



International Association of
Rehabilitation Professionals

Learn, Leisure and Fun in the Valley of the Sun

CM/DM Conference 2010

**Doubletree
Paradise Valley
Resort**

Scottsdale, Arizona
February 11-13, 2010

Register Today

• **LEARN** from your peers • **DISCOVER** innovative solutions • **EXPLORE** issues impacting your profession

General Information

IARP CM / DM Conference

We are pleased to present the first Case Management & Disability Management Section Conference. This educational and networking event provides attendees the opportunity to enhance their knowledge about the CM / DM specialties. The programs offered at this conference are based on the responses from membership surveys conducted over the past two years. In addition to the outstanding educational opportunities, there will be plenty of time to meet and network with other individuals from the CM / DM community.

About IARP

IARP unites rehabilitation professionals across North America and beyond to promote the availability of effective, interdisciplinary services for persons with disabilities. The association serves a diverse membership practicing in the fields of long-term disability and disability management consulting, case management and managed care, forensics and expert testimony, life care planning, and Americans with Disabilities Act (ADA) consulting.

IARP supports professional growth of its 2,500 members by providing professional competency standards, continuing education programs, networking opportunities and group-discounted packages of professional benefits. The association fosters rehabilitation research and management innovation through national conferences and the publication of peer-reviewed articles in the *RehabPro* and the *Journal of Life Care Planning* journals. IARP strives to shape public policy favorable to private-sector rehabilitation by working closely with other professional associations, government and industry.

Why Attend?

ENHANCE your skills and grow professionally at the IARP CM / DM Conference.

ACQUIRE the information you need to know today, ideas you can implement tomorrow and the latest on what is shaping the future of rehabilitation from recognized leaders during specialized workshops and breakout sessions.

AWAKEN fresh perspectives, explore new ideas and be inspired through special presentations and roundtable discussion at our general sessions.

CREATE and maintain your own personal network with the best rehabilitation professionals. Contribute to an information exchange, from informal discussions to social events.

DISCOVER the newest products, services and innovative resources in the exhibit hall. Take advantage of the opportunity to meet face-to-face with vendors.

EARN CEUs towards the following certifications: ABVE, ARN, CCM, CCMP, CDMS, CLCP, COHN, CPDM, CRC, CVE and WCCP. Application has been made for up to 12.25 contact hours plus up to 6 contact hours for the Thursday workshops — an opportunity to earn a total of 18.25 contact hours, including 2.5 hours in ethics.



CM Student Paper Presentation and Ceremony

The IARP Case Management Section is pleased to sponsor a Student Paper Competition for all interested Rehabilitation Counseling graduate students. Finalists will be honored at the Friday afternoon general session at 4:30 pm. Three student finalists (three doctoral or three masters level students) will offer oral presentations of their papers. Following the presentations the first, second and third place winners will be determined. Student finalist papers will also be published in the *IARP Rehab Pro Journal*. Please take this opportunity to hear from these outstanding students and get a glimpse into the minds of future case management professionals. All attendees are encouraged to attend.

The deadline for entry is December 2, 2009. Please visit www.rehabpro.org for entry details or contact J. Patrick Decoteau, Ph.D., CRC/LRC at jdecotea@spfldcol.edu.

Welcome to Beautiful Scottsdale

Scottsdale, named after Major Winfield Scott, was founded on February 26, 1910. It has preserved its Western roots while becoming one of the fastest growing cities in Arizona. Visitors come from around the world to experience this mix of Old West values and contemporary luxuries. Packed with scores of restaurants, upscale stores and boutiques, golf courses, spas and other hot spots, Scottsdale also offers great natural parks, as well as a contemporary art museum and the *Scottsdale Center for the Arts*.

Less than a mile from the Doubletree lays Old Scottsdale, the older Scottsdale area, featuring western stores like *Saba's Western Wear*, along with more restaurants and an art district, which boasts artists from around the world who come to display their art in some of the most popular galleries in the West. Scottsdale is truly a desert oasis.

In addition to Scottsdale there are an abundance of things to do and see. Below is a sampling of the many leisure activities. The Doubletree has extended the conference room rate of \$135 three days prior to the conference and three days following the conference.

Things To Do and See

Grand Canyon National Park and the Navajo Indian Reservation Tour

The tour route takes you onto the Navajo Indian reservation for an early lunch on your own. You will spend plenty of quality time at the Grand Canyon National Park, with three hours of spectacular views from Desert View, the Watch Tower, Grand View Pointe, Mather Pointe, Yavapai Point and the historic Tovar. You will have dinner on your own at the Grand Canyon Village and then head back to the Doubletree Paradise Valley Resort.

APPROXIMATE COST: \$130 per person (does not include lunch or dinner). Please call the Doubletree Paradise Valley concierge at 480-424-4038 to book this day long tour.

Sedona, Jerome & Montezuma's Castle Tour

Join us for a journey back in time with a visit to a prehistoric Indian ruin where you can explore the visitor's center with its excavated treasures of the Sinagua people. Next tour the red rock formations of Sedona, visiting photo stops like the spectacular Chapel of the Holy Cross. After lunch in Sedona, choose from either shopping or joining your guide for more sight seeing, then on to Jerome, a turn of the century copper boom town perched on the side of Mingus Mountain. Lunch is on your own.

PRICE: \$99.00. Please call the Doubletree Paradise Valley concierge at 480-424-4038 to book this tour.



Botanical Garden

Nestled among the red buttes of Papago Park, the Desert Botanical Garden is home to one of the world's finest and most diverse collections of succulent plants, including rare, threatened and endangered species from around the Southwest.

HOURS: 8am-8pm ADMISSION: \$15.00 – Please check with the Doubletree Paradise Valley concierge at 480-424-4038 for shuttle information.



Golf Outing

Thursday, February 11

More than just a golf course... The McCormick Ranch Golf Club offers any caliber of player two spectacular resort golf courses. We will be playing on the Palm Course; a lush, well-manicured, traditional layout located amidst gorgeous scenery in the heart of Scottsdale. Meet the challenge of these fine courses, known for hosting the Arizona Amateur Stroke Play Championship, the Golf for Women National Club Championship, the Arizona Open Professional Golf Tournament, and the National Junior College Golf Championship.

Although we are visiting Scottsdale in the midst of the high season, we are able to secure tee times for a special rate of \$150 per golfer. The fee includes 18 holes of golf, cart, lunch and round trip transportation. Club rentals are available for \$45. The first group will tee off at 12:01. As usual, there will be flag events and other contests. Join your peers for a fun, sun-filled day.

REGISTRATION is handled by the IARP National Office. Be sure to check the appropriate box on the registration form to participate.



Spa Lamar

Arizona's largest privately owned resort-style spa. Any service priced at \$50 or more includes all-day use of the Heated Swimming Pool, Whirlpool, Steam Room, Sauna, Robe Locker and Tropical Fruit and Beverage Bar.

CONTACT the concierge at the Doubletree Paradise Valley Resort 480-424-4038 for further information.

IARP CM / DM Conference Committee

Jon P. Veltri, MEd, CRC, CCM, CDMS, CPDM, CEAS
CM/DM Conference Co-Chair

Don Shrey, PhD, CRC
CM/DM Conference Co-Chair

Giles Bronson, MA, CRC; J. Patrick Decoteau, PhD, CLC/LRC; Norman Hursh, Sc.D., CRC, CVE; Raisa Mironowski, BSN, RN, COHN; Kathleen Trumm, BS, CCM, CDMS; Pamela Warren, PhD; Antony White, CRC

Dear Colleague:

We are honored to serve as conference chairs of the First Case Management & Disability Management Section Conference in Scottsdale, Arizona. Based on your responses to member surveys, we are pleased to offer this first class program to address the needs and interests of our members.

The venue was also selected at our member's request. So, it will be "learn, leisure & fun in the valley of the sun." We know that attendees will appreciate the warmth and beauty of Arizona, as we head to Scottsdale in chilly February to shake off the winter blahs, bad weather and enjoy all the area has to offer.

With all the fun things to do, you don't want to miss any of the high quality programs and speakers that make this conference an exceptional learning experience for all.

The conference program features a combination of general and break-out sessions. If you need CEUs in ethics, this is the conference for you. In addition to a half-day pre-conference program on Ethics in Technology, the conference offers three additional sessions focusing on ethics.

We have not forgotten our students, as they are our future professional members. A student paper presentation featuring the top three finalists highlights the exceptional work of the students.

The exhibit hall showcases the latest products and services available to the rehabilitation professional. Join our exhibitors for breakfast and lunch in the hall and take advantage to meet face-to-face with vendors.

In every sense of the word, this is Your Conference. It's the right conference at the right time, at the right location and the right program for members and colleagues. Plan now to join us in February 2010 for a conference to remember!

See you in Scottsdale.

Jon P. Veltri, MEd, CRC, CCM, CDMS, CPDM, CEAS
CM/DM Conference Co-Chair

Don Shrey, PhD, CRC
CM/DM Conference Co-Chair



Schedule-At-A-Glance

Thursday, February 11, 2010

- 7:00 am - 5:00 pmRegistration Desk Open
- 8:30 am-12:00 pmPre-Conference Workshop
(101) Riding Through the Internet on the Back of a Mouse: Technology Ethics for the Practitioner
- 8:30 am - 12:00 pmPre-Conference Workshop
(102) The ADA Amendment Act of 2008: Implications for Private Sector Rehabilitation Professionals
- 11:00 amIARP Golf Outing
- 12:00 pm -1:30 pmLunch is on your own
- 1:00 pm - 4:00 pmExhibitor Move-in
- 1:30 pm - 4:00 pmPre-Conference Workshop
(103) Disability Harassment: A Subtle Yet Powerful Form of Job Discrimination
- 1:30 pm - 4:00 pmPre-Conference Workshop
(104) Applying Job Analysis to Promote Transitional SAW/RTW

Friday, February 12, 2010

- 7:00 am - 8:00 pmRegistration Desk Open
- 7:00 am - 7:30 pmExhibit Hall Open
- 7:00 am - 8:30 amRegistration & Continental Breakfast
- 8:30 am - 8:45 amWelcome & Opening - Don Shrey & Jon Veltri, CM / DM Conference Co-Chairs
- 8:45 am - 10:15 amOpening Address: Powerful Innovations to Effectively Manage the Behavioral Health Disability Spectrum
- 10:15 am - 10:45 amNetworking Break with Exhibitors
- 10:45 am - NoonConcurrent Sessions
(201) Becoming a Vocational Expert: Essential Qualifications, Skills & Criteria for Success
(202) Self-Examination, Listening & Mentoring: Fulfilling Activities for Preventing Burn Out
(203) Disability as an Epidemic, the "Ipsi Dixit" Legacy, Can It be Controlled?
- 12:00 pm - 1:00 pmLunch with Exhibitors

- 1:00 pm - 2:30 pmConcurrent Sessions
(301) Pro-Active Vocational Evaluation in Private Rehabilitation Practice: US & Canada Perspectives
(302) Current Trends in Long-Term Disability Case Management
(303) Returning to Work after Brain Injury: A Multidisciplinary Approach
- 2:30 pm - 3:00 pmNetworking Break with Exhibitors
- 3:00 pm - 4:30 pmGeneral Session: The Ethics of Cultural Diversity
- 4:30 pm - 6:00 pmStudent Paper Finalist Presentations/Judging
- 6:00 pm- 8:00 pmWelcome Reception

Saturday, February 13, 2010

- 7:00 am - 3:00 pmRegistration Desk Open
- 7:00 am - 8:30 amRegistration & Continental Breakfast
- 7:00 am - 3:00 pmExhibit Hall Open
- 8:30 am - 10:00 amGeneral Session: RTW Planning with Veterans with Combat-Related PTSD & Co-Occurring Substance Use Disorders
- 10:00 am - 10:30 amNetworking Break with Exhibitors
- 10:30 am - NoonGeneral Session: Cutting Edge Rehab Technology- What Do Your Clients Need...and What Do They Not Need
- 12:00 pm - 1:00 pmAwards Luncheon
- 1:00 pm - 2:30 pmGeneral Session: Ethical Considerations in the New CRCC Code of Ethics for Case & Disability Management Professionals
- 2:30 pm - 3:00 pmNetworking Break with Exhibitors
- 3:00 pm - 5:00 pmGeneral Session: Ethical Decision-Making: Interacting with the New CRCC Code of Ethics
- 3:00 pm - 5:00 pmExhibits Tear-down
- 5:00 pm - 5:15 pmClosing Remarks
- 5:15 pm - 6:00 pmCEU Processing

Registration Desk Open 7:00 am - 5:00 pm

Pre-Conference Workshops

8:30 am-12:00 pm

(101) Riding Through the Internet on the Back of a Mouse: Technology Ethics for the Practitioner

This workshop will focus on the ethical implications that technology has brought into the practitioner's work, and offer some tools to help resolve the issues and dilemmas that arise. Participants will learn about provisions in codes of ethics involving the use of technology, and implications regarding its use. Through small and large group format, they will problem-solve some ethical dilemmas involving technology.

PRESENTER: Mary Barros Bailey, Ph.D., ABVE/D, CDMS, CLCP, CRC, NCC Bilingual Rehabilitation Counselor, Intermountain Vocational Service

(102) The ADA Amendment Act of 2008: Implications for Private Sector Rehabilitation Professionals

Rehabilitation professionals have long underestimated the impact of ADA. As the 20th anniversary approaches (July 2010), it is important to assess what has been accomplished, and what has not. ADA has profound impact upon the services of case managers and disability managers, particularly as this relates to the employment arena. However, most progress has occurred in the public access arena, and quietly as perhaps it should. Finally, there are a variety of career enhancing activities that are ADA related that are best practiced by IARP members. This "evidence based" presentation is based on 20 years of ADA implementation research and clinical experience.

PRESENTER: Brian T. McMahon, PhD., CRC, CCM, NCC, Professor, Virginia Commonwealth University

IARP Golf Outing 11:00 am

Lunch is on Your Own 12:00 pm - 1:30 pm

Exhibitor Move-in 1:00 pm - 4:00 pm

Afternoon Sessions 1:30 pm - 4:00 pm

(103) Disability Harassment: A Subtle Yet Powerful Form of Job Discrimination

Harassment directed toward people with disabilities on the job is an insidious, yet common and extremely destructive form of job discrimination. This presentation will explore the legal basis of definitions of harassment, provide examples of disability harassment based on case law, review the existing research on the topic, including a large scale study currently in progress by the presenter and colleagues. The presentation will include information about how to recognize harassment and suggestions about how to prevent and address harassment in the workplace.

PRESENTER: Linda Shaw, Ph.D., LMHC, CRC, Professor and Department Head, The University of Arizona

(104) Applying Job Analysis to Promote Transitional SAW/RTW

Building critical injury management skills and implementing an effective team process to create positive return to work outcomes is an enormous challenge. This workshop is designed to build critical job analysis and transitional work planning skills of vocational rehab consultants who promote teamwork and communication to prevent needless workplace disability and restricted duty. Attendees will practice developing a functional job analysis, apply two practical ergonomic screening tools related to office workstation and materials handling tasks, and develop a job-specific work transition/accommodation plan in selected case studies.

PRESENTERS: Sandy Goldstein, PT, CDMS, CLCP, Director of Employer Based Services, SG Consulting Services Group LLC; Rick Wickstrom, PT, CPE, CDMS, President, Workability Systems, Inc.



Registration Desk Open 7:00 am - 8:00 pm

Continental Breakfast 7:00 am - 8:30 am

Exhibit Hall Open 7:00 am - 7:30 pm

Welcome and Opening 8:30 am - 8:45 am

Don Shrey, PhD., CRC and Jon Veltri, MEd., CRC, CCM, CDMS, CPDM, CEAS — CM/DM Conference Co-Chairs

Opening Address 8:45 am - 10:15 am

Powerful Innovations to Effectively Manage the Behavioral Health Disability Spectrum

This presentation will explore the Behavioral Health (BH) disability spectrum and its influence on the case and disability management processes. BH concerns occur far more often than are commonly recognized by professionals. Moreover, BH concerns have been found to be a leading cause of negative treatment outcomes and perceived inability to return to work. Moreover, each professional involved in the BH process has a different process in addressing these concerns. There are leading edge strategies to effectively manage these complex issues and ensure appropriate professional collaboration to positively enhance the treatment and claims process for all involved parties. Warren will explore into the key challenges facing the case and disability management professionals today.

PRESENTER: Pamela Warren, PhD., Clinical Psychologist, Carle Clinic Association & University of Illinois Medical School

Networking Break with Exhibitors

10:15 am - 10:45 am

Concurrent Sessions 10:45 am - 12:00 pm

(201) Becoming a Vocational Expert: Essential Qualifications, Skills & Criteria for Success

This program is designed for vocational rehabilitation professionals who are examining their readiness and transferable skills to serve as forensic vocational experts. Shrey and Isom offer personal perspectives on professional qualifications and vocational expertise important to being recognized as an expert witness. They will discuss the importance of a sound and scientifically supported methodology for evaluating the vocational, rehabilitation and earnings potential of persons with injuries and disabilities. Participants will gain an understanding of what to anticipate when subjected to depositions and

cross-examination of their vocational opinions in the courtroom. Sharing challenging experiences and lessons learned through their work as vocational experts, Shrey and Isom review various forensic opportunities for qualified vocational experts, including personal injury, motor vehicle accident, workers' compensation, intentional tort, product liability, medical malpractice, Social Security disability determination, spousal support, child support, employment discrimination (age, sex, disability, wrongful termination, etc.), life care planning and more. The program also includes a review of important resources, including the Forensic, Life Care Planning, and Social Security Vocational Expert Sections, Listserves and conferences supported by IARP, occupational and earnings software, website-based government resources, etc.

PRESENTERS: Don Shrey, PhD., CRC, Clinical Associate Professor, University of Cincinnati Medical Center; Rodney Isom, PhD., Isom Rehabilitation Consulting

(202) Self-Examination, Listening & Mentoring: Fulfilling Activities for Preventing Burn Out

This universally applicable presentation will benefit all IARP and non-IARP members in attendance, whether their focus is on case management, disability management or forensics. The presentation will encourage audience participation to ensure each attendee is able to associate with key factors leading to "burn out" relative to their work setting and life in general. Trained as "helpers" in variable settings we as human beings, carry with us predispositions, agendas as well as infinite resources. Left unrevealed, these all too often, and unwittingly, become our undoing. The result is poignantly termed "burn out". This presentation is intended to assist attendees by prompting an awakening to the barriers and simple hidden or unrecognized clues to self-fulfillment in the work place and relationships, professional or otherwise.

PRESENTERS: Lisa Clapp, MA, CRC, CEA, President, Arizona Vocational Consulting and Forensic Services, Inc.; Erin Welsh, MA, CRC, Vocational Expert & Labor Market Expert, Arizona Vocational Consulting and Forensic Services, Inc.

(203) Disability as an Epidemic, the "Ipsi Dixit" Legacy – Can It Be Controlled?

This presentation will focus on how to use evidence based science to manage disability claims when claims reach outlier status. Despite the advancements in medicine, the decreases in heavy labor, increased mechanical advantages and improved ergonomics and the recognition of the influence of psychosocial issues, disability has become an epidemic. We can no longer avoid the

continued...

biopsychosocial aspects of illness which is often perceived as a "Medical Tar Pit", to be avoided at all cost by both the physician and insurer. With changes in the disability case management paradigm we can and must reverse this trend. The days of disability being based upon "Ipsi Dixit" (because I say so) must and can be brought to an end.

PRESENTER: J. David Hubbard, RN, Disability Nurse, Case Manager, Fort Dearborn Life Insurance Company

Lunch with Exhibitors 12:00 pm - 1:00 pm

Concurrent Sessions 1:00 pm - 2:30 pm

(301) Pro-Active Vocational Evaluation in Private Rehabilitation Practice: US & Canada Perspectives

Hursh and Michaels will describe specific vocational evaluation approaches, strategies, and resources for unique populations found in their different practices in the United States and Canada. Case descriptions will be used within different settings, such as medico-legal settings, employment/business settings and/or school settings to discuss key interview, testing, resource utilization and reporting approaches. Unique approaches to vocational evaluation that incorporate knowledge of laws/regulations such as Duty to Accommodate, ADA, FMLA and assistive technology will be identified through case examples. Incorporation of resources for the evaluation practitioner such as DBTAC resources and demand-side vocational orientations will be emphasized. Participant interaction through discussion of complex injured workers, older workers, children with disability and other unique populations will be emphasized.

PRESENTERS: Norman Hursh, Sc.D., CRC, CVE, Director of Vocational Education, Boston University; R.D. Michaels, CVE, ABVE, RCC, ABDA, CDE III, President, Michaels & Associates

(302) Current Trends in Long-Term Disability Case Management

Long term disability (LTD) and its siblings STD & DI are niche markets for case managers. LTD is not a mandated coverage but it is regulated by federal or state laws. Its idiosyncrasies demanded by the market create the need for unique case management solutions, with an emphasis upon outcomes that are mutually beneficial. Case managers are expected to focus upon return to work services that improve the likelihood of a release to return to some work, and identification of transitional or alternative employment. A survey of current case management trends and solutions will be presented in light of LTD rulings, ethics and competing compensation systems.

PRESENTER: Kevin Ufier, M.Ed., CRC, National Director Disability Services, GENEX Services

(303) Returning to Work after Brain Injury: A Multidisciplinary Approach

Brain injury can produce catastrophic changes in peoples' lives and yet survivors have been successfully returned to competitive employment. How does this happen? This presentation will describe actual clinical cases that illustrate the challenges that emerge during the return to work process and the techniques utilized to overcome them. While these cases deal specifically with the unique difficulties associated with brain injury, they also reveal some essential elements of how to successfully assist any client in obtaining and maintaining successful employment.

PRESENTERS: Marcos Molinar, M.S., CRC, Vocational Consultant/Owner, Arizona Neurorehab; Paul Lamb, Ph.D., ABPP-CN, Vocational Consultant, Arizona Neurorehab

Networking Break with Exhibitors

2:30 pm - 3:00 pm

GENERAL SESSION: The Ethics of Cultural Diversity

3:00 pm - 4:30 pm

This presentation is meant to make you uncomfortable. It is meant to examine one's own biases, stereotypes, mental shortcuts, and attitudes towards clients, and how these are perceived by the clients themselves. Racial imbalances of power, socio-economic factors, educational "elitism" and intentional "pigeon-holing" of clients, all have detrimental, negative consequences and may sour the counselor-counselee relationship. Multicultural competency assists in correctly advocating for the client, through open communication, information giving and assisting the client in the decision making process.

PRESENTERS: Enrique Vega, M.S., CRC, CDMS, Vocational Rehabilitation Counselor, Choices Vocational Rehabilitation; James Newton, D.H.Sc., CRC, Vocational Expert, J. Rubin & Associates

Student Paper Finalist Presentations/Judging

4:30 pm - 6:00 pm

Welcome Reception

6:00 pm - 8:00 pm

Registration Desk Open 7:00 am - 3:00 pm

Exhibit Hall Open 7:00 am - 3:00 pm

Continental Breakfast 7:00 am - 8:30 am

GENERAL SESSION: **RTW Planning with Veterans with Combat-Related PTSD and Co-Occurring Substance Use Disorders**

8:30 am - 10:00 am

Veterans with combat related PTSD, incidence of dual-diagnosis, i.e. PTSD with co-occurring substance use disorders (SUDs), have been shown to have marked difficulties with re-integrating into civilian life. Such difficulties often translate to impairments in forming adaptive interpersonal relationships, maintaining employment and achieving a satisfying quality of life. Since veterans currently comprise a sizable proportion of the labor force and employers require innovative approaches to comply with legislative mandates outlined in the ADA and the Drug Free Work Place Act, disability managers must possess specific strategies to facilitate veterans' job satisfaction and work performance.

PRESENTER: Antony R. White, Ph.D., CRC, Assistant Professor & Coordinator, Addictions Counseling Programs, University of North Dakota

Networking Break with Exhibitors

10:00 am - 10:30 am

GENERAL SESSION: **Cutting Edge Rehab Technology – What Do Your Clients Need...and What Do They Not Need**

10:30 am - 12:00 pm

This session will focus on new technology in the catastrophic rehabilitation field. Bonaroti will spotlight functional impact and cost benefit. Video and hands on application will be available, including modified vans/vehicles, wheelchair equipment and new bracing, prosthetic and FES technology for gait and hand function. Clinicians including physical / occupational therapy, prosthetists and orthotists will be available for questions.

PRESENTER: Dan Bonaroti, MPT, Physical Therapist and Owner, Touchstone Rehabilitation

Awards Luncheon

12:00 pm - 1:00 pm

GENERAL SESSION: **Ethical Considerations in the New CRCC Code of Ethics for Case & Disability Management Professionals**

1:00 pm - 2:30 pm

This presentation will focus on the revised CRCC Code of Professional Ethics for Rehabilitation Counselors that will take effect on January 1, 2010. The need for revision was based on complaints and requests for advisory opinions, noted changes in practice since the 2002 Code was established, and the results of the 2006 Ethics Survey. Barros-Bailey will review the process, highlight substantial changes, and explain how they will affect all CRCs and CCRCs in their practice.

PRESENTER: Mary Barros-Bailey, Ph.D., ABVE/D, CDMS, CLCP, CRC, NCC Bilingual Rehabilitation Counselor, Intermountain Vocational Services, Inc.

Networking Break with Exhibitors

2:30 pm - 3:00 pm

GENERAL SESSION: **Ethical Decision-Making: Interacting with the New CRCC Code of Ethics**

3:00 pm - 5:00 pm

After a year of study and feedback, the newly revised CRCC Code of Ethics will become effective January 2010. To help case managers prepare for these changes, this presentation will present the newly revised code, compare between the former and newly expanded version as well as tie these areas into the IARP Code of Ethics. An overview of various ethical decision making models will be discussed. As an applied session, participants of this session in randomly assigned groups will be provided with 3-4 opportunities to use the revised code in addressing typical scenarios case managers may experience. The overall goal is to become aware of the changes, understand its implications for case management practitioners, and to acquire ethical decision making skills in a practical manner using the revised code as a working document to guide their individual case management practices.

PRESENTERS: Jon Veltri, M.Ed., CRC, CCM, CDMS, CPDM, CEAS, Supervisor Vocational Case Management, GENEX Services, Inc.; J. Patrick Decoteau, Ph.D., CRC/LRC, Professor of Rehabilitation & Disability Studies, Springfield College

Exhibits Tear-down 3:00 pm - 5:00 pm

Closing Remarks 5:00 pm - 5:15 pm

CEU Processing 5:15 pm - 6:00 pm

Hotel Information

The Doubletree Paradise Valley Resort/Scottsdale Hotel

Winner of the prestigious AAA Four Diamond Award, the Doubletree Paradise Valley offers luxury resort amenities and visually stunning Sonoran Desert views on 22 acres of lush, tropical paradise in Scottsdale, Arizona. Conveniently located near Sky Harbor International Airport, just North of Camelback Road, this Diamond in the Desert is just minutes from Scottsdale Fashion Square Mall (the largest mall in the Southwest), Arizona State University, and the hundreds of shops, boutiques, galleries, pubs, and eateries in historic Old Town Scottsdale.

Hotel amenities include a well-equipped business center, fitness center, swimming pool, putting green and tennis courts.

Room Reservations: IARP has arranged for a special conference rate of \$135.00 (plus applicable taxes) single/double. To receive the special rate, contact the hotel directly at 480-947-5400 no later than **Friday, January 8**. Be sure to mention that you are attending the IARP conference.

Or, you can reserve your room online. Enter the dates of your stay, click **Go**, scroll down to **Special Accounts**; under group rates, enter passcode **IAR** and continue to secure your reservation. Space is limited and we cannot guarantee the room block will still be available after the cut-off date.

www.doubletreeparadisvalley.com

The room rate is effective three days prior to the conference and 3 days following the conference.

Please note that the Doubletree Paradise Valley offers a complete complement of accessible amenities including, Braille room numbers, Braille room service menus, lowered light switches, lowered peep hole in door, lowered shelf storage, lowered sink, lowered thermostat controls, phone – audio/vibrate/strobe and other personal items. Contact the hotel directly if you need assistance.

Travel Information

Air Travel: Phoenix Sky Harbor International PHX Airport is located 3 miles east of downtown Phoenix, Arizona. It is served by a host of domestic and international airlines offering direct and connecting flights to all points of the globe. Sky Harbor Airport consists of three terminals — Terminals 2, 3 and 4 — each with its own parking garage, shops, restaurants, and ground transportation. For more information visit the Sky Harbor website. **www.phoenixskyharborairport.com**

Ground Travel:

CAR RENTAL — The easily-accessible Rental Car Center houses all the airport rental car company counters and fleets. The multi-colored 'Rental Car Shuttle' offers free service from the airport curb at the baggage claim level to the Rental Car Center west of Sky Harbor. Parking space for 8,859 vehicles and a free shuttle system provide rides between terminals.

SHUTTLE SERVICE — There is shuttle service to and from the Doubletree Valley Resort. Shuttles leave the airport every thirty minutes. The average fare is \$16 one way. Check with the hotel for airport shuttle departures.

TAXI — There are several taxi cab companies at Sky Harbor. The average taxi fare from the airport to the Doubletree Paradise Valley Resort is \$45. Be sure to discuss the fare with your driver before beginning your cab ride.

Registration

Registration fees apply to the individual and cannot be shared among people from the same firm or company. To qualify for the IARP member registration fees, you must be a member of IARP when you register for and attend the CM/DM Conference or enclose a completed membership application with full payment. Please note that registrations for the pre-conference workshops are not included in the conference attendee rate.

EARLY-BIRD REGISTRATION DEADLINE — The early-bird registration deadline is December 1, 2009. All registrations received on or before December 1 will be eligible for early-bird rates.

REGISTRATION CONFIRMATION — All registrants will receive confirmation/receipt of registration via e-mail. If you have not received confirmation from IARP, please contact the registration department at 847-657-6964.

IARP CONFERENCE REFUND POLICY — Cancellations must be made in writing and received via fax, email or mail to IARP Headquarters according to the following schedule. There are no refunds for no-shows. If you are unable to attend the conference, you may designate a substitute to fill your spot. The registration fee will be adjusted based on the substitute's IARP member status. On-site substitutions will be assessed a \$50 administrative fee.

Any requests for refunds of room reservations must be made directly with the Doubletree Paradise Valley Resort or the hotel where you are staying.

REFUND SCHEDULE

On or before December 1, 2009: Full refund

Between December 2, 2009-January 22, 2010: Full refund less \$100

After January 22, 2010: No refund

FAX OR MAIL REFUND REQUESTS TO:

International Association of Rehabilitation Professionals
Attn: CM/DM Conference Registration Department
1926 Waukegan Road, Suite One
Glenview, IL 60025 USA
Tel: 847-657-6964 • Fax: 847-657-6963
Email: iarp-meetings@tcag.com

Questions

If you have any questions about the IARP CM/DM Conference and the registration procedures, please contact IARP Headquarters at 847-657-6964 or via email at iarp-meetings@tcag.com.



IARP 2010 CM/DM CONFERENCE

Doubletree Paradise Valley Resort • Scottsdale, Arizona

February 11-13, 2010

BADGE/LIST INFORMATION. Limit degree/credentials to 12 characters. (please print or type)

FIRST NAME	MIDDLE	LAST	DEGREE/CREDENTIALS
PROFESSIONAL TITLE		COMPANY	
ADDRESS		CITY	
STATE/PROVINCE		ZIP/POSTAL CODE	COUNTRY
PHONE		FAX	
E-MAIL		FIRST NAME FOR BADGE	

Number of Years Involved in Rehabilitation _____

If you have any special needs, please let us know and we will do our best to accommodate you:

CONFERENCE REGISTRATION

To qualify for the IARP member registration fees, you must be a member of IARP when you register for and attend the Conference or enclose a completed membership application with full payment.

	Prior to Dec. 1, 2009	After Dec. 1, 2009
IARP Member	<input type="checkbox"/> \$369	<input type="checkbox"/> \$399
Non-Member	<input type="checkbox"/> \$469	<input type="checkbox"/> \$499
Student Member	<input type="checkbox"/> \$200	<input type="checkbox"/> \$200
Retiree	<input type="checkbox"/> \$250	<input type="checkbox"/> \$350
IARP Member One-Day Registration	<input type="checkbox"/> \$275	<input type="checkbox"/> \$375
Non-Member One-Day Registration	<input type="checkbox"/> \$325	<input type="checkbox"/> \$425
Which Day?	<input type="checkbox"/> Friday	<input type="checkbox"/> Saturday

Guest \$100 Guest Name: _____

Golf Outing # of people _____ x \$150 = _____

PRE-CONFERENCE WORKSHOP REGISTRATION

The pre-conference sessions are not included in the conference registration fee. Please indicate which session(s) you are attending, selecting only one session per time slot.

Thursday Morning, Feb. 11 (8:30 a.m. - 12:00 p.m.)

- 101 - Riding through the Internet on the Back of a Mouse: Ethics for the Practitioner
- 102 - The ADA Amendment Act of 2008: Implications for Private Sector Rehabilitation Professionals

Thursday Afternoon, Feb. 11 (1:30 p.m. - 4:00 p.m.)

- 103 - Disability Harassment: A Subtle but Powerful Form of Job Discrimination
- 104 - Applying Job Analysis to Promote Transitional SAW/RTW

PRE-CONFERENCE WORKSHOP FEE	IARP Member	Non-Member
All Day, 2 workshops (morning AND afternoon)	<input type="checkbox"/> \$225	<input type="checkbox"/> \$325
Half Day, 1 workshop (morning OR afternoon)	<input type="checkbox"/> \$150	<input type="checkbox"/> \$250

Complete entire application form including payment information.
Mail to: IARP, 1926 Waukegan Road, Suite One, Glenview, IL 60025 USA
Fax to: (847) 657-6963

CONFERENCE REGISTRATION FORM

One form per registrant. Questions? Call (847) 657-6964

CONCURRENT SESSIONS

Please indicate your interest in attending these sessions. Choose one session per time slot. The concurrent sessions are included in your conference registration fee.

Friday, February 12

10:45 a.m. - 12:00 p.m.

- 201 Becoming a Vocational Expert: Essential Qualifications, Skills & Criteria for Success
- 202 Self-Examination, Listening & Mentoring: Fulfilling Activities for Preventing Burn Out
- 203 Disability as an Epidemic, the "Ipsi Dixit" Legacy, Can it be Controlled?

1:00 p.m. - 2:30 p.m.

- 301 Pro-Active Vocational Evaluation in Private Rehabilitation Practice: US & Canada Perspectives
- 302 Current Trends in Long - Term Disability Case Management
- 303 Returning to Work after Brain Injury: A Multidisciplinary Approach

PAYMENT INFORMATION

Total Amount Due: \$_____ (US funds only)

Payment by Credit Card

Visa MasterCard AMEX

ACCOUNT NUMBER _____ EXP. DATE _____

NAMES AS IT APPEARS ON CARD _____

SIGNATURE _____

Payment by Check

Make check payable to International Association of Rehabilitation Professionals.

Refund Policy

Cancellations must be made in writing and faxed, e-mailed or mailed to IARP Headquarters according to the following schedule. There are no refunds for no-shows. Any requests for refunds of room reservations must be made directly with the hotel.

On or before Dec. 1, 2009

Full refund

Between Dec. 2, 2009 - Jan. 22, 2010

Full refund less \$100

After Jan. 22, 2010

No refund