



Get Out of the Office and Network!

By Gray Broughton, MA, CRC, CCM, Diplomate/ABVE, Conference Chair

By now, you should have received a full conference brochure in the mail inviting all of our members to the **ABVE Conference on March 25-28, 2010** in beautiful San Diego, CA. This annual event serves as the premier conference for excellent continuing education in the field of vocational testimony. The 2010 program promises several well-designed sessions to enhance your practice and give you tools that can be used immediately when you return to work.

Grow your professional knowledge in these areas:

- Elements of Testimony and Issues Facing Vocational Experts
- Testifying in Social Security Cases
- Vocational Testing for Forensic Cases
- Report Writing in a Forensic Setting
- Employment Law
- Technology and Data Security
- and more!

There will be two special pre-conference workshops to choose from the morning of Friday, March 26th.

Dr. G. Michael Graham, an expert witness for over 25 years, will lead *Succeeding As An Expert Witness* which will provide both newcomers and veterans a foundation for a successful practice. The alternative workshop presented by Dr. Timothy Field is *Admissible Testimony & Clinical Judgment*, where actual court cases will illustrate what has been acceptable to courts.

Continue your learning *between* sessions at the networking events. Experienced colleagues, including session presenters, will be on hand for networking during the President's Welcome Reception on the evening of Friday, March 26th. The Banquet Lunch and Business Meeting also offer an opportunity for information exchange and an introduction to some of the leaders in the field.



This will be an exciting conference at a wonderful location. We encourage you to invite those in your professional network who reside in Canada to join us in San Diego. ABVE is offering a special for our Canadian colleagues to attend the conference at the member rate. This special also applies to vocational evaluators who are not yet ABVE members. Questions may be directed to ABVE Headquarters at (831) 464-4890 or abve@abve.net.

Visit the ABVE website at www.abve.net to view the full program with descriptions of each session.

REGISTER ONLINE AND RECEIVE \$25 OFF THE REGISTRATION FEE!

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American Board of Vocational Experts

Board of Directors

President (2009 - 2011)

Publication Chair

Larry Sinsabaugh, PhD

Richmond, VA

<mailto:larry@sinsabaughconsulting.com>

President-Elect (2009 - 2011)

Gray Broughton

Richmond, VA

<mailto:bai@broughtoninc.com>

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<mailto:erhutchinson@cox.net>

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<mailto:cheryl@crceexpert.com>

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<mailto:michael@grahamconsulting.org>

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<mailto:rjbainemarminc@earthlink.net>

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<mailto:hcaston@castonassociates.com>

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Ontario, Canada

<mailto:jbartonvve@verizon.net>

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Membership Co-Chair

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Ann Arbor, MI

<mailto:ron@beaconrehab.com>

Director-At-Large (2009-2012)

Richard Barry Hall

Gray, ME

<mailto:alpaca@maine.rr.com>

Journal Editor (2009-2011)

Ex Officio

E Davis Martin, Jr

Auburn, AL

<mailto:martiev@auburn.edu>

THE VOCATIONAL EXPERT

Editor

Cheryl R. Chandler, MA

<mailto:cheryl@crceexpert.com>

STAFF

Executive Director

Glenn Zimmermann

<mailto:glenn@btfenterprises.com>

Account Manager

Jessica Finney

<mailto:Jessica@btfenterprises.com>

National Headquarters

3540 Soquel Avenue, Suite A

Santa Cruz, CA 95062

Phone: (831) 464-4890 FAX: (831) 576-1417

<http://www.abve.net>



President's Message

By Larry L. Sinsabaugh, President, 2009-2011

As I write this message to you on Veteran's Day, I am reminded not only of the service of our men and women of the armed forces, but also of the service that many vocational experts provide to the veterans of current and past wars. There are many ABVE members who have dedicated their lifetime to the work of vocational rehabilitation. I would like to share with you an excerpt of a note we received from a "veteran" of our industry, 80 year

old Mr. Earl Glosser.

"Well, here's my 'end of the road' letter. . . I am closing my practice and terminating my contract with ODAR Social Security . . . After all, I have been doing VE work since late 1963. . . In those days, Social Security called their Admin Law Judges, 'Hearing Examiners'. Yes, my first thoughts were that the claimants were all deaf! . . . It's been a great ride – about 12,000 Social Security cases alone."

The humor and dedication that Earl brought to his vocational work will be missed. We salute you, Earl Glosser, and send you our best wishes!

You may hear more about Earl in a future Member Profile. I hope you are enjoying this bi-monthly feature of the ABVE e-News as much as I am. Many members value the feeling of camaraderie and sense of community belonging to ABVE. We hope to see many of you at the upcoming 2010 conference in San Diego where we can share stories and reflect on our work together.

As we head into 2010, I am delighted to report that we are one step closer to validating the new exam. The Board held a special session on November 4th to receive consultation from a credentialing exam psychometrics expert. We are right on target in our exam revision and validation process. Thanks again to Past President G. Michael Graham and the team of Diplomate members who volunteered many hours in a thorough process of revising the certification exam.

If you haven't done so already, I encourage you to submit payment for your 2010 membership dues and, for certified members, to submit verification of continuing education units to maintain your certification. The deadline for CEUs for the 2007-2009 cycle is 12/31/09. We would hate to see members lose a valuable certification over forgotten paperwork!

The Board of Directors welcomes any Diplomate or Fellow in good standing who is willing to be a leader in the advancement of ABVE's mission and goals to submit their bid for candidacy for the 2010–2012 Board. There is one open Member-At-Large position open. Visit the Board of Directors page at www.abve.net for details and to download the Candidate forms. Please feel free to contact me if you are interested in serving on the Board and would like to discuss the nuances of Board service.

As we head into the holidays and the end of another year, let me take the opportunity to wish you and your families a blessed holiday season.

ABVE Annual Conference
March 25–28, 2010
Town & Country Resort
San Diego, CA

Forensic Testimony: "Taking It To The Next Level"

Thursday, March 25, 2010

8:30 am - 12:00 pm Knowledge Enhancement Seminar (KES)
1:00 pm - 4:00 pm National Certification Examination / New Test
Validation Session (Details Inside)
1:00 pm - 5:30 pm Board of Directors Meeting

Friday, March 26, 2010

7:30 am - 8:30 am Continental Breakfast
7:30 am - 5:30 pm Registration Desk Open
8:30 am - 11:45 am Concurrent Pre-Conference Workshops
A. Succeeding As An Expert Witness
B. Admissible Testimony & Clinical Judgment
LUNCH ON YOUR OWN
11:45 am - 12:45 pm Conference Opening & Welcome
12:45 pm - 1:00 pm Evidence-Based Practice: All Research Is Not
1:00 pm - 2:30 pm Created Equal
2:45 pm - 4:15 pm Predicting Occupational Disability from
Psychological and Neuropsychological Data
4:15 pm - 5:15 pm Digital Responsibility and the VE
6:00 pm - 7:30 pm President's Welcome Reception

Saturday, March 27, 2010

7:00 am - 8:00 am Continental Breakfast
7:00 am - 5:30 pm Registration Desk Open
8:00 am - 9:00 am Report Writing in a Forensic Setting
9:00 am - 10:45 am What is Expected of a Vocational Expert When
Testifying
11:00 am - 12:00 pm Employment Law Panel
12:00 pm - 1:15 pm Banquet Lunch & ABVE Business Meeting
1:15 pm - 2:15 pm Concurrent Workshops
A. Testifying in Social Security Cases
B. Vocational Testing for Forensic Cases
2:15 pm - 3:15 pm Concurrent Workshops
A. Court Testimony: The Arena in Which the
Vocational Expert Makes Their Mark
B. Writing for The Journal of Forensic
Vocational Analysis
3:30 pm - 5:30 pm Transferable and Marketable Worker's Skills -
Basic to Advanced
6:30 pm - 9:00 pm New Test Validation Session

Sunday, March 28, 2010

7:30 am - 8:30 am Continental Breakfast
7:30 am - 12:30 pm Registration & CEU Desk Open
8:30 am - 9:30 am Life Care Planning
9:30 am - 10:30 am Preparing & Defending Labor Market Surveys/
Job Searches with Emphasis on FELA Cases
10:45 am - 12:15 pm Ethics in the Forensic Setting
12:15 pm - 12:30 pm Conference Wrap Up

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

Watch for your
2009 Journal
in December



**WELCOME NEW
ABVE MEMBERS!**

We would like to congratulate
our newly Certified Members:

Phillip Sidlow, Fellow
(Spring 2009)

**ABVE would like to welcome
the following new Associate
Members:**

Amy Williams
Brian Bierley
Jaye Davis
DT "Raymond" North
Martha Bernad
Augusto Penafiel

Treasurer's Report

By Estelle Hutchinson, Treasurer

An internal audit of ABVE's financial systems was conducted by several ABVE Board members on July 10, 2009 at BTF Enterprises in Santa Cruz. The purpose of the audit was to fulfill due diligence responsibilities and to ensure that Board members had an understanding of the processes, documentation, and checks and balances of ABVE financial systems.

Past-President Michael Graham, President-Elect Gray Broughton, and Treasurer Estelle Hutchinson met with Glenn Zimmerman and other members of the association management staff to examine records for 2006, 2007, 2008 and the first half of 2009. Specific records reviewed included:

- Balance Sheet Reports;
- Profit and Loss - Budget vs. Actual Reports;
- Monthly checking account statements from Bank of America;
- Deposit tickets with explanatory records;
- Check requests with attached invoices or receipts along with record of payment;
- Monthly Credit Card Merchant Statements; and
- Periodic statements from Banc of America Investment Services, Inc.
- ABVE tax returns for 2006, 2007 and 2008

BTF Enterprises employs Quicken Books Pro to track expenses and produce reports. All of the records were well-organized in sequential order in notebooks. Supporting documentation made clear the source of deposits and expenses. Board members had ample opportunity to ask questions about the overall process as well as specific records. By the time the audit was concluded, Board members were well satisfied with the systems, documentation methods, and reporting. It was evident that Glenn Zimmerman, who was once employed as the Chief Financial Officer of a \$50-million corporation, has applied his knowledge and skills in financial management to the ABVE account.

Annual tax returns have been prepared by an outside accounting firm. Effective July 1, 2009, ABVE changed its fiscal year from a calendar year to run from July through June. This will allow the organization to capture conference revenues/expenses and the bulk of membership dues in a single fiscal year.

It's Time To Renew Your ABVE Membership For 2010

Don't give up these key benefits of being an ABVE Member in good standing!

- professional credibility
- community of vocational forensic experts
- networking and educational opportunities at annual conference
- searchable online member directory
- bi-monthly Member Profiles
- publication of e-News and *Vocational Expert* newsletters
- peer reviewed professional journal
- resourceful website and online member services
- friendly member service

Two ways to pay:

Go to www.abve.net and click on "Pay Your Dues"

Mail check to ABVE Headquarters, 3540 Soquel Ave, Ste. A, Santa Cruz, CA 95062
Dues: *Diplomate/Fellow* \$220; *Associate* \$140; *Student/Emeritus* \$60

ABVE Call For Nominations 2010 - 2012

Board of Directors

The 2010 elections are coming up! The three year term (2010-2012) for the positions listed below commence at the Board Meeting, March 25th at the 2010 ABVE Annual Conference, March 26th – 28th at the Town & Country Resort, San Diego, CA.

The positions that are open for the 2010 elections are:

- Treasurer
- Director-at-Large (1 Opening)

Visit
www.ABVE.net
for descriptions of
open positions &
candidate profile form

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.

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. The Candidate Profile/Statement form will not be edited for spelling or grammar.

Return Nominations and the Candidate Profile/Statement form by email abve@abve.net.

The Profile/Statement forms must be submitted no later than December 1, 2009, the date which nominations close.

Direct any questions to:

Michael Graham, Past President & Elections Chair at 925-837-7360, gmgedd@yahoo.com

Jessica Finney, ABVE HQ at 831-464-4890, abve@abve.net

ATTENTION MEMBERS - ELECTRONIC VOTING

The 2010 Board of Directors Elections will be administered electronically using a secure online voting system. Members will also vote on a motion to establish a NEW certification level (see page 7 for details).



Make sure your email address is current on your member profile. Members will login to the voting system using their ABVE username and password.

Look for details in upcoming ABVE e-News and email blasts.

Voting begins December 15, 2009

Future ABVE Conferences

Mark Your Calendars
Now!



March 25–28 2010

Town and Country Resort
San Diego, California



March 24–26 2011

The Florida Hotel
& Conference Center
Orlando, Florida



March 23–25 2012

Harrah's Las Vegas
Las Vegas, Nevada



2013

San Francisco, California

ABVE Board Special Request – Assist in Validating New Test

The Board of Directors has a special request of the membership regarding the new certification exam. We are requesting Diplomate members sit for the exam to help with the validation study. We will be providing **4.5 CEUs** for your participation and the test will be given without prejudice or affect to your current standing.

We are offering this opportunity to help with the data collection on **Thursday at 1:00 PM or Saturday evening at 6:00 PM**. Select your preferred time on the conference registration form.

As you have read in the previous newsletter, Michael Graham and the test committee have worked very hard to prepare an exam to reflect the Sixteen Core Forensic Competencies which are as follows:

1. Forensic Testimony & Related Legislation, Rules & Regulations
2. Standardized Vocational Testing & Work Samples
3. Statistical Analysis, Foundations & Theories
4. Research Methodology and Forensic Applications
5. Standardized Psychological and Neuropsychological Testing
6. Vocational Theory and Forensic Applications
7. Job Surveys and Job Placement Techniques
8. Seminal Vocational Texts & Applications (i.e. Dictionary of Occupational Titles, Handbook for Analysis, and others)
9. ABVE Standards, Code of Ethics and Professional Ethical Behavior
10. Transferable Skills Analysis; Theories and Forensic Applications
11. Physical Capacity Evaluation, Assessment of Functionality & Work Applications
12. Occupational Information Network (O*Net Applications)
13. Life Care Planning; Resources, Techniques, Competencies
14. Pain Measurement, Pain Management, Work Implications, Treatment Modalities
15. Occupational Density; Theoretical Foundation, Resources, Applications
16. Determination of Earning Capacity; Theories, Sources & Applications

New Certification Level to be Voted on by ABVE members

ABVE has established categories of certification of Diplomate and Fellows, along with the membership levels of Associate, Student and Emeritus. The Board has been working on a new certification level. Presented here is the summary of the proposed Basic Forensic Certification. Comments may be directed to the Board of Directors before December 1, 2009 at abve@abve.net.

ABVE – Basic Forensic Certification (ABVE/Basic)

Rationale:

The ABVE – Basic Forensic Certification (ABVE/Basic) is a vehicle to demonstrate minimum expert witness competence in forensic settings. This motion opens certification to a new group of potential applicants. The reason for this is that the association seems to be stagnant with its current certification membership. The new membership offers the potential for new individuals to join. ABVE Basic certification is designed to emphasize beginning and basic forensic and related analysis and procedural skills. ABVE Basic certification will have the effect of opening certification to individuals with at least a bachelor's level academic degree and/or a significant technical expertise within a phase of vocational expert activity. This certification process is designed for individuals who provide: (a) job placement and job development service, (b) those who testify about job openings job requirements and related matters; (c) offer testimony about the affects nurse and vocational case management including but not limited to life care planning or ergonomic activities; or (d) Human resource support and related issues. ABVE Basic does not qualify a person for higher level certification without first satisfying Fellow or Diplomate level requirements.

ABVE Basic Certification Requirements:

1. Applicants shall have earned a bachelors level degree (by official educational transcript).
2. Applicants shall document at least three years overall experience in job placement/development, vocational testing, case management; life care planning about which brings the individual into providing occasional vocational or related testimony in administrative and forensic settings by three letters of reference provided by the applicant.
3. The applicant for ABVE Basic certification shall submit at least one written work product for peer review. Such work product shall be acceptable to ABVE (following specific guidelines).
4. The applicant shall obtain an acceptable score on the ABVE National Certification Exam.
5. ABVE Basic certification shall continue for a three year period and shall require renewal through continuing education or a successful score on the NCT and by attending the annual ABVE educational conference (costs to be determined).
6. ABVE Basic certificants shall not upgrade to higher certification levels without fully satisfying Fellow or Diplomate requirements.

Motion:

ABVE shall establish a Basic Forensic Certification membership level, known as ABVE/BASIC, as stated above in the narrative discussion and in the requirement sections 1-6.

Voting will be administered electronically commencing December 15, 2009 (see page 5 for details).

Social Security Vocational Expert Information



From: IARP OIDAP Liaison Committee
Re: Tracking Highest Incidence of Jobs in
Past Relevant Work and Exertional Levels

**TIME SENSITIVE
DEADLINE EXTENDED
TO DEC. 15TH**

SSA's Occupational Information Development Advisory Panel (OIDAP) intends to do a pilot study for the new Occupational Information System they are developing to replace the Dictionary of Occupational Titles, studying the most frequently occurring occupations seen from claimants' PRW. We have offered to assist in gathering data. The OIDAP can then use this data to inform development of their pilot study. To do this, we need your help. Although the primary purpose is identifying the incidence of jobs, we are also taking the opportunity to look at how well the claimant's file accurately reflects the work history, and discrepancies between the claimant's description of the work, the DOT's and our experience. We hope this will provide additional valuable data for us to present to SSA and OIDAP.

Data collection forms are available in Word and Excel version which can be filled out at each hearing you attend for a two-month period. Go to <http://www.ABVE.net/OIDAP.htm> to download these forms. For each case, list all jobs held by the claimant (from file & in testimony) and fill in one line per job title. We would ask that you have this form available with you on hearing days (either on your laptop or in paper form) so that you may complete the form on each claimant as you are at the Hearing Office. Please do this for each case you are called on as a VE and keep a running list. You do not need to identify the claimant or separate one claimant from another on the form.

For the last column, if the work history in the file was an accurate reflection of the work performed, place a Y in the column, N if the form did not accurately reflect the PRW, or N/A if the job was not included in the file and added at time of testimony.

This data collection process will last for two months (Oct. 15, 2009 to Dec. 15, 2009). You can either fax the form(s) to (888) 253-3365 at the end of each week or e-mail the form(s) to ssve@heitzmanrehab.com on Dec. 15, 2009 (details also listed on the forms). For those who have already started collecting data, it is requested that you please send in your first batch by Nov. 15th to spread out the work for the committee over the data collection period.

If you have any questions, please contact one of us. Thank you so much in advance for your participation in this most important project.

Lynne Tracy, OIDAP Liaison Committee Chair - lynnetracy@sbcglobal.net
Angie Heitzman, Forensic Rep. to the Committee - angela@heitzmanrehab.com
Ann Neulicht, IALCP Rep. to the Committee
Pam Warren, CM Rep to the Committee
Rick Wickstrom, DM Rep. to the Committee
Scott Stipe, SSVE Rep. to the Committee
Amy Vercillo, IARP Board Liaison

Call for Nomination 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 29, 2010. Please go to 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 San Diego, CA on March 27, 2010. The recipients of these awards will be chosen by the ABVE Board of Directors from a list of nominees submitted by the 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.



***2008 David S. Frank Award Recipient:
G. Michael Graham***

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.

OK, so I logged in to the *Members Only* section of the ABVE Website. Now what?

Update Your Profile

- Make sure your contact information is up to date.
- A current email address is critical for receiving timely information, including the upcoming election to be administered online.
- Highlight your areas of practice so directory users know your specialties

Join in the Member Forum

- Exchange ideas and resources with your colleagues in ABVE by utilizing the online Member Forum (Bulletin Board).
- Do you have a idea for a forum topic? Let ABVE Headquarters know at abve@abve.net.

Access Member Documents

- Access your current CEU Status, past issues of Journal of Forensic Vocational Analysis and more.

Online Payments

- Pay your 2010 Membership Dues online and register for the 2010 Conference. Receive a \$25 discount on the conference fee when you register online!