

### *Curriculum Vitae*

## STEVEN D. KOOBATIAN, Ph.D.

### EDUCATION

**Doctor of Philosophy**, 1990 – Walden University, Minneapolis, Minnesota

Vocational Rehabilitation/Human Services

Dissertation: *Workers' Compensation Litigation in California's Vocational Rehabilitation Program: Implications for Change.*

**Master of Arts**, 1981 – California State University, Fresno, California

Rehabilitation Counseling

**Bachelor of Arts**, 1979 – California State University, Fresno, California

Biological Science

### EMPLOYMENT / PROFESSIONAL EXPERIENCE

June 1984 to Present:

**Board Certified Vocational Rehabilitation Consultant / President**  
VOCATIONAL DESIGNS, INC. – Visalia, California

➤ **Specializing in comprehensive career, vocational rehabilitation, forensic and disability management services including:**

- Catastrophic injury rehabilitation
- Employability/earning capacity evaluations
- Labor market analyses
- Career change and vocational/academic planning
- Interest, aptitude, ability and work personality testing
- Independent living solutions
- Work-place agility testing
- Essential job functions analyses
- Ergonomics and work injury prevention programs
- Americans with Disabilities Act and Fair Employment Housing Administration consultations and interactive process services
- Assistive rehabilitation technology
- Resume development
- Job search and corporate outplacement services
- Self-Employment Business Analyst CA Dept. of Rehabilitation

**EMPLOYMENT / PROFESSIONAL EXPERIENCE** (continued)

June 1984 to Present: (continued)

**Board Certified Vocational Rehabilitation Consultant / President** (continued)  
VOCATIONAL DESIGNS, INC. – Visalia, California (continued)

➤ **Vocational expert litigation experience:**

- Superior/Federal Courts and Civil Arbitration expert testimony
- Personal injury and death
- Disability, reasonable accommodation, race and sexual discrimination
- Wrongful termination
- Spousal support
- Social Security Disability testimony
- Workers' Compensation Appeals Board testimony

Spring 1984 to Fall 1984 / Fall 1995 to Present:

**Lecturer/Adjunct Professor/Program Advisory Board & Mentor 1984-Present**  
**Assistant Professor/Interim Program Coordinator 2014-2017**  
CALIFORNIA STATE UNIVERSITY, FRESNO – Fresno, California  
Department of Counselor Education and Rehabilitation  
Clinical Rehabilitation and Mental Health Counseling Master of Science Program

➤ **Graduate instruction specializing in the following courses:**

- Clinical Rehabilitation and Mental Health Services Case Management (Rehab 237)
  - Medical Aspects of Psychiatric Disability & Basic Psychopharmacology (Rehab 204A)
  - Advanced Career Placement: Transition (Rehab 268D)
  - Career Placement in Rehabilitation Process (Rehab 205)
  - Seminar in Career Development Theory (Coun 220)
  - Internship in Rehabilitation Counseling (Rehab 239)
  - Rehabilitation Counseling Practicum (Coun 258)
  - Introduction to Substance Abuse Rehabilitation (Rehab 265)
  - Case Practices in Rehabilitation Counseling (Rehab 237)
  - Contemporary Issues in MFT: Substance Abuse (Coun 234C)
  - Assistive Technology (Coun 262)
  - Seminar in Rehabilitation Counseling (Rehab 201)
  - New Technology and Social Concepts of Disability (IT 284T)
- Academic advising and career planning with graduate students pursuing education and employment in human services.
- Comprehensive Program Coordination duties to include: CORE/CACREP Accreditation Development; \$800,000 Rehabilitation Services Administration grant management; Graduate students clinical review coordination and supervision; and University Program Review accreditation development.

**EMPLOYMENT / PROFESSIONAL EXPERIENCE** (continued)

October 1997 to 2021:

**Rehabilitation Consultant/Contractor - United States Veterans**  
DEPT. OF VETERANS AFFAIRS/CONTRACT SERVICES

Specialized contract services to Veterans with disabilities involving: comprehensive vocational rehabilitation evaluations; interest, aptitude, ability, educational and personality testing; development of independent living programs, assistive technology/ergonomics assessments, educational and college training plans, extended evaluation plans, job seeking skills work-shops, resumé development, employment marketing and job search services.

January 1991 to December 1994:

**Consultant/Vice President**  
PRO PLACEMENT, INC. – Visalia, California

Provided employment recruiting services, job placement services and pre-employment evaluations to businesses in a variety of industries.

March 1989 to August 2014:

**Vocational Expert**  
SOCIAL SECURITY ADMINISTRATION – San Francisco, California

Engaged in expert testimony to determine the impact of disability on employment to persons with disabilities in the Social Security system.

November 1980 to June 1984:

**Rehabilitation Counselor/Supervisor**  
McGUINNESS ASSOCIATES – Fresno and Visalia, California

Vocational rehabilitation services to industrially injured workers; comprehensive vocational evaluations; job analyses; and case manager/staff supervisor.

**CERTIFICATIONS / REGISTRATIONS**

**Certified Rehabilitation Counselor (C.R.C.)**

Since April 1981; Certification #02170  
COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION  
Schaumburg, Illinois 60173

**Certified Disability Management Specialist (C.D.M.S.)**

Since October 1985; Certification #4225821  
CERTIFICATION OF DISABILITY MANAGEMENT SPECIALISTS COMMISSION  
(Formerly: Certification of Insurance Rehabilitation Specialists Commission)  
Mount Laurel, New Jersey 08054

**CERTIFICATIONS / REGISTRATIONS** (continued)

**National Board Certified Counselor (N.C.C.)**

Since September 1985; Certification #15585  
NATIONAL BOARD FOR CERTIFIED COUNSELORS, INC.  
Greensboro, North Carolina, 27403

**U.S. Department of Labor Certified Counselor**

July 1987 – February 2009; Certification #13-173  
U.S. DEPARTMENT OF LABOR, Office of Workers' Compensation Programs  
San Francisco, California

**Vocational Expert (Registered) Social Security Administration**

2014 BPA #1088-11-90017  
SOCIAL SECURITY ADMINISTRATION  
San Francisco, California

**Certified Progressive Goal Attainment Program Provider (PGAP)**

Since June 2011  
MCGILL UNIVERSITY CENTER FOR RESEARCH ON PAIN AND DISABILITY  
LifeTEAM Health, Inc., Los Gatos, California  
Evidence-Based Rehabilitation Program for Reducing Disability Associated with Pain,  
Depression, and other Chronic Health Conditions

**PROFESSIONAL MEMBERSHIPS / COMMUNITY SERVICES**

International Association of Rehabilitation Professionals – 2011-Present  
American Rehabilitation Counseling Association – 1984-Present  
American Counseling Association – 1984-Present  
National Council on Rehabilitation Education – 2014-2017  
Kaweah Health Hospital Advisory Council – 2022-Present  
Business to Business Project Director, District 5230, Rotary International – 2011-2012  
Assistant District 5230 Governor, Rotary International – 2009-2010  
Chairperson, World Vision / Rotary International Angola Million Dollar Dream – 2008-2010  
President, Visalia County Center Rotary Club of Rotary International – 2006-2007  
Legislative Coordinator, California Association of Rehabilitation Professionals – 1991-1993  
President, Central California Rehabilitation Association – 1985

**PROFESSIONAL DEVELOPMENT/EDUCATIONAL PRESENTATIONS**

**Koobatian, S.D.** (2017, December). *Comparing Criteria of Plaintiff and Defense Lawyers When Selecting Vocational Rehabilitation Experts in Civil Litigation*. Research Colloquium, Kremen School of Education, California State University, Fresno

**Koobatian, S.D., Wandeler, C. & Poland, S.** (2016, April). *A Study on the Most Important Qualifications Lawyers Seek When Selecting a Forensic Vocational Rehabilitation Counselor*. Poster presented at the National Council on Rehabilitation Education Conference, Newport Beach, CA.

**Koobatian, S.D.** (2016, February). *Counselor Professional Development & Identity* Chi Sigma Phi Chapter of Chi Sigma Iota, California State University, Fresno.

**Koobatian, S.D. & Poland, S.** (2016, February). *What Do Lawyers Look for in a Vocational Expert Witness?* Forensic and Private Rehabilitation Counseling Services Seminar, California State University, Fresno, and California Chapter International Association of Rehabilitation Professionals.

**Koobatian, S.D. & Richardson, S.** (2015, April). *T.A.R.G.E.T. Transition Special Education Collaboration between Fresno State Rehabilitation Counseling Program and Sanger Unified School District* at the National Council on Rehabilitation Education Conference, Newport Beach, CA.

**Koobatian, S.D.** (2014, October). *Impact of Retiring Baby Boomers and Post 911 Disabled Veterans: Future Trends and Mental Health Issues* at Fresno State Kremen School Mental Health Conference, California State University, Fresno.

**PRESENTATIONS / CORPORATE TRAINING**

California Department of Rehabilitation – Self Employment Development Services

Fresno Paralegal Association – Forensic Vocational Rehabilitation Services in Civil Litigation

College of Sequoias Services for Students with Disabilities – Disability Disclosure When Job Seeking

California Applicant Attorneys Association, Fresno Chapter, Forensic Evaluation – Transferable Skills and Vocational Rehabilitation Apportionment.

Sequoia Paralegal Association: Forensic Vocational Rehabilitation – The Role of the Expert in Civil Litigation

Constellation Brands, Inc./Mission Bell Winery – Disability Management and Workers' Compensation Cost Containment Services

Commission on Rehabilitation Counselor Certification – Role and Function Study

Fresno County Office of Education: Disability Management Services

Windham Injury Group: Ergonomics and Disability Management

**PRESENTATIONS / CORPORATE TRAINING** (continued)

Golden Plains Unified School District: Disability Management Services

California State University, Fresno – Ergonomics: An Ecological Approach to Human Factors and Work

United Health Centers, WIC Program District Offices Ergonomic Training/Consultations

City of Visalia – Disability Management ADA and FEHA Services

County of Tulare – Disability Management ADA and FEHA Services

Fresno Unified School District – Disability Management ADA and FEHA Services

Tulare County Bar Association – Employment/Earning Capacity Presentation

Fresno Industrial Claims Association – Workers' Compensation, Vocational Rehabilitation, ADA Presentation

Kraft General Foods – Essential Job Functions Analyses, Agility Testing, ADA Consulting Services

Visalia President's Round Table – ADA Presentation

Harris Ranch Beef – Essential Job Functions Analyses Meat Processing Plant Workers

Wausau/Nationwide Insurance Company – Workers' Compensation, Vocational Rehabilitation, ADA Presentation

J.G. Boswell Company – Workers' Compensation, ADA Presentation

Visalia Chamber of Commerce – Workers' Compensation, ADA Presentation

John H. Mitchell Law Firm – Workers' Compensation, ADA Presentation

Cole & Fisher Law Firm – Workers' Compensation and ADA Presentation

Victor B. Moheno Law Firm – Workers' Compensation, ADA Presentation

Basic Vegetable, Inc. – Workers' Compensation, ADA Presentation

Tulare District Hospital – Workers' Compensation , ADA Presentation

Insurance Education Association, Fresno – Workers' Compensation, ADA Presentation

Tulare/Kings Co. Personnel Association – Workers' Compensation, ADA Presentation

Pacific Employers – Ergonomics Presentation

Hanford Chamber of Commerce – Workers' Compensation, ADA Presentation

K.F.T.V. Channel 21 News Program – ADA Television Interview

Bob Garrison Radio Interview – ADA Radio Interview

American Public Works Association – Workers' Compensation, ADA Presentation

Taycal Press Corporation – Pre-Employment Testing, ADA Presentations

**PRESENTATIONS / CORPORATE TRAINING** (continued)

Central California Rotary Clubs (8) – ADA Presentations  
Imperial Bondware Corporation – Essential Job Functions Analyses – Packaging Workers  
Gannet Publications/Visalia Times Delta Columnist – Human Resources Column  
Fresno County Department of Education – Workers’ Compensation, Vocational Rehabilitation and ADA Presentation  
Nestle/Contadina Foods – Agility Work Capacity Testing  
City of Dinuba – Ergonomics Consultations  
City of Visalia – Outplacement Services and Essential Job Functions Analyses  
County of Tulare & Kings – Workers’ Compensation, Vocational Rehabilitation, ADA Presentations  
Utah State University, Rehabilitation Counseling Program – Assistive Technology & Psychological/Social Factors Presentation  
Council on Education in Management – Psychiatric Disability/Job Accommodations in ADA Presentation  
California Association of Rehabilitation and Reemployment Professionals – “Many Faces of Success” Program  
Finance & Thrift Corporation – Ergonomic Consultations Corporate/ Branch Offices  
Fresno Meat Company – Essential Job Functions Analyses Meat Processing Workers and Ergonomic Evaluations  
Odwalla Juice Company – Essential Job Functions Analyses Plant/Workers  
Veterans Administration Medical Center, Fresno – Ergonomic Evaluations  
IVEX – Outplacement Services  
Advanced Food Products – Outplacement Services

**UNIVERSITY AND PROFESSIONAL SERVICES**

California State University, Fresno, Clinical Rehabilitation and Mental Health Counseling Program. University Program Review Coordinator 2016 to 2017  
California State University, Fresno, Counselor Education & Rehabilitation Department, CORE/CACREP conversion to the Master of Science in “Clinical Rehabilitation and Mental Health Counseling” program 2015 to 2017  
Fresno City College Services for Students with Disabilities – Advisory Board Member 2015 to 2017

**UNIVERSITY AND PROFESSIONAL SERVICES** (continued)

International Association of Rehabilitation Professionals, California Chapter – Education Committee 2015 to 2016

California State University, Fresno, Kremen School of Education and Human Development, Dandoy Grant Research Committee 2014 to 2017

California State University, Fresno, Rehabilitation Counseling Program – Advisory Board Coordinator 2014 to 2017

California State University, Fresno, Rehabilitation Counseling Program – Committee Chairperson in developing new clinical review process for graduate students and Clinical Review Coordinator 2014-2017

**PUBLICATIONS**

**Koobatian, S.D., Wandeler, C.A., Poland, S.** (2017). *Comparing Criteria of Plaintiff and Defense Lawyers When Selecting Vocational Rehabilitation Experts in Civil Litigation*. *The Rehabilitation Professional* 25(2), 75-86. This publication was an “Invited Article.”

**Smith, T.S., Koobatian, S.D. & Auzienne, J.** (2016). *Ethical Lessons Learned from the Armenian Genocide and Victor Frankl's Man's Search for Meaning*. *Beyond Spinoza and Nietzsche: Applied Ethics for Mental Health Professionals* (pp. 141-154). Athens, GA: Elliot & Fitzpatrick, Inc.

**Koobatian, S.D. & Campbell, K.** (2015). *What Do Lawyers Look for in a Vocational Expert? A Comprehensive Examination of the Literature*. *The Rehabilitation Professional*, 23(2), 75-86. This publication was the “Featured Article” and used for continuing education units internationally.

**Koobatian, S.D.** (2011). *A “Joint” Civil Rehabilitation*. Fresno County Bar Association: *The Bar Bulletin*; July/August 2011, Vol. 34 No. 7

**Koobatian, S.D.** (2001). *The Rapid Occupational and Training Finder* (3<sup>rd</sup> ed.) Visalia: VDI.

**Koobatian, S.D.** (1996). *The Rapid Occupational and Training Finder* (2<sup>nd</sup> ed.) Visalia: VDI.

**Koobatian, S.D.** (1994). *The Rapid Occupational and Training Finder* (1<sup>st</sup> ed.) Visalia: VDI.

**AWARDS AND RECOGNITIONS**

**President’s Showcase of Excellence. California State University, Fresno  
Creativity and Innovation for Effectiveness Award**

**Topic: Center for Business Solutions and Community Engagement**

**1 of 9 Awarded Bold Ideas from 146 Entries (2016-2017)**

**2015-2016 Spirit Award – T.A.R.G.E.T. Transition Special Education Collaboration with California State University, Fresno and Sanger Unified School District (2016)**



**AWARDS AND RECOGNITIONS** (continued)

Vocational Service Leadership Award – Presented by Rotary International President Ron Burton (2014)

Rotary International District 5230 – Governor’s Recognition Award – Person of the Year Representing Over 3000 Rotarians (2012)

California State University, Fresno – Graduate School Recognition: Valuable Contributions to Rehabilitation Counseling Program (2009)

Vocational Designs, Inc. – Awarded Top 5 Small Business of the Year, Visalia Chamber of Commerce, Visalia, California (1998 and 2000)