

APTA Wisconsin Candidate Questions

Name and Credentials:

Kate Bennett, PT, DPT, ATC

Board-Certified Clinical Specialist in Neurologic Physical Therapy

Education:

MPT – Marquette University

tDPT – College of St. Scholastica

Employer and Position:

Concordia University Wisconsin - Assistant Professor of Physical Therapy

Marshfield Clinic Health System – prn physical therapist

NOMINATING COMMITTEE

1. What methods would you employ to solicit nominations for all open positions, ensuring a robust pool of candidates and ensuring transparency and fairness in the candidate selection process?

In my experience, I find that many physical therapists and physical therapy students don't self-identify as leaders until they have someone who either identifies their leadership skills and appoints the person to a position of leadership, or has a mentor who gives them the opportunity and encouragement to grow their leadership skills. We need leaders within APTA Wisconsin who come from all parts of the state, who practice in diverse settings, and who bring a combination of experience and innovation. Leaders will be individuals who are accountable, adaptable, strong communicators, and most of all passionate about our profession. Identifying physical therapists who have these qualities stems from conversations, encouragement, and opportunities. I believe that members of the nominating committee need to be visible at both the state and district level so that self-identified leaders can express their interest. Nominating committee members also need to network and listen continually to help identify individuals who have any interest in committee or elected positions or who demonstrate the desired qualities of a leader. We need to keep looking for different places to recruit so that we can tap candidates with diverse backgrounds. While live conversations are ideal, we may need to be more involved in social media to help connect with younger leaders who may not be present at conferences or meetings. Within the pool of candidates, we need to share which positions are available and the current composition and skills of the committee/board along with areas/skills that are underrepresented.

2. How would you ensure effective representation of diverse perspectives and backgrounds in the slate of candidates presented to the membership?

Ensuring diverse perspectives and backgrounds in the slate of candidates is dependent on the solicitation of candidates. The nominating committee should have a benchmark of the current composition of the board so that we can be strategic in soliciting leaders with diverse perspectives. Soliciting multiple candidates with the desired skill set or background can help increase the likelihood of slating candidates that will provide representation for all areas of the state as well as diverse practice settings.