

Michelle M. Aliff Ph.D., CRC, CVE

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EDUCATION

Texas Tech University

Ph.D. in Special Education, emphasis in transitional aged youth and employment

2019

GPA 4.0

Texas Tech University Health Sciences Center, Lubbock TX

Masters of Rehabilitation Counseling

2005

GPA: 4.0

University of Arizona, Tucson, AZ.

Bachelor of Science Degree: Education with Rehabilitation Counseling
emphasis.

2001

Nomination for Outstanding Senior Award for College of Education

CERTIFICATIONS

Certified Rehabilitation Counselor (CRC) 11/2005-Current
#90646

Certified Vocational Evaluator (CVE) 12/2020-Current
#90646

International Psychometric Evaluation Certification (IPEC) 8/2017- 12/2020
#20289

AWARDS

2019 International Association of Rehabilitation Professionals (IARP) Outstanding Leadership Award

2018 International Association of Rehabilitation Professionals (IARP) Outstanding Leadership Award

SPECIALIZED TRAINING

Continuing Education required to maintain National certification in diverse areas pertinent to:

- vocational evaluation
- vocational testing
- job development and placement
- vocational rehabilitation training
- medical and psychological aspects of disability
- vocational-economic issues/analysis
- vocational expert testimony techniques
- labor market research
- employment projections
- analysis of employment/labor market data
- transferable skills analysis,
- loss of future earning capacity analysis
- work life expectancy analysis
- vocational assessment of minor children
- adaptive technology/worksites modification
- analysis of essential functions-job analysis
- counseling theory and technique
- counselor/evaluator ethics
- cultural differences
- assessment of self-employment potential
- employment discrimination

PROFESSIONAL EXPERIENCE

2012-Current **Aliff Vocational Consulting, LLC, & Shipp Needham Economics Analysis, LLC (Joined in 2022).**

Vocational Expert: Provide vocational expert evaluation and testimony in State and Federal Court and under contract to the U.S. Department of Health and Human Services, Social Security Administration. Provide expert testimony and evaluation in personal injury, divorce, worker's compensation, employment, malpractice and other issues requiring an opinion as to employability, assessment of earning capacity, labor market issues and household service's needs. Projections of future earning capacity, vocational/economic analysis.

Rehabilitation Counselor/Consultant: Oversight Counselor for the Continental Region (TX, OK, KS, CO, NE, IA, MN, ND, SD, WY & MT), supervision of twelve field counselors and provision of the following services via referrals from the Veteran's Administration (VA):

Vocational evaluation services in the form of testing such as the Shipley, WRAT, Beck Depression Inventory, Reynolds Depression Scale, work samples, ONET Ability Profiler, CASI, Reading Free Interest Inventory, Holland's SDS, COPS and evaluation of past work history, transferrable skills analysis, labor market research including labor market surveys, analysis of physical and/or non-exertional limitations and potential success in retraining/employment.

Job readiness, search and placement services to assist clients in returning to work. Job site assessment to determine appropriate or necessary modifications to allow an individual to remain in a current position.

Provide case management services for individuals with workplace injuries to ensure appropriate medical care and timely return to work.

Independent Living Assessments to determine needs of veterans deemed in need of independent living supports. Assessment includes ADA accessibility, ADLS, IADLS, avocational, spiritual, community, financial and family needs.

Intensive case management for individuals attending school or receiving independent living services to ensure that services being provided are necessary and all goals and objectives are being met.

Vocational Expert: Provide Vocational Expert consultation, assessment and reports for various attorneys for U.S. Department of Veteran's Affairs unemployability claims.

Adjunct Professor: Teach coursework at University of North Texas (UNT) in the Masters of Rehabilitation Counseling Program. -Not currently teaching this semester.

Rehabilitation Counselor/Consultant: Provide services to individuals with disabilities from various referral sources including Third Party Payers and Insurance companies.

Vocational evaluation services in the form of testing such as the Shipley, WRAT, Beck Depression Inventory, Reynolds Depression Scale, work samples, ONET Ability Profiler, CASI, Reading Free Interest Inventory, Holland's SDS, COPS and evaluation of past work history, transferrable skills analysis, labor market research including labor market surveys, analysis of physical and/or non-exertional limitations and potential success in retraining/employment.

Job readiness, search and placement services to assist clients in returning to work. Job site assessment to determine appropriate or necessary modifications to allow an individual to remain in a current position.

Provide case management services for individuals with work place injuries to ensure appropriate medical care and timely return to work.

2007-2013 **Texas Tech University Health Sciences Center, SOAHS, Lubbock, TX**

Assistant Professor: Assistant Professor in distance learning Master of Rehabilitation Counseling Program. Duties include teaching, research and service. Courses developed and taught online include:

Psycho-social Aspects of Disability: Exploration of the psychological and social aspects of disability, with particular emphasis on the impact of the disability experience from the perspective of the rehabilitation services consumer. The implications of each disorder on the client's personal, social and occupational functioning will be addressed. Special attention is given to psychological disorders on treatment planning, counseling and rehabilitation.

Case Management: Review of the case management process, including case finding, service coordination, and client advocacy. Discussion of the planning process to maximize personal

independence, and the role of the rehabilitation process in the identification and use of community resources. The role of computer technology in caseload management, functional assessment, job matching, etc. Emphasis is placed on the rehabilitation counselor as part of an interdisciplinary team. The role, functions, and utilization of other professionals, particularly rehabilitation professionals such as occupational therapists, physical therapists, communication disorders specialists, etc, will be explored.

Vocational and Career Development: This is a course on career guidance, career development, career theory. The course will review the major theories and approaches to career development and exploration, with particular emphasis on the importance of meaningful employment and a career focus.

Introduction to Private Sector Rehabilitation: This course focuses on the work of rehabilitation counselors in a proprietary or private setting. An introduction to the different areas of rehabilitation services in the private sector, and the means for preparing for each area of employment. Comparison of private vs. public sector rehabilitation philosophy. Focus on workers compensation, case management, disability management, long-term disability, and forensic rehabilitation. Examination of resources unique to the field, and ethical and legal considerations of private sector rehabilitation.

Practicum: Supervised rehabilitation counseling practicum fostering personal growth, skills development, and insights into the rehabilitation process and issues that affect service delivery. Includes both on-campus and classroom experiences (audio/videotape and individual/group interactions) and off-campus experiences in settings that facilitate the development of basic vocational rehabilitation counseling and practice skills.

Clinical Internship: Supervised rehabilitation counseling internship located in a vocational rehabilitation services setting. Internship activities will include an orientation to program components, policies and procedures; an introduction to staff and their role and function; review of confidentiality and ethical standards; observation of all aspects of counseling services; work assignments encompassing the tasks of regularly employed counselors from intake to placement and/or discharge; reporting/charting and all documentation requirements as set forth by the organization, evaluation of student performance (including self-evaluation, field site supervisor evaluation, and faculty supervisor evaluation).

Prep Program Courses: This program was developed to address the needs of students who for whatever reason had low GPA's and needed assistance in writing and graduate school skills. I participated in the development and curriculum for these courses.

AHRC 5380: This course is designed to help the student address common pitfalls in graduate education. Content areas include: Online computer skills, communication, group work, time management, expectations for professional and academic conduct, review of MRC policy, test taking skills, and information on learning styles. The goal of this course is to better prepare students for success in online graduate courses.

AHRC 5381: This course is designed to address the changes to academic writing that may have occurred since the student was last in school and better prepare students for the requirements of academic writing at the graduate level of education. This is an in-depth course on all areas of writing skills that will be used in an on-line graduate program. Content areas include: grammar, types of academic papers, source selection and evaluation, outlines and organization of papers, writing skills, APA standards, MS word tutorials, using library services, editing and critical evaluation of papers and journals, overview of different writing styles (formal/informal/web/technical), and proofreading.

2007 **Nelco Rehabilitation Associates, Inc.,** Seattle, WA

Vocational Rehabilitation Counselor: Provide and assist in all phases of vocational rehabilitation services to injured workers and others with physical and non-exertional limitations including eligibility assessment, vocational evaluation, early return to work services, work-site modification services, testing, placement, training plan development and implementation, progress monitoring, medical management and follow up. Provide assistance to vice-president for forensic and legal cases.

2005-2007 **Career Directions NW/Stipe, Heatherly & Assoc.,** Portland, OR

Vocational Rehabilitation Counselor: Provide and assist in all phases of vocational rehabilitation services to injured workers and others with physical and non-exertional limitations including eligibility assessment, vocational evaluation, early return to work services, work-site modification services, testing, placement, training plan development and implementation, progress monitoring, medical management and follow up. Provide assistance to vice-president for forensic and legal cases.

2004-2005 **Portland Habilitation Center, Inc.,** Portland, OR

Rehabilitation Counselor Intern: Portland Habilitation Center employs people with severe disabilities as defined by Javits Wagoner O'Day (JWOD) regulations. Perform assessments to determine compliance with JWOD regulations annually for current employees and initial assessments for employment applicants. Assessment includes medical, social factors, work progress and work history to determine eligibility according to JWOD regulations. Provide recommendations for accommodations for those who meet JWOD eligibility requirements.

2002-2003 **Shelby County Association for Retarded Citizens, Pelham, AL**

Employment Specialist: Assisted individuals with developmental disabilities and their families in obtaining and maintaining competitive employments through the Milestones Program (Administered through Alabama Department of Rehabilitation Services). Provided assessments such as job analysis, labor market and social support systems. Provided assistance, in gaining and maintaining support services and systems.

2001-2002 **Chilton Shelby Mental Health Center, Calera, AL**

Mental Retardation Services Case Manager: Provided case management services to individuals with Mental Retardation, Developmental Disability and Dual Diagnosis. Assisted with assessing needs, accessing and referring individuals to services and provided monitoring of these services.

GRANTS

2008 Rehabilitation Long Term Training: Rehabilitation Counseling Program Grant Review (CDFR 84.129B). Not awarded

PUBLICATIONS

Aliff, Michelle., & Sprong, M. (2020). Qualifications for Rehabilitation Counselors: A Social Justice Issue. *Journal of Applied Rehabilitation Counseling*, 51, 277-281.

Aliff, Michelle. (2019). *Impact of Receipt of Social Security Supplemental Income on Vocational Rehabilitation Closure Status for Transitional Aged Youth*. (Doctoral Dissertation, Texas Tech University).

Aliff, Michelle, and Jett, Katherine, W. (2018). The White Paper: A Professional and Ethical Mandate. *The Rehabilitation Professional*, 25(3), 111-118.

Coppola, M. Nicholas., Pasupathy, Rubini., Posteraro, Robert., Aliff, Michelle M., and Fulton, Lawrence V. (2013). Barriers and Stakeholder Dynamics to Health Policy Reform. *International Journal of Food, Nutrition and Public Health*.

Aliff, M.M., Spears, E.H. & Finger, C.R. (2006). Cost effective modalities for use by student chapters of professional organizations in online settings. In G.R. Walz, J.C. Bleuer & R.K. Yep (Eds.), *Vistas: Compelling perspectives in counseling 2006* (pp 135-137). Alexandria, VA: American Counseling Association.

PRESENTATIONS

Aliff, Michelle, & Ranon, H. A Co-presenter for sessions entitled Occupational Requirements Survey Parts 1 and 2. Presented as two concurrent sessions at October 2022 International Association of Rehabilitation Professionals Conference.

Aliff, Michelle. A presenter of Occupational Requirements Survey: What Vocational Experts Need to Know. Presented at October 2020 International Association of Rehabilitation Professionals Virtual Conference.

Aliff, Michelle, Vercillo, A., Ranon, J & Simpson, H. A Co-Presenter for session entitled Occupational Requirements Survey: Advanced Topics, Sedentary Unskilled Occupational Base. Presented as a pre-conference session at October 2021 International Association of Rehabilitation Professionals Virtual Conference.

Aliff, Michelle, Truthan, J., & Vercillo, A. Co-presenter for session entitled The Occupational Requirements Survey (ORS): What it is all about. Presented as a pre-conference session at October 2019 International Association of Rehabilitation Professionals Conference.

McFarland, T., Aliff, M., Sprong, M., Blankenship, M., Civils, D., Weiss, M., Sawyer-Little, J, Jett, K., & Loyd, L. Co-Presenter for a session entitled SSVE Training Fundamentals: Using Tools and Knowledge to Testify (SVP 1-4). Presented as a concurrent session at October 2018 International Association of Rehabilitation Professionals Conference.

McFarland, T., Truthan, J., Weiss, M., Vercillo, A., Sprong, M., Aliff, M., & Harden, T. Co-presenter for session entitled SSVE Advanced Training: Using Tools and Knowledge to Testify

(SVP 8-10). Presented as a concurrent session at October 2018 International Association of Rehabilitation Professionals Conference.

Aliff, Michelle, M. Presenter for session entitled “The White Paper: An Ethical and Professional Mandate.” Presented as a concurrent session at October 2017 International Association of Rehabilitation Professionals Conference.

Aliff, Michelle, M. Presenter for session entitled “90 Days: Helping Your Client Obtain and Maintain Employment.” Presented as a session at March 2016 IARP Texas Creating Connections- Building Bridges Together.

Spears, E.H., & Aliff, M. Co-presenter for session entitled “TTUHSC Masters of Rehabilitation Counseling Prep Program: 1st Year Results.” Presented as a concurrent session at October 2010 NCRE/RSA/CSAVR Conference on Rehabilitation Education in Washington, DC.

Spears, E.H., Byers, K., Harpster, & Aliff, M. Co-Presenter for session entitled “Providing counseling skills development and clinical supervision in an online format” A poster session presented at March 2010 National Council on Rehabilitation Educators in Manhattan Beach, CA.

Spears, E.H., Byers, K., Harpster, & Aliff, M. Co-Presenter for session entitled “TTUHSC Masters of Rehabilitation Counseling Prep Program” A poster session presented at March 2010 National Council on Rehabilitation Educators in Manhattan Beach, CA.

Spears, E.H, Aliff, M.A., & Finger, C.R. Cost Effective Modalities for use by student chapters of professional organizations in online settings. A concurrent session presented at April 2006 International American Counseling Association Conference in Montreal, Canada.

How to create an ARCA student chapter. Invited Co-Presenter at April 2005 ACA Conference in Atlanta, GA.

Aliff, M.M., & Wissink, S. The rehabilitation profession: Integrating collaboration into the educational process. Presented as concurrent session at October 2004 NCRE/RSA/CSVAR/NORP Conference on Rehabilitation Education in Washington, DC

COMMITTEES AND AFFILIATIONS

2022

Vice President Commission on Rehabilitation Counselor Certification

2021-Current	Past Chair IARP SSVE Section/Governmental Relations Liaison
2018-2021	Chair IARP SSVE Section
2018-2021	Director at Large Commission on Rehabilitation Counselor Certification
2016-Present	Board Member IARP SSVE Section
2013-Present	International Association of Rehabilitation Professionals.
2014-2014	Chair of Mission Committee, Goodwill Industries of Lubbock
2010- 2014	Secretary of Goodwill Industries of Lubbock Board
2009- 2014	Board Member of Goodwill Industries Lubbock
2007-2013	National Council on Rehabilitation Education-University Member
2003- 2013	Member of American Counseling Association
2003- 2013	Member of American Rehabilitation Counseling Association
2004- 2007	Member of American Rehabilitation Counseling Association Student Presentations Committee
2006- 2007	Member of International Association of Rehabilitation Professionals
2004- 2005	Co-Founder and President of American Rehabilitation Counseling Association Student Chapter at Texas Tech University Health Sciences Center.