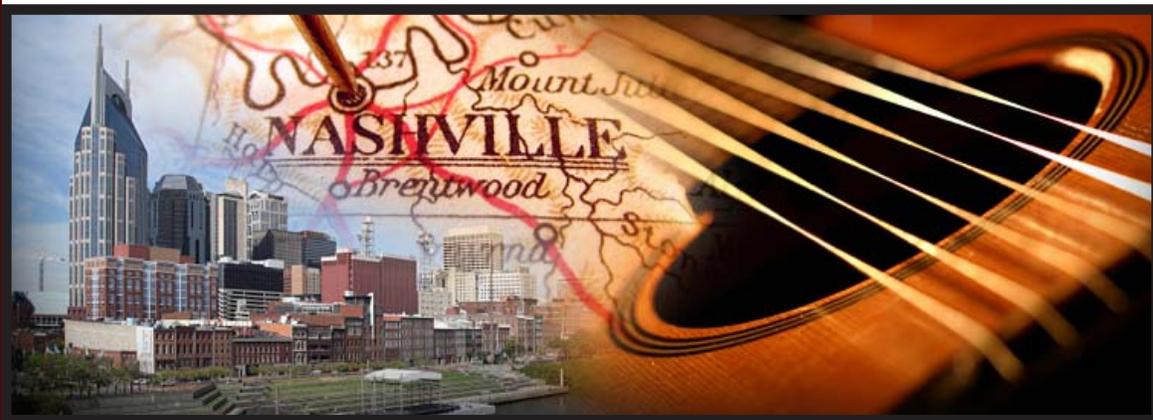




# Tune Up Your Forensic Practice

ABVE 2014 Annual Conference  
Nashville, Tennessee

March 28-30, 2014  
Register Today!



Nashville is the venue for the 2014 ABVE Conference. Join your colleagues for a great line-up of speakers and a few days of sight-seeing in Music City!

The conference will feature defense attorney Molly Glover, speaking on the need for vocational experts and life care planners in medical malpractice and catastrophic injury cases, and attorney William Bates, discussing employment law and ADA cases that rely on vocational expertise. Following their respective presentations will be economist Greg Faulk who will run through a case study that involves a life care plan, a vocational expert assessment of lost earning capacity, and the economist's projection of damages. All are highly regarded and have practices right in Nashville.

The keynote address will be presented by Patrick Dunn, PhD, Associate Professor in Counselor Education at the University of Tennessee Knoxville, who recently completed a law degree! He will reflect on his career path that bridges vocational rehabilitation and the law and discuss his thoughts concerning the future of vocational rehabilitation and professional forensic trends.

**CONTINUED ON PAGE 3**

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Howard Caston | Cincinnati, OH  
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### Director-At-Large (2013 - 2016)

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### Director-At-Large (2011 - 2014)

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### Director-At-Large (2012 - 2015)

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### Director-At-Large (2012 - 2015)

**Membership Chair**  
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### Director-At-Large (2012 - 2015)

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## President's Message

By Cynthia Grimley, President, 2013-2015



Wow, it's already time for another newsletter and President's Message. I hope that you all read and enjoy the updates that your ABVE newsletter provides. Howard Caston has been our Newsletter Editor for the past several years and we need to thank him for his efforts. Many of you may recall that I was once a past Newsletter Editor taking the helm after Lindette Mayer had it for so many years. I know first-hand that the efforts Howard puts into the Newsletter are deserving of a special thanks. As always please send your submission for the newsletter to ABVE or Howard.

This leads me to welcoming our new Publications Chair, Dr. Chrisann Shiro-Geist. Dr. Schiro-Geist will be assisting Howard with the newsletter as well as assisting Chad Duncan with the *Journal of Forensic Vocational Analysis*. She has many great ideas and I have no doubt she will help us to move our publications to the forefront. Welcome Dr. Shiro-Geist!

Our Membership Chairperson, Scott Whitmer has been working diligently with the Board of Certified Vocational Evaluators (BCVE). Scott has had numerous phone calls trying to see if, and how, ABVE may be able to help collaborate with the BCVE to resurrect their organization. This resulted in a formal proposal with suggested ways for both ABVE and BCVE to work together. We are awaiting a response from BCVE.

Scott Whitmer is also working with some of our ABVE members who are also American Psychological Association (APA) certified to see if we can generate more interest with the APA so that ABVE can bring more APA members into our organization.

We are also working on formal guidelines to our Mentoring Program. We have had many requests over the past several months from new potential members as well as new members asking to be mentored. The plan is to present this to our membership at our next conference in Nashville, TN.

Estelle Hutchinson, our President Elect is also our Conference Chairperson for the next conference March 28-30, 2014 held in Nashville, TN. The conference theme is "Tune Up Your Forensic Practice". The lineup of speakers is phenomenal so you won't want to miss this conference. Mark your calendars now. The conference brochure will be out soon.

One last reminder.....please take advantage of the FREE preliminary screening offered to you from the Expert Witness Profilers. A **Preliminary Profile Screening Report** is FREE for ABVE members. [Click here to get your free screening now!](#)

Wishing you all a happy fall!

# Upcoming Board of Directors Meetings

December 11, 2013

February 12, 2014

March 27, 2014 - Nashville, TN

## Annual Membership Business Meeting

March 29, 2014 - Nashville, TN

### 2014 Annual Conference Continued from Cover

Other valuable sessions will include:

- Dean Powers, PsyD, on positioning of vocational rehabilitation in early intervention recovery models
- Mark Raderstorf, MA, on the new DSM-5 diagnostic criteria, with a focus on PTSD
- David Strauser, PhD, on the impact of anxiety and depression on vocational earning capacity
- Jeffrey Truthan, MS, on multiple methods of determining job numbers and the implications for testimony
- Rebecca Williams, CVE, on vocational testing as a foundation for opinion and testimony

For those interested in becoming a Vocational Expert for the Social Security Administration (or tuning their practice), there will be a pre-conference session as well as a Social Security track within the conference which will spotlight an ALJ speaker, non-attorney rep, and several experienced VE's. On the other track will be Cloie Johnson, MEd, and Christina Tapia, PhD, with an in-depth session on the interplay and collaboration of life care planners and vocational experts with economists. And there will be much more!

Add some time to your trip to enjoy this fun and entertaining city! The DoubleTree Hotel is located within walking distance of the vibrant nightlife on Broadway and 2<sup>nd</sup> Ave. Visit Ryman Auditorium, one of the most famous concert halls in the history of country music, or the Grand Ole Opry. How about the Johnny Cash Museum, the Country Music Hall of Fame, or The Hermitage, the home of President Andrew Jackson? Clear your calendar NOW and don't miss out!

For more information on the 2014 conference visit:

[http://www.abve.net/conference2014\\_Registration.htm](http://www.abve.net/conference2014_Registration.htm)

Hotel Information:

DoubleTree Nashville Downtown

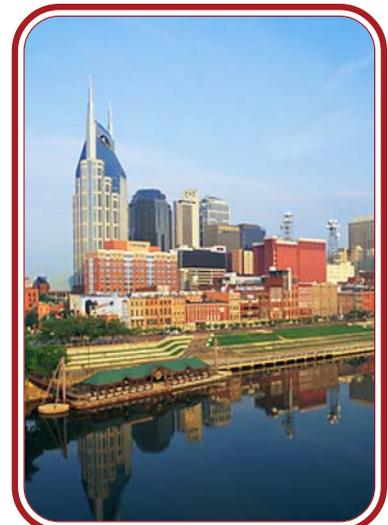
Room Rates: \$149/night single or double, plus tax

Cutoff Date is March 5, 2014

Be sure to mention ABVE to get the special rate. To book your reservation call:

800-222-8733 or go to [http://www.abve.net/conference2014\\_Location.htm](http://www.abve.net/conference2014_Location.htm)

By Estelle Hutchinson



## Future ABVE Conferences

SAVE THE DATES!

March 28-30, 2014

DoubleTree | Nashville, TN



March 20 - 22, 2015

Menger Hotel | San Antonio, TX



Visit [www.abve.net](http://www.abve.net)  
for more details.

## Annual Dues Renewal for 2014

It is time for renewal of your personal investment in ABVE membership for continued recognition of your experience and confidence in your practice. **You should have received a renewal letter and invoice in the mail.** You may also go to [www.abve.net](http://www.abve.net) and [“Click Here to Pay Dues.”](#)

**Maintain your place among the best in the industry by renewing your ABVE membership in 2014!**

Reminder about the Continuing Education Requirement for Certified Members - Diplomates and Fellows must acquire 42 CEUs approved by ABVE during this period to maintain certification. Active Emeritus members must acquire 14 CEUs. **The current CEU period runs from 1/01/13 through 12/31/15.**

Certified members can view their up-to-date CEU status at any time. Log on at [www.abve.net](http://www.abve.net) as a member with username and password to view member profile. **CEUs are located at the bottom of the profile page.**

## Video Testimony

**Submitted By: Howard L. Caston, ABVE Secretary**

There was an article brought to my attention that was published in the Society for Human Resource Management (SHRM) concerning video testimony. The point of the article written by Alan Smith is that video testimony has much more impact than written information that is presented to jurors. There is reference to an age discrimination case that involved playing portions of a video deposition. The plaintiff testified that the HR person did not look at the file. The defense showed the video excerpt where the HR person did say she looked at the file. The plaintiff said that the process was unfair and not caring, but there was a video of the HR person who was crying over the fact that they had to reduce staff and certainly did care

deeply about the reduction in force. It is pointed out this is much more powerful than just reading a document.

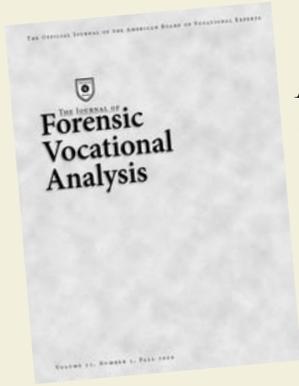
It is pointed out as many of us have noticed that opposing counsel tends to be more professional and less antagonistic if our depositions are being videotaped. There is also reference to YouTube videos as well as social media.

If you wish to read the entire article you can follow the link below:

<http://www.shrm.org/LegalIssues/FederalResources/Pages/Video-depositions.aspx>

I recently attended a seminar where the presenting attorney discussed the pros

and cons of social media particularly Facebook. There was a discussion of the plaintiff's nightmare of a Facebook posting showing the plaintiff engaging in all sorts of physical activities after having testified they have severe physical limitations. On the other hand there are legal restrictions to the use of Facebook and social media in general, as well as the use of private confidential e-mails. Often times it is difficult for this type of information to be admitted into evidence. Unfortunately, we have to be extremely careful about the type of information we put in our private e-mail conversations as well as our own posting on social media such as Facebook, list serves or LinkedIn. The implications and effects of all of this on testimony would be a good topic to be presented at our annual conference.



## Isn't It Time You Were Published?

ABVE's *Journal of Forensic Vocational Analysis* provides a forum to address the changing climate of vocational expert testimony.

Chad Duncan & Chrisann Schiro-Geist, Co-Editors, welcomes your submission.

Visit the [Publications](#) section of the ABVE website for submission guidelines.

Manuscripts, general and empirical, should have direct relevance to vocational and rehabilitative forensics.

## Generation Y and Employment

*By Cynthia P. Grimley*

Born in the mid-1980's and later, Generation Y employees are in their 20s and are just entering the workforce. With numbers estimated as high as 70 million, Generation Y (also known as the Millennials) is the fastest growing segment of today's workforce. As companies compete for available talent, employers cannot ignore the needs, desires and attitudes of this enormous generation.

When relating to Generation Y there is no such thing as a generation gap but what is more prevalent is a communication gap. A communication gap simply stated is communication that is not happening when it should be. This can happen for many reasons. This article will focus on how to recognize traits and characteristics of Generation Y, how it relates to employers today and how they can cope or learn to use younger employees to the advantage of their company.

The conversation began like this.

"Hello, David. Our mutual friend Judi referred me to you and said you would be able to help me with my computer network. I understand that you are now on break from college and that you have

a background in computer science and electrical engineering". David confirms and said he would be glad to help and he would call me back. I had asked him his hourly rate so he knew I intended to pay for his services and this certainly would not be a freebee because we had a mutual friend. David never called. I was stunned by his failure to follow up with a potential client, and the "lack of everything" that seems to be so apparent with this generation. I had to stop and rethink the positive attributes of this generation and more importantly learn to understand them.

This is the type of work ethic with which some employers have had bad experiences when working with Generation Y. They tend to view them as narcissistic, unmotivated or lacking commitment. This leads employers to want to focus primarily on the desire to employ more mature workers. Generation Y has a reputation for little company loyalty and poor job commitment. Generation Y

*My philosophy, in essence, is the concept of man as a heroic being, with his own happiness as the moral purpose of his life, with productive achievement as his noblest activity, and reason as his only absolute.*

*—Ayn Rand,  
[Atlas Shrugged](#)*

CONTINUED ON PAGE 6

## Generation Y and Employment / Continued from page 5

tends to have a shorter tenure in a job but the cause is not so much a lack of loyalty or commitment but a desire for variety, challenge and change. It is not likely that a person from Generation Y will start their career with an employer and retire from the same company. Generation Y will not only have shorter careers but more of them.

We cannot change the learning styles, work patterns or employment attitudes of a whole generation but we can position ourselves to understand and better connect ourselves with each generation. However, the Generation Y can offer idealism, a level of energy, a fresh view to the industry, new qualifications and a 21<sup>st</sup> Century perspective to life and technology. Do not forget: this is the generation that grew up with having their own Smartphone, their own computer, own and use some type of portable music and/or video device such as an iPod, carry with them an iPad or Netbook, obtain news through websites, author and / or read blogs, connect to friends via MySpace, Facebook, Twitter, LinkedIn and text messaging... in addition, most are logged into their Instant Messaging 24 hours a day/ 7 days a week.

While we all hope to achieve a work/life balance, the Generation Y employees expect this balance from the beginning of their career. They don't feel the need to earn it...they just demand it. We can wish for the work ethic of the "good ole' days" but the reality is that they are gone and we have to learn to work with what we have. Generation Y values a balance in life, a variety in the job tasks, and a change in their roles. They have become the first global generation. They have witnessed years of economic growth, political stability, rapid technological change, fast moving careers, changing family structures and massive social shifts, as well as economic declines, the downgrade of the United States credit rating and worries of a country headed for a double dip recession. We are dealing with the most educated, entertained, materially endowed, entrepreneurial yet supported and protected generation in history. This is what has created them and makes them different from older generations.

The workplace now consists of diverse generations; however, this is nothing new. What is different is the typical chain of command with the older workers acting as supervisors and managers of the younger workers is dissolving. The management team may consist of younger supervisors managing teams of older workers. The organizational structure in the work places has changed with diverse ages working together; younger workers are less afraid to argue their point and often will challenge the older worker or question authority. They have high expectations of their employers and seek out new challenges. Generation Y is confident, ambitious and achievement-oriented. Generation Y wants meaningful work and a solid learning curve.

All of these generations need to understand the generational differences in order to maintain harmony. Generation Y needs to be trained to connect better with the older workers. This takes good communication and flexibility on all parties.

It is best to avoid judgment and focus on the best way to attract and retain them. In order to have better retention we need to create a work environment, which provides flexibility and a management style, which communicates respect. The key points to remember in dealing with Generation Y is that they demand a balance with work and life, they seek enjoyment, empowerment, flexibility, creativity, variety, and lifelong learning. This global generation is interactive and multi-modal. They want to be supported and involved as part of a team focus. It is important to remember that their job does matter but it is not their life but rather provides funds to support their life. They may also be multi-tasking with friends, family, studying, other work and volunteer / community involvement. They need to feel a sense of community and belonging and not just a workplace. They desire friends and not just colleagues.

### WELCOME NEW ABVE MEMBERS!

#### Associate Members:

**Victor Alberigi**  
Clarks Green, Pennsylvania

**Ken Askew**  
Askew Rehabilitation Comp Services  
Bloomington, Minnesota

**Elizabeth Clem**  
Elizabeth Clem, CRC, Inc.  
Jonesboro, Arizona

**Michelle Volpe**  
Conventry Workers Comp Services  
Latrobe, Pennsylvania

**William Weiss**  
Vocational Management Resources  
Duvall, Washington

### Upgrade to Diplomat!

**Stephen Davis**  
Willits, California

## Want to become a Certified Member with ABVE?

Apply by January 17, 2014 to be eligible to sit for the exam on March 27, 2014!



AMERICAN BOARD OF VOCATIONAL EXPERTS

Visit us online for a list of all requirements and an outline of the steps you will need to take in becoming a Certified Member with The American Board of Vocational Experts.

[www.abve.net/certoverview](http://www.abve.net/certoverview)

Have something interesting to share to ABVE Members.

## Submit a Newsletter article!

Our next newsletter article deadline is January 24, 2014!

Contact ABVE or the newsletter editor for more information

ABVE Headquarters  
[abve@abve.net](mailto:abve@abve.net)

ABVE Newsletter Editor  
Howard Caston:  
[hcaston@castonassociates.com](mailto:hcaston@castonassociates.com)



How do we as older workers get along and manage to work with the Generation Y? Keep in mind, this generation has always known change, so offer variety with their job duties and combine it with responsibility and promotions where possible. Providing them with transferable skills is important to them and to you as the employer. They are just beginning their careers so offer support, mentoring, positive feedback on performance and public recognition if possible. Failure to do so will promote Generation Y to leave jobs because they are bored and because they see no retention because this generation seeks lifelong learning.

As Rand assigns virtue to the trait of rational self-interest, Generation Y appears to fall into this prototype. While Generation Y is known to not show loyalty to companies, they do show great loyalty to friends. Therefore, build relationships and you will in turn be building loyalty with the Generation Y employee.

*Cynthia Grimley is a vocational consultant who provides vocational evaluation, counseling, employability assessments, work capacity evaluations and job placement services to individuals who are forced out of the workplace for reasons beyond their control. She has offered forensic consulting and expert services to both plaintiff and defense attorneys in a broad array of litigation. She provides comprehensive consultation Human Resource Management services in the development of Occupational Health and Safety programs and other personnel issues related to recruitment, out-placement, risk management and training and development. She frequently is involved in conducting empirical research and authors' literature involving Transferable Skills Analysis. To learn more, visit her website at [cynthiagrimley.com](http://cynthiagrimley.com)*

Don't miss out on the ABVE Group on LinkedIn



- Join the conversation or just listen in.

- Join the ABVE Group today!

*The ABVE group is part of a network of vocational experts and other rehabilitation professionals to connect with colleagues, share resources and exchange ideas. The ABVE Group is open to all ABVE Members, other vocational rehabilitation professionals and professionals seeking the services of vocational experts.*

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## Call for Nominations - 2014-2017 Board of Directors

It is time for the 2014 elections. The **three year term (2014-2017)** for the positions listed below commence at the Board Meeting, **March 27, 2014 at the 2014 ABVE Annual Conference in Nashville, TN.**

The positions that are open for the 2014 elections are:

### **DIRECTOR-AT-LARGE (2014 - 2017) - Two (2) Positions Open:**

The Director-At-Large shall serve a three-year term of office.

- Ensure adherence to ABVE's mission.
- Attend and actively participate in all of the Board's meetings, Conference sessions and other functions of the Corporation, and notify ABVE Headquarters or Board President of anticipated absences.
- When absent from a meeting, review minutes and results of the missed meeting to maintain awareness of issues and solutions.
- Do their homework to be prepared to participate fully in Board and committee meetings.
- Serve actively on at least one committee.
- Act only with the full Board, not individually unless authorized to do so by the full Board.
- Speak for the full Board only when the full Board sanctions their doing so.
- Be prepared to vote on all issue motions unless a conflict of interest exists and is stated according to Board policy.

If you have a desire to work toward the advancement of the goals and mission of ABVE please consider this opportunity to be instrumentally involved in the leadership of ABVE.

### **Terms & Conditions for Nominations**

Nominees must be either a Fellow or Diplomat in good standing and be willing to attend all of the board meetings (up to six times per year, including telephonic meetings and the annual conference board meeting). Nomination information may also be found at [www.abve.net](http://www.abve.net).

Diplomates and Fellows may nominate themselves. If nominating a colleague, please obtain a letter for consent before submitting the nomination. **All nominees must complete the Candidate Profile/Statement form located at [www.abve.net](http://www.abve.net).** The Candidate Profile/Statement form will not be edited for spelling or grammar. Return Nominations and the Candidate Profile/Statement form using one of the following methods:

- Email to [abve@abve.net](mailto:abve@abve.net)
- Fax to (831) 576-1417
- Mail to ABVE HQ, 3540 Soquel Ave., Ste A, Santa Cruz, CA 95062

Direct any questions to:

**Gray Broughton, Nominations Chair**

(804) 221-4199 or [bai@broughtoninc.com](mailto:bai@broughtoninc.com)

**The Profile/Statement forms must be postmarked, faxed or emailed no later than December 1, 2013, the date which nominations close.** Direct any questions to: ABVE HQ at 831-464-4890 or [abve@abve.net](mailto:abve@abve.net).

The 2014 Board of Directors Elections will be administered electronically using a **secure online voting** system. Make sure your email address is current. Look for details to follow in the ABVE Newsletter.

## Call for Nominations For Awards

### Nominate a Colleague for David S. Frank Award or Scott A. Streater Award

Nominations are open for the David S. Frank and Scott E. Streater awards. Nominations must be sent to ABVE Headquarters by January 28, 2013. Please go to [www.abve.net](http://www.abve.net) and look under *About/Awards* to download the award nomination form. This honor will be awarded at the ABVE Annual Conference in Nashville, TN on March 28, 2014. The recipients of these awards will be chosen by the ABVE Board of Directors from a list of nominees submitted by general membership.

### David S. Frank Award

During the 1997 ABVE Fall Conference in Minneapolis, the ABVE Board of Directors established the David S. Frank Lifetime Achievement Award. This award is to be presented to an ABVE member or other, who actively has participated in the organization, freely devoting time, energies and expertise toward the development of ABVE or to the body of knowledge of the vocational expert in a forensic setting. Award recipients will be chosen on the basis of their character, expertise, and professionalism as exemplified by David S. Frank, as well as their efforts to foster a growing knowledge of ABVE as an ethical, credible, and professional body.



*John Berg- David S. Frank Awardee*

### Scott E. Streater Award

The Scott E. Streater Educational Award was designed in 2006 to recognize that member of ABVE who has made a significant contribution to the learning and educational base of the ABVE membership through one's participation in:

- (1) Active research and publication of substantive issues and underpinnings for the forensic arena in which said membership participates and publishes such information via the organization's journal, newsletter and website, and/or
- (2) Activities contributing to the educational base of the ABVE membership through the development and coordination of ABVE's annual conferences and/or continuing educational presentations and exchange of information and expertise which provide educational underpinnings for its membership.



## Are You Displaying Your ABVE Credentials?

If you are a Diplomate or Fellow, don't miss an opportunity to add your credibility by listing ABVE/D or ABVE/F on your CV, expert witness listing or marketing material.

## Would you like to add the ABVE logo to your website?

Email [abve@abve.net](mailto:abve@abve.net) subject line "ABVE logo" and we will send you the logo to add to your website.