

# *Hankins & Hankins*

## **Vocational and Rehabilitation Economic Consulting**

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**Norman E. Hankins, Ed.D.**

~~ May 15, 1935 – February 11, 2018 ~~

## **Curriculum Vitae of Adrian Bentley Hankins**

### **NAME**

A. Bentley Hankins

### **PROFESSIONAL SPECIALTY**

- Rehabilitation Counseling (including activities such as work adjustment counseling, job-seeking skills training, job analysis, job development and job placement)
- Independent Vocational Evaluation (including activities such as labor market access analysis and wage-earning capacity analysis)
- Independent Rehabilitation Economic Evaluation (including activities such as labor market access analysis, earning capacity analysis and household services analysis)

### **OFFICE ADDRESS**

Hankins & Hankins Vocational Consulting  
115 West Main Street  
Jonesborough, TN 37659

### **EDUCATIONAL BACKGROUND**

Ph.D., Medical College of Virginia @ Virginia Commonwealth University, December 2013  
Major: Health Related Sciences      Concentration: Rehabilitation Leadership

Dissertation Title: *Development and Validation of a Predictive Model of Return-to-Work Outcomes of Injured Employees in Minnesota*

M.S., University of Tennessee, May 2007  
Major: Rehabilitation Counseling

B.S., Clemson University, December 2005  
Major: Economics      Minor: Financial Management

## PROFESSIONAL EXPERIENCE

Since 2007, I have been working as a vocational rehabilitation counselor, consultant and expert witness with Hankins & Hankins in Jonesborough, Tennessee. The majority of my practice is devoted to litigation support where I am typically retained by plaintiff and defense attorneys as a consultant or expert witness and perform independent vocational and/or rehabilitation economic evaluations which include but are not limited to activities such as records reviews, structured evaluatee interviews, occupational analyses, vocational and psychometric testing, labor market research and transferable skills, labor market access and earning capacity analyses. The subjects of these evaluations are customarily individuals who are involved in various types of litigation (e.g. Social Security disability; workers' compensation; personal injury; marital dissolution; long-term disability; Veterans Administration disability; wrongful death) in which their employment and/or earning potential are at issue. In addition, since 2009, I have served as a vocational expert with the Social Security Administration's Office of Hearings Operations. When providing litigation support, no rehabilitation counselor-client relationship is established as my purpose is strictly to assist the trier of fact in understanding the vocational/rehabilitation economic aspects of an individual's case (e.g. quantifying the vocational disability and/or economic loss arising from a medical impairment). As part of my practice, I also serve as a rehabilitation counselor to members of the general public requesting career guidance and to workers' compensation and long-term disability recipients who need assistance with defining vocational goals, acquiring job skills and/or returning to work.

## CERTIFICATIONS

Certified Rehabilitation Counselor (CRC). National Certification from the Commission on Rehabilitation Counselor Certification (CRCC); National Certificate Number 00104216, Issued: November 1, 2007. Expires: September 30, 2022.

Certified Vocational Evaluation Specialist (CVE). National Certification from the Commission on Certification of Work Adjustment and Vocational Evaluation Specialists (CCWAVES). Issued: October 4, 2008. Expires: September 30, 2023.

American Board of Vocational Experts, Fellow. National Certification from the American Board of Vocational Experts (ABVE). Issued: March 24, 2011. Expires: December 31, 2021.

## PUBLICATIONS

Hankins, A.B., & Dunn, P.L. (2008). Integrating the opinions of different experts in determining loss of earning capacity in personal injury cases. *Journal of Forensic Vocational Analysis*, 11(1), 25-32.

Hankins, A.B., & Dunn, P.L. (2009). Good intentions and inconvenient truths: How disability-related legislation has created two divergent trends in the employment of persons with disabilities. *Rehabilitation Counselors & Educators Journal*, 3(1), 54-62.

Hankins, A.B. (2009). Assessing the critical concept of earning capacity in forensic vocational analysis. *Estimating Earning Capacity*, 2(2), 67-84.

Hankins, A.B. (2012). Less-educated workers in a skills-based economy: Can the gap be bridged? *Journal of Applied Rehabilitation Counseling*, 43(3), 13-25.

Hankins, A.B., & Reid, C.A. (2015). Development and validation of a clinical prediction rule of the return-to-work status of injured employees in Minnesota. *Journal of Occupational Rehabilitation*. 25(3), 599-616. doi: 10.1007/s10926-015-9568-3.

Hankins, A.B., & Joy, J.D. (2015). Reforming SSDI for the 21<sup>st</sup> century. *Regulation*, 38(2), 32-39.

Hankins, A.B., & Reid, C.A. (2015). Erratum to: Development and validation of a clinical prediction rule of the return-to-work status of injured employees in Minnesota. *Journal of Occupational Rehabilitation*. 25(3), 617. doi: 10.1007/s10926-015-9568-3.

## **HONOR SOCIETY MEMBERSHIPS**

Life Member of Phi Kappa Phi, National Honor Society, Initiated April 2007 in Knoxville, Tennessee.

Member of National Scholars Honor Society since 2006.

Member of the Golden Key International Honour Society since 2010.

## **PROFESSIONAL ORGANIZATION MEMBERSHIPS**

Professional Member of the International Association of Rehabilitation Professionals (IARP) since April 2009. Member Number 30943. Specialties: Forensics.

Professional Member of the American Board of Vocational Experts (ABVE) since March 2011. Member Number 20112.

Professional Member of the National Association of Forensic Economics (NAFE) since August 2011. Member Number 00293949.

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