

JOSEPH M. MUNIAK, MS, OTD, OTR/L, CBIS  
Doctor of Occupational Therapy and  
Healthcare Administration Expert

## PROFESSIONAL EXPERIENCE

2022 to Present **Robson Forensic, Inc.**  
*Associate*

Provide technical investigations, analysis, reports, and testimony toward the resolution of issues involving standard of care in acute care hospitals, long term acute care hospitals, acute inpatient rehab facilities, sub-acute rehab facilities, skilled nursing facilities, and outpatient centers.

### **Standard of Care issues as they relate to:**

**Supervision:** appropriateness of healthcare setting for provision of care, staff training and competence, program compliance, and standard of care issues

**Policies and Procedures:** analysis of organizational structures, formulation, implementation and evaluation of policies, procedures, and practices specific to organizational context, performance evaluations, best practices, and program compliance

**Care Plan Analysis:** assessment of evaluative tests and techniques used by clinicians to develop an appropriate care plan, interventions chosen to address goals and objectives, frequency and duration of care provided, timing of reassessments and care plan modifications, demonstration of interdisciplinary collaboration, appropriateness of discharge timing and destination

**Safety:** prevention of patient falls, optimization of patient handling through technique and equipment, the environment of care, and compliance with facility standards and codes

**Risk Management:** analysis of incidents, identification of hazards, completion of incident reports, equipment failure, corrective actions, analysis of trends and reporting of program and safety compliance

### **Related Experience:**

#### **Patient Assessment & Care**

- Completed patient assessments and care while fulfilling management and administrative duties
- Provided treatment of acute care, inpatient rehabilitation, skilled nursing facility (SNF), and long-term acute care hospital (LTACH) populations
- Provided competent and efficient skilled treatment of adult populations with comprehensive diagnoses within the University of Pennsylvania Health System
- Provided specialized treatment with patients having uncommon diagnoses, and seeking care with the University of Pennsylvania Health System
- Participated in and facilitated Interdisciplinary Team Conferences on Acute, SNF and Inpatient Rehab

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- Interacted with physicians daily, including but not limited to Physical Medicine & Rehabilitation (PM&R), transplant, cardiac medicine, cancer, orthopedics, and general medicine
- Completed splinting and serial casting on various patient populations, and served as an educator and evaluator of staff skills in these areas
- Improved electronic medical records (EMR) process, including Sunrise/KBC and EPIC
- Provided in-service trainings to interdisciplinary staff members on various clinical continuing education topics
- Provided chart audits of interdisciplinary staff progress notes and evaluations (PT, OT, SLP, and nursing), reorganized chart audit program

**Quality of Care**

- Participation in Interdisciplinary team, including but not limited to participation in weekly team conferences
- Created, revised, and followed individualized patient care plans
- Continuously assessed risk and applied interventions and education to staff to prevent adverse events
- Facilitated challenging physician, patient, and family meetings revolving care plans and appropriate adjustments
- Developed and implemented staff competencies for The Joint Commission (TJC) and Department of Health (DOH) – including documentation and global compliance
- Identified population in need of specialized services and strategically increased staff competency through specialty certifications
- Ensured interdisciplinary staff had appropriate certification and training as appropriate; example of ACBIS (Academy of Certified Brain Injury Specialists) training for brain injury unit staff
- Provided oversight and facilitated expansion of patient and family support groups (including aphasia, brain injury, stroke, transplant, care-giver, and amputee)
- Participated in the development of UPHS health literacy program – REACH to Teach (Relate to patient and family, Educate simply, Ask and answer questions, Check understanding, Help promote health literacy)
- Developed clinical skill competencies for therapy and interdisciplinary staff (including but not limited to clinical alarms, restraints, safe transfers, rapid response team protocol, infection control guidelines, HIPAA compliance, incident reporting, hand hygiene, risk management, weight shifting, trach suctioning, pain assessment and reporting, elder abuse and neglect reporting, and residual limb wrapping)
- Provided education to interdisciplinary staff on how to administer JFK Coma Recovery Scale and other standardized assessments/measures for various patient populations
- Educated interdisciplinary staff in the use of multiple standardized assessments
- Provided low vision education to interdisciplinary staff; created of low vision kits for rehabilitation units
- Developed group treatment protocols and provided guidance in group implementation

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**Administrative / Supervision**

- Daily involvement with accepting patients, determining appropriate level of care, and referring to alternate levels of care as needed
- Prepared and maintained the Inpatient Rehab Facility to meet the requirements for a successful CARF (Commission on Accreditation of Rehabilitation Facilities) certification (Including QI/quality initiatives) attaining the highest clinical standard possible for inpatient rehabilitation facilities in the areas of: Amputee; Stroke; Brain Injury; Spinal Cord Injury; and Comprehensive Integrated Inpatient Rehabilitation Program. Participated in certification during the following years: 2006, 2009, 2012, 2015, 2018, 2021
- Guided inpatient rehabilitation facility to a national ranking of #29 for Best Rehabilitation Hospitals in US News and World Report in 2021, and #44 in 2020
- Guided inpatient rehabilitation facility to a ranking of #2 in the state of Pennsylvania according to Newsweek – Best Rehabilitation Centers in 2020; and #4 in Pennsylvania in 2021
- Managed FMLA, workers compensation, and ADA staff issues
- Delivered marked improvement in return to acute percentage, Medicare 60% rule, DAAC inspection compliance (PA – Division of Acute and Ambulatory Care), TJC/DOH site inspection and documentation audits, CMS documentation requirements audits
- Responsible for all equipment ordering and oversight, for both daily operations and capital budget
- Developed several 5-year strategic plans for the hospital's therapy department and global organization Completed annual organizational goal development
- Facilitated groups regarding Diversity, Equity, & Inclusion
- Facilitated and participated in employee wellness groups
- Developed employee engagement initiatives, around survey analysis
- Member of the Patient & Family UPHS Education Committee
- Responsible for hiring and on boarding of therapy and interdisciplinary staff for all position levels
- Developed facility protocols/ algorithms for employee job duties
- Wrote job description and expanded on career ladder levels for several disciplines
- Participated in new hire Human Resources on-boarding and new hire orientation development and implementation
- Developed daily tracking of staff revenue and usage management, and delivered improvement in these areas
- Founded and facilitated an advanced technologies workgroup, responsible for investigating, utilizing, coordinating research of new technologies in the health care field
- Assisted in guiding the facility and staff successfully through COVID-19 operational challenges and daily management
- Guided department and facility to increased patient satisfaction scores and percentile rank as reported through Press Ganey: Healthcare Experience Analytics
- Led staff training, specifically for personal protective equipment (PPE) usage, fitting, compliance, and auditing throughout the COVID 19 pandemic
- Implemented a high school student level, healthcare profession exposure program

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**Safety / Compliance / Risk Management**

- Developed wheelchair transportation and safe patient restraint use education; implemented and provided competency testing of this education with interdisciplinary staff
- Participated in wheelchair van patient transport, as well as analysis of equipment needs and transport protocol
- Responsible for bringing newest technology and education related to pressure mapping/pressure relief – product purchase and education of staff
- Developed and participated in cognitive/safety rounds, which revolved around all aspects of patient safety and supervision
- Created “agitated patient” and “elopement” protocols
- Participated in multiple home assessments and inspections; provided education to staff in how to complete these activities appropriately and while following all guidelines
- Developed and participated in community outings policy
- Provided employee back safety and safe patient handling training to interdisciplinary hospital team
- Responsible for safe equipment use oversight (seat belt alarms, bed alarms, restraints, lift devices)
- Provided education on appropriate restraint use, and de-escalation technique training per Crisis Prevention Institute (CPI) guidelines
- Participated in 1:1 Observation & Falls Prevention Committee leadership
- Participated in multiple fall prevention/ risk assessment/ mitigation & strategy groups/ QI groups & projects/ event review committees
- Provided event reporting education to staff; focus on legality and compliance issues
- Participated in hospital equipment committee, responsible for all hospital equipment; including but not limited to hospital beds, wheelchairs, restraints, mobility equipment
- Participated in hospital wide EOC (Environment of Care) committee; areas of focus included but not limited to fire prevention, utility management, safety & emergency management, security, clinical engineering, and hazardous/non-hazardous waste management

2022 to Present **Ryan Home Healthcare LLC, BrightStar Care – The Main Line**  
*Per Diem Occupational Therapist*

- Provide therapy to patients with diverse diagnoses in the home setting
- Assess home and community environments for safety
- Develop and implement therapeutic Care Plans
- Recommend and train toward adaptive equipment as needed

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- 2005 to 2022 **Good Shepherd Penn Partners (GSPP), University of Pennsylvania Health System**  
*Director of Inpatient Therapy - Interim and permanent* 2021-2022  
Director of PT, OT, SLP, Recreational Therapy, and Therapy Aid staff and operations. Levels of care include:
- Acute Care
  - Acute Rehab
  - Brain Injury Recovery Center
  - Long Term Acute Care Hospital (LTACH)
  - Skilled Nursing Facility (SNF)
  - Outpatient Lung Rehab levels of care
- Approximately 350 employees within the following facilities:
- Hospital of the University of Pennsylvania (HUP)
  - Penn Presbyterian Medical Center (PPMC)
  - Pennsylvania Hospital (PAH)
  - Penn Medicine @ Rittenhouse (RITT)
- Director of Inpatient Therapy* 2016-2021  
Director of PT, OT, SLP, Recreational Therapy, and Therapy Aid staff and operations. Levels of care include:
- Acute Rehab
  - Brain Injury Recovery Center
  - Long Term Acute Care Hospital (LTACH)
  - Skilled Nursing Facility (SNF)
- Manager – Lead Therapist* 2012-2016
- Management of Acute Rehab, Brain Injury Recovery Center, & LTACH levels of care
  - Monitored compliance with standards established by The Joint Commission (TJC) and the Department of Health (DOH)
  - Leader of CARF (Commission on Accreditation of Rehabilitation Facilities) certification for: Amputee; Stroke; Brain Injury; Spinal Cord Injury; and Comprehensive Integrated Inpatient Rehabilitation Program
  - Collaborated with all referral sources and physician teams to ensure appropriate settings were chosen for rehabilitative care based on standards and regulations
  - Monitored patient care plans and outcomes
  - Performed patient and staff rounding to ensure optimal care delivery and satisfaction
  - Created, reviewed, and updated Hospital policy as appropriate and within TJC and CARF guidelines
  - Participated in numerous hospital committees, including but not limited to the areas of patient safety, wound care, fall, mobility, and quality of care
  - Maintained all fiscal elements of therapy department, including patient billing, equipment ordering, capital budget management, and employee payroll
  - Remained active in treatment of patients, often personally taking the most complicated cases

THE EXPERTS  
**Robson Forensic**

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*Senior Occupational Therapist*

2007-2012

- Senior level patient care for varying diagnoses and therapy staff leadership
- Management of therapy spaces
- Supervised and mentored staff
- Developed and implemented interdisciplinary care plans
- Initiated Program development and growth
- Responsible for the education of students on clinical rotation
- Recommended next level of care, and treatment of patients on various levels of care
- Collaborated on Interdisciplinary projects surrounding best care practices and continual care improvement

*Staff Occupational Therapist*

2005-2007

Direct patient care of varying diagnoses, including but not limited to the following areas: traumatic brain injury (TBI), acquired brain injury (ABI), stroke (CVA), spinal cord injury (SCI), Parkinson's disease (PD), deep brain stimulator implant (DBS), heart/liver/kidney transplant, ventricular assistive device (VAD), amputee/ prosthetics and orthotics (P&O), feeding and swallowing disorders, Alzheimer's disease, adaptive feeding need, lymphedema, chronic pain, chronic fatigue, joint replacement/ hip (THA)/ knee (TKA), laminectomy, orthopedic injury/ decreased range of motion (ROM), osteoporosis, vertigo/balance issue, muscular dystrophy, carpal tunnel syndrome, cancer (CA), breathing/ respiratory issues, burns, Huntington's disease, movement disorders, fall prevention, bone fracture and fixation, rotator cuff, motor vehicle accidents (MVA), sensory processing disorders, diabetes, cerebral palsy, low vision, wheelchair fitting and management, wound care and prevention (pressure wounds), mental health and behavior issues, general deconditioning

2010 to **Thomas Jefferson University**

Present *Adjunct Professor*

Provide bachelors, masters, and doctorate level education to OT student population through various lectures, labs, and panel presentations

2005 to **Hahnemann University Hospital**

2019 *Occupational Therapist, Per Diem*

Rotating acute care therapist working within orthopedic, oncology, cardiology, neurology, trauma, and general surgery floors.

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## **PROFESSIONAL CREDENTIALS**

National Board for Certification in Occupational Therapy; Occupational Therapist Registered OTR; Certification Number 1074514  
Commonwealth of Pennsylvania Department of State; Occupational Therapy License; License Number OC009725  
Advanced Practice Certificate in Neuroscience; Thomas Jefferson University: School of Health Professions  
Certified Brain Injury Specialist; Academy of Certified Brain Injury Specialists (ABCIS); Cert # 14162  
Montreal Cognitive Assessment (MoCA); Certified Test Administrator  
Quality Indicators (QI) Certification; Uniform Data System for Medical Rehabilitation VAD (ventricular assist device) treatment certification (UPHS)  
Certified in Adult First Aid/CPR/AED  
Functional Independence Measure (FIM) Certification, inactive  
CITI Program (Collaborative Institutional Training Initiative); 2016-2019, inactive  
Instructor Certified Nonviolent Crisis Intervention by Crisis Prevention Institute (CPI), Instructor ID Number 674876, 2008-2009, inactive

## **EDUCATION**

Doctor of Occupational Therapy, Thomas Jefferson University, School of Health Professionals, Philadelphia, PA  
Master of Science in Occupational Therapy, Thomas Jefferson University, College of Graduate Studies, Philadelphia, PA  
Bachelor of Science, Occupational Therapy, Thomas Jefferson University, College of Graduate Studies, Philadelphia, PA  
Bachelor of Arts, Psychology, Villanova University, Villanova, PA

## **CONTINUING EDUCATION**

Functional Movement Disorders, UPHS Department of Neurology, 2022  
Upper Limb Loss Prosthetic Rehabilitation, Arm Dynamics, 2021  
Mixed Method Neurorehabilitation, SaeboAcademy, 2021  
Wheelchair Management, Permobil, 2021  
Sexuality - Therapy Implications, GSPP Therapy Department, 2021  
OT Practice Framework: Review of Changes, GSPP Therapy Department, 2021  
Cardiovascular & Pulmonary/Acute Care Research Year in Review, GSPP Therapy Department, 2020  
Saebo Glove: Grasping Function Recovery, SaeboAcademy, 2020  
The Current State of OT and Advancing for Best Clinical Practice, GSPP Therapy Department, 2020  
Saebo Glove: Product Update, SaeboAcademy, 2020

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Neuroscience Foundation of Occupation Interventions: Environmental Competence, Foundation of Occupation Centered Practice, 2020  
Rehab 101: Payment Webinar, American Medical Rehabilitation Providers Association, 2020  
Shoulder Disorders, Summit Professional Education, 2020  
Current Ethical Trends in OT, Summit Professional Education, 2020  
Stroke Recovery Strategies, Summit Professional Education, 2020  
Medicare Documentation Compliance, Summit Professional Education, 2020  
Ethical Issues for Elder Care Professionals, Slutsky Elder Law, 2020  
Stroke Competency Series: Brain Anatomy and Physiology; Stroke Pathophysiology; Emergency Response to Stroke; In-Hospital Ischemic Stroke, Apex Innovations, 2020  
Neurological Case Review: Evidenced Based Practice & Transitions Communication, GSPP Therapy Department, 2020  
Material Matters: Substance and Design of Custom Power Wheelchairs, Permobil, 2019  
OTR Ongoing Professional Practice Analysis Survey, GSPP Therapy Department, 2019  
Neurological Disorders, Summit Professional Education, 2019  
Integrated IASTM and Kinesiology Taping Treatments for the Knee, PESI Rehab, 2019  
Committee on Trauma - Bleeding Control Basics v. 1.0, American College of Surgeons, 2017  
Rehabilitation Interventions for Traumatic Brain Injury: What Works Best for Whom, Brain Injury Association of America, 2017  
SAIL - Stay Active & Independent for Life - Fall Prevention: Training for SAIL Program Leaders - Pierce College, 2016  
Functional Approaches to Managing Memory and Cognitive Deficits in individuals with Traumatic Brain Injury, Neuro Restorative, 2016  
A Conceptual Framework for Improving Isolation Awareness in Pennsylvania Acute Care Hospitals, Pennsylvania Patient Safety Authority, 2016  
Interpreting Leadership Assessment Results, GSPP Therapy Department, 2016  
Change Management 2: Leading the Implementation of Change, GSPP Therapy Department, 2016  
Updates on the Management of Spasticity in Stroke, Rehabilitation Institute of Chicago (RIC), 2016  
Neuroplasticity: Implications for Brain Injury Recovery/Rehabilitation, Neuro Restorative, 2016  
Brain Injury as a Disease – 2016 Update, Brain Injury Association of America (BIAA), 2016  
Neurological Rehabilitation: Remediation vs Compensation, Neuro Restorative, 2016  
Muscle Changes with Disease & Therapy, Rehabilitation Institute of Chicago (RIC), 2015  
Pay Attention to Attention, Neuro Restorative, 2015  
Beyond Workbooks, Functional Treatment Strategies for Traumatic Brain injury, Neuro Institute, 2015  
Security Awareness Fundamentals, Tenet Health System, 2015  
Best Practice for Identification and Treatment of Cancer Related Fatigue, GSPP Therapy Department, 2015  
Update on Neuroscience: Disorders of Perception, Rehabilitation Institute of Chicago (RIC), 2015  
Enhanced Event Reporting: A Vehicle on Our Journey to Zero Adverse Events, GSPP Therapy Department, 2015



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Update on Neuroscience: How Therapy Changes the Brain, Rehabilitation Institute of Chicago (RIC), 2015  
Medical Management of Patients with Traumatic Brain Injury and its Impact on Rehabilitation, Rehabilitation Institute of Chicago (RIC), 2014  
Assessment and Treatment of Low-Level Brain Injury Patients, Rehabilitation Institute of Chicago (RIC), 2014  
Vision Rehabilitation for TBI-related Ocular-motor Disorders, 2014  
High Intensity Exercise for PD and Geriatrics, 2013  
Health Policy & Administration: Documenting Therapy Services for Medicare Medical Review, American Physical Therapy Association (APTA), 2013  
Screening for Vision Disability, 2012  
The Agitated Client and Managing Neurobehavioral Issues in Clients with BI, 2011  
NEURO-IFRAH: Resolving Shoulder Impairments and Improving Function, 2011  
CREATE Day: Collaboration Research and Evidence shared Among Therapists and Educators, Thomas Jefferson University, 2010, 2012, 2013, 2015, 2016, 2017, 2019, 2020  
Neuro-Developmental Treatment (NDT): Effective Approaches for Predictable Outcomes, 2010  
Driver Rehabilitation, 2010  
The JFK Coma Recovery Scale – Revised: Clinical & Research, 2009  
Understanding and Managing Visual Deficits: Theory, Screening Procedures, Intervention Techniques, 2009  
Serial Casting Basics: A “Hands-On” Approach, 2009  
Treatment Interventions for the Sequelae of Upper Motor Neuron Syndrome, Including Muscle Overactivity and Spasticity, 2008  
Recognizing and Reporting Child Abuse: Mandated and Permissive Reporting in Pennsylvania, University of Pitt & PA Child Welfare Resource Center, 2007, 2009, 2011, 2013, 2015, 2017, 2019, 2021  
Shoulder and Elbow Update Conference, University of Pennsylvania Health System (UPHS), 2006

**Annual Hospital Compliance Courses, 2005-2022**

Patient Safety Education  
Medical Equipment Management  
HIPAA Privacy Training  
Infection Prevention  
Fire & Electrical Safety in Patient Areas  
Fire & Electrical Safety in Non-Patient Areas  
General Radiation Safety  
Ceiling Lift Training  
Abuse & Neglect  
Falls Education  
Medication Reconciliation  
Diversity, Inclusion, & Cultural Competence  
AM-PAC Training Module: Tools in Mobility & Falls  
Prevention Collaboration  
Health System Safety Essentials

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Hand Hygiene  
Hill-ROM Progressa Bed System  
Tools & Resources for Building a Feedback Rich Environment  
Performance Improvement in Action: Restraint Type  
Using Behavioral Competencies for Development Planning & Interviewing  
Preventing Workplace Harassment  
Giving & Receiving Feedback  
Principles of Responsible Conduct  
Unconscious Bias for Leaders: Impact on Decision Making  
Leading Yourself  
Leading Others  
UPHS Leadership Development Courses: Service, Financial Performance, Performance Management, People, and Quality, Performance Improvement, & Innovation

## TEACHING EXPERIENCE

Thomas Jefferson University (TJU) - Lab Instructor - OT 561 Environmental Competence Lab; Spring semester, 2012-present

- Instruction on environmental assessment & adaptation; includes task analysis, wheelchair measuring, appropriate device modification

Thomas Jefferson University - Lab Instructor - OT 321 Clinical Skills Practice; Fall semester, 2010-present

- Education of safe patient transfers, safe patient handling, patient mobility techniques, ceiling and portable lift use, quick screens, MMT, goniometry measurements, vital signs, note writing

Thomas Jefferson University - Lab Instructor - OT 308 Concepts in Neuroanatomy Lab; Spring semester, 2010-present

- Instructions of brain and spinal cord anatomy identification, function, case study analysis, and application for treatment

### **Guest Lecturer/Panel Participant:**

Guest Lecturer, Thomas Jefferson University - Occupational Therapy Funding Sources and Documentation Requirements, 2022

- Healthcare payment systems, documentation requirements, compliance, and coding issues

Practice Panel Participant, Jefferson – Philadelphia University + TJU: College of Rehabilitation Sciences, 2019-2021

- Best practice in assessment and intervention

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Practice Panel Participant, Jefferson – Philadelphia University + TJU: College of Rehabilitation Sciences, 2020-2021

- Implementation and management of patients in various therapeutic settings

Guest Lecturer – Jefferson – Philadelphia University + TJU: College of Rehabilitation Sciences-Department of Occupational Therapy, 2020

- Best practice in geriatric rehabilitation and care

Practice Panel Participant, Thomas Jefferson University, 2010, 2011, 2015

- Information on transition from student to clinician - Occupational Therapy Panel: from Fieldwork to Work

Practice Panel Participant, Thomas Jefferson University, 2010-2013

- Case study analysis including question and answer format

Guest Lecturer, Thomas Jefferson University, 2010-2011

- Best therapeutic practice with neurological population/CVA population

## PROFESSIONAL MEMBERSHIPS

American Occupational Therapy Association (AOTA), member  
Pennsylvania Occupational Therapy Association (POTA), member

## PUBLICATIONS

Muniak, J., Swan, L., Piersol, C. V. (2019). Enhanced SAIL Program: Evaluation of an Evidence-based Fall Prevention Program for Community Dwelling Elders. *Physical & Occupational Therapy In Geriatrics*, 37(1), 67-75.

Muniak, J., Bell, A., Schaaf, R. (2014). Mirror therapy for treatment of upper extremity hemiparesis: Strategies for acute rehabilitation. Presented in GSP departmental newsletter and journal club.