

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:

During my term as APTA Wisconsin's Nominating Committee Chair, I used my strong core attributes to ensure a slate that would reflect the broad spectrum, needs, and future of the profession. If elected, I would bring those same skills to my service on APTA's Nominating Committee. Adaptability allowed me to significantly adjust and formalize our processes to meet the changing needs of our membership. I collaborated with committee members in creating a shared vision for how the nominating committee should function. I was forward thinking in understanding that we needed a mechanism to promote leadership skills in our future candidates. To that end, we proposed the creation of a Leadership Development Committee to help members achieve their personal goals and to cultivate a robust pool of highly qualified candidates for office. We defined objectives for the committee and developed a list of resources to help them achieve those objectives. I was strategic in refining processes to ensure a slate of candidates that had the skills to help the association achieve its current goals and meet the challenges of the future. I facilitated inclusivity so that we created a slate that reflected the membership and the variety of voices within our profession because every voice matters. I have the courage to take on the challenge of encouraging leadership aspirations at a time when membership has declined. I am incredibly passionate about our profession and I consistently strive to inspire my colleagues to engage in the many opportunities available within APTA that will help them to pursue their personal and professional goals. Lastly, I feel that my strongest leadership attribute is my integrity. I am deeply committed to every endeavor that I pursue, but I also know that I am not perfect. I am, and always will be, a work in progress. Recognizing that has helped me continue to grow as a leader. I welcome and encourage feedback so that I may continue to improve and serve our profession to the absolute best of my abilities.

For a candidate for the Nominating Committee, however, there is more to this question than recognizing and reflecting on my own attributes and how they will help in developing a strong slate of candidates. These attributes were identified as leadership characteristics pivotal to moving APTA forward to meet the challenges of the future and meet the commitment to our mission. The Nominating Committee currently uses these attributes when evaluating nominees. To do that well, it is important to understand that although every candidate should possess each of the core attributes, they will vary in their strengths. Therefore, to effectively use the core attributes in determining a slate, I think it is important to first recognize the composition of the group with which the candidates could be serving and how their characteristics will complement that team. Getting to know current elected leadership and the demands of their roles can help the Nominating Committee effectively evaluate nominees and create an optimal slate.

However, relying on the core attributes to evaluate someone after they have been nominated misses an opportunity. Members are encouraged to reflect on these characteristics when choosing to nominate an individual, but I believe the Nominating Committee could and should do more to assist components and members. One of the duties of the Nominating Committee is to foster activities that maintain and promote a pool of qualified nominees. To that end, if elected, I would like to develop materials and processes to assist components in identifying members with engagement aspirations, leadership goals, and robust core attributes. Toolkits and webinars can help components identify and mentor members with leadership potential. Reaching

out to components and understanding any barriers that they have to leadership succession can inform national strategies. Connecting with members can help us understand their passions, so that we can connect them with the many opportunities within APTA that nurture their interests, strengthen leadership skills, and support their professional goals.

Strong leadership within APTA components promotes membership engagement and membership retention. It also creates a leadership pipeline for elected national positions. I am confident that with my experience and enthusiasm I can help facilitate efforts that contribute to having a consistently strong pool of highly qualified candidates at all levels of leadership within the association who will support our members, strengthen our profession, and advance APTA's mission. It would be my honor to support these efforts as a member of APTA's Nominating Committee.