

## **CURRICULUM VITAE**

Emily S. Pugh, OTD, MA, OTR/L, FAOTA

Jacksonville University  
Brooks Rehabilitation College of Healthcare Sciences  
Department of Occupational Therapy  
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Jacksonville, Florida 32211  
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### **EDUCATION:**

- OTD Chatham University, Pittsburgh, PA  
Doctor of Occupational Therapy, 2020
- MA Rollins College, Winter Park, Florida  
Master of Arts Degree in Counseling Psychology, 1991
- BHS 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:**

2020-Present Clinical Professor and Doctoral Capstone Coordinator, Jacksonville University, Brooks Rehabilitation College of Healthcare Sciences, Department of Occupational Therapy, Jacksonville, FL

- Administration of the entry-level professional Doctor of Occupational Therapy capstone
- Development, coordination, revision, and instruction for assigned on-site and virtual professional doctoral courses
- Mentor, entry-level professional doctoral students

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- 2020 Clinical Assistant Professor, University of Florida, College of Public Health and Health Professions, Department of Occupational Therapy, Gainesville, FL
- Course coordination, curriculum design and development, and instruction for on-campus and remote entry-level doctoral courses
  - Mentor, entry-level professional doctoral students
- 2003-2020 Program Director and Associate in, University of Florida, College of Public Health and Health Professions, Department of Occupational Therapy, Gainesville, FL
- Clinical, operational, and financial management and administration of online post-professional Master of Health Science and continuing education programs; curriculum design and instruction
  - Course coordination, curriculum development, and instruction for on-campus professional graduate courses
  - Academic advisement, fieldwork supervision, and counseling of professional 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 (UFHealth) Rehabilitation Hospital and Vista Behavioral Health Hospital, Gainesville, FL
- Oversight of continuous quality improvement and regulatory compliance programs
  - Risk management designation
  - Manager of Health Information Management, Diagnostic Services, and Pharmacy departments
  - Responsible for staff orientation and training, clinical project initiatives, and facilitator of interprofessional collaboration related to medical and rehabilitation services
- 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 clinical supervision
- Development and implementation of interdisciplinary community reintegration programs for cognitively and physically impaired clients
- Coordination of Volunteer Services

## **CURRENT TEACHING RESPONSIBILITIES:**

Course co-instructor and collaborator for redesign due to the impact of COVID

- OTD652 Neurorehabilitation and Disability Science Theory and Practice in OT (4 credits; 21-26 students)
- OTD653 Mental Health Theory and Practice in OT (3 credits; 21-26 students)
- OTD750 Leadership and Management in OT (3 credits; 21-26 students)
- OTD752 Program Development and Evaluation (2 credits; 21-26 students)
- OTD771 Professional Seminar in OT I (1credit; 3 students)
- OTD 772 Professional Seminar in OT II (1credit; 3 students)

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## **RECENT TEACHING RESPONSIBILITIES (ENTRY-LEVEL DOCTOR OF OCCUPATIONAL THERAPY PROGRAM):**

### Course instructor and co-designer

- OTH6002 Foundations of Occupational Therapy (3 credits; 60 students)
- OTH6818 Clinical Competence Seminar (2 credits; 45 students)
- OTH6324 Psychosocial Occupational Therapy Evaluation and Intervention (3 credits; 44 students)
- OTH6850 Psychosocial Level 1 Fieldwork, includes teaching and on-site student supervision (2 credits; 22 students)
- OTH6437 Occupation-based Practice and Rehabilitation: Physical Domain Lecture (4 credits; 44 students)
- OTH6437L Occupation-based Practice and Rehabilitation: Physical Domain Lab (2 credits; 44 students)
- OTH6539 Occupational Therapy Theory (3 credits; 45 students)
- OTH6726 Occupational Therapy Service Delivery and Organization (2 credits; approximately 44 students)

## **CAPSTONE PROJECTS SUPERVISED (MASTER DEGREE):**

- 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.

## **GRANTS AND RESEARCH:**

- 2019-2020 Mindfulness Training to Reduce Anxiety and Stress in Occupational Therapy Students. Unfunded research. Principal Investigator
- 2015-2017 Safety Education and Safety Culture in a Master of Occupational Therapy Educational Program. Unfunded research. Co-principal Investigator with George Hack, PhD
- 2008-2010 An Online Continuing Education Program for Occupational Therapy and Physical Therapy Clinicians; Development of an online clinical education program for therapists. Funded by Shands Health Care. \$62,000
- 2005-2006 Internationalizing the Curriculum of the Trends and Issues Course in the Distance Learning Master's (MHS) Program. Funded course redesign by the University of Florida Transnational and Global Studies Center. \$3000

## **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

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- 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

2009-2020 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
- 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  
 2018-Present Advisor, Strategic Planning Committee  
 2016-2017 Chair, Strategic Planning Committee  
 2015-2016 Vice-Chair, Board of Directors  
 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)  
 2010-2018 Member, Health Pavilion Oversight Committee (quality and safety of care provided in Skilled Nursing, Memory Support, Assisted Living units)  
 2010-2018 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  
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## **COLLEGE OF PUBLIC HEALTH AND HEALTH PROFESSIONS SERVICE:**

2019-Present Member, Teaching Excellence Committee  
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:**

2019-present Member, Department of Defense Research Recruitment Team  
2019-present Member, Chair's Advisory Council  
2019-present Member, Awards Committee  
2017-present Faculty Advisor, Student-Run Equal Access Occupational Therapy Clinic  
2017-2019 Chair, On-Line Education Task Force  
2012-2018 Faculty Leader of Adult and Seniors Coursework  
2003-2014 Member, Occupational Therapy Leadership Committee  
2010-2018 Member, Proposed OTD Program Planning Committee  
2013-2018 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  
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  
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1994-1998 practice plan at Shands HealthCare  
Negotiation and management of Shands HealthCare clinical contract with the University of Florida Department of Communicative Disorders

## **PUBLICATIONS:**

### **Non-peer Reviewed:**

Nonaillada, J. & **Pugh, E.** (2016). How occupational therapy practitioners can promote an environment of safety. *OT Practice, 21*(19), 15-16.

## **PRESENTATIONS:**

### **Peer Reviewed**

**Pugh, E.** & Vogtmann, J. W. Mindfulness Training to Reduce Anxiety and Stress in Entry-Level Occupational Therapy Students. American Occupational Therapy Association Annual Conference, Boston, MA. April 2020.

**Pugh, E.** Supporting College Student Mental Health to Enhance Occupational Performance in Classroom, Lab, and Fieldwork. Florida Occupational Therapy Association Annual Conference, Orlando, FL, October 2018.

**Pugh, E.**, Young, M.E. & Lutz, B.J. The Role of Occupational Therapy in Stroke Caregiver Readiness Assessment and Intervention to Enhance Discharge Outcomes. American Occupational Therapy Annual Conference, Salt Lake City, UT. April 2018.

**Pugh, E.** & Young, M.E. The Role of Stroke Caregiver Readiness to Enhance Discharge Outcomes. Florida Occupational Therapy Association Annual Conference, Orlando, FL, November 2017.

**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 May 2021



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