

Curriculum Vitae of
ROBERT B. HALL, Ph.D.

HALL ASSOCIATES
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SUMMARY OF QUALIFICATIONS

Rehabilitation and Disability Management Consultant: Services provided since 1973. Experience providing evaluation and consulting services with disabled adults and youth/children in a variety of rehabilitation, disability, and vocational evaluation settings, including workers' compensation, long-term disability, schools (IEPs), Social Security, and individual career guidance. Company-wide, over 3,000 persons have been served since 1978.

Expert witness services provided in a variety of legal settings; including personal injury (motor vehicle, construction site, motorcycle/ATV, bicycle, medical malpractice, etc.), employment law, and spousal support. Testimony has been provided on over 350 cases at deposition and at over 160 trials.

Employer and organizational consulting services provided, including the design & evaluation of vocational evaluation, rehabilitation, re-employment and ADA / disability management / return-to-work programs. Case management and rehabilitation planning services provided with a wide variety of individuals and organizations, with an emphasis on persons having significant work disability.

University Faculty & Center Director: San Diego State University. Professor of Rehabilitation Counseling and Director of the Work & Health Technology Center. Full range teaching and research responsibilities held in the rehabilitation counseling and rehabilitation administration graduate programs. Project Director various research and training grants / programs.

EMPLOYMENT RECORD

1980 - Present **Hall Associates / Robert Hall & Associates, Inc.**
San Diego, California

Director of Services / President: Founder and manager for firm providing comprehensive rehabilitation and disability management services. Services provided have included vocational evaluation, case management, rehabilitation program development, employability and earning capacity studies, job and labor market analysis, job placement services, and expert testimony. Developed the SEER software program (2004) for use in vocational evaluation and occupational analysis.

1998 - Present **AtWork Resources & Presagia Corporation**
Belmont, Ca.

Principal: software development and consulting on with Absence & Leave Management, ADA / Disability, Job Accommodation, and SAW/RTW system applications and program development, services, & training. Current shareholder and Advisory Board member.

1985 - 2010 **San Diego State University / Interwork Institute**
San Diego, California

Faculty Member / Center Director: Instruction, supervision, and research coordination within graduate training programs and research & training institute. Consulting and training services provided to various consumer, family, health and rehabilitation service organizations.

1994 - 2010 Director, Work & Health Technologies Center, San Diego State University

Project work, varied research and training assignments, Interwork Institute (1994-2010):

- Project Director, California Workers' Compensation Vocational Rehabilitation Data Collection Project (1998-2003.) Project funded by CARRP.
- Statewide Disability Needs Assessment: CA Department of Rehabilitation (2001). Co-Project Director. Developed research agenda, methods, and instruments.
- Director - Rehabilitation Counseling Program Specialization for Persons with Mental Illness. (1997-2002) Three-year special training contract, funded by U.S. Department of Education.
- Project Director, Disability Management Coursework Developed and Delivered via Distance Education for the Insurance Education Association (1998-99).
- Program Director, SDSU Certificate Program in Disability Management Services (1993 - 1997). Teaching / Administered six-course Graduate Certificate.
- Principal Investigator/Co-Project Director. (1996) Privatization of the Nevada Division of Rehabilitation Vocational Assessment Centers: A Feasibility Study.
- Training Series "Supervising the Injured Employee". (1996-97) California Department of Personnel Administration. Training for 168 California State Agencies in workers' compensation & return-to-work strategies.
- Co-Principal Investigator (1996) California Department of Rehabilitation - Inter-Rater Reliability Study of the Severity of Disability / Order of Selection System.
- Principal Investigator/Project Director (1993-94) Contract with the Disability Evaluation Unit, State of California Division of Workers' Compensation to review existing disability rating classification models and develop occupational classification systems for use in California's workers' compensation permanent disability rating system.
- Principal Investigator/Project Director (1992-94) - Vocational rehabilitation outcome research with industrially injured workers through the Case Management Information Service (CMIS).

1988 - 1994 **WorkAble Solutions** San Diego, CA. Partner in disability management consulting practice, focusing upon RTW/SAW and ADA Compliance programs.

1973 - 1980 **Various Counselor and Case Manager** positions in military / public / private inpatient & outpatient mental health and vocational rehabilitation programs.

ORGANIZATIONAL LEADERSHIP

- Commissioner, Commission for Disability Management Specialist Certification: 2004-08
- Board of Directors for the San Diego Brain Injury Foundation: 2001-02.
- National Advisory Board, Disability Management Employer Coalition: 1998-03.
- Disability Management Advisory Committee of IARP: 1999-00.
- Disability Management Standards Work Group, CARF: 1995-96.
- Research Chair, CARRP: 1990-92.
- President of the Board of Directors and Legislative Chairperson for Cal-NARRPS: 1987-90.

EDUCATION

- Doctor of Philosophy Degree (1994) Major: Human Rehabilitation. College of Health & Human Sciences, University of Northern Colorado. Dissertation: *Factors Contributing to Rehabilitation Outcomes & Costs in California's Workers' Compensation Vocational Rehabilitation Program.*
- 35 Units Doctoral course work (1980-1985). Major: Professional Psychology. United States International University, School of Human Behavior, San Diego, California.
- Master of Arts Degree (1979). Major: Rehabilitation Counseling. School of Health Sciences, Fresno State University.
- Bachelor of Arts Degree (1975). Major: Psychology. Chapman College, Orange, CA.

PUBLISHING

- Earning Capacity Loss Evaluation of Children with Severe Brachial Plexus Injury. Isom, R., Hall, R. & Alarcon, T. (October, 2011). Paper presented at IARP National Forensic Conference. Las Vegas, Nevada.
- Co-Author (2011). Multiple Papers on Return to Work and ADA Processes – Workforce.com
- Contributor (2011). Post-Ogilvie III – Vocational Expert Methodology Recommendations. Paper published by California Chapter, IARP.
- Contributor (2009) - IARP DFEC Work Group. Recommended Standards for Vocational Rehabilitation Experts in California [White Paper]. Published in The Rehabilitation Professional, 17(3). IARP; Forensic Rehabilitation and Economics, 3(1), 53-58.
- Age as a Factor in Reemployment, Future Earning Capacity, & Permanent Disability Rating (2009). getMedLegal Magazine.
- Editor, ADA Chapter in Tools of the Trade (2009). DMEC.
- Pain Disorders Impact on Employability and Earning Capacity (2009). getMedLegal Magazine.
- Multiple Impairments & Their Impact on the DFEC Analysis (2008). getMedLegal Magazine.
- Closing the Feedback Loop-Pre-Planning & Catastrophic Cases (2008). Care Management.
- The New PDRS and the Determination of DFEC (2007). getMedLegal Magazine.
- The "New" Role for Vocational Rehabilitation in the California Workers' Compensation System. (2007). getMedLegal Magazine.
- The Vocational Rehabilitation Process and Expert Testimony (2007). North County Lawyer.
- Absenteeism: Measure Costs, Adjust Incentives, Change Behaviors. (2007). SHRM Online.
- Understanding the Productivity Impact (2007). SHRM Online.
- The Health and Productivity Equation: A Variety of Work Outcome Data Needed (2007). Risk & Insurance Magazine.
- Addressing the Employee Variable (2007). Risk & Insurance Online.
- Calculating the Cost of Absence (2007). Risk & Insurance Magazine.
- Targeting Absence with Work Outcome Measures (2007). Contemporary Rehab, Vol. 63.
- Managing Disability Time Off Costs (2007). SHRM Online.
- Integrated Absence & Disability Management (2007). Rehab Management.
- The SEDEC Method: Stepwise Estimate of Diminished Earning Capacity (2006). Seminar Proceedings by California Applicant Attorneys' Association and getMedLegal Magazine.
- From Modified Duties to Permanent Assignment (2005). Workers Compensation Report.
- New Return to Work Strategies (2005). Benefits & Compensation Digest. Vol. 42, No.12.
- RTW College (2003). Co-author of course manual and training materials. IEA.
- RTW Program Survey Research Summary. DMEC Newsletter (2003).
- Small Employers and Return to Work Programs. Chapter in Modified Duty Manual (2003). Disability Management Employer Coalition: San Diego, Ca.
- AtWork Manager (2002-Present). Co-developer of Return-to-Work and Medical Case Management web-based software applications for use by industry and providers to manage workforce health & productivity issues. AtWork Resources, Inc. Belmont, Ca.
- Organizational Concepts for Disability Managers. (1998) Insurance Educational Association - Training Manual for DM certification training program.
- The Abilities Accommodation Program: A Comprehensive Program for Employers Designed to Reduce the Human & Economic Cost of Disability in the Workplace (1997). Hall Associates.
- Client Factors Related to Outcomes and Costs in California's Workers' Compensation Vocational Rehabilitation Program. Journal of Rehabilitation Administration (1997).
- Case Managers and Disability Management Programs. The Case Manager (1997).
- Service Delivery Timeliness as a Factor in Outcomes and Costs in California's Workers' Compensation Vocational Rehabilitation Program, Journal of Rehabilitation Administration: Special Issue on Workers' Compensation (1994).
- Evaluation of Permanent Disability, Methodology, Public Law and Policy, and Reemployment of the Injured Worker, San Diego State University - Work & Health Technologies Center, research monograph (1995).
- Reasonable Accommodation at Work: A Guide for Employers (1992) co-author with Harris, Thompson, and Fox. Training manual.
- Expand and Refine Vocational Rehabilitation. Co-author with Fred McFarlane, Ph.D. Journal of Private Sector Rehabilitation (1989).

PROFESSIONAL CERTIFICATIONS

- Certified Rehabilitation Counselor (CRC) #12266 / 01592, continuously since 1978.
- Certified Disability Management Specialist (CDMS) #01726, continuously since 1983.

APPOINTED POSITIONS

- Board of Directors / Executive Committee - Commission for Disability Management Specialist Certification (CDMSC): 2004 - 2008.
- Member, Disability Management Advisory Group, IARP: 1998 - 1999.
- Executive Director, National Association of Rehabilitation Professionals in the Private Sector (NARPPS, now IARP): 1995 - 1996.
- Member, Rehabilitation Advisory Committee, Division of Workers' Compensation, Department of Industrial Relations, State of CA: 1990 - 1991.

PROFESSIONAL ORGANIZATION MEMBERSHIPS

- National Rehabilitation Association
- International Association of Rehabilitation Professionals

CONSULTING

- Presagia Corporation (2006 - present). Principal and consultant in development of total absence & leave management and ADA Compliance / Return-to-Work web-based applications.
- Disability Management Employer Coalition (1998 - 2002). Design and delivery of online & classroom Disability Management Certificate Program.
- Nordstrom Corporation (2001). Provided technical assistance and training to corporate human resources and risk management personnel on ADA policy and procedures.
- Presidium / Cambridge Integrated Services (1998 - 1999). Team consultant in the development, delivery, and evaluation of disability management services and products for this national TPA for workers' compensation and short-term disability benefits.
- Rutgers University, School of Labor and Industrial Relations (1997 - 1999). Course design and Instructor in graduate-level course, Vocational Systems.
- University of California, Office of the President (1997). Technical assistance to the UC system in the development of a disability management cost-benefit model for UC campuses to evaluate, maintain, and improve disability management programs for faculty and staff. Training on model provided to campus rehabilitation and employee assistance staff.
- University of Arkansas, Regional Continuing Education Program (RCEP) (1997). Contract for development of curriculum and to conduct training in disability management services for employees of the State of Arkansas Rehabilitation Services.
- Paradigm Health Corporation (1996 - 1997). Project lead on design & implementation of vocational evaluation & catastrophic case management program. Vocational rehabilitation consultant for individualized planning & vocational evaluations.
- Vocational Expert for the Social Security Administration: (1987 - 1989). Vocational evaluation and testimony for SSA disability determination.

PROFESSIONAL PAPERS & PRESENTATIONS

Over 90 papers & presentations on the local, national, and international levels regarding a variety of topics, including: characteristics of mental & physical disabilities and work capacity, rehabilitation strategies, disability evaluation, vocational assessment, job placement, job accommodation, disability case management, life care planning, proposal and grant writing, labor market & wage earning capacity analysis, professional issues & ethics, disability policy, employer-based disability management programs, Social Security Disability, Workers' Compensation, the Americans with Disabilities Act, Family Medical Leave Act, expert witness testimony, and rehabilitation, disability & employment program development & evaluation.