



Annual Report 2004

American Physical Therapy Association
Minnesota Chapter

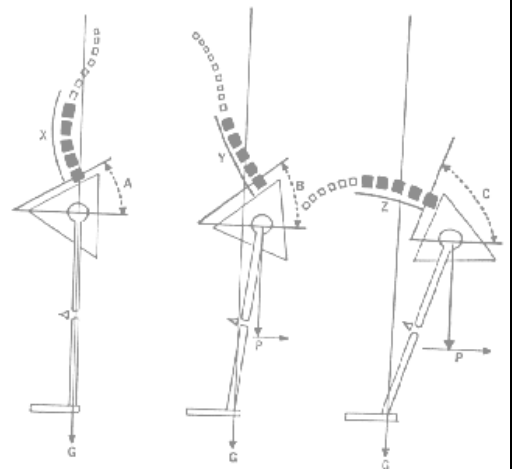


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American Physical Therapy Association
The Science of Healing. The Art of Caring.
Minnesota Chapter

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PRESIDENT'S REPORT

April 2005

One of the greatest strengths we have as a chapter is the commitment of individuals that seem to continually rise to the occasion. As the acting chapter President, I called upon Denise Wise, PT, PhD and Kiri Ness, PT, PhD, GCS to come to my aid for creating this portion of the 2004 Annual Report. Without hesitation, both agreed and provided me with excellent comments. I wish to thank them for their personal support and devotion to our profession. The following is a compilation of their thoughts and ideas intermingled with my own.

We all remember that when Kiri Ness was President, her Soundwaves columns focused on the "Top Ten Reasons to be a Member!" She noted that the number one reason to belong to the MNAPTA is because Physical Therapy is your Profession. She went on to say that you and only you should decide what direction your profession takes. Just like children grow and mature, our profession is doing the same. Your voice must be heard in order to shape the development of the practice of physical therapy as we move toward being the practitioners of choice with our clients having direct access to our services. How will we ensure that consumers choose and directly access physical therapy for the prevention, evaluation and treatment of movement dysfunction? One method for this will be improving our visibility within the state.

Denise reinforced this thought by saying that during 2004, committed members and staff of the MN APTA worked diligently to increase our visibility in the state. This was evidenced by working with other organizations to promote the needs of our clients/customers/patients. There has also been great effort put forth in networking with other associations to realize the benefit of strength in numbers when addressing health care issues. Our voice is expanding beyond just impairments and functional limitations to health and wellness areas. We have been strong public proponents of improved seatbelt laws, smoking bans, and increasing physical education in public schools and to promote health and wellness in the communities in which we live and work.

The chapter, working with you, does an outstanding job of keeping a pulse on legislation that has both direct and indirect affects on our profession and consumers., During the 2004 legislative session, we were active and successful in fending off workers compensation fee schedule changes and getting a bill passed to improve fair contracting with insurers. In the current 2005-2006 session, we introduced a bill of our own (the Cost Containment Bill that related to removing direct access restrictions), but placed it on hold while we attend to three other bills: 1) a technical correction bill introduced by the Minnesota Board of Physical Therapy (we support), 2) a bill related to wound care and lymphedema management brought forward by the Minnesota Occupational Therapy Association (bill withdrawn by MOTA), and 3) a licensure reciprocity bill introduced on behalf of a person who is not eligible for licensure in our state (we are still opposing this bill). We continue to partner with other organizations to confront, learn and lobby about issues that we have in common.

How to be as effective as we can on all of these fronts? Communication is the key to success, and our great challenge is to communicate with you in a way that meets your needs. As a chapter, we must improve communication between leadership and general members. In addition, we are diligently striving to improve our communication with legislators and third party payers. You, as a constituent and consumer are a critical piece in creating effective communication and advocacy. As the body of members, the Board of Directors, Delegates, and Committee Chairs need to hear from you and the issues that impact your professional world. Together we can improve communication and enhance our effectiveness.

We are in excellent financial shape and have a dedicated group of strong leaders who are committed to fiscal responsibility. Our committee volunteers forge ahead and have evolved to do more and more of their own work. We recognize that our volunteer members want to structure their workload differently. Some groups have taken on new responsibilities. For example, the Student Special Interest Group is being more active in the Silent Auction at Conferences, and the Public Relations and Membership Committees have teamed up to work on Toys for Tots, Evening Evidence, and the Bear Tracks Run. Lastly, the Leadership Workgroup (a subgroup of Nominating Committee) formed in 2004 to address the whole area of leadership in our chapter.

Developing and mentoring the next generation of leaders continues to be a top priority for MN APTA. We will continue to look for ways to develop the leadership so that our profession is one lead by people who champion those around them. We want you to participate! You can volunteer once or twice, or many times. Denise, Kiri and I guarantee that you'll make and develop friends that will last you a lifetime. Imagine a world where other members of your profession will embrace you and thank you for being a member, and a champion of the physical therapy profession. Thanks for your time and dedication!

Respectfully submitted:

Jon T. Nordrum, PT, GCS
Acting President, MN APTA

TREASURER'S REPORT

Finance Committee: Coordinates development, implementation and review of the chapter's budget and investments. Committee members are assigned as liaisons to MNAPTA committees and major cost centers. Members receive monthly financial reports, which are reviewed/analyzed with the committee chair. Members work with their assigned cost centers in the development of proposed budgets for the subsequent year. Talents: Interest or experience in management, accounting, budget development; good communication skills; and willingness to commit to follow through on tasks). Meets 4 times per year.

*MN APTA Treasurer/Finance Committee Chair: Will Lambert
Finance Committee Members: Cynthia Finke, Jennifer Hansen,
BJ Hengelmann, Kent Malcomson, Susan Peterson*

Net operating Revenues for the year 2004 were \$29,920; a \$36,919 positive variance from the initial budget of a negative \$6,999.

Factors contributing to this positive variance included significantly better than predicted contributions from Spring and Fall Conferences and increased Dues revenues attributable to our growing membership.

Additional revenue was generated by the Fund Raising, Reimbursement and Continuing Education Committees although income from CE offerings was less than projected.

Chapter Reserve funds grew 7.7%, which continues a gradual recovery from the losses entailed after September 11, 2001.

The Minnesota Chapter, American Physical Therapy Association continues on a sound financial course. This performance is a result of the combined efforts of Chapter employees and many dedicated volunteer members. I strongly encourage all members to express their appreciation to these individuals for their contributions and to consider active participation as a committee member and volunteer.

For further information on the contents of this report please contact me at lambert.william@mayo.edu.

BYLAWS COMMITTEE

Responsible for writing and revising MN APTA Bylaws. Also, monitors chapter activity as it relates to the bylaws; assists in interpretation of bylaws; brings any concerns related to compliance with the bylaws to the Chapter President; and maintains congruence with national bylaws. Talents: Attention to detail, good writing skills. Meets as needed.

Bylaws Committee Members: Karen Lamecker (Chair), Nancy Appel

The Bylaws Committee serves several functions. One is to update the MNAPTA bylaws to reflect changes in APTA bylaws. Another is to act as a resource for the membership and BOD when questions arise concerning Chapter functions governed by the bylaws. We also assist the membership and BOD with the bylaws revision process when revisions are needed. And, we review special interest group bylaws for compliance with APTA bylaws.

While much of the work in 2002 and 2003 focused on revisions to the bylaws brought on by changes in APTA bylaws and recommendations from our Board of Directors, 2004 was relatively quiet, leaving little to report.

However, 2005 is off to a busy start with the committee acting as a resource to the membership and BOD on questions related to open elected positions and eligibility to serve for office. Even when you think the bylaws cover all scenarios, you find out that they don't. If you have an attention to detail and would like to assist in interpreting our bylaws (and drafting future revisions), we would welcome you as a member!

COMMUNICATIONS COMMITTEE

SOUNDWAVES SUBCOMMITTEE

Connects members with one another using the voices of our members. Members are encouraged to contribute to the content of *Soundwaves* by submitting leads, information or personal interest stories to the committee. Each subcommittee member is "issue editor" for one issue and is responsible to review and edit all other articles for that issue, to insure articles are submitted by deadline, and to assist office staff with initial layout. Talents: Interested in developing their skills in writing, editing, and/or seeking ads to subsidize the expense of publishing. Meets once or twice each year to select topics for the upcoming year of *Soundwaves*.

Soundwaves Subcommittee Members: Ted Boal (chair), Megan Dowdal-Osborn, Peggy Johnson, Wendy Rossini, Dolores Ullstrom

Members and Advertisers are increasingly using *Soundwaves* as a resource to speak to Physical Therapy professionals in Minnesota. With advertisers purchasing more of our cost-effective space, we are now able to offer additional copy space for news and other non-news information to you and the association.

Process

Our production process is 100% digital these days, which moves the process along quickly when all goes well. Viruses and blips in the network, crashes and 'oops!' moments continue to provide enough excitement. Our focus remains on providing our members with a high-quality newsletter that informs and directs us to the resources we need to be great. If you think you might enjoy helping with the production of

Soundwaves, please contact the Editor through the office or links on the website. It takes less time than you might think.

Tell Your Story

Our editors stand ready to help you write your story if you are uncomfortable with writing something other than an evaluation or a progress note. So, if you have a story—and you do—let's get it out to our members. Personal interest stories are one of the key requests by members for our publication. See how to participate by going online to our association website (www.mnapta.org) to the Committee pages. You are the unique reporter of life in the profession. No one can tell your story like you. Our leaders have their columns and their bully pulpit. The rest of us have *Soundwaves*. (We're not kidding! Members want to hear what you are doing. We don't know your story and won't concoct it. Work with us in telling how you 'do' physical therapy.)

Changing Focus? Format?

Most members seem to appreciate a newsletter they can pick up and put down at their convenience. Still, we hear often that we should go online with the publication.

At the heart of the decision tree as to what to publish, we seek to use your voice (our members) to tell the story of Physical Therapy in the State of Minnesota. How that story is told can change, but the story must be told. The legacy of Minnesota's leadership to our nation through members of our state is compelling. Our more public leaders stand out, lifted high by all those who choose to 'be' professionals through their participation in the association and their career.

EDUCATION COMMITTEE CONFERENCE SUBCOMMITTEE

Develops and organizes spring and fall conferences (topics, speakers, location of conferences, exhibit hall, sponsorship program). Assists at conferences (registration, speaker introduction, collecting evaluations, etc.) Talents: Loves to learn; enjoys people and group efforts; prefers short term projects vs. long term projects; lives by "many hands make light work;" bored easily by routine (This group is not routine!). Meets six times per year.

Conference Committee Members: Leslie Gentner (Co-chair), Ann Ryan (Co-chair), Sara Bryan, Dean Erie, Amy Hagen, Bart Hanson, Catherine Hewitt, Laura Klatt, Kent Malcolmson, Heather McCormack, Kim McGarry, Eva Norman, Debbie Roberts, Kelly Roberts, Bethana Ross, Sandra Swanson, Amanda Thielen, Melissa Tuominen, Janet Vielhaber, Gary Webskowski

In 2004 the conference committee worked to support chapter and committee goals in the following ways:

1. We again offered two conferences, spring and fall, with attendance matching or near matching our all time highs.
2. We remain one of the largest committees with 22 working members, and welcomed two new members in 2004.

3. We continue to offer excellent courses, speakers and topics across a spectrum of professional and clinical skill bases.
 - a. This past year we offered a full day pediatric course on Friday at spring conference, a first for us.
 - b. Every conference contains at least one concurrent that supports moving safely and professionally towards unrestricted direct access.
4. We collaborated with the MN APTA Board and Continuing Education committee to draft, adopt, and implement Standards of Quality for Continuing Education Offerings Sponsored by the MN APTA.
5. We committed to dates for Conferences through 2008 for both Spring and Fall. Spring conference will continue to be held at Earle Brown Heritage Center in Brooklyn Center. Fall conference will alternate between the Duluth Entertainment and Convention Center in the odd years and St Cloud Convention Center and Rochester (either Mayo or the Conference Center) for the even years. This will allow streamlining much of the process of booking and hosting conferences, allow for our expansion in the future, and lock in favorable rates.
6. We continued to cross training members for all activities to help balance the work loads, defray external costs and prepare for leadership succession.

EDUCATION COMMITTEE CONTINUING EDUCATION SUBCOMMITTEE

Organizes and presents continuing education offerings in response to members' needs by developing topics and recruiting speakers. Subcommittee member responsibilities include attending committee meetings, brainstorming for future courses and then helping to set up courses which interest you. Talents: Good organization skills; good communication skills; a desire to help improve both your own and your peers' clinical skills; a commitment to continuing education. Meets four times per year.

CE Subcommittee Members: Chris Kramer (Chair), Kathleen Anderson, Rachel Bakken, Scott Bandell, Rachelle Bizjak, Kathryn Cieslak, Kris Cleveland, Laura Franco, Jocelyn Hagen, Rick Hjelm, Anne Johnson, Matt Kaufenberg, Carol Kemna, Heidi Krautkramer, Todd Loechler, Carol Naber, Angela O'Neill, Becky Olson-Kellogg, Ann Ryan, Amy Schrader, Karen St. John

CE Update 2004

Revenue \$23,254
Expenses \$13,779.87
Net Income \$9,474.13

CE Budget 2004

Revenue \$37,245.40
Expenses \$20,061.50
Net Revenue \$17,183.90

Eight courses were sponsored by the CE committee with a total of 127 people.

The Future

Revenue has been less the expected because of decreasing enrollment which has been occurring over the past two years. Even courses that have been recommended by the APTA such as an imaging course have not be well received. While our numbers have been down, we are encouraged by recent course offerings and with increased participation from physical therapists outside of the orthopedic practice. We are looking at more course in geriatrics, pediatrics and neurologically involved patients in the not so distant future. The CE committee has also begun to work with physical therapists outside the metro area to help sponsor continuing education courses around the state. We are encouraged by these recent developments and look forward to offering a greater range of courses in more diverse geographic locations.

Upcoming Courses

April 30, 2005: *Yoga as a Practical Approach to more Holistic Physical Therapy*. Taught by Marla Bookhout, held at Mind Body Solutions, Minnetonka.

GOVERNMENT AFFAIRS COMMITTEE

Monitors, initiates and reacts to legislative and government agency activities throughout the year through its subcommittees on: PT Regulation, Labor & Industry, DHS, Education Policy, Related Occupations, Health Policy, National Legislative Issues and Key Contact Program. Current activities include: Monitoring state and federal legislation, developing strategic relationships with external organizations, monitoring PT Practice Act, providing membership with current policy, regulatory, and legislative information, and fostering member involvement in legislative activities (Legislative Day). Talents: Organized, good communicator, confident, dedicated, efficient. Committee meets monthly. Subcommittees and workgroups meet separately as needed.

Government Affairs Committee Members: Eva Norman (Co-chair), Kathleen Picard (Co-chair), Cheryl Anderson, Christina Anderson, Barbara Baum, Carrie Becker, Jill Behnke, Jayne Boeding, Joan Bohmert, Elizabeth Connelly, Jeffrey Doughty, Heather Engelbert, Kecia Erickson, Jean Eschweiler, Margaret Furcht, April Gerard, John Groves, Marie Holecek, Alana Howey, James Hughes, Craig Johnson, Jodi Kramer, James Lang, Jennifer Lewis, Kari Lind, Brian McCarthy, Amy McKeen, Nicole Mehrwerth, Meena Nagappan, Margaret Nelson, Pamela Neugebauer, Russell Nieland, Brigid O'Connell, Karen Olson, Patrick Osei, Robin Peterson, Gerianne Petrowski, Peter Polga, Kurt Radke, Laurel Sexton, Shelly Skoog, David Thoreson, Jeffrey Vrudny, Elizabeth Wheeler, Carolyn White, Marilyn Woods

STATE GOVERNMENT AFFAIRS

Legislative Day, February 24, 2004

This 2nd annual event drew 180 participants and resulted in 120 meetings with state legislators. This equated to an 80% increase in attendance and a nearly 50% increase in legislative

district saturation. The focus was on educating legislators about reimbursement for services under workers compensation and on health plan contracting practices.

Lobbyist Recruitment

John Choi, of Kennedy-Graven, was hired in March to provide contract lobbying services for the chapter.

Legislative Success

MN APTA key contacts were instrumental in successful grass roots lobbying resulting in:

- Blocking the workers compensation bill that would introduce managed care into reimbursement for services provided to injured workers
- Passing the Fair Health Plan Contracting bill which was signed into law by Governor Pawlenty. The law sets minimum standards for contracting practices by the health plans.

Coalition Building

MN APTA continued its participation in the Fair Health Plan Contracting Coalition. The group, now called the Minnesota Provider Coalition (MPC), represents a broad spectrum of medical providers focuses on issues relating to service provision, reimbursement and consumer protection. It is through this group that MN APTA is able to network with leaders of other provider groups and work collectively on common issues.

MN APTA was represented in numerous meetings with state government agencies and with patient advocacy groups. Position papers were formulated and distributed in a proactive effort to make and keep a place at the decision-making table.

Bipartisan Participation in the Electoral Process

Members of the Government Affairs committee campaigned across the state for candidates of their choice. This took the form of posting yard signs, literature drops, fundraising and coffee parties. Members also attended caucus fundraisers where they had the opportunity to build relationships with elected officials in a group setting. MN APTA served as a conduit for information about campaign opportunities and as such, did not endorse any particular candidate.

The committee organized a grass roots involvement seminar for members, a "how-to" guidance to the electoral process. Barriers to involvement were addressed and tools for participation were provided.

State Government Affairs Training

Two members attended the State Government Affairs Forum. Sponsored by the APTA this conference addresses practice issues that are facing state legislatures across the country. Members were given the opportunity to learn from the experiences of other state chapters.

POPTS Task Group formed

A task group was formed to discuss the issues relating to physician-owned Physical Therapy practices across the state. This group was instrumental in inviting Peter McMenamin, PT, to present a seminar on POPTS at Fall Conference.

Statute Revision Writing Groups formed

Three groups were formed to begin drafting language for statute revision in the areas of:

- PTA licensure
- Role of the PT aide
- Unrestricted direct access

Recruitment

Government Affairs Committee members manned exhibit booths at Spring and Fall Conference for the purpose of providing information and recruitment of members and key contacts.

FEDERAL GOVERNMENT AFFAIRS

Direct Access to PT under Medicare B

Grassroots lobbying resulted in increasing co-sponsorship of the Medicare Direct Access bill to 50% of Minnesota's Congressional delegation.

Federal Government Affairs Training

Three members attended the APTA-sponsored Federal Government Affairs Forum in Washington DC. Advocacy training was the focus of the forum which culminated in ten meetings on Capitol Hill. Both Senate offices and all eight Congressional offices were visited and members advocated for Medicare direct access to Physical Therapy and for IDEA authorization.

Influencing CMS policy

Members were successful in influencing CMS regarding two key Medicare policies:

- Defining qualifications of providers under "incident to" a physician's services
- PTA supervision in independent practice setting.

HUMAN RESOURCES COMMITTEE

Makes recommendations to the Board of Directors on paid personnel related issues, i.e. job descriptions, format for performance appraisal, and salary and benefit package, and is responsible for all employees and independent contractors.

Human Resources Committee Members: Nancy Danielson (Chair), Susan Braun-Johnson, Barb Linderman, Joan Purrington, Heidi Richards-Lindstrom, Deb Weise

The Human Resource Committee is responsible for establishing personnel policies, developing paid employee and volunteer job descriptions, maintaining employment files, monitoring employee letters of agreement, and recommending employee compensation.

Activities in 2004

- Revised Office Assistant Position Description
- Hired Office Assistant
- Completed Exit Interview for Office Assistant
- Revised the Performance Review Format Tool for exempt employees
- Completed Performance Reviews on MN APTA staff
- Revised Personnel Policies
- Reviewed all Personnel charts of appropriate content

MEMBERSHIP/PUBLIC RELATIONS COMMITTEES

Membership Committee: Increase membership, encourage retention and promote participation in MN APTA. Activities include promoting membership at state conferences, CE courses, local worksites and PT/PTA schools; mentorship program for new PTs and PTAs; mentorship for students; calling lapsed members and promoting national membership campaigns with MN promotions. Talents: Friendly, cheerful, willing to engage others in dialogue, working knowledge of current APTA activities. Meets four to six times/year.

Public Relations Committee: Promotes physical therapy and the MN APTA on the local, state and national levels to both internal and external audiences. Current activities involve coordination of Evening of Evidence, Bear Tracks 5K Event, and Toys for Tots, as well as Legislative Day (in collaboration with Government Affairs Committee). Also assists other internal committees with public relations as needed and currently developing a PR packet for members and committees. Talents: Dependable, creative, outgoing, willingness to volunteer time. Meets about six times per year.

Membership & Public Relations Committee Members: Jill Sadlowsky (Co-chair), Jill Behnke (Co-chair), Matthew Arbeiter, Susan Braun-Johnson, Adele DiGiovanna, Kristine Hakes, Jeremiah Hales, Jessica Helm, Jennifer Hoefert, Erin Nielsen, Joan Purrington, Stephanie Zigan, Carrie Becker, Catherine Chromy, Heather Engelbert, Sherry Eveslage, Jan Haley, Jan Hanson, Jackie Harry, Molly Hoff, Elizabeth Johnson, Jessica Kern, James Lang, Jill Lawrence, Jennifer Lewis, Eva Norman, Jaclyn Norling, Bradley Olson, Kathleen Picard, Charles Sheffield, Shelly Skoog, Tanya Snyder, Tasha Topel, Melissa Wever

A special thank you to the following members, who have been instrumental to the committee's activities, for all their time and dedication: Jan Haley, Jackie Harry, Kristine Greer, Jessica Kern, Jill Lawrence, & Kiri Ness

The Membership and Public Relations Committees teamed up in 2004 to increase the number of volunteers to work on committee activities. Activities in 2004 included:

Bear Tracks 5K Walk/Run

Bear Tracks Volunteers: Lora Anderson, Cara Battles, Jill Behnke, Kristine Greer, Jon Groskreutz, Jan Haley, Jackie Harry, Judy Hawley, Laura Klatt, Jill Lawrence, Jennifer Lewis, Tammy Loosbrock, Jason Lunden, Jessica Kern, Malcolm Macaulay, Kiri Ness, Sarah Noonan, Darcy Olson, Ma-aren Otte, Shannon Palm, Trish Parsonson, Joan Purrington, Jill Sadlowsky, Ingrid Thompson, Heather Vander Weide, Emily VanGorp, Laurie Welker

The Membership and PR Committees took on the Fifth Annual Bear Tracks 5K Walk/Run. Bear Tracks was a very large project and we thank Darcy Olson, Shannon Palm and members of the Fundraising Committee for their guidance and assistance in planning this event. APTA brochures about common running injuries and physical therapy were handed out to all participants. Foot and shoe evaluations were also available to participants. See Bear Tracks for more information. The 2004 Bear Tracks 5K Walk/Run was held on Saturday, November 6, 2004. The sponsors, volunteers and beautiful weather made the event a large success. Approximately 200 participants turned out to walk or run the 3.2 mile course along White Bear Lake. Look for information on www.raceberryjam.com or in future *Soundwaves* for the 2005 Bear Tracks 5K Walk/Run.

A very sincere thank you goes out to all our sponsors. Bear Tracks would not have been a success without the following sponsors and their generous donations:

Tillges Certified Orthotic Prosthetic, Inc.
Bethesda Rehabilitation Hospital
HealthEast Care System
Therapy Partners Inc.
Fairview/Institute for Athletic Medicine
Winkley Orthotics & Prosthetic
North Memorial Medical Center
The Saunders Group
Abbott Northwestern/Sister Kenny
Run-n-Fun
Culligan Water
CUB Foods
Pearson Candy
Great Harvest

Evening Evidence – Evening Evidence was offered four times in 2004 throughout the state of MN. Evening Evidence is intended as a membership benefit for low cost continuing education opportunities with evidence based practice as it's theme. It is also intended to share with non-members information about what the MN APTA is working on. The goal for 2005 is to offer six Evening Evidence events throughout the state. Evening Evidence is announced by email. Please post the announcements at your facilities for all to attend.

Toys for Tots – In 2004, many volunteers and more than 15 physical therapy facilities donated approximately 1500 toys for the 2nd annual Toys for Tots toy drive. For the second year, several physical therapists, physical therapist assistants

and students went to the KARE 11 studio to present the toys. We continue to look for facilities and drop off sites as well as volunteers for the 2005 Toys for Tots. Thank you to all the physical therapy facilities and individuals that have contributed in the past. Thank you to ASIG for helping to coordinate this event.

Legislative Day – Members of Public Relations assisted the Government Affairs Committee with the 2004 Legislative Day.

Para Olympic Swim Meet – The committee assisted in setting up volunteers for the Para Olympic Swim Meet held at the University of MN in April of 2004.

Internal & External PR – We continue to develop an internal and external plan to present to the Board of Directors.

NOMINATING COMMITTEE

Responsibilities:

1. Prepare slate of candidates for elections
2. Prepare ballots, coordinate ballot process, and report election results to membership

Nominating Committee Members: Linda Farrell, Julie Weidemann, Barb Wiegand (Chair)

In Spring 2004, the following members ran and were elected to office: Denise Wise (President), Jon Nordrum (Vice-President), Linda Farrell (Nominating), Julie Weidemann (Nominating), Ann Johnson (Director), Kim McGarry (Director), Kiri Ness (Director), Kurt Otto (Director), Joan Purrington (Director), Jan Haley PTA (Director), Sandy Marden-Lokken (Delegate), Heather McCormack (Delegate), Kathy Picard (Delegate), Mike Rosner (Alternate Delegate), Cindy Rieck (Alternate Delegate).

The Nominating committee now has one election each spring. Recruitment for new candidates starts after the spring election. A new Leadership Work Group has been meeting and is looking at ways to identify, develop and mentor new leaders for the MNAPTA chapter. The nominating chairperson, Joan Purrington (Director), and other interested chapter members are part of this work group and have been meeting regularly. Expect to see and hear about our work at the spring conference.

RESEARCH COMMITTEE

Educates, promotes and informs membership concerning evidence-based practice through research. Current activities include assisting with the presentation of spring conference concurrent sessions on the use of evidence in practice and hosting poster sessions at the fall and spring state conferences. Additional activities include mentoring members in the preparation of research posters, encouraging participation in clinical research, developing standards

for incorporating literature and evidence-based outcomes information in MN APTA-sponsored continuing education courses, supporting members in reading and understanding of research articles, and encouraging members to use literature to support clinical practice. *Talents: Familiarity with the concepts of evidence-based practice and research in physical therapy and organizational skills.*
Meets six times per year.

Research Committee Members: Laura Gilchrist (Co-chair), John Schmitt (Co-chair), Trevor Carlson, Krista Coleman, James Hackney, Jackie Harry, Linsey Hamilton, Nathan Hellyer, Meena Nagappan, Martha Swenson

The Research Committee continued to promote research activity at the state level with a record number of poster presentations in 2004. Members of the committee also presented a session at the 2004 Spring Conference and served as consultants on research for various state association issues.

Posters

The Research Committee promotes, solicits, and reviews abstracts poster presentations for both Spring and Fall conferences. In Spring 2004, 22 abstracts were submitted and 18 were accepted for poster presentation. Eight posters were presented at the 2004 Fall conference in Mankato.

Concurrent Presentations

At the 2004 Spring conference, the committee sponsored a presentation on evidence-based practice entitled "The Validity of Clinical Diagnostic Tests" This presentation continued a successful format in which a clinician (Megan Vaught, Abbott Northwestern) was paired with a researcher (John Schmitt, The College of St. Catherine) to present an evidence-based topic. The committee is again presenting at the Spring 2004 conference on evidence-based prognosis.

Promotion of Evidence-Based Practice

Members of the committee have discussed other ways to promote evidence-based practice. One possibility includes making regular contributions to *Soundwaves* regarding important literature articles, or expanded conference continuing education offerings.

Standards of Quality for Continuing Education

Drs. Laura Gilchrist and John Schmitt represented the Research Committee on a work group led by Jon Nordrum to consider a position on standards of quality for state CE offerings.

AFFILIATE SPECIAL INTEREST GROUP (ASIG)

Assists affiliate members in determining the needs and interests of physical therapist assistants; facilitating growth of physical therapist assistants through education; promot-

ing physical therapist assistant's role in physical therapy and the PT/PTA team; staying up to date on current rules or issues affecting the physical therapist assistant; promoting the interests of physical therapist assistants within the chapter; encouraging participation of affiliate members in MN APTA. Talents: Organized, willingness to learn and share ideas, pride in one's profession.

Meets 10 times per year.

Note—All PTAs are eligible to join ASIG!

ASIG Members: Jessica Solberg (Chair, RBNA), Jan Haley (Co-chair), Laura Klatt, Julie McDonald (Nominating), Kristine Sicora (Secretary), Melissa Wever (Nominating)

ASIG had a very productive year in 2004. We had better participation at our monthly meetings and great interest in the projects we have been working on. We again visited the two PTA programs in the metro area, encouraging students to become involved and keeping them up to date on issues that affect them. I am happy to report that the PTA students have a lot of motivation and enthusiasm for the field of physical therapy. We also teamed up with the Public Relations Committee, supporting Toys For Tots over the Christmas season.

We spent significant time at our meetings discussing the proposed change to the National Assembly and how that change would affect us and the future of our profession. The proposed change is to dissolve the National Assembly and create an advisory panel of PTAs to better communication on the national level. The change will be voted on by the RBNA at the National Conference in Boston in June. We welcome any feedback you may have.

The majority of our efforts this year have been spent pushing for PTA licensure in Minnesota. We formed a work group that has spent countless hours reviewing current statutes and rules and soliciting feedback from PTs and PTAs throughout Minnesota. We identified areas we felt needed clarification and further definition. We then created a document that displayed our proposed changes that we have been circulating amongst members asking for their feedback. We hope to keep the momentum going with these efforts in 2005.

For the 2005 Spring Conference, ASIG will be hosting a forum focusing on our vision of having PTs and PTAs be the only providers of physical therapy in Minnesota, and how PTA licensure will support this vision.

This is an exciting time to be an active PTA within the Minnesota Chapter, so we encourage all PTAs to join us for a meeting and voice your interest in staying involved.

STUDENT SPECIAL INTEREST GROUP (SSIG)

Creates opportunities for students to network with each other as well as professionals; helps students find mentors, develop leadership opportunities, and get involved in the

MN APTA Chapter. All students are considered members and welcome to attend meetings. The executive board is elected each year at Spring Conference. Goal: Every student to be an active member of SSIG. Talents: Good ideas and willingness to participate in activities with other students. Meets at spring and fall conferences and three to four other times per year.

SSIG Members: Cynthia Franzen (Chair), Leena Haugland (Special Events), Elizabeth Ironside (Secretary/PR), Jason Lunden (Vice-chair), Lara Stanislaw (Treasurer), Emily Van-Gorp (Special Events)

In 2004, the Student SIG met at Spring and Fall conference, as well as 1-2 other times.

2004 SSIG Goals

1. Increase communication to PTA programs and increase PTA student attendance at meetings to help them be involved with SSIG activities.
2. Create a section of time during SSIG meetings for discussion or debate of a current issue to help make others that attend meetings feel that they have benefited from attending. Along this line we will be open to designating duties to non-members so that those attending meetings feel included in SSIG.
3. Develop a mentorship program for students to interact with professionals.
4. Create opportunities for students to interact with each other at social events outside of APTA events, i.e. Twin Cities Marathon
5. Create SSIG and contacts/ representatives within each school to spread SSIG news and information. This person could possibly be the APTA liaison from each class/school.
6. Generate interest in political agendas and candidates in this election year.

Results

This year SSIG attempted to create meaningful opportunities for students to interact with other students and with professionals in the community. Steps were taken to develop a mentorship program along with the Leadership Workgroup and the Membership Committee. Although this program has not been implemented, great steps have been taken to begin initiation next year. In addition, SSIG provided an opportunity at the Twin Cities Marathon for students to work at a water station to promote interaction among PT and PTA schools in the metro area. SSIG also took steps to incorporate a course developed especially for students at the MN APTA conference. Finally, SSIG set up a meeting with a panel of employers from different physical therapy settings to give students an opportunity to ask questions regarding resumes, interviews, and any other burning questions related to the hiring and interview process. This meeting was an invaluable experience and hopefully will be continued into the future.

PEER REVIEW REPORT

Peer Review Director: Kris Gjerde, PT

The MN APTA goal for Peer Review is to educate members and to answer community concerns about the quality of PT services. We must look at our practice and ourselves critically and make changes when appropriate. We continue to work on recognizing possibilities for improvement while at the same time recognizing that our professional standards, ethics, and practice acts are not negotiable regardless of internal demands or marketplace pressures.

Future goals:

1. Support MN APTA members in their endeavors to improve the quality of their practice through peer reviewer training for self-assessment and utilization of members in conducting external reviews.
2. Expand our relationships with payers and governmental agencies. MN APTA will be the resource of information regarding the excellent quality and value of physical therapy as it represents members of the profession to outside contacts.
3. Promote PT participation in prevention, wellness, and public education.
4. Increase the number of external reviews or external trainings conducted to increase financial support of PR activities.

NEW Services for MEMBERS

MN APTA Peer Review has initiated a new member service. Upon completion of peer reviewer training, the members may submit three charts for review in exchange for agreeing to perform three reviews. Confidentiality is maintained for all parties, enabling learning with feedback. There is no charge to members for MN APTA coordination of these reviews.

MN APTA Peer Review provides information about PT practice and payers that we would not otherwise have knowledge of.

What we have learned:

- Payers like the positive PT philosophy of enabling individuals to care for themselves.
- PT cost is a very small portion of the health care dollars spent.
- MN PTs are ahead of the country in providing quality PT with good documentation.
- Payers notice most PT problems with PT over utilization when the PT works for or with a chiropractor and/or a physician.
- Payers see that the PT profession effectively polices itself.
- Getting claims paid is primarily about clerical functions before medical necessity is addressed.

Peer Review Services provided:

- 239 chart reviews
- 64 PTs were trained in Peer Review
- Consultation to three state chapters regarding peer review for their chapter

- Training for payers regarding documentation and coding (3)
- Consultations to members
- Three practice site visits

Educational Sessions presented:

- Peer Review of your own practice
- Documentation/Coding Courses: St. Peter, Bemidji, Coon Rapids, Hutchinson, and Montevideo
- Essentials of PT Practice: Duluth, St. Paul
- Guide to PT Practice: Bemidji

Peer Review finances for 2004:

Expenses budgeted:	65,640	Actual:	58,567
Revenue budgeted:	52,390	Actual:	33,661
Net budgeted:	<13,250>	Actual:	<11,655>

ETHICS COMMITTEE

Review ethical complaints received by the Chapter President to assure that members use ethical principles and professional standards in their practice of physical therapy. Work to educate members and nonmembers through various avenues including Ethical Ethel (in *Soundwaves*), Ethics Education Series, and currently exploring expanding to provide guidance and ethics education resources for our general healthcare public. Talents: General knowledge and interest in the study of ethics; knowledge of core documents of the APTA and MN APTA; ability to use a theoretical model to recognize and solve ethical issues in the clinical setting; excellent communication and listening skills; comfortable with discussing difficult issues with no clear right or wrong answer; ability to keep information confidential; interest in educating others in the area of ethics; honesty, integrity, and strong morality. Meets twice per year or as needed.

Ethics Committee Members: Melanie Brennan (Chair), Sherilyn Bennett, Jodi Kramer, Jacqueline Morehead

FUNDRAISING COMMITTEE

Conducts the silent auction and various other fund raising activities throughout the year. Also coordinates sale of merchandise. Meets several times each year.

Fundraising Committee Members: Luke DeHaan, Karyn Endreson, Heather Engelbert, Jean Eschweiler, Sherry Eveslage, Jennifer Halmrast, Marguerite Heie, Marie Holecek, Jennifer Lewis, Tammy Loosbruck, Julie Meyer, Bradley Olson, Tatiana Omdahl, Shannon Palm, Tricia Parsonson, Cindy Schlafman, Jeanne Spadaccini, Heather Vander Weide

QUALITY IMPROVEMENT COMMITTEE

Develops and implements chapter quality improvement activities; updates rationale and outcomes for the full scope of physical therapy practice; creates appropriate guidelines for practice models and role delineation; and disseminates information related to quality improvement including documentation, role delineation and specialized maintenance. Talents: Committed to advancement of the profession of physical therapy. Meets four to eight times per year.

Quality Improvement Committee Members: Linda Gustafson (Chair), Cheryl Anderson, Nancy Appel, Barbara Betz, Joan Bohmert, Susan Braun-Johnson, Carmela Claypool, Florene Dougherty, Timothy Fedje, Carolyn Fiterman, Beth Foudriat, Kris Gjerde, Linda Hamm, Mary Handt, Craig Johnson, Thomas Konrardy, James Lang, Kathleen Maggi, Jennifer Miller, Judy Miller, Peter Polga, Jean Ronning, Sharon Ruhsam, David Solheim, Nancy Speier, Sally Storing, Kelly Thompson, Rubye Walker, Julie Weidemann, Marilyn Woods

REIMBURSEMENT COMMITTEE

A member resource that addresses reimbursement policy issues by enhancing relationships with third party payers through dialogue and education regarding the practice of physical therapy. Maintains MN APTA Chapter reimbursement support documents. Offers education and answers questions for MN APTA members. Talents: Interest and knowledge in reimbursement. Meets five to seven times per year.

Reimbursement Committee Members: Chuck Stewart (Chair), Cheryl Anderson, Lora Anderson, Daniel Bankson, Kathy DeLacy, Jeffrey Doughty, David Everson, Timothy Fedje, Lori Froehling, Eugene Goepferd, Erik Gram, Jeremiah Hales, Jan Hanson, Will Lambert, Joe Michaelis, Kiri Ness, Robin Peterson, Kurt Radke, Kirsten Ryan, Juanita Stageberg, Patrick Tarnowski, David Thoreson, Debra Weise, Daniel Wolfe

Are you interested in joining an MN APTA Committee?

- ✓ **Contact the Chapter Office!**
Phone: 651-635-0902
- ✓ **Sign up on the MN APTA website!**
Website: www.mnapta.org
(click on "Committees")

EXECUTIVE DIRECTOR'S REPORT

2004—a year of maturing...

My Role—Helping Volunteers

We continue to try to live our Mission— “as a member driven and volunteer-led organization.” As you know from my Soundwaves byline, I over see the day-to-day operations of the Chapter. At the end of 2004, we had 347 volunteers on 18 committees, subcommittees and special interest groups—a net increase of 21 members. Our members are the ones who get the Chapter’s work done. My role is to assist our volunteer members to meet the short-term (yearly) and long-term goals established by our volunteers. We are a member-helping-member organization. My role is to help all of you get the job done. Thank you to everyone who gave many, many hours of time to the Chapter during 2004. Thank you for all of the times when you have dropped everything because something needed immediate attention.

I know more of you this year than I did last year. I challenge each of you to call or send me an Email—tell me what your interests and passions are. That way, when we have a question from a member or an issue in the legislature, I can search our database and know that you have the knowledge to help us out!

New Initiatives at the Chapter

We began working on a few new initiatives in 2004. We are working in earnest to prepare to bring forth legislation to license the PTA. We have started to take a serious look at the role of the PT aide. We prepared to start a “LBP Best Practices” workgroup. We began organizing our chapter to be ready for a strong push for full, unrestricted direct access. We formed a workgroup to study the POPTS issue. All this was done because you, as members pushed for it. What will be new in 2005? Please let us know what you want to help us work on! We are responding to our members desire to do more of our work in smaller “workgroups.” We know not everyone wants to be on a “committee.” Let us know how and when you can help more our profession forward!

Membership

Our overall membership count continued to grow in 2004—total membership was 1523 members, compared to 1473 members at the end of 2003, an increase of 50 members! We averaged 1183 physical therapist members in 2004, an increase of 72 PT members over 2003. Physical therapist assistant membership dropped by 17 to 111 at the end of 2004, compared to 128 at the end of 2003. Our overall PT student number dropped in 2004 as well—from 224 in 2003 to 195 at the end of 2004. PTA students increased one from 11 to 12 at the end of 2004. The PT membership retention rate increased by one percentage point in 2004 to 86%. Lastly, 40% of PTs licensed in MN are members—a number that has remained consistent over the last two years. As a chapter, we don’t dwell on dues, but we do recognize how dues dollars drive programs. Our wish list is long! Thank you for supporting our organization—with your time and your dollars.

Staffing

In March 2004, our positive cash flow allowed us to increase the office assistant FTE to .75. We brought Eileen Walsh on board, who answered phones and provided support to committees, especially the CE subcommittee. Our Board of Directors voted to increase the FTE of our Director of Peer Review, Kris Gjerde, to .6, which allowed her to expand her role into a few other areas (see her own report). We continue to have some of our work done by contracted employees. Peg Truax continues to do Soundwaves layout, and she now also does the Soundwaves ad management. John Choi was hired as our contract lobbyist in March. For conference, Leslie Gentner is our Conference Coordinator, and Rich Adamczak continues as our Conference Exhibit Hall and Sponsorship Coordinator. Karen Scott continues to be our bookkeeper, and Olsen-Thielen does our year-end review and tax work. Dennis Lentz provides computer support whenever we call. Office staff are not all paid! Judy Taplin, a Life Member, volunteers one day each week to work in the chapter office and she has a full workload! Please take a moment to thank each of these people when you see them or speak with them on the phone.

Individualized Customer Service

The other part of our Mission Statement says we lead the membership in “advocating for and securing the future of the profession of physical therapy.” According to the 2004 APTA Member Satisfaction Survey, MN APTA ranked # 1 of all APTA chapters when it came to “satisfaction with chapter services.” Thanks to all our members who helped us as we work hard to secure our professional future! The chapter office is the hub of a wheel that has over 1,500 spokes on it—all of you! It is a busy office, with a phone call going in or out on average every 5 minutes! What would we do without Email? It is our friend and our challenge at times! We routinely have over 50 incoming Emails and just as many outgoing Emails each day.

Physical Therapist as Executive Director

Thank you for your vote of confidence of my leadership during 2004. I appreciate the many kind words thanking me for the work I do helping to lead the chapter. It is my passion. In 2004, I returned to graduate school and am enrolled in a master’s program called “Advocacy and Political Leadership” at University of Minnesota-Duluth. People ask me all the time—what do I want to do when I graduate? My goal is to simply do a better job in leading the day-to-day operations of the Chapter. I look forward to helping us be more active legislatively as well as regarding Physical Therapy regulation. I am firmly convinced that our professional future depends on it.

Thank you.

Judy Hawley, PT
Executive Director, MN APTA