

## **BETTY JEAN COWAN**

Updated January 2012

### **EDUCATIONAL BACKGROUND:**

Diploma, Physical & Occupational Therapy from the University of Toronto 1973

### **PROFESSIONAL DEVELOPMENT:**

Diploma, Clinical Administration, Ontario Hospital Association  
5 of 9 credits completed

Management in the Nineties, Ryerson College 1993

Ontario Society of Occupational Therapists Visioning Conference 2003

Personal Information and Personal Electronic Data Access  
Ontario Federation of Colleges 2003

Low Speed Accident Reconstruction and Biomechanics  
Canadian Society of Medical Evaluators 2003

Occupational Therapy Practice in Ontario's Changing Auto Sector  
Ontario Society of Occupational Therapists 2003

Upper Extremity Pain and Dysfunction: A Practical Approach to the Diagnosis  
and Management of Common and Sometimes Overlooked Conditions  
Canadian Society of Medical Evaluators 2004

Auto Sector Update - Pending Regulation Changes and the Impact on  
Occupational Therapy  
Ontario Society of Occupational Therapists 2006

College of Occupational Therapists, Ontario Education Session 2006

Human Injury in Automobile Collision: Understanding the Basic Mechanisms  
in Order to Produce Credible IME Reports  
Canadian Society of Medical Evaluations 2009

*Cowan, Betty*

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Attendant Care: From Paper to Practice  
Ontario Society of Occupational Therapists 2009

Progressive Goal Attainment Program: 12 hour workshop  
University Centre for Research on Pain and Disability, McGill University 2009

Mild Traumatic Brain Injury: Challenges and Controversies in Diagnosis  
Toronto Rehab 2010

The New Rules - Writing Reports and Being Qualified as an Expert at Trial  
Stacey L. Stevens, LLB, Thomson Rogers 2010

Cognitive Testing, Green's Word Memory Test  
Dr. Paul Green, Neuropsychologist, Calgary, Alberta 2010

New Directions in the Changing World of Auto Insurance: New SABS,  
New Rules of Civil Procedure, Renewed HCAI by OSOT 2010

OSOT Auto Insurance Sector Workshop: Ots Coming Together  
Through Change 2011

Regular presentations and in-services at Karen Rucas & Associates meetings, including:  
up-dates on legislative changes, Attendant Care assessments in the hospital setting by D.  
MacDonald, Thomson Rogers, etc.

**PROFESSIONAL ASSOCIATIONS:**

College of Occupational Therapists of Ontario  
Ontario Association of Occupational Therapists

License # G9300943  
10034

**WORK HISTORY:**

**KAREN RUCAS & ASSOCIATES**

January 2003 to present

Occupational Therapist

**Skills and Responsibilities:**

- Assessment and treatment of client's with soft tissue injuries, complex orthopaedic injuries, neurological injuries and conditions, chronic pain, chronic fatigue syndrome and acquired brain injuries.

- Perform in-home functional assessments and Insurer Examinations related to attendant care, housekeeping, caregiving and transportation needs.
- Case management services for client's with complex injuries.
- Workstation assessments; ergonomic assessments; Job Site Analysis.
- Provide treatment including education, functional restoration programs and return-to-work programs including the Progressive Goal Attainment Program (PGAP™).
- Prepare and maintain detailed medico-legal reports.

**ORTHOPAEDIC & ARTHRITIC HOSPITAL**

February 1990 to June 2002

Manager, Occupational Therapy, Chiropractic & Orthotics

*Over the years this job evolved from Supervisor, Occupational Therapy to a managerial position with the addition of two complementary services. The Orthopaedic & Arthritic Hospital became a part of Sunnybrook & Women's College Health Sciences Centre.*

**Skills & Responsibilities:**

- Advanced occupational therapy clinical skills including: Functional Abilities Evaluations; Physical Demands Analysis; Job Site Analysis; Disability and Residual Earning Capacity DAC assessments; evaluation of clients with soft tissue injuries and complex orthopaedic injuries; and development of treatment programs to facilitate function, expedite safe and early return to work/full function for complex clients with multiple orthopaedic injuries, spinal injuries and mild head injuries
- Program development skills regarding the development and establishment of the Community Clinic (treatment) and the Regional Evaluation Centre and DAC programs for Disability, Multi-Disciplinary and Residual Earning Capacity
- Demonstrate excellence in verbal and written communication through negotiation and facilitation with employees, clients and customers; conflict management; conducting case management meetings for complex cases and Residual Earning Capacity DAC assessments; writing complex, medico-legal reports following evaluations; and, writing quality management reports and written responses to Request for Proposals for various stakeholders
- Demonstrate expert decision making skills

**MOUNT SINAI HOSPITAL**

1984 - 1990

Senior Occupational Therapist on Outpatient Orthopaedics and Inpatient Medical Service (including orthopaedic, neurology, cardiology, oncology and general medicine services)

- Provide occupational therapy assessment and treatment services to clients with:
  - orthopaedic injuries (including soft tissue injuries, repetitive stress injuries, traumatic injuries [fractures, amputations, re-attachment of upper extremities])

- injured worker rehabilitation to facilitate speedy, safe return to work
- neurological conditions (including peripheral nerve injuries, cerebral vascular accident, multiple sclerosis, acquired brain injuries)
- cardiac conditions and general medical illnesses, including cancer

**COMMUNITY OCCUPATIONAL THERAPY ASSOCIATION** 1978 - 1983  
Community Occupational Therapist

- Perform in-home functional assessment and treatment to maximize client's functional performance and ensure their safety in the home with client's suffering from orthopaedic, neurological, cardiac and psychiatric conditions

**MOUNT SINAI HOSPITAL** 1975 - 1978  
Staff Occupational Therapist

- Provide occupational therapy assessment and treatment services to clients with orthopaedic, rheumatological, neurological, cardiac and medical conditions
- Develop and implement an occupational therapy cardiac program for clients post myocardial infarction

**ORTHOPAEDIC & ARTHRITIC HOSPITAL** 1973 - 1975  
Staff Occupational Therapist

- Provide occupational therapy assessment and treatment services to clients following orthopaedic surgery (including joint replacement, spinal fusion, and peripheral nerve repairs) and to clients with rheumatic conditions

## **PARTICIPATION IN EDUCATION PROGRAMS:**

### **UNIVERSITY OF TORONTO, FACULTY OF MEDICINE** **DIVISION OF OCCUPATIONAL THERAPY**

Guest Lecturer 1980 - 1989  
Cardiology - application of anatomy, physiology to OT IV students

Demonstrator 1991  
Musculoskeletal Evaluation with OT II students

## **PROFESSIONAL PARTICIPATION:**

## **ONTARIO SOCIETY OF OCCUPATIONAL THERAPISTS**

Member of Negotiation Team with Insurers to establish  
Auto Insurance Professional Fees for Occupational Therapy 1995

Vice President, Professional Issues - portfolio included Human Resources Planning;  
Occupational Therapy in the School System; Workers' Compensation; Auto Insurance;

Salary Survey; and, Primary Care 1993-1996

*This role included the development of a manual and workshop on the Bill 59 for OSOT.*

## **ASSOCIATION OF DESIGNATED ASSESSMENT CENTRES**

Board Member, representing occupational therapist involved in performing Designated  
Assessment Centre assessments. 1997

Complete until January 2012.