

April 2010



International Association of Rehabilitation Professionals

## The Experts' *Express*

### Upcoming Events

IARP Arizona  
Lunch & Learn Series  
April 1

IARP Nebraska  
OMG What a  
Conference!  
May 6-7

Webinar Series  
SSDI Client Return to  
Competitive  
Employment  
May 6

IARP Montana  
Ethics Conference  
May 13-14

Webinar Series  
What Works at Work  
Following TBI  
May 19, 2010

IARP Virginia  
Identify Your  
Employment GPS  
May 21

Visit RehabPro.org for  
more information.

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New Online Community

LCP Summit Report

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I am IARP Spotlight  
Kathy Reid

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Randall Thomas

### IARP & SECTION BOARDS WELCOME NEW MEMBERS

The IARP 2010 election process came to a successful conclusion April 15. With deep appreciation for each candidate, IARP proudly announces the winner in each race:

#### IARP Board of Directors

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**IARP** - Uniting Rehabilitation Professionals

# The Experts' Express

## SECTION NEWS

### *Life Care Planning Summit 2010*

The International Academy of Life Care Planners (IALCP), a Section of IARP, was honored to host the Life Care Planning Summit 2010 on April 17 and 18 in Atlanta, Ga. This event was co-sponsored by the Foundation for Life Care Planning Research and the University of Florida, and held at Georgia State University. For the first time, Audience Response Card technology provided instant feedback to Summit-goers.



R-L: Jan Roughan, Ann Neulicht, Carol Walker, Kathie Allison, Nancy Mitchell, Huntly Chapman, Carolyn Higdon

Seventy-one participants representing life care planning training programs, certification programs and professional associations joined with researchers, practitioners and support service providers to explore the current state of the field and set future directions.

This biennial event brought together leaders in life care planning from a variety of organizations with a goal of promoting unity. Through a series of round table discussions, life care planners examined hot practice-related issues, contributing to their resolution and the continued evolution of the field. Various speakers including attorneys (plaintiff and defense), trust managers, home care agency professionals, and a private hire shared their personal experiences.

Continued on page 7

## CHAPTER NEWS

### *Texas Seminar a Colossal Success*

TARPPS completed its first seminar of the year with 61 attendees! We thank the nine exhibitors who helped fund the all-day program: Navigating Your Way through Changing Waters.

Our first speaker, Colleen Cozzi, shared valuable information about being a Life Care Planner. She did a terrific job of explaining the discipline and rolling out the opportunities for rehabilitation professionals to add to their repertoire of services.

The second presentation was a blockbuster and very important to all of us: The Fate of the Dictionary of Occupational Titles. TARPPS was very fortunate to have Dr. Shanon Gwaltney-

Gibson from East Carolina University and Tom Johns from Social Security Branch Office in Dallas speak about the development of the Occupational Information System, (OIS). Exciting opportunities wait for those Vocational Rehabilitation Counselors who want to help develop the OIS. It appears that one area of need will be for us to hone our skills in developing Job Analysis which will be critical in making the OIS reliable. What an opportunity! We are on the cutting edge of something special given the work being done by the people on the OIAP.

Our third speaker was Guy Riley, expert home modification contractor. He showed amazing slides of the renovation done on simple homes to allow people with disabilities to maneuver and

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# The Experts' *Express*

## **IARP CONNECT IMPROVES ONLINE COLLABORATION**

Facebook, Twitter, LinkedIn, MySpace, YouTube, Flickr—Internet sites that were unfamiliar to most people only a couple of years ago are now part of daily life. Tweeting, texting, posting, linking and surfing have new meaning in our contemporary vocabulary.

What many refer to as social networking tools were created to facilitate communication between two individuals, however, the professional world has been quick to adopt these communications tools and now realize how they benefit life in the workplace.

Some would observe that online social networking is a greater part of the lives of younger professionals, demographics show that people of all ages are using these tools in varying degrees to communicate.

While the full impact of social networking as a professional tool in the workplace is unknown, the power of this medium cannot be questioned. More and more organizations are integrating these tools as part of their communications strategy and are only now beginning to assess the effectiveness of these changes. Now, IARP has launched its own online social networking community—IARP Connect.

### **About IARP Connect**

This new, online networking community connects IARP members around the world. Similar to other popular networking sites, IARP Connect gives members the power to share experiences and knowledge with their peers. It allows users to participate in discussions through blogging, document sharing, eGroups—our improved listservs, and much, much more!

## *Connect with Colleagues Around the World*

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**Section-  
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With IARP Connect Members May:

- Create a secure personal profile that is pre-filled with information from IARP's membership database and may be expanded (as the member wishes) by completing additional details;
- Define who may view their profile and what information site visitors can see;
- Participate in section, chapter and issue-defined eGroups—an enhanced version of the previous listservs;
- Search past eGroup discussions for specific topics of interest—a feature unavailable with the previous listservs;
- Share documents via online libraries and browse other documents posted by members—our previous system did not allow for the safe and secure sharing of documents;
- Search the IARP directory to find colleagues, friends and members with similar interests/classifications;
- Categorize contacts into personally defined groups such as co-workers and fellow committee members; and
- Create their own blog, follow other users' blogs—and much more.

Read more at [www.RehabPro.org](http://www.RehabPro.org).



# The Experts' Express

## SECTION NEWS

*Forensic Section Interview with former Chair Randall Thomas, Ph.D., CRC, Term: 2000-2001*

Forensic Chairpersons take on an extraordinary commitment by volunteering for a three-year term as Chair Elect, Chair, and Past Chair. Bob Paré, who has served in various roles on recent Forensic Section Boards, offered to interview each of the past leaders and bring to you their reflections.

**Bob Paré:** Randall, it's been 10 years since you left your "official" mark and in the capacity of Chair on the Forensic Section. I first remember you from a Pre-Con Forensic presentation you made in Boston - when was that? It was my first "induction" into the Section and I was blown away by the Life Care Planning material that you were offering at that time.

**Randall Thomas:** Boston was in 1999. We were NARPPS then. For some reason I have always been very interested in the value of TRAINING for the practitioner as they serve as "expert witnesses" in our legal system.

**BP:** I have seen the vast listing of Publications and Presentations that you have contributed to our field, per the web page that features your company, The National Center for Life Care Planning. Your long term focus on Life Care Planning, Ethics, and emerging information technology is quite apparent, in addition to Vocational Assessments. Before or in the midst of all this, is there something that dramatically stands out as part of the learning along your own career?

**RT:** Yes. That would be the NARPPS forensic workshop in Las Vegas when I was Chair-Elect and the committee had the responsibility for planning speakers. I knew a young attorney,


Niles Hooper, in Jackson, MS and I was very impressed with him. I ask him to speak on Daubert at the Forensic Conference that year. He was young and looked very "non-threatening". But he was a very bright attorney and hit us hard with Daubert issues.

Daubert was decided in 1993, if you remember, but until then, it really had not started to apply to us. Niles presentation made me very aware of the importance of reliability and procedure in out field.

And I suspect he raised this awareness for many of the attendees. Niles did succeed in creating a lot of anxiety for us at that conference. He knew how to ask questions that reflected our lack of preparedness. And he was able to illustrate what we needed to know and learn. He also reflected, for me, the era when lawyers and rehabilitation experts were "growing up together" in Life Care Plan litigation as well as in Earning Capacity.

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*The Rehabilitation Professional*  
Preview  
  
The Next Edition Features  
CEU-eligible articles including:  
*Updated Household Services Values*  
*Vocational Expert Opinions in Marital Dissolution*



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#### New Classes in 2010:

- The CRCC Desk Reference on Professional Ethics - 8 hours
- Standard of Care: Making Sense of Practice, Ethical, Legal and Credentialing Guidelines in Forensic Rehabilitation - 4 hours
- Test Review Manual for Vocational Evaluations - 10 hours
- Systemic LUPUS Erythematosus - 8 hours





# The Experts' Express

## CHAPTER NEWS

### *Nebraska OMG What a Conference May 6-7*

The Nebraska Chapter of the International Association of Rehabilitation Professionals is sponsoring a two-day conference May 6-7 in Omaha, Nebraska at the Comfort Inn & Suites at 70th & Grover Streets. The conference is titled "OMG! What a Conference!" and features nationally renowned speakers debating worklife expectancy tables widely used by attorneys, insurance companies and medical professionals. Speakers Tony Gamboa, PhD and Christopher Pflaum, PhD will each speak on the the expectancy tables they developed. Tim Field, PhD, a vocational expert and leader in the vocational rehabilitation industry will moderate a debate regarding the data sources used by each and the rationale and application of the tables. Kent Jayne, MA, MBA, a vocational economics consultant and rehabilitation economics specialist, will speak about data sources for the worklife expectancy tables.



David Stein, nationally recognized vocational rehabilitation counselor and expert in vocational evaluation, counseling, employability assessment, life-care planning in civil litigation will speak on Daubert challenges and using clinical judgment in forensic vocational rehabilitation. Dr. Stein will also address the McCroskey MVQS Volcano system for conducting transferable skills analysis, loss of earning capacity evaluations, and projected economic losses.

Nationally renowned speaker, vocational expert, life-care planner and bilingual vocational rehabilitation counselor Mary Barros-Bailey, PhD will speak on ethics in professional counseling settings. Dr. Barros-Bailey is also the Panel Chair for the Occupational Information Development Advisory Panel which is charged with the responsibility of creating an Occupational Information System (OIS) which is a publication that will replace the outdated DOT and create a new job information system which will be widely used in forensic settings for defining jobs, job tasks, job qualifications along with the physical demands of jobs for vocational rehabilitation counselors, attorneys, judges, employers, physicians and the Social Security System.



Mary Barros-Bailey

The new occupational information system development panel which includes Dr. Barros-Bailey, Sylvia Karman, BA and Debra Tidwell-Peters, MS will discuss the changes to the DOT and ask for input regarding the new system.

And finally local attorney, Melany Lanagan, a mediator and practitioner of personal injury, product liability and civil litigation will present and discuss Nebraska Legal updates. The conference has been approved for 14 Continuing education Credits by the CRCC. Contact Paulette Freeman at (402) 597-2566 or [resolute@aol.com](mailto:resolute@aol.com) for more information or to register.



# The Experts' Express

## I AM IARP SPOTLIGHT

*Ann Wallace Profiles Kathy Reid: From Carpenter to CRC, CCM and LCP*

As an IARP Board Member representing Members-at-Large, I try to get to know members from sections I don't belong to and those who may not affiliate with any section. Looking over the Case Management Section Web site, I wondered, 'Are case managers nurses providing management of medical aspects of cases or maybe "voc" people providing vocational services as well as medical follow up?' Casually counting members-by-letters, I found both instances. Fifty-eight have a CRC, CDMS and/or CCM and are MA's (non-nurses); nursing degrees number about 31; a few, four, list a BA and there are a few PT MBAs. I was surprised that at least 33 don't list any letters. *(These folks might want to log into the site and edit their profile. There's a tutorial under Online Resources – Help.)*

Continuing my jaunt around the CM section site, I came across "Why I am a Case Manager," by Kathryn Reid, MA CRC CCM of Seattle. The page detailed her case management of a girl from age three to thirteen under a Special Needs Trust from an e-coli lawsuit. I thought how interesting it would be to provide long term follow up and I contacted Kathy who agreed to be interviewed.

Asked how this assignment came about, she recalled that she had provided a Vocational Analysis for this PI case and had worked with the Life Care Planner. Three years after the case was resolved, Kathy was asked to take over as Case Manager by the Financial Manager of the Trust. The girl is now a Senior in High School. A Special Needs Trust will pay for case management, intermittent or ongoing, as will some insurers and private pay individuals. She may provide Case Management as another piece of working up a Voc/LCP PI case, particularly with brain injuries: help the injured person get through brain injury rehab and help implement the recommendations, while waiting for court. We have the tools.

We all forge varied career paths and I find Kathy's very interesting. She relates the story of being a 70's rebel who dropped out of college several times and bounced around and tried different entry-level and liberal arts-type jobs. A girl friend in construction needed a companion. Kathy joined her and completed a vocational program and an apprenticeship as a carpenter (the girlfriend dropped out) but within six years of working as a carpenter she had aggravated a knee injury. A brother of a construction laborer told her about vocational rehabilitation and DVR. She thus learned about our profession as a client.

Kathy was referred to an occupational education program in Southern Illinois which gave her college credit for her carpentry apprenticeship and she completed a BS degree while recovering from major knee surgery. She taught pre-vocational skills in a program for women entering the trades. For an ESL program she did placements into construction related jobs. (That DVR Counselor did a good job of helping her use transferable skills!) When laid off, DVR referred her to a Job Club, which she ended up leading. The clients taught her about their disabilities and the supervisor encouraged her to consider Seattle University for a MA in Rehabilitation. There were two classes on private sector rehab. While in school she was told about OSC Vocational Systems and became the third OSC employee. She learned to provide Workers Compensation vocational rehabilitation. She talked about how case management naturally happens with WC cases. When an injured worker is not ready for rehab, we can provide medical monitoring and vocational planning or work hardening. Kathy talked about how this makes sense rather than to separate vocational and medical case management.

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# The Experts' Express

## SECTION NEWS

*LCP Summit 2010*, continued from page 2

A Summit highlight featured a panel of diverse professionals discussing what is within the scope of practice for his/her discipline. This included comparisons of basic and advanced training, clinical specialties and professional experience and how, in practice, this informs their ability to accurately project and recommend life care plan action items. The panel debated how collegial collaboration, practice regulations, diagnosis manuals and professional associations support their ability and capacity to varied aspects of care (e.g., item, frequency, duration, timing). Throughout the engaging panel, a consistent theme developed: No matter one's scope(s) of practice, "no man is an island" when completing a life care plan. In addition to the panel of life care planning professionals, additional insight was provided by case managers regarding their interaction with the practitioner and the product.

We are in the process of reviewing and analyzing Summit data, which will be published in an upcoming volume of the *Journal of Life Care Planning*.

We are grateful to generous sponsors including Bright Sun Technologies, ABI Mentor and Elliott & Fitzpatrick. A special thank you to Summit volunteers including Kathie Allison, Tony Choppa, Reg Gibbs, Ann Neulicht, Bob Taylor and Steve Yuhas. Deep appreciation is given to planning committee members Karen Preston, past-IALCP Chair, Debbie Berens, and Jamie Pomeranz. Their hard work and dedication were exceptional, as always.

--Cloie B. Johnson, IALCP Section Chair

## SECTION NEWS

*Randall Thomas Interview*, continued from page 4

BP: Do you think that that anxiety is something that by now has still not gone away for us?

RT: It has not for me. But we eventually learn to adapt and perform with reduced anxiety and greater confidence. We became more attuned to "reliability", to implications regarding the foundations upon which to build testimony as we know it today. Procedure and consistent methodology are very important. Those aspects of our forensic work were not nearly as critical in the mid and late 1990s. From my perspective, trial and deposition testimony was much easier when compared to today's legal environment. In the 1990's and early 2000's attorneys did not understand our field and the foundations of our opinions. Now they are more enlightened and better prepared for testimony from people in our field. And the legal environment is much more adversarial.

BP: You seem to dwell on the learning on to respond to question when under pressure as you talk about our role as expert witnesses. What does this mean to you?

RT: This means we have to listen carefully to the questions we are being ask in a legal testimony situation. This means we have to listen carefully to the questions we are being ask in a legal testimony situation. For example a "verbally bright" individual is able to listen to words (in the questions) being used and, and in turn to parse them as they consider their answer.

Read more of this engaging conversation under Forensic Focus at [RehabPro.org/forensic](http://RehabPro.org/forensic).

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# The Experts' Express

## CHAPTER NEWS

*TARPPS Seminar*, continued from page 2

live a more normal life. Mr. Riley emphasized the importance of knowing the building codes of the community where your client resides. This helps making the home modification a smoother process.

We were very fortunate to have former Division of Workers' Compensation Commissioner Albert Betts look into his crystal ball and forecast the expectations of Texas Workers' Compensation. The Division of Workers' Compensation, (DWC), is up for Sunset Review this year. I'm sure the issues of stakeholders are numerous, but not near as severe as the Sunset Review was in 2004-05. Texas Claims cost is down dramatically because Return to Work rates appear to be up even though we are still early in the game. Mr. Betts reminded everyone that new rules and changes need time to settle and simmer before we all start to make more changes on top of existing changes! Look for the State of Texas to go to the 5th or 6th edition of the AMA Impairment Guidelines.

Mr. Steve Nichols followed Mr. Betts as a co-presenter. He is with the Insurance Council of Texas. Steve told us about the evolving role of the case manager. DWC is looking at defining who gets to be a case manager. There are not any present rules up for proposal, but keep an eye out on the DWC website. Many credentialing groups want to participate in the lucrative Texas market.

It is imperative for the right person to be doing the right job at the right time with the right Credential!

Texas Association of Rehabilitation Professionals and Providers of Services

### *Navigating Your Way Through Changing Waters*

Wednesday, April 7, 2010 - North Dallas Holiday Inn Select



Our final speaker was Mr. Dan Bodin from Functional Restoration Services in Houston, Texas. He addressed the growing concern of effectively managing Legacy Claims. Many carriers continue to pay out on non-catastrophic claims that are 10 years from Date of Injury. At issue is prescription medication usage. Mr. Bodin is a master at helping Nurse Case Managers collaborate with doctors when informing them of the established Formulary and its relationship with the Official Disability Guidelines. He has helped many Case Managers untangle a complicated web of medication usage and appropriateness.

I want to thank all of our speakers and exhibitors for their contribution to the TARPPS program. We will be having more programs in the future as TARPPS becomes a Statewide Trusted Source Designed to Fulfill on People's Needs in Medical and Vocational Case Management.

--Bob Cogburn, CRC, TARPPS President

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## I AM IARP SPOTLIGHT

*Kathy Reid*, continued from page 6

She talked favorably about her 17 years of employment for owners Kent Shafer and Tony Choppa of OSC. She appreciated the training, co-workers, resources and benefits. She did her best to recreate that positive atmosphere when establishing her own practice in 2001. In her practice, Kathy provides services for vocational PI, employment and dissolution cases; life care planning; WC, SSA and career counseling; post-litigation and other private case management while also serving on Trust Advisory Committees. I asked her if life care planners put enough case management hours into a life care plan. She said her CM experience has improved her ability to realistically estimate and explain CM needs for a LCP.

I love that Kathy is able to draw upon her construction background on the witness stand. She shared that she was testifying on a construction site PI case about the tasks of various trades workers. "In cross the defense attorney snidely asked me the wrong question, leading with something like: 'You just looked up information in books, you've never worked on a construction site, you've never observed these workers directly, you really don't know, do you?' Naturally my answer was that yes, I had and I did. :-). The judge called for a break and my referral source scolded me for not having carpentry on my CV. Needless to say he enjoyed a long, leisurely redirect. He also won the case which established a precedent in Washington about general contractors' liability for subcontractors. That sure proved the adage that attorneys should never ask a question on cross they don't know the answer to. Along with credibility as an expert I find that clients who worked in construction find some comfort in my understanding of what it's like to be cold, muddy and at risk for injury. We each have unique personal experiences bring different things to the job of being an 'expert' in a very broad field." Awesome Carpenter Kathy!



Kathy's professional memberships have included IARP, the private rehab organizations in Washington, CMSA, Washington Medical Case Management Association and the Pacific Northwest Neuropsychology Society (where she has served on the board for years). Her volunteer work has been directed to a program for homeless young adults near the University. She and her husband rescue animals and have filled

their empty nest with fur. While lately Kathy has found sufficient opportunities in Washington to earn her CEUs, I hope to meet her in the near future at a CM/DM, or Forensic or IALCP conference.

-- Ann Wallace

What was your path to IARP? Contact Ann Wallace for an I Am IARP coffee chat: [ann@wallacerehab.com](mailto:ann@wallacerehab.com) or complete the online survey linked below.

<http://www.surveymonkey.com/s/iamiarp>



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