



Join Us for an Exciting 2011 Conference! *Medical Aspects of Disability*

By Howard Caston, Ph.D., ABVE 2011 Conference Chair

The full conference brochure has been sent to ABVE members and others for the conference in Orlando, Florida, March 25 through March 27, 2011 at the Florida Hotel and Conference Center. This annual event is the premier conference for continuing education in the field of vocational testimony. There are a number of high-quality educational sessions that will give you additional tools to be used in your day-to-day practice.

The theme of this conference is *Medical Aspects of Disability*. The programs will cover the following areas:

- Prosthetics
- Chronic vertigo
- Vocational experts and Social Security hearings
- Killer cures from treatment
- Report writing workshop
- Earnings capacity
- Unemployment/recession effects on testimony
- Multicultural issues
- Life care planning
- Expert testimony

We also have two exciting pre-conference workshops. There will be a mock hearing of a Social Security case with an administrative law judge and plaintiff's attorney. The other preconference workshop will be led by Dr. Timothy Field who will give a compelling and inspiring presentation concerning a historical review and the

evolution of rehabilitation forensic consulting and medical disabilities.

The "product" that is produced in our industry is the report. The Report Writing Workshop offered this year aims to assist all of us in improving our product. This year's workshop is a little different than in the past as we are soliciting sample reports from our members to be used as tools for instruction as well as peer review. The sample reports may be good ... or not so good. Please feel free to submit a sample report to report.workshop@abve.net. Please

carefully review any report you wish to submit and remove the identifying names, places, and other confidential information prior to uploading your document. WORD or PDF file formats are acceptable. Submissions must be received by Feb. 24th.

We Never Stop
Learning &
Growing

A key benefit derived from attending ABVE events is the opportunity to network and exchange ideas with colleagues in this field. I look forward to this conference which will be exciting and in one of my favorite locations- Orlando, Florida.

Remember . . . we never stop learning and growing.

Visit the ABVE website at <http://www.abve.net> to view the full program brochure with descriptions of each session. Register online and receive \$25 off registration fee.



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President's Message

By Larry L. Sinsabaugh, President, 2009-2011

Greetings! I hope you enjoy this Fall issue of *The Vocational Expert* which is rich in industry resources and news. You will find highlights of the 2011 ABVE Conference program thanks to Conference Chair, Howard Caston, including an interactive general session on prosthetics to kick off the theme *Medical Aspects of Disabilities*. The program brochures have started arriving in members' mailboxes and registration is now

open online at www.abve.net. We have had a growing interest in ABVE from Canadian rehabilitation professionals and a number attended last year's conference. In this newsletter, Robert Lychenko, ABVE Board's Canadian Advisory Chair, shares with us some of the major changes that are going to affect Ontario VEs. You will also find an excellent article on the need for adequate preparation of expert witnesses, courtesy of SEAK, Inc.

Your experience and opinions as Vocational Experts are being sought out in a number of arenas. The OIDAP is soliciting comments on its proposed recommendations to the SSA's Occupational Information System. Please see page 6 for a summary of the recommendations and page 5 for an update from Bonnie Martindale, our OIDAP Advisory Chair. In addition, Dr. Amy E. Vercillo requests that VEs provide talking points and concerns to the Social Security Congressional Subcommittee after reviewing the results of the SSA VE Compensation & Availability Survey. Lastly, ABVE Diplomate Rick Robinson is seeking panelists for a study regarding core variables in the assessment of vocational earning capacity in a legal-forensic setting. I strongly urge you to make your voice heard and actively take part in the shaping of our practice and industry research by participating in these three areas of influence.

As always, the Board seeks input from the membership on new ways to serve its constituents so do not hesitate to contact me or any other Board member with your suggestions for ensuring the integrity, standards and ethics or our organization.

Election Notice

There are no open Board of Directors positions for nomination or election this year. ABVE Certified Members are encouraged to attend the Annual General Membership Business Meeting at the 2011 ABVE Conference on March 26, 2011 to ratify the Board of Director's vote for the new President-Elect.

Secretary's Report: Review of SSA VE Compensation & Availability Survey

By Cheryl Chandler, ABVE Secretary

In September, I received an e-mail from Dr. Amy E. Vercillo, who is requesting VEs to forward their talking points and concerns to the members of the Social Security Congressional Subcommittee. This request goes out to all VEs in an effort to highlight the importance of our role in the disability adjudication process.

Dr. Amy E. Vercillo
CRC, CDMS, LRC
and John M. Yent,
MA, LRC, CRC,
ABDA, CLCP,
prepared a survey in
2009 requesting input
from vocational
experts serving with
the Social Security
Administration to
determine whether
the Social Security

Administration's current fee schedule has an impact on the Vocational Experts' availability for disability hearings. The summary findings has been synthesized into a 64 page report submitted to the Social Security Administration Commissioner Astrue, Deputy Commissioner Sklar and various congressmen serving on the House subcommittee for Social Security. Dr. Vercillo serving as the International Association of Rehabilitation

Professionals, SSVE Section Chair, prepared a very interesting report.

In summary they found, "The results of this survey suggests that the 30-year-old rate scheduled for Vocational Experts has a significant impact on Vocational Expert availability for hearings, and will have an impact on the Social Security Administrations' ability to

meet its number one priority of eliminating the backlog by 2013."

"The current VE fee schedule does not meet the Federal Acquisition Regulations, which require that the contracting officer establish fair and reasonable pricing

supported by valid cost/pricing data. Using the SSA cost-of-living increases, the Consumer Price Index or the Department of Labor Average Annual Wage increases over the past 30-years, the current fee schedule is 163.9% to 202.6% below what it should be indexed. Based on the survey results the resultant hourly rate for Vocational Expert Services paid by SSA is 261.2% to 284.5% below the market rate hourly rate

paid to Vocational Experts by other federal agencies in the private sector."

"Over 300 new Administrative Law Judges were/and will be hired in Fiscal Year 2009 and 2010. In addition, there will be three more national hearing office sites and 14 new hearing offices will be opened. Despite the increase in the number of ALJ's, the increased number of new disability applicants and the increased number of hearings, the number of VE's has decreased from approximately 1,337 in 1999 to 1,147 in 2009."

Also of interest their survey indicated 40.7% of the SSA VE's would not be renewing their BPA (contract) or would significantly reduce their availability for hearings if the current fee schedule remains in place during the next contract cycle.

I am encouraging all SSA VEs and those who are considering going through the process of becoming one, to review these enlightening documents in detail. Download the report at <http://www.rehabpro.org/documents/ssve/ssvesurvey.pdf> For more information you may contact Dr. Vercillo at avercillo@verizon.net or me at cheryl@crcexpert.com. Our thanks to IARP SSA-VE committee for their hard work.

This request goes out to all VEs in an effort to highlight the importance of our role in the disability adjudication process.

Editors' Note

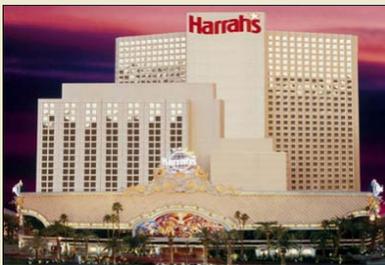
Please note that the article in the Summer 2010 issue of *The Vocational Expert* titled "Report on the March OIDAP Quarterly Meeting" was a reprint of an email from Lynne Tracy on the IARP Forensic Listserv and was not written directly for ABVE's newsletter.

Future ABVE
Conferences
Mark Your Calendars
Now!

March 24–26 2011
The Florida Hotel
& Conference Center
Orlando, Florida



March 23–25 2012
Harrah's Las Vegas
Las Vegas, Nevada



2013
TBD



March 28–30 2014
Nashville, Tennessee



Call for Nominations for Awards

Nominate a colleague for David S. Frank Award or Scott E. 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, 2011. 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 Orlando, Florida on March 26, 2011. The recipients of these awards will be chosen by the ABVE Board of Directors from a list of nominees submitted by the general membership.

The 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.

2009 David S. Frank Award Recipient

Don Jennings, Ed.D., ABVE Past President (2005-2007)

The Scott E. Streater Educational 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.

**2009 Scott E. Streater
Educational Award Recipient**
Timothy Field, Ph.D.



Marketing ABVE Membership

By Ron Smolarski, Membership Chair

ABVE has been active in marketing membership to vocational rehabilitation professionals through the Experts' Express, an electronic publication of International Association of Rehabilitation Professional (IARP). The advertisements are a series of six 2x2 ads featuring ABVE Members pictures. These advertisements direct readers to "find out what this member thinks about ABVE" on ABVE's website, where the member's full profile and benefits of membership

are located. The ads were published in the June through September issues and we have two more to complete. ABVE also published a half page advertisement in the IARP Rehab Pro (September). ABVE will have a booth at the IARP Forensic Conference in New Orleans in November and have ABVE members staffing the booth. We will be spotlighting a few ABVE members at the booth. ABVE members will be wearing ABVE logo golf shirts to allow interested persons to approach them with questions about

Major Changes in Ontario's Vocational Rehabilitation Industry

By Robert Lychenko, MSW, RSW, CRC, ABVE/D

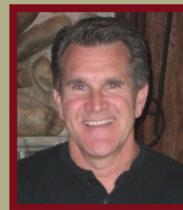
In Ontario, the largest province in Canada, major changes have recently occurred that affect both rehabilitation personnel and vocational and lifecare plan experts.

Effective September 10, 2010, rehabilitation benefits, normally available to motor vehicle accident victims, have been reduced by more than 50%. This leaves reduced funding available for assessments and treatments. Those most affected are healthcare professionals such as physiotherapists, occupational therapists, chiropractors and case managers.

In other major changes that have occurred this year, vocational experts, as are all experts, are required to sign an "Acknowledgment of Expert's duty" form to provide opinion evidence that is fair, objective and non-partisan, and that which is related only to matters within the expert's area of expertise. Further to the above, in personal injury cases going to trial, counsel are

required to restrict the number of experts they call to testify to three. To make an exception to this rule, which came about as a result of case law, counsel must approach the Court to make exception to this rule. In discussions with different lawyers, they indicate that this is variably enforced. Nonetheless, there appears to be a conscious effort by the Courts to reduce the number of experts called to trial.

In examining the above phenomena, there certainly appears to be less in the way of work opportunities for rehabilitation personnel in general. For vocational experts and lifecare planners, there also appear to be pressures reducing the availability of work. These phenomenas appear to be as a result of pressures on insurers to maintain premium levels, and by the provincial government, which is under budgetary strain, to make the court system more efficient, and to reduce the cost of litigation.



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JOHN BERG
THINKS ABOUT
ABVE.

VISIT
WWW.ABVE.NET

**THE AMERICAN BOARD
OF VOCATIONAL EXPERTS**

WELCOME NEW ABVE MEMBERS!

ABVE would like to welcome the following new Associate Members:

Amanda Boley
Bassey Duke
Patrick Dunn
Louis Gaglini
Thomas Hamilton
Bruce Magnuson
Dion Porter
Caroline Potter
Peter Ropp
Sara Shugars
Bradford Taft
Aaron Wolfson

We would like to congratulate our new Student Members:

Myan Esch
Charles Griffin
Kathryn Roberts
Leslie Santos
James Soldner
Andre Washington

The Occupational Information Development Advisory Panel (OIDAP) and the Occupational Information System (OIS)

*By Bonnie S. Martindale, ABVE/D,
Chair of ABVE's Advisory Committee for OIDAP*

On September 29, 2010 the Federal Register announced a teleconference meeting by the panel OIDAP that was open to the public. The discretionary Panel was established in December, 2008 under the Federal Advisory Committee Act of 1972, as amended will report to the Commissioner of Social Security. The Panel will provide independent advice and recommendations on plans and activities to replace the Dictionary of Occupational Titles used in the Social Security Administration's (SSA) disability determination process.

The Panel will advise the Agency on creating an occupational information system (OIS) tailored specifically for SSA's disability programs in the following areas: The Panel's advice and recommendations will relate to SSA's disability programs in the following areas: Medical and vocational analysis of disability claims; occupational analysis, including definitions, ratings and capture of physical and mental/cognitive demands of work and other

occupational information critical to SSA disability programs; data collection; use of occupational information in SSA disability programs; and any other area(s) that would enable SSA to develop an occupational information system suited to its disability programs and would improve the medical-vocational adjudication policies and processes.

The Content Model and Classification Recommendation for the Social Security Administration Occupational Information System : Report to the Commissioner of Social Security, Sept. 2009, can be reviewed at: www.ssa.gov/oidap/Documents/FinalReportRecommendations.pdf

OIDAP is not developing the occupational information system, they are advising and developing the recommendations to Social Security Commissioner Michael J. Astrue. The recommendations were reviewed by the Panel at the teleconference meeting of

9/29/10 and upon finalization will be published in the Federal Register.

The teleconference meeting entailed reports from: Debra Tidwell-Peters, Designated Federal Officer, Mary Barros-Bailey, OIDAP Chair, Sylvia Karman, Director, and Shanan Gwaltney Gibson, Subcommittee Member. The various topics that were expounded upon were the: purpose of OIDAP, their mission and their recommendations. Ms. Karman reported that the occupational medical and vocational study is in the process of being completed. A Data Collection Instrument (DCI) is complete and a pilot study is in the final completion.

The Federal Register announced on October 18, 2010 that the next teleconference meeting is on November 17, 2010 from 10 a.m. to 12:00 noon. The teleconference will be open to the public and the agenda can be obtained at www.ssa.gov/oidap/meeting_information.htm at least one week prior to the start date.



Marketing Material Available to ABVE Members

ABVE makes available an informational and marketing brochure titled, "Expertise for the Legal Community."

The brochure educates attorneys about the value of the ABVE certification and why they should use an ABVE Certified Expert.

ABVE Members may order this marketing tool at \$0.25 each to disseminate information about the organization and market their services.

There is space on the back of the brochure to affix a label with members' contact information.

Email abve@abve.net to order your set of brochures today.

Request for Comment - Proposed Recommendations to the Social Security Administration for Occupational Information System (OIS) Development Planning

The OIDAP is soliciting comments on its Proposed Recommendations to the Social Security Administration for Occupational Information System Development Planning. The Panel strongly recommends that SSA:

1. Take the immediate step to develop an overarching project plan and time line that specifies SSA's needs and objectives with regard to occupational information;
2. Develop a fully articulated research plan and associated processes that provide for the coordination of necessary scientific research and allows for the incorporation of findings and results, as appropriate.
3. Prepare and make available to the Panel the overall project plans for advice and recommendations before further developmental activities for the OIS proceed;
4. Make public the aforementioned project and

research plans, thus delineating how SSA plans to proceed in its efforts to develop said OIS.

Examples of issues that should be addressed by the recommended research plan include (but are not limited to): how to develop a content model that is legally defensible and possesses strong evidence of validity to determine the appropriate sampling methodologies for pilot testing of all instruments; how to develop a job analysis tool that will be utilized for collecting occupational information (including scales, methods of data collection, sources of data, etc.) and so on. The Panel recognizes that any plan that is developed will be necessarily dynamic as new information and data may inform future steps.

Comments should be received no later than November 8, 2010. You may submit comments by any one of three methods - Internet, fax, or mail. Regardless of which method you choose, please state that your comments refer to Docket No. SSA-2010-0066 so that they may associate the comments with the correct activity.

Internet (recommended): Visit the Federal eRulemaking portal at <http://www.regulations.gov>. Use the Search function of the webpage to find docket number SSA-2010-0066, and then submit your comments. Comments are available for public viewing.

Fax: (410) 597-0825

Mail: Office of Program Development and Research, Occupational Information Development Project, Social Security Administration, 3-E-26 Operations Building, 6401 Security Boulevard, Baltimore, MD 21235-6401.

CONTACT INFORMATION:

Anyone requiring further information should contact the Panel staff at: Occupational Information Development Advisory Panel, Social Security Administration, 6401 Security Boulevard, 3-E-26 Operations, Baltimore, MD 21235-0001. Fax: 202-410-597-0825. E-mail to OIDAP@ssa.gov. For additional information, please visit the Panel Web site at <http://www.ssa.gov/oidap> Debra Tidwell-Peters, Designated Federal Officer.

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.

E. Davis Martin, Editor, 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.

You may be interested in submitting manuscripts to related publications. Contact Timothy Field at Elliot & Fitzpatrick for more opportunities.



Expert Witness Deposition Preparation

By Steven Babitsky Esq. & James J. Mangraviti Jr., Esq., SEAK, Inc.

Expert witnesses are frequently inadequately prepared by retaining counsel for their depositions. In traveling across the United States and working with experts, this refrain and complaint has been expressed to the authors over and over again by experts from all disciplines. The size of the case does not seem to matter. Experts are ill-prepared by counsel in small, medium, and even large dollar cases.

When the expert is an “experienced” testifier as well, there is really no need to waste time and money to prepare them. . .

What Do We Mean By Ill-Prepared?

Lack of proper preparation by retaining counsel can take many different forms, including:

- Refusal to meet with the expert to prepare at all, prior to the deposition.
- Agreeing to meet with the expert for a very limited time (i.e. 30 minutes) immediately prior to the deposition at a coffee shop.
- Sending an associate unfamiliar with the case to meet with the expert to prepare her.
- Meeting with the expert, but not going over the theme of the case, the latest documents, developments, and the areas of concern of the expert.
- Meeting with the expert to prepare, but refusing to do a run-through of the likely question to be asked.

How Important is it For an Expert to Go Through a Mock Deposition?

In the recent book, Choke: What the Secrets of the Brain Reveal About Getting it Right When You Have To, Sian Beilock Ph.D, an expert on performance states:

Even practicing under mild levels of stress can prevent you from choking when high levels of stress come around...practicing under the types of pressure you will face on the big testing day is one of the best ways to combat choking.

Why Would Counsel Refuse to Prepare His Expert?

Experts are always surprised by retaining counsel’s failure to properly prepare them for their deposition. Logically, it would seem counsel would want to prepare their experts to assure good presentation of the expert’s opinions. The reasons advanced by counsel for this lack of adequate preparation, include:

- **Lack of Time** Many lawyers are overextended with too many obligations and too little time to satisfy them.
- **Financial Reasons** With experts charging \$300-\$500 per hour or more, an in-depth preparation session with the expert could run thousands of dollars.

When the expert is ill-prepared by counsel for a deposition, the risks for the expert can be significant. . .

• **Expert is the Expert** Many attorneys feel that the reason they hired the expert in the first place is due to their subject matter expertise. When the expert is an “experienced” testifier as well, there is really no need to waste time and money to prepare them.

• **Spontaneity** Some attorneys want the expert to be himself, spontaneous, and un-rehearsed. They feel the expert will come across better without any preparation.

Examples

Experts have told the authors many horror stories of their lack of preparation by counsel. For example:

• A medical expert recounted the failure of counsel to spend more than 30 minutes with her prior to a \$5 million case. The expert was ripped to shreds at the deposition. The excuse of counsel was lack of time.

• A vocational expert tells of retaining counsel absolutely refusing to prepare him at all prior to a key deposition in a federal employment case. The vocational expert did poorly and his confidence was shaken.

How bad has this crisis gotten? The authors recently met with a forensic expert who has been burned several times and now insists in writing in his contract of employment that, at a

minimum, counsel spends four hours preparing him for his depositions.

CONTINUED ON NEXT PAGE

Expert Witness Deposition Preparation (Continued)

Risks for the Expert

When the expert is ill-prepared by counsel for a deposition, the risks for the expert can be significant, including:

- Permanent damage to the expert's reputation.
- Shaking the confidence of the expert.
- Videotaped deposition of the poor performance played over and over again by counsel in future depositions/trials.
- Decrease in future business.
- Increased risk of successful Daubert challenges.

Have a clause in your retention agreement providing that counsel must adequately prepare you for your deposition . . .

Action Steps

What can experts do to protect themselves from being ill-prepared by counsel for their deposition?

- **First** Have a clause in your retention agreement providing that counsel must adequately prepare you for your deposition or you will have the right to withdraw from the case.
- **Second** Insist that counsel meet with you, address all of your areas of concern, and do a complete run through of your deposition.
- **Third** If counsel refuses to adequately prepare you for an important upcoming deposition, retain someone to spend the time necessary to prepare you so that you excel at your deposition.

About the Authors

Steven Babitsky Esq. and James J. Mangraviti Jr., Esq. are partners in SEAK, Inc. and have worked with dozens of experts one-on-one, helping them prepare for their depositions. For more information, please visit www.testifyingtraining.com.

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The Need for Empirical Research in Earning Capacity Assessment

By Rick Robinson, M.Ed., MBA, ABVE/D

Since entering the field of forensic vocational consulting in the mid 1990's, I have had the opportunity to review hundreds of final reports prepared by vocational consultants from around the country and on both sides of the litigation table. In reviewing these reports, I couldn't help but recognize the wide range of variability in the underlying foundation and conclusions documented by consultants in various litigation settings. Despite numerous methods and protocols published in peer reviewed journals and textbooks, there continues to be a high level of variability in the final evaluation product of vocational consultants. Much of the variability appears to be in the underlying

foundation of factors considered in arriving at vocational conclusions.

Variability in opinion and methodology is particularly problematic in legal-forensic settings where vocational consultants retained by opposing parties routinely evaluate the same data and apply peer reviewed methods, yet arrive at incongruous and contradictory opinions. In completing a literature review for inclusion in a doctoral dissertation, very little empirically based research related to vocational earning capacity assessment was identified. Similar results were described by Dr. Michael Shahnasarian in a cit_bf2008 published literature

review. Dr. Shahnasarian cit_ref_bf(Shahnasarian, 2008 ref_num21)ref_afopined that a "more highly evolved" literature base would in essence, help to "control" the issue of incongruous expert opinions derived from a common fact pattern.

In the coming weeks, I will begin a doctoral dissertation study titled *"Identification of Core Variables to be Considered in an Assessment of Vocational Earning Capacity Assessment in a Legal Forensic Setting: A Delphi Study"*. The goal of this study is to assess a potential set of items considered core to the

CONTINUED ON PAGE 10

Empirical Research (Continued)

assessment of vocational earning capacity in a legal-forensic setting. A Delphi consensus building method will be utilized to examine this question.

The Delphi method involves collecting opinions from a panel of subject matter experts over successive rounds of input. The Delphi method is particularly useful in evaluating topics where consensus among experts does not exist. The study design will involve a Delphi process where each expert panelist will contribute to 3 successive rounds of expert input. In round 1, experts will be asked for qualitative open ended input regarding the concept of earning capacity. Data from round 1 will be analyzed using qualitative content analysis and the results will be presented to panelists in the form of a round 2 questionnaire. In round 2, panelists will be asked to rate the importance of items identified and categorized in the round 1 content analysis. Round 2 begins the process of building expert consensus toward identifying a set of core variables based upon expert panelist ratings. In round 3, quantitative descriptive feedback will be introduced to the panelists based upon their round 2 responses. Panelists will be asked to re-rate items from round 2 to determine the level of consensus reached on individual items.

The strength of the Delphi method is that it draws upon the experience and expertise of a panel of subject matter experts while still maintaining the anonymity of panelists. By maintaining anonymity, panelists are free to express their ideas free of pressure from other panelists. The validity of the Delphi method is dependent upon the quality of the experts who make up the panel. The membership of ABVE is comprised of a broad cross section of vocational experts who would be tremendous assets to the expert panel.

Panel experts must meet 4 inclusion criteria for this study:

1. Panelists will hold at least one nationally recognized vocational rehabilitation credential as a Certified Rehabilitation Counselor (CRC); Certified Vocational Evaluator (CVE); or hold Diplomate or Fellow status with the American Board of Vocational Experts (ABVE)
2. Panelists will have completed at least 5 evaluations involving the assessment of vocational earning capacity within a legal-forensic setting
3. Panelists will have been accepted as a qualified vocational expert in the area of vocational earning capacity by a trier of fact before a civil or administrative court within the United States
4. Panelists will have been actively involved in the field of vocational rehabilitation within the preceding 12 months

Panelists selected for participation will provide input over an estimated three month period of time. The total time commitment over the 3 months is expected to be approximately 3 hours. Panelists who complete all 3 rounds of expert input will be entered into a drawing for an Apple iPad. Panelists who complete all 3 rounds will also receive an advance summary of the study results which will include a set of core variables to be considered in an assessment of vocational earning capacity in a legal-forensic setting.

Each panelist will be pre-screened by the principle investigator to ensure compliance with the study inclusion criterion. To be considered for inclusion on the expert panel, please contact me by phone or email. My contact information is as follows:

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