

Gina C. Tucker-Roghi, OTD, OTR/L
Dominican University of California
50 Acacia Ave., San Rafael, CA 94901
415-482-2486
gina.tucker-roghi@dominican.edu

EDUCATION

- 2015- 2016 Rocky Mountain University of Health Professionals, Provo, UT
Post-Professional Doctor of Occupational Therapy
Elective education track
- 1994 – 2004 University of Indianapolis, Indianapolis, IN
Master's of Health Science in Occupational Therapy
- 1990 – 1992 San Jose State University, San Jose, CA
Bachelor of Science in Occupational Therapy
Graduated with university distinction and departmental honors

PROFESSIONAL WORK EXPERIENCE

DOMINICAN UNIVERSITY OF CALIFORNIA

Assistant Professor Occupational Therapy August 2018 – Present

- Teach about the psychosocial and cognitive aspects of aging in Psychosocial Occupations II
- Teach OT Program Development in the Community
- Teach OT Professional Issues; including health policy, leadership and management
- Teach 1-unit occupational therapy elective course on the Abilities Care Approach® for Dementia
- Teach OT Integrative Capstone Experience
- Teach OT Culture and Ethics

Adjunct Assistant Professor Occupational Therapy January 2016 – July 2018

- Taught 2 sections of OT Program Development in the Community 3-unit course (Fall 2017)
- Taught Health Policy, Management and Leadership 3-unit course to occupational therapy students (Spring 2016)
- Developed and taught 1-unit occupational therapy elective course on the Abilities Care Approach® in OT utilizing online and traditional instruction (Fall 2016)
- Collaborate with OT capstone students and faculty as a content expert, advisor and secondary reviewer for capstone research projects

ENSIGN GROUP

Therapy Resource

June 2011-Present

Responsibilities and skills:

- Direct the therapy departments at six skilled nursing facilities in Sonoma and Mendocino counties; including clinical support and education for about 75 physical, occupational and speech therapy practitioners
- Developed company-wide occupational therapy physical disabilities and psychosocial fieldwork programs to improve the experience of occupational therapy students in our facilities, and increase the number of students who experience high quality fieldwork in the SNF setting
- Developed and implemented *The Abilities Care Approach to Dementia*®, an interdisciplinary dementia management program with online learning modules, and a comprehensive manual addressing assessment and intervention techniques, and quality documentation of dementia related services
- Educate facility executive directors, directors of rehabilitation, and therapy staff on compliance and documentation standards, ensuring all services provided are of the highest quality and comply with pertinent regulations
- Audit the quality and compliance of the rehabilitation services provided; monitor documentation quality; provide appropriate feedback; and assist in the development of corrective action plans based on audit findings
- Cultivate leadership and management skills in the directors of rehabilitation with monthly meetings and trainings as indicated, developing their skills in financial management, human resources management, and clinical program development
- Facilitate positive relationships between the executive directors and the directors of rehabilitation, providing empirical data about the operations of the rehabilitation programs, to establish mutually agreed upon performance targets

Park View Post-Acute

Director of Rehabilitation

August 2008-June 2011

Responsibilities and skills:

- Managed dynamic rehab department at top performing facility and through these efforts, was awarded Ensign Outstanding Rehab Facility award in 2008, 2009, and 2010
- Organized and hosted *Psychosocial Characteristics of Rehabilitation: Improving Therapeutic Outcomes*, a 6 CEU course for local therapists at the facility to improve visibility in the community, and enhance the skills of our therapists
- Maintained excellent department morale with minimal turn-over
- Managed therapy staffing and scheduling to allow for growth of the program
- Consistently maintained the highest levels of quality in documentation and all areas of compliance – scoring a 5-star rating in compliance audits
- Developed strong relationships with HMO case managers, resulting in a significant increase in the HMO census
- Established collaborative relationships with local physicians and case managers

- Demonstrated an in-depth knowledge of key financial indicators, and the impact of therapy practices on financial outcomes

Occupational Therapist

November 2007–August 2008

Responsibilities and skills:

- Evaluated and treated rehabilitation patients in a SNF setting, completing all required paperwork in a timely manner and providing COTA supervision as indicated

MOBILITY MASTERS

Clinical Specialist and ATP

October 2004–August 2008

Responsibilities and skills:

- Developed and taught *Promoting Independence with Home Modifications*, an 8-hour CEU seminar for therapists
- Educated therapists in the community on home modifications, adaptive equipment, and seating needs of clients in a variety of settings
- Completed seating and positioning assessments for manual and power mobility
- Provided in-home accessibility assessments and worked collaboratively with a contractor to implement needed modifications
- Collaborated with the marketing director to provide community education classes for seniors on mobility and accessibility needs

AEGIS THERAPY

Occupational Therapist

October 2003-October 2004

Responsibilities and skills:

- Identified the need for improved OT treatment space, worked with the facility to locate an appropriate space, and developed it into functional treatment space
- Developed OT treatment group protocols and appropriate group treatment space
- Evaluated and treated rehabilitation patients in a SNF setting completing all required paperwork in a timely manner and providing COTA supervision

SUNDANCE REHABILITATION CORPORATION

Occupational Therapist

January 2001 – October 2003

Responsibilities and skills:

- Evaluated and treated rehabilitation patients in a SNF setting completing all required paperwork in a timely manner and providing COTA supervision as indicated

Director of Rehabilitation

November 1997 - January 2001

Responsibilities and skills:

- Managed facility occupational, physical, and speech therapy services provided during the initial implementation of PPS in the SNF setting
- Developed operational systems to manage therapy utilization levels within the new Medicare prospective payment system
- Developed and implemented CQI monitoring tools to ensure quality services
- Marketed the therapy program and the facility to the community and customers; hosting physician and case manager educational lunches at the facility, and frequent hospital and physician visits

Clinical Director of Occupational Therapy

June 1995 - November 1997

Responsibilities and skills:

- Educated staff on OBRA and Medicare guidelines to promote compliance
- Managed OT services for up to 17 facilities, and general operations for 6 facilities
- Managed start-up facilities during new acquisition of 13 facilities in CA, including hiring, training, and systems implementation
- Organized and hosted regional all-staff and discipline specific training meetings
- Managed human resource issues for employees
- Trained staff in corporate CQI process to improve the quality of services
- Implemented a regional strategic plan to transition to PPS
- Developed high quality therapy programming for the SNF setting
- Managed regional occupational therapy budget and productivity
- Facilitated positive relationships between therapy staff and management

WESTERN INSTITUTE OF SCIENCE AND HEALTH

Associate Professor - Part-time

August 1997 - December 1997

Responsibilities and skills:

- Developed course content, objectives, and learning materials for OTA course *Principles and Procedures II*
- Educated and evaluated students on occupational therapy interventions and assessments for individuals with physical disabilities; with attention to the cognitive, affective, and psychomotor learning needs of the students

SOUTHERN ILLINOIS COLLEGIATE COMMON MARKET OTA PROGRAM

Faculty Instructor - Part-time

August 1995 - March 1996

Responsibilities and skills:

- Developed course content, objectives, and learning materials for the OTA courses *OT Theory II* and *OT Administration*
- Educated and evaluated students on occupational therapy interventions and assessments for individuals with physical disabilities
- Educated and evaluated students on administrative principles relevant to OT practice

COBBLESTONE REHABILITATION INC.

Clinical Coordinator of Occupational Therapy

July 1994 - June 1995

Responsibilities and skills:

- Managed OT services for 13 Sites in Central and Southern Illinois
- Trained and oriented all occupational therapy staff
- Facility liaison at multiple sites to promote strong relationships between the therapy teams and the facility administrators
- Coordinated continuing education opportunities for the OT department on clinical, documentation, and compliance topics
- Developed and implemented new programs for improved clinical practice
- Managed OT productivity, staffing and utilization

Occupational Therapist

March 1994 - July 1994

Responsibilities and skills:

- Evaluated and treated rehabilitation patients in a SNF setting, completing all required paperwork in a timely manner and providing multi-site COTA supervision as indicated
- Educated nursing and facility staff with in-services on occupational therapy services and other resident-care related topics

MERCY MEDICAL CENTER

Staff Occupational Therapist

February 1993 - March 1994

Responsibilities and skills:

- Evaluated and treated patients in rehabilitation, acute, SNF, and out-patient units within the hospital
- Developed quality assurance program for OT services on the skilled nursing unit
- Provided in-service training to the therapy staff, after attending continuing education courses on dementia management and neurodevelopmental training

CERTIFICATES AND LICENSURE

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| 1993 – Present | National Board for Certification in Occupational Therapy Certification # 987271 |
| 1994 – 1997 | State of Illinois Department of Professional Regulation License # 056-003314 |
| 2003 – Present | California Board of Occupational Therapy License # OT 5543 |
| 2007 | Executive Certificate in Home Modification through the Ethel Percy Andrus Gerontology Center at University of Southern California |
| 2007 to 2013 | RESNA Certified Assistive Technology Professional |
| 2013 – 2014 | State of Nevada Board of Occupational Therapy License # 13-0354 |

PROFESSIONAL MEMBERSHIP

2019 Member of American Society on Aging
2008-Present; 1993-2004 Member of American Occupational Therapy Association
 Member #000004324661
2011-Present; 2004-2008; 1993-2000 Member of Occupational Therapy Association of California
 Member #013402
2012-Present Member of Allen Cognitive Network

PROFESSIONAL SERVICE

2019 - Present Board of Directors for Marin Villages
2019 Reviewer for a research proposal submitted for funding to the California Foundation for Occupational Therapy (CFOT).
2016 – Present Member of the Ensign SPARK Scholarship selection committee
2015 – 2016 OTAC Advisory Council Representative
2015 – Current Chairperson of Ensign Service's partnership with the Rotary Club to bring individualized music to skilled nursing residents
2015 Guest lecturer at Samuel Merritt University OT Program on program development and management: *Abilities Care Approach a Case Example*
2013 – 2016 Provide mentoring for OT research students from Samuel Merritt University working with clients receiving OT services as part of *the Abilities Care Approach to Dementia*
2012-2014 Guest lecturer at Samuel Merritt University OT Program on *the Cognitive Disabilities Model in a SNF Setting*
2010 Supervised Level II fieldwork student
1997-1998 Served as the Associate Director of the Redwood Chapter of OTAC
1997 Organized OTAC CEU Seminar on NDT and Fine Motor Control
1996-1998 Education Chairperson for the Redwood Chapter of OTAC

PEER-REVIEWED PRESENTATIONS

- *Mental Health Toolkit for a Skilled Nursing Facility* -Three-hour podium session presented at the OTAC Annual Conference in Pasadena, CA in October 2019
- *OT Interventions for Heart Failure Clients in the SNF* -Three-hour podium session presented at the OTAC Annual Conference in Pasadena, CA in October 2019
- *The role of Occupational Therapists as a Clinician, Consultant, and Educator to*

Maximize Engagement and Wellness in Skilled Nursing Facilities by

Implementing Occupation-Based Dementia Programs - Three-hour podium session to be presented on April 21, 2018 at the AOTA Annual Conference

- *Evaluating Effectiveness of Abilities Care Experts Training* - Poster session presented on April 20, 2018 at the AOTA Annual Conference
- *Online Training Modules to Develop the Necessary Skills, Knowledge, and Attitudes of Occupational Therapy Practitioners Serving Clients with Dementia in Skilled Nursing Facility Communities* – Poster session to be presented on April 20, 2018 at the AOTA Annual Conference
- *Occupation-Based Dementia Programming to Facilitate Well-Being* - Three-hour podium session presented at the OTAC Annual Conference in October 2017
- *Training for OT Practitioners Serving Clients with Dementia* - Poster session presented at the OTAC Annual Conference in October 2017
- *Abilities Care Approach: Doing, Living, Thriving* – One-hour podium session presented at the California Association of Long Term Care Medicine Annual Meeting and Best Practice Summit in April 2016
- *Psychosocial Level II Fieldwork Students in the SNF Environment* - Three-hour podium session presented at the OTAC Annual Conference in October 2014
- *A Case Study of The Abilities Care Approach: An Interdisciplinary Approach to Person Centered Care in a Skilled Nursing Facility* - Poster session presented at the OTAC Annual Conference in October 2014
- *Psychosocial Level II Fieldwork Students in the SNF Environment* – 1.5-hour session presented at the Allen Cognitive Network Symposium in November 2014

CONTINUED PROFESSIONAL EDUCATION – (PARTIAL LIST)

- 2016 Clinical Pathways for Successful Orthotic Contracture Management Therapy
- 2015 OTAC Spring Symposium - Sensory Profile-2
- 2015 OTAC Spring Symposium - Low Vision and Fall Prevention
- 2014 Cognitive Disabilities Model: Theory, Assessment, and Interventions
- 2014 The Sensory Connection to Cognition
- 2014 Embodied Learning through the Sense-Abilities Group
- 2014 Activity Selection Process for Persons with Dementia
- 2014 Global Strategies for Integrating and Interpreting Cognition
- 2013 Reimbursable Triage to Address Driving and Community Mobility as an IADL
- 2013 Fitness to Drive Screening Measure for At-Risk Older Drivers
- 2013 Understanding the Anatomy of Dementia and Rehab Implications
- 2012 OTAC Conference - Stress and Support for Interns and Fieldwork Educators
- 2012 OTAC Conference - Efficacy of an Allen-Cognitive Approach in Nursing Homes
- 2012 OTAC Conference - The Affordable Care Act: Challenges and Opportunities
- 2012 OTAC Conference - The Affordable Care Act: Understanding Its Impact on OT
- 2012 OTAC Conference - State and Federal Legislative and Regulatory Updates
- 2012 Overview of CDM with New Guidelines for Intervention Planning
- 2012 ACLS-5 & LACLS-5 – Set-up, Administration, and Scoring
- 2012 Reducing Antipsychotic Medications Use in Persons with Dementia
- 2012 Promoting Best Ability to Function through Failure-Free Programming

- 2012 Dementia Capable Care: Foundation and Care Partner Applications
- 2012 Dementia Capable Care: Therapy Applications
- 2012 Dementia Capable Care: Dementia Therapy Applications – Intermediate
- 2011 Fall Prevention
- 2011 CA OT Fieldwork Educators Council Collaborative Fieldwork Educators Meeting
- 2011 AOTA Fieldwork Educators Certificate Program
- 2011 OTAC Region 5 Educational Seminar – Treatment Planning for Dementia
- 2011 OTAC Conference - Leading with Your Strengths and a Vision
- 2011 Pressure Ulcer Prevention and Management
- 2011 Proper Seating and Positioning: Evaluation and Application
- 2011 Home and Environment Assessment & Basic HME/DME
- 2010 CA OT Fieldwork Educators Council Collaborative Fieldwork Educators Meeting
- 2010 Continence Improvement: Physical Agent Modality Applications
- 2009 Wound Healing: Physical Agent Modality Applications
- 2009 Psychosocial Characteristics of Rehabilitation: Improving Therapy Outcomes
- 2009 Dementia Therapy: Achieving Positive Outcomes for the Person with Dementia
- 2009 Seating and Mobility for the Elderly
- 2009 Seating and Mobility: Evaluation
- 2009 Seating and Mobility Considerations for the Bariatric Client
- 2009 Dementia Management Advanced Skills for the Health Care Provider
- 2008 Physical Agent Modality Basics
- 2008 Pain Management: Physical Agent Modality Applications
- 2007 Principles of Seating and Positioning
- 2006 Attachment through the Lifespan
- 2005 Occupation-Based Approach to Home Modifications
- 2003 Dysphagia Management in the SNF Environment
- 2001 Dementia Therapy: Achieving Positive Outcomes for Persons with Dementia
- 1998 The Team Approach to the Assessment and Clinical Management of Wounds
- 1998 MDS RUGS & Prospective Payment System
- 1997 Use of Allen's Cognitive Levels in Rehab, Psych, Geriatrics, and Physical Disabilities
- 1997 Urinary Incontinence Management
- 1996 Electrotherapy, Shortwave & Ultrasound Update
- 1995 Sixth Annual Symposium of Balance and Dizziness Disorders
- 1995 Medicare Reimbursement and Managed Care
- 1994 Neurodevelopmental Training: Introduction to Management of Hemiplegia
- 1993 Dementia: Management Issues in Behavior, Communication, Activities of Daily Living and Reimbursement