

# Volunteer Voice

AMERICAN PHYSIC AL THER APY ASSOCIATION OF TN

Winter 2025

Volume 65



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- Upcoming Event Calendar

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The Volunteer Voice is a publication of the Tennessee Physical Therapy Association. The magazine is published up to four times a year and is sent to all members of the APTA in Tennessee.

## ADVERTISING & SUBSCRIPTIONS

All advertisements in the Volunteer Voice are accepted on the basis of conformance with the ethical standards of the American Physical Therapy Association but no effort is made to verify the accuracy of claims made in such advertisements. Acceptance of advertisements does not imply endorsement by the Volunteer Voice or by the American Physical Therapy Association.

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1/8 Page . . . . . \$ 60.00  
 1/4 Page . . . . . \$ 95.00  
 1/2 Page . . . . . \$ 115.00  
 Full Page . . . . . \$ 200.00  
 Back Page . . . . . \$ 250.00

Job Opening and Continuing Education Columns \$35.00 for under 100 words. \$65.00 over 100 words, not to exceed 200 words. Companies listing their name, address, phone number and representative are called PATRONS. These companies are listed in each issue of the VOLUNTEER VOICE. Cost is \$50.00 per issue.

## SUBSCRIPTIONS

\$50.00 per year (3 issues) for non-members. Please submit all articles and news items relation to physical therapy to:  
**APTA TN Amy Breedlove 1483 N Mt. Juliet Road, #175 Mt. Juliet, TN 37122 O 629.255.0870 Email tpta@tptatn.com F 615.296.9980**

## L I C E N S U R E

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 Board of Physical Therapy  
 Attn: Mr. Michael Sobowale  
 Board of PT  
 Tennessee Health Related Boards  
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 Nashville, TN 37243  
 615.532.5132  
 State Web Site:  
<https://tn.gov/health/article/PT-about>  
 Peer Assistance Program 1-615-726-4001

## APTA TN LOBBYIST

Estie Harris  
 Smith, Harris, & Carr  
 615/255-2643  
 Weekly updates are provided on the website. The information to view the website is listed below:  
 Website - www.sjc.cc  
 User Name - PTA  
 Password - 1023

# APTA Tennessee President's Address



Spring always feels like a season of renewal—a time to refocus, recharge, and reconnect with our why. As physical therapists, our why is often deeply personal. Maybe it's the joy of helping a patient regain their independence, the drive to advocate for our profession, or the passion for mentoring the next generation of PTs. For me, my why has always been rooted in service—service to my patients, my colleagues, and the profession that has given me so much.

When I first got involved with APTA Tennessee, I had no idea where it would take me. I started as a student looking for ways to make an impact, and over the years, I've had the privilege of serving in many roles—each one shaping my perspective and strengthening my commitment to our profession. That commitment has now brought me to a new opportunity. In addition to my role as APTA TN President, I am honored to step into a national leadership position as Chair of APTA's Council of Chapter Presidents. This role allows me to collaborate with leaders from across the country to address challenges facing our profession, ensuring that Tennessee's voice is heard on a national level. Over the past few months, APTA Tennessee has been working hard on several key initiatives:

- **Payment Reform:** We are working to strengthen the Payment Committee, identifying key leaders, and tackling insurance challenges in a realistic way. We are also collaborating with chiropractors to find common ground on key issues, ensuring a united front in our advocacy efforts. DPT Term
- **Protection:** We continue to fight for proper use of the DPT designation, ensuring the public is not misled..
- **Professional Development & Member Engagement:** Our districts continue to be our shining stars, hosting continuing education and meetings to move our profession forward at the grassroots level.

But this work doesn't happen in isolation. It takes all of us. And that's why I want to personally invite you to join us at APTA TN's Spring Meeting. This is more than just a conference—it's an opportunity to connect with like-minded professionals, engage in conversations that shape our future, and find inspiration in the work we do every day. If you've ever questioned where you fit in or how you can make a difference, let me assure you—there is a place for you here. Whether you want to get involved in advocacy, clinical education, payment reform, or mentorship, APTA TN is your platform to grow, lead, and strengthen our profession. So, I challenge you this spring: Reconnect with your why. Think about what first drew you to physical therapy and what keeps you going on the hard days. And then, take the next step—whether it's attending the Spring Meeting, joining a committee, or reaching out to a fellow PT to collaborate and offer a word of encouragement. I'm grateful to be on this journey with you, and I can't wait to see what we accomplish together.

*Sarah Suddarth*

Sarah Suddarth, DPT  
President, APTA Tennessee



# PTA *to* DPT

## BRIDGE PROGRAM

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## Legislative Corner

### **Legislative Action**

We might not have presented any legislation this session, but we are busy with several topics: · Term protection – Lifetime Fitness Centers use DPT inappropriately (dynamic physical trainer) and need to stop · Dry needling – Ensuring those who are providing this service are sufficiently qualified. · Progressing with imaging referral awareness – Educating all members on imaging referral advancements.

**2025 Day On The Hill** Thank you to the 115 APTA Tennessee members, including students and staff from Belmont University and Tennessee State University, who participated in the 2025 Day On The Hill! We hosted a successful open house for over 53 legislators and their staff. Our members visited with legislators, engaged in meaningful conversations, and strengthened relationships that will benefit the physical therapy profession in Tennessee.

**Key Contacts – We Need YOU!** Your voice matters! Establishing a connection with your legislator is crucial to advocating for our profession. A simple, friendly email introducing yourself as a physical therapist, physical therapist assistant, or student and expressing appreciation for their service can go a long way. These connections help legislators understand the importance of our work and the issues we face.

**Support the PAC** The PAC funds are essential for supporting legislators who champion physical therapy-related policies. Contributing to the PAC ensures we maintain strong advocacy efforts and keep supportive lawmakers in office. Please consider donating and participating in any upcoming fundraising efforts.

**Students and School Programs** Understanding the legislative process is critical to your future practice. Dr. Jackson is available to visit your class in person or via Zoom for an engaging one-hour session on how legislation impacts physical therapy. Don't miss this opportunity to learn how advocacy shapes your ability to practice what you're learning.

**Resources** FastDemocracy.com provides basic bill tracking for free. You can follow any bills locally or nationally and you will get updates in your email box. The APTA Advocacy Network provides members with updates on federal legislation including action alerts, quarterly newsletters and information bulletins. Thank you for your continued support and engagement in our legislative efforts!

Gretchen Jackson, PT,  
DPT

# Diversity, Equity, and Inclusion in Physical Therapy: A Longstanding Commitment

**Ronald De Vera Barredo, PT, DPT, EdD, FAPTA Chair, APTA-TN DEI Committee**

The health professions have long recognized the importance of diversity, equity, and inclusion (DEI) in patient care, with physical therapy (PT) being no exception. Although the term “DEI” has gained significant traction in recent years, the principles underlying these concepts have been integral to the practice of physical therapy for decades. Physical therapists have continually adapted their approaches to meet the needs of diverse patient populations, ensuring that every individual receives equitable care regardless of their background.

**Historical Context of DEI in Physical Therapy** From the inception of the profession, physical therapists have catered to a wide range of patients—each with unique cultural backgrounds, physical abilities, and healthcare needs. The profession's emphasis on holistic care aligns closely with DEI principles. Physical therapists assess not only the physical impairments of their patients but also consider social determinants of health that may affect their recovery, such as economic status, education, and cultural beliefs.

**Practical Applications of DEI in Patient Care** One significant way physical therapists embody DEI principles is through culturally competent care. This involves understanding and respecting diverse cultural perspectives that influence health behaviors and patient preferences. For example, when working with patients from different cultural backgrounds, physical therapists often adjust their communication styles and treatment plans to align with the patient's values and beliefs. This may include incorporating traditional healing practices or considering family dynamics in treatment decisions.

Moreover, physical therapists frequently work with patients who have disabilities, ensuring their treatment plans are tailored to the individual's specific needs. This commitment to equitable care is evident in the use of adaptive equipment and techniques designed to make therapy accessible to everyone. By fostering an inclusive environment, therapists encourage patients to take an active role in their rehabilitation, promoting empowerment and self-efficacy.

**Addressing Health Disparities** Physical therapists also play a crucial role in addressing health disparities that affect marginalized communities. For instance, they may engage in community outreach programs that provide free screenings and resources to underserved populations. By doing so, they not only raise awareness about the importance of physical therapy but also ensure that individuals who might not typically access these services receive the care they need. Education is another critical component. Many physical therapy programs now include DEI training in their curricula to prepare future therapists to meet the needs of diverse populations. This education fosters an understanding of systemic barriers that may impede patient access to care, equipping therapists with the tools to advocate for their patients effectively.

**The Current Climate and the Path Forward** Despite the clear benefits of DEI practices, recent anti-DEI legislation poses challenges to the health professions, including physical therapy. However, it is essential for physical therapists to continue valuing and implementing the fundamental tenets of diversity, equity, and inclusion in their practice. Upholding these principles is not merely a professional obligation; it is a moral imperative that ultimately enhances patient care and outcomes. In conclusion, the commitment to DEI in physical therapy is not a modern development but rather a foundational aspect of the profession. By continuing to prioritize these values, physical therapists can ensure that all patients receive the compassionate, individualized care they deserve. As we navigate the complexities of contemporary healthcare, it is crucial to reaffirm our dedication to these principles, fostering a more equitable and inclusive environment for all.

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# Adaptive Skiing, Transformative Learning: UTC PT Students Hit the Slopes

The University of Tennessee at Chattanooga Physical Therapy Program participated in the 43rd Annual Adaptive Ski Week at Beech Mountain January 27-30, 2025. Ten second-year physical therapy students and physical therapy faculty member Betsy Myers PT, DHS, worked with certified adaptive ski instructors, recreational therapists, and orthotists from across the country and the United Kingdom to support the event.

This service-learning event provided the students with a dynamic learning environment to apply clinical skills in real-world settings while fostering growth and empathy. The students gained firsthand insight into the impact of adaptive sports on physical and emotional well-being, as well as the importance of inclusivity in recreation. Below are reflections from some of the students who participated in the adaptive ski week, highlighting the lessons they learned and the profound effect the experience had on their development as future physical therapists.



Volunteering for the Adaptive Ski Week with Catalyst Sports was one of the most incredible experiences that I have ever participated in. The opportunity to work with such incredible athletes and instructors was so impactful, and it opened my eyes to the opportunities that exist thanks to the world of adaptive sports. I spent the week in a state of amazement – the tenacity of the athletes, the skills of the instructors, and the technology that allows this to happen was unlike anything I had ever seen. I have loved snowboarding for most of my life, so the chance to help share something I am passionate about with those who may have difficulty participating was an experience I'll never forget.



Furthermore, seeing the application of concepts and skills we are taught in our program is a great reminder of the opportunity we have for impacting someone's life by showing them what they can do, when they are so often told what they "can't" do. The volunteers were well taken care of and respected, and the looks of joy and gratitude on the faces of the athletes and families alike was absolutely the best part of the entire week. I am beyond grateful for this experience and hope to continue being involved with this event for many years to come! - *Eli Fields, SPT - Class of 2026*

The 2025 Beech Mountain experience has been an amazing opportunity. The participants were extremely eager and excited to ski and hit the slopes. As a PT student, it was an invaluable learning experience and opportunity to give back to the community. Being able to collaborate with orthotists, recreational therapists, and ski professionals has given me invaluable resources to learn from. One of the most intriguing aspects of this experience has been learning about adaptive equipment. It is amazing that these pieces of equipment can be used to facilitate fun and safe experiences for participants. This experience opened my eyes to the need for more adaptive events. It has made me passionate about advocating for the increased need for adaptive events in order to positively impact many more lives.

--*Madalyn Mills, SPT, Class of 2026*



Volunteering on the transfer safety team at the Beech Mountain adaptive ski week has been an impactful experience for a variety of reasons. We have gotten to learn about unique adaptations by seeing the equipment and resources that families bring with them to the event. We had the opportunity to assist athletes of all different ages and abilities navigate the snowy terrain and learn how to best adapt our skills to their needs. It was a neat and rewarding experience to get to learn about how to serve these athletes best and getting to see them achieve a dream or return to one of their favorite hobbies. We would highly recommend the adaptive ski week to our friends with varying abilities as well as our fellow clinicians as a fun way to engage with our community. -Taylor Carroll, SPT; Alondra Lopez, SPT; Kara Lucchesi, SPT, Class of 2026

Volunteering at Beech Mountain Adaptive Ski Week was an incredible opportunity to contribute to a life-changing experience for so many. As a slope guardian, my role was to help ensure the safety of participants as they skied down the mountain. Watching the smiles and hearing the laughter as they descended the slopes and experienced the joy and freedom of skiing was truly heartwarming. Working alongside volunteers from all over the country, each bringing unique skills, created an environment where participants felt both safe and empowered. I was thrilled to share my own passion for snow sports and connecting with participants and families who also cherish these activities was incredibly fulfilling. I also loved learning more about the world of adaptive sports. Seeing the specialized equipment and understanding how it enables participants to enjoy skiing was truly eye-opening. The participants and their families were a joy to work with, and the families expressed deep gratitude, knowing their loved ones were in capable hands. Capturing special moments on video and in photos was one of the highlights of the week, and the families were so appreciative of these keepsakes. The entire experience was a privilege, and I am grateful to have been part of such a meaningful event. -Jenny Todd, SPT

Volunteering for the position of slope guardian at the Beech Mountain Adaptive Ski event was an incredible and transformative experience. Being able to take academic knowledge and use it in real time, helping a stroke survivor or an athlete with a spinal cord injury have an amazing experience on the mountain, was a rewarding and fulfilling experience. Having the ability to understand someone's specific accommodations for skiing, working hand in hand with the extremely knowledgeable world-class instructors, and ensuring the adaptive athlete has the experience of a lifetime, is something I wish that every PT student could experience to understand just how powerful what they learn in the classroom can be when applied in the right setting. I wish that every single person who requires assistance skiing for the first time or the hundredth time gets the opportunity to do so and that programs like this continue to flourish across the country! -Ryan Baker, SPT, Class of 2026





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# APTA TN Member Spotlight

Sarah Suddarth, DPT, FAAOMPT

**Location of your Practice:** Concierge PT serving Southern Middle TN and North AL

**What is your favorite type of patient to work with?** That's a tough one! I love pregnancy and postpartum as well as the chronic pain population.

**How long have you been a PT or PTA?** 11-20 years

**How long have you been a member of APTA TN?** 18

[Click Here for More on Our January Spotlight](#)

## January



Marsh Naidoo, DPT

**Location of your Practice:** Dyersburg TN

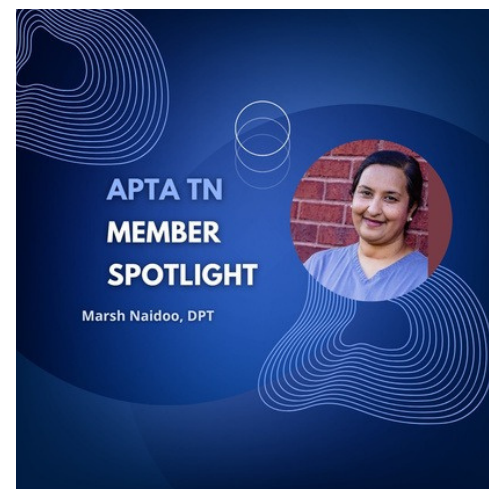
**What is your favorite type of patient to work with?** Pelvic Health and Orthopedics

**How long have you been a PT or PTA?** >20 years

**How long have you been a member of APTA TN?** 5+ years

[Click Here for More on Our February Spotlight](#)

## February



**Click Below to Submit Your Information for the Next Member Spotlight!**

<https://www.tptatn.org/page/memberspotlight>



### The Benefits of Physical Therapy in Managing Carpal Tunnel Syndrome

Carpal tunnel syndrome (CTS) is a common condition that can cause pain, numbness, and tingling in the hand and wrist, often leading to decreased function and quality of life. While surgery has been the most often recommended procedure for persistent CTS, recent studies and expert guidelines highlight the significant benefits of choosing physical therapy (PT) as a primary intervention. PT not only offers immediate relief but can also help prevent the need for invasive procedures, reduce long-term healthcare costs, and improve long-term function.

We know from the "[The Economic Value of Physical Therapy in the United States](#)" report that was published in 2023 that choosing physical therapy over surgery for CTS treatment can lead to a net benefit of \$39,533, which includes the hidden costs of a patient's time, pain, and missed life events. This figure also accounts for the dollars paid for medical services, underscoring the financial advantages of non-surgical care. Additionally, physical therapy offers several key benefits:

- Immediate Pain Relief
- Avoidance of Unnecessary Medical Costs
- Increased Strength and Function
- Reduced Risk of Future Complications



The Academy of Orthopaedic Physical Therapy (AOPT) and the American Physical Therapy Association (APTA) developed clinical practice guidelines in 2019 to help clinicians provide evidence-informed care for patients with CTS. These guidelines offer recommendations for diagnosing, examining, and treating CTS, supporting physical therapists in delivering optimal care while complementing clinical judgment.

#### Diagnosis and Examination

When diagnosing CTS, the guidelines encourage physical therapists to use:

- Thorough history and symptoms assessment
- Tinel's Sign
- Phalen's Test
- Carpal Compression Test
- Semmes Weinstein monofilament testing - with a 3.22 filament as normal on any radial finger
- 2-point discrimination of the middle finger



- Katz hand diagram
- Patient-specific factors like: Age (>45 y), shaking hands to relieve symptoms, sensory loss in thumb, wrist ratio index (>0.67), scores from Boston Carpal Tunnel Questionnaire-symptom severity scale(CTQ-SSS; >1.9)

#### Interventions

The guidelines suggest considering the following interventions based on review and rating of the available literature:

Superficial Heat, phonophoresis, and Electrical Stimulation: Techniques like microwave diathermy and interferential electrical stimulation can help alleviate symptoms.

Manual Therapy: Targeted therapy to the cervical spine and upper extremity can provide relief.

Orthotic/Stretching Programs: Combining orthotics and stretching for patients without atrophy or abnormal 2-point discrimination can improve outcomes.

Wrist orthosis: worn at night with the wrist positioned at or near neutral

Neurodynamic Mobilizations: Though conflicting evidence exists, some clinicians may consider using these techniques in select cases.

#### Ergonomic interventions

However, the guidelines caution against the use of certain treatments, such as laser therapy, thermal ultrasound, and iontophoresis, as these modalities lack strong evidence supporting their efficacy for CTS.

#### Conclusion

Physical therapy plays a critical role in the management of carpal tunnel syndrome, offering a conservative, cost-effective alternative to surgery. By following evidence-informed guidelines and using clinical judgment, physical therapists can provide comprehensive care that leads to better health outcomes, fewer complications, and improved function for patients with CTS.

For further resources and in-depth details on the clinical practice guidelines, therapists can refer to the [AOPT's CTS guidelines](#) in full or [the summary](#).

#### References

American Physical Therapy Association. [The Economic Value of Physical Therapy in the U.S.](#)

[>Conditions>Carpal Tunnel Syndrome](#). APTA.org. Accessed March 9, 2025.

<https://www.valueofpt.com/conditions/carpal-tunnel-syndrome>.

Erickson M, Lawrence M, Jansen CWS, Coker D, Amadio P, Cleary C. [Hand Pain and Sensory Deficits: Carpal Tunnel Syndrome](#) J Orthop Sports Phys Ther. 2019 May;49(5):CPG1-CPG85. doi: 10.2519/jospt.2019.0301. PMID: 31039690.

Carpal Tunnel Syndrome: [A Summary of Clinical Practice Guideline Recommendations-Using the Evidence to Guide Physical Therapist Practice](#). J Orthop Sports Phys Ther. 2019 May;49(5):359-360. doi: 10.2519/jospt.2019.0501. PMID: 3103 9688.

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# APTA TN Spring Meeting March 28th & 29th, 2025 Belmont University Nashville, TN

**REGISTER AT:**

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# 2025 SPRING CONFERENCE SCHEDULE

## FRIDAY, MARCH 28

**7:30 AM** - Registration Opens

**8:30 AM - 9:10 AM** - PTA SIG Committee Meeting

**1:00 PM - 3:30 PM** - Board of Directors Meeting

**3:30 PM - 5:00 PM** - District Chair Meeting

**7:00 PM** Delegate Dinner

### General Track

**8:00 AM - 9:00 AM (0.1 CEU)**

Workplace Burnout in Healthcare Workers

**9:15 AM - 12:15 PM (0.3 CEUs)**

PTA opportunities in the work force and Leadership- A Panel Discussion

**1:00 PM - 3:00 PM (0.2 CEUs)**

The "Why" behind the "Who" – Self-Investigation as a Tool to Facilitate Therapeutic Alliance

**3:15 PM - 5:15 PM (0.2 CEUs)**

Breaking Barriers: Implementing Direct Pay/Cash-Based Models and Enhancing Patient-Centered Care in the Healthcare Industry

**12:00 PM - 1:00 PM** - Lunch

Please select or no lunch will be provided

### Orthopedic Track

**8:00 AM - 10:00 AM (0.2 CEUs)**

Are You Over or Underestimating Your Patient's Strength? Making a Case to Replace the Classic 0-5 Manual Muscle Test

**10:15 AM - 12:15 PM (0.2 CEUs)**

The role of PT in assessment and treatment of Hypermobile Ehlers Danlos

**1:15 PM - 5:15 PM (0.4 CEUs)**

Diagnostic Musculoskeletal Ultrasound: Introduction to a game changer in clinical practice

### Pain Track

**1:00 PM - 3:00 PM (0.2 CEUs)**

Trauma-Informed Physical Therapy: Transforming Care for Holistic Patient Outcomes

**3:15 PM - 5:15 PM (0.2 CEUs)**

Pain Science Utilization and Impact on Patients with Chronic Pain

**3:15 PM - 5:15 PM (0.2 CEUs)**

Breaking Barriers: Implementing Direct Pay/Cash-Based Models and Enhancing Patient-Centered Care in the Healthcare Industry

### Student Track

**8:00 AM - 5:00 PM**

NPTEFF Student Board Review

**5:30 PM**

Reception Honoring APTA TN Lifetime Members

# 2025 SPRING CONFERENCE SCHEDULE

## SATURDAY, MARCH 29

**7:30 AM** - Registration Opens

**7:15 AM - 8:00 AM** - Past President's Council Meeting

### General Session

**8:00 AM - 9:00 AM (0.1 CEU) - Opening**

"View from the roof"- an eyewitness account of Hurricane Helene

**9:00 AM - 11:00 AM (0.2 CEUs) - Keynote**

Addressing opioid use and opioid misuse: opportunities for the physical therapist

**11:00 AM - 11:30 AM**

Poster Presentation & Meet the Exhibitor

**11:30 AM to 1:00 PM**

Chapter Business Meeting, Awards and Lunch

### Pain Track

**1:15 PM - 3:15 PM (0.2 CEU)**

Is my patient taking an opioid? Practical application of strategies for screening and assessing for opioid use and opioid misuse.

### Ethics & Jurisprudence Track

**1:15 PM - 5:30 PM (0.4 CEUs)**

Ethics in Physical Therapy Practice & Jurisprudence - The Legal Basis of Physical Therapy Practice

### Orthopedic Track

**1:15 PM - 3:15 PM (0.2 CEUs)**

Navigating New Regulations for Outpatient Orthopedics: What You Need to Know

**3:30 PM - 5:30 PM (0.2 CEUs)**

Are Orthopedic Special Tests Really That Special? A Look at the Reliability and Validity of Commonly Used Tests

*Please Join  
Us*

For a Reception  
Honoring our APTA TN  
Lifetime Members

March 28, 2025

5:30 PM

Belmont University

Light Snacks &  
Two Drink Tickets



## **APTA TN Board of Directors Nominees!**

This Spring we will be electing the following positions for APTA TENNESSEE Board of Directors.

### **President (3 year term)**

**Sarah Suddarth, PT, DPT**



**Jody Swearingen, PT, DPT**



### **Vice-President (3 year term)**

**Suzanne Greenwalt, PT, DPT, CCS, GCS**



**Gretchen Jackson, PT, DPT**



### **Delegates at Large (4) (1 Year Term)**

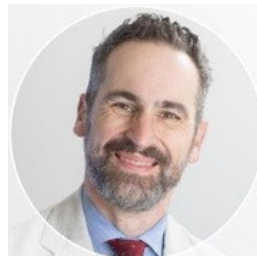
**Brian Smith, PT, MSPT, MS**



**Keith Haviland, PT, DPT**



**Derek Charles, PT, DPT**



**Jennifer Cunningham, PTA**



## Nominees Continued

### West Region Delegate (2 Year Term)

Carol Likens, PT, PhD



Ethan Poteet, PT



Brian Vaughn, PT



### West Region Nominating Committee (3 Year Term) Carlos Clardy, PT



## [Click Here for Candidate Statements](#)

If you are in the West Region and did not receive the link to vote, please email [tpta@tptatn.com](mailto:tpta@tptatn.com)

### MAKE A NOTE:

Due to APTA's recent database transition, your member record may not be fully updated. If you encounter any issues logging in, please contact us at [tpta@tptatn.com](mailto:tpta@tptatn.com), and we will be happy to assist you.

# **2025 APTA TN Calendar**

**March 28-29, 2025**

2025 APTA TN Spring Conference -  
Belmont University  
Nashville, TN

**April 26, 2025**

APTA TN Jackson District E&J Courses -  
Jackson Madison County General Hospital  
Jackson, TN

**May 15, 2025**

APTA TN PTA SIG MEETING -  
Via Zoom

**June 21, 2025**

Upper Cumberland District Golf Tournament  
White Plains Golf Course  
Cookeville, TN

**September 26-27, 2025**

2025 APTA TN Fall Conference  
University of Memphis  
Memphis, TN

**For more information, please visit [www.tptatn.org](http://www.tptatn.org)**



# **SAVE THE DATE** **APTA TN Fall Meeting**

**September 26th & 27th, 2025**  
**University of Memphis**

