

ANNUAL ELECTIONS 2023

This is a chance as an APTA Arizona Member to voice an opinion about those people who will be helping guide the future of physical therapy in Arizona. The APTA Arizona election will be done by mail and email ballot. The ballots will be tallied and announced at the fall business meeting on October 22, 2022. No voting will take place at the business meeting.

This year we will be electing: President-Elect, Treasurer, Secretary, Districts 1, 3 & 5 Representatives, 3 Delegates.

This notice is to introduce you to all the candidates running for the election. Electronic ballots must be received no later than 3 hours prior to the Fall Members meeting

Slate of Candidates

President-Elect

Adi Halili

Treasurer

Tarang Jain

Secretary

Letha Zook

District 1 Director

Shaina Ettinger

Delegates (Vote for 3)

Carlene Jogodka

Tarang Jain

James V. Lynskey

Suzanne O'Neal

Kim Varnado

Chad Waits

2023 APTA Arizona Nominating



President-Elect

CANDIDATE

Adi Halili

Education:

Doctor of Physical Therapy Northern Arizona University

Employment:

Halili Physical Therapy, Tucson Arizona

APTA Arizona & APTA Engagement:

Southern region (the predecessor of District 4) chair 2000-2002

Member APTA since 1992

Board-certified neurological clinical specialist

COMMUNITY/CIVIC ACTIVITIES AND ENGAGEMENT IN OTHER PROFESSIONAL ASSOCIATIONS:

Sponsor, organize, and participate in Various Adult soccer leagues in the Tucson area

Describe your leadership qualities relative to the current needs of APTA Arizona.

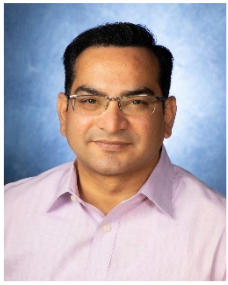
I do not know if I have a specific leadership quality; however, I have been a continuous member of this chapter for 30 years and had the opportunity and privilege to participate in and observe the board activities for three decades. During that time, I witnessed several leadership styles and certainly liked to emulate a style that taps into various talents in this chapter and create a cooperative ad-hoc task force to accomplish our agenda goals. I also recall that we were most successful when we joined our efforts with other entities (such as A.M.A. and A.P.A., for example) in situations where we shared common agendas or were able to coordinate actions for our mutual benefits.

Based on the specific position you are running for, what experiences would you bring to this position make you a strong candidate?

Finally, being in private practice for most of my career, often out of necessity, I do have insight into how to critically evaluate a budget, cut expenses, find ways to maximize the results with the resources available, and find additional money when needed.

Discuss two major challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas. There are actually four agenda issues that I feel are critical to our profession:

1. Continuing dissemination of free clinical knowledge and skills: As President, I will build upon the practice of web-based and in-person educational sessions to utilize in-house and outside talent. I would also like to see the return of the journal club format prior to the district meetings to bring members to the forefront of clinical research. Finally, I would advocate for spending additional resources to allow for a multitrack meaningful biannual educational session during the state meetings.
2. Acquisition of skill through diversity: I am certain that the lack of diversity in our chapter and our profession leaves behind untapped talent that is critical for our future success as a profession. As President, I would like to see a sustained outreach effort toward middle and high schoolers and career guidance counselors in minority communities. I would also lead a concentrated effort to reach out to the licensing board, G.R.R.C., and the state legislator to move on equalizing the standards of licensure for foreign-trained and non-native English speakers' physical therapists with the rest of the U.S.
3. Enhance patient access to care: Continue to support the ongoing effort at the state and national levels to remove the regulatory barrier to care and improve payer coverage policies. Some specific issues include the 15-visit limit of A.H.C.C.C.S. patients, cert requirements by Medicare, and Medicare Advantage plan restrictions.
4. Promote further professional autonomy: Through promoting legislation and working together with payers, continue to develop our profession as an autonomous doctoral profession with the ability to order imaging and laboratory tests.



Treasurer

CANDIDATE

Tarang Jain

EDUCATION:

Ph.D. Rehabilitation Science	University of Kansas Medical Center (K.U.M.C.), Kansas City, KS	2014
D.P.T. Physical Therapy	University of Kansas Medical Center (K.U.M.C.), Kansas City, KS	2011
B.P.T. Physical Therapy	M.G.M. Medical College, Devi Ahilya Vishwavidyalaya, Indore, India	2003

Certifications

Certificate in Effective College Instruction (A.C.U.E.)	2018
Certified Clinical Densitometrist (C.C.D.)	2017
Scholar – Faculty Development Collaborative Program in Geriatrics	2014 – 2015
Health Professions Educator Certificate	2013
Certified Kinesio Taping Practitioner (C.K.T.P.)	2013
Certified Exercise Expert for Aging Adults (C.E.E.A.A.)	2012
Certified Basic Life Support (B.L.S.)	2009 – present

EMPLOYMENT:

Associate Professor	Physical Therapy and Athletic Training, Northern Arizona University, Flagstaff, AZ	2020 – present
Assistant Professor	Physical Therapy and Athletic Training, Northern Arizona University, Flagstaff, AZ	2014 –2020
Graduate Research Assistant	Univ. Kansas Medical Center, Kansas City, KS	2008 – 2014
Administrative Assistant for Clinical Education	Univ. Kansas Medical Center, Kansas City, KS	2012 – 2013
Graduate Teaching Assistant	Univ. Kansas Medical Center, Kansas City, KS	2011 – 2014
Graduate Teaching Assistant	Univ. Kansas Medical Center, Kansas City, KS	2006 – 2007
Incharge Physical Therapist	R.D. Gardi Medical College, Ujjain, India	2004 – 2006

APTA Arizona & APTA ENGAGEMENT:

- Member – Continuing Education Committee, Arizona Physical Therapy Association
- Member – Foot & Ankle Fellowship Practice Workgroup, Foot and Ankle SIG, Orthopaedic Section, APTA
- Centennial Ambassador – Academy of Physical Therapy Research, APTA
- Alternate Delegate – Arizona Physical Therapy Association
- Chair – Research Committee, Arizona Physical Therapy Association
- Member – TriState Meeting (California, Nevada, and Arizona) Task Force, Las Vegas, NV
- Member – Awards Committee - Subcommittee on Publications, APTA
- Chair – Early Career Researchers SIG, Academy of Physical Therapy Research, APTA
- Emerging Leader Award – American Physical Therapy Association
- Member – Scholarship Committee, Arizona Physical Therapy Association
- Chair – Communications Committee, Academy of Physical Therapy Research, APTA
- Member – Awards Committee - Subcommittee on Research, APTA
- Vice-Chair – Early Career Researchers SIG, Academy of Physical Therapy Research, APTA
- Combined Sections Meeting Attendance
- Member – APTA (Orthopaedics, Research, Health Policy & Administration, and Education Sections)

Tarang Jain – Continued

COMMUNITY/CIVIC ACTIVITIES AND ENGAGEMENT IN OTHER PROFESSIONAL ASSOCIATIONS:

Member – Northern Arizona University Budget Advisory Board	2022 – 2023
Treasurer – Faculty Senate, Northern Arizona University	2022 – 2025
Flagstaff Leadership Program	2022 – 2023
Member – National Physical Therapy Examination (N.P.T.E.)-P.T. Practice Analysis Task Force	2022
Member, Editorial Board – Journal of Indian Association of Physiotherapy	2021 - 2024
Chair – Communications Committee, American Society of Biomechanics	2018 – 2021
Member - NEXT Conference & Exposition 2020 Program Committee, Phoenix, AZ	2019 – 2020
Item Writer – Federation of State Boards of Physical Therapy	2014, 2015, 2018
Social Network Coordinator – American Society of Biomechanics	2014 – present
Member – International Society for Clinical Densitometry (I.S.C.D.)	2016 – 2018
Member – W.C.P.T. network for Physical Therapy Educators (P.T.E.)	2014 – 2018
Member – American Society of Biomechanics	2007 – present
Member – International Society of Biomechanics	2007 – present
Member – The American Academy of Orthopaedic Manual Physical Therapists	2007 – present
Member – Gait and Clinical Movement Analysis Society	2014 – present
Ad-Hoc Reviewer for several journals and conferences	since 2009

Please answer the following questions specific to the position you are slated for:

1. Describe your leadership qualities relative to the current needs of APTA Arizona.

I am humbled to be considered for the Treasurer Position at the APTA AZ. APTA AZ is an organization of exceptional individuals dedicated to achieving the mission of serving P.T.s and P.T.A.s, increasing and promoting public awareness of the value of physical therapy, and contributing to the greater healthcare environment. I am grateful and humbled to have the opportunity to interact, learn from, and serve the many people associated with APTA AZ. My service in the Association has provided me the opportunity to actively contribute to APTA AZ's mission and work with a diverse team of individuals. I strive to strengthen the mission, vision, and values of APTA AZ as well as APTA via promoting a supportive, inclusive, and diverse environment within the profession, as well as optimizing the well-being of Arizonans. If elected, I intend to maintain/report the financial status of the Association and the APTA AZ membership and be an active member of the finance committee.

I believe that the characteristics of integrity, hard work, humility, and accountability are integral to an effective leader of APTA AZ. I believe my interactions with members, volunteers, staff, and leadership have demonstrated these characteristics during my previous service for APTA AZ. My varied experiences with the APTA AZ over the past eight years bring me tremendous insight into the numerous functions of the organization. I am dedicated to upholding and continuing the path toward excellence set before us and excited about the opportunity to help further APTA AZ's vision and growth.

2. Based on the specific position you are running for, what experiences would you bring to this position that makes you a strong candidate?

Leadership is about working with people to do new things, tackle problems, and empower individuals to deliver their best in this increasingly complex and fast-changing world. In my working with different committees/organizations within and outside Arizona, I have had the privilege of working with leaders who I see as role models, motivators, informants, challengers, a citizen, and change agents all in one. With increasing years, I have come to appreciate the importance of "thinking global and acting local"—that is, to put a tactical set of steps to deal with the ever-changing challenges while at the same time be extremely focused on the game plan week-by-week and even day-by-day. I have always been a team player and understand the importance of communication/ making new connections in running a successful organization, as evident by my leadership positions as Communications chair for the American Society of Biomechanics and Academy of Physical Therapy Research. American Physical Therapy Association.

Tarang Jain – Continued

In my past roles within the finance committee of various organizations/institutions, I have always tried to support and extend the core membership benefits of Support, Opportunities, and Reach to the wider membership. The sustained success of any organization lies in the availability of finance and efficient financial management. As a treasurer, I strive to provide financial oversight and financial reporting and promote APTA AZ's mission by ensuring the appropriate allocation of funds. Based on my previous administrative experiences, I see my role as working together with the finance and executive committee members to facilitate and prioritize the goals/initiatives of APTA AZ. If elected, I will (continue to) implement financial policies which ensure the long-term financial stability of APTA AZ, that are characterized by professionalism and transparency, and that allow addressing the needs of the wide diversity of our members.

3. Discuss two significant challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

There have been many important initiatives taken up by APTA AZ, but I still believe the top 2 major challenges facing the profession/state association are:

- 1) **Membership Engagement and APTA AZ influence:** Staying relevant for APTA AZ members and non-members in delivering our value – being nimble enough and truly innovative to produce and provide timely and vital support – information, education, mentorship, resources, and tools - for owners and practitioners in different healthcare settings is needed to better serve the community. Unfortunately, most payers still only focus on the cost side and neglect the benefits portion of the value proposition (Value=Benefit/Cost). Establishing a value for our practices and professional services will be necessary to thrive in the coming years. As a candidate for this position, I can do my part to foster a culture of inclusivity and strengthen membership engagement within APTA AZ by integrating intentional networking, mentoring, and coaching into the work that we do. I believe it's up to each one of us to reach out and invite others to become an integral part of a dynamic and engaged membership.
- 2) **Professional Diversity:** We are a large group and we have many things in common, including our commitment to patient/client care that truly helps the communities we are blessed to serve to live with less pain and improve their quality of life. However, I believe that we can further achieve quality health outcomes for all and better serve our communities by committing ourselves to be a more diverse profession and meet the demands of changing demographics of U.S. society. We, as a profession and organization, need to devote our attention and energy in advocating for and developing resources to help promote physical therapy as a viable career option for a diverse population, broader than just racial and ethnic minorities. I bring a different perspective about increasing diversity and will be willing to share my experiences to promote cultural diversity in the physical therapy profession.

In closing, my previous service experience and continued involvement in the physical therapy profession make me a stronger candidate for this position. I am passionate about our profession and our Association, and I sincerely thank APTA AZ for the opportunity to run for the treasurer position. I look forward to working with you and on your behalf.



Secretary

CANDIDATE

Letha Zook

Education:

Teachers College Columbia University New York, NY 1996 EdD Applied Physiology, Department of Movement Sciences
New York University New York, NY 1987 Pathokinesiology, Department of Physical Therapy Master of Science
Temple University Philadelphia, PA 1983-1984 Advanced Masters Degree in Physical Therapy (18 credits)
The University of Pennsylvania Philadelphia, PA 1980 Physical Therapy Bachelor of Science (Magna Cum Laude)

Employment:

- Chair and Program Director Associate Professor Franklin Pierce University – Department of Physical Therapy
March 2020 - present
- Adjunct Professor Marymount University – Department of Physical Therapy August 2018 – May 2019
- Rehab Program Manager, Physical Therapist; HealthPro-Heritage and Sunrise at Bluemont Park, Arlington, VA and Sunrise at Reston, VA March 2018 – March 2020
- Lead Physical Therapist: Full-time, Clinton Manor, Clinton, Maryland November 2017 – March 2018
- Physical Therapist: Full-time, Alegiant Health Staffing – Pendleton Manor, Franklin, WV July 2017 – November
- Executive Vice President, Provost, and Dean of the Faculty University of Charleston, Charleston, WV October 2010 – July 2017
- Academic Dean, Academic Vice President, Wheeling Jesuit University, Wheeling, WV July 1, 2005 – June 2010
- Director, Associate Professor (tenured), Wheeling Jesuit University, Department of Physical Therapy, Wheeling, WV December 1998 - June 30, 2005

APTA Arizona & APTA Engagement:

District #1 Director, American Physical Therapy Association, Arizona October 2020 – present
District Co-Director, Virginia Physical Therapy Association October 2018 – March 2020
Member, Committee on Reauthorization, West Virginia Higher Education Policy Commission, 2014 – May 2017
President, West Virginia Chapter, American Physical Therapy Association, September 2002 - 2005
Chief Delegate, W.V.P.T.A., House of Delegates, Washington, DC, 2003, 2004 President-Elect, West Virginia Chapter, American Physical Therapy Association, April 2002 - September 2002 Program Chair, West Virginia Chapter, American Physical Therapy Association, January 2000 - 2002 Alternate Delegate, West Virginia Chapter, House of Delegates, American Physical Therapy Association, June 2000
Recording Secretary, Board of Directors, Brooklyn/Staten Island District, January 1994 - June 1996
Designated Delegate, House of Delegates, American Physical Therapy Association, June 1995 Delegate, Delegate Assembly, New York Physical Therapy Association, May 1994, 1995
Member, American Physical Therapy Association, September 1978 - present

Community/ Civic Activities and Engagement in Other Professional Associations:

CASA Volunteer, Maricopa County, Arizona, February 2022 – present
D.R.E.A.M.S. Community Development Corporation, Charleston, WV,
Board member, 2015- June 2017 Café a la Fikr, Charleston, WV
Board member, 2013 to 2017 West Virginia
Impact 20/20 Task Force, 2000 - 2002
Director of Educational and Recreational Services, Bronx Community Service Ministries, 1985-1993

Describe your leadership qualities relative to the current needs of APTA Arizona:

I have served in multiple states in leadership roles for the APTA. I believe I can bring ideas and suggestions from my experience to continue the growth of this component.

Letha Zook - Continued

What experiences would you bring to this position that makes you a strong candidate?

I have served as the secretary at different times for the APTA components and have experience at keeping records for other organizations as well.

Discuss two significant challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

The profession continues to develop a strong professional identity in becoming the practitioner of choice for movement disorders and health. This is the unrealized part of Vision 2020. I believe that this is vital for our "thrival" into the future. We need to stand our ground as professionals for physical health and prevention. Many other professionals want to take this position. On the other side, we continue to strive to create automatic referrals from the public and the medical community for disorders of movement. As a geriatric specialist, I am striving to have the yearly checkup for P.T. become a common practice within the geriatric community through the Franklin Pierce University Clinic.

The AZ APTA component is a strong organization with an impressive history. As with many components, the interaction between the P.T. and P.T.A. remains a struggle. The percentage for the P.T.A. membership is significantly lower than the P.T. membership. The percentage of both is lower than necessary for the Association to thrive. The value of State and national membership needs to be continually verbalized and demonstrated. I would like to be a part of the discovery of the specific factors for this next generation to promote membership in the Association.



District 1 Representative

CANDIDATE

Shaina Ettinger

EDUCATION: P.T., D.H.A., MSPT

EMPLOYMENT:

Franklin Pierce University Goodyear, AZ
Director of Clinical Education, Assistant Professor
Banner Health Phoenix, AZ
Inpatient Physical Therapist

APTA Arizona & APTA ENGAGEMENT:

APTA member since 2019

COMMUNITY/CIVIC ACTIVITIES AND ENGAGEMENT IN OTHER PROFESSIONAL ASSOCIATIONS:

C.P.R./First Aid Instructor Wizard Education, L.L.C.

Please answer the following questions specific to the position you are slated for:

1. Describe your leadership qualities relative to the current needs of APTA Arizona.

As a practicing physical therapist, professor, and Director of Clinical Education, it has become apparent that increasing involvement in the APTA Arizona would not only be beneficial for the future of the organization, it would benefit physical therapists across the State to assist with networking, advanced educational opportunities within the field of physical therapy, and help encourage involvement.

2. Based on the specific position you are running for, what experiences would you bring to this position that makes you a strong candidate?

I have been a physical therapist for 20 + years and have worked in a variety of settings. Earlier in my career, I was the Director of Rehabilitation in a few skilled nursing facilities. I worked diligently to ensure unity within the organization and communication among the staff and helped my peers develop a strong desire to make a difference in each patient's life. I was able to achieve these goals through my leadership and actions. I believe in encouraging others and demonstrating my love for the profession.

3. Discuss two significant challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

The physical therapy profession is experiencing some of the same issues that other healthcare professions have experienced over the years, including a decrease in reimbursement and a narrowing of our scope of practice - through a broadening of other healthcare professions. It is imperative that therapists in all settings work together to ensure proper reimbursement for all physical therapists and that we demonstrate through action and research the importance of our profession and that through additional education and training, our scope of practice should be broadened. This can be achieved by uniting physical therapists within our State through organizational events, educational experiences, and social gatherings in the various districts to increase the potential for more involvement.



DELEGATE

CANDIDATE

Carlene Jogodka

EDUCATION:

August 2011 - May 2004 - Doctor of Physical Therapy, Regis University, Colorado

September 1991-1993 - Bachelor of Science, Microbiology, University of Minnesota, Twin Cities

EMPLOYMENT:

Physical Therapist – Level III, Carondelet Health Network, Arizona

St. Mary's Hospital, June 2019-Present

Lead Emergency Care P.T., Development, Competencies

St. Joseph's Hospital, June 2004-2019

Lead Emergency Care P.T., scheduling, R&D, process improvement, developed competencies, physical therapist, and medical staff education. Best practice pathway development. Co-Chair, Opiate Stewardship Taskforce.

Physical Therapist, Banner University Medical Center, South Campus, Tucson

October 2021-Present - Per Diem Staff covering E.D., I.C.U., medical, surgical units;

Co-Founder & Co-Owner, Novus HealthWorks, L.L.C., Arizona

July 2019-Present - Consulting, program development, a delivery of post-graduate training for emergency PT

APTA Arizona & APTA Engagement:

Vice-President and Semi-annual APTA AZ State Conference Chair

Arizona Physical Therapy Association - 2016-2018

Committee Chair - APTA Task Force for Emergency Care Physical Therapy Practice - 2010-Present

District 4 Representative

Arizona Physical Therapy Association, Board of Directors - 2008-2010

Chair of Emergency Physical Therapy Focus Group

Appointed APTA Academy of Acute Care Physical Therapy B.O.D. - 2020-Present

Appointed Member

APTA National EPT Toolkit Revision Committee - 2020-Present

Appointed Committee Member

APTA Primary Care Physical Therapist National Taskforce 2018-2020

COMMUNITY/CIVIC ACTIVITIES AND ENGAGEMENT IN OTHER PROFESSIONAL ASSOCIATIONS:

Healthcare Information and Management Systems Society (H.I.M.S.S.) Member, AZ Chapter - 2020-Present

Wave 4 Clinician Expert, Emergency Medicine Workgroup Member

Medicare Access and CHIP Reauthorization Act (MACRA) Episode-Based Cost Measure - 2021-Present

Carlene Jogodka - Continued

Appointed Ethics Committee Member
AAOMPT National Board - 2016-2019

Committee Co-Chair

Carondelet St. Joseph's Hospital Joint Commission Opiate Stewardship Program - 2018-2019

CFSD16 Sunrise Drive Elementary FFO Executive Board of Directors, Chair, Volunteer Coordinator - 2016-2021

Catalina Foothills School District Volunteer - 2015-Present

Ballet Tucson Friends and Family Volunteer, October 2016 -Present

Please answer the following questions specific to the position you are slated for:

1. Describe your leadership qualities relative to the current needs of APTA Arizona.

History of service to the Arizona physical therapy community, inside and outside of the APTA AZ organization,

Held several offices when Local, national, and international engagement with physiotherapists to continue to unite and strengthen practice, promote best practice, working our way to getting recognized by many professionals and organizations involved in healthcare delivery.

2. Based on the specific position you are running for, what experiences would you bring to this position that makes you a strong candidate?

Serving as a delegate offers the opportunity to serve our patient population and P.T. communities in a new way that allows me to incorporate what I have already learned through my career and advocate through that lens.

3. Discuss two major challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

Reimbursement -

Review strategies are already taken, content experts, presenting cases and data supporting our value. Using models and strategies, we may have overlooked from other industries (HEOR - pharma)

Permitting people to return to work, home, and sport. Decreasing the burden on taxpayers. Boosting payer and community awareness on the cost savings and life quality we work to provide that have supported. In the years of working in emergency care, this has been a frequently recurring challenge to justify our existence and has required collaboration between many in our community research, publication, presentations, meetings, ongoing messaging, and policy development. Actively keeping our seats at the table has been working that has paid off. From its inception in Arizona, the practice has existed in various forms from coast to coast.

Workforce shortages through ongoing innovation opportunities for P.T. employment to address workforce need to fill shortage areas where we have training and skill, including top-of-scope work that has not been sufficiently recognized and used.



DELEGATE

CANDIDATE

Tarang Jain

EDUCATION:

Ph.D. Rehabilitation Science	University of Kansas Medical Center (K.U.M.C.), Kansas City, KS	2014
D.P.T. Physical Therapy	University of Kansas Medical Center (K.U.M.C.), Kansas City, KS	2011
B.P.T. Physical Therapy	M.G.M. Medical College, Devi Ahilya Vishwavidyalaya, Indore, India	2003

Certifications

Certificate in Effective College Instruction (A.C.U.E.)	2018
Certified Clinical Densitometrist (C.C.D.)	2017
Scholar – Faculty Development Collaborative Program in Geriatrics	2014 – 2015
Health Professions Educator Certificate	2013
Certified Kinesio Taping Practitioner (C.K.T.P.)	2013
Certified Exercise Expert for Aging Adults (C.E.E.A.A.)	2012
Certified Basic Life Support (B.L.S.)	2009 – present

EMPLOYMENT:

Associate Professor	Physical Therapy and Athletic Training, Northern Arizona University, Flagstaff, AZ	2020 – present
Assistant Professor	Physical Therapy and Athletic Training, Northern Arizona University, Flagstaff, AZ	2014 – 2020
Graduate Research Assistant	Univ. Kansas Medical Center, Kansas City, KS	2008 – 2014
Administrative Assistant for Clinical Education	Univ. Kansas Medical Center, Kansas City, KS	2012 – 2013
Graduate Teaching Assistant	Univ. Kansas Medical Center, Kansas City, KS	2011 – 2014
Graduate Teaching Assistant	Univ. Kansas Medical Center, Kansas City, KS	2006 – 2007
Incharge Physical Therapist	R.D. Gardi Medical College, Ujjain, India	2004 – 2006

APTA Arizona & APTA ENGAGEMENT:

- Member – Continuing Education Committee, Arizona Physical Therapy Association
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- Centennial Ambassador – Academy of Physical Therapy Research, APTA
- Alternate Delegate – Arizona Physical Therapy Association
- Chair – Research Committee, Arizona Physical Therapy Association
- Member – TriState Meeting (California, Nevada, and Arizona) Task Force, Las Vegas, NV
- Member – Awards Committee - Subcommittee on Publications, APTA
- Chair – Early Career Researchers SIG, Academy of Physical Therapy Research, APTA
- Emerging Leader Award – American Physical Therapy Association
- Member – Scholarship Committee, Arizona Physical Therapy Association
- Chair – Communications Committee, Academy of Physical Therapy Research, APTA
- Member – Awards Committee - Subcommittee on Research, APTA
- Vice-Chair – Early Career Researchers SIG, Academy of Physical Therapy Research, APTA
- Combined Sections Meeting Attendance
- Member – APTA (Orthopaedics, Research, Health Policy & Administration, and Education Sections)

Tarang Jain – Continued

COMMUNITY/CIVIC ACTIVITIES AND ENGAGEMENT IN OTHER PROFESSIONAL ASSOCIATIONS:

Member – Northern Arizona University Budget Advisory Board	2022 – 2023
Treasurer – Faculty Senate, Northern Arizona University	2022 – 2025
Flagstaff Leadership Program	2022 – 2023
Member – National Physical Therapy Examination (N.P.T.E.)-P.T. Practice Analysis Task Force	2022
Member, Editorial Board – Journal of Indian Association of Physiotherapy	2021 - 2024
Chair – Communications Committee, American Society of Biomechanics	2018 – 2021
Member - NEXT Conference & Exposition 2020 Program Committee, Phoenix, AZ	2019 – 2020
Item Writer – Federation of State Boards of Physical Therapy	2014, 2015, 2018
Social Network Coordinator – American Society of Biomechanics	2014 – present
Member – International Society for Clinical Densitometry (I.S.C.D.)	2016 – 2018
Member – W.C.P.T. network for Physical Therapy Educators (P.T.E.)	2014 – 2018
Member – American Society of Biomechanics	2007 – present
Member – International Society of Biomechanics	2007 – present
Member – The American Academy of Orthopaedic Manual Physical Therapists	2007 – present
Member – Gait and Clinical Movement Analysis Society	2014 – present
Ad-Hoc Reviewer for several journals and conferences	since 2009

Please answer the following questions specific to the position you are slated for:

1. Describe your leadership qualities relative to the current needs of APTA Arizona.

I am humbled to be considered for the Delegate Position of the APTA AZ. As an alternate delegate of APTA AZ in previous years and through my observation/interactions with various delegates last year, I learned that a successful leader is one that has the ability to make changes happen in order for a group to attain its goals. I strive to strengthen the mission, vision, and values of APTA AZ as well as APTA via promoting a supportive, inclusive, and diverse environment. If elected, I plan to continue the impressive work of past delegates and contribute towards refining the vision of physical therapy through service to our profession.

I am a big proponent of the physical therapy profession and have always worked to enhance its role in the community/society. Through my various leadership experiences, I have had opportunities to meet a diverse range of people from all backgrounds and walks of life. Volunteering has not only helped me to develop my interpersonal skills but has also provided numerous networking opportunities. I understand the importance of effective communication, being organized, and keeping a growth mindset to meaningfully contribute to an organization and infuse a greater sense of community. I have a continuous desire to learn and am always looking for opportunities to better myself and bring positive changes to the people around me. I am dedicated to upholding and continuing the path toward excellence set before us and excited about the opportunity to help further APTA AZ's vision and growth.

2. Based on the specific position you are running for, what experiences would you bring to this position that makes you a strong candidate?

2. Based on the specific position you are running for, what experiences would you bring to this position that makes you a strong candidate?

Leadership is about working with people to do new things, tackle problems, and empower individuals to deliver their best in this increasingly complex and fast-changing world. In my working with different committees/organizations within and outside Arizona, I have had the privilege of working with leaders who I see as role models, motivators, informants, challengers, a citizen, and change agents all in one. With increasing years, I have come to appreciate the importance of "thinking global and acting local"—that is, to put a tactical set of steps to deal with the ever-changing challenges while at the same time be extremely focused on the game-plan week-by-week and even day-by-day. I have always been a team player and understand the importance of communication/ making new connections in running a successful organization, as evident by my leadership positions as Communications chair for the American Society of Biomechanics and Academy of Physical Therapy Research, American Physical Therapy Association.

I was new to the alternate delegate position in previous years, and I feel that I was able to partially meet my goals of a) understanding APTA AZ and its needs, b) creating new connections, c) learning the House of Delegates (H.O.D.) processes, and d) experience the nuances of being an APTA AZ delegation committee member. Further, serving as a Centennial Scholar in the APTA-sponsored Centennial Scholar program has further enhanced my understanding of APTA and its operations. It will be an honor to continue on the committee and continue to make a mark in the Association

Tarang Jain – Continued

Governance under the guidance of seasoned delegates. I believe that my enthusiasm, background, and past leadership experiences will help me to be a strong delegate member and make a substantial contribution to the APTA AZ chapter. I am in awe of APTA AZ's willingness to grow with the needs of the membership and am committed to supporting that in whatever capacity I can. If elected, I will continue to work with the committee members and APTA AZ leadership, who have promoted important policy issues within the APTA AZ while encouraging diverse membership involvement at the APTA and beyond.

3. Discuss two significant challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

There have been many important initiatives taken up by APTA AZ, but I still believe the top 2 major challenges facing the profession/state association are:

- 1) *Membership Engagement and APTA AZ influence:* Staying relevant for APTA AZ members and non-members in delivering our value – being nimble enough and truly innovative to produce and provide timely and vital support – information, education, mentorship, resources, and tools - for owners and practitioners in different healthcare settings is needed to better serve the community. Unfortunately, most payers still only focus on the cost side and neglect the benefits portion of the value proposition (Value=Benefit/Cost). Establishing a value for our practices and professional services will be necessary to thrive in the coming years. As a candidate for this position, I can do my part to foster a culture of inclusivity and strengthen membership engagement within APTA AZ by integrating intentional networking, mentoring, and coaching into the work that we do. I believe it's up to each one of us to reach out and invite others to become an integral part of a dynamic and engaged membership.
- 2) *Professional Diversity:* We are a large group, and we have many things in common, including our commitment to patient/client care that truly helps the communities we are blessed to serve live with less pain and improve quality of life. However, I believe that we can further achieve quality health outcomes for all and better serve our communities by committing ourselves to be a more diverse profession and meeting the demands of changing demographics of U.S. society. We, as a profession and organization, need to devote our attention and energy to advocating for and developing resources to help promote physical therapy as a viable career option for a diverse population, broader than just racial and ethnic minorities. I bring a different perspective about increasing diversity and will be willing to share my experiences to promote cultural diversity in the physical therapy profession.

In closing, my previous experience as an alternate delegate and continued involvement in the physical therapy profession make me a stronger candidate for this position. I am passionate about our profession and our Association, and I sincerely thank APTA AZ for the opportunity to run for the delegate position. I look forward to working with you and on your behalf.



DELEGATE

CANDIDATE

James Lynskey

EDUCATION:

APTA Educational Leadership Institute Fellowship - 2016-2017, Graduate
Georgetown University, Washington, DC - 1998-2005, Ph.D., Neuroscience
Duquesne University, Pittsburgh, PA - 1994-1995, M.P.T., Physical Therapy
Duquesne University, Pittsburgh, PA - 1990-1994, B.S., Health Sciences

EMPLOYMENT:

2019- present Associate Professor and Chair, Department of Physical Therapy – Phoenix, Creighton University; Phoenix, AZ
2005-2019 Faculty, Physical Therapy Department, A.T. Still University of Health Sciences; Mesa, AZ
2013-2014 Adjunct Faculty, School of Biological and Health Systems Engineering Arizona State University; Tempe, AZ
2007-2015 PRN Physical Therapist, Barrow Neuro-Rehabilitation Center at St. Joseph's Hospital; Phoenix, AZ
2005-2013 Researcher, Center for Adaptive Neural Systems, Arizona State University; Tempe, AZ
1999-2004 PRN Physical Therapist, Sibley Memorial Hospital; Washington, DC
1997-1998 PRN Physical Therapist, St. Luke's Medical Center; Phoenix, AZ
1995-1998 Physical Therapist, Scottsdale Health Care - Osborn Campus; Scottsdale, AZ

APTA Arizona & APTA

ENGAGEMENT:

APTA Arizona

2018-2019 Alternate Delegate for the Arizona Delegation to the APTA House of Delegates
2019-2021 Delegate for the Arizona Delegation to the APTA House of Delegates
2022 Alternate Delegate for the Arizona Delegation to the APTA House of Delegates

APTA

2003-present Member
2008-2015 Neurology Section, Research Committee
2012-2015 Chair, Neurology Section, Research Committee
2015, 2017-22 Abstract Reviewer, Neurology Section
2015-2016 Abstract Reviewer, IV Step
2007-present Journal of Physical Therapy, reviewer
2007-present Journal of Neurological Physical Therapy, reviewer
2017-present Journal of Neurological Physical Therapy, Editorial Board Member
2020-present Co-chair, Clinical Practice Guideline Workgroup

Community/Civic Engagement:

- St. Vincent de Paul Free Medical Clinic 2021-present - Volunteer Physical Therapist
- TOPS: Volunteer 2018-19 - An event that provides free physicals to high school athletes
- Give Kids a Smile Day, Arizona School of Oral and Dental Health - Faculty volunteer/P.T. student volunteer co-organizer - 2010-2016, 2018
- Special Smiles Day, Arizona School of Oral and Dental Health - Faculty volunteer/P.T. student volunteer co-organizer - 2016, 2018
- Duel in the Desert: Volunteer 2017 - An adaptive sports competition hosted by Ability 360
- Annual Day on the Lake: Volunteer 2010-2014, 2019
An adaptive water sports event for individuals with neurological injuries and disorders.

James Lynskey - Continued

Other Professional Associations:

2019-present	Arizona Physical Therapy Directors, member
2009-2016	American Society for Neurorehabilitation (A.S.N.R.)
2009-2016	Member
2010-2015	Member, Programming Committee
2016	Member, Membership Committee
2000-2014	Society for Neuroscience
2012-2013	American College of Rehabilitation Medicine (A.C.R.M.)
2015-present	Physiotherapy Theory and Practice, reviewer
2008-present	Journal of Rehabilitation Research and Design, reviewer
2006-present	Experimental Neurology, reviewer

Please answer the following questions specific to the position you are slated for:

1. Describe your leadership qualities relative to the current needs of APTA Arizona.

My approach to leadership can be characterized as authentic and collaborative. I strive to be authentic in my words and actions to enable trust in others. Furthermore, I strive to promote collaboration and consensus building, as these are essential for leadership in a professional organization. In my current and previous leadership positions, my main goal has been to advance the mission of the organization. If given this opportunity, I will continue to work hard on behalf of APTA Arizona to advance our agenda and improve clinical practice for Arizona physical therapists and our patients.

2. Based on the specific position you are running for, what experiences would you bring to this position that makes you a strong candidate?

My years of experience as a clinician, an educator, and an active member of the APTA have given me insight into the many issues facing physical therapists in Arizona and across the country. My experiences have also allowed me to build a network of colleagues in Arizona and Nationally. As an alternate and delegate for the Arizona Delegation to the APTA House of Delegates since 2018, I have participated in the AZ delegate meetings, review of motions, and the House of Delegates meetings. From this experience, I have gained valuable knowledge and experience regarding the issues facing our profession and our APTA governance. This experience also ignited a passion for continuing to serve Arizona as a delegate and make positive changes in the governance of our profession. If re-elected, I will continue to work with my colleagues locally and across the country to address important issues and work diligently to ensure the success of our profession.

3. Discuss two significant challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

Three major challenges facing the physical therapy profession are diversity, reimbursement, and student loan debt. For many years, physical therapy has been a profession that undervalues and lacks diversity. This has negatively impacted our profession and our patients. We need to build comprehensive and collaborative approaches to increase diversity with our profession, leadership, and educators to improve the care of our diverse patients. On the issue of reimbursement, we need to make sure our services are seen as valuable, effective, and cost-effective by both the public and third-party payers. This requires evidence, publicity, changes in policy, and possible changes in practice. If elected as a delegate, I will work with colleagues to improve public image, publicity, and reimbursement for physical therapy services. On the issue of student loan debt, we need to halt tuition increases (hopefully even reduce tuition), investigate alternate forms of education, and lobby for student loan forgiveness. This requires coordinated efforts between the APTA House of delegates, the APTA Board of Directors, clinicians, lobbyists, and academicians. I will work with colleagues in all of the areas mentioned above to address this issue.



DELEGATE

CANDIDATE

Suzanne O'Neal

EDUCATION:

Doctor of Health Science - University of Indianapolis – 2020
Doctor of Physical Therapy (transitional) - Northern Arizona University – 2012
Master of Science in Physical Therapy - University of South Florida - 2006
Bachelor of Arts in Psychology - University of South Florida - 2001

EMPLOYMENT:

Associate Professor (tenured)
Doctor of Physical Therapy Program
Midwestern University
Glendale, AZ
2014 – Present

Physical Therapist – PRN
Center for Transitional Neurorehabilitation
St. Joseph's Hospital and Medical Center
Phoenix, AZ
2014 – Present

Physical Therapist – PRN
Scottsdale Healthcare Inpatient Rehabilitation Hospital
Scottsdale, AZ
2014

Physical Therapist –
HonorHealth Scottsdale (formerly Scottsdale Healthcare)
Outpatient Neurologic Therapy
Scottsdale, AZ
2011 – 2014

Physical Therapist
St. Joseph's Hospital and Medical Center
Outpatient Neurologic Therapy
Phoenix, AZ
2008 – 2011

Physical Therapist
Morton Plant Hospital
Outpatient Rehabilitation
Clearwater, FL
2006 – 2008

Suzanne O'Neal - Continued

APTA Arizona & APTA ENGAGEMENT:

APTA Academy of Neurologic Physical Therapy

Orthotics and Neuroprosthetics Knowledge Translation Task Force

Member (appointed) - May 2019 – Present

APTA Arizona Nomination Committee - 2021 – Present

APTA Arizona Scholarship Committee - Member - 2017 – Present

APTA Arizona District 1 Representative - January 2019 – December 2020

Arizona House of Representatives ad hoc Committee for Multiple Sclerosis Awareness and Education

Member (appointed) - October 2015

APTA Academy of Neurologic Physical Therapy - Parkinson's Disease EDGE Task Force

Member (appointed) - January 2013 – February 2014

COMMUNITY/CIVIC ACTIVITIES AND ENGAGEMENT IN OTHER PROFESSIONAL ASSOCIATIONS:

Special Olympics Arizona - Clinical Director - 2008 – Present

Numerous community service activities, including the Baehr Challenge for Parkinson's disease, Ability 360 events such as Rugby Rave, Rock Steady Boxing for Parkinson's Disease, and the Arizona Disabled Sports Desert Challenge games.

Please answer the following questions specific to the position you are slated for:

1. Describe your leadership qualities relative to the current needs of APTA Arizona.

My leadership qualities have been described as passionate, compassionate, motivating, and empowering. I try to be a neutral ear and listen to different perspectives. I believe these qualities can lead to productive conversations and solutions.

2. Based on the specific position you are running for, what experiences would you bring to this position that make you a strong candidate?

I was the APTA Arizona District 1 Representative for the 2018 – 2020 term. I feel so fortunate to have had this opportunity, as it allowed me to gain insight into the behind-the-scenes workings of our chapter. Additionally, it brought to light some of the challenges this profession is facing or could potentially face in the future. This positive also allowed me to network with other members of our community, which has been invaluable. I attended the 2022 House of Delegates, and listening to the various discussions of topics facing our profession, I gained even more perspective into what continues to be important and needs to focus on in the future.

3. Discuss two significant challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

Several challenges continue to face our profession, including continuing to create a concrete identity and social issues, including diversity and inclusion. Our identity, although much better defined compared to many years ago, still has not made its mark in society. The public still does not have a full understanding of the scope of P.T. because of how broad of a net P.T.s can cast. My opinion is that our profession needs to continue to advance forward so that the APTA is as recognizable as the A.M.A. or A.D.A. This can include marketing and endorsement strategies, social media efforts, and advertisements. Inclusion and diversity is also an important topic. The APTA has been forging ahead with D.E.I. initiatives, including making inclusion a core value and the creation of D.E.I. committees. As our current President eloquently said (and I paraphrase), inclusion does not mean to make the circle bigger; it means to give all people inside the circle a chance to contribute. Many P.T. programs, such as my own, have moved toward holistic admissions practices, which has successfully increased the diversity of our cohort; however, we need to continue the conversation to ensure that everyone, including students, PTs, P.T.A.s, and patients/clients, feel heard, feel included, and feel safe. Strategies are needed in order to do this, and it can be as simple as ensuring all P.T. intake forms have inclusive questions and that we are educating our students about inclusive care



DELEGATE

CANDIDATE

Kimberly Varnado

EDUCATION:

Graduate of the APTA Fellowship in Higher Education Leadership (2018)
Doctor of Health Sciences (Education Concentration), A.T. Still University (2017)
Fellow of the American Academy of Orthopedic Manual Physical Therapists (2011-Present)
Board Certified Orthopedic Clinical Specialist, Emeritus Status
Orthopedic Manual Physical Therapy Fellowship Program, Kaiser Permanente (2010)
Orthopedic Physical Therapy Residency Program, Kaiser Permanente (2009)
Doctor of Physical Therapy, Indiana University (2005)
Bachelor of Science (Biology), Tennessee State University (1998)

EMPLOYMENT:

Founding Program Director/Associate Professor, College of Saint Mary D.P.T. Program, Omaha, NE (2018-Present)
Private Practice Owner/Physical Therapist, Inquisicare L.L.C., Phoenix, AZ (2015-Present)
Onsite Solutions (NICE Healthcare telehealth), Physical Therapist, Maple Grove, MN (2015-Present)
Assistant Professor, Midwestern University, Glendale, AZ (2011-2018)

APTA Arizona & APTA ENGAGEMENT:

Delegate, Arizona (2017-Present)
Diversity, Equity, & Inclusion Committee, American Physical Therapy Association (2020-Present)
Board Member, American Council of Academic Physical Therapy (2021-Present)
Council Member & Accreditation Service Committee, American Board of Physical Therapy Residency & Fellowship Education (2016-Present)

COMMUNITY/CIVIC ACTIVITIES AND ENGAGEMENT IN OTHER PROFESSIONAL ASSOCIATIONS:

- 1) Clinical Instructor/Physical Therapist, Stephens Center, Omaha, NE (2021-Present): Supervises students while providing physical therapy services to medically underserved and economically marginalized people in temporary housing.
- 2) Physical Therapist, Hearts in Motion, Zacapa, Guatemala (November 2017, 2016, 2015): Provided physical therapy services to medically underserved patients and supervised physical therapy students during patient encounters

Please answer the following questions specific to the position you are slated for:

1. Describe your leadership qualities relative to the current needs of APTA Arizona.

I work closely with students, clinicians, educators, and administrators to build inclusive learning environments and professional networks to advance the profession of physical therapy. I've served the Association as a delegate for six years. During my tenure, I worked with colleagues across the U.S. to pass motions in the House of Delegates, including improving access to physical therapy services, advocating for resources to support clinicians, creating mechanisms to enhance the quality of continuing education, and increasing diversity, equity, and inclusion in the profession.

2. Based on the specific position you are running for, what experiences would you bring to this position that makes you a strong candidate?

I understand the importance of identifying my constituents' needs and drafting motions that will improve our professional practice. I have extensive experience identifying and mentoring leaders across the country, and this skill helps me to select the best leaders for the APTA. I also have experience performing other tasks such as reviewing, discussing, debating, and presenting motions as a delegate for the State of Arizona.

Kimberly Varnado - Continued

3. Discuss two significant challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

Workforce: Last year, Arizona and Pennsylvania sponsored a motion in the House of Delegates charging the board to investigate the workforce. As a result, a report was published in December 2020 that stated there might be a potential surplus of over 25,000 physical therapists by 2030. This still requires constant monitoring. How is the profession going to respond to this report? Other questions persist. Are our graduates qualified to practice? What is entry-level? What about the clinical education experiences; are they adequate? Do we need residencies and fellowships? Are we diverse as a profession? Who is retiring? (25% of the present workforce will be eligible to retire within ten years; are they going to do that?). Is there balance in our profession between our newer professionals, our experts, and those we count on to bring wisdom and guidance to our decision-making? What other opportunities are available for clinical practice by physical therapists? Within ten years, there may be no more physical therapist assistants. How can we abate that?

Reimbursement: If we are not able to adequately address the problems of reimbursement for physical therapy practices, then we will not be able to keep our doors open. Therefore, all other issues would become irrelevant. Plain and simple!



DELEGATE

CANDIDATE

Chad Waits

EDUCATION:

Bellin College, Fellow American Academy of Orthopedic Manual Physical Therapy, 2021
A.T. Still University, Doctor of Physical Therapy Class of 2006
University of Arizona, Bachelor of Science Psychology/Ecology Class of 2002

EMPLOYMENT:

Spooner Physical Therapy, (Director 2013-2018) Physical Therapist 2018-Present - Director - 2013-Present
A.T. Still University, Adjunct Faculty - 2013-Present
Amurvel Physical Therapy, Physical Therapist/Clinic Manager - 2010-2013
Onward Healthcare, Travel Physical Therapist - 2010
Select Physical Therapy, Physical Therapist - 2006-2009

APTA Arizona & APTA ENGAGEMENT:

Member of the APTA 2004-Present
I have attended District Meetings and continuing education opportunities over the last decade.
I have attended one official board meeting to observe cases brought forth for discussion.

COMMUNITY/CIVIC ACTIVITIES AND ENGAGEMENT IN OTHER PROFESSIONAL ASSOCIATIONS:

Member of the American Academy of Orthopedic Manual Physical Therapy 2018-Present
Guest Lecturer for Midwestern University Manual Therapy Club
Guest Lecturer for A.T. Still Manual Therapy Club
Co-Instructor for local Hip and Knee Total Joint Replacement Continuing Education course with Chandrika Lotwala, PT

Please answer the following questions specific to the position you are slated for:

1. Describe your leadership qualities relative to the current needs of APTA Arizona.

I subscribe to the idea that a leader makes everyone else around them better and gets the most out of people, teams, and organizations through action. Action to me includes my ability to first seek to understand by actively listening. I am innately curious and will use my curiosity to understand a person or an idea before hastily making a decision. I am open-minded and comfortable changing my opinion and thoughts when faced with new emerging data. I am passionate about my opinions and beliefs, but I actively seek discussion and always look to understand the strengths of any opposing thought or idea.

2. Based on the specific position you are running for, what experiences would you bring to this position that makes you a strong candidate?

I bring 16 years of outpatient orthopedic experience that is diverse beyond the scope of musculoskeletal injuries. I have visceral manipulation training through the Barral Institute, which has opened my eyes to the mechanisms behind the potential hypotheses for dysfunction. I worked with the few initial pelvic health therapists in Arizona over ten years ago before the recent acceleration of women's health niche to help with exercise management through my Pilates certification training. I have been working within academia at A.T. Still University for over nine years now to help prepare and mentor the future generation of therapists. I bring a hard work ethic fueled by a passion for the profession that has not slowed down since the day I entered this field. I would bring a fresh mind to advocacy, and I would love the opportunity to listen, learn and contribute to the Arizona district's agenda moving forward.

Chad Waitis - Continued

3. Discuss two significant challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

Reimbursement is going down as costs continue to rise, putting outpatient private practice in difficult situations. The increase in cash pay clinics has been one strategy to ensure the value of our services is preserved but should not be the only way to value our services as a profession. Evidence consistently shows the value of our services that do not translate into third-party insurance, workman's compensation, and state/federal reimbursement. This creates the majority of our ripple down issues which include P.T. salaries, staff shortages, workplace burnout, "factory mill clinics," and the reduction of small business opportunities in our profession. Only large corporate companies with the capital to weather this trend are not good for the future of our profession.

Issues such as direct access awareness, public understanding of our profession, and how to navigate the medical system are what I am most passionate about moving forward. Frontline practicality for clinicians so that we can better serve our patients and communities. This is where I will look to spend most of my time if given the opportunity.