



Physiatrist in Training Council (PHiT) Background

All AAPM&R resident and fellow in-training members belong to the Physiatrist in Training Council (PHiT). The PHiT Council focuses on providing valuable feedback on behalf of resident and associate fellow members to assist the strategic coordinating committees to support their needs through every year of residency and fellowship.

The Council is governed by the PHiT Board that meets regularly throughout the year. The PHiT Board focuses on developing and sustaining a strong resident and associate fellow community that provides a valuable member experience for all PM&R residents and fellows-in-training.

AAPM&R is committed to advancing diversity, equity and inclusion within our volunteer leadership. All residents and fellow in-training members are encouraged to apply for the PHiT Board.

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PHiT Board Executive Committee Roles

President

The PHiT Board President provides leadership and oversight for all board activities. He/she creates and inspires a shared vision throughout the Council by enabling others to act by fostering collaboration and sharing information. The president recognizes individual and Council-wide accomplishments and thinks strategically by considering a broad range of internal and external factors when solving problems. The president identifies critical, high pay-off strategies and prioritizes team efforts accordingly. The president also serves as an ex-officio member of the Academy's Board of Governors.

Qualifications:

- A resident member of the Academy
- Previously served on the PHiT Board

Time Commitment:

- 1 in-person PHiT Board meeting per year (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off to attend the meeting in person in its entirety)
- 3 in-person Board of Governors meetings (includes 1 at Annual Assembly)
- Attendance at Annual Assembly as well as the PHiT meeting and any relevant meetings at Annual Assembly
- Quarterly virtual meetings or as needed for both the PHiT Board and Board of Governors
- Bi-weekly virtual meetings with the Member Engagement Manager
- Input sought by email regularly – engagement is highly recommended

Term:

- Will serve the following year on the PHiT Board as the Immediate Past-President.

Vice President

The PHiT Board Vice President manages the work processes of the Council. The vice president assigns responsibilities, delegates and empowers others. He/she removes obstacles and coordinates work efforts when necessary and establishes effective controls and monitors progress. The vice president works with the president and develops short- and long-term plans that are realistic, comprehensive, and effective in meeting goals. He/she seeks input from the Board to carry out the objectives of the Council. In the absence of the president or in the event of the president's inability to act, the vice president shall perform the duties of the president. He/she collaborates with the

Qualifications:

- A resident member of the Academy

Time Commitment:

- 1 in-person PHiT Board meeting per year (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off to attend the meeting in person in its entirety)
- Attendance at Annual Assembly as well as the PHiT meeting and any relevant meetings at the Annual Assembly
- Quarterly virtual meetings or as needed for the PHiT Board
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the Annual Assembly of the election year and ending at the Annual Assembly of the following year.

Secretary

The PHiT Board Secretary has oversight for document review and manages the Council's document sunset/review policy by ensuring that documents are maintained and updated in a timely manner. He/she keeps accurate and complete minutes of all PHiT Board and general meetings. The secretary also serves as the editor for the PM&R PHiT newsletter, which includes gathering and submitting articles for the newsletter and social media distribution on a monthly basis.

Qualifications:

- A resident member of the Academy

Time Commitment:

- 1 in-person PHiT Board meeting per year (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off to attend the meeting in person in its entirety)
- Attendance at Annual Assembly as well as the PHiT meeting and any relevant meetings at the Annual Assembly
- Quarterly virtual meetings or as needed for the PHiT Board
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the Annual Assembly of the election year and ending at the Annual Assembly of the following year.

PHiT Board Committee Appointments

AAPM&R has dedicated positions for resident and fellow in-training members to serve on the four strategic coordinating committees (Inclusion and Engagement, Medical Education and Quality Practice, Policy, and Research, and Specialty Brand Expansion) the Diversity and Inclusion Committee, and the Membership Committee. PHiT members on AAPM&R committees are responsible and accountable for advancing committee objectives and appropriately serving the resident and fellow-in-training community and field as a whole.

PHiT Nominating Committee – (2 positions)

Ensures the integrity of the elections process. Selects nominees from among suggested candidates for the positions of president, vice president and secretary. The Nominating Committee consists of two members of the PHiT at large and the immediate past president, serving as Chair, each of whom shall serve a one-year term. The PHiT Nominating Committee should consist of residents from different programs. **All nominating committee members must be PGY3**, except for the Immediate Past-President who may be PGY4 or one year out of residency.

Qualifications:

- A resident member of the Academy
- Must be PGY3, except for the Immediate Past-President who may be PGY4

Time Commitment:

- 1 in-person PHiT Board meeting per year (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off to attend the meeting in person in its entirety)
- Attendance at Annual Assembly as well as the PHiT meeting and any relevant meetings at the Annual Assembly
- Quarterly virtual meetings or as needed for the PHiT Board
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the Annual Assembly of the election year and ending at the Annual Assembly of the following year.

AAPM&R Inclusion and Engagement (I&E) – (1 position)

The I&E Committee shall plan and coordinate the Academy's initiatives to fulfill the Academy's goals related to inclusion and engagement of its diverse members and shall fill other related charges as assigned by the Board.

Committee Objectives/Charges:

1. Cultivate and support significantly increased virtual engagement via PhyszForum
2. Develop strategies to actively engage prioritized membership segments
 - a. Academic programs
 - b. Institutions
 - c. Early career physiatrists – supporting the Physiatrists in-Training (PHiT) Council Board
3. Support APPs in growing their knowledge and training in rehabilitation
 - a. Create a community for APPs to connect and share best practices – Explore and develop appropriate Academy membership structure to engage and retain high value APPs for specialty

Qualifications:

- A fellow in-training member of the Academy

Time Commitment:

- 1 in-person PHiT Board meeting per year (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off to attend the meeting in person in its entirety)
- 1 in-person I&E Committee Meeting (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off and attend the meeting in person in its entirety)
- Attendance at Annual Assembly as well as the PHiT meeting and any relevant committee meetings at the Annual Assembly
- Quarterly virtual meetings or as needed for the PHiT Board
- Quarterly virtual meetings or as needed for the I&E Committee
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the Annual Assembly of the election year and ending at the Annual Assembly of the following year.

AAPM&R Diversity and Inclusion (D&I) – (1 position)

The D&I Committee, a subcommittee to the Inclusion & Engagement Committee, shall plan and coordinate the Academy's initiatives to fulfill the Academy's goals related to advancing the Academy's Diversity and Inclusion strategic plan, inclusion and shall fill other related charges as assigned by the Board.

Committee Objectives/Charges:

Diversity and Inclusion Strategic Plan Priority Initiatives

1. Top Level Commitment and Accountability
2. Developing Psychiatric Leaders
3. Equitable Environment

Qualifications:

- A resident or fellow in-training member of the Academy

Time Commitment:

- 1 in-person PHiT Board meeting per year (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off to attend the meeting in person in its entirety)
- 1 in-person D&I Committee Meeting (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off and attend the meeting in person in its entirety)
- Attendance at Annual Assembly as well as the PHiT meeting and any relevant committee meetings at the Annual Assembly
- Quarterly virtual meetings or as needed for the PHiT Board
- Quarterly virtual meetings or as needed for the D&I Committee
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the Annual Assembly of the election year and ending at the Annual Assembly of the following year.

AAPM&R PHiT Council Board

AAPM&R Membership Committee – (1 position)

The Membership Committee, a subcommittee to the Inclusion & Engagement Committee, serves as a strategic, operational committee focused on grassroots membership efforts to recruit, retain and engage members.

Committee Objectives/Charges:

1. Evaluate current member retention and recruitment efforts.
2. Develop and implement new and innovative ways to recruit and retain members focusing on young psychiatrists.
 - a. Developing and implementing strategies and activities to increase and retain resident and fellow in-training membership in the Academy and assure in-training members see the value of transitioning to full Academy membership.
3. Monitor membership statistics and trends.
4. Identify membership needs of young members and develop mechanisms to assist them to advance into leadership roles.

Qualifications:

- A resident or fellow in-training member of the Academy

Time Commitment:

- 1 in-person PHiT Board meeting per year (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off to attend the meeting in person in its entirety)
- 1 in-person Membership Committee Meeting (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off and attend the meeting in person in its entirety)
- Attendance at Annual Assembly as well as the PHiT meeting and any relevant committee meetings at the Annual Assembly
- Quarterly virtual meetings or as needed for the PHiT Board
- Quarterly virtual meetings or as needed for the Membership Committee
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the Annual Assembly of the election year and ending at the Annual Assembly of the following year.

AAPM&R Medical Education Committee (MEC) – (2 positions)
Graduate Medical Education (GME) and Program Planning Committee (PPC)
1 Resident and 1 Fellow in-Training member

Committee Objectives/Charges:

1. Identify educational needs for all Academy members and design, evaluate, budget, revise and implement educational meetings, publications and products to meet those needs.
 - a. Provide the products and services for residents, fellows in-training, and young members to assist them in transitioning from a Board exam studying approach to MOC life-long learning preparedness.
2. Identify emerging trends and develop recommendations with proposed business plans for new products and future direction of existing products.
3. Monitor ACCME criteria, standards, and policies; guarantee AAPM&R adherence to policies and practices.
4. Oversee all MEC working committees to ensure objectives and charges are being addressed.
5. Through its working committees, produce, approve, retain, and distribute educational materials to members.
6. Emphasize and incorporate focus on helping members transition their practice
7. Identify new opportunities to create and deliver educational value to members that can generate revenues to (potentially) replace MOC margins.
8. Innovate the Annual Assembly to assure increased net income trajectory.

Qualifications:

- A resident or fellow in-training member of the Academy

Time Commitment:

- 1 in-person PHiT Board meeting per year (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off to attend the meeting in person in its entirety)
- 1 in-person Medical Education Committee Meeting (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off and attend the meeting in person in its entirety)
- Attendance at Annual Assembly as well as the PHiT meeting and any relevant committee meetings at the Annual Assembly
- Quarterly virtual meetings or as needed for the PHiT Board
- Quarterly virtual meetings or as needed for the Medical Education Committee
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the Annual Assembly of the election year and ending at the Annual Assembly of the following year.

AAPM&R Quality, Practice, Policy and Research (QPPR) – (2 positions)
Policy and Practice Focused and Research and Quality Focused
1 Resident and 1 Fellow in-Training member

Committee Objectives/Charges:

1. Develop and manage integrated strategic plan and resource allocation to advance the quality, practice, policy and research priorities of the Academy.
2. Coordinate activities and develop synergies between committees.
3. Prioritize strategies and deliverables. Develop business plans to allocate required resources to assure measurable success.
4. Communicate priorities, progress and results to Board of Governors and membership.

Qualifications:

- A resident or fellow in-training member of the Academy

Time Commitment:

- 1 in-person PHiT Board meeting per year (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off to attend the meeting in person in its entirety)
- 1 in-person QPPR Meeting (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off and attend the meeting in person in its entirety)
- Attendance at Annual Assembly as well as the PHiT meeting and any relevant committee meetings at the Annual Assembly
- Quarterly virtual meetings or as needed for the PHiT Board
- Quarterly virtual meetings or as needed for the QPPR Committee
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the Annual Assembly of the election year and ending at the Annual Assembly of the following year.

AAPM&R PHiT Council Board

AAPM&R Specialty Brand Expansion (SBE) – (1 position)

The SBE committee shall plan and coordinate the Academy's initiatives to fulfill the Academy's goals related to advancing awareness, appreciation, and value of the specialty of PM&R with key stakeholders outside of PM&R and shall fulfill other related charges as assigned by the Board.

Committee Objectives/Charges:

1. Identify and document external stakeholders with whom to increase awareness of, appreciation for, and value of PM&R
2. Develop a comprehensive strategic plan to rebrand physiatry externally among external stakeholders: e.g., specialties, settings, public and private payers and policymakers and regulators), inclusive of the following components. Leverage 2017 "Repositioning Physiatry" research reports for insights into brand value equation.
 - a. Define the current value of Rehabilitation
 - b. Develop a greater understanding of PM&R
 - c. Define the value of PM&R
3. Build awareness of PM&R's valued alignment with primary care to key stakeholder audiences
 - a. Promote PM&R at primary care conferences
 - b. Promote PM&R to payers and health systems
4. Support physiatrists to successfully reposition themselves in their communities' delivery systems
 - a. Provide resources including marketing tools, word of mouth and mechanisms to share best practices
5. Advance the strategic alliance that we AAPM&R has developed with The American Congress of Rehabilitation Medicine (ACRM) to increase awareness and promote the value of Rehabilitation as medicine. This alliance focuses on the following:
 - a. Establishing and conveying an effective message of the value of rehabilitation as medicine
 - b. Promoting the delivery of rehabilitation service when and where needed throughout the patient's lifespan
 - c. Developing strategies to leverage the evidence supporting the value of rehabilitation as medicine

Qualifications:

- A resident or fellow in-training member of the Academy

Time Commitment:

- 1 in-person PHiT Board meeting per year (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off to attend the meeting in person in its entirety)
- 1 in-person SBE Committee Meeting (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off and attend the meeting in person in its entirety)
- Attendance at Annual Assembly as well as the PHiT meeting and any relevant committee meetings at the Annual Assembly
- Quarterly virtual meetings or as needed for the PHiT Board
- Quarterly virtual meetings or as needed for the SBE Committee
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the Annual Assembly of the election year and ending at the Annual Assembly of the following year.

Other Resident Leadership Position

Residency Program Liaison – (1 position)

Objectives/Charges:

1. Identify a list of all Chief Residents and facilitate communication between the PHiT Board and the residency programs throughout the country
2. Organize and coordinate Chief Resident Meeting at Annual Assembly
3. Recruit and identify ambassadors from residency programs throughout the country
4. Facilitate communications between ambassadors and the Academy

Qualifications:

- A resident member of the Academy

Time Commitment:

- 1 in-person PHiT Board meeting per year (2 days in length) – this would require time off for travel to and from Chicago, IL (must be able to take time off to attend the meeting in person in its entirety)
- Attendance at Annual Assembly as well as the PHiT meeting and any other relevant meetings at the Annual Assembly
- Quarterly virtual meetings or as needed for the PHiT Board
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the Annual Assembly of the election year and ending at the Annual Assembly of the following year.