
the NADE ADVOCATE



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Summer 2009



Post Traumatic Stress In Men And Women Returning From Iraq

Presenter: Terri Julian, PhD

Batavia VA Hospital

by Ron Kilgore, Alabama DDS

AN INFORMATIVE AND INSIGHTFUL look at the affect of Post Traumatic Stress on Iraq veterans was presented by Dr. Terri Julian at the Quad Regional Conference held in Niagara Falls, New York.

Post Traumatic Stress (PTSD) has been around for many years. In past wars you might have heard of it as “Shell Shock” or “Battle Fatigue.” Some symptoms may include anxiety, intrusive thoughts, flash backs, or the fight or flight syndrome. By any other name it remains a serious problem to combat veterans.

Veteran Affairs hospitals are trying to cope with the dramatic increase in veterans returning from Iraq suffering from Post Traumatic Stress Disorder. As many as one-third of soldiers returning from Iraq and Afghanistan suffer with symptoms of PTSD. This has led to an unprecedented number of combat veterans seeking PTSD therapy. While many now seek treatment, other veterans continue to suffer in silence.

Combat soldiers are trained to “tough it out” and forge ahead no matter what the obstacle. While this serves them well in combat it also hinders their ability to seek treatment. Many soldiers feel that seeking help indicates weakness and will forego treatment to avoid a stigma unacceptable in military society. You are expected to “suck it up”, “get over it”, and deny any emotions that create discomfort. They also feel that by seeking help they jeopardize possible promotions or future positions of authority. This has been a long standing perception of soldiers and so they choose to follow the “don’t ask, don’t tell” approach. Those veterans who are afraid to seek mental health treatment often resort to self-medicating with illegal drugs, alcohol or prescription pain drugs to ease their symptoms. Some will have chronic physical complaints. Mostly women, but now more men, are coming forth with allegations of PTSD symptoms. Today PTSD is recognized as a serious problem and programs now go to great lengths to reach these veterans.

Combat veterans will often display a paranoia and combat alertness even after they return to home and family. Symptoms will vary but many will appear to lack feelings. Their walls go up and normal responses are suppressed or missing. Some veterans cannot be in crowds because they cannot watch everyone. “Crowds have too many moving parts,” as described by one veteran. They will have a heightened physical response to things like a loud noise or sudden and abrupt movements around them. They find it extremely difficult to turn off their years of training and sense of survival and bring it home with them. They will have intrusive thoughts and have difficulty in relating to their surroundings.

Their reliance on each other is crucial to their effectiveness and ability to face the horrors of war. Imagine, if you can, the feeling of guilt when their “battle buddy” becomes a casualty. They will ask themselves why my buddy and not me?

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***Make Plans Now to Attend the National Training
Conference October 5-8 in Covington, KY!***

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President's Message

AS I WRITE MY LAST presidential message, I cherish an abundance of memories that have made NADE the great association it has been for so many years now!



Rather than serving my first year as Pres-Elect, I ended up taking the reigns as President, and for two full years. I could not have succeeded in this without the outstanding support and mentorship I received from our Board of Directors, committee chairs, and our devoted members. There are many of you to thank for the contributions you have made to my efforts and to the driving force of NADE. Most of you, know who you are. For those of you who maintained your annual memberships and traveled to training conferences, or stayed involved at your local level, a big "Thank You" goes out to you for your dedication to bettering our profession. Every little step you do for NADE does not benefit just one person, but the larger association and the taxpayers of our nation.

The disability programs have changed quite a bit over the last two years, which is a testament to what will come in the future. What I have learned with respect to the dynamic nature of the disability programs is that Social Security keeps one common goal in mind: doing what is right to benefit the people of our nation.

A special thanks to all of you who supported or attended our regional training conferences. I met quite a few new people, as always, poised to assist in any way necessary to help NADE and SSA. Don't forget our national training conference in Covington, Kentucky! The agenda is outstanding and surely will provide the great training we could not otherwise get.

I'd like you to keep one thing in mind as NADE moves forward with new leadership and ideas; always remember that the disability programs have effective policies in place, a visionary strategic plan, and the dedication to fulfill what the public expects and deserves from us. Thank you for a great two years of support during my presidency!

Sincerely,
Georgina B. Huskey
Georgina Huskey
NADE President

The NADE Advocate is the official publication of the National Association of Disability Examiners. It provides a forum for responsible comments concerning the disability process. Official NADE positions are found in the comments by the NADE President and NADE Position Papers.

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1/2 page	\$150.00	\$125.00 per issue
Full page	\$225.00	\$200.00 per issue

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Letters to the Editor are welcomed and may be selected for inclusion in future issues. Please forward ideas for future *Advocate* topics to the editor or your Regional Publications Representative. The next issue will be published in **Fall 2009**.

All correspondence should be directed through your Regional representative or NADE editor by **September 15, 2009**.

NADE Member News**From the Trenches...***by Teresa Sizemore Hernandez, VADE (Virginia) President*

It was a privilege to attend the NADE 2009 Quad-Regional Conference in Niagara Falls. It is a wonderful opportunity to meet other individuals that do the same work and that have a heart for NADE.

All the speakers were very informative and gave new perspective on DDS and SSA. The "Coffee and Eggs" session with Donna LaVin, Ph.D., Positive Psychology Professor at Hilbert College in Hamburg, NY was wonderful. She engaged the entire audience and gave some great stress relief alternatives. Now every time I get stressed I just start to laugh and think of a "happy place". As silly and juvenile as it sounds, it really works. It was interesting to learn how Vitamin D deficiency can effect your body and may be linked with the increase in Multiple Sclerosis cases. Since the conference, my way of adjudicating MS cases has changed. Thanks to Bianca Weinstock, MD, Neurologist and Getty Bailey, MSW, MS patient. Ms Bailey gave a wonderful testimony of her experiencing when applying for disability.

I also leave the conferences with a new perspective and feeling refreshed to return to my caseload and help our claimants. They are the reason we are here.

Delaware Retirements

Congratulations to NADE members from Delaware on their recent retirements: Stacey Miranda, Tanya Crumpler and Lillian Collings! Stacey has been an especially active NADE member. Tanya served as a supervisor at the Delaware DDS for over 30 years. They all three have many years of service but Lillian alone had 52 years of state service when she retired!

Newsletter and Photo Contest Deadline Approaches

Entries for NADE's annual chapter newsletter contest should be submitted to Donna Hilton, NADE Publication Director, by **August 15, 2009**. If your newsletter is published in a word.doc format, just email a copy of each issue published since September 2008. If your chapter uses Publisher or another program, please submit eight (8) hard copies by mail.

Newsletters entries are judged on their format, content and graphic eye appeal by the Advocate staff. For more detailed information on the judging criteria, contact Donna Hilton or your regional Publication representative. The list of representatives is on page 2 of each Advocate issue.

Photo entries should also be sent by **August 15, 2009** to Donna Hilton: drhilton@suddenlink.net. They should reflect NADE's mission and professionalism.



**Letters to the Editor
can be sent to:
Donna Hilton
Publications Director
1117 Sunshine Drive
Aurora, MO 65605**

**Request for Newsletter
Grants should
be submitted to
Donna Hilton,
Publications Director.**

**For information on
Membership Grants,
contact Michele Namenek,
Membership Director.**

**Are you Certified through
NADE?**

**Certification applications
are available on the
NADE website:
www.nade.org**

**Or You May Contact The
Professional Development
Committee Chair**

**Ellen Cook
4805 Greenbriar Drive
Springfield, IL 62711
217.741.8151
Ellen.Cook@ssa.gov**

NADE CALENDAR OF EVENTS:

2009 National Training Conference	Radisson Riverfront	Covington KY	Oct 5-9, 2009
SE/MA/NE Tri-Regional Conference	Francis Marion Hotel	Charleston SC	Mar 7-10, 2010
SW/Great Plains Bi-Regional Conference	Doubletree Hotel	Little Rock AR	April 14-16, 2010
Great Lakes Regional Conference	Holiday Inn	Columbus OH	May 5-7, 2010
Pacific Regional Conference	Owyhee Plaza Hotel	Boise ID	May 20-21, 2010

NADE Member News

SWADE Updates

by C.J. August, Southwest Regional Director

The Southwest Association of Disability Examiners participated in a bi-regional conference with the Great Lakes Association of Disability Examiners in Chicago, Illinois in May 2009.

During the conference we presented awards and I would like to recognize and congratulate the following chapters and individuals who were recipients of awards.

President's award, presented to an outstanding chapter: New Made

Membership award, recognizing greatest increase in membership: ARKADE

Rookie of the year award, recognizing a new member making significant contributions to SWADE: Jason Vert: ARKADE

Charles O. Blaylock award, recognizing outstanding contributions to the organizational advancement of SWADE: Alice Davidson, ARKADE



Bonnie Wilson accepts the SWADE President's Award for NewMade.

Director's award, presented to an outstanding support staff member: Margaret Jackson

SWADE award, recognizing outstanding contributions to the service of the claimant: Alan Gulley, New Made



Alan Gulley displays his SWADE Award.

We also elected SWADE officers. Congratulations to Suzanne Scott of ARKADE, who is now the SWADE president and Dean Crawford of OKADE, who was elected SWADE president elect. Alan Gulley of New Made was elected as SWADE Secretary and Cynthia Henderson of OKADE was elected to serve as SWADE Treasurer. I would like to thank SWADE for their confidence in me and for re-electing me to serve as SWADE Regional Director.

The 2010 SWADE regional conference will be held April 14th to April 16th, 2009 in Little Rock Arkansas. The Great Plains association will join us for this bi-regional conference. Check the NADE website for more information.

The Natural State of Disability

Southwest/Great Plains Bi-Regional Conference

Plan ahead: April 14-16, 2010

**Doubletree Hotel
424 West Markham
Little Rock, AR 72201
(501)372-4371 or (800)222-TREE
Rate: \$129/night**

Conference Chair: Lance Howell 501-683-1048
Lance.Howell@ssa.gov
Contact person: Suzanne Scott 501-683-4767
Suzanne.Scott@ssa.gov



Chapter President Raymond House accepts the Membership Award for ARKADE.

Sharon Belt Candidate for Treasurer

As your current Treasurer for NADE, I have enjoyed the opportunity to serve the national association. I wish to announce my decision to run for re-election.

Since assuming the duties of Treasurer in October 2008, I have converted our banking and bill payments to an electronic format and have worked to maximize points accumulated on the NADE credit card as well as the use those points to defray travel expenses for the Board. I have performed the duties of Treasurer as directed by the President and I look forward to continuing in this position, with the support of the membership. Thank you.



Sharon Belt



Congratulations Extended to Newly Certified and Re-Certified NADE Members

by Ellen Cook, Professional Development Chair

Congratulations to the following members who have been recently certified as Disability Professionals under NADE's Certification Program:

Rhonda Muelling	(WI)	Jan 2012
Melissa Stets-Stephensky	(WI)	Jan 2012
Patricia Parrish	(WI)	Jan 2012
Marianne Guilfoyle	(WI)	Jan 2012
Angela Jakacki	(WI)	Jan 2012
Christine Mathias	(WI)	Feb 2012
Lynn Levy	(WI)	Mar 2012
Donna Fortune	(NV)	Jun 2012
Clarrisa McLane	(WA)	Jun 2012
Marchi Shantz	(MI)	Jun 2012
Keith L. Allen, PhD.	(MO)	Jun 2012
Elvia Garcia	(TX)	Jun 2012
Cecilia Gonzalez	(TX)	Jun 2012
Jennifer Bell	(TX)	Jun 2012
Lisa Huggins	(TX)	Jun 2012
Dorothy Parsons	(TX)	Jun 2012

These members have successfully met the requirements for Re-Certification as Disability Professionals:

Paula Chafetz Snyder	(NC)	Jan 2012
Lora Coffman	(IA)	Jan 2012
Pearline C. Talley	(AL)	Feb 2012
Alan McCorkle	(TX)	Feb 2012
Jean Leif	(CO)	Feb 2012

Please see the NADE website under Careers, then Certification to obtain complete information about NADE's Certification Program.

MAINE Celebrates Professionals Week with Animal Theme

by Cynthia Brann, Maine DDS

We decided to go with an animal theme this year as life is so hectic and crazy with the economy. We wanted something fun but yet could be related to our jobs. Brenda Sawyer, PhD came to discuss PTSD with the dogs that were used during 9/11 recovery efforts and how they are doing now. She also goes to Nicaragua every year to volunteer her time working with people and pets. She showed a slide program and gave a presentation on a new vet clinic and how different people of different origins treat their animals.

We also had a speaker, Katie Lisnik, who is the Director in Maine of Humane Shelters, who gave an excellent speech on disaster preparedness for people and their pets. She presented many good examples and suggestions you normally would not have thought about during disasters.

On the days of the speakers we offered free lunches to all who attended, pizza one day and sandwiches the other day. Two days during the week we had breakfast items available to all and had the slide show from NADE running.

A door prize was given each day. On the last day – Friday, we had a dress down day which required you pay \$5.00 to be donated to the local animal shelter. We put on a large luncheon with everyone at DDS bringing in a dish or dessert. We practiced team building afterwards and played games as a way of working together as a group.

As it turned out, one of our McADE members, Dr Trumbull, who is also a volunteer at the shelter, was recently hospitalized and had open heart surgery. It was nice to have this week with pets knowing how much he loves animals. He was able to attend one of our lunch activities and was very pleased with our turnout.

It was a good week that was well enjoyed by everyone at DDS. During these tough times of increasing case loads, shut down days and stress, this down time was needed.

Election Results from the Regional Conferences

Newly elected and current* NADE Leaders:

Great Lakes

Regional Director - Tom Ward
President - Jennifer Nottingham
Vice President - Gloria Emmons
Secretary - Teresa Furget
Treasurer - Laura Dunipace

Great Plains

Regional Director - Mark Bernskoetter*
President - Trish Chaplin
Vice President - Candise Byllesby
Secretary - Jayme Frakes
Treasurer - Ella Timm

Mid Atlantic

Regional Director - Melissa Phillips*
President - Leesa Chalmers
Vice President - Beverly Wardyga
Secretary - Bashiru Kamara
Treasurer - Kathy Parrish

Northwest

Regional Director - Susan LaMorte
President - Debi Chowdhury
Vice President - Virgie Alvarez Casitas De La Fuente
Secretary - Marcia Whittle
Treasurer - Marty Blum

Pacific

Regional Director - Joe Rise
President - Lori Joo
President Elect - Andrew Martinez
Secretary - Joe Lynn Rader
Treasurer - Jan Goehner

Southeast

Regional Director - Sharon Summers
President - Christee Hunt
Past President - Jason Driskell
Secretary/
Treasurer - Margaret Yeats

Southwest

Regional Director - C.J. August
President - Suzanne Scott
President Elect - Dean Crawford
Secretary - Alan (James) Gulley
Treasurer - Cynthia Henderson

Annual NADE Membership Contest

by Michele Namenek, Membership Chair

PLEASE CONTINUE YOUR recruitment and retention efforts!

Chapters (large, medium and small) who do outstanding jobs in recruiting new members will be recognized and receive monetary awards at the National Conference in Kentucky.

But the bigger payoff is this : NADE's strength is its numbers.

The more members we have the stronger our voice.

NADE's strength is its numbers. Chapters are encouraged to apply for grants and compete for membership awards and employ active recruitment efforts to maintain our efficacy as an organization and ensure our voices are heard.

If your chapter hasn't done so yet this year, please take advantage of NADE's membership recruitment grant .

Thanks and congratulations to all those chapters who've worked so hard this year to recruit and retain members despite financial challenges that have plagued us nation-wide. Your dedication and professionalism are to be commended.



NADE Correspondence

MEMORANDUM

To: NADE Board

From: Tennessee Association of Disability Examiners

Re: Recent NADE Presidential Visit for NDPW in Tennessee

Date: June 23, 2009

Our local TADE chapter wishes to formally thank you for allowing our President, Georgina Huskey, to travel to Tennessee on behalf of NADE during NDPW last week. Even though she accepted our invitation by assuming responsibility of the cost out of her own personal expense, we feel her actions reflect the determination the entire Board has to further public awareness of the mission of NADE. Your dedication as NADE Board members to serve your local chapters, whenever possible, is impressive. Some of our honored veteran TADE members report that there have been other times throughout the years when previous NADE Presidents visited our particular chapter and encouraged membership; growth always proceeded.

You can rest assured the NADE message got out last week! Georgina's engaging personal touch caused increased interest and so far we have already recruited one person. Seventeen others have asked about applications to join, and there are others who are considering it. We realize that sometimes it takes time to digest what one has heard and take action, but take confidence that the Tennessee chapter will follow up on these leads.

We had numerous sessions scheduled in order to give the NADE President access to our agency with full approval of our Director and our Assistant Commissioner. Georgina began Thursday morning with interaction with the new training class. The trainees listened attentively to what she had to say, watched her DVD presentation and then spent a lengthy amount of time involving her with questions and answers. Afterward, Georgina moved to a personal meeting with the Assistant Commissioner, Andrea Cooper, who also spent a lengthy time addressing the various issues of our disability program and the challenges our government and agency leaders face today. She then addressed our Management Team at a meet-and-greet session. Georgina shared some of her personal experiences involving her leadership role and also gave insightful and encouraging remarks about our management responsibilities as professionals within this agency. She spoke on two separate occasions during our TADE Membership Appreciation Luncheon/ Training Session on Thursday afternoon. On Friday, she greeted DDS employees at an interactive Lunch and Learn Session featuring a NADE recruitment film and other interactive facilitators. Every session held Georgina over by at least 30 minutes due to the heightened interest and questions. By popular demand from our chapter members, there was a private party hosted by our chapter member and future SE Regional Director, Sharon Summers. Having a potluck dinner at Sharon's home gave individual chapter members an opportunity to show involvement, enjoy more one-on-one interaction with our NADE President and also share any personal issues, ideas or concerns they may have. It also opened an avenue for Sharon to better prepare for her upcoming role on the NADE board.

As many of you already know, Sharon Summers was one of the co-coordinators for the 2008 NADE National Conference and she is currently on the board as the litigations monitor. I think having Georgina's willingness to give so much of her personal time and resources to our chapter merely at the request of Sharon's invitation not only impressed our agency and chapter members, it also motivated Sharon to celebrate her own excellence by building knowledge through NADE in the form of ongoing mentorship; both giving and receiving. I expect great things from Sharon Summers as she serves NADE in the capacity of SE Regional Director over the next two years. I'm sure having the support of her chapter members, our national President and fellow board members will help her to achieve her personal and professional goals and expectations.

We realize that it is not fiscally possible for the NADE President to visit every single chapter throughout the year. However, whenever it can be worked out in circumstances similar to ours, it makes a huge impact; not only to the chapter members but also to the agency. A certain level of respect, recognition and interest toward NADE's message was given last week due to our agenda that are rarely seen here. Our chapter continues to send out the message and promote our winning NDPW theme; Celebrating Excellence: Building Knowledge through NADE. It is beginning to take hold in Tennessee. We know encouragement has to go both ways, so we sincerely offer each of you our appreciation and support in the roles and responsibilities you hold while in office.

Best regards,

Hope Saunders
TADE President

Related Correspondence

ncddd

NATIONAL COUNCIL OF DISABILITY DETERMINATION DIRECTORS

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Robbie Watts
804 Franklin Farms Drive
Richmond, VA 23229
804-662-7026

Vice President
Secretary
Treasurer
Past President

Vicki Johnson
Trudy Lyon-Hart
Noel Tyler
Tommy Warren

To the Membership of NCDDD--

Like many of us approaching the later stages of our work life, I have found myself during the last few months at a decisional crossroads. I have decided to retire from state service effective June 1, 2009, after 34 years of working in three different agencies within the Commonwealth of Virginia. This means that I am also resigning as president of NCDDD.

I had hoped to complete my term as NCDDD president before retiring. However, personal and professional circumstances change, and recently I was offered an opportunity to continue working in the disability arena, and to take on other challenges within that arena. I have therefore accepted the position of Senior Advisor to David Foster, Deputy Commissioner of ODAR within SSA. I report to work there May 11, 2009.

I cannot express how much my time of association with all of you has meant to me. While the DDSs are not "federal", we have had a tremendous impact on SSA in terms of moving the agency forward--improving the national landscape of electronic claims management, moving the agency into real dialogue with the DDSs in regards to policy interpretation and performance measurement, and in terms of how to do world class customer service. Yet there is still much to do in all those areas.

I want to especially thank Vicki Johnson for her support and friendship. Vicki will be an outstanding president, and is highly respected at all levels of SSA, and among legislative staff as well.

I also want to thank Tommy Warren and Doug Willman for their friendship and guidance during my DDS tenure. They have been patient and willing to share their expertise and insight at all times, and continue to be foundational supports for NCDDD.

The officers, committee chairs, and Executive Committee are well positioned to continue our work, and I'm sure they will continue to provide strong service to the organization in the future. I want to thank all of them for their hard work and support during my time as president-elect and president.

I look forward to continuing our personal and professional relationships in my new role. It is my belief that our work is about claimants, and the focus should be there, not on which component "controls" the case. To resolve the current backlog in claims, both within the DDSs and ODAR will take a concerted and robust effort. Continuing public service in a "stovepiped" atmosphere will ultimately result in larger backlogs and unacceptable levels of customer service across the disability components. We need to look at ways to fix the entire process, not just a piece here and a piece there.

Thank you for allowing me to serve you as an elected officer over the past three years. The past 13 years as Virginia DDS director have absolutely been the most rewarding of my career, in no small part due to my association with the NCDDD membership. I look forward to working with you all in the future, and to seeing you in Detroit.

Robbie Watts
VA DDS Director

DEDICATED TO IMPROVING THE SOCIAL SECURITY DISABILITY PROGRAM

NADE has appreciated the support and leadership of Robbie. We wish him continued success and look forward to working with him in his new position .

Friday, May 15, 2009
For Immediate Release



Mark Lassiter, Press Officer
410-965-8904
press.office@ssa.gov

**SOCIAL SECURITY
News Release**

Commissioner Astrue Receives Public Health Leadership Award

The National Organization for Rare Disorders (NORD) has given Michael J. Astrue, Commissioner of Social Security, their Public Health Leadership Award. The award was presented at the 2009 NORD Gala at the National Press Club in Washington, DC. The NORD Gala is an annual event at which researchers and others are honored for significant achievements to improve the lives of people with rare diseases.

In recognizing Commissioner Astrue, NORD noted "his focus on reducing the disability backlog and improving service to the public." A key component of the Commissioner's backlog reduction plan is the agency's Compassionate Allowances initiative, a way to expedite the processing of disability claims for applicants whose medical conditions are so severe that their conditions obviously meet Social Security's standards. Social Security worked closely with NORD in developing the expedited decision process which was launched in October 2008 with a total of 50 conditions -- 25 rare diseases and 25 cancers. Information about the process can be found at www.socialsecurity.gov/compassionateallowances.

Among others being honored by NORD is Senator Edward Kennedy (D-MA) for "lifetime achievement in health promotion leadership and for specific accomplishments on behalf of populations that are underserved by our nation's healthcare system."

<http://www.socialsecurity.gov/pressoffice/pr/nord-award-pr.htm>

NADE commends Commissioner Astrue on his well deserved Leadership Award!

**THE COMMISSIONER OF SOCIAL SECURITY
BALTIMORE, MARYLAND 21235**

June 12, 2009

National Disability Professionals Week is the opportune time to offer my sincere thanks to all of the committed employees, both in the agency and in the State disability determination services, for your hard work and commitment to serving the American people. Despite the tough economic challenges that the Nation is currently facing, you continue to provide outstanding service by fairly and timely deciding disability claims.

You should celebrate your accomplishments, and I thank each of you for choosing a career in public service.

/s/

Michael L. Astrue

NADE Correspondence



To: DDS Administrators
SUBJECT: DDS Administrator's newsletter No. #2
DATE: April 2, 2009

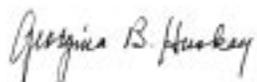
On behalf of NADE and NCDDD, we would like to wish everyone a happy, healthy spring. It is a relief to see longer and warmer days. The past few months have already proven to be challenging for those of us in the disability program. However, with these challenges come opportunities. This year, like others in the past, NADE will offer many opportunities for DDS employees to obtain specialized training that is unique and not available anywhere else. As you can see from the list below, there will be many opportunities for your staff to acquire this specialized training.

- NADE Southwest/Great Lakes Bi-Regional Training Conference, Chicago Regional Office/ Crowne Plaza-Chicago Metro Hotel, Chicago, Illinois, May 11-13 2009
- NADE Pacific Regional Training Conference
Salem Conference Center & Phoenix Grand Hotel, Salem, Oregon, May 12-15, 2009
- NADE Northeast/Mid Atlantic/Southeast/Great Plains Quad Regional Training Conference, Crowne Plaza Hotel, Niagara Falls, NY, May 5-8, 2009
- NADE National Training Conference, Radisson Riverfront Hotel, Covington, Kentucky, October 5-8, 2009
- NADE Mid-Atlantic/Northeast/Southeast Tri-Regional Training Conference Frances Marion Hotel, Charleston, SC March 7-10, 2010

We would like to thank each of you for your support of the NADE conferences in the past. The training that is given at these conferences becomes more essential each year due to the demand for increased knowledge and skills for those involved the Social Security Disability program. It is our hope that through your continued encouragement and support, members of your staff will be able to attend these training conferences. As always, we understand that you have budget issues, personnel issues and workloads to consider. However, we feel the benefits your employees and the DDSs gain from attending one of these conferences far outweighs other concerns. During this time when we face many issues, allowing the employees the opportunity for professional development and training will further ensure a knowledgeable DDS workforce that is committed to agency goals.

We ask that you strongly consider sending your employees to one or more of these training experiences.

Sincerely,


Georgina B. Huskey
NADE President

/s/

Robbie Watts
NCDDD President



May 28, 2009

Art Spencer
Acting Director
SSA Regional Office Teleservice Center
1221 Nevin Avenue
Richmond, California 94801

Dear Mr. Spencer,

It was with great pleasure that I learned of your promotion to the position of Acting Associate Commissioner of the Office of Disability Programs.

I know the Social Security Administration has made a very wise choice and that you will excel in your new role. The valuable contributions you have made to everything you have been a part of throughout the years has been evident to all employees that are involved with the Social Security Disability program.

On behalf of NADE, please accept my sincere congratulations on your promotion. You have our best wishes for your continued success.

Yours truly,

A handwritten signature in black ink that reads "Georgina B. Huskey". The signature is written in a cursive style.

Georgina Huskey
NADE President

3435 Wilshire Blvd #1500-North Los Angeles, CA 90010
Phone: (213) 736-7088 Fax: (213) 736-7117 Email: georgina.b.huskey@ssa.gov
www.nade.org

NADE Correspondence



May 28, 2009

Glenn Sklar
Associate Commissioner
Social Security Administration
ODP - Annex 4555
6401 Security Blvd
Baltimore, MD 21235

Dear Mr. Sklar,

It was with great pleasure that I learned of your promotion to the position of Assistant Deputy Commissioner of the Office of Quality Performance.

I know the Social Security Administration has made a very wise choice and that you will excel in your new role. The valuable contributions you have made to everything you have been a part of throughout the years has been evident to all employees that are involved with the Social Security Disability program.

On behalf of NADE, please accept my sincere congratulations on your promotion. You have our best wishes for your continued success.

Yours truly,

Georgina Huskey
NADE President

3435 Wilshire Blvd #1500-North Los Angeles, CA 90010
Phone: (213) 736-7088 Fax: (213) 736-7117 Email: georgina.b.huskey@ssa.gov
www.nade.org



**NADE Past President Terri Klubertanz was recently selected as
Team Leader in the Chicago (Region V) Center for Disability.
Congratulations to Terri!**

**She previously worked in the Wisconsin DDS as Supervisor of the Internal
Quality Assurance Unit.**



SOCIAL SECURITY
Office of Disability Adjudication and Review

Hello Ms. Huskey,

On behalf of the Office of Disability Adjudication and Review's (ODAR) new Deputy Commissioner David V. Foster and the Chief Administrative Law Judge Frank A. Cristaudo, this note serves as confirmation of your meeting scheduled Friday, June 12, 2009 at 1:30 pm. As Deputy Commissioner Foster takes the helm at ODAR, he is very interested in gathering your input as we continuously make efforts to improve the hearings and appeals portion of the disability determination process. It is envisioned the meeting will last about an hour, and will be held in our Falls Church offices, located at 5107 Leesburg Pike, Suite 1600, Falls Church, VA 22401.

As you know, SSA has a plan to address the hearings backlog, and we are proud of the strides we have made, but we know that you have valuable input that can help us deliver the service the American people expect and deserve. Deputy Commissioner Foster looks forward to meeting with you.

The two hotels that are within walking distance to the building are listed below for your consideration:

Homewood Suites Alexandria
4850 Leesburg Pike, Alexandria, VA 22302
703-671-6500

Hampton Inn Alexandria
4800 Leesburg Pike, Alexandria, VA 22302
703-671-4800

Please let me know in advance if you have any specific questions for Mr. Foster you would like addressed at this meeting.

Thank you and we look forward to seeing you soon.

Leola Brooks



**NADE wishes to thank
the following
corporate members:**

Allspeak Interpreting Service, Glendale CA

Ralph S. Lazzara MD, Rochester MI

Lan DO & Associates, San Francisco CA

Levy & Associates, St. Louis MO

MSLA Medical Corporation Pasadena CA

NADE Correspondence

Follow up correspondence from the June 12 meeting with ODAR

From: Foster, David V.
Sent: Sunday, June 14, 2009 5:22 AM
To: Huskey, Georgina B.
Cc: Watts, Robbie; Cristaudo, Frank; Raborg, Ron; Griswold, Nancy J.
Subject: Re: Thanks for inviting NADE to participate in the meeting on 6/12/2009

We greatly appreciate you taking the journey to Falls Church. We look forward to working with you to better integrate the DDS and ODAR sides of the disability program.

David

David V. Foster
Deputy Commissioner
Office of Disability Adjudication and Review
Social Security Administration
(703) 605-8200
David.V.Foster@ssa.gov

From: Huskey, Georgina B.
To: Foster, David V.
Cc: Cristaudo, Frank; Griswold, Nancy J.; Watts, Robbie; Brooks, Leola; August, Cassandra; Belt, Sharon; Bernskoetter, Mark; Chaplin, Patricia; Hayes, Donnie; 'Hilton, Donna' <drhilton@suddenlink.net>; Huskey, Georgina B.; Price, Jeff; Lamorte, Susan; Martinez, Andrew; Namenek, Michele; Peters-Liguori, Edie; Phillips, Melissa; Rise, Joe; Schimmels, Charles; Scott, Tonya; Smith, Susan X. DDS Columbus; Ward, Tom A. DDS Kalamazoo
Sent: Sat Jun 13 14:46:35 2009
Subject: Thanks for inviting NADE to participate in the meeting on 6/12/2009

On behalf of Susan and I and the NADE Board and our members, I want to thank you for meeting with NADE yesterday to begin a journey of strategies that will bring the "ODARIANS" and the perceived island closer to the adjudicative mores of those who work the "front Lines" at the DDS. There is no doubt that working as a Team we can improve the service to the disabled population of this great Nation and remove some of the barriers and myths that currently exist.

We are looking forward to teaming with Robbie and your staff to accomplish great collaboration and progress in this joint venture.

Thanks again for inviting NADE to meet with you and to formally open the door for frank and positive discussion. NADE is delighted that you have included our great organization to work with ODAR.

Georgina B. Huskey
NADE President

PS - Dear Judge Cristaudo, I am truly sorry that I missed the opportunity to meet you, and hope that we get to meet soon.
Georgina





SOCIAL SECURITY
Office of Disability Adjudication and Review

June 19, 2009

Georgina B. Huskey
President, National Association
of Disability Examiners (NADE)
12533 Allin Street
Los Angeles, CA 90066

Dear Ms. Huskey:

The Office of Disability Adjudication and Review will be holding a Judicial Conference for a group of Administrative Law Judges this summer.

I am pleased to invite NADE to this year's SSA Judicial Conference which will be held the week of July 13-17, 2009, at the Westin St. Francis Hotel in San Francisco, California. A description of events as well as an agenda is attached for your information.

If you have any questions or concerns, please let me know. The staff coordinator in the Office of the Chief Administrative Law Judge is Mary Wyckoff at (703) 605-8587.

Sincerely,

/s/

David V. Foster
Deputy Commissioner

Enclosures

cc:
Frank Cristaudo

The NADE Board has voted to accept this invitation and to send the NADE President and President Elect to this conference in San Francisco.



NADE Members Receive SSA Awards

SSA honored several DDS staff from across the nation with the FY 2008 DDS Awards. The staff of several DDSs, as well as individuals, were recognized for excellence, leadership, quality service and performance. Several NADE members were among those receiving accolades.

Commissioner Citations:

Disability Program Leadership Award: Robbie Watts, Jr, Virginia DDS
Disability Case Processing System (DCPS) Steering Committee members:
Thomas Paige (SC), Robbie Watts, Jr (VA), Dave Tschetter (SD), and Nancy Vasquez (NM).
Melissa Hunter, Missouri DDS
Kristen Lund, Michigan DDS -
Paulette Slayton, North Carolina DDS
George B. Albright MD, Maryland DDS
Edith Jacobs, Massachusetts DDS
Esther C. Churchwell, New Mexico DDS
Ellen Langford, Louisiana DDS
Bruce Smith, Oklahoma DDS

Associate Commissioner Citations:

DDS Phoenix Award - Washington DC DDS for success in overcoming challenges
Julie Thumser-Kerlee, Washington DDS
Ginny May, North Dakota DDS
California Assistance Team of Missouri DDS
Kathy Davis, Becky McClure, Diana Moresi, Don Pflieger, Kyla Ressel, Bernadette Shively,
Susan Solum, and Tandy Weger
Janet D. Barnett, Illinois DDS
James Anderson, Wisconsin DDS
Roselyn Walton, Mississippi DDS
Susan Vlahos, South Carolina DDS
Tanya Crumpler, Delaware DDS
Sharon Gottari, Virginia DDS
Mark Diefendorf, New York DDS
Deb Thomas, Maine DDS

Deputy Commissioner Citations:

Debby Klingelhoets, Nevada DDS
Jean Lief, Colorado DDS
Judy Nesbitt, Arkansas DDS
Martha Carter, Alabama DDS
Sterlin Green, Alabama DDS
Washington DC Quality Assurance Unit

Commissioner Citations to Outstanding DDSs:

Arkansas	Minnesota
California	New Hampshire
Idaho	New Mexico
Illinois	North Dakota
Indiana	Oklahoma
Kansas	Texas
Louisiana	Washington
Maryland	Wisconsin

Associate Commissioner Citations for Performance:

Washington DC
New York
Richard Blaber MD

PTSD symptoms

IEDs inflicting TBIs and significant injuries, from page 1

Survivor guilt is much more common than people realize. Today, the face of our combat military has radically changed from past conflicts. Women have become an integral part of front line support and are often fighting side by side with their male counterparts. Some of the women who allege PTSD symptoms are sexual abuse victims where “fight or flight” symptoms are more prevalent. When a female soldier is sexually attacked by someone they trust or by someone in an authority position, it is doubly devastating. Instead of a sense of unity and trust that her buddies have her back and she has theirs, she feels a sense of betrayal.



mingle with the population and have no way to pick out friend from foe. This adds to the anxiety and depression and sense of aloneness. This has also found the use of Improvised Explosive Devices (IED) as an effective tool for insurgents and others. They are a particularly nasty and demoralizing device that inflicts horrific

injuries. One side effect of these devices is Traumatic Brain Injuries (TBI). There are an increasing number of Gulf War combat veterans suffering from these types of injuries.

During the use of Agent Orange in Vietnam, many combat veterans had physical issues like Type II diabetes, cancer, and a multitude of skin conditions. They expressed depression, anxiety, and had abandonment and trust is-

sues. Remember that this was an unpopular war and many of these combat veterans came home to insults and hostility. The Gulf War veterans have noted Chronic Fatigue Syndrome (CFS), Fibromyalgia and other neurological manifestations.



Today’s Veterans Affairs hospitals are striving to treat and support combat veterans as they return from Iraq and Afghanistan. Remember that these “combat veterans” are our sons and daughters and are often only in their twenties and many with young families. They carry the burden of our freedom and will continue to carry the physical and mental residuals throughout their lives. We need to be aware of their needs and provide our support to these combat veterans as they return and attempt to integrate back into society.

NADE Correspondence

Dear Georgina,

On behalf of the OIDAP, thank you for your time last week to present to us the recommendations from NADE. The information you provided is invaluable to our process, and we welcome further input from NADE throughout the delivery of our mission.

Best regards,
Mary Barros-Bailey
Interior Chair
Boise ID



Ode To Disability Examiners

from the March/April 1997 edition, by Jeffrey Watson

The claims roll in with clockwork precision
MER, CEs – quick make a decision.
Forms and paperwork cause so much stress
ADLs and work history – Oh, what a mess!
The pain report is just what its name implies
Another new source – what a surprise!
Phone calls, follow ups – we pull out our hair
Reading the handwriting can be a real bear.
Examination results have arrived in the mail
Complete the RFC, hurry don’t fail.
Thursday is time to pre-dictate and pray
That it sneaks by the watchful eyes of QA.
Meanwhile, examiners dream of an adjudicator’s oasis
Where they no longer hear the words,
“On a case by case basis.”

The more things change the more they stay the same.

President Huskey was invited to present the NADE position on Vocational issues to the Occupational Information Development Advisory Panel, which met in Arlington VA on February 23-25, 2009. This is a copy of the talking points of her presentation.



Vocational Presentation by NADE

Status of Current DOT and Why A New DOT is Needed

- Current DOT designed by Department of Labor for THEIR purposes, not SSA's. SSA adopted this tool for use in disability adjudication. While not necessarily a case of trying to fit a square peg into a round hole, it often proved almost as difficult for Disability Examiners in its daily use. And that was when the DOT was current!
- Last revision to current DOT is nearly 20 years old.
- How have jobs changed in the past 20 years? How many new jobs have appeared in the past 20 years? How many jobs have become obsolete in the past 20 years?
- Current DOT is very much obsolete.

Most DDS Decisions Are Based On Medical AND Vocational Factors

- 3 million initial claims expected to be processed by DDSs in 2009
- 1 million reconsideration claims expected to be filed in 2009
- Approximately 75% or **3 million decisions** of these 4 million will consider vocational factors in the final determination.
- The DDS goal is to make an accurate decision on every case.
- Relying on an obsolete DOT makes accuracy problematic. It does not make it impossible but it does require more work for Disability Examiners and DDS Vocational Specialists to address such issues as whether the claimant can return to past work or whether the claimant possesses job skills transferable to other work.
- Automation has changed the way most production jobs are performed, making many of these jobs less skilled than before and requiring less exertion than before. Many jobs, such as fast food restaurant cashier, require little thought. Today's cash registers do not require the clerk to enter prices or compute change – the machine does it for them. On the other hand, these jobs are performed in high stress environments not acknowledged by the current DOT.

Current Issues/Gaps Involving Occupational Information

- Medical/vocational analysis of claims is challenging when there is conflicting vocational information on the SSA-3368 vs SSA-3369. A claim could be erroneously denied if the Disability Examiner uses misinformation listed in Section 3 (Information About Your Work) on the SSA-3368. When a 3369 is obtained, the detailed information on that form often conflicts with the more limited information provided on the 3368. A potential resolution to this issue may reside in deleting section 3 from the 3368 and relying solely on the 3369 (and/or contact with the claimant).
- An example of a gap that currently exists between the occupational information in the DOT and SCO include the lack of rating of such activities as pushing/pulling and definitive guidelines regarding the type of reaching jobs require. Jobs are coded in the SCO for 'reaching,' however, if the claimant is limited from only *overhead reaching*, unless that activity is apparent in the DOT job description, the claimant must be contacted to determine what type of reaching (including how frequently, with one/both extremities, for what job duties, etc.). This additional step may be eliminated in some cases if the job coding was more definitive.
- Another gap in the coding of jobs in the DOT is that it is left to the judgment of the Disability Examiner (many of whom today are very inexperienced and all of whom are overworked) to realize a job could involve exposure to a non-exertional factor such as an environmental condition that is coded as 'not present' in the SCO. An example is the job of Yarn Winder (681.685-154). This type of work can expose the worker to excessive flying particles (lint, dust particles, etc.) but coding in the SCO under 'Environmental Condition Factors' indicates 'Atmospheric Conditions' are 'not present.'

When they devised the SCO, the Department of Labor rated non-exertional factors only when the "activities are critical, i.e., when their presence is more than routine in amount," or "when present to a considerable degree." However, it would be inappropriate to deny a claimant back to the job of a yarn winder if s(he) has a severe respiratory impairment on the basis that 'Atmospheric Conditions' were coded in the SCO as 'not present.' The

same holds true for the claimant with a severe respiratory impairment whose past work was that of Cleaner, Housekeeping (323.687-014) or Cleaner, Hospital (323.687-010). Neither job is coded in the SCO as involving exposure to ‘Atmospheric Conditions.’ While exposure to fumes/odors from industrial chemicals used in the cleaning process may not be detrimental to the *unimpaired* worker, an individual whose respiratory ability is already compromised would be at further risk if consistently exposed to such irritants.

The category of ‘hazards’ (included under a number of categories under ‘Environmental Condition Factors,’ the most common of which appear to be, ‘Proximity to Moving Mechanical Parts,’ and ‘Other Environmental Conditions’) is another non-exertional factor that is coded as ‘not present’ in many jobs that would be hazardous to an *impaired* individual.

We think the requisite issue here is that more definitive coding of these non-exertional factors would be beneficial in any future occupational information system – especially when analyzing job performance by *impaired* individuals.

- Another issue regarding coding of non-exertional factors would be to make the coding consistent with the way the limitations are indicated on the RFC – especially with regards to environmental limitations. Does ‘avoid concentrated exposure’ indicated on the RFC equate to a rating of, ‘occasional,’ as coded in the SCO? It has been the practice of most DDSs to consider that if there is an environmental limitation indicated on the RFC (no matter if it’s to ‘avoid concentrated exposure,’ ‘avoid even moderate exposure,’ or ‘avoid all exposure’) and a job is coded at all in the SCO for that factor, the job should be precluded as even incidental exposure could be detrimental to an impaired individual.

Functions of New DOT:

- Searchable data base that would allow Disability Examiners to cross-match specific skills from a claimant’s current job with other jobs involving that same skill (or skills).
- A section for potential transferability to lower occupational bases. (DDSs have informal transferability guides for common occupations)
- User friendliness.
- Search engine for key words/phrases.
- Performance that does not impede the speed/use of other software running simultaneously.

Occupational Information:

- Addition of common jobs found in PRW, e.g.: Handyman (multiple trades, but no focused specialty- no license), Traveling computer repair person (such as Geek Squad workers at Best Buy)
- New DOT should separate standing and walking. These are two different physical attributes requiring different abilities by the claimant. Use of major joints for repetitive motion should be specified when necessary.
- Computer-based jobs, e.g., Web Designer, Internet Service Rep...
- DOT should be written in work terms meaningful to Disability Examiners. The DOT work history and the DDS Residual Functional Capacity (RFC) Form should work in concert together. Instead of a band playing together, we have an arrangement that has often been described by Disability Examiners as, “three pieces of music being performed in three different tempos by musicians playing on broken instruments and led by a deaf conductor.”
- New DOT should specify stress levels of each job performed under ordinary circumstances. This is a critical factor in determining if claimant’s with mental impairments can return to PRW or perform other jobs in the economy.

New DOT Beginning/Alternatives

- Job Browser Pro by Skilltran – available via SSA Intranet and SSA Digital Library. This tool already allows Disability Examiners to research a job to discover all of the skills/competencies required to perform the job (see example below). SSA can build on this tool to add the additional factors, i.e., expanded list of exertional demands and SVP level of each job, searchable data base for matching skills etc.

JOB BROWSER PRO “SKILLS” EXAMPLES

169.267-010 CLAIMS ADJUDICATOR

SKILLS/COMPETENCIES: INVESTIGATING

continued on next page

Vocational Presentation, continued

Obtaining and evaluating data about persons, places, and incidents for purposes such as solving criminal cases; settling claims; estimating credit risks; determining the qualifications, integrity, and loyalty of people; assessing eligibility for social-service-assistance programs; and ensuring compliance with laws and regulations.

Advising, Enforcing, Inquiring, Inspecting, Interrogating, Interviewing, Questioning, Scanning, Searching

=====

075.364-010 NURSE, GENERAL DUTY

SKILLS/COMPETENCIES: HEALTH CARING-MEDICAL

Treating people and animals with physical and mental problems.

Bandaging, Bathing, Diagnosing, Disinfecting, Examining, Exercising, Injecting, Inoculating, Interviewing, Investigating, Massaging, Monitoring, Prescribing, Quarantining, Rubbing, Taking Pulse, Treating

=====

201.362-030 SECRETARY

SKILLS/COMPETENCIES: VERBAL RECORDING-RECORD KEEPING

Preparing, keeping, sorting, and distributing records and communications, primarily verbal in character but including symbol devices, to communicate and systematize information and data.

Addressing, Checking, Collating, Counting, Editing, Filing, Listing, Locating, Mailing, Marking, Posting, Punching, Reading, Routing, Searching, Segregating, Selecting, Stamping, Taking Dictation, Taking Minutes, Typing, Verifying, Writing

=====

313.374-014 COOK, SHORT ORDER

SKILLS/COMPETENCIES: COOKING-FOOD PREPARING

Preparing food for human and animal consumption.

Basting, Boiling, Brewing, Churning, Curing, Flavoring, Frying, Heating, Kneading, Measuring, Pasteurizing, Pickling, Rendering, Roasting, Rolling, Seasoning, Spreading, Squeezing

- OccuBrowse offers a potential alternative to the DOT and, with the incorporation of additional information, could become an even more valuable/practical tool for use by the Disability Examiner.

One of the beneficial aspects to OccuBrowse is that it allows for scanning of related job titles in the list of jobs that follow the one entered in the search. This feature, as well as the ability to enter *key words* in the search engine, would be an asset in any future occupational reference materials. The ability to scan related jobs in a list that are closely related to the claimant's job would be a very effective tool in a transferability of skills analysis.

Another useful feature of OccuBrowse is that it includes a category of 'situations' (in the 'Requirements' section). The information it contains assists the Disability Examiner in determining the feasibility of jobs for claimant's who are assessed with mental limitations.

continued on page 25

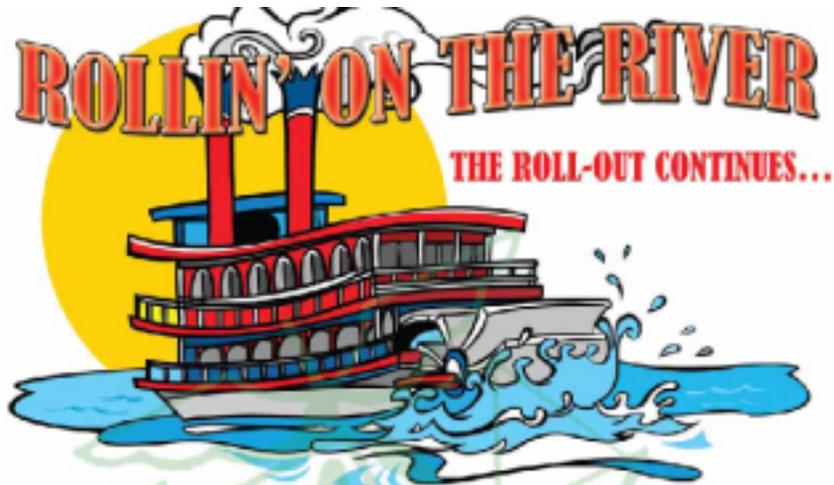
Gold Corporate Member

 **INDUSTRIAL MEDICINE ASSOCIATES, P.C.**

**280 Dobbs Ferry Road
White Plains, NY 10607
(800) 245-4245 EXT 396
(914) 323-0300**

**Contact: Barbara J. Young
Director of Government Services
www.industrialmed.com**

Your invitation to come ...



2009 NADE National Training Conference
Covington, KY - October 5 - October 8, 2009

Radisson
HOTELS & RESORTS

Radisson Hotel Cincinnati Riverfront
668 West Fifth Street
Covington, KY 41011

For Reservations call: 888-201-1718 or Go online at:
<http://radisson.com/hotels/kycoving>

**Government room rates for single and
double occupancy apply.*

**Rates available October 4-10.*

For more information contact:
Kentucky DDS 800-928-8050

*Jason Driskell, Ext. 4042 - Jason.Driskell@ssa.gov or
Christy Burton, Ext. 4177 - Christy.Burton@ssa.gov*

2009 National Training Conference Agenda

Covington KY October 3-9, 2009

Saturday, October 3

1:00 pm - 6:00 pm Conference Registration
4:00 pm - NADE Old Board Meeting

Sunday, October 4

8:30 am - 6:00 pm *Kentucky Horse Park,
The Woodford Reserve Distillery*
12:00 pm - 6:00 pm Conference Registration
7:30 pm - 9:00 pm *NADE Presidents' Reception*
9:00 pm - 11:00 pm Hospitality Suite

Monday, October 5

7:00 am - 3:30 pm Conference Registration
8:00 am - 8:30 am Opening Ceremonies
Color Guard
Jo Sickles – National Anthem
**Paul Barnes, SSA Atlanta Regional
Commissioner**
8:30 am - 9:00 am **NADE President Georgina Huskey,
California DDS**
9:00 am - 10:00 am **Rescuing The Injured Spinal Cord**
10:00 am - 10:30 am Networking
10:30 am - 11:30 am **The Honorable Michael J. Astrue
Commissioner Of Social Security**
11:30 am - 1:00 pm Lunch – On Your Own
*First Time Attendees
*NADE Board & DDS Administrators
Luncheon
1:00 pm - 2:00 pm **Breakout Sessions**
* *Pain and The RFC* - Tim Gregg M.D.,
Kentucky DDS Medical Consultant
* *Unified Case Processing System* -
Doug Willman, Nebraska DDS
Administrator
* *Speech And Language Issues* -
Julie Jones SLP MCS, Kentucky DDS
2:00 pm - 3:00 pm **Breakout Sessions**
* *Speech And Language Issues* -
Julie Jones SLP MCS, Kentucky DDS
* *Interstitial Cystitis and Fibromyalgia* -
David Swan M.D., Kentucky DDS
Medical Consultant
* *Stress Management – The Mental and
Physical Aspects of Dealing With Diffi-
cult Situations* - Ben Coleman, Integrated
Martial Arts Instructor
3:00 pm - 3:30 pm Networking
3:30 pm - 4:30 pm **Linda McMahon, SSA Deputy
Commissioner for Operations**
4:30 pm - 5:30 pm Regional Caucuses
6:30 pm - 11:00 pm Hospitality Suite – ESADE

Tuesday, October 6

7:00 am - 3:30 pm Conference Registration
8:00 am - 9:00 am **Ruby Burrell, SSA Associate
Commissioner, Office Of Disability
Determinations**
9:00 am -10:00 am **Office Of Disability Programs**
10:00 am - 10:30 am Networking
10:30 am - 11:30 am **Tom Johns, Dallas DQB,
Vocational Specialist**
11:30 am - 1:00 pm Lunch – On Your Own
*Council Of Chapter Presidents
Luncheon
**Support Staff Luncheon
1:00 pm - 2:00 pm **Social Security Advisory Board**
2:00 pm - 3:00 pm **Kentucky Organ Donation Association**
3:00 pm - 3:30 pm Networking
3:30 pm - 4:30 pm **Shriners Hospital, Pediatric Specialty
Care, Wanda Rice, Director Of
Personnel & Human Resources**
4:30 pm - 5:30 pm NADE General Membership Meeting
6:00 pm -11:00 pm Hospitality Suite – OADE

Wednesday, October 7

7:00 am - 3:30 pm Conference Registration
8:00 am - 9:00 am **Patrick O'Carroll, Jr., Inspector
General, Social Security Administration,
Office Of The Inspector General**
9:00 am - 10:00 am **Kelly Croft, Deputy Commissioner,
Office Of Quality Performance,
Social Security Administration**
10:00 am -10:15am Networking
10:15 am -11:15 am **David Hannahm, Ph.D., Kentucky
Psychological Association**
11:30 am - 2:00 pm **NADE Awards Luncheon,**
Lunch On The Ohio Riverboat Cruise
**Palliative Care - Stephanie Whittaker,
R.N.,M.S.N.**
2:00 pm - 2:30 pm Return To Hotel
2:30 pm - 3:00 pm **National Council Of Disability
Determination Directors,
Vicki Johnson, NCDDD President,
Colorado DDS Director**

3:00 pm - 4:00 pm **Tens Cans: Change Requires An Opener,
Dr. Dale Henry**

4:00 pm - 6:00 pm **NADE General Membership Meeting**

6:30 pm - 11:00 pm Hospitality Suite - DCADE

* * * * *

**NADE Board/DDS Administrators Lunch,
Monday 10/5 11:30am.**



Belle of Cincinnati

_____ I will attend.

* * * * *

**CCP Brown Bag Lunch, Tuesday 10/6 11:30am.
Cost per person \$15.00**

_____ I will attend.

* * * * *

**Support Staff Lunch, Tuesday 10/6 11:30am.
Cost per person \$10.00**

_____ I will attend.

* * * * *



***Cruise the Ohio
River on The
Belle of
Cincinnati.***

**Awards Luncheon/
Training Session,
Wednesday 10/7
11:30am-2:00pm.**

Cost per person \$ 35.00

_____ I will attend and I am bringing _____ guest(s).

*** ALL TICKETS WILL BE SOLD IN ADVANCE. ***
SEATING IS LIMITED.

* * * * *

**Conference T-shirt:
(S-XL \$12.00ea, 2X+ \$14.00ea)**

_____ Small _____ Medium _____ Large _____ X-Large
_____ 2X-Large _____ 3X+

Thursday, October 8

8:00 am - 9:00 am **Morgellons Disease, Randy Wymore, PhD**

9:00 am - 10:00 am **Lyme Disease, Ginger Savely, DNP**

10:00 am - 10:15 am Networking

10:15 am - 11:15 am **Medical Session**

11:15 am - 11:45 am Passing Of The Gavel/Closing Remarks

1:30 p.m. - ?? New Board Meeting

**Optional Tours, Activities,
and Social Events:**

**Day trip to KY Horse Park and Woodford Reserve
Bourbon Distillery.
Sunday 10/4 8:30am-5:30pm (bus leaves Covington
at 8:30am).**

Cost per person \$45.00

-Includes transportation, park admission and distillery tour.



***Seating is limited
Lunch on your own at the
Clubhouse Restaurant in the
Horse Park.**

_____ I will attend. I am
bringing _____ guest(s).

_____ Do you need wheelchair accessible
transportation.

* * * * *

**President's Reception, Sunday 10/4
7:30pm-9:30pm.**

No cost.

_____ I will attend. I am bringing _____ guest(s).

* * * * *

**First Time Attendee Lunch,
Monday 10/5 11:30am.**

Cost per person \$10.00

_____ I will attend.

**2009 NADE National Conference
CONFERENCE REGISTRATION FORM**



Registration fees: \$145.00 for NADE members
\$175.00 for Non-members
Late Registration: \$160.00 for NADE members
\$190.00 for Non-members
Daily Registration: \$60.00 for NADE members
\$100.00 for Non-members

Register by August 31st, 2009 to avoid late fees!



Hotel Info: **Radisson Hotel Cincinnati Riverfront**
668 W 5th Street, Covington, KY 41011
1-800-201-1718 (Group name: NADE NTC)

*******ALL ROOM RESERVATIONS MUST BE MADE BY 09/01/09.**

Last Name _____ First Name _____

Address _____ Phone _____

City _____ State/Territory _____ ZIP _____

NADE Chapter/Region _____ Job Title _____

Email address _____ NADE Position _____

Is this your **FIRST** NADE Conference? Yes ___ No ___

Anticipated arrival date/time _____

Check if Applicable: ___ Speaker ___ Donor ___ SSA employee

___ DDS Employee ___ NADE Board. Member ___ DDS Administrator

Total Registration Fees: \$ _____

Please make checks payable to:

Total Activity Fees: \$ _____

NADE NTC

Total Shirt Costs: \$ _____

Send registration form & payment to:

Total Payment Enclosed : \$ _____

Heather Trent, Treasurer
2009 NADE National Conference
P.O. Box 1000
Frankfort, KY 40602

Contact Jason Driskell, Conference Coordinator with questions jason.driskell@ssa.gov

Vocational Issues, continued from page 20

OccuBrowse also lists 'Undefined Related Titles' which can steer the Disability Examiner to a more accurate job title when identifying the claimant's past work as performed in the national economy.

Questions to Ponder

- It is difficult to make a defensible argument that skills acquired from a claimant's *current* work activity would be transferable to jobs that have a DLU (date last updated) in the 1970s or 1980s! Those are the supposedly 'closely related jobs' that we are citing in our transferability analyses. Unless we can cite more current jobs to which a claimant's skills are transferable, it may be more practical to eliminate the concept of transferability from the program. Of course this would also require some revision of the vocational rules tables as well.

If the transferability concept is eliminated, we would then consider only the claimant's description of past work in Step 4 of Sequential Evaluation (totally avoiding the issue of citing a DOT counterpart). This would allow an updated DOT (or other occupational resource system) to be utilized only in Step 5 (for citation of 'other' unskilled jobs in denial decisions and for citing the vocational rule that directs the final determination). By accepting the claimant's description of past work (when making the function-by-function comparison to the RFC and/or MRFC), we eliminate the cumbersome task of identifying the jobs in the DOT. This would appear to eliminate countless erroneous job identification issues and allow us to abide by the concept that the claimant is 'the primary source' of job information.)

- Education as a vocational factor – In today's rapidly changing technological job market, does a high school diploma or college degree, earned in the distant past, (even 10 years ago), truly add any vocational advantage to a claimant?



**OCCUPATIONAL INFORMATION DEVELOPMENT ADVISORY PANEL (OIDAP)
JUNE 2009 QUARTERLY MEETING
Summary of Discussion Highlights**

Georgina Huskey, President, National Association of Disability Examiners

- More definitive coding of non-exertional factors is beneficial in any future occupational information system, especially when analyzing job performance by impaired individuals.
- Common jobs are not listed in the Dictionary of Occupational Titles (DOT), such as handyman and web designer.
- An alternative to the DOT is to expand existing applications like JobBrowser Pro by Skiltran (available via the SSA Intranet and Digital Library). The OccuBrowse application does not allow users to run other programs simultaneously.
- Eliminating the transferable skills concept could allow Disability Determination Services' (DDS) to abide by "the claimant is the primary source" of job information policy.
- The DOT does not consider environmental factors and level of dexterity (for example, the able to reach, pinch, or use a keyboard).

continued on next page

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Trudy Lyon-Hart, Secretary, National Council of Disability Determination Directors

- The DDSs process about 500-600 cases a year on average; this means staff spends about 4 hours per case.
- Examiner trainees take 2 or more years to be fully trained.
- The DOT is outdated, with some jobs inaccurately described or incorporated into the duties of other jobs.
- We need to reassess vocational rules and the occupational basis they represent and allow for ongoing assessment.
- The Social Security Administration (SSA) platform should be developed to have search and cross-reference capabilities to retrieve job lists and refine searches. It should also contain a thesaurus, glossary, video clips and interface with disability claim folders. In addition, the platform should be made available to all adjudication levels, including Administrative Law Judges (ALJ) in the Office of Disability Adjudication and Review (ODAR).
- Other recommends include revising the SSA-3369 to be better aligned to the Residual Functional Capacity (RFC) Form, comprehensive training, expanding listings and perhaps conducting a study of medical information used at the initial claim level versus at the hearing level.

David Schretlen, Ph.D., OIDAP Panel Member, Clinical Inference in the Assessment of Mental RFC

- "Normal" people are not free of pathological signs, and some produce abnormal or impaired test scores. For example, many – if not most – successful job incumbents likely fall short of meeting 1 or more job demands.
- In a study examining the range of normal variability in neuropsychological tests, scores ranged from 1.6 to 6.1 standard deviations.
- SSA needs actual cut-off scores with standard deviation to ensure it make accurate disability determinations.
- No one-on-one relationship between performance and ability; factors other than impairment, like effort, can uncouple the linkage between performance and ability.

Public Comments

- Beth Albert, Legal Representative – In her experience, some of the claimants she represented would have been denied SSA benefits if the ALJs would have applied the grid. She stated that vocational expert (VE) testimony considers individual circumstances that the grid does not. She asked that the DOT update be phased in, focusing on sedentary work first. She also asked the panel to consider that claimants have difficulty sustaining work.
- Thomas Yates, Attorney, [Health and Disability Advocates](#) – Jobs exist on a part-time basis that are not listed in the DOT. For example, grocery baggers are usually part-time jobs.
- [David Traver](#), Attorney, Traver and Traver S.C. – He donated his [2-volume book](#) to the panel and asked that they consider reading chapters 13-20. He also asked the panel to review the [Daubert case](#). He reminded the panel that the end users are the claimants, not SSA employees. He stated that there is no reliability that VE testimony establishes RFC when VEs are asked the hypothetical question "how many jobs exist in Chicago and nation" and are given about 15 seconds to answer. Instead, he suggested a welfare to work program to set up a process that determines who can work and train claimants to get jobs.
- Marcy Goldbloom, Partner, [Daley, Dubofsky and Bryant](#) – Standards of reliability have to be met. The system should allow for determination of error rates.

Subcommittee Reports

- The User Needs subcommittee interviewed focus groups of staff from SSA, DDS and ODAR employees from the Atlanta Region and plan to produce fact sheets for use in public settings. Its focus is on outreach, accountability and transparency.
- The Physical Demands subcommittee is reviewing difference ergonomic classification systems and literature. Some of the systems provide scores but are nontransparent or relevant to SSA. One of the subcommittee members stated that a goal should be to add categories deemed missing and use simple descriptions and measurements to avoid making decisions more difficult. The challenge is to balance the level of detail and the feasibility of data collection.
- The Mental/Cognitive subcommittee held a roundtable and plans to survey consultants and examiners, among others, with expertise to vet RFCs and hear suggestions. Roundtable participants indicated a need for an instrument to better capture the longitudinal aspects of psychological functioning. The goal for this subcommittee is to create a list, solicit feedback and edit the list.
- The Transferable Skills Analysis Subcommittee met with Headquarters staff on May 13th. A discussion followed on the definition of "skill" by Federal regulations, which is an element of on-the-job/procedural development that needs to be present in order to transfer. The chair agreed to summarize and distribute notes to panel members. He also stated that he was researching literature.
- The Taxonomy Subcommittee lost 1 member and stated he requested feedback from other panel members. He plans to prepare a report and distribute to panel members.
- Sylvia Karman, the SSA Project Director, stated that a report is due on June 30th from the contractor, ICF International. Also, enough information was obtained from 2 roundtable discussions that the panel will not need to hold another roundtable in July 2009.
- DDS sites nearest to panel members are available for visits. In addition, panel members agreed to visit ODAR in Falls Church to meet top ALJs while they train new ALJs this summer. The panel expects that ALJs who use the DOT and rely on vocational expert testimony will be available. No dates were selected although everyone agreed to visit within 4 to 6 weeks. In addition, the panel plans to follow up with a local ODAR office visit in Fall 2009.

Report on the Occupational Information Development Advisory Panel

Arlington Virginia

February 23-25, 2009

by Diana V. Peel

ON DECEMBER 9, 2008, Michael J. Astrue, Commissioner of Social Security, established the Occupational Information Development Advisory Panel under the Federal Advisory Committee Act. The panel is comprised of 12 members selected from the medical, legal and rehabilitation community across the United States. The stated mission of the Advisory Panel is to provide independent advice and recommendations on plans and activities to replace the Dictionary of Occupational Titles currently used in the Social Security Administration's disability determination process.

The inaugural meeting of this panel was in Arlington, Virginia on February 23, 2009 and was open to the public. Commissioner Astrue spoke to the panel acknowledging several points. First, the Dictionary of Occupational Titles (DOT) is very out of date and was never designed for Social Security Application. Second, this is expected to be a two (2) year project. Commissioner Astrue encouraged the Advisory Panel to recognize that this is a long-term project in which we are way behind. Third, as the panel begins their work, they will be asked to identify issues or areas of the larger project that may be severable for possible earlier application.

Deputy Commissioner Richard Balkus also spoke to the panel stating his hopes that the result of this panel's work would be to develop the parameters for a new processing model for vocational decision, and that a data base would be developed to bring vocational decisions on disability that could be maintain as current and relevant. The panel is to develop an Occupational Data System tailored to Social Security's needs.

The Advisory Panel met for three days, gathering many action items and hearing testimony from several segments of the Social Security disability process including Disability Quality Branches, Office of Administrative Law, the Appeals Counsel, and Occupational Development Project coordinators. Their task will primarily involve the collection of data to bring to their first working meeting in Atlanta in April.

Though not a part of the panel, NADE was present at this public meeting to observe and gather information on this very important topic to disability examiners. Based on my observations, the extreme importance of this subject and the long ranging impact of any data base system or processing model this panel may design, I make the following recommendations to the administrative body of NADE.

- NADE should develop a clear statement of the importance of this panel to its members and their desired role in the development of any occupational data processing model.
- NADE should stay informed and encourage members to stay informed regarding the activities of the Panel. DDSs across the country may find members being approached regarding information on the disability process and the use of the DOT currently.
- NADE should offer to assist in the preliminary testing of any parts of the process that Social Security may find severable and testable. It is important to maintain a positive and helpful approach to this process at what ever level NADE is allowed to participate.

The announcement of the meeting of this advisory panel can be found in the Federal Register, Volume 74, Number 12, dated January 21, 2009. The Occupational Information Development Advisory Panel also has a website in Social Security Online at http://www.socialsecurity.gov/oidap/meeting_information.htm. Information can be found there regarding the members of the Panel, their mission, how to contact the Panel and documents.

This is a critical juncture for Social Security and the examiners who make disability determinations every day. The voice of examiners must be heard, loudly, at this beginning stage in the development of the process or it will be lost in the din of the legal and rehabilitation communities who make disability their business.

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NADE Correspondence



**NATIONAL DISABILITY PROFESSIONAL'S WEEK
6/15/2009 – 6/19/2009
“CELEBRATING EXCELLENCE BUILDING KNOWLEDGE THROUGH NADE”**

This week we will be celebrating National Disability Professionals Week, and I know most NADE Chapters have planned many events in the week's celebration in recognition of all Disability Professionals. This week honors the diligence, dedication, professionalism, and energy that we, as Disability Professionals, exhibit on a daily basis in our commitment toward professional growth and education as well as our ongoing commitment to increase the public awareness regarding disabilities.

We have all chosen a career as disability professionals by serving people who are vulnerable and going through very difficult times in their lives. Our task is one of critical importance and it has been made more challenging by the economic times we now face. These are very challenging times in the disability program, and your patience, judgment and vision for excellence through knowledge and compassion is truly a gift to the disabled of this country.

As Disability Professionals we have had to embrace new technologies, constant program changes, and many other challenges. This year has seen even more of these challenges occur as many DDS personnel have had to deal with furloughs, reductions in pay, possible lay-offs and other similar actions that, not only have the potential to have a negative impact on the morale of DDS employees but, even more importantly, have the potential to have a negative impact on our ability to provide the critical services we perform for the disabled citizens of this nation. Yet we continue to approach these challenges with the creativity, commitment, expertise and caring that we bring to the workplace every day. By our actions, we directly affect the lives of hundreds of thousands of individuals and their families who depend on SSA's disability programs.

June 15 – 19, 2009 has been designated as National Disability Professionals Week. I hope that all of us will take some time this week to celebrate the incredible contributions all of us have made to the lives of the people that we serve.

Georgina B. Huskey

NADE President

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Articles should be submitted in a Microsoft Word or a text document.

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From: ||DCO ODD

Sent: Tuesday, June 16, 2009 9:09 AM

To: #DCO ODD DCPS KC CH SME

Cc: Zampelli, Linda; White, Laura F.; Minton, Michelle R.; #DCO ODD DCPS Core Project Team; #DCO ODD DCPS Steering Committee; Martin, James F. RO Chicago; Grochowski, Michael W.; Moskop, Mark; Halstead, Bruce; Robert, Ann P.; Floren, Tom; Carew-Ceesay, Patricia; Wold, Connie; Jones, Chuck; Scherer, Michelle; Kehoe-Katula, Susan; Johnson, Kathleen DDS Columbus; Willman, Doug; Koehn, Audrey; ||DCO ODD

Subject: Thanks!

Congratulations on a job well done!

We would like to commend each of you for your efforts on creating the DCPS "To Be" Business Process Model for the DDS community. We continue to appreciate and admire your keen attention to detail and relentless determination. We are proud of your efforts and the resulting model which will certainly improve and enhance our collective ability to serve the public. We cannot say it enough - your innovation, knowledge, and experience are and will continue to be the key to the success of DCPS. Thank you for a truly unforgettable experience.



DCPS Workgroup

NADE Systems Committee Co-chair Dale Foot (MI) is on the back row, first guy on the right. Danita Scherff (Virginia NADE member) is on the second row 5th from the right.



SSA Commissioner Astrue (upper right) takes a moment to discuss disability issues with Edie Peters-Liguori, NADE SSA/DDS Administrators Liaison, and NADE President Georgina Huskey. The Commissioner's Assistant Angela Clayton is at the lower right.

Related Correspondence



THE VICE PRESIDENT

Washington

July 1, 2009

The Honorable Edward G. Rendell
Governor of Pennsylvania
Harrisburg, PA 17120

Dear Governor Rendell:

During these difficult economic times, it is critical that we all do what we can to ease the financial burdens on the American public. The American Recovery and Reinvestment Act (Recovery Act) signed into law by President Obama was intended to do just that—create jobs, support state budgets, and ensure that American families continue to receive services to which they are entitled. Millions of Americans depend on their monthly Social Security Disability and Supplemental Security Income checks. These Americans in turn rely on the system that determines and processes eligibility for these vital programs.

As you know, the federally-funded State disability determination services (DDS) play a crucial role in determining benefit eligibility for federal disability programs. I am very concerned that some States are imposing hiring restrictions or furloughs on the DDSs. This is not only unsound but it also goes against the spirit of the Recovery Act which included funding explicitly intended to reduce the Social Security disability backlogs and assist Americans with disabilities in this difficult economic time.

I urge you, as the Chair of the National Governors Association, to convince the Governors to exempt the DDSs from any furloughs, hiring restrictions, or other budget cuts. While I understand that States must make difficult choices to balance their budgets, applying State-wide budget cuts to the DDSs would not help state budgets because DDS operations, as well as disability benefits, are fully funded by the Federal Government.

In fact, DDS cuts would negatively affect a State's economy by forcing the Federal Government to reduce funding to states for DDS administrative costs. Continuous employment of federally funded DDS employees helps to reduce State unemployment, provides State tax revenues, and assures a steady cash stream into State economies. More importantly, DDS cuts would delay monthly benefits and health care coverage to disabled Americans and their families. A speedy determination process has direct benefits for state budgets: the faster the DDS can approve claims for benefits, the sooner many applicants move from State to Federal support and medical coverage.

This year the Social Security Administration (SSA) expects to provide \$2 billion in Federal funding to States for the operation of the DDSs. In addition, it pays \$11 billion each month in disability benefits to over 12 million citizens across the nation. If every State nationwide furloughed its DDS employees, each furlough day would reduce Federal administrative funds paid to the States by about \$8 million, and delay over 15,000 disability decisions and \$4 million in benefit payments.

During a time when so many people are struggling, the Federal and State governments must work together to ensure we are doing what we can to help American families. I would appreciate your support on this issue as it benefits the millions of Americans we represent as well as State economies.

/s/

Joseph R. Biden, Jr.

**STATEMENT FOR THE RECORD
Of The
NATIONAL ASSOCIATION OF DISABILITY EXAMINERS**

Georgina Huskey, President

Prepared For

**Subcommittee on Social Security
Of the Committee on Ways and Means**

***Hearing on the Social Security Administration's Provisions
In the American Recovery and Reinvestment Act of 2009***

April 28, 2009

Chairman Tanner, Congressman Johnson, Members of the Subcommittee on Social Security: This hearing was called for the purpose of reviewing the progress made by the Social Security Administration (SSA) and other involved agencies in appropriately using the resources allocated by the American Recovery and Reinvestment Act of 2009 (ARRA). The National Association of Disability Examiners (NADE) appreciates this opportunity to submit comments on this important subject and we commend the Subcommittee for its continuing oversight of this important issue.

Who We Are

NADE is a professional association whose purpose is to promote the art and science of disability evaluation. The majority of our members work in the State Disability Determination Service (DDS) agencies adjudicating claims for Social Security and/or Supplemental Security Income (SSI) disability benefits. As such, our members constitute the "front lines" of disability evaluation. However, our membership also includes SSA Central and Regional Office personnel, attorneys, physicians, non attorney claimant representatives, and claimant advocates. It is the diversity of our membership, combined with our extensive program knowledge and "hands on" experience, which enables NADE to offer a perspective on disability issues that, we believe, is both unique and reflective of a programmatic realism.

NADE members – throughout the DDSs, SSA Regional Offices, SSA Central Office, ODAR offices and throughout the private sector – are deeply concerned about the integrity and efficiency of the Social Security and the SSI disability programs. Simply stated, we believe those who are entitled to disability benefits under the law should receive them; those who are not, should not. Decisions on disability claims should be reached in a timely, efficient and equitable manner. The continuing backlogs in disability claims are an embarrassment to all of us within the disability program, as is the length of time claimants wait for a decision. Our embarrassment, however, is nothing compared to the nightmare experienced by those waiting for a decision. A large portion of the monies allocated in ARRA was to aid SSA's efforts to significantly reduce the backlogs of disability claims and improve the timeliness of its decisions on these claims.

Continued on next page

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The Issue

The American Recovery and Reinvestment Act of 2009 provided nearly \$1.1 billion to the Social Security Administration. Included in this amount were \$500 million for a new National Computer Center and an additional \$500 million for new staff and supporting infrastructure to help the Agency deal with a backlog of claims while also assisting the Agency in the processing of an expected increase in the number of claims for disability and retirement benefits.

NADE members are very appreciative of this renewed support Congress has provided to SSA, especially after nearly two decades of less than adequate financial support that left the Agency ill prepared to handle the growing number of claims. The recognition by Congress of the critical need for adequate resources at SSA, and the willingness demonstrated by Congress to accept a leadership responsibility on this matter, has resulted in vital funding urgently needed for SSA. We greatly appreciate the support for funding at a level above the President's proposed FY 2009 budget and for the \$1.092 billion in funding included for SSA in the American Recovery and Reinvestment Act of 2009. We hope you will also support the President's FY 2010 Budget Request of \$11.6 billion for SSA's administrative expenses.

Having provided these funds, it is only to be expected that Congress would exercise its oversight authority to insure that these funds are spent appropriately and that the problem of backlogged claims and lengthy waiting times is resolved. NADE has confidence in the current leadership at SSA to apply these monies as directed by the legislation and also by a decision making process that is fully aware of the problems and the need for requisite resources to address these issues. We will not address the spending issue as that is a responsibility for which other witnesses appearing before this subcommittee have greater knowledge. However, while it is too early to determine if the new funding will aid in the resolution of the issues for which the funds were appropriated, NADE members are confident that these monies will have their desired impact.

SSA is facing an unprecedented backlog of more than 1.3 million claims for Social Security and Supplemental Security Income disability benefits. This backlog of claims is particularly problematic at the hearings stage, where the backlogs have more than doubled since 2000 -- from about 310,000 claims to more than 765,000 -- and the average waiting time per claim has soared to over 500 days. At the DDS level, the average processing time for an initial claim has risen from less than 40 days two decades ago to nearly 100 days in the past year. Not coincidentally, this increase in processing times and backlogs have occurred simultaneously with congressional budgets that included less funding for SSA than what numerous Commissioners of Social Security and other witnesses, including this Association, have testified was absolutely necessary for the Agency.

Presidents requesting less money than SSA indicated it needed and Congresses appropriating even less money than the President requested for SSA must share in the responsibility for the current crisis with Agency managers who sought to downsize SSA to utilize precious financial resources in other areas rather than filling vacant positions. Now the situation is reversed and the President and Congress recognize that SSA must have the requisite staff and supporting infrastructure to process the growing number of claims. However, just as the current crisis did not occur overnight, it will not be resolved overnight.

Addressing the Issues

SSA has immediately taken action to begin the hiring of new staff at its Field Offices, in its hearing offices and in its supporting offices. Concurrently, the state DDS have been given funding for new hires. All total, SSA projects it will hire 7000 new employees in this fiscal year. This level of hiring will tax the Agency's resources to adequately train these new personnel but, once trained and allowed to become proficient in their jobs, these new personnel are expected to make a positive impact on the Agency's ability to process the growing number of disability and retirement claims that is expected to continue flooding the Agency.

Hiring these new personnel is a critical first step. The ability to recruit the best and brightest, to hire, and then train these personnel, is a process that will take some time. In addition, new employees are not expected to have an immediate impact on current or backlogged claims as they must be allowed sufficient time to become proficient in the performance of their work duties and responsibilities. In addition, current staff must be allocated to provide the requisite training and mentoring of new staff. This reduces the amount of time experienced personnel will have to process their own work, thereby reducing their productivity in the short term. However, we firmly believe positive benefits are to be gained from the funding provided by ARRA and will be fully realized in a matter of 2-3 years.

SSA and the DDSs will have to invest heavily in staff retention in future years. Both are facing a massive retirement wave and, prior to the onset of the current economic downturn, both were reporting heavy staff turnover (15% in the DDSs) due to low salaries and increasing job stress.

Why Is It Important to Provide Increased Funding for SSA?

NADE believes SSA's ability to provide timely customer service is critical. No other agency in government has the potential to impact so many people and the vast majority of Americans will judge the government's ability to serve their needs based on how effective and how efficient SSA is able to meet their needs. SSA is America's "Window" to its government. It can ill afford to fail in its mission and must be provided with the resources necessary for the Agency to achieve its mission in a timely manner. The growing complexity of the Social Security and SSI Disability Programs, coupled with the need to produce a huge volume of work, justifies even more the need for adequate resources in order to provide the service that the American public has come to expect and deserves from SSA.

In FY 2008, Congress appropriated more money for SSA's administrative budget than the President had requested, marking the first time in 15 years Congress had acted so favorably. At the time Congress took this action, a former Chairman of this Social Security Subcommittee offered the observation that constant under-funding of the disability program by the Congress over the past two decades had contributed heavily to the current crisis. We do not dispute such wisdom! We do believe, however, that the congressional action of FY 2008 and the additional funding provided for SSA in the ARRA of 2009 are the first steps in a long road back to management stability for SSA. It now falls to SSA, and its components, to utilize these funds for actions that will produce the desired outcome.

State Furloughs of DDS Personnel

The best intentions of Congress in appropriating increased funding for SSA to deal with its backlogs of claims and to process the growing number of new claims are being undermined in many states by Governors who, faced with their own budget crises, have implemented furloughs for their state employees and hiring freezes for all state agencies. NADE, and other witnesses appearing before this Subcommittee, have previously pointed out that many of these states have adopted these actions unilaterally, failing to provide an exemption for DDS employees, who are 100% federally funded and who have no impact on any state's budget problems.

These actions fly in the face of the positive actions taken by this Congress to appropriate funds to resolve the crises of backlogged claims at SSA and lengthy waiting times for applicants. In spite of numerous requests from the Commissioner of Social Security, from Members of Congress and from the media, the Governors have not backed off of their decisions, either because they don't want to treat one set of state employees differently from any other or because they simply refuse to acknowledge the absurdity of their actions. These actions not only punish DDS employees (since furloughing DDS employees does not save any state any money, there can be no other reason to furlough these employees other than to punish them for being state employees) but remove a key investment in America's economic recovery. More importantly, such actions by these Governors to furlough DDS employees and to reduce and/or eliminate the DDS's ability to hire new staff will only enhance the growth of the backlogs of disability claims, add to the processing time of current claims and remove from the workforce the opportunity for many citizens to obtain much needed jobs. How Governors, when their actions otherwise have no positive benefit to resolving their state budget crises, can maintain such insensitivity to the needs of their own citizens, is beyond reason.

Recent data has shown applications for initial disability claims have, not surprisingly, increased by 10% since the beginning of this fiscal year. Each week, the number of initial claim filings has increased from the week before and the number of new claims in calendar year 2009 is up 13.7%. The actions to furlough DDS employees and to reduce or eliminate the DDS' ability to hire new staff have the effect of reducing the size of the workforce processing these claims or reducing the hours available for the workforce to process these claims, thereby reversing the action taken by Congress to address the crisis in backlogs and lengthy processing times. If these state actions are not abated, then the disabled citizens seeking benefits will almost certainly face the prospect of even longer processing times and extended appeal times.

The current level of furloughs of DDS personnel is estimated to cost the States \$7.8 million in administrative funding paid to them by SSA. How can losing money save money? The current level of furloughs of DDS personnel is also estimated to delay the processing of 15,000 claims and the payment of \$4.2 million in benefits each month! How can Governors continue to justify their actions?

We call upon Congress to intercede on behalf of all state employees who are 100% federally funded. We recognize difficult times require difficult decisions but difficult times do not require foolhardy decisions.

Program Integrity Issues

Limited resources in recent years have forced SSA to reduce the number of Continuing Disability Reviews (CDRs) performed. Of concern to NADE is the past history similar actions have had as the agency fell behind in these critical reviews. When a backlog of CDRs occurred previously it took several years of dedicated funding and a tremendous effort by SSA and DDS staff before SSA was, again, current with CDR reviews. With the decrease in the number of CDR reviews done in the past few years, there is now a real danger the Agency will, once again, find itself in the position of having backlogs of overdue CDRs. Thus, it is possible the Agency will work itself out of one backlog into another.

continued on next page

Testimony, continued from page 33

While there are increased administrative costs (including the purchase of medical evidence, claimant transportation costs and increased utilization of contract medical consultants) with the performance of CDRs, there is a potential for significant savings in program costs with the elimination of benefits paid to beneficiaries who are found to be no longer eligible for disability benefits due to no longer meeting the SSA Disability program requirements. A recent estimate by GAO revealed that, for every \$1 in administrative cost spent on conducting CDRs, nearly \$15 of program funds was saved. This data was significantly higher than the historical ratio of 10-1 savings. Regardless of which statistic has current validity, there are significant savings to be realized if SSA can remain current on CDRs. It is essential to program integrity that CDR reviews be conducted in a timely manner to ensure that only those who continue to be eligible are receiving disability benefits.

Anti-fraud efforts such as the Cooperative Disability Investigative (CDI) units which effectively utilize the strengths and talents of SSA's Office of Inspector General (OIG), local law enforcement, and disability examiners, offer a visible and effective front-line defense for program integrity and serve as a visible and effective deterrent to fraud. SSA's Inspector General attributed the success of the CDI units to investigate fraud allegations to the efforts of, "...those most qualified to detect fraud – DDS adjudicators." NADE supports the continued expansion of the CDI units to combat fraud and abuse in the disability program.

5 Month Cash Benefit Waiting Period and 24 Month Medicare Waiting Period

It is important to note that persons found disabled under Title II of the Social Security Disability Act must complete a full five month waiting period before they can receive cash benefits. So, a disability allowance decision, even when it is processed quickly, will not resolve the issue of having to wait five full calendar months before the claimant receives any cash benefits. NADE believes this five month waiting period is a gross inequity to American citizens with disabilities.

Likewise, we are deeply concerned about the hardship the 24 month Medicare waiting period creates for these disabled individuals, and their families, at one of the most vulnerable periods of their lives. Social Security disability beneficiaries have serious health problems and limited access to health insurance. Many cannot afford private health insurance due to the high cost secondary to their pre-existing health conditions. Since earlier medical intervention could help many disabled individuals return to work, NADE supports the elimination of the Five Month Waiting Period for Cash Benefits and the 24 Month Waiting Period for Medicare eligibility.

Summary

The operational challenges facing SSA are substantial and are expected to become even more acute in the coming years as our society ages, as baby boomers continue to prove the actuaries correct regarding their forecasts of the baby boomers most disability prone years, as the economy continues to offer periodic setbacks, etc. Decades of inadequate resources for SSA, combined with increased workloads and less than desirable results from multiple redesign efforts, have not only caused backlogs in the number of disability claims pending at the initial and hearing levels, but has allowed existing backlogs to increase. Processing time, expected to decline with the introduction of new technology has, instead, increased due to insufficient resources in personnel.

Recent increases in funding for SSA's administrative budget and additional funding provided through the American Recovery and Reinvestment Act of 2009 can be expected, in the years ahead, to produce significant reductions in, or elimination of, SSA's backlogged claims and lead to improvements in processing times at all levels. However, this new funding cannot, and will not, overnight, make up for mistakes of the past. The need to hire, train and deploy new staff will take several years before any realistic expectation that they will contribute significantly toward efforts to reduce the backlogs of claims.

No amount of planning by SSA or Congress can reverse the negative impact on production and processing times caused by state hiring freezes and furloughs of state employees which also affect DDS personnel. Congress must support the Commissioner's efforts to force the states to exempt DDS employees, who are 100% federally funded, from such actions.

The crisis of backlogged disability claims, while a significant problem, cannot be used as a reason to abandon program integrity initiatives. It remains critically important that the public's confidence in the disability program not only be restored but maintained.

A lot of effort has been made to improve the speed at which disability claims are processed and to eliminate/reduce the backlogs of claims. NADE agrees improvements are needed and we support recent initiatives, such as the Compassionate Allowance (CAL) initiative and the Quick Disability Determination (QDD) initiative. However, the 5 month waiting period for cash benefits and the 24 month waiting period for Medicare eligibility negate the positive impact of faster processing times and reduced backlogs. These waiting periods should be eliminated.

No other agency has a greater impact on the quality of life in this nation and the American public will judge the ability of their government to meet their needs almost solely by the quality of service provided by SSA. Social Security can and must do better in fulfilling its promise to America and NADE stands ready, willing, and able to assist in fulfilling that promise. People with disabilities, already burdened by the challenges of their illness/injury, are often in desperate need of benefits to replace lost income. They deserve, and should receive, timely and accurate decisions through a fair and understandable process. Our challenge, and one which must be met, then is to ensure the disability determination and appeals process meets those criteria.

We commend the Subcommittee for exercising its oversight authority and we look forward to working with the Subcommittee to achieve the goals we have outlined in this statement.

Exhibit I – Furlough Status of State DDSs

Status of Furlough/Hiring Freeze by DDS- as of 4/28/09			
DDS	Furlough Status	Hiring Freeze Status	Remarks
Alabama	No furlough	DDS exempt from state hiring freeze	
Alaska	No furlough	Hiring freeze but DDS exempt	
Arizona	Furlough but DDS exempt	Hiring freeze but DDS exempt	
Arkansas	No furlough	No hiring freeze	
California	Furlough in place	DDS exempt from state hiring freeze	All DDS employees furloughed 2 days per month—started in February 2009. Employees will earn one "self-directed" furlough leave day per month, which allows employees personal discretion when to use their furlough leave. Also per the agreement, employees must use the earned leave furlough leave by July 1, 2012. Employees will also have their pay reduced by 4.62 percent per month through June 2010.
Colorado	Considering furloughs, DDS not likely exempt	Hiring freeze but DDS exempt	Possible furlough of DDS employees up to 2 days per month (next state FY)
Connecticut	Administrator took one voluntary furlough day. The governor extended the request for voluntary furloughs to all state employees through June 1	Hiring freeze but DDS exempt	
Delaware	No furlough	Hiring freeze but DDS exempt	The Delaware governor has proposed an 8% across the board pay cut and an increase in the employee share of health insurance premiums, effective July 1st. The net effect is approximately a 10% decrease in employee take home pay. The Governor has stated that he is proposing this to avoid furloughs.
District of Columbia	No furlough	No hiring freeze	

Status of Furlough/Hiring Freeze by DDS- as of 4/28/09			
DDS	Furlough Status	Hiring Freeze Status	Remarks
Florida	No furlough	No hiring freeze	
Georgia	Furlough but DDS exempt	Hiring freeze but DDS exempt	
Hawaii	Considering furloughs but DDS likely exempt	Hiring freeze but DDS exempt	
Idaho	Furloughs but DDS exempt	Hiring freeze but DDS exempt	
Illinois	No furlough	No hiring freeze	
Indiana	No furlough	Hiring freeze for DDS	Several positions “deactivated,” including 30 disability examiners. These positions are temporarily eliminated and would require “reactivation” to be filled again.
Iowa	No furlough	Hiring freeze but DDS exempt	
Kansas	No furlough	Hiring freeze	“Soft” freeze—hiring is restricted but occurs as warranted. DDS hired 75 percent of positions.
Kentucky	No furlough	Hiring freeze but DDS exempt	
Louisiana	No furlough	Hiring freeze	DDS hiring freeze but given a limited number of hires.
Maine	No furlough	Hiring freeze but DDS exempt.	
Maryland	Furloughs in place	Hiring freeze but DDS exempt	Furlough between 2 and 3 days depending on salary
Massachusetts	Furloughs in place	Considering a hiring freeze and DDS not likely exempt	Furloughing 3 days for DDS managers. Most are going to work the days and be compensated after retirement. They can also work without pay. Hiring cap RO successful in getting the cap lifted for DDS disability examiner positions.
Michigan	No furlough	No hiring freeze Furlough may be possible in 2010.	
Minnesota	No furlough	No hiring freeze	
Mississippi	No furlough	No hiring freeze	
Missouri	No furlough	No hiring freeze	
Montana	No furlough	No hiring freeze	
Nebraska	No furlough	No hiring freeze	

Status of Furlough/Hiring Freeze by DDS- as of 4/28/09			
DDS	Furlough Status	Hiring Freeze Status	Remarks
Nevada	Considering furloughs but DDS likely exempt	Hiring freeze but DDS exempt	
New Hampshire	No furlough	Hiring freeze but DDS exempt	Staffing CAP in DDS
New Jersey	DDS employees exempt from furlough	No hiring freeze	
New Mexico	No furlough	Hiring freeze	
New York	Considering layoffs that would include DDS employees	Hiring freeze but DDS exempt	
North Carolina	Furloughs just ordered by the Governor. Questionable as to whether DDS is exempt.	Hiring freeze	DDS hiring is considered on case-by-case situation (some DDS hires have been approved)
North Dakota	No furlough	No hiring freeze	
Ohio	Furlough to take effect on July 2009.	Hiring freeze but DDS exempt	State announced furloughs to be effective 7/09. All DDS employees expected to be furloughed 10 days over 2 state FYs. DDS says it is under a hiring freeze, but it has received approvals to hire. Travel restrictions in place.
Oklahoma	No furlough	No hiring freeze	
Oregon	Furlough in place	Hiring freeze but DDS exempt	Furlough for management staff from 2 to 4 days depending on salary range. Furloughs expected for represented staff but the number of days has not been finalized. Governor is proposing 26 furlough days.
Pennsylvania	No furloughs	Hiring freeze but DDS exempt	All out of state travel restricted.
Puerto Rico	Layoffs planned but DDS likely exempt.	Hiring freeze but DDS exempt	
Rhode Island	No furlough	DDS exempt from state-wide hiring freeze	
South Carolina	Considering furloughs but DDS likely exempt	Considering hiring freeze but DDS likely exempt	
South Dakota	No furlough	Hiring freeze	DDS hiring is considered on case-by-case situation (some DDS hires have been approved)

Status of Furlough/Hiring Freeze by DDS- as of 4/28/09			
DDS	Furlough Status	Hiring Freeze Status	Remarks
Tennessee	No furlough	Hiring freeze but DDS exempt	
Texas	No furlough	No hiring freeze	
Utah	No furlough	Hiring freeze but DDS exempt	
Vermont	Considering furloughs, DDS not likely exempt	No hiring freeze	Staffing CAP in DDS
Virginia	No furlough	DDS exempt from state-wide hiring freeze	
Washington	No furlough	Hiring freeze but DDS exempt	
West Virginia	No furlough	Temporary restriction on hiring through 6/30/09.	Hiring restriction maybe extended through 9/30/09. Also, all personnel actions (including promotions) in the State are not being acted upon until further guidance is received by the governor.
Wisconsin	No furlough	Hiring freeze for DDS	
Wyoming	No furlough	DDS likely exempt from state-wide hiring freeze	



Front row from left: Dakota's mom Christie Hamilton, Dakota Waddell, and Dakota's cousin Kayla McLamb; Second row: DDS Staffers Beverly Stevens (Minnie Mouse), Lisa Abatemarco, David Kramer (Micky Mouse/current THADE President).

Wishes come true, Thanks to THADE

by Jennifer Pounds, North Carolina DDS

THADE sponsored a community service project this year in conjunction with the Eastern North Carolina Make A Wish foundation. We adopted Dakota, a 7 year old with neuroblastoma, whose wish was to go to Disney World. Our goal was to raise \$600 to help fund her trip. THADE collected \$3768.32 in one week. This picture is of Dakota (with the cast on her arm), her mother and cousin along with Mickey and Minnie Mouse. This community service project was in conjunction with THADE's annual Employee Appreciation Week. The Theme this year was "Wish Upon A Star".

A formal check presentation was held the following week at NCDSS with Eastern NC Make A Wish. Dakota and her family traveled to Disney World the last week in June.

CANCER? Or Benign Mass

An up-close look at a rare impairment

by Dr. Janet Johnson-Hunter, THADE member, Unit 25



THE DIFFERENT STAGES AND types of malignant masses are sometimes difficult to recognize. The following is an example of an impairment that on the surface might appear to be something that would not be terminal, but when you look deep into the objective findings, you realize that this impairment actually equals the intent of the listing.

You are reviewing medical records and the past medical history is significant for diabetes, GERD and hyperlipidemia. In 2000, the claimant is treated for a ruptured appendix and the pathology report notes mucinous cystadenoma with acute appendicitis and perforation. The patient undergoes treatment and appears to do well until 7 years later he begins to experience abdominal pain with lifting and increased abdominal discomfort. On exam, the patient was found to have a vertral hernia and ascites.

Three months later, on follow up exam, an abdominal Ultrasound showed a moderate amount of intraperitoneal fluid and debris. Abdominal paracentesis with cytology showed fragments of skeletal muscle, fibrous tissue and acellular mucinous material suspicious for pseudomyxoma peritonei. At this time, following a CT-guided biopsy, the patient was diagnosed with pseudomyxoma peritonei.

The patient's treating physician and oncologist obtained CEA studies which were significantly elevated to greater than 50 with normal range <2.5. The patient was continuing to experience and complain of abdominal girth and pain. EGD and colonoscopy findings did not explain the elevated CEA levels. CT of the abdomen shows 4 separate anterior and ventral fascial defects

causing varying degrees of herniation, a large amount of ascites and liver architecture which was suggestive of cirrhosis.

Patient underwent total colectomy, distal gastrectomy, splenectomy, cholecystectomy, omentectomy, peritoneal stripping, left pelvic stripping, liver biopsy, cytoreductive surgery w/ ultrasonic ablation of peritoneal nodules. Patient received intraperitoneal hyperthermic chemotherapy infusion immediately post-operatively.

Patient is noted to be doing well status post surgery and chemotherapy. Hemoglobin 10.5 and colostomy is functioning well. Patient begins to gain weight and on exam there is no swelling or ascites.

At the time the patient had the initial surgery, they but did not undergo chemotherapy because the lesion was considered benign. Since his appendix had ruptured at the time of his initial surgery, deposits from the cystadenoma were implanted into the intrabdominal cavity. Over time, those deposits increased in number and size and he then developed widespread mucinous disease in the intra-abdominal cavity which is the same as pseudomyxoma peritonei. This is considered to be a precancerous lesion. Pseudomyxoma peritonei is extremely slow growing and rare; the most common location is the appendix. The objective findings are consistent with this patient having recurrent appendiceal cancer.

This is a perfect example of how we must review all the objective findings and see the overall picture. A patient with cancer can experience multiple different symptoms. Cancer comes in many forms and attacks individuals differently. That is why it is important to always be proactive in case development and be thorough in reviewing objective findings.

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Spare Your Change and Spare A Life And Many Other Ways AADE Supports Organ and Tissue Donation

by Maya Delion, Alabama DDS, Advocate SE Representative

WHAT GREAT TIMING TO promote National Donate Life month! Already well underway in an agency Red Cross blood drive and just beyond the World Kidney Day of March 12th, giving gifts of life was already on our minds. While AADE shared knowledge of blood and kidney donation, AADE went a step further to raise awareness of the need for organ donation with informational handouts for coworkers in both our Birmingham and Mobile locations. The handouts were created and designed by AADE's Donate Life Committee (Christina Howard, Rebecca Hughes, Maya Delion, and Tena Fleming). Each handout consisted of information that provided a balance of facts, fun, sentiment, and originality. The Spring 2009 issue of our chapter newsletter, First AADE, also featured organ and tissue donation as a highlight, addressing donation facts and giving information on how to become a donor. Additionally, the chapter organized two fundraisers which exceeded expectations and raised \$510.45 for the Alabama Organ Center (AOC).

The initial fundraiser consisted of selling stickers to coworkers for a one dollar donation to Alabama Organ Center that entitled them to an extra casual day during that week. The sticker sales generated \$117.00 towards the cause! The next fundraiser was a first for our agency, and the committee was uncertain of what to expect. They titled the fundraiser Spare Your Change and Spare a Life. The committee gathered cups, jugs, jars, and other containers, placed

Alabama Organ Center donation labels on them, and then placed them in each of our units and various departments for change collection. The concept was to allow everyone in the building to contribute whatever amount they could without a monetary expectation or limitation. The beauty of this fundraiser was whether it was 34 pennies that had accumulated in a purse or desk drawer, or an anonymous donation of three dollar bills—it all added up. The Spare Change drive raised \$393.45 for Alabama Organ Center!

AADE's Donate Life committee did a great job on the handout! The fact segment of the handout was informational and provided who, how, and why of organ donation. (Who receives/donates organs/tissues, how the donation process works, and statistical information as to why there is a need.) The fun portion of the handout consisted of a word search with keywords associated with organ donation, such as donor, kidney, transplant, etc. It also included a crossword puzzle which had questions and answers of famous people who have received and/or needed transplants, subject-related movies, and other general information. The committee utilized the incredible story of NADE's own Julie Mavis to speak for the need and effect of organ donation. They also felt it would be an interesting and fun concept to have a voice for the fundraising venture and that was when Walter the Worm was created. Walter the Worm is an evil worm is not in favor of organ donation for his own selfish reasons. He is quoted

saying, "You can't take your body with you. You can leave it behind for others where it can provide life or you can leave it behind to provide nourishment for me. The choice is yours."

Our gracious and supportive Director, Mr. Tommy Warren, allowed AADE to host a speaker for the cause. Ms. Beverly Berry of Alabama Organ Center provided a thought-provoking PowerPoint presentation that included pictures of donors and recipients, as well as myth-busting facts and general information about the process. She is an effective speaker and conveyed important information with enthusiasm and interest. Ms. Berry is experienced with school classroom presentations and regularly speaks to children/young adults about organ and tissue donation. AADE's Donate Life Committee is thrilled; Ms. Berry wants to use committee's ideas and printed materials as a new method for her classroom speaking! Wow!

AADE received even more exciting news shortly after the Donate Life campaign come to an end: Their efforts will be recognized in two publications! The first, UNOS Update magazine, is a national publication for nationwide Organ Procurement Organizations. The goals of UNOS Update are to provide information on policies and issues affecting donation and transplantation, inspire members with enjoyable activities, and to encourage participation in UNOS activities and policy-making. The second publication is Alabama Organ Center's newsletter, a state-wide publication that goes to state legislators and national congressmen and senators. The newsletter also goes to funeral home directors, transplant surgeons and nurse managers, public relation professionals in state hospitals, and various other recipients. AADE is honored to receive this recognition and will remain vigilant in expressing the need of organ/tissue donation.

AADE's Donate Life Committee is ecstatic over the results of the campaign! They have received a lot of positive feedback on their program and raised hundreds of dollars for a very deserving cause. The committee definitely raised awareness of organ and tissue donation and attention to what can be accomplished when everyone contributes. They already have ideas for next year and hope to improve upon this year's outstanding performance.

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NADE Mentoring Program

The mentor shapes and leads, *from page 42*



To put a personal touch on this article, it was necessary to do some introspection. Where would I be today if I had never had a mentor in NADE? Over the years from the very beginning of my membership in NADE, I have had mentors. They haven't always had the title "Mentor," but they were the key to my development in this organization. Philip B. Crosby says "managers and executives are not necessarily leaders. The real leaders in an organization may not have titles on their doors." It is true that I have never been involved with a committee, office, or otherwise that I have not felt the guidance of my NADE mentors. They wanted my success! Even when I did not have confidence in myself, they had confidence in me. I learned about being nominated for the Southeast Regional President, 2000-2001 term quite unexpectedly while recovering from knee surgery at home. Much to my surprise, I began getting calls from NADE friends in the region with congratulations. That was fun, until I realized what the charges were. Then extreme anxiety and panic hit me like a freight train!!! I'm supposed to do what???? After I calmed down and gathered my composure, the realization set in that if I didn't take this opportunity, it may never come my way again. I was a babe in NADE, but by the time it was over, my mentors had supported me in one of the most fulfilling experiences to that date. Not only was it fulfilling for me, but our little chapter shined! Just when I feel that it's time for me to sit down and relax and enjoy the silence, I get fidgety again hungering for more. There is a passion when leadership is on one's mind that is sometimes difficult to explain. It doesn't

concern him that he isn't exactly an expert at the task, because he knows there are comrades there to help him excel. At least in this organization there are. George Adams puts it this way, "There is no such thing as a self-made man. We are made up of thousands of others. Everyone who has ever done a kind deed for us, or spoken one word of encouragement to us, has entered into the makeup of our character and of our thoughts, as well as our success."



NADE "trains" leaders

In a discussion with a personal friend who is a financial expert at a major investment firm, she made me aware there are actually three components to mentoring. There is the mentor, the mentee, and what is between them. It is absolutely essential there be a confidence between the mentor and the mentee. The road to leadership contains attempts, failures, successes, heartaches, and patience. It requires a special person to fill the role of mentor, one who values integrity. The mentor shapes and leads the mentee to realms unthinkable sometimes. The relationship between them has to be respectful.

NADE needs leaders to carry out its purpose. If you find yourself contemplating advancement in NADE and/or opportunities arise, will you be prepared? Will it ever come your way again? A good place to find the answers is in the NADE Mentoring Program.



You hold the key.....



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THE VALUE OF THE NADE MENTORING PROGRAM

by Sharon Summers, Litigation Monitor



THIS LAST YEAR THE NADE National Board advanced the NADE Mentoring Program with hopes of developing more leaders within our organization. A process was set in place to match interested members who were willing to put forth an extra special effort to serve. The Mentoring Program can assure continued success of the NADE organization by developing future leaders. You can view the details of this program on the NADE website. If you are interested in advancing in NADE, please contact the CCP Chair for further directions. A Program Coordinator will work with you to assure a correct match is made within the organization.

If you read about the program on the website, you will be able to determine if this program is something for you. It isn't for everyone. However, if you have a passion for serving and becoming a leader, the program will serve you well. There is very little I could add to the Program Guide. It is well written and articulate. Check it out today!

Wikipedia sheds some light on the origins of the "mentor." In Greek mythology, Mentor was the son of Alcumus and, in his old age, a friend of Odysseus. When Odysseus left for the Trojan War he placed Mentor in charge of his son, Telemachus, and of his palace. When Athena visited Telemachus she took the disguise of Mentor to hide herself from the suitors of Telemachus' mother Penelope. As Mentor, the goddess encourages Telemachus to stand up against the suitors and go abroad to find out what happened to his father. When Odysseus returns to Ithaca, Athena (in the form of Mentor) takes the form of a swallow and the suitors' arrows have no effect on him.

Wikipedia further defines mentorship: the first recorded modern usage of the term can be traced to a book entitled "Les Aventures de Telemaque," by the French writer, Francois Fenelon. In the book the lead character is that of Mentor. This book was published in 1699 and was very popular during the 18th century and the modern application of the term can be traced to this publication. This is the source of the modern use of the word mentor: a trust friend, counselor or teacher, usually a more experienced person.

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