2018 IARP ANNUAL CONFERENCE
OCTOBER 25 - 27, 2018
THE QUEEN CITY WELCOMES YOU TO LEARN, GROW AND NETWORK!

CHARMING CHARLOTTE
INTERNATIONAL SYMPOSIUM ON LIFE CARE PLANNING PRESENTS SEAK
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Welcome to the 2018 IARP Conference!

Welcome to Charlotte, the Queen City! We are excited to provide outstanding presentations for your professional development. The conference committee has worked hard to provide sessions for all disciplines and levels of professional development.

Our keynote speaker, Morris Morrison, is a dynamic young man with a powerful message for all of us!

Pre-conference offerings include SEAK Training: How to Be an Effective Expert Witness; Resilience Counseling Theory; Expert Presentation: How to Look, Feel, Speak and Be the Part! and Neuropsychological Management of Concussions and Chronic Pain.

Breakout sessions will not only include a 3-part training series for SSVE – Using Tools and Knowledge to Testify as well as the Building Block of Transition Services but will also have sessions on Life Care Planning Consensus Statements from the 2017 Summit as well as Ethics for several populations; Writing for Publication, Planning for Business Succession; Ethics, Empathy and Encouragement; and SCOR (Strengths, Challenges, Opportunities and Risks).

There is a plethora of learning opportunities for all members: young, wise, new, established, and moving on and networking time with exhibitors and sponsors.

We have developed the schedule to allow for networking, talking, introducing new people to others, service to the community of Charlotte, gathering new information, seeking knowledge in your field and allowing for an environment to Learn, Grow and Network!!

Anne Savage Veh, on behalf of the 2018 Conference Committee

BADGES
Only registered attendees, faculty and exhibitors are permitted to attend the 2018 Annual Conference. Badges must be worn at all functions. For easy access to sessions and events, and as a courtesy to other attendees and exhibitors, please be sure your name and other information printed on your badge are clearly visible and not covered by pins or stickers. Thank you for your cooperation.

CONFERENCE ATTIRE
Conference attire is business casual. Feel free to be comfortable in slacks, polo shirts, sweaters, blazers, blouses, and most importantly, comfortable shoes. Reminder: Conference rooms tend to be a little on the cool side. Be sure to bring a sweater, shawl, or light jacket to the sessions.

CONFERENCE PROMOTIONAL PHOTOS
IARP Annual Conference registration implies consent that any pictures taken during the conference can be used for conference coverage and promotional purposes. IARP is able to use your likeness without remuneration.

COURTESY
As a courtesy to speakers and other participants, please turn off all communication equipment (i.e., cell phones, pagers) during the conference sessions. And, please no side conversations during conference sessions!

IARP REGISTRATION/INFORMATION CENTRAL
Stop by the IARP registration desk with any questions you may have about the conference. You may also look for any of the IARP staff, conference volunteers, or conference committee members for assistance.

HOURS OF OPERATION
Thursday, October 25 7:00 am – 6:00 pm
Friday, October 26 7:30 am – 7:00 pm
Saturday, October 27 7:00 am – 5:00 pm

CONFERENCE COMMITTEE

Erin Bailey  Neil Bennett  Debbie Civlis  Beth Ezzell  Barbara Harvey  Tomi McFarland  Tonya Owen  Judith Parker  Julie Sawyer  Jacqueline Valencia Mendez  Carolina Valencia Salazar  Maria Vargas  Laura Woodard
MESSAGE FROM THE PRESIDENT

On behalf of the IARP Board of Directors, we want to welcome you to the 2018 IARP Annual Conference! We’re so glad you’re here with us in Charming Charlotte for what promises to be our best and most memorable event yet. We’ve packed all three days with informative sessions, thought-provoking panels, and the chance to meet amazing people from all over the country. As we work toward becoming the leading international rehabilitation professional association, we are excited to present you with outstanding presentations for all disciplines and levels of professional development.

Hundreds of us have converged in Charlotte, with unique backgrounds and different experiences. However, we almost certainly agree on one solid foundation - together, we are working to strengthen the community of rehabilitation professionals over the course of a lifetime. And within that mission, it is incumbent upon us to continue to build the community within our industry. We are here to come together to learn from each other and share the joys, triumphs, and challenges of the rehabilitation profession. Working together, we will provide resources, answers, and solutions - this is a great source of pride for me, section leaders and fellow board members of the International Association of Rehabilitation Professionals. Thank you all for sharing your talent!

Our goal is to keep this conference fresh and informative and with the help of our fearless Conference Chair, Anne Savage Veh, we have done just that! Her hard work and dedication as well as her tireless leadership with the committee has produced this wonderful event and we cannot thank her enough. We would also like to send a special thank-you to all of our presenters who bring life to the conference through their valued presentations. And lastly, we would like to thank our generous sponsors and exhibitors - your continued support of this conference is greatly appreciated!

Whether you are new to this profession or are already a seasoned expert, we invite you to dive in to the sessions, soak up the information, learn about great resources in the exhibitor hall, connect with old friends and make new ones, and don’t forget to save a little energy for the fun of Charlotte!

Once again, welcome to Charlotte - the Queen City welcomes you and we invite you to get ready to inspire and be inspired!

Sincerely,

Steve Yuhas
2018 President, IARP Board of Directors
2018 – 2019 BOARD OF DIRECTORS

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CONTINUING EDUCATION CREDITS HAVE BEEN APPLIED FOR THROUGH THE FOLLOWING ORGANIZATIONS: ABVE, AOTA, CCM, CDMS, CLCP, CRC, CVE-CWA-CCAA, Nursing Continuing Education, MSCC, NASW & NBCC. Below is the maximum number of credits approved from each of the crediting bodies. Please note that this includes the pre-conference workshops and Annual Conference sessions.

ABVE – 22.0 CEs Approved  
AOTA – 1.7 CEUs Approved (1 Contact Hour = 0.1 CEU)  
CCM – 22.0 CEs Approved  
CDMS – 22.0 CEs including 3.0 Ethics Approved  
CLCP–MSCC – 22.0 CEs including 7.0 Ethics Approved  
CRC – Pending Approval  
CVE–CWA–CCAA – Pending Approval  
Midwest MSD (Nursing Contact Hours) – 22.0 Contact Hours Approved  
NASW – 22.0 CEs Approved  
NBCC – 21.0 CEs Approved (Select Sessions)

This program has been pre-approved by The Commission for Case Manager Certification to provide continuing education credit to CCM® board certified case managers. (CCMC)

The assignment of AOTA CEUs does not imply endorsement of specific course content, products, or clinical procedures by AOTA.

2018 IARP Annual Conference has been approved by NBCC for NBCC credit. Sessions approved for NBCC credit are clearly identified. International Association of Rehabilitation Professionals (IARP) is solely responsible for all aspects of the program. NBCC Approval No. SP-3146.

This continuing nursing education activity was approved by the Midwest Multistate Division, an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation.

NON-ENDORSEMENT AND CONFLICT OF INTEREST

The statements, comments and opinions expressed during this meeting are those of their respective author(s), or presenters who are solely responsible for them, and do not necessarily reflect the official policy, position, or opinions of IARP and its officers and directors.

This educational activity’s planners and the presenter(s) have indicated they have no bias or conflict of interest. All 2018 IARP Annual Conference presenters have committed to providing an unbiased presentation.

Presenters have attested that they will not discuss off-label usage of products for a purpose other than that for which it was approved by the Food and Drug Administration.
SCHEDULE OF EVENTS — THURSDAY, OCTOBER 25

7:00 AM - 6:00 PM
Room: Convention Foyer
REGISTRATION/INFORMATION CENTRAL OPEN

7:00 - 8:00 AM
Room: Carolina Ballroom
BREAKFAST

8:00 AM - 4:00 PM
Room: Symphony IV

(01) HOW TO BE AN EFFECTIVE EXPERT WITNESS, SEAK PRESENTED AS THE INTERNATIONAL SYMPOSIUM OF LIFE CARE PLANNERS

Nadine Nasser Donovan, Esq., Former Medical Malpractice Defense Attorney

The #1 way for a rehabilitation specialist to grow an expert witness practice is to build the reputation of being an effective expert witness. This is an interactive workshop covering deposition, direct examination, and cross-examination skills for the rehabilitation expert witness. Attendees will learn how to become markedly more effective and significantly more valuable expert witnesses. Instruction will utilize four methods: lecture, questions & answers, videos of experts actually testifying in real cases, and mock trial demonstrations using student volunteers. In addition, each attendee will be provided with a content rich seminar manual.

Learning Objectives
At the conclusion of this workshop, you should be able to:

- Discuss the strategies and goals of opposing counsel at deposition and during cross-examination
- Describe how to properly prepare for deposition and trial
- Discuss strategies that can be followed when giving an expert deposition and when testifying at trial
- Explain techniques for excelling at videotaped depositions
- Explain opposing counsel’s deposition and cross-examination tactics and how to defeat each tactic
- Describe techniques you can use when testifying at deposition and trial
- Discuss methods for responding to trick and difficult questions at deposition and trial
- List teaching methods that can be used to improve the persuasiveness of your expert testimony
- List techniques for developing powerful, memorable language and analogies
- Describe how to best insulate yourself from attacks by opposing counsel
- Discuss techniques to make a positive impression on the jury

SEAK SCHEDULE

SECTION 1: DEPOSITION SKILLS
8:00 - 8:30 am  Deposition Law and Procedure
8:30 - 9:00 am  Preparing for Your Deposition
9:00 - 9:30 am  Deposition Strategies for Experts
9:30 - 10:00 am  Understanding and Defeating Counsel’s Deposition Tactics
10:00 - 10:15 am  Break and Networking Opportunity
10:15 - 10:45 am  Videotape Depositions: Special Techniques
10:45 - 11:15 am  Advanced Deposition Tactics for Experts

SECTION 2: DIRECT EXAMINATION AND PERSUASION SKILLS
11:15 am - Noon  Introduction and Executive Summary of Persuasion Techniques for Expert Witnesses
Noon - 1:00 pm Lunch with Faculty
1:00 - 1:30 pm Preparation
1:30 - 2:00 pm Creating and Using Powerful, Memorable Language and Analogies

SECTION 3: CROSS-EXAMINATION SKILLS
2:00 - 2:30 pm  Protecting Yourself from Attacks on Your Credibility and Credentials
2:30 - 2:45 pm  Break and Networking Opportunity
2:45 - 3:15 pm  Advanced Cross-Examination Techniques
3:15 - 3:45 pm  How to Skillfully Answer Trick and Difficult Questions
3:45 - 4:00 pm Questions/Takeaways

Focus Track Key:  Forensic  = Forensic  Life Care Planning  = Life Care Planning  Social Security Vocational Experts  = Social Security Vocational Experts  Rehabilitation Disability & Case Management  = Rehabilitation Disability & Case Management  Vocational Rehabilitation & Transition Services  = Vocational Rehabilitation & Transition Services
8:00 AM - NOON
Room: Symphony III

(02) APPLYING RESILIENCE COUNSELING THEORY TO IMPROVE REHABILITATION OUTCOMES

Lori A. Cowan, Licensed Professional Counselor, Licensed Marriage and Family Therapist, Certified Rehabilitation Counselor, Certified Life Care Planner, & American Board of Disability Analysts - Fellow

Understanding the application of a form of positive psychology which capitalizes on an individual’s strengths and empowers clients.

Learning Objectives
• Define Resilience Theory
• Explore the Resilience Characteristics
• Understand the application of Resilience Theory

NOON - 4:00 PM
Room: Carolina Ballroom
EXHIBITOR SETUP

NOON - 1:00 PM
Room: Carolina Ballroom
NETWORKING/LUNCH BREAK
Provided by IARP

1:00 - 5:00 PM
Room: Symphony II

(03) EXPERT PRESENTATION: HOW TO LOOK, FEEL, SPEAK AND BE THE PART

Rebecca Busch, RN, MBA, CCM, CFE, CPC, CHPA-IV, CRMA, CICA, FIALCP, FHFMA

The report is done, it looks great on paper, now it is time to present the results. How you look, speak, and respond to questions does impact the final presentation of your deliverable. This is a fun session to discuss the potential mishaps and how to overcome them, ranging from words and verbs to style and dress.

Learning Objectives
• How to articulate your report
• How to dress the part
• How to overcome objections

1:00 - 5:00 PM
Room: Symphony I

(04) NEUROPSYCHOLOGICAL MANAGEMENT OF CONCUSSIONS AND INTERDISCIPLINARY MANAGEMENT OF CHRONIC PAIN

Sara Schara, PhD, Shilpa Kasuganti, MD, Darcy Alexander, PhD

Increased awareness of concussions, particularly in sports, is reflected in the Workers Comp arena, although it remains misunderstood. Adequate assessment considers mechanisms of injury and contextual factors in recovery, including emotional/personality factors and the role of potential secondary gains. Proper treatment includes medical management, which can be directed by a trained physiatrist, and cognitive rehabilitation addressing identified emotional and contextual issues. The biopsychosocial model has greatly improved our understanding of chronic pain. Recent findings implicate abnormal epigenetic and brain changes, related to stress and opioid use, underlying persistent chronic pain syndromes. Interdisciplinary rehabilitation can achieve reversal of these, and meaningful clinical outcomes, by integrating opioid weaning, instruction in coping skills and behavior change, physical exercise and enhanced involvement in functional activities.

Learning Objectives
• Attendees will be able to identify mechanisms of injury in concussion.
• Attendees will understand the diagnosis and evolving theories and research on concussion.
• Attendees will be able to appreciate factors affecting recovery and prognosis.
• Attendees will understand how best to integrate early intervention goals and treatment.

4:00-5:00 PM
Room: Symphony IV
INTERNATIONAL ACADEMY OF LIFE CARE PLANNING TOWN HALL

5:30-6:30 PM
Room: Symphony VII
IALCP SECTION RECEPTION

5:45-6:45 PM
Room: Symphony VI
FORENSIC SECTION RECEPTION

6:00-7:00 PM
Room: Symphony V
SOCIAL SECURITY SECTION RECEPTION
SCHEDULE OF EVENTS — FRIDAY, OCTOBER 26

7:00 - 8:00 AM
Room: Carolina Ballroom
CONTINENTAL BREAKFAST

7:30 AM - 7:00 PM
Room: Convention Foyer
REGISTRATION/INFORMATION CENTRAL OPEN

8:00 - 9:30 AM
Room: Symphony IV
KEYNOTE ADDRESS
Morris Morrison

Many people have already experienced Morris Morrison’s highly inspirational message on stage. Now it’s your turn. Get ready to experience the journey of a rising star of America’s motivational speakers. Morris went from the bright lights of New York City, to a hospital parking lot where a doctor’s words changed his life forever, after losing his parents in New York City. Some of the top companies in the world (such as Microsoft, GE and many others) have witnessed Morris Morrison’s energy live on stage and in his latest book, Overnight Success: An Inspiring Story about Culture, Results & the American Dream. His unforgettable message sounds like a Hollywood story that you will never forget, as Morris Morrison uncovers the connection between today’s culture, spoiled soccer kids, Netflix, and the #1 topic dominating everyone’s mind today — how to get the results that we want… faster. Morris Morrison is driven to reignite the spirit of the American Dream in the hearts and minds of everyone, by inspiring individuals and organizations to purse the results that matter most, and by using their story to change the world.

9:30 - 10:00 AM
Room: Carolina Ballroom
NETWORKING/REFRESHMENT BREAK

BREAKOUT 1 — 10:00 - 11:30 AM
Room: Symphony III
(101) SSVE TRAINING FUNDAMENTALS: USING TOOLS AND KNOWLEDGE TO TESTIFY (SVP 1-4) 
Toni McFarland, MA, CRC, LPC, CAADC, CCFC; Michelle Aliff, PhD; Matt Sprong, PhD; Mike Blankenship, LMHC, BCPC, CRC, NCC; Debbie Civils, LPC, CRC, ABVE/D, IPEC, CCM; Michelle M. Weiss, MA, CRC, CCM, NCC, MSCC, ABVE/D, IPEC; Julie Sawyer-Little, MS, OT/L, ABVE-F, CLCP, CRC; Kate Jet, MEd, LPCA, CRC; Leslie Lloyd, RhD, CRC, ABVE/D

This training will cover the SSVE Training Fundamentals:
1) Introduction to being an SSVE; 2) Determination of Disability; 3) Tools, Software and Publications; and 4) Physical Demands

Learning Objectives
• Attendee will be able to identify the key references needed to do work as a SSVE.
• Application of reference material, such as VE Handbook, Social Security Rules, POMS and other materials.
• Attendee will gain knowledge of the basis of testimony, testimony support, how job numbers are arrived at, and the guidelines for Transferability under Social Security Rules.
• Practical application of skills: How to use what is learned in a hearing; why “based on my experience” is not enough anymore.

BREAKOUT 1 — 10:00 - 11:30 AM
Room: Mecklenberg 2
(102) BUILDING BLOCKS OF TRANSITION SERVICES: IEPs AND TRANSITION PLANS
Lisa Byrne, MA, CRC, LCPC, PVE, Licensed Interpreter for the Deaf

The Vocational Rehabilitation Transition Services board presents a 3-part series to help equip CRCs with providing Transition Services. This initial presentation will be an introduction to understanding an IEP, and specifically the Transition Plan within the IEP, where CRCs can provide the most knowledge and benefit to this population.

Learning Objectives
• Upon completion of the presentation, participants will understand the core components of an IEP, and will be aware of the differences between an IEP and a 504 plan.
• Upon completion of the presentation, participants will know the key components of the Transition Plan within the IEP.
• Upon completion of the presentation, participants will have a better understanding of special education language, common terminology, and the IEP process.
Breakout 1 — 10:00 - 11:30 AM
Room: Mecklenberg 1
(103) Avoiding a Motion to Preclude a Life Care Plan
Christine Reid, PhD, CRC, CLCP; Susan Riddick-Grisham, RN, BA, CLCP

The presentation will discuss various cases in which life care planning testimony has been limited or stricken by the court. It will address issues for foundation the impact the validity of the LCP. Further, it will provide insights into landmines to be aware of in the deposition process. Attendees will receive a checklist to use in preparation for deposition and trial.

Learning Objectives
• The attendee will identify some of the risks associated with having a life care plan excluded.
• The attendee will identify strategies for minimizing the risk of exclusion.
• The attendee will discuss implications for the life care planning practice.

Breakout 1 — 10:00 - 11:30 AM
Room: Symphony I
(104) Issues and Intricacies of the Forensic Evaluation of a Younger Adult with Advanced Education and Training, but No Work History
Mitchell Schmidt

How do we perform an evaluation of this profiled individual’s future earnings capacity and work life expectancy? This presentation will identify the types of cases where a forensic evaluation is necessary and how the specific impairment or circumstance affects the methodology for evaluation. Redacted information from actual past cases will be used as examples of work product and material for questions and discussion.

Learning Objectives
• Identify the types of cases where a forensic evaluation is necessary and how the specific impairment or circumstance affects the methodology for evaluation.
• Discuss and evaluate how the lack of professional employment and earnings history impacts the evaluation and the most effective way to project future earnings and work-life expectancy.
• Share actual cases’ elements and details (redacted) both from the defense and plaintiff’s experts; review and assess the credibility and strengths of each.

Breakout 1 — 10:00 - 11:30 AM
Room: Symphony II
(105) Maximizing Outcomes After Spinal Cord Injury (SCI)
Candy Terfertiller, PT, DPT, NCS

Review science supporting plasticity after neurologic injury. Review current literature base evaluating activity-based therapies after SCI. Discuss current literature evaluating costs associated with SCI re-hospitalization and immobility. Present life care planning assessments projected for six individuals with SCI at discharge from inpatient. Re-evaluate LCPs for the same six individuals following discharge from rigorous outpatient therapy program.

Learning Objectives
• Cite evidence supporting neuroplasticity and recovery after SCI in response to activity-based therapies.
• Describe healthcare costs associated with the long-term needs of individuals with SCI.
• Summarize lifetime care cost reduction associated with participation in activity-based therapy programs.

11:30 AM - 12:30 PM
Room: Carolina Ballroom
Lunch Break / Networking

Breakout 2 — 12:30 - 2:00 PM
Room: Meklenberg 3
(201) Life Care Planning Ethics and Contingencies
Dr. Michael Lacerte, MDCM, MSc, FRCPC, CCRC - Physiatrist; Warren Comeau, BA, RRP, CVRP(F), (F)CARP

Using a series of vignettes, the presenters will address both positive and negative contingencies in the Canadian context. The National Health & Aging Trends Study will be used to address contingencies related to aging in such domain as IADLs, home maintenance and leisure and recreation.
Learning Objectives
• Learn the difference between positive and negative contingencies.
• Become familiarized with the National Health & Aging Trends Study.
• Apply ethical considerations when addressing aging needs.
• Recognize the challenges in finding resources in urban, rural and up North.

BREAKOUT 2 — 12:30 - 2:00 PM
Room: Meklenberg 2
(202) DRUG AND WORK PLACE TOLERANCES: VENN ANALYSES BASED ON RESEARCH AND IMPLICATIONS
Linda Stein, MBA, Ed.M, CRC, CCM

Utilizing Statistical Analysis, Foundations & Theories to impart updated information and vocational guidance to participants involved in evaluation, counseling, placement and litigation issues related to occupations sensitive to the issue of drug tolerance.

Learning Objectives
• Participants will acknowledge the issue of medical or recreational use of marijuana, or opioid use being a factor for workplace concern and policy.
• Participants will be capable of identifying which occupational duties are most affected by drug usage.
• Participants will generate thought-provoking issues for vocational consideration and accommodations under the ADA.

BREAKOUT 2 — 12:30 - 2:00 PM
Room: Meklenberg 1
(203) INDEPENDENT EDUCATIONAL EVALUATIONS IN REHABILITATION MATTERS: AN ENDANGERED BUT ENDURING PROCEDURAL SAFEGUARD
Steve Imber, PhD

This presentation is designed to review IDEIA’s regulations on Independent Educational Evaluation (§ 300.502), OSEP Policy Letters pertaining to IEEs, an analysis of recent state regulations on IEEs. A review of major federal case law will be included with focus on Rehabilitation. Parental and District rights will be presented.

Learning Objectives
• Identify at least 3 issues pertaining to IEEs based upon current federal law.
• Identify their own state regulations on IEEs from presenter handouts.
• Identify at least 3 OSEP policy letters which have bearing on parental and district rights with regard to IEEs.
• Identify at least 2 federal cases in which school districts prevail and two federal cases in which parents prevail based upon presenter handouts.
• Participants will identify at least three factors that should be considered by professionals who conduct or consider independent rehabilitation evaluations.

BREAKOUT 2 — 12:30 - 2:00 PM
Room: Symphony III
(204) SSVE INTERMEDIATE TRAINING: USING TOOLS AND KNOWLEDGE TO TESTIFY (SVP 5-7)
Toni McFarland, MA, CRC, LPC, CAADC, CCFC; Michelle M. Weiss, MA, CRC, CCM, NCC, MSCC, ABVE/D, IPEC; Leslie Lloyd, RhD, CRC, ABVE/D; Amy Vercillo, ScD, CRC, CDMS, LRC; Todd Harden, MA, CRC, CLPC, LPC, ABVE/F

This training will cover SSVE Intermediate Training: 5) Age, Education, Work Experience and Specific Vocational Preparation; 6) Skills, Traits; 7) Temperaments and Basic Mental Demands of Unskilled work.

Learning Objectives
• Attendee will be able to identify the key references needed to do work as a SSVE.
• Application of reference material, such as VE Handbook, Social Security Rules, POMS and other materials.
• Attendee will gain knowledge of the basis of testimony, testimony support, how job numbers are arrived at and guidelines for Transferability under Social Security Rules.
• Practical application of skills. How to use what is learned in a hearing. Why “based on my experience” is not enough anymore.

2:00 - 2:15 PM
Room: Carolina Ballroom
REFRESMENT BREAK WITH EXHIBITORS
BREAKOUT 3 — 2:15 - 3:45 PM
Room: Symphony III
(301) WORKPLACE ETHICS: CASE STUDIES AND CURRENT PRACTICES
Carol Warren, Certified Rehabilitation Counselor, Doctor of Education

This session, led by an NC State University faculty member who teaches organizational ethics, will provide an overview of current practices in the workplace. Guided by CRCC ethics principles, this presentation will review case studies. Participants will be provided with opportunities for interaction and will contribute to a larger discussion on solutions to ethical boundaries in the work setting.

Learning Objectives
- Participants can expect a review of highlights of the CRCC Code of Ethics.
- Participants will leave the session with a greater understanding of applying ethics to practice.
- Participants will gain an understanding of action steps to take should ethical boundaries become blurred.

BREAKOUT 3 — 2:15 - 3:45 PM
Room: Mecklenberg 2
(302) LIFE CARE PLANNING CONSENSUS AND MAJORITY STATEMENTS, 2000 - 2018: ARE THEY STILL RELEVANT AND RELIABLE?
Cloie Johnson, MEd; Dr. Jamie Pomeranz

At the 2017 Life Care Planning Summit in Denver, CO, the attendees by consensus agreed the statements created since 2000 at the Summits should be reviewed for relevance and reliability. Cloie Johnson and Dr. Jamie Pomeranz have undertaken this process and will present the results at this conference.

Learning Objectives
- Be able to describe the genesis of arriving at consensus and majority statements at Life Care Planning Summits.
- Be able to describe the methodology of arriving at consensus and majority statements.
- Be able to describe the methodology utilized to verify the majority and consensus statements.
- Be able to defend in testimony if needed the utilization of these statements in your daily work.

BREAKOUT 3 — 2:15 - 3:45 PM
Room: Mecklenberg 3
(304) BUILDING BLOCKS OF TRANSITION SERVICES: VOCATIONAL EVALUATIONS OF SPECIAL EDUCATION STUDENTS
Lisa Byrne, MA, CRC, LCPC, PVE; Elizabeth Watson, MS, CRC, CCM, LCPC, CBIS

The VRTS Section presents a 3-part series to help equip Vocational Rehabilitation Professionals to provide Transition Services. This presentation will be an introduction to performing a vocational evaluation on transition-aged students in Special Education Services.

Learning Objectives
- Upon completion of this presentation, participants will understand the role of the rehabilitation professional and a vocational evaluation in the IEP process.
- Upon completion of the presentation, participants will have an understanding of the special populations and accommodations that are required to perform vocational evaluations on transition-aged students receiving SPED services.
- Upon completion of the presentation, participants will have a better understanding of the tools necessary to work with transition-aged students receiving SPED services.

BREAKOUT 3 — 2:15 - 3:45 PM
Room: Symphony II
(305) STRENGTHS, CHALLENGES, OPPORTUNITIES AND RISKS (SCOR): A STRATEGIC TOOL FOR BUSINESS, PERSONAL, AND CASE ANALYSES
Ann T. Neulicht, PhD, CRC, CLCP, CVE, CDMS, LPC, D/ABVE

A SWOT analysis can be used in any situation requiring strategic planning to reach an objective (such as helping you carve a sustainable market niche for your practice). In a personal context, it can help you develop your career in a way that takes best advantage of your talents, abilities, and opportunities. Adapted from SWOT, SCOR (Neulicht, 2017) will be introduced as a methodology to analyze evaluatee strengths, challenges, opportunities, and risks. In this interactive session, multiple templates and examples will be utilized to apply SCOR to business, personal, and case/evaluatee issues.

Learning Objectives
- Answer who, what, where, and when questions to understand SCOR analysis.
- Identify Strengths, Challenges, Opportunities and Risks.
- Apply SCOR analyses to business, personal, and case/evaluatee issues.
The following presentation will discuss the physical, cognitive, and behavioral sequelae of moderate to severe traumatic brain injury (TBI) and its impact on caregiver burden. The presentation will focus on empirically-validated research performed in this area as well as plans for future research initiatives looking at cognitive-behavioral interventions for family caregivers of persons who have acquired brain injuries who are returning to the community after residential rehabilitation.

Learning Objectives

- To describe physical and behavioral needs of the traumatic brain injured patient post-discharge from residential rehabilitation services.
- To identify the impact of traumatic brain injury on family members, family life, and family dynamics.
- To discuss behavioral interventions to help alleviate psychological distress in family caregivers of individuals with traumatic brain injury.
- To identify caregiver distress and burden.
- To review the principles and values of the code of professional conduct for case managers.

This session outlines the wellness challenges and the associated ethical concerns associated with the work of rehabilitation professionals. The session outlines how not addressing wellness will adversely impact rehabilitation professionals. Attendees will learn mindfulness strategies that will enhance overall wellness. An Individualized Wellness Plan template will be given and explained so attendees can work to develop their own wellness plans.

Learning Objectives

- Adverse impacts of a lack of wellness (stress).
- How a lack of wellness can be an ethical concern.
- How mindfulness approaches can benefit overall wellness.
- How to develop an Individualized Plan for Wellness and incorporate it in one's life.
BREAKOUT 4 — 4:00 - 5:30 PM  
Room: Symphony III  
(404) ROLE AND FUNCTION OF LIFE CARE PLANNERS  
Virgil May, RhD, CDE II, CRP  

Life care planning has evolved as a primary rehabilitative service delivery system since its inception in the late 1970s. The ICHCC conducted the first role and function study of life care planners in 2000, and has updated its findings in its most recent survey completed in December 2017. There were 15 knowledge domains factored from the collection of survey data and these will be discussed in depth. Additionally, a review of the participant demographics will be provided.  

Learning Objectives  
- The participant will gain knowledge and understanding of the ICHCC life care planning standards and guidelines required of a Certified Life Care Planner (CLCP).  
- The participant will gain knowledge of specific areas of expertise required to offer life care plan delivery services.  
- The participant will gain knowledge and understanding of the diversified healthcare population involved in providing life care planning services and will gain an understanding of what is necessary to qualify for training as a Certified Life Care Planner (CLCP).

BREAKOUT 4 — 4:00 - 5:30 PM  
Room: Symphony II  
(405) WHERE WILL YOUR BUSINESS BE WITHOUT YOU? PLANNING FOR BUSINESS SUCCESSION  
Mila Carlson, PhD, MSHSA, RN, CNLCP, CMSP  

The foundation of every business has five (5) main components. Selecting team members to fulfill your business obligations in these areas is the first step in succession planning. Succession planning evaluates these components and determines necessary steps to develop a business continuity plan for solo entrepreneurs and independent consulting companies.  

Learning Objectives  
- Define succession planning.  
- Identify 5 components to address in succession planning.  
- Learn how to structure a solopreneur business for succession.  
- Identify ways to deal with emergent circumstances in a solopreneur business.  
- Determine steps to facilitate the succession transition for retirement or sale of the business.
BREAKOUT 5 — 9:00 - 10:30 AM
Room: Symphony II
(502) ADVANCES IN HOME MEDICAL AND COMPLEX REHAB TECHNOLOGY EQUIPMENT
Dave Kazynski, MBA

The proper use of Home Medical equipment, CRT and home health can improve the quality of life for people living with disabilities and life-changing injuries. There have been many innovations in this often-overlooked segment of the healthcare industry that will be discussed in this presentation.

Learning Objectives
• Description of how the new Functional Mobility Assessment developed by the University of Pittsburgh can impact the lives of injured workers.
• Learn about new wound care technology that reduces healing time and pain.
• Discuss how using home care network administrators can save case managers time.

BREAKOUT 5 — 9:00 - 10:30 AM
Room: Symphony III
(503) CAREER OPTIONS IN PRIVATE SECTOR VOCATIONAL REHABILITATION
Anthony Morin, MA, CRC

The presentation will describe career options to students and young professionals who are interested in a potential career in private vocational rehabilitation. Areas discussed will include forensic rehabilitation, case management, disability management, Social Security testimony, life care planning, and transitional rehabilitation. The presentation will also discuss a basic overview of establishing a private practice.

Learning Objectives
• Attendees will learn about career options available in private vocational rehabilitation.
• Attendees will learn about the training and experience required to perform these jobs.
• Attendees will obtain a basic understanding of how to establish a private practice to perform these career options.

Focus Track Key:
- Forensic
- Life Care Planning
- Social Security Vocational Experts
- Rehabilitation Disability & Case Management
- Vocational Rehabilitation & Transition Services
**SCHEDULE OF EVENTS — SATURDAY, OCTOBER 27**

**10:30 - 11:00 AM**  
Room: Carolina Ballroom  
**NETWORKING/REFRESHMENT BREAK**

**BREAKOUT 6 — 11:00 AM - 12:30 PM**  
Room: Symphony I  
**(601) CONSIDERATION OF MEDICAL MARIJUANA INCLUSION IN LIFE CARE PLANNING: IMPLICATIONS AND CHALLENGES **

Dana Penilton, RN, BSN, CCM, CLCP; Tracy Albee, RN, LNCC, CLCP, FIALCP

Consideration of medical marijuana in life care planning with review of terminology, the history of cannabinoids legislation, pharmacology and delineation of diagnosis-specific cannabinoid prescriptions will be presented. References will facilitate medical foundation development. Indications and contraindications and the impact of medical marijuana will be presented with specific case examples. LCP challenges and implications will be explored.

**Learning Objectives**  
• Identify terms related to medical marijuana, cannabinoids and cannabis.  
• Define cannabinoid-specific recommendations/prescriptions based on medical diagnosis.  
• Understand challenges related to inclusion of cannabinoids in life care plan.  
• Identify implications and solutions related to inclusion of cannabinoids in life care plan.

**BREAKOUT 6 — 11:00 AM - 12:30 PM**  
Room: Symphony II  
**(602) VOCATIONAL REHABILITATION SERVICES FOR HISPANICS: A REVIEW OF FACTORS AFFECTING SERVICES**  

Daniela Guerra, CRC

The presentation analyzes research on Hispanics utilizing Vocational Rehabilitation (VR) services to highlighting reasons for inequity. There have been documented patterns of inequitable treatment for persons with disabilities from traditionally underrepresented ethnic and racial groups, such as Hispanics, in all junctures of the VR process. Understanding the factors affecting said services will ultimately help meet the unique needs for Hispanics.

**Learning Objectives**  
• Obtain a better understanding of the utilization of Vocational Rehabilitation services by Hispanic Consumers with disability.  
• Provide an overview of the important factors associated with the Hispanic community of PWDs.  
• Discuss the Systematic Review process used to learn more about current research about the population of interest.  
• Report the findings from the Systematic Review to Provide an understanding of known barriers to services for this population.

**BREAKOUT 6 — 11:00 AM - 12:30 PM**  
Room: Mecklenberg 2  
**(603) DATA-DRIVEN DIGITAL REHABILITATION: ITS IMPORTANCE AND BENEFITS**  

Scott Kim, MBA

A data-driven approach is getting more important as everything is connected to each other using mobile devices, and I’d like to show how it can be integrated into the rehabilitation world.

**Learning Objectives**  
• Learn what the data-driven approach is.  
• Learn what it means in the rehabilitation world.  
• Lean how patients can benefit from it.

**BREAKOUT 6 — 11:00 AM - 12:30 PM**  
Room: Mecklenberg 1  
**(604) ADDING CIVIL CASE EXPERTISE TO CASE MANAGEMENT AND SOCIAL SECURITY EXPERT PRACTICE**  

Brad Coffey, M.Ed., MBA

In a growing forensic practice, what are transition steps and strategies that allow the SSVE to expand their skills into other evaluation and testimony areas? This presentation will review principles of building on case management and SS testimony skills to grow our practice into expert consultation in civil cases in state and federal courts.

**Learning Objectives**  
• Mentorship.  
• Work with multipractice attorneys.  
• Work with co-experts including life care planners and economists.  
• Make incremental shifts in practice composition.
BREAKOUT 6 — 11:00 AM - 12:30 PM
Room: Symphony III
(605) PAIN MANAGEMENT IN LIFE CARE PLANNING: OPIOID MANAGEMENT, INJECTIONS, SPINAL CORD STIMULATOR

Kimberly Kushner, MSN, RN, CRNP, CNLCO

This presentation will demonstrate an overview of pain management in the Life Care Plan, with specific considerations regarding the inclusion of chronic opioids (discussing new medications aimed at reducing addictive properties, current CDC guidelines, etc.); injection therapy (facet vs epidural vs RFA); and spinal cord stimulation guidelines and practices. Included will be a discussion regarding costing sources and CPT codes when applicable.

Learning Objectives
• The Life Care Planner will have a better understanding of current recommendations regarding the use of opioids for chronic pain management.
• The Life Care Planner will understand different types of injections used for pain management.
• The Life Care Planner will understand the mechanism of spinal cord stimulation.
• The Life Care Planner will be able to provide appropriate CPT codes for applicable pain management modalities and include appropriate costs for such services.

BREAKOUT 6 — 11:00 AM - 12:30 PM
Room: Mecklenberg 3
(606) IMPLICATIONS FOR PRACTICE RELATED TO THE REVISED POSITION PAPER OF THE INTERDISCIPLINARY COUNCIL ON VOCATIONAL EVALUATION AND ASSESSMENT

Dr. Samuel Castiglione

For the first time, IARP was a participant in a renewed Interdisciplinary Council that revised the Position Paper of 1993-94 on Vocational Evaluation and Assessment. This presentation illustrates the revisions in scope of services, principles of practice, and competencies required to conduct vocational evaluations.

Learning Objectives
Participants will be able to:
• compare philosophical foundational changes in the field of vocational evaluation that led to the development of the Revised Position Paper;
• discuss the importance of guiding principles in the delivery of services with individuals having disabilities; and
• discuss the competencies required to conduct vocational evaluations.

LUNCH AND LEARN — 12:30 - 1:30 PM
Room: Symphony IV
ETHICS, EMPATHY, & ENCOURAGEMENT

Keven Wilberding

A dynamic, thought-provoking presentation on ethics. Focused on imparting knowledge of competing codes of conduct and cultural differences we deal with on a daily basis. Audience participation will be part of the dynamics as we learn about ethical issues, discuss empathy, and are encouraged to be excellent at what we do!

Learning Objectives
At the end of this presentation participants will be able to:
• Demonstrate knowledge of ethical conduct vs non-ethical conduct as related to cultures.
• Demonstrate knowledge of competing ethical considerations/codes they have or may encounter.
• Create strategies for dealing with ethical issues and avoiding questionable behavior.
• Create strategies for empathizing with and encouraging others while remaining true to their own ethical standards.

Focus Track Key:  
Forensic  = Forensic  
Life Care Planning  = Life Care Planning  
Social Security Vocational Experts  = Social Security Vocational Experts  
Rehabilitation Disability & Case Management  = Rehabilitation Disability & Case Management  
Vocational Rehabilitation & Transition Services  = Vocational Rehabilitation & Transition Services
BREAKOUT 7 — 1:30 - 3:00 PM

Room: Symphony I
(701) REVISITING THE IALCP STANDARDS OF PRACTICE
David Stewart, CRC, CLCP; Robert H. Taylor

The presentation will sensitize attendees to the history and purpose of the IALCP Standards of Practice. It will inform concerning ways in which the Standards can work to the benefit of those working in the forensic arena. It will review legal cases pertinent to the Standards, as well as potential pitfalls for life care planning practitioners.

Learning Objectives
• Attendees will gain a working knowledge of the IALCP Standards of Practice.
• Attendees will learn the important place the Standards hold for those in forensic practice.
• Attendees will gain practical steps for using the Standards to improve their forensic practice.

BREAKOUT 7 — 1:30 - 3:00 PM

Room: Symphony II
(702) CROSSING OVER FROM SSVE TO NON-ATTORNEY REP
Gilbert Spruance, MS, CRC, CVE, CCM, CLCP; Karen Starr, CRC, MS, EDNPA, MSCC

Presentation of the pros and cons of an experienced SSVE crossing over to a non-attorney rep. Will include tips for managing the change, timelines for income, all based on actual experience.

Learning Objectives
• What makes a SSVE a good non-attorney rep.
• Learn the timeline for crossing over, and revenue impact.
• Resources available for preparing for crossover.

BREAKOUT 7 — 1:30 - 3:00 PM

Room: Symphony III
(703) PRESERVING OUR WORKFORCE: ORGANIZATIONAL STRATEGIES FOR THE PREVENTION AND MANAGEMENT OF BURNOUT
Amber Ford, Ed.D., LCSW

As the need for private rehabilitation services increase, organizations must position themselves to preserve their valuable workforce. This interactive workshop will explore organizational strategies associated with employee engagement and the prevention and management of burnout. The presentation is appropriate for professionals at all levels and may be particularly useful for those in positions of management and leadership.

Learning Objectives
• Participants will gain knowledge and understanding of the personal and organizational risks for burnout along with associated signs and symptoms.
• Participants will develop skills associated with resource management and support based on research.
• Participants will be provided formal strategies for conducting their own workplace analysis around burnout and work life satisfaction.

BREAKOUT 7 — 1:30 - 3:00 PM

Room: Mecklenberg 1
(704) TRANSFERABLE SKILLS ANALYSIS: A VITAL SKILL SET FOR SSVES IN THE OIS FUTURE
Allan Billehus, CRC, LPC

Transferable Skills Analysis will be vital when OIS is live. The resentation will start with DOL-RHAJ definitions/codification. Full review of Code of Federal Regulations/SSR on TSA will be taught. Then examples of basic TAS will be performed. Next managing missing (errors) TS in the DOL OCC definition. Several glaring examples will be shown and discussed. Presenter will then seek group discussion in handling these missing TS from an OCC. All steps, once taught, will also give examples on how to support/manage cross examination.

Learning Objectives
• Understand the definitions and codification of Work Field Codes and MPSMS and professionally define in Cross-Examination.
• Learn why Occupational Group Arrangements (OGA) and Industry Designations are often weak or incorrect to use.
• Learn how perform and support a TSA based on 20 CFR 404.1568 & 20 CFR 416.968, SSR 82-14.
• Learn how to manage using missing Work Field codes from an Occupational Definition in a report and in court testimony.

Focus Track Key:  
= Forensic  
= Life Care Planning  
= Social Security Vocational Experts  
= Rehabilitation Disability & Case Management  
= Vocational Rehabilitation & Transition Services
127 sales representatives and equipment technicians were surveyed from across the US regarding the life expectancy and parts replacement values for 69 most commonly cited DME in life care plans to establish their replacement validity when queried by attorneys. Life care planners are sometimes harassed by attorneys asking how they know certain equipment will last as long as it will. This information will provide life care planners with the empirical support by numerous experts on DME.

Learning Objectives
- To describe the most commonly cited DME used in life care plans.
- To explore the available literature on DME and assistive technology.
- To provide life care planners with empirically validated replacement values of DME.

The VRTS section presents a 3-part series to help equip Vocational Rehabilitation Professionals to provide Transition Services. This presentation will equip the Vocational Rehabilitation professional with information needed to assess independent living skills. The presentation will cover: categories of independent living; evaluation instruments, standardized and informal; report writing; and incorporating independent living skills evaluations into a vocational rehabilitation practice.

Learning Objectives
- Knowledge of independent living skills categories.
- Knowledge of instruments to measure independent living skills.
- Knowledge of report writing for independent living skills.
- Knowledge of incorporating independent living evaluations into a VR practice.
Learning Objectives
- Ethical considerations with licensure
- Credentialing and Rehabilitation
- 3rd party reimbursement and state licensure for rehabilitation professionals
- Social Security Disability Program Issues
- ACA, Medicare and Medicaid Changes and the impact on health care access
- Mental Health Access Parity
- Rehabilitation Services Administration Changes
- Transition Plans and Special Education Law
- Circuit and Federal Case Law related to Life Care Planners
- Funding for Employment Services for the disabled

BREAKOUT 8 – 3:15 - 4:45 PM
Room: Symphony III
(803) PAIN MANAGEMENT PERSPECTIVES IN THE CATASTROPHICALLY INJURED PATIENT
April Groff, PhD

The catastrophically injured patient is confronted with issues on many levels — medically and psychologically. This presentation addresses best practices to maximize restoration of function while managing pain-related issues.

Learning Objectives
- Learner will understand the definition of chronic pain after catastrophic injuries.
- Learner will identify multiple ways that chronic pain impacts rehabilitation outcomes.
- Learner will identify recommendations for opioid use for pain in catastrophic injuries.
- Learner will identify and understand importance of interdisciplinary model of non-pharmacological pain management in catastrophic injuries to achieve optimal outcomes.

BREAKOUT 8 – 3:15 - 4:45 PM
Room: Mecklenberg I
(804) THE FUTURE OF RESEARCH IN LIFE CARE PLANNING: JLCP CONTENT ANALYSIS
Aaron Mertes, MS, CRC, LMHC, CLCP

A content analysis of the Journal of Life Care Planning was completed to identify current and future research needs in life care planning based on published literature. This presentation will review the results of the analysis and facilitate a discussion about potential research opportunities and challenges to participating in research efforts.

Learning Objectives
- Understand the current state of research in life care planning.
- Identify future needs for research in life care planning.
- Identify how individual attendees may contribute to research efforts.
INSPIRATION: Many people have already experienced Morris Morrison’s highly inspirational message on stage... now it’s your turn! Get ready to experience the journey of one of America’s most in-demand professional speakers. Morris Morrison knows that transitions can be tough for many people and organizations. Known for his high energy and his ability to energize audiences, as a transition expert Morris Morrison has become a voice that many people and organizations depend on to inspire their teams to pull together in the same direction!

TRANSFORMATION: Morris Morrison’s story did not begin on stage — it began with the help and blessings of many “heroes” in his life. He was able to attain his Bachelor’s and Master’s degrees from Fairmont State University and West Virginia University before navigating the ranks of several Fortune 500 organizations, including BB&T Bank and Pfizer Pharmaceutical Company. With a background including Human Resources and Sales, Morris Morrison was equipped with an organizational mindset that focused on two important areas: developing people and executing results. As President & CEO of Morrison Global Brands, many organizations have witnessed Morris Morrison’s energy live on stage and in his book.

RESULTS: Known for his presence and energy on stage, Morris Morrison is quickly becoming known for celebrating his biggest accomplishments off stage in his role as husband and father to Lisa and Dori. His West Virginia roots are a strong source of pride, pride that fuels a spirit of community that Morris uses to give back through various organizations including The Morris Morrison Foundation, his current role as chairman of the Lowes YMCA Board of Directors, member of the West Virginia University Alumni Board of Directors, and a Board Member of the National Speakers Association Carolinas Chapter. Morris continues to be inspired by faith, family and the American Dream. Treat yourself with a message that you will never forget — from a dynamic, entertaining professional speaker who will change the way you see your life and your influence, forever.
Tracy Albee holds a BSN from CA State University, Sacramento, obtained in 1988. She is also a Legal Nurse Consultant Certified, Certified Life Care Planner and holds the designation of Fellow from the International Academy of Life Care Planners. She has been providing life care planning services to plaintiff and defense attorneys across the country since 1997. She has recently serviced as President of Life Care Planning Section of IARP and just completed her term as Past President in 2018.

Darcy Alexander, Ph.D.
Dr. Alexander has extensive training, research background, and clinical experience as a clinical neuropsychologist dedicated to the evaluation and treatment of patients with concussions and brain injuries.

Michelle Aliff, Ph.D.
I have a Master's degree in Rehabilitation Counseling from TTUHSC. I have been practicing in private rehabilitation since 2005. I am also currently completing my doctorate in special education and rehabilitation counseling. I have also testified in 1000's of SSA disability hearings as well as in state and federal court.

Danielle Antol, MS, PhD Student
Currently a doctoral student at The University of Texas Rio Grande Valley. Experience includes working as a research assistant on the topic being presented, approximately four years working as an associate at Marini & Associates actively engaging in vocational analysis, life care planning, and working on various research within the realms of those mentioned above and social security. Additionally, I have presented at conferences regarding forensic rehabilitation, social security research, and have been published within those same fields.

Allan Billehus, M.S., Ed.S., CRC, LPC
Mr. Billehus completed his M.S. & E.Ds. at Georgia State University. He is a Licensed Professional Counselor in Georgia and CRC since 1996. He has performed Rehabilitation services in the private and public section and has been on the panel of Vocational Experts since 2014.

Mike Blankenship, LMHC, BCPC, CRC, NCC
I have 48 plus years of experience in the field of vocational rehabilitation. I have held a BPA with SSA for almost 30 years. I have published, taught, and explained forensic rehabilitation for many decades.

I earned a Master of Arts Degree from Ball State University in 1978 and taught graduate school there for parts of three years in the vocational rehabilitation counseling program.

Rebecca Busch, MBA, CCM, CFI, CPC, CHPAIV, CRMA, CICA, FIALCP, FHfMA
Author, speaker, healthcare subject matter expert, extensive background in conducting reviews among various healthcare stakeholders, expert testimony in areas of UCR, life care planning, false claims act, and other compliance related issues.

Lisa Byrne, MA, CRC, LCPC, PVE
Lisa Byrne holds her Master's in Rehabilitation Counselor with over 21 years of experience, 15 of which includes transition age students. Her company specializes in providing Vocational Evaluations for state and federal agencies, insurance companies, expert testimony, as well as Transition Services for school districts and organizations in the Chicagoland area.

Mila Carlson, PhD, MSHSA, RN, CNLCP, CMSP
Mila G. Carlson is the Founder and President of Mila Carlson & Associates, P.C., Nurse Consulting/Life Care Planning, based in Rockford, IL. Mila's background is in medical/surgical nursing, enterprise patient scheduling, and healthcare administration. She is a member of the American Association of Legal Nurse Consultants, the American Association of Nurse Life Care Planners and the National Alliance of Medicare Set Aside Professionals.

A graduate of SwedishAmerican Hospital School of Nursing, Rockford, IL., Mila began her nursing career working on a medical/surgical unit and continued there for 13 years. She transferred to a supervisory position where her main role was to establish an enterprise-wide centralized patient scheduling department, assist in the development of scheduling software, and supervise the scheduling staff. Mila accepted a position with McKesson Provider Faculty
Faculty
Technologies, a Fortune 500 company. During her tenure there she served in various roles, including enterprise scheduling consultant, product specialist, senior account manager and senior account specialist. Working with customers across the country provided Mila with the opportunity to develop ongoing client relationships and educate customers on the use and benefits of the software products. In her position with McKesson, Mila worked with third party vendors and many business units within the company.

While working full time for McKesson, Mila pursued her educational career. She completed her Bachelor of Science in Health Arts (1999) and Masters of Science in Health Services Administration (2002) from the University of St. Francis, Joliet, IL. She then completed her PhD in Health Administration from Warren National University, Cheyenne, WY (2008). Mila completed her legal nurse consulting course through the Vickie Milazzo Institute. She completed her Life Care Planning course and Medicare Set-Aside through Kelynco. In 2017 she obtained her Certified Medicare Secondary Payer Professional (CMSP) designation. Mila has served as adjunct faculty for the University of St. Francis.

In 2017, Mila founded Success(ion) Solutions, Inc., a professional services company that assists in developing a consultant’s business continuity plan. She works with solo entrepreneurs and independent medical-legal business owners to help them evaluate the status of their business and prepare for unexpected absences.

Dr. Samuel Castiglione, D.Ed., PVE, NCSP (Ret.)
Dr. Castiglione is currently 2018 VECAP Past President and is consulting with national groups on the role of vocational evaluation. He has been the Facilitator of the Interdisciplinary Council. He worked as a vocational evaluator for the Workforce & Technology Center in Baltimore from 1995 to 2016, still serving there as a volunteer codifying work sample binders and training new evaluators. He has worked in business as a sales rep, sales office manager and trainer, and a resource consultant to businesses in Maryland. Prior to that he was a school psychologist for ten years in Pennsylvania and Ohio; work in college counseling and personnel services; and started out in pastoral counseling and secondary school guidance. His doctorate is in School Psychology (Penn State); his A.G.S. in College Counseling & Personnel Services (Univ. of MD), M.Ed. in secondary school guidance (Gannon Univ.), M.Divinity in pastoral counseling and bioethics (St. Mary’s Seminary & University, Balt.), and BA in philosophy (St Mary’s Seminary College).

Debbie Civils, LPC, CRC, ABVE/D, IPEC, CCM
I received my M.A. in Rehabilitation Counseling in 1991. I worked as an Employment Specialist providing services to the severely disabled with United Cerebral Palsy. In 1993 I began working in the private sector working with insurance rehabilitation companies to evaluate and assist injured workers. I conducted vocational evaluations, job placement, labor market analysis, vocational testing, job analysis, job modification recommendations, transferable skills analysis, expert testimony and vocational case management.

I have been in private practice as an expert witness in workers’ compensation and personal injury cases since 2003 and as a vocational expert with the Social Security Administration Office of Hearing Operations since 2011.

I hold several certifications/licensures to include: Certified Rehabilitation Counselor, Licensed Professional Counselor, Certified Case Manager and the International Psychometric Evaluation Certification. I am also a Diplomate with the American Board of Vocational Experts.


Brad Coffey, M.Ed, MBA, CVE, CRC, CDMS, FVE
Mr. Coffey holds master degrees in vocational rehabilitation and in business administration, both from The University of Texas. He has completed the post-masters academic certificate in Forensic Vocational Rehabilitation from Minnesota State University. Since 1989, Mr. Coffey has provided first-class evaluation and restorative services to hundreds of persons with employment barriers due to injury or illness.
Faculty

Dawn Cook, RN, CLCP, CNLCP, LNCPC
Dawn Cook is a registered nurse with over 30 years of professional nursing experience and holds three certifications in Life Care Planning. As founder of Dawn Cook Consulting, Dawn provides high quality comprehensive consulting for catastrophically injured individuals, and provides Life Care Plans and Past Medical Bill Reviews for attorneys with an emphasis on brain injuries and pain management.

Warren Comeau, BA, RRP, CVRP(F), (F)CARP
Warren Comeau is the President and CEO of Paragon Rehabilitation Assessment Services, a private sector rehab assessment and consulting practice based in Atlantic Canada. He is a founding Director of the Canadian Association of Rehabilitation Professionals (CARP) Atlantic Society and a Past National President of CARP National. He has chaired a number of national rehabilitation conferences and, in 2005, was honored with a Fellowship Award by CARP. He is also a Fellow of the College of Vocational Rehabilitation Professionals and has been serving on its Board of Directors since 2013. He is currently a Board member of IARP, Canada Chapter.

Lori A. Cowan, MS, LPC, LMFT, CRC, CLCP, ABDA
Lori A. Cowan is the founder and owner of Cowan Counseling & Disability Group P.C. operated since October 2000 in Midlothian, Virginia. She provides case management services, vocational & life care planning services/ testimony, and practices as a mental health clinician at Balance Behavioral Health also in Midlothian, Virginia. She has a Master’s Degree from Virginia Commonwealth University in Rehabilitation Counseling and post graduate study in catastrophic case management & life care planning as well as Medicare Set-aside Arrangements from the University of Florida.

Nadine Nasser Donovan, Esq.
Nadine Nasser Donovan, Esq., is a former medical malpractice defense attorney. She has been on the SEAK Faculty as a seminar trainer since 2002. Nadine has trained countless healthcare specialists, such as rehabilitation professionals, vocational experts, and medical life care planners. She provides training in testifying skills and writing effective opinion reports at SEAK conferences, and via customized training and mentoring. Nadine is the co-author of the SEAK texts How to Be An Effective Expert Witness at Deposition and Trial: The SEAK Guides to Testifying as an Expert Witness, How to Write an Expert Witness Report and How to Be A Successful Expert Witness: SEAK’s A-Z Guide to Expert Witnessing. Nadine is also a Legal Writing Instructor at Boston University School of Law. She spent 21 years practicing litigation, as a medical malpractice insurance defense attorney and previously, as a NYC prosecutor. Nadine received her J.D. cum laude from Boston College Law School. She graduated from Fordham University summa cum laude with a B.A. in French Literature.

Dr. Jewel Euto, LND, LPC, LMFT
Highly successful, seasoned, and stellar professional in the areas of medical and clinical research, vocational and rehabilitative counseling, and naturopathic health and nutrition. Exceptionally effective educator, mentor, and leader. Extensively learned, diverse, and experienced authority in human relations, human services, medical and health sciences, psychology, and administration. 1989-Present Clinical Director of Natural Health Clinic/Counseling/Substance Abuse Services/Consultant in Professional Development Training/Medical and Vocational Expert Oversees occupational health, employee assistance program (EAP), outpatient care, Joint Commission on the Accreditation of Healthcare Organizations (JCAHO) regulatory standards, and wellness programs. Manage grant administration, community outreach, corporate development, giving, and sponsorship, and grassroots campaigns. Contracted with agencies in developing alcohol/chemical addiction programs. Provide clinical supervision, counseling, and naturopathic services, including alcohol/drug addiction, eating disorders, sex offenders, and psychological services. Conduct seminars on human relationship skills, anger management, stress in the workplace, co-dependency, and self-esteem issues.

Amber Ford, Ed.D, LCSW
Amber Ford, Ed.D., LCSW, is a Clinical Associate Professor of Field Education at the USC Suzanne Dworak-Peck School of Social Work. Dr. Ford teaches field curriculum courses and leads the MSW placement team for the Department of Adult Mental Health and Wellness. She has clinical expertise in medical social work.
FACULTY

SUSAN GRISHAM, RN, BA, CLCP
Susan Riddick-Grisham, R.N., B.A., C.C.M., C.L.C.P. is a certified life care planner and case manager. In 1992, she participated in the development of the first comprehensive national training program for life care planners. Her passion for assisting individuals with chronic disabling health conditions continues to drive the development of innovative educational programs. These programs enable Susan's colleagues to better serve their clients and families. In addition, Susan is a frequently requested life care planner, consultant, speaker, author, and mentor.

Susan has authored or co-authored several articles and book chapters in the areas of case management and life care planning. In addition to her private case management and life care planning practice, she is the founder of the Care Planner Network, a non-profit organization dedicated to improving the reliability and validity of the life care planning process by narrowing the variance in practice patterns and by providing resources and networking opportunities to all practicing life care planners.

APRIL GROFF, PH.D.
Dr. April Groff is a licensed neuropsychologist. She received her PhD in Clinical Psychology from Boston University and then went on to complete her postdoctoral fellowship at the VA Palo Alto Health Care System. April served as the Program Director of the VA Palo Alto Health Care System, Polytrauma Transitional Rehabilitation Program for over four years. Prior to that, she worked in the Inpatient Program of the Polytrauma Rehabilitation Center. She has spent many years addressing the needs of individuals with traumatic brain injuries through her clinical work, professional presentations, and published articles.

TODD HARDEN, MA, CRC, CLPC, LPC, ABVE/F
I earned a Master degree in Rehabilitation Counseling as well as graduate certificates in Life Care Planning and Forensic Rehabilitation. I have worked in a variety of professional venues working with people with disabilities, return to work, forensic evaluation, and Life Care Planning. My practice includes contract Social Security Vocational Expert Witness testimony, contract Rehabilitation Counselor services for the Department of Labor, Forensic Work and Life Care Planning.

STEVE IMBER, PH. D.
Dr. Imber holds a Master’s degree in Educational Psychology (Learning Disabilities) and a Doctoral degree in Educational Psychology (Emotional and Behavioral Disorders). He continues to serve as a Professor of Special Education who is currently in his 45th year. He also serves as an expert consultant and witness in the field of Special Education and has held National office in his field. He has presented widely at local, state, regional and national conferences throughout his career (CEC, APA, etc. And has published numerous articles in psychology and special education journals including the Journal of Personality and Social Psychology, Exceptional Children, the Journal of Learning Disabilities and Behavioral Disorders.

KATE JETT, MED, LPCA, CRC
Kate Jett is currently a PhD student at East Carolina University (ECU) in the Rehabilitation Counseling and Administration degree and is currently in her final semester of coursework. During her time at ECU, she has served as a teacher assistant in their Master’s level occupational information class and researched extensively the tools used in Rehabilitation Counseling. She has worked specifically in Social Security Vocational hearings for one year with Sawyer Consulting.

CLOIE JOHNSON, ME.D
Cloie is a Certified Case Manager, Diplomat with the American Board of Vocational Experts and co-owner of OSC. She is a past Chair of the Life Care Planning Section (IALCP) of IARP and has chaired or co-chaired the Summits in 2010, 2011, 2012, 2015 and 2017. Cloie received the 2016 Lifetime Achievement Award in the specialty practice of Life Care Planning.
FACULTY

SHILPA KASUGANTI, MD
Shilpa Kasuganti, M.D. has extensive training, research background, and clinical experience as a clinical neuropsychologist dedicated to the evaluation and treatment of patients with concussions and brain injuries.

DAVE KAZYNSKI, MBA
Dave Kazynski graduated from the University of Northern Iowa in 1979 with a BA in Psychology, and then earned an MBA in Finance in 1981. He worked for Miller Medical Service, a regional HME company from 1981 to 1984 as Director of Marketing before moving to the hospital industry in 1984 as the Chief Financial Officer for a community based hospital in Cedar Falls, IA. In 1987 he moved to a proprietary hospital in Southern Missouri, owned by Safecare Health Services of Seattle, WA (now owned by Tenet Health Care).

He returned to the home care industry in 1993 to work with Van Miller on the development of the HOMELINK network for VGM members. The network has since been expanded to include Home Health Nursing, IV Therapy, Orthotic & Prosthetic services, Physical, Occupational & Speech therapy and Rehabilitation Equipment, wound care and home sleep testing programs through National Sleep Services.

He is responsible for day-to-day administration of all network activities, marketing HOMELINK to managed care organizations, case managers and other networks, as well as design work for all of the data systems used in the central office.

HOMELINK currently has about 200 different managed care contracts and accepts over 40,000 new patient referrals per month.

His background includes: membership on the Center for Medicare Services DME Program Advisory and Oversight Committee (PAOC), serving on corporate committees for the purchase of employee health insurance, functioning as the hospital liaison for local Managed Care Plans, and the development of multiple hospital based home care companies.

SCOTT KIM, MBA
Scott earned an MBA from the University of Virginia’s Darden School of Business, where he founded the company NEOFECT with his classmate Hoyoung Ban. NEOFECT is a medtech company that designs gamified rehabilitation training solutions for patients with neurological and musculoskeletal conditions. He currently is the CEO of NEOFECT USA, the US operation of NEOFECT based in San Francisco, CA.

NEOFECT’s flagship RAPAEL Smart Rehabilitation Solutions, both hardware and software, are cleverly designed biofeedback gaming systems that motivate and empower patients throughout their rehab programs. The NEOFECT RAPAEL Smart Glove uses a virtual reality (VR)-based hand rehabilitation therapy solution that helps patients perform muscle strengthening exercises with games. Distinctively, this solution is available as a wearable device and is equipped with artificial intelligence (AI) and Big Data analytics capabilities.

KIMBERLY KUSHNER, RN, MSN, CRNP, CNLCP
I am a mastered prepared nurse practitioner with a subspecialty focus in chronic pain management. Professionally, my clinical experience includes nursing and nurse practitioner care in the fields of traumatic and burn critical care and step down management, hematological and oncological care, and Life Care Planning and case management experience for individuals with catastrophic injuries and chronic pain.

DR. MICHAEL LACERTE, MDCM, MSC, FRCP, CCRC - PHYSIATRIST
Dr. Lacerte is a Board-Certified Specialist in Physical Medicine and Rehabilitation. He is an Associate Professor with the Department of PM&R at the Schulich School of Medicine and Dentistry, Western University in London Ontario. He is the Associate Director of the Insurance Medicine and Medicolegal Expertise Diploma Program at the Université de Montréal; and former chair of the American Academy of Physical Medicine and Rehabilitation Pain Rehabilitation Special Interest Group. He hold a Master of Science degree from the University of Washington in Seattle. He is a Canadian
certified rehabilitation counselor. He has co-authored several medicolegal books addressing disability management, medicolegal evaluation, disability management and life care planning. He is consulted widely in the fields of insurance rehabilitation policy and disability fraud prevention.

**LESLIE LLOYD, RH D, CRC, ABV E/D**
Dr. Lloyd has over 30 years’ experience working with persons with disabilities, providing vocational assessment and testing, transferrable skills analysis, job analysis, job placement, and labor market research. She has been qualified as a Vocational Expert by Social Security since 1995 and has previous certification, service provision, and litigation support in medical and vocational rehabilitation case management for insurance workers’ compensation, long-term disability, wrongful death, and the U.S. Department of Labor’s Office of Workers’ Compensation Program.

**IRM MARINI, PHD, CRC, CLCP**
Dr. Irmo Marini is professor in the School of rehabilitation at the University of Texas Rio Grande Valley. Dr. Marini has 20+ years experience as a life care planner. He has numerous academic awards, seven books, over 80 peer-reviewed publications.

**IRMO MAY, RH. D., CDE II, CRP**
V. Robert May III received his doctorate in rehabilitation from Southern Illinois University-Carbondale, and is currently the Chief Executive Officer of the International Commission on Health Care Certification (ICHCC). He taught functional capacity evaluation and impairment rating protocols at the University of Florida - Gainesville in the Department of Rehabilitation from the fall of 1992 through the fall semester of 1996. He served as adjunct professor in the Department of Rehabilitation, Rehabilitation Institute, Southern Illinois University where he oversaw validation research studies of the NADEP functional capacity evaluation protocols and life care plan certification examination. Dr. May served on the Faculty of the National Association of Disability Evaluating Professionals where he instructed physicians and therapists in impairment rating and functional capacity evaluation protocols in major training sites in Canada and the United States. He maintains an outpatient functional capacity evaluation practice in the Richmond, Virginia area. He served as junior partner from 1999 - 2012 in his local therapy business that traded as May Physical Therapy Services, LLC, which offered physical/aquatic therapy services, massage therapy, strength and conditioning training, and work disability/functional capacity evaluations. In addition to the therapy and evaluation businesses, he has consulted with the Coca Cola Bottling Company, Overnight Transportation, Inc., and the Washington, D.C. Metropolitan Transit Authority regarding analyzing their jobs to ensure compliance with the Americans with Disabilities Act of 1990. Dr. May has lectured in China, Canada, as well as in the Untied States on measuring work function, and has authored over 60 peer-reviewed journal articles and book chapters on industrial rehabilitation and Federal/State legislation governing occupational medicine practices. His textbook, NADEP Guide to Functional Capacity Evaluation with Impairment Rating Applications, was published in 1999 and is co-authored with Dr. Michael Martelli. He holds certification as a Certified Disability Evaluator, Category I and as a Certified Rehabilitation Provider, Commonwealth of Virginia.

**TONI MCFARLAND, MA, CRC, LPC, CAADC, CGFC**
Toni McFarland began her career in vocational rehabilitation in the 80s working in pediatric brain injury. In 1996 she graduated from Michigan State University with a Master Degree in Rehabilitation Counseling. Ms. McFarland worked for the State of Michigan for many years and over saw the return to work program, ADA, FMLA and other disability benefit programs. In 2009 she started doing private rehab and vocational expert work.

Ms. McFarland has also served on the IARP Board, most recently as the Education Committee Chair. She has also provided leadership and training to new vocational experts and continues to practice in the area of substance abuse recovery.

**AARON MERTES, ABD, CRC, TLMHC, CLCP**
Aaron is a Certified Rehabilitation Counselor (CRC), a Certified Life Care Planner (CLCP), and a temporary Licensed Mental Health Counselor in the state of Iowa. He received his master’s degree from St. Cloud State University in rehabilitation counseling and is currently studying Rehabilitation Counselor Education and Supervision from The University of Iowa.
ELAINE MORA, BS
Bachelor’s Degree in Rehabilitation Counseling: Concentration in Addictions from The University of Texas Rio Grande Valley in Edinburg, Texas. I am currently in the Masters’ program for Clinical Rehabilitation Counseling at UTRGV. I have been an intern at numerous health care facilities, such as Amara’s Hospice, Behavioral Health Solutions, and Doctors Hospital at Renaissance all in Edinburg Texas, as well as Problem Gambling Services in Portland, Oregon. I’m also an employee with Marini & Associates forensic rehabilitation consultants, and in 2017 – 2018 was Dr. Marini’s research assistant with his firm.

ANTHONY MORIN, MA, CRC
Anthony Morin has worked in the vocational rehabilitation field for over 20 years, the last 15 years in the workers’ compensation and disability insurance industries. He received undergraduate and graduate degrees from Assumption College in Worcester, MA. He is currently on the IARP Board of Directors.

ANN T. NEULICHT, PHD, CRC, CLCP, CVE, CDMS, LPC, D-ABVE
Dr. Neulicht earned her doctorate in Rehabilitation Research and has worked in private sector rehabilitation for over 30 years. Based in Raleigh NC, her nationwide consulting practice focuses on Life Care Planning, Vocational/ Earnings Capacity Assessment, Labor Market Analysis, and Case Management. She is a Vocational Expert for the Social Security Administration and has qualified as a Rehabilitation and/or Life Care Planning Expert in multiple court settings. Dr. Neulicht has held multiple leadership positions within the International Association of Rehabilitation Professionals (IARP) and the Commission on Rehabilitation Counselor Certification. She was a principal investigator for the Life Care Plan Surveys (2001, 2009) and Labor Market Research Survey (2006). Dr. Neulicht is the recipient of the 2016 Outstanding Life Care Planning Educator Award from the Foundation for Life Care Planning. IARP honored Dr. Neulicht with the Outstanding Individual Professional Member Award (2004). She also received the 1995 Distinguished Service and Harley B. Reger Awards from the National Rehabilitation Counseling Association for her research contributions, creative activity, dedication to consumers, and commitment to professional organizations. Her interest in ethics and rehabilitation/life care plan protocols has led to multiple publications and presentations at local, regional, and national conferences.

DANA PENILTON, RN, BSN, CCM, CLCP
Dana Penilton is a registered nurse with a Bachelor of Science degree from Oregon Health and Sciences University. Her clinical background is in critical care and rehabilitation specializing in catastrophic case management and life care planning. She is owner/president of an independent nurse consulting firm. Ms. Penilton’s work has focused on providing case management and provision of life care plans for survivors with diagnoses that include: spinal cord injury, brain injury, burn injury, amputation, and multiple trauma. In the course of medical case management and life care planning Ms. Penilton has dealt with issues and challenges regarding patients and life care plan evaluate’s that have been prescribed medical marijuana.

DR. JAMIE POMERANZ, PH.D., CRC,CLCP
Dr. Jamie Pomeranz holds a Master’s degree in Rehabilitation Counseling and is Board Certified in Rehabilitation Counseling and Life Care Planning. He has been practicing Vocational Rehabilitation Counseling and Life Care Planning since 2000. He has taught at the University of Florida since 2005. Much of his research has focused on Life Care Planning. He is also a co-owner of the Institute of Rehabilitation Education and Training (IRET), which provides pre-certification training to U.S. and Canadian Life Care Planners.

CHRISTINE REID, PH.D. CRC CLCP
Dr. Christine Reid has a master’s degree in Rehabilitation Counseling, a Ph.D. in Rehabilitation Psychology, and post-graduate training in Life Care Planning. She also has more than 30 years of experience as a rehabilitation educator, researcher, and practitioner, including more than 20 years of experience focused on life care planning education, research, and practice. She is a founding member of the Foundation for Life Care Planning Research.
TANYA RUTHERFORD-OWEN, PH.D., CRC, CLCP, LPC
Tanya Owen is a certified rehabilitation counselor and life care planner. She has been in private practice in Arkansas since 2001 and is an active in the Department of Rehabilitation, Education and Research at the University of Arkansas as an adjunct professor and guest lecturer. She works with veterans in the northwest Arkansas area through the Chapter 31 program, as she previously did while living in San Diego. She has independently researched and published articles in the Journal of Life Care Planning, The Rehabilitation Professional and the Journal of Rehabilitation. She served as an editorial board member for the Journal of Life Care Planner for several years prior to assuming the editor position in 2016. She earned a Ph.D. in Rehabilitation in 2011 and a Master’s degree in Counseling Psychology in 1996. She has provided testimony in various state and federal courts and in Social Security disability adjudication hearings.

CARL SABO, PH.D., CRC, CMP
Dr. Sabo is an Associate Professor, Director of the Clinical Rehabilitation Counseling program, and the Co-Director of the Center for Wellness Science at Wright State University. Dr. Sabo also worked 25 years for the Opportunities for Ohioans Agency (the state VR agency in Ohio as a vocational rehabilitation counselor and later as a rehabilitation manager.

JULIE SAWYER-LITTLE, MS, OT/L, ABVE-F, CLCP, CRC
Julie Sawyer has worked in the rehabilitation field since 1991 and has completed over 25 presentations in the area of rehabilitation counseling. Earning her undergraduate and Master’s degree from East Carolina University, Ms. Sawyer has testified in Social Security hearings for over 20 years nationwide. Sawyer Consulting was started in 1992 and since then has grown with hiring vocational expert nationwide to serve in Social Security hearings. In addition to helping others provide quality testimony in Social Security hearings, Ms. Sawyer-Little is also dedicated to mentoring and professionally developing other professionals. She currently serves as the secretary of the International Association of Rehabilitation Professionals.

SARA SCHARA, PH.D.
Dr. Schara has extensive training, research background, and clinical experience as a clinical neuropsychologist dedicated to the evaluation and treatment of patients with concussions and brain injuries.

MITCHELL SCHMIDT, M.ED., CRC, ABVE/D, LPC
Mitchell Schmidt is a Masters’ level Rehabilitation Counselor employed in the private sector of vocational rehabilitation since January 1990. He is a CRC and Diplomat in ABVE. He is a LPC in Pennsylvania. He is Past President for the Pennsylvania Chapter of the IARP, Chairperson for the Awards Recognition Committee for IARP and participates on the ABVE Test Development Committee.

FRANCES SMITH, ED.D., CVE
Frances Smith, Ed.D., CVE is an adjunct professor in the Graduate School of Education and Human Development at George Washington University and independent education consultant where her focus targets the importance of universal design for learning (UDL) in instruction, online design, and career assessment. She has designed and taught graduate coursework for GW in vocational evaluation, technology and learning, and (since 2003) in universal design for learning. Dr. Smith holds an M.A in Collaborative Vocational Evaluation, Ed.S in Transition Special Education, and Ed.D in Higher Education Administration and all from GW University. In 2011, she was selected as one of eight applicants as a postdoctoral UDL fellow in residence at CAST (http://www.cast.org) and Boston College Lynch School of Education. She is a Board Member-at-Large and Past-President (2010) of the Vocational Evaluation and Career Assessment Professionals Association and has held numerous national leadership positions in the field. She was a prior Chair and Commissioner with the former Commission on Certification of Work Adjustment and Vocational Evaluation Specialist and co-founder of the former Interdisciplinary Council on Vocational Evaluation and Career Assessment.

MATT SPRONG, PH.D.
Dr. Matthew Sprong has a M.S. and PhD in Rehabilitation Counseling from Southern Illinois University. He also has been practicing in private rehabilitation since 2012, including serving as an impartial SSVE in over 1000 cases (related to educational activity).
GILBERT SPRUANCE, MS, CRC, CVE, CCM, CLCP
Gil Spruance has been working as a rehabilitation professional for 38 years, and currently provides Life Care Planning and vocational evaluation services. After serving as a SSVE from 1992 to 1996 (500 hearings), Mr. Spruance became a non-attorney representative. In 2006 Mr. Spruance became one of the first 100 non-attorneys in the country to become eligible for direct fee payment. Mr. Spruance continues to make Social Security Disability representation an integral part of his broad spectrum of disability management services.

KAREN STARR, CRC, MS, EDNPA, MSCC
Karen Starr is eligible for direct fee from Social Security for representation of claimant’s. Prior to representing claimant’s she worked as a Vocational Expert for the Social Security Administration. She has been a CRC since 2001 and continues to work as a Vocational Counselor along with representing claimants for SSDI/SSI. She provides Ticket to Work Services for SSA as an employment network and provides Medicare counseling.

LINDA STEIN, MBA, ED.M, CRC, CCM
Linda has senior level experience in the fields of medical and vocational assessment and case management; job development and placement, disability management, insurance, healthcare, and education. Her strengths include: counseling, evaluating, analyzing, researching, strategic problem solving, assuring quality, providing testimony, consulting, interpersonal communication skills of: presenting, writing and computer literacy.

DAVID STEWART, M. A., CRC, CLCP, ABDA
David Stewart is an experienced life care planner with more than 30 years’ service in private rehabilitation. He is the director of Ascendant Consulting, Inc. Mr. Stewart has supervised and trained numerous vocational rehabilitation counselors and nurse life care planners. He has broad experience testifying in both state and federal court.

ROBERT H. TAYLOR, MA, LPC, CRC, CDMS, CLCP
I have 43 years of experience in life care planning; current Commissioner of Life Care Planning for International Commission on Health Care Certification. I am an IARP Past-President, Past-chair of the Forensic Section and co-author of IARP Standards of Practice and Competencies. I am the author and co-author of papers and book chapters related to vocational expert and life care planning practice methods. I have presented at many IARP conferences in the past.

CANDY TERFERTILLER, PT, DPT, NCS
Candy currently oversees all physical therapy staff at Craig, 35 employees. She coordinates research, PT quality and national clinical trials. Candy lectures and trains other clinicians internationally. She is considered a leader in the neuro-rehabilitation industry.

JEFF TRUTHAN, MS, CVE
Jeff Truthan has served the rehabilitation and disability management industry since 1973. His is a 1973 graduate of the University of Notre Dame. He earned a Master’s Degree in Rehabilitation Counseling from the Illinois Institute of Technology in 1975. Jeff spent nine years in direct client services as a Vocational Rehabilitation Counselor and Vocational Evaluator. From 1985 to 1997, Jeff used his “knowledge from the trenches” to serve in various support, sales, training, product and management capacities at Ability Information Systems / CAPCO: The Capability Corporation / JobQuest where he designed and supported a mix of PC and online products. He acquired those products in 1998 from JobQuest. In 2010, Jeff acquired the VERTEKÝa product line, including OccuBrowse, OccuBrowse Plus, OASYS, and OASYS Job Match.

As President of SkillTRAN, Jeff leads a multi-year effort to re-engineer these classic services into a web-based format, launching these in 2018. Jeff has designed a revolutionary new approach to the interpretation of labor market information that is rapidly achieving industry acceptance. Jeff is highly attuned to the needs of vocational rehabilitation and disability management professionals and is inspired by their great questions and suggestions.

CHIA VANG, PH.D. CANDIDATE
Chia Vang is a Ph.D. candidate currently attending the University of Texas Rio Grande Valley (UTRGV). She has obtained a Master of Science in Rehabilitation Counseling and a Bachelor of Science in Criminology. She is currently a Lecturer 1 at UTRGV. She has been teaching for 1 year with the Department of Rehabilitation Services and Counseling. Prior to
Faculty

pursuing higher education, she was a testing technician at California State University, Fresno administering vocational assessments and generates reports according to clients’ desirable vocational goals. Her research interests are in social security beneficiaries, multicultural counseling, and assisted suicide. She has completed a book chapter and 1 publication.

Amy Vercillo, ScD, CRC, CDMS, LRC

Dr. Amy Vercillo has a Bachelors, Masters and Doctoral degree from Boston University. Dr. Vercillo has been one of principles of Rehabilitation and Re-Employment a private rehabilitation agency providing medical and vocational case management as well as expert testimony. Dr. Vercillo is also an adjunct professor at the University of Massachusetts, Boston and serves as the Rehabilitation Counseling representative of the MA state licensing board for Allied Mental Health Professionals. She has conducted research on the issues of Job Retention, Vocational Services following a Work-Related Injury, as well as Homelessness, Disability and Vocational Services.

Carol Warren, Ed.D., C.R.C.

Dr. Carrol Warren is a faculty member at N.C. State University where she teaches graduate courses, including Organizational Ethics, in the College of Education. As a Certified Rehabilitation Counselor, she has served as a Vocational Expert in over 350 hearings across the U.S. Dr. Warren is a graduate of NC State University, the University of Texas at Austin, and Meredith College.

Elizabeth Watson, MS, CRC, CCM, LCPC, CBIS

Elizabeth Watson is a Certified Rehabilitation Counselor, Certified Case Manager, Licensed Clinical Professional Counselor (Illinois), and Certified Brain Injury Specialist. She earned a MS degree in Rehabilitation Counseling and has worked in the rehabilitation field since 1985. Her current practice includes transition assessments of special education students, and expert witness and consulting services related to IEP Transition Plans. Elizabeth is active in training fellow rehabilitation professionals and other professionals on vocational rehabilitation transition services and is active promoting vocational rehabilitation services for special education students. In 2015, she was named Chair of the International Association of Rehabilitation Professionals newly formed section, Vocation Rehabilitation Transition Services, and Section Representative to the IARP Board. Elizabeth was awarded the Outstanding Professional Member Award of the International Association of Rehabilitation Professionals in 2016. She is employed by Watson VR Resources, Inc, Arlington Heights, IL.

Michelle M. Weiss,  MA, CRC, CCM, NCC, MSCC, ABVE/D, IPEC

Michelle McBroom Weiss began her career in vocational rehabilitation in 1991. She holds a Bachelor of Arts Degree in Social Work from Lipscomb University. She achieved a Master’s Degree in Rehabilitation Counseling from the University of Alabama. Ms. Weiss holds several certifications to include: Certified Rehabilitation Counselor, Certified Case Manager, Nationally Certified Counselor, Medicare Set-Aside Consultant, and the International Psychometric Evaluation Certification. In addition, Ms. Weiss is a Diplomat to the American Board of Vocational Experts.

Ms. Weiss has past experience working as a vocational consultant, supervisor, manager and statewide manager of vocational and medical case management for a national company. She has been in private practice since 2003. Ms. Weiss consults on workers’ compensation, liability, divorce, employment law, long term disability and Social Security disability cases. Ms. Weiss has served as a Social Security Vocational Expert since 1995. She has been working as a contractor with the U.S. Department of Labor, Office of Workers’ Compensation Program since 1995.

Ms. Weiss has served in leadership roles to include: the International Association of Rehabilitation Professionals (IARP) Forensic Board from 2010-2014 (Chair 2011-2012) and 2011 Forensic Conference Chair. She presently served as Chair of the IARP Mentoring Committee (2012-2018) and the IARP Social Security Vocational Expert Section Representative to the IARP Board of Directors (2016-2018). Ms. Weiss received the Outstanding Professional Member Award from IARP in 2017. She speaks locally and nationally in regard to vocational rehabilitation and forensic vocational topics.
KEVEN WILBERDING
Keven is currently the Vice President of Ambassador Service Group a full service provider of interpretation, translation and non-emergency transportation. Keven’s diverse background and experience allow him to communicate effectively with people from all walks of life. He has the ability to bridge the gap between individuals and cultures. Keven is a gifted teacher and communicator who has spoken to groups from around the globe. He has traveled in various capacities throughout the world observing cultures first hand.

DENNIS ZGALJARDIC, PH.D., ABPP
Dr. Zgaljardic received his Bachelors degree in Psychology from the State University of New York at Buffalo in 1997. He received his doctorate in Psychology with a specialization in Clinical Neuropsychology from the Graduate School and University Center - City University of New York in 2004. He completed a one-year pre-doctoral internship at Long Island Jewish Medical Center and a two-year post-doctoral fellowship at North Shore University Hospital, both in New York. In May 2008, Dr. Zgaljardic received his board certification in Clinical Neuropsychology from the American Board of Professional Psychologists (ABPP). In 2017 Dr. Zgaljardic was promoted to Clinical Program Director of TLC Galveston. Dr. Zgaljardic has authored numerous peer-reviewed journal publications in the areas of brain injury, Parkinson’s disease, Huntington’s disease, emotion, and neuropsychological test reliability. Dr. Zgaljardic has several years of teaching experience as an adjunct professor and has given numerous research presentations at national and international conferences. In early 2007 Dr. Zgaljardic received an academic appointment as Assistant Clinical Professor in the School of Allied Health Sciences at University of Texas Medical Branch in Galveston. In 2010 Dr. Zgaljardic was elected as President of the Houston Neuropsychological Society.
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