

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:

Organizational vitality and progress depend on strong leaders who possess the knowledge, skills, and behaviors aligned with the organization's mission and objectives. Fortunately, the American Physical Therapy Association (APTA) has a legacy of progress and success attributed to thoughtful, bold, and competent leaders. Leaders do not simply appear by chance; that is why a thoughtful nominations process, managed by an insightful and engaged Nominating Committee (NC), is essential.

According to our bylaws, the NC's role is "to foster activities to maintain and promote a pool of qualified nominees and to prepare a slate of at least two qualified candidates for each position...to meet the responsibilities of their positions." Key phrases in that charge— "pool of qualified nominees," "qualified candidates," and "responsibilities of their positions"— deserve careful attention.

The document outlining the core attributes for elected leadership is an important tool for the NC. It identifies and defines inherent character traits and skills to guide candidate selection and was developed through an iterative, collaborative process with the NC and Board of Directors, honoring best practices. These attributes are already used by the NC in preparing candidate statement questions and pre-candidacy interviews; several questions posed to me this year were drawn from them.

I propose enhancing this use by requiring nominators, on the Recommendation for National Office form, to select up to three core attributes that best describe each nominee. This would: provide additional context supporting the recommendation; demonstrate the nominator's familiarity with the nominee; and give the NC extra data to consider. Limiting selection to three encourages nominators to reflect on a nominee's top strengths. Collecting this data would also allow comparison between nominees' self-assessments and their nominators' perceptions, offering insight into each nominee's self-awareness. Self-aware leaders recognize their strengths and, importantly, their limitations, so they can appreciate and humbly rely on the contributions of others who complement their gaps.

The NC could also use these attributes to solicit potential nominees from component, institutional, and engagement group leaders. Periodic requests for lists of members who consistently exhibit specific core attributes would help the NC cultivate and guide future leaders toward service opportunities, maintain a pool of qualified nominees with these attributes, and encourage potential candidates by signaling peer confidence.

However, the core attributes must be used alongside other considerations to produce strong, competitive slates. A healthy blend of the core attributes is crucial for high-functioning teams but also should be balanced with the specific responsibilities of each role, the organization's current needs, and the environmental landscape affecting the profession. Each slate should present candidates who are strong in several core attributes and possess the requisite experience and qualifications to advance APTA's mission and strategic direction.

My service on APTA's Board of Directors, Executive Committee, and as President—along with years of leadership at the Chapter level and as a delegate to the House—has equipped me with a broad national network of members to engage and some valuable insight to inform the nominations process. These experiences have also deepened my understanding of what it takes to lead with purpose and reinforced my belief in the vital role of the Nominating Committee: to unwaveringly slate leaders who embody character, integrity, and the skills and discipline required to steward APTA's resources to support our members and advance the profession.

If elected, I am committed to contribute to an NC team who considers the core attributes together with APTA's strategic priorities, the external environment, each nominee's demonstrated track record of service and experience, and the current composition of the Board and NC. My goal would be to serve you by identifying and elevating leaders who, individually and collectively, meet APTA's immediate and future needs. I would be honored to earn your vote.