

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