

Professional Profile
Alexandra (Allie) Hafez OTR/L, CDMS, CCM
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Education

B.A. Psychology: York University, Toronto, Ontario, Canada

B.S. Occupational Therapy: Eastern Michigan University; Ypsilanti, Michigan

Credentials

Occupational Therapist, Registered (OTR)

#518654 - National Board for Certification of Occupational Therapy (NBCOT)

Occupational Therapist, Licensed (L)

#100027 - Minnesota Department of Health

Certified Disability Management Specialist (CDMS)

#00007570: Certification of Disability Management Specialists Commission

Certified Case Manager (CCM)

#00007570: Commission for Certification of Case Managers

Professional Experience

Founder/Principal: Vital Link Consulting, Prior Lake, MN. Established 1987

Qualified Rehabilitation Consultant (QRC): Employer Lifelines, Inc., Minnetonka, MN: 2 years

Qualified Rehabilitation Consultant Intern: Tom Robinson & Associates, P.A., Minneapolis, MN: 1 year

Occupational Therapy Consultant: Rehabilitation Specialists, Inc./Kaposia, Inc., Minneapolis/St. Paul, MN: 1.5 years

Director of Occupational Therapy: Faribault Manor, Faribault, MN: .5 year

Unit Supervisor/Residential Treatment Counselor: EPIC Center, Northville Regional Psychiatric Hospital, Northville, MI: 3 years

Shift Supervisor/Residential Treatment Counselor: Girlstown, Inc., Belleville, MI: 2 years

Professional Affiliations

Commission for Certification of Case Managers (CCMC)

- Outside member, Public Affairs & Communications Committee: 2008-present
- Commissioner: 2004-2008

American Occupational Therapy Association (AOTA): 1980-present

- Conference planning/hospitality committee member, 1986 Annual Conference, Minnesota Occupational Therapy Association hosting

Minnesota Association of Rehabilitation Providers (MARP- a chapter of IARP) 1991 - present

- Magazine Co-Editor, 2003-2008
- Member, Peer Review Committee, 1992 - 2007
- Member, Ethics Committee 1992 - 2005
- Website manager: 1997-2008

RESNA (Association for the Advancement of Rehabilitation Technology): 1982 - 2005

Case Management Society of America (CMSA): 1994 - present

- Founding member, Minnesota chapter (CMSA-MN): 1997 - present.

- Member, Peer Review Expert Panel: 1994-2006
- Contributor: Case Management Practice Guidelines, Mosby Year Book 1996.

Scott County Human Services Advisory Council

- Appointed Member, Community Health Advisory Sub-Committee, : 1999 - 2005

Minnesota Department of Health: Appointed Member, Minority Health Advisory Committee, 2000 - 2003

University of Minnesota:

- Program in Occupational Therapy Website manager: 1997 - 2001
- Program of Mortuary Science Website manager: 1999 - 2000

American Congress of Rehabilitation Medicine (ACRM): 1983 – 1998

- Editorial review committee member, 1984 - 1998

Human Resources Professionals of Minnesota: 1984 - 1996

- Member, Diversity Committee, 1994 - 1995

Manufacturer's Alliance Speakers' Bureau, Minneapolis: 1991 - 1993

St. Paul Mayor's Committee on Employment of People with Disabilities: 1991 - 1993

Management Assistance Project: 1991 - present

- Volunteer consultant

Kaleidoscope Board of Directors 1994-1997

- Secretary 1995 - 1996

Open Circle Senior Day Program Board of Directors: 1994-2002

- Secretary 1995 – 1996
- Chair, Program & Personnel Committee 1995 - 1996

Central Hennepin Human Services Council 1989 - 1991

- Secretary 1991

Helping Paws of Minnesota - dog-client Match Screening Committee, 1989 - 1990

International Association of Personnel Women: 1984 - 1990

- Public relations committee member 1986

Workshops / Presentations

"Ethical Dilemmas for QRCs"

- Invited panelist at MRCA Conference, May 3, 2007, Eagan, MN

"Rehabilitation Case Management"

- CCM exam preparation/review workshop - CMSA-MN and BlueCross/BlueShield Minnesota, sponsors; September, 2002 and September, 2003

"Automating rehabilitation paperwork"

- MARP Fall Conference, October 4, 2002

"The Depth and Breadth of OT" (with Susan Brockman)

- MN OT Association Conference, Minneapolis, October, 1999

"Occupational Therapy in Industrial Rehabilitation in the U.S.: State of the Art and Lessons Learned"

- Presented in Spanish to Occupational Therapists in Seville, Spain, November, 1996.

"Coordinating Company Policies with FMLA, Workers' Compensation and ADA"

- as an independent contractor for AE Roberts Company Educational Seminars (nation-wide) 1996 - 1997

"ADA Update."

- as part of A.E. Roberts Company's "HR Update Series" Minneapolis, MN: May, 1995, September 1996

"Preserving Practice Niches: A Cautionary Tale"

- State OT Association Annual conferences nationwide since 1993; AOTA National Conference, Chicago, 1996

"Strategies for Dealing with Manipulative Clients"

- for human service providers; Various sponsors, 1993 - present

"Dealing with the Manipulative Resident."

- for Anoka County (MN) Community Social Services & Mental Health Department; March, 1993

"ADA: Implications for Employers."

- Minnesota Municipal Utilities Association Summer & Fall Conferences, June and October, 1992

"ADA: Silver Linings in the Regulatory Clouds."

- for members of Manufacturers' Alliance, August, 1992

"When a Patient is a Possible Substance Abuser: What's an OT to Do?"

- sponsored by Therapeutic Trends, June, 1992.

"Workers' Compensation Claims Reduction"

- for Minnesota Society of CPAs, May, 1992

"ADA and Implications for Placement Vendors"

- for employees of Mary Hawley & Associates, March, 1992

"Practical Ergonomics for QRCs"

- for employees of National Rehabilitation Consultants, Inc., October, 1991

"Intervention with Chemically Abusive/dependent Clients for Occupational Therapists without Chemical Dependency Counselor certification."

- for Minnesota Occupational Therapy Association Industrial Rehabilitation Special Interest Group, February, 1991 and for Minnesota Occupational Therapy Association Annual Conference, October, 1991

"Workers' Compensation and ADA: Controlling New Costs and Claims."

- With George Serdar, Attorney at Law, for The Management Center, University of St. Thomas, St. Paul, Minnesota, 1991.

Facilitator: "Chemical Abuse and the Physically Disabled."

- Public forum sponsored by Central Hennepin Human Services Council, Minneapolis, September, 1990

Member, Minnesota Department of Labor and Industry QRC Training Committee: 1990 - 1993

"Injury Prevention."

- For East Central Minnesota Employers Association 1990

Instructor: The Management Center, University of St. Thomas, St. Paul, MN: 1990 - 1994

"Disabilities in the Workplace: The Bottom Line."

- For corporations; Various sponsors nationally, 1989

"Occupational Therapy and the Minnesota Workers' Compensation System."

- Minnesota Occupational Therapy Association Annual Conference, Minneapolis, 1987

"Problems of and Approaches to Provision of Rehabilitation Services in the Absence of Resources."

- Roundtable presentation and discussion, in Spanish, to directors of rehabilitation programs in Argentina and Brazil. 19th International Conference on the Handicapped and Developmental Disabilities: November, 1986

"Introduction to Ergonomics and Job Analysis."

- For vocational rehabilitation counselors and nurse employees of Employer Lifelines, Inc., Minnetonka, MN, 1986.

"The Role of the Occupational Therapist in a Vocational Program for Developmentally Disabled Adults."

- Minnesota Occupational Therapy Association Annual Conference, Minneapolis, 1984.

Published Work

[Blogger](#) for ADVANCE for Occupational Therapists magazine, 2008 - present

Hafez, A. (2008) "'Occupation' Is More Than a Job" The Rehabilitation Professional 16(1) 47-48. [Electronic copy available](#)

Hafez, A. & Kornblau, B.L. (2007) "Becoming a Case Manager: A 'Next Step' for OT Professionals" OT Practice, Jan. 22, 2007, 11-2, AOTA

- Hafez, A. & Kornblau, B.L. (2006) "Congruency in Practice: Case Management and Occupational Therapy". *OT Practice*, Dec. 25, 2006, 29-30, AOTA
- Owen, M. & Hafez, A. (2005) "Case Managers, Occupational Therapists: Working Together on the Care Continuum", *OT Practice*, September 19, 2005, 18-19 AOTA
- Hafez, A. (2000) "Occupational Therapists as Case Managers in Return-to-Work Systems" In *Work: Principles and Practice* (Self-Paced Clinical Course), Kornblau & Jacobs, Eds. AOTA
- Hafez, A., & Silverman, S. (2000) "Strategies for Effective Communication - Parts 1 & 2" *ADVANCE for Occupational Therapists* online editions, May 5 & May 19, 2000. Part 1 [Electronic copy available](#)
- Hafez, A. (1999) "Distinguishing OT from Other Disciplines" (originally published at Occupational Therapy Movers & Shakers). [Electronic copy available](#)
- Hafez, A. (1998) "Emerging Markets for OTs: Case Management" *LOTA News Louisiana OT Association Newsletter*, Fall, 1998 Volume 10, No. 4; pp. 2, 10-11
- Hafez, A. (1998) "Spirituality in Occupational Therapy Practice - the Discussion Continues." *OT Practice* "Postings", June, 1998.
- Hafez, A. (1998) "A Case Study in Activism" *ADVANCE for OTs* - May 18, 1998. [Electronic copy available](#)
- Hafez, A. & Brockman, S. (1998) "Occupational Therapists: Essential Team Members as Service Providers and Case Managers" *The Journal of Care Management*, April, 1998 p. 10-20. [Electronic copy available](#)
- Hafez, A. (1997) "Just Who is Really Thinking Futuristically?" Letters to the Editor, *ADVANCE for Occupational Therapists* February 10, 1997.
- Hafez, A. (1995) "'From Hell to Heaven' a 'Pleasure to Read.'" Letters to the Editor, *ADVANCE for Occupational Therapists* December 11, 1995.
- Hafez, A. (1995) "In Case Management, OT Has No Image." Letters to the Editor, *ADVANCE for Occupational Therapists* August 28, 1995
- Hafez, A. (1994) "Cultural Diversity and Employees with Disabilities." *UPDATE* (monthly newsletter of Human Resource Professionals of Minnesota) April, 1994
- Hafez, A. (1993) "It Really Is a Jungle Out There." Letters to the Editor, *ADVANCE for Occupational Therapists* May 17, 1993
- Hafez, A. (1993) "What Can We Do About 'Second Shift Syndrome?'" Letters to the Editor, *ADVANCE for Occupational Therapists* April 26, 1993
- Hafez, A. (1990) "Gearing Up for The Americans with Disabilities Act." *Manufacturers' Alliance Newsletter*, June, 1990
- Hafez, A. (1989) "Retaining or Hiring Disabled Employees." *Human Resources* (Journal of International Association of Personnel Women) Fall, 1989
- Hafez, A. (1989) "Retaining or Hiring Disabled Employees: A Human Resource Challenge." *UPDATE* (monthly newsletter of Human Resource Professionals of Minnesota), September, 1989.
- Hafez, A. (1987) "Occupational Therapist Becomes Qualified Rehabilitation Consultant." *Occupational Therapy News* July, 1987