

CURRICULUM VITAE
ANDREW PAUL NAY, PhD, MA, CRC, CDMS

PROFESSIONAL DATA

Business Address: Hostetler-Fontaine & Associates (HFA)
7804 Francis Court, Ste 200
Lansing, Michigan 48917
517-622-4878 / Fax 517-622-0300

Occupation: Vocational Rehabilitation Counselor/Consultant
Corporate Partner of HFA, a medical management/vocational
rehabilitation organization

Education: Doctorate of Philosophy, College of Education, Rehabilitation
Counselor Education, Michigan State University, MI

Master of Arts, Labor Relations and Strategic Human
Resources Management, Michigan State University, MI

Bachelor of Arts in Applied Behavioral Science
National-Louis University, IL

Military: United States Air Force
Security Specialist and Police

PROFESSIONAL AFFILIATIONS

- American Board of Vocational Experts/Fellow (#20017)
- Certified Rehabilitation Counselor (#00089380)
- Certified Disability Management Specialist (#00089380)
- Society for Strategic Human Resources Management (#00944689)
- Certified Workers' Compensation Professional
- National Council on Rehabilitation Education (#201011812)
- American Counseling Association (#6243121)
- National Rehabilitation Counseling Association (#6243)

PROFESSIONAL AREAS OF PRACTICE

- Disability Case Management
- Rehabilitation Counseling
- Vocational Opinions and Consultation
- Forensic Rehabilitation
- Employability and Wage Earning Capacity Evaluations
- Expert Testimony
- Rehabilitation Counselor Education
- Clinical Supervision

WORK EXPERIENCE

Aug. 2010 to Present	Adjunct Instructor, Michigan State University
Jan. 2002 to Present	Hostetler-Fontaine & Associates, Vocational Rehabilitation Counselor/Consultant
Aug. 2002 to Jan. 2003	State of Michigan, DMVA Challenge Academy, Youth Instructor/Cadre
Aug. 1999 to Aug. 2002	Office of the Sheriff Lee County, Programs Supervisor
Dec. 1998 to Jul. 1999	Meridian Mall, Inc., Supervisor of Security Operations
Jan. 1994 to Jan. 1998	United States Air Force, Security Specialist

CONFERENCE PAPERS AND PRESENTATIONS

Nay, A. P. (2007, May). Worker's compensation: Forensic evaluation and assessment considerations for vocational experts. Paper presented at the National Conference of Vocational Evaluation and Career Assessment Professionals, Auburn University, Auburn, Alabama.

Nay, A. P. (2007, October). Forensic Evaluation and Assessment Considerations for Vocational Counselors. Topic presented at the Michigan Rehabilitation Conference, Grand Rapids, Michigan.

Campbell, D. & Nay, A. P. (2008). Vocational Rehabilitation in Workers' Compensation: Where do we fit? Topic presented at the Michigan Rehabilitation Conference, Traverse City, Michigan.

Campbell, D. & Nay, A. P. (2009). The Occupationally Injured Worker: The Occupationally Injured Worker: Investigating the Decision to Settle a Workers' Compensation Claim. Topic presented at the Michigan Rehabilitation Conference, Grand Rapids, Michigan.

Nay, A. P. (2009). CRCC New Code of Ethics: Implications for the Practicing Rehabilitation Counselor. Topic presented at the Michigan Association of Rehabilitation Professionals, Novi, Michigan.

Nay, A. P. (2010). CRCC New Code of Ethics: Implications for the Practicing Rehabilitation Counselor. Topic presented at the Michigan Rehabilitation Conference, Traverse City, Michigan.

Nay, A. P. (2011), Interpreting Vocational Evaluations in Workers' Compensation. Topic presented at the Workers' Compensation Seminar by Bleakley Cypher Parent Warren and Quinn. Novi, Michigan.

Nay, A. P. (2011). The Occupationally Injured Worker: The Occupationally Injured Worker: Investigating the Decision to Settle a Workers' Compensation Claim. Topic presented at the Michigan Self Insured Association Annual Conference, Traverse City, Michigan.

Kosciulek, J., & Nay, A. P. (2011). Ethics, Evidence Based Practice, and The Grievance Process in Rehabilitation Counseling. Topic presented at the Michigan Rehabilitation Conference, Grand Rapids, Michigan.

Nay, A. P. (2012). Technology, Social Media, and Distance Counseling: Ethical Considerations for Rehabilitation Counselors. Topic presented at the Michigan Rehabilitation Conference, Traverse City, Michigan.

Nay, A. P. & Yerkes, K. (2013). Michigan Auto-No Fault: Brief History and Proposed Changes in 2013. Topic presented at the Michigan Rehabilitation Conference, Traverse City, Michigan.

Nay, A. P. (2013). Ethics and the Law: Implications for Rehabilitation Counselors. Topic presented at the Michigan Rehabilitation Conference, Traverse City, Michigan.

Hanf, L., Nay, A. P. & Sugars, S. (2013). Utility of Functional Capacity Evaluation in Forensic Rehabilitation Settings. Topic presented at the International Association of Rehabilitation Professionals (IARP) Annual Conference, Charleston, South Carolina.

TEACHING EXPERIENCE

Aug. 2007 to 2010

Teaching Assistant, Michigan State University

Supervisor: Dr. Michael Leahy, Professor, Director of the Office of Rehabilitation and Disability Studies; Coordinator, Doctoral Program in Rehabilitation Counselor Education
Course: Substance Abuse (CEP 261)

Aug. 2010 to present

Adjunct Faculty Member, Michigan State University

Course: Stress Management (CEP 860)

Course: Counseling Theory, Ethics and Philosophy (CEP 861)

Course: Ethics in Counseling and School Psychology (CEP 963)

COMMITTEE MEMBERSHIPS

Aug. 2006 to 2010

Member, State of Michigan Vocational Rehabilitation Advisory Committee

(28 member professional committee with purpose to revise vocational rehabilitation provisions within the Michigan Workers' Compensation and Disability Act)

Mar. 2008 to 2009

Member of the Michigan Rehabilitation Conference (MRC) Planning Committee

(Multidisciplinary committee with the purpose of organizing the 2008 MRC Conference)

PUBLICATIONS

Nay, A. P. (2010). The Occupationally Injured Worker: Investigating the Decision to Settle a Workers' Compensation Claim. Dissertation Abstract International. ProQuest Inc.