

**SPECIAL  
ISSUE**

# MarylandPT

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 PRESIDENT'S  
REFLECTION ON OUR  
PAST AND OUR FUTURE

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IN MEMORIUM

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UPDATES ON  
LEGISLATIVE AFFAIRS,  
PAYMENT, & PRACTICE



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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

Looking ahead to the 2022 legislative session in Annapolis APTA Maryland is devoted to improving access to care for Marylanders. This past week we started meeting with legislators to sponsor our Fair co-pay 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 will not limit our advocacy work to one issue. We will 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

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





# PIVOT

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- In-house Training Programs including Functional Evaluation for Seniors and Concussion Rehab and Management
- 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 Frederic**

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



## **Michael Ukoha**

Mike Ukoha is the Chapter's Central District Chair. He also serves as the Diversity Equity and Inclusion 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

*A Year in Review*



Michael Ukoha PT, DPT - Chair

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

It has been 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 with a recent commitment from Western Tech High School located in Catonsville MD. 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 are looking to expand our efforts with continued Mentor Nights, 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 2021**

**Mentorship Night** - Finding Work/Life Balance During COVID 19 - 01.05.21 - Virtual - discussion on strategies to improve balance of productivity, COVID-19 precautions, and personal activities.

**Diversity in Leadership Ted Talk Series** -3.31.21 - Dr. Udim Isang (Leadership Chair) - interviewed Kamila Frederick, PT, MPT, NCS - current Senior Director of Inpatient Rehab & Patient Relations at Anne Arundel Medical Center - discussed obstacles in her leadership journey and transition from a clinician to current leadership position.

**Diversity in Leadership Ted Talk Series** - 4.14.21 - Kamila Frederick interviewed Jeff Wright PT, DPT, ATC, CSCS - Director of Rehabilitation Services at Doctors Community Medical Center - discussed his journey to his leadership position and building leadership qualities in diverse communities.

**LGBTQ+ Cultural Competence in Physical Therapy Survey** (Regis University School of Physical Therapy) - 4.21.21 -amplifying and distributing survey to acknowledge and improve LGBTQ+ cultural competence in our profession.

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**Diversity in Leadership Ted Talk Series** -4.22.21 - Kamila Frederick interviewed Jennifer Harrington MS, MPT - Chief Operating Officer of Luminus Health Anne Arundel Medical Center - discussion on what's important on your path to leadership and her transition from clinical to COO.

**Information Session** - Baltimore, MD - Academy for College and Career Exploration - (Virtually) 05.14.21, 5.21.21 - introducing the physical therapy profession looking to inspire the next generation of PTs and PTAs - hosted by the APTA MD Mentorship Workgroup

**Open Mic Night** - (Virtual) 06.01.21 - gave students an opportunity for students to ask questions in preparation for the upcoming NPTE exam. We provided a common concept resource and general studying advice. We supported various minority 3rd-year students from Howard University DPT program and the University of Maryland Baltimore.

**Opioid Awareness Day 2021** - Baltimore, MD - 08.31.21 - collaboration w/ Baltimore City Health Department - spreading the word about physical therapy services and safe ways to manage pain to limit opioid abuse

**Networking Event** - Baltimore, MD - 09.29.21 - collaboration w/ Live & Grow Mentorship Organization (LGMentorship.org) - facilitating a network & support system for pre-pt students applying to DPT programs to improve diversity in the PT workforce. This networking event would allow for networking between current clinicians, DPT students, and aspiring pre-pt students in hopes to improve local & regional support at each level.

**Information Sessions** - Bowie, MD -10.28.21 - Mike Ukoha & LaDonna Dingle (Centennial Scholar) PT Moves Me / Live & Grow Mentorship presentation at Bowie State University with current students regarding the history of physical therapy, need for improved diversity, the application process to DPT programs, and expectations of clinical practice in various settings. We discussed financial expectations before, during, and after PT school. We expressed our experiences at the two DPT programs: University of Maryland Baltimore & University of Maryland: Eastern Shore. Discussed opportunities for 1 on 1 mentorship for their application process through Live & Grow Mentorship.

**Information Sessions** - Princess Anne, MD (Virtual) - 11.04.21 - Mike Ukoha & LaDonna Dingle (Centennial Scholar) PT Moves Me / Live & Grow Mentorship - presentation to an exercise science class at University of Maryland Eastern Shore regarding the need to diversify the profession, the components of the PTCAS application process, and expectations of clinical practice in various setting. Discussed opportunities for 1 on 1 mentorship for their application process through Live & Grow Mentorship.

**Centennial Scholar Capstone** - 11.04.21 - Survey for Minority Physical Therapists - to determine what influenced Physical Therapists who identify as a racial minority to pursue a career in physical therapy. The information collected from this survey will help to identify focus areas in our recruitment strategies to help diversify our profession)

**Centennial Scholar Capstone** 11.13.21 - presentation of rationale for Minority survey, initial findings, and discussion of other schools including HBCUs to be added to the mentorship pipeline throughout the state (Morgan State University, Coppin State University, Community Colleges, and High Schools)

# 2021 Reflections on the Future of Physical Therapy and Accomplishments in APTA's Centennial Anniversary

from APTA's 2021 Presidential Address

We have 100 years of history in the books – a century of investments by leagues of heroes who paved our path to self-directed doctoral education, licensure in every jurisdiction, direct access that gets better with every iteration, burgeoning research prowess and grant success, and our regard as an essential health benefit.

Our profession's challenges are real – crippling student debt, not unique to our profession but threatening it nonetheless, is perhaps chief among them. But when it comes to our future, I refuse to wallow in pessimism, so kindly leave me out of any conversations so focused on what we lack that they ignore the gifts that we already have. When venture capitalists are increasingly throwing money at our potential, we, too, ought to bet on us.

My money is on the small practice owner who represents this profession within her community with tenacity, compassion, and enthusiastic presence.

My money is on the student who finally got into a DPT program on their third attempt, who has to work twice as hard as their classmates just to pass – but who considers their admission into this profession as a great honor and privilege.

My money is on that early career faculty member who chose the tenure track because they want to earn their way through scholarly and innovative contributions to our profession's future.

My money is on those who choose residency to develop their clinical reasoning under the mentoring of skilled experts so they can provide optimal service to their patients.

My money is on our colleagues in the clinical trenches who love what they get to wake up and do every day – who go beyond what is expected for their patients.

My money is on this organization as the vehicle that has carried us so far already, and is positioned to serve our future with strong, committed, and invested leadership.

My money is on us and our future.

We've come too far in our first 100 years and have too much for which to be proud to spend so much energy lamenting about what we aren't. That's evidence of an inferiority complex that by now we should have outgrown.

Your mentors fought hard for the opportunities we now enjoy. Let's do something with it.

And when you serve APTA, approach it as an opportunity to bring your absolute best – to build community, to contribute, to listen and to learn, and to move us to an even higher plane.

When we thrive, in this room, APTA thrives, our profession thrives, and those we serve are the benefactors.

**We truly are better together. Let's keep it that way!**



Sharon Dunn, PT, PhD

I'm proud of the steps we've taken in recent years: doubling the Minority Scholarship Fund; forming the standing committee on diversity, equity, and inclusion – not to mention multiple component groups focused on advancing DEI; investing in our future through the Centennial Scholars program; collaborating on the Lynda D. Woodruff Lecture; making recommendations to CAPTE about admissions criteria; and creating the PT Moves Me initiative to diversify our pipelines, to name a few.

We haven't transformed our association just yet, and we certainly haven't shattered biases that are deeply ingrained in our country at large, but we have demonstrated our desire to be different and our commitment to be better.

Please Read the full address at [www.apta.org](http://www.apta.org)



# APTA Maryland Legislative & Payment Corner



Carolyn Chanoski, PT, DPT  
Director for Government Relations



Krista Frederic PT, DPT  
Director for Reimbursement

## Legislative

### ADVOCACY AND LEGISLATIVE ISSUES

**Together we are stronger. APTAMD advocacy efforts combine expert analysis, a consistent lobbying presence, and the participation of our members.**

**Become a Champion for the Profession!**  
**Join us for our 2022 Legislative Week**  
**Feb 7-11, 2022**

We need your voice on issues affecting our profession and the people you serve. Protecting patient care and the physical therapy profession requires advocacy and we need your voice in Annapolis. The Chapter will be coordinating lobby visits throughout the week.

Each day will begin with a briefing by our legislative team on the current bills affecting the profession at 8:00 am. We encourage anyone meeting with legislators, to attend one of these briefings. Then it's off to meet our legislators via Zoom (and we can even set up the appointments for you.)

Help us eliminate barriers to care and join us for our advocacy week in Annapolis!

### FAIR COPAY PROJECT - HELP SHARE PATIENTS AND PROVIDER STORIES

#### What We Want Legislators to Know

- Physical therapy frequently requires multiple visits over an extended period of time, as the practice of physical therapy works in conjunction with the healing process.
- Many consumers are forced to pay nearly \$600 per month in out-of-pocket expenses to receive physical therapy services. This is in addition to the cost of health insurance paid by the consumer or their employer.
- Decisions by consumers to reduce the frequency or duration of their care or not to even initiate physical therapy has led to poor outcomes and complications, which only lead to higher costs for health care in the future.

[www.aptamd.org/fair-copay-project/](http://www.aptamd.org/fair-copay-project/)

## Payment

### WIN: HOUSE PASSES LEGISLATION TO REDUCE 2022 MEDICARE CUTS; BILL GOES TO SENATE

An intense advocacy effort fueled by APTA members and a long list of other professional organizations has earned a win: On Dec. 7, the U.S. House of Representatives passed legislation that offsets most of the proposed cut to the 2022 Medicare Physician Fee Schedule's conversion factor and delays additional reductions that were looming due to sequestration and other budget requirements. Without congressional action, PTs and some three dozen other health professions were facing cuts under the fee schedule in addition to across-the-board reductions totaling an additional 6%. The legislation will now be taken up by the U.S. Senate, where it's expected to pass, thanks in part to its connection to an agreement around Senate procedures related to debate on the U.S. debt ceiling.

### PAYMENT AND REGULATORY UPDATES: CIGNA, HUMANA, AND TELEHEALTH

**Cigna Updates:** Cigna has decided to make its Virtual CAre (telehealth) requirements permanent, including use of physical therapy codes. Cigna also updated the supporting documentation requirement to pay for Physical Performance test and FCEs for relevant plans

**Cohere To Take Over All MSK, Therapy Prior Authorization for Humana:** Humana's decision to rely solely on Cohere beginning Jan. 1, 2022, comes after a 12-state program rolled out this year. Cohere and Humana are urging providers to register for Cohere, after which they can begin to submit actual authorizations to try out the system. According to Cohere, those pre-January authorizations will be considered valid and do not need to be submitted to other vendors.

New Resource Now Available on Cohere Rollout

# APTA Maryland Practice Corner



Michael Zarro PT, DPT - Director for Practice

## NEW ON APTAMD.ORG

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
- COVID 19
- Telehealth
- Dry Needling
- Diagnostic Imaging
- Physical Therapist Assistants
- Ethics



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# 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.

A Memorial Mass for Carol will take place on Monday 20 December 2021 at Noon at St. Katharine Drexel Catholic Church 8428 Opossumtown Pike, Frederick, Maryland 21702.

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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