

Curriculum Vitae of Julian Shields, PhD, CRC
(Expert is based out of Virginia)

Date Prepared: February 21, 2023



A vocational rehabilitation subject matter expert providing opinions to attorneys working on cases including but not limited to personal injury, medical malpractice, and workers' compensation by using evidence-based practices and methodologies to determine if a loss of earnings has occurred because of injury.

Education

Doctor of Philosophy (Ph.D.) - Counselor Education and Supervision
Auburn University; Auburn, AL
Area of Specialization: Counselor Education — **(CACREP Accredited)**

September 2022

Master of Science (M.S.)
Alabama State University; Montgomery, AL
Area of Specialization: Rehabilitation Counseling— **(CACREP Accredited)**

May 2018

Professional License & Certifications

Certified Rehabilitation Counselor (CRC) #00356082
Progressive Goal Attainment Program (PGAP)
Applied Suicide Intervention Skills Training (ASIST)

2018 - Present
2019 - Present
2019 - Present

Experience

Regional Accommodation Consultant
Amazon

October 2022 – Present
Winchester, Virginia

- Pursue return-to-work management and collaboration with leave case managers and disability vendors to ensure effective administration of the program

- Provide consultation and coaching regarding accommodation matters to designated regional HR partners, managers and employees
- Facilitate escalated communication between stakeholders, employees with disabilities, as well as Leave of absence, STD, LTD and Workers Compensation stakeholders
- Provide professional opinion and actions taken on behalf of disabled employees in formal grievances, arbitration, depositions, and other forums as requested
- Provide information, referral, and support to employees with medical conditions or disabilities (both occupational and non-occupational), supervisors, Human Resources, and other partners at an escalated level to support Amazon's employee retention efforts

Vocational Expert

February 2022 – Present

LCPMD, LLC

Tampa, Florida

- Vocational Expert providing a variety of services to attorneys for litigation support including loss of earnings assessments, aptitude & academic testing, labor market research, medical cost projections, and return to work coordination.

Vocational Rehabilitation Consultant

December 2021 – July 2022

Tempus Injury Advocates

Concord, New Hampshire

- Monitor project milestones for businesses, employers, physicians, and clients
- Prepare loss of earning capacity reports for attorneys
- Responsible for developing transferable skills analysis and providing reasonable accommodations for clients.
- Prepare transferable skills analysis and labor market research
- Conduct diminished earning / wage loss evaluation

Vocational Expert

January 2021 – Present

Social Security Administration

Remote

- Provide vocational expert testimony for the Office of Disability Adjudications and review for the Social Security Administration.
- Used analytics to develop opinion testimony relevant to an individual's job skills and disability information based on hypothetical questions posed by the Administrative Law Judge regarding employment positions and the types of employment options nationally.
- Utilized industrial, occupational trends, and the local labor market conditions to present business patterns in the economy according to the Bureau of Census and the U.S. Bureau of Labor Statistics.
- Proficient with using vocational reference sources including but not limited to the Dictionary of Occupational Titles, Selected Characteristics of Occupations, Occupational Outlook Handbook, Job Browser Pro and SkillTran.

Clinical Research Coordinator**August 2021 – December 2021****Bloom Consulting, Vocational Evaluations / Services LLC****Round Rock, Texas**

- Conducted comprehensive diagnostic interviews to develop client profiles.
- Administered vocational evaluations to determine client's vocational aptitude.
- Developed robust individualized rehabilitation plans to facilitate employment for clients.
- Delivered oral and written presentations of client assessment results to develop individualized rehabilitation plans involving clients' mental health, abilities, competencies, interest, experience, and education.

Vocational Rehabilitation Consultant**July 2020 – August 2021****TruNorth Work / Life Solutions, inc****Jacksonville, Florida**

- Partnered with the Office of Workers Compensation Program, Division of Federal Employees Compensation to assist claimants/injured workers covered by the Federal Employees Compensation Act to return to gainful employment.
- Consulted with injured workers, medical and rehabilitation providers, previous or new employers and staff of the state employment agencies to facilitate the injured worker rehabilitation and return to work.
- Managed 15 - 20 clients finding employment in compliance with the functional capacity statement from physicians.
- Directed field nurses to coordinate rehabilitation and return to work efforts.

Vocational Rehabilitation Consultant**February 2020 – July 2020****CaseVantage, Inc****Jacksonville, Florida**

- Compiled documents specific to employers, jobs, wages, job requirements, and job openings in the recovering worker's geographical area.
- Identified specific short-term training that would increase wage earning ability.
- Administered earning capacity analysis for personal injury, employment law, medical malpractice, and marital dissolution cases.
- Determined if the recovering worker is qualified for employment utilizing employment statistics and wage data from U.S. Bureau of Labor Statistics.

PGAP Provider**February 2019 – May 2019****Empatha****Remote**

- Delivered an integrated program for early delayed return to work clients.
- PGAP® is a behavioral life-role re-integration return to work program that targets and reduces psychosocial factors such as Catastrophic Thinking, Perceived Injustice, Fear Avoidance and Disability Beliefs.
- Used PGAP® interventions for occupational and non-occupational disabilities.

Apprentice Vocational Expert**Randall McDaniel & Associates, LLC****September 2018 – January 2020****Auburn, Alabama**

- Edit written case material and verified accuracy of data by cross referencing information with peer reviewed research.
- Determined case methodologies according to specific injury of clients.
- Applied qualitative and quantitative research methods to develop rehabilitation strategies.
- Assisted with the development of opinions related to individuals who suffer from injuries or disabilities that may prevent clients from gainful employment.

Vocational Case Manager**Career Development Training Center****December 2017 – August 2018****Birmingham, Alabama**

- Managed cases of injured workers from the government through a ticket to work program by ensuring stakeholders work in partnership with individuals to attain a quality employment outcome for clients and employers.
- Documented and maintained up to date case records and notes of appropriate and accurate information into a computer database.
- Spearheaded strategic rehabilitation management to help businesses accommodate people with bipolar, impulse control, paraplegics, severe arthritis, degenerative back problems, among other disabilities.
- Collaborated with other program managers to identify and assess the needs of clients while meeting employer needs that led to successful outcomes for all stakeholders.

Easter Seals Central Alabama**Employment Specialist****May 2017 – November 2017****Montgomery, Alabama**

- Responsible for overseeing employment services.
- Built working relationship with human resources to implement accommodations according to the American Disabilities Act.
- Spearheaded the development of the learning disability program.
- Recommended accommodations to employers who had cognitive disabilities.
- Managed the job readiness skill program which prepares individuals to work in settings including healthcare facilities, office settings, and industrial plants.

Teaching Experience**COURSES TAUGHT****Alabama State University, Montgomery, AL****Undergraduate Courses:**

REH 201- Introduction to Rehabilitation Service

This course focuses on the racial, ethnic, gender, socioeconomic, and sociopolitical factors as it relates to the context of disability. Emphasis on how disability is defined and understood within society will be discussed. Students will be exposed to legal issues, professional ethics, consumer advocacy, lived experience, and resources within the community.

Instructor of record

Fall 2020.

Auburn University, Auburn, AL

Undergraduate Courses:**COUN 3003 – Career Success**

This course provides the knowledge of developing a career plan via instruction on researching careers, writing resumes, developing portfolios, interviewing, networking and other career development practices.

Instructor of record

Fall 2020

RSED 4130 – Ethical Practices in Rehabilitation

This course addresses salient ethical and professional issues for human service workers in the field of Rehabilitation and Disability Studies. Its purpose is to stimulate thinking and provide a foundation regarding major ethical issues related to professional practice, specifically in relationship to working with individuals with disabilities.

Instructor of record

Fall 2020

RSED 5220 Placement Services in Rehabilitation

This course provides knowledge of the theories, strategies, and techniques for job development, accommodation, modification, and placement of people with disabilities with application skills needed to facilitate employment

Instructor of record

Summer 2020

COUN 4910: Practicum Course:

This course expose student to issues affecting the rehabilitation process and the delivery of rehabilitation services

Instructor of record

Fall 2019, Spring 2019, Spring 2020

COUN 5230: Assistive Technology:

Students learn how people with disabilities can use assistive technology in the workplace and daily living activities.

Instructor of record

Spring 2019

COUN 5210: Occupational Information:

This course is designed to familiarize students with methods used by various rehabilitation practitioners to gather and analyze occupational information. Students will learn how to identify, locate, and use federal, state, and privately produced occupational data resources, incorporate client information into job accommodation, labor market surveys, and job placement of people with disabilities.

Instructor of record

Spring 2020

COUN 1000 Career Exploration & Orientation:

This course offers an opportunity for receiving information and acquiring the skills necessary for academic and career planning

Instructor of record

Fall 2018, Spring 2019

COURSES CO-TAUGHT

Auburn University, Auburn, AL

Graduate Courses:

COUN 7230: Career Development and Vocational Appraisal

Facilitated a lecture on how to use and interpret vocational assessments

Summer 2019; Co-instructor under supervision of Dr. Taylor, PhD (Assistant Professor)

COUN 7230: Career Development and Vocational Appraisal

Facilitated a lecture on using career assessments with adolescents

COUN 7400: Orientation to Professional Counseling

Facilitated a lecture on client rights and counselor responsibilities

Fall 2018

COUN 7400: Orientation to Professional Counseling

Facilitated a lecture on self – care strategies for counseling professionals

Fall 2018

Research and Scholarly Productivity

Textbooks

Shields, J. Finding a lifestyle through an exploration of self. Dubuque: Kendall Hunt Publishing Company, 2019.

Publications

Shields, J., Pechek, A., Brinck, E., & Sprong, M. (2020). Strategies for Improving Employment Outcomes of Veterans Diagnosed with Post-Traumatic Stress Disorder (PTSD). *The Rehabilitation Professional Journal*, 28(4), 225-244.

Rocha, O., **Shields, J.**, Bloom, B., Byrne, L., Paine, W., Bailey, E., . . . Watson, E. (2020). Position Paper on Vocational Rehabilitation Counselor Education Level Requirements for Providers of Transition Assessments and Career Development. *The Rehabilitation Professional*, 28 (4), 215-224.

Peer Reviewed Scholarly Presentations

National

Bloom, B. & **Shields, J.** (October 2020) *How to add Transition Services to your Practice*. International Association Rehabilitation Professionals Virtual Conference & Virtual Symposium. **Houston, Texas**

Kartovicky, L., Worthey, B., **Shields, J.**, Bell, B. (November 2019). *Supervision Strategies for Counselor Educators Working with Rehabilitation Counseling Students*. National Council Rehabilitation Education. **Washington, D.C.**

Harris, L., **Shields, J.** (October 2019). *Navigating Power Dynamics, Identity Development, and Microaggressions: The Multifaceted Stress of Individuals with Disabilities in the Workplace*. Doctoral Annual Network Conference. **Newark, New Jersey**

Park, J., Shields, J. (April 2019) *Integrating Multicultural Competency and Social Advocacy into the Rehabilitation Counseling Curriculum*. National Rehabilitation Council on Education. **San Diego, California**

Regional & State

Derzis, N., **Shields, J.**, Kartavicky, L., Worthey, B. (December 2019). *How the evolution of the ACA and CRCC code of ethics impacts the practice of rehabilitation counselors*. Alabama Rehabilitation Association conference. **Orange Beach, Alabama**

Derzis, N., **Shields, J.**, Kartovicky, L. (May 2019) *Increasing school counselors' awareness regarding functional limitations of disabilities and disability etiquette*. Alabama Governor's Youth Leadership Forum. **Troy, Alabama**

Harrell, L., **Shields, J.**, Kartavicky, L. (November 2018) *Having an Invisible disability does not make you invisible*. Alabama Counseling Association. **Birmingham, Alabama**