

Karen S. Divito, MSHA

Formal Education

Masters of Science in Health Administration, Virginia Commonwealth University, Medical College of Virginia, Richmond VA 1994

Bachelors of Science in Physical Therapy, Ithaca College, Ithaca NY 1975

Work Experience

Director, Rehabilitation Programs Madonna Rehabilitation Hospital, Lincoln NE 2003- current
Plan, manage and supervise the daily operations of patient programming to include program development, staff training and development, implementation of new programs, program monitoring, evaluation and quality improvement. Developed and implemented a very successful Rehabilitation Day Program (Day Hospital). Developed integration of inpatient and outpatient programming for patients with Brain Injury, Spinal Cord Injury, Stroke, and Pediatric Program, resulting in an improvement in the inpatient to outpatient conversion ratio from 16% to 35%. Coordinated CARF accreditation preparation and process with a highly successful outcome. Assisted with the development and start up of the Alexis Verzal Children's Rehabilitation Hospital at Madonna, which opened in July 2011.

Surveyor, Commission on Accreditation of Rehabilitation Facilities (CARF). 2004 - current.
Responsible for completing accreditation surveys of rehabilitation hospitals and outpatient facilities across the United States, providing consultation to each organization, and for preparation of written reports with recommendations, exemplary practice, and consultations.

Manager, Outpatient Rehabilitation Program, Emory University Hospital Center for Rehabilitation Medicine, Atlanta, GA. 2000-2003 Responsible for overall management of the Outpatient Rehabilitation Program, including a Rehabilitation Day Program, Traditional Track (single therapies) and several specialty clinics, serving approximately 1500 patients per year. Managed annual budget of over \$2 million and a multidisciplinary staff of 20.

Executive Director,(CEO) Walton Options for Independent Living, Inc. (an offshoot of Walton Rehabilitation Hospital) Augusta, GA 1994-1999 Started this private, non-profit corporation which provides non-medical independent living services to people with all types of disabilities. Responsible for recruiting and training board members and staff, development and implementation of policies and procedures, fund development, and overall management. Successfully wrote grants and obtained fee for service contracts to support an operational budget of approximately \$450,000 annually.

Program Manager, Outpatient & Community Services Walton Rehabilitation Hospital, Augusta, GA 1987-1994 Involved in the start-up of this private, non-profit 58 bed rehabilitation hospital. Responsible for recruiting staff, obtaining equipment, developing and implementing policies and procedures, involvement in long range strategic planning, managed staff of approximately 15, and developed and managed an operational budget. As Program Manager, responsible for overall management of a multidisciplinary outpatient rehabilitation program at the hospital as well as the development, opening, and management of three satellite clinics and a residential program.

Assistant Director, Physical Therapy Munroe Regional Medical Center, Ocala FL 1984-1987
Responsible for direct patient care, supervision of PT staff and students, and quality improvement activities for a 350 acute care hospital. Also worked as a staff PT at this hospital from 1976-1978.

Physical Therapist Private Practice, Ocala FL 1983-1984. Contract PT work with nursing homes and a home health agency.

Director of Physical Medicine, Seven Rivers Community Hospital, Crystal River, FL 1978-1983
Involved in start up of this 75 bed, rural, for-profit (Tenet Healthcare) acute care hospital. Responsible for recruiting PT, OT, and ST staff, obtaining equipment, developing and implementing policies and procedures, marketing, departmental budget development and management, and insuring 7 day per week coverage.

Gallop Strengths

- Strategic – Ability to see the big picture and how the pieces of a puzzle might fit together. Able to communicate this to staff by painting a picture verbally.
- Futuristic – Always looking ahead to see what's next, creating excitement with pending change.
- Activator – Very comfortable making decisions and taking action. Believe in learning as you go. Flexible.
- Responsibility – Very goal oriented. Take assignments and expectations of others very seriously. Willing to do “whatever it takes” to meet commitments. Reliable, dependable.
- Ideation – Creative, able to look at things from different angles or perspectives. Ability to think “outside the box”

Work Related Knowledge & Skills

Program Development – At Emory, made significant program changes resulting in a financial turn around as well as improvement in outcomes and customer satisfaction for the OP Program. At Madonna, developed a Rehabilitation Day Program, OP Stroke, OP Brain Injury, OP Spinal Cord Injury, OP Orthopedics, and OP Pediatric Programs as well as further expanding inpatient programs across multiple levels of care.

Trainer/Facilitator – Extensive experience working with groups and organizations in the area of strategic planning, developing goals and plans based upon quality and program data, and applying quality improvement and process improvement tools. Extensive experience with staff development and mentoring.

Written Communication – Extensive experience with writing strategic/business plans, grants, proposals, policies and procedures, and bimonthly newsletters. Completed a written guide *How to Start a Center for Independent Living* that the Georgia Statewide Independent Living Council uses to help small nonprofit organizations grow into federally funded centers. At Madonna, compiled an outcomes pamphlet used to share our program outcomes with various stakeholder groups.

Marketing – Very comfortable addressing groups or providing information to individuals in order to market the organization and its programs and services.