

DIANNE SIMMONS-GRAB
246 Highwood Avenue
Ridgewood, New Jersey 07450
(201) 670-9156

EDUCATION

1976 *Master of Arts (M.A.) Psychology*, Dean's List
Montclair State College, Montclair, NJ

1974 *Bachelor of Arts (B.A.) Psychology*
Elizabethtown College, Elizabethtown, PA

PROFESSIONAL EMPLOYMENT

2/05 - Present **Simmons Grab & Associates**, Ridgewood, NJ
President

Life care planning, vocational evaluations and consulting to medical/rehabilitation companies and facilities.

1/03-2/05 **PLUS**, Lawrenceville, NJ
Director of Business Development

PLUS is a community-integrated brain injury program serving over 120 individuals , residential and outpatient, specializing in transitional and long-term supportive care with a focus on behavior and quality of life. The emphasis of the director of business development is to evaluate and assess individuals with a brain injury involving coordination of families, third party payers, and medical and community resources. Ninety percent of the time is involved in active client assessment, coordination, and initial plan development.

- Within first year doubled admissions
- Published nationally
- Presented nationally and regionally
- Assisted in authoring new marketing collateral

5/99-1/03 **BANCROFT NEURO HEALTH**, Haddonfield, NJ
Regional Resource Specialist

Bancroft is an internationally recognized non-profit corporation serving more than 1,000 individuals with developmental disabilities and brain injuries. Responsibilities included initial evaluation, assistance with discharge planning, writing program treatment proposals , and business development in the mid-Atlantic States.

- Within first seven months of employment, initiated three State contracts and signed two.
- Within first seven months identified three new sites for development.
- Assisted in increasing admissions in Louisiana and New Jersey
- Published nationally
- Presented nationally and regionally

12/95-5/99 **LAKEVIEW NEURO REHABILITATION CENTER**, Effingham Falls, NH
Regional Manager

Lakeview is a nationally recognized facility specializing in neurobehavioral stabilization, transitional neurobehavioral and long-term support neurobehavioral care. Responsibilities: Client assessment, assist in developing initial treatment plan, assist in coordinating families, payors, medical and community resources, as well as assisting in discharge planning, marketing, and contract development in five states (New York, New Jersey, Connecticut, Rhode Island, Ohio).

- Increased inquiry/referral activity 53%
- Initiated four major contracts; signed two within the first six months of employment
- Assisted in educating marketing teams of new Lakeview facilities
- Published and presented nationally and regionally

EMPLOYMENT (continued)

- 12/94-12/95 **HEALTHSOUTH/NOVACARE COMMUNITY REHABILITATION SERVICES OF NJ,**
North Brunswick, NJ
Director of Marketing
Responsible for the intake of new individuals into the program including the initial assessment, and assisted in developing the initial treatment plan. Developed marketing plan and analyses for community re-entry program for individuals with brain injuries, and developed and implemented market program. Responsible for contract negotiations.
- Increased referral base 35% during 50% downsizing of marketing department
 - Developed marketing collateral
 - Assist in regional market planning
 - Initiated and signed two major contracts
 - Developed marketing policy and procedures in compliance with CARF guidelines
- 12/93 – 12/94 **OHIO STATE UNIVERSITY, Depart of Rehabilitation Counseling, Psycho-Educational Clinic**
Incorporated hands-on clinical work with an emphasis on transition from school to work.
- Psychometric testing
 - Career Counseling, job development and placement, rehabilitation services coordination, client assessment
 - Case management and service planning for individuals with disabilities
- 9/89 – 12/93 **REHABILITATION SPECIALISTS, Hawthorne, NJ**
Director of Administration
Developed and implemented marketing plan and analysis for community re-entry program for individuals with brain injuries. Responsible for the intake of all new individuals into the program and for coordinating initial treatment plan with the staff. Responsible for contract negotiations for payment of services with insurance companies, school systems, government agencies, and private payors. Trained and supervised staff responsible for marketing, operations and finance. Co-developed policies and procedures manuals . Responsible for program in the absence of Director of Programming.
- Prepared necessary policies to allow for accreditation by the Commission for Accreditation of Rehabilitation Facilities
 - Increased patient population by 30 individuals per year
 - Increased revenues from \$2,160,000/year to \$2,500,000 while reducing fees significantly.
- 4/85 - 9/89 **RIDGEWOOD YWCA, Ridgewood, NJ**
Director of Health and Therapeutic Services
Developed and marketed programs for individuals with special needs. Trained and supervised staff and volunteers (totalling 60 individuals). Acted as consultant to school systems and advocacy groups in the design and implementation of adaptive physical education programs. Developed procedure manuals for the Therapeutic Department, Project Smile and the 1989 Wine and Cheese Fund Raiser.
- Increased attendance from 80 people per week to 300 people per week
- 10/83 - 3/85 **RIDGEWOOD YWCA, Ridgewood, NJ**
Aquatic Therapist
Specialized in therapeutic and pre-school swimming program
- 1977 - 1983 **CONSULTANT** for recreation programs for the disabled

PROFESSIONAL LICENSURE AND CERTIFICATIONS

Certified Case Manager (CCM),

The Commission for Case Manager Certification, Illinois
Certification Number: 00077910; valid through 5/31/2010

Certified Disability Management Specialist (CDMS),

The Commission for Disability Management Specialist Certification, Illinois
Certification Number: 00077910; valid through 9/30/2010

Certified Life Care Planner (CLCP), The University of Florida/MediPro, Florida

Modules 1 – 8 completed, 128 hours of Professional Education
Certification Number: 0664; valid through 10/31/2009

PROFESSIONAL AFFILIATIONS

New Jersey Brain Injury Association, 1989-Present
Professional Member, International Association of Rehabilitation Professionals, 1995-Present
CMSA (Case Management Society of America), 1995-Present
Rhode Island Brain Injury Association, 1996-Present
Connecticut Brain Injury Association, 1996-Present
New Jersey Association of Rehabilitation Professionals, 1997-Present
Associate Member, American Board of Vocational Experts, 2004-Present
Ohio Brain Injury Association, 1996-2002
NORA (Neuro Optometric Rehabilitation Association), 1999-2001
MCN (Managed Care Network), 1995-2000
New York Brain Injury Association, 1990-1999
New York Association of Rehabilitation Professionals, 1989-1999
New York State Health Claims Association, 1995-1998
Rehabilitation Insurance Nurses Group, 1989-1997
Indiana Brain Injury Association, 1997
American Subacute Association, 1994-1995

PROFESSIONAL APPOINTMENTS, RECOGNITION AND VOLUNTEER EFFORTS

2007 Foundational for Life Care Planning Research, Facility Challenge Committee
2007 Ohio Brain Injury Association, Conference Planning Committee
05/06 Served as Ex-Officio to Executive Board of IARP (International Association of Rehabilitation Professionals)
04/04 Appointed to Sage Rehab, Inc. Board of Directors
05/03 Received award in conjunction with IARP for scientific research from NORA (NeuroOptometric Rehabilitation Association)
01/03 Appointed to Brain Injury Association of America Program Development Task Force
12/02 Appointed by the U.S. Department of Education Office of Special Education and Rehabilitation Services to participate in a Rehabilitation Summit pertaining to the Reauthorization of the Rehabilitation Act
09/02 Appointed to Board of Directors, Padula Institute for Vision
02-05 Appointed to Editorial Advisory Board for the *Journal of Forensic Vocational Analysis*, official journal of the American Board of Vocational Experts
02-05 Appointed to TBI Medicaid Waiver Task Force
02-04 PIP Insurance Task Force
01-05 Appointed Co-Chair, New Jersey Brain Injury Association Conference Planning Committee
01-03 President, IARP (International Association of Rehabilitation Professionals); service as Vice President in 2004
09/01 Volunteered at Jersey City Medical Center during September 11, 2001 terrorist attack, which was a receiving hospital for trauma victims serving over 200 patients. Was in charge of psychological triage in ER #3.
00-06 Appointed Chair of IARP Annual & Forensic Conferences
04/00 Chair, Committee for NARPPS and NORA.

APPOINTMENTS AND RECOGNITION (continued)

- 01/00 Elected President-Elect for the IARP (International Association of Rehabilitation Professionals)
- 00-04 Elected to Board of Directors, Rhode Island Brain Injury Association
- 10/99 Received President's Award of Excellence from NY NARPPS for outstanding service
- 99-01 Appointed Chair of Case Management Section of IARP
- 1999 Consultant on National Board of NORA (Neuro Optometrics Rehabilitation Association)
- 1999 Chair of committee for NARPPS and NORA to develop a White Paper. Subject: Neuro Optometrics Rehabilitation.
- 12/98 Conference Chair for NARPPS Case Management Conference, *Innovations in Neurological Case Management*. Dallas, TX.
- 10/98 One of 50 selected to participate in NARPPS Leadership Training Program, Washington DC
- 06/98 Served on NARPPS National Ethics and Standards Committee
- 05/98 Chaired the Case Management Track for National NARPPS
- 04/98 Elected to National NARPPS Board of Directors as a Regional Representative
- 04/98 Served on the NY NARPPS Ethics Committee
- 03/98 Coordinated New York City Annual NARPPS meetings
- 04/97 Served on the National NARPPS Planning Committee for the national conference in 1998 and 1999
- 07/96 Chaired a subcommittee of the Brain Injury Association's Ethics and Standards Committee to review and recommend revisions to *Ethical Marketing Practices for Health Care Providers in Head Injury Management* and create a Consumer's Guide; which won an award by the Brain Injury Association in 1996
- 06/96 Appointed to Regional Ethics Committee, CMSA
- 06/96 Appointed Chair of NY NARPPS Exhibit Committee
- 04/96 Elected to New York Association of Rehabilitation Professionals Executive Board
- 96-06 Served on the New Jersey Brain Injury Association's Conference Planning Committee
- 90-94 NJBIA Education Committee
- 91-94 NJBIA Professional Council
- 01/93 Served on the National Head Injury Association's Ethics and Standards Committee
- 12/93 Received award by Rehabilitation Insurance Nurses Group (R.I.N.G.) for outstanding achievement for motivational force and growth of the organization
- 92-94 Appointed co-chair of New Jersey Head Injury Association Education Committee
- 92-96 Appointed chair of R.I.N.G. marketing committee
- 01/91 Received praise for market analysis by Commission for Accreditation of Rehabilitation Facilities

INSTRUCTIONAL EXPERIENCE

Can Ethics be an Absolute in the Field of Rehabilitation with a Pluralistic Society? presented to:

- Council of Rehabilitation Affiliates, Chicago, IL – June 2007 (CEU presentation)
- IARP International Conference, Closing Keynote Presentation, Washington, DC – April 2007(CEU presentation)
- Texas Tech University Health Sciences, Online Course, Lubbock, TX, March 2007
- CHN Case Management, NJ – December 6, 2006 (CEU presentation)
- Advocare Case Management, OH – October 10, 2006 (CEU presentation)
- Ohio National Rehabilitation Association, Annual State Conference, OH – October 11, 2006 (CEU presentation)
- Local 825, Operating Engineers Union, CM Team, NJ – September 26, 2006 (CEU presentation)
- CHN Case Management, NJ – July 19, 2006 (CEU presentation)
- Robert Wood Johnson Hospital, NJ, June 15, 2006 (CEU presentation)
- CHN Case Management, NJ, July 19, 2006 (CEU presentation)
- Rahway Hospital, NJ, May 2006 (CEU presentation)
- Concentra, Freehold, NJ, May 2006 (CEU presentation)
- Procura Case Management, April 2006 (CEU presentation)
- New Jersey Legal Nurse Consultants, March 2006 (CEU presentation)
- New York NRA (National Rehabilitation Association), Closing Keynote, January 24, 2006 (CEU presentation)
- New Jersey First MCO Case Management, January 2006 (CEU presentation)
- Texas Tech University Health Sciences, Online Course, Lubbock, TX, January 2006

Ethics in Life Care Planning, International Symposium of Life Care Planning, St. Petersburg, FL, Sponsored by the University of Florida, October 2007

INSTRUCTIONAL EXPERIENCE (continued)

Vocational Implications of Aging with Brain Injury, Ohio Brain Injury Association Annual Conference, Columbus, OH, September 20-21, 2007

When is a Life Care Plan Important: The Benefits and The Components, Lakeview Neuro Rehabilitation & Rhode Island Rehabilitation at Liberty Mutual, August 2007

Tools Now Available to Life Care Planners, Subsection: Importance of Using a Good Neuropsychological Evaluation, General Session Panel Presentation - Panelist with Dr. Tina Trudel, Dr. Jamie Pomeranz, Leslie Watson, Joann McDaniel, RN. Annual International Life Care Planning Conference, Atlanta Georgia, October 2006.

Role & Functions of Rehabilitation Experts in Personal Injury Cases: Establishing a Neuropsychological Foundation and Medical Expenses, Co-Presented Poster Presentation with Dr. Tina Trudel, 2006 North American Brain Injury Society (NABIS) Conference, Miami Florida, September 2006.

Diplopia – Double Vision, Co-Presented Poster Presentation with Dr. William Padula, Annual International Life Care Planning Conference, San Francisco, CA, September 2005.

Visual Dysfunction Following a Neurological Event, Co-Presented Poster Presentation with Dr. William Padula, Annual NABIS Conference, Amelia Island, FL, September 2005.

Diplopia – Double Vision, Co-Presented Poster Presentation with Dr. William Padula, Annual International Association of Rehabilitation Professionals Conference, Minneapolis, MN, May 2006.

Visual Dysfunction Following a Neurological Event, Co-Presented Poster Presentation with Dr. William Padula, Annual International Association of Rehabilitation Professionals Conference, Orlando, FL, April 2005.

Roundtable Discussion Leader on Ethics, National IARP Forensic Conference, November 2004

Visual Dysfunction Following a Neurological Event, Co-Presented Poster Presentation with Dr. William Padula, Annual International Life Care Planning Conference, New Orleans, LA, October 2004.

Supporting Research and Rehabilitation in the Private Sector, Co-Testified with Bruce Growick, PhD, at the National Institution on Disability & Rehabilitation Research through the Department of Education & Rehabilitation, Washington, DC, July 2004.

Brain Injury & Cognition: How to Fund it and Who is Qualified to Do It, Co-presenter with Dennis Satanoff, PLUS. Horizon Blue Cross/Blue Shield case managers, November 2003.

Future of Rehabilitation, Selected to participate on a national panel at the annual NRCA Conference, June 2003.

Legislation and the reauthorization of the Rehabilitation Act, participate in panel discussion at IARP Annual Conference, Baltimore, M.D., presenting, May 2003.

Brain Injury, the Continuum, Louisiana, Case Management PreCon, March 2003.

Brain Injury from Acute Care to Infinity, Co-Presenter with Daniel Keating, PhD, New Jersey CMSA State Meeting, December 2002.

Social Security Return-to-Work Initiatives, Co-Presented with Dr. Bruce Growick, National Institute for Developmentally Disabled, May 2002.

Social Security Return-to-Work Incentive Program, NJ Brain Injury Association Annual Conference, May 2002.

Brain Injury Discussion panel, participated in panel discussion, professional meeting, CMSA and IARP, March 2001.

Ethics in Healthcare, American College of Health Care Administrators, March 2001.

Continuum of Care for Brain Injury, Co-presenter with Daniel Keating, PhD, Atlantic Health Care, September 2000.

Continuum of Care for Brain Injury, Co-presenter with Daniel Keating, PhD, Managed First Option, May 2000.

NeuroOptometrics paper, Co-presenters with Dr. William Padula and Joe Cannelongo, IARP National Conference, April 2000.

Acquired Brain Injury and Stages of Recovery, MCN (Managed Care Network), Woodbridge, NJ, November 1999.

INSTRUCTIONAL EXPERIENCE (continued)

Acquired Brain Injury and Stages of Recovery, MCN (Managed Care Network), Woodbridge, NJ, April 1999.

Acquired Brain Injury and Return-to-Work Issues, Ohio NARPPS Education Day, Columbus, OH, January 1999.

Patient Confidentiality in Modern Communications Environment: Discharge and Referrals, Co-presenter with Paula Sundance, M.D. and William Reynolds, DDS, M.P.H. National Brain Injury Symposium, New Orleans, LA., November 1998

The Success or Failure of Your Business Depends on Ethical Marketing, Co-presenter with Paula Sundance, M.D. National Brain Injury Symposium, New Orleans, LA., November 1998

Neurological Behavior and the Red Flags, Co-presenter with David Armstrong, R.N. Ohio Brain Injury Association Annual Conference, September 1998.

Neurological Behavior and the Red Flags, Co-presenter with David Armstrong, R.N. Flower Rehab, Sylvania, OH, September 1998.

The Success or Failure of Your Business Depends on Ethical Marketing, New York State Insurance Fund, Long Island, NY and New York City, NY, August 1998

Neurological Behaviors and the Red Flags, Patient Care at four New Jersey locations. July 1998

Neurological Behavior and the Red Flags, St. Augustine, Cleveland, OH, June 1998.

Ethical Quandaries in the Late 1990's (Poster Presentation), NARPPS National Conference and Exposition, Colorado Springs, CO., April 1998.

Opportunities for Employment in the Field of Brain Injury, Guest Lecturer at Montclair State University (NJ), Recreation and Education Department, February 1998.

The Success or Failure of Your Business Depends on Ethical Marketing, NY NARPPS Eighth Annual Fall Conference, Albany, NY, November 1997.

Neurological Behavior and the Red Flags, The Rehab Center, Stamford, CT, July 1997.

Ethical Quandaries in Rehabilitation in the Mid-Nineties, Pennsylvania NARPPS Annual Meeting: Atlantic City, June 1997.

Brain Injury and Behavior, Midpoint Home Health Agency, South Orange, NJ, May 1997.

Success or Failure Does Your Marketing Plan Measure Up? National NARPPS Conference: New Orleans, April 1997.

Brain Injury and the Community, Ohio Mental Health Agency, January 1997.

Mild Brain Injury as a Secondary Diagnosis? Ohio Cascade Case Management Company, January 1997.

What are the Ethical/Moral Issues Related to Health Care in the Mid-Nineties? Co-presenter with Tina Trudel, Ph.D. Rehabilitation Organization of Rhode Island, January 1997.

Treating the Brain Injured in a Psychiatric Facility, Intake to Discharge, Co-presenter with Tina Trudel, Ph.D. Natchaug (CT) Hospital, November 1996.

Ethical Marketing Practices for Health Care Providers Engaged In Head Injury Management, (Poster Presentation). National Brain Injury Association National Conference: Took second place, non-research. Dallas, TX, November 1996.

What are the Health Care Ethical/Moral Questions in the Mid-Nineties? Co-presenter with Tina Trudel, Ph.D. Ohio Brain Injury Association Annual Conference, Columbus, OH, September 1996.

What are the Health Care Ethical/Moral Questions in the Mid-Nineties? Atlantic Mutual Insurance corporate staff, Madison, NJ, September 1996.

What are the Health Care Ethical/Moral Questions in the Mid-Nineties? Southern New England Rehabilitation Association, Providence, RI, June 1996.

Attracting Managed Care Companies, Moderator, Subacute Care 1994 Conference (sponsored by *Contemporary Long-Term Care Magazine*), Chicago, IL, June 1994.

School Re-entry for Children with Traumatic Brain Injuries, presented and facilitated at three educational conferences for New Jersey Head Injury Association, Edison, NJ, 1992 - 1993

INSTRUCTIONAL EXPERIENCE (continued)

Therapeutic Aquatics for YWCA, National presenter, Chicago, IL, 1988

Television interviews on *Live at Five* and *New Jersey News*, New York, NY, 1987

Ethics in Rehabilitation: Making Ethical Decisions presented to:

JFK Medical Center, December 2005 (CEU presentation)
CHN Case Management, October 2005 (CEU presentation)
Helene Fuld Hospital, Trenton, NJ, October 2005 (CEU presentation)
Somerset Medical Center, October 2005 (CEU presentation)
Michigan IARP Chapter Conference, September 2005 (CEU presentation)
HealthSouth, Tinton Falls, July 2005
CHN Case Management, July 2005
Concentra Case Management, June 2005 (CEU presentation)
HealthSouth, Tinton Falls, January 2005
CHN Case Management, December 2004
New Jersey Horizon Casualty, November 2004
Jordan Rehab and Case Management Company, November 2004
Concentra Case Management Company, August 2004
CHN Case Management Solutions, July 2004
Health Care Payers Coalition, July 2004
HealthSouth Rehab Hospital, Tinton Falls, NJ, 7/7/04
Crawford Case Management, NJ, 6/16/04
Kessler Rehabilitation, East Orange, NJ, June 2004
Laurel Rehabilitation Company, 5/25/04
P.R.A. (a case management professional association), December 2003 (CEU presentation)
NY State IARP Annual Conference, October 2003. (CEU presentation)
Alta Case Management Company, July 2003. (CEU presentation)
Louisiana State Conference, IARP, Keynote, March 2003. (CEU presentation)
First MCO Case Management Company, December 2002.
Rhode Island case management professional group, Keynote, October 2002.
Oregon State IARP Conference, Keynote, October 2002. (CEU presentation)
Louisiana IARP Professional Meeting, Keynote, September 2002. (CEU presentation)
QRS Case Management, Cranford NJ, July 2002.
Alta Case Management, June 2002.
Managed First Option, Parsippany NJ, June 2002.
Holy Name Hospital, NJ, June 2002.
NJ/PA Annual IARP Conference, May 2002.
Concentra Case Management, NJ, May 2002.
Florida Chapter IARP. Opening Keynote, April 2002. (CEU presentation)
Ohio Chapter IARP, Opening Keynote, March 2002. (CEU presentation)
Horizon Casualty, December 2001.
Care Advantage, December 2001.
Bancroft Neuro Health, Louisiana, November 2001.
New York State Chapter, IARP, keynote, October 2001. (CEU presentation)
Mid-Atlantic Regional Conferences, IARP, March 2001.
New Jersey/Pennsylvania Annual Conference, May 2001. (CEU presentation)
Horizon Blue Cross/Blue Shield of New Jersey, Claims Indemnity, August 2000.
Case Managers, Local 825, May 2000.
Managed First Option, May 2000.
Horizon Blue Cross/Blue Shield of New Jersey Workers Comp Claims Adjusters, May 2000.
New York public sector professional group, Long Island, March 2000.
Pennsylvania NARPPS, Philadelphia, February 2000.
Pascack Valley Hospital, St. Joseph's Hospital & Medical Center, Kessler Institute for Rehabilitation, Chilton Memorial Hospital, Fall 2000

PUBLICATIONS

- Simmons Grab, D. (2002, December). IARP's Position Statement on the Reauthorization of the Rehabilitation Act
- Simmons Grab, D (2002-2003). President's Article. *The Rehabilitation Professional*
- Cannelongo, J., Padula, W., Simmons Grab, D., & et al. (2001, January). Neuro-Optometrics Rehabilitation. *The Rehabilitation Professional*, Vol. 9, No. 1
- Padula, W. & Simmons Grab, D. (1999, July/August). Vision Rehabilitation Following a Neurological Event. *The Rehabilitation Professional*.
- Simmons Grab, D. (1998, May). Rehabilitation Ethical Quandaries in the Late 1990's. *NY NARPPS Newsletter*.
- Simmons Grab, D. (1998, March). Ethical Marketing. *North East Health Care Management Magazine*.
- Simmons Grab, D. (1997, March). Ethics Consumer Guide: What a Consumer, Advocate, Provider Needs to Know when Addressing an Ethical Dilemma. Prepared by the Ethics and Standards Committee, Ethical Marketing Practices Subcommittee for the National Brain Injury Association.
- Simmons Grab, D. (1996, December). What is a Functional Outcome? *New Jersey Rehab Magazine*.
- Simmons Grab, D. (1996, April). What are the Healthcare Ethical/Moral Questions in the Mid-Nineties? *New Jersey Rehab Magazine*.
- Simmons Grab, D. (1994, November). What is Subacute? *R.I.N.G. leader*
- Simmons Grab, D. (1993, October). Creative Funding in the 90's, *New Jersey Rehab Magazine*
- Paradise, S. & Simmons Grab, D. (1992/1993). A Parent's Guide to School Re-entry, *New Jersey Head Injury Association*
- Simmons Grab, D. & et al. (1990). *Asthma Swim Manual*, co-authored with Respiratory Health Association
- Simmons Grab, D. & Slade, C. (1987, March/April). Therapeutic Swimming as a Community Based Program. *Cognitive Rehabilitation*.

FUTURE INSTRUCTIONAL PRESENTATIONS AND PUBLICATIONS

Can Ethics be an Absolute in the Field of Rehabilitation within a Pluralistic Society? City College of New York (Hunter), Rehabilitation Department, expected 2007-2008

Vocational Implications of Aging with Brain Injury, lead author for chapter in book on brain injury, HDI, editor Dr. Tina Trudel, expected 2007