

JAMES D. RETHABER, PHD, CPE

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EDUCATION:

- Capella University* Minneapolis, MN 2010
PhD Education – Training and Performance Improvement (Human Performance Technology)
- California University of Pennsylvania* California, Pennsylvania 2007
Master of Arts in Exercise Science & Wellness (Exercise Physiology)
- Southwest Texas State University* San Marcos, Texas 2001
Bachelor of Exercise Sports Science – Athletic Training (Sports Medicine)

CERTIFICATIONS AND RELEVANT EDUCATIONAL EXPERIENCE:

- Board-Certified Professional Ergonomist (CPE) – National, Certificate No. 1671
- Board-Certified Strength and Conditioning Specialist (CSCS) – National, Certificate No. 200115033
- Certified Ergonomic Assessment Specialist through the Back School of Atlanta (CEAS).
- Certified Six Sigma Green Belt and Lean Design for Six Sigma
- Doctoral coursework included instructional design, human resource development, organizational development, ROI, and human performance technology (needs assessment; root cause/gap analysis; ADDIE (analyze, design, develop, implement, evaluate)).

PROFESSIONAL MEMBERSHIPS:

- Member of the American Society for Training and Development (ASTD)
- Member of the International Society for Performance Improvement (ISPI)
- Member of the American Society of Safety Engineers (ASSE)
- Member of the *Chief Learning Officer* Business Intelligence Board

PUBLISHED WORKS:

- Rethaber, J.D. (2011, Aug). Bridging the performance gap with ergonomics: A case study. Will be published in the August 2011 edition of *Performance Improvement* (<http://www.ispi.org/content.aspx?id=154&linkidentifier=id&itemid=154>).
- Rethaber, J.D. (2011, Apr). Ergonomic considerations for the aging workforce. *Interface*, 1(1), 6. Retrieved on April 6, 2011 from <http://viewer.zmags.com/publication/0722e9e9#/0722e9e9/1>.
- Rethaber, J.D. (2010, Dec). Exploring the ergonomic competencies and proficiencies of human performance improvement professionals: A mixed methods exploratory study. Ph.D. dissertation, Capella University, United States -- Minnesota. Retrieved February 1, 2011, from Dissertations & Theses @ ProQuest. (Publication No. AAT 3433718).
- Rethaber, J.D. (2010, Jan). Utilizing job task analysis for effective ROI forecasting. *Measurement Evaluation, and ROI News*.

EXPERIENCE:

DIRECTOR OF PHYSICAL DEMANDS ANALYSIS / ERGONOMIC PROJECTS MAY 2007 – CURRENT
FIT for WORK, LLC San Antonio, Texas

- Directs department responsible for lowering OSHA recordable/reportable injuries and workers compensation claims through ergonomic training and non-training interventions.
- Responsible for data collection, observations, timed studies, and analysis of over 500 positions and processes in various settings. This includes conducting needs assessments, root cause, performance gap, job task, physical demands, and job safety analyses.

- Researches industry standards in order to provide a basis for beginning the needs assessment process and for providing evidence-based solutions.
- Develops training and non-training interventions to abate problem areas in order to decrease the performance gap while increasing performance improvement. These interventions include classroom instruction and blended-instruction through the use of multimedia and classroom instruction.
- Designs, implements, and evaluates training presentations in order to educate the work force.
- Facilitates meetings with stakeholders and key personnel involved with the abatement process. This includes upper level management, engineers, safety professionals, and the involved workers.
- Designs and implements various support and evaluation plans to ensure the implementation of the training and non-training interventions.
- Develops curriculum for industrial/occupational courses for synchronous and asynchronous environments.
- Clients include manufacturing, warehousing, retail, aerospace, and biotechnology industry leaders.

COORDINATOR OF SPORTS MEDICINE OUTREACH
The San Antonio Orthopaedic Group

AUGUST 2004 –MAY 2007
San Antonio, Texas

- Managed and coordinated the successful sports medicine outreach program for thirty schools in the surrounding San Antonio area.
- Designed, developed, and implemented wellness programs for various populations.

COORDINATOR OF SPORTS MEDICINE OUTREACH
South Texas Regional Medical Center

MAY 2002 -AUGUST 2004
Jourdanton, Texas

- Helped create, manage, and coordinate a successful sports medicine outreach program for twenty-six schools in the South Texas Regional Medical Center coverage area, with an emphasis in orthopedic referrals.
- Responsible for overseeing four licensed athletic trainers during football season and coordinating their actions with four high schools.
- Communicated directly with physicians, administrators, coaches, parents, and athletes on a daily basis.

HEAD ATHLETIC TRAINER
Taylor Independent School District

AUGUST 2001 -MAY 2002
Taylor, Texas

- Helped create, manage, and coordinate a successful sports medicine program for a 4A school district in central Texas.
- Responsible for the prevention, evaluation, referral, treatment, and rehabilitation of sports-related musculoskeletal injuries.