

SHAWEEN BUCKLEY, M.S., CCC-SLP

7 Reed Hill Road
Granby, CT 06035
Phone: 914.263.7510
Email: buckleys7@southernct.edu

PROFILE

A dynamic, results-driven individual with extensive clinical and leadership experience in a wide variety settings including; early intervention, related school-age services, preschool, school-age & adult outpatient, long term care, acute care, hospital inpatient, acute inpatient rehabilitation unit, and home care.

EXPERIENCE

August 2015- present

**Assistant Professor (2016 -Present), Adjunct Clinical Instructor 2015-2016
Southern Connecticut State University, New Haven, CT**

- Advanced Clinical Practicum Coordinator, Seminar Instructor and Clinical instructor in the Access Network at SCSU on campus clinic
- Develop and maintain relationships with health care facilities, clinical practices and specialty educational settings to insure successful and appropriate student placements
- Provide formal and informal education and training for clinical instructors as indicated
- Liaison between University and placement locations throughout Connecticut, Massachusetts, New York, Rhode Island and other states when needed
- Establish, refine and maintain relationships with new and existing community stakeholders to maximize engagement
- Develop new, and manage and maintain existing affiliation agreements for all communication disorders sites
- Insure compliance with required background checks, database queries and drug screens for students as required by clinical sites
- Seminar instructor for Advanced Clinical Practicum covering wide variety of clinical and professional topics including professionalism in health care, medical terminology and documentation, efficiency, coding, reimbursement, ethics and business fundamentals
- Coordinate expert guest lecturers for seminar enrichment opportunities for advanced clinical practicum students
- Refine student questionnaire to improve ability to match students with sites and clinical instructors effectively
- Clinical instructor for on campus Access Network graduate students two days/week with emphasis on student development of critical thinking skills, communicative competence, evidence based practice implementation and clinical documentation skills

January 2013- present

Speech-Language Pathologist, Multiple sites- Athena Health Care, CT

- Provide comprehensive diagnostic and treatment procedures to residents with a wide variety of communicative, cognitive and swallowing disorders
- Screen new residents for functional needs, competence, safety risk and change in functional status to determine interventions necessary
- Manage documentation system, compliance, orders, certification and recertification for all patients on Speech-language pathology caseload
- Implement program initiatives insuring facility in support of evidence-based practice, e.g., spaced retrieval techniques, cognitive rehab program for sub-acute patients.
- Collaboration, education and training of multidisciplinary team including PT, OT, SW, Dietary, nursing, and families.

2012-2013

Director of Rehabilitation Services, Noble Hospital, Westfield, MA

Overall responsibility for all aspects of operations, strategic planning and development for Inpatient

Rehab Unit, Outpatient Rehabilitation, Acute Care Rehabilitation Services Overall responsibility for all aspects of operations, strategic planning and development for Inpatient Rehab Unit, Outpatient Rehabilitation, Acute Care Rehabilitation Services

Responsibilities and Achievements:

- Generate business plans for new business ventures, capital equipment purchases, expansion opportunities, and restructuring opportunities.
- Develop community relationships with areas stakeholders including physicians, regional hospitals, board members, and business leaders.
- Oversee quality assurance program.
- Census management, relationship development and management targeting physicians and other hospitals.
- Insure regulatory compliance, specifically the 60/40 rule.
- Clinical and administrative admission review and approval for all internal and external admissions including medical coding, rehabilitation potential, medical complexity, and need for/tolerance of rehab per 3-hour rule.
- Implementation of EMR, tablet system in ARU and outpatient, and refinement of physician and rehab EMR in acute care. Recruitment, retention and optimal staffing for all programs
- Developed new advertising materials in alignment with new Mission and Vision
- Implemented customer and physician satisfaction initiatives
- Develop and implement successful denials management system

2010-2011

Director of Outpatient Medical Services, Alice Hyde Medical Center, Malone, NY

Overall responsibility for all aspects of operations, strategic planning and development for outpatient product lines including:

- Urgent Care: Operates 7 days per week 12 hours per day, serving patients of all ages presenting with non-life threatening illness or injury
- Rural Health Centers: Four Primary Care Clinics located in rural communities, serving patients of all ages with ongoing and acute medical conditions
- Physician Specialty Offices: Seven specialty medical offices located on the main hospital campus, specialists include: Internal Medicine, OB/GYN, Urology, Endocrinology, Nephrology, Cardiology, General Surgery

2005-2012

Consultant: Contributing Editor, Milliman Care Guideline, Seattle, WA

- Author for nationally published evidence-based care guidelines purchased by a variety of payers, insurers and health care providers. These guidelines are utilized to determine coverage and assist care planning in a variety of healthcare settings including: Acute Care Hospital, Inpatient Rehabilitation Facility, Sub acute Care Facility, Home care and Outpatient Clinics
- Determine need for and create new guidelines based on emerging evidence and medical technology.
- Annual update of guidelines for next edition, including all speech-language pathology clinical practice areas.
- Complete continuous comprehensive review of current published literature.
- Assess validity and efficacy of published research through use of evidence-based grading system.
- Collaborate with variety of medical writers including physicians, nurses, and physical and occupational therapists to insure production of a multidisciplinary product.

2001-2008

Director- Therapeutic & Early Education Services, Saint Francis Hospital, Poughkeepsie, NY

Overall responsibility for multiple locations, service lines, and programs with a combined annual budget of over \$10 million. Services lines included: The Center for Communication Disorders, Saint Francis Hospital Ventures Hearing Works, Inc., Special Needs Preschool Program, Therapy Connection, and Rehabilitation Neuropsychology Department.

Responsibilities and Achievements:

- Ensure maximum retention and optimal staffing for 15 direct reports and 165 professional and support staff for multiple disciplines including speech-language pathology, physical and occupational therapy, special education, rehab neuropsychology,
- Improved profit margins from 8% to 38% for speech pathology and audiology departments through A/R analysis and efficiency and productivity initiatives.
- Developed and implemented rehabilitation documentation system for all outpatient areas to

maximize reimbursement and clinical efficiency resulting in a significant decrease in Medicare, Medicaid and other insurance denials.

- Developed and adhered to operational, fundraising, grant and capital budgets.
- Responsibility for all aspects of planning, construction and opening of three new facilities, including collaborating with architects, contractors, state and local inspectors, media outlets and political and community stakeholders.
- Leadership of fundraising initiatives generating over \$3 million including major donor development and support, fundraising events and grant procurement from private, federal, state and local sources.
- Maintain external contractual relationships insuring regulatory compliance at each location including long term care facilities, home care agencies, county agencies, school districts, and private schools.
- Leadership in key hospital-wide initiatives including; strategic planning, mission and vision transformation, continuous JCAHO and CARF survey readiness, and employee education and retention.
- Identified, planned for and responded to changes in reimbursement for all payers including Medicare, Medicaid, Managed Care, Commercial insurance and State Educational Funding
- Provided frequent educational presentations to community groups throughout the greater Hudson Valley Region.
- Provide direct diagnostic and treatment services to pediatrics and geriatrics in our outpatient location.
- CFY supervision in variety of settings including; Schools, Early Intervention, Preschool, and medical.

1999 – 2001

Director of Rehabilitation Services, Paxxon Healthcare Services, White Plains, NY,

- Increased core business operations by 30% (\$900k) by initiating and developing contract rehabilitation services for skilled nursing facilities.
- Oversight of all therapy services including speech pathology, physical and occupational therapy, special education and psychology for the following customers: home care agencies, hospitals, skilled nursing facilities, outpatient clinics, Workman’s Compensation contracts, school districts, Board of Education and Early Intervention Programs in Westchester, Putnam and Orange Counties.
- Instituted Quality Assurance program and standards for all clinical staff.
- Supervision for Clinical Fellows providing speech services through home-based Birth to Three Program
- Provide Birth to Three home-based speech services for children and families with a variety of delays and disabilities.

1999-2001

Partner/Owner, InHouse Solutions, LLC, Trumbull, CT

- Partner in a rehabilitation management and consulting company designed to transition long term care facilities contract rehab service to a comprehensive in-house program including physical, occupational and speech therapy services.

1992 - 1999

SunDance Rehabilitation Corporation, Shelton, CT

Clinical Director: (1995 – 1999)

- Overall responsibility for physical and occupational therapy, speech-language pathology and audiology services at 25 external contracts including long term and subacute care, home care, and outpatient services.
- Managed 10 direct reports and 100 clinicians.
- Met or exceeded annual budgetary expectations of over \$2 million.
- Created and implemented new efficiency protocols and tools which resulted in 45% increase in productivity.
- Directed the Medicare denial process for the region.
- Represented clients in over 100 Medicare Administrative Law Judge hearings achieving a 96% overturn rate.
- Provided regional training seminars including; “Winning Strategies for Medicare Denials”, “Effective Case Presentation Techniques for Medicare Denials” and “Effectively Managing Medicare Denials Through Improved Clinical Documentation and Outcomes.”
- Coordinated comprehensive training programs for managers and staff clinicians to effectively transition to the Medicare Prospective Payment System and to support Correct Coding Initiatives.

Supervisor of Speech-Language Pathology: (1994 – 1995)

- Managed speech-language pathology services in 8 long term care facilities including direct management responsibilities for 30 clinicians.
- Coordinated the following: Quality Assurance Programs, staffing, clinical fellowship year supervision, training and orienting new staff, regional bimonthly speech in-services and program development.
- Simultaneously acted as Therapy Program Manager in a 240 bed long term care facility.
- Provided diagnostic and treatment procedures to residents on both long term care and sub-acute units.

Staff Speech-Language Pathologist: (1992 – 1994)

CERTIFICATION, MEMBERSHIP & LICENSURE

American Speech-Language-Hearing Association	Elected: CT Representative to the Advisory Council 2019-2021 ACE Award 2018 Certificate of Clinical Competence, Speech-Language Pathology: Number 0111-3633
Connecticut Speech-Language-Hearing Association	Active Member: Connecticut Medical Committee General membership
Lee Silverman Voice Therapy (LSVT)	LSVT Certified Provider
Parkinson Voice Project	SPEAK OUT! LOUD CROWD! Registered Provider
SLP Licenses	Current: Connecticut Inactive: New York and Massachusetts

EDUCATION

1990 - 1992	Master of Science, Speech-Language Pathology SOUTHERN CONNECTICUT STATE UNIVERSITY , New Haven, CT
1985 - 1989	Bachelor of Arts, Major: Communications; Public Speaking Emphasis RIDER COLLEGE , Lawrenceville, NJ

RESEARCH

Southern Connecticut State University and MassTex Imaging, 2017, Donoghue Research Grant Application- Another Look: Better Health Care for Elders, *Using Data on Oral Health Status of Elderly in Care Facilities to Inform a Programmatic Approach to Improve Oral Care*, (unfunded) Co-Author Grant Application

Southern Connecticut State University and MassTex Imaging 2018, American Speech Language Hearing Association, Poster Session, *Mouth Matters: The State of Oral Health and Dysphagia-Time for a Check Up!* (pending) Co-Author, Presenter

Southern Connecticut State University, *Exploring the Efficacy of a Standardized Clinical Feedback Tool Versus Informal Clinical Feedback for Graduate Students in a University Clinic*, Co-Researcher

AWARDS & SCHOLARSHIPS	
<p>2018: ASHA ACE Award</p> <p>2006- "40 under 40 Award": Presented by the Southern Dutchess Area Chamber of Commerce to recipients for making a significant contribution to the community beyond their years.</p> <p>1991- Partial Tuition Scholarship: Scholarship presented by the SCSU Department of Communication Disorders for academic leadership in the field of speech-language pathology.</p>	<p>1989: Rider Woman Student of the Year Award: Presented for contributions to the advancement of women's issues and Rider College.</p> <p>1988-1989: Full Tuition Scholarship: Scholarship presented by the Communications Department to serve as Executive Editor of "The Shadow" Yearbook.</p> <p>1985-1988: Full Athletic Scholarship: Division I Basketball</p>
CONTINUING EDUCATION	
05/27/2017	Online LSVT LOUD Training and Certification Workshop
04/27/2017	CSHA Spring Conference: Current Findings in Cognitive Rehabilitation
03/06/2017	2017 Coding and Documentation Update for SLPs
12/06/2016	How to Improve Transition Results for High School Students with Disabilities
06/18/2016	Acid Reflux Disease - Office Diagnostic to Food is Medicine: What the SLP Should Know
03/18/2016	2016 Coding and Documentation Update for SLPs
12/10/2015	Reducing Risk of Aspiration Pneumonia (Live Course)
11/30/2015	Don't Just Do It...Get Reimbursed! Justify Your Dementia Services
11/30/2015	Documenting to Demonstrate Skilled Service & Focus on Function
11/14/2015	2015 ASHA Convention
06/29/2015	Acid Reflux Disease and Dysphagia: What the SLP Should Know
02/24/2015	Prospective Payment System Management Training
01/31/2015	Clinical Acoustic Measures for Identifying and Measuring Voice Disorders
11/13/2014	Dementia and Dysphagia: Utilizing FEES for Optimal Patient Outcomes
03/07/2014	2014 Coding and Documentation Update for SLPs
	Other Courses not on ASHA CEU registry:
5/22/2013	Speech Summit, Athena Health Care (6 hours)
1/20/2013	AAC: Medicare/Medicaid Funding and Documentation
1/20/2013	Improving Oral Care in Your Facility
1/20/2013	Swallow Screening: How and Why
1/20/2013	Challenges and Solutions to Providing Treatment for Acquired Communication Disorders in Long Term Care
1/24/2013	The Role of the Speech Pathologist in Preventing Medical Errors
1/27/2013	Constraint Induced Language Therapy for Aphasia
1/27/2013	Improving Memory Using the Spaced Retrieval Technique