REBECCA DINWIDDIE DEROUSSE

rderouss@bellsouth.net | 901-355-5169 | Germantown, TN 38139

SUMMARY

Accomplished healthcare executive with extensive experience leading skilled nursing, assisted living, rehabilitation, and continuing care retirement communities. Proven success in healthcare operations, regulatory compliance, accreditation readiness, strategic planning, and organizational transformation. Recognized for building high-performing teams, improving occupancy and census, launching new service lines, and strengthening clinical quality and operational performance. Brings a consultative leadership approach, a strong record of measurable results, and deep expertise in post-acute care, reimbursement initiatives, and healthcare program development.

SKILLS

- Skilled Nursing Care
- Joint Commission Accreditation
- Quality Improvement
- Program Development
- Assisted Living Management
- CARF Accreditation
- Patient Safety
- Bundled Payment Initiatives
- Regulatory Compliance
- Strategic Planning
- Change Management
- Risk & HIPAA Compliance
- Survey Readiness
- Census & Occupancy Growth
- Team Leadership
- Financial Performance

EXPERIENCE

ACHIEVE ACCREDITATION, LLC
SENIOR CONSULTANT
10/2022 - Current

- Advise skilled nursing and assisted living communities on Joint Commission readiness and accreditation requirements.
- Assess operational practices and identify gaps in regulatory compliance and survey preparedness.
- Guide facilities in strengthening policies, procedures, and accreditation-related processes.
- Provide consultative support to improve organizational readiness and compliance practices.
- Help healthcare organizations prepare for accreditation reviews through structured improvement strategies.

DEROUSSE HEALTHCARE CONSULTING, LLC
HEALTHCARE CONSULTANT
03/2016 - 12/2024

- Delivered consulting services across post-acute care, nursing home operations, and healthcare program improvement.
- Guided facilities through survey readiness, plans of correction, and regulatory compliance initiatives.
- Prepared organizations for Joint Commission and CARF accreditation reviews.

- Supported census development and bundled payment initiatives to strengthen operational performance.
- Advised healthcare leaders on service improvement, process development, and quality-focused strategies.

THE VILLAGE AT GERMANTOWN | Germantown, TN
VICE PRESIDENT OF HEALTHCARE
07/2018 - 03/2022

Oversaw healthcare operations across a 50-bed skilled nursing facility and a 60-bed assisted living community, including secured memory care.

- Rebuilt the leadership team and strengthened organizational culture to improve resident care and operational performance.
- Increased skilled healthcare census from 75% to more than 90%.
- Raised assisted living occupancy from 50% to 93% following the COVID-related decline.
- Established preferred-provider relationships with OrthoSouth, Campbell Clinic, Semmes Murphey, and Baptist-Memphis through BPCI-A.
- Secured approval for five additional skilled nursing beds, which opened in March 2022.
- Earned the AHCA Bronze Award in 2021 in recognition of organizational and operational performance.

MSK GROUP (PRESENTLY ORTHOSOUTH) | Memphis, TN
HEALTHCARE CONSULTANT
04/2015 - 02/2020

- Supported an orthopedic physician practice before and during implementation of bundled payment initiatives.
- Developed a post-acute provider network to support coordinated patient care.
- Established provider relationships focused on quality, continuity, and appropriate post-acute services.
- Monitored program performance to identify opportunities for improved financial outcomes.
- Supported implementation efforts designed to align post-acute care delivery with bundled payment objectives.

THE VILLAGE AT GERMANTOWN
INTERIM ADMINISTRATOR
04/2018 - 06/2018

- Provided interim administrative leadership for the skilled nursing and assisted living operations, maintaining continuity of care and supporting daily facility operations.
- Oversaw day-to-day operations across skilled nursing and assisted living services.
- Supported continuity of resident care and essential facility operations during the leadership transition.
- Coordinated staff and operational priorities to maintain service delivery.
- Monitored facility performance and supported established care and operational standards.
- Prepared for the transition to permanent leadership while maintaining focus on resident needs and organizational stability.

REGIONAL ONE HEALTH SUBACUTE CARE
ADMINISTRATOR
05/2015 - 03/2016

- Successfully secured licensure and certification for the new post-acute care service.
- Developed policies and procedures to establish operational and regulatory foundations.
- Recruited and hired staff to support facility operations and patient care.
- Established workflows and operational processes for service delivery.
- Coordinated facility readiness efforts to support the launch of the skilled nursing program.

BAPTIST REHABILITATION-GERMANTOWN | Germantown, TN
ASSISTANT ADMINISTRATOR
08/2003 - 12/2014

Provided strategic and operational leadership across rehabilitation, pharmacy, radiology, diabetes education, wound management, referral services, plant operations, food and nutrition, and environmental services. Also served as CARF accreditation leader, hospital risk manager, and HIPAA officer.

- Launched an independently licensed 18-bed skilled rehabilitation unit in 2010, expanding orthopedic rehabilitation capacity and hospital revenue.
- Spearheaded CARF accreditation growth from zero accredited programs in 2003 to 14 programs by 2013, establishing a comprehensive framework for organizational quality and accreditation excellence.
- Established the Diabetes Education Center in 2005, earning American Diabetes Association recognition for diabetes and gestational diabetes education.
- Restructured the Wound Prevention and Management Center into a physician-led clinic, improving care delivery and increasing service volume.
- Led development of specialized rehabilitation services, including the Next Step brain injury and stroke program, Amputee Clinic, and Spasticity Clinic.

TREZEVANT EPISCOPAL HOME | Memphis, TN
Associate Director
1980 - 2003

- Directed daily operations and strategic planning for a continuing care retirement community serving more than 350 residents.
- Supported organizational performance and delivery of resident-centered services.
- Led continuing care accreditation efforts, achieving two successful three-year accreditations.

Allen Morgan Health Center
Vice President/Administrator
1990 - 1994

- Led nursing home operations, overseeing regulatory compliance and service delivery.
- Expanded facility capacity from 60 to 104 beds while maintaining 95% occupancy.
- Directed Joint Commission accreditation efforts, supporting a 20-year accreditation record.
- Established Assisted Living at Trezevant as a new service line.

Allen Morgan Health Center
Administrator
1986 - 1990

- Managed facility operations and supported quality care and regulatory compliance.
- Contributed to planning and development of a two-story facility addition.
- Supported continued operational growth and service capacity.

Allen Morgan Health Center
Assistant Administrator
1983 - 1986

- Supported daily administrative operations and facility management.
- Assisted with regulatory compliance and accreditation preparation.
- Coordinated operational priorities to support quality resident care.

Allen Morgan Health Center
Medical Record Administrator
1980 - 1983

- Managed medical records and supported accurate health information documentation.
- Maintained records in accordance with applicable confidentiality and documentation requirements.
- Supported information management processes for patient care and facility operations.

EDUCATION

Union University | Germantown
Master of Business Administration (MBA)

University of Memphis | Memphis, TN

Master of Health Administration (MHA)

University of Tennessee | Memphis, TN
Bachelor of Science in Medical Record Administration

University of Tennessee | Martin, TN
Additional education

LICENSE & CREDENTIALS

- Tennessee Nursing Home Administrator License #1131 — Retired 2024
- Registered Health Information Administrator (RHIA) — Retired