Leslie Adrian, PT, Director of Professional Standards for the Federation of State Boards of Physical Therapy

Leslie Adrian is the Director of Professional Standards for the Federation of State Boards of Physical Therapy. Leslie’s responsibilities at the Federation include interacting with the jurisdictions to provide consultation, technical assistance, and training on a variety of regulatory issues as well as functioning as a staff liaison to support the efforts of the Continuing Competence, Ethics & Legislation, and Foreign Educated Standards Committees. Her education includes graduate degrees in both Physical Therapy and Public Administration.

Steve Alstot, PT, Board Chairman of Oregon Physical Therapy Licensing Board

Steve is a partner in a multi-clinic outpatient private practice in Oregon and Southwest Washington. He received his Bachelor of Science degree in physical therapy from Northwestern University in 1987. He has been active in the Oregon Physical Therapy Association as a Membership Committee Chair from 1997-2001 and a Government Affairs Committee Member from 2002-2012. He was appointed to the Oregon Physical Therapy Licensing Board in 2005 and is currently the Board Chair.

Mary L. Bennett PT, Indiana Physical Therapy Committee Chair

Mary Bennett received her Physical Therapy education in the United Kingdom. Has worked in Indiana since 1971 and retired from a faculty position at the University of Evansville PT and PTA programs in 2008. She now works as needed at a long term acute care facility in Evansville, Indiana. She has served on the PT Committee since 2004 and has been the Committee Chair since 2004. She is a 40 year member of APTA and is currently a member of the Board of Directors of FCCPT.
Justin Berry, PT, DPT, MS, Director of the Physical Therapist Assistant Program at Northland Community and Technical College, East Grand Forks, MN

Justin is the Director of the Physical Therapist Assistant Program at Northland Community and Technical College in East Grand Forks, Minnesota. He has presented on a variety of physical therapy topics, including PTA education and professional issues, at the state, national, and international levels. His research interest is in PTA education and issues.

Mark Brengelman, Assistant Attorney General, Office of the Attorney General, Commonwealth of Kentucky.

Mark became interested in law when he graduated with both Bachelor’s and Master’s degrees in Philosophy from Emory University in Atlanta. He then earned a Juris Doctorate from the University of Kentucky, College of Law. Since 1995, Mark has been an assistant attorney general, focusing in the area of administrative and professional regulatory law – and now qualified as a hearing officer. Mark has represented the Kentucky Board of Physical Therapy since 1997 as general counsel and prosecuting attorney. Mark is a frequent national participant in continuing education and has been a presenter for multiple national and state organizations.

Linda Burhans, PhD, RN, FRE, Associate Executive Director, Practice, Regulation, and Education, North Carolina Board of Nursing

Linda Burhans, RN, PhD, FRE is the Associate Executive Director of Practice, Regulation, and Education at the North Carolina Board of Nursing and an adjunct faculty member at East Carolina University College of Nursing. She maintains National Certification as a Nurse Executive – Advanced and as a Healthcare Quality Professional. She has over 35 years of experience in nursing management and administration.

Dr. Burhans led the implementation of Continuing Competence and has contributed to the evolution of Practice Regulation at the NC Board. She co-led the Board’s development and implementation of Just Culture approaches to discipline in a regulatory environment.
**Brian Fingerson, RPh; President; Kentucky Professionals Recovery Network**

Brian Fingerson is Adjunct Assistant Professor at the University of Kentucky Colleges of Pharmacy and Dentistry, the Southern Illinois University Edwardsville School of Pharmacy, Sullivan University College of Pharmacy, Albany College of Pharmacy and Health Sciences, and is a faculty member at the University of Utah School on Alcoholism and Other Drug Dependencies. He is President of Kentucky Professionals Recovery Network—KYPHN, a company formed to educate health care professionals about the disease of chemical dependency. KYPHN administers the recovery programs for the pharmacy, dentistry, veterinary medicine, respiratory care, and physical therapy professions and is involved in assisting chemically dependent health professionals in their recovery process and supporting their return to active practice. He has worked in this field since 1986. Mr. Fingerson has presented at a multitude of conferences and seminars at the local, state, and national levels.

**Chuck Gulas, PT, PhD, GCS; Dean, School of Health Professions, and Professor of Physical Therapy at Maryville University**

A Board Certified Geriatric Clinical Specialist, Chuck has 35 years experience in physical therapy in a variety of different care settings. Currently he is Dean, School of Health Professions, and Professor of Physical Therapy at Maryville University. He earned his PhD in Higher Education Administration at Saint Louis University in 2005. Gulas is active in the American Physical Therapy Association and has served on the APTA Panel on Practice, PT Centralized Application Service Advisory Committee, as President of the Missouri Chapter, Chair of the APTA Committee on Cultural Competence and the Section on Geriatrics Nominating Committee. He has been a Delegate to the APTA House of Delegates twelve times. In 1998 Chuck was recognized by the Section on Geriatrics as the recipient of the Clinical Excellence in Geriatrics Award and in 2005 was awarded the Missouri Chapter Outstanding Service Award. Gulas was honored by the Eastern District of the MPTA in 2007 with the Helen Holzum Whalen Service Award. Dr. Gulas was a founding Board Member of Doorways, an Interfaith Housing Program for People with AIDS in St. Louis, one of the leading housing organizations in the country. As a member of the Committee to Incorporate Wildwood, he worked to incorporate that city in order to allow citizens to have local control over development and to stop urban sprawl. Chuck continues to consult as a Geriatric Specialist on a PRN basis. In January 2011 he traveled to Haiti for the fourth time as a volunteer teacher in a Rehabilitation Technician Training Program with Health Volunteer Overseas at the Hopital Albert Schweitzer in Deschapelles. In January 2010, Dean Gulas’ sabbatical transitioned from a teaching mission to disaster relief as hundreds of injured people were brought to the Hopital Albert Schweitzer for treatment. In September 2010, Gulas was appointed by Governor Jay Nixon to the Missouri Physical Therapy Advisory Commission. Gulas was awarded the Cultural Pluralism Award by the Association of Schools of Allied Health Professions in October 2010, for his work in Cultural Diversity and Global Health. In February 2011 he was honored by the APTA Section on Geriatrics, with their 2011 Volunteers in Action Community Service Award. Dr. Gulas was honored by the Maryville University Physical Therapy Program, with the Helen May Bradley Achievement Award in December 2011. He received the APTA Lucy Blair Service Award in June 2012. In July 2012, Gulas was appointed to the Alexian Brothers Senior Ministries Quality Council for Sherbrooke and Lansdowne Village.
Ingo Hagemann, M.B.A., Uniform Application Director, Federation of State Medical Boards

Ingo Hagemann, M.B.A., joined the Federation of State Medical Boards as director of the Uniform License Application program in November of 2010. Mr. Hagemann is spearheading implementation efforts of the Uniform License Application to be adopted by all medical boards in the nation. As a direct result, the Uniform License Application is supporting the License Portability initiative which benefits multi-state licensing and makes the licensing process for physicians more efficient and less redundant. Mr. Hagemann obtained his Bachelor’s Degree in General Business Administration from the University of Paderborn in Germany and his Master’s of Business Administration in e-Commerce from the University of Dallas, Graduate School of Management in 2001.

Mary Jane Harris, PT, MS, Director, Department of Accreditation, American Physical Therapy Association

Mary Jane Harris is currently Director of the APTA Accreditation Department, overseeing a staff of seven who provide primary support to CAPTE. She has served in this position since 2000, having joined the staff in 1994. From 1979-1994, Ms. Harris was a faculty member of the PT program at Northern Illinois University, serving as ACCE and Program Director and serving as an on-site reviewer and a CAPTE member. She practiced PT in Pittsburgh, PA from 1969-1979. Ms. Harris received a BS in Physical Therapy from Ithaca College and a MS in Health Related Professions from the University of Pittsburgh.

Heidi Herbst Paakkonen, Continuing Competence Product Manager at the Federation of State Boards of Physical Therapy

Heidi joined FSBPT as its Continuing Competence Product Manager in 2011. She previously served as the Executive Director of the Arizona Board of Physical Therapy, and as the Executive Director of the Arizona Physical Therapy Association. Her 11 years of experience with physical therapy continuing competence includes writing and implementing policy and requirements; program development; enforcement and auditing; volunteer development and support; promoting awareness; and quality assessment. Heidi earned her Masters Degree in Public Administration from the University of Wyoming.

Brian S. Inamine, Esq., Partner, LeClairRyan LLP – Los Angeles Office

Brian is an attorney and partner in the Los Angeles Office of LeClairRyan, LLP. He specializes in defending businesses against discrimination claims and lawsuits, and advises certification bodies on discrimination, ADA, and risk management issues. Brian is the leader of LeClairRyan’s West Coast employment law practice, and serves on various firm management committees. Brian has spoken on discrimination matters at conferences all over the country. He has been a presenter in the California Department of Fair Employment and Housing’s Equal Rights 101 program, speaking at high schools to educate students and teachers about California’s workplace discrimination and harassment laws.
Dianne V. Jewell, PT, DPT, PhD, CCS – Director, APTA Board of Directors, American Physical Therapy Association

Dianne V. Jewell, PT, DPT, PhD, CCS is founder and CEO of The Rehab Intel Network (Ruther Glen, VA), a consulting company providing project and data management; program development and evaluation; education; and staff development services to practices, organizations and educational institutions dedicated to physical rehabilitation. Dr. Jewell has over 20 years of experience as a physical therapist practicing in acute hospital, inpatient rehabilitation facility, and outpatient settings. Her roles have included clinical team leader, clinical education coordinator and director of quality management.

Dr. Jewell also held an appointment for 11 years as Assistant Professor in the Department of Physical Therapy at Virginia Commonwealth University (VCU – Richmond, VA). She continues to serve as an adjunct faculty member at VCU as well as at the University of Tennessee Health Science Center (Memphis, TN) and Arcadia University (Philadelphia, PA).

Dr. Jewell is a board certified clinical specialist in cardiovascular and pulmonary physical therapy. Her current clinical interests include the application of fitness principles across the continuum of care and alternative delivery models for physical therapy services to patients without health insurance.

Dr. Jewell holds a doctoral degree in health services research and organization. Her primary scholarly interests are physical therapy practice variation and outcomes of physical therapy patient management. She has published several peer reviewed articles and is the author of Guide to Evidence-based Physical Therapist Practice, 2nd edition (Jones & Bartlett, 2011).

Currently Dr. Jewell serves on the Boards of Directors of the American Physical Therapy Association (Alexandria, VA) and Sheltering Arms Physical Rehabilitation Centers (Richmond, VA). She previously served on the Board of Directors of the American Association of Cardiovascular and Pulmonary Rehabilitation (Chicago, IL).

When not actively engaged in her professional activities, Dr. Jewell can be found at home in Virginia with her husband, Capt. Darl W. Jewell, Jr. (City of Richmond Department of Fire and Emergency Services), and their two Labrador retrievers. No one is sitting still there!

Joni Kalis, PT, Chair of the Foreign Educated Standards Committee

Joni Kalis is a physical therapist and has been involved with the Federation since 2002. She has served as an item writer, a delegate, chaired the 2009 Bylaws Task force, was a member of the Foreign Educated Standards subcommittee that led to the development of Quality Standards for credentialing agencies and received the Federation’s outstanding service award in 2009. Joni is the current chair of the Foreign Educated Standards Committee and is the past president of the Arizona Board of Physical Therapy.

Mary T. Keehn PT, DPT, MHPE

Mary T. Keehn, PT, DPT, MHPE received her Physical Therapy degree and a Master’s Degree in Health Professions Education from the University of Illinois at Chicago (UIC), and a Doctor of Physical Therapy from the Massachusetts General Hospital Institute of Health Professions. She was a faculty member and Director of Rehabilitation Services at the University of Illinois at Chicago for over 30 years. Dr. Keehn has served on the Illinois Physical Therapy Licensing and Disciplinary Board since 2007 and is now a PhD student at UIC. Other professional activities include serving as a commissioner and on site visitor for CAPTE, and private practice as a practice, education and administration consultant. Mary serves on the Foreign Education Physical Therapy Committee for FSBPT.
Nancy R. Kirsch, PT, DPT, PhD, Director of the Doctor of Physical Therapy Program at the University of Medicine and Dentistry of New Jersey

Nancy R. Kirsch is a professor of physical therapy and Director of the Doctor of Physical Therapy Program at the University of Medicine and Dentistry of New Jersey in Newark, NJ. She provides school based physical therapy services in Morris County. She currently serves on the New Jersey Board of Physical Therapy Examiners. She is Vice President of the Federation of State Boards of Physical Therapy. Dr. Kirsch writes a monthly column in PT in Motion called Ethics in Action.

Mark Lane, PT, Vice President with the Federation of State Boards of Physical Therapy

Mark Lane is Vice President with the Federation of State Boards of Physical Therapy. Prior to working for the Federation, Mark practiced in the clinic for 23 years. He was on the Washington State Physical Therapy Licensing Board for seven years. Previous to this he was Chapter President of the Washington State Chapter of the American Physical Therapy Association.

Susan Layton, Chief Operating Officer for the Federation of State Boards of Physical Therapy

Susan Layton is the Chief Operating Officer for the Federation of State Boards of Physical Therapy. Her areas of responsibility include Assessment, Continuing Competence, Exam Services, Information Systems and Meeting Planning. Susan has a Master’s of Science in Management from the London Business School where she was a Sloan Fellow and a Bachelor’s of Science in Business Administration from the University of Mary Washington.

Kevin Lindsey, PT, MSPT, MBA; Regional Rehab Director for Sava Senior Care’s South Texas Region

Kevin Lindsey graduated from Arcadia University with a MSPT in 1998 and then completed his MBA from the University of Texas Pan American in 2001. Kevin has worked in acute care facilities, home health and skilled nursing. He has also had his own outpatient clinic. Kevin has managed individual facilities, a multi-facility hospital system and regional territories while overseeing up to 250 employees. He has served on the Texas PT Board since 2009 and is currently the chair of the Rules and Practice Committee. Kevin has served on the Ethic and Legislation Committee for the FSBPT since 2012.
Kathleen A. Luedtke-Hoffmann, PT, MBA, PhD

Dr. Luedtke-Hoffmann earned her bachelor’s degree in physical therapy at The Chicago Medical School/University of Health Sciences (now the Rosalind Franklin University of Medicine and Science). Since moving to Texas, she has worked in multiple healthcare settings holding a variety of clinical and administrative positions. She completed her Master’s of Business Administration at the Cox School of Business at Southern Methodist University in Dallas, and subsequently a PhD in physical therapy, emphasizing administration, at Texas Woman’s University. She is currently an Associate Professor at Texas Woman’s University and serves as the Assistant of Clinical Education for the Dallas campus. Dr. Luedtke was awarded the Outstanding Clinical Educator award by the Texas Consortium for Physical Therapy Clinical Education, and in 2011 the TWU Redbud Faculty Champion Award. Her research has focused on topics of management and administration in clinical and educational settings. She is currently exploring topics in professionalism in physical therapy and professional behaviors among student physical therapists.

Dr. Luedtke-Hoffmann is a member of APTA’s Education and Health Policy and Administration Sections, and is currently serving as the Treasurer in the HPA Section, and is instrumental in the LAMP Institute, as a leader and presenter. She is active in the Federation of State Boards of Physical Therapy, and presently serves on the Texas Board of Physical Therapy Examiners.

Bruce Matthews, Deputy Registrar at the Real Estate Council of Ontario

Bruce joined RECO in 2010 after a 10-year career with the provincial engineering regulator, Professional Engineers Ontario, where he served in a number of capacities from Investigator through to Deputy Registrar. Bruce is also the Past-President of the Council on Licensure, Enforcement and Regulation (CLEAR), an international body of professional and occupational regulators that promotes regulatory excellence through educational and training programs. Bruce is a sought-after speaker on a broad range of regulatory issues and has organized and chaired several regulatory conferences and seminars.

Lisa McGiffert, Director of Consumers Union’s Safe Patient Project

Lisa McGiffert directs the Safe Patient Project. This highly successful campaign has initiated infection-reporting legislation in almost every state, 27 of which and the District of Columbia now have passed into law; drafted model legislation; and raised public awareness on preventing medical harm. Lisa routinely speaks as the consumer voice on patient safety issues at conferences and with the media. She coordinates a network of local advocates who work together on patient safety issues. Lisa serves as the consumer liaison to the CDC Healthcare Infection Control Practices Advisory Committee, and as consumer representative on the National Quality Forum Healthcare-associated Infections Steering Committee, the Texas Health Care Associated Infections Advisory Panel, and the California Department of Health Services Healthcare-associated Infections Advisory Working Group. For more than 20 years, as a Senior Policy Analyst for Consumers Union and as legislative coordinator for the Texas Senate Committee on Health and Human Services, Lisa has worked on a broad array of health care policy issues in Texas and nationally, including health care quality, health insurance, and access to care.
Becky McKnight, PT, MS, Co-owner at Reach Consulting

Becky is the former PTA Program Director at Ozarks Community College; she has been a PTA Educator since 1997 and is a nationally known author, speaker and consultant on PTA education issues.

Jean Moore, BSN, MSN, Director of the Center for Health Workforce Studies at the SUNY Albany School of Public Health

Jean Moore has served as the Director of the Center for Health Workforce Studies at the SUNY Albany School of Public Health since 2003. Prior to that, she was Deputy Director of the Center for three years and worked as principal project staff for health workforce research studies.

Ms. Moore is currently enrolled in the Doctor of Public Health Program at the University at Albany, School of Public Health. She holds two master’s degrees from Russell Sage College, one in nursing education and one in psychiatric nursing as a clinical specialty. She received her bachelor’s in nursing from the SUNY College at Plattsburgh.

Lorin Mueller, PhD, Managing Director of Assessment with the Federation of State Boards of Physical Therapy

Lorin joined the FSBPT’s Assessment Department in November of 2011. Prior to joining the FSBPT, Lorin spent 10 years as Principal Research Scientist at the American Institutes for Research in Washington, D.C. He has contributed his expertise in statistics, research design, and measurement to projects in a wide variety of areas, including high-stakes test development, work disability assessment, K-12 assessment, assessing students with cognitive disabilities, teacher knowledge, teacher performance evaluation, and school climate. He is a nationally-recognized expert in the field of setting standards for occupational assessments and has published or presented in nearly all of the areas he has worked. Lorin received his Ph.D. in Industrial and Organizational Psychology with a specialization in statistics and measurement in 2002 from the University of Houston.

Lee Nelson PT, DPT, MS - Clinical Professor, University of Vermont, Burlington, VT

Lee Nelson is a Clinical Professor in the Physical Therapy Program at the University of Vermont. Since 2000, she has served as one of two Advisors for Physical Therapy Practice to the Vermont Office of Professional Regulation, Secretary of State’s Office, with past involvement in updating the PT Practice Act as well as recent revision of the PT Rules, inclusive of the addition of Continuing Competence. She is currently Chairperson of FSBPT’s Continuing Competence Committee and was a member of the FSBPT’s Standards of Competence Task Force in February 2006.
Sheila K. Nicholson, Esq., partner at Quintairos, Prieto, Wood & Boyer, P.A

Sheila K. Nicholson is a partner at Quintairos, Prieto, Wood & Boyer, P.A. and practices from the firm’s Tampa, FL office. Her areas of practice include general liability defense, premises liability and premises protection, medical malpractice defense, professional malpractice defense and nursing home defense litigation. Additionally, Ms. Nicholson’s litigation experience extends to food claims liability. In this area, she counsels clients, healthcare providers and public health personnel on such issues as foodborne illness litigation, food-safety liability risk controls and corrective action plans.

A graduate of Georgia State University, where she received a Bachelor of Science degree magna cum laude in Physical Therapy in 1984, Ms. Nicholson received a Master’s degree, with honors, in Health Education at the University of Alabama in 1988. In 2002, she earned a Juris Doctor cum laude from Stetson University College of Law, where she also received a Master of Business Administration. While in law school, Ms. Nicholson was the recipient of the Walter Mann Award, the Victor O. Wehle Award, and the William F. Blews Pro Bono Service Award.

Prior to entering the field of law, Ms. Nicholson spent roughly fifteen years as a physical therapist and/or director of healthcare rehabilitation departments.

Ms. Nicholson is a member of the American Physical Therapy Association’s House of Delegates, and serves on the Board and Executive Committee of the Florida Physical Therapy Association (FPTA). She is the Director of FPTA’s West Central District.

Blair Packard, PT, member, APTA Task Force on Professionals and Personnel Involved in the Delivery of Physical Therapy

Blair received his Master’s Degree in Physical Therapy from Duke University in 1976, practicing in Arizona for 36 years, now as owner and clinician of East Valley Physical Therapy & Aquatic Rehabilitation, in Mesa, Arizona. He and wife Cindy are the parents of 7 children, grandparents of 21. Professional service includes Arizona Chapter president, Arizona Board of Physical Therapy, PPS & APTA Board of Directors, chaired the Model Practice Act Task Force, and served two terms as FSBPT president. Community service includes founding a non-profit, Care for Life, engaged in sustainable development work in Mozambique, and served 3 years as LDS Church mission president in Mozambique and Angola, Africa.

Sherri Paru, PT, Clinical Advisor/Investigator, Oregon Physical Therapist Licensing Board

Sherri Paru is a Certified Investigator through CLEAR (Council on Licensure, Enforcement and Regulation). Sherri is the co-producer of the Boundary Violation Vignette Series for Physical Therapists and has co-presented several lectures on professional boundaries and ethics for FSBPT, APTA and OPTA.
David Relling, PT, PhD, Associate Professor in the Dept. of Physical Therapy at the University of North Dakota in Grand Forks, ND.

He has practiced in a variety of settings including acute care, orthopedics and long term care. Dave began his involvement with the Federation in 2005 as an item writer and has served as a member and then co-chair of the NPTE Exam Development Committee for physical therapists. He was inducted into the Academy of Advanced Item Writers in 2010. Dave is a current member of the FSBPT Board of Directors and the North Dakota Board of Physical Therapy.

Jeff Rosa, Executive Director of the Ohio Occupational Therapy, Physical Therapy, and Athletic Trainers (OTPTAT) Board

Jeff Rosa is the current Executive Director of the Ohio Occupational Therapy, Physical Therapy, and Athletic Trainers (OTPTAT) Board. Jeff has been with the Board since October 2003. Prior to joining the Board, he served as the Legislative/Regulatory Specialist with the Ohio Board of Nursing. He also spent six years as a budget analyst with the Ohio Legislative Service Commission, the Ohio General Assembly’s non-partisan research office. In addition to his duties as the Chief Administrative Officer for the OTPTAT Board, Jeff currently serves on the Board of Directors of the Federation of State Boards of Physical Therapy (FSBPT) and received the Outstanding Service Award from the FSBPT in September 2006. A native of Long Island, NY, Jeff holds a Master of Public Policy from the Gerald Ford School of Public Policy at the University of Michigan and a Bachelor of Arts in History from Yale University.

Jennifer Ancona Semko, Partner at Baker & McKenzie LLP

Jennifer Ancona Semko is a partner in the Washington, D.C. office of the global law firm Baker & McKenzie, which has 70 offices in 43 countries around the globe. Ms. Semko focuses her practice on complex commercial litigation, helping domestic and international companies resolve disputes arising from their business activities in the United States and abroad. She also advises test developers on legal strategic issues and is a frequent speaker on topics related to exam security and the rights and responsibilities of licensing and certification exam programs. Ms. Semko received her law degree, magna cum laude, from Tulane Law School and is a former law clerk to the Chief Justice of the Louisiana Supreme Court. She received her B.S.F.S., cum laude, from Georgetown University.
Emma Stokes (Dr), Senior Lecturer and Researcher in the Discipline of Physiotherapy estokes@tcd.ie

Emma Stokes is a Senior Lecturer and researcher in the Discipline of Physiotherapy. She served as Junior Dean and Registrar of Chambers from 2005-2010. She received her primary and doctoral degrees from Trinity College in 1990 and 2005 respectively and she worked as a clinical physiotherapist at St. James's Hospital.

Her clinical research has focused on the design and evaluation of novel ways of augmenting traditional physiotherapy intervention for people with stroke. Her research on professional practice has considered outcomes evaluation in physiotherapy and more recently she has directed her research towards national and international professional practice issues such as patient self-referral and advanced scope of physiotherapy practice. She was elected Vice-President of the World Confederation for Physical Therapy in 2011.

Karen E. Wilk, PT, DPT, Director of Rehabilitation Medicine at Englewood Hospital and Medical Center, Englewood NJ

Karen began serving on the Board of Physical Therapy Examiners in 2001 and assumed the chairmanship in 2008. She presents lectures in ethics and New Jersey Jurisprudence. Dr. Wilk is also a member of the Council of Hospital Directors and served the organization as secretary.

Larry J. Wilkerson, CPA, Chief Financial Officer for the Federation of State Boards of Physical Therapy

Larry has served as the Chief Financial Officer for the Federation for the past 14 years. Prior to that, he was a consultant in the healthcare industry and a CFO at a medium size hospital.

Larry is a graduate of the Indiana University School of Business and he is a Certified Public Accountant.