

JACK JEFFERSON, PT
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A highly successful licensed physical therapy manager with 19 years' experience in designing, teaching and implementing state-of-the-art therapy programs for patients from one of Northern California's most prestigious medical centers.

Outstanding skills in management, analysis, planning and organization. An expert physical therapist with a recognized record for producing innovative physical therapy programs.

EXPERIENCE

San Francisco Hospital, San Francisco, California

2001-2007

Physical Therapy Division Manager

Directed physical therapy operations with a team of 30, including 19 physical therapists supporting more than 10,000 patient visits per year. Prepared budgets, recruited and trained staff, created new and/or modified programs for pain management, Parkinson's exercise, brain injury and strokes.

- Created a physical therapy incentive program that provided either time off or monetary compensation for exceeding productivity standards. Productivity improved up to 10%.
- Reduced the physical therapist turnover rate from 50% to less than 20%.
- Took a department with a poor reputation and elevated it to national recognition.
- Made 70 presentations on various physical therapy topics, representing the hospital at local, state and national conferences.
- Created a new criteria-based performance review system that was employed twice a year and became the basis of salary increases. This produced a marked increase in the Division's professionalism.
- Participated in creating the program evaluation system for the Physical Medicine and Rehabilitation Department. This was essential for accreditation by the Commission on Accreditation of Rehabilitation Facilities (CARF).
- Established a computer hardware setup within the Department, which reduced terminal needs by 25%.
- Created a new sense of teamwork and career ladders for aides, assistants and physical therapists.

Lincoln Memorial Hospital, Los Angeles, California

1992-2001

Senior Consultant (2000-2001)

Advised more than 20 hospitals across the country on setting up rehabilitation units and/or refining existing rehabilitation departments as part of a for-profit consulting service.

- Participated in the creation of three rehabilitation departments and assisted four other hospitals with rehabilitation program development.

Physical Therapy Manager, Rehabilitation Services (1994-2000)

Directed physical therapy operations for a 79-bed rehabilitation unit.

- Created a working policy on the use of serial casting for rehabilitation patients. This procedure eliminated the necessity for surgery on some patients.

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Lincoln Memorial Hospital, Continued

- Implemented a joint-interdisciplinary home evaluation for patients, which prescribed what rehabilitation support and equipment patients needed upon discharge.

Staff Physical Therapist (1992-1994)

Evaluated and identified patient problems. Created and implemented treatment programs for patients with a variety of neuro-muscular and skeletal problems.

- Modified the chronic pain management program and started a head injury program that became highly successful.
- Designed and implemented a self-defense program for people with disabilities.

Good Health Hospital, Los Angeles, California

1988-1992

Staff Physical Therapist (1992)

Physical Therapy Aide (1988-1991)

Treated patients with neuro-muscular and skeletal problems.

EDUCATION

Teaching Hospital of Los Angeles, School of Physical Therapy, Los Angeles, California

Post Bachelor Certificate, Physical Therapy

University of Michigan, Detroit, Michigan

Bachelor of Arts, Psychology

AFFILIATIONS

American Physical Therapy Association (APTA)
California Administrative Special Interest Group (CASIG)
Los Angeles Physical Therapy Directors Forum
California Association of Rehabilitation Facilities (CALARF)

CERTIFICATE/LICENSE

Physical Therapy, State of California #PT 0000

PUBLICATIONS

"Incentive Plans for Physical Therapy," published by the American Physical Therapy Association, Administration Section, 2001
"An Additional PT Treatment - Self Protection for the Disabled," PT Clinical Management Journal, 1995
"Self-Defense Program for the Physically Disabled," Lincoln Memorial Hospital, Los Angeles, 1994