



**Mirfak
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Vocational Evaluations

Life Care Planning

Labor Market Research

Job Analyses

Vocational Rehabilitation

Expert Testimony

SUSAN VAN De BITTNER, PH.D., RN

CURRICULUM VITAE

EDUCATION

- 1978 Doctor of Philosophy Degree. Major: Cultural Anthropology, Specialties: Medical and Epidemiology.**
University of Colorado, Boulder, Colorado
Dissertation: California Filipino Cardiovascular Disease Mortality
1968-1972: Socioeconomic and Demographic Factors
- 2005 Certificate of Completion. Major: Life Care Planning.**
University of Florida and MediPro Seminars, LLC, Ocoee, Florida
- 1975 Master of Arts Degree. Major: Cultural Anthropology.**
University of Colorado, Boulder, Colorado
- 1974 Master of Nursing Degree. Major: Family and Community Nursing.**
University of Washington, Seattle, Washington
- 1972 Bachelor of Science Degree. Major: Nursing.**
University of Evansville, Evansville, Indiana

LICENSE

- 1977 Registered Nurse, California Board of Registered Nursing,**
Sacramento, California, #267093

CERTIFICATIONS

- 2011 Qualified Progressive Goal Attainment Program Provider - LifeTEAM, University Centre for Research on Pain and Disability, McGill University**
- 2005 Certified Life Care Planner, Commission on Health Care Certification, (CLCP), #813**
- 1993 Certified Case Manager, Commission for Case Manager Certification, (CCM), #09028**
- 1985 Certified Disability Management Specialist, Certification of Disability Management Specialists Commission, (CDMS), #24268**

1980 **Certified Rehabilitation Registered Nurse**, Rehabilitation Registered Nursing
Certification Board, (CRRN), #8704

PROFESSIONAL ASSOCIATIONS

Association of Rehabilitation Nurses
California Association of Rehabilitation and Reemployment Professionals (CARRP, 1976 -2007)
International Academy of Life Care Planners
International Association of Rehabilitation Professionals

CONTINUING EDUCATION

Completed courses, seminars and sessions sponsored by the following institutions and associations from 1972 to the present:

Association of Rehabilitation Nurses
California Applicants' Attorneys Association
California Association of Rehabilitation & Reemployment Professionals
California Manufacturers Association
California Self-Insurers Association
California Workers' Compensation Defense Attorneys' Association
California Workers' Compensation Institute
Individual Case Management Association
Industrial Claims Association
International Association of Rehabilitation Professionals
Job Accommodation Network
MediPro Seminars, LLC (Intellicus)
Nursing Pain Association
Progressive Goal Attainment Program (PGAP)
Rehabilitation Insurance Nurse Group
San Francisco State University
University of California, Berkeley Extension
University of Florida

PROFESSIONAL EXPERIENCE

**1977-
Present** **Vice President, Life Care Planning & Management, Vocational
Research, Ergonomic Consultant, Certified Case Manager**, Mirfak
Associates, Inc., Walnut Creek, California

Life Care Planning and Management

- Prepare life care plans which project needs and costs for long-term medical care, adaptive equipment, attendant care, modifications of the home, and other accommodations.
- Assess wheelchair, adaptive van and related mobility needs of individuals with serious disabilities and illnesses; facilitate the purchase and delivery of appropriate equipment.
- Assess the continuing need of ongoing life care services.
- Conduct retrospective attendant care analyses to determine the level of care provided by relatives and the appropriate compensation rate for those services.

Vocational Research

Research vocational issues, labor market, employer contact, transferable skills, and statistics.

Certified Case Manager

Disability Management Consulting

- Provide assessments, coordination, and management services to individuals and employers.
- Assist individuals in retaining current jobs.

Medical Case Management

- Coordinate medical and community services for individuals.
- Research and obtain appropriate medical referrals.
- Increase communication effectiveness on complex cases.
- Focus on enabling the client.
- Work with individuals and groups for private pay, or third-party pay when authorized.

Ergonomic Consultant

Evaluations and Training

- Evaluate the employee's job activities, along with the tools and equipment needed to perform the job. (Have been developing job modifications with clients since 1980.)
- Define risks, and determine what changes are needed to alleviate, mitigate or prevent injuries.

- Provide recommendations regarding specific equipment, and actions for the employee to take, in order to mitigate or resolve the risks.
- Coordinate with the employer and employee effective solutions and plans.
- Provide training for groups, or on an individualized basis.
- Schedule follow-up contact after implementation. Evaluate further, and fine-tune work process and workstation set-up.

1979- 1980 Regional Program Consultant, State Department of Health, Berkeley, California

Evaluated family planning clinics in the State of California. Provided documentation of findings and recommendations.

1976- 1978 Teaching Associate/Research Assistant, University of Colorado, Boulder, Colorado

Evaluated and graded all Master's level student research papers and proposals at the School of Nursing. Provided annotated bibliographies for classes in administration.

1973- 1974 Team Leader, Rehabilitation Unit, Group Health Hospital, Seattle, Washington

Developed and implemented managed care and care plans of recovering patients with wide range of disabilities.

1971- 1972 Team Leader, Welborn Memorial Hospital, Evansville, Indiana

Directed team of health care professionals, in medical and surgical units. Responsible for patient care plans and activities.

1972 Team Leader, Bartholomew County Hospital, Columbus, Indiana

Managed staff team. Provided patient care in a variety of units, including medical, surgical, obstetric and pediatric.

PROFESSIONAL ACTIVITIES

2012- 2013 *President Elect*, International Association of Rehabilitation Professionals, California Chapter

2012- 2013 *Chair*, By-Laws Committee, International Association of Rehabilitation Professionals, California Chapter

- 2012-2013 *Member*, Public Relations Committee, International Association of Rehabilitation Professionals, California Chapter
- 2011-2014 *Member*, Legislative Committee, International Association of Rehabilitation Professionals, California Chapter
- 2011- *Member*, American Nurse's Association
- 2007- *Member*, International Association of Rehabilitation Professionals
- 2005- *Member*, International Academy of Life Care Planners
- 1993-2007 *Member*, California Association of Rehabilitation and Reemployment Professionals
- 1979- *Member*, Association of Rehabilitation Nurses
- 1977-2002 *Member*, Rehabilitation Insurance Nurses' Group
- 1994-2000 *Member*, Nursing Pain Association, U.C.S.F., San Francisco, CA
- 1995-2000 *Vice President*, Rehabilitation Insurance Nurses' Group
- 1994-2000 *Board Member*, Rehabilitation Insurance Nurses' Group
- 1992-1998 *Member*, Individual Case Management Association
- 1982-1983 *Board Member*, Rehabilitation Insurance Nurses' Group

PRESENTATIONS

- Sept. 1997 *Speaker*, "Pain Resolution, Ergonomics, & Return to Work," Employment Advisory Council Meeting, Institute for Career Development, Division of Goodwill, San Jose, California.
- June/July 1997 *Speaker*, Workshop, Ergonomics: Public Works, City of Richmond, Richmond, California.
- May 1997 *Speaker*, Seminar, "Healing from Repetitive Strain Injury," East Bay RSI Support Group, Oakland, California.
- Feb. 1996 *Moderator and Panelist*, Seminar, "Pain Management," Rehabilitation Insurance Nurse Group, Dublin, California.

- June 1994 *Speaker*, Seminar, on "Pain Management," Rehabilitation Insurance Nurse Group, Berkeley, California.
- June 1994 *Speaker*, Workshop, "Pain Management," Mt. Diablo Vocational Services, Concord, California.
- 1983 *Lecturer*, Industrial Claims Association, San Francisco, California.
- Oct. 1982 *Speaker*, Annual Convention, "Red Flags; Early Identification of Problem Cases," Association of Rehabilitation Nurses, Houston, Texas.
- June 1974 *Presenter*, Annual Convention, Factors Affecting Walk-in Clinic and Hospital Patients. American Anthropological Association, Boston, Massachusetts.

PUBLICATIONS

- Van de Bittner, S., Toyofuku, M. I., & Mohebbi, A. (2012). Labor market survey methodology and applications. *The Rehabilitation Professional* 20(2), pp. 119-136.
- Field, J. E. (Ed.), Ferra, L.M., Ferra, K.P., Van de Bittner, S.K., Van de Bittner, E. E., Mohebbi, A., Suhonos, L. (2012). *QDR: The quick desk reference for the forensic rehabilitation consultants*. Athens, GA: Elliott & Fitzpatrick, Inc.
- Vega, E. N., Van de Bittner, E. E., Toyofuku, M. I., Van de Bittner, S. K., & Mohebbi, A. (2008). Use of Workers' Compensation Earning Capacity (WCEC) formula in determining diminished future earning capacity in California. *The Earnings Analyst*, X, 62-97.
- Taylor, D., & Vega, E. (Eds.), Choppa, T., Davis, E., Dillman, E., Farnsworth, K., Field, T. F., Fountaine, J., Griffin, S., Grimes, J., Jayne, K., Johnson, C. B., Kelsay, E., Kelsay, M., Kilsher, D. G., Kilcher, J., Toyofuku, M., Van de Bittner, G., & Van de Bittner, S. (Contributors). (2007). *CDMS study guide*. (5th ed.). Athens, GA: Elliott & Fitzpatrick, Inc.
- Van de Bittner, E. E., Van de Bittner, S. K., Toyofuku, M. I., & Vega, E. N. (2007). Reactions to: Rules of evidence vs. professional certifications: The real basis for establishing admissible testimony by rehabilitation counselors and case managers. *The Rehabilitation Professional*, 15(4), 22-24.
- Farnsworth, K., Field, J. E., Field, T. F., Griffin, S., Jayne, K., Johnson, C. B., Kelsay, M., Kelsay, E., Neulicht, A. T., Taylor, D., Van de Bittner, E. E., & Van de Bittner, S. (Eds.). (2005). *QDR: The quick desk reference for forensic rehabilitation consultants*. Athens, GA: Elliott & Fitzpatrick, Inc.

- Van de Bittner, S. (1998, November/December). OSHA and Ergonomics. *RING Reporter*, 2.
- Van de Bittner, S.K. (1994, May). Pain Management: The Comfort Scale. *Keeping California Working*, 3.
- Van de Bittner, S. K. (1993-4). Reports from Orlando, *RING Reporter*, Dec. 1993, Jan.-Feb. 1994, and March-April, 1994, 4.
- Van de Bittner, S. K. (1987). Chapter Editor, Chapter VI: Reintegration of Client into the Community. *Rehabilitation Nursing: Concepts and Practice: A Core Curriculum*; 2nd Edition, Rehabilitation Nursing Foundation, Evanston, Illinois.
- Van de Bittner, S. K. June (1978, June). California Filipino Cardiovascular Disease Mortality 1968-1972: Socioeconomic and Demographic Factors. *Sigma Theta Tau/Image*, 10(2), 56.
- Van de Bittner, S. K. (1978). *California Filipino Cardiovascular Disease, 1968-1972: Socio-economic and Demographic Facts*. Unpublished doctoral dissertation, University of Colorado, Boulder, Colorado.

May 11, 2016