

## RESUME

J. Daniel Spraggins, M.A., CRC, CDMS  
Bock Consulting  
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### **SKILLS and ACCOMPLISHMENTS SUMMARY**

**Administrative/Managerial:** Treatment Team Coordinator for multi-disciplinary Pain Management Program. Coordinated Disability Management program for the Medical and Vocational Case Management of Work and Personal Injuries including relations with EAP; ADA; EEOC; Safety; and Labor Relations. Develop and managed CARF accredited Work Hardening programs. Developed Functional Restoration program for spinal surgery patients with chronic pain. Managed the Human Resource, financial, staffing, and operational functions for Outpatient Physical Therapy and Work Hardening clinics. Performed total accounting functions of Alterman Development Co. Developed and received Federal grant proposals.

**Rehab Consulting:** Consulted with Alabama Power Co. and several major companies in the development of Disability Management Program for Work and Personal injuries based on Early Medical Intervention and Early Return to Work. Consulted with self-insured companies in coordination of Work Injury and ADA programs with company management, Human Resources, EAP, EEOC, Safety and Labor Relations. Consulted with insurance companies and self-insured companies on the medical, vocational, and legal case management of Work Related and Personal injuries. Directed inter-disciplinary teams of therapists in the development of Pain Management and Work Hardening programs that achieved CARF accreditation. Developed the clinical programs, building plans, equipment proposal lists, and staffing patterns for ten different Work Hardening programs. Assisted in developing the revenue prospectus, expense budgets, and capital purchases for the business plans for numerous Outpatient Physical Therapy and Rehabilitation centers.

**Counseling:** Washington State Registered VRC. Licensed Professional Counselor with extensive experience in providing individual and group counseling and testing. Completed Vocational Impairment Ratings and served as a Vocational Expert for Depositions and Court Testimony. Past CVE. As Certified Work Capacity Evaluator performed Functional Capacity Evaluations. Experienced in Job Coaching with professional, technical, and skilled workers through their rehabilitation and return to work utilizing directive, client centered, group counseling, relaxation therapy, behavior modification, learning theory, tasks analysis, rationale motive therapy, academic achievement, personality, interests, work capacity, and vocational evaluation tests and measurements. Experience in developing Life Care Plans for Spinal Cord, Neurological,

and Brain injury patients. Taught classes on Rehab Counseling and Evaluation to educators (secondary and college), physical and occupational therapists, and physicians.

**Physicians Network Development:** Identified and assisted in the recruitment of a statewide occupational medicine, orthopedic surgery, neurosurgeon, and physiatrists network for Work Related Injuries. Developed Case Management system for the physician network. Coordinated the development of treatment protocols for orthopedic and spine injuries. Recruited and maintained PPO for self-injured companies.

**Program Development:** Developed Back Rehabilitation program. Utilized project management skills to develop Quality Management teams. Assisted in developing Disability Management Team for Alabama Power Co. Developed five CARF accredited Industrial Work Hardening programs with emphasis on individualized evaluations, programs and goal planning. Developed personal, social, and work adjustment programs that received CARF accreditation with emphasis on the development of individualized evaluations and rehabilitation plans with measurable goals.

**Marketing:** Developed and implemented marketing plans for Outpatient P.T. and Work Hardening Centers. Attended conferences to market programs to physicians, employers, insurance companies, and self-insured companies, and related rehabilitation providers. Met with physicians, employers, educators, and public service agencies to promote the employment of the physically and mentally handicapped.

**Supervision:** Responsible for the development of staffing patterns and clinical programs for Work Hardening and Pain Management programs. Supervised rehabilitation specialists in medical and vocational case management and in performing vocational impairment ratings. Supervising counselor for Counseling Associates achieving LPC licensure. Managed personnel and operations for Spraggins Flooring, Inc. Tampa Division.

### **Education**

M.A. in Counseling and Guidance with emphasis in Rehabilitation Counseling; University of Alabama, Tuscaloosa, AL. August, 1977.

B.S. in Accounting; Jacksonville State University; Jacksonville, AL. December, 1971.

### **EMPLOYMENT HISTORY**

7/17 to Present      **Bock Consulting** – Vocational Rehabilitation Counselor

- 5/01 to 7/17      **Pacific Rehabilitation Centers** - Treatment Team Coordinator and Vocational Rehabilitation Counselor for multi-disciplinary Pain Management program. Team consists of physician, clinical psychologist, nurse/biofeedback therapist, physical therapists, and occupational therapists.
- 9/98 to 4/01      **Rehabilitation and Disability Management Consultant** with the following specialties:  
    1. The Medical and Vocational case management of back and spine surgeries and orthopedic injuries.  
    2. Vocational Impairment Ratings with associated legal testimony.
- 4/97 to 9/98      **Spectrum Management Resources** VP for Managed Care Services. Responsible for Human Resource Dept. Provided Case Management and Hospital Utilization Review program. Assisted in the development of treatment protocols for orthopedic and back injuries. Assisted in the identification and recruitment of physician network for occupational medicine physicians, physiatrists, orthopedic surgeons, and neurosurgeons.
- 4/96-12/97      **Global Health Resources** Developed case management system of Occupational medicine network. Coordinated the implementation of Utilization Review program. Assisted in the development of treatment protocols for orthopedic and back injuries. Assisted in the identification and recruitment of physician network for occupational medicine physicians, physiatrists, orthopedic surgeons, and neurosurgeons.
- 3/92 to 4/97      **Alabama Power Company** Consulted with management in developing and implementing their Disability Management program. Consulted in the development of the medical and vocational case management systems including Early Medical Intervention and Early Return to Work programs for Work Related and Personal Injuries. Coordinated ADA accommodations. Coordinated Human Resources functions including EAP programs, Labor Relations, EEOC, Safety, Compensation and Benefits, and Long Term Disability plan with Disability Management cases. Consulted with physicians and management; reviewed medical and vocational impairments ratings; job accommodations for ADA and Worker's Compensation cases; consulted with APCo attorneys for WC cases; performed Essential Function job analysis.

- 3/92 to 4/93      **REHAB Solutions** President and Director of therapist owned Work Injury Rehabilitation Center. Responsible for the total business plan for start up and operation of comprehensive work rehabilitation center. Program manager for patient referrals. Developed and implemented marketing program to physicians, employers, TPA's, insurance companies, self-insured companies, and case management companies. Treatment team leader.
- 12/88 to 3/92      **HealthCare Professionals** Rehabilitation Coordinator responsible for developing and directing work injury rehabilitation programs. Coordinated clinical team members in the development of individualized rehabilitation program. Responsible for the development of physician, employer, and insurance referral accounts. Consulted with physicians to develop Rehab Center contracts. Coordinated the start up and development of the Outpatient Clinics and Industrial Rehab programs. Developed CARF accredited Work Hardening programs and computer software for program evaluation systems.
- 6/88 to 12/88      **Lakeshore Medcore** Developed and directed industrial work injury program with interdisciplinary team. Performed Vocational Impairment Ratings. Responsible for the medical and vocational case management of referrals. Performed vocational evaluations, job analysis, and job placement.
- 4/87 to 5/88      **Spraggins Flooring** Managed Tampa Division. Responsible for operations and personnel management. Responsible for marketing. Entrusted with pricing, material purchasing, and all accounting functions. Supervised 15-20 employees.
- 10/80 to 3/87      **Intracorp** Provided medical and vocational case management including psychological and vocational assessments, vocational counseling and guidance, and job placement. Senior Rehabilitation Specialists responsible for supervision of other rehab specialists in developing individualized rehabilitation plans. Consulted with employers, physicians, insurance companies, and attorneys.
- 6/79 to 5/80      **Clay County Learning Center** Director of children and adult training center for the trainable mentally retarded. Developed clinical program to meet Federal guidelines. Developed and received Federal grants.

9/73 to 5/79

**Alabama Vocational Rehabilitation Services** Rehab Counselor responsible for the management of general medical and mental retardation caseload. Provided individual counseling and guidance for caseload clients. Directed caseload for Work Adjustment at the Anniston Opportunity Center. Taught personal, social, emotional, and vocational skills to facilitate employment. Performed vocational evaluations. Developed individualized academic and rehabilitation plans. Developed CARF accredited Work Adjustment program.

6/72 to 8/73

**Alterman Foods, Inc.** Accountant responsible for the total accounting functions of Development Company. Assisted controller with the auditing of monthly and yearly store budgets and financial reports.

### **PROFESSIONAL CREDENTIALS**

Certified Rehabilitation Counselor

Certified Disability Management Specialist

Past National Chairman NARPPS Work Hardening section