

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

PROFESSIONAL DATA

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

Michigan State University
College of Education, Dept. of Counseling, Educational
Psychology, and Special Education
Erickson Hall
620 Farm Lane, Room 447
East Lansing, MI 48824
Phone: 517-355-1838

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

Assistant Professor (MSU), TA Program Coordinator, Graduate
Student Advisor
Office of Rehabilitation and Disability Studies

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)
- Compensation Management Specialist
- Society for Strategic Human Resources Management (#00944689)
- National Council on Rehabilitation Education (#201011812)
- American Counseling Association (#6243121)
- National Rehabilitation Counseling Association (#6243)

PROFESSIONAL AREAS OF PRACTICE

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

WORK EXPERIENCE

Aug. 2017 to Present	Assistant Professor, Michigan State University
Jan. 2002 to Present	Hostetler-Fontaine & Associates, Vocational Rehabilitation Counselor/Consultant
Aug. 2010 to Jul. 2017	Adjunct Instructor, Michigan State University
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, Evidenced 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.

Nay, A. P. & Fuller, J. (2014). Panel Discussion: Forensic Vocational Analysis (The Evolution of Stokes & Lofton). Topic presented at the State Bar of Michigan Workers' Compensation Section Winter Meeting, Lansing, Michigan.

Nay, A. P (2015). Ethics in Case Law and Forensic Service Delivery. Topic presented at the 23rd Annual IARP-Michigan Winter Conference, Bingham Farms, Michigan.

Nay, A. P. (2015). Ethical Conflict and Resolution Strategies in Rehabilitation Counseling. Topic presented at the Michigan Rehabilitation Conference, Traverse City, Michigan.

Nay, A. P. (2016). Vocational Rehabilitation Strategies: Examining the Differences Between Vocational Rehabilitation Assessments and Wage Earning Capacity Evaluations. Topic presented at the Certified Workers' Compensation Professional Training Program, East Lansing, Michigan.

Nay, A. P. (2016). Ethical Distinctions Between Forensic Evaluations and Vocational Rehabilitation Assessments. Topic presented at the Michigan Rehabilitation Conference, Traverse City, Michigan.

TEACHING EXPERIENCE

Aug. 2017 to Present

Assistant Professor, Michigan State University

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

Course: Medical Aspects of Disability

Aug. 2010 to 2017

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)

Course: Theoretical Foundations of Counseling (CEP 960)

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)

COMMITTEE MEMBERSHIPS AND APPOINTMENTS

State of Michigan Vocational Rehabilitation Advisory Committee

Term: August 2006 to August 2010

Title: Committee Member

Purpose: Twenty-eight member professional committee with purpose to revise vocational rehabilitation provisions within the Michigan Workers' Compensation and Disability Act.

Michigan Rehabilitation Conference (MRC) Planning Committee

Term: March 2008 to March 2009

Title: Committee Member

Purpose: Multidisciplinary committee with the purpose of organizing the 2008 MRC Conference)

Commission on Rehabilitation Counselor Certification (CRCC) Ethics Committee

Term: July 2014 to July 2016

Title: Committee Member

Purpose: Multidisciplinary committee that provides advisory opinions on selected situations having ethical implications as a general educational service to the rehabilitation counseling community.

National Association of Service Providers in Private Rehabilitation (NASPPR)

Term: Nov. 2015 to Present

Title: Board Member At Large.

Purpose: NASPPR works to improve the quality of the entire rehabilitation process from the medical phase to the job placement phase. Members provide a wide variety of medical, rehabilitation, employment insurance and legal services in highly diverse settings.

Michigan State University (MSU) Office of Rehabilitation and Disability Studies Advisory Council

Term: April 2015 to present

Title: Committee Member

Purpose: Multidisciplinary committee that works to improve the goals and mission of the Office of Rehabilitation and Disabilities Studies, and provide advisory opinions regarding operational initiatives and research.

PUBLICATIONS

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