

Michael C. McClanahan, Ph.D.

Post Office Box 2782
Auburn, Alabama 36831-2782
(334) 707.6027
VocAndRehabConsultants@gmail.com

Education:

Postgraduate:

Auburn University Department of Rehabilitation and Special Education
Ph.D. Program in Rehabilitation Services. February 1994

University of Georgia Department of Rehabilitation
Masters Degree (M.Ed.) in Rehabilitation Counseling. June 1981

Professional:

Auburn University Department of Rehabilitation and Special Education
Bachelor of Science Degree (B.S.) in Rehabilitation Services. August 1977

Employment:

2020 - Present

Consultant and Instructor

Auburn University

Consult and teach in AU's new Vocational Evaluation Forensic Certificate Program. Assist with revision and updating AU's Vocational Evaluation courses and Proprietary Rehabilitation course.

1983 - Present

Vocational Evaluator/Consultant

Private Practice (DBA.: *Vocational & Rehabilitation Consultants*)

Conduct Vocational and Rehabilitation Assessments, including Life Care Plans and Vocational Evaluations, to assist in rehabilitation process and provide expert witness testimony in personal injury and Social Security cases. Conduct all phases of job placement activities, including Labor Market Survey, job modifications, and transferrable skills analysis. Provide training and consultation in topics related to vocational rehabilitation to rehabilitation professionals and agencies. Worked as consultant with various companies, universities, and state agencies including EEOC, Florida Rehabilitation Center for the Blind, Georgia Rehabilitation Association, Private Rehabilitation Suppliers of Georgia, MedStat, Southeastern Transitions, Vocational Assessments, Human Services, Siskin Rehabilitation Hospital, Savannah Sugar, SunCoast Training, Auburn University, Georgia Department of Corrections, Troy State University, Auburn University at Montgomery (AUM), and the Alabama Department of Rehabilitation Services.

September 1994 - June 1995 / May 2002 - December 2002 / January - May 2007 / August - December 2007 / January - May 2008

Instructor/ Adjunct

Auburn University

Teach undergraduate and graduate level courses in topics germane to the profession of rehabilitation. Write grants, conduct research, and supervise practicum and intern students.

September 1988 - February 28, 1994

Director, Vocational Evaluation and Adjustment Services Training Project

Auburn University

Direct, coordinate, and conduct training programs relevant to the needs of practitioners in vocational evaluation and adjustment services throughout Region IV. Duties involved annual needs assessment survey, grant writing, fiscal management, resource manual development, technical assistance to community rehabilitation programs and individuals, and serving on various task forces and professional organizations. Approximately 500 persons were trained annually.

September 1983 - June 1986

Extension Associate/Graduate Teaching Assistant

Auburn University

Market coordinate, and conduct vocational evaluations and related services throughout southeastern region of the United States. Provide assessments of injured individuals for private industry, private rehabilitation suppliers, vocational rehabilitation, members of the legal and medical profession, and private individuals. Coordinate and conduct training programs in topics related to vocational evaluation to rehabilitation and legal professionals. Programs accredited for Continuing Legal Education Credits, CEU's, CRC's, and CCWAVES. Also served as Director, Vocational Evaluation (Extension Associate Faculty, Auburn University) Auburn University on contract with Department of Youth Services, Mt. Meigs, Alabama. Duties involved supervising vocational evaluation staff in the provision of assessment services to approximately 500 Department of Youth Services' students.

June 1982 - September 1983

Vocational Consultant

Crawford Rehabilitation Services, Inc., Savannah, Georgia

Responsible for case management and vocational evaluation of persons with disabilities. Conduct vocational evaluations utilizing psychometric tests; work history analysis, and work sample approach. Other services provided include counseling, job placement, legal and medical coordination, and general case management; vocational expert, Social Security Administration.

June 1981 - June 1982**Rehabilitation Specialist****International Rehabilitation Associates, Savannah, Georgia**

Responsible for the provision of rehabilitation services to persons with work related injuries. Specific duties include job placement, counseling, follow-up medical and legal coordination, case management, and vocational evaluation.

February 1979 - June 1981**Vocational Evaluator****Goodwill Industries, Savannah, Georgia**

Responsible for the vocational evaluation of Division of Vocational Rehabilitation referrals and private referrals including workers compensation claims. Managed caseload of clients in work adjustment, along with vocational evaluation duties.

September 1977 - February 1979**Assistant Director****Touch Point, Inc., Athens, Georgia**

Responsible for the administration and counseling of residents in a residential program for substance abusers. Job duties include conducting group counseling sessions, overseeing management of the residents, crisis intervention, coordination of services with Mental Health and other state agencies, and with Alcoholics Anonymous.

Coursework (Postgraduate Only)**Vocational Evaluation**

Fundamentals of Individual Appraisal (ECP 701), 1979, 5 hours,
University of Georgia

Evaluation of Vocational Potential (ECP 703), 1980, 5 hours,
University of Georgia

Interpretation of Vocational Evaluation Data (ECP 704), 1981, 5 hours,
University of Georgia

Theories of Vocational Development (ECP 901), 1981, 5 hours,
University of Georgia

Seminars in Vocational Development and Rehabilitation (RSE 650), 1984,
7 hours, Auburn University

Rehabilitation Counseling

Special Problems in Counselor Education (ECP 600), 1979, 5 hours,
University of Georgia

Rehabilitation Counseling (ECP 888), 1980, 5 hours, University of Georgia

Practicum in Counseling (ECP 980), 1980, 5 hours, University of Georgia

Applied Projects in Counseling (ECP 765), 1981, 5 hours, University of Georgia

Research and Statistics

Research in Rehabilitation (ECP 699), 1979, 5 hours, University of Georgia

Research in Counselor Education (ECP 699), 1981, 5 hours,
University of Georgia

Statistical Methods in Research (FED 672), 1984, 4 hours, Auburn University

Research in Experimental Design (FED 673), 1984, 4 hours, Auburn University

Advanced Statistical Methods (FED 675), 1985, 4 hours, Auburn University

Advanced Research in Experimental Design (FED 676), 1985, 4 hours,
Auburn University

Research Methods in Education (PCP 699), 1980, 5 hours,
Armstrong State College

Other Relevant Coursework

Human Factors Engineering (IE 508), 1984, 5 hours, Auburn University

Behavior in Organizations (MN 605), 1985, 5 hours, Auburn University

Curriculum Teaching in Rehabilitation (RSE 652), 1985, 5 hours,
Auburn University

Industrial Psychology (PG 561), 1985, 5 hours, Auburn University

Advanced Industrial Psychology (PG 670), 1985, 5 hours, Auburn University

Computers and Rehabilitation (RSE 65R), 1985, 4 hours, Auburn University

Applied Project (GSC 927), 1981, 5 hours, University of Georgia

Program Organizations in Rehabilitation (RSE 653), 1983, 4 hours,
Auburn University

Courses Taught (Post PhD)

Vocational Evaluation in Rehabilitation, Fall 2007, Auburn University, Alabama (on campus and distant ed)

Advanced Assessment in Rehabilitation, Fall 2002, Auburn University, Alabama. (on campus and distant ed)

Proprietary Rehabilitation, Fall 2002, Auburn University, Alabama.

Advanced Assessment in Rehabilitation, Spring 1995, Auburn University, Alabama.

Introduction to Vocational Evaluation in Rehabilitation, Fall 1994, Auburn University, Alabama

Job Development & Placement in Rehabilitation, Spring 1995, Auburn University, Alabama.

Short term (one year or less) Projects

Troy University. Assisted with the development and writing of a Rehabilitation Services Administration (RSA) grant application for funding of a master's degree rehabilitation counseling program. The application focused on the recruitment and support of 15 students from Alabama, Florida and Georgia with disabilities and from racially diverse groups. Enrolled students' options included job development and placement, vocational evaluation, and working with individuals who are blind/visually impaired and/or deaf/hearing impaired.

Auburn University at Montgomery. Assisted with the development and writing of a Department of Education "Gear Up" grant application for funding of college support of culturally disadvantaged. The application focused on the recruitment and support of students from below par school systems in Alabama.

Savannah Sugar. Conducted on-site analyses of reading and math requirements of twenty-two (22) positions at the Savannah Sugar Refinery plant. The initial phase involved three days on site, and included observations of the job being performed, and meeting with managers, supervisors, and incumbents. The method of data collection included (a) on-site observation of the job, (b) structured interview with (an) incumbent(s), and (c) structured interview with position supervisor.

Florida Agency for the Blind, Daytona, Florida. Provided technical assistance to the vocational programs, including evaluation, and job development and placement. Conducted on-site review for three days and submitted detailed recommendations for service delivery system, and monitored progress for one year.

Georgia Department of Corrections. Designed and implemented a system for assessment of more than 150 female inmates of the State of Georgia penal system. The assessment yielded recommendations for placement into one of the Department's career programs while the inmate was incarcerated, and detailed suitable employment opportunities upon release. Following the initial 150 assessments, the system was replicated for use in the six assessment centers statewide.

W.R. Grace, Inc. Conducted a review of the efficacy of the testing and placement program for a unionized plant in Indiana in relation to a union dispute. Demonstrated positive correlation between test scores and successful job performance, and testified accordingly. Magistrate upheld use of testing program.

Professional Presentations/Lectures:

- Coordinator and presenter at more than 150 conferences, training programs, and workshops while maintaining Project Director position at Auburn University (1988-94). Recent professional presentations:

The Vocational Evaluation Forensic Certification (VEFC) Program at Auburn University (2021). VECAP National Training Conference.

A Model for Forensic Vocational Evaluation (2021). VECAP National Training Conference.

The Role of Vocational Evaluation in Social Security, Worker Compensation, Personal Injury, and Vocational Rehabilitation: A Case Study (2020). International Presentation to KEAD, Rehabilitation Counselors of Korea.

Vocational Disability Ratings: A Vocational Expert's Perspective. Handling the Workers' Compensation Case From Start to Finish. National Business Institute.

The Grid & The Social Security - Work Comp Interface(2019). Worker's Compensation Lunch and Learn Seminar, Montgomery, Al.

Anybody Can do it with the Right Tool; It Takes Real Skill to Do it with the Wrong Tool (2017). VECAP National Training Conference, Atlantic Beach, NC.

The Business of Vocational Evaluation: An Expert's Perspective (2016). North Carolina VECAP Training Conference, Atlantic Beach, NC.

Unsworn Testimony of a Vocational Expert (2015). The University of Mississippi Law School. Ridgeland, Ms.

Please ask the Question! A Vocational Expert's Perspective. Florida Bar Worker Compensation Conference (2013). Orlando, Fl.

Cross Examination of a VE in Social Security Hearings: A Vocational Expert's Response (2010). The University of Mississippi Law School. Ridgeland, Ms.

Tackling Complex Social Security Law Issues (2009). One day training sponsored by National Business Institute. Montgomery, Al.

Improving the Quality of Vocational Evaluation (2007). Darden Rehabilitation Foundation, Inc., Gadsden, Al. Two day training to the staff and contractors of Darden Rehabilitation Foundation.

The idiot's guide to expert testimony (2007). Full day pre conference training. The 13th National Forum on Issues in Vocational Assessment. Auburn University, Alabama.

Interfacing vocational evaluation with Social Security, workers' compensation, and personal injury cases: a practitioner's perspective (2007). The 13th National Forum on Issues in Vocational Assessment. Auburn University, Alabama.

Effective counselor use of interest and temperament data (2005). Private Rehabilitation Suppliers of Georgia training conference. Atlanta, Georgia.

Avoiding 100% vocational disability: a vocational expert's perspective (2005). Alabama Claims Association Annual Conference. Birmingham, Al.

Anybody can do it with the right tool. It takes a real pro to do it with what you've got (2004). Pre conference training. Georgia Rehabilitation Association Annual Conference. Savannah, Georgia.

Choosing the hill you die on. A discussion of ethics (2003). Pre conference training to Georgia Rehabilitation Association Annual Conference. Jekyll Island, Georgia.

The truth, the whole truth, and nothing but the . . . what? (2002). Pre conference training to Georgia Rehabilitation Association Annual Conference. Jekyll Island, Georgia.

Good guys, bad guys and our guys. (2002). Presentation to the Georgia Citizen Advocacy Agency Annual Conference. Savannah, Georgia.

Vocational expert testimony in workers compensation and personal injury cases (2000). Workers' Compensation Seminar. Alabama Bar Institute for Continuing Legal Education. Birmingham, Al.

License to take the high road: a discussion of ethics (1999). Georgia Rehabilitation Association Annual Conference. Jekyll Island, Georgia.

Interface of workers compensation and personal injury cases from a vocational expert's perspective (1999). Workers' Compensation Seminar. Alabama Bar Institute for Continuing Legal Education. Birmingham, Al.

Interpreting vocational evaluation reports (1998). One-day training to Georgia Department of Corrections. Macon, Georgia.

Vocational evaluation training. (1998). Week long continuing education training. Auburn University, Alabama.

Professional Writing:

McClanahan, M. (2020). Anybody Can do it with the Right Tools; It Takes Real Skill to Do it with the Wrong Tools. Vocational Evaluation & Career Assessment Professionals (VECAP) Journal. Fall 2020, Vol. 15, Number 2.

McClanahan, M. (2020). Vocational Disability Ratings: A Vocational Expert's Perspective. Handling the Workers' Compensation Case From Start to Finish. National Business Institute.

McClanahan, M. (2009). Vocational expert testimony in Social Security hearings. Tackling Complex Social Security Law Issues. National Business Institute. Montgomery, Al.

McClanahan, M. (2008). The idiot's guide to expert testimony. In R. McDaniel (Ed.). The issues papers, The 13th national forum on issues in vocational assessment. Auburn University, Alabama.

- McClanahan, M. (2000). Vocational expert testimony in workers compensation and personal injury cases. Workers' Compensation Seminar. Alabama Bar Institute for Continuing Legal Education. Birmingham, AL.
- Brown, C., McDaniel, R., Couch, R., & McClanahan, M. (1994). Vocational Evaluation Systems and Software: A Consumer's Guide. Materials Development Center, University of Wisconsin-Stout. Menominee, Wisconsin.
- McClanahan, M. (1994). Users' satisfaction ratings of vocational evaluation systems and job search software. Doctoral dissertation. Auburn, AL: Auburn University.
- McClanahan, M. (Ed.) (1992). Improving the Quality of Vocational Evaluation Services. Auburn University Program for Training and Development. Auburn, AL.
- McClanahan, M. (1993, 1992, 1991, 1990, 1989). Survey: Vocational evaluators' training needs assessments for RSA Region IV. Unpublished manuscripts. Auburn, AL: Auburn University.
- McClanahan, M. (1988-1993). Senior author on six (6) and secondary author on eight (8) Rehabilitation Services Administration Long-Term Training Grant Applications.
- McClanahan, M. (1988). A survey of claimants perspectives post-settlement. Paper presentation to the Southern Association of Workers' Compensation Administrators. Savannah, GA.
- McClanahan, M. (1987). The rehabilitation professional. In Georgia Trial Lawyers Association Annual Conference Proceedings. GTLA: Atlanta, GA.
- McClanahan, M. (1986). Ethical dilemmas encountered by rehabilitation professionals in public versus private settings. In R. Fry (Ed.). The issues papers, The first national forum on Issues in vocational assessment. Menominee, WI: University of Wisconsin-Stout, MDC.
- McDaniel, R., & McClanahan, M. (1993). Selecting vocational evaluation tools. In R. Fry and W. Garner (Eds.). The issues papers, The sixth national forum on Issues in vocational assessment. Menominee, WI: University of Wisconsin-Stout, MDC.

Affiliations and Achievements:

Member, Vocational Evaluation Career Assessment Professionals (VECAP)
Senior Disability Analyst and Diplomate, American Board of Disability Analysts
Robert H. Couch Outstanding Student Award, 1994
Certified Vocational Evaluator (CCWAVES) 1990-2000
Certified Rehabilitation Counselor (CCRC) 1982 - 2007
Alabama Department of Rehabilitation Services Head Injury Task Force, 1989-94
President, Alabama VEWAA, 1990-91
President-Elect, Rehab Interest Group - 1983-84
Town Council Member, Waverly, Alabama - 1984-86