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American Board of
Vocational Experts



The SPRING 2007 ABVE CONFERENCE

MARCH 30 - APRIL 1

DOWNTOWN WESTIN HOTEL
SEATTLE, WASHINGTON

The American Board of Vocational Experts will hold its Spring 2007 Conference at the Downtown Westin Hotel March 30-April 1, 2007. Dr. Michael Graham and the conference committee consisting of Judith Parker, John Berg, Scott Whitmer, Harry Whiting, Jr., Fred Cutler, Merrill Cohen and Stan Owing have been busy selecting topics and getting speakers committed for this event.

The conference begins on Friday, March 30, 2007 with two pre-conference seminars, which are charged separately from the conference:

A. HOW TO TAKE THE FEAR OUT OF CROSS-EXAMINATION

This 3-hour workshop takes one of the most feared parts of an expert witness's work, and divides it up into manageable views. Topics at this workshop will include such aspects as: *The Scope of Cross-Examination, How Attorneys Prepare For Your Cross-Examination, Techniques Attorneys Use In Cross-Examination, Difficult & Trick Questions, How To Defeat Opposing Counsel's Cross-Examination Tactics, How To Bullet-Proof Your Opinions During Cross-Examination, and The Fifteen Golden Rules of Testifying Under Cross-Examination.*

B. DISABILITY MANAGEMENT – IS THIS A NICHE MARKET FOR YOU?

Donald Shrey has been an Associate Professor in the Department of Physical Medicine and Rehabilitation at the University of Cincinnati Medical Center since 1987 and has published over 80 articles, book chapters and reports related to disability management and industrial rehabilitation. His Textbook, *Principles & Practices of Disability Management In Industry*, GR Press, Inc. 1995, has become a classic in this field. Dr. Shrey will present *Various Worksite Disability Management Models, Factors That Impact Return To Work Outcomes, Factors Specific To The Worker With A Disability, Managed Care Concepts In The Delivery Of Disability Management Services, Legal Prospectives on Disability Resolution, and Issues Regarding Developing, Implementing and Evaluating Transition Work Programs.* This workshop is designed to offer vocational experts an opportunity to investigate alternative avenues of marketing their practices to enhance earnings.

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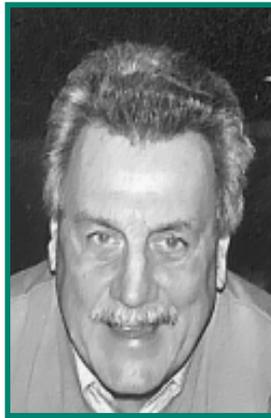
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President's Message

By Don Jennings, ABVE President, 2005-2007

This will be my last article as the President of ABVE. My tenure has been, to say the least, exciting and hopefully productive. Several changes have occurred since being elected President Elect. I will be the first individual in ABVE to serve a two-year term as President Elect, President and Past President. The term of the offices were changed several years ago in order to ensure consistency in leadership. In looking back over the last several years, I realize there are a number of people who I need to thank. Without the assistance of these individuals, my time in office would not have been as successful and not nearly as much fun.

First of all, I would like to thank all of the Board Members with whom I have served. I am always amazed at the time and effort people are willing to devote to a volunteer organization in which they believe. Special thanks goes to the following individuals:

Bill McCroskey. Billy is one of ABVE's unsung heroes. Billy has not only helped develop, normalize and refine our national examination, but has served as a Board Member, served on the Test Committee and has also taught the Knowledge Enhancement Seminar. The number of hours that Billy has devoted to ABVE cannot be calculated; they are just too numerous. Billy deserves the respect and appreciation of each and every member of ABVE.

Harold Kulman. Harold has been with ABVE from the very beginning, has served two terms as President and numerous terms as a Board Member. Harold is another example of the type of member who consistently devotes himself to our organization.

Cynthia Grimley. Cindy was Secretary of the Board when I initially came on the Board and I have always been impressed by her effort and willingness to handle the jobs assigned to her. Even after leaving the Board, she continues to work for the betterment of ABVE, including assisting in the development of our new website. She is also an example of why ABVE continues to be a strong organization.

Michael Graham. Michael is the incoming President and has also previously served a term as President. Michael has been involved in numerous Board positions for ABVE, always doing an outstanding job. He is the most recent Chairperson of the Continuing Education Committee and, under that Committee, has established and refined a number of positive changes that will assist in our ongoing endeavor to maintain professionalism.

Larry Sinsabaugh. Larry is a relatively new member to the Board. Since coming on the Board, Larry has devoted numerous hours of work for ABVE. His leadership in the publication area has been greatly appreciated. Larry is also chairperson of the Credentials Committee and has worked diligently with ABVE Headquarters to streamline the credentialing process for applicants.

Betty Hale. Betty assumed the role of Secretary of the Board after Cindy Grimley this past Spring. Betty is also the current Newsletter Editor, having

CONTINUED ON NEXT PAGE

President's Message Continued...

taken this over on relatively short notice about two years ago. She has done a wonderful job in doing so. Betty also serves under Dr. Sinsabaugh's leadership as a member of the Credentials Committee.

E. Davis Martin. Dave is our current Journal Editor. Our journal represents us to the public and Dave has ensured that this is done in a professional and informative manner.

ABVE Headquarters. BTF is our management company and handles ABVE's day to day operations. In doing so, our headquarters provides professional, administrative, and financial support under the direction of the Board. They have done such a good job because of the following individuals:

Glenn Zimmerman, Executive Director. Glenn is the Executive Director of BTF and, during my tenure on the Board, Glenn has always gone above and beyond in his efforts for ABVE. He has been a major asset to me, personally, while serving as President Elect and President of ABVE, and collectively in providing assistance and support for the Board.

Alan Gale. Alan came to BTF a couple of years ago, but during that time he has endeared himself to ABVE by his knowledge and work ethics on our behalf.

Kristie Black. Kristie is the individual at BTF who most of the membership will contact when calling ABVE or BTF for information. She has also been an excellent addition to Glenn's staff in working with ABVE.

There are numerous other individuals who have assisted me in various ways over the last few years, but, unfortunately due to space and my own limited memory, I cannot provide their names. However, without the assistance I received, my tenure as President Elect and President would certainly have been less productive.

At the end of my tenure, I look back and regret that there were some things I did not get done, and others that I would have handled better had I been more insightful. However, there are other things I do appreciate that I have accomplished and, one of those is getting to know many of our members who I have met at our annual meetings. The future of ABVE is good. With the leadership and membership we have, the sky is the limit.

See you in Seattle!!!

Continuing Education Units (CEUS)

The three year ABVE Membership cycle ended on December 31, 2006. The ABVE CEU Committee and Kristie Black of ABVE Headquarters have been working many hours of over-time responding to, reading, and critiquing last minute CEU applications. I would like to just run over a few of the most common faults we have found as we read through the CEU applications. I might add that the CEU Committee has been very lenient at this time by offering an extension of time for obtaining and filing, in an effort to assist ABVE members get CEU efforts approved and to keep ABVE members who wish to remain ABVE Members.

1. Use of old CEU application forms — believe it or not, some of these applications are those used by the former management group back in 1999! Go to the ABVE Web Site and hook up with the current (for about the past 8 months at least) ABVE application for alternate CEU submissions.
2. Submitting applications without program descriptions, brochures, outlines, etc. The Committee MUST be able to ascertain from the materials submitted that the activity had value-added for FORENSIC practice, not just some "nice to know" information that somewhat resembles counseling or what you do in your agency employment.
3. Only 28 CEU's are allowed per three year cycle from Home Study activities and only a maximum of 14 CEU's are allowed for any one home study activity – this is ABVE Board Policy.
4. Applications must be submitted with an official signed verification of attendance.
5. The activity for which CEU's are sought must meet at least 4 of the 16 performance criteria found in the current ABVE National Test and located on the new ABVE CEU application form, which can be found on the ABVE Web Site at www.abve.net.
6. ABVE is a forensic organization. If your application and back up materials for CEU allowance can not be discerned to show evidence of forensic application, your application will most likely be returned to you or your application will be disallowed altogether.

Thank you for your effort in making this process go smoothly. If you have any questions please contact Kristie Black at ABVE Headquarter - Kristie@btfenterprises.com or 831-464-4890.

Spring 2007 Conference Continued from page 1...

CONFERENCE TOPICS

ABVE Members have been sent a formal conference brochure with complete listing and times of conference sessions. Below is a listing of conference topics to entice readers to register for this informative 2.5 day knowledge enhancement conference. You can now register online at www.ABVE.net. The theme of this conference is **Working Tools For Working Experts** and each session will have handouts for participants that will provide Knowledge, Techniques, Tactics and Practice Formats that can be immediately put to work when the conference attendee returns to the pressures of their business.

CONFERENCE SESSIONS

Legal Restrictions on Employment: Solutions For Unique Workers – *this session will address the unique employment needs of potential workers in atypical classifications such as those with immigration status issues, persons with felony convictions and persons with HIV designations.*

Translating Neuropsychological Test Results Into Predictions of Employability

How does a vocational expert utilize the vast array of neuropsychological test results reported by the neuropsychologist to predict a return-to-work path for persons with traumatic brain injury? This session will demystify test outcome reports and present how to use these outcomes in a collaborative way in a forensic arena.

How To Access And Mine Essential Data Sources For Vocational Decisions

Ever wonder where in the heck can you find essential information to bolster your forensic opinions? This session is designed by two practicing professionals who have the answers to this troubling question. No matter how “seasoned” you are professionally, it is always nice to have the exact data you need for your opinion from some irrefutable resource! Vocational and Life Care decisions require that practitioners have foundational data to make their decisions bullet-proof. This session will provide there answers!

Interactive Report Writing For Different Forensic Venues

These presenters will examine the content of reports developed for differing forensic cases, including Employment Law, Family Law and Personal Injury. Topics include: Avoiding The Eleven Most Common Report Drafting Mistakes, How to Effectively Defend Your Report At Deposition and At Trial, Document Retention Policy, The Danger In Cookie-Cutter Reports, How Much Can The attorney Assist In Writing Your Report

New Emerging Guidelines For Life Care Planners

Julie Kitchen, the presenter for this session, works closely with Paul Deutsch on research issues facing this profession with a long history and a short past. This session will address the certification process, mentoring programs, standards of practice and the future of research in Life Care Planning

Practice Tips For Working With Litigation Attorneys

This session, presented by a practicing litigation attorney will provide participants with a list of “Best Tips” for expert witnesses from the prospective of the attorney who wants to retain such an expert. Presenter Nelson will share “War Stories” and “The Good, The Bad and The Ugly” regarding the benefit of expert witnesses to the litigation process.

Ethical Tools for the Ethical Expert

By definition, ethical dilemmas are not clear cut, or “black and white” matters yet the forensic expert must constantly meet the highest standard of performance in a complex demanding work environment. This session examines the newly revised ABVE Code of Ethics through a review of principles that cuts across professional venues. Come prepared to participate in an active discussion of current and emerging ethical issues/ themes as well as strategies to enhance service delivery.

Railroad Litigation - Is This Your New Niche Market?

This niche market has it's own unique aspects and the “Rules Of The Game” need to be known by experts. Federal Court rules, the 3-tier retirement system, the impact of federal tax structure on earning capacity, railroad worker work life tables and in-house return to work options all play a part in being retained in this arena.

For a list of activities and events you can take advantage of while visiting Seattle, visit
www.ABVE.net

Credentials Committee Makes Positive Difference

Larry L. Sinsabaugh
Diplomate, American Board of Vocational Experts
Chair, Credentials Committee

The Credentials Committee has made a positive difference to individuals seeking Fellow or Diplomate status throughout the year by consistently processing all applications for certification within a two weeks time period. Since the first taste of ABVE often comes as a result of contact with the Credentials Committee—it's best when the first contact is a good one. ABVE says thanks to the 2006 committee for a job well done!

2006 Status Report

During 2006 several new developments have emerged to make the review process even better. Reviewer comments about work-product deficiencies are passed along to the applicant solely for the purpose of helping the applicant make improvements. Consistently, applicants have reported reviewer comments have been good and helpful. Another new development that has happened consistently over this last year is the personal notification of the applicant. After a decision has been made, the chair of the committee telephones the applicant, giving the outcome of the peer review and the comments. This is followed by an e-mail from the chair with comments and the decision. Next, ABVE HQ sends a formal notice congratulating the applicant along with an invitation to take the ABVE National Certification Test. The Credentials Committee has a record of positive continuous improvement. It's all about making the applicant feel welcome. Should the applicant not be approved for status, the chair contacts the applicant to give guidance about what to do next.

Peer Reviewer Continuity

All of the 2006 reviewers have done such a good job that an offer was made for each to continue in this activity. At the same time, ABVE recognizes that priorities change. Also, ABVE wants to ensure as much participation by the membership on this key committee as is possible. Over the last two years schedules and priorities may have changed from the time that one initially signed-on to help.

Peer Reviewer List by Class Year
Chair: Larry Sinsabaugh (2008)
Vice Chair: Rudy Horwitz (2007)

Class Years

2007

Hale, Betty
Horwitz, Rudy
Koslow, Trudy
Peacock, Claude
Van De Bittner, Gene

2008

Baine, Dick
Grimley, Cindy
Kohlenberg, Betty
Kulman, Harold
Marquardt, Roger

2009

Mayer, Lindette
Stickney, Peter
Ward, Cynthia

At present there are three vacancies. Individuals interested in filling one of the vacancies need to contact the Credentials Committee Chair in writing (e-mail is fine), attaching a CV along with a statement about one's reason for appointment and a statement agreeing to perform to the standards described above.

As of 2006, a new policy was adopted for this committee since all reviewers will have served on this committee for a three year cycle. Despite hectic schedules and workloads, ABVE has been very pleased with reviewer participation, timeliness, and professionalism. Individuals in class years will not be renewed automatically, one will need to reapply for appointment. The reappointment process begins during August of the class year listing. In the future, all reviewers will automatically rotate off the committee on the year in which they are listed unless reappointed. The class of 2007 must reapply for reappointment in August of this year. One final note, the Chair's term of office as a member of the ABVE Board of Directors ceases in March of year 2008, that is, unless he is appointed, reelected or is elected to a new position.

Welcome to the Following New Members

The American Board of Vocational Experts would like congratulate the following new members. Continue to watch us grow!

Dan Baierl: Fellow

Jayne Barton: Diplomate

Cathy Sanders: Fellow

Dennis L. Mohn: Diplomate

Rick Robinson: Diplomate

Sonia Paquette: Diplomate

ABVE members who refer a qualified candidate who becomes a certified member will receive a \$100 “finder’s fee”. So get out there and spread the word!!

Advertising In The Newsletter

The ABVE Newsletter now accepts selected advertisements. Although ABVE does not endorse any product or service from our advertisers, advertising sales benefit our entire membership. If you work with a professional or organization who’s products or services would benefit others in our membership, please encourage the business or individual to contact Betty Lindsey Hale at blhale@insightbb.com about advertising in the Newsletter.

Website Update

Dear ABVE Members,

It’s an exciting time to be an ABVE member! At the ‘06 Fall Conference the ABVE Communications and Web Site Committee announced some exciting new tools we were working on. Well, it’s time to deliver! Here’s a quick update:

New Web Site. The new web site is now up and running! Check out www.abve.net and www.abve.org. You will now be able to accomplish the following on the web site. See below for exact instructions. Some sections are still under construction.

- Register for Conferences On-Line (see below)
- Membership Forum (see below)
- New Membership Directory (see below)
- Member’s Only Section (see below)

We are continuing to work on the following:

- On-line CEU Purchases
- On-line Document Library
- On-line Certification Application Process
- On-line Membership Renewals

More Directory Updates:

ABVE is striving to provide its members with the tools they need in order to further their businesses and increase their marketability. In order to fully use the new tools, please read below for more details:

On-Line Conference Registration: Log on to www.abve.net or www.abve.org. Go to the “Conferences” menu. Click on “On-Line Registration is now Live. Click Here.” You may also reserve a room from the “Conferences” page.

Member’s Only Section: From the home page, click on “Member Logon.” Read the bottom sentence and click on “Click here to retrieve it.” Follow the directions and your password will be emailed to you.

Member’s Only Section: This section contains tools to update your profile/directory information, the forum, and more association information. You will be able to access these tools once you receive your password. Remember to update your profile; there are new fields, including a web site link field, which you’ll find useful when marketing yourself! Also, update your specialties, degrees, licenses and certifications.

Membership Forum: This is accessed through the member’s only section. Once at the forum, click on “Register” at the top left of the screen. Follow the directions to begin communicating with your peers! The FAQ section will come in handy; I recommend taking a look at it.

ABVE is busy working for you! Look for more fantastic tools and events coming soon from ABVE to increase your marketability.

Note: Some aspects of the web site are still under construction. Should you encounter any broken links, etc., please email alan@btfenterprises.com

Social Security Policy

A new special adverse profile became effective May 22, 2006 entitled the "Lifetime Commitment Profile". Under this profile, a finding of "disabled" should be made for persons who:

- is not working at SGA level, and
- can no longer perform this past work because of a severe impairment(s), and
- is closely approaching retirement age (60 or older), and
- have no more than a limited education

This is an addition to the "arduous unskilled work" and "no work experience" profiles already in place under 20 CFR 404.1562 and 416.962 and SSRs 82-63 and 03-3.

Under the "Arduous Unskilled Work Profile", a finding of "disabled" should be made for persons who:

- are not working at SGA level, and
- have a history of 35 years or more of arduous unskilled work, and (Note: Training, or isolated, brief, or remote periods of semiskilled or skilled work will not preclude a finding of arduous, unskilled work, if such training or experience did not result in skills that enable the individual to adjust to other work).
- can no longer perform this past arduous work because of a severe impairment(s), and
- have no more than a marginal education.

Under the "No Work Experience Profile", a finding of "disabled" should be made for persons who:

- have a severe impairment(s), and
- have no past relevant work (PRW), and
- are age 55 or older, and
- have no more than a limited education

Additionally, SSR 03-3p provides additional policy for evaluating disability in individuals aged 65 and older, including that if an individual who is age 72 has a medically determinable impairment, that impairment will be considered to be "severe". These profiles were developed and implemented to better serve the public and are to be utilized as tools for rapid adjudication of individuals who present with these adverse factors.

Members To Keep in Mind

The American Board of Vocational Experts extends its collective sincere condolences to one of our members, Ms. Catherine Chandick, MS, F-ABVE, of Kensington, NH. Ms. Chandick lost her son, Michael A. Plumer, on Saturday, March 18, 2006 as a result of injuries he sustained in a motor vehicle accident. At the time of the accident, Michael Plumer was a 21-year-old senior at WPI where he was majoring in chemical engineering. As we approach the anniversary of this incident, let us keep Ms. Chandick in mind and reflect upon those that are closest to us and thank them for the contributions that they make to our lives.

As many of you know, Dr. Billy McCroskey has been experiencing significant health problems in recent months. Following the fall conference in Philadelphia last October, Dr. McCroskey underwent cardiac surgery and suffered a stroke, which has affected his left side. At last report, Dr. McCroskey is recovering at home and was prescribed outpatient physical therapy to mitigate the effects of the stroke. Naturally we are all deeply concerned and BTF has sent flowers on behalf of the ABVE membership to wish him a speedy recovery. Personal wishes would be greatly appreciated, but please confine these to greeting cards rather than telephone calls until he is better rested.

Journal Guidelines Available

Those interested in submitting manuscripts for ***The Journal of Forensic Vocational Assessment*** can request specific guidelines from:

E. Davis Martin, Jr.
Phone: (334) 844-2083
email: martiev@auburn.edu.



Future ABVE Conferences

Mark Your Calendars Now!

Spring 2007
March 30, 31, & April 1
Westin Hotel
Seattle, WA

Fall 2007
October 19 - 21
Francis Marion
Charleston, SC

Spring 2008
San Diego, CA

Fall 2008
San Antonio, TX

Are Statistics Enough to Prove Employment Discrimination

Philip Spergel, EdD, D-ABVE

The “Legal Watch”, which appeared in the *Federal Discovery News*, (2007, January, Vol. 13, (2)) raises the question of whether or not experts can rely on statistics to demonstrate employment discrimination. Five cases are cited: 1) *Thomas vs. Deloitte Consulting, L.P.*, 2004 WL 1960097 (ND Tex 2004), U.S. District Court, Northern District of Texas; 2) *Mebus vs. Emporia State University*, 295 F. Supp. 2d, 1258 (D. Kan, 2004), U.S. District Court of Kansas; 3) *Yapp, et al vs. Union Pacific Railroad Company*, 301 F. Supp., 2d, 1030 (E.D. Mo 2004), U.S. District Court, Eastern District of Missouri; 4) *Coarrier vs. United Technologies Corporation*, 213 FRD, 87 (D. Me 2003), U.S. District Court of Maine; 5) *Murphy vs. General Electric Company*, 245 F. Supp, 2d, 459 (N.D. N.Y 2003), U.S. District Court of New York.

All of the afore noted litigations indicate that plaintiffs who seek to prove employment discriminations with regard to hiring and termination decision, often do so via expert testimony under *Daubert v. Merrill Dow Pharmaceuticals, Incorporated*, by showing a pattern of discrimination. The consensus of opinion was that economists and statisticians (vocational experts as well) cannot merely state that employment decisions disproportionately affected a certain class of workers (age, sex, religious beliefs, et cetera). The expert must be able to demonstrate that the disparities resulted from intentional discrimination rather than pure chance. The rulings have been that the expert’s failure to consider other variables that influence employment decisions goes to the weight, rather than the admissibility, of the statistician, economist, or vocational expert’s opinion.

Ethical Questions & Answers

By Rosalyn Pierce, M.A., C.R.C., C.D.M.S., N.C.C., C.C.M., L.R.C.

Q.

Vocational expert Ira interviewed and tested plaintiff Herrera on behalf of the defense. VE Ira would not support plaintiff Herrera’s desire to attend college after sustaining an injury which curtailed his career in carpentry. Although plaintiff Herrera’s test scores were less than exemplary, his high school grades were above average and he is articulate, well read and ready and motivated to succeed. Why should VE Ira not rely exclusively on Mr. Herrera’s test scores in developing his vocational plan?

A.

According to the American Board of Vocational Experts Code of Ethics **R6.2**, “Vocational experts will consider carefully the specific validity, reliability, and appropriateness of tests, when selecting them for use in a given situation or with a particular client. Vocational experts will be cognizant when evaluating and interpreting the test results or test performance of people with disabilities, minority groups, or other persons who are not represented in the standardized norm group of the instrument being used.” Mr. Herrera is Hispanic and attended inferior inner city schools.

Q.

Adam has a Masters in Rehabilitation Counseling and a Ph.D. in Philosophy. Adam is a vocational expert and his practice consists of testing, interviewing, and rendering opinions pertaining to earning capacity and offering testimony. Adam uses the title Dr. on his letter head, business cards, web page and every other document of correspondence in promoting his business. Are his actions in conflict with A.B.V.E. Ethics?

A.

A.B.V.E. Ethics does not specifically address this issue but the C.R.C. Code does. “Rehabilitation counselors who hold a master’s degree in counseling or a closely related field, but hold a doctoral degree from other than counseling or a closely related field, will not use the title “Dr.” in their practices and will not announce to the public in relation to their practice or status as a rehabilitation counselor that they hold a doctorate.”

The American Board of Vocational Experts never has and currently does not endorse the use of any specific tests, test batteries, or commercial products.

“Are You A Professional Witness?”

Consulting in the legal industry is its own little domain, with different expectations, protocols and unspoken ‘rules’. Since our mission is to help expert consultants get more business and perform their services more effectively, I wanted to offer you some guidelines on how to say, and how not to say certain things.

Because our country’s legal process is adversarial, the objective of opposing counsel is to diminish your credibility with the judge and/or jury by asking questions that will either make you look bad on the face of your answers or at least break your poise so that you become nervous and uncertain, and therefore appear less authoritative. Consequently, you should be careful not to use terminology in testimony, or in your marketing materials, that the attorney can “make something of a negative to be used against you.”

One example is “professional witness.” And, as you may be thinking, “How silly.”

I agree. But when your credentials are impressive and your report is effectively written, the attorney has no other point of entry to discredit you except to ‘reach’ for insignificant things. An attorney could easily draw a connection from “professional witness” to “hired gun,” (someone who will say whatever he is hired to say).

Therefore, I suggest that you instead use terminology such as “expert consultant,” “expert witness when required,” “I offer litigation support to attorneys along with consulting services to (whomever you do, perhaps industry, insurance companies, etc).”

Even though I keep the use of “expert witness” to a minimum (effective expert consultants don’t get to ‘expert witness’ very often because their reports make it more likely that the case will settle), this term would be safer to use than “professional witness.” Also, you are not a “witness,” as that term is used to indicate a fact witness, but instead an “expert witness,” who is someone who renders an opinion on the facts.

Excerpted from the Expert Witness Marketing Website with permission of Rosalie Hamilton, the Experts’ Expert (TM) and author of [The Expert Witness Marketing Book](#)

Knowledge Enhancement Seminar

The ABVE Knowledge Enhancement Seminar (KES) is now available for purchase on CD by contacting BTF directly or through the website. The cost is \$300. Fellow and Diplomate applicants who have purchased this CD and taken the KES Seminar, which is held at the beginning of every ABVE conference, have increased their test scores by an average of 40%! Additionally, current members have the opportunity to receive 14 ABVE continuing education units (CEUs) by completing the test section included at the end of the seminar CD. The KES CD contains in-depth coverage of the 16 Test Content Areas measured by the ABVE National Certification Test (NCT) including:

Psychological Testing and/or Psychology	Statistics
Vocational Testing & Work Sampling	Occupational Information Network (ONet)
Physical Capacities	Transferable Skills Analysis
Handbook for Analyzing Jobs	ABVE Standards & Ethics
Job Placement	Life Care Planning
Dictionary of Occupational Titles (DOT)	Pain & Pain Management
Testimony & Legislation	Occupational Density
Theory	
Research	

The Knowledge Enhancement Seminar CD is designed to provide a standardized presentation of this body of information. The KES is divided into the following three sections for ease of use:

- The Purpose/History of the ABVE Certification Exam
- Recent Changes Made to the 1998 3rd Edition of the ABVE Exam
- All 16 Exam Content Areas with Sample Questions

The addition of the KES in CD format is certainly a valuable tool for our current members, as well as prospective members, to enhance their knowledge base and refresh their memories both pre- and post-certification. Thanks to Dr. McCroskey and the ABVE Test Committee for making this a reality.