



# The Disability Analyst

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## BEST PRACTICES AND JUNK SCIENCE



We invite membership participation in identifying standards for best practices. For example, a recent report in US News and World Report revealed that many tests introduced by experts during testimony are not held in high regard by our scientific community. Only 40% of the psychological tests were rated favorably. Evidently junk science is alive and well when not monitored or regulated. The validity of such tests is challenged in less than 4% of court cases. Yet the fate of many people is directly affected by those tests results. In 2009, the National Research Council determined that testimony based on faulty forensic science analysis may have contributed to wrongful outcomes or convictions of innocent people but not much has happened since that report to change the status quo. Disability Analysts need to take a leadership role in helping to sift out the junk science from the good science as laid out in the federal rules of evidence which require that testimony is the product of reliable principles

and methods. Lawyers and judges rely upon our expertise in such matters. We encourage you to develop and maintain an extensive database of norms, which you find applicable and constructive in your own practice. By pooling our collective database, we can stand taller in promoting good science based on actual practice.

## KUDOS TO OUR PUERTO RICO MEMBERS

Despite hurricanes, coronavirus and governmental shortfalls our Central Office has received numerous reports of unheralded acts of courage, sacrifice and heroism from our territorial **neighbors and colleagues**. The University of Puerto Rico continues to be a bulwark against staggering adversity. We applaud our very large contingent of PR members for their bravery and generosity to their patients, clients and the public. We have offered several small support grants to assist during these challenging times.



## 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. Nearly seven years of preparatory work went into establishing this new program. Contact Central Office for information ([americanbd@aol.com](mailto: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, traineeships, etc. Please direct inquiries to Central Office at [americanbd@aol.com](mailto: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 important and timely items from 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](mailto:americanbd@aol.com) your contact 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](mailto: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 Central Office, please do so at your earliest convenience by contacting us at [americanbd@aol.com](mailto: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 are 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](mailto:americanbd@aol.com) and expression of interest to Ms. Lela Boggs. For current ABDA members in good standing, no examination will be required at this time.

## 2020 CONTINUING EDUCATION CREDIT CHANGED

**Due to coronavirus, reporting of CEU's for 2020 is waived and entirely optional.** The following information applies to 2021. 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.

**\* \* \* 2021 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, 2021)  
Renewal Fee (**three years**) . . . . . \$300 (U.S. Funds)  
(\$325 after January 10, 2021)  
Renewal Fee (**five years**) . . . . . \$450 (U.S. Funds)  
(\$475 after January 10, 2021)  
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, 2021** 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 2021 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

**For 2020 due to Coronavirus it is optional to list continuing education experiences** (from workshops, conferences, etc.) and/or self-study you have completed since January 1, 2020 (minimum 8 hours to fulfill annual requirement) but only if you wish to do so.

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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 Pike, Nashville TN 37205  
website: [www.americandisability.org](http://www.americandisability.org)**

## EMERITUS STATUS MEMBERS

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 Pike, Nashville, TN 37205.

## 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 eight months. 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.**

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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 (e-mail: [americanbd@aol.com](mailto:americanbd@aol.com) or fax: 615 327-9235). Decisions will customarily be made within 15 days. 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.

## NEW INITIATIVES

We are so pleased to have had so many members use this newsletter as a launching pad for achieving a publication. We enthusiastically invite any current member to submit a brief article for inclusion in a future newsletter.

Some topics that would be of great interest to our general membership are:

- **Disability in the Media**
- **Disability and Humor**
- **Has mental disability overtaken physical disability in the general population?**
- **What are the best and worst tools for disability analysts to use for research, training and practice?**



## ABMPP/ABDA FOUNDING EXECUTIVE OFFICER RETIRING

**Dr. Jeffrey T. Barth**, ABPP- CN, ABMPP received his Bachelors degree from Vanderbilt University in 1971 and his doctoral degree in Psychology in 1976 from the George Peabody College of Vanderbilt University. He completed his internship in 1977 at the Ft. Logan Mental Health Center in Denver, Colorado and was awarded a two-year postdoctoral fellowship in Clinic Neuropsychology at the University of Virginia Medical School. He holds the diplomate certification from the American Board of Professional Psychology, The American Board of Medical Psychotherapists (ABMPP), The American Board of Disability Analysts (ABDA) and the American Board of Clinical Neuropsychology. He is a Fellow of the American Psychological Association and the National Academy of Neuropsychology and has received several distinguished teaching awards. **Dr. Barth** is past president of the National Academy of Neuropsychology, current president of the National Academy of Neuropsychology Foundation Board of Trustees, past president of the Virginia Psychological Association, and holds the emeritus distinction of the Virginia Psychological Foundation. He is on the editorial board of 10 scientific journals, has co-authored or edited three books and over 230 scholarly articles and book chapters. He is recognized nationally and internationally for his research on the neuropsychological sequelae of mild traumatic brain injury and concussion, and he has been involved as a co-investigator and consultant on over 20 funded research grants. He is a member of the NFL Players Association concussion Committee and works with the Department of Defense and the American Academy of Neurology on the development of concussion management guidelines.

**Dr. Barth presently holds the position of Professor Emeritus in the Department of Psychiatry and Neurobehavioral Sciences, with joint appointments in the Department of Neurological Surgery and the Department of Electrical and Computer Engineering at the UVA Medical and Engineering Schools. He is the Founder of the Brain Injury and Sports Concussion Institute, and he has been the PI and Senior Scientist for the Defense and Veterans Brain Injury Center: Charlottesville. In 1992 he was awarded the John Edward Fowler Professorship in Clinical Psychology, an endowed chair in the UVA Eminent Scholars Program.** He is the recipient of the National Academy of Neuropsychology's 2005 Distinguished Neuropsychologist Award for lifetime achievements in the field of Neuropsychology, the 2006 Virginia Academy of Clinical Psychology's Distinguished Scientific Contributions in Clinical Psychology Award, and the 2012 Distinguished Service Award of the National Academy of Neuropsychology. In 2013, he received the "Toggle" Award from the Virginia Department of Aging and Rehabilitative Services for his dedication and leadership in serving veterans with brain injuries and he was honored with the first Lifetime Achievement Award from the Sports Neuropsychology Society.

**Dr. Barth** is best known for his pioneering work on mild traumatic brain injury and sports concussion, and the Sports as a Laboratory Assessment Model (SLAM) for brief baseline and post injury neurocognitive evaluation of athletes. This method of pre and post-concussion assessment has become the foundation for mild TBI evaluation and management for athlete safety and return-to-play decision-making in the NFL, NHL, NCAA, and many high school programs across the US. We are grateful for his early leadership in our organizations and his many contributions to our profession: His retirement is richly deserved.

### LIST OF NEW ABDA PROFESSIONAL ADVISORY COUNCIL MEMBERS

B.H. Frey Ph.D., Ed.D, BCMP, BCDA, ABDA . . . . .	(GA)
Barbara A. Gales, MD, MPH, ABDA. . . . .	(WA)
Averly Nelson, MD, Psychiatrist, ABDA, Emeritus . . . . .	(WA)
Christopher J. Reiss, PhD, MBA, LLM, EdD, DLitt, ABDA . . . . .	(NY)
Steven Mark Rosenberg, Ph.D., ABMPP, ABDA . . . . .	(PA)
Stanley Sarnacki, MscD., Sr., ACDA, ABDA, CP . . . . .	(NY)
Njideka Udochi, M.D., MPH., F.A.A.F.P., ABDA . . . . .	(MA)
Kelly Von-Schilling Worth, DC, DACAN, FICAN, DABCI, ABDA . . . . .	(WI)

# ★ PASSAGES AND MILESTONES ★

**Lifetime Member status is by far our largest category.** We appreciate the economies of scale afforded by our Lifetime Members. And Lifetime Members are the first to be invited to enjoy special benefits. Please consider making the change. See details on page 3.

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Our “**Safeguard the Future**” voluntary program of member donations is more than half way to meeting its goal. Periodically, we invite members to issue donations to help our multidisciplinary credentialing organization keep current with technology, record keeping, software, consultants, training, offering research seed money grants among other significant upgrades. We welcome voluntary donations (recommended amount \$50) issued to The American Board, 4525 Harding Pike, Nashville, TN 37205. Ninety-one more participants will help us reach our current goal.

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We are looking to add an additional twelve members to our **Professional Advisory Council (PAC)** by March 1, 2021. The term is for three years. PAC members have their names listed on all letterhead and other correspondence. The PAC is a major form of fund raising for special projects so an honorarium fee is required. For details, contact Central Office at [americanbd@aol.com](mailto:americanbd@aol.com).

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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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**Wanted:** Two National Co-Directors of Research. To prepare and submit two one page summaries of cutting edge research projects each year for distribution by Central Office to all members. Volunteers with publication experience are invited to apply by emailing expressions of interest and a current CV. Those selected will serve a two-year term on a voluntary basis and will be announced in The Disability Analyst.

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Congratulations to our newest Lifetime Member, **Stefanie A. Seanor (CT)**.

2020 marks the 30th Anniversary of the passage of the ADA July 26, 1990. Today no child can be denied schooling due to disability. Workplaces and public spaces have been transformed. Curbs and traffic crossings have been modified. The stigma of disability is diminishing. (Source: *Center for Disability Studies*)

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Special appreciation is due to **Lynn Laitinen-Kloss, MD, MPH** for contributing sample questions for our National Examination. Her questions are timely, compelling, informative and accompanied with authoritative answers and resources. More contributors to the examination are being sought. Simply remit your questions to Central Office.

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We are seeking researchers to study the **disabling effects of Coronavirus** and other major viruses. If you or your agency wishes to be a research investigator and/or small grant donor, be among the first to do so. Contact Central Office with your expression of interest.

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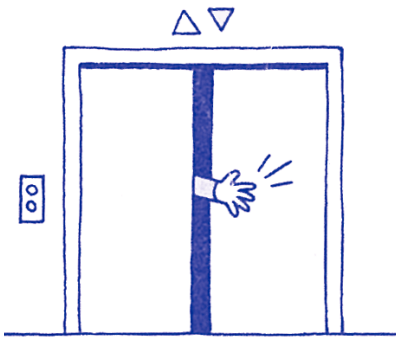
The 2021 edition of **The ABDA National Directory** will be available (on disk) Feb 1, 2021. Cost to members is \$236 (includes S&H) issued to The American Board (4525 Harding Pike, Nashville, TN 37205). The Directory is widely distributed to state and federal agencies, insurance carriers, hospital and healthcare systems, libraries, courts, law firms, rehabilitation facilities, clinics and professionals. It is revised annually.

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Previous issues of The Disability Analyst E-Newsletter are always available at no cost on line at our website: [americandisability.org](http://americandisability.org).

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**Need Contributors for National Examination Revision.** We invite current members to contribute up to 6 items for the exam to be updated next year. Items may be multiple choice, true/false or short essay. Please submit by April 1, 2021 to The American Board (4525 Harding Pike, Nashville, TN 37205-1520). You may add to your CV that you were a contributor to this important research project.



# ★ DISABILITY HEADLINES ★

Since our last newsletter, the world has changed a great deal. We wish all of our members and their families to **be safe**.

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**People with disabilities** make up nearly 20% of the population yet account for about 2% of onscreen characters, some 95% of which are played by able-bodied stars. (Source: *WSJ*)

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**Thousands die seeking disability payments.** In 2016, 8,699 Americans died on the SSDI waiting list. That number rose to 10,002 in 2017. About 8.8 million Americans depend on SSDI, a safety net to families who have worked a certain amount and paid Social Security taxes. The number continues to rise as the backlog grows. Legislation to address the backlog has stalled in Congress for several years. The government does not measure the work in years but in what it calls "work credits." Work credits factor in both employment activity and total earnings (a person can receive up to four work credits for a single year; in general, a lifetime total of 20 is required to qualify for SSDI). The government applies a stringent definition of disability. The inability to engage in substantial gainful activity due to a medically determinable physical or mental impairment that has lasted or is expected to last at least one year or to result in death. The average benefit is little less than \$1200 a month while the maximum allowable is \$2800. For comparison, the poverty level for a single adult is about \$1,010 per month; \$1,375 for a family of two and \$2,090 for a family of four. (Source: *Social Security Administration*)



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Nearly one in ten people went to the hospital in 2015 for non-fatal injuries. The cost of injuries that year was \$1.853 trillion dollars. The amount lost due to **permanent disability** was \$223 billion dollars. Injuries caused by falls or being hit by an object cost \$808 billion dollars for the 12.08 million people affected. (Source: *Injury Epidemiology*)

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19.2 percent of everyone **aged 65 and over was employed in 2018**. That's tied for the highest rate since 1962 and it is nearly double the level of the mid-1980s. (Source: *US Department of Labor*)

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The typical households run by someone with a **college degree** has \$116,900 in a retirement account more than triple the \$36,000 median for households run by someone with only a high school diploma. (Source: *New York Times*)

If interested in being a contributor to our e-newsletter, please submit a brief article of up to 1200 words on disk and hard copy to (ABDA, Central Office, 4525 Harding Pike, Nashville, TN 37205). Decisions by reviewers are made promptly within three to four weeks of receipt. We are especially interested in first time authors and it will afford an opportunity to enhance credentials by showing that you have published. Of course, experienced writers are also welcome to contribute.

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Only 19% of adults with disabilities held jobs last year compared with 66% of those without disabilities (Source: *Department of Labor*)

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Voter turnout is low among disabled persons partly due to logistical difficulties. If disabled persons voted at the same rate as otherwise-similar people without disabilities, there would be an additional 2.35 million voters. (Source: *Rutgers University*)

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**Worker's compensation laws** differ from state to state both in statutory provisions and judicial interpretations. But the paramount legal issue in all Worker Comp claims is whether or not the injury is **work related**. It does not have to be accidental injury; an illness or disease condition that is related to work conditions will suffice. The employer bears the burden of proof and is required to affirmatively rebut the presumption of compensability. (Source: *Internal Medicine*)

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Worker's compensation's quasi no-fault approach has been proposed as a model for adjudicating **medical malpractice claims**, which are currently decided by a fault-finding adversarial system. The injured patient is randomly compensated and the combative nature of the legal proceedings traumatizes the doctor-patient relationship and promotes the wasteful practice of defensive medicine. In many instances, fault simply cannot be ascertained. (Source: *The Economist*)

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Because the ADA didn't require all old buildings to be retrofitted, many remain inaccessible. (Source: *The Economist*)

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**No-fault medical injury systems** are currently in place in countries like Sweden and New Zealand. In those systems, the injured patients do not have to prove fault. All the claimant had to establish was "medical, surgical or dental or first aid misadventure." Medical error was

continued on page 8

# DISABILITY HEADLINES continued

defined like negligence as the failure of a registered health professional to observe a standard of care and skill reasonably to be expected in the circumstances. (Source: World Scientific Publishing Company)

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Faced with an aging American workforce, companies are increasingly navigating delicate conversations with **employees grappling with cognitive declines**. Workers experiencing stages of dementia may struggle with tasks they had completed without difficulty. The number of US workers between the ages of 65 and 74 will balloon until 2024 with 86% growth for the working population over 75. Encouragingly, studies show the rate of dementia diagnoses has actually fallen in recent years. The ADA guarantees certain rights and workplace accommodation and covers individuals with Alzheimer's diagnoses and certain other forms of dementia depending on the employees' position and level of impairment. (Source: Center for Public Affairs Research)

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Congress is beginning an investigation into **doctors hired to review applications to the federal disability program**. There was concern expressed about the quality of such reviews which could result in incorrect eligibility decisions. Reviewers are paid by the case and some reviewers were completing up to five applications per hour. Yet applications may contain hundreds if not thousands of pages of medical records. In Tennessee, doctors who review applications are on contract, paid a flat fee ranging from \$30 to \$47 per case. Some reviewers were billing upwards of \$400,000 each year. (Source: The Tennessean)

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**The number of Americans working in agriculture** in 1850 comprised 58% of the workforce but in 2012 only 1.5% of the workforce. In 2010, a 142,500 workers performed the duties of a switchboard operator but in 2017 the number had dropped to 80,380. The percentage of manufacturing jobs dropped from 26% in 1960 to 9% in 2015. (Source: Bureau of Labor Statistics)

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Since 1996, thirty-three states and DC have **legalized medical marijuana** and 10 have also legalized recreational marijuana. As a result, scores of jobs have sprung up around the growing marketing and selling of marijuana. (Source: Atlantic Monthly)

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In 2019, the **US unemployment rate** hit 3.7% one of the lowest levels in half a century. Yet, wage growth has been muted and inflation weak, leading economists to re-evaluate how they measure the labor market. Apparently, the official unemployment rate is increasingly inadequate



to gauge the health of the job market. Many part-time workers would prefer a full-time job and are considered under employed. (Source: US Department of Labor)

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**Gig workers** are independent contractors, online platform workers, contractor, farm workers, on call workers and temporary workers. Gig workers enter into formal agreements with on-demand companies to provide services to the company and companies clients. Many businesses want to ensure that Gig workers are considered to be contractors which would exempt them from the customary benefits of an employee. A critical factor is whether managers exert significant control over workers and whether the work is central to a company's business. Businesses argue that if Gig workers are considered employees instead of contractors it would be highly disruptive and oppressively costly to them. In the first six months of 2018, six states passed bills broadly carving out Gig workers from employment laws and effectively classifying them as contractors. This trend may grow. Such efforts came up short in Colorado, Georgia, North Carolina and California. (Source: Washington Post)

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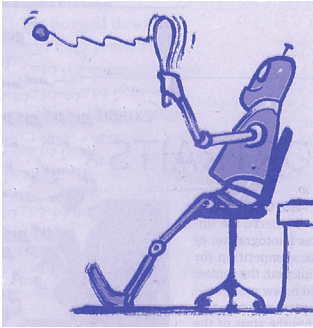
**Robots** are not replacing everyone but a quarter of US jobs will be severely disrupted as artificial intelligence accelerates **the automation of existing work**. Roughly 36 million Americans hold jobs with high exposure to automation - meaning at least 70% of their tasks could soon be performed by machines using current technology. Among those most likely to be affected are cooks, waiters, and others in food services, short haul truck drivers, and clerical office workers. The time line for those changes could be from a few years to about two decades. Automation happens more swiftly during economic downturns as businesses are eager to implement cost cutting technology as they lay off workers. Self-check out, kiosks and computerized hotel concierges will add to the number. A majority of US workers will be able to adapt to the shift without being displaced. Robot assisted kitchens are increasing. Changes will hit hardest in smaller cities. Younger workers will be highly impacted. But, the upside is that automation can create economic growth, reduced prices and increase demand while creating new jobs that make up for those that disappear. Undeniably machines are becoming more intelligent. Jobs requiring interpersonal skills and emotional intelligence will be largely unscathed. (Source: Brookings Institute)

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**Robots** are tireless, immune to disease and not given to heavy partying. They can drive cars, prepare blue venti lattes and even write short, humorous newspapers columns faster and more efficiently than humans. They do not need health insurance or pensions and do not



# DISABILITY HEADLINES continued



take sick days, much less vacations. They don't waste time at meetings and don't get bogged down in office politics. Dentistry, stand up comedy and logo design will be beyond their reach for now. They definitely do not need to go outside to vape. Robots do not strike or engage in slow downs. They don't

clamor for higher wages. They don't handle customer service or provide tech support and do require ongoing maintenance and reprogramming. Among **disappearing jobs** are paper delivery, cashier, mail carrier, retail salesperson, secretary/administrative assistant and bank teller. Automation, self-service, robots, drones and online channels will markedly reduce each occupation in the next few years. (Source: WSJ)

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**Virtual Reality (VR)** headsets have been added to the back rooms of all 4,600 UPS stores to train over one million workers how to stock shelves or use new online pick up machines. UPS is using the technology to simulate driving delivery trucks and VR is a training tool for eye surgeons in a Roche clinical trial that will be in widespread use soon.

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In its latest financial report, Social Security estimated that it made 3.4 billion dollars in **overpayment to disability insurance beneficiaries** in 2017, in part because of their failure to report work activities. There is a new focus on fraud and abuse which comes as a number of Americans seeking Social Security Disability benefits is plunging. The number of applications was down 29% in 2018 from a peak of about 2.9 million in 2010. In 2017, a former administrative law judge pleaded guilty for his role in a scheme to fraudulently obtain more than 550 million dollars in federal disability payments for thousands of claimants. Video conferencing for hearings is supplanting in person hearings. The reason being service can be improved to the public and wait times reduced. Presently, 860,000 people are waiting an average of 19 months for hearings to appeal the denial or termination of benefits. (Source: New York Times)

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In most industries, federal laws protect workers with disabilities, including mental illness. Church is an exception. Employees including pastors are still regularly fired after **disclosing mental health problems**. (Source: US Chamber of Commerce)

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**Employers are shifting to new hires with more education.** A high school diploma is no longer sufficient for entry level jobs in many manufacturing work settings. About 70% of new hires at Honeywell International last year in the aerospace business have at least an associate's

degree. Caterpillar linked a decrease in unionized workers to an increase in revenue of 20% from 2007 to 2018. Technical school graduates are sought after. (Source: WSJ)

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**Rank order of occupations with highest rate of suicide for men:** 1) Construction/extraction 2) Transportation and material moving 3) Production 4) Maintenance and repair 5) Management 6) Sales 7) Building and ground maintenance and cleaning 8) Food preparation and service 9) Office and administration 10) Computer and mathematics. (Source: CDC)

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**Rank order of suicidal occupations for women:** 1) Office administration 2) Healthcare professionals 3) Sales 4) Food preparation services 5) Medical Assistants 6) Management 7) Personal care and service 8) Business and financial operations 9) Education, training and library 10) Production. (Source: CDC)

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Administrative, manufacturing and back office jobs, work defined by routine tasks, have disappeared or have been **outsourced because of technology and automation**, hurting workers without college degrees especially hard. Real average hourly earnings for non-supervisory workers have risen less than 7% over the past decade. Outsourcing jobs such as security guards and call center operators to third party contracting firms has become a key part of corporations labor strategy. It allows them to shrink the size of their employee base, pay and benefits and means less job security for workers. (Source: Atlantic Monthly)

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Google parent Alphabet Inc. has more **outsourced workers** than full-time employees. These 100,000 plus TVC-an abbreviation for temps, vendors and contractors, test Google's self-driving cars, review legal documents and manage data projects among other jobs. (Source: LA Times)

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Millennials in 2016 overtook **Genxer's** as the largest generation in the workforce. They also demand a sense of mission on the job and a greater voice in corporate policies. (Source: New York Times)

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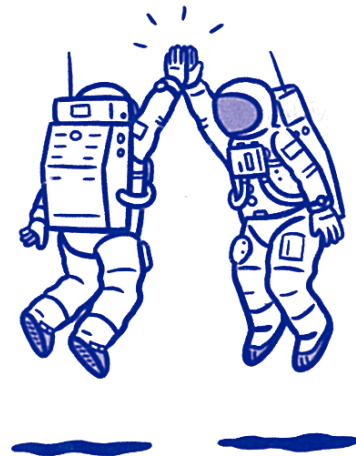
An increasing number of **adult changing tables** are appearing in public restrooms. Persons with disabilities and the elderly benefit from such facilities. Those with incontinence or catheters need a safe clean place. Legislation is being proposed to require highway rest areas, airports and bus stations, parks, community centers and shopping centers to provide an enclosed assisted use toilet facility. (Source: Washington Week)



# PROMISING CAREERS

A look at the highest paid, fastest growing jobs in the US that require a degree.

<b>I. A Bachelors degree</b>	<b>Median pay</b>	<b>Average rate from 2016 to 2026 Projection</b>
Information Security Analysts	\$98,350	29%
Operations Research	\$83,390	27%
Software Developers, Apps	\$105,590	24%
Health Managers	\$99,730	20%
Financial Managers	\$127,990	19%
<b>II. A Masters degree</b>		
Physician Assistants	\$108,610	37%
Statisticians	\$88,190	34%
Nurse Practitioners	\$113,930	32%
Occupational Therapists	\$84,270	24%
Education Administrators	\$94,340	10%
<b>III. A Doctoral or Professional degree</b>		
Physical Therapists	\$87,930	28%
Veterinarians	\$98,830	19%
Dentists	\$156,240	19%
Health Teachers	\$78,470	15%
Medical Scientists	\$84,810	13%
<b>IV. Number of Jobs in 2016 for these professions</b>		
Information Security Analysts	98,000	
Operations Research	114,000	
Software Developers, Apps	1,256,200	
Health Managers	352,200	
Financial Managers	580,400	
Physicians Assistants	106,200	
Statisticians	40,300	
Nurse Practitioners	203,800	
Occupational Therapists	130,400	
Educational Administrators	180,100	
Physical Therapists	239,800	
Veterinarians	79,600	
Dentists	153,500	
Health Teachers	1,314,400	
Medical Scientists	130,000	



(Source: Bureau of Labor Statistics)

## SECOND CHANCE EMPLOYER FOR FELONS

At Nehemiah Mfg in Cincinnati workers with a criminal past are the norm rather than the exception: 80% of the 180 person workforce. While some still struggle with substance abuse, mental illness or homelessness, Nehemiah has taken bold measures to help retain motivated workers. This population has proven to be loyal employees in a tight labor market. Yoga classes and lavish cafeterias are available.

The experiment began in 2011. Social services and legal services have been made available. Annual turnaround now is 15% well below the 38.5 percent for comparable businesses Kroger and other Ohio based companies have taken notice and are starting their own programs. Nehemiah has launched a transportation service to aid employees without cars to get to their jobs.

## WOMEN ENTER BLUE COLLAR JOBS

A growing number of women are taking jobs in blue collar roles that have long been and still are mostly men, including police officers, construction laborers and electricians. The increase has been especially pronounced in transportation and material moving, a field that includes truck drivers, delivery people and warehouse workers. In 2018, 43% more women worked in that category than in 2000. The overall number of women in the workforce increased about 15% during that time. The number of women working as security guards, police officers and other protective service jobs also rose more than 40% since 2000. Women working construction jobs has increased 23%. Now nearly 9% of truck drivers are women but in the past these figures dropped off during economic downturns. In the past, women traditionally were steered toward jobs in nursing, cleaning, education, childcare and secretarial work. Increases in certain professions from 2009 to 2019 are as follows: auto mechanic 2%, construction laborer 4%, delivery truck driver 6%, electrician 3%, highway maintenance worker 4%, painter 7%, plumber 2%, welder 5%, agriculture worker 22%, freight and stock laborer 20%, taxi, ride hailing service driver 17% and tractor trailer driver 9%. (Source: The Conference Board)



## WESLEY TRIGG: TECHNICAL ADVISOR

Born in St. Louis, I moved to Nashville to earn a Bachelor's degree in Psychology at Fisk University where I was a member of Psi Chi, the International Honor Society for Psychology. I completed a Masters degree while working as a Mental Health Technician at Vanderbilt University Medical Center. My exposure there to actual psychiatric inpatients with wide ranging diagnoses sparked a deep interest in psychodiagnosis, psychotherapy and the rehabilitation process and the professions that facilitated favorable outcomes. These individuals were no longer impersonal case studies but real men, women and children I encountered daily.

My foundation in the applied behavioral sciences led me to a career in Human Resources. In the corporate world I could merge my clinical skill set into best practices in the private sector. As Senior Manager of the HR Field Operations for Community Health Systems I was afforded a special perch to observe how wide ranging professions compliment one another in effective teamwork fostering productive outcomes for organizations and individuals.

Joining the Central Office staff of The American Board as Technical Consultant I help plan and publicize continuing education programming and publications at the highest level addressing timely themes in mental health and rehabilitation. The importance of credentialing became abundantly clear in watching a generation of ABDA and ABMPP leaders emerge and make monumental contributions to their fields and to the public.

Valuable mentoring guided me toward serving on the Board of Directors for Friends of Mill Ridge Park, a non-profit organization creating public park spaces in underserved local areas, volunteering as a ministry leader for Mt. Zion Baptist Church, building homes with Habitat for Humanity and working with Hands on Nashville. Looking ahead I aspire to help promote the destigmatization of disability and mental illness as persons with those issues have a special place in my heart, my work and my life.





**AMERICAN BOARD OF DISABILITY ANALYSTS**

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