

# Curriculum Vitae

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## *Certifications & Licensure*

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- Certified Life Care Planner - # 0090
- Certified Earnings Analyst - # C0037
- Certified Rehabilitation Counselor - # 1487
- Certified Case Manager - # 1487
- Certified Work Capacity Evaluator / Certified Disability Examiner II - # 0010
- Certified Vocational Evaluator - # 58325
- Diplomate - Certified Rehabilitation Vocationologist - # D006-041996
- Diplomate - American Board of Medical Psychotherapists and Psychodiagnosticians - # 834-1987
- Diplomate - American Board of Vocational Experts - # 00892
- Licensed Professional Counselor, State of Michigan - # 6401000286

## *Specialized Training*

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**Economics of Personal Injury:** Yearly continuing education/training (graduate credit) - Marylhurst College, Marylhurst, Oregon; University of North Alabama, Florence, Alabama; Our Lady of the Lake University, San Antonio, Texas - Economics of Personal Injury.

**Medical Case Management/Life Care Planning:** Training through the University of Florida and the Rehabilitation Training Institute (over 224 hours of post graduate training for catastrophic injuries, spinal cord injuries, burns, closed head injuries, amputations, pediatric brain injuries, advanced pediatrics for life care planning and multiple disabilities).

**Work Capacity Evaluation:** Commission on Disability Examiner Certification - studies in worker disability evaluations and impairment rating (35 hours of training). This is a certifying body for Work Capacity Evaluators in North America that has a membership training association backed by two major universities, University of Florida and Southern Illinois University. The Social Security Administration recognizes this association for their impairment ratings. Additional training was obtained through Roy Mateson, Ph.D., and David Stine, Ph.D.

**Ergonomics:** 40 hours of training, certificate in Ergonomic Analysis of the Workplace, an advanced workshop, Center for the Advancement of Industrial Rehabilitation and Evaluation.

**Transferable Skills Analysis:** Obtained Diplomate level through the International Board of Vocationology as a Certified Rehabilitation Vocationologist (over 80 hours of training); with an inter-rater reliability of greater than 0.90 in determining Transferable Skills. Certification Level: 0.9866. The process used is peer reviewed in the Journal of Vocationology.

**Expert Witness:** Participated in hundreds of trials and depositions as an Expert Witness in District, Circuit, and Federal Courts; Areas of expertise: Life Care Planning, Vocational Evaluation, Economic Loss of Income and Economic Loss of Earning Capacity.

## ***Workers' Compensation Bureau Approved***

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- Bureau of Michigan Workers' Compensation - Bureau Approved Rehabilitation Facility
- Bureau of Ohio Workers' Compensation - Certified Health Care Provider - # 371529124-00

## ***Professional Profile and Experience***

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1979 - Present Director, Beacon Rehabilitation Services, Ann Arbor, Michigan.

- Founded organization to offer more intense and personalized medical management and vocational rehabilitation to injured and disabled persons.
- Specialization in Life Care Planning, Vocational Rehabilitation, Work Capacity Evaluations, Evaluation of Economic Loss and Evaluation of Loss of Earning Capacity.
- Medical Case Management areas of expertise: spinal cord trauma, head injury, carpal tunnel, rotator cuff, back injury, amputation, burns and multiple injury disabilities.
- Highly experienced in cases involving trusts, personal injury, and social security, as well as insurance cases involving Workers' Compensation (including Railroad Workers' Compensation), long term disability and no-fault.
- Extensive clinical background in rehabilitation, orthopedics and neurological disabilities. Scope of background enhances the ability to coordinate services for a client from acute care through return-to-work to re-entrance into the community.
- Strong interdisciplinary training. Can assess and coordinate medical and rehabilitation services for clients with severe injuries and provide Life Care Plans and Medical Case Management for developmentally disabled children and other clients with permanent disabilities.
- Method of working promotes conferring and communicating with client, family, therapists, employer, physicians, teachers, attorney, insurance carrier, and trust administrator to maximize quality of care and promote education, treatment and rehabilitation activities.

## ***Presentations, Publications and Research***

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### **Presentations**

- Midwest Trust & Investment Services Conference (Ohio Bankers League, Indiana Bankers Association, Michigan Bankers Association, The Fiduciary Education Foundation) - Toledo, OH - Joint Presentation with Wells Fargo Trust & Estate Services - "Special Needs Trusts and Life Care Planning" - October 2003
- Ohio Association of Civil Trial Attorneys - Columbus, OH - "Vocational Expert/Evaluation" - April 2002
- The Michigan Trial Lawyers Association - Gaylord, MI - "Work and Functional Capacity Evaluations" - February 2002
- The Fiduciary Education Foundation - Harrisburg, PA - "Life Care Planning for Long Term Care Clients" - May 2001

- Institute of Continuing Legal Education - "Rehabilitation Economic Expert" - 1998, 1996
- Flint Trial Lawyers Association - "Work Capacity Evaluation, Economic Analysis, Vocational Evaluation and Life Care Planning" - 1997
- Lapeer County Bar Association - "Economic Analysis, Vocational Evaluation & Life Care Planning" - 1996
- Dearborn Bar Association - "Economic Analysis, Vocational Evaluation and Life Care Planning" - 1996
- Shiawassee County Bar Association - "Economic Analysis, Vocational Evaluation and Life Care Planning" - 1996
- Grand Rapids Bar Association - "Economic Analysis, Vocational Evaluation and Life Care Planning" - 1996
- Michigan Education Association - "Work Capacity Evaluation and American Disabilities Act" - 1995
- Central Michigan Adjusters Association - "American Disabilities Act/Work Capacity Evaluations, and the Workers' Comp./No-Fault Connection" - 1995
- Detroit TV - 13 Talk Show "Safety Matters"
  - "Transferable Skills Analysis" - 1996
  - "Life Care Planning for the Catastrophic Injury" - 1996
  - "Medical Case Management / Vocational Rehabilitation" - 1995
  - "Work Capacity Evaluations" - 1995
- Michigan Rehabilitation Conference - "Transferable Skills Analysis" - 1994
- Michigan Rehabilitation Conference - "Work Capacity Evaluations" - 1993
- Academy of Michigan Family Physicians Annual Conference - "Rehabilitation Counselor" - 1985

### **Publications**

- Ohio Lawyers Weekly - "Life Care Planners Can Offer Attorneys Unique Expertise" - March 15, 1999
- Michigan Lawyers Weekly - "Life Care Planners Can Offer Attorneys Unique Expertise" - October 19, 1998
- Trusts & Estates - "Life Care Planners Offer Unique And Supportive Expertise" - October 1997
- Ohio Lawyers Weekly - "The Benefits of Using A 'Life Care Planner'" - June 2, 1997
- Caregiver Education Guide for Children with Disabilities, Aspen Publishers - "Trends in Life Care Planning" - April 1997
- The American Rehabilitation Economics Association Report - "Simplifying Damages for the Jury" - Summer 1996
- Inside Life Care Planning - "Simplifying Damages for the Jury" - Vol. 1, No. 5, - Spring 1996

- Michigan Lawyers Weekly - "Life Care Planners can help simplify damages for the jury" - September 11, 1995
- Michigan Family Practice Journal - "An Alternative Rx For An Age Old Ill" - September - October 1986

### **Research**

Inter-Rater Reliability Study pertaining to vocational quotient and prediction of earning capacity: McCroskey, B.J., Smolarski, R. & Haskin, R. D. (1995, 1996). MVQS Inter-Rater Reliability Results: Parts 1 & 2. *The Vocationologist*, 2(1), pp. 67-68, Fall, 1995. Reprinted in: *The Vocationologist*, 3(1), pp. 10-11, Winter, 1996.

### **Editorial Boards**

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**Editorial Advisory Board and Peer Review Committee** - *Journal of Forensic Vocationology*, Vocationology, Inc., 2001-Present

**Editorial Board** - *Caregiver Education Guide for Children with Developmental Disabilities*, Aspen Publishers, 1996-Present

### **Additional Professional Experience**

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**Rehabilitation Specialist** - International Rehabilitation Associates, Inc., Southfield, Michigan, June 1977 - May 1979

- Provided both Medical Case Management and Vocational Rehabilitation
- Pioneered vocational rehabilitation department

**Rehabilitation Counselor** - Belize City Hospital, Belize, Central America, June 1976 - September 1976

- UNICEF Medical Team - Responsible directly to the Surgeon General of Belize
- Initiated the first placement program for out-patients at a mental hospital
- Trained out-patients for personal adjustment and return to the community
- Team member assisting community mid-wives in prenatal care, VD prevention and water treatment

**Rehabilitation Counselor** - St. Joseph Mercy Hospital, Pontiac, Michigan, January 1977 - June 1977

- Michigan State University internship at St. Joseph Mercy Hospital and Michigan Rehabilitation Services
- Emphasis on catastrophic injuries
- Coordinated job placement, vocational counseling, community re-entry and sexual counseling for spinal cord injuries

**Rehabilitation Counselor** - Goodwill Industries, Flint, Michigan, September 1976 - December 1976

- Counselor practicum
- Counseled problem disabled employees

### **Education**

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- Master of Arts, Rehabilitation Counseling, Michigan State University, East Lansing, Michigan, 1977.
- Bachelor of Business Administration, Business Administration and Economics, Western Michigan University, Kalamazoo, Michigan, 1970.

## ***Military Experience***

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United States Air Force, 1971 - 1974

- Paraprofessional Drug Counselor
- NCO in charge of civilian pay for Air Force base (RAF, Alconbury, England) with 30,000 personnel

## ***Consulting and Community Service***

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- **Vocational Expert** - Social Security Administration, Office of Hearings and Appeals, August 1981 - May 1984 and October 1991 - September 1992
- **Vocational Advisor** - Whitton, Boutros & Associates, P.C., Physical Therapy Rehabilitation, 1983 - 1986
- **Vocational Advisor** - Family Rehabilitation Clinic, Dr. Goldman, D.O., Physical Medicine and Rehabilitation, May 1982 - May 1984

## ***Awards***

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Who's Who Among Human Service Professionals, 1986-1987; Nat. Reference Institute, Washington, D.C.

## ***Professional Memberships***

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- International Academy of Life Care Planners
- National Association of Disability Evaluating Professionals
- National Association of Forensic Economists
- American Rehabilitation Economic Association
- Case Management Society of America
- International Association of Rehabilitation Professionals
- American Academy of Economic and Financial Experts
- National Rehabilitation Association
- National Rehabilitation Association Job Placement Division
- Council for Exceptional Children
- American Counseling Association
- American Rehabilitation Counseling Association
- Detroit Round Table - Executive Board Member, Key Coordinator (1977-1985)
- Human Factors and Ergonomic Society
- Individual Case Management Society of America
- Metro Detroit Equal Opportunity Forum, 1977-1985
- Michigan Neuropsychological Society
- Michigan Association of Rehabilitation Professionals (Treasurer 1984)
- Michigan Rehabilitation Association
- Michigan Head Injury Alliance