



GAP ANALYSIS, LLC

ANDREA L. DOBRIN

PROFESSIONAL EXPERIENCE

GAP ANALYSIS, LLC, Cleveland Heights, Ohio ♦ Expert witness agency providing professional, specialized support to attorneys, insurance companies and human services organizations.

2017 – Present

Expert Witness

- ♦ Expertise in wide range of health and human service industries, with concentration in the intellectual developmental disabilities (IDD) and behavioral health industries
- ♦ Multistate experience representing defense and plaintiff cases
- ♦ Thorough knowledge in applying rules and regulations in “real world” health and human services field
- ♦ Deposition and trial tested in multiple injury, death, abuse and neglect cases

KOINONIA HOMES, INC. Independence, Ohio ♦ Non-profit agency providing residential waiver, intensive care, clinical, nursing, day and employment services for over 650 individuals with Intellectual and Developmental Disabilities

2014 – 2020 (Retired)

Chief Program Officer

- ♦ Oversaw all direct-care programs, services and staff for \$37 million, multi-county, non-profit IDD agency
- ♦ Responsible for leading and managing the organization’s comprehensive array of services and programs in accordance with best practices, industry standards, regulatory compliance and overarching strategic goals
- ♦ Expanded services, improved efficiencies and increased revenue by over \$12 million in five years.

BELLEFAIRE JEWISH CHILDREN’S BUREAU Shaker Heights, Ohio ♦ Non-profit agency providing wellness, advocacy and behavioral healthcare for children, youth and their families

2012 - 2014

Division Director of Foster Care & Adoption

- ♦ Administered staff, services, marketing and development for historically significant \$2.5 million division;
- ♦ Restructured division cutting annual expenses by 40% and increasing Medicaid billing by 25%
- ♦ Instituted two-year plan to renovate division, concentrate services and establish quality controls division-wide

THE CENTER for HEALTH AFFAIRS, Cleveland, Ohio ♦ \$25 million hospital advocacy, multi-divisional service organization with non-profit and for-profit branches

2010 – 2012

Vice President of HRC & RRC

- ♦ Oversaw staff and services for two for-profit divisions; human resources consulting and defined benefit administration
- ♦ Established three-year strategic plan to overhaul division, merge and expand services state-wide; projected profits of \$3 million
- ♦ Negotiated contracts for division clients totaling 1.5 million

1412 WESTOVER ROAD CLEVELAND HEIGHTS, OHIO 44118 216-701-9051

ANDY@GAPANALYSISLLC.COM; WWW.GAPANALYSISLLC.COM



GAP ANALYSIS, LLC

COMMUNITY CARE NETWORK, Cleveland, Ohio ♦ \$24 million integrated, multi-system non-profit agencies
2004-2010

Chief Administrative Services Officer

- ♦ Directly supported CEO with all corporate operations, system-wide strategic planning, operations and administration
- ♦ Responsible for human resources, labor relations, risk management, quality improvement and pharmacy divisions and staff
- ♦ Streamlined operations and reduced operating costs while providing administrative services for three agencies
- ♦ Chief Negotiator in labor negotiations, oversaw all litigation, arbitration activities and responses

GORTZ & ASSOCIATES, INC. Beachwood, Ohio ♦ Consulting firm providing high-quality niche human resource, labor relations, management consulting and organizational development services to public employers and elected officials.
1992 – 2004

Vice President (1996 – 2004)

- ♦ Responsible for company operations including marketing strategies, business development, promotional activities and product development; supervised Senior and Junior Consultants
- ♦ Initiated multi-state expansion resulting in 30% revenue growth; significant increase in company recognition

Senior Consultant (1992-1996)

- ♦ Provided full-service human resources and labor relations consultation services to diverse public sector employers
- ♦ Maintained long-standing consulting relationships with over fifty (50) clients and elected officials
- ♦ Researched, analyzed designed and administered compensation and benefits systems for multiple cities and county systems
- ♦ Served as Chief Negotiator in the negotiation and administration of over twenty (20) labor contracts
- ♦ Conducted multiple training seminars for counties and at conferences on administrative and management topics as well as current legislation such as Sexual Harassment, FMLA and OSHA.

BELLEFAIRE JEWISH CHILDREN'S BUREAU Shaker Heights, Ohio ♦ Non-profit agency providing wellness, advocacy and behavioral healthcare for children, youth and their families
1987 -1992

Marketing and Standards

- ♦ Successfully oversaw all licensing and accreditation activities for two principal organizations, including JCAHO, COA, ODMH, ODJFS

EDUCATION

Master of Organizational Development and Behavioral Analysis

CASE WESTERN RESERVE UNIVERSITY Cleveland, Ohio

Bachelor of Science

MIAMI UNIVERSITY Oxford, Ohio