

## **PROFESSIONAL EXPERIENCE**

### **VOCATIONAL REHABILITATION CONSULTANT**

Self-employed; 1996 – present

Provide Vocational Rehabilitation Services to Veterans; consult with employers such as Hewlett Packard, EDD, Sacramento City Unified School District, and Agilent Technologies. ♦ Assist with early intervention, ADA compliance, reasonable accommodation, and creation of job analyses; provide services as an expert witness

### **LECTURER**

**California State University, Sacramento**; 9/96 – 12/08

Taught classes for the **College of Education** and the **Psychology Department**: *Psychological, Social, and Medical Aspects of Disability* ♦ *Appraisal in Counseling* ♦ *Job Placement* ♦ *Case Practices* ♦ *Persons with Disabilities* ♦ *Psychological Testing* ♦ *Personality Theories* ♦ *Introduction to Psychology*.

### **CO-INSTRUCTOR**

San Diego State University, **Interwork Institute**, San Diego; 10/97 – Present

Teach graduate courses via an online format for a Vocational Rehabilitation Master's program that primarily targets State VR counselors nationwide: *Practicum in Rehabilitation Counseling* ♦ *Group Dynamics* ♦ *Medical Aspects of Disability* ♦ *Job Placement* ♦ *Foundations of the Rehabilitation Process*

### **ASSISTANT PROFESSOR**

University of Northern Colorado, **Department of Human Services**, Greeley, CO - 8/95-5/96

Taught graduate & undergraduate Vocational Rehabilitation Counseling students in the Department of Human Services; provided academic advising for the College; conducted research

### **VOCATIONAL REHABILITATION CONSULTANT ♦ BUSINESS ADMINISTRATOR ♦ OWNER**

Absolute Rehabilitation, Sacramento, CA -1983-1993

Owned and operated a successful vocational rehabilitation consulting firm with up to 15 employees. Provided full range of vocational rehabilitation counseling services to injured workers including medical management, early intervention, vocational assessment, counseling, plan development, & placement.

### **VOCATIONAL REHABILITATION CONSULTANT**

IntraCorp, Sacramento, CA – 1979-1983

Provided full range of vocational rehabilitation counseling services to injured workers including medical management, vocational assessment, counseling, plan development, & placement.

## **EDUCATION**

### **Ph.D. Human Rehabilitation**

University of Northern Colorado, Greeley, CO, 1995

### **M.A. Educational Technology**

California State University, Sacramento, CA, 2003

### **M.S. School Counseling and Vocational Rehabilitation**

California State University, Sacramento, CA, 1976 & 1979

### **B.A. Psychology-University of California, Davis, CA, 1973**

## **HONORS**

Maintained a consistent 4.0 grade point average throughout all graduate studies.  
Graduated with honors from University of California, Davis, 1973.

## PROFESSIONAL CERTIFICATE

### **Certified Rehabilitation Counselor**

Commission on Rehabilitation Counselor Certification  
April 1984 – present; expiration 3/31/14

## EDUCATIONAL CERTIFICATES

### **Certificate in Civil, Commercial and Organizational Mediation, 1995**

The Mediation Center, Eugene, Oregon

### **Certificate in Rehabilitation Administration, 1993**

San Diego State University, San Diego, CA

### **Certificate in Counseling the Deaf, 1977**

Oregon College of Education, Monmouth, Oregon

## CREDENTIALS

**California Community College Counselor and Instructor Credentials, 1976 – life**

## ACADEMIC INSTRUCTION

- *Foundations of the Rehabilitation Process*, 2007- 2008
- *Psychological Testing*, 1998 – 2008
- *Psychological, Social and Medical Aspects of Disability*, 1995-2003
- *Practicum in Counseling: Vocational Rehabilitation*, 1997 - present
- *Introductory Psychology: Individual and Social Processes*, 2001 – 2008
- *Introductory Psychology: Basic Processes*: 2003 - present
- *Personality Theory*, 1998-2008
- *Appraisal in Counseling*, 1997-2003
- *Group Dynamics*, 1997-present
- *Seminar in Counseling: Job Placement*, 1997
- *Seminar in Counseling: Case Practices*, 1997
- *Persons with Disabilities*, 1997
- *Introduction to Disability Management*, 1996
- *Career Planning and Placement*, 1996
- *Occupational Information and Job Placement*, 1996
- *Practicum in Rehabilitation*, 1996
- *Supervised Clinical Internship in Rehabilitation*, 1996
- *Introduction to Human Rehabilitation Services*, 1995
- *Interpretation and Evaluation of Behavioral Research*, 1995
- *Human Service Helping Skills*, 1993

## SEMINARS PRESENTED

### ***Disability Management, 1999***

California State University, Sacramento

### ***Ergonomics and Disability Management, 1998***

Ergonomics Roundtable of Sacramento

### ***The Role of the Vocational Rehabilitation Expert in Evaluating 100% Disability Cases***

Valley Industrial Claims Association, 1998

***Back to Work: A job placement seminar for persons who are HIV+, AIDS Interfaith Network, 1998***

***Disability Awareness; Communication and Interpersonal Skills; History of Rehabilitation; The ADA; Rehabilitation Process; Supported Employment; Developmental Disabilities; Traumatic Brain Injury; & Psychiatric Disability***, 1997

Goodwill Industries, 1997

***Developmental Disabilities***, PRIDE Industries, 1997

***Traumatic Brain Injury***, PRIDE Industries, 1997

***Psychiatric Disability***, PRIDE Industries, 1997

***How to Comply with the ADA: an Employer's Guide***, seminar for employers and carriers, 1993

***What Every Rehabilitation Counselor Needs to Know about the ADA***, California Association of Rehabilitation Professionals, 1992

***Forms, Procedures, and Fee Schedule***, California Association of Rehabilitation Professionals, 1991

***How to Survive Workers Compensation Reform***, California Association of Rehabilitation Professionals, 1990

## CONTINUING REHABILITATION EDUCATION

- *The Role of Rehabilitation in the ADA* - Milt Wright & Associates
- *Accessibility* - National Rehabilitation Association
- *Will You be Ready for the ADA?* - Mainstream Conference
- *The National Disability Management Conference* - WBGH
- *Windmills Attitudinal Training* - Milt Wright & Associates
- *ADA and Workers Compensation* - State Bar of California
- *ADA: Train the Trainers* - Milt Wright & Associates
- *The ADA: Title 1 Employment* - CA Association of Rehabilitation Professionals
- *The ADA and Workers Compensation* - Judge David O'Brien
- *The ADA: Impact on Employers and CA Workers Compensation* - CWCI
- *Interventions: Disability Management* - Milt Wright & Associates
- *ADA and the Employees with Disabilities* - CARP
- *VDT: Recognizing and Preventing Ergonomic Problems* - CWCI
- *Ergonomic Analysis of the Workplace* - CAIRE
- *The Role of the Effective Rehabilitation Counselor*, NCRE Conference
- *Disability Management: Benefit Integration in the 90's* - IEA
- *Disability Manager's Training Conference*, Michigan State University
- *Life Care Planning in Personal Injury Cases*; American Rehabilitation Economics Association Conference
- *Effective Expert Witness Testimony: An Applied Analysis of Psychological, Legal, Rehabilitative and Ethical Factors*; Louisiana State University Medical Center
- *Contemporary Applications of Life Care Planning for Spinal Cord Injury*, Louisiana State University Medical Center
- *A Collaboration of Medical, Legal and Vocational Expertise*, American Board of Vocational Experts

## PUBLICATIONS

*Comments on Hall*

*Journal of Rehabilitation Administration*, August 1997

*A Doctoral Student's Reaction to the NCRE Conference*, 1995

*NCRE Newsletter*

*Comments on Barrett*

*Journal of Rehabilitation Administration*, May, 1994

*What is Vocational Feasibility?*  
*CARP Newsletter, May 1991*

*You Can Help: CARP Members Help Generate Job Leads for Displaced Legislative Workers, May 1991*

*What is the California Occupational Information System?*  
*CARP Newsletter, April 1991*

## PROFESSIONAL SERVICE

### **Board Member, 2000-2001**

Waking the Village

### **President of the Board, 1997**

Project Second Chance, transitional employment and vocational services for persons with HIV,  
 Sacramento, CA

### **Advisory Board Member, 1995-96**

Disability Access Center, University of Northern Colorado, Greeley, CO

### **Advisory Board Member, 1995-96**

Schaefer Enterprises, Greeley, CO

### **Advisory Board Member, 1994**

California State University, Sacramento

### **Regional Coordinator, Northern California, 1990-91**

California Association of Rehabilitation Professionals

### **Board of Directors, 1990-91**

California Association of Rehabilitation Professionals

### **Vice President, 1984-85**

Sacramento Rehabilitation Counselors Association

## PROFESSIONAL MEMBERSHIPS

American Board of Vocational Experts  
 International Association of Rehabilitation Professionals in the Private Sector  
 Commission on Rehabilitation Counselor Certification

## REFERENCES

Fran Wheaton, Case Manager  
 HP US Disability Management Unit, Roseville, CA (916) 785-2811

Marianne Clemmens, Risk Manager  
 Sacramento City Unified School District, Sacramento, CA (916) 643-9442

Dr. Robbyn Wacker, Assistant Vice President for Academic Affairs  
 University of Northern Colorado, Greeley, CO 80639 (970) 351-2831

Dr. Bruce Behrman, Chair, Department of Psychology  
 California State University, Sacramento, CA (916) 278-6418