

# CURRICULUM VITAE

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## Experience:

### **Robinson Work Rehabilitation Services, Co.**

**PO Box 40050**

**Jacksonville, FL 32203**

*Vocational Rehabilitation Consultant*

*September 2007- Present*

- Vocational and disability consultant in matters involving the employability, placeability, wage earning capacity and work transition for injured and disabled persons.
- Medical & vocational case management and disability consulting for return to work and disability management.
- Forensic vocational rehabilitation services in federal and state workers compensation; longshore and longshore extension claims; social security; personal injury; long term disability & marital dissolution.
- Vocational analysis and rehabilitation planning
- Life care plan development
- Vocational expert witness testimony and forensic evaluation
- Career, rehabilitation and mental health counseling

### **Momentum Healthcare, Inc.**

**PO Box 19425**

**Jacksonville, FL 32245**

*Vocational Consultant / Founding Partner / Managing Partner*

*October 2000-December 2007*

- Managing Partner / Founding partner
- Consulting services related to development of return to work focused managed care programs in the workers compensation industry.
- Provide direct medical management and vocational development and transition services to injured or transitioning employees.
- Provide a multitude of rehabilitation services to include vocational evaluations; labor market surveys, work adjustment counseling, job coaching and job placement, etc.
- Provide expert vocational rehabilitation and medical management services related to occupational injuries and illness.
- Provide expert witness services in vocational evaluation; the labor market; employability and wage earning capacity issues.
- Provide expert vocational testimony to the Social Security Administration and serve as a private disability advocate / representative for Social Security claimants.

**Florida Community College at Jacksonville**

**501 West State St.**

**Jacksonville, FL 32202**

***Adjunct Faculty, 2000-2006***

- Certified Adjunct Professor in all behavioral and social science courses as well general business, marketing and economics

**Associated Rehabilitation Clinic, Inc.**

**2032-4 Southside Blvd.**

**Jacksonville, FL 32207**

***Director of Operations- October, 1994-2000***

- Expert in vocational, rehabilitative and medical management services related to injuries occurring under the State of Florida Worker Compensation Laws and the Longshore and Harborworker Compensation Act.
- Provide expert witness testimony regarding vocational evaluation; the labor market and employability issues.
- Direct an interdisciplinary team of rehabilitation professionals to include physical therapists, occupational therapists, psychologists, mental health counselors and vocational specialists.
- Community liaison for integration of workforce initiatives with corporate service delivery model
- Develop and implement and monitor marketing programs to target industry and government agencies involved with workforce development, vocational and functional evaluations.
- Implemented, monitor, compile and report on performance, efficiency and effectiveness of outcome measurements.
- Coordinated successful survey for national accreditation of the corporations programs (CARF) in Work Specific Occupational Rehabilitation and Vocational Evaluation and Employment Services.
- Oversee ongoing compliance with CARF accreditation standards.
- Manage and provide direct care for a chemical abuse / dependency treatment program in both group and individual settings.
- Provide direct medical management and vocational development and transition services to injured or transitioning employees.
- Provide a multitude of rehabilitation services to include vocational evaluations; labor market surveys, work adjustment counseling, job coaching and job placement, etc.
- Manage computer information systems.

**St. Johns River Psychiatric Hospital**

**6300 Beach Blvd.**

**Jacksonville, FL 32216**

***Program Therapist / Case Manager, May, 1997-September, 1997***

- Provided direct treatment for adults in an inpatient chemical dependency unit in both group and individual settings.
- Provided direct treatment of dually diagnosed adults, adolescents and children in both group and individual settings.
- Performed medical / psychiatric case management and discharge planning for inpatient population leading to community or vocational re-integration.
- Performed utilization review to ensure treatment planning and service delivery was consistent with psychiatric clinical pathways.

**St. Johns River Psychiatric Hospital**

**6300 Beach Blvd**

**Jacksonville, FL 32216**

***Counselor Intern (200 hours), December, 1996- May 1997***

- Provided direct treatment for adults in an inpatient chemical dependency unit in both group and individual settings.
- Provided direct treatment of dually diagnosed children in individual and family settings.

**Apogee Inc.**

**9951 Atlantic Blvd., Suite 100B**

**Jacksonville, FL 32225**

***Counselor Intern (400 hours), October, 1996-September, 1997***

- Provided direct treatment for adult perpetrators of sexual crimes in both individual and group settings.

**Florida Department of Labor, Division of Labor & Employment Security**

**215 Market Street**

**Jacksonville, FL 32202**

***Disabled Veteran Outreach Program, Employment Specialist Intern, August, 1994-October, 1994***

- Performed labor market surveys and job placement services for disabled veterans who were unemployed and seeking employment.

**United States Department of Veteran Affairs**

**401 West Church Street**

**Jacksonville, FL 32202**

***Rehabilitation Intern, August, 1992-August, 1994***

- Provided vocational rehabilitation case management and evaluation services to injured and disabled veterans transitioning to the civilian labor market.

**United States Navy**

**USS Boone, FFG-28**

**FPO Miami, FL**

***First Class Petty Officer, July, 1985-April, 1992***

**Education:**

**University of Florida**

*Currently enrolled in doctoral program in Rehabilitation Science  
(August 2005 to present)*

**Regis University**

*Master of Business Administration (MBA)*

*Major: Business Management and Administration*

*Awarded, May, 2001*

**University of North Florida**

*Master of Education (M.Ed.)*

*Major: Counselor Education*

*Awarded, May, 1997*

**University of North Florida**

*Bachelor of Arts (B.A.), Suma Cum Laude*

*Major: Psychology*

*Minor: Social Welfare (sociology)*

*Awarded, August 1995*

**Florida Community College at Jacksonville**

*Associate of Arts (A.A.), with high honors*

*General Education*

*Awarded, December, 1993*

**Certifications, Designations & Memberships:**

- Certified Rehabilitation Counselor (CRC), #00016623, The Commission on Rehabilitation Counselor Certification
- Certified Vocational Evaluator (CVE), 00016623, The Commission on Certification of Work Adjustment of Work Adjustment and Vocational Evaluation Specialists
- National Certified Counselor (NCC), #48090, National Board for Certified Counselors
- Licensed Mental Health Counselor (LMHC), #MH-5940, State of Florida, Department of Health
- Diplomate-American Board of Vocational Experts (DABVE), #5413, American Board of Vocational Experts
- Qualified Rehabilitation Provider (QRP), WC1001363, State of Florida, Bureau of Rehabilitation and Re-employment Services
- Vocational Expert, BPA 1049-06-40281, United States Social Security Administration

- Office of Workers Compensation Programs (OWCP) Rehabilitation Counselor Certification for FECA and USLHWCA claims, #104736, United States Department of Labor

### Professional & Civic Committees, Associations & Memberships:

- Lutheran Social Services of Northeast Florida, Board Member, 2001-2003
- Lutheran Social Services of Northeast Florida, Treasurer, 2003-2004
- International Association of Rehabilitation Professionals (IARP), Northeast Florida District Board Member, May 2002 to May 2004
- International Association of Rehabilitation Professionals (IARP), Northeast Florida District, President, May 2004 to May 2006
- International Association of Rehabilitation Professionals (IARP), Florida State Chapter, President, May 2006 to May 2007
- International Association of Rehabilitation Professionals (IARP), Florida State Chapter, Immediate Past President and Chairman of the Council of Past Presidents, May 2007 to May 2008
- University of North Florida, College of Health, Department of Rehabilitation Counseling Program Advisory Committee, 1999 to present
- American Counseling Association (ACA), Professional member, 2006 to present
- National Association of Disability Representatives (NADR), Journal Review Committee and content contributor, 2006 to present
- National Organization of Social Security Claimants Representatives (NOSSCR), member, 2006 to present.
- Lions Club International, Macclenny, FL, 2007 to present.
- Kiwanis Club of Baker County, Macclenny, FL, 2008 to present
- International Association of Rehabilitation Professionals (IARP), Florida Chapter, Training & Education Committee Chairperson, May 2008 to present.
- American Academy of Economic and Financial Experts, May 2008 to present

### Publications & Authorship

- Understanding & Cross Examination of Vocational Expert Opinions in Social Security, Part 1: vocational resources most commonly used and referenced by vocational experts. National Association of Disability Representatives, Winter 2008. (non peer reviewed)
- Transferability of Skills in Social Security Adjudication. National Association of Disability Representatives, Spring 2008. (non peer reviewed)

### Continuing Education / Seminars / In Service Training

- Aggression Control Techniques, BHC St. Johns, 7/12/97
- On Track Test Cup Certification-Roche Laboratories, 11/12/97
- Windows NT Server Administrator, CompUSA, 12/15/97
- Working With the Adult Blind, Florida Division of Blind Services, 12/20/97
- Clinical Interpretation of the SASSI-3, TASSI Inc., 1/19/98

- Sexual Harassment Laws for Managers, Jim King Corp, 7/1/98
- Employment Services, Department of Veteran Affairs, 10/15/98
- Florida Drug Free Workplace, Southern Reference Laboratories, 11/30/98
- 1998 DWC Workshop, Re-employment Services, 12/3/98
- 1999 DWC Workshop, Case Management Services, 4/23/99
- Measuring Performance Value, National Worker Comp. Conference, 11/8/99
- Measuring Managed Care Performance, National Worker Comp. Conference, 11/8/99
- Resolving Claims, National Worker Comp. Conference, 11/8/99
- Return to Work Programs, National Worker Comp. Conference, 11/8/99
- Managing Challenging Claims, National Worker Comp. Conference, 11/9/99
- Managed Care Provider Networks, National Worker Comp. Conference, 11/9/99
- Workplace Ergonomics, National Worker Comp. Conference, 11/10/99
- Breath Alcohol Testing for D.O.T application, Kahntact USA, 2/8/2000
- Identification and Treatment of Chronic Pain, Brooks Rehabilitation, 3/27/2000
- Florida Worker Compensation Medical Provider Certification Training, 6/17/2000
- Workers Compensation Interests, 9/14/2000
- 2000 Annual Florida Workers' Compensation Educational Conference, 9/27/2000
- Daubert & Kumho, VE issues, 12/23/2002
- Health Care Ethics, 12/23/2002
- Domestic Violence, 12/23/2002
- Evaluating Employment Potential, 12/23/2002
- Division of Workers Compensation Qualified Rehabilitation Provider Training, 6/11/2003
- Ethics and Professionalism, 2003 Florida Workers Compensation Education Conference, 8/20/2003
- Breakout on Longshore & Harbor Worker Compensation Act, 2003 Florida Workers Compensation Education Conference, 8/20/2003
- Workers Compensation Issues and Answers, 2003 Florida Workers Compensation Institute Education Conference, 8/20/2003
- New Wave: Trends & Changes in Rehabilitation, IARPPS-Northeast Florida District, 5/13/2004
- Florida Case Law Update, 2004 Florida Workers Compensation Institute Education Conference, 8/23/2004
- The Professional Employer Organization and Liability under the USL&H Act, 2004 Florida Workers Compensation Institute Education Conference, 8/24/2004
- Florida Division of Workers Compensation Bi-Annual Re-certification Course for Rehabilitation and Healthcare Providers, 2004 Florida Workers Compensation Institute Education Conference, 8/24/2004
- How to perfect an 8(i) settlement under the USL&H Act, 2004 Florida Workers Compensation Institute Education Conference, 8/25/2004

- Medicare Set-Aside Allocations and Approval: Medicare's Interests in USL&H Settlements, 2004 Florida Workers Compensation Institute Education Conference, 8/25/2004
- Social Security Basics, IARP 2005 Annual Conference, April 14, 2005
- Business Practices and Complex Issues for Experienced Representatives, IARP 2005 Annual Conference, April 14, 2005
- Ethical Issues in Social Security Practice, IARP 2005 Annual Conference, April 14, 2005
- A mock Social Security Hearing, IARP 2005 Annual Conference, April 14, 2005
- Basics of Social Security and SSI Programs, IARP 2005 Annual Conference, April 14, 2005
- Understanding LTD & SSDI Offsets to Protect Client's Assets, IARP 2005 Annual Conference, April 14, 2005
- Using the Social Security Rulings to Your Advantage, IARP 2005 Annual Conference, April 14, 2005
- Rehabilitation Science: Theory and Application, University of Florida, College of Public Health and Health Professions, Department of Rehabilitation Science, Fall 2005 Term
- Work Sample Systems, Situational Assessment, Community Based Assessment, Reasonable Accommodations / Modifications, Individualized Vocational Evaluation Planning, Report Development and Writing, University of Florida, College of Public Health and Health Professions, Department of Rehabilitation Counseling, Fall 2005
- Rehabilitation Science Special Topics Seminar, University of Florida, College of Public Health and Health Professions, Department of Rehabilitation Science, Spring 2006
- Survey Research Methods, University of Florida, College of Public Health and Health Professions, Department of Public Health, Summer 2006
- Quantitative Foundations of Educational Research, University of Florida, College of Education, Department of Educational Research, Fall 2006
- The ABC's of a Vocational Evaluation, American Board of Vocational Experts 2006 Fall Conference, October 13, 2006.
- What Vocational Experts Should Know about Forensic Evaluations and How to use the Information when Testifying, American Board of Vocational Experts 2006 Fall Conference, October 13, 2006.
- What Vocational Experts Should Know About Head Injuries, American Board of Vocational Experts 2006 Fall Conference, October 13, 2006.
- What Vocational Experts Should Know About Musculoskeletal Diseases and Injuries and Role of Pain, American Board of Vocational Experts 2006 Fall Conference, October 14, 2006.
- What Workers Compensation Attorneys Expect from Vocational Experts, American Board of Vocational Experts 2006 Fall Conference, October 14, 2006.
- Evaluating Loss of Earning Capacity of the Self-Employed Entrepreneur / Business Person, American Board of Vocational Experts 2006 Fall Conference, October 14, 2006.
- Medical Errors in the Mental Health Profession, Elite CME, February 25, 2007
- Ethics and the Law for Social Workers, Elite CME, February 25, 2007
- Domestic Violence, Elite CME, February 25, 2007

- Protecting & Nurturing Children in Group Homes “The TOP Model”, Elite CME, February 25, 2007
- Understanding Sexual Abuse in Children, Elite CME, February 25, 2007
- Dealing with Difficult People When They Are Not Our Clients, Elite CME, February 25, 2007
- Understanding Methamphetamine for Mental Health Professionals, Elite CME, February 25, 2007
- Utilizing Cultural Competence in Mental Health Practice, Elite CME, February 25, 2007
- How to Get The Most Out of Your Clients Medical Records, National Association of Disability Representatives Annual Conference, March 24, 2007
- Effectively Dealing with DDS, National Association of Disability Representatives Annual Conference, March 24, 2007
- Understanding the Cardio-Vascular Listings, National Association of Disability Representatives Annual Conference, March 25, 2007
- Social Security Ethics for Representatives, National Association of Disability Representatives Annual Conference, March 25, 2007
- Business Management and Development for Representatives, National Association of Disability Representatives Annual Conference, March 25, 2007
- Using the O\*NET database for occupational analysis, International Association of Rehabilitation Professionals Annual Conference, April 26, 2007
- Why Rehabilitation Professionals Matter, International Association of Rehabilitation Professionals Annual Conference, April 27, 2007
- The National EEOC, ADA Research Project: Trends in Workplace Discrimination, International Association of Rehabilitation Professionals Annual Conference, April 27, 2007
- Lessons Learned: A Review of Cases in Light of Daubert and Kuhmo, International Association of Rehabilitation Professionals Annual Conference, April 27, 2007
- Current Federal Legislation in Rehabilitation, International Association of Rehabilitation Professionals Annual Conference, April 27, 2007
- Raising Awareness: Cultural Competency and Rehabilitation Counseling, International Association of Rehabilitation Professionals Annual Conference, April 28, 2007
- Current and Emerging Ethical Dilemmas, International Association of Rehabilitation Professionals Annual Conference, April 28, 2007
- Grant Writing, University of Florida, College of Entomology & Nematology, Spring 2007
- Evaluation of Educational Projects and Systems, University of Florida, College of Education, Department of Educational Research, Spring 2007
- Issues in the Responsible Conduct of Research, University of Florida, College of Veterinary Medicine, Spring 2007.
- United States Department of Labor, Office of Workers Compensation (OWCP) Rehabilitation Counselor Certification Training Workshop, July 30-31, 2007.
- Professional Orientation to Life Care Planning, University of Florida, Department of Continuing Education, August 4, 2007

- Qualitative Research Methods, University of Florida, College of Public Health and Health Professions, Department of Behavioral Sciences and Community Health, Summer 2007.
- Independent Research: Rehabilitation Case Analysis Method (RECAM) in Life Care Planning, University of Florida, College of Public Health and Health Professions, Department of Behavioral Sciences and Community Health, Summer 2007.
- Technological Innovations in Orthopedics, Florida Workers Compensation Institute (FWCI), 62<sup>nd</sup> Annual Workers Compensation Educational Conference, August 14, 2007.
- Accepted Standards, Methodologies and Tools of the QRP, Florida Workers Compensation Institute (FWCI), 62<sup>nd</sup> Annual Workers Compensation Educational Conference, August 14, 2007.
- Longshore Forms: What, When and How to File, Florida Workers Compensation Institute (FWCI), 62<sup>nd</sup> Annual Workers Compensation Educational Conference, August 15, 2007.
- Rehabilitation Under the Longshore Act, Florida Workers Compensation Institute (FWCI), 62<sup>nd</sup> Annual Workers Compensation Educational Conference, August 15, 2007.
- Medical and Psychological Aspects of Life Care Planning with Spinal Cord Injury, University of Florida, Department of Continuing Education, November 2007
- Medical and Psychological Aspects of Life Care Planning with Brain Injury, University of Florida, Department of Continuing Education, February 2008.
- Forensic & Developmental Aspects of Life Care Planning, University of Florida, Department of Continuing Education, March 2008
- Medical and Psychological Aspects of Life Care Planning with Amputations, Burns and Solid Organ Transplantation, University of Florida, Department of Continuing Education, June 2008.
- Medical and Psychological Aspects of Life Care Planning with Multiple Disabilities, University of Florida, Department of Continuing Education, July 2008
- BRRS / District II-Annual CVE/DJP Workshop, Florida Department of Education, Division of Vocational Rehabilitation, Bureau of Rehabilitation and Reemployment Services, September 10, 2008.
- Worklife Expectancy and Life Expectancy Data, Methodology and Thinking Outside the Box, 2008 IARP Forensic Conference, Weston, FL, October 30, 2008.
- What's up DOT: The latest information from the IARP Occupational Database Committee, 2008 IARP Forensic Conference, Weston, FL, October 31, 2008.
- Attorneys: How to know when you are dealing with the Great White Shark, the Killer Whale or the Minnow, 2008 IARP Forensic Conference, Weston, FL, November 1, 2008.

#### Professional Presentations / Guest Speaker Engagements

- Job Analysis as it Relates to Job Placement, University of North Florida, Jacksonville, FL, 11/4/98
- Employment Services & Job Development, University of North Florida, Jacksonville, FL, 11/5/98

- The Internet as a Case Managers Tool, Florida Association of Rehabilitation Professionals in the Private Sector (FARPPS), Jacksonville, FL, 04/23/99
- Litigating and Defending Labor Market Surveys under the Federal Longshore Act-Marine Shipping Industry Conference, Jacksonville, FL, 05/10/2000
- Vocational Issues Under the Longshore and Harborworkers Compensation Act (LHWCA), Signal Mutual Indemnity Insurance Company, Tampa, FL, 2/15/01
- Defining the Concept of Injury and Disability Under the Longshore and Harborworkers Compensation Act, Signal Mutual Indemnity Insurance Company, Charleston, SC, 5/29/02
- Training the Vocational Expert to Testify, Loyola Law School, Annual Maritime Conference, New Orleans, LA, 3/11/2004
- Social Security Vocational Issues for Office of Disability Determination Examiners (DDS), co-presenter for University of Florida Contract, Tallahassee, FL, 10/4/05 thru 10/6/05.
- New Technologies in Job Analysis, Florida State Association of Occupational Health Nurses (FSAOHN), St. Petersburg, FL, 10/14/05.
- Community Counseling & Case Management, University of Florida, College of Health, Department of Rehabilitation Counseling, Gainesville, FL, 1/06 through 5/06
- Ethics as it Relates to Supervision, Florida Department of Education, Division of Vocational Rehabilitation, Bureau of Rehabilitation & Re-employment Services Statewide Associate Meeting, Naples, FL, 5/26/06
- Certification for Vocational / Medical Integration in Determination of Disability under Social Security, State of Florida, Disability Determination Services, co-presenter for University of Florida Contract, Tallahassee, FL, 6/21/06-6/23/06
- Vocational Expert Analysis: Accepted Standards, Methodologies and Tools (chair & moderator) training seminar for State of Florida, Department of Administrative Hearings, Judges of Compensation Claims (JCC's), Tallahassee, FL, 11/30/06.
- Job Analysis and Work Hardening: Vocational Aspects, University of Florida, College of Health, Department of Occupational Therapy, Gainesville, FL, 12/4/06
- Workers Compensation Basics, University of Florida, College of Public Health & Health Professions, Gainesville, FL, 3/5/2007
- Consideration of Vocational Evidence: A Panel of Judges Perspectives (chair and moderator), International Association of Rehabilitation Professionals, Florida Chapter, Northeast Florida District, Spring Conference, Jacksonville, FL, 3/9/2007.
- Social Security Vocational Expert Testimony Extended Session, National Association of Disability Representatives (NADR) Annual Educational Conference, Albuquerque, NM, 3/27/07
- Global Perspective of Workers Compensation: External Disability Management, First Coast Manufacturers Association (FCMA) Workforce Development Committee, Healthcare Subcommittee, Jacksonville, FL, 4/18/07
- Rehabilitation Counseling Functions, Panel Presentation, Community Counseling and Case Management, University of Florida Graduate School, College of Public Health & Health Professions, Gainesville, FL, 4/21/07

- Vocational Specialist Certification Training, State of Florida, Department of Health, Division of Disability Determination Services, co-presenter for University of Florida Contract, Tallahassee, FL, 5/1/07-5/3/07
- Informed Professional Consent / Full Disclosure, Florida Workers Compensation Institute (FWCI) 62<sup>nd</sup> Annual Workers Compensation Educational Conference, Orlando, FL, August 14, 2007.
- Rehabilitation Counseling Functions, Panel Presentation, Community Counseling and Case Management, University of Florida Graduate School, College of Public Health & Health Professions, Gainesville, FL, 6/4/08.
- Vocational Specialist Certification Training, State of Florida, Department of Health, Division of Disability Determination Services, co-presenter for University of Florida Contract, Tallahassee, FL, 6/10/08-6/12/08.
- Determining an Individuals Propensity for Work, Past and Present, 2008 IARP Forensic Conference, Weston, FL, October 31, 2008.