

CURRICULUM VITAE

RODNEY N. ISOM, PH.D.

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EDUCATION

University of Northern Colorado, 1997
Doctor of Philosophy, Human Rehabilitation

San Diego State University, 1994
Postgraduate Certification, Rehabilitation Administration

University of Texas, 1977
Master of Education, Vocational Rehabilitation Counseling

University of Texas, 1976
Bachelor of Education, Secondary Education, Teaching fields English and Psychology

CERTIFICATIONS

1979 Certified Rehabilitation Counselor, #20377

1989 Certified Disability Management Specialist, #1754

1991 Accessibility Training Certificate, Title III ADA, National Rehabilitation Association

PROFESSIONAL EXPERIENCE

1998 – Present

University of North Texas, Denton, Texas

Associate Professor, Coordinator of Graduate Rehabilitation Studies, Director of Consortium for Distance Education in Rehabilitation. Duties include administering the masters program in rehabilitation counseling program, teaching CORE rehabilitation courses in vocational rehabilitation in both undergraduate and graduate vocational rehabilitation programs, building and teaching web-based courses via the Internet, advising students (graduate students), performing rehabilitation related research and publication, and providing service activities to the community and the profession.

- 1996 – 1998** **Region VI RRCEP, University of Arkansas, Hot Springs, Arkansas**
Assistant Research Professor/Organizational Consultant. Provide organizational consulting including organizational design, strategic planning, and strategic needs analysis to 8 state agencies and non-profit organizations in Region VI. Develop and implement training, provide technical assistance, and design and implement research with emphasis on improved employment outcomes for individuals with disabilities and disability management.
- 1995** **Region VIII RRCEP, University of Colorado, Greeley, Colorado**
Developed and planned a six state regional educational program, utilizing distance learning techniques, and dealing with best practices of rural rehabilitation counselors in assisting people with disabilities to go to work. Coordinated the training as well as developed the curriculum.
- 1982 – 1993** **Stinson & Isom, Associates, Chico, California**
Partner, I managed a staff of 55 employees and five offices in northern California and Northern Nevada (Stinson, Isom & Devinney). My duties included hiring, training, and performance review. I was responsible for all fiscal management of the company. I supervised the branch managers and the accounting department. I provided vocational rehabilitation counseling to the industrially injured worker. I provided expert witness testimony.
- 1992 – 1994** **Isom, Boyle & Smith, Inc., Offices in Chico, L.A., and Cupertino, Ca.**
Principal, We provided consulting and support services specializing in the design and implementation of disability management programs. Programs ranged from systems designed to minimize the effects of injury/illness (early return-to-work rehabilitation) to safety and ergonomics.
- 1979 – 1982** **Pacific Rehabilitation, Inc., Medford, Oregon**
Owner, I performed the administrative duties of Pacific Rehabilitation. I was responsible for the fiscal management of the company. I wrote and managed contracts with the State of Oregon. I provided total rehabilitation counseling and coordinated all rehabilitation efforts to the industrially injured worker. Ran a quarterly Job-Readiness Clinic. Hired, supervised, and trained all counseling and clerical staff.
- 1977 – 1978** **Comprehensive Rehabilitation Services, Inc., Arcadia, California**
Vocational Rehabilitation Counselor. I worked with industrially injured, performing all aspects of vocational rehabilitation services from evaluation to placement.

- 1977** **Veteran's Administration Hospital, Long Beach, California** Vocational Rehabilitation Counselor, I provided individual and group counseling and testing (GATB, MMPI, and WAIS) to hospitalized disabled veterans. Taught pain management techniques to veteran's suffering from chronic pain, including biofeedback, progressive relaxation, self-hypnosis and guided imagery. I provided family counseling to members of the disabled veteran's family.

HONORS AND AWARDS

- 2005 Rehabilitation Educator of the Year, International Association of Rehabilitation Professionals
- 2004 Co-Recipient of Rehabilitation Services Administration, Commissioner's Award of Excellence for Teaching and Training

Affiliate Assistant Professor in Rehabilitation Counseling with Graduate Faculty status:
University of Northern Colorado

Adjunct Professor: San Diego State University

GRANTS AND CONTRACTS

- 2005-2010 UNT'S CONSORTIUM MODEL FOR DISTANCE EDUCATION AND CSPD, U.S. DEPARTMENT OF EDUCATION, REHABILITATION SERVICES ADMINISTRATION, \$208,000.00 (PI) FUNDED ANNUALLY.
- 2003 - 2008 Rehabilitation Long-Term Training: A Consortium Model for Rehabilitation Counseling through Distance Education, U.S. Department of Education, \$150,000.00 (PI) funded annually.
- 2000 – 2005 Rehabilitation Long-Term Training: The Consortium for Distance Education in Rehabilitation II, U.S. Department of Education, \$474,737.00 (PI) funded annually.
- 1999 – 2004 Long-Term Training Model: The Consortium Model for Distance Education and CSPD, U.S. Department of Education, \$474,737.00 (Co-PI) funded annually.

REFEREED JOURNAL ARTICLES

Rosenthal, D., Hursh, N., Lui, J., Isom, R and, Joy Sasson. (2006). A Survey of Current Disability Management Practice: Emerging Trends and Implications for Certification. *Rehabilitation Counseling Bulletin*. 49 (3).

Leung, P. & Isom, R. (2005). Diversity issues in succession planning. *Journal Rehabilitation*

Administration. 29 (2) 83-95.

- Barton, T. R., Leung, P., Koch, S., Holloway, L., Isom, R., & Evenson, T. (2005). "Some Cautions and Recommendations in Using the Longitudinal VR Program Study Earnings Data for Research and Educational Purposes." *Journal of Rehabilitation Education.* 19(1).
- Joyce, A., Isom, R., Dial, J. & Sandel, M. (2004). Implications of Perceptual-Motor Differences within Blind Populations. *Journal Of Applied Rehabilitation Counseling.* 35, 3-7.
- Marini, I., Isom, R., & Reid, C. (2003). Integrating life care planning and expert testimony into rehabilitation Education. *Rehabilitation Education.* 17, 248-255.
- Sandel, M., Isom, R. & Koch, S. (2003). Caring for the Disabled: Prevention of Victimization. *Journal of Life Care Planning.* 2, 109-118.
- Isom, R., Marini, I., & Reid, C. (2003). Case Management: Rehabilitation Education Curricula and Faculty Needs. *Journal of Life Care Planning.* 2, 171-174.
- Isom, R. & Marini I. (2002). An Educational Curriculum for Teaching Life Care Planning, *Journal of Life Care Planning.* 1, 239-264.
- Isom, R., Barton, T., & Holloway, L. (2001). Pediatric earning capacity: Developing a defensible estimate of pre-morbid earnings. *Journal of Forensic Vocational Analysis.* 4, 2 1-28.
- Isom, R. (2001). The vocational expert: Qualifying and methodological approaches to earning capacity evaluation. *Direction in Rehabilitation Counseling.* 12, 81-90.
- Isom, R. (1998). The vocational rehabilitation of survivors of traumatic brain injury: Implications for job placement. *Journal of Job Placement and Development.* 14(1), 9-14.

BOOK CHAPTER/ARTICLE IN A COMPENDIUM

- Isom, R. (2005). "Forensic Rehabilitation". In W. Crimando and T. F. Riggart (Eds.) *Community Resources: A Guide for Services Practitioners.* Long Grove, Illinois: Waveland Press
- Isom, R., Barton, T., & Holloway, L. (2001). "Pediatric Earning Capacity: Developing a Defensible Estimate of Potential Earnings." In T. Choppa, E. Dillman, T. Field., J. Grimes, S. Horner, K., Jayne, F. Slesnick, and R. Weed (Eds.). *Understanding Approaches to Estimating Lost Earning Capacity: Strategies for the Rehabilitation Consultant.* (pp. 65-74) Athens, GA: Elliott & Fitzpatrick. [Adapted from: Isom, R., Barton, T., & Holloway, L. (2001). Pediatric earning capacity: Developing a defensible estimate of pre-morbid earnings. *Journal of Forensic Vocational Analysis.* 4, 21-28.]

Isom, R. (2001). The Vocational Expert: Qualifying and Methodological Approaches to Earning Capacity Evaluation. In T. Fields (Ed.), Issues in forensic rehabilitation: A national seminar (pp. 0226-0245). Athens, GA: E&F Publication. [Reprinted with permission from: Isom, R. (2001). The vocational expert: Qualifying and methodological approaches to earning capacity evaluation. *Direction in Rehabilitation Counseling*. 12, 81-90.]

DISSERTATION

Isom, R. (1997). Gender and vocational assessment of people with traumatic brain injury: Estimating the androcentricity of neuropsychological/vocational test. Doctoral dissertation, University of Northern Colorado, Greeley.

NON-REFEREED ARTICLES

Isom, R. (1999). Disability management: Preparing your staff to be disability managers. *Journal of Rehabilitation Administration*, 22, 209-210.

Isom, R. (1998). Disability Management: Building the Program. *Journal of Rehabilitation Administration*. 22,137-139.

Isom, R. (1998). *Is it distance education or distance learning?* Retrieved January 18, 1999, from University of Arkansas, Region VI RRCEP Web site:
<http://www.rcep6.org/journal.html>

Isom, R. (1998). Disability management, state agency and workers' compensation: Assisting others in controlling the costs of disability. *Journal of Rehabilitation Administration*. 22, 233-234.

Isom, R. (1998). Return-to-work rehabilitation. *Journal of Rehabilitation Administration*. 21, 75-76.

Isom, R. (1996). *Developing employer relationships*. Retrieved January 18, 1999, from University of Arkansas, Region VI CRP-RRCEP website:
<http://www.rcep6.org/journal.html>

Isom, R. (1996). Vocational Rehabilitation, Workers' Compensation and the Holy Ghost. *Journal of Rehabilitation Administration*. 19, 83-85.

Isom, R. (1995). Workers' Compensation Fraud. *Journal of Rehabilitation Administration*. 19, 253-255.

Isom, R. (1995). The basics of workers' compensation. *Journal of Rehabilitation Administration*. 19, 153-155.

SOFTWARE

Isom, R. (1995). Case Working [Computer Software]. Athens, GA: E & F Publication.

BOOKLET

Field, T., Grimes, J., Havranek, J., & Isom, R. (2001). Transferable Skills Analysis: An overview of the process integrating the O*NET database. Athens, GA: E&F Publication.

Isom, R. (Ed.). (1997). Careers in Rehabilitation. Hot Springs, Arkansas: University of Arkansas, Region VI Rehabilitation Continuing Education Program.

Isom, R., Smith, P. & Boyle, K. (1992). ADA Compliance System, Reasonable Accommodations and Essential Function Analysis. Athens, GA: E & F Publication.

TECHNICAL REPORTS AND WHITE PAPERS

Becraft, R, Clayton, F., Fenner, S., Finne, K., Isom, R., Luce, W., and Milazzo, C. (1998). *Integrated disability management program for Arkansas institutions of higher education*. Little Rock, AR: University of Arkansas System, Office of Employee Benefits and Risk Management.

Isom, R. (1995). *Final report: RMRBIC program results*. Program evaluation presented to the Rocky Mountain Brain Injury Center's executive committee, Denver, Colorado.

UNIVERSITY TEACHING HISTORY

UNDERGRADUATE

RHAB 3600, Casework Techniques
RHAB 4500, Assessment in Rehabilitation

GRADUATE

RHAB 5050, Rehabilitation Case Management
RHAB 5250, Private Rehabilitation
RHAB 5250, Disability Management
RHAB 5411, Assessment
RHAB 541 1/ARP 645A, Assessment (On-line version)
RHAB 5412, Occupational Information Systems
RHAB 5413, Job Placement Theories & Methods
RHAB 5413/ARP 648, Job Placement Theories & Methods (On-line version)
RHAB 5410 Advanced Techniques in Rehabilitation Counseling
RHAB 5730 Medical and Psychosocial Aspects I

UNIVERSITY SERVICE

SCHOOL OF COMMUNITY SERVICE COMMITTEES

Distance Education Committee

MAJOR DEPARTMENT RESPONSIBILITIES

1997 – Present, ADA Advisor

DISSERTATION COMMITTEES

Susan Frensey, *Predicting Weight Loss in Post Surgical Labaroscopic Banding Patients*, University of North Texas, Department of Psychology, Major Professor, Susan Franks, Ph.D., In Progress 2005.

Julie Hart Covert. *Neurocognitive Variables Underlying Group Performance on a Measure of Effort – The Medical Symptom Validity Test (MSVT)*, University of North Texas, Department of Psychology, Major Professor, Susan Franks, Ph. D., In Progress 2005.

Robert S. Hilborn, *Psychological Characteristics Contributing to Performance on Neuropsychological Tests and Effort Testing*, University of North Texas, Department of Psychology, Major Professor, Susan Franks, Ph.D., In Progress 2005.

LaDonna Saxon, *Heart rhythm entrainment in persons with chronic pain*, University of North Texas, Department of Psychology, Major Professor: Joseph Doster, Ph.D., In Progress 2005.

M. Dillon Snowden, *The WASI as a screening tool for counselors in the referral decision for a neuropsychological evaluation*, University of North Texas, Department of Counseling, Development and Higher Education, Major Professor: Janice Holden, Ph.D. Completed 2004.

Erin K. Taylor, *The utility of the McCarron-Dial System in determining location of brain lesion*. University of North Texas, Department of Psychology, Major Professor: Eugenia Bodenhamer-Davis, Ph.D. Completed June 2004.

Arthur Joyce, *Difference in perceptual-motor functioning between blind and sighted adults: A neuropsychological perspective*, University of North Texas, Department of Psychology, Major Professor: Earnest Harrell, Ph.D. Completed August 2002.

Gregory Hupp, *Cognitive difference among congenital and adventitiously blind individuals*, University of North Texas, Department of Psychology, Major Professor: Earnest Harrell, Ph.D. Completed September 2001.

Eugene E. Van de Bittner, *The relationship between job health and health locus of control and perceived health competence following ergonomic intervention*, The Union Institute, Department of Rehabilitation, Major Professor: Penny MacElveen-Hoehn, Ph.D. Completed January 2001.

PROFESSIONAL SERVICE

ASSOCIATION MEMBERSHIPS

NATIONAL REHABILITATION ASSOCIATION
NATIONAL REHABILITATION COUNSELING ASSOCIATION
NATIONAL COUNCIL ON REHABILITATION EDUCATION
TEXAS REHABILITATION ACTION NETWORK
INTERNATIONAL ASSOCIATION OF REHABILITATION PROFESSIONALS
TEXAS ASSOCIATION OF REHABILITATION PROFESSIONALS

SERVICE

2005 to Date Board Member Brain Injury Association of Texas

2002 to Date Board Member and Editor *Journal of Life Care Planning*

2001 to Date Member, Texas Task Force in Higher Education on Traumatic Brain Injury

2000 to Date Commissioner, Certification of Disability Management Specialist Commission

1995 to Date Board Member, Managing Editor Editor, *Journal of Rehabilitation Administration*

1998-2001 Region VI Educators Meeting

1996 – 1998 Advisory Board Member, University of Arkansas, Graduate Vocational Rehabilitation Counselor Training Program

1993 Consultant with the Nevada Association of Rehabilitation Professionals in the Private Sector regarding legislative issues.

1992 – 1993 President’s Column, California Association of Rehabilitation Professionals (CARP)

1992 Member
The State of California, The Senate’s Industrial Relations Committee, Task Force on Workers’ Compensation

1992 Member
Insurance Commissioner Geramendi’s Task Force on Workers’ Compensation,

State of California

- 1992 – 1993 CARP Peer Review Committee
- 1992 – 1993 Past President, CARP
- 1991 – 1992 President
CARP, My duties were to administer the funds of this 2000+ member organization and manage all association staff. I also served as a legislative spokesperson for this professional organization
- 1990 President Elect
CARP, Lead person responsible for lawsuit filed against State of California, gained all testimony from members that lead to State's reexamination of proposed fee schedules.

PAPERS PRESENTED AT PROFESSIONAL MEETINGS

REFEREED

- 2002 Refereed Presentation with Dr. Frank Puckett
National Rehabilitation Association Annual Training Conference
Topic: "Getting Your Master's Degree Online"
Biloxi, Mississippi

INVITED SPEAKER

- 2005 Invited Speaker
Dallas Regional Office
DARS
Ethics
Arlington, Texas
- 2004 Invited Speaker
Louisiana Rehabilitation Association
2004 Annual Training Conference
Case Management Strategies for Job Development
New Orleans, Louisiana
- 2004 Invited Speaker
TARPPS Spring State Conference
The Third Party: Examining the CDM, CRC. and CCM Code of Ethics
Dallas, Texas
- 2002 Invited Speaker
Rebuilding for the Future
Louisiana Rehabilitation Association

2002 Training Conference

Topic: "Screening for Traumatic Brain Injury" Lafayette, Louisiana

- 2002 Invited Speaker
Texas Rehabilitation Action Network
2002 Statewide Annual Conference
Topic: "Targeting and Mapping"
Austin, Texas
- 2001 Invited Speaker
National Training Conference on Rehabilitation Education
Topic: "The Consortium Approach to Delivering Rehabilitation Counseling
Master's Degree Courses Entirely Online"
Washington, DC
- 2001 Invited Speaker
SDSU/UNT Masters Degree in Rehabilitation Counseling via Distance
Human Resources Summit 2001
California Mental Health Planning Council
Los Angeles, CA
- 2001 Invited Speaker
"New Visions"
National Conference on Rehabilitation Education
Topic: Delivering Quality Rehabilitation Counseling Education by Distance
Tucson, AZ
- 2000 Invited Speaker
Texas Rehabilitation Action Network
Statewide Annual Conference 2000
Topic: The CDER II Program
San Antonio, TX
- 1999 Invited Speaker
Texas Rehabilitation Action Network
Statewide Annual Conference 1999
Topic: The Professionalization of Rehabilitation
Galveston, TX
- 1999 Invited Speaker
Methodist Hospital
Wellness Rally '99
Topic: Disability Management
Dallas, TX

- 1998 Invited Speaker
Arkansas Department of Higher Education
Topic: Integrated Disability Management for Colleges and Universities
Executive Council
Little Rock, AR
- 1998 Invited Speaker
Annual Meeting of Presidents and Chancellors of Colleges and Universities of
Arkansas
Topic: Integrated Disability Management for Colleges and Universities in
Arkansas
Little Rock, AR
- 1998 Invited Speaker
Oklahoma Vo-Tech Annual Statewide Conference
Topic: Job Placement & Job Analysis
Tulsa, OK
- 1998 Invited Speaker
Native American Vocational Rehabilitation Programs
Topics: 1. Client/Counselor Relationship
 2. Assisting the Client in Choosing
 3. Job Analysis
 4. Job Placement & Follow-up
- 1998 Invited Speaker
The National Rehabilitation Continuing Education Conference
Topic: Disability Management and the State Agency
San Antonio, TX
- 1997 Presenter
National Rehabilitation Association Regional Conference
Topic: Job Analysis
New Orleans, LA
- 1997 Presenter
Texas Employment Conference: Employment the Essential Element
Topic: Job Analysis
San Antonio, TX
- 1997 Presenter
Arkansas Rehabilitation Association Annual Conference
Topic: Arkansas Rehabilitation Services Disability Management Program
Hot Springs, AR
- 1997 Presenter
A Statewide Conference on Employment: Employment: It's Time

Region VI RCEP
Topic: Employer Development
Little Rock, AR

- 1996 Presenter
Arkansas Services for the Blind
Topic: Employer Development
- 1996 Presenter
Arkansas Services for the Blind
Topic: Ethical Case Management
- 1996 Presenter
New Mexico Division of Vocational Rehabilitation
Topic: Employer Development
- 1996 Presenter
New Mexico Division of Vocational Rehabilitation
Topic: Strategic Needs Analysis
- 1996 Speaker
Louisiana Rehabilitation Association Annual Conference
Topic: Employer Development
- 1996 Speaker
Arkansas Association for Persons in Supported Employment
Annual Conference
Topic: Employer Development
- 1993 Speaker
Chico Community Hospital Symposium on Disability Management
Topic: Workers' Compensation Reform
- 1992 Speaker
California Association of Rehabilitation Professionals Annual Conference
Opening Remarks
Legislative Review Panel
Topic: Becoming Involved, Luncheon Speaker
- 1992 Speaker
California Association of Personnel Consultants Regional Conference
Topic: The American's with Disabilities Act
- 1992 Speaker
Oroville Hospital Industrial Medical Council
Topic: Workers' Compensation

- 1992 Presenter
Presentations to the Senate Industrial Relations Committee
State of California
Topic: Workers' Compensation, Vocational Rehabilitation
- 1992 Presenter
Presentations to the State of California Assembly's Insurance Committee
Topic: Workers' Compensation
- 1992 Presenter
Presentation to the Little Hoover Commission
State of California
Topic: Workers' Compensation, Vocational Rehabilitation
- 1992 Interviewee
KRTH, Los Angeles, CA
Topic: Workers' Compensation, Vocational Rehabilitation
- 1992 Interviewee
The California Workers' Compensation Advisor
Topic: Workers' Compensation, Vocational Rehabilitation

SERVICE TEACHING

- 1998 Presenter
Arkansas State Personnel Administrators Association
Spring Conference 1998
Disability Management: Controlling the cost of accidents and illness and
improving employee productivity
Ferndale, Arkansas
- 1998 Presenter
A seminar for human resource and business management professionals in
universities and colleges in Arkansas
Disability Management for Colleges and Universities: Controlling the costs of
accidents and illness and improving employee productivity
Topics: 1 Opening Remarks
 2. Applying disability management principles internally and
 externally
 3. Early Intervention: EAP's, Transitional Work, and Early
 Return-to-Work Programs
- 1998 Trainer
Sponsored by Arkansas Rehabilitation Services and the Arkansas Public
Employees Association, For all Managers in State service in Arkansas
Topic: The Supervisor's Role: When an employee is injured on the job

Provided at the agency headquarters for 10 different agencies.

- 1998 Presenter
Oklahoma Employment Conference: Building the Bridge to Employment
Topics: 1. Return-to-Work/Disability Management
 2. Job Analysis
- 1997 Faculty
Arkansas Rehabilitation Services: Disability Management Institute
Topic: Disability Management
Hot Springs, Arkansas
- 1997 Trainer
Sponsored by Arkansas Rehabilitation Services and the Arkansas Public
Employees Association, For all Managers and Supervisors in State service in
Arkansas
Topic: The Supervisor's Role: When an employee is injured on the job
Offered at 12 locations around Arkansas

OTHER PARTICIPATION IN PROFESSIONAL MEETINGS

- 2001 Understanding Approaches to Estimating Lost Earnings: Strategies for the
Rehabilitation Consultant
Dallas, TX
- 2001 National Council on Rehabilitation Education Annual Conference
"New Visions"
Expanding the Scope of Rehabilitation Practice: Neuropsychological Assessment
Tucson, AZ
- 2000 IARPPS National Conference
Dallas, TX
- 1999 NCRE, RSA, and CSAVR
Qualified Rehabilitation Personnel in Workforce Environments: Tying Together
WIA and CSPD
Washington, DC
- 1998 Contemporary Applications of Life Care Planning for Spinal Chord Injury
LSU/Medical Center
New Orleans, LA
- 1994 NARPPS
Managing the Personal Injury Case: Vocational and Economic Issues Associated
with Head Injury and Life Care Planning
Las Vegas, NV