

# CURRICULUM VITAE

DEBORAH BERENICE HOLMES-ENIX, MPH, OTR/L, CEES

## CURRENT EMPLOYMENT STATUS

Occupational Ergonomic Consultant - (self)  
Contract Occupational Therapist – Home Care Services  
Contract Ergonomic Specialist – Ergonomic Technologies Corp.

## EDUCATION

Loma Linda University - Occupational Therapy, Bachelor of Science, June, 1977.  
Loma Linda University - Public Health (Administration), Masters, August, 1984.

## EMPLOYMENT/EXPERIENCE

- Occupational Ergonomic Consultant. Emphasis - Job Station Evaluation/Ergonomic Design, Employee Education, Tool Modification, and Worker Education, 1987- Present
- Contract Therapist, Pinnacle Rehabilitation, 2005 – present
- Team Leader, Work Program (RTW), 2000 - 2005
- Ergonomic Consultant, Employer Relations & Education Coordinator (RTW), 1993 – 2005
- Program Administrator – Work Programs, Rehabilitation Technology Works, Inc. 1992 – 1993.
- Supervisor - Workers' Evaluation & Rehabilitation Center (WERC), Loma Linda University Medical Center, 1985 - 1992. Supervising a staff of up to 4 staff and senior therapists.
- Senior Therapist – Workers Evaluation & Rehabilitation Center, Loma Linda University Medical Center, 1983 - 1985.
- Staff Therapist - Pulmonary Rehabilitation, Orthopedic & Neurology Services, Loma Linda University Medical Center, 1977 - 1983.
- Community Rehabilitation Consultant - Rolling Start, Transitional Living Center, San Bernardino; Mohave Valley Senior Citizens Day Care Center, Barstow; Easter Seals Center, San Bernardino. Government Grant Project, 1979 - 1981.
- Co-developer & Manager of Workers' Evaluation & Rehabilitation Center, 1983 - 1992.
- Consultant to Extended Care Facilities. Emphasis - Occupational Therapy Treatment, Activities Program Standards, 1978 - 1980.
- Consultant/Treating Therapist - Visiting Nurses Association, Pomona West-end, 1980 –1999.
- Student Affiliation - Pediatrics and Psychiatry, six months.

## TEACHING ACTIVITIES SUMMARY:

Developed curriculum for Work Evaluation Class, taught class from 1984 - 1993. Lectured in Occupational Therapy Administration class - Program Oriented Charting Systems; Physical

Curriculum Vitae

Deborah Berenice Holmes-Enix, MPH, OTR/L, CEES (2010)

Disabilities - Stroke Rehabilitation, and Pulmonary Rehabilitation. Coordinated and lectured in Clinical Orthopedics.

Contract Professor, Loma Linda University, School of Allied Health – Occupational Therapy Department, 2002 – present. Primary Course: Business Topics in Health Care. Guest Lecture Topics include: *Work Evaluation, Functional Capacity Evaluation, Work Hardening, Tests & Measurements, The Therapist/Ergonomic Consultant, An Overview of Occupational Therapy Services in Industry, Work In Health.*

Adjunct Professor - University of Southern California, School of Occupational Therapy, 1998-2005.

Assistant Professor - Loma Linda University, School of Allied Health - Occupational Therapy Department, 1986 -1992.

### **PROFESSIONAL SOCIETY & PEER REVIEW GROUP ACTIVITY**

American Occupational Therapy Association; Registration 1977 - 2005, I.D. #368371.

Occupational Therapy Association of California, 1984 - 1989, I.D. #002572.

National Rehabilitation Association.

Vocational Evaluation & Work Adjustment Association - Special Committee: Fee Schedule, 1992 - 1995.

Vocational Evaluation & Work Adjustment Association. Special Committee: Work Hardening Guidelines. 1992 – 1995.

Southern California Rehabilitation Exchange, 1988 - 1989.

Work Hardening Evaluation Committee, Southern California, Member & Developer. 1983 – 1985

Inland Empire Rehabilitation Group, 1984 - 1987.

Certified Vocational Evaluator, 1984 - 1999, Certification # 00771.

Certified Vocational Adjustment Specialist, 1984 - 1994, Certification # 00300.

National Association of Rehabilitation Professionals in the Private Sector.

Reviewer - American Journal of Occupational Therapy Manuscript Submissions, 1986 - 1989.

Contributor - American Occupational Therapy Association's HCPAC to the American Medical Association/Specialty Society RVS Update Committee (RUC). 1993 - 1994.

Contributor – Work assessment & job analyses section for special collaborative software project with WERC hand therapists, Greenleaf Medical, and Apple Computers – E-Net. 1995 – 1996.

Task Force Member/Program Development Therapist Consultant. Independence Technology. Johnson & Johnson Products. 1997 – 2000.

Black Occupational Therapy Caucus. Member Representative West Coast. 2001 - 2005

## **PROFESSIONAL PRESENTATIONS**

Vocational Guidance for Handicapped Students. Chaffey College, Victor Valley College, Long Beach City College, 1980 - 1981.

Loma Linda University Alumni Physician's Conference. Community Rehabilitation Services, 1981.

Easter Seals Seminar. Adaptive Devices and Rehabilitation, 1981.

Relaxation Retraining. Loma Linda University Medical Center, 1982. Barstow Hospice Worker Group, 1987.

Stroke Rehabilitation. Vocational Counselor Group, Chaffey College, 1980.

Work Oriented Treatment Services Training. Medical-Legal Lecture Series, Loma Linda, CA, December 1983. Rehabilitation Grand Rounds-Loma Linda, CA, February 1987. Orthopedic Hand Service Conference, Loma Linda, CA, November 1986.

The Worker's Compensation System - Carriers Concerns. OTAC Conference, October 1985.

Hand Injury in Worker' Compensation - A Profile. University of California, Riverside Certificate Course - Workers' Compensation, February 1985.

Critical Factors in Work-Oriented Program Development. OTAC Annual Conference, November 1986.

New Challenges in Marketing Work-Related O. T. Programs. OTAC Annual Conference, November 1986.

Disability Rating in Dollars & Sense. Orthopedic Hand Conference, Loma Linda University Medical Center, Loma Linda, CA, October 1986.

Upper Extremity Injuries. UCR Vocational Rehabilitation Certificate Course, May 1987.

Classic Industrial Injuries of the Upper Extremity. Aspects of the Rehabilitation Process. Two day workshop, July 1987.

New Methods to Measure Disabilities - Functional Capacity Assessment. Workers' Compensation Forum, San Diego, CA, October 1987.

Work Evaluation & Treatment. Job Fair, Southern California Rehab Exchange, September 1988.  
Inland Empire Rehab Group Job Fair, March 1988, April 1989.

Reading Medical Reports - Applications to Rehabilitation. Inland Empire Rehabilitation Group,  
San Bernardino, CA, January 1989. Regional VES Meeting, Anaheim, CA, August 1990.

The California Workers' Compensation System (3 session workshop). Inland Empire Orthopedic  
Physician Group, March 1989.

Report Writing Resources for the Rehab Professional. National Rehab Association/California  
Rehab Association-South Summer Conference, Los Angeles, CA, May 1989.

Work Hardening Seminar. Kaiser Permanente Western Region, Anaheim, CA, November 1989.

Careers in Rehabilitation - Panel. Cal State, San Bernardino Vocational Rehabilitation  
Curriculum, January 1990.

The Vocational Rehabilitation Expert & Recent Legislation. Desert Vocational Rehabilitation  
Professionals, January 1990.

Employment Resources & Preparation. YMCA On The Move Conference, Riverside, CA,  
October 1990.

Work Evaluation. University of California, Riverside Certification Course, May 1991.

Cost Effective Use of the Continuum of Care. Neuro-care Inc. Brain Injury Lecture Series,  
January 1992.

Work Evaluation; 10-day module. Pomona Valley & Inland Empire Vocational Professional  
Rehabilitation Unit Monthly Breakfast, February 1992.

Developing Managed Care Partnerships in an Industrial Rehabilitation Program. Work Injury  
Management National Forum, 1994. Las Vegas, NV. (Presented in partnership with Linda  
Neimeyer, PhD (candidate), OTR, CVE).

Winning At Work Hardening: Work Simulation Applications for the Acute Care Setting.  
ConEdEx - Rehab Registry Conference. Rancho Cucamonga, CA. January 1995.

Upper Extremity Injuries: Grasping the Problem, Reaching Solutions. CARRP - Inland Empire  
Chapter Seminar. July 1995. (Presented in concert with Janet Waylett-Rendall, OTR, CHT &  
Gary Burg, MS, CVE, CWA, CIRS)

The Anatomy of Industrial Rehabilitation. The Changing World of Human Resource  
Symposium. Sponsored by: The Employer's Group (formerly the Merchants & Manufacturers  
Association). Ontario, CA February 1995. (Given in partnership with Mary Foto, OTR,  
FAOTA).

The Rehabilitation Professional's Role in Prevention. Joint Consortium OTAC & PTC. Jerry L. Pettis Memorial Veterans Hospital. Loma Linda, CA. November, 1997.

Return to Work Programs 101. National Safety Officer Training Program. Ingram Micro, Inc. Newport Beach, CA. July 1997.

Functional Capacity Evaluation. (given with Janet Waylett-Rendall) Employer/Nurse Case Manager's Lunch Seminar. Rehabilitation Technology Works, Inc. November 1997.

Getting a Handle on Hand Injuries. CARRP – Inland Empire Chapter Seminar. (Presented with Dr. Gary Frykman, MD and Sonia Lopez, OTR). San Bernardino, CA. July 1999.

Rehabilitation & Ergonomics. NRA/NRCA Pacific Region Annual Conference (presented with Sonia Lopez, OTR). Palm Springs, CA June 2000.

Functional Capacity Evaluations: New Issues, New Data, & New Interpretations. (presented with Sonia Lopez, OTR) Occupational Health Services Symposium – Kaiser Permanente. Newport Beach, CA. July 2000.

Ergonomics, Cumulative Trauma, Safe Materials Handling Techniques & Worksite Injury Prevention Strategies. Presentations for employers/employees. Given by request. 1996 - present. (Employer List available upon request).

Current Issues in Health Care. Class lecture for Masters level occupational and physical therapy students. Post professional course. Loma Linda School of Allied Health Professions. Spring 2000.

Breaking the Mold: Opportunities for Working With Fortune 500 Companies. American Occupational Therapy Association. Annual Conference. Presented with Linda Neimeyer, Ph.D., OTR & Mary Foto, OT, FAOTA. Philadelphia April 2001.

Ergonomics: The E-Word (expense, education, equipment, & empowerment). Luncheon seminar for Gateway Medical Group & IPA. Buena Park, CA. June 2001.

New Directions for Physical Therapy & Occupational Therapy in the Management of Low Back Pain. Presented with Marua D. Iversen, PT, MPH, ScD. American College of Rheumatology & Association of Health Professionals Annual Scientific Meeting. San Francisco, November 2001.

Ergonomics. Luncheon seminar for The Workers' Compensation Forum. March 12, 2002.

Employers Round Table Luncheons: Rehabilitation Technology Works. 1999 – 2005. Topics Include: *Post Offer Screening, Work Oriented Treatment Services, Functional Capacity Evaluation.*

Ergonomics. Luncheon seminar for The Workers' Compensation Forum. March 12, 2002.

Employers Round Table Luncheons: Rehabilitation Technology Works. 1999 – 2005. Topics Include: *Post Offer Screening, Work Oriented Treatment Services, Functional Capacity Evaluation.*

Basics of Ergonomics. School of Public Health, Loma Linda University. Preventive Medicine Residency, Occupational Medicine Residency grand rounds. June 1, 2005.

### **EXTENDED LECTURE & EDUCATIONAL ASSIGNMENTS**

Ergonomics, Back Safety & Workplace Safety. Loma Linda University Medical Center Safety Department, Human Resources Department, Behavioral Medicine Center, Loma Linda University, 1989 - 1992.

The California Workers' Compensation System; Work Evaluation. School of Medicine, Department of Orthopedics, and Department of Psychiatry - Residents Training Program, 1987 - 1992.

Work Evaluation - The Therapist's Role; Prevocational Assessment. School of Occupational Therapy, COTA Program, 1984 - 1992.

Work Evaluation & Functional Capacity Assessment. CRC & CIRS Courses - Workers' Compensation Communications, San Bernardino, CA, 1991 - 1996.

Carpal Tunnel Syndrome - Applications for Dental Hygienists. Loma Linda University - School of Dentistry. presented with Janet Waylett-Rendall, OTR, CHT, 1994 & 1995. Presented with Sonia Lopez, OTR. 1994 - 1999. Presented with Dr. James Matiko, MD 2000. 1994 – 2004.

An Overview of Occupational Therapy in Industry. Functional Capacity Evaluation University of Southern California, School of Occupational Therapy, 1998-2003.

Cumulative Trauma Disorders in the Upper & Lower Extremities. Applications for the Coach Operator. OminTrans 1787 Semi-annual Training. Presented with Sonia Lopez, OTR. 2000 – 2002.

Ongoing presentations/training courses related to Cumulative Trauma Disorders and Care of the Back. County of San Bernardino, Stater Bros. Market, Eastern Municipal Water District.

### **PROFESSIONAL GROWTH**

Physical Disabilities: Workshops in - Muscular Dystrophy, Multiple Sclerosis, Quadriplegia, Spinal Cord Injury, Pulmonary Rehabilitation, Relaxation, Time/Energy Management, 1977 - 1981.

Patient/Student Educational Workshops, 1977 - 1981.

National Occupational Therapy Association Conference, 1978, 1980, 1989.

California Occupational Therapy Association Annual Conference, 1980, 1982, 1985, 1986.

Vocational Evaluation: An Overview (one week training course). Las Vegas, NV, January 1983.

Valpar MESA Training Course, November 1983.

The California Workers' Compensation System: An Overview. University of California, Riverside, CA, 12 week course, 1985 - 1986.

Rating Permanent Disability. University of California, Riverside, 12 week course, 1986.

Vocational Rehabilitation of the Industrially Injured Worker. University of California, Riverside, 12 week course, 1986. Certification in California Workers' Compensation, June 1986.

Certification Exam. Certified Work Adjustment Specialist, April 1987.

Certified Vocational Evaluator continuing education maintenance. Ongoing.

Litigation Preparation: Vocational Expert Testimony. March 1987, Chicago, IL.

California Association of Rehab Professionals National Conference, 1988.

Vocational Rehabilitation Management & Administration Regulations. Orange, CA, June 1988.

Occupational Ergonomics (one week course). University of Michigan, June 1989.

The New Workers' Compensation Law. Inland Empire Rehabilitation Group, October 18, 1989.

Valpar International Corporate Training. Valguide, San Diego, Ca, June 1990.

Ergonomic Analysis of the Workplace (3 day seminar). CAIRE, Miami, FL, September 1990.

Occupational Ergonomics: Work Related Upper Limb & Back Disorders (3 day seminar). San Diego, CA, February 1991.

Interpretation of Valpar Worksample Series: Training Seminar. Loma Linda, CA, September 1988.

Work Hardening: Rehab of the Injured Worker. National Association of Rehab Facilities Conference, Burlingame, CA, May 1991.

Sales Service & Insurance Injury - National Association of Rehab Facilities Conference. Burlingame, CA, May 1991.

Winning the Workers' Compensation Battle. Dr. Ralph Rutherford, Costa Mesa, CA, April 1992.

Psychiatric Stress Job Analysis. Dr. J. Comegys, Loma Linda University, Loma Linda, CA, May 1992.

ENVH 578 - **Principles of Occupational Health**, Loma Linda University, School Of Health, Summer 1992.

American With Disabilities Act, Title I: Employment. CARP, Loma Linda, CA, May 1992.

Industrial Rehabilitation: The PT/OT Connection. Rehab Management Exposition, September 1992.

Work Injury Management National Forum. Developing Cooperative Strategies to Control Work Injury Costs. Managed Health Resource Inc. Las Vegas, Nevada. Feb/Mar 1994.

National Ergonomics Exposition & Conference. Los Angeles, CA. October 1996.

Test Administration Training Certification. Advance Ergonomics, Inc. March 1999.

Ergonomic & Injury Mangement Training Course. Isernhagen & Associates. Seattle, WA. April 1999.

National Ergonomics Exposition & Conference. Anaheim, CA. December 1999 - 2006

Advanced Certification – Office Ergonomics. May, 2004. UC Berkley Certification Courses. School of Human Factors & Industrial Engineering.

Certified Ergonomic Evaluation Specialist Training. Roy Matheson & Associates. Las Vegas, NV April 6 – 9, 2005.

Ongoing Continuing Education for Licensure.

### **COMMUNITY SERVICE/EDUCATIONAL ACTIVITY**

Community Health Fair (Valley Fellowship SDA Church sponsored). San Bernardino, CA, 1981 - 1983.

Safety/Rehabilitation in Arthritis - Health Seminar (church sponsored). 1980.

Black Advisory Council Member, Loma Linda University. 1986, 1987, 1992.

Spiritual Emphasis Advisory Council Member. Loma Linda University. 1986, 1987.

Black Alumni of Loma Linda - Secretary. 1986, 1987.

Black Alumni of Loma Linda - Social Committee Coordinator. 1986 - 1987.

Consultant in Environmental Barriers. Cal State University, San Bernardino & San Bernardino Valley College, 1982- 1986.

Chairman/Member Advisory Council - Transitional Living Center, Rolling Star, Inc., 1980 - 1982.



Adult Hand Strength Screening. Health Fair Exposition, Loma Linda, CA, April 1989.

Relaxation Techniques. Stop Smoking Clinic, Loma Linda University & Church Sponsored, 1990.

Rueben Campos Community Center " Career Day" - Occupational Therapy. San Bernardino County Department of Public Health. March 1995.

Rialto Unified School District Employee Health Fair.

Community Health Fair. Mt. Rubidoux SDA Church sponsored. Rubidoux, CA. Sept. 1999.

Adult Grip Strength Testing. State Fund Expo. Ontario, CA August 2001.

Community Services Food Bank/Hot Meals Program Coordinator, Valley Fellowship SDA Church. 2003 – present

## **RESEARCH & PUBLICATIONS**

Holmes, D. B., Hopkins, L., Bell, J. E., Davis, C. M., Gaden, K., Hokand, J. *Vocational Guidance for Handicapped Students: A Training Program*. Educational Resource Center, Chaffey College, California Department of Education, Alta Loma, CA, 1980.

Contributing writer. *Living With Lung Disease - A Training Manual for Pulmonary Rehabilitation*. Project sponsored by Parke-Davis, 1981.

Holmes, D. B., *The Occupational Therapist - Work Evaluator*. American Journal of Occupational Therapy, May 1985, 39:5, pp 308 - 313.

Committee to Develop, *Work Hardening Guidelines*. Adapted by California Chapter of VEWAA, January 1985.

California Vocational Evaluation Owners/Managers Forum (VEWAA) to develop guidelines for California Workers' Compensation Fee Schedule, 1990 - 1991.

Contributing Author, *Procedure Manual - Workers' Evaluation & Rehabilitation Center*, Loma Linda University Medical Center, 1987.

Contributor, Daus, Carol, Facility Profile, Loma Linda Occupational Therapists, *Rehab Management*, April/May 1990: 3 (3).

Worksyms© User Manual. The Materials Handling Work Station. Guynes Design Inc. Phoenix, AZ.

Niemeyer, L.O., Foto, M., Holmes-Enix, DB. : Implementing Managed Care in an Industrial Rehabilitation Program. *Work* 1994; 4(1): 2-8.

Ergonomic Consultation in Dollars & Sense. RehabWorks – Rehabilitation Technology Works' Quarterly Newsletter. Summer 1995.

Industrial Injury Cost Control Makes Dollars & Sense. Inland Empire Business Journal. September 1995 7:9.

Ergonomic Consultation – What's In It For You?. RehabWorks – Rehabilitation Technology Works' Quarterly Newsletter. Winter, 1995

Controlling Losses from Cumulative Trauma Injuries. Inland Empire Business Journal. March 1996. 8:3.

Holmes-Enix, D. Lopez, S. (1998) How early is early? Onsite early return-to-work programs cut losses and costs. *Rehab Management* 11(2):28-35.

Contributing Author (with Marilyn Wright, MPH, OTR). Jacobs, K. (ed). Applied Ergonomic Concepts in Injury Prevention & Disability Management. *Ergonomics for Therapists* (2nd ed). Butterworth Heinemann. Boston, MA. 1999.

Compiled by Ann Carlson, published interview for Ergonomic Considerations In the Orthodontic Profession. Comfort Zone. *Orthodontic Products*. September, 2001.

## **REFERENCES**

Available Upon Request

San Bernardino City Unified School District  
Eastern Municipal Water District  
San Bernardino County  
State Compensation Insurance Fund