

2025 Candidate Statement – Candidate for Nominating Committee



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Question: How would you utilize the core attributes for elected leadership to develop a slate of candidates now and in the future?

Response:

To build a slate that is strong today and sustainable tomorrow, the Nominating Committee will use APTA's core attributes for elected leadership as our compass. We will invite member input to inform outreach and leadership development while keeping all candidate evaluations and slating decisions within the committee and in full accordance with APTA policy.

ADAPTIVE: We will maintain a year-round pipeline informed by member listening. Through brief forums with components and academies and through periodic environmental scans, we will identify emerging needs in payment, digital care, workforce, research, and leadership capacity. We will offer open office hours and interest sessions so prospective nominees can learn about roles and expectations. Specific candidate information will remain confidential to the committee.

COURAGEOUS: We will slate the most qualified candidates rather than the most familiar. As a committee, we will use structured rubrics, calibration discussions, and evidence of impact to reduce popularity bias. We will communicate process rationales and criteria to the membership while protecting confidentiality about individuals.

FUTURISTIC: We will build succession with foresight. With member input, we will map a three-year horizon of competencies the Association will need, such as policy navigation, health equity impact, digital transformation, interprofessional partnership, and governance excellence. We will partner with components to offer mentoring and role shadowing opportunities that prepare a broad pool of future applicants, without involving non-committee participants in candidate evaluations.

INCLUSIVE: We will widen the door and the welcome. Working with state chapters, sections, academies, SIGs, student and early professional groups, and diverse affinity networks, we will encourage nominees across geography, practice setting, and career stage. The process will be accessible with clear timelines, plain language FAQs, and recorded information sessions. First-time nominees will have access to orientation and peer support that explains expectations and workload. We will track representation and address barriers we identify.

INTEGRITY: We will protect trust through consistent and confidential processes that follow APTA policy. We will adhere to conflict of interest and disclosure requirements, use structured interviews based on an established question framework, and conduct reference verification as appropriate to confirm readiness. Decisions will be documented against published criteria, and rationales will reference skills, experience, and alignment to APTA's mission. No candidate-specific information will be shared outside the committee except

as permitted by policy. After each election, the committee will conduct a deidentified after-action review to learn and improve.

STRATEGIC THINKER: We will align the slate with APTA's association-wide strategy and the governance needs of the House of Delegates and the Board of Directors. We will use a skills and perspectives matrix anchored in national strategic priorities, fiduciary responsibilities, and role-specific competencies. As we vet candidates, we will assess how the slate collectively covers governance, finance, public policy and advocacy, education and lifelong learning, research and evidence translation, belonging, communications and reputation management, stakeholder and component engagement, and data-informed decision making. Our aim is a national leadership team that thinks systemically, makes disciplined choices, and delivers measurable outcomes for the profession and the public.

How this works in practice:

- **Discover:** year-round listening with components and councils, an open nomination portal, and targeted outreach guided by the matrix, without discussing individual candidates outside the committee.
- **Vet:** structured review of materials, interviews, and references mapped to the core attributes, with calibrated discussions among committee members only.
- **Develop:** feedback and resources for all nominees and prospective leaders, including learning sessions with past candidates and elected leaders.
- **Slate:** at least two qualified candidates per seat whenever possible, with a concise rationale tied to the attributes and the matrix.
- **Reflect:** process updates shared with members after each cycle and the matrix refined for the next cycle.

What success looks like:

- **Depth:** a twelve-month pipeline with multiple qualified prospects for each role that reflects member input.
- **Balance:** the matrix shows coverage of current and anticipated priorities.
- **Inclusion:** participation and representation trends move toward the breadth of our membership and the communities we serve.
- **Readiness:** candidates complete orientation resources and show the core attributes through concrete examples from practice, service, or scholarship.
- **Trust:** timely communications, consistent criteria, and strict confidentiality earn positive feedback from nominees and the House.

By grounding our shared work in these core attributes and using member input appropriately while preserving committee independence and confidentiality, we will deliver slates that are excellent today and stronger every year.