



The Experts' Express

April 30, 2009

International Association of Rehabilitation Professionals

Providing a Community for Rehabilitation Professionals

From the Executive Director's Desk

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.

Keys to Successful Strategic Planning

Carl Wangman, CAE
IARP Executive Director

IARP's improved financial position has allowed the section boards and the IARP Board of Directors to redirect part of their focus to strategic planning. The IALCP section board has completed the first stage of recreating its strategic direction. The IARP board has encouraged all sections to follow the IALCP model.

Once all the sections have completed their plans, the IARP board will consolidate the section plans into the over-all IARP strategic plan. All committees and the Council of Chapter Presidents are also emphasizing longer-term planning for their activities.

Having been involved in association strategic

planning for over 30 different associations, I have direct knowledge of plans that were successfully implemented. IARP president, Neil Bennett, has asked that I share my observations about the elements of successful plans.

Stakeholder Buy-in or Strategic Plans that Work

IARP has opted to have its board do strategic planning, rather than establishing a separate committee. The strength of this approach is the structure of the board. The IARP Board of Directors has representation from all sections, chapter leaders, and at large members. The board also recognizes the importance of decentralizing the planning process to facilitate stakeholder buy-in of the final plan and strategic direction.

(Strategic Planning Continued on page 5)

Behind the Calculator: IARP Treasurer's Report

The "Happy" Numbers

John Meltzer
IARP Treasurer

When Carl Wangman, our executive director, sent the income statement showing our financial position through March 31, 2009, his e-mail stated that he was sending "the happy numbers" for March. If we do not receive another penny this fiscal year (ending June 30, 2009), we still have enough deferred dues from membership (given how we account for membership dues in our budget) to guarantee that that we will exceed our revenue projections for the year. As this will be my last treasurer's report given the outcome of elections and changes to the IARP Board of Directors in May, I too am "happy" about the numbers.

Some have expressed concern about the no risk budget we put into place a year ago when our financial picture was much bleaker. We were not crying wolf. The wolf was in the chicken coop. The "B" word (bankruptcy that is) was a possibility unless we took some drastic action. While we sacrificed some services and the annual conference among other

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IARP WEBINAR SERIES

Early Intervention to Promote SAW/RTW

Presented by: Rick Wickstrom, PT, CPE, CDMS
President of WorkAbility Network

May 20, 2009
12:00 p.m. - 2:00 p.m. Eastern Time

Objectives

This webinar will help professionals:

- ◆ Identify key benefits from early intervention to promote Stay-At-Work and Return-To-Work.
- ◆ Identify key metrics for early intervention success.
- ◆ Determine indicators for early intervention by applying the WorkAbility Decision Tree.
- ◆ Describe/illustrate key elements of a Functional Job Analysis.
- ◆ Define differences between the traditional medical care vs. job accommodation/transitional work model.
- ◆ Describe and illustrate key elements of an ERGO Accommodation Study during selected case studies.
- ◆ Describe expectations for a Functional Capacity Evaluation (FCE), based on new APTA guidelines.

Register today by going to the link below.

http://www.rehabpro.org/events/documents/May09_Webinar_Registration_Form.doc

(Treasurer's Report continued from page 1)

things when we put our budget together, in hindsight, in my opinion it was the right move. A sure sign that it was the right move is I sleep better at night. Highlights over the past fiscal year include the following:

- ◆ We paid off our financial obligation to the Hyatt Regency in California for the 2008 annual conference;
- ◆ We have \$50,000 in a reserve fund;
- ◆ Membership dues exceeded budget during challenging financial times; and
- ◆ We have worked hard to control expenses (administrative costs and journal costs are way down).

As Patrick Decoteau takes over as secretary/treasurer of IARP in May, I would like to thank the membership for hanging in there with us as we tried to right the ship. I would like to thank the board for making the tough decisions. I also want to thank the finance committee for keeping the big picture in sight, particularly when every finance committee meeting was full of doom and gloom not too long ago. Thank you.

The International Association of Rehabilitation Professionals

Forensic Section Board

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

Chapter Highlights

IARP Nebraska Chapter

Spring Boutique Conference

Michelle Hultine

Nebraska Chapter President

The Nebraska Chapter of IARP is hosting Restoring, Reforming and Rejuvenating Rehabilitation in 2009 – a one and a half day Spring Boutique Conference June 6 - 7, 2009.

Featured speakers and topics include:

- Dr. Mike Shahnasarian - Loss of Earning: Validity and Reliability Factors-Earning Capacity Assessment Form
- Charles Kuper and Paul Larsen- "Legal Eagles"- An Update of Legal Decisions in the Last Year
- Jeff Truthan- Estimating Employment per DOT code
- Gale Gibson- Can the O*Net Be Used for Transferable Skills Assessments
- Gale Gibson and Jeff Truthan- Hi Ho Skil-Ver! (Comparing and Contrasting SkillTRAN and OASYS Software.)
- Phillip Baker- Projected Economic Trends in a Troubled Economy
- Michelle Hultine- Work Opportunity Tax Credit

Please see our complete conference line up and activities on line at www.neiarp.org. There are a total of 10 CEU's available for a low price of \$100 before April 25 and \$125 after April 25.

IARP New England Chapter

Spring Conference

Estelle Hutchinson

New England Chapter President

The New England Chapter IARP will be holding their Spring conference on Friday, June 5th at the Becker College MetroWest Conference Center in Southborough, Massachusetts. We will be leveraging the expertise of our very own members as we focus on FORENSICS: Professional Opportunities and Perspectives. Cheryl Kaufman will speak on Life Care Planning, Art Kaufman on Social Security Vocational Expert and Representative roles, Greg LeRoy on opportunities for forensic work, and Deb Veatch on the process of preparing expert opinions. Call Estelle Hutchinson, President New England Chapter IARP, for more information at 401-383-4069.

IARP Texas Chapter

Update on HB3262 (see bill on page 6)

Tom Selman

Texas Chapter President

The bill, introduced into the Texas House of Representatives by Rep. Naishtat, had its Public Hearing in the Business and Industry Committee of the House on April 14 as scheduled. Public testimony was heard

and entered into record - with only two individuals providing testimony: Rebecca Judd, a social worker and professor at Texas A&M, and Joel Carr, a licensed clinical social worker from San Angelo. No one spoke against the bill, not a good omen; however, we did not learn of the bill or the scheduled public hearing until late evening April 13 prior to the scheduled public hearing.

The official status of the bill is now indicated as "Left pending in the Business and Industry Committee." This simply means no vote was taken or has been scheduled to this point but could be easily or hurriedly be scheduled for a vote at any time by a simple suspension of the rules in the B & I Committee.

With regard to the Business and Industry Committee at this point, our primary responsibility is to make certain that the committee members do not believe that the lack of speakers against the bill is symptomatic of lack of opposition. We need to make certain that EVERY MEMBER OF THE COMMITTEE knows that there is opposition and why. We need to let them know right away to forestall any hurried vote. One of the members told me that EVERY MEMBER of the Committee needs to hear from us right away because for many on the Committee, this is a bill they will vote for out of loyalty to Rep. Naishtat. Right now those members know of no opposition - all they heard was public testimony in favor of the bill.

Contact the B & I Committee members today. Get ready NOW for making contact with the Texas Senate and its appropriate committee (which we will let you know about as soon as it is referred to the Senate and assigned to a committee). Don't put this off - do it today! If you have already done it for some members of the Committee, do it for all. Would it not be great to not have to deal with it in the Senate at all - by getting the bill defeated in the Business and Industry Committee of the House - and that can still happen! The directions below will take you to a page containing the photos of all Business & Industry Committee members. Click on their individual photos to go to their web page where you can get contact information, send an e-mail, etc.

- Go to the Texas House of Representatives web site: <http://www.house.state.tx.us/> (Texas House of Representatives web site)
- On top left side of web page click on COMMITTEES
- On the committee page, find and click on Business & Industry

I have decided not to create a form letter as some have asked. A form letter will not do nearly as much good as individual correspondence. Make your letters, faxes, and e-mails as simple, succinct, and to the point as possible. Don't take the negative approach - be as positive as you can while emphasizing qualifications of education, training, and work experience.

We need quick action, response from as many as possible, and even repeat contact. In your written comments to the members, emphasize why you are opposed to the bill. I would appreciate receiving copies of any correspondence that any of you engage in and care to share.

(Continued on page 6)

Express Job Bank Highlights

Rehabilitation Case Manager

Serving children and adults with developmental disabilities, brain injuries and other neurological disorders, Woods Services and Beechwood Rehabilitation help our clients build new relationships, explore exciting possibilities and develop the skills and self-confidence needed to meet their personal goals.

The Rehabilitation Case Manager serves as a liaison between the Beechwood program, families of our clients, and funding resources. This includes:

- ◆ Overall case management of Beechwood clients
- ◆ Maintaining case records
- ◆ Providing social services to Beechwood clients and families
- ◆ Ensuring all client services are provided according to treatment plan
- ◆ Coordinating progress review procedures and ensuring their completeness and timeliness compliance with regulations
- ◆ Providing for proper maintenance and dissemination of client records, ensuring rights to confidentiality
- ◆ Assisting clients and families with discharge planning
- ◆ Providing ongoing information and support to clients and families
- ◆ Other duties as assigned

Qualifications include:

- ◆ Bachelor's degree in Social Work, Psychology or other Human Services area
- ◆ One year of experience in social work/ rehabilitation setting serving mentally and/ or physically disabled persons
- ◆ Knowledge of brain injury and neurological disorders
- ◆ Knowledge of social services/rehabilitation systems
- ◆ Valid driver's license preferred

Interested?

E-mail: resumes@woods.org

Fax: (215) 750-4286

Mail: Woods Services, PO Box 36, Langhorne, PA 19047

Online: www.woods.org

EOE

Vocational Rehabilitation Service Provider

National Vocational Rehabilitation Provider interested in seeking private vendors to provide Vocational Rehabilitation Services in the Washington DC and Fairfax Va. areas.

Responsibilities:

- ◆ Interview and evaluate injured workers to determine degree of disability and employability.
- ◆ Develop and implement vocational rehabilitation plans.
- ◆ Conduct ongoing assessments of the plan for successful case management.
- ◆ Complete and maintain appropriate documentation
- ◆ Accurately and appropriately charges for services rendered.
- ◆ Provide Expert testimony as required (hearings/depositions)

Job Requirements:

Ability to analyze and make sound judgments and to accurately document activities. Excellent oral and written communication skills in order to effectively communicate with injured workers, medical professionals, employers, and customers. Extensive knowledge of state, local and federal laws related to vocational rehab. Minimum of a Masters' Degree in Vocational Rehabilitation or a closely related field. Licensure/ certification as required by law plus 1-3 years of work experience in vocational rehabilitation or related field, required (preferably in worker's compensation). Bilingual skills preferred.

Fax Resume to 877-485-2447

Case Manager

Regional Case Management Co. specializing in Workers' Compensation desires a vocational placement counselor in North Carolina. Must have a Master's Degree in rehabilitation counseling, Psychology or a related field, with 2+ years experience providing vocational rehabilitation, be state certified, or be a Certified Rehabilitation Counselor (CRC). Position involves working out of home with extensive travel, but no overnight. Excellent salary, benefit package and company car. Email resume to mail@vocmed.com or fax to 804-419-0202



IARP

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

IARP Board of Directors

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neil@osc-voc.com

Rodney Isom, President Elect
isomrehab@gmail.com

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

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(Strategic Planning Continued from page 1)

Mining for Information

IARP is totally committed to providing planners at all levels in the association with hard data. Without data, planners are robbed of vital information. We need to know our current strengths, weaknesses, opportunities, and threats (SWOT). We gather information from diverse sources, some of which are listed here:

- Chapter meetings
- Listservs
- Social networking
- Member needs assessment; hard data on all key constituencies; market share for all five sections
- Section boards, section planning committees
- IARP (association-wide) committees
- In-person conferences at which time more surveys are conducted
- Use of survey monkey for short, timely matters, forecasts, etc. (business outlook, new folks coming into industry)

Planners' Primer (Imperatives)

Here are critical elements that all planners must understand if we are **to add value to the member's experience**.

- The association's focus is the member and how we add value to him or her.
- Planners need to focus on the big picture.
- We must use relevant personal/professional experience and translate it into the member's (customer) needs.
- Building meaningful consensus about key goals and tactics must relate to our mission and values.
- Is the IARP value statement at the core of what we do? Is it our guide?
- What is the financial impact of the plan?
- What resources are needed to support the plan, in addition to money? Staff time? Consultants? More volunteers?

Success Drivers

IARP has a vital stake in how it unites rehabilitation professionals. Here are principal factors to consider as IARP strives to add value to the member's experience in IARP:

- Goals need to be clearly stated and understood by all the customers (our members).
- The goals are tied into the mission statement and vision.
- Goals must be judged against specific criteria, such as attainable, within specific timeframes, and resources (volunteers, staff, financial support)
- Are the goals meaningful in terms of the members' needs, based upon actual member needs assessment surveys?

- Planners need in-depth knowledge of the various types of members.
- Does the leadership of the organization (board members, section officers, chapter leaders) add value to the members or are programs continued because they have always been done traditionally?
- What are the strengths (value add-ons) of the organization which give the members rewards for their involvement (ROI, dues, time, etc)?
- How often are programs or activities dropped because their worth has diminished?
- How do we prioritize as an organization?
- How do we gather data from our members?
 - Needs assessments
 - Program post-mortem surveys

Implementation

- Strategic planning intentions are strewn with failures in the implementation stage. Why?
 - The organization has short-term problems that are so critical that solving the emergencies is essential to the group's survival. The fire must be struck first.
 - The goals of the organization are lofty (in some respects...good) but are vague and are difficult to measure. What does success look like in specific terms? Increase in bottom-line equity? How much? Membership growth? How many? Higher retention? What percentage? More distance learning programs? What specific programs?
 - The board does not tie financial support to the tactical aspects of the plan.
 - The board and staff put the plan on the shelf for later reference and fail to return to the plan.
 - There isn't real buy-in by major constituencies because the plan doesn't give them any pay back.
 - The plan has no champion (specific responsibility for its "score card", progress) at the board level. Ideally the plan should be the joint responsibility of the chief staff officer and the president-elect, past president, or other member of the executive committee.
 - Newer members of the board are not thoroughly briefed as to the importance of the plan and its current status (implementation).

As chief staff officer for IARP, I will give you frequent updates on the IARP strategic plan and the section plans. We welcome any suggestions that will assist the IARP planning process.

Carl Wangman became the IARP executive director in August 2008. He is also one of the principal owners of the association management company that manages IARP.

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 Member:

Kimbal "Holt" Dunbar
Caroline Fortner
Shani Missner
Brittany Beitrusten
Jeanne Tarver
Nikki Braswell
Brian Bierley
A. Bentley Hankins
Amy Johnson
Amy Yandricha
Annette Tarpley
Cecilia Thomas
Erin McLane
Jessica Johnson
Paula Aznavoorian-Barry
Sheila Scott

Referred by:

Gina Jaeger
Jane Rouse
Julie Kitchner
Laura Perry
Stony Landry
Suzanne Smith
Terry Leslie

(IARP Chapters Highlights continued from page 3)

Below I have provided the copy of the bill, again, for your reference!
Should you be concerned? Yes!!!!

81R8885 ALB-F

By: Naishtat

H.B. No. 3262

A BILL TO BE ENTITLED

AN ACT relating to providers of vocational rehabilitation services under the workers' compensation program.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Section 409.012(e), Labor Code, is amended to read as follows:

(e) The commissioner by rule may require that a private provider of vocational rehabilitation services maintain certain

credentials and qualifications in order to provide services in connection with a workers' compensation insurance claim. For purposes of this section, private providers of vocational rehabilitation services may include licensed master social workers or licensed clinical social workers.

SECTION 2. This Act takes effect immediately if it receives a vote of two-thirds of all the members elected to each house, as provided by Section 39, Article III, Texas Constitution. If this Act does not receive the vote necessary for immediate effect, this Act takes effect September 1, 2009.

IARP Montana Chapter

IARP welcomes the addition of our newest chapter and its members, the IARP Montana Chapter. Bonnie Lyytinen-Hale is the current Montana chapter president. We look forward to working together to continue to provide a community for rehabilitation professionals in their quest for education and professional growth.

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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 2009 Forensic Conference

Join us for the IARP 2009 Forensic Conference "Home of the Blues, Where Forensic Rehab can Rock 'n' Roll" in Memphis, Tennessee, at the DoubleTree Hotel, Thursday, October 29 – Saturday, October 31, 2009. Phenomenal featured speakers, top-notch pre-conference programs, two days chock-full of breakout sessions focusing on emerging issues and trends within the industry.

SAVE ROOM IN YOUR BUDGET – ATTENDEE REGISTRATION AND HOTEL SLEEPING ROOM FEES

Comprehensive Attendee Early-Bird Registration Fees:

IARP Individual Professional Member	\$395
IARP Associate Member	\$445
Non Member	\$495
Student	\$200

Comprehensive attendee registration includes admittance to the exhibit hall; educational sessions Friday and Saturday; evening reception on Friday; breakfast on Friday and Saturday; and lunch on Friday. Please note that registration for Thursday's Pre Conference Workshops and Tours are not included in this registration fee.

Additionally, the sleeping room rate at the Doubletree Hotel in Downtown Memphis is \$139 per night plus tax (currently 15.95%). Reservations will open in the next few months, please watch our Web site and e-mail blasts announcing when the hotel will accept reservations in our room block.

YOU CAN'T AFFORD TO MISS IT

2009 Forensic Conference exhibit and sponsorship opportunities are now available. For more information go to https://www.rehabpro.org/events/2009-iarp-forensic-conference/documents/2009_Exhibitor_Sponsorship_Prospectus_eV.pdf.