

**EDWARD P. STEFFAN, M.S., C.R.C., L.P.C.**

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**EDUCATIONAL BACKGROUND**

- 1979            *M.S. Degree in Rehabilitation Counseling, Illinois Institute of Technology, Chicago, Illinois*
- 1977                            *B.S. Degree in Psychology, Chicago State University*  
*Graduate Faculty Assistant*
- 1974                            *United States Army, Honorable Discharge*

**EDUCATIONAL INTERNSHIPS**

- 1978            *St. Xavier College: Counseled Students with Disabilities; developed accessibility modifications for the entire campus*
- 1979            *Oak Forest Hospital: Counseled Patients with Disabilities regarding vocational options*

**LICENSURE/CERTIFICATION**

*Certified Rehabilitation Counselor (C.R.C.) #00006478*  
*Vocational Expert, Social Security Administration*  
*Licensed Professional Counselor (L.P.C.) #178000213*

**PROFESSIONAL EXPERIENCE**

- 1981 - Present            ***E.P.S. REHABILITATION, INC.***, Tinley Park, Illinois  
*Rehabilitation Counselor, President*
- 1979-1981                ***INTERNATIONAL REHABILITATION ASSOCIATES***, Glen Ellyn, Illinois  
*One year as a Rehabilitation Counselor*  
*One year as Account Executive*

**MEMBERSHIPS**

**National Rehabilitation Counseling Association (NRCA), Member 1978 to Present**

- 1979            *Student Representative*
- 1983 - 1988            *Annual Convention Attendance*
- 1987 - 1988            *Great Lakes Regional Board Member*

**American Counseling Association (ACA), Member 1978 to Present**

- 1978 - 1979            *Student Member*
- 1979            *Student Representative for Illinois Institute of Technology*
- 1979 - 1988 &  
1990 - 1991            *Annual Convention Attendance*
- 1986            *Board Representative as Liaison with National Association of Rehabilitation Professionals in Private Sector*
- 1988            *National Convention Social Chairperson*
- 1990-1995            *Annual Convention Attendance*

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**MEMBERSHIPS (Cont'd)**

**Illinois Rehabilitation Counselors Association, Member 1979 to present**

1979                      Student Representative  
1986 - 1988            State Convention  
1987                      President Elect  
1988                      President  
1989                      Past President; Nominating Committee  
1990                      Committee Member

**National Association of Rehabilitation Professionals in the Private Sector, Member 1992 to 1999**

1994                      Vocational Section Chair  
1993 & 1995            National Convention Attendance

**Illinois Association of Service Providers in Private Rehabilitation, Member 1995 to 1998**

1995                      President Elect  
1996                      President  
1997                      Past President  
1998                      Executive Board Member: Chairperson Education and Training

**International Association of Rehabilitation Professionals (IARP), 1999 to present**

2009 to 2011            Board Member at Large, State of Illinois Chapter  
2007 to 2008            Membership Committee, International Retention Sub-Committee Chairperson  
May, 2006                Annual International Training Seminar, Minneapolis, Minnesota  
January, 2006            North East State Chapter: "Advanced Studies in Forensic Rehabilitation", Montego Bay, Jamaica  
November, 2005           Forensic Section Seminar, Nashville, Tennessee  
September, 2005        Illinois State Chapter Seminar: "Illinois Worker's Compensation Law Changes", Chicago, Illinois  
2003 to 2005            Disability Management Section Chair  
November, 2004           Forensic Section Annual Meeting, Fine Tuning the Forensic Rehabilitation Practice, San Antonio, Texas  
November, 2003           Forensic Section Annual Meeting, Making the Point: Tools for the Forensic Rehabilitation Expert, San Antonio, Texas  
2002 to present        Annual Convention attendance  
2002 to present        Forensic Section Annual Training Seminar  
2001 to 2003            Board Member at Large, State of Illinois Chapter

**Case Management Society of America (CMSA), Member 1999 to present**

**University of Iowa Rehabilitation Counselor Program**

1990-1994                Advisory Board Member

**Illinois Institute of Technology Rehabilitation Counseling Program**

1986 - 1993                Advisory Board Member

**Texas Technical University**

2006 to 2007            Advisory Board Member

**LECTURES**

**Illinois Worker's Comp Forum**

March 2008                "Proactive Disability Management Programs"

**Cook County**

February 2008            "Ethical Vocational Rehabilitation"

**Worker's Compensation and Disability Conference & Expo**

November 2007            "60 Tips in 60 Minutes"

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**LECTURES (Cont'd)**

**Council on Education Management**

- August 10, 2006 "Utilizing Ethical Rehabilitation Services to Facilitate Return to Work"  
April 11 & 27, 2006 "Utilizing Ethical Rehabilitation Services to Facilitate Return to Work"  
February 2005 "Assessing Rehabilitation Potential and Benefits in  
Relationship to Your Exposure in Worker's Compensation Cases"  
October, 2004 "Part Two: Best Practices in Claims Management"  
April, 2004 "Best Practices in Vocational Rehabilitation"

**Texas Technical University**

- June, 2006 Introduction to Disability Management Principles

**National Worker's Compensation and Disability Annual Conference & Exhibit**

- November, 2005 60 Tips in 60 Minutes

**Ohio Rehabilitation Association 50<sup>th</sup> Anniversary**

- October, 2004 "Informed Participation: Knowledge Can Produce Motivation"

**Interstate Brands Corporation National Training Seminar**

- April, 2004 "Benefits of Disability Management Programs"

**Workers Compensation Claims Association**

- August, 2003 "Ethical Vocational Rehabilitation"  
October, 1996 "Vocational Placement, The Rehabilitation Counselor's Perspective"

**Workers Compensation Lawyers Association**

- October, 2002 "Ethical Evaluation of Employability and Placeability"

**The Industrial Commission of Illinois Judicial Training Program**

- September, 2001 "The Process of Ethical Vocational Rehabilitation"

**Illinois State Bar Association Law Education Series Seminar**

- March, 2001 "Ethical Vocational Rehabilitation and Return to Work"

**Physical Rehab Works**

- May, 1999 "Placement of the Industrially Disabled"

**Petty Printing Company**

- September, 1996 "The Benefits of Early Intervention with Rehabilitation"  
September, 1997 "Good Faith in Rehabilitation"

**Public Risk Management Association, National Convention, Baltimore, Maryland**

- June, 1996 "Impact of ADA on Workers' Compensation"

**University of Illinois**

- May, 1995 "The Politics of Private Sector Rehabilitation"

**Tinley Park Chamber of Commerce**

- March, 1995 "ADA Programs and How They Effect Your Business"

**National Association of Rehabilitation Professionals in the Private Sector (NARPPS), Annual Convention**

- April, 1994 "Private Sector Rehabilitation: Practitioners, Trends & Issues"

**American Management Association Conference, Chicago, Illinois**

- June, 1993 "Americans With Disabilities Act – Titles, Litigation and How to Comply"

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**LECTURES (Cont'd)**

**Public Risk Management Association Conference, Cincinnati, Ohio**

May, 1993 "Americans With Disabilities Act – Titles, Litigation and How to Comply"

**Law Firm of Katz, Friedman, Schur & Eagle, Chicago, Illinois**

April, 1993 "ADA and Its Implications"

**Illinois Occupational Therapy Association, Annual Convention**

November, 1992 "Tooling Up for Assistive Technology", Case Study Panel

**University of Wisconsin**

1993 "Ethical Issues and Practices in Private Sector Rehabilitation"

1994 "Ethical Placement of Industrially Disabled Individuals"

**American Management Association, Annual Convention**

October, 1992 "Case Management Strategies"

June, 1993 "Americans With Disabilities Act; How to Keep Claims From Deteriorating"

**ADA Seminars Sponsored by E.P.S. Rehabilitation, Inc.**

December, 1991 Tinley Park, Illinois

July, 1992 Bloomington, Illinois

**Illinois Rehabilitation Counselor Association, Annual Conventions**

May, 1990 "Rehabilitation Practices; Small Company Perspectives"

April, 1996 "Privatization -- Our Future Jobs"

**Core\*Mark International, Anaheim, California**

March, 1990 "Structured Transitional Employment Program; How to Develop, Implement and Achieve Success"

**University of Yucatan, Mexico**

November, 1988 "Counseling Individuals to Maximize Their Vocational Potential" for Doctoral Candidates

"Developing Student Careers through Counseling Programs" for Staff

**State of Illinois, Department of Mental Health**

May, 1987 "How to Purchase and Oversee Rehabilitation Services"

**Ohio Bureau of Workers Compensation, Rehabilitation Division**

July, 1986 "Job Modification, Restructuring, and Engineering; a Rehabilitation Perspective"

June, 1990 "Successful Interfacing Between Case Managers and Facility Based Services"

**University of Iowa**

September, 1991 "Future Direction in Rehabilitation" for Graduate Students

March, 1988 "Counseling and Supervising the Rehabilitation Counselor" for Doctoral Candidates

"Forensic Rehabilitation" for Graduate Students and Doctoral Candidates, Spring Semester Mini Course

July, 1986 "Vocational Rehabilitation; How It Works in Illinois"

October, 1986 "Rehabilitation in the Private Sector for Masters' Level Students, Issues and Ethics of Private Practice for Doctoral candidates"

November, 1986 "Private Sector Rehabilitation: Employment of the Industrially Disabled"

**Frankfort Chamber of Commerce**

September, 1985 "How to Facilitate Return to Work Through Job Site Modification"

**State of Illinois Division of Risk Management**

July, 1985 "Rehabilitation as a Cost Management Tool"

May, 1990 "Utilizing Rehabilitation Services; How They Can Work"

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**LECTURES (Cont'd)**

**Illinois Institute of Technology Rehabilitation Counseling Program**

- 1982-1986      “Vocational Rehabilitation in the Private Sector, Placement of the Industrially Disabled”, Annual Presentation  
1990              “Ethics in Placement of the Industrially Disabled”

**Eastern Illinois University, Doctoral Program in Rehabilitation Counseling**

- November, 2008      “Ethical Disability Management Programs: Development and Implementation”

**CONFERENCE ATTENDANCE**

**International Association of Business, Industry and Rehabilitation**

- October, 1988      Training Conferences, Kansas City

**Americans With Disabilities Act**

- July, 1991              Governors Park Nursing and Rehabilitation Center, Barrington, Illinois  
September, 1991      University of Iowa, Iowa City, Iowa  
October, 1992          American Management Association

**PUBLICATIONS**

- 2006                      Contributing Editor (2006). *Methods and protocols: Meeting the criteria of general acceptance and peer review under Daubert and Kumho*. Athens, GA: Elliott & Fitzpatrick  
1993                      *Special Switzer Monograph on Private Sector Rehabilitation, National Rehabilitation Association: “Ethical Issues In The Private Sector”*

**HONORS**

- 1979-1980              President’s Club for Distinguished Service, International Rehabilitation Associates  
1993                      Switzer Memorial Scholar for the President’s Committee on Employment for Individuals with Disabilities