

**SPECIAL  
ISSUE**

# MarylandPT

*Abridged*

OFFICIAL PUBLICATION OF APTA MARYLAND



## A Message from the President

JD SHEPPARD PT, DPT

We face a great number of issues as a society that are becoming increasingly complex and imperative, including racism, climate change, and an ongoing global pandemic. All these issues have direct and harmful impacts on health outcomes. As a profession, we face our own challenges including dramatic cuts in reimbursement, regulatory changes, and barriers that affect patient care in nearly every setting. Furthermore, each of these issues significantly influence the ways in which we provide care for our patients and support health professionals in this organization.

These subjects may be uncomfortable for many and the challenges we face do not have simple, easy solutions. Nevertheless, we must participate in the discussion of these relationships as an organization so that we can best support patients and their physical therapists and physical therapist assistants in all circumstances.

APTA Maryland is committed to supporting our ongoing DEI initiatives. Including the work of our centennial scholar to determine what influenced PTs and PTAs who identify as a racial minority to pursue a career in Physical Therapy. This will then help us identify focus areas to allocate our resources to help diversify our work force so that our profession better represents the communities we serve.

I am also announcing the creation of a special task force to look at

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## Newsletter Highlights

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MEET THE NEW  
MEMBERS OF THE  
BOARD OF DIRECTORS

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NEW IN DEI

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IMPLICIT BIAS  
TRAINING MANDATE

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APTA MARYLAND  
CELEBRATES BLACK  
HISTORY MONTH AND  
WOMEN'S HISTORY  
MONTH

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IN MEMORIAM

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the current makeup of the board of directors. I believe the chair of our DEI committee deserves a seat on the board along with the chairs of our committees for education, government relations, and reimbursement. The task force will also look at the roles of our district chairs in order to better engage our membership with the technologies available in the 21st century.

We will also look to create a Chief Delegate elect-position. Over the past few years the APTA Maryland delegation has been successful in passing multiple main motions in the House of delegates. Most recently the passage of RC 9-21 with the help of our colleagues in Texas and California commits APTA to be an anti-racist organization. The motion goes on to state that APTA and its members, collectively and individually, have an obligation to address policies and practices that perpetuate systemic racism and inequity in our association, the profession, and society.

Our recent success in the house is in large part due to having an experienced chief delegate. The chief delegate-elect position would help ensure our chapter has a proficient leader of our delegation going forward.

During our 2022 legislative session in Annapolis, APTA Maryland has been devoted to improving access to care for Marylanders. We have met with legislators, professional societies, and patient groups to rally support for our bill. High co-pays continue to limit patient access to medically necessary care, disproportionately affects underrepresented groups, and has the potential to negatively impact the opioid epidemic in our state.

While dedicated to passage of our legislation, we continue to lend our voice to help pass laws which will help to address the SDOH in Maryland, in order to improve health outcomes for all. During our member meeting on March 26th we will be providing updates on these efforts.

Under past leadership we have made significant progress as an organization to advance our profession, and my goal is to capture that momentum to promote continued improvement in the practice of physical therapy for our patients and our members. I am honored serve as your president, and I look forward to the work ahead

## A Message from the Maryland Board of Physical Therapy Examiners

### **Implicit Bias Training Required for 2022 License Renewal**

The law requires all health care practitioners in Maryland complete an implicit bias training program on their license renewal application.

### **What does this mean for you?**

When you complete your 2022 license renewal application you will need to have completed an implicit bias training course approved by the Cultural and Linguistic Health Care Professional Competency Program. This is a one-time only requirement and you will not need to repeat this attestation during subsequent renewals. The current approved implicit bias training courses do not count towards your continuing education hours requirement for licensure renewal.

APTA Maryland developed a course to meet the requirement available at [www.aptamd.org/continuing-education/](http://www.aptamd.org/continuing-education/). There is also a complete listing of training courses approved to meet this requirement on the Board of Examiners web site.





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- Unlimited Access to Medbridge Online CEUs
- 20/20 Journal Club

# Meet the New Members of APTA Maryland's Board of Directors



## **Carolyn Chanoski**

Carolyn Chanoski is the Chapter's Director for Government Relations. Carolyn has previously served as the Chapter's President, Treasurer, and Director for Government Relations. She is also a member of the Chapter's Continuing Education Committee. She oversees all legislative and advocacy activities for the Chapter.



## **Krista Frederick**

Krista Frederick is the Chapter's Director for Reimbursement. She is the founder and owner of f Forever Fit Physical Therapy & Wellness, and Body Wise Physical Therapy and Wellness. Krista oversees activities or policies that can enhance the position of physical therapists in the current or in future payment environments.



## **Michael Ukoha**

Mike Ukoha is the Chapter's Central District Chair. He also serves as the DEI Committee Chair and Central District Delegate. As Central District Chair he oversees outreach to the Central District while also bringing issues and suggestions from Central District members to the Board.

## Board Vacancies

### Southern District Chair

The Southern District Chair is a 2 year term. The chair presides at district meetings and helps to organize district activities for PT Month. District Chairs oversee outreach to the Central District while also bringing issues and suggestions from Central District members to the Board. Interested or have questions? Contact us at [aptamd@aptamd.org](mailto:aptamd@aptamd.org) or 800.306.5596.

## APTA Maryland Board of Directors

President - JD Sheppard

Past President - Kevin Platt

Vic President - Roy Film

Secretary - Monique Caruth

Treasurer - Melissa Reinhardt

Director for Education - Gretchen Michaels

Director for Government Relations - Carolyn Chanoski

Director for Practice - Mike Zarro

Director for Reimbursement - Krista Frederic

Central District Chair - Mike Ukoha

Eastern District Chair - Rick Peret

Western District Chair - Carolyn Dockins

Chief Delegate - Linda Horn

PTA Caucus Representative - Kelly Yeager



# APTA Maryland's Diversity, Equity and Inclusion Committee



Michael Ukoha PT, DPT - Chair



Mentorship. Diversity in the Workforce. Diversity in Leadership. HEAL

2021 was a great year of focus, collaboration, and progression of previous initiatives of the Diversity, Equity, Inclusion (DEI) Committee of the Maryland Chapter of the American Physical Therapy Association (APTA). We have had collaborations with Baltimore City Health Department, Live & Grow Mentorship, and various academic institutions.

We have continued our commitment to introducing the profession of physical therapy to high school students in different counties throughout the state. Additionally, we have implemented our mentorship pipeline with historically black colleges & universities (HBCUs) as a component of the work of our APTA Centennial Scholar, LaDonna Dingle, at Bowie State University and University of Maryland Eastern Shore. We successfully formed and distributed our Minority Survey to identify focus areas in our recruitment strategies to help diversify our profession.

In 2022, we have continued to expand our efforts with continued Mentor Nights, mentoring program to high schools, HBCUs, and pre PT programs. We are also working on potential initiation of introductory presentations to middle schools, collaboration w/ our Student Special Interest Group (SSIG), and further analysis/follow up from the results of our Minority Survey. Look out for updates from our social media accounts (Facebook, Twitter, and Instagram) and long form media in 2022 including various podcasts.

## **The DEI Committee thanks our leadership and volunteers for all of our accomplishments.**

Chair - Mike Ukoha. Secretary - Erika Opoku.

Communications Chair - Ketaki Jatar. Mentorship Chair - Clarisse Labor.

Mentors & Volunteers - Monique Caruth, Dan Chapman, Kenda Chavis, Rhea Cohn, Rachel Craig, LaDonna Dingle, Rhonda Fowler, Kamilla Frederick, Maral Hassanshahi, Ashley Kneale, Kelly Masterson, Scott Newberry, Marquis Sanabrais

## **APTA Maryland Diversity Equity and Inclusion in 2022**

**Mentor Nights for Students and Early Professionals:** 1st Tuesday of each month 8-9:00 pm  
Are you looking for clinical mentorship, a safe space to discuss workplace issues, explore emerging issues and trends, and connect with colleagues?

### **2022 Topics**

- February 1: Mentorship for pre-PT students – Engaging college students interested in applying to PT/PTA programs on the application process
- March 1: Leadership and Management opportunities for therapists
- April 5: Residency programs- options and opportunities
- May 3: PTA Night – Lets talk leadership opportunities; expectations for salary for various settings; the importance of specialization or certifications; suggestions for interviewing, and more.
- June 7: Get Ready for Physiotrivia – a game to help leaders, students, and aspiring professionals to be able to learn, grow, achieve, and have fun.
- *Submit a suggested topic to [dei@apta.org](mailto:dei@apta.org).*

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## **Promoting and Improving the Diversity in our Wonderful Profession. Providing On Site Presentations and Virtual Clinic Tours**

**Targets:** K-High School and Pre PT/PTA Programs

It is our hope that students learn and be fully engaged in these presentation. Please share your journey to this profession; the steps needed to get into PT/PTA programs; your area of specialty; and any advice and inspiration you may have.

If you are interested in being a part of this program and or if you have schools you would like to include, please contact us at [dei@apta.org](mailto:dei@apta.org).

### **2022 Presentations**

#### **February**

- 2/4/2022: Bowie High School for the Future Health Professional Club. An in person event with 3 clinicians

#### **March**

- 3/2/2022: Anne Arundel High School Center of Applied Technology North
- 3/9/2022: Anne Arundel High School Center of Applied Technology North
- 3/11/2022: Anne Arundel High School Center of Applied Technology South

#### **April**

- TBA: Bowie State Presentation

## **Additional DEI Activities**

### **Health, Equity, Accessibility, and Literacy (HEAL)**

(HEAL) is how we engage the community through service opportunities to create positive change in the communities we serve.

Collaboration with local opioid intervention teams

Link clinicians with resource databases and 211 to address social determinants of health

Working on a collaboration with the Maryland PCP providing case management for Medicare patients through select primary care providers.

### **Education and Communications**

Raise awareness within our profession and communities on how various social factors contribute to healthcare inequities and identify ways to create environments that promote equitable health outcomes.

Develop social media campaigns to educate the public about the role of physical therapy in health and wellness.

Developing courses for chapter conferences and webinars on diversity, equity, and inclusion, and social determinants of health.

Educating legislators on the role physical therapy plays in addressing chronic pain.

# APTA Maryland Celebrates

## Black History Month

February 2022

In honor of Black History Month, APTA Maryland celebrated the new voices in our profession.

We are so inspired by these future PTs as they share their insights for Black History Month.

The following are excerpts from the interviews.

See the full interviews at

[www.aptamd.org/apta-maryland-celebrates-black-history-month/](http://www.aptamd.org/apta-maryland-celebrates-black-history-month/)



Victoria Hudson, SPT  
University of Maryland  
Baltimore

- Representation in PT means having the work force in PT reflect the populations in which we serve in race, ethnicity, gender identity, and everything else. People from various communities should be able to see themselves reflected in their physical therapist. Ideally, representation will lead to more comfort, trust, and utilization of PT services by all communities.

- I am looking forward to continuing to make meaningful connections with faculty, students, community members to strength my perspectives as a person and PT professional



Kiyanna Monroe, SPT  
University of Maryland  
Baltimore

-While I am inspired by all black physical therapists that paved the way and continue to do so, Bessie Blount Griffin holds a very special place in my heart. Despite many trials and hardships, she remained steadfast in her journey of becoming a physical therapist, scientist and more. She accomplished her goal of creating innovative ways to take care of people and paved the way for black healthcare professionals.

-Representation in physical therapy is more than a number. Representation in the physical therapy field is equity, advocacy and opportunity. I realize the lack of diversity and inclusivity in the field, and I strive to be a familiar face and resource to young black girls and boys who are interested in healthcare. .



Jane Inyang, SPT  
University of Maryland  
Baltimore

-When I first started my journey towards becoming a physical therapist, I had never met a black woman PT before. I was mostly inspired by PTs and PT students on social media such as Dr. Dashae Smallwood (@thecurlyclinician) and Dr. Ariel Johnson (@theptbae) Watching their journeys through PT school and into the profession still inspires me today.

-Representation in PT means being able to look up to someone similar to myself in the field of physical therapy. Representation is also making the profession look more like the variety of patients that we see. This disparity can be challenged by taking any opportunity that you can to uplift, promote and encourage Black PTs' voices at the table. My goal is to become the representation that I wish I had seen for future Black PT students.



# APTA Maryland Celebrates

Women's History Month

March 2022

In honor of Women's History Month, we are celebrating amazing APTAMD and APTA women who have made an impact on the profession and defined who we are as a chapter.

The following are highlights to date. Stay tuned for additional spotlights throughout the month.

See the full interviews at

[www.aptamd.org/apta-maryland-celebrates-womens-history-month/](http://www.aptamd.org/apta-maryland-celebrates-womens-history-month/)



FLORENCE KENDALL PT  
(1910-2006)

- APTAMD's 1st President
- Helped to establish the professional practice of physical therapy in Maryland.
- Florence Peterson and Henry Otis Kendall published the first edition of the book **MUSCLES : TESTING AND FUNCTION** in 1949. Based primarily on their extensive work in polio research, the book set a whole new standard of detail for musculoskeletal examination and treatment.
- They published the companion title **POSTURE AND PAIN** followed in 1952, in which they reported on their study of 12,000 cases to illustrate and diagnose numerous diseases and other painful conditions associated with faulty body mechanics and alignment. Both books are still utilized in Physical Therapy today.



CAROL ZEHNACKER  
(1944-2021)

- Dr. Carol Hamilton Zehnacker was an inspired professional, a tenacious individual and a compassionate human being.
- Member of APTA over 56 years
- Tireless advocate for the profession
- APTA Maryland Awards: Henry O. and Florence P. Kendall Awardee (2005); the Richard T. Peret Distinguished Service Award (2018); and the Stephen Levine Award (2019)
- APTA Awards: Lucy Blaire Service Award (2021)

## CAROL'S COLLEAGUES WILL TELL YOU

*Carol was a leader, mentor, an inspiration, and a personal welcome wagon to the profession and the chapter.*

*In her role as advocate, she was like having an additional lobbyist.*

*She was passionate, entertaining, spunky, and had the biggest heart.*

*She was a champion for our profession **but better yet our patients!***



SENORA SIMPSON

### What's one word to describe you? Why?

Intense. I have lived through so many changes, both professionally and personally. I don't have many more days to make a difference and I don't think I have done enough.

### What women inspire your work today?

All women! I don't have a single person. Each one is unique on their own and bring something to the table. I don't idolize an individual. People who are sincere and don't do things for attention inspire me.

### What opportunity or accomplishment are you most proud of?

Believe it or not - Living through a knee replacement. I was not prepared and I apologize to every patient with knee replacement I treated.

### What would be your advice to girls out there that want to be where you are?

Be yourself and do good for the right reason and at the right time. Not to benefit yourself.

## New on [www.aptamd.org](http://www.aptamd.org)

The official website of APTA Maryland

APTA Maryland's new website has practice updates and resources. We encourage you to check out these resources as well as share suggestions and updates to enhance the content. Questions on practice-related issues? Contact us at [aptamd@aptamd.org](mailto:aptamd@aptamd.org) or 800-306-5596.

- Licensing & Regs
- Blood Flow Restriction
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Send Us A Message

# In Memorium

## *Friends and Colleagues we Lost in 2021*



### Carol Sheredos

Carol Sheredos passed away on Saturday, November 6, 2021. She was a member of APTA Maryland for 43 years. She earned her bachelor's degree in Physical Therapy from Ithaca College in 1967. She also earned her

master's degree in Studies in Adulthood and Aging from the College of Notre Dame of Maryland in 1994. Early in Carol's career, she worked as a research physical therapist, and then later as a prosthetics research and education specialist for the Department of Veterans Affairs. Carol retired from her position as Scientific Program Specialist at The National Center for Medical Rehabilitation Research, under the National Institutes of Health (NIH) in 2016.

Carol touched the lives of many people while on earth, amazing those around her with her astounding strength, resilience, and perseverance. Carol never let any obstacle, disability, or ailment get in her way or prevent her from achieving her dreams. Flowers and remembrances may be sent to her son Doug's home at 706 Daft Road, Middle River MD 21220 or donations may be made in Carol's memory to the National Kidney Foundation at [www.kidney.org](http://www.kidney.org) ; Catholic Charities at [www.catholiccharitiesusa.org](http://www.catholiccharitiesusa.org); or the Michael J. Fox Foundation at [www.michaeljfox.org](http://www.michaeljfox.org) .



### John Shober

On October 3rd, we lost a beloved friend and colleague. John was passionate about physical therapy, and he will be missed by many patients, staff and those in the PT community. We send our condolences to his wife and fellow APTAMD Member, Cathy Latoof.

John graduated from the University of Maryland at College Park in 1977 and from the University of Maryland's School of Medicine, Department of Physical Therapy in 1980. He served as an adjunct faculty at the school's Physical Therapy Department. He earned a Doctoral Degree in Physical Therapy at Rocky Mountain University in Utah in 2005.

He served as a Maryland delegate to the American Physical Therapy Association and served on the Maryland State Board of Physical Therapy Examiners for 10 years. He was awarded the Chapters Florence P and Henry O Kendall Awards and University School of Medicine PTRS Alumnus of the Year for his contributions to the profession.

When talking to colleagues and friends they describe John as kind, generous, devoted, caring, gentle, and he will be missed by us all. Memorial gifts may be made to Faith Lutheran Church: [faithlutheranelca.org](http://faithlutheranelca.org).

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## In Memorium

### *Friends and Colleagues we Lost in 2021*



### **Carol Hamilton Zehnacker**

Dr. Carol Hamilton Zehnacker died on November 21, 2021 after battling Amyotrophic Lateral Sclerosis - Lou Gehrig's Disease. Carol's passion for the mechanics of the human body drove her to pursue a certificate in Physical Therapy from Duke University School of Medicine. After finishing her studies at Duke, Carol moved to Massachusetts and then to Frederick,

MD where she also earned a Masters in Managerial Science from Hood College.

Dr. Zehnacker's business skills and devotion to healing through physical therapy led her to found Amber Hill Physical Therapy in 1985. After fifteen years she sold the business, freeing her to pursue a Doctorate in Physical Therapy from Widener University in Chester, PA. It was after this time that she began to see clients in their homes and later, at her own home.

Among Dr. Zehnacker's many professional honors, those bestowed by APTA Maryland, in which she was an active and valued member and representative, included: the 2005 Henry A. And Florence P. Kendall Award for Outstanding Physical Therapist, the 2018 Richard T. Perez Jr. Distinguished Service Award and 2019 Stephen N. Levine Award. In 2019, Carol was awarded the Widener University Alumni Distinguished Service Award. In 2021, Dr. Zehnacker achieved national recognition when she was awarded the 2021 Lucy Blair Service Award from the APTA. This prestigious award honors a physical therapist member whose contributions to APTA are of exceptional quality.

Dr. Carol Hamilton Zehnacker was an inspired professional, a tenacious individual and a compassionate human being. She spoke her truth without compromise and truly appreciated the many blessings bestowed on her by family and friends. Her enduring legacy will be her sassy spirit that was evident in the way she lived her life.

In lieu of flowers please consider a donation to fight ALS ([donate.als.org](https://donate.als.org)) or help The Frederick Humane Society ([fchs.org/donate](https://fchs.org/donate)).



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Chapter Office

Chief Delegate

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President

Student SIG

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2-1-1 MD oversees a statewide network of call centers, providing essential connections to Marylanders when they need it most. 211 is available 24/7. Callers are automatically routed to their regional call center for assistance, and 2-1-1, Press 1 callers are connected to a larger group of crisis centers.