

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

University of Florida, College of Public Health and Health Professions
Department of Occupational Therapy,
Box 100164, JHMHC
Gainesville, FL 32610
(352) 273-6017

EDUCATION:

M.A. Rollins College, Winter Park, Florida
Master of Arts Degree in Counseling Psychology, 1991

B.H.S. University of Florida, Gainesville, Florida
Bachelor of Health Science Degree in Occupational Therapy, 1985

PROFESSIONAL CREDENTIALS:

1986 to Present - State of Florida, Agency for Health Care Administration, Department of Health, Occupational Therapist License #OT0001705

1986 to present - AOTA/ ACOTCB/ NBCOT Certification #AA464008

1983 to present - American Occupational Therapy Association membership #464008

1983 to present - Florida Occupational Therapy Association membership #71008

2000 to 2013 - State of Florida, Agency for Health Care Administration, Division of Health Quality Assurance, Health Care Risk Manager License #5502509

PROFESSIONAL EXPERIENCE:

2003-present Program Director and Associate in, University of Florida, College of Public Health and Health Professions, Department of Occupational Therapy, Gainesville, FL

- Program clinical and financial management and administration; curriculum design and instruction
- Course coordination, curriculum development, and instruction for on-campus courses
- Academic advisement and counseling of graduate students
- Clinical service contract negotiation, management, and clinical supervision

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

- Course development and instruction for distance learning advanced master's students: Leadership and Independent Practice (OTH6707), Trends and Issues in Health Care (OTH6720), and Professional Development (OTH6097)

- 1998-2003 Director of Quality Management, Shands Rehabilitation Hospital and Shands at Vista Behavioral Health Hospital, Gainesville, FL
- Oversight of continuous quality improvement and regulatory compliance programs
 - Risk management designation
 - Health Information Management, Diagnostic Services, and Pharmacy department management
 - Staff orientation and training and clinical project initiatives
- 1996-1998 Associate Director of Rehabilitation Services, Shands HealthCare, Gainesville, FL
- Strategic planning and operations for organizational redesign of network Rehab Services: human resource management, staff development, regulatory survey compliance, accessibility of care, standards of care and competencies
 - Oversight of subacute care and preparation for the Medicare PPS reimbursement transition
 - Realignment of budgets of redesigned cost centers
- 1993-1996 Director of Occupational Therapy, Shands Hospital at the University of Florida, Gainesville, FL
- Management of the Occupational Therapy and Recreational Therapy departments and the contracted speech pathology services from the University of Florida College of Health Professions
 - In collaboration with the Director of Employee Health, design and development of a work injury prevention program
 - Representation of the Rehab departments on the Shands AvMed-Santa Fe due diligence work group, Pediatric Executive committee, Children's Hospital Within a Hospital steering committee, Geropsychiatry Unit Administrative committee, Shands HomeCare Operations committee, Cancer Center Advisory committee, and other operational committees
- 1990-1993 Associate Director of Physical Medicine and Rehabilitation, Florida Hospital Medical Center, Orlando, FL
- Management of the Occupational Therapy Department, providing 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
 - Management of the Head Injury/NeuroRehabilitation Program for the 50-bed rehabilitation unit
 - Collaboration with stakeholders to plan, open, and operate two rehabilitation outpatient facilities and three subacute care facilities
 - Consultation services to develop hospital-wide ADA compliance and education program
- 1989-1990 Senior Occupational Therapist, Brain Injury Rehabilitation Center, Orlando Regional Medical Center at Sand Lake Hospital, Orlando, FL
- Provision of direct patient care and caregiver services
 - Design, implementation and evaluation of clinical and educational programs
 - Orientation, training, supervision of professional and support staff and assurance of adequate staffing
 - Development and coordination of the student affiliation program for the ORMC system
- 1987-1988 Director of Program Development, NMS Rehabilitation, Inc., Maitland, FL

- Development, implementation and monitoring of clinical services, risk management and injury prevention programs, staff orientation and training, including policies and procedures for physician clinic

- 1986-1987 Staff Occupational Therapist, Brain Injury Rehabilitation Center, ORMC at Sand Lake Hospital, Orlando, FL
- Provision of direct patient care services and student supervision
 - Development and implementation of interdisciplinary community reintegration programs for cognitively and physically impaired clients
 - Coordination of Volunteer Services

CURRENT TEACHING RESPONSIBILITIES:

Course coordinator and co-instructor:

- OTH6636 Adult and Seniors Assessment (4 credits; approximately 45 graduate students each fall semester)
- OTH6642 Adult and Seniors Intervention (6 credits; approximately 45 graduate students each fall semester)

Instructor:

- OTH6539 Occupational Therapy Theory (3 credits; approximately 45 graduate students each summer semester)
- OTH5726 Service Delivery and Occupational Therapy Management (2 credits; approximately 45 graduate students each spring semester)

Co-Instructor and Doctoral Student Mentor:

- OTH 6708 Issues in Occupational Therapy 1 (online course; 2 credits; approximately 45 graduate students each summer semester)
- OTH 6709 Issues in Occupational Therapy 2 (online course; 2 credits; approximately 45 graduate students each fall semester)

Mentor:

- OTH5722 Professional Development (6-7 individual master's student mentees each semester)

CAPSTONE PROJECTS SUPERVISED (MASTER):

- 2010 Kapuakehau, Kristy. Committee member. Master of Health Science. Leading with questions: Developing advanced communication skills with managers in a learning organization. University of Florida.
- 2008 Rizzo, Colleen. Committee member. Master of Health Science. Designing and evaluating an assistive technology clinic for a non-profit agency. University of Florida.
- 2006 Lai, Brian. Committee member. Master of Health Science. Developing a business plan for a private pediatric occupational therapy clinic in the greater Vancouver area. University of Florida.

HONORS AND RECOGNITIONS:

- 2017 Roster of Fellows for Exemplary Leadership, Education and Facilitating Client Safety. American Occupational Therapy Association in Philadelphia, PA, April 1, 2017

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- 2017 Service Commendation Award. American Occupational Therapy Association
- 2014 Service Commendation Award. American Occupational Therapy Association
- 2010 David Clark Award of Excellence for loyal dedication, unwavering commitment, and outstanding contributions to promote excellence in Occupational Therapy. Florida Occupational Therapy Association
- 2008 Service Commendation Awards (2). American Occupational Therapy Association
- 1997 Award of Service for longstanding contributions to the promotion of Occupational Therapy in Florida. Florida Occupational Therapy Association
- 1996 Award of Recognition for outstanding contributions to Occupational Therapy in Florida and for outstanding service to FOTA. Florida Occupational Therapy Association
- 1992 Hope and Light Award for your inspiration and dedicated commitment to our victims, caregivers, and staff. Hope and Help Center of Central Florida, A non-profit AIDS Resource Agency. Orlando, FL
- 1991 Judith M. Ziffer Award in recognition of significant contributions to AIDS treatment. Rollins College, Winter Park, FL

PROFESSIONAL VOLUNTEER SERVICE:

1983-present American Occupational Therapy Association

2005-2017 Representative Assembly

- 2014-2017 Recorder
- 2011-2014 Agenda Chair
- 2011-2017 Representative Assembly Leadership Team/Committee
- 2012-2013 Chair, Ad Hoc Committee on Motion Management
- 2008-2011 Member, Agenda Committee
- 2010-2011 Task Group Leader
- 2008-2010 Assistant Task Group Leader
- 2007-2011 Florida Representative
- 2005-2007 Florida Alternate Representative
- 1994-1996 Member, Commission on Education
- 1984-1985 Student Member, Commission on Education

2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016 Annual conference proposal reviewer (25-30 reviews annually)

Sept. 2007 Participant (expertise: risk management), Driving Experts Meeting, Bethesda, MD

1996-1997 Chair, Student Affairs Subcommittee of the Local Conference Committee, 1997 American Occupational Therapy Annual Conference and Expo; Orlando, FL

1983-present Florida Occupational Therapy Association

2005-2011 Member, Executive Board as Florida Alternate and Representative to the American Occupational Therapy Association Representative Assembly

- 2009 Chair, Lela Llorens Research Award Ad Hoc Committee
- 2008 Co-chair, Strategic Plan Development Ad Hoc Committee

2007-2008 Chair, Local Conference Committee for 2008 Annual FOTA Conference, Gainesville, FL

1991-1998 Member, Executive Board

- 1995-1998 Coordinator, Special Interest Sections
- 1991-1996 Chair, Physical Disabilities Special Interest Section
- 1995 Member, Ad Hoc Continuing Education Task Force to advise the State of Florida legislative staff charged with developing rules and regulations for continuing education hours for occupational therapy licensure

- 1993-present North Central Florida Occupational Therapy Forum, Gainesville, FL region (mentoring, planning and operational assistance and support)
- 2000-2011 State of Florida Brain and Spinal Cord Injury Program, Tallahassee, FL
 2009-2011 Member, Research, Data Collection and Evaluation Committee
 2008, 2009 Reviewer, grant applications
 2000-2004 Member, Inpatient and Outpatient Rehabilitation Committee
 2000-2004 Administrative site surveyor for program accreditation
- 2008 Invited guest reviewer for Topics in Geriatric Rehabilitation special issue on Public Health, Disability and Aging
- 2001-2003 Member, North Central Florida Community Forum on End of Life issues, Gainesville, FL
 Interdisciplinary collaboration on developing an end-of-life packet containing a comprehensive advanced directives form and train-the-trainer educational program on its use
- 1989-1993 Hope and Help Center of Central Florida, A not-for-profit AIDS Resource Agency, Orlando, FL
 1989-1993 Facilitator, weekly support group for individuals with HIV/AIDS
 1989-1993 Pro bono occupational therapist, home-based services for clients and families
 1991-1993 Facilitator, biweekly caregivers support group
- 1991-1993 National Multiple Sclerosis Society, Orlando, FL
 Member, Professional Advisory Board, Central Florida Chapter

UNIVERSITY OF FLORIDA SERVICE:

- 2010-present Presidential appointment to the Board of Directors of Oak Hammock Continuing Care Retirement Community at the University of Florida, Gainesville, FL
 2016-present Chair, Strategic Planning Committee
 2015-2016 Vice-Chair
 2015-2016 Member, Executive Committee
 2015-2016 Chair, Search Committee for President and CEO (national search)
 2016-2017 Member, Transition Committee for new President and CEO
 2015-2016 Chair, Social Responsibility Committee (outreach to improve well-being of older adults living in the county)
 2010-present Member, Health Pavilion Oversight Committee (quality and safety of care provided in Skilled Nursing, Memory Support, Assisted Living units)
 2010-present Member, Compliance Committee (Medicare compliance)
- 2009-2012 Senator, Faculty Senate
 2004-2012 Member, Distance, Continuing and Executive Education Advisory Committee

HEALTH SCIENCE CENTER SERVICE:

- 2010-2011 Member, Search Committee for Distance Learning Librarian
 2005-2009 Member, Library Advisory Committee

COLLEGE OF PUBLIC HEALTH AND HEALTH PROFESSIONS SERVICE:

2014-present Member, Diversity and Inclusion Committee
 2011-2014 Member, Collaboration Committee

2008-2013 Faculty Council, Department of Occupational Therapy Representative
 2009-2010 Chair
 2008-2009 Vice-Chair

2009 Member, Search Committee for Dean of College
 2009 Member, College Strategic Planning Committee

2004-2008 Appointed by Dean to oversee development of Rehabilitation Services for Oak Hammock Continuing Care Retirement Community at the University of Florida, Gainesville, FL
 2004-2005 College liaison for contract negotiations, planning, and equipment purchases
 2004 Chair, Search Committee for inaugural Director of Rehabilitation Services
 2004-2008 Mentor for Director of Rehabilitation Services

2004 Member and Workshop Facilitator, College Strategic Planning Committee
 2004 Member, Cultural Enhancement Committee

DEPARTMENT OF OCCUPATIONAL THERAPY SERVICE:

2017-present Faculty Advisor, Student-Run Equal Access Occupational Therapy Clinic
 2017-present Chair, On-Line Education Task Force
 2012-present Faculty Leader of Adult and Seniors Coursework
 2003-2014 Member, Occupational Therapy Leadership Committee
 2010-present Member, Proposed OTD Program Committee
 2013-present Member, Master of Occupational Therapy Program Admissions Committee
 2013 Member, Search Committee for Clinical Assistant Professor and Academic Fieldwork Coordinator
 2004-2009 Chair, Search Committees for two contract Occupational Therapists
 2008 Coordinator for The Complete Shoulder continuing education course
 Feb. 2008 Co-Coordinator, International Conference on Aging, Disability and Independence

REPRESENTATION OF PAST PROFESSIONAL SERVICE:

Shands HealthCare and University of Florida College of Health (Related) Professions Collaborative Activities

1996-2003 Member, UF/Shands HealthCare Subcommittee on Credentialing Non-Physician Staff
 1995-1998 Member, UF Health System Rehabilitation Network Strategic Planning Committee
 1995-1998 Member, UF Health System Behavioral Health Network Strategic Planning Committee
 1996 In collaboration with University of Florida Occupational Therapy Chair, initiation of a Shands Occupational Therapy Department funded grant program to support faculty research
 1995 In collaboration with University of Florida Occupational Therapy Chair, initiation of a faculty practice plan at Shands HealthCare
 1994-1998 Negotiation and management of Shands HealthCare clinical contract with the University of Florida Department of Communicative Disorders

GRANTS AND RESEARCH:

2015-Present Safety Education and Safety Culture in a Master of Occupational Therapy Educational Program in collaboration with George Hack, PhD.

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- 2008-2010 An Online Continuing Education Program for Occupational Therapy and Physical Therapy Clinicians; Shands Health Care Quasi Endowment Fund. \$62,000
- 2005-2006 Internationalizing the Curriculum of the Trends and Issues Course in the Distance Learning Master's Program; University of Florida Transnational and Global Studies Center. \$3000

PUBLICATIONS:

Non-peer Reviewed:

Nonaillada, J. & **Pugh, E.** (2016, October 24). How occupational therapy practitioners can promote an environment of safety. *OT Practice*, 21, 15-16.

PRESENTATIONS:

Peer Reviewed

Pugh, E. & Hack, G. Creating a Culture of Safety Through the Use of Clinical Reasoning. American Occupational Therapy Annual Conference, Philadelphia, PA. April 2017.

Pugh, E. Teaching Structured Reasoning to Create a Culture of Safety in the Clinic. Florida Occupational Therapy Association Annual Conference, Orlando, FL, November 2016.

Crowley, S.J. & **Pugh, E.** Opportunities to Impact Practice Through AOTA Standards and Policy Development. Florida Occupational Therapy Association Annual Conference, Orlando, FL. November 2016

Nonaillada, J. & **Pugh, E.** How Occupational Therapy Practitioners Can Promote an Environment of Safety in Their Healthcare Facility. American Occupational Therapy Annual Conference, Nashville, TN. April 2015

Baxter, M. F., Chisholm, D., Sonnier, D., **Pugh, E.** & Ikiugu, M. Impact AOTA Policy: Take a Notion and Make it a Motion. American Occupational Therapy Annual Conference, Baltimore, MD. April 2014

Watson, L. & **Pugh, E.** Gear Up Your Teaching Skills: An evidence-based workshop on best teaching practices. Florida Occupational Therapy Association Annual Conference, Tampa, FL. November 2012

Pugh, E. The AOTA Representative Assembly Motions and Strategic Plan. Florida Occupational Therapy Association Annual Conference, Sarasota, FL. February 2011

Pugh, E. The Role of Occupational Therapy Practitioners in Patient Safety and Medical Error Prevention. American Occupational Therapy Annual Conference, Orlando, FL. May 2010

Inkel, B. & **Pugh, E.** Ethics: Exploring a Personal and Professional Journey. Florida Occupational Therapy Association Annual Conference, Orlando, FL. February 2009

Pugh, E. & Gwin, C. Hot Professional Issues Being Addressed by AOTA. Florida Occupational Therapy Association Annual Conference, Orlando, FL. February 2009

Pugh, E. Preventing Medical Errors. Florida Occupational Therapy Association Annual Conference, Ft. Lauderdale, FL. November 2006

Pugh, E. Advanced Medical Error Prevention for PTs and PTAs. Florida Physical Therapy Association Meeting, Gainesville, FL. May 2006

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- Pugh, E.** Is Distance Learning Right for Me? Florida Occupational Therapy Association Annual Conference, Ft. Myers, FL. May 2005
- Pugh, E.** First Do No Harm: Patient Safety and Medical Errors for PTs and PTAs (State of Florida Board of Physical Therapy required and approved 2-hour Continuing Education for Physical Therapy practitioners). Florida Physical Therapy Association Meeting, Gainesville, FL. May 2002
- Pugh, E.** Pediatric Reimbursement: Balancing cost, quality and ethics, an interactive workshop. Florida Occupational Therapy Association Annual Conference, Jacksonville, FL. November 1996
- Pugh, E.** Clinical Pathway Development: Reaching your destination with minimal wear and tear. Florida TriAlliance Annual Conference, Orlando, FL. January 1995
- Pugh, E.** Developing an Interdisciplinary Clinical Pathway for Managing Patients with Schizophrenia. Florida Occupational Therapy Association Annual Conference, Tallahassee, FL. November 1995
- Pugh, E.** Managing a Culturally Diverse Occupational Therapy Department. Great Southern Occupational Therapy Conference, Destin, FL. October 1992
- Pugh, E.** TBI Orientation and Cognitive Groups: An interdisciplinary model. Great Southern Occupational Therapy Conference, Norfolk, VA. October 1991
- Pugh, E.** Sexuality and the Brain Injured Adult. Great Southern Occupational Therapy Conference, Savannah, GA. October 1989
- Pugh, E.** Effective Use of Groups in the Treatment of Brain Injury. Great Southern Occupational Therapy Conference, Orlando, FL. October 1988
- Pugh, E.** Personal Growth Group: A Bridge from Inpatient Rehab to the Community. Great Southern Occupational Therapy Conference, Orlando, FL. October 1988
- Nelson, V. & **Pugh, E.** Developing an Interdisciplinary Group Model for the Cognitive Treatment of Brain Injury. Florida Language, Speech and Hearing Association Annual Conference. Daytona Beach, FL. May 1988
- Pugh, E.** Cognitive and Psychosocial Sequelae of Traumatic Brain Injury. Florida Occupational Therapy Association Annual Conference. Orlando, FL. November 1987
- Invited (non-University of Florida)**
- Pugh, E.** Update on the AOTA Representative Assembly. Region 7 South Occupational Therapy Forum. Ft. Lauderdale, FL. March 2011
- Pugh, E.** What's New at AOTA? Region 7 South Occupational Therapy Forum. Ft. Lauderdale, FL. March 2010
- Pugh, E.** AOTA Representative Assembly Duties and Current Issues. 2nd Annual Occupational Therapy on the Emerald Coast. Pensacola, FL. October 2009
- Pugh, E.** How is AOTA Helping me? Region 7 South Occupational Therapy Forum. Ft. Lauderdale, FL. March 2009
- Pugh, E.** First Do No Harm: *Prevention of Medical Errors for OTs and OTAs*. State of Florida Board of Occupational Therapy required and approved 2-hour Continuing Education for Occupational Therapy practitioners. Shands Hospitals and Outpatient Clinics, Gainesville, FL. July 2002. Also provided online.

Pugh, E. Preparing Students for the Changing Health Care Environment: The impact of managed care on education. AOTA Annual Meeting of the Commission on Education. Denver, CO. April 1995

Invited (University of Florida)

Pugh, E. Risk Management and Patient Safety for Nurses. College of Nursing, Gainesville, FL. November 2011

Pugh, E. Best Practices When Teaching Online. Rehabilitation Science Program. Gainesville, FL. October 2011

Pugh, E. Safety Concerns when Caring for Elderly Family Members with Dementia. Department of Clinical and Health Psychology. Gainesville, FL. October 2006, rev. 2008, and rev. 2010

Pugh, E. Organizational Ethics and Health Care Risk Management. Bachelor of Health Science Program. Gainesville, FL. November 2004