

Hankins & Hankins

Vocational Rehabilitation, Disability and Lost Earnings Assessment
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Norman E. Hankins, Ed.D.
Certified Vocational Expert
Certified Earnings Analyst
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Vita of Norman Elijah Hankins

Updated December 2008

NAME

Norman E. Hankins

PROFESSIONAL SPECIALTY

Vocational Evaluation and Counseling, Rehabilitation Evaluation, Disability Assessment,
Lost Earning Capacity

OFFICE ADDRESS

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EDUCATIONAL BACKGROUND

- Ed.D, University of Tennessee, 1964
Field of Specialization: Counseling and Educational Psychology
- M.A., East Tennessee State University, 1962
Major: Educational Supervision and Administration
Minor: Economics
- B.S., Tusculum College, 1958
Major: Business Administration
Minor: Education

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PROFESSIONAL EXPERIENCE

- For the past forty-four years, I have had a vocational consulting practice. Upon my retirement from East Tennessee State University in 1988, I am self-employed with Hankins & Hankins, a vocational assessment and disability rating center at 115 West Main Street in Jonesborough, Tennessee.
- 1978 to August 1988: Chairman and Professor, Department of Human Development & Learning
- 1965 to 1978: Professor of Psychology, East Tennessee State University
Principle Duties: Taught courses in Psychology of Learning, Statistics and Personal Adjustment for the Department of Psychology
- 1964 to 1965: Assistant Professor, Memphis State University
Principle Duties: Taught courses in Educational Psychology for the Department of Curriculum and Instruction
- 1960 to 1962: Secondary Public School Teacher, McDonald High School
Principle Duties: Taught commercial subjects
- 1958 to 1960: Elementary Public School Teacher, DeBusk Elementary School
Principle Duties: Taught basic subjects to 3rd grade students

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

- American Board of Vocational Experts
- American Rehabilitation Economics Association
- National Association of Forensic Economics
- Tennessee Psychological Association

HONORS

- Recipient of the East Tennessee State University Distinguished Faculty Award, 1980
- Recipient of “Teacher of the Year” Award by Kappa Delta Pi (Honor Society in Education), 1967

LICENSE

- Licensed Psychologist (State of Tennessee) since 1976

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CERTIFICATIONS

- Certified Vocational Expert (American Board of Vocational Experts)
- Certified Earnings Analyst (American Rehabilitation Economics Association)

CONSULTANT SERVICES

- Vocational Consultant, Office of Disability Adjudication and Review, Social Security Administration since 1965
- Vocational Consultant, Veterans Administration since 1993
- Hankins & Hankins specializes in vocational evaluations and assessment of retraining potential for referrals from various sources. We also assess vocational disability and reduced earning capacity in workers' compensation, personal injury, wrongful death, spousal support, product liability and other cases. In addition, we do vocational counseling and assess client potential for career change.

WORKSHOPS

- Individualizing Instruction in Employee Training for the Employee Training Division of the Eastman Company. Participants were from Eastman plants in Tennessee, Oklahoma and South Carolina.
- Assessing Vocational Disability in Workers' Compensation Cases for members of the Tennessee Trial Lawyers Association at their Fall Conference in Nashville, Tennessee.
- Assessing Vocational Disability in Social Security Disability Cases, a workshop sponsored by Legal Services of Upper East Tennessee, Inc., for area attorneys.
- "Evidentiary Factors in the Assessment of Disability from a Vocational Perspective," a joint presentation with Dr. Russell West at a Seminar of the Tennessee Trial Lawyers Association in Knoxville, Tennessee, on February 27, 1987.
- A Time Management Workshop with Dr. George Johnson for the Prison Wardens of Tennessee, in Johnson City, Tennessee, on March 25, 1987.
- Social Security Practice for the Private Attorney: Vocational Aspects Presented by the Private Bar Plan of Legal Services of Upper East Tennessee, Inc. on May 15, 1989 at the Sheraton Plaza Hotel in Johnson City, Tennessee.

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PUBLICATIONS

Books

- Hankins, N.E. *Psychology for Contemporary Education*. Charles E. Merrill Publishing Co.: Columbus, Ohio, 1973.
- Hankins, N.E. *How to Become the Person You Want to Be*. Nelson-Hall, Inc.: Chicago, IL, 1979.
- Hankins, N.E. & Bailey, R.E. *Psychology for Effective Living*. Brooks/Cole Publishing Co.: Monterey, CA, 1980.
- Bailey, R.E. & Hankins, N.E. *Psychology for Effective Living* (2nd ed.) Waveland Press: Prospect Heights, IL, 1984.
- Bailey, R.E. & Hankins, N.E. *Introduction to Psychology*. Pendleton House, Inc. Butler, KY, 1986.

Journal Articles

- Hankins, N.E. The Teacher and the Future. Education Quest. Memphis State University Press, 1965.
- Vance, H.B. & Hankins, N.E. Teacher Interventions for Defective Auditory Reception. Academic Therapy, Fall, 1975, 11, No. 1, 69-78.
- Spangler, R.S. & Hankins, N.E. Comparison of Two Evaluative Procedures on Retention by College Students. Psychological Reports, 1975, 36, 613-614.
- Hankins, N.E. & Hopkins, L. Locus of Control and Weight in Joiners and Non-joiners of Weight Reduction Organizations. Psychological Reports, 1978, 43, 11-14.
- Vance, H.B. & Hankins, N.E. Analysis of Cognitive Ability for Rural White Culturally Different Children. Journal of Psychology, 1978, 90, 15-21.
- Vance, H.B., Hankins, N.E. & Engin, A. Analysis of Cognitive Abilities for Mentally Retarded Children on the WISC-R, Psychological Record, 1978, 28, 391-397.
- Vance, H.B., Hankins, N.E. & Wallbrown, F. Correlations between WISC-R Subtests and Verbal, Performance and Full Scale IQ Scores for Minority Group Children. Psychology in the Schools, 1978, 15, 154-159.
- Vance, H.B. & Hankins, N.E. A Preliminary Study of Black and White Differences on the Revised WISC-R, Journal of Clinical Psychology, 1979, 35, 815-819.

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- Hankins, N.E. & Bailey, R.C. Body Build Satisfaction and the Congruency of Body Build Perceptions. Social Behavior and Personality, 1979, 7, 77-80.
- Bailey, R.C. & Hankins, N.E. Body Build Perceptions in College Students. Social Behavior and Personality, 1979, 7, 153-156.
- Hankins, N.E. & McKinnie, W.T. The Effects of Physical Characteristics on Perceived Job-Role Related Attributes. Psychological Reports, 1979, 45, 853-854.
- Clark, H. & Hankins, N.E. Giftedness and Conflict. Roeper Review, 1985, 8, 50-53.
- Clark, H. & Hankins, N.E. Teaching Gifted Children in the Elementary Classroom. Techniques (in press).
- Vance, H.B., Hankins, N.E. & Brown, W. Predictive Validity of the McCarthy Screening Test Based on the Wide Range Achievement Test, Psychological Reports, 1986, 59, 1060-1062.
- Vance, H.B. Brown, W. & Hankins, N.E. A Comparison of the WISC-R and the WAIS-R with Special Education Students. Journal of Clinical Psychology, 3, 377-380.
- Vance, H.B. Hankins, N.E. & Brown, W. Comparison of the Bender-Gestalt and the Visual Motor Integration Test and their Relationship with Achievement and Ability Criteria. Journal of Clinical Psychology. May, 1998.
- Vance, H.B., Hankins, N.E., & Brown, W. A Longitudinal Study of the Wechsler Intelligence Scale for Children-Revised Over a Six Year Period. Psychology in the Schools, 25, 229-233.
- Hayden, D., Vance, H.B., Hankins, N.E. & Brown, W. The Performance of Special Education Students on the Maryland Functional Reading Test, Journal of Special Education, (in press).
- Vance, H.B. Hankins, N.E. & Brown, W. A Preliminary Investigation of the Relationship of the Test of Nonverbal Intelligence (TONI), Ammon's Quick Test (QT) and Wechsler Intelligence Scale for Children-Revised. Diagnostique, 12, 47-52.
- Vance, H.B. & Hankins, N.E. Concurrent Validity of the Quick Test of Intelligence and the Test of Nonverbal Intelligence with a Sample of Students Referred for Special Education Services, Educational and Psychological Measurement, (in press).
- Vance, H.B., Hankins, N.E. & Brown, W. Ethnic and Sex Differences on the Test of Non-Verbal Intelligence, Quick Test of Intelligence and Wechsler Intelligence Scale for Children-Revised, Journal of Clinical Psychology, (in press).

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Hankins, N.E. Marketing Through Professional Networks. Journal of Private Sector Rehabilitation, Vol 3, No. 2, 1988, pp.85-88.

West, R.W. & Hankins, N.E. The Slosson Intelligence Test as a Predictor of WAIS-R IQ with Individuals Referred for Vocational Assessment. Journal of Private Sector Rehabilitation, Vol. 3, No. 4, 1989.

Hankins, N. & West, R. The relationship between educational attainment and Wide Range Achievement Test (WRAT-R) scores among injured workers referred for vocational assessment. NARPPS Journal and News, Vol. 5, No. 4, 1990, pp.5-14.

Hankins, N.E. Developing a Case: Formulating your opinion. The Field Report, Vol. 5, No. 6, 1990, pp. 1-7.

PRESENTATIONS AT PROFESSIONAL MEETINGS

Hankins, N., Clark, H., Caskey, W. and Vance, H.B., “The Use of Standardized Ability and Achievement instruments with rural Handicapped Children and Youth”, presented at the Seventh Annual National Rural Special Education Conference, March 17, 1987.

Hankins, N. “Writing Vocational Assessment Reports,” presented at the 1990 National Conference of the National Association of Rehabilitation Professionals in the Private Sector in New Orleans, Louisiana, February 28 – March 4, 1990.

Hankins, N. “Defending Vocational Test Results in Court,” presented at the 1991 National Conference of the National Association of Rehabilitation Professionals in the Private Sector in Washington, DC, March 9, 1991.

Hankins, N. “Use of a Vocational Rehabilitation Expert,” presented at the 1991 Workers’ Compensation Law and Practice Seminar in Johnson City, Tennessee, on April 6, 1991. This seminar was sponsored by the Tennessee Trial Lawyers Association.

Hankins, N. ‘Using Vocational Disability Experts,’ presented at the Tennessee Bar Association’s Workers’ Compensation Seminar in Knoxville, Tennessee, on July 16, 1993.

Additional Coursework

- Since being accepted for membership in the American Rehabilitation Economics Association (AREA), I have taken three graduate courses in the Economics of Personal Injury offered through Marylhurst College and taught by economists who are members of AREA. One course was taken in the Fall of 1994, the second during Fall of 1995 and the third in May of 1999. Each were preceding annual conferences of AREA. During the Spring of 2000, I took a course titled “Integrating Worklife Expectancy into Forensic Economic Loss Analysis” for

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which I received one hour of graduate credit from the University of North Alabama.

- I have also taken three non-credit courses offered through AREA for continuing education credits. The title of two courses was Vocational Economic Analysis and Testimony. One course was taken in May of 1996 and the second in April of 1997. A third course, entitled Earning Capacity and Expected Earnings: Understanding the Difference, Methods and Difficult Cases, was taken in 1998.

SERVICE

Member of Board of Directors of the American Rehabilitation Economics Association