

# NABPT NEWSLETTER

ISSUE NO 2 | OCTOBER-DECEMBER 2019



## OUR MISSION

National Association of Black Physical Therapists is a nonprofit organization with the primary focus of increasing opportunities for the African Diaspora in the physical therapy network. NABPT's mission is to provide opportunities for increased visibility, networking, community service, career development, and mentorship.

This Newsletter will unify the chapters of NABPT with information that affects us personally and professionally. We want to spark different conversations each quarter and provide ideas to make changes in our communities.

## TOPIC 1

Happy PT Month!  
Short History of PT

## TOPIC 02

Preventing Burnout

## Topic 03

Financial Webinar

## 01: Happy PT month

Check out this article on the quick history of physical therapy and the first black physical therapist. On page 7.

[..\Downloads\Short History of PT.pdf](#)

## 02: Happy PT Month

October is about You! Physical Therapists and Physical Therapists Assistants play instrumental roles in restoring function and helping people to improve their lives. We play the authoritative, yet caring role and the expert, yet empathetic role. We also need to make sure that we care for ourselves as well. TaVona Boggs is a board member with NABPT, she is also a life coach and business mentor with a mission to save PTs from burnout. Please check out this article on how to prevent burnout by TaVona Boggs. On page 9. [..\Downloads\Burnout. \(1\).pdf](#)

## 03: PT on the Individual Level

One component of Burnout can be finances. Many of us are faced with a ridiculous student loan debt. This debt feels so harsh because it is the result of bettering ourselves and those that we come in contact with as a profession. NABPT is diligently looking for ways to lessen that blow so that we can improve the diversity of this field. We also want to offer a webinar on budgeting and repayment options.

October 24<sup>th</sup> at 8PM. Please rsvp at [membership.nabpt@gmail.com](mailto:membership.nabpt@gmail.com)



Happy  
PT  
Month

Find us at [www.nabpt.org](http://www.nabpt.org)

Instagram: nabpt\_

FaceBook: National Association of Black Physical Therapists

Twitter: NABPT

Email us at [info.nabpt@gmail.com](mailto:info.nabpt@gmail.com)



## MEMBERSHIP SPOTLIGHT

Refined Therapy & Wellness, LLC is a concierge physical therapy company that specializes in treating pelvic floor dysfunctions, including pain disorders, incontinence, and pregnancy and postpartum related issues. Refined exists to help women, dealing with common female issues, feel there is hope for recovery. Through advocating, educating, empowering, and preparing our clients, we are able to positively impact each individual's quality of life. We also strive to educate our patients on preventative measures to decrease the occurrence and/or reoccurrence of pelvic floor issues.

We are most proud of our individualized care with a holistic and multidisciplinary approach. We are trained to identify and address potential contributing factors to pelvic floor dysfunctions. We recognize that no two clients are identical in their needs. Over time, we have developed a method that allows us to stay true to individualized care and keep costs low for our clients, which is huge in our market. Our concierge model is what sets us apart in our community. We go to our client's homes for evaluation and treatment. This has helped our clients with consistency and carryover. Because our clientele is women, typically moms who often put family needs above their own, it is beneficial for us to meet them where they are, so to speak.



## UPCOMING EVENTS:

### October 12<sup>th</sup> PT day of Service

**Yoga Event in D.C.** October 20<sup>th</sup> 1-3 PM

Please sign up on EventBrite at

<https://www.eventbrite.com/e/dc-pt-meet-up-tickets-75154010669>



## Financial Webinar with Angelica Trummer. October 24<sup>th</sup> 8PM via Zoom

In summary, in this webinar we will

- Discuss essential cash flow management tips to build strong money habits
- Cover different types of student loans to help you understand what kind you have, and explore repayment options available as a result
- Learn how to balance debt paydown and saving, while still living your life

Please RSVP to get Zoom info: [membership.nabpt@gmail.com](mailto:membership.nabpt@gmail.com)

**NABPT FINANCIAL WEBINAR**

**OCTOBER 24, 2019 8PM EST**

**RSVP: [MEMBERSHIP.NABPT@GMAIL.COM](mailto:MEMBERSHIP.NABPT@GMAIL.COM)**

**EE**  
Email

Angelica Trummer: Angelica Trumer, CFP® is an Atlanta-based CERTIFIED FINANCIAL PLANNER™ and financial coach. She is a proud alumna of Spelman College and Emory University in Atlanta, GA, and is now a Financial Advisor with Northwestern Mutual, specializing in holistic planning and coaching, risk and investment management.

<b>ITEM 1</b> Money Habits	<b>ITEM 2</b> Saving
<b>ITEM 3</b> Budget	<b>ITEM 4</b> Student Loans

### CSM February 12-15, 2020

Early Bird Deadline November 13<sup>th</sup>.

<http://www.apta.org/CSM/Registration/>

Look for details on social hangout from NABPT.

## **1<sup>st</sup> Annual NABPT Conference 2020**

We are so excited to share that we have started the process to hosting our very own conference in 2020. Date to be announced soon! But we need to hear from you. We want to cover topics that appeal to you. Please fill out this survey so that we can find speakers on the topic of your choice and clear it for continuing education credit.

<https://docs.google.com/forms/d/e/1FAIpQLSdiKbFVUOWJufANLe3b1X0kkYD8O7OHDFsQXEL-luUYi5EyQw/viewform>

## MENTOR MONDAYS

# SIGN UP FOR NABPT'S Mentor Monday

October 21, 2018  
Online

Mentor Monday will occur every third Monday for members. Mentor Mondays involves a different PT once a month to consult with and ask questions about any PT/PTA matter.

RSVP by October 16th: [membership.nabpt@gmail.com](mailto:membership.nabpt@gmail.com) for details

All members contact [membership.nabpt@gmail.com](mailto:membership.nabpt@gmail.com) to sign up for Mentor Mondays. **Mentor Mondays** occur every 3<sup>rd</sup> Monday. The next Mentor Monday will be **October 21<sup>st</sup>**. This program is exclusive for NABPT members only. Please state your membership ID in the email.

## Short History of Physical Therapy

The history of physical therapy is well summarized by Dr. Marilyn Moffat in the abstract of her 2003 publication: *The History of Physical Therapy Practice in the United States*. "Physical therapy practice in the United States evolved around two major historical events: the poliomyelitis epidemics of the 1800s through the 1950s and the effects of the ravages of several wars. Marguerite Sanderson and Mary McMillan were the first two individuals involved in the training of "reconstruction aides" responsible for caring for those individuals wounded in World War I.

Poliomyelitis raged throughout the country in the 1920s and 1930s. The primary modes of treatment were isolation, immobilization, splinting, bed rest, and later surgery. During World War II, drastic improvements in medical management and surgical techniques led to increasing numbers of survivors with disabling war wounds. In 1940, Sister Elizabeth Kenny brought her treatment techniques for the management of patients with poliomyelitis to the United States.

The passage of the Hospital Survey and Construction Act of 1946, the "Hill Burton Act," led to an increase in hospital-based practice for physical therapists. The Korean War again challenged physical therapists with the treatment of those with disabilities related to war wounds. The Salk vaccine virtually eradicated poliomyelitis in the United States by 1961. The role of the physical therapist progressed increasingly in the 1950s from that of a technician to a professional practitioner. Amendments to the Social Security Act (SSA) in 1967 added a definition of "outpatient physical therapy services." Increasing numbers of states enacted such practice acts during the 1950s and 1960s. The practice of physical therapy for patients with neuromuscular disorders dramatically changed. In the 1960s and 1970s, cardiopulmonary physical therapist practice expanded with increasing chest physical therapy programs for pre- and postoperative patients. With the expansion of joint replacements, new avenues for orthopedic physical therapist practice emerged. The 1970s and 1980s saw the increased opportunities for practice with the implementation of Occupational Safety and Health Administration (OSHA) rules and regulations, the passage of the Education for All Handicapped Children Act (PL 94-142), and the AIDS epidemic. Physical therapists began providing services in the areas of women's health, oncology, and hand rehabilitation. Specialty certification was developed." (Moffat, 2003)

During the World War II era, a pioneering African American physical therapist by the name of Bessie Virginia Blount (1914-2009) emerged. Bessie, who had a natural tendency to write with her left hand, learned a difficult lesson in grade school. When she picked up a pencil to write with her left hand, the teacher would tap her knuckles. She quickly learned to write with her right hand. Although this was the custom of the day in teaching all students to write, Bessie took it as a challenge. She primarily wrote using her right hand but she maintained her skills with her left hand. She then learned to write by holding a pencil with her teeth and her feet. The techniques she mastered provided her with great experience when she became a physical therapist. She also blended interpretive dance, an avocation of hers, to enhance her patient's treatments.

Bessie practiced at various veterans' hospitals restoring physical function to wounded soldiers. Recognizing that much of the equipment in use at the time was inadequate, she found innovative ways to rehabilitate her patients. In particular, she helped arm amputees compensate by teaching them to use their feet. She also created a food receptacle equipped with an electrical motor that propelled food through a protruding tube. The tube was inserted into the patient's mouth, and upon biting down on it, a small portion of food was pushed into his mouth. The apparatus allowed patients to eat independently and comfortably in an upright or level

position. Bessie received a patent on her “Portable Receptacle Support” on April 24, 1951, three years after filing a patent.

In 1952 the French Government purchased the patent rights of the Portable Receptacle Support and put it to use in military hospitals across the country and in some of its colonies. This ingenious apparatus positioned Bessie as one of the earliest inventors in the burgeoning field of physical therapy. She additionally invented a disposable cardboard emesis basin, a device still standard in Belgian hospitals today. In 1953, she was the first black woman to appear on the television program *The Big Idea*, which exposed her inventions to a popular audience.

Teaching people with arm or hand injuries to write again is an important part of physical and occupational therapy. Bessie would have had great credibility with her patients since she could demonstrate how she herself could write with either hand, her teeth, or even her feet. She saw that to some extent, a person’s handwriting reflected their overall state of health. Based on this information, she published a technical paper on “medical graphology” that led to a career in forensics. Bessie Blount certainly proved what she told a reporter: “A black woman can invent something for the benefit of humankind.” (Baker, 2018)

Baker, B. (2018). Bessie Blount Griffin (1914-2009) • BlackPast. Retrieved September 10, 2019, from <https://www.blackpast.org/african-american-history/bessie-blount-griffin-1914-2009/>

Moffat, M. The History of Physical Therapy Practice in the United States [abstract]. In: *Journal of Physical Therapy Education*. December 2003 - Volume 17 - Issue 3 - p 15–25. Retrieved from: [https://journals.lww.com/jopte/Abstract/2003/10000/The\\_History\\_of\\_Physical\\_Therapy\\_Practice\\_in\\_the.3.aspx](https://journals.lww.com/jopte/Abstract/2003/10000/The_History_of_Physical_Therapy_Practice_in_the.3.aspx) on 9/01/2019

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# Burnout

That feeling of dread when the alarm goes off in the morning.

Switching settings, yet finding only temporary relief.

Vacations just don't seem long enough.

Rolling your eyes when patients complain to you.

The lingering thought, *I don't know how much longer I'm going to be able to do this.*

Burnout.

Described in the ICD -11 as: a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.

It is characterized by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
- reduced professional efficacy.

It has become an increasing problem for all industries, and healthcare in particular.

A recent Gallup Study found that about two-thirds of full-time workers experience burnout on the job.

*Why is it happening?*

The reasons range from a lack of autonomy and asymmetric reward systems to management not supporting staff and a sense of powerlessness. Others cite excessive productivity standards coupled with near endless computer documentation requirements and efficient systems as their reasons for exhaustion. While the amount of student loan debt to income has also been expressed as a growing source of stress.

Any combination of the stressors above over time can lead to burnout.

So what can **you** do about it?

After speaking with hundreds of PTs, OTs, and SLPs on the subject here's what I have found.

For each of the rehab professionals who seem to be thriving alongside those who are burned out the key to their success could be found in 3 simple questions:

## **1. What fills you up?**

You are a person first, professional second.

What brings you joy, boosts your energy, gives you life? You, the person?

One of the main reasons we are exhausted is because we are giving, giving, giving to our patients, without making the time to replenish our energy source.

## **2. What is still working/going well?**

It is easy to focus on the negative, especially when we are tired, but what we focus on expands (we can thank the reticular activating system within the brain for that). One simple thing you can

do if you find yourself in negative land is to keep an Awesome Journal. This is a daily practice of actively searching for things that went well, were awesome or you are grateful for.

### **3. What's next?**

Have you ever felt like you're stuck on the career treadmill, running hard and going nowhere? If this is the case, it may be time to ask yourself, have my values changed? What do I want to accomplish in the next 3-5 years? We stop dreaming and therefore we stop achieving. What are you looking forward to?

This brings us to the other major point of contention for those experiencing burnout in the form of decreased personal accomplishment.

If everyone is a competent clinician, and there are approximately 236,000 physical therapists in the United States, how do you start to gain autonomy and increase your bargaining power as a clinician?

We value and place a high level of emphasis on gaining more clinical skills, which do not necessarily translate into getting ahead, as we are noticing. But what about non-clinical skills, personal and interpersonal skills?

I don't know about you, but they never taught me about emotional intelligence, mindfulness, active listening, or how to increase our personal value and become world-class specialists so we can command the salaries that will allow us to pay down the debt without stress and feel like we're being valued. These are things I had to teach myself or learn from other mentors.

The combination of these areas are what I call thrival skills, where you are not just surviving, but thriving at work and at home.

Are you heading for burnout?

Take the quiz and get your plan of care here: [loveptagain.com](http://loveptagain.com)

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