

## CURRICULUM VITA OF RALPH MARTIN CRYSTAL

Ralph M. Crystal  
Wallace Charles Hill Professor of Rehabilitation Education  
Department of Special Education and Rehabilitation Counseling  
224 Taylor Education Building  
University of Kentucky  
859-257-8275 (phone)  
859-257-3835 (fax)  
E-mail: [crystal@uky.edu](mailto:crystal@uky.edu) or [rcrystal@windstream.net](mailto:rcrystal@windstream.net)  
May 2010

### **DEGREES**

- Ph.D. University of Wisconsin-Madison (8/1977)  
Rehabilitation Counseling Psychology  
Educational Psychology
- M.A. New York University (6/1972)  
Rehabilitation Counseling
- B.A. Pace University (6/1970)  
Psychology

### **PROFESSIONAL EXPERIENCE**

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| Professor  | Graduate Program in<br>Rehabilitation<br>Counseling                                   | University of Kentucky<br>Lexington, Kentucky<br>04/01 – Present                    |
| Endowed Professorship in Rehabilitation<br>Education |   | 08/01 – Present   |
| Coordinator and<br>Director of<br>Graduate Studies   | Graduate Program in<br>Rehabilitation<br>Counseling                                   | 5/01 – 08/07 (except for 2000-2001 and<br>2007 – 2008 and until 08/07 for DGS)      |
| Associate Professor<br>Coordinator                   | Graduate Program in<br>Rehabilitation<br>Counseling                                   | University of Kentucky<br>Lexington, Kentucky<br>8/81 – 5/01 (except for 2000-2001) |
| Assistant Professor                                  | Rehabilitation Education<br>Research Director<br>Rehabilitation Research<br>Institute | University of MI<br>Ann Arbor, Michigan<br>6/77 - 8/81                              |
| Vocational Consultant                                |   | 1985 - Present  |

I have served as a vocational consultant with the Social Security Office of Disability Adjudication and Review since 1988. I am also called upon periodically to conduct studies of employability in matters of work compensation, personal injury, employment law, wrongful death, child disability, and domestic relations matters for plaintiff's defendants. My expertise in these areas is derived from the training and experience that I have had as well as my familiarity with the labor market, wages, and employment trends. While at the University of Michigan I conducted vocational economic labor market research related to persons with disabilities.

Vocational Consultant	Opportunity Workshop of Lexington 1/83-3/84 and 9/94 to 5/95
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Vocational Consultant	Forum Group: Nov. 1984 - March 1986.
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Research Assistant	Rehabilitation Research Institute 9/74 - 9/76	University of WI Madison, WI
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Consultation	B'nai B'rith Career & Counseling Services	Madison, Wisconsin 1/75 - 6/77
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Executive Director	Peel Assessment Center	Mississauga, Ontario Canada 1/74 - 8/74
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Rehabilitation Counselor	Peel Assessment Center	Mississauga, Ontario 5/72 - 12/73
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International Experience	December 1979 and February 2001-Present
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In December 1979 I was a consultant for the Ministry of Social and Human Services in Cairo, Egypt in the area of the evaluation of vocational rehabilitation programs.

Since February 2001, I developed collaborative education, research and training programs for vocational rehabilitation between the University of Kentucky and City University, London, England; University College, Dublin, Ireland; and the European Platform for Vocational Rehabilitation, Brussels, Belgium.

## TEACHING AND ADVISING

Courses taught, University of Kentucky

RC 515, Medical and Psychological Aspects of Disability I  
RC 516 Medical and Psychological Aspects of Disability II  
RC 520, Principles of Rehabilitation  
RC 550, Client Rights and the Americans with Disabilities Act  
RC 558, Rehabilitation in Rural and Agrarian Areas (Internet)  
RC 610, Case Management in Rehabilitation  
RC 620, Vocational Evaluation and Work Adjustment  
RC 630, Job Placement Services in Rehabilitation  
RC 640, Rehabilitation in Business and Industry  
RC 650, Rehabilitation Counseling Techniques I  
RC 660, Rehabilitation Counseling Techniques II  
RC 710, Practicum  
RC 720, Internship  
RC 750, Rehabilitation Research  
RC 740, Administration and Supervision in Rehabilitation  
RC 760, Contemporary Practices in Rehabilitation  
EDS 648, Coordination of Assitive Technology

Courses taught, University of Michigan

Principles of Rehabilitation  
Psycho-Social Aspects of Disability  
Counseling Techniques  
Counseling Research

I have chaired eight completed doctoral committees. I am presently the chair doctoral and masters committees. In 2004 I helped develop a doctoral program in the in Special Education with an emphasis in rehabilitation counseling;

I have been teaching distance education for the past 10 years. During the past year I have coordinated the conversion of the master's degree program to an online environment. This program is equivalent to the campus based program and is taught using a web interface and video conferencing.

## **Research and Publications**

### **Dissertation**

Counselor Perception of Client Needs. The University of Wisconsin-Madison, 1977

### **Publications/Scholarly Writing (Published, Accepted, or in Review)**

Crystal, R.M and Rogers J. (2008). Perceptions of distance education training in rehabilitation

- education. Submitted for review to *Rehabilitation Education*.
- Crystal, R.M. and Erickson, A. (2008). Forensic Vocational Assessment: Implications for Practice, In T. Oakland and E. Mpofu (Eds.), Assessment and Health: A Professional Practice Guide. Upper Saddle River, NJ: Allyn and Bacon.
- Crystal, R.M (2008). An ecological approach to rehabilitation counseling: Theory to practice. In, A. Watson (Ed). Rehabilitation Counseling in the 21<sup>st</sup> Century.
- Bausch, M.E. Crystal, R.M (2007). Kentucky Assistive Rehabilitation and Technology Training. *Rehabilitation Professional*, (15) 1.
- Crystal, R.M. and Mattingly, D. (2006). Follow up of Customers During FY 2006 for the Kentucky Office for the Blind. The University of Kentucky Graduate Program in Rehabilitation Counseling.
- McKnight R. and Crystal, R.M., (2006) The Kentucky migrant vocational rehabilitation program: A demonstration project for working with Hispanic farm workers. The Kentucky Migrant Vocational Rehabilitation Project. U.S. Department of Education, Rehabilitation Services Administration. Final Report
- Rogers, J.B., Crystal, R.M., and Bishop, M. (2005). Predicting rehabilitation outcome for supplemental security income and social security disability income recipients: Implications for consideration with the ticket to work program. *Journal of Rehabilitation*, (71) 3, 5-10.
- Breeding, R.R., Harley, D.A., Rogers, J., and Crystal, R.M., (2005) The Kentucky migrant vocational rehabilitation program: A demonstration project for working with Hispanic farm workers. The Kentucky Migrant Vocational Rehabilitation Project. *Journal of Rehabilitation*, (71) 1, 32-41
- Crystal, R.M. (2004). Employer Satisfaction Survey for the Georgia Division of Rehabilitation Services: Final Report. The University of Kentucky Graduate Program in Rehabilitation Counseling.
- Crystal, R.M. and Rogers, J. (2004). Follow up of Current Customers During the 2003-2004 Fiscal Year for the Department for the Blind. The University of Kentucky Graduate Program in Rehabilitation Counseling.
- Crystal, R.M. and Breeding (2003). Follow up of Closed Customers During the 2001 Fiscal Year for the Department for the Blind. The University of Kentucky Graduate Program in Rehabilitation Counseling.
- Bishop, M., and Crystal, R.M., and Shepherd-Jones, K.A. (2003) Rehabilitation counselor recruitment and retention: Implications from a study of current counselors. *Journal of*

*Rehabilitation Administration*, 27 (1), 3-14.

Bishop, M., and Crystal, R.M. (2002) A Human resources perspective on counselor retirement and replacement in the state-federal vocational rehabilitation program: A nationwide concern. *Journal of Rehabilitation Administration*, 26(4), 231-238.

Crystal, R.M. (2002). A Client Satisfaction Survey for the Georgia Division of Rehabilitation Services: Final Report. The University of Kentucky Graduate Program in Rehabilitation Counseling.

Crystal, R.M. and Rogers, J. (2002). Worker compensation in the United States: A 25 year retrospective 1970-1995. *Journal of Rehabilitation Administration*.

Mpofu, E. and Crystal, R.M. (2002). Neuropsychological assessment of persons with brain injury: Theories and applications in rehabilitation settings. *Rehabilitation Professional* 11(2).

Crystal, R.M. and Rogers, J. (2001). Follow up of Closed Customers During the 2001 Fiscal Year for the Department for the Blind. The University of Kentucky Graduate Program in Rehabilitation Counseling.

Crystal, R.M., and Bishop, M. (2001) Employment as a predictor of satisfaction of consumers of the Kentucky Department for the Blind. *Rehabilitation Professional* 9 (4), 42-46.

Mpofu, E., and Crystal, R.M. (2001) Conduct disorders in children: Challenges, and prospective cognitive behavioral treatments. *Counseling Psychology Quarterly* 14 (1), 21-32.

Crystal, R.M. (2000). The ticket to work and work incentives improvement act: Implications for rehabilitation practice rehabilitation practitioner. *Rehabilitation Professional* 8 (4). 40-45

Mpofu, E., Crystal, R.M., and Feist-Price, S. (2000) Tokenism among rehabilitation clients: Implications for rehabilitation education. *Rehabilitation Education* 14 (3).

Crystal, R.M. (2000) The relationship between education, abilities, and prior employment of persons with work injuries and employment. *Rehabilitation Professional* 6 (8).

Crystal, R.M. (2000). Development of a Client Satisfaction Survey for the Georgia Division of Rehabilitation Services: Interim Report. The University of Kentucky Graduate Program in Rehabilitation Counseling.

Crystal, R.M. (2000). Development of a Client Satisfaction Survey for the Georgia Division of Rehabilitation Services: Report of the Focus Groups. The University of

Kentucky Graduate Program in Rehabilitation Counseling.

Crystal, R.M. (2000). Development of a Client Satisfaction Survey for the Georgia Division of Rehabilitation Services: Client Survey Recommendations. The University of Kentucky Graduate Program in Rehabilitation Counseling.

Crystal, R.M. and Hale, B. (1999). Follow up of Closed Customers During the 1999 Fiscal Year for the Department for the Blind. The University of Kentucky Graduate Program in Rehabilitation Counseling.

Crystal, R.M. and Beach, D. (1999). Follow up of Closed Customers During the 1998 Fiscal Year for the Department for the Blind. The University of Kentucky Graduate Program in Rehabilitation Counseling.

Hampton, N.Z and Crystal, R.M. (1999) Gender differences in acceptance of disabilities among vocational rehabilitation consumers. *Journal of Applied Rehabilitation Counseling* 30, (1), 16-21.

Crystal, R.M. and Beach, D. (1998). Follow up of Closed Customers During the 1997 Fiscal Year for the Department for the Blind. The University of Kentucky Graduate Program in Rehabilitation Counseling.

Crystal, R.M. and Beach, D. (1998). Ten Year Follow-up of Students who Graduated from the Rehabilitation Counseling Program at the University of Kentucky. The University of Kentucky Graduate Program in Rehabilitation Counseling.

Crystal, R.M. and Beach, D. (1997). Follow up of Closed Customers During the 1996 Fiscal Year for the Department for the Blind. The University of Kentucky Graduate Program in Rehabilitation Counseling.

Crystal, R.M. (1993). Development of rehabilitation in business and industry: Implications for rehabilitation counselor training. Mary Switzer Memorial Seminar. (17th Switzer Seminar).

Crystal, R.M. (1993, May/June). Master's level counselor programs train for both proprietary, public sectors. *NARPPS Rehabilitation Review*, pp. 6,7.

Crystal, R.M. and Alston, R.J. (1991). Ethnicity and culture in rehabilitation counseling: The perspective of three prominent counselor educators. *Rehabilitation Education*, 5, (3) 209-214.

Rasch, J.D., Crystal, R.M. and Thomas, K.R. (1991). The perception of the older student: A study of trainee attitudes, In K.R. Thomas (Ed.), Rehabilitation Counseling A profession in transition (pp. 127-130). Athens, GA: Elliott and Fitzpatrick.

- Crystal, R.M. (Ed.). (1990). Vocational aptitude testing in counseling and rehabilitation: Historical developments and applications issues. Lexington, KY: Kentucky Studies in Rehabilitation, University of Kentucky Graduate Program in Rehabilitation Counseling.
- Alston, R.J. and Crystal, R.M. (1989). Rehabilitation of older workers: An assessment of training and placement needs. *Journal of Rehabilitation Administration*, 13, (2), 53-58.
- Crystal, R.M. (1987). Developing a business-industry emphasis in the curriculum. *Rehabilitation Education*, 2, (2/3), 139-141.
- Crystal, R.M. and Williams, K. (1986). Readiness of rehabilitation clients to participate in the Job Training partnership act. *Journal of Rehabilitation Administration*, 10, (3), 101-106.
- Franz, J. and Crystal, R.M. (1986). A career development model for the juvenile diabetic: Implications for rehabilitation practice. *Journal of Applied Rehabilitation Counseling*, 17, (1), 24-27.
- Crystal, R.M., (1986). An integrative model for rehabilitation training and practice. In W.G. Emener (Ed.), Rehabilitation counselor and preparation and development: Selected critical Issues (pp. 45-52). Springfield, Illinois: Charles C. Thomas.
- Crystal, R.M., Arcury, T., Rowles, G., and Wekstein, D. (1986). Needs Assessment of Job Training Partnership Older Worker's Programs: A Preliminary Investigation. The University of Kentucky Graduate Program in Rehabilitation Counseling.
- Crystal, R.M. (1984). A comprehensive evaluation of the Minnesota vocational rehabilitation ombudsman project. *Journal of Applied Rehabilitation Counseling*, 15, (4), 5-9.
- Crystal, R.M. (1984). Conduct of a comprehensive census of disability in Kentucky. Kentucky Studies in Rehabilitation. The University of Kentucky Graduate Program in Rehabilitation Counseling, Lexington, Series I, Research Report I.
- Kentucky Studies in Rehabilitation (1983). Series I, Monograph II. Ralph M. Crystal (Ed.). Employment of the Person with Epilepsy: A Handbook for Employers, Consumers, and Professionals by Sharon Brady. Lexington: The University of Kentucky Graduate Program in Rehabilitation Counseling.
- Crystal, R.M. (1982). Analysis of model evaluation unit conceptual frameworks. *Journal of Rehabilitation Administration*, 6, (2), 65-69.
- Crystal, R.M. (1982). An integrative model for rehabilitation training and practice. *Journal of Applied Rehabilitation Counseling*, 12, (4), 191-194.
- Crystal, R.M., and La Forge, J.E. (1982). Similar benefits in rehabilitation: Development of a model program. *Journal of Rehabilitation*, 48, (4) 64-66.

- Crystal, R.M., Witten, B.J., and Wingate, J.A. (1982). A diagnostic and rehabilitation model for learning disabled clients. *Journal of Applied Rehabilitation Counseling*, 13 (2), 34-37.
- Crystal, R.M. and Brady, S. (1982). Learning disabilities: Implications for rehabilitation research, training, and service. Kentucky Studies in Rehabilitation. The University of Kentucky Graduate Program in Rehabilitation Counseling, Lexington, 1, (1).
- Crystal, R.M. and Garnett, J.M. (1982). Design and conduct of a comprehensive evaluation of the Minnesota vocational rehabilitation ombudsman project. The University of Michigan Rehabilitation Research Institute.
- Harrison, D.K. and Crystal, R.M. (1982). Analysis of Fiscal Year 1980 data on the vocational rehabilitation standards: National Report. Ann Arbor: The University of Michigan Rehabilitation Research Institute.
- Crystal, R.M. and La Forge, J. (1981). Evaluation standards related to the goals of the rehabilitation program. *Journal of Rehabilitation Administration*, 5, (2), 61-65.
- Crystal, R.M. (1981). Counselors' perceptions of clients' needs. *Rehabilitation Counseling Bulletin*, 24, (3), 212-218
- Crystal, R.M. and Harrison, D.K. (1981). Analysis of FY 1979 data on the vocational rehabilitation standards: National Report. Ann Arbor: The University of Michigan Rehabilitation Research Institute.
- Crystal, R.M. and La Forge, J. (1981). Similar benefits in rehabilitation: A User's guide for counselors and administrators. Volumes I, II, III and IV Ann Arbor: The University of Michigan Rehabilitation Research Institute.
- Crystal, R.M. (1981). Review and analysis of the model evaluation/management information support units' conceptual frameworks. Lexington: The University of Kentucky Graduate Program in Rehabilitation.
- Michigan Studies in Rehabilitation, (1981). Series 1, IV. Program evaluation for rehabilitation: A book of readings, edited by Kenneth W. Reagles and Ralph M. Crystal. Ann Arbor: The University of Michigan Rehabilitation Research Institute.
- Crystal, R.M. and Brinkman, L. (1980). The use of evaluation information for policy changes in state rehabilitation agencies. *Journal of Rehabilitation Administration*, 4, (3), 101-105.
- Crystal, R.M., and Growick, B.S., and Rayford-Whitted, C. (1980). Concentrated assessment and diagnosis in rehabilitation entrance. *Journal of Rehabilitation*, 46, (3), 33-35.
- Crystal, R.M. and Harrison, D.K. (Eds.). (1980). Analysis of FY 1977 data on the vocational



- rehabilitation standards. Ann Arbor: The University of Michigan Rehabilitation Research Institute.
- Crystal, R.M., and Harrison, D.K. (Eds.). (1980). Analysis of FY 1978 data on the vocational rehabilitation standards. Ann Arbor: The University of Michigan Rehabilitation Research Institute.
- Crystal, R.M. and Harrison, D.K. (Eds.). (1980). Analysis of FY 1977-1978 data on the vocational rehabilitation standards: Combined national report. Ann Arbor: The University of Michigan Rehabilitation Research Institute.
- Crystal, R.M., La Forge, J., and Bradley, L. (1980). Similar benefits in rehabilitation: State of the art and conceptual framework. Michigan Studies in Rehabilitation, The University of Michigan Rehabilitation Research Institute, Ann Arbor.
- Crystal, R.M. (1979). An analysis of program evaluation needs in the state-federal rehabilitation program. *Rehabilitation Counseling Bulletin*, 22 (5), 390-395.
- Crystal, R.M. and Lee, C.C. (1979). Program evaluation terms: A glossary. Michigan Studies in Rehabilitation, The University of Michigan Rehabilitation Research Institute, Ann Arbor, Utilization Series: 3
- Michigan Studies in Rehabilitation. (1979). Utilization Series 2. Don K. Harrison and Ralph M. Crystal (Eds.). Identifying and recruiting priority clients by James F. Wargel. Ann Arbor: The University of Michigan Rehabilitation Research Institute.
- Michigan Studies in Rehabilitation. (1979). Utilization Series 4. Don K. Harrison and Ralph M. Crystal (Eds.). State agency facility planning: A guide to planning and implementation, by Juliet V. Miller and James F. Wargel. Ann Arbor: The University of Michigan Rehabilitation Research Institute.
- Crystal, R.M. (1978). A survey of the current status and program evaluation needs in the state-federal rehabilitation program. Michigan Studies in Rehabilitation. The University of Michigan Rehabilitation Research Institute, Ann Arbor, 1 (2).
- Crystal, R.M. and Won J. (1978). An integrative approach for the utilization of rehabilitation evaluation data. Michigan Studies in Rehabilitation, The University of Michigan Rehabilitation Research Institute, Ann Arbor, Working Paper No 2.
- Michigan Studies in Rehabilitation, (1978). Series 1, Monograph III. Ralph M. Crystal and Juliet V. Miller (Eds.). Competency evaluation in rehabilitation (CEIR): Rehabilitation counseling competencies, by Don K. Harrison, Chia Chih Lee, and Mary Ann Zawada. Ann Arbor: The University of Michigan Rehabilitation Research Institute.
- Michigan Studies in Rehabilitation, (1978). Utilization Series 1. Don K. Harrison and Ralph M.

- Crystal (Eds.). Handbook of program evaluation studies, by J.V. Miller and J.F. Wargel. Ann Arbor: The University of Michigan Rehabilitation Research.
- Rasch, J., Crystal, R., and Thomas, K. (1977). The perception of the older adult: A study of trainee attitudes. *Journal of Applied Rehabilitation Counseling*, 8 (2), 121-127.
- Crystal, R.M., Growick, B.S., and Bulter, A.J. (1977). Concentrated assessment and diagnosis in rehabilitation entrance: Final report. Wisconsin Studies in Vocational Rehabilitation, University of Wisconsin, Rehabilitation Research Institute, Madison.
- Lustig, P. and Crystal, R.M. (1975). Factors affecting clients and contracts in sheltered workshops: The use of work in rehabilitation, cost concepts for proper pricing of bids. New York: Jewish Occupational Council.
- Reagles, K.W. and Crystal, R.M. Study of vocational assessment. (1975). Wisconsin Studies in Vocational Rehabilitation (monograph of the Wisconsin Regional Rehabilitation Research Institute), 3 (2).
- Wright, G.N., Reagles, K.W., Crystal, R.M., and Growick, B.S. (1975). Concentrated assessment and diagnosis in rehabilitation entrance. Madison: University of Wisconsin Regional Rehabilitation Research Institute.

## Research and Grants

### **Funded Grant Total to Date \$ 5,586,912**

1. U.S. Department of Health, Education, and Welfare, Rehabilitation Services Administration, "Analysis of FY 1977 Data Submitted in Response to the VR Evaluation Standards," October 1, 1978 - October 31, 1980. Award: \$280,000.
2. State of Virginia Department of Rehabilitation Services, "Identify Similar Benefit Resources and Implement a Program to Monitor and Track Clients Receiving and Eligible for Such Services." 4/1/80-3/31/81. Award: \$116,000
3. U.S. Department of Education, Rehabilitation Services Administration, "Analysis of FY 1979-1980 Data Submitted in Response to the Vocational Rehabilitation Standards." Awarded February, 1981. Award: \$199,999.
4. Minnesota Division of Vocational Rehabilitation, "Design and Conduct of A Comprehensive Evaluation of the Vocational Rehabilitation Ombudsman Project." Awarded April, 1981. Award: \$29,994.
5. University of Kentucky Departmental Incentive Grant, "Conduct of Pilot Research to Develop a Proposal for Rehabilitation Research on the Learning Disabled." Awarded October, 1981. Award: \$4,400

6. Kentucky Office of Vocational Rehabilitation, "Conduct of a Comprehensive Census of Disability in Kentucky." Awarded September, 1983. Award: \$13,000
7. Office of Special Education and Rehabilitative Services, "A Long Term Rehabilitation Counselor Education Training Program." Awarded August, 1984 – August 2000, and September 2003-August 2009. Total award: \$2,150,000. Principal Investigator  
  
Office of Special Education and Rehabilitative Services, "A Long Term Rehabilitation Counselor Education Training Program: Rehabilitation Technology." Awarded October, 2005 – September 2010. Total award: \$495,000. Co-Principal Investigator  
  
Office of Special Education and Rehabilitative Services, "A Long Term Rehabilitation Counselor Education Training Program: Comprehensive System for Personnel Development." Awarded September, 2005 – August 2010. Total award: \$993,000. Principal Investigator
8. Kentucky Cabinet for Human Resources, Department for Employment Services, Needs Assessment of JTPA Older Workers' Programs. Awarded May-June 1986. Award: \$20,000.
9. Univ. of Kentucky Bond Equipment Authority. Approval to purchase three industrial robots. Awarded March 1987. Award: \$15,000.
10. Office of Special Education and Rehabilitative Services, "Long Term Training in Rehabilitation: A Plan for Providing Interagency Training to Professionals for Conversion to Supported Employment." Awarded Sept. 1987-Sept. 1990. Award: \$270,519.
11. Kentucky Office for the Blind, follow up study of customers closed for fiscal years 1995-2006, Award: \$60,000. Principal Investigator
12. Commonwealth Virtual University, A collaborative rehabilitation counselor education program with Western Kentucky University. Awarded November 1998, \$15,000.
13. State of Georgia, Division of Rehabilitation Services, Development of a follow up measure for rehabilitation clients. Awarded June 1999 – August 2000. Award \$20,000.
14. U.S. Department of Education, Kentucky Migrant Vocational Rehabilitation Project. Awarded 9/1/00 – 8/31/05. Award \$835,000. Co-Principal Investigator
15. State of Georgia, Division of Rehabilitative Services. Conduct of a follow up survey for closed clients. Awarded 10/1/00 – 3/30/01. Award \$50,000.
16. Kentucky Department of Vocational Rehabilitation and Department for the Blind. MOA to establish a distance education program. Awarded 01/01/03 – 09/30/04, \$50,000

### **Editorial Work**

Journal of Rehabilitation Administration, Consulting Editor, 1984 - 1986.

Journal of Rehabilitation, Editorial Board, 1984 - 2009.

The Rehabilitation Professional, Editorial Board, 1986 – 1994, Editor 1998 - 2007.

### **University Committees**

Member, University of Kentucky Institutional Review Board, 2003-2009.

Member, Honorary Degree Committee, 2006-2009.

Member, University of Kentucky Student Code Committee

Member, College of Education International Committee

Chair, Search Committee for a faculty position in rehabilitation counseling in EDSRC, 1999-2000.

Member, College of Education Scholarship Committee, October 1998 – Present.

Member, University Academic Computing Committee, 1982-1984.

Member, Social and Welfare Committee, College of Education, 1984-2002.

Member, Academic Council for the Medical Center. Sept. 1987 - 1990.

Member, Faculty Council, College of Education. Sept. 1987 - Sept. 1990, Nov. 1993 through 1994, October 1998 – October 2002, October 2006 – October 2009. Chair, 1999-2001. October 2006 - present

Member, Learning Disabilities program faculty, 1983 - 1993.

Chair, University Counseling Center Evaluation committee, 1992.

Member, University of Kentucky Research Advisory Committee, 1983 - 1988.

Member, Search Committee for a Chair of the Physical Therapy Program, University of Kentucky, 1983.

Member, Review Committee for summer fellowships, University of Kentucky, 1983 - 1986.

Member, Advisory Board, University of Kentucky Survey Research Center, 1982 - 1995.

Member, Advisory Board, University of Kentucky Human Development Program, 1981 - 1985.

Member, University of Kentucky School Media Librarian Program, 1981 - 1989

### **Professional Committees**

Peer Reviewer, Canadian Science Directorate, 2000-present

President, Kentucky Rehabilitation Administration Association, Sept. 1998 – 2000.

Secretary, Kentucky Rehabilitation Counseling Association, Sept. 1987 - 1990.

Board Member and Region IV representative for the National Council on Rehabilitation Education, 1987-1992.

Member, Board of Directors Metro Industries, 1983 - 1992.

Member, Supported Employment Council for the Kentucky Office of Vocational Rehabilitation.  
Sept. 1985 - 1990.

Chair and committee member, Rehabilitation Educator of the Year Committee, National Council on Rehabilitation, 1984 - present.

Chair, Certification Maintenance Committee, Amer. Rehab. Counsel. Association 1983-85.

Member, Advisory Board, Murray State University Undergraduate rehabilitation services program, 1982 - 1986.

Chairperson, Research Committee, American Rehabilitation Counseling Association, 1980-1983.

Research Awards Committee, American Rehabilitation Counseling Association, 1980 - 1983.

Chairperson, National Council on Rehabilitation Education Task Force on the Market Place,  
1981 - 1982.

Member, the University of Michigan School of Education Search Committee for a Chairperson for the Special Education Program, 1979 - 1980.

Member, the Advisory Committee for the Ann Arbor Center for Independent Living, 1979-1980.

Chairperson, The University of Michigan School of Education Advisory Committee Office of Educational Communications/Media, 1978 - 1979.

### **Speeches/Addresses/Presentations (Selected List)**

“Substance Abuse and Vocational Rehabilitation,” University of Kentucky 2008 Clinical and Translational Science Fall Conference, October 2008.

“Migrant Vocational Rehabilitation,” presentation at the International Congress of Occupational Health, Milan, Italy, June 2006

"The Use of Assistive Technology in the Rehabilitation Process" presentation made at the Young Adult Institute Conference, NY, May 2006.

“Worker Compensation and Vocational Rehabilitation,” presentation made at the Kentucky Bar Association meeting, Lexington, KY January 2005

“Trends in Vocational Rehabilitation,” Ohio Department of Vocational Rehabilitation, Cincinnati, Ohio, April 2003

“Migrant Vocational Rehabilitation,” presentation at the National Council on Rehabilitation Education, Tuscon, Arizona, February 2004

“Rehabilitation Education Training in the U.S.,” presentation made to the faculty of City University London, May 2003

"Writing for Publication," Program at the International Association of Rehabilitation Professionals meeting, Baltimore, MD, 2003.

“Vocational Issues in Domestic Relations Matters,” presentation made at the University of Kentucky School of Law Family Law Institute, November 2001

“Employment Law and Vocational Rehabilitation,” presentation made at the Appalachian School of Law, April 2001

“Development of a Distance Education Program,” Kentucky Commonwealth Virtual University statewide conference, May 2000

"The Use of Distance Education in the Rehabilitation Process" presentation made at the Young Adult Institute Conference, NY, April 1999.

“Distance Education in Kentucky: A Collaborative Partnership,” featured program at the National Training Conference on Rehabilitation Education. Washington, D.C. June 1998.

“The Use of Vocational Assessment Data to Predict Rehabilitation Outcome,” Region IV National Council on Rehabilitation Education Mid Winter Conference, Atlanta, GA. January 1998.

"Vocational Evaluation and occupational information in Worker Compensation Cases," presentations to the Kentucky and Pike County Bar Associations in Myrtle Beach, SC. July

1996, July 1998-2005.

"Transition Planning in the Rehabilitation Process" presentation made at the Young Adult Institute Conference, NY, April 1996.

"The Use of Vocational Evaluation Information in the Disability Determination Process" presentation made at the annual meeting of the Kentucky Legal Services Foundation, Jabez, KY September 1994.

"Use of Vocational Evaluation Information for Career Counseling for Persons with Developmental Disabilities," presentation made at the Young Adult Institute Conference in New York, April 1993.

"Demographic Factors in Supported Employment," presentation made at the Young Adult Institute conference in New York City, April 1991.

"Vocational Evaluation in Worker Compensation and Personal Injury," presentation to the Perry County Bar Association, April 1990.

"Train the Trainers in Supported Employment." presentation made at the Young Adult Institute Conference in New York City, April 1990.

"Issues in Barrier Awareness," Lexington Committee on Employment of Persons with Disabilities. Lexington, KY, October, 1989.

"Vocational Evaluation of Economically Disadvantaged Single Parents," Conference on Self Sufficiency, Lexington, KY, June 1989.

"Interpersonal Skills for Rehabilitation Facility Trainers," Annual meeting of the Kentucky Association of Rehabilitation Facilities. June, 1988.

"Utilizing the Vocational Expert," Kentucky Bar Association Conference. Harrodsburg, KY. Nov. 1987.

"Employment Opportunities for Older Workers," Sanders-Brown Seminar Series on Issues in Aging. Feb. 1987.

"Writing for Publication," Program at the National Rehabilitation Association Training Conference, Washington, D.C., 1986.

"Placement of Industrially Injured Persons into Employment," Presentation made at the annual training conference of the Industrial Commission of Ohio. August 1985.

"Rehabilitation of Individuals with a Dual Diagnosis," Kentucky Dept. of Mental Health/Mental Retardation. Annual training Conference, Louisville, KY. June 1985.

"Employment of Individuals with a Learning Disability," Kentucky Association of Children With Learning Disabilities," Louisville, Ky. March 1985.

University of Kentucky Medical Center, Presented a seminar on Current Issues in Vocational Rehabilitation for Medical Center personnel, February, 1985.

"Data-Based Analysis of the State-Federal Rehabilitation Program," American Association for Counseling and Development, Houston, Texas, March, 1984.

"Rehabilitation in the Eighties", American Personnel and Guidance Association, Washington, D.C., March 1983.

"Career Development Theory and the Handicapped," American Personnel and Guidance Association, Washington, D.C., March 1983.

"Evaluation of Clients with Chronic Low Back Pain," Vocational Evaluation and Work Adjustment Association of Kentucky, Louisville, Kentucky, February, 1983.

"Conduct of job analyses in rehabilitation." Kentucky Bureau for the Blind staff development conference, Lexington, Kentucky, October, 1982.

"Use of Job Club for Placement." Kentucky Association of Employment Counselors, Lexington, Kentucky, April, 1982.

"Learning Disabilities and Rehabilitation." Kentucky Psychological Association, Lexington, Kentucky, April, 1982.

"Learning Disabilities: Implications for Rehabilitation." American Personnel and Guidance Association, Detroit, Michigan, March, 1982.

"Job Placement Strategies for Rehabilitation." Training Conference conducted for the Kentucky Bureau of Rehabilitation Services, Owensboro, Kentucky, November, 1981.

"Rehabilitation in Egypt: A reaction." University Centers for International Rehabilitation, Michigan State University, East Lansing, Michigan, May, 1981.

"Rehabilitation Research in the 1980's." American Personnel and Guidance Association, St. Louis, Missouri, April, 1981.

"Program Evaluation and State Agency Facility Planning," Region V Department of Education, State VR Facilities Supervisors Conference, Lansing, Michigan, January, 1981.

"Changes in the World of Work: Implications for Rehabilitation." National Rehabilitation Association, Louisville, Kentucky, August, 1980.

"Data Based Management of the Rehabilitation Program: Implications for Training and



Practice." American Personnel and Guidance Association, Atlanta, Georgia, March, 1980.

"Rehabilitation Program Evaluation Standards." Region V Center for Continuing Education Program Evaluation Conference, Minneapolis, Minnesota, February, 1980.

"Competency Evaluation for the Provision of Services: The Counselor's Perspective." American Personnel and Guidance Association, Las Vegas, Nevada, April, 1979.

"Work Sampling and Work Evaluation Techniques: Implications for Use with Special Students in the Public Schools." Michigan School Testing Conference, Ann Arbor, Michigan, March, 1979.

"Outreach in Rehabilitation: What Is It and How To Do It." National Rehabilitation Association, Chicago, Illinois, September, 1979.

"Rehabilitation Program Evaluation Needs and Concerns: Implications for Practice and Future Development." American Psychological Association Toronto, Ontario, August, 1978.

"Program Evaluation Research: The View From a Rehabilitation Research Institute." Presented at a short-term training conference sponsored by the Rehabilitation Services Administration, Syracuse, New York, May, 1978.

"A Survey of the Current Status and Program Evaluation Needs in the State-Federal Rehabilitation Program." American Personnel and Guidance Association, Washington, D.C., March, 1978.

"Task Analysis in the Field of Vocational Rehabilitation: Implications for Manpower Planning and Curriculum Development." American Personnel and Guidance Association, Chicago, Illinois, April, 1976.

"Basic Job Orientation." Jewish Occupational Council, St. Louis, Missouri, April, 1975.

### **Consultations/Training (Selected list)**

U.S. Department of Health and Human Services, Office of Disability and Adjudication Review, 1888-present

I have provided vocational consultation services for Delta Airlines, General Electric, Arch Mineral, Shamrock Coal, the Commonwealth of Kentucky, the University of Kentucky, the Lexington Fayette-Urban County government, Bendix Brakes, and Dillard's Stores. State of Kentucky, Department of Vocational Rehabilitation. State wide training related to recent developments concerning the Americans with Disabilities Act, July 2000.

State of Missouri, Office of the Attorney General – Expert witness in a federal lawsuit regarding service delivery practices and procedures of the Missouri Rehabilitation Services for the Blind,

1998.

Eckman and Freeman, Louisville, KY - Presented a workshop on the use of labor market information, and vocational testing as part of the vocational assessment and evaluation process. Overviewed how vocational test results are used for counseling, the determination of training programs, and the development of rehabilitation goals. Discussed the implications of these efforts for job placement. October 1988.

Univ. of Kentucky. Dept of Special Education - Assisted in the development and implementation of a federally funded program to coordinate a curriculum specialization to train students as secondary transition education personnel. This curriculum sequence will be an option for students enrolled in rehabilitation counseling, special education, and vocational education. Sept. 1987 - 1990.

One Parent Family Facility - Serve as the representative from the College of Education on the Admissions and Retention Committee. This involves conducting evaluations of applicants and making recommendations for admission as well as programming to retain individuals. This is a group residential facility for single parents while they are in an academic program. The project is sponsored by the Mayor's Office (Lexington) for Employment and Training, and the Colleges of Education Nursing, and Family Studies within the Univ. of Kentucky. Aug. 1985 - 1993.

Rehabilitation Consultations - Opportunity Workshop of Lexington, Forum Group, General Telephone of the Southeast, Industrial Commission of Ohio, U.S. Dept. of Labor, U.S. Social Security Administration, U.S. Attorney's Office Department of Justice. 1984-present.

Kentucky Department of Education, Office of Vocational Rehabilitation. Conducted a one day workshop on grant writing for agency personnel, November, 1984.

U.S. Department of Education, National Institute of Handicapped Research. Served as a member of a peer review panel for discretionary grants, May, 1984.

Kentucky Department of Education, Division of Student Services, Bureau of Instruction. Served as a consultant to evaluate school guidance programs in Kentucky, September, 1982.

Kentucky Department of Education, Office of Vocational Rehabilitation. Serving as a consultant to refine the management information system used by this agency August, 1982 - Sept. 1985. Deloitte, Haskins, and Sells, Minneapolis, Minneapolis. Served as a consultant for staff of their Management Advisory Services for the development of technical assistance models for state rehabilitation agencies. July, 1981.

U.S. Department of Health and Human Services, Administration on Aging. Served as a member of a peer review panel for research and development grants in the area of aging. March, 1981. U.S. Department of Education, National Institute of Handicapped Research. Served as a member of peer review panel for research and development grants in the area of demographics of the handicapped population. August, 1980.

U.S. Department of Education, Rehabilitation Services Administration. Consulted with RSA and personnel from Abt Associates on the development of the Management Information Systems for RSA. April-May, 1980.

U.S. Department of Health, Education, and Welfare, National Institute of Handicapped Research. Consulted with Rehabilitation personnel at the Ministry of Social Affairs in Cairo, Egypt on program evaluation and rehabilitation in Egypt. December, 1979.

U.S. Department of Health, Education, and Welfare, Rehabilitation Services Administration, Washington, D.C. Worked with Dr. Rodney Pelton, Chief, RSA Division of evaluation, on the development of evaluation projects related to the state-federal rehabilitation program for fiscal year 1979. May - June, 1978.

### **Professional Development (Selective list)**

Kentucky Dept. for Employment Services. Certified to Administer the General Aptitude and Test Battery, Jan., 1988.

U.S. Dept. of Labor, Office of Worker Compensation Programs. Training in the federal worker compensation program, Jacksonville, Florida- 1987.

Technology - Adaptive Systems for the Disabled, Lexington, Kentucky, March, 1983.  
Industrial Injury Symposium, Louisville, Kentucky, October, 1982.

Training Conference on "Vocational Assessment and Diagnosis in Rehabilitation," Madison, Wisconsin, May, 1981.

Training Conference on "Vocational Assessment, Eligibility, and IWRP Training," Bureau of Rehabilitation, Louisville, Kentucky, August, 1981.

### **Memberships**

American Psychological Association  
    Division of Rehabilitation Psychology  
American Counseling Association  
    American Rehabilitation Counseling Association

National Rehabilitation Association  
    National Rehabilitation Counseling Association  
    National Association of Rehabilitation Administration

International Association of Rehabilitation Professionals.

### **Other**

I was a participant at the 17th annual Switzer Memorial Seminar titled "Private Sector rehabilitation: Issues and trends for the Twenty First Century." This was a three day think tank held in June 1993 at the office of the President's Committee for Persons with Disabilities in Washington, D.C. As part of my involvement I was asked to prepare a position paper on rehabilitation in business and industry. This paper was a focus on an extended discussion among the 20 participants. Much of the discussion focused on health care reform and rehabilitation.

In October 1998 I was awarded one of nine pilot projects through the Kentucky Commonwealth Virtual University. Through this effort I develop an internet based course in rural rehabilitation using video streaming, power point, threaded discussion, and lecture formats.

In October 2006 I was invited to present a training program related to disability awareness for the Bluegrass Council of the Boy Scouts of America.

In 1995 I led the development of a statewide distance education program for employed rehabilitation personnel. In 2004 this was expanded into a nationwide web based master's level training program.

### **Certifications**

Professional Counselor, Commonwealth of Kentucky, 1997 - present

Certified Rehabilitation Counselor, July, 1975 - present

National Certified Counselor - October, 1984 - present

U.S. Dept. of Labor, Certified to provide rehabilitation services through the Office of Worker Compensation Programs - January 1987

Social Security Administration - Vocational Consultant, Jan. 1988 - present

U.S. Dept. of Labor, Certified to Administer the General Aptitude Test Battery

### **Awards**

State of Georgia and the Georgia Rehabilitation Association, Distinguish Service to the State Office of Vocational Rehabilitation, August 2007.

Rehabilitation Services Administration, Traineeship for Graduate Study at New York University, 1970-1972

Dean's List at Pace University, five semesters

Membership in Psi Chi, Honor Society in Psychology, 1969

Managing Editor of Pace University's campus newspaper, 1968-1969