

CURRICULUM VITAE
Emily S. Pugh, MA, OTR/L, LHRM

ADDRESS

University of Florida, Department of Occupational Therapy
P.O. Box 100164, JHMHC
Gainesville, FL 32610

PROFESSIONAL EDUCATION

1991 - Master of Arts in Counseling Psychology
Rollins College, Winter Park, FL

1985 - Bachelor of Health Science in Occupational Therapy
University of Florida, Gainesville, FL

PROFESSIONAL CREDENTIALS

1986 to Present - State of Florida, Department of Health, Occupational Therapist license #OT0001705

1986 to Present - National Board for Certification in Occupational Therapy, registry #AA464008

2000 to Present - State of Florida, Agency for Health Care Administration, Division of Health Quality Assurance, Health Care Risk Manager license #5502509

PROFESSIONAL AFFILIATIONS

American Occupational Therapy Association – 1983 to Present

- FL Representative, Representative Assembly – 2008 to Present
- FL Alternate Representative, Representative Assembly – 2005 to 2007
- Chair, Student Affairs Subcommittee, AOTA National Conference Committee - 1997
- Member, Commission on Education – 1984/85, 1994/95

Florida Occupational Therapy Association -1983 to 1999, 2004 to Present

- Member, Executive Board – 1991 to 1998, 2005 to Present
- Coordinator, Special Interest Sections – 1995 to 1998
- Chair, Physical Disabilities Special Interest Section – 1991 to 1995

State of Florida, Department of Health, Brain and Spinal Cord Injury Program

- Administrative Site Surveyor – 2000 to Present
- Member, Research, Data Collection and Evaluation Committee - 2003 to Present
- Member, Inpatient and Outpatient Rehabilitation Committee – 2002 to 2003

American College of Healthcare Executives – 1999 to 2004

National Multiple Sclerosis Society

- Member, Professional Advisory Board, Central Florida Chapter – 1990 to 1993

PROFESSIONAL EXPERIENCE

Director, Distance Learning Master's Program, and Aso In, University of Florida, College of Public Health and Health Professions, Department of Occupational Therapy, Gainesville, FL – December 2003 to Present

- Academic and operational management of advanced Distance Learning Master's Program
- Course development and instruction in contemporary trends and issues in health care, leadership, health care administration and management, bioethics, and caregiver support for distance learning and on-campus graduate students
- Academic advisement and counseling for graduate level students
- Academic oversight, operational management, course development, and instruction for distance learning and on-site continuing education program
- Clinical service contract negotiation and management

Adjunct Faculty, University of Florida, College of Health Professions, Department of Occupational Therapy, Gainesville, FL – 1999 to 2003

- Course development and instruction: occupational therapy administration and management for undergraduate and master's level classes and seminar in occupational therapy issues for master's students
- Course development and instruction for distance learning advanced master's students: Leadership and Independent Practice and Trends and Issues in Health Care

Director of Quality Management, Shands Rehab Hospital and Shands at Vista Behavioral Health Hospital, Gainesville, FL – July 1998 to December 2003

- Director of the continuous quality improvement and regulatory compliance programs
- Risk management designee
- Director of staff orientation and training
- Manager of Health Information Management, Diagnostic Services, and Pharmacy departments
- Coordinator of clinical project initiatives

Associate Director of Rehabilitation Services, Shands HealthCare, Gainesville, FL - December 1996 to July 1998

Rehab Network Responsibilities:

- Strategic planning and operational decision-making involving the organizational redesign of Rehab Services for the health care system
Facilitate the integration of the Rehab Services departments in Gainesville; coordinate human resource management and staff development; oversee regulatory survey preparations; improve accessibility of patient care; upgrade standards of care and competencies; and oversee the subacute care needs of the system

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Shands at AGH Responsibilities:

- Manage, direct and develop the Rehab Services departments
Create a CQI culture and implement a quality improvement program; recruit, supervise and develop staff; redesign operational and documentation processes; revise and implement policies and protocols to bring the department into full regulatory compliance; improve fiscal management by implementing a statistical management model; convert to CPT-based charge codes; and prepare for the Medicare PPS subacute reimbursement transition

Shands Rehab Hospital Responsibilities:

- Provide consultative services
Mentor and support members of the management team; assure regulatory compliance in the areas of competencies, student program documentation, and environment of care; and facilitate improvements in staff development, physician orientation, cost-effective, patient-driven care delivery, statistical based decision making, and outpatient operations.

Shands at UF Responsibilities:

- In collaboration with the Director of Rehab Services, manage operations throughout the rehab consolidation process
Redesign the use of facility space; realign the budgets of redesigned cost centers; and assure regulatory compliance for the rehab departments and the College of Health Professions Department of Communicative Disorders in areas related to provision of clinical services

Director of Occupational Therapy, Shands Hospital at the University of Florida, Gainesville, FL - May 1993 - November 1996

- Plan, direct and manage all aspects of the Occupational Therapy and Recreational Therapy departments
- Manage the contract with the College of Health Professions for speech pathology services
- In collaboration with the Director of Employee Health, design and develop a successful work injury prevention program
- Represent the Rehab departments on the Shands AvMed-Santa Fe due diligence work group, Shands Pediatric Executive committee, Children's Hospital Within a Hospital steering committee, Geropsychiatry Unit Administrative committee, Shands HomeCare Operations committee, Cancer Center Advisory committee, and various other operational and ad hoc committees and activities

Associate Director of Physical Medicine and Rehabilitation, Florida Hospital Medical Center, Orlando, FL - October 1990 - April 1993

- Plan, direct and manage all aspects of the Occupational Therapy Department, providing coordinated services for pediatric and adult acute care, acute adult inpatient rehabilitation unit, multi-site outpatient adult rehab services, adult cognitive day treatment program, and subacute care units
- Manage and develop the Head Injury/NeuroRehabilitation Program for the 50-bed rehabilitation unit
- Collaborate with stakeholders to plan, open, and operate two rehab outpatient facilities and three subacute care facilities
- Provide consultation services to develop hospital-wide ADA compliance and education program

Senior Occupational Therapist, Brain Injury Rehabilitation Center, Orlando Regional Medical Center/Sand Lake Hospital, Orlando, FL - August 1989 - September 1990

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- Provide direct patient care and caregiver services
- Design, implement and evaluate clinical revenue-producing and educational programs
- Orient, train and supervise professional and support staff
- Develop and coordinate the student affiliation program for the ORMC system-wide facilities and supervise student interns
- Monitor productivity and assure adequate staffing for quality patient care.
- Serve as acting manager during the extended absence of the department manager

Director of Program Development, NMS Rehabilitation, Inc., Maitland, FL - September 1987 - April 1988

- Develop, implement and monitor outpatient adult rehabilitation services and risk management and injury prevention programs
- Develop and implement staff orientation and training program
- Establish clinical policies and procedures

Staff Occupational Therapist, Brain Injury Rehabilitation Center, ORMC/Sand Lake Hospital, Orlando, FL - April 1988 - August 1989, January 1986 - August 1987

- Provide direct patient care services
- Develop and implement inpatient and outpatient interdisciplinary community reintegration programs for cognitively and physically impaired clients
- Serve as Student Clinical Coordinator and Coordinator of Volunteer Services and supervise occupational therapy students

PROFESSIONAL AWARDS AND HONORS

- 2008 Service Commendation Awards (2) – American Occupational Therapy Association
- 1997 Award of Service - Florida Occupational Therapy Association
- 1996 Award of Recognition - Florida Occupational Therapy Association
- 1992 Hope and Light Award - Hope and Help Center of Central Florida, a non-profit AIDS agency, Orlando, FL
- 1991 Ziffer Award for Significant Contribution to the Treatment of AIDS - Rollins College, Winter Park, FL

PROFESSIONAL PRESENTATIONS – REFEREED

- Distance Learning: Is It Right for Me? – 2005 Florida Occupational Therapy Association Annual Conference
- Preparing Students for the Changing Healthcare Environment – 1995 American Occupational Therapy Association Commission on Education annual meeting
- Pediatric Reimbursement: Balancing Cost, Quality and Ethics interactive workshop – 1996 Florida Occupational Therapy Association Annual Conference
- Clinical Pathway Development: Reaching Your Destination with Minimal Wear and Tear – 1995 Florida TriAlliance Annual Conference
- Developing a Clinical Pathway: Psychosis Diagnoses – 1995 Florida Occupational Therapy Association Annual Conference
- Managing a Culturally Diverse Occupational Therapy Department – 1991 Great Southern Occupational Therapy Conference
- Sexuality and the Brain Injured Adult – 1989 Great Southern Occupational Therapy Conference
- Effective Use of Groups in the Treatment of Brain Injury – 1988 Great Southern Occupational Therapy Conference
- Personal Growth Group: A Bridge from Inpatient Rehab to the Community – 1988 Great Southern Occupational Therapy Conference
- TBI Orientation and Cognitive Groups: An Interdisciplinary Model – 1988 Great Southern Occupational Therapy Conference
- TBI Orientation and Cognitive Groups: An Interdisciplinary Model - 1988 Florida Language, Speech and Hearing Association Annual Conference
- Cognitive and Psychosocial Sequellae of Traumatic Brain Injury – 1987 Florida Occupational Therapy Association Annual Conference

PROFESSIONAL PRESENTATIONS – INVITED GUEST

University of Florida

- Organizational Ethics and Risk Management, Health Science Program – 2004 to Present
- Caring for an Elderly Family Member with Dementia, Clinical and Health Psychology Program - 2006
- The Role of the Occupational Therapy Manager, Occupational Therapy Program – 1988, 1993 to 1998
- Reimbursement in the Managed Care World, Occupational Therapy Program – 1993
- Providing Occupational Therapy Services in a Diverse Society, Occupational Therapy Program – 1992
- Putting a Face on the AIDS Crisis, Occupational Therapy Program – 1992

University of Central Florida

- Why Are the Rehab Therapies Important in Health Care? – 1992
- The Role of Occupational Therapy in Health Care – 1988

OTHER PROFESSIONAL ACTIVITIES

Peer Review Activities

- Reviewer, applications for State of Florida Brain and Spinal Cord Injury Program grants – 2008

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- Reviewer, manuscripts for the special issue of Topics in Geriatric Rehabilitation focusing on Public Health, Disability and Aging - 2008

American Occupational Therapy Association

- Participant, Driving Experts Meeting, Bethesda, MD - September 2007

Florida Occupational Therapy Association

- Chair, Local Conference Committee, Annual Conference, Gainesville, FL – February 2008

University of Florida

- Member, Distance, Continuing and Executive Education Advisory Group – 2004 to Present

UF Health Science Center

- Member, Library Advisory Committee – 2005 to Present

College of Public Health and Health Professions

- Vice Chair, Faculty Council – July 2008 to Present
- Member, 50th Anniversary Committee – 2006 to Present
- Chair, Search Committee for Director of Rehabilitation Services for Oak Hammock Continuing Care Retirement Community - 2004
- Liaison, contract negotiations, planning, start-up and development of Rehabilitation Services for Oak Hammock Continuing Care Retirement Community – 2004 to Present
- Member and workshop facilitator, Strategic Planning Committee - 2004
- Member, Cultural Enhancement Committee – 2004

Occupational Therapy Department

- Coordinator, The Complete Shoulder course – March 2008
- Co-coordinator, International Conference on Aging, Disability and Independence – February 2008
- Chair, search committees for clinicians under contract
- Member, search committees for various faculty and staff

Shands HealthCare/College of Health (Related) Professions

- Member, Shands HealthCare Subcommittee on Credentialing Non-Medical Staff – 1996 to 2004
- Member, UF Health System Rehab and Behavioral Health Network strategic planning committees - 1995 to 1998
- In collaboration with UFOT Chair, initiated Shands-funded grant program to support faculty research – 1996
- In collaboration with UFOT Chair, initiated faculty practice plan at Shands – 1995
- Negotiation and management of Shands/HRP clinical contract with Department of Communicative Disorders – 1994 to 1998

GRANTS

- Internationalizing the curriculum of the Trends and Issues course in the Distance Learning Master's Program, University of Florida Transnational and Global Studies Center 2005-2006

CONTINUING EDUCATION

Non-Clinical

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AOTA annual conferences, FOTA meetings and conferences, annual meetings of the Florida Society for Health Care Risk Managers, healthcare ethics, behavioral health issues for 2003, bioterrorism readiness, patient safety issues, rehab enterprise management, statistical analysis and use of control charts for quality management, Medicare PRO 6th Scope of Work, JCAHO accreditation updates, CARF accreditation standards, clinical outcomes research, legislative issues, Americans with Disabilities Act compliance, diversity awareness, clinical education management, effective COTA/OTR relationships, continuing professional competency, faculty practice plans

Clinical

2008, 2006 and 2003 International Conferences on Aging, Disability and Independence, The Complete Shoulder from Anatomy Lab to the Clinic, fieldwork supervisor workshop, low vision, Discovery to Recovery Conferences, AOTA Annual Conferences, FOTA Conferences, Rehab Institute of Chicago's Cancer Rehabilitation, Braintree Conference on Head Injury, neuroscience symposium, the arthritic hand, neurorehabilitation, adaptive seating, swallowing disorders, pediatric craniofacial management, adult hemiplegia, visual disorders, visual perceptual disorders, rehabilitation of the musician, manual therapeutic techniques, management of the hemiplegic shoulder