

## EDUCATION

**Master of Business Administration (Organizational Leadership)** Mercy University, New York, USA.

**Doctor of Philosophy:** Gerontological guidance and Counselling (International Panel of Evaluators) - Mother Teresa Women's University, Kodaikanal, India.

*Dissertation: A Cross-Cultural Comparative Study entitled "Physical and Psychosocial status of the Institutionalized Elderly: Practices and Possibilities of Social Resources and Social Support System in India and USA".*

**Master of Philosophy:** Guidance and Counselling (Gerontology) - Mother Teresa Women's University, Kodaikanal, India.

*Thesis: Impact of Therapeutic Activities on social engagement of residents in long-term care centers*

**Master of Science:** (Clinical Specialist Adult & Aged)- University of Mount Saint Vincent, Riverdale, New York, USA.

*Thesis: Outcomes of Restorative Feeding Therapy for Nursing Home Residents. A pilot Study.*

**Bachelor of Science** – Punjab University, Punjab, India.

## AWARDS/HONORS

- **Recognition by the Mayor, Kochi, Kerala State, South India** for the knowledge- partnership and collaboration **for launching the Age Friendly City, Kochi, Kerala State, South India by WHO** as the first city in Asia.
- **Fulbright Specialist (2024 July) Certificate of completion** of the project titled "Train the Trainer"- Program for elder care work force in South Africa and Sub-Saharan countries. Held in Durban, South Africa, hosted by TAFTA (The association for the Aged).
- **Fellow, New York Academy of Medicine (July 2024).**
- **Board Director (January,2024), CommonAge, Association of Aging for Commonwealth countries.**
- **National Head, India Chapter of CommonAge (June 2024).**
- **Special Community Service Award (August 2023)** - Indo American Press Club Inc. East Meadow, NY, USA for exemplary leadership, innovation, and commitment in eldercare service.
- **Founder's Excellence Award (2022)**- Association for Senior Living India (ASLI), New Delhi- for the exemplary contributions to the senior care sector in the country.
- **Member, Panel of Expert Advisors for Accreditation of Retirement Communities and Long-Term Care institutions in India**, by Standard Wise International (SWI) Australia & Standard Wise International India (SWII)- 2020 to present.
- **J. William Fulbright Specialist Award** (August 2019 - August 2024). US Department of State, Bureau of Cultural Affairs and World Learning, Washington D.C.
- **J. William Fulbright Foreign Scholarship Award for Professional Excellence.** US-Nehru Academic and Professional Excellence award to India (September 2015- May 2016). United States Department of State, Bureau of Educational and Cultural Affairs, Washington D.C.
- **Fulbright Scholars Regional Travel grant to Sri Lanka** (April 2016). United States Department of State Bureau of Educational and Cultural Affairs & United States India educational Foundation, New Delhi.

- **Member, Selection Committee for Fulbright-Nehru English Teaching Assistants from the United States to India** (2016-17). United States Department of State Bureau of Educational and Cultural Affairs & United States India Educational Foundation (USIEF), New Delhi.
- **Online instructor Designation:** Mercy College (2019). Mercy College, Dobbs Ferry, New York.
- **Faculty Promotion:** Associate Professor, Mercy College (2020), Dobbs Ferry, NY.
- **Faculty Tenure Award:** Mercy College (2012). Mercy College, Dobbs Ferry, NY.
- **Mini Fellowship in Ethnogeriatrics** (2011). Stanford Geriatric Education Center, Stanford School of Medicine.
- **Summer Research Scholar** (2010). The John Hartford Institute Summer Research Scholar Program, New York University, NY.
- **Geriatric Education Consortium** (2007). Train the Trainer in Geriatrics Education. The John Hartford Institute, Portland, Oregon.

## WORK EXPERIENCE

### **Mercy University, Dobbs Ferry, NY**

#### **Associate Professor, SHNS**

**2020- Present**

- Designed a new course on Global Leadership for Graduate program in Nursing Administration track for Spring 2025
- Codesigned the course syllabus and course contents for the new Biostatistics and Epidemiology course for graduate students (NURS 504)
- Faculty training for new assessment tool (Chalk & Wire) for Spring 2023
- Prepare new faculty for research, scholarship, and other professional development I activities through the newly developed Faculty Development Committee
- Co design research scholarship pathways for Zeta Omega Chapter of STTI faculty and students
- Faculty mentor to new and junior faculty

### **Mercy University, Dobbs Ferry, NY**

Assistant Professor- -2006 - 2020

#### **Assistant Professor, School of Health & Natural Sciences**

- Designed and pioneered the first online undergraduate and graduate course in Research with more emphasis on Evidence Based Practice
- Developed course syllabus for a new undergraduate Capstone in Nursing and Health Care course in which students develop a research proposal and annotated bibliography that serve as the basis for the graduate research projects. Guided students in developing foundational research skills, while encouraging students to pursue graduate studies. Mentored students in independent capstone research projects
- Identified and presented a proposal to faculty curriculum committee to introduce a statistics course which should be a pre-requisite for undergraduate and graduate Nursing Research. Gained approval from all curriculum committees for online and classroom offerings, which have generated consistently outstanding student evaluations
- Guided students in a teaching practicum to develop a portfolio evidencing their personal goals/objectives, completion of required practicum hours, and self-evaluation of goals. An e-portfolio was piloted for students in NURS 668 to replace the paper portfolio

- Incorporated e- portfolio first time in Nursing Program as an evaluation tool for Nursing Education specialty course for student learning outcomes
- Piloted an e-portfolio project for undergraduate students to assess and self-evaluate their mastery learning outcomes of the Nursing Program
- Developed e-portfolio templates for students and faculty to adopt for their courses
- Supervised graduate nursing education students in practicum teaching experiences. Guided students in designing objectives and lesson plans for classroom and online courses. Support students in developing strategies for evaluating students' papers
- Co-authored an inter-disciplinary research grant proposal, Social Support Systems and Community Living Elders: A Cross-Cultural Analysis, which was submitted to the National Institute of Health, Department of Health and Human Services
- Served as faculty advisor to undergraduate and graduate students from a diverse population of traditional college students, adult learners, and career changers.
- Representation at Mercy College open houses
- Participated in faculty learning communities including Me Port, Digital Storytelling, Paradigmatic Shifts: The Art of the Possible in Higher Education, Blended Learning, Game-based Learning, Prezi, "Burning Down the Podium" and Strategic Applications of Fun, Humor and Play
- Participated in professional development workshops for Task stream, iPad, Prezi, and Blackboard Ultra
- Taught faculty development workshops on teaching strategies, e.g., collaborative, and cooperative learning, alternative teaching strategies
- Collaborated with Instructional Designers for course development and enhancement
- Served as faculty in residence (FIR), for School of Health & Natural Science (SHNS)
- Served as an online coordinator for SHNS.

**UNDERGRADUATE & GRADUATE COURSES TAUGHT** (both online and face-to-face)

- *Research and Evidenced-based Practice*
- *Health Assessment & Health Promotion*
- *Statistics for Nurses*
- *Biostatistics & Epidemiology*
- *Theoretical Foundations in Health*
- *Health Policy*
- *Research Perspectives*
- *Capstone I for Health care*
- *Capstone II for Health Care*
- *Curriculum Processes*
- *Instructional Strategies*
- *Student Evaluation*
- *Role Development/Practicum*
- *Measuring and Enhancing Organizational performance in Health care delivery*
- *Global leadership*

Courses taught in international programs (Travancore Foundation education and Research center on Aging)

- Health and Aging
- Physical Changes with Aging
- Evidence-based Geriatric Care

**St. Teresa's Nursing & Rehabilitation Center**  
**Middletown, NY**

2006

**Staff Developer/Minimum Data Set (MDS) Coordinator**

- Created and implemented the professional development program for 70 clinical and non-clinical staff members of a 98-bed facility providing rehabilitation and long-term care
- Developed annual education calendar including six yearly mandatory training workshops. Collaborated with nurse managers to identify educational needs of staff. Designed seminars that addressed specific educational needs and promoted improved quality of care
- Educated staff in techniques for proper MDS assessment, resident assessment planning and progress notes, resulting in improved reimbursement and enhanced NYSDOH compliance

**Salem Hills Rehabilitation Center**  
**Purdy's, NY**

2006

**Consultant**

- Taught multi-disciplinary staff about methods for conducting quality improvement studies, identifying triggers to planning and addressing quality issues
- Worked with the MDS coordinator introducing strategies to improve reimbursement of two affiliated facilities serving 300 long-term and short-term rehabilitation patients

**Bethel Nursing & Rehabilitation Center**  
**Ossining, NY**

2003-2006

**Resident Assessment Consultant**

- Educated interdisciplinary team on resident care planning and effective documentation strategies, resulting in improved timeliness, compliance and reimbursement. Led care planning meetings with multi-disciplinary care team and resident/patient families

**Kendal-On-Hudson**  
**Sleepy Hollow, NY**

2002

**Consultant**

- Helped organizing a MDS Department for a newly opened continuing care retirement community.
- Wrote policies and procedures, MDS pathways and care plans.
- Conducted orientation for all new clinical staff

**Mother Teresa Women's University**  
**Kodaikanal, India**  
**Summer 2002**

### **Guest Lecturer, Department of Education**

- Developed and delivered lectures for undergraduate students in Dept. Of Education on methodologies for conducting academic research.

### **Sri Venkateswara University**

**Tirupati, India**

**Summer 2002, 2010, 2012**

### **Guest Lecturer, Department of Psychology**

- Lectured undergraduate psychology students on the US system for residential care of the elderly. Guided students in question-and-answer sessions, and classroom discussions

### **Eastchester Park Nursing Home**

**Bronx, NY**

**1994-2000 MDS Coordinator**

- Trained staff in new MDS requirements. Monitored the accuracy of all MDS assessments and ensured appropriate delivery of patient care services based on MDS

### **College of Mount Saint Vincent**

**Riverdale, NY**

**1999-2000**

### **Adjunct Faculty, Department of Nursing**

- I taught Physical Assessment and Fundamentals of Nursing courses to traditional and non-traditional students in a baccalaureate nursing program.
- Guided students in first- and second-year practicum experiences. Established a link with East Chester Park Nursing Home and contracted facility to serve as a clinical site for the College

### **Laconia Nursing Home**

**Bronx, NY**

**1989-1993**

### **In-Service & Rehab Coordinator, MDS/PRI Assessor**

- Organized the annual staff development calendar for all mandatory educational programs.
- Recruited outside speakers to serve as guest lecturers. Coordinated restorative rehabilitation services for the residents with all disciplines.
- Conducted MDS assessments for Medicare and Medicaid paid residents as part of OBRA regulations.

### **North Central Bronx Hospital**

**Bronx, NY**

**1992-1993**

### **Health Care Program Planning Analyst**

- Educated staff throughout the institution on techniques for conducting quality improvement studies. Supported staff in identifying issues, conducting studies, developing measurement tools, and ensuring compliance of studies with JCAHO requirements

## **SELECTED PODIUM PRESENTATIONS AND INVITED TALKS**

- Varughese, R. (December 2024). Role of CommonAge in the welfare of elders in Commonwealth countries. Launch of WHO initiative, Age-Friendly cities, Kochi Municipal Corp, Kochi, India.
- Varughese, R. (December 2024). Need for gerontology programs for SW. Launch of gerontology Certification program, St, Albert's College, Ernakulam.
- Varughese, R. (June 2024). Role of Train the Trainer program in equipping long-term work force to

combat ageism and elder abuse. Common Age, India Chapter Launch & Elder Abuse Day, Durban SA .

- Varughese, R. (2024, March). *Role of Women in Community Care Models. Successful Experiments from Kerala*. Webinar sponsored by HelpAge India on International Women's Day, Delhi (talk via Zoom.)
- Varughese, R. (2023, December) *Social Workers and Aging Communities*, Victoria College, Trissur, Kerala State, India.
- Varughese, R. (2023, November). *Introduction to career in Gerontology*. Rajgiri School of Social Sciences, Kalamassery, Kerala, India.
- Varughese, R. (2023, July). *Aging in India: the present scenario*. Department of Social Work, St. Alberts College, Ernakulam, Kerala, India.
- Varughese, R. (2023, July). *A closer look at aging and global elder care practices* Department of Social Work, Loyola College of Social Sciences, Ernakulam, Kerala, India.
- Varughese, R. (2023, July). *A closer look at aging*. School of Social Work, Kuttikkanam Marian College Idukki Dist., Kerala, India.
- Varughese, R. (2023, July). *Fulbright Scholarship opportunities- An overview*. Faculty and scholars, Kuttikkanam Marian College Idukki Dist., Kerala, India.
- Varughese, R. (2023, July). *Mindful Aging*. Senior Citizens Forum (Pakal veedu), Jerusalem Marthoma Church, Kuttapuzha, Kerala, India.
- Varughese, R. (2023, April). *Policies and programs for Dementia*. Panel discussion (via zoom). Healthy Aging Conclave, Bless Retirement Homes, Kerala, South India.
- Varughese, R. (2023, January). *Best practices in Geriatric Care*. LEAD (Leadership, Excellence, Accreditation & Development) Academic Seminar held at Presidency Hotel, Ernakulam, Kerala, India.
- Varughese, R. (2022, July). *LEAD (Leadership, Excellence, Accreditation & Development) Series 2022*. Conducted a one-day workshop for Management staff, Travancore Foundation, Kottayam, Kerala, India
- Varughese, R. (2022, February). *Service-Learning Seminar for Mercy College Students. Shaping the world for a better tomorrow through service learning* (virtual).
- Varughese, R. (2022, March). *Three- Day Workshop for NGOs by State Government of Kerala, India, Institutional Rehabilitation for elders across all residential settings* (virtual).
- Varughese, R. (2021, December). Webinar is organized by JPM Arts & Science College, Mahatma Gandhi University. (*Geriatric Care Models in India & USA* (virtual).
- Varughese, R. (2021, September). Two-Day Webinar organized by St. Berchman's College, Changanacherry, Kerala. *Happy Aging. Why should retirement homes not be a taboo anymore?* (virtual)
- Varughese, R. (2021, August). *Press Meet, Kottayam, Kerala. Accreditation Standards for Retirement Homes in India*.
- Varughese, R. (2021, February). *Service-Learning Community Seminar. Shaping the world for a better tomorrow through service learning* (via Zoom).
- Varughese, R. (2021, January) *ASLI Annual Senior Care Conclave, v Accreditation standards for Long-term care institutions in India* (virtual event).
- Varughese, R. (2020, December & 2020, October). *Service-Learning Community What is a service-learning community* (via Zoom).
- Varughese, R. (2020, November). *International Day of Tolerance. Inclusivity and empathy: Building stronger communication in the college community*. Presenter and panel member (via Zoom)
- Varughese, R., & Walley, C. (2020, August). *Best Practices in Online Course Delivery*, facilitators of 4-week online course. Mercy Online, Mercy College, NY.
- Varughese, R. (2020, June). *Shaping the world for a better tomorrow through service learning*. June Intensives, Zoom Meeting hosted by Faculty Center for Teaching & Learning, Mercy College, NY.
- Varughese, R. (2020, May). *Panelist, Lessons Learned from Spring, 2020 Summer Institute*, Zoom Meeting hosted by Center for Teaching and Learning, Mercy Online and Office of Assessment, Mercy College, NY.
- Varughese, R. (2020, February) - *Sample e-Portfolio (show case of promotion e Portfolio)*, Spring 2020 Faculty Mentor Workshop conducted by Office of the Provost, Mercy College, New York.

- Varughese, R. (2019, March). *Model templates: A framework for excellence in online teaching and learning*. School of Health and Natural Sciences. Mercy College, Dobbs Ferry, NY.
- Varughese, R. (2018, November). *Model templates: A framework for excellence in online teaching and learning*. School of Health and Natural Sciences Meeting. Mercy College, Dobbs Ferry, NY.
- Varughese, R. (2018, November). *Model templates: A framework for excellence in online teaching and learning*. Northeast Connect conference: teaching and learning in the 21<sup>st</sup> century. Mercy College, Dobbs Ferry, NY.
- Varughese, R. (2018, October), Guest lecture, *Data Analyses for Quantitative Research*. NURS 601: Graduate Capstone course, Nursing program, Mercy College, NY.
- Varughese, R. (2018, September). *Health Promotion Models for Senior Care in India& Sri Lanka: A Fulbright Experience*. Annual Symposium, Haitian American Nurses Association of Hudson Valley, Inc.
- Varughese, R. (2017, November) *Evaluation of Learning Outcomes using e Portfolio*. Northeast Conference, Mercy College, Dobbs ferry, NY.
- Varughese, R. (2017, November). *Health Promotion Models for seniors in India*. Podium presentation at the Senior Citizens Forum, Kanjirappally, India.
- Varughese, R. (2017, October), Guest lecture, Varughese, R. (April 2018). *My Fulbright Experience: Touching and Transforming Lives*. Mercy College, Dobbs Ferry, NY Research Night
- Varughese, R. (2017, October), Guest lecture, *Data Analyses in Quantitative Research*. NURS 601: Graduate Capstone course, Nursing program, Mercy College, NY
- Varughese, R. (2017, March). *Health promotion models for senior care in India*. Zeta Omega Chapter at Large of Sigma Theta Tau International Honor Society of Nursing, Pace University, Pleasantville, NY.
- Varughese, R. (2017, March). *How do we prepare to teach: Teaching in a generational perspective*. Podium presentation at the Teachers Training Workshop, Zion Pentecostal Church, Danbury, CT
- Varughese, R. (2016, December). *Evidence-based health promotion models for senior care in India*. Podium presentation at the International Conference on Successful Aging. Marian College Kuttikkanam, Idukki District, South India
- Varughese, R. (2016, November). *Fulbright scholar program*. Zion Pentecostal Church, Danbury, Connecticut.
- Varughese, R. (2016, October). *Resident assessment instrument (RAI) for old age homes in India: A pilot investigation for the feasibility and implementation of RAI in preventing functional decline and disability*. Mercy College, School of Health & Natural Science Meeting, Dobbs Ferry, NY
- Varughese, R. (2016, May). *Elder care models in the U.S*. Sri Lanka Fulbright Board, Colombo, Sri Lanka. May 2016
- Varughese, R. (2016, May). *Health promotion and disease prevention in older adults: Role of assessment and care planning*. Faculty of Medicine, University of Kelaniya, Sri Lanka.
- Varughese, R. (2016, May). *A force for change: Improving health system resilience*. International Nurses Day, Apollo Hospital School of Nursing, AP, India
- Varughese, R. (2016, April). *Aging demographics and emergence of senior care homes in India*. Archana Women's Center, Kerala, India
- Varughese, R. (2016, April). *Active aging & aging "in place."* Senior Citizens Forum, Kanjirappally, India.
- Varughese, R., Rothschild, I., & Gedrich, A. (2015, June). *Case Study in Action*. June Intensives, Faculty Center for Teaching and Learning, Mercy College, Dobbs Ferry, NY
- Varughese, R. (2015, May). *How to make your course QM ready*. Faculty meeting, Mercy College, Dobbs Ferry, NY.
- Varughese, R & Lozina M. (2015, April). *Quality Matters Initiative*. SHNS Faculty Meeting, Mercy College, Dobbs Ferry, NY
- Varughese, R., & Rothschild, I (2014, March). *Case study 101: Using case studies across the curriculum to facilitate learning*. Break out session at Faculty Seminar Day, Mercy College, Dobbs Ferry, NY.
- Varughese, R. (2014, October). *Mercy Quality Matters initiative: Online coordinators Panel*. Faculty

Seminar Day, Mercy College, Dobbs Ferry, NY

- Varughese, R. (2014, October). *Quality Matters Town Hall Meeting*. Mercy College, Dobbs Ferry, NY.
- Varughese, R & Rothschild, I., & Balancio, D.(June, 2014). *What Best College Teachers Do*. June Intensives, Faculty Center for Teaching & Learning, Mercy College, Dobbs Ferry, NY
- Varughese, R. (2014, March). *FIR: A Unique Opportunity for Faculty growth*. School of Health & Natural Sciences Faculty Meeting, Mercy College, Dobbs Ferry, NY
- Rothschild, I. & Varughese, R. (2013, October). *Encouraging Student Metacognition and Self-Regulation of Learning*. Faculty Seminar Day, Mercy College, Dobbs Ferry, NY.
- Rothschild, I. & Varughese, R. (2013, September). *How Do Students Become Self-Directed Learners?* New Faculty Learning Community, Mercy College, Dobbs Ferry, NY
- Varughese, R. (2013, July). *Minimum Data Set: Cross cultural implications in assessment and care planning*; Lecture delivered via skype. International conference and 9th annual meet, Association of Indian Psychologists. Tirupati, India
- Rothschild, I. & Varughese, R. (2013, June). *How Learning Works-Burning Down the Podium*-June intensives, Faculty Center for Teaching & Learning, Mercy College, NY
- Gladstone, C. &Varughese, R. (2012, October). *Essence of Transformative Teaching for Getting at Deeper Learning in the Me Port We port Faculty Learning Community*. Faculty Seminar Day, Mercy College, NY.
- Varughese, R. (2012, June). *Evidenced Based Practice in Health Professions*. Sri Venkateswara University, Tirupati, India
- Varughese, R. (2012, June). *Long Term Care in the U.S: An Overview*. Sri Venkateswara University, Tirupati, India.
- Varughese, R. (2012, June). *Evidence Based Care in Health Professions*. Faculty &students, Govt. Medical College, Kottayam, Kerala, India.
- Brennan, E. &Varughese, R. (2011, July). *Folio Thinking in an Online Student Learning Community*. E Portfolio and Identity conference (ePIC), London, UK.
- Varughese, R. (2011, July). *Older Patients in Acute Care Survey (OPACS)*. School of Nursing, Pushpagiri Medical College, India.
- Pawlyshyn, N., Diones, R. & Varughese, R. (2011, January). *Assessing and demonstrating essential learning outcomes with e Portfolio*. AAC&U Annual Meeting, San Francisco, CA.
- Varughese, R. (2010, December). *Introduction to Me Port (Mercy-Electronic Portfolio)*. Open House for accepted students, Mercy College, NY.
- Varughese, R. (2010, November). *Elder Abuse in India: A Digital Story Presentation*: International panel on Global Issues in Public Health, Mercy College, Dobbs Ferry, NY.
- Varughese, R. (2010, July). *Predictors of Long-Term Care Placement in Minority Elders*. Presented at Hartford Institute for Geriatric Research, Research Scholars Summer Program, New York University, NY.
- Varughese, R. (2010, May). *Physical, Psycho-social Status of Institutionalized Elderly, Practices and Possibilities of Social Support in Developed and Developing Countries: A cross cultural Comparative Study*. Hudson Valley Nursing Collaborative for Research and EBP, HVHC, Cortland Manor, NY.
- Varughese, R. (2008, December). *Atypical presentations of Illness in Elderly*. Presented at the International Conference of Geriatrics and Gerontology, Tirupati, India.
- Varughese, R. (2008, November). *Social Support & Social Resources of Institutionalized Elderly: A comparative study of Western and Eastern Cultures*. Annual research night. Mercy College, Dobbs Ferry, NY.
- Varughese, R. (2008, July). *Physical Ageing: A Cross-Cultural Comparative study between Developing and Developed Nations*.19th International Research Congress Focusing on Evidence Based Practice, Singapore.
- Varughese, R. (2007, November). *Social Support System of Elderly in Developing and Developed Nations*. Annual research night. Mercy College, Dobbs Ferry, NY.
- Varughese, R., & Fitzpatrick, A. (November 2007). *Evaluation of Teaching and Learning Outcomes in Health*

*Professions*. Mercy Online Faculty Forum, Mercy College, Dobbs Ferry, NY.

- Varughese, R. (2007, August). Online curriculum development and strategies of distance learning. Catskill Hudson Area Health Education Center, Latham, NY
- Varughese, R. (2007, July). *Physical, Psychological and Social Health Status of Institutionalized Elderly in India and USA*. 18th International Evidence Based Research Conference, Vienna. Austria.
- Jamuna, D., & Varughese, R. (2007, March). *Physical, psychological, and social health status of institutionalized elderly in developed and developing nations*. An abstract. Center for research on Ageing, Sri Venkateswara University, Tirupati, India.
- Varughese, R., & Jamuna, D. (2006, December). *Support system of eldercare in USA and India*. Biennial Conference of the Association of Gerontology. Bhuvanewar, India.

#### **POSTER PRESENTATIONS**

- Varughese, R & Koziol, K. (2023, May). *Service-Learning Project: Setting up a Simulation-Based Learning Lab in an Assisted Living Facility in India*. Faculty Recognition Day, Mercy College, Dobbs Ferry.
- Varughese, R. & Gladstone, C. (2014, March). *Faculty and Student Perceptions of the Shift from Course Grades to Student Learning Outcomes*. Faculty Seminar Day, Mercy College, Bronx, NY
- Varughese, R., Rothschild, I. & Balancio-Kali, D. (2013, August). *Burning Down the Podium*. New Faculty Orientation, Mercy College, Dobbs Ferry, NY
- Varughese, R. (2013, December). *Missions to Guyana*, Nursing Faculty, Health Fair, Mercy College, Bronx, NY
- Ehmann, W., Varughese, R., Bava, S. (2012, March). *Models for Connective Learning*. Faculty Seminar Day, Mercy College.
- Varughese, R., & Koziol, K. (2011, November). *How is WIMBA Used to Enable Learning?* Adjunct Faculty Dinner, Mercy College.
- Varughese, R., & Fitzpatrick, A. (2011, June). *Electronic Portfolios; Reflective Inquiry in Nursing* Rutgers University, College of Nursing. International Technology Conference.
- Malmgreen, C., Grant, P & Varughese, R. (2011, April). *Barter model of collaboration and its importance in academia and clinical practice*. Sigma Theta Tau International-Mu Epsilon 15th Annual Research Conference at Villa Borghese in Wappinger Falls.
- Fitzpatrick, A. & Varughese, R. (2011, March). *Electronic Portfolios; Critical Reflection in Learning*. NJEdge.net Faculty Showcase, sponsored by College of New Jersey.
- Diones, R., & Varughese, R. (2011, March). *Applications of Folio Thinking*. Poster presented on Faculty Seminar Day, Mercy College. N.Y
- Varughese, R., & Brennan, E. (2011, March) *Me-Port Student Learning Community*. Poster presented on Faculty Seminar Day, Mercy College. N.Y
- Fitzpatrick, A., & Varughese, R. (2011, February). *Electronic Portfolios: Critical Reflection in Nursing* NJEdge.net Annual Faculty Best Practices Show Case sponsored by College of NJ.
- Varughese, R. (2010, December). Accepted for poster presentation. *Electronic Portfolios: A Foundation for Reflective Inquiry in Nursing Education*. Royal Colleges of Nursing, Joint Educational Forums. 3<sup>rd</sup> international Conference and Exhibition. U.K.
- Varughese, R., Olipane, R., Mendoza, A. (2010, May). *Show case e-portfolio-Student's Perspectives*. Poster presentation on Faculty Seminar Day with Dr. Helen Barrett. Mercy College, Bronx, NY.

#### **PUBLICATIONS**

- Varughese, R. (2020). Minimum Data Set: A resident assessment tool for senior care homes in India. Establishment of Reliability and Validity. *Journal of Health Studies*, Association of Health Psychologists, 1(1), 77-89. <https://journalofhealthstudies.in/current-issue/>

- Varughese, R., & Moscou, S. (2019). The assessment process: Using reflective essays. Submitted to *Journal of Professional Nursing* (submitted for publication, August 2019).
- Varughese, R. & Jamuna, D. (2018). Anatomy of elder abuse in the Indian context. In M. K. Shankardass & S. I Rajan (Eds.), *Abuse and Neglect of the Elderly in India* (pp. 65-77). Gateway East, Singapore: Springer Nature. ISBN 978-981-10-6115-[https://link.springer.com/chapter/10.1007/978-981-10-6116-5\\_5](https://link.springer.com/chapter/10.1007/978-981-10-6116-5_5)
- Varughese, R. (2017). My Fulbright experience. *Mercy Maverick Magazine*, 2017 winter edition. <https://www.flipsnack.com/9ACC88A6AED/mercy-maverick-winter-2017.htmls>
- Subramanyam, V., Hemalatha, A., Jamuna, D., & Varughese, R.(2016). Change Vs. Stability in ADLs and PBADLs: Role of Psychological Interventions, *Psychology For Health, Happiness and Harmony*, (1), 195-198.
- Varughese, R. (2016). A demonstrative community model for senior citizens in Indian panchayats. *Help Age India Research &Development Journal*, 22(2), 19-22.
- Balancio, D., Rothschild, I., Varughese, R. (2014). *Burning Down the Podium: An Examination of How Learning Works*. The Teaching and Learning Forum, 1(2).
- Varughese, R., & Jamuna, D. (2014). *Health of Residents of senior care homes in India & US*. Monograph published by LAP LAMBERT Publications. ISBN-10: 3659527262.<https://www.amazon.com/Health-Residents-Senior-Care-Homes/dp/3659527262>
- Varughese, R. (2011). *Care of Asian Elders: Traditional and Contemporary*. AAPINA,9(2) 4-5
- Varughese, R. (2006, January). *Aging in India: The Present Scenario*. Mid-Hudson Kerala Association Souvenir.

#### **News Paper Articles**

- The Hindu- Business line, All India edition (August 2, 2023). Travancore Foundation: It's all about care for seniors.
- The Hindu-- Doctors Day, Kerala edition (July 2023). An interdisciplinary team approach to elder care
- The Hindu, Thiruvananthapuram edition (November 24, 2022), *Quality senior Living*.
- Times of India, Cochin edition (November 1, 2021)- Kerala Day, *Paying attention to elderly*.
- Times of India, Cochin edition (October 1, 2021). International Day of Older Persons, *Caring for the elderly*
- Deepika News, Kottayam edition. *International Day of Older Persons. Learning aged care*.

#### **Local radio/media Interviews**

- Mangalam Radio. Travancore Foundation, Senior care home
- Radio Village, Changanacherry, Old age care and geriatric education for the future
- Gulf Radio. Care of the aged in formal institutions
- Radio Village, Changanacherry, changing families and changing concept of aging.

#### **ABSTRACTS (online and in print)**

- Varughese, R. (2007). *Physical and psychosocial status of elderly in long term care settings. A cross cultural comparative study between India and USA* (html version). [http://stti.confex.com/stti/congrso7/techprogram/paper\\_33998.htm](http://stti.confex.com/stti/congrso7/techprogram/paper_33998.htm)
- Varughese, R. (2008). *Atypical Presentation of Illness in Elderly*. International Symposium and Conference

of Gerontology and geriatrics and 14<sup>th</sup> Biennial meeting of The Association of Gerontology (India).  
Souvenir by Department of Psychology, SV University, Tirupati

### PROFESSIONAL AFFILIATIONS

- Alumni, Fulbright Scholars Program, United States Department of State Bureau of Educational and Cultural Affairs
- Alumni, Fulbright Specialist Program
- International member, Advisory board, Center for Research on Aging, Tirupati, India
- Member, Zeta Omega at Large, Sigma Theta Tau International
- Visiting Professor, SV University, Tirupati, India
- Member, Editorial Board, Department of Psychology, Periyar University, India
- Life member, Association of Gerontology (AGI), India
- Life Member, Alzheimer's Society of India
- Life member, Association of Health Psychologists, Hyderabad, India
- Adjudicator, Doctoral Program, Psychology Department, SV University
- Adjudicator, Doctoral Program, Psychology Department Periyar University, India

### GRANTS

- Faculty Development Grant (applied for January- June 2023)- \$3000  
Service- Learning Project: Setting up Simulation- based lab an assisted living facility in India
- Faculty Fellow, Faculty Center for Teaching and Learning (FCTL), Mercy College, NY- 2018 (\$5,000)  
" *Interdisciplinary Peer Mentoring: A Framework for Excellence in Teaching and Learning*".
- Sigma Theta Tau International, Zeta Omega at Large chapter Grant- Spring 2018 (\$2000)  
" *Visitor-Visitee Model for Health Promotion of Community- Dwelling Elders in India*"- (Phase II)
- Mercy College Faculty Development Grant- 2017 (\$2850)  
" *Visitor-Visitee Model for Health Promotion in Community-Dwelling Elders*"- (Phase I)
- Sigma Theta Tau International, Zeta Omega at Large chapter Travel Grant- Fall 2016 (\$250)  
International Conference on " *Successful Aging*". Marian College School of Social Work, Kuttikkanam, Kerala, India.
- Mercy College, Faculty Development Grant -2011 (\$2000)  
" *Validation of Older Patients in Acute Care Survey: A Tool to Examine Attitudes, knowledge and Practices of Nurses working with Oder Persons in India*".
- Geriatric Nursing Education Consortium (2007)  
The John Hartford Institute, Portland, Oregon
  - Faculty Development program (Train the trainer) to enhance Gerontology in Senior-level Undergraduate Courses

### SERVICE

#### **Mercy University, Dobbs Ferry, New York**

- Faculty Member, SHNS (2006-present)
- Member, Program Assessment Committee (2017- present)
- Member, Faculty Development Committee (2022- present)
- Chair, Research Committee, Nursing Program (2017- 2019)
- Co-Chair, Graduate Curriculum Committee (2017-2021)
- Co-Chair Undergraduate Nursing Curriculum Committee (2017-2021)
- Co-Chair, Assessment Committee (2017-2021)
- Faculty advisor, Graduate students (2006-present)
- Co-Chair, Search Committee for Dean, Nursing program (Spring, 2018)

- Chair, New and Adjunct Faculty Mentoring committee (2013 to 2015)
- Member, Academic standing committee, Nursing Program (2013 to 2015)
- Member, Nursing Curriculum Committee (2006- present)
- Member, Nursing Assessment (EBI) Committee (2013- 2016)
- Faculty for High Student Need Program for additional tutoring sessions of Statistics (2014-2015)
- Designed and created Blackboard Model Templates for undergraduate and graduate Online courses (2017-2018)
- Worked with Mercy College's Assessment team and lead faculty in restructuring assessment tools to measure expected program outcomes for graduate and undergraduate programs (2017)
- Assisted in writing CCNE, Accreditation Standard III (2017-2018)
- Faculty representative for Graduate Open House, Dobbs Ferry Campus (2017, 2018)
- Conducted research workshop for mentoring junior faculty (2017)
- Coordinated a Research Night for alumni, faculty and students in conjunction with Zeta Omega Chapter, STTI (2018)
- Conducted open houses- Virtual & Onsite
- Member, School of Health & Natural Sciences (2006-present)
- Member, Technology Committee, SHNS (2019- present)
- Mercy Online Advisory Council Member- Representative for School of Health and Natural Sciences (2014-present)
- Member, Global initiative committee, Mercy College (2013-present)
- Middle States Accreditation – Member, Subcommittee working group for Std, VII- (Governance)
- Member, Service-Learning Committee, Mercy College (present)
- Personnel Promotion & Tenure Committee (elected member for 2020-2025)
- Mercy Online Coordinator & Advisory Council Member- Representative for School of Health and Natural Sciences (2014-present)  
Responsibilities include:
  - Mentor faculty to develop skills for high quality online delivery
  - Create a community of online instructors
  - Be a resource for course specific contents for faculty
  - Participating in Online Pedagogy Community
  - Disseminate best practices within and across schools
  - Be an expert in skills and knowledge for teaching online and to mentor other faculty
  - Member, Global initiative committee, Mercy College (2013-present)
- Faculty Affiliate, Center for Global Engagement, Mercy College (2016- present)
- Member, Library committee, Mercy College (2007- 2015)
- Member, Online student/teacher of the year selection committee (2007- present)
- Member, Teaching excellence award selection committee (2007-present)
- Faculty in Residence (FIR), School of Health & Natural Sciences (March 2013- June 2014). Responsibilities include:
  - Facilitate Learning Communities
  - Plan and coordinate June Intensives with FCTL
  - Plan Faculty Seminar Days and facilitate breakout sessions
  - Conduct Scholarship on Teaching and Learning

## COMMUNITY SERVICE (International)

- **Chairperson, Board of Trustees, Travancore Foundation, Kottayam, Kerala State, India (2019- present).**

Appointed by the Board of Trustees as the Chairperson of Travancore Foundation, an assisted living facility, in 2019. Under Dr. Varughese's administration and leadership, the **facility achieved Platinum status accreditation, becoming the first in the nation to receive this recognition**

The following initiatives were implemented to ensure quality of care for residents:

- Resident Assessment Form (RAF) a culturally appropriated model of Minimum Data Set (MDS) in the US for resident assessment in Indian institutions
- Interdisciplinary team care model, comprising Physician, Nursing, Social work, Rehabilitation Dietary, Activities and other non-clinical staff
- Comprehensive geriatric assessments and care planning for residents on admission and every quarter
- Family /Resident care plan meetings
- Twenty-four-hour reporting system for IDT.
- Restraint-free environment.
- Continuous Quality Improvement Dept to monitor quality indicators such as fall, pressure ulcers, hospitalization rates, incontinence and diaper use, medication compliance and safety.
- Weekly Pressure ulcer prevalence reporting system
- Nursing Rehabilitation Team to maintain floor ambulation, Bowel and bladder training, Range of motion and restorative feeding.
- Promoted the facility to be the first platinum level accredited facility in the country.
- Three other branches were opened in the State with one with a special focus on translational and sub-acute care.
- Implemented a simulation/skill training lab in the facility

### **Founder and Director, Travancore Foundation Education and Research Center (TF ERCA)**

Travancore Foundation Education and Research Centre on Aging (TF ERCA), a special wing of Travancore Foundation (TF), was formed in 2019 to promote research and education in aging.

Currently the center has MoU with six deemed universities and offer the following programs.

- Post Graduate Diploma in Administration and Crae Management in Geriatrics
- Post Graduate Diploma in Applied Gerontology
- Post Graduate Diploma in Geriatric Care Administration
- Certificate in Geriatric Care
- Post Graduate Diploma in Gerontological Social Work
- Certification in interprofessional Practice in Gerontology
- *Courses taught in international programs (Travancore Foundation education and Research center on Aging)*
  - *Health and Aging*
  - *Physical Changes with Aging*
  - *Evidence-based Geriatric Care*
- Member, Board of Studies, Department of Social Work, Bharathiar University, Coimbatore, Tamil Nadu.

### **National**

- Member for Programs and Services, Alzheimer's Society, Hudson Valley Chapter, New York.
- Member, Friends of Beekman Library, Poughquag, New York.

