

C099

UNIVERSITY OF KENTUCKY
APPLICATION FOR CHANGE IN EXISTING COURSE: MAJOR & MINOR

1. Submitted by College of Education Date 10/15/03

Department/Division offering course EDSRC - Rehabilitation Counseling

2. Changes proposed:

(a) Present prefix & number RC 640 Proposed prefix & number same

(b) Present Title Rehabilitation in Business and Industry

New Title same

(c) If course title is changed and exceeds 24 characters (Including spaces), include a sensible title (not to exceed 24 characters) for use on transcripts:

(d) Present credits: 3 Proposed credits: same

(e) Current lecture: laboratory ratio no change Proposed: _____

(f) Effective Date of Change: (Semester & Year) Spring 2004

3. To be Cross-listed as: NA
Prefix and Number

Signature: Department Chair

4. Proposed change in Bulletin description:

(a) Present description (including prerequisite(s)):
No change (see attached pages from the bulletin)

(b) New description:
No change

(c) Prerequisite(s) for course as changed: _____

5. What has prompted this proposal?

Development of a Web based program

6. If there are to be significant changes in the content or teaching objectives of this course, indicate changes:

None

7. What other departments could be affected by the proposed change?

None

8. Is this course applicable to the requirements for at least one degree or certificate at the University of Kentucky?

Yes No

9. Will changing this course change the degree requirements in one or more programs?*

Yes No

If yes, please attach an explanation of the change.*

10. Is this course currently included in the University Studies Program?

Yes No

If yes, please attach correspondence indicating concurrence of the University Studies Committee.

11. If the course is a 100-200 level course, please submit evidence (e.g., correspondence) that the Community College System has been consulted.

*NOTE: Approval of this change will constitute approval of the program change unless other program modifications are proposed.

ORIGINAL

**UNIVERSITY OF KENTUCKY
APPLICATION FOR CHANGE IN EXISTING COURSE: MAJOR & MINOR**

12. Is this a minor change? Yes No
 (NOTE: See the description on this form of what constitutes a minor change. Minor changes are sent directly from the Dean of the College to the Chair of the Senate Council. If the latter deems the change not to be minor, it will be sent to the appropriate Council for normal processing.)

13. Within the Department, who should be consulted for further information on the proposed course change?

Name: Dr. Ralph M. Crystal

Phone Extension: 7-3834

Signatures of Approval:

Donald Bott Slato
 Department Chair

1/13/04
 Date

Robert Shapiro
 Dean of the College

1/14/04
 Date

Date of Notice to the Faculty

**Undergraduate Council

Date

Jasmine Blackwell
 **Graduate Council

3-19-04
 Date

Date

**Academic Council for the Medical Center

Date

**Senate Council

Date of Notice to University Senate

**If applicable, as provided by the Rules of the University Senate.

ACTION OTHER THAN APPROVAL

The Minor Change route for courses is provided as a mechanism to make changes in existing courses and is limited to one or more of the following:

- a. change in number within the same hundred series;
- b. editorial change in description which does not imply change in content or emphasis;
- c. editorial change in title which does not imply change in content or emphasis;
- d. change in prerequisite which does not imply change in content or emphasis;
- e. cross-listing of courses under conditions set forth in item 3.0;
- f. correction of typographical errors. [University Senate Rules, Section III - 3.1]

Rev 8/02

Print Form

Clear Form

REHABILITATION IN BUSINESS AND INDUSTRY

Instructor: Ralph M. Crystal
224 Taylor Education
Office Phone: (859) 257-3834
(859) 257-3835 fax
crystal@uky.edu

First Summer Session 2003
On campus and distance sites
RC 640

Goals and Objectives

This course is designed to provide students with a comprehensive knowledge of all facets of rehabilitation in business and industry. Skills to develop a professional working relationship between the rehabilitation professional, employers, the insurance industry, and other professionals will be taught. A thorough overview of worker compensation and related areas will be presented. The roles and functions of the rehabilitation professional in business and industry will be discussed. Skill building modules will be directed at (a) identifying residual and transferable skills of clients, (b) placing clients in employment, (c) providing cost-effective and facilitative rehabilitation services for the insurance industry, (d) working as a member of the rehabilitation team, and (e) developing in-house rehabilitation and employee assistance programs.

Upon completion of this course students will be able to:

1. Understand similarities and differences in philosophies, concepts, and strategies between private and public rehabilitation programs.
2. Describe the etiology, rehabilitation, and prevention of common disabilities.
3. Understand worker compensation legislation and the worker compensation systems in Kentucky and other states.
4. Understand other types of business rehabilitation as well as federal Social Security disability and Ticket to Work programs.
5. Describe the roles and functions of professionals involved in private sector rehabilitation.
6. Explain the vocational rehabilitation and case management processes in worker compensation rehabilitation.
7. Describe incentives and disincentives in private sector rehabilitation.
8. Assess functional capacities and residual and transferable skills.
9. Understand vocational evaluation procedures used in proprietary rehabilitation.
10. Understand how counseling can be used to facilitate rehabilitation.
11. Know job placement skills and techniques including job analysis and modifications.
12. Understand how to use occupational information and community resources.
13. Know how to be an expert vocational witness and give vocational testimony.
14. Be able to market rehabilitation services in the private sector.
15. Understand how to consult with business and industrial concerns.
16. Understand how employee assistance programs and rehabilitation clinics function in proprietary rehabilitation.
17. Know how to develop and maintain proprietary rehabilitation practice business procedures.
18. Know how to utilize Internet resources to identify medical, vocational, industrial, government, and job placement issues.

This course relates to the following CORE Standards:

C.2.3 Case Management

- a) Computer applications and technology for caseload management, functional assessment, and job matching.

C.2.3 Vocational and Career Development

- b) Occupational information, labor market, trends, and the importance of meaningful employment was career focus.

C.2.6 Job Development and Placement (a & b)

Required Readings

Course readings will be assigned in class. See last page for course text.

Course Outline

- Weeks 1-2
1. What is business-industry rehabilitation?
 2. Similarities and differences between public and private rehabilitation programs.
 3. Delivery systems in business rehabilitation programs.
 4. Overview of worker compensation legislation and long term disability.
 5. Overview of other types of rehabilitation including social security and federal programs including the Ticket to Work.
 6. Roles and functions of professionals in business and industry rehabilitation.
 7. Common disabilities in proprietary rehabilitation:
 - a) etiology, rehabilitation, and prevention
 - b) psychological, social, medical, vocational, family, and economic factors
 8. Back impairments
 - a) low back pain
 9. Wrist and hand injuries
 10. Knee injuries
 11. Burns
 12. Amputations
 13. Head injuries
 14. Drug and Alcohol Abuse
- Week 3
1. The vocational rehabilitation process and case management
 - a) assessment of a person's potential to benefit from rehabilitation
 - b) evaluation (vocational, social, medical, family) procedures
 - c) sources of occupational information
 - d) assessment of residual and transferable skills
 - e) Case management procedures
 2. Rehabilitation facilities, in-house rehabilitation, and rehabilitation clinics
 3. The vocational rehabilitation process (cont.)
 - a) case management procedures
 - b) counseling techniques
 - 1 - dealing with motivation, incentives, disincentives, family members, employers
 - c) job placement
 - 1 - job analysis/modification
 - 2 - approaches to job placement
 - 3 - working with claimants/employers
 - 4 - job placement issues
 4. Use of Internet Resources
Sources of Occupational Information, i.e., the O'Net and DOT
 - a) Americans With Disabilities Act.
 - b) Medical Information
 - c) Job Placement sources
 - d) Web sites related to demographics, worker compensation, personal injury, employment law matters, Ticket to Work

- Week 4
1. Vocational expert testimony
 2. Legal and Ethical Issues
 3. Marketing private sector rehabilitation and case management services
 4. Establishing and maintaining a private rehabilitation business

Assignments

Two assignments are required as follows:

1. A written report based on research and practice on a major topic in business and industry rehabilitation is required. The purpose of this assignment will be to develop creative approaches to critical issues in industrial rehabilitation. Just presenting basic information on a subject will not satisfy this assignment. Potential topics can include worker compensation, long term disability, Ticket to Work, Social Security disability, legislation, assessment of employment options and vocational potential, counseling, case management, incentives and disincentives, issues for rehabilitation in selected disabilities, job placement, and rehabilitation programs. You must identify, reference, and use at least three internet resources in your report. Each topic should be cleared with me by the end of the first week of classes.
2. A final short essay examination covering all aspects of the course will be given at the end of the semester. This examination will include material from the lectures, and required and assigned readings. The final exam will be a take home. It will be given on June 5 and due back on June 10, 2003.

The paper and examination will each count for 45% of your final grade. The remaining 10% will be based upon participation in class exercises and discussion participation.

Required Texts (This will be discussed in class)

Perlman, L.G. & Hansen, C.E. (Eds). (1993). Private sector rehabilitation: Insurance, trends, and issues for the 21st century. A report of the 17th Mary E. Switzer Memorial Seminar. Washington, D.C.: National Rehabilitation Association.

Other readings will also be assigned. These will be put on reserve in the Education library or will be Web based.

Office Hours: I am available to speak with you concerning class matters before or after class. You may also make an appointment to meet with me during the day. See the program support person, Ms. Yvonne Howitz for an appointment (859-257-3834).

Other

1. Attendance is mandatory. Acceptable reasons for unexcused absences are listed in Student Rights and Responsibilities (5.2.4.2).
2. No audible pagers or cellular telephones are allowed. Taking telephone class during class time is disruptive and will not be allowed.
3. Please have an email address and send it to me by the end of the first week of class.