

RESUME

PERSONAL DATA

NAME: Dr. Francis A. Thomas 722
ADDRESS: 7225 Hanover Parkway Work Phone: (301)585-2977
Suite A-B, Building #7 Birth Date: February 11, 1941
Greenbelt, Maryland 20770

SKILL AREAS

Educational Administrator/research and Testing/Community Organization Basic
Education al Instruction/vocational Rehabilitation Counseling/Job Coaching/Group
Dynamics/Motivational Training/Group and Individual Counseling/Office
Management/Forensic Testimony/Substance Abuse Counseling/Career Guidance and
public speaking.

EDUCATIONAL BACKGROUND

11/85 – 11/88 The Union Institute, Cincinnati, Ohio, Doctor of Philosophy
(Ph.D.) Psychological Rehabilitation Counseling

10/77 – 12/79 Howard University, Washington, D.C. Completed two years of
Ph.D. studies in Educational Psychology.

Summer 1972-75 Morgan State University, Baltimore, Maryland Post Graduate
Work, Urban Planning: (Advanced Development Psychology,
Study of Society Drug Abuse Seminar, Advanced Expository
Writing); Advanced Grammar

09/69 – 08/71 University of Maryland, College Park, Maryland Masters of
Education (M.Ed.), Rehabilitation Counseling.

01/64 – 12/65 Wheatherford Junior College, Wheatherford, Texas English,
Mathematics and Business Law Courses.

09/58 – 06/63 Maryland State College, Princes Anne, Maryland Bachelor of
Science (B.S.) Degree in Education

RELEVANT EXPERIENCE

1984 - Present President/Senior Counselor – Thomas Comprehensive Counseling
Services, Incorporated, Washington, D.C.

06/81 – 1984 President/Counselor – Comprehensive Career Evaluative Services,
Incorporated

01/82 – 04/87	Instructor – George Washington University Organization & Management Human Service Agencies
12/79 – 06/81	Employee Development Specialist/Instructor – USDA-OIG
10/78 – 12/79	Counseling Psychologist – Howard University Counseling Service
Summer 1978	Employee Counselor (Federal Intern) – National Institutes of Health (NIH)
10/77 – 06/78	Assistant Director – Instructional Material Center, Howard University
08/76 – 10/77	Assistant Director – Instructional Material Center, Howard University
06/75 – 08/76	Director 9 th Cycle Teacher Corps – Morgan State University
01/71 – 06/75	Supervisor – New Careers for Drug Abusers Programs, Maryland State Department of Education, Division of Vocational Rehabilitation
10/69 – 12/71	Research Counselor – Friends Science Research Center, Baltimore, Maryland
04/67 - 06/71	Counselor – Vocational Rehabilitation, Maryland State Department of Education
06/63 – 04/67	Teletype Operator – United States Army Security Agency (ASA).

PRESENT POSITION

President of Thomas comprehensive Counseling Services, Incorporated, a private rehabilitation firm. The firm is incorporated to do business in Washington, D.C., Maryland and Virginia. The Corporation provides vocational counseling services, alcohol counseling (DWI), Career guidance, vocational testing, forensic testimony, substance abuse counseling, psychological rehabilitation, job placement and staff development training.

In my past work situations, I have supervised a staff of 14; 5 professionals, 5 para-professionals, 4 secretaries and a counseling case load of as many as 530 plus disadvantaged clients.

OTHER PROFESSIONAL TRAINING

- 1/90
Thru
12/94 Numerous Professional Trainings, Conferences, Seminars, courses and Workshops totaling – 351.50 contact hours
- 12/7-10/93 National Institute of Disability and Rehabilitation Research (NIDRR), Implementation of the Americans with Disabilities Act (ADA)
- 4/23/-27/90 U.S. Department of Education, Office of Elementary and Secondary Education Drug-Free Schools and Communities Program, Reader
- 1/86-7/19/86 Intern in Administration of Institution of Higher Learning, Dr. Earl S. Richardson, President, Morgan State University.
- Summer 1983 Soviet American Clinical Study in Rehabilitation Medicine
- Spring 1977 Group Studies, Inc.
Assertive Training
Group Therapy Training
- Summer 1974 Loyola College, Baltimore, Maryland
Financial Management
- Summer 1973 University of Virginia, Charlottesville, Virginia
Psychiatric Training
- Summer 1973 Maryland Rehabilitation Center, Baltimore, Maryland Supervisor's Training
- Spring 1973 University of Miami, Miami, Florida Drug Abuse Training
- Spring 1972 George Washington University, Harpers Ferry, West Virginia Drug Abuse Training
- Fall 1968 Institute of West Virginia, West Virginia In-Service Training, DVR Counseling

SEMINARS

Fred Pryor Seminars, Successful communications Skills
March 4, 1992

KARRAS Seminar, Effective Negotiating
March 11-12, 1991

Hong Kong Counseling in the 21st Century Chair of the Panel for “The Future of Technology in Counseling”
December 28 – 30, 1989

Entrepreneurship
The Intuitive Edge and Critical Thinking
September 11 to 15, 1987
Oxford House, Chicago, Illinois

Howard University, Employment Success, problems and needs of Disabled Black Americans
February 11 – 13, 1987

Principles and philosophy of multicultural counseling and ethnic understanding in a pluralistic society
October 17 to 21, 1986
Myrtle Beach, South Carolina

The Psychoanalytic Connection to Social and Religious Issues
July 31 to August 4, 1986
Peconic Lodge, Long Island, N.Y.

PROFESSIONAL ORGANIZATIONS

National Rehabilitation Association/Maryland Rehabilitation Counseling Association/Association of Black Psychologists/Chesapeake Association of Rehabilitation Professionals in the Private Sector/National Association of Rehabilitation Professionals in the Private Section/National Association of Vocational Experts

EXTRA CURRICULAR ACTIVITIES

Served for four years in the United States Army Security Agency (June 1963 – March 1967), Duties included personal and communications work of a highly classified nature.

Currently, president of the Chesapeake Association of Rehabilitation Professionals in the Private Sector and Board of Member of WACADA.

AWARDS

1. Outstanding Young Man of America, 1976
2. Listed in the National Distinguished Service Registry Medical and Vocational Rehabilitation, 1987.

REFERENCES

To be supplied upon request

CERTIFICATIONS

<u>PROGRAM/NAME/NUMBER</u>	<u>DATE</u>	<u>CONTACT HRS.</u>
<u>1990</u>		
10TH Annual NARPPS National Conference CRC# 07295 California Number	2/28/3/4/90	22 hours
Reader U.S. Department of Education Office of Elementary and Secondary Education Drug-Free Schools and Communities Program	4/23/-27/90	40 hours
<u>1991</u>		
American Association for Counseling and Development Professional Development program	4/24/91	9 hours
U.S. Department of Labor OWCP Training (2-days)	5/6/-7/91	16 hours
Chesapeake Association of Rehabilitation Professionals in the private sector CARPPS 091NP150: AC	9/11/91	2 hours
Maryland Division Vocational Rehabilitation 691-2101-6005	10/28/91	6.5 hours
Maryland Division Vocational Rehabilitation 691-2101-1107	10/28-29/91	11 hours
The George Washington University Continuing Education Program 991-RC00-1419	12/11-13/91	14 hours
<u>Book Review</u>		
KARASS Effective Negotiating	3/11-12/91	16 hours
Medical and Psychosocial aspects Of chronic illness and disability Donna R. Falvo, 1991	5/6-7/91	16 hours

1992

Maryland Department of Education DVR: 692-2101-1004	1/1992	4 hours
State of Maryland Department Of Health & Mental Hygiene	2/26/92	10 hours
Fred Pryor Seminars Successful Communications skills	3/4/92	6 hours
NARPPS Annual meeting	4/9-10/92	22 hours
American Health Care Institute	4/23/02	7.5 hours
Institute of Alcoholism and Drug Abuse Studies	6/8-11/92	19 hours
NARPPS Workshop on Lifecare Planning and Vocational Expert test 092NP5603BC	8/18/92	3 hours
2 nd Annual Mayor's Conference Injury Prevention in the workplace (Baltimore)	10/29/92	8 hours

1993

University College Spanish UMCP 1-course	Spring 1993	42 hours
American Board of Vocational Experts #933-C150-14KS	3/8-10/93	14 hours
Division of Rehabilitation Services #693-2101-0620	9/20/93	6 hours
NRA Annual Training conference To win you have to play the game 9930RC50-02BA	10/29/93	1 hours
Division of Rehabilitation Services 693-2101-0725	11/15/93	7 hours
Division of Rehabilitation Services 693-2102-0612	11/16/93	7 hours

Reader

National Institute of Disability And Rehabilitation Research (NIDRR)	12/7-10/93	40 hours
Implementation of the (Americans With Disabilities Act) (ADA)		

1994

Division of Rehabilitation Service 10/31/94 Renewing Mind, Body and Spirit 694-2101-0712		7 hours
Division of Rehabilitation Service 11/9/94 694-2101-0717		unknown

CRCC & NBCC CONTACT HOURS

CRC PROGRAM NUMBER	DATE	CONTACT HRS.
989-C150-0214	9/27/89	02.00 hours
989-C150-1003	9/21/89	10.00 hours
986-DC15-0015-0012	12/2/86	08.75 hours
Howard University Employment Success, problems And needs of Disabled Black Americans	2/11 to 13/87	4.0 hours
Hong Kong Counseling in the 21 st Century	12/28 to 30/89	36.0 hours
Ph.D. Internship Morgan State University	1/1 to 6/30/86	(15 credits) 45.0 hrs
NARPPS 1990 National Conference 090NP2202CP	2/28 to	2.0 hours
090NP2203CP	3/4/1990	3.5 hours

SEMINARS

Psychoanalytic Connection to Social and Religious Issues	7/31 to 8/4/85	(Estimated) 35.0 hrs
Principles and Philosophy Of Multicultural Counseling & Ethnic Understanding in a Pluralistic Society	10/17 to 10/21/86	35.0 hours
The Intuitive Edge and Critical Thinking	9/11 to 9/15/87	35.0 hours

READINGS

One day Conferences and Workshops

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|------------------------------------------------------------------|-----------------|-----------|
| 1. Moving from Rhetoric to Genuine
reform in Higher Education | 3/13 to 3/14/86 | 8.0 hours |
| 2. Pencil, paper alcohol
Screening instruments | 10/12/1986 | 8.0 hours |

3.	Evaluation of Desisto College Project	7/15/1987	8.0 hours
4.	Holistic Health Seminar	8/10/1986	8.0 hours
5.	Psychopharmacology & Conceptualizing The DSM IIIR	11/13 to 11/18/87	8.0 hours
6.	Celebration of life	8/15/1987	8.0 hours
7.	Word Processing using WordPerfect		

CERTIFICATION 2000-2005

<u>PROGRAM/NAME/NUMBER</u>	<u>DATE</u>	<u>CONTACT HRS</u>
LRP Publications Testifying and Consulting Experts Conference #2 Recognizing & Dealing w/Improper Questions At Deposition & During Cross-Examination	SEPT 93	4.0 Hours
LRP Publications Testifying and Consulting Experts Conference Recognizing & Dealing w/improper Questions At Deposition & During Cross-Examination	OCT 95	10.0 Hours
Division of Rehabilitation Services (DORS) "Choice, Challenge, and Change: Celebrating Achievements in Rehabilitation	NOV 95	2.0 Credits
NARPP Be Knows Rehab Outcomes in Catastrophic Injuries Federal Proposal Affecting Private Sector Rehab	APR 96	4.0 Credits
American Board of Vocational Experts Determining Economic Loss in Injury and Death Cases	MAY 96	14.0 Credits
American Board of Vocational Experts "Preliminary Results of VE Decision Making Project" "Using Neuropsychological Data in Forensic Vocational Consultation" "Overview of Neuropsychology (Forensic Perspective)" "Taking It to Court (Mock Trail)" "Preparation for Court (Specifically Carpal Tunnel)" "Technical Devices for Severely Handicapped" "Federal Rules of Procedures 26(a). – Disclosure of Expert Testimony" "Social Security Update (New Avenues)" "New Dictionary of Occupational Titles and Other Resources" "Meeting the Daubert Standard in Assessing the Loss of Pleasure of Life, or Beyond the Berin Scale" "Hedonic Loss "Valuing Life (History & Overview)"	OCT 96	14.0 Hours
Frederick Community College	JUNE 97	6.5 Hours

CERTIFICATION 2000-2005

<u>PROGRAMM/NAME/NUMBER</u>	<u>DATE</u>	<u>CONTACT HRS</u>
NIDRR Rehabilitation Research and Training Improving VR Outcomes for Substance Abusers CFDA 84.1333B-9	AUG 97	
Maryland Rehabilitation Conference Designing the Future	OCT 97	14.0 Credits
University of Maryland Elementary Spanish II	FALL 97	45.0 Credits
University of Maryland Elementary Spanish I	FALL 98	45.0 Credits
Howard University National Professionals Network Sailing to Success	AUG 99	1.0 CEU
	TOTAL	159.5

Forensic Expert

(Vocational Rehabilitation Fees)

Rates:

- *\$235.00 per hour for any ongoing service*
- *\$775.00 for the first hour of any deposition or court appearance*
- *\$500.00 non-refundable retainer fee – should be included with the letter of engagement.*
- *\$235.00 for any portion of each subsequent hour, plus travel, parking and any other expenses related to the case.*

Dr. Francis A. Thomas, Ph. D.
CRC, CAC, CVE, NCC, WCC