

Candidate Bio and Statement – 2026

The information below was provided by each candidate in response to a request to provide a brief bio and statement of interest and qualifications for the position.

Name: Douglas Haladay, DPT, PhD, MHS

Title: Director and Associate Dean

Candidate for: ACAPT - Board of Director Officer

Brief Bio

Douglas Haladay, PT, DPT, PhD, MHS, is Professor, Director of the School of Physical Therapy & Rehabilitation Sciences, and Associate Dean in the Morsani College of Medicine at the University of South Florida. He earned his BS from the University of Scranton, MHS from the University of Indianapolis, DPT from Temple University, and PhD in Kinesiology from The Pennsylvania State University. Over the past 25+ years, he has held faculty appointments at Penn State Hazleton, the University of Scranton, and the MGH Institute of Health Professions. At USF, he has served in multiple administrative roles prior to his current leadership positions. His research focuses on the measurement of patient outcomes, including federally funded work examining the feasibility of Goal Attainment Scaling for individuals with chronic low back pain. He has published and presented nationally and internationally. Dr. Haladay currently serves as Past Chair of ACAPT's Education Programming and Innovation Committee (EPIC) and previously served on ACAPT's Blueprint Task Force leading the development of the chapter on Faculty Success. His national service has helped shape ACAPT's strategic direction in educational innovation and academic excellence.

Candidate statement for Board position: ACAPT stands at a pivotal moment. The decisions we make now will shape the future of academic physical therapy for years to come. Our Board must lead with strategic focus, courage, and an unwavering commitment to excellence.

With more than 25 years of experience as an educator, researcher, and academic leader, and as a Director and Associate Dean at a research-intensive public institution, I bring both vision and execution. I understand firsthand the mounting pressures on DPT education: rising student debt, learner well-being, shrinking applicant pools, intensifying competition, and the urgent need to cultivate environments of representation and belonging.

As Chair of ACAPT's Education Programming and Innovation Committee (EPIC), I have helped translate strategy into action, developing programming that equips stakeholders with practical tools for change. My service on the Blueprint Task Force deepened my understanding of the structural challenges and transformative opportunities before us.

I am committed to advancing evidence-based, learner-centered education that prepares graduates for an evolving healthcare landscape. ACAPT must harness data, strengthen collaboration across institutions and regions, and assert its voice in national conversations about the profession's future. I will work to ensure ACAPT remains bold, responsive, and vital to academic physical therapy.

Experience

Candidates were asked to rate their experience with the following criteria. (Developing): no experience, (Proficient): some courses/experience, (Advanced): fully competent with experience and educational courses. Candidates were also requested to identify examples to support their rating.

Advocacy (includes personal, professional, social, community, and patient advocacy): Proficient; My advocacy spans institutional, state, and national levels. At USF, I advocate for faculty needs, student success, and program resources, ensuring that academic and clinical education priorities are represented in college- and university-level decision-making. I have also advocated for equitable admissions practices, student support structures, and faculty development initiatives.

Nationally, my work with ACAPT, including leadership of EPIC and service on the Blueprint Task Force, has positioned me to advocate for high-quality DPT education, research infrastructure, and equitable pathways into the profession. I am committed to strengthening ACAPT's voice in national conversations about healthcare, higher education, and workforce development.

Analytical Skills: Proficient; I bring a systems-level analytical approach shaped by more than 25 years of academic leadership and research experience. As Director and Associate Dean, I routinely integrate complex data sets including admissions trends, student performance metrics, faculty workload models, accreditation indicators, and financial projections to identify root causes and anticipate downstream implications. My research in outcomes measurement, including federally funded work using Goal Attainment Scaling, has strengthened my ability to interpret quantitative and qualitative data with methodological rigor and translate findings into actionable improvements.

This analytical lens allows me to see the full picture rather than isolated symptoms. I evaluate how curriculum, faculty culture, student support, and clinical education interact to influence program outcomes. This approach has guided major initiatives at USF and informed my national service through ACAPT, including my leadership as chair of EPIC and my contributions to the Blueprint Task Force. I consistently use data to drive decisions, support innovation, and ensure long-term program vitality.

Business Experience: Proficient; My business experience is grounded in leading a large academic unit within a research-intensive public institution. I oversee strategic planning, operational management, faculty recruitment and retention, workload modeling, and program evaluation. I have led organizational change initiatives, developed new academic and clinical partnerships, and implemented systems that improve efficiency, transparency, and accountability.

Having worked in both public and private institutions, I understand the varied business models, governance structures, and operational constraints across the academic PT landscape. This breadth of experience allows me to appreciate the diverse needs of ACAPT member institutions and contribute to board-level discussions with a balanced, system-wide perspective.

Effective Communication & Public Speaking: Proficient; I have extensive public speaking experience at national and international conferences, where I have presented on research, educational innovation, leadership, and program development. These engagements have allowed me to contribute to the broader academic PT community and represent my institution and ACAPT in high-visibility settings.

Within my administrative roles, I regularly present to faculty, university leadership, advisory boards, and external partners. As chair of EPIC, I have facilitated national programming, led large-scale discussions, and moderated sessions that bring together diverse stakeholders to address pressing issues in academic physical therapy.

Financial Experience: Proficient; I manage multi-million-dollar budgets that include faculty lines, operating funds, clinical education resources, and research support. My financial responsibilities include budget forecasting, strategic investment planning, resource allocation, and ensuring alignment with accreditation requirements and institutional priorities. I have overseen the development of new revenue streams, optimized resource utilization, and ensured financial sustainability during periods of growth and transition.

My experience with federal research funding further strengthens my financial acumen, as it requires rigorous budget management, compliance oversight, and long-term planning. These skills translate directly to ACAPT's need for board members who can steward resources responsibly and support the organization's long-term vitality.

Skills to address the ACAPT strategic Initiatives: Proficient; My leadership aligns directly with ACAPT's strategic priorities. I advance Academic Excellence by leading curriculum redesign, strengthening assessment systems, and promoting evidence-based, learner-centered teaching. Through my national leadership as chair of EPIC, I have helped build a Connected and Engaged Community by facilitating programming that brings together educators from diverse institutional types to share innovations and address shared challenges.

I am deeply committed to Data for Impact, using outcomes data, admissions trends, and workforce needs to guide program decisions and advocate for the profession. My work on the Blueprint Task Force and EPIC has strengthened ACAPT's Leadership & Influence, particularly in shaping national conversations around educational quality, research infrastructure, and equity in academic physical therapy. Finally, my experience managing complex academic units positions me to contribute meaningfully to ACAPT's Organizational Vitality, ensuring the organization remains strong, responsive, and strategically focused.

Technical Skills: Proficient; My technical expertise includes outcomes measurement, data analytics, and educational technology. I have led the implementation of systems that support assessment, accreditation documentation, and program evaluation, ensuring that faculty and administrators have access to meaningful, actionable data. My research in Goal Attainment Scaling demonstrates advanced methodological and analytical skills that inform both my scholarly work and administrative decision-making.

I also have experience integrating educational technologies that enhance learning, streamline operations, and support faculty development. This technical foundation aligns with ACAPT's emphasis on innovation and data-driven decision-making and strengthens my ability to contribute to national conversations about the future of DPT education.

Skill Set Evaluation

Candidates were asked to rate the following attributes on a scale of 1–5 and identify the top three in each category that best reflect their individual strengths.

STRATEGIC THINKING 5	RELATIONSHIP BUILDING 4	INFLUENCING 4	EXECUTING 4
<ul style="list-style-type: none">-Anticipates long-term implications using data and trends.- Aligns decisions with institutional mission and ACAPT priorities.- Identifies emerging challenges and opportunities early.	<ul style="list-style-type: none">- Develops strong, trust-based professional relationships.- Fosters inclusive, collaborative environments.- Connects programs and leaders across institutional types.	<ul style="list-style-type: none">- Builds consensus across diverse stakeholders.- Shapes national dialogue through service opportunities.-Communicates persuasively using evidence and clear rationale.	<ul style="list-style-type: none">- Delivers complex initiatives on time and at high quality.- Translates strategy into clear, actionable plans.- Manages people, processes, and resources effectively.

Candidate Bio and Statement – 2026

The information below was provided by each candidate in response to a request to provide a brief bio and statement of interest and qualifications for the position.

Name: Kristin Curry Greenwood, PT, DPT, EdD, MS, FNAP

Title: Provost and Senior Vice President

Candidate for: ACAPT - Board of Director Officer

Brief Bio

I currently have the privilege serving as Provost and Senior Vice President of Academic Affairs at Mercy University, home to a long-standing weekend DPT program focused on access and transforming students' lives. I approach leadership with an authentic adaptive lens to change. I have vast experience in developing, enhancing and advancing educational offerings across physical therapy all in service to student success. I have a long-standing record of service to APTA primarily with Acute Care APTA including chairing the creation of the Core Competencies for Entry level practice in Acute Care. I am a graduate of the Fellowship for Higher Education Leadership and continue to support this work as a faculty member. I previously served ACAPT as a member of the finance committee. I served on the ACAPT simulation Taskforce, am a founding member of the previous named SIPTEC and was a member of the panel responsible for the latest CAPTE standards revisions. I possess a diverse skill set and experience in higher education leadership and ways we must transform for success. I lead and educate from a mission-driven, inclusive student-centered approach to excellence. I am forward thinking of the concerns that face education including student inclusion, technology and artificial intelligence, fiscal responsibility, research, faculty, shared governance, philanthropy and advancement and sustainability with a focus on the future of higher education in this ever-evolving landscape.

Candidate statement for Board position: I am thankful for the opportunity to be considered for a nomination to ACAPT Board of Directors. As an ACAPT member since its founding I have seen first-hand the important work ACAPT does and the tremendous individuals who have led and continue to lead this work. I have served in a variety of roles program director, department chair, associate dean, developing program director and now Provost. I serve at Mercy University, an institution focused on access and ensuring our tuition remains low to support our students. Daily, I see first-hand the challenge physical therapy has to ensure we educate the next generation of physical therapists in a rapidly evolving world with high uncertainty. The current challenges of affordability, student loan limitations, accreditation changes, student mental health require collaborative leaders to work together to ensure we continue to develop entry level physical therapists ready for this evolving world. If chosen to serve on the board, I will bring my expertise in physical therapy education, leading through change for transformation and passion for mentorship to serve ACAPT to the best of my ability.

Experience

Candidates were asked to rate their experience with the following criteria. (Developing): no experience, (Proficient): some courses/experience, (Advanced): fully competent with experience and educational courses. Candidates were also requested to identify examples to support their rating.

Advocacy (includes personal, professional, social, community, and patient advocacy): Proficient; At an individual level I am advanced in an advocating for patients, students and society. I respect my peers have led significant advocacy efforts that I have not and am thankful for their work on this arena. Related, I have a history of obtaining philanthropic funding for advocacy of higher education including receiving a \$9.3 million dollar gift from the Suzanne McGraw foundation to support scholarships for early childhood education.

Analytical Skills: Advanced; I approach decision making with a pragmatic evidence-based mindset. All decisions are made first through kindness and ensuring acceptance that we are human. I make difficult decisions daily. For example- decisions to restructure academic affairs. Throughout my service at APTA Acute care, I made key decisions on how to advance entry level acute care practice through explicit standards and development of professional development for educators. This is one example of my work. Above all things analytical skills require clear communication and the ability to examine the political, structural aspects from multiple points of view while demonstrating exceptional executive functioning and emotional intelligence. I demonstrate these skills well daily. I lean into change and transformation and work to build relationships to bring people together for the greater good and aim. All of my professional decisions since joining academia have focused on the North Star- Student success.

Business Experience: Advanced; I currently serve as Senior Vice President and Provost at Mercy University where I oversee the academic enterprise for 1000 employees and 8000 students. I make dozens of key business decisions each day including: employee hiring, retention, accreditation, academic policies, spending and investment, continuous improvement, strategic planning, legal matters, regulatory affairs, compliance, contract negotiations, third party vendors, event planning, registrar, institutional research, research and grants administration.

Effective Communication & Public Speaking: Advancing; I have vast public speaking experience through professional presentation, lectures and have received awards for my work. On a daily basis I present to chambers of commerce, boards of trustees, faculty, staff, employers, municipalities and governing agencies, parents and students.

Financial Experience: Advanced; As an administrator I oversee an academic enterprise of a budget of 160 million dollars and am responsible for fiscal management, resource allocation and strategic spending, investing and saving. I have a long-standing history of experience with financial acumen through a variety of leadership roles. I have previously served on the finance committee of ACAPT.

Skills to address the ACAPT strategic Initiatives: Advanced; I have diverse experience in strategic planning from a department strategic plan as a faculty member to an institutional strategic plan as Provost. I was on the board of APTA Acute Care and NH APTA when we enacted strategic plans as well. My focus on strategic plan is ensuring the work is mission aligned, measurable, financially feasible and with demonstrated return on investment.

Technical Skills: Advanced; I have experience as an educator, simulation educator and experiential education faculty member. I approach technical questions with curiosity, evidence and look for resources. I engage partnership and collaboration and work well as a team member and team leader. I am not afraid to look for help and seek assistance when I encounter a challenge that I am not proficient in. I rely on mentorship to ensure I am doing the best I can in all professional and personal aspects.

Skill Set Evaluation

Candidates were asked to rate the following attributes on a scale of 1–5 and identify the top three in each category that best reflect their individual strengths.

<p>STRATEGIC THINKING 5</p> <ul style="list-style-type: none"> - Embrace future possibilities. - Passion for learning. - Creative 	<p>RELATIONSHIP BUILDING 5</p> <ul style="list-style-type: none"> - Mutual respect - Emotionally intelligent - Trust builder 	<p>INFLUENCING 5</p> <ul style="list-style-type: none"> - Strategic communcator - Authentic - Empathetic 	<p>EXECUTING 5</p> <ul style="list-style-type: none"> - Decisive - Drive results - Bring people along
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Candidate Bio and Statement – 2026

The information below was provided by each candidate in response to a request to provide a brief bio and statement of interest and qualifications for the position.

Name: Neva Kirk-Sanchez, PT, PhD

Title: Professor and Chair

Candidate for: ACAPT - Board of Director Officer

Brief Bio

Neva Kirk-Sanchez completed an entry-level Master's (1990) and PhD (2001) in physical therapy from the University of Miami. She was a member of the faculty from 1999-2001 at Florida International University. In 2005, she returned to University of Miami as a faculty member, was appointed Vice-Chair of Curriculum in 2010, DPT Program Director in 2013, and Department Chair in 2015. Her professional career has been dedicated to educating patients and clients about physical activity and movement, training physical therapy clinicians and educators, contributing to the body of evidence delineating the role of physical activity and movement in health and recovery, and translating that evidence to the academic community.

Her teaching in the DPT, PhD and residency programs focuses on critical thinking and clinical reasoning, health care communication, health systems science, and models of education and practice that guide our profession. She has published and presented educational scholarship in the areas of minority student recruitment and retention, curriculum development, humanities in health care, and physical therapy practice models. She has published and presented clinical research investigating the role of exercise and physical activity in older adults with chronic diseases. She has served on the Board of Directors of ACAPT since 2023.

Candidate statement for Board position: Physical therapy educators need evidence supporting best practices in pedagogy across the learning continuum, particularly with the increased pressure to balance the cost and benefit of becoming a physical therapist. In order to train clinicians for practice in the future, ACAPT should continue to play a key role in analyzing models which maximize resources, are responsive to changes in healthcare delivery, and are respectful of systems-based practice. This requires examination of both qualitative and quantitative data to define excellence in PT education, support changes in CAPTE expectations, expand and strengthen clinical partnerships, develop a diverse and inclusive workforce, and promote physical therapists as key players in health care systems. In my current role as Department Chair in a large academic medical center, I have supported and participated in the enhancement of academic-clinical partnerships, and led curriculum change to address changes in society and the healthcare environment. We have created a strong and diverse local network of PT educators through support and expansion of DPT and residency faculty development and mentoring. Through experience and insight gained in my current roles at the departmental and national level, I am confident that I can continue to make a significant contribution to ACAPT.

Experience

Candidates were asked to rate their experience with the following criteria. (Developing): no experience, (Proficient): some courses/experience, (Advanced): fully competent with experience and educational courses. Candidates were also requested to identify examples to support their rating.

Advocacy (includes personal, professional, social, community, and patient advocacy): Advanced; In my role as Department Chair, advocating for students, faculty, and staff is a daily part of my job duties. As we are part of an academic medical center, I also advocate daily for the clinicians and the scope of physical therapy care within the health system. Within the past year, I have also gained experience in professional advocacy at the state and national level.

Analytical Skills: Advanced; I have gained competence through my departmental leadership roles in analyzing large and diverse data sets to address problems and formulate strategic plans for the clinical, academic, and research divisions at the University of Miami. Through my PhD training, I have completed formal coursework in research methods, statistical analysis, and teaching and learning. During my tenure as a Director of ACAPT, I have participated in the strategic planning process and reorganization of the association to meet the ever-changing needs of health professions education. My ability to access and analyze data is a crucial competency in these activities and roles.

Business Experience: Advanced; In my role as Department Chair, I am responsible for the successful functioning and business operations of the academic, clinical, and research divisions including personnel management, financial management, policies and procedure development, and all other business areas.

Effective Communication & Public Speaking: Advancing; I have extensive experience in public speaking at all levels of the University and in national and international venues. I am comfortable and competent at leading discussions and presenting information in large and small groups across diverse topic areas.

Financial Experience: Advanced; In my role as Department Chair, I oversee a budget of more than \$25 million dollars, inclusive the education, research, and clinical divisions. I am involved in the budget process, tracking revenue and expenses, and making strategic financial decisions.

Skills to address the ACAPT strategic Initiatives: Advanced; As a current member of the BOD, I am actively involved in ACAPT activities, participate in the strategic initiatives in several areas, and have a record of actualizing those initiatives. I have worked on task forces for NEDIC, and have served as a liaison to several associated organizations (CAPTE, PT-CAS) in my role as director. I am currently the liaison to the Institute of Community Engagement and have been working closely with them as the association has re-organized its structure and processes. Most recently, I have been involved in the BOD work to collaborate with lobbyists to address the threat to graduate student loans for DPT students.

Technical Skills: Proficient; I am fully functional in using many facets of technology for communication, education and data analysis. I have participated in professional development in the use of AI and other advanced technologies in education.

Skill Set Evaluation

Candidates were asked to rate the following attributes on a scale of 1–5 and identify the top three in each category that best reflect their individual strengths.

STRATEGIC THINKING 5	RELATIONSHIP BUILDING 5	INFLUENCING 5	EXECUTING 5
<ul style="list-style-type: none">- Problem-identifier- Problem-solver- Big picture	<ul style="list-style-type: none">- Inclusive- Clear communicator- Respectful	<ul style="list-style-type: none">- Persuasive- Data-driven- Forward thinking	<ul style="list-style-type: none">- Decision-maker- Responsibility for outcome- Team-player