2016 Slate of Candidates
(As of 09.13.2016)

**District 2 Chair**

Open

**District 4 Chair**
Ami Griver, PT, DPT

**Nominating Committee Member**

Lindsey Wagner, PT, DPT
Board Certified Orthopaedic Specialist

**Delegate**

Jefferson Holm, PT, DPT, NCS
Board Certified Neurologic Specialist

Karen Mueller, PT, PhD

Lou Ann Negrete, PT

Kimberly Varnado, PT, DPT
Board Certified Orthopaedic Specialist
Fellow of the American Academy of Orthopaedic Manual Therapy
INSTRUCTIONS: Complete the following candidate biographical information as it will appear on the AzPTA 2014 Elections website. List information in chronological order with the most recent placed first. For all association activities, list both the activity and the year(s) served. Please use additional space as needed.

NAME: Ami Griver PT DPT
EDUCATION: NAU Physical therapy program, DPT, 2002
U of Arizona, BS health sciences,

EMPLOYMENT: Physical Therapist at Banner University Medical Center

AzPTA & APTA: Certified Clinical Instructor
ENGAGEMENT: member since 1999

COMMUNITY/CIVIC ACTIVITIES AND ENGAGEMENT IN OTHER PROFESSIONAL ASSOCIATIONS:
Guest speaker at “Brain Matters in Neurology” lecture series
volunteer at school on health day
Kinesio Tape association member
certified kinesio tape instructor

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

1. Describe your leadership qualities relative to the current needs of AzPTA.
   Responsible, organizational skills, follow through, mentorship

2. Based on the specific position you are running for, what experiences would you bring to this position that makes you a strong candidate?
   Many years’ experience in multiple settings in Tucson including inpt, out pt, ortho – neuro settings,
   Acts as clinical instructor to 2-3 students per year from PT schools
   Managed hospital based PT clinic x 4 years

3. Discuss 2 major challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.
   Decreased membership in APTA – outreach to southern Arizona PTs
   Reduced reimbursement rate – education local clinicians

Please provide a picture for publication with your candidate statement.
I, _____ Ami Griver _____ consent to run for the office of southern district chair and, if elected, conduct the duties of that office as described in the AzPTA bylaws and in the AzPTA governance and operations manual.

Signed __________________________

APTA Membership # 5862 Date Sep 1st, 2016

EMAIL COMPLETED FORM TO:

assist@aptaaz.org
cc: joni.raneri@yahoo.com
Also, attach to the email a recent photo as a jpg or pdf

Phone: 602-569-9101 www.aptaaz.org

Thank you for your commitment to our Association. Please return this form by July 30, 2016.
INSTRUCTIONS: Complete the following candidate biographical information as it will appear on the AzPTA 2014 Elections website. List information in chronological order with the most recent placed first. For all association activities, list both the activity and the year(s) served. Please use additional space as needed.

NAME: Lindsey Wagner

EDUCATION: Doctorate of Physical Therapy, Creighton University 2012  
Bachelors in Psychology University of Iowa - 2009

EMPLOYMENT: Faculty Member - Grand Canyon University : Anatomy and Physiology, Exercise Science PRN outpatient orthopedic physical therapist - Abrazo Scottsdale


COMMUNITY/CIVIC ACTIVITIES AND ENGAGEMENT IN OTHER PROFESSIONAL ASSOCIATIONS:  
Philanthropy and Service chair - Phoenix Theta Alumna 2014 - present  
AZ Health Occupations Student Association - GCU chapter Advisor, 2013 - 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 AzPTA.

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

3. Discuss 2 major challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

Please provide a picture for publication with your candidate statement.

I, Lindsey Wagner, consent to run for the office of Nominating Committee and, if elected, conduct the duties of that office as described in the AzPTA bylaws and in the AzPTA governance and operations manual.
1. I am a very enthusiastic and upbeat personality, and hope to use my passion to inspire and engage more members in APTAAZ meetings and events. I am a very committed advocate of the profession, and constantly strive to promote physical therapy to the community. I am an effective communicator and strive to increase awareness of our profession to the public.

2. I am running for nominating committee. In this position, one needs to find and recruit members to run for open positions on the board of directors, and eventually to national election. I hope to bring my personality traits and leadership qualities mentioned above to help engage members and identify those who are willing and appropriate for open positions. I held multiple committee and leadership roles throughout PT school, being secretary and treasurer of our pediatrics club and honor guild. I am a philanthropy and service chair of a large organization throughout Phoenix metro and a large part of my role is identifying members to help get involved and take on new roles in the organization. All of these experiences will help me to identify leaders in our physical therapy community and encourage them to run for positions.

3. One major area challenging the profession is public transparency. We as a profession need to do a better job at promoting our craft and really speaking out about what physical therapy is and how it can help the public. I still treat patients who are amazed at what physical therapy can do many had no idea about it until their physician referred them. If we are going to be a direct access provider of services we need to make sure we are educating the public on the benefits of physical therapy! I will constantly strive to help advocate for the profession and help other physical therapists do the same, at a community, state, and hopefully national level. The second issue facing the profession spins off the first, physical therapists need to protect the profession and the rights of its therapists. In the past few years there has been a large increase in scope of practice issues from manipulations, to dry needling. We need to fight for our ability to perform skills we are competent and able to perform. When I was in PT school, one my professors was very involved in our state organization and was constantly educating us on the current scope of practice issues affecting our state (Nebraska at the time). It was not until I was a licensed practitioner that I truly understood the need for individuals to “go to bat” for our profession. I hope to help contribute to the profession through this position and assist others to help advocate and fight for physical therapists at the state and national level.
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NAME: Jefferson Holm PT, DPT, NCS

EDUCATION:
Arizona State University B.s. Kinesiology 2004-2008
University of Pittsburgh DPT 2008-2011

EMPLOYMENT:
HealthSouth Scottsdale: Staff PT 2011-2012
Centre for Neuro Skills: Lead PT 2012-2014
HealthSouth Mesa: Staff PT 2014-2015
Advanced Neurologic Rehabilitation: Owner & Physical Therapist 2015-Present

AzPTA & APTA
ENGAGEMENT: Student member 2010-2011
\hspace{1cm} Attended Annual conference 2010
\hspace{1cm} Professional member since 2011
\hspace{1cm} Attended CSM 2013
\hspace{1cm} Attended AZ APTA Spring conference 2016

COMMUNITY/CIVIC
ACTIVITIES AND
ENGAGEMENT IN
OTHER PROFESSIONAL
ASSOCIATIONS:

Vestibular Disorders Association – Member 2015
AZ Rehabilitative Integrated Networking (AZ RING) – Member 2016
Arizona Physical Therapy Directors – Member 2016
Brain Injury Alliance of Arizona – Counsel member 2016
The International Parkinson’s & Movement Disorders Society – Member 2016
Please answer the following questions specific to the position you are slated for:

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

Currently, the AzPTA needs greater member participation. Physical therapists in Arizona place little value in their professional organization. I feel that I can help reignite interest and member participation in the AzPTA through the organization of networking/social events, CEU offerings, and social media efforts.

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 built a multidisciplinary neurologic outpatient therapy practice from the ground up. To do this, I have had to form professional relationships with other healthcare professionals through networking events and online marketing efforts. I feel these efforts are evidence of effective leadership.

3. Discuss 2 major challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

I feel the 2 major challenges facing the AzPTA right now is 1. Participation of current members 2. Greater involvement physical therapists not currently members of the AzPTA.

Physical therapist in AZ must value their membership and participation in the AzPTA for it to accomplish the organizations goals of defending and advancing our profession. I believe greater participation can be had through improved networking efforts, more expansive CEU offerings, and improved use of social media tools. I feel my efforts to grow my multidisciplinary practice from the ground up has prepared me to assist with this capacity as a delegate.

Please provide a picture for publication with your candidate statement.

I, Jefferson Holm, consent to run for the office of Delegate and, if elected, conduct the duties of that office as described in the AzPTA bylaws and in the AzPTA governance and operations manual.

Signed Jefferson Holm, PT, DPT, NCS

APTA Membership # 477926 Date 6/19/16

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assist@aptaaz.org
cc: joni.raneri@yahoo.com
Also, attach to the email a recent photo as a jpg or pdf

Phone: 602-569-9101 www.aptaaz.org

Thank you for your commitment to our Association. Please return this form by July 30, 2016.
CONSENT TO RUN FOR ELECTED OFFICE AND CANDIDATE BIOGRAPHY
DEADLINE FOR RETURN: July 30, 2016

INSTRUCTIONS: Complete the following candidate biographical information as it will appear on the AzPTA 2014 Elections website. List information in chronological order with the most recent placed first. For all association activities, list both the activity and the year(s) served. Please use additional space as needed.

NAME     Karen Mueller, PT, DPT, PhD

EDUCATION:  Bachelor of Science, Physical Therapy, University of Missouri, 1979
Master of Science, Physical Therapy, Northwestern University, 1987
Doctor of Philosophy, Health Professions Education, Union Institute and University, 2002
Doctor of Physical Therapy, University of Montana, 2012

EMPLOYMENT:  Northern Arizona University, Department of Physical Therapy and Athletic Training, 1987-present
Rehabilitation Institute of Chicago, Physical Therapy Department, 1979-1986

AzPTA & APTA ENGAGEMENT:

AzAPTA Delegate, 2014-present
Chair, APTA Oncology Section Hospice and Palliative Care Special Interest Group, 2012-2016
Founding Vice-chair, APTA Oncology Section Hospice and Palliative Care Special Interest Group, 2008-2012
APTA Oncology Section Executive Board, 2012-2015
APTA Professionalism Task Force, 2004-2010
APTA Clinical Education Task Force, 2004
Secretary, APTA Neurology Section, Stroke Special Interest Group, 1996-1998
APTA Credentialed Clinical Instructor Trainer 1997-2000
AzAPTA CEU committee, 2010-2014
AzPTA PT of the Year, 2008
AzAPTA Second Vice President, 1992-1994
AzAPTA Publications Committee, 1987-1999
AzAPTA Chair, Northern District, 1989-1991

COMMUNITY/CIVIC ACTIVITIES AND ENGAGEMENT IN OTHER PROFESSIONAL ASSOCIATIONS:

National Hospice and Palliative Care Organization, Allied Therapist Steering Committee, 2012-present
Physical Therapist for Vista Hospice, Flagstaff AZ (2006-present)
Physical Therapist, Rehab without walls, (2012-present)
Wellcoaches, Certified Health and Wellness Coach, (2013-present)

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

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

In all interactions, I strive towards a thoughtful understanding of others’ needs and perspectives in order to promote fair minded decision making. I bring a genuine curiosity to every dialogue and strive to understand both the obvious and more subtle elements of the issues at hand. I have a genuine appreciation for the unique talents of those I work with and seek opportunities for their continued development. After 37 years of practice, I remain strongly committed to advancing our professions’ role in society through continued involvement in the APTA. For example, I believe my collaboration with the Oncology Section Hospice and Palliative Care Special Interest Group has helped to promote the role of physical therapists in end of life care.

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 truly enjoyed my first term as an Arizona Delegate and felt that my greatest accomplishment was a stronger understanding of our profession’s structure and legislative process. Now, with this understanding in hand, I feel empowered to confidently engage in advancing our legislative efforts. The Arizona delegation has a long standing reputation for innovative leadership within the APTA house of delegates. I would like to contribute to that innovation in a second term.

3. Discuss 2 major challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

These challenges relate to:

1. **Promoting the physical therapist role as a societal change agent.** The 2016 APTA HOD made significant progress in this direction by supporting the Centers for Disease Control initiative to reduce Opioid abuse in the healthcare system. Accordingly, #ChoosePT is a powerful initiative to promote our value in providing interventions that can reduce the need for these medications. As a next step, I would like to work towards greater recognition of the specific physical and behavioral interventions that PTs use to manage chronic pain, health behavior change and self-efficacy in our patients. Interventions such as mindfulness, cognitive behavioral strategies and neuroscience education for chronic pain are not yet sufficiently recognized as having a place in our professional scope of practice. For example, I recently had to write an appeal to a state PT CEU committee supporting the value of focused attention interventions (mindfulness) as having demonstrated value in the management of chronic pain. If members of our own profession don’t recognize the importance of these interventions in promoting optimal patient function and participation, we clearly have more work to do in this area!

2. **Promoting the physical therapist role in our health care system.** We need to stop commoditizing our profession (i.e. patients getting “physical therapy” vs “seeing a physical therapist” or “receiving physical therapist intervention”). Patients don’t go for “medicine” or “nursing” or “dentistry”; rather, they seek interventions from individual practitioners. I believe that this lack of professional distinction lowers our prestige in eyes of patients and third party payors.

By promoting our profession as a distinct but diverse group of skilled practitioners, I think we will be better positioned to increase our value in the health system. I would like to advance an initiative to promote “PT first language” ( i.e., “physical therapist intervention” vs “physical therapy”) to increase respect and recognition for the multi-faceted interventions we provide to improve our patients’ quality of life.

Please provide a picture for publication with your candidate statement.
I, _______________ Karen Mueller _______consent to run for the office of __________ Delegate _______ and, if elected, conduct the duties of that office as described in the AzPTA bylaws and in the AzPTA governance and operations manual.

Karen Mueller

Signed_______________________________________________

APTA Membership # ____46912___    Date July 22, 2016

EMAIL COMPLETED FORM TO:

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cc: joni.raneri@yahoo.com
Also, attach to the email a recent photo as a jpg or pdf

Phone: 602-569-9101

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NAME     Lou Ann Negrete

EDUCATION:
University of Puget Sound, Tacoma, WA   1982  BS in Physical Therapy
University of Northern Arizona, Flagstaff, AZ   2009  Masters in Education

EMPLOYMENT:
Kindred Hospital, Tucson, AZ   PRN PT
Independence Rehab, Tucson, AZ   PRN PT
International Service Learning, Puerto Penasco, MX   PT Team leader

AzPTA & APTA ENGAGEMENT:
Various APTA Section memberships, currently member of Health Policy Administration
District 4 Representative 2010-2014
AZ Delegate 2014-2016

COMMUNITY/CIVIC ACTIVITIES AND ENGAGEMENT IN OTHER PROFESSIONAL ASSOCIATIONS:

**Manos de Auyda**
2006 - 2011
 Volunteer PT in a monthly children’s therapy clinic
Puerto Penasco, Sonora, Mexico

**Homebuilding ministry**
2010-2011
 Coordinated all aspects of a church sponsored home building ministry in Puerto Penasco, Sonora, Mexico

**Rocky Point Medical Clinic**
2011 to current
 Family of God – coordinate and facilitate monthly health clinics and provide Physical Therapy services
Puerto Penasco, Sonora, Mexico

**Apoyo de Amputacion**
December 2015 to current
Develop, coordinate and implement monthly support group for individuals with limb loss.
Puerto Penasco, Sonora, Mexico
Please answer the following questions specific to the position you are slated for:

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

My leadership skills center on being an active listener to a variety of viewpoints, and engaging others in discussions that lead to further understanding. I seek productive solutions to complex problems, and am not afraid to take a stand on issues that require a strong voice. When I make a mistake I will admit it, take responsibility for any consequences and correct the situation to the best of my ability.

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

Most of my clinical experiences is with the acute and subacute rehab settings which have instilled my deep compassion for the physical therapy profession. Through my 35+ years as a PT I’ve learned to not fear change as much as I need when I was a younger clinician. During the past two years as an AZ Delegate I have been able to embrace the many options, and opinions about ongoing changes within our profession.

Recently (2004-2014) I was deeply involved in PTA education. I have a great deal of knowledge and respect for the educational and professional demands that make the PTA a valuable member of many PT departments.

Currently I spend a great deal of time in Mexico providing Physical Therapy services in an underserved environment, as well as mentoring the local Physical Therapists. This ongoing exposure to a bigger ‘world view’ of health, human suffering and resilience helps me to stay focused on critical issues that face healthcare issues in the AZ and the US.

3. Discuss 2 major challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

One issue facing our profession, locally and nationally, is student debt and how it influences career decisions that new graduates have to make. Having a background in physical therapy education, and working with pre-PT and PT students helps me to have a better understanding of the issues facing the next generation of professionals.

A second issue facing both the local and national association is membership and active participation. I feel that I am in a unique position to mentor new members and inactive members on a state level. I have found that a sincere invitation, and welcome to district and state meetings is a first step towards an enriched active participation in the business of the association. My current activities with pre-PT and PT students allows me to engage in meaningful discussions about the future of the profession, and how the roles that they play in it, especially as active members of the association.

Please provide a picture for publication with your candidate statement.

I, Lou Ann Negrete consent to run for the office of Delegat and, if elected, conduct the duties of that office as described in the AzPTA bylaws and in the AzPTA governance and operations manual.

Signed_Lou Ann Negrete______________________________________________

APTA Membership # 149487______    Date September 6, 2016

EMAIL COMPLETED FORM TO:
Thank you for your commitment to our Association. Please return this form by July 30, 2016.
INSTRUCTIONS: Complete the following candidate biographical information as it will appear on the AzPTA 2014 Elections website. List information in chronological order with the most recent placed first. For all association activities, list both the activity and the year(s) served. Please use additional space as needed.

NAME
Kimberly Varnado, PT, DPT, OCS, FAAOMPT

EDUCATION:
Doctorate of Health Sciences (2013-present), A.T. Still University, Mesa, AZ
Orthopaedic Manual Physical Therapy Fellowship (2010), Kaiser Permanente Southern Los Angeles, CA
Orthopaedic Physical Therapy Residency (2009), Kaiser Permanente Southern Los Angeles, CA
Doctorate of Physical Therapy (2005), Indiana University, Indianapolis, IN
Bachelor of Science Degree (1998), Tennessee State University, Nashville, TN

EMPLOYMENT:
Physical Therapist (12/15-present) On-Site Solutions, Maple Grove, MN
Physical Therapist/Owner (3/15-present) Inquisicare LLC, Phoenix, AZ
Assistant Professor (2/11-present) Midwestern University, Glendale, AZ
Clinical Specialist Physical Therapist (1/09-12/10) Kaiser Permanente, Los Angeles, CA
Traveling Physical Therapist (2006-2008) Jackson Therapy Partners LLC, Orlando, FL
Physical Therapist (2005-2006) CRS Rehabilitation Specialist, Westchester, IL
Flex Staff Physical Therapist (2005-2006) Rehabilitation Institute of Chicago, Chicago, IL

AzPTA & APTA
ENGAGEMENT:
American Board of Physical Therapy Residency & Fellowship Education
Accreditation Service Committee
January 2016-Present

American Physical Therapy Association
Orthopaedic Section Public Relations Committee Liaison
Vice-Chair
2013-Present

Arizona Residency Task Force
Arizona Board of Physical Therapy
May 2011-2012

American Board of Physical Therapy Residency & Fellowship Education
Program Service Committee
June 1, 2010-June 2012
COMMUNITY/CIVIC

ACTIVITIES AND ENGAGEMENT IN OTHER PROFESSIONAL ASSOCIATIONS:
Forever Young Running Series LLC (Cookies & Milk Run)
Emergency Medical Coordinator
Created the emergency medical plan and organized healthcare volunteers for the 5K races
Scottsdale, AZ
April 10, 2016

You Are Stronger Than You Think 5K Race
Physical Therapy Team Lead for Midwestern University
Provided physical therapy services to injured race participants and supervised physical therapy students in health promotion activity
Tempe, AZ
January 23, 2016

Rock ‘n’ Roll Marathon
Physical Therapy Team Lead for Midwestern University
Provided physical therapy services to event participants
Location: Tempe, AZ
January 17, 2016

Hearts in Motion
Supervising Physical Therapist
Provided physical therapy services to underserved populations and supervised physical therapy students in patient case management
Zacapa Guatemala
November 2015

Running Clinic: You are Stronger than You Think 5K
Performed cardiovascular fitness assessments for 20 women using the YMCA Step-Up Protocol
Location: Sole Sports
Tempe, AZ
October 3, 2015

Family Health & Wellness Expo
Program Coordinator & Presenter: Overcoming Obstacles Leading to Inactivity
Provided free medical services, education, and resources to underserved residents of Arizona
Location: Pilgrim Rest Wellness Center, Phoenix, AZ
July 11, 2015

Forever Young Running Series LLC
Emergency Medical Coordinator
Created the emergency medical plan and organized healthcare volunteers for the 5K, 10K, and half marathon races
Peoria, AZ
April 19, 2015
Phoenix Rising for Haiti  
Physical Therapist  
During mission trip provided physical therapy services to patients in Haiti (Port De Paix)  
June 15-23, 2012

United Methodist Outreach Ministries  
Physical Therapy in Motion  
Presented career options in physical therapy to homeless teens in Phoenix Arizona  
February 29, 2011

Los Angeles Free Clinic  
Physical Therapist Manual Orthopedic Fellow  
Provided up to 80 hours of physical therapy services for patients in Los Angeles with limited access to physical rehabilitation services  
5205 Melrose Ave, Los Angeles, CA  
January 2010-December 2010

Simms/Mann Health & Wellness Center  
Physical Therapist Orthopedic Resident  
Provided up to 80 hours of physical therapy services for patients in Los Angeles with limited access to rehab care  
2509 Pico Blvd, Los Angeles, CA  
January 2009-December 2009

FIBCO Family Services, Inc.  
Provided tutorial services in mathematics to inner city high school students participating in Believe- Beyond Mentorship Program in Phoenix, Arizona  
March 2008-May 2008

New Beginnings Church  
Missionary  
Provided clothing and medical supplies to people in need in Nairobi, Kenya  
December 2000

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

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

When I first entered the profession over 10 years ago, I wanted to help and inspire people to become the best versions of themselves. The vision for my career has not changed in the last decade, but has expanded to include clinicians, patients, and physical therapy educators. During the first three years of my career I traveled and worked in various settings and I quickly realized a commitment to lifelong learning was essential to remaining current with the vision of the profession. As an academician, I place high expectations on my students to ensure they are competent to meet the needs of the population and the demands of the profession. Through my doctoral coursework at A.T. Still University, I am more prepared to educate students and clinicians on various factors that directly influence population health. My service work in the community and globally is aimed at improving patient health outcomes. Over the past five years, I organized health fairs, provided medical assistance at local races, and participated in various activities throughout the valley to promote the profession of physical therapy and the benefits of physical activity. I hope to serve the AzPTA by encouraging membership growth and development. In the near future, I plan to use my post professional training to provide continuing education to clinicians in Arizona.
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 am running for the position of Delegate to the House of Delegates of the APTA. My educational pursuits and occupational training are in line with the vision of the profession which calls for physical therapists to transform society by using skills, knowledge, and expertise of the human movement system to promote wellness and prevent disability. I use information obtained through residency, fellowship, graduate, and continuing education training to prepare students, clinicians, and academicians to meet the expectations of the APTA's vision.

As an educator, I am comfortable researching topics and expressing my ideas. I enjoy collaborating with others, solving problems, and achieving goals. For three years I served as chair of the Midwestern University Physical Therapy Academic Review Committee, therefore I have experience managing difficult issues and providing recommendations to achieve optimum outcomes.

3. Discuss 2 major challenges facing the profession and/or the state association and how you would contribute to a positive agenda for progress in these areas.

1. Preparing clinicians to become movement experts in line with the APTA’s vision.

   I received advanced training in assessing and treating movement disorders related to the musculoskeletal system and I have revamped the orthopaedic curriculum at Midwestern University to include movement examinations to prepare students to meet the demands of the profession. In the near future, I will begin developing residency and continuing education seminars to teach these concepts to local clinicians.

2. Limited pools of qualified educators to teach in physical therapist education programs.

   This year I completed a study for my doctoral degree that focused on job satisfaction and faculty retention. I plan to develop a faculty mentorship program to assist novice instructors’ transition into academia.

Please provide a picture for publication with your candidate statement.

I, Kimberly Varnado consent to run for the office of Delegate to the House of Delegates of the APTA and, if elected, conduct the duties of that office as described in the AzPTA bylaws and in the AzPTA governance and operations manual.

Signed Kimberly Varnado

APTA Membership # 377390 Date 7/16/16

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