

**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, JHMH  
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 Director, Distance Learning Master's Program, 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 for the advanced Distance Learning Master's Program
- 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
- 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

**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. 2<sup>nd</sup> 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