



ROCHELLE CLARKE

clarroch@nova.edu

Education

- Nova Southeastern University | Davie, FL May 2015
Doctor of Philosophy in Marriage and Family Therapy
- Nova Southeastern University | Davie, FL May 2011
Master of Science in Marriage and Family Therapy
- Nova Southeastern University | Davie, FL November 2008
Master of Science in Human Resource Management
- Florida Atlantic University | Boca Raton, FL May 2003
Bachelor of Arts in Sociology

License

Licensed Marriage and Family Therapist MT3183 (State of Florida)

Certifications & Professional Affiliations

- KUP Recruitment Retention & Mentorship Committee- Co-Chair, 2022
- NSU's South Florida Geriatric Workforce Enhancement Program (SFGWEP) Subject Matter Expert, 2021
- Florida State Qualified Supervisor (MHC & MFT), since May 2019
- American Association for Marriage & Family Therapy (AAMFT) Approved Supervisor, Expires Aug. 2023
- American Association for Marriage & Family Therapy (AAMFT) Clinical Fellow, (#131578), Dec. 2009
- Association for Death Education & Counseling (ADEC), since 2018
- National Hospice and Palliative Care Association (NHPCO), since 2018
- Certified Hypnotherapist (State of FL and GA), 2012
- Family Systems Healthcare Certificate, May 2011
- Lean Six Sigma White Belt (Nova Southeastern University), 2011
- Human Resource Development Certificate, Nov. 2008

Faculty Experience

Assistant Professor

Dr. Kiran C. Patel College of Osteopathic
Medicine (KPCOM)
Nova Southeastern University
Davie, FL
Summer 2022- present

Design lectures in canvas. Chair, review, edit dissertations and applied clinical projects for doctoral students. Sit on university wide committees for recruitment and retention. Write and review curriculum for undergraduate, graduate, and doctoral programs. Mentor students.

Recovery Coaching Fall 2022

HAWC 3030

Ethics of Coaching Fall 2022

HAWC 2003
 Mindful Meditation for Health Fall 2022
 HAWC 2006

Adjunct Faculty

Dr. Kiran C. Patel College of Osteopathic
 Medicine (KPCOM)
 Nova Southeastern University
 Davie, FL
Fall 2015- Summer 2022

Design exams, lecture material and writing assignments. Updates reports detailing course activities and student progress. Educates students to help achieve personal and academic goals. Develops and adjusts course syllabus according to curriculum and university guidelines. Implements different teaching styles to meet needs of diverse student population. Fall 2020, core faculty in the development of curriculum for new undergraduate program, Health and Wellness Coaching.

Couple and Family Coaching Winter 2022
 HAWC 2030
 Coaching Diverse Populations Winter 2022
 HAWC 2050
 External Practicum Winter 2022
 SFTM 6300
 Legal, Ethical, & Professional Issues in MFT Fall 2021
 SFTM 6340
 Overview of Lifespan and Wellness Winter 2022
 Fall 2021
 Summer 2021
 Winter 2021

HAWC 1002
 International Perspectives in Counseling and Therapy Summer 2020
 SFTD 6550
 Gerontology and the Law Winter 2019
 GERO 2030
 Relationships in Aging Winter 2019
 SFTM 6120, SFTD 6120, DMFT 6120
 Family Systems Health Care II Summer 2019
 FSHC 5010
 Caregiving in the Family Summer 2019
 SFTM 6130, DL1 SFTD 6130, DL1 DMFT 6130 DL1
 Introduction to Gerontology Fall 2019
 GERO 2000
 Politics and Economics in Healthcare Fall 2019
 FSHC 5500
 Internal Practicum I Winter 2018
 SFTM 5400
 External Practicum Fall 2018
 SFTM 6300
 Internal Practicum I Winter 2017
 SFTM 5400

Caregiving in the Family 2017 SFTM 6130, DL1 SFTD 6130, DL1 DMFT 6130 DL1	Summer
Group Psychotherapy SFTD 5006	Summer 2017
Internal Practicum II SFTM 5400	Summer 2017
Caregiving in the Family SFTM 6130, DL1 SFTD 6130, DL1 DMFT 6130 DL1	Summer 2016

Faculty

Aventura Hospital and Medical Center
Program (5401112118)
Aventura, FL
Hospice and Palliative Medicine
Summer 2018- Spring 2022

Design lecture material to train resident physicians on the psychosocial-spiritual support for patients and their loved ones. Develop training modules on grief, anticipatory grief, and complicated grief. Discuss coping skills to include self-care measures to reduce compassion fatigue and burnout.

Faculty

Cleveland Clinic’s 1st Annual
Collaborative International Gastric
Cancer Education Symposium
Weston, FL
Fall 2019

Designed a lecture with materials on survivorship. Educated on the importance of involving family and caregivers in the treatment plan. Developed strategies for clinicians to cope with stressors associated with caring for patients with chronic and terminal conditions.

Work Experience

Primary Therapist/Director

The Practice of RSC, LLC DBA New Leaf
Strategies, LLC
10/2016- present

Leading psychotherapy from a systemic lens. Working primarily with individuals and families facing chronic illnesses. Specializing in grief, loss, anxiety, bereavement, and life transitions. Develop strategies to work with healthcare professionals managing stress and anxiety due to job related issues.

Director of Organizational Integration & Patient Experience

Catholic Hospice Inc.
Miami Lakes, FL
12/2019 – 05/2022

In charge of the following departments: Social Workers, Chaplains, Bereavement Counselors, Volunteer, Music Therapy, Camp Erin, Quality and Education for a total of 40+ direct reports. Develops and oversaw all special programs to include: L’chaim Jewish Hospice, Pet Peace of Mind, We Honor Veterans, and Wishes Granted to enhance support. Conducts audit reviews to maintain compliance. Enhanced staff recognition and wellness initiatives. Designed and executed strategic initiatives aligned with the mission of the organization, diversity, and inclusion. Authored and delivered patient experience trainings between multidisciplinary teams. Created and strategized new employee orientation, training based on PIP, and proactive education to develop staff to meet future trends proactively. Identified barriers to healthcare delivery and strategizes methods to care for vulnerable populations. Reviewed, revised, and updated organizational policies and procedures. Designed and presented strategies to address the significance of familial and cultural inclusivity when developing care plans with the elderly. Creatively wrote and produced educational marketing and promotional items aligned with the organization's vision and mission. Maintained cross departmental budgets to ensure spending was within allocated funds. Charged with maintaining a robust volunteer department with active

volunteers committed to strengthening patient experiences and promoting community visibility. Liaised universities in the Miami-Dade and Broward Counties to support external practicum experience with mental health student interns. Committed to building strong communication internally and externally through transparency. Cultivated and maintained psychosocial-spiritual self-care initiatives to support both clinical and non-clinical staff on issues related to high stress/ high loss environments. Collaborated with external partners to administer grief support. Authored and implemented platforms to assist physicians, nurses, and psychosocial-spiritual team members on working with trauma through coping initiatives, most recently to address COVID-19. Spearheaded research groups and conducted research specific to working in hospice while incorporating multiple disciplines, presented on them nationally. Research was tailored to address the need for mental health initiatives to assist healthcare professional's exposure to stress and loss, emphasis on self-care and creating tailored programs to meet the needs of specific teams/disciplines. Created diversity and inclusion plan to meet the demands of current changes in society, specifically to address racial disparities and underserved populations in healthcare.

Director of Quality & Organizational Development

Catholic Hospice Inc.

Miami Lakes, FL

08/2018 – 12/2019

Maintained psychosocial-spiritual compliance with federal and state regulatory agencies. Managed the following departments: Social Workers, Chaplains, Bereavement Counselors, Volunteer, Music Therapy and Camp Erin. Ran all special programs to include: L'chaim Jewish Hospice, Pet Peace of Mind, We Honor Veterans, and Wishes Granted. Developed audit structures and timelines to maintain and improve service delivery to patients, their loved ones, and partnering facilities. Improved programs throughout the organization to increase brand awareness and services. In charge of directing management improvement plans through strategic collaboration and planning. Authored organizations strategic plan and outline objectives/methods of attaining goals. Managed multiple departmental budgets. Developed strategic alliances with internal and external customers to promote community outreach.

Supervisor of Bereavement & Camp Director (TMF)

Catholic Hospice Inc.

Miami Lakes, FL

06/2015 - 08/2018

Recruited, trained, developed, coached, and counseled a team of Mental Health Professionals and volunteers. Designed and implemented community grief support programs to both internal and external partners. Implemented policies and procedures related to bereavement services. Developed and maintained program budgets and monitored variances. Developed communications plan with internal and external customers to promote camp outreach efforts. Acted as a liaison in the community on childhood grief related issues and developed in-services/trainings for children-based organizations. Established quality standards for volunteers in accordance with government mandates. Ensured grant outcome data and maintained collaborative relationships with financial supporting agencies.

Bereavement Counselor

Catholic Hospice Inc.
Miami Lakes, FL
01/2014 - 06/2015

Prepared and facilitated trainings, in-services and group therapy on self-care and grief support. Redesigned and implemented new bereavement structure. Planned and organized volunteer and employee development resources. Participated in interdisciplinary team members. Delivered counseling support one-on-one and in group settings to people experiencing grief. Researched effects of high stress in high loss environments on the psychosocial professionals and developed a matrix to improve retention rates through completion of dissertation.

Director of Advancement & Community Relations

Nova Southeastern University
Davie, FL
03/2010 - 01/2014

Spearheaded the creation of two new departments within the university to generate individual partnerships by gaining friends and fundraising support for the university's \$500M campaign ending in 2020, while developing philanthropic recognition. Conducted monthly training and development of new board members. Developed a friend-raising support group consisting of tri-county C-level executives, cultivated the board to 114 members in the first fiscal year (2011-2012) and increased membership by 79% in the second fiscal year (2012-2013) with a 96% retention rate. Created the highest giving society at the university for donors and formed giving levels ranging \$50K to \$25M. Constructed and maintained a database allowing the efficiency and efficacy of managing member, donor participation and solicitation to reduce donor maintenance lag time. Supported university mission and vision while adhering to university policies and procedures and the highest ethical standards.

Associate Director of Special Events & Projects

Nova Southeastern University
Davie, FL
12/2006 - 03/2010

Coordinated and delivered the highest quality of integrated services for special events for the President's office. Strategically led events through all aspects from program planning to onsite execution and post event analysis. Areas of responsibility encompassed venue procurement, space planning, logistics, project execution, client management, scheduling, purchasing, catering, marketing, public relations, entertainment, security, handling VIP customers, quality assurance, vendor relations, contract negotiation, and budgets/fiscal results. Ensured membership records were updated, dues and fees collected on time, and other contributions from organization members were acknowledged according to IRS rules and regulations. Maintained the highest standard of ethical behavior and decision-making. Partnered with multiple departments within the university.

Senior Account Director

American Heart Association
Fort Lauderdale, FL
08/2005 - 12/2006

Accountable for spearheading fundraising initiatives, cause marketing, corporate partnerships, and special events for the organization. Interacted daily with high-level corporate decision makers and community leaders. Designed and implemented sales strategy to meet aggressive goals while building lasting relationships with current and new clients.

Marriott Brand Hotels

1997 - 2005

Provided superior customer service, recruited, hired, trained, retained, and developed team members to develop organizational leaders and drive brand awareness while meeting financial goals. Positions held: Front Office Manager, Sales Manager, Director of Sales, and Area Director of Sales.

Research Experience

Director

Catholic Hospice Inc.
Miami Lakes, FL
08/2018 – 05/2022

- Conducts surveys and gathers quantitative data in the areas of self-care, mental health, and well-being.
- Creates research clusters for cross disciplinary studies to include chaplaincy, social work, and family therapy.
- Develops assessment tools and document outcome effectiveness with surveys.
- Tracks trends on childhood bereavement and effective strategies to reduce stressors and promote emotional intelligence.
- Implements and documents strategies for health care professionals and volunteers working with death and dying.

Researcher

Debbie's Dream Foundation
Plantation, FL
07/2016 – 12/2016

- Responsible for implementing strategy to solicit physicians and create platforms to assist with patient resources.
- Build awareness of the effects of stomach cancer and drive support measures to patient-family units.
- Set up study areas, prepared participants and collected data.
- Modeled trends and prepared reports utilizing database details.

Researcher

Nova Southeastern University &
Shaping Change LLC
Fort Lauderdale, Florida
01/2013 - 12/2013

- Developed a workshop series to assist families with children diagnosed with autism spectrum disorder. Developed relational guide (supportive training module) to assist families with their child throughout the life cycle while creating a forum for parents to express their needs and concerns.
- Provided a safe place for families to meet, share and unite through their experience while developing a network for the families as they take their journey of life with a child on the spectrum.
- Created a training manual for families to assist with coping with life cycle changes.
- This workshop was awarded the honor of presenting at the American Association for Marriage and Family Therapy 2013 Annual Conference in Portland, Oregon and the Solution-focused Brief Therapy Association in Toronto, Canada.

Primary Investigator

Nova Southeastern University
Davie, Florida
08/2011 - 05/2015

- Dissertation: "Uncovering Meanings of Death, Trauma, and Loss as Experienced by Hospice Bereavement Coordinators: A Phenomenological Study" explored the lived experiences of clinicians delivering biopsychosocial-spiritual support to patient-family units exhibiting signs of anticipatory or complicated grief.
- Findings suggested a need to incorporate the spiritual aspects of the clinicians in order to develop self-care strategies and skills. There was also a need for continued training and development for clinicians in high stress high loss environments.
- Collaborative efforts between interdisciplinary teams generated a customized approach to ensure quality centered care was optimal to both the needs of the patient-family units and organizational standards.
- Training programs were designed and are currently being implemented at local Broward hospitals, nursing homes, and assisted living facilities.

Presentations, Publications & Trainings

Dominguez, J. and Clarke, R. (2022). Presenter, 2022 IFTA World Family Therapy Congress, "Using a Solution Focused Orientation: Non-Death Loss and Autism" presented difficulties family members faced when a diagnosis of Autism is given to their child(ren). The presentation highlighted the reality that society does not allow for accepted grief and mourning for the perceived loss of having a typical child. SFBT allows family members to focus on the challenges they will face while allowing them time to grieve the diagnosis and provides tools that support milestones along the way.

Clarke, R. and Romanello (2022). Presenter, 2022 National Hospice and Palliative Care Organization Leadership & Advocacy Conference, "Phenomenal Team Synergy by Adding Relational Skills" presented designs for senior leaders challenged with building effective leadership teams during the pandemic. The relational skills carry resources needed to develop, stimulate, and plan for leadership capacity building through a relational lens. Participants will learn to identify, structure, and implement communication approaches with team members from a relational perspective to develop new and existing strategies.

Clarke, R., Khlar, L. & Romanello, T. (2021). Presenter, 2021 National Hospice and Palliative Care Organization Interdisciplinary Conference, "Weaving Systemic Principles into Blankets of Self-Care" emphasized the usefulness of systems approaches within a multicultural Interdisciplinary Team during the pandemic prompted a proactive response to implementing a companywide psychosocial self-care program. The theoretical method of collection consisted of a systems approach comprised of Narrative and Solution-Focused Brief Therapy. These models functioned as the fabric for weekly surveys designed to capture the ability to cope during the pandemic. Scaling and unique questions were the main source of information gathering

Clarke, R. (2020). Panelist, 2nd Annual International Gastric Cancer Educational Symposium, "Care Plans: The Importance of Familial Support and Cultural Inclusion" underlined the importance of gathering family support while taking cultural perceptions of care into consideration throughout the care plan process. This presentation highlights determinants of health as a platform to educate attendees on issues that may lead to barriers of care, proactive measures are introduced to address determinants of health, (prerecorded).

Clarke, R. (2020). "Taking a Breath and Exhaling . . . Palliative Reflections on COVID-19" South Florida Hospital News and Healthcare Report (November 2020 edition).

Clarke, R. (2020). Presenter, Larkin Hospital, "Walking Through Anticipatory Grief & Compassion Fatigue with Self-care" discussed grief related issues concerning healthcare providers and losing patients compounded with the pandemic. This lecture addressed concerns of managing patient narratives and the importance of communication and self-care with resident physicians.

Ferguson, A., Clarke, R., & Santayana, G. (2020). "Hospice Social Workers in Action: Grief and Loss During 2020 COVID-19 Pandemic" The New Social Worker (August 2020 edition).

Clarke, R., Chami, L. & Santayana, G. (2020). "A New Way of Business as Usual" Florida Mental Health Counselors Association (submitted June 2020).

Clarke, R. (2019). Speaker, St. Andrew Towers, "Cultivating Strength Within Psychosocial Teams" trained on the importance of working collaboratively to support all lines of CHS product lines. Presented case scenarios and discussed opportunities to collaborate on difficult cases with Social Workers, Chaplains, and Bereavement Counselors.

Clarke, R. (2019). Interdisciplinary Faculty, Aventura Hospital Palliative Fellows, "Complicated and Anticipatory Grief in Health Care Provides & Proactive Self-Care Measures" created module to outline factors contributing to grief related issues in healthcare providers with measures to promote self-care. Presented and discussed the importance of on-the-job stressors, signs, symptoms, and measure to reduce effects of loss with fellows.

Clarke, R. (2019). Faculty Panelist, Cleveland Clinic Florida in collaboration with Debbie's Dream Foundation 1st Annual Collaborative International Gastric Cancer Education Symposium, "Survivorship" discussed the importance of maintaining a multidisciplinary team when people are in remission and the psychosocial complexities people experience when they are no longer receive treatment. Discussed the importance of providing supportive measures for clinicians both when the patient's cancer is in remission and delicacy of delivering the message when/if cancer returns.

Clarke, R. (2019). Speaker, Baptist Health South Florida Palliative Management of Persons with Serious Illness Conference- opening speaker for ice breaker and presented "Anticipatory Grief for Patients/Families, Compassion Fatigue, and Staff Wellness" discussed signs and symptoms of anticipatory grief and compassion fatigue, engaged in activities on the significance of self-care initiatives, and discussed proactive measures healthcare organizations should take to attend the rise in professional caregiver stress.

Clarke, R. & Hernandez, J. (2019). Presenter, ADEC 41st Annual Conference- "The Unspoken Reality: Dying from Hospice Psychosocial Professionals" discussed the importance of being aware of stressors and the impact that listening to narratives of death can have on psychosocial professionals in hospice settings.

Clarke, R. (2018). Author, L'chaim Jewish Hospice- Wrote content for official website and conducted PowerPoint presentation on Jewish sensitivities at end of life.

Clarke, R. (2018). Interdisciplinary Faculty, Aventura Hospital Palliative Fellows, "Signs and Symptoms of Grief in Healthcare Professionals" created a module designed to outline the signs, symptoms, and risk factors of working in high stress high loss environments and proactive interactive measures to promote awareness. Presented and discussed the importance of on-the-job stressors, signs, symptoms, and measure to reduce effects of loss with fellows.

Clarke, R. (2017). Panelist, Debbie's Dream- "Stomach Cancer Education Symposium and Webinar" discussed the importance of caregiver support and support groups.

Clarke, R. (2016). Speaker, St. Anthony's Rehabilitation- "Importance of Self-Care" presented research findings related to working in high stress environments, discussed compassion fatigue and burnout. Provided activities to reduce stress and self-care techniques with upper management team.

Clarke, R. (2016). Speaker, Catholic Health Services- "Put Your Mask on First" training on the importance of daily self-care and correlation between stress management and delivery of optimal patient care.

Clarke, R. (2015). Speaker, Catholic Health Services- "Difficult Cases and Stress Reduction Techniques" opened the platform for Social Services Department to express biopsychosocial spiritual changes they experienced when working with difficult cases, taught breathing techniques to manage stressors.

Clarke, R. (2015). Uncovering Meanings of Death, Trauma, and Loss as Experienced by Hospice Bereavement Coordinators: A Phenomenological Study. ProQuest, Nova Southeastern University, Ft. Lauderdale, FL.

Clarke, R. (2015). Speaker, Cleveland Clinic- "Alzheimer's and Dementia" presented an overview of the disease process and the functional incapability's, educated on appropriateness of hospice care at final stages with Social Services Department.

Clarke, R. (2014). Speaker, Florida Medical Center- "Compassion Fatigue and Burnout" created an interactive dialogical presentation to educate management team on the warning signs and reduction techniques.

Clarke, R. (2014). Speaker, Mt. Sinai Medical Center- "Hospice 101" educated Social Workers on the appropriateness of hospice referrals.

Clarke, R. & Dominguez, J. (2013). Presenter, Annual Conference, Solution-Focused Brief Therapy Association, Toronto, Canada- "A Solution-Focused Approach to family journeys with autism" was a presentation on a workshop series designed for families coping with autism spectrum disorder (ASD) throughout phases of life. SFBT

techniques of scaling exception questions and coping questions allowed participants to identify, develop, and collect strengths within the family.

Gordon, A., Clarke, R. & Dominguez, J. (2013). Presenter, Annual Conference American Association for Marriage and Family Therapists, Portland, Oregon- "A relational backpacking for family journeys with autism", presented lessons learned from a workshop series to assist families with children diagnosed on the Autism Spectrum. Discussed strategies that families found useful and how therapists could assist these families with coping strategies.

Grants and Fundraising

- 2019- Co-Authored grant extension for children's bereavement camp for \$4,500 (Granted)
- 2018- Completed and submitted extended grant to increase children's bereavement camp for \$6,500 (Granted)
- 2017- Authored and received a grant for children's bereavement camp for \$7,500 (Granted)
- 2016- Solidified \$168K for children's bereavement camp through fundraising efforts through L.I.V.E.
- 2015- Wrote a grant and received \$14K for children's bereavement camp (Granted)
- 2013- Expanded the board to 167 members driving fundraising efforts in excess of \$500K to support NSU's colleges, schools and centers
- 2012- Collected Ambassadors Board member contributions totaling over \$250K
- 2007- Increased revenue by 65%, President Associates doubled membership of annual \$1K donors