



# The Disability Analyst

Volumes 28-29 Issue 1 Official Newsletter of the American Board and College of Disability Analysts and Affiliated Organizations Spring 2019-20

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## LAUNCHING ACCREDITED TRAINEESHIPS

We invite interested members to submit a brief proposal to sponsor a paid traineeship in disability analysis at their facility or practice. We are ready to break new ground in search of innovative leaders. Each traineeship should be for 10-20 hours weekly for a period of no less than one year. This traineeship could be incorporated into an already existing residency, internship or traineeship and would need to address disability analysis issues for mental and/or physical disabilities or rehabilitation. Central Office would help publicize the position(s) nationwide. The sponsoring agency would have the final say in selection. The training supervisor would be appointed to the National Disability Analysis Training Consortium (NDATC). Persons completing the traineeship would receive a certificate from ABDA Central Office. Appropriate funding must be fully provided for each trainee. If interested, please submit a brief outline or proposal to Central Office (fax: 615 327-9235 or email:americanbd@aol.com). There is no set calendar and the traineeship may begin whenever convenient to all parties. We are very enthusiastic about this new ABDA program which should contribute significantly to the creation of thoroughgoing, carefully researched and professionally monitored programs to train future generations of Disability Analysts.



## EMERITUS STATUS

We are pleased to announce that qualified members with **20 years or more of professional experience** as a Senior Disability Analyst and Diplomate and who have been board certified for no less than eight years are eligible to apply to upgrade their credential to Emeritus status. This designation may be used on all correspondence, business cards, letterhead, etc. as appropriate. If interested, please forward a request in writing, current vita and \$284 US processing fee issued to ABDA. Please send items to ABDA Credentialing and Certification Committee, Second Floor, 4525 Harding Road, Nashville, TN 37205.

## NEW MAINTENANCE OF CERTIFICATION PROGRAM

ABDA recently launched a Maintenance of Certification (MOC) Program that is available to interested members on a voluntary basis. No examination is required. The certificate issued to participating members is valid for four years. An increasing number of agencies are requesting or even requiring evidence of Maintenance of Certification and our organization wants to make available an unobtrusive path to do so through our organization. Nearly seven years of preparatory work went into establishing this new program. Contact Central Office for information. (americanbd@aol.com)

## LEGACY GIFTS

In recent years there have been an increasing number of inquiries regarding the establishment of funding various programs to honor members including some who have passed away. Several have already been established and the organization stands ready to establish more for interested persons. Proceeds may be designated for training programs, research, conferences, organizational needs, technology and traineeships, etc. Please direct inquiries to Central Office at americanbd@aol.com.

## CHANGE OF ADDRESS

Please keep the ABDA Central Office advised of **any change in your postal address** so there will be no interruption in your receiving items from the Central Office. All special correspondence will be by e-mail unless you notify us otherwise. Feel free to fax (615) 327-9235 or e-mail: americanbd@aol.com that information.

## E-MAIL ADDRESS

So far we have received e-mail addresses from most of the membership. The sooner we receive the remaining e-mail addresses, the more efficient we will be in alerting members to information they need to have before the publication of forthcoming issues of the newsletter and other information. E-mail addresses may be sent to our e-mail address at americanbd@aol.com or faxed to us at 615-327-9235.

## URGENT!

If you received this issue of The Disability Analyst newsletter in hard copy, it is because we do not yet have your E-mail address. As our organization strives to become increasingly green, we have sent out the great majority of this volume via e-mail. In the future we hope to closely approach 100% of our mailings using e-mails. **Your help is greatly needed.** If you have not yet provided your e-mail to the Central Office, please do so at your earliest convenience by contacting us at americanbd@aol.com or by fax 615-327-9235. Recent issues of our newsletter and other valuable information and research links can always be accessed at no cost by members at our website: [www.americandisability.org](http://www.americandisability.org).

## UPGRADING

Those practitioners currently board certified by ABDA as Disability Analyst and Fellow who have now completed at least nine years of professional experience in rehabilitation or healthcare may be eligible to apply for Senior Diplomate status. If you wish to receive information on how to apply, please fax (615) 327-9235 or e-mail: americanbd@aol.com an expression of interest to Ms. Lela Boggs. For current ABDA members in good standing, no examination will be required at this time.

## CONTINUING EDUCATION CREDIT

As a membership driven organization, we accept continuing education credits/continuing medical education credits from all appropriate sources. There is no need to duplicate time spent in continuing education events for your other requirements. Simply remit copies of those certificates or credits along with your annual renewal material. Lifetime members should submit their list every other year to Central Office.

**\* \* \* 2019 ABDA Board Certification Renewal Notice \* \* \***

**Optional Gold seal can be obtained by sending a self-addressed stamped envelope.**

**Please respond immediately to help us avoid the unnecessary time and expense of reminder mailings.**

- Your listing (alphabetical and geographical) in the ABDA Directory . . . . .No Cost
- Newsletter, The Disability Analyst . . . . .No Cost
- Renewal Fee (**one year**) . . . . . \$115 (U.S. Funds)  
(\$130 after January 10, 2019)
- Renewal Fee (**three years**) . . . . . \$300 (U.S. Funds)  
(\$325 after January 10, 2019)
- Renewal Fee (**five years**) . . . . . \$450 (U.S. Funds)  
(\$475 after January 10, 2019)
- Lifetime Fee . . . . . \$1400 (U.S. Funds)  
(Lifetime members receive 25% discount to all ABDA and ABMPP events)

Please issue payment to ABDA by no later than **January 10, 2019** to avoid a late charge. The national examination is required of persons seeking board certification for the first time and is required of those who allow their certification to lapse. **By maintaining your current status you are exempt from the written examination.**

**Please remit your 2019 renewal fee and information below. This is the only notice you will receive.** Remittance by Visa or MasterCard is acceptable. **Please type or legibly print information below** as you wish it to appear in the next Directory. If renewing with a credit card (Visa and M/C only), please provide necessary information. **Post Office Box addresses are not acceptable.**

Check box if information has changed.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: (\_\_\_\_) \_\_\_\_\_ Fax: (\_\_\_\_) \_\_\_\_\_

\*E-mail: **required** \_\_\_\_\_ *(Extremely important for future timely communication.)*

Check One: Visa:  Mastercard:  Check:

Credit Card # \_\_\_\_\_ 3 digit V-code: \_\_\_\_\_ Exp. Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Amount: \_\_\_\_\_

Check One: 1 year  3 years  5 years  Lifetime

List continuing education experiences (from workshops, conferences, etc.) and/or self-study you have completed since January 1, 2018 (minimum 8 hours to fulfill annual requirement).

\_\_\_\_\_  
\_\_\_\_\_

Optional: Have you performed 8 hours pro bono work (charitable professional efforts not compensated) during the past year? Yes  No

**Return to ABDA Central Office, Second Floor, 4525 Harding Road, Nashville TN 37205  
website: [www.americandisability.org](http://www.americandisability.org)**

## 🏆 EMERITUS STATUS MEMBERS 🏆

We are pleased to announce that the following members have qualified for Emeritus Status as determined by the ABDA Credentials and Certification Committee. Minimal requirements for eligibility require no less than 8 years of ABDA board certification and no fewer than 20 years of professional experience with mentally and/or physically disabled patients/clients or comparable.

Rachael Dana Adair	(AL)	Lawrence S. Forman	(FL)	Colleen Miller	(PA)
Fazollah Afrasiabi	(CA)	Marsha Harrison	(FL)	Judith Najarian	(CA)
George Boghean	(CN)	Sandy Hoar	(MD)	Sylvia M. Oberti	(CA)
Elaine L. Bukowski	(NJ)	Thomas Hobbs	(MO)	Nicole Phillips-Smith	(MI)
Richard Byrd	(AR)	Martha T. Judge	(IL)	Ross J. Skirda	(CN)
Paulette Caswell	(CA)	Mary K. Lamb	(KY)	H. Jane Storrie	(CN)
David Cross	(IN)	Vance Landis-Carey	(CA)	Sharon T. Wilburn	(FL)
John C. Drew	(CO)	Ann Leonard-Zabel	(MA)	Mark Woodward	(KY)
S.M. Esmail	(CN)	Cathy McVay	(FL)		
Gary L. Fischler	(MN)	Gloria M. Malone	(AZ)		

## ★ NEW ABDA LIFETIME MEMBERS ★

The following individuals deserve special recognition. By becoming Lifetime Members, in recent months, the organization benefits in many ways by being able to plan new projects enabling ABDA to grow in a playful manner. If interested in joining this list of Lifetime Members, exempt from all future renewal fees, and entitled to 25% discount at all ABDA training events and meetings, please write or fax our ABDA Central Office, 4525 Harding Road, Nashville, Tennessee 37205, fax number (615) 327-9235. If your name was inadvertently omitted, please notify Central Office immediately. **This list includes new members through July 30, 2018.**

Salvador P. Baylan	TX	Shahbaz M. Khan	MO
Christopher Cooke	CN	Peter R. Markovic	OH
Robert R. Crawford	AZ	Elana S. Mendelsohn	FL
Robert J. Eckerson	NJ	Brii Sebastian	NM
Lynnda J. Emery	OH	Julia Olijnyk Selah	VA
Giovanni Faccia	TN	Sanjay S. Shah	OH
Ronald Faries	TX	Eneida Torres-Velez	PR
Bernardo A. Gonzalez	PR	Mara J. Wiggins-Boyd	GA
Joyce S. Hagel-Silverman	FL	M. Lourdes Woody	FL
William F. Holland, Jr.	DE		



## History of ABDA Conferences

St. Thomas, VI.....	1986	Miami Beach, FL.....	2000
Cancun, Mexico.....	1987	Washington, DC.....	2000
Hilton Head, SC.....	1988	Honolulu, HI.....	2001
San Juan, PR.....	1989	Orlando, FL.....	2001
San Francisco, CA.....	1990	Anchorage, AK.....	2001
St. Thomas, VI.....	1991	Quebec City.....	2002
Cancun, Mexico.....	1992	Chicago, IL.....	2003
Hilton Head, SC.....	1993	Las Vegas, NV.....	2004
Phoenix, AZ.....	1994	Chicago, IL.....	2005
New Orleans, LA.....	1995	Las Vegas, NV.....	2006
Marco Island, FL.....	1996	Atlanta, GA.....	2007
Albuquerque/Santa Fe.....	1997	Las Vegas, NV.....	2008
China (Beijing, Shanghai, Xian and Nanjing)....	1998	Fort Myers Beach, FL.....	2009
Huntington Beach, CA.....	1998	Washington, DC.....	2010
San Juan, PR.....	1998	Montreal.....	2011
Miami, FL.....	1999	New Orleans, LA.....	2013
Toronto.....	1999	Naples, FL.....	2015
Brussels, Belgium.....	1999	Naples, FL.....	2017



## Faculty of the American College of Disability Analysts (ACDA)



The following members have met the criteria for this honor based on presentations at our conferences.

Steve Allison	(LA)	Robert Lessne	(FL)
Kenneth Anchor	(TN)	Timothy Lynch	(TN)
Ellyn Arwood	(OR)	Robert Male	(HI)
Jeffrey Barth	(VA)	Harry Marshall	(MD)
Yehuda Ben-Yishay	(NY)	Ritchi Morris*	(NY)
Colleen Braun	(CN)	William Mosier	(FL)
Elaine Bukowski	(NJ)	Gregory Nevens	(ME)
Marie-Claude Rigaud	(IL)	Thomas Pautler	(WA)
Andrew Cox	(GA)	Rick Pounds	(KY)
David Cross	(NY)	Karl Pribram*	(CA)
Jennifer Delora	(CN)	Don Ranney	(CN)
Albert Ellis*	(NY)	Dan Reyes	(PA)
Thomas Felicetti	(PA)	James Sasmor*	(AZ)
Arthur Fries	(CA)	Gabriel Sella	(OH)
Adele Gill	(MD)	C. Norman Shealy	(MO)
Mary Glidden*	(WA)	Jerrold Simon	(OH)
John Hill	(NE)	Julie Smart	(UT)
Sandy Hoar	(MD)	Chris Stout	(IL)
Cathy Ingebrigtsen	(FL)	Kenneth Tarnowski	(FL)
Philip Klingensmith	(MO)	Margaret Texidor	(LA)
Barbara Kornblau	(VA)	E. Fuller Torrey	(DC)
Tom Kulik	(NJ)	William Tsushima	(HI)
Arnold A. Lazarus	(NJ)	Robert Unger	(CN)
Paul Lees-Haley	(AL)	Richard Weiner*	(CA)
Ann Leonard-Zabel	(MA)	Victor Zuccarello	(MO)

\*Deceased

Please notify Central Office if there are any errors or omissions with this list.

## ★ PASSAGES AND MILESTONES ★

Congratulations to **Dr. Jerrold Simon** for his election to the Presidency of Ohio State Chiropractic Association (OSCA). An experienced executive in his field, Dr. Simon will certainly prove himself to be a stellar leader and contributor to that organization. We congratulate him on his latest career achievement.

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The number of websites with the word **Disability** in it has more than doubled in the past two years.

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Congratulations are in order for our Office Manager of 30 years: **Lela Boggs**. She has been a delightful fixture in our Central Office responding to a wide range of requests and tracking down information for thousands of our members during her distinguished tenure which Ms. Boggs promises to extend for years more to come. Congratulatory cards, notes or other forms of appreciation may be sent directly to her at ABDA Central Office (4525 Harding Pike, Nashville, TN 37205).

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ABDA Central Office has experienced a surge in inquiries regarding the status of members from law firms, insurance companies, hospitals and other healthcare systems. Responses to those inquiries are provided at no cost. **Please be certain you have provided a current CV to Central Office in the past 12-18 months.**

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We are extremely pleased to announce that **Roberta Cohen** is being recognized as the Mental Health Professional of the Year 2018-19. Ms. Cohen is one of the most widely respected psychotherapists in the Northeast with a long and distinguished history as an educator, author and philanthropist. She has served as a role model for so many and is an exemplary member of our organization. Henceforth, this rarely given award will now be named the Roberta G. Cohen Mental Health Professional of the Year Award.

Well deserved congratulations are in order. A brief biographical sketch follows: **Ms. Roberta G. Cohen** is a psychiatric nurse clinical specialist, currently in private practice. Ms. Cohen was employed for 38 years at Mercy Medical Center, where she established the in-patient psychiatric program and was the first nurse therapist employed in the outpatient clinic. Ms. Cohen was awarded the American Nurse's Association, New York State Nurses Association and District 14 Award for expertise in a clinical practice. In 2008, Ms. Cohen received the Distinguished Alumnae Award from the Alumni Association of the Bellevue School of Nursing. This was the first time the award was given to a nurse who devoted herself to, and excelled in, a clinical practice. Ms. Cohen co-authored Effective Approaches to Patient's Behavior and Therapeutic Group Work for Health Professionals. The



Roberta G. Cohen MS 1969, RN, CS Scholarship Award for the Psychiatric Mental Health Nurse Practitioner Program 2017-18 is given in perpetuity in memory of her husbands Dr. Murray Cohen and Mr. Kenneth George Olson. The Award is given to a student who demonstrates integrity, intelligence, industriousness, and a commitment to working in the field of mental illness. Ms. Cohen is a Lifetime Member of our organization.

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Congratulations to **Adele M. Gill** for her latest publication, From Broken to Blest: Embracing the Healing that Awaits You, published by Silver Lining Communications. It is available from Amazon.com and Barnes&Noble.com.

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Central Office Staff merits recognition for once again meeting each of its goals and staying within budget so no fees were increased. Despite increasing emails, faxes and phone calls as well as visits to our website [www.americandisability.org](http://www.americandisability.org). Central Office staff has met and exceeded each and every challenge. We know they will keep up the good work for the coming year too.

## ★ DISABILITY HEADLINES ★

**Disabled workers** prove their value in a tight labor market. With the low 3.9% employment rate making it tougher for employers to hire and retain workers, more are bringing on Americans with disabilities who had long struggled to find jobs. Many firms are modifying traditional interviews that filter out candidates with less-refined social skills and transferring some job duties to other staffers to accommodate the strengths of people with disabilities. A growing cadre of companies are beginning to look at people with disabilities as an untapped talent pool. Researchers with the National Organization On Disabilities find that when people spend their entire lives solving problems in a world that wasn't built for them, that is an attribute that can be translated into high productivity in the workforce. The return of many disabled workers to the labor force has helped shrink the Social Security disability rolls which swelled during and after the recession as many people with less severe infirmities applied for benefits after their unemployment insurance expired.



Over the last three years, the **number of people on disability** has steadily fallen to 8.7 million from 9 million and the ranks of those leaving has exceeded those joining. (Source: NIH)

There are 7.5 million civilian non-institutionalized Americans ages 18 to 64 **employed with a disability**. (Source: US Census Bureau 2016)

The presence of **robots in the workforce** is steadily increasing. Distribution centers companies like Amazon and FedEx employ a great many robots. McKinsey Global Institute, a business research organization, predicted that about one-third of workers in the US will have to switch occupations because of technology

driven automation by 2030. However, jobs requiring human dexterity continue to thrive. Modern robots are not nimble enough to unload a truck filled with randomly sized boxes or pack those boxes onto a truck at the other end of the hub. However, automation continues to be a high priority for most businesses for obvious reasons.

**Robots** have long been helping to assemble cars but now are increasingly assisting with the manufacture of semi-conductors, LCD panels and other electronics. Robot installations in electronics factories grew by 41% last year. That is well above the 16% increase in industrial installations worldwide across all industries. Recent manufacturing trends indicate a rising demand for new devices, pressure to automate production and the increasing need for batteries, chips and displays. Robots are becoming more capable of more nimble work. The electronics industry now accounts for 31% of the annual supply of factory robots, catching up to the automotive industry which at 35% remains the top customer for assembly line automation. The total number of industrial robots in operation worldwide grew by 12% last year to 1.8 million. Other industries reflecting significant growth in the use of robots include metal, chemical, rubber and plastics, as well as food.

(Source: International Federation of Robotics)

Sales of **robotic exoskeletons** are expected to reach an estimated \$1.8 billion dollars, with more than 100,000 units sold by 2025, signaling high expectations for the specialty in the coming years. Meanwhile prices for exoskeletons are expected to decrease by more than 50% during the next decade, as costs come down. The devices are contributing to improved

*continued on page 8*

## DISABILITY HEADLINES continued

hand function as well as the rehabilitation for those with spinal cord injuries. Prosthetic arms are being developed which will fit over a patient's weak and deformed arm to provide support and function for those that could otherwise not use their arm effectively. *(Source: American Orthotic and Prosthetic Association)*

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Recent advances in **optogenetics**, in which biologists use light to control cells in living tissue, have great potential. When a light is shined on a neurocell a light sensitive protein activates the cell electrically. The FDA has already approved the use of optogenetics in the treatment of blindness. It can be expected there will be additional applications approved in the coming decade with light gaining access to the nerve that can control the muscle. With the evolution of motorized exoskeletons and synthetic motors, the path to regenerative medicine will accelerate. Using the person's own tissues with synthetic sensors will exploit the person's muscle constructively. *(Source: American Orthotic and Prosthetic Association)*

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3-D Printing for the manufacturing of **prostheses and orthoses** has arrived and is considered a cost reduction strategy, and allows for better accessibility and customization of prosthetic designs. Though options are already available on the internet for clinicians and researchers from different disciplines to manufacture their own devices, research has not caught up with the technology. Low cost prosthetic hands, arms and shoulders with practical and easy fitting procedures that can be performed remotely would be revolutionary. Consider that children often outgrow the devices, reduction in cost would accommodate them to a far better degree. The US Food and Drug Administration recently published guidelines for the industry outlining technical considerations associated with the 3-D printing processes.

**The highest paid bachelor's degrees** by daily-career pay/mid-career pay:

1. petroleum engineering \$94,600/\$175,500
2. actuarial mathematics \$56,400/\$131,700
3. actuarial science \$61,200/\$130,800
4. nuclear engineering \$69,000/\$127,500
5. chemical engineering \$70,300/\$124,500
6. marine engineering \$73,900/\$123,200
7. economics & mathematics \$60,000/\$122,900
8. geophysics \$54,100/\$122,200
9. cognitive science \$54,000/\$121,900
10. electrical power engineering \$68,600/\$119,100

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**Average salaries** in the fields such as nursing, hospitality and accounting top out well short of the \$100,000 plus that pharmacy graduates enjoy. Liberal arts majors start slowly but then enjoy earning surges later in their careers. *(Source: WSJ/The National Center for Higher Education Management Systems)*

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The expected **average starting salary** for 2018 U.S. college graduates is \$50,390 which is 2.8% more than 2017. *(Source: KornFerry)*

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Construction, technology and healthcare roles dominate a new **best jobs** report. Commercial project manager claimed the top spot with an average base salary exceeding \$81,000. Three construction jobs debuted on the list for the first time: pre-construction manager (#5 and a base salary of \$95,000), construction estimator (#12) and construction manager (#19). Machine learning engineer, with a base salary of \$136,000 gained popularity this year rising to #4 from #17 last year. Optometrist which has a base salary of \$131,000 ranked as the highest healthcare related role. Other jobs in the top ten are: 2) *full stack developer*, 3) *computer*



# DISABILITY HEADLINES continued

vision engineer, 4) machine learning engineer, 5) pre-construction manager, 6) construction superintendent, 8) data scientist, 9) chief estimator 10) development operations manager. (Source: WSJ)

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The states with the **highest and lowest six-year graduation rates** for bachelor degree students are as follows:

## Highest

Massachusetts . . . . .	70.9%
Connecticut . . . . .	67.5%
Rhode Island . . . . .	67.5%
Maryland . . . . .	66.4%
Iowa . . . . .	66.3%
California . . . . .	66.3%
Pennsylvania . . . . .	65.9%
Delaware . . . . .	65.9%
New Jersey . . . . .	64.8%
Vermont . . . . .	64.4%

## Lowest

Alaska . . . . .	32.1%
Nevada . . . . .	32.6%
Georgia . . . . .	38.7%
New Mexico . . . . .	40.1%
Arkansas . . . . .	42.6%
Oklahoma . . . . .	43.5%
West Virginia . . . . .	43.6%
Montana . . . . .	43.8%
Hawaii . . . . .	45.9%
Idaho . . . . .	46.0%

(Source: WSJ)

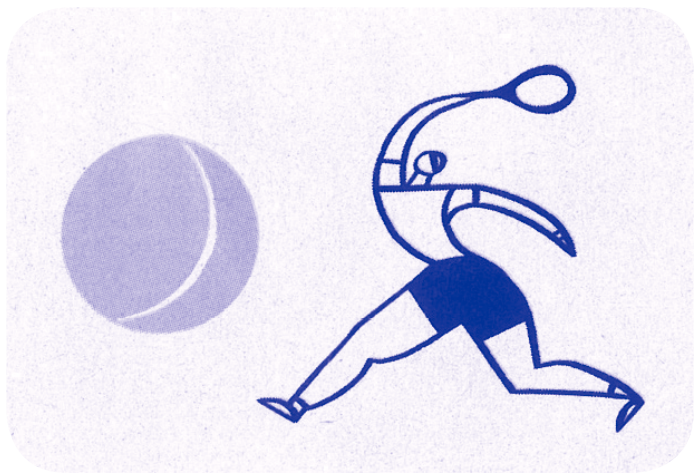
• • •

A movie that became both popular and notable is “Wonder”. It is about a facial disfiguring condition, **Treacher Collins Syndrome**. Children with this condition have been genuinely heartened by so many individuals with-

out the disorder flocking to see it. It is based upon a book that raised awareness of facial differences and indicating that kids with such syndromes are otherwise normal. **Erica Moss-holder**, Executive Director of the Children's Craniofacial Association, who has facial differences herself, said the book, published in 2012, has become an opportunity for kids with facial anomalies to talk about their lives if they choose to. For many it has been a window into their lives for their classmates and opened up a conversation about their deep desire for people to know them as just regular kids beyond their appearance. Teachers are exuberant about the book and its moral lessons. Moss-holder commented, “you can't force people to be kind. You can't really teach kindness, but you can inspire it.” (Source: *The Washington Post*)

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**Women** pay an average of \$51,000 more than men for long term health care in the USA. The overall average lifetime cost of long term health care is \$172,000. (Source: NIH)



# NATIONAL HOUSEHOLD EARNINGS

What the typical household earns in every state and D.C., using data from the Census Bureau.  
National average: \$75,885

51. Mississippi: . . . . .	\$56,358	25. Kansas: . . . . .	\$71,975
50. West Virginia: . . . . .	\$57,779	24. Oregon: . . . . .	\$72,013
49. Arkansas: . . . . .	\$58,850	23. Vermont: . . . . .	\$73,016
48. Alabama: . . . . .	\$60,601	22. Wyoming: . . . . .	\$74,667
47. Kentucky: . . . . .	\$61,757	21. Pennsylvania: . . . . .	\$75,235
46. New Mexico: . . . . .	\$63,057	20. Texas: . . . . .	\$77,585
45. South Carolina: . . . . .	\$64,115	19. North Dakota: . . . . .	\$78,828
44. Idaho: . . . . .	\$64,513	18. Rhode Island: . . . . .	\$79,024
43. Louisiana: . . . . .	\$65,229	17. Utah: . . . . .	\$79,414
42. Tennessee: . . . . .	\$65,368	16. Delaware: . . . . .	\$80,432
41. Montana: . . . . .	\$65,410	15. Illinois: . . . . .	\$81,865
40. Oklahoma: . . . . .	\$65,458	14. Minnesota: . . . . .	\$83,100
39. Indiana: . . . . .	\$66,480	13. Washington: . . . . .	\$84,022
38. Maine: . . . . .	\$67,001	12. Colorado: . . . . .	\$84,384
37. Missouri: . . . . .	\$67,210	11. New Hampshire: . . . . .	\$87,900
36. North Carolina: . . . . .	\$67,367	10. New York: . . . . .	\$89,397
35. Ohio: . . . . .	\$68,341	9. Virginia: . . . . .	\$90,881
34. South Dakota: . . . . .	\$68,419	8. California: . . . . .	\$91,149
33. Michigan: . . . . .	\$68,928	7. Hawaii: . . . . .	\$91,169
32. Florida: . . . . .	\$69,936	6. Alaska: . . . . .	\$92,191
31. Arizona: . . . . .	\$70,432	5. Massachusetts: . . . . .	\$97,295
30. Iowa: . . . . .	\$70,708	4. Maryland: . . . . .	\$100,071
29. Nevada: . . . . .	\$70,855	3. New Jersey: . . . . .	\$101,634
28. Nebraska: . . . . .	\$71,166	2. Connecticut: . . . . .	\$102,616
27. Georgia: . . . . .	\$71,420	1. District of Columbia: . . . . .	\$110,614
26. Wisconsin: . . . . .	\$71,459		

## WORTH READING

**Jeffrey Martin**, Professor of Kinesiology, Health and Sport Studies in Wayne State's College of Education, recently published the first textbook on Disability and Sport and Exercise Psychology. Martin's research has shown him that while there are differences between able bodied athletes and athletes with disabilities, there are far more similarities. Athletes with disabilities are just as competitive and driven as able-bodied athletes. They want to win but they face different challenges. Many disabled athletes can experience chronic pain, which makes training more difficult. Events such as the Para-Olympics provide a vast laboratory for research on this subject. Dr. Martin's book is entitled Handbook of Disability Sport and Exercise Psychology (Oxford University Press, 2017).



# The Problem of Ongoing Ageism

Age discrimination occurs when an employer treats an applicant or employee less favorably because of his/her age, according to the US Equal Employment Opportunity Commission.

Some companies target older American employees for layoffs. Since 2013 the agency estimated that IBM eliminated more than 20,000 employees ages 40 and older in the US though the company has denied the allegations.

Last year marked the fiftieth anniversary of the Age Discrimination in Employment Act, which protects people over age 40. A half-century later, age discrimination in the workplace remains notoriously difficult to prove.

Of the 18,376 cases filed with the US Equal Employment Opportunity Commission in 2017, only 2.2 percent were found to have a “reasonable cause.” Cases are hard to win because an employee must prove to the courts that the employer would not have taken that action but for his or her age. That is, age must be the factor. When preretirees are faced all day long with ageism, the effect can be unfavorable for that worker. One strategy that is being pursued by some of the organizations representing older workers is that

of phased retirement. Phased retirement gives people a much better emotional and financial way to leave the labor market than just going from full-out commitment to immediately stopping work altogether which can be a very challenging adjustment.

One of the incentives for companies to encourage aging workers to resign or retire is

economic as they claim they can often hire two new employees for what they pay one older worker. The World Health Organization (WHO) refers to ageism as “an insidious practice which has harmful effects on the health of older adults.” One commentator stated that ageism is the “last acceptable prejudice in America. With 10,000 baby boomers reaching 65 every day - a trend that began in 2011 and is set to continue until 2029 - it is clear that attitudes toward retirement need to be studied

carefully. After all, since the time Social Security set the retirement eligibility age at 65 in 1936, life expectancy at birth has gone up by 20 years. There are many employees who want to and need to work beyond their mid-sixties and that is going to be a huge societal issue for decades to come.





**AMERICAN BOARD OF DISABILITY ANALYSTS**

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