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Curriculum Vitae, current to October 2009

EDUCATION

- Post Doctoral, Auburn University, 1979-1981. College of Engineering, Department of Industrial Engineering, Human Factors, Work Measurement and Ergonomics.
- Ed.D., Auburn University, 1977. College of Education, Department of Rehabilitation and Special Education Service Systems for Individuals with Severe Handicapping Conditions.
- M.Ed., Auburn University, 1971. Rehabilitation Counseling and Psychology.
- B.S., Florida State University, 1968. College of Business.

PROFESSIONAL CERTIFICATIONS AND AFFILIATIONS

- Human Factors and Ergonomics Society, Member 2002 to 2010.
- Board Certified Industrial Ergonomist, Designated Ergonomic Risk Assessment Specialist, Oxford Research Institute, 2008 to 2010, Certification No. 000-012608.
- Certified Vocational Evaluator, Commission on Certification of Work Adjustment and Vocational Evaluation, 1984 to 2004, Certificate No. 00844.
- Certified Work Adjustment Specialist, Commission Certification of Work Adjustment and Vocational Evaluation, 1984 to 2004, Certificate No. 00324.
- Certified Rehabilitation Provider, Board of Professional Counselors, Department of Health Professionals, Commonwealth of Virginia, 1995-2010, License No. 0715002936.
- Board-Certified Work Measurement and Ergonomics Trainer, International MODAPTS Association, 1990 to 2010, awarded for five-year periods.
- American College of Forensic Examiners Institute Fellow, Board Certified Forensic Examiner, Specialty: Ergonomics and Work Injury Management, Fellow: 1994-2010, I.D. No: 00567.
- Senior Disability Analyst and Diplomat, American Board of Disability Analysts, 1999-2010, Diploma Certificate No: 6319-99.
- The American Railway Engineering and Maintenance-of-Way Association, 2000 to 2009.
- Vocational Evaluation and Career Assessment Professional, through 2010.

PROFESSIONAL ENDORSEMENTS

- Registered Vocational Expert, Social Security Administration, Bureau of Hearings and Appeals, 1980 to present.
- Registered Central Contractor Registry, Defense Logistics Agency, 2003 to present.
- Director Emeritus, International MODAPTS Association, Washington, D.C., 2000 to present.
- Registered Vocational Expert, Railroad Retirement Board, 2004 to present.

PROFESSIONAL WORK EXPERIENCE

- Director, Dynamics Research Group, 1981 to present.

Expert services in applied ergonomics and work injury management through work injury and disability management; ergonomics, both office and production environments; gain sharing; work measurement consultation with business, industry, financial institutions and service agencies; ergotecture/ergonomics software systems development, training and installation; federal contracting; staff development training; employee assistance programming; assessment of residual employability; transferability of skills analysis; employability access; life care planning; vocational functional capacity evaluations; and maritime services.

- Associate Professor of Rehabilitation and Director of the Rehabilitation Continuing Education Program, Dept. of Rehabilitation and Special Education, Auburn University, 1983-1986.

Director of the Rehabilitation Facility Administration Project, the Vocational Evaluation and Work Adjustment Project, and the State Department of Education Special Needs Assessment Project. Graduate faculty member and coordinator of Rehabilitation Extension and Continuing Education activities. Graduate instruction in rehabilitation engineering, and procurement of extramural funds. Manager of budgets (averaging \$500,000 annually), direct staff, administration of grants and contracts, and coordinator of services to vocational rehabilitation agencies in eight southeastern states.

- Assistant Professor and Director of the Rehabilitation Administration Program, Dept. of Rehabilitation, College of Education, Auburn University, 1978-1983.

Directed staff in the teaching, development of, and research in the area of rehabilitation facility administration and rehabilitation engineering. Directed masters and doctoral committees, conducted research, develop course manuals, teach graduate and undergraduate courses and continuing education certificate classes. Example of topics include rehabilitation training, work injury assessment, life care planning, and assessing work related risk factors for cumulative and/or acute injury.

- Director of Independent Living Project, Auburn University, 1979-1981.

Direct staff in the development of an Independent Living Resource Manual for the severely handicapped. Coordinated development of independent living in-service training and a national materials distribution network for the development of programs for the severely handicapped.

- Assistant Professor and Associate Project Director of the Region IV Rehabilitation Facility Training Program, Dept. of Rehabilitation, College of Education, Auburn University, 1977-1978.

Coordinator of Rehabilitation Management Training Programs; training representative for Vocational Rehabilitation Agencies in Georgia, Florida and Mississippi; assisted in the administrative and funding activities of the training programs for facility personnel, i.e., vocational instructors, production supervisors, vocational adjustment specialists, vocational evaluators, administrators; instructor of graduate and undergraduate students in vocational rehabilitation.

- Extension Associate, Rehabilitation and Special Education Department, Auburn University, 1973-1977.

Instructed professional rehabilitation facility personnel in techniques of vocational evaluation, work adjustment, and management. Coordinated administration workshops. Assistant project director of the Region IV Rehabilitation Facility Training Program.

- Graduate Research Assistant, Rehabilitation and Special Education Dept., Auburn University, 1973-1975.

Instructor in vocational evaluation, work adjustment, work injury management, and vocational placement techniques.

- Vocational Evaluator and Work Adjustment Services Coordinator, State of Alabama Dept. of Education, Division of Vocational Rehabilitation at the Achievement Center, Opelika, Alabama, 1971-1973.

Responsible for providing individual and group counseling to rehabilitation clients and developing, organizing, and directing the program and staff of the Vocational Rehabilitation Center. The program consisted of vocational evaluation, work adjustment services, work measurement, vocational training and placement.

PROFESSIONAL SERVICES

- Research and Demonstration Site Coordinator for Ergonomics Systems, Bissell Health Care Systems, Lafayette Instruments, 1993-1997.
- Montgomery Regional Hospital and Pulaski Community Hospital Advisory Counsel for Occupational Health and Safety, 1994.
- National Association of Forensic Economics, research contributor and member 1993-1996.
- Pain Management Consortium of Southwest Virginia, Council Member, 1992-2004.
- IMA Chairman of the Board of Directors and President; IMA holds the English speaking copyrights for the MODAPTS system; Western Michigan University, 1989-1992.
- International MODAPTS Board - Function as one of the twelve international members of the governing body, Sydney, Australia, 1986-2007.
- Editorial Advisory Board - Vocational Evaluation and Work Adjustment Bulletin, 1977-1984.
- The President's Committee on Employment of People with Disabilities, Washington, D.C., 1981-1985.
- Governor's Advisory Council on Facilities and Information Network Development, 1979-1982.
- State Department of Education Committee on Handicapped Children Early Childhood Education Program, 1980.
- Chairman of the Peer Review Panel for Rehabilitation Facility Administration Grants, R.S.A., H.E.W., Washington, D.C., 1979-1983.
- Research Editor of the National Association of Rehabilitation Instructors Bulletin, 1979.
- National Rehabilitation Administration Accreditation Standards Committee, 1979-1982.
- Peer Review Panel for Independent Living Part B Projects, Dept. of Education, Washington, D.C., 1979.

CONSULTING AND TRAINING

- Ken Knowledge International, PTE, Ltd., Singapore, Lead trainer for 2 day seminars, "MODAPTS: An Effective Work Measurement, Method Analysis, Ergonomic & Quality Improvement Tool," Held in Bangkok, Thailand, November 9th and 10th, 2006; Kuala Lumpur, Malaysia, November 6th and 7th, 2006.

Worked with over 500 community, state, and federal agencies as a systems expert for ergonomics expert and work injury management. Services have been provided to business, industry, governmental, and financial institutions. Internationally, projects have been conducted in New Zealand, Australia, Central America, and the Caribbean Basin. In legal services, over 500 cases have been developed and data presented.

- Management, Productivity, and Ergonomics Consultant to over 300 industries, businesses, financial institutions, labor unions and service agencies including Ford Motor Company (subcontract work through Industrial Engineering Services), General Motors, Abbott Labs, Brunswick Defense, U.S. Department of Justice, Southeast Bank, Internal Revenue Service, Boeing Aircraft, Vecta Industries, Johnson Controls, and Caterpillar, 1985-2006.
- Goodwill Industries of the Roanoke Valley - Ergonomics/Work Analysis Consultation, 2003.
- Virginia Department of Rehabilitative Services - Rehabilitation Engineer Consultant, provided assessment, implementation and follow-up for over 200 DRS clients. Services provided included work site accommodation, assistive device needs, and independent function facilitation, 1995-1999.
- Conducted over 150 training programs on work measurement and ergonomics. Participants represented financial, manufacturing, federal agencies, human services, and educational institutions.
- Florida Association of Rehabilitation Facilities, Work Injury Management and Rehabilitation Engineering Consultant, 1984-1985.
- Australian Department of Rehabilitation, conducted seminars in Vocational Assessment, 1984.
- Massey University, Massey, New Zealand, visiting lecturer, 1984.
- Alabama State Department of Mental Health. Provided a series of Staff Development Programs for State Institution Staff, 1982.
- Georgia Department of Human Resources. Conducted a Series of Methods Analysis and Time Study Workshops, 1981-1983.
- Kentucky Bureau for Blind Services, Work Program Training Consultant, 1980-1982.
- State Department of Education - Handicapped Children Work Activities Training, 1980.
- Conducted over 35 workshops on Interpersonal Skills and Communications Training as a consultant to various agencies and organizations, 1977-1990.
- Program Development Consultant to Tennessee Blind Services Agency, 1977-1983.
- Federal Technical Assistance Consultant to Rehabilitation Services Administration, 1976-2004.
- Consultant to Cornell University in developing rehabilitation adjustment services programs and in conducting management training, 1973-1986.
- Consultant to South Carolina University Rehabilitation and Counseling Department's Seminar on Innovations in Work Adjustment, Orangeburg, South Carolina, 1976.
- Special Education Consultant to Macon, Russell, and Perry County Boards of Education, 1975-1986.
- North Carolina Blind Services Agency, Staff Development, 1975, 1979.
- Cornell University's Labor Relations Think Tank on Work Adjustment and Rehabilitation Services, 1975.
- Adjunct Instructor to Tuskegee Institute's Drug Abuse Human Services Program, 1975.
- Special Education and Gifted Diagnosis Consultant for the Alabama State Department of Education, 1973-1986.

GRANTS AND CONTRACTS

- Since 1973, have secured over \$7 million in contracts and grants to provide training, product development, work measurement, work injury management program development, ergonomic assessment, human factors studies, and OSHA/NIOSH compliance reviews. Specific grants and contracts include:

General Motors, 1990, 1991, 1994; Brunswick Defense, 1990, 1991; Ford Motor Company (subcontract work through Industrial Engineering Services), 1988-2006; Boeing Aircraft Company, 1991, 1992; Bridgestone Tire Company, 1993, 1994; Abbott Laboratories, 1992-1995; Internet Foundries, 1990-1993; American College Pathologists, 1992; Federal Bureau of Prisons, 1988-1995; Special Needs Development and Training Program, 1985, 1986; Roadway Express, Inc., 1992-1999; Virginia Department of Rehabilitative Services, 1994-1999; National Industries for the Severely Handicapped, 1988-1999; Wabash Magnetics Control Products, 2000-2001; Vecta Industries, 2001; Caterpillar, 2001-2006; Indiana Association of Rehabilitation Facilities, 1990, 2000; Verizon, 2001-2002; Bassett Furniture, Co., 2000-2002.

- Partners of the Americas - developed an industrial contracting training program for the Rehabilitation Training Center, Guatemala City, Guatemala, 1985, 1995, 1997.
- The World Rehabilitation Fund - researched the application of industrial engineering work measurement to vocational rehabilitation, Sidney, Brisbane, and Perth, Australia; Massey University and Hamilton, New Zealand, 1984.
- Facility Administration In-Service Grant, funded by Rehabilitation Services Administration, 1982-1986.
- Vocational Evaluation and Work Adjustment In-Service Training, funded by RSA, 1982-1986.
- The Alabama State Department of Education - training in vocational evaluation, work measurement and work adjustment, 1981-1983.
- The Alabama State Department of Mental Health - training and consulting in work measurement, 1981.
- The Alabama Department of Youth Services - communications training for vocational instructors, 1981.
- The Georgia Division of Mental Health and Mental Retardation - work measurement, 1981.

HONORS AND AWARDS

- Director Emeritus, International MODAPTS Association and the International Labour Organization, Geneva, Switzerland, April 1999.
- Selected for the Who's Who National Directory Executives and Professionals, 1997.
- Recipient of the G. Christopher Heyde Award for international contributions to research in work measurement and work injury assessment. International MODAPTS Association, 1994.
- Disability Management & Work Injury Assessment Seminar - program consultant and speaker, Sidney, Australia, 1990.
- International MODAPTS Association Chairman and President 1989-1991.
- United States Representative to Partners of the Americas Employment Congress for Central and South America, Guatemala, 1985.
- The United States Presidential Committee on Employment of People with Disabilities, Washington, D.C., 1981-1985.
- World Rehabilitation Fund International Exchange of Experts Fellowship, Australia and New Zealand 1984.

PUBLICATIONS

- Shinnick, Michael, "MODAPTS Travels to Kuala Lumpur, Malaysia and Bangkok, Thailand", MODAPTS News, International MODAPTS Association, Volume 24, Issue No. 2, July 2007
- Shinnick, Michael D., TaskMaster 2000 Plus, MODAPTS Based Work Study Software, copyright, Dynamics Research Group, Inc., 2007.
- Shinnick, Michael D., Bennett, Caroline R., TaskMaster 2000 Plus, MODAPTS Based Work Study Software USER'S MANUAL, copyright, Dynamics Research Group, Inc., 2007.
- Charles Garratt, Steven Garratt, & Michael Shinnick, TaskMaster 2000, Gray Owl Software, Dynamics Research Group (January 2000), TaskMaster Version 3 (2002).
- Michael D. Shinnick & Martha J. Lanphear, An Expert Examines Daubert in the Context of Cumulative Trauma Disorders, <http://www.drshinnick.com/publications.htm>, June 2006.
- Richard J. Wickstrom & Michael D. Shinnick, Industrial Standards for the Jamar Physical Agility Test Battery, Lafayette Instruments and Ergonomics Systems, Bissell HealthCare (1995).
- Charles Garratt & Michael Shinnick, TaskMaster for Windows, Gray Owl Software (1995).
- Michael D. Shinnick & Victoria Jordan Stone, Vocational Aspects of Personal Injury Litigation, On Science and Technology, International MODAPTS Association (June 1993).
- Michael D. Shinnick, Disability Management: Background, Process, and Aims, International MODAPTS Association (1992).
- Michael D. Shinnick & Victoria J. Stone, Empirical Data Helps to Prove Vocational Loss in Personal Injury Cases, December 1992 Lawyers Weekly.
- Charles Garratt & Michael Shinnick, TaskMaster - Advanced Software for MODAPTS-based Work Standards, Gray Owl Software (1991).
- Michael D. Shinnick & Walter E. Erwin, Work Measurement System Creates Shared Responsibility Among Workers at Ford, 21(8) Industrial Engineering (August 1989).
- Michael D. Shinnick, Vocational and Rehabilitation Expert Testimony Objectified Through the Application of Ergotecture, III (4) Lawyers Weekly (June 1988).
- Michael D. Shinnick & Donald L. Gerber, A Common Language for Analyzing Work, 36(4) Journal of Systems Management 8-13 (1986).
- J. Black, M.D. Shinnick, & J. Welsh, A Work Measurement Approach to Functional Assessment, Issues Papers: National Forum on Issues in Vocational Assessment, Materials Development Center, University of Wisconsin-Stout, Menomonie, Wisconsin (1985).
- Michael D. Shinnick, Improving the Effectiveness of Rehabilitation Services Through a Common Language for Practitioners, August-September 1985 Journal of Rehabilitation 33-38.
- M.D. Shinnick, J.B. Black, & Roger S. Decker, A Partnership: Vocational Evaluation and Industrial Engineering, 16(1) Vocational Evaluation and Work Adjustment Bulletin (1983).
- M.D. Shinnick & J.B. Black, "The Application of Industrial Engineering," Vocational Evaluation, Work Adjustment and Independent Living Services for the Severely Disabled, Robert Lassiter, Ed. (Charles Thomas, Springfield, IL 1983).
- Michael D. Shinnick, Sabra H. Sallenger, & Nancy B. Burdug, "Guidelines for the Development of Independent Living Services in Rehabilitation Facilities," Vocational Evaluation, Work Adjustment and Independent Living for Severely Disabled, Robert Lassiter, Ed. (Charles Thomas, Springfield, IL 1983).
- M.D. Shinnick & S. Sallenger-Hoffman, Innovations in Vocational Evaluation and Work Adjustment - Independent Living: A Resource Manual, 14(1) Vocational Evaluation and Work Adjustment Bulletin (Spring 1981).
- J. Carter, M.D. Shinnick, & R.S. McDaniel, The Impact of In-Service Training in Rehabilitation Facility Administration, 5(4) Journal of Rehabilitation Administration (1981).
- R.S. McDaniel, N.B. Burdug, & M.D. Shinnick, The Relationship Between Vocational Evaluator Initial Perceptions and Their Recommendation for Adjudicated Youths, 14(4) Vocational Evaluation and Work Adjustment Bulletin (1981).

- M.D. Shinnick & M.R. Floyd, A Reliability Study Using Semantic Differential for Short-Term Workshop Evaluation, 3(5) National Association of Rehabilitation Instructors (June 1980).
- M. Shinnick, J. Carter, & J. Anderson, Directory of Region IV Vocational Rehabilitation Facilities - A Descriptive Analysis, Auburn University, (1979).
- Michael D. Shinnick, A System for the Evaluation for Short-Term Training for Rehabilitation Facility Personnel, 10(1) AURORA (January 1978).
- Michael D. Shinnick, The Follow-up Evaluation of Rehabilitation Facility Short-Term Training, II (2) Vocational Evaluation and Work Adjustment Bulletin (June 1977).
- Conrad M. Allen & Michael D. Shinnick, "Placement Through a Job Trial Approach to Vocational Evaluation," Placement Services and Techniques, J.T. Bowman & W.H. Graves, Eds. (January 1976).
- Michael D. Shinnick, The Effects of Time Interval Between Conclusion of Training and Follow-Up, Auburn University, (1976).
- Michael D. Shinnick, The Stone Masonry and Tile Setting Work Sample, Work Sample Clearing House, Materials Development Center, University of Wisconsin (January 1974).
- Conrad M. Allen & Michael D. Shinnick, Successful Placement Through a Job Trial Approach to Vocational Evaluation, 7(4) Vocational Evaluation and Work Adjustment Bulletin (1973).

TRAINING/RESOURCE MANUALS

- Charles Garratt & Michael Shinnick, TaskMaster 2000 - Applied Work Standards and Ergonomic Work Methods, Gray Owl Software, (January 2000-2006).
- Charles Garratt, David Cooper, & Michael Shinnick, TaskMaster - The Program for Understanding Work, Artifacts Software, Dynamics Research Group (1990, 1992, 1995).
- Michael D. Shinnick, MODAPTS Resource and Training Manual, Dynamics Research Group (1989, 1991).
- T. Sechrist, R. Spitznagal, & M. Shinnick, Contract Procurement and Cost Estimating, Auburn University, (1983).
- M.D. Shinnick & R. Spitznagal, Methods Analysis and Work Measurement, Auburn University, (1983).
- Michael D. Shinnick, Production Practices for Human Service Programs, Auburn University (July 1981). Revised 1983.
- D.L. Wilson, M.D. Shinnick, & J. Carter, Rehabilitation Facility Administration Practices and Procedures II, Management of the Organization, Auburn University (1979). Revised by D.L. Wilson, R. Spitznagal, & Michael D. Shinnick, 1983.
- J.P. Helm, M.D. Shinnick, & J. Carter, Program Evaluation for Rehabilitation Facilities, Auburn University (1979). Revised by R. Spitznagal, A. Brabham, & Michael D. Shinnick, 1983.
- D.L. Wilson, M.D. Shinnick, & J. Carter, Rehabilitation Facility Administration Practices and Procedures I, Personnel Management, Auburn University (1978). Revised by D.L. Wilson, M.D. Shinnick, & R. Spitznagal, 1983.
- M.D. Shinnick & M.R. Floyd, Communication Effectiveness Skills for Rehabilitation Facility Training Grant (1977). Revised 1980, 1983.
- S.J. Hoffman, M.D. Shinnick, & M. Willoughby, Independent Living Resource Manual, Auburn University (March 1980).
- J. Brolin, T. Smith, & M. Shinnick, Production Practices in Rehabilitation Facilities, Auburn University (1979).
- R.S. McDaniel, J.L. Anderson, & M.D. Shinnick, Vocational Evaluation Resource and Training Manual, Auburn University (1977).
- J.L. Anderson, R.S. McDaniel, & M.D. Shinnick, Adjustment Services Resource and Training Manual Auburn University (1977).

PRESENTATIONS, CONFERENCES, AND CONTINUING EDUCATION

- AMTRAK Contractor Safety and Security Course, New York City, September 30, 2009.
- Railway Track Systems: Engineering and Design, University of Wisconsin, College of Engineering, Department of Engineering Professional Development, May 4-5, 2009.
- Advanced Concepts in Ergonomics, Oxford Research Institute, Pleasanton, CA., January 23 – 25, 2008.
- Presentation, Ergonomic and Work Injury Analysis, Human Technology Corporation, Utica, New York, April 9-12, 2007.
- International MODAPTS Association, Board Meeting, Cocoa Beach, FL., Fall, 2006.
- Ergonomics and Human Factors, Harvard School of Public Health, Presenter and Participant, Boston, MA, October 2004, September 2005.
- Reducing Workplace Injuries, Ergonomics Conference, Presenter and Participant, New York City, NY, Presenter and Participant, March 2005.
- Applied Ergonomics and Work Related Musculoskeletal Disorders, Presenter, Virginia Tech Corporate Research Center, 2003, 2004.
- The Rehabilitation Consultant, Presenter, American Board of Disability Analysis, Washington, D.C., 2003.
- Textiles & Taskmaster, Ergonomics & Work Injury Management, Bassett, VA, 2002.
- Daubert/Kumho and the Expert Witness, 2002.
- AREMA, Chicago, IL., October 2002.
- American Board of Disability Analysis, Miami, FL., 2002.
- The National Ergonomics Conference, Las Vegas, NV., 2002.
- Ergonomics of Office Equipment, Seating, Furnishings and Work Practices, Dallas, TX, January 29-30, 2001, March 4-5, 2002.
- Ergonomic Applications, United Auto Workers Winter Conference, Miami, FL., February 2001.
- Human Factors and Work Related Musculoskeletal Disorders, IMA Conference, 2001.
- Ergonomics and Forensics, San Francisco, CA., 2001.
- International MODAPTS Associations, Coco Beach, FL., 2000, 2001, 2002, 2004, 2005.
- Ergonomics and Work Measurement, Wabash Magnetics Control Products, Fort Wayne, IN, October 12-14, 2000.
- MODAPTS, The Language of Ergonomics and Work Injury Management, INARF, September 12-13 and October 11-12, 2000, October 10-11 and November 7-8, 2007, Indianapolis, IN.
- Carpal Tunnel Syndrome and Hearing Loss, Epidemiology, Biomechanics, Causation, Prevention and Cost, Virginia Senate Commerce & Labor Subcommittee, October 16, 1996; House of Delegates Commerce & Labor Subcommittee, Richmond, VA., October 21, 1996.
- Management of Work Related Upper Extremity Injuries, An Ergonomic & Rehabilitation Perspective, Calgary, Canada, August 23, 1996.
- Assessment of Work Related Upper Extremity Risk Factors, MODAPTS Symposium, March 23, 1996, Cocoa, FL.
- The Language of understanding Work, MODAPTS Seminar, Reno, NV, March 11-15, 1996.
- MODAPTS & Ergonomics Seminar: St. Augustine, FL, January 96; New Orleans, LA, March 97; St. Louis, MO, October 97; Nashville, TN, June 98; St. Louis, MO, June, 1999.
- Work Injury & Ergonomics, Ford Motor Company (subcontract work through Industrial Engineering Services), Louisville, KY, January-April, 1996, Dearborn, MI, February-August 1997, January-March 1998; Kentucky Truck, May-July 1998; Twin Cities, February-March 1999, June 2000, February-March 2001.
- Special Health & Safety, Projects, Ford Motor Company (subcontract work through Industrial Engineering Services), Dearborn, MI, March 1999.
- An Historical Perspective of Ergonomics, Work Injury Management and MODAPTS, International MODAPTS Association Symposium, Cocoa, Florida, April 16, 1999.

- Ergonomics and Work Injury Management, An Interdisciplinary Mandate for the Millennium, International Symposium, Cocoa, FL, April 13, 2000.

OTHER EXPERIENCES, COMPETENCIES, AND ACTIVITIES

- Registered Psychometrist, 1977-present.
- Federal Technical Assistance Consultant - R.S.A, 1977-2005.
- Participant, co-leader, and leader of personal growth labs, marathons, and communications conferences, 1970-1992.
- Captain of a 110' private charter yacht, 1987.
- Owner of a 48' sailing vessel, 1985-1987.
- Extensive travel in the Caribbean Basin, Central America, 1982-present.
- Licensed Master by the United States Coast Guard for vessels up to 100 tons. 1984-present.
- Participant in the National Trust for Historic Preservation, 1974-1985.
- Completed the Rehabilitation Facility Administration Certificate Program, 1981.
- Licensed Effectiveness Trainer, 1977.
- Certified Water Safety Instructor and Scuba Diver, 1981-present.
- Conducted restoration of a historic southern antebellum plantation, 1975-1986.
- Contributed to undergraduate and graduate education expenses by employment as: hotel front desk manager, hardware store clerk, service station attendant, car salesman, life guard, recreation director, Fuller Brush salesman, painter, assistant manager of grocery store, census taker, bartender, yacht captain, furniture repairman, and carpenter.