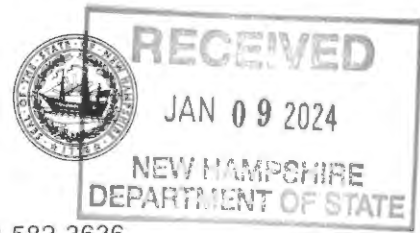


**STATE OF NEW HAMPSHIRE**  
Honorarium or Expense Reimbursement Report  
Executive Branch – RSA 15-B



Type or Print all Information Clearly:

Name: Nicole Lavoie Work Phone No. 603-582-3636  
First Middle Last

Work Address: 64 Pioneer Dr Nashua, NH 03062

Office/Appointment/Employment held: Physical Therapy Governing Board

List the full name, post office address, occupation, and principal place of business, if any, of the source of any reportable honorarium or expense reimbursement. When the source is a corporation or other entity, the name and work address of the person representing the corporation or entity in making the honorarium or expense reimbursement must be provided in addition to the name of the corporation or entity.

**Source of Honorarium or Expense Reimbursement:**

Name of source: \_\_\_\_\_  
First Middle Last

Post Office Address: \_\_\_\_\_

Occupation: Physical Therapist

Principal Place of Business: Ageility

**If source is a Corporation or other Entity:**

Name of Corporation or Entity: Federation of State Boards of Physical Therapy

Name of Corporate/Entity Representative: \_\_\_\_\_

Work Address of Representative: \_\_\_\_\_


Value of Honorarium: \$500 Date Received: October 2023 *If exact value is unknown, provide an estimate of the value of the gift or honorarium and identify the value as an estimate.* Exact \_\_\_\_\_ Estimate

Value of Expense Reimbursement: \$250 Date Received: November 2023 *A copy of the agenda or an equivalent document must be attached to this filing.* Exact \_\_\_\_\_ Estimate

Briefly describe the service or event this Honorarium or Expense Reimbursement relates to:

Annual Education Meeting

"I have read RSA 15-B and hereby swear or affirm that the foregoing information is true and complete to the best of my knowledge and belief."

  
\_\_\_\_\_  
Signature of Filer

12.26.23  
\_\_\_\_\_  
Date Filed

**RSA 15-B:9 Penalty.** Any person who knowingly fails to comply with the provisions of this chapter or knowingly files a false report shall be guilty of a misdemeanor.  
**Return to:** Secretary of State's Office, 107 North Main Street, State House Room 204, Concord, NH 03301

# 2023 Annual Education Meeting Schedule

## Meeting Schedule Thursday, October 19

### 10:30 AM – 1:30 PM

**Council of Board Administrators Forum** *(lunch provided)*

*Michelle Sigmund-Gaines*

*Karen Gordon*

Designed for and by administrators, all board administrators are invited to attend. The CBA Forum is an opportunity for administrators to share information relevant to board functions, regulatory practices, practice standards and issues, licensing processes and security, and enforcement issues in the practice of physical therapy. *Required for funded administrators. (Continued in afternoon session.)*

### 1:45 PM – 3:15 PM

**Combined Board Chairs & Administrators Meeting—Board Deliberations**

*Betsy Becker*

Board deliberation is an important part of the decision-making process. It is a chance for board members to share their perspectives, learn from each other, and come to a consensus on the best course of action. This session will provide an opportunity to learn from the deliberations of several boards on important topics. Participants will hear about the process, the challenges, and the insights that have been gained. They will also have the opportunity to share their own experiences and insights.

### 3:15 PM – 3:30 PM

**Break**

### 3:30 PM – 5:15 PM

**Jurisdiction Board Chair Forum**

*Betsy Becker*

Jurisdiction board chairs are invited to attend this forum to discuss issues of specific interest to board chairs. *Required for funded board chairs. All board members are welcome to attend.*

**Council of Board Administrators Forum** *(continued)*

**5:30 PM – 6:30 PM**

**First-Time Attendee Reception**

Hosted by the Board of Directors, this reception provides an opportunity for first-time attendees to learn about FSBPT, the structure of the annual meeting, and their role. *Required for funded first-time attendees.*

**6:30 PM – 7:30 PM**

**Welcome Reception**

Meet FSBPT's Board of Directors, this year's candidates for office, and jurisdiction board members and administrators at this informal reception. *Required for funded attendees.*

**Meeting Schedule Friday, October 20**

**7:00 AM – 8:00 AM**

**"Eat and Greet" Hearty Breakfast**

**Getting to Know FSBPT**

*David Relling*

*William Hatherill*

Come learn about FSBPT and what to expect at the Annual Education Meeting. This informal breakfast is ideal for first-time attendees but is open to anyone who wants an orientation to FSBPT, related entities, and current initiatives. *Attendees should get their breakfast from the Hearty Breakfast buffet and bring it into the space for this session.*

**8:00 AM – 8:30 AM**

**Welcome to Florida**

*Florida Board of Physical Therapy*

**President's State of the Federation Address**

*David Relling*

**8:30 AM – 9:20 AM**

## **Candidate Forum**

During the Candidate Forum, candidates will provide information about their qualifications and answer questions from the floor (as time permits). *Required for Voting Delegates and Funded Alternate Delegates.*

### **9:20 AM – 9:35 AM**

#### **Break**

### **9:35 AM – 10:35**

#### **Keynote: Understanding the Process of Committing Boundary Violations: How Regulators Can Respond**

*Catherine Caldicott*

Boundary violations, especially those that are sexual in nature, are among the most troubling types of unprofessional conduct committed by healthcare professionals. This session will present a framework for understanding how smart, well-meaning, well-trained physical therapy professionals can abandon rational thinking and commit both sexual and non-sexual boundary violations. By exploring this process-oriented framework, regulators will learn a range of approaches to this type of professional misconduct, including when and how to intervene and how to increase their regulatory reach after a remedial intervention is completed.

### **10:35 AM – 11:45 AM**

#### **Update on Current FSBPT Initiatives**

*FSBPT Board of Directors and committee chairs*

Learn the latest about initiatives FSBPT has been pursuing over the last few years, including new resources and efforts to help protect the public. What progress has been made? How can this work benefit your jurisdiction?

### **11:45 AM – 12:05 PM**

#### **Lunch Pick-up**

### **12:05 PM – 12:55 PM**

#### **Lightning Rounds of Innovation**

This fast-paced session will showcase innovative ways that member boards are improving the quality of regulation within their jurisdiction. Each presenter will have five minutes or less to share their jurisdiction's innovation.

**12:55 PM – 1:10 PM**

**Break**

**1:10 PM – 2:15 PM**

**Impaired in the Age of Legalized Marijuana**

*Katie Dale*

*Phil Haworth*

*Jason Kaiser*

This session will identify any potential challenges, share communication strategies from boards in states where marijuana use is legal, and explore lessons learned.

**Putting the MPA to Work in Your Jurisdiction**

*Craig Miller*

*Sherise Smith*

*Enjeen Woolford*

You may have heard the Ethics & Legislation Committee refer to the Model Practice Act as the set of "Lego instructions" to help a jurisdiction update its statutes. Learn about the recent MPA Workshop and how jurisdictions are using the MPA to build their own "Legoland" and modernize their practice acts.

**The Guidelines for Continuing Professional Development – Past, Present, and Future**

*Mario Baker*

*Alyssa Gibbons*

*Anne Thompson*

In this session, representatives from FSBPT's Continuing Competence Committee will discuss the current status of the three elements of the Guidelines for Continuing Professional Development - Jurisprudence/Ethics Assessment, Practice/Work Self-Inventory, Healthy Practice Self-Inventory - and the next steps to get the Guidelines ready for use by member boards. A member of the research team from Colorado State University, who helped develop the Healthy Practice Self-Inventory, will also provide an update on the pilot testing and revision process for the Healthy Practice resource.

**2:15 PM – 2:30 PM**

**Break**

**2:30 PM – 3:45 PM**  
**FSBPT's Got Talent!**  
*Stephen Curley*

*Catherine Dower*

*Kristina Lounsberry*

*Mira Mariano*

*Kay Tasso*

You be the judge! Join the Sexual Misconduct and Boundary Violation Committee for a panel discussion on the latest findings and research as related SPECIFICALLY TO THE FIELD OF PHYSICAL THERAPY. Get a first look at our new resource guides and get insight into how to incorporate sexual boundary education in your jurisdiction starting next week. Our talented panel is ready to share their knowledge and display some regulation skills... Bring the questions. Bring the challenge!

**Safe Haven Programs – Alternatives to Discipline in Times of Burnout, Mental Health, and Substance Use**

*Missy Anthony*

*Timothy Keck*

*Katie Stuart*

Members of regulatory boards are all too familiar with the challenges that mental health and substance use disorders bring to the table. Burnout and stress are a root cause of many of the disciplinary actions that boards take. Offering confidential resources as an alternative is an important step for boards to consider in helping get a license holder back on the right track.

**Passport to Practice: Decoding Credentialing in Physical Therapy**

*Betsy Becker*

*Julia Funaki*

*Jaime Nolan*

Have you ever wondered how credentialing is done for non-CAPTE graduates? If so, this is the session for you as we decode the credentialing process for the non-CAPTE graduate. This session

will review the document authentication process, services available at FCCPT, and how professional education courses are placed on the Coursework Evaluation Tool.

**3:45 PM – 4:00 PM**

**Break**

**4:00 PM – 4:45 PM**

**Keynote: DEI-B Panel Discussion**

*Ron Barredo*

*Bernardine Evans*

*Nancy Kirsch*

*Robert Tillman*

A panel of FSBPT members will discuss the elements of diversity, equity, inclusion, and belonging (DEI-B) and the implications of the presence, or absence, of these important concepts in the regulatory community.

**5:15 PM – 7:15 PM**

**Board of Directors Liaison Dinner**

*Attendance is limited to and required for: the Board of Directors, Voting Delegates, Funded Administrators, and candidates for the Board of Directors. (This event has assigned seating.)*

**Meeting Schedule Saturday, October 21**

**7:00 AM – 8:00 AM**

**"Eat and Greet" Hearty Breakfast**

**8:00 AM – 8:55 AM**

**Keynote: Professionals Commit to Self-Regulation: How Can Medical Leaders Support This?**

*Gerald Hickson*

*Charles Reiter*

This presentation will explore the relationships among unprofessional behaviors/performance, teamwork, and outcomes of care. Attendees will learn about the essential elements required (people, organization, and learning systems) for any practice, hospital, or health system to support professional accountability for all team members.

### **8:55 AM – 9:40 AM**

#### **Keynote: “Learnworthiness”: The Role of Peers in Maintenance of Competence and Professional Development**

*Zubin Austin*

Peer-based strategies to support the maintenance of competence are increasingly relied upon in different professions. This presentation will review the educational and psychology literature to highlight mechanisms for peer-based professional development that support engagement, competency, and personal investment in professional practice. Balancing the engagement of peer learning and support with the need for psychometric rigor and defensibility is essential for regulators. Strategies for incorporating peer-based approaches within regulated professions will be reviewed and discussed.

### **9:40 AM – 10:05 AM**

#### **Keynote: Exploring Ways Regulators Can Interact with Other Patient Safety Efforts**

*Zubin Austin*

*Gerald Hickson*

*Charles Reiter*

Keynote speakers will discuss the challenges, hurdles, and opportunities for regulatory boards to interact with peer and employer-based patient safety efforts. Attendees will have the opportunity to interact with the speakers and participate in a Q&A session.

### **10:05 AM – 10:20 AM**

**Break**

### **10:20 AM – 11:10 AM**

#### **Is There a Benefit of Continuing Education as a Spectator Sport?**

*Laurie Kendall-Ellis*

*Nancy Kirsch*



Licensing boards have an obligation in their public protection role to encourage licensees to stay current and competent in their practice. Most clinicians choose to meet that professional obligation through taking continuing education courses. Professional continuing education has become "big business," and the quality of the courses cannot always be determined by the individual considering a particular course offering. A segment of the industry was asynchronous and well suited to meet the need when the pandemic required all courses to be remote. As courses return to in-person, the ease and accessibility of the remote format remains very attractive. Do Licensing Boards have a responsibility to consider the potential educational benefit of different styles of content delivery for professional continuing education? How is the value determined, what are the differences between learning formats, and is there a benefit of one format over another?

### **2023 NPTE Updates: Standard Review Outcomes and Alternative Item Types**

*Amy Bayliss*

*Jonathan Bird*

*Colleen Lettvin*

*Lorin Mueller*

*Mitch Wolden*

This panel presentation consisting of FSBPT staff and NPTE volunteers will cover the transition of the NPTE to the 2024 Content Outlines and the introduction of video and scenario-based items. The presenters will discuss the overall process, progress in implementing the new content outlines, and the lessons we have learned. There will be plenty of time for questions and suggestions.

### **Management of (Mis)Information in Professional Regulation**

*Mark Staz*

This session will focus on best practices for managing misinformation and disinformation inside and outside of regulatory organizations, as well as in the practices of our licensees. Participants will be led through a scenario involving misinformation and regulatory reactions to it. They will also have opportunities to work through challenging situations in the regulation of misinformation in a small group format. Key learnings from this session are intended to help inform organizational strategy regarding the management of information and help identify challenges and opportunities regulators may face in regulating misinformation and disinformation spread by licensees.

**11:10 AM – 11:25 AM**

**Break**

**11:25 AM – 12:15 PM**

## **AI in Healthcare: Helping Regulators Navigate the Rapidly Changing Landscape**

*Carol Passarelli*

We are currently in the Wild West of Artificial Intelligence (AI). As practitioners and healthcare systems look to adopt in a resistant-to-change workflow, we will identify major roadblocks facing regulators, clinicians, and the wider community as we attempt to safely move toward a more patient-centric and digitally-enabled future. Learn how Large Language Models (LLMs) and other AI models are trained and participate in a bio-ethical discussion on actionable steps we can take today to protect the public.

## **You Are my Sunshine: FSBPT's Membership Survey Results**

*Missy Anthony*

*Carl Fusco*

Every five years, FSBPT's Board of Directors conducts a membership survey to gather information from the strongest part of the organization - its members. Find out more about the results of the survey, which informs the Board's strategic planning work, in this session.

## **The Public Protection "I.M.P.A.C.T.T." of the PT Compact**

*Kathy Arney*

*Jenny Lapnawan*

*Karen McIntyre*

*Kathy Miller*

The PT Compact has a direct impact on many regulatory aspects of physical therapy practice, including Interstate Mobility, Protection, Access to Care, Travel, and Telehealth (IMPACTT). This session will focus on the Protection piece and is for jurisdictions that are considering joining the compact, as well as those that have joined but have yet to implement the efficiencies of automation to improve compliance with ELDD participation. The principles are applicable to all jurisdictions. Come learn from real world examples of how jurisdictions have implemented changes and added efficiencies to lighten the workload.

**12:15 PM – 12:30 PM**

**Break**

**12:30 PM – 2:00 PM**

**Awards Luncheon**

*David Relling*

FSBPT will honor inductees into the Academy of Advanced Item Writers and recipients of the 2023 Outstanding Service Awards, President's Award, Excellence in Regulation Award, and Richard McDougall Long Term Service Award.

**2:00 PM – 3:15 PM**

**Keynote: Trauma Informed Interviewing – Getting the Most From Your Investigation**

*Michael Milnor*

*Nancy Oglesby*

Sexual assault victims frequently experience trauma, which impacts their ability to recall events. Understanding the neurobiology of trauma and learning how to interview through a trauma-informed lens is paramount to a successful interview. Trauma has unique effects on the brain and often affects the storing and recall of memories. Many sexual assault victims experience some degree of memory loss. Also, victims may be able to remember, in great detail, parts of the assault, but, when asked about other aspects, their memories may be fragmented or incomplete. Without understanding the impact of trauma, an interviewer may make the mistake of discrediting a victim's statement if elements of the narrative are imprecise or if a victim cannot recount an event in a clear chronological fashion.

**3:15 PM – 3:30 PM**

**Break**

**3:30 PM – 4:20 PM**

**ELDD: The Lifeguard is on Duty**

*Megan Certo*

*Karen McIntyre*

*Michele Thorman*

The Examination, Licensure, and Disciplinary Database (ELDD) is our best tool to protect the public across jurisdictions. During this session, we will explain the purpose and role of the ELDD, the impact of the PT Compact on strengthening the ELDD, and how Consumer Protection Ratings (CPR) can guide your jurisdiction to contribute to the strength of the database with improved participation.

**Breaking Down Barriers: Alternative Paths to Legal Practice**

*Craig Miller*

*Steven Scherger*

*Carl Sims*

*Sherise Smith*

Historically, moving from one state to another to practice physical therapy was a linear and, at times, laborious process for the licensee. Come learn about all of the alternate pathways to legal practice that have emerged in the past few years, as well as information on the newly updated Telehealth Policy paper.

### **HRRI Research Updates**

*Ellen Donald*

*Catherine Dower*

*Alyssa Gibbons*

The Healthcare Regulatory Research Institute (HRRI) is a non-profit organization established in 2017 by the Federation of State Boards of Physical Therapy (FSBPT). Attend this session to learn more about HRRI's mission and vision, and gain a deeper understanding of some of its current research initiatives. Researchers in the areas of re-entry to practice and healthy practice will share their findings, and presenters will discuss how the strategic plan will guide future research efforts.

**4:20 PM – 4:30 PM**

**Break**

**4:30 PM – 5:20 PM**

### **Keynote: Moving from Discussion to Action: How to Win Friends Data and Influence People Policy**

*Hannah Maxey*

Regulators are poised to champion health workforce data collection and informed policy. This session will describe "hot off the press" resources available to regulators to help them champion this work in their state/jurisdiction. Attendees will have the opportunity to learn about the new national Cross Profession Minimum Data Set and explore the associated "Roadmap" that has been developed to support implementation.

**5:20 PM – 5:35 PM**

### **Closing Remarks**

*David Relling*