



2018 JUN -5 PM 12:04
OFFICE OF THE
SECRETARY

MURIEL BOWSER

MAYOR

JUN 05 2018

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
John A. Wilson Building
1350 Pennsylvania Avenue NW, Suite 504
Washington, DC 20004

Dear Chairman Mendelson:

In accordance with section 2 of the Confirmation Act of 1978, effective March 3, 1979 (D.C. Law 2-142; D.C. Official Code § 1-523.01), and pursuant to section 209 of the District of Columbia Health Occupations Revision Act of 1985, effective March 25, 1986 (D.C. Law 6-99; D.C. Official Code § 3-1202.09), which established the Board of Physical Therapy ("Board"), I am pleased to nominate the following person:

Dr. Nicholas Caylor
612 Jefferson Street NE
Washington, DC 20011
(Ward 5)

for appointment as a physical therapist licensed in the District member of the Board, replacing Timothy Vidale, for a term to end April 16, 2019.

Enclosed, you will find biographical information detailing the experience of the above-mentioned nominee, together with a proposed resolution to assist the Council during the confirmation process.

I would appreciate the Council's earliest consideration of this nomination for confirmation. Please do not hesitate to contact me, or Steven Walker, Director, Mayor's Office of Talent and Appointments, should the Council require additional information.

Sincerely,

A handwritten signature in black ink, appearing to read "Muriel Bowser".

Muriel Bowser


Chairman Phil Mendelson
at the request of the Mayor

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

Chairman Phil Mendelson, at the request of the Mayor, introduced the following resolution,
which was referred to the Committee on _____.

To confirm the appointment of Dr. Nicholas Caylor to the Board of Physical Therapy.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Board of Physical Therapy Nicholas Caylor Confirmation Resolution of 2018".

Sec. 2. The Council of the District of Columbia confirms the appointment of:

Dr. Nicholas Caylor
612 Jefferson Street NE
Washington, DC 20011
(Ward 5)

as a physical therapist licensed in the District member of the Board of Physical Therapy,
pursuant to section 209 of the District of Columbia Health Occupations Revision Act of 1985,
effective March 25, 1986 (D.C. Law 6-99; D.C. Official Code § 3-1202.09), replacing Timothy
Vidale, for a term to end April 16, 2019.

Sec. 3. The Council of the District of Columbia shall transmit a copy of this resolution,
upon its adoption, to the nominee and to the Office of the Mayor.

Sec. 4. This resolution shall take effect immediately.

NICHOLAS GAYTON CAYLOR, PT, DPT

Mission: To improve patient outcomes by striving for and leading others towards excellence, effectiveness, and efficiency in clinical care and by working collaboratively toward group success in achieving professional goals

Experience

GEORGE WASHINGTON UNIVERSITY HOSPITAL Washington, DC

January 2016 to Present

Senior Physical Therapist

- Screen, examine, evaluate, and treat critically ill patients in the neuroscience/trauma ICU, cardiothoracic ICU, and medical ICU as well as floor patients with primary neurosurgical, oncological, traumatic, neurologic, orthopedic, psychiatric, cardiopulmonary, and medical diagnoses.
- Evaluate, treat, and educate outpatients diagnosed with ALS as part of a multidisciplinary team.
- Recognized by current C-Suite members for my care and attention to a patient and his family from his ICU course to our acute rehab unit.
- Recognized by peers who selected me as employee of the month. Have received numerous letters and cards of thanks from patients.
- Provide formal oversight to multiple staff therapists: offer clinical support and mentorship; identify areas for growth and guide them accordingly; celebrate their successes; ensure mentees' compliance with departmental competencies, productivity requirements, hospital/department policies and initiatives, and state/federal regulatory requirements; complete their annual performance reviews and periodic stay interviews; and hold monthly meetings discussing goals, progress, and issues. Maintain secure digital records logging productivity, meetings, and tracking compliance with competencies. Have overseen 3 full-time and 6 per-diem therapists concurrently while maintaining full case-load and meeting senior productivity requirements.
- Work collaboratively with leadership to develop and implement departmental initiatives as part of senior team.
- Oversee day-to-day PT and OT schedules and triage lists based on daily census, new consults, staff availability, and staff skill levels. Consistently receive positive feedback from staff regarding patient assignments.
- Independently developed multiple process efficiencies to reduce time required to complete the schedule by as much as half, and trained other schedulers in these techniques. Currently collaborating with Quality Improvement to identify ways to further improve efficiency and reduce the opportunities for error.
- Screen applications, interview, recommend for hire, and orient new employees.
- Independently initiated and completed update of departmental orientation binder to removed outdated policies and practices and updated instructional guidelines that reflect current practice. Redesigned electronic file structure, format, and table of contents to easily accommodate future changes. Updated all policies and procedures. Created new documents to reflect departmental practices related to weekend therapy (documentation, prioritization, and billing). Created new instructional guides for completing PT/OT evaluations, treatments, and contact notes. Received positive feedback from staff regarding ease of use and usefulness of the new guides.
- Independently initiated and developed a standardized format for PT and OT documentation to address inconsistencies across notes among clinicians. New format adopted by the department. Completed chart audits over two quarters to ensure compliance with formatting changes.
- Independently initiated development of a departmental competency for providing therapy in the ICU: outlining eligibility, identifying formal training schedule with specific skills checks and performance requirements, and developed oral and written examinations testing knowledge gained during training and of the required reading.
- Routinely identified by the manager and former rehab director to perform service recovery for challenging patient, family, physician, or staff conflicts as they relate to the rehab department, utilizing effective communication and interpersonal skills to successfully and consistently reverse negative outcomes.
- Clinical instructor for 3 full-time DPT students; established clinical goals, provided instruction and training toward curricular benchmarks, completed formal weekly feedback and planning, developed planned learning experiences, and encouraged their professional development.
- Selected by Lead Therapist to be rehab representative on Shared Governance Council on Informatics - alerting staff to clinical software changes and practices and collaborating with IT to introduce changes to our documentation and processes at a corporate level.
- Collaborated with Quality Improvement and interdepartmental group designed to improve the patient experience

for elective orthopedic surgery patients. Provided feedback and guidance on marketing videos including scripting and content. Identified and initiated implementation of 2 action items within the purview of the rehab department to address primary and secondary drivers impacting length of stay for elective surgical patients.

- Independently sought additional training on staff management techniques, ultimately resulting in the entire senior team taking part in UHS' internally-developed management training "M3" classes.
- Independently provide technical support to rehab staff at all levels, including clinical application assistance, new account setup and training, software/hardware troubleshooting, and Microsoft Office expertise.

GEORGE WASHINGTON UNIVERSITY Washington, DC*Spring 2017 to Present**Adjunct Instructor of Physical Therapy and Health Care Sciences*

- Currently serve as lab instructor for Management of Cardiopulmonary Dysfunction for 2nd year Doctor of Physical Therapy students. Provide feedback, instruction, and guidance as students learn a variety of cardiopulmonary assessments and interventions. Answer student questions. Administer and grade their practical examinations and provide post-assessment feedback.
- Served as lab instructor for pilot course for 2nd year DPT students simulating the acute care environment. Wrote the cases for the course and provided feedback, guidance, and instruction to students learning how to simultaneously manage multiple lines, perform safe patient handling and interventions, monitor vitals, and adjust treatment on the fly in a simulated cardiothoracic ICU environment. Second-authored and presented a poster regarding the above course at the largest national conference for physical therapy, the APTA Combined Sections Meeting, in February 2018.
- Selected by the Program Director to co-teach Clinical Conference III – a case-based seminar teaching clinical decision making to 2nd year DPT students.

GEORGE WASHINGTON UNIVERSITY HOSPITAL Washington, DC*November 2013 to December 2015**Staff Physical Therapist*

- Screened, examined, evaluated, and treated critically ill patients in the neuroscience/trauma ICU, cardiothoracic ICU, and medical ICU as well as floor patients with neurosurgical, oncological, traumatic, neurologic, orthopedic, psychiatric, cardiopulmonary, and medical diagnoses.
- Evaluated, treated, and educated outpatients diagnosed with ALS as part of a multidisciplinary team.
- Recognized by peers who selected me as employee of the month.
- Received personal thanks from the former CEO and recognition and kudos from a patient and his family for identification of an unrecognized stroke and for service recovery and professionalism in dealing with the matter
- Clinical instructor for 2 full-time students: established clinical goals; provided instruction, training, and feedback to meet their curricular goals and encourage professional growth.
- Co-founded Journal Club with a former occupational therapist and reviewed relevant research literature on a monthly basis.
- Identified gap in policy and practice with regards to patient safety regarding use of personal protective equipment outside patients' rooms. Discussed with Department of Infection Control who issued guidelines.
- Volunteered to teach "Spine Class" – a pre-operative class for patients undergoing elective spine surgery.
- Independently identified and implemented a method for tracking inappropriate consults.
- Volunteered to participate in "Slay the Dragon" – meetings designed to identify barriers to meeting productivity, determine solutions, and implement changes.
- Independently identified an ethical and legal compromise being committed on a nursing unit. Discussed with the nurse manager who discussed with Risk Management who agreed with my assessment, correcting the situation.

BOSTON MEDICAL CENTER Boston, MA*August 2009 to August 2013**Inpatient Physical Therapy at University-Affiliated Level 1 Trauma Center*

- Primary therapist for surgical, medical, pediatric, and cardiac ICUs; stroke, neurosurgical, and cardiothoracic intermediate care units; and orthopedics, trauma, geriatrics, surgery, medicine, oncology, and pediatric floors.
- Actively coordinated with multidisciplinary team members to address highly complex discharge issues, such as patients without insurance or citizenship whose mobility impairments precluded discharge. Regularly provided family training to allow for caregivers to safely take patients home.
- Provided clinical application assistance and expertise as superuser for our electronic medical record software.

- Clinical instructor for 3 full-time students: established clinical goals; provided instruction, training, and feedback to meet their curricular goals and encourage professional growth.

Publications

Costello E, Caylor N, Duniyak M, Cordrey R. (2017 June) *Simulating the Acute Care Environment in the Academic Setting: Impact on Student Knowledge, Skills and Behaviors*. Poster presented at the 2018 American Physical Therapy Association Combined Sections Meeting. New Orleans, LA

Education

MGH INSTITUTE OF HEALTH PROFESSIONS, Boston, MA *January 2010*
Doctor of Physical Therapy Honors: Institutional Merit Scholarship

UNIVERSITY OF IDAHO, Moscow, ID *December 2006*
Bachelor of Science in General Studies Honors: University Honors Program
Minor in Art; Minor in Music University Scholars Recipient
Dean's List: all years

Certifications, Membership, Languages

- Member APTA, Acute Care Section
- APTA Credentialed Clinical Instructor
- Basic Life Support for Healthcare Providers
- Intermediate Spanish

Professional Development and Continuing Education

- Chief Resident Immersion Training for the Geriatric Patient
- Cardiac Amyloidosis
- Cancer Rehabilitation for Physical Therapy Professionals
- Therapeutic Approaches to Dementia
- John's Hopkins Critical Care Rehabilitation Conference
- Promotion of Recovery Post-Stroke
- Treating the Stroke Patient in the Neuro ICU with Confidence
- Improving Wheeled Mobility
- M3: Performance Evaluations
- M3: Managing Conflict
- Roadmap to the Development of a Critical Care Rehab Team
- Innovating Engagement and Professional Growth in Acute Care



Executive Office of the Mayor - Office of Talent and Appointments
John A. Wilson Building | 1350 Pennsylvania Avenue, Suite 600 | Washington, DC 20004

Nicholas Caylor



Nicholas Caylor, DPT is a licensed Senior Physical Therapist at George Washington University Hospital.

Dr. Caylor specializes in critical care therapy and is a passionate advocate for acute care physical therapy. He also provides clinical instruction to Doctor of Physical Therapy students. Dr. Caylor has second-authored and presented at physical therapy conferences, highlighting a method to simulate the acute care environment in a classroom environment. He also represents his physical therapy department at several multidisciplinary council meetings and works collaboratively to achieve hospital goals. Dr. Caylor works with the departmental leadership to develop and implement new initiatives.

A Ward 5 resident, Dr. Caylor received a Bachelor of Science in General Studies from the University of Idaho and a Doctor of Physical Therapy from the MGH Institute of Health Professions.



GOVERNMENT OF THE DISTRICT OF COLUMBIA
Executive Office of Mayor Muriel Bowser



Office of the General Counsel to the Mayor

To: Alana Intrieri, Steve Walker
From: Betsy Cavendish
Date: May 22, 2018
Subject: Legal sufficiency review of Resolution nominating Nicholas Caylor as a member of the Board of Physical Therapy

This is to Certify that this office has reviewed the above-referenced legislation and found it to be legally unobjectionable. If you have any questions in this regard, please do not hesitate to call me at 202-724-7681.

A handwritten signature in cursive script that reads 'Elizabeth A. Cavendish'. The signature is written in black ink and is positioned above a horizontal line.

Elizabeth Cavendish