

**Katherine L. Thaman, MS, CRC, CLCP, MSCC**  
**271 Lockhaven Place**  
**Raeford, NC 28376**

**EDUCATION:**

Master of Science, East Carolina University, Greenville, NC  
Major: Rehabilitation Counseling, Vocational Evaluation   Awarded December 17, 1981

Bachelor of Arts, Barton College (formerly Atlantic Christian College), Wilson, NC  
Major: Religion/Philosophy   Awarded May 13, 1977

Diploma, Williamston High School, Williamston, NC  
Awarded June 1973

**PROFESSIONAL CREDENTIALS:**

Certified Rehabilitation Counselor (CRC) – Certified by the Commission on Rehabilitation Counselor Certification, 300 N. Martingale Road, Suite 460 Schaumburg, Illinois 60173  
Expiration Date: September 2014. Certificate # 23843

Certified Life Care Planner – Certified by Commission on Health Care Certification, 13801 Village Mill Drive, Suite 204 Midlothian, VA 23113.  
Expiration Date: December 31, 2013 Certificate # 0539

Medicare Set Aside Consultant Certified – Certified by Commission on Health Care Certification, 13801 Village Mill Drive, Suite 204 Midlothian, VA  
Expiration Date: January 31, 2014 Certificate # 0042

Certified Brain Injury Specialist – Academy of Certified Brain Injury Specialists,  
1608 Spring Hill Road, Suite 110 Vienna, VA 22182  
Expiration Date: November 29, 2013 Certificate # 12051

**PROFESSIONAL EXPERIENCE:**

VICE PRESIDENT-PRODUCTS & SERVICES, Southern Rehabilitation Network, 9370 Falls of Neuse Road, Suite 101 Raleigh, NC 27615.  
Oversee development and delivery of services; Supervise Quality Improvement program and program evaluation, development and review of quality/performance measures; Maintain revenue continuity through staff productivity management; Training of staff; Supervision of staff; Monitor jurisdictional requirements for medical and vocational case management and ensure appropriate staff education related to requirements; Development/implementation of new products and services; Marketing of products/services. Develop solutions for identified program needs; Complete and supervise staff completing of Life Care Plans, Medicare Set Aside Allocations and Vocational Expert work. April 1, 2002 – present.

PROGRAM MANAGER, Metropolitan Community Health 328 N. Market Street Washington, NC 27889

Oversee program planning and service delivery for HIV services in 503B federally funded HIV/AIDS health program. Supervise case managers, develop community education programs, oversee consumer services and programming, evaluate consumer services, liaison with other

community agencies and health care providers. Document budgetary needs and expenses, complete reports of agency expenditures; grant writing. September 2001 – February 2002.

REGIONAL MANAGER, Resource Opportunities, Inc. 3733 National Drive Suite 125 Raleigh, NC 27612

Manage resources, operations and personnel of case management company in North and South Carolina. Responsible for recruitment, hiring, supervision, training and development of staff; Oversee financial performance in accordance with corporation goals; Develop and maintain customer base to ensure market share in region and ensure customer satisfaction; Ensure appropriate service delivery in accordance with applicable legislation and Codes of Ethics. District Manager April 1997 – May 2001; Regional Manager May 2000 - August 2001

REHABILITATION SPECIALIST, Intracorp, P.O. Box 31856, Richmond, VA 23294

Manage workers compensation cases for medical and vocational rehabilitation; Meet with physicians/attorneys/insurance carriers/employer/injured workers to coordinate appropriate rehabilitation plan; Market services to current and potential customers to maintain and increase revenue base: Train company employees in Southeastern United States in customer service delivery and relationships; Testify as vocational expert in workers' compensation and personal injury/liability litigation. Complete vocational assessments, transferable skills analysis, labor market surveys and provide job placement assistance to long term disability claimants; Supervised vocational evaluation program in North Carolina Intracorp organization 1990-1995; Trained new employees in North Carolina organization 1992-1995; Supervised field specialists 1993-1995. March 12, 1989 – March 30, 1997

CLINICAL ASSISTANT PROFESSOR, East Carolina University, Greenville, NC 27834

Plan and implement instruction of graduate students in Rehabilitation Studies Department, School of Allied Health, and "Private Sector Rehabilitation" January 1 – May 31, 1997.

VOCATIONAL EVALUATOR, Regional Rehabilitation Center, Pitt County Memorial Hospital, P.O. Box 6028 Greenville, NC 27834.

Plan and implement program of vocational evaluation for inpatient and outpatient clients with physical and/or mental/emotional impairments; administer testing to determine vocational potential; liaison with other departments for rehabilitation planning; participate in team staffing for rehabilitation planning for patients; program evaluation; maintain CARF and JCAHCO standards within department; supervise staff vocational evaluator; supervise practicum and intern students from ECU Rehabilitation Counseling Department. February 1, 1982 – March 1, 1989.

VOCATIONAL CONSULTANT, Career Assessment and Counseling Services, Inc., P.O. Box 2692 Greenville, NC 27836.

Provide vocational evaluation services; Consult with area industry/businesses; Analyze jobs; Counsel Individuals regarding career guidance and vocational adjustment; Testify in relevant litigation. September 1987 – April 1988.

VOCATIONAL COUNSELOR, Medical Park Associates, 600 Medical Drive, Greenville, NC 27834

Evaluate vocational potential of clients; Counsel clients regarding career choices/changes and vocational/personal adjustment.

September 1986 – April 1987.

ADJUNCT ASSISTANT PROFESSOR, Department of Rehabilitation Studies, School of Allied Health, East Carolina University, Greenville, NC 27835

Supervise rehabilitation graduate practicum/intern students from 1982 – 1989; Lecture as asked throughout the semester.

1989 – 1997

VOCATIONAL EVALUATION INTERN, Regional Rehabilitation Center, Pitt County Memorial Hospital, P.O. Box 6028, Greenville, NC 27834.  
Perform duties of Vocational Evaluator as instructed by supervisor. September –December 1981.

VOCATIONAL REHABILITATION COUNSELOR INTERN, Regional Rehabilitation Center, Pitt County Memorial Hospital, P.O. Box 6028, Greenville, NC 27834.  
Perform duties of Vocational Rehabilitation Counselor as instructed by North Carolina Division of Vocational Rehabilitation supervisor. May - August, 1981.

## **PROFESSIONAL ORGANIZATIONS/AFFILIATIONS**

International Association of Rehabilitation Professionals (Carolinas Chapter Board Member 2010-present; President beginning 5/1/2013)

Rehabilitation Professionals of the Carolinas (Board of Directors, 2004- 2006)

## **PUBLICATIONS AND PRESENTATIONS**

“Vocational Evaluation Program Length: An Ethical Issue,” Vocational Evaluation and Work Adjustment Bulletin, Volume 16, # 3, Fall 1983.

“Industrial Injury Rehabilitation: Bridging the Gap between Injury and Return to Work,” Perspectives on Patient Care, volume 3, # 1, spring 1989.

“Physical Capacity Assessment in Vocational Evaluation,” presented to the annual conference of North Carolina Rehabilitation Counseling Association and North Carolina VEWAA, September 1986, Atlantic Beach, NC.

“Employment: Dilemma for the Brain Injured Client,” presented to North Carolina Division of Vocational Rehabilitation Services training workshop, Pitt County Memorial Hospital, Greenville, NC, March 1986 and August 1987.

“Vocational Implications of Amputation,” presented to North Carolina Division of Vocational Rehabilitation Services training workshop, Pitt County Memorial Hospital, Greenville, NC, February 1988.

“Vocational Evaluation as Part of the Rehabilitation Process: Instruments and Methods,” presented to Intracorp employees from North and South Carolina, Boone, NC, July 1990.

“Vocational Expert Witness Testimony,” presented to Intracorp employees, Beaufort, NC, September 1990.

“Vocational Evaluation Report Usage,” presented to the joint conference of North Carolina Vocational evaluation and Work Adjustment Association and North Carolina Rehabilitation Counseling Association, Atlantic Beach, NC, October 1990.

“Legal Issues in Vocational Evaluation,” presented to the joint conference of North Carolina Vocational evaluation and Work Adjustment Association and North Carolina Rehabilitation Counseling Association, Atlantic Beach, NC, October 1991.

“Being an Effective Witness: The Role of the Rehabilitation Counselor in Litigation,” presented to the staff of the Norcross, Georgia Intracorp office, Atlanta, GA, December 3-4, 1993.

“Traumatic Brain Injury: Medical and Vocational Rehabilitation,” presented to groups of insurance professionals in North Carolina as approved continuing education by the North Carolina Department of Insurance, 1993, 1994, 1996 (Columbia, SC), 1998, 1999, 2000.

“Outcomes in Private Sector Rehabilitation,” presented to the joint conference of the North Carolina Vocational Evaluation and Work Adjustment Association and North Carolina Rehabilitation Counseling Association, Atlantic Beach, NC, September 1995.

“Expert Witness: Medical and Vocational Rehabilitation,” Southwind Rehabilitation Center, Durham, NC, August 1997.

“Vocational Rehabilitation Problems,” a general session of the Second Annual Workers’ Compensation Educational Conference sponsored by The North Carolina Industrial Commission, Research Triangle Park, NC, October 1997.

“Vocational Rehabilitation: What’s Working and What’s Not Working,” a general session of the Third Annual Workers’ Compensation Educational Conference sponsored by The North Carolina Industrial Commission, Research Triangle Park, NC, October 1998.

“Role of the Rehabilitation Professional in the Workers Comp Setting,” a concurrent session of the Eighth Annual Workers’ Compensation Educational Conference sponsored by The North Carolina Industrial Commission, Research Triangle Park, NC, October 2003.

“Workers Compensation: A Proposed Curriculum for Case Management in North Carolina,” a concurrent session of the Ninth Annual Workers’ Compensation Educational Conference sponsored by The North Carolina Industrial Commission, Research Triangle Park, NC, October 2004.

Multiple presentations to Insurance Companies: “Life Care Planning for Catastrophic Injury” (2003-present)

Workers’ Compensation and The Medical Provider, presented to ECU School of Medicine Residents in Physical Medicine and Rehabilitation, January 2007.

“Workers’ Compensation Case Management in North Carolina: A Basic Primer”, multiple presentations to medical and vocational case managers in North Carolina during 2008, 2009 and continuing. Submitted for copyright. Authors: Kathy Thaman, Barbara Armstrong, Theodore Sawyer, Jeanne Russell, Karen Smith.

“The Advent of Motivational Interviewing in Case Management”. presented with Robin Sherrill, RN, BSN, CCM to medical case managers at Southern Rehabilitation Network, Inc. Fall Training Carolina Beach, NC November 13, 2010.

“The Role of Ethics in the Rehabilitation Process”, presented with Jeanne Russell, MS, CRC, CCM to Sixteenth Annual Workers’ Compensation Conference sponsored by The North Carolina Industrial Commission, Research Triangle Park, NC, October 2011.

“Commutation and Medicare Set Aside”, part of Continuing Legal Education Medicare Secondary Payer Issues 101, Presented to North Carolina Bar Association webinar, March 6, 2012.

“The Medicare Set-Aside Allocator: Friend or Foe”, part of Continuing Legal Education Medicare Secondary Payer Issues 201, Presented to North Carolina Bar Association webinar, March 7, 2012.