

Candidate Statement – Candidate for President



Roger Herr, PT, MPA

Question: What uniquely qualifies you for the role of President, and how does that contribute to the association's vision, mission, and strategic plan?

Response:

I am uniquely qualified through my experience, perspectives, skills, and a fundamental drive to create coalitions to achieve common goals. My experience with and understanding of health systems, and of APTA, is strong and deep. This perfectly positions me to contribute to achievement of APTA's vision, mission, and strategic plan in several ways.

I have practiced in multiple settings including acute, outpatient, SNF, home health, and hospice. The last 15 years of my career has been in quality benchmarking and management, public reporting, design and management of health plan benefits and utilization, and multiple technical expert panels influencing regulation. In my last five roles, I have been a bridge builder, integrating the profession of physical therapy into various communities including post-acute care systems, interprofessional collaborations, quality initiatives, payment models, organizations, roles, and benchmarking. I have strong experience in understanding and developing strategies with regulatory agencies. I see opportunity to stop fighting for a piece of the pie and to develop new models of payment promoting the role of physical therapy beyond billable minutes and activities. These partnerships are essential to the success of the current strategic plan.

I have lived and worked in several states serving in district, section, chapter, national and international roles with APTA. Every day I live to fulfill the APTA vision and mission through my passion for creating coalitions by connecting current and potential members and APTA partners with other entities including patient/consumer groups. I thrive on integrating physical therapy into society by partnering with external initiatives and organizations, which is essential to our vision. My roles in home health, hospice, national quality and policy expert panels, task forces, and World Confederation for Physical Therapy and North America Caribbean Region (WCPT/NACR) have broadened my experience, exposure and network across the country and world. I see opportunity for APTA to build different relationships to influence policy and societal change through collaboration, specifically with consumer groups, interprofessional, and other external partnerships. My diverse background in leadership and work environments makes me skilled and excited to work with these partnerships expanding our reach and impact on society.

As a servant leader I connect, empower, support, and mentor individuals. I use empathy to understand peoples' different perspectives. I then build a community by connecting these individuals to relevant people and resources across APTA. This sounds simple, but we need more member connection to help people navigate, and to grow and expand, our network. I mentor future leaders by starting with an individual relationship, then facilitate that individual's growth to serve components, develop partnerships, influence systems, and create more effective ways of communication and collaboration. I am motivated to continuously develop member engagement in APTA. With the updated brand and mission, it is important that members do not feel one size fits all. We need to develop further member paths in membership, website, and component collaboration to work smarter, get people connected, and harness technology to be successful in engaging and empowering our members and components to help our profession continuously evolve to serve society. I

have an innate skill in community-building, recognizing no one of us has all the answers. Success is when people, resources, and components work together to constantly improve the profession.

The president needs to meet a diverse membership. I have a passion for excellence but also realize the day to day challenges we have in practice, community, and our unique personal situations. As a gay man, I am aware of the impact when some members have felt marginalized in past strategies. One of my strengths is to understand individual perspectives and identify ways to engage with larger systems and initiatives and adjust to be inclusive. I strive to create a values-based approach so others can align and connect with these principles in their decisions. I create space for mutual respect and embrace conflicting views to ensure the solution addresses concerns. I have a healthy and respectful relationship with board members, APTA staff, members, external partners, and communities. I engage with these groups by first listening and use conversation to understand and collaborate.

I firmly believe my experience and skill set have prepared me to serve as president of the APTA. My diverse and multilayered career across the country, health care settings, and service to the association are at an ideal intersection to make me the most relevant candidate in the second century of our association.

Last Updated: 05/14/2021

Contact: governancehouse@apta.org