Medical Center's Rehabilitation Science Program. Her presentation is entitled *What's New in Vocational Evaluation: Current Methods for Assessing Aptitudes, Interests, and Abilities*.

Tom Selman, the President of the Texas IARP Chapter, will present the seminar's ethics session in a presentation entitled *The Ethics of a Practicing Rehabilitation Professional: An Examination of Professional Responsibility Based on the Codes of Ethics of CRCC, CCMC, CDMSC, and IARP*. The emphasis of the session is on professional responsibilities and obligations that come from holding licenses, certifications, and memberships.

The Functional Capacities Evaluation (FCE) has long been a regular topic of discussion at rehabilitation seminars, workshops, and training sessions of one type or another. However, the myriad problems associated with the FCE are still prevalent after all these years.

Physical Therapist Joel Mietus, President of Mietus Physical Therapy in Irving, Texas, will discuss the FCE from the standpoint of red flags associated with the process – from both the client/patient and physician/rehabilitation professional points of view. He will also discuss the FCE from the standpoint of the recently adopted APTA guidelines for FCE's. His presentation is entitled *The Functional Capacities Evaluation: New Guidelines and Red Flags*.

The day will conclude with a presentation by Dr. Kyle Babick on an *Update on ODG and Behavioral Interventions for Injured Workers*. Dr. Babick, A Dallas psychologist will bring the seminar attendees up-to-date on recent changes in the way the ODG is interpreted and applied when it comes to treating behavioral problems for worker's compensation patients in Texas. The ODG is now into its third year of being the official guide for treating patients in the Texas workers' comp system.

Those attending the seminar will qualify for 8.0 contact hours for CRC, CCM, CDMS, and the Texas Licensed Professional Counselor

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Express Job Bank Highlights



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
isomrehab@gmail.com
- John M. Meltzer, Secretary/
 Treasurer
jmeltzer@ExpertVoc.com
- Dennis Funk, Council of Chapter
 Presidents Representative
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- Steve Shedlin, At-Large
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- Angela Heitzman, Forensic
 Representative
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- Donald Shrey, Disability
 Management Representative
shreyde@uc.edu
- Jon P. Veltri, Case Management
 Representative
jon.veltri@genexservices.com

Part-Time Rehabilitation Counselor

Dallas, El Paso, Amarillo, Abilene, McAllen & Lufkin (all Texas) and Honolulu, Hawaii

Summary of Company:

Inverness Technologies, Inc. is a small, Service Disabled Veteran-Owned Business (SDVOB), full service management consulting firm and recognized leader in providing premier information management and technology, training and management solutions for government and industry. Inverness Technologies is a national contractor with the Department of Veterans Affairs, Vocational Rehabilitation and Employment (VR&E) Service and provides supplemental vocational rehabilitation counseling services to veterans and service members, many with service-connected disabilities. The objective of VR&E's rehabilitation programs is to provide educational, vocational and rehabilitation counseling services to help clients achieve their vocational rehabilitation goals or maximum their independence in daily living.

Job Responsibilities:

Counselors will provide a variety of vocational rehabilitation services to disabled service members and/or veterans under our contract with the Department of Veteran's Affairs. Assistance will be provided in the following areas: Initial assessment & evaluation, Case management, Employment Services, Vocational and educational counseling, and Reporting.

Qualifications Required:

Certified Rehabilitation Counselors (CRC) preferred. Min. of 2-3 years of experience. Knowledge of the Department of Veteran's Affairs vocational rehabilitation programs highly desirable. Active VA security clearance preferred. Experience administering a variety of vocational testing instruments. Demonstrated interpersonal, communication and counseling skills are required. Considerable knowledge of vocational rehabilitation, vocational programs and services, and rehabilitative practices, principles and techniques. Demonstrated writing and computer skills. Must be able to travel and work independently.

Education Required:

Masters degree in Rehabilitative Counseling, Counseling Psychology, or closely-related discipline

Salary & Benefits: Negotiable based on experience

Vocational Case Manager

Job ID: 3717

Positions: 1

Location: US-NV-Las Vegas

Experience (Years): 2

Category: Case Management/Vocational

Overview:

GENEX Services, Inc.

(www.genexservices.com) is the premier provider of cost-containment and fully integrated care management services in the occupational, auto and group healthcare markets. Our 2,200 medical and business professionals provide comprehensive care solutions to more than 1,200 clients from 120 locations throughout the United States, Puerto Rico and Canada.

We are currently seeking a Vocational Case Manager in the Las Vegas, NV area.

GENEX offers a comprehensive compensation and benefits program including a competitive salary and incentive program, medical, dental, life and LTD insurance, 401 (k) with company match and 100% vesting after 90 days of employment and a flexible work schedule. EOE M/F/D/V

Responsibilities:

Coordinates and implements the vocational training or retraining necessary to return the claimant to the workplace. Conducts transferable skills analysis, vocational testing/evaluation, job analysis and job search activities. Coordinates claimant participation in various programs, activities and services designed to prepare them for re-entry to the workforce.

Qualifications:

Masters Degree in Vocational and/or Rehabilitation Evaluation, Special Education, Behavioral Psychology or related field required. Must hold a current CDMS or CRC certification and meet all vocational case management eligibility requirements of the state/jurisdiction of hire. Prior vocational case management experience preferred. Background in state workers' compensation law and practices desirable. Valid driver's license required. Must be proficient in Microsoft Office suite with such programs as Word and Excel as well as have experience with internet searches and a comfort level with other software programs. Must have excellent interpersonal skills, phone manners and organizational skills. Ability to set priorities and work independently is essential.

Express Job Bank Highlights

(Continued from page 4)

Vocational Rehabilitation Consultant

Unum is a company of people serving people. As one of the world's leading employee benefits providers and a Fortune 500 company, Unum helps protect more than 25 million working people and their families in the event of illness or injury.

Headquartered in Chattanooga Tennessee, Unum has significant U.S. operations in Portland, Maine, Worcester, Massachusetts and Glendale, California with 35 field offices nationwide.

We are currently seeking a Vocational Rehabilitation Consultant for our **Glendale, California** office. This position is responsible for a wide-range of vocational services provided to the claims area. This position provides services in a cost-effective and timely manner.

The Vocational Rehabilitation Consultant (VRC):

- Evaluates vocational information in order to ensure that there is verification of stated occupations and that there is a clear understanding of the material and substantial duties of the occupation.
- Develops, implements, and maintains cost effective rehabilitation by providing expert consultation and counseling services.
- Thoroughly reviews vocational, medical, and other data and coordinates a wide range of services aimed at returning disability claimants to gainful employment.
- Provides a high level of claims support services through an analysis of vocational information in each case as indicated or requested by the Benefits Center.
- Responds to questions posed by claims professionals utilizing all information and considering regulatory requirements, ERISA requirements, California Settlement Agreement, and other company policies and agreements.

Utilizes critical thinking and communication skills at a high level in multiple settings with peers, partners, and others to evaluate best action steps needed to complete vocational management of the file.

Principal Duties and Responsibilities

- Maintains up-to-date knowledge of disability contracts, definitions of disability, and return-to-work (RTW) incentives and provisions.
- Assesses claimant's disability status and rehabilitation potential on a case-by-case basis. Identifies files for vocational intervention by self-referrals and referrals from the claims teams. Determines the feasibility of providing a wide variety of vocational services such as: Occupational analysis, RTW, job search assistance, vocational assessment, labor market services (LMS) and others as indicated. Clarifies medically supported R&Ls with medical and clinical re-

sources. Develops, implements, and coordinates vocational rehabilitation plans of action.

- Provides vocational opinion on occupation(s) and work capacity. To facilitate RTW, provides counseling, analysis and information to all involved parties. Communicates with accounts and/or other employers to identify occupations within the individual's capabilities. Plans and performs vocational RTW rehabilitative services with selected claimants. Supervise services contracted to private rehabilitation companies.
 - Determines work capacity, compares the full range of occupational demands with medically-supported R&Ls to assist the claims professional in evaluating own-occupation or any-occupation benefit liability. As needed, evaluates the full range of claimant's training, education, and experience with detailed labor market information.
 - Forms a vocational opinion, utilizes vocational resources which may include the nationally recognized vocational sources, internet, and vocational software to analyze and research jobs, to identify accommodations, to identify occupations, and to identify the availability of jobs within a labor market.
 - Provides vocational input in claim meetings and leads discussions to facilitate appropriate vocational intervention in collaboration with claims professionals to set claims strategy.
 - Provides coaching for claims professionals. Partners with claims professionals for RTW opportunities, vocational and occupational analyses, and vocational research. Promotes early assessment and intervention.
 - Mentors new VRC peers, clinical consultants, and claims partners.
 - Researches and identifies private vendors for the provision of vocational services. Coordinates and supervises vendors as needed.
 - Participates in customer tours/visits by making rehabilitation presentations regarding the Unum rehabilitation program to existing and potential accounts.
 - Advises Director of opportunities to improve contracts to strengthen rehabilitation potential.
- Performs other duties as assigned.
- Unum offers competitive pay, relocation assistance and excellent benefits. Come join us if you're interested in working in an exciting and challenging environment for a company that is on the move!

Please apply on-line at www.unum.com/careers to Job Code **309871**.

Unum is an equal opportunity and affirmative action employer regardless of a person's race, color, religion, national origin, age, disability, military status, gender or sexual orientation.

Corrections

A correction for an article published in the February 2009 issue of The Expert's Express. The article, printed in the Chapter Highlights section, entitled "IARP Oregon Chapter, The Injured Worker Fund" contained some inadvertent errors. Namely, that (1) although the Fund was conceived of and started more than a decade ago, it actually became a 501(c)(3) entity on 9/22/04; (2) the Fund is managed via Articles of Association and a Board of Directors; (3) any counselor (not only IARP members), insurer or Workers' Comp representative may request assistance from the Fund on behalf of the injured worker; (4) and decisions are made by the Board of Directors.

(IARP Chapters Highlights continued from page 3)

and this includes 1.5 contact hours for ethics education. Early Registration Fees are in effect until June 1 and are \$100.00 for IARP/TARPPS members, \$125.00 for Non-Members, and \$40.00 for students. After June 1, the Registration Fee will increase by \$25.00 for both members and non-members, but student registration will remain the same.

For further information, contact Chapter President and Seminar Coordinator Tom Selman at selmanthomas@sbcglobal.net or at (972) 788-2069

IARP California Chapter

WCAB Treated To History Lesson

The Workers' Compensation Appeals Board was treated to a rerun of the debate that led to adoption of April 2004's Senate Bill 899 reform measure in amicus curie briefs filed by opponents and supporters of the board's decisions in the Almaraz/Guzman and Ogilvie cases.

Both proponents and detractors submitted reams of documents hoping to show that the legislative history of SB 899 shows that their interpretation of the bill is the correct one. Attorneys attached a transcript of an April 14, 2004, conference committee hearing held just before final passage of the measure and studies by the Rand Institute for Civil Justice and the Commission on Health and Safety and Workers' Compensation to back up their arguments.

The California Applicants' Attorneys Association, the International Association of Rehabilitation Professionals and the California Society of Industrial Medicine and Surgery – as well as applicant Joyce Guzman's attorney – filed briefs in support of the WCAB's decisions in the Almaraz/Guzman decision.

Parties filing briefs against the decision were:

- Department of Industrial Relations Director John Duncan
- Protected Insurance Program for Schools
- The California Chamber of Commerce and California State Association of Counties (filing together)
- The defendant in the Guzman case, Milpitas Unified School District
- The California Self Insurers Association
- Schools Insurance Authority
- Insurance Commissioner Steve Poizner
- Los Angeles County
- Safeway
- San Diego and Imperial County Schools Joint Powers Authority
- Defense attorney Phil Walker and others
- Employers Direct Insurance Co.
- The law firm of Thomas and Megan Morrow, acting on behalf of an unidentified group of employers
- The California Workers' Compensation Institute
- Insurance Commissioner Steve Poizner

The WCAB solicited amicus curie briefs when it decided to reconsider its Feb. 3 decision in the Almaraz/Guzman and Ogilvie cases, which opponents say will drive up workers' compensation costs and return

subjectivity to permanent disability ratings. The WCAB gave attorneys until May 21 to rebut the arguments made in the briefs.

Because of the large amount of data, WorkCompCentral has made the Almaraz briefs available for download at the following web addresses:

<http://www.workcompcentral.com/pdf/2009/misc/almarazbriefs050709.pdf>

<http://www.workcompcentral.com/pdf/2009/misc/almaraz3brief050709.pdf>

<http://www.workcompcentral.com/pdf/2009/misc/almaraz5brief050709.pdf>

<http://www.workcompcentral.com/pdf/2009/misc/almaraz6brief050709.pdf>

There was considerably less interest in the board's Ogilvie decision. The attorney for applicant Wanda Ogilvie was the only party to submit a brief in favor of the WCAB's decision. The city and county of San Francisco, the defendant in the case, argued against it.

Travelers Companies, defense attorneys Thomas and Megan Morrow, and the California Workers' Compensation Institute submitted amicus briefs arguing against the decision.

To reach those documents, go here:
<http://www.workcompcentral.com/pdf/2009/misc/ogilvie2brief050709.pdf>

IARP Nebraska Chapter

2009 Conference News

Pat Reilly
 Nebraska Chapter President

Nebraska IARP had the good fortune to have as guest speakers Mike Shahnasarian, PHD, Gale Gibson and Jeff Truthan for their 2009 May conference. The conference was educational, well attended and enjoyed by local and regional IARP members. Don Shrey visited the Lazy D River Ranch for a successful turkey hunt! Don won The Turkey Hunt Weekend from the raffle at the fall Forensics Conference.



Welcome New IARP Members

Congratulations to everyone listed below on becoming members of the International Association of Rehabilitation Professionals! Welcome aboard. And thank you to those that referred them. Great job!

Neil Bennett,
President, IARP

New Members:

Bernice Costello
Brian Bierley
Amy Jones
Nikki Braswell
Jeanne Tarver
Jon Christenson
Mary Helen Gammon
Brittany Beitrusten
Shani Missner
Sandra Coleman
Barbara Lemke
Caroline Fortner
Ronda Darkus
Celeste Hall
Angela Prenoveau
Robin Sherrill
Sheree McKeithan
Karen Stephenson
Kimball "Holt" Dunbar
Steven Fresa

Referred by:

Mary Cantwell
Terry Leslie
Jane Rouse
Suzanne Smith
Stony Landry
Patrick Decoteau
Linda Hanf
Laura Perry
Julie Kitchner
Julie Kitchen
John Meltzer
Jane Rouse
Gina Jaeger
David Jackson

New Members (continued):

Amy Johnson
Annette Tarpley
Sheila Scott
Amy Yandricha
Jessica Johnson
Cecilia Thomas
A. Bentley Hankins
Erin McLane
Paula Aznavoorian-Barry
Linda Cearley
Heidi Keller
Kevin Cornett
Kathleen Macy-Powers
Patricia Murphy
Andrea Mills
Janice Landy
Paula Slager
Tina Dixon-Nowie
Saundra Jones
Saadia Safian
Lucie Darkes
Nina Wax
Sheila Capizzi
Andrea Hall
Peter Ropp
Ellen Glusing

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(President's Report Continued from page 1)

watch; no sharks snapping. Collegial interchange was exchanged-opinions debated and courses set.

We strive for growth, and we are succeeding while others falter. We are committed and dedicated. Our course is set and our future is bright. Yet, we must maintain the balance of the cargo in the hold, for it determines the seaworthiness of the ship.

In the ship's log of Garufa is penned, (adapted from EB White, *the Fox of Peapack*, 'Apostrophe to a Pram Rider'):

'Travel far but travel light.
Stalk the turtle on the bay,

Watch the heron spear the frog;
Find the only things you find when you leave your bags behind.

Raise the sail your old man furl'd,
Hang your hat upon the world.
Thank the god you always doubted
For the gifts you never flouted.

Happy in perambulation, work no harder than you have to.'

May we have fair winds and following seas as we set sail on the next leg of our voyage.

JobGenie

Dictionary of Occupational Titles on your laptop, accessible by job title, class, DOT code, physical demands. Same-day delivery.

<http://www.stepfour.com/irrp>



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Providing a Community for
Rehabilitation Professionals

**VISIT OUR WEB SITE AT
WWW.REHABPRO.ORG**

The International Association of Rehabilitation Professionals provides a community for rehabilitation professionals in their quest for education and professional growth.

- ◆ 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 our web site to learn more about the IARP mission and how we work to achieve it.

Member's Corner

IARP Membership 2009 Economic Survey

The recent economic survey solicited a great response from our members. The survey was sent from IARP headquarters to find out how our members are faring in the current financial climate. This information will be useful to the IARP Board as they begin strategic planning for the association at the May 2009 board meeting. In doing this we feel that we will be better informed about the needs of our members and thus be able to continue to provide meaningful service. Below are the results of the survey:

1. How has the current state of the economy affected your business?

Significant adverse affect	14.8%
Minor decrease	34.2%
Not at all	30.6%
Minor increase	13.2%
Significant increase in business	7.2%

2. How has the economy affected your area?

Significant adverse affect	56.1%
Minor impact	39.3%
No noticeable affect	4.6%

3. Please complete this statement. The number of clients I service has...

Decreased	45.4%
Increased	54.6%

4. Has the current economic climate affected your ability to travel for educational events?

Yes	51.8%
No	48.2%

5. Please complete this statement. The amount I travel for educational events this year will...

Decrease	49.3%
Not change	48.7%
Increase	2.0%

6. How will the economy affect your participation in association memberships this year?

Decrease	20.3%
No change	78.4%
Increase	1.3%