

2022 Candidate Statement – Candidate for Nominating Committee



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Question: The main charge of the Nominating Committee is to slate the right people at the right time for the right leadership position in order to best serve APTA and its needs. What processes would you use to accomplish this charge?

Response:

To accomplish this charge, I would recommend implementing three important processes. These processes will provide a new depth of encouragement, support, and optimism in our search for future candidates from all backgrounds to represent and govern our Association.

The first would be to establish an early professional nominating committee position. This is an opportunity to create a pipeline of leadership to national positions and further engage the membership. There are several students and early professionals impacting our profession in significant ways through clinical practice, entrepreneurship, and advocacy. However, after serving in the student assembly or state student special interest groups, there isn't a place to further their leadership opportunities. Limitations in opportunity can be challenged based on state delegation size, limited funds to maintain other section/component membership, or workplace burden. This position would be a first step to show our students and early professionals they are seen, heard, and, most importantly, respected in our Association.

The second process would be to improve transparency to the position, processes, and expectations to slating candidates. To commit to diversity, equity, and inclusion as an Association, transparency must be at the foundation. To establish an evolution of leadership within our profession, we can't simply identify individuals that could be a good fit when we deem so. To make the process as equitable as possible for all potential candidates, we have to openly display each opportunity. This includes posting a public version of the candidate manual with the most up-to-date commitment calendar. Additionally, we have an opportunity to engage members and non-members each election cycle. There are great minds and passionate clinicians, researchers, and faculty outside of our current membership. We have an opportunity to create a moment in time for non-members to potentially commit to our Association as a member and as much more given the proper guidance. There will be moments in life that will challenge an individual's ability to maintain their membership but that shouldn't stop the Association from actively seeking those individuals as well for future slates. To be better together entails seeking out opinions of those within our Association and larger communities to properly reflect our collective commitment as a profession to improve the human experience. I have found in my experience and from conversations with colleagues at the chapter, section, and component level, there is a small number of individuals managing the progression of those entities. Greater transparency with open positions could provide a great opportunity to build up the capacity of individuals to lead from a larger audience.

The third process would be to establish a structured peer-to-peer leadership planning program for individuals who were not slated. We could match potential candidates with established physical therapists and faculty following that candidate's desired position of interest. At the chapter level as the DEI Chair of Maryland for the last 2 years, I've come to realize something significant about engagement. When you give people tangible experiences, products, and time that positively impacts their lives, they're more willing to engage. With these guiding principles at the core, we have progressively improved our chapter engagement & membership

significantly. We developed a community with all components of our profession from pre-PT students to seasoned clinicians & executive management. This structured program allows the Association to create an infrastructure providing a tangible outcome to keep hope alive for individuals who seek to take the next step in leadership when the time is right for them.

In life, there are moments that break us and build us. In moments of adversity and triumph, we only go as far as our support systems take us. If elected in this position, I promise to bring a unique perspective, commitment, and passion for cultivating community to propel our profession forward. Thank you for your time and attention.

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