



The Experts' Express

March 26, 2009

International Association of Rehabilitation Professionals

Providing a Community for Rehabilitation Professionals

Behind the Calculator: IARP Treasurer's Report

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.

IARP Treasurer's Report

John Meltzer
Treasurer

It's all good news. Through the end of February 2009, we continue to outperform against the budget. As I have noted in previous reports, this is largely due to membership dues exceeding expectations and to controlling our costs, much of that having to do with going electronic with our professional journals. We have nearly paid off our note for the Hyatt Regency in Los Angeles for last year's annual conference. That obligation will be off the books in a couple of months. Based on conservative estimates of fiscal year end projections (through June 30), we expect a surplus, in addition to the \$50,000 we have already placed in our reserve fund. What this means for the IARP Board of Directors is that we will be able to plan for next year's activities from a position of financial strength; something that we have been unaccustomed to doing for quite some time. As some of us prepare to cycle off the board in May, I am pleased that we are leaving the association financially positioned to meet the future needs of members.

Up To The Minute

IARP ELECTIONS HAVE BEGUN

Janine Holloman
IARP Elections Committee

Ballots have gone out to fill board, section, and committee positions. It will be a completely paperless ballot again this year, saving hundreds of dollars in manpower and mailing costs. You will easily be able to vote in the general election and your section elections as well as being able to access nomination statements from all the candidates online. If for some reason you need a paper ballot, contact IARP Headquarters.

IARP professional members have 30 days to cast their ballots from the date the broadcast e-mail was distributed and the balloting began. Voting will close on April 21, 2009.

We have contested elections this year, as well as a candidate from our newly forming Canadian chapter. We also have candidates who have not run for office before and who are relatively new to the association.

The IARP Election Committee members have worked extremely hard to bring forward the current slate of candidates, and excellent professionals have stepped forward as being willing to serve. Please help support their efforts and let your voice be heard. Don't forget to vote!

Inside this Issue:

From the Helm: IARP Elections Committee Urges Members to	1
Behind the Calculator: IARP Treasurer's Report	1
Chapter Highlights	2
IARP Voting	3
Express Job Bank Highlights	4
Speakers Bureau	5
2009 Forensic Conference	5
Member's Corner	7



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.

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

Transferable Skills Analysis - A Basic Guide to Finding related Jobs

This course presents a time-tested approach and method for completing a TSA (updated by Dr. Field)

4 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.



Suits for Soldiers

Do a little spring cleaning.

Donate your old suits to a good cause

Please visit:

<http://www.rehabpro.org/news/iarp-is-collecting-suits-for-soldiers/>

for more information.

Behavioral and Physical Disability: Innovations for Managing Complex Disability Issues and Claims

Presented by: Dr. Pamela Warren
Carle Clinic Association

March 27, 2009
12:00 p.m. - 2:00 p.m. Eastern Time

Objectives

This webinar will help professionals:

- ◆ Understand the prevalence of co-morbid physical and behavioral health concerns in the disability and case management fields
- ◆ Clarify the differences between the malingering and objective psychological issues
 - ◆ Identify factors that impede the return to work process
- ◆ Develop a model for removing barriers with treating professionals, employees/clients, and employers

LAST CHANCE!

Register today by going to the link below.

<http://www.rehabpro.org/events/innovations-for-managing-complex-disability-issues-and-claims/>

IARP News *FLASH*

ANNOUNCEMENT

IARP Voting is Now Open!

IARP 2009 elections have begun. Voting will be done electronically. You will need your IARP member ID number and e-mail address to vote. If you do not have your member ID number please contact our office at iarp-hq@tcag.com.

To vote, go to: <https://eballot.votenet.com/iarp>

If you have two e-mail addresses on file with us, use the e-mail address where you receive e-mail announcements from IARP headquarters. Security is very tight and we will ensure that voters can only vote once.

There are five ballots. You will only be able to view the ballots for which you are eligible to vote. The ballots are as follows:

1. The primary ballot for IARP board and SCRB board positions.
2. The ballot for open positions on the IALCP section board.
3. The ballot for open positions on the Forensic section board.
4. The ballot for the open Case Management section representative to the IARP board position.
5. The ballot for open positions on the Disability Management section board.

Voting closes on April 21, 2009.

Bios are available on the ballot for each candidate.

If you have questions about the elections process or your ballot, e-mail Carl Wangman at carlw@tcag.com.

2009-2010 IARP Slate of Candidates

Primary Ballot:

IARP Board Positions:

Secretary/Treasurer: Patrick Decoteau
At Large Board Member: Ann Wallace
Susan Maxner

Standard Compliance Review Board positions:

Company Administrator: David Radecke
Insurance Claimperson or Payor: Ellie Ettner
Private Practitioner: Erin Welsh

Forensic Section Ballot:

Forensic Board Positions:

Chair Elect: Anne Savage Veh
Co-Chair: Barbara Byers
Katherine Dunlap
At Large Board Member: Jenipher Gaffney
Deborah Veatch
Rick Robinson

Disability Management Section Ballot:

DM Section Board Positions:

DM Section Board Member: Antony White
Christopher Wood
David Radecke
Enrique Vega

Case Management Section Ballot:

CM Section Board Position:

CM Section Representative to the IARP Board: Jon Veltri

IALCP Section Ballot:

IALCP Board Positions:

Chair Elect: Heidi Fawber
IALCP Section Representative to the IARP Board:
Maria Vargas
Susan Riddick-Grisham

HAPPY SPRING!



Express Job Bank Highlights

Vocational Case Manager

Regional Case Management Company 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 rehab, be state certified, or be a CRC. Position involves working out of home with extensive travel, no overnight. Excellent salary, benefit package and company car. E-mail resume to:

mail@vocmed.com or fax it to (804) 419-0202

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 voca-

tional 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 resources. 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-

(Continued on page 6)



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
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Dennis Funk, Council of Chapter
Presidents Representative
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Angela Heitzman, Forensic
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angela@heitzmanrehab.com

Donald Shrey, Disability
Management Representative
shreyde@uc.edu

Jon P. Veltri, Case Management
Representative
jon.veltri@genexservices.com

Notables

IARP Speakers Bureau Committee

Ann Nuelicht

Chair, Speakers Bureau Committee

- ♦ *Have you had difficulty identifying speakers for a training program or a chapter/section conference?*
- ♦ *Have you been approached by someone in another organization regarding speaker suggestions?*

For IARP, educating the community on topics of rehabilitation is one of our top priorities. So, it is exciting to announce that the **IARP Speakers Bureau is finally a reality!** We invite you to go to <http://www.rehabpro.org/directory/speakers/> and check it out.

The IARP Speakers Bureau will:

- Raise standards in rehabilitation related professional speaking and assist members through a program of training, development tools, and networking opportunities.
- Expand the market for professional speakers on rehabilitation topics including Case Management, Disability Management, Forensic Issues, Earning Capacity Assessment, Life Care Planning, and other subjects covered by the members' exper-

tise.

- Establish Case Management, Disability Management, Forensic Vocational Consulting and Life Care Planning as recognized professional fields by promoting the association and the expertise and professional standards of its members. Offer a straightforward and helpful speaker consultancy and booking service to IARP conference committees, as well as anyone else organizing an event.

Toward the goal of "populating" the Speakers Bureau, we are asking all those who are interested to submit an application. Although, ultimately the Speakers Bureau will pay for itself we want to pilot it through the end of 2009 to make sure the process works smoothly. Until 2010, there will be no fees to have your name listed in the Speakers Bureau or to match a speaker with your needs.

Ann Neulicht, Speakers Bureau Chair (aneulicht@ipass.net)

On behalf of committee members Mary Barros-Bailey, Steve Bast, Patty Costantini, Judi Drew, Carol Lockhart, Karen Preston, Susan Riddick-Grisham, Dianne Simmons-Grab, and Ann Wallace

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:

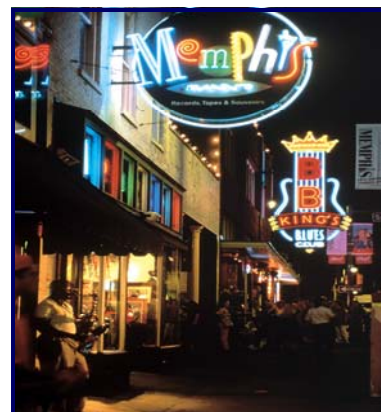
IARP Individual Professional Member	\$395
IARP Associate Member	\$445
Non Member	\$495
Student	\$200

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.



Welcome New IARP Members

We would like to congratulate all of the below listed individuals for 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:

David Perry
Christine O'Donnell
Neil Flannery
Pam Poff
Blake Clark
Catherine Parker
Kari Stafseth
Dianne Taylor
Nancey T. Tsai
Veriuska Bernal
Jorja Creighton
Melissa Boone
Sarah Walmsley
Alison Walmsley

Referred by:

Antony White
Susan Singler
Susan Singler
Jane Rouse
Gerald Wells

(Job Bank Continued from page 4)

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.

Job Specifications

- ◆ Master's Degree in Rehabilitation or a related field or equivalent education, training, and experience.
- ◆ Rehabilitation certification or certification eligible.
- ◆ Two to four years experience in vocational rehabilitation management.
- ◆ Highly skilled in analysis of vocational and claim data, counseling techniques, interpersonal relationships, medical and vocational knowledge, application and interpretation of insurance and legal information, and in oral and written communication.
- ◆ Must be able to coordinate vocational rehabilitation, comply with contract requirements, and develop clear understanding from the claims area of all contract provisions.

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.



*International Association of
Rehabilitation Professionals*

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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

The IARP Web Site

Your Resource Center

The IARP Web site, www.rehabpro.org, offers multiple resources for our members. News, events, and important information are added to the Web site frequently. The below information was recently added:

- ◆ An article excerpted from the publication NARRPS Journal 10 (3) 1995 entitled "The Forensic Vocational Expert's Approach to Wage Loss Analysis". To view this article log in, go to the Members-Only section, and then click on the link for the Document Library or log in and click here <http://www.rehabpro.org/my-iarp/document-library/WageLossAnalysisBoydToppino.pdf>.
- ◆ An article excerpted from the publication NARRPS Journal 6 (1) 1998. To view this article log in, go to the Members-Only section, and then click on the link for the Document Library or log in and click here <https://www.rehabpro.org/my-iarp/document-library/Evolving%20KnowledgeJan.Feb1998.pdf>.
- ◆ Webinar opportunity: "Behavioral and Physical Disability: Innovations for Managing Complex Disability Issues and Claims." For more information go to www.rehabpro.org and click on "Events."

Visit the Web site often to stay current on industry information, national and chapter events, and association news.