



Physiatrist in Training Council (PHiT) Background

All AAPM&R residents and fellow in-training members belong to the Physiatrist-in-Training Council (PHiT). The PHiT Council Board 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 Council Board that meets regularly throughout the year. The PHiT Council Board focuses on developing and sustaining a strong resident and fellow-in-training community that provides 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 medical students, residents and fellow in-training members are encouraged to apply for the PHiT Council Board.

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PHiT Council Board Executive Committee Roles

President

The PHiT Council 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:

- Must be an active Resident Member at the beginning of your PHiT Council term (November 2026)
- Previously served on the PHiT Council Board

Time Commitment:

- 1 in-person PHiT Council 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 (including 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 Council Board and Board of Governors
- Bi-weekly virtual meetings with the Member Engagement Manager
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.
- Will then serve the following year on the PHiT Council Board as the Immediate Past-President.

AAPM&R PHiT Council Board

Vice President

The PHiT Council 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:

- Must be an active Resident member at the beginning of your PHiT Council term (November 2026)

Time Commitment:

- 1 in-person PHiT Council 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 Council Board
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.

AAPM&R PHiT Council Board

Secretary

The PHiT Council 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 Council 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 monthly.

Qualifications:

- Must be an active Resident member at the beginning of your PHiT Council term (November 2026)

Time Commitment:

- 1 in-person PHiT Council 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 Council Board
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.

PHiT Council 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.

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:

- An active Resident member of the Academy
- Must be PGY3 at time of term, except for the Immediate Past-President who may be PGY4

Time Commitment:

- 1 in-person PHiT Council 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 Council Board
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.

AAPM&R PHiT Council Board

AAPM&R Inclusion & 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 PhysForum
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:

- An active resident or fellow in-training member of the Academy

Time Commitment:

- 1 in-person PHiT Council 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 Council 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 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.

AAPM&R PHiT Council Board

AAPM&R Access, Impact, & Opportunity (AI&O) – (1 position)

The AI&O 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.

Commented [JB1]: Is the D&I strategic plan still called that? Is it still "active"?

Committee Objectives/Charges:

Access, Impact & Opportunity Strategic Plan Priority Initiatives

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

Qualifications:

- An active resident or fellow in-training member of the Academy

Time Commitment:

- 1 in-person PHiT Council 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 AI&O 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 Council Board
- Quarterly virtual meetings or as needed for the AI&O Committee
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.

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 physiatrists.
 - 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:

- An active resident or fellow in-training member of the Academy

Time Commitment:

- 1 in-person PHiT Council 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 Council 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 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.

AAPM&R PHiT Council Board

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:

- An active resident or fellow in-training member of the Academy

Time Commitment:

- 1 in-person PHiT Council 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 Council 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 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.

AAPM&R PHiT Council Board

AAPM&R Quality and Research (QR) – (1 positions)

Committee Objectives/Charges:

1. The committee shall plan and coordinate the Academy's quality and research initiatives and shall further fulfill other related charges as assigned by the Board of Governors. Develop and manage integrated strategic plan and resource allocation to advance the quality, practice, policy and research priorities of the Academy.
2. Elevate the value of physiatry and rehabilitation via quality and research.
3. Develop and implement the Academy's quality and research plan/initiatives.
4. Coordinate efforts of sub-committees, including the Evidence, Quality and Practice Committee, the Clinical Practice Guidelines Committee, and the Registry Steering Committee.

Qualifications:

- An active resident or fellow-in-training member of the Academy

Time Commitment:

- 1 in-person PHiT Council 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)
- All members of the committee are asked to actively participate in group email discussions to vet requests and offer insights and to review agenda materials in preparation for meetings.
- The Committee is currently meeting via videoconference approximately 3-4 times a year for 1.5 hours.
- The QR Committee holds an in-person meeting in Chicago, IL once a year.
- 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 Council Board
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.

AAPM&R PHiT Council Board

AAPM&R Health Policy, Practice and Advocacy Committee (HPPA) – (1 position)

Committee Objectives/Charges:

Elevate awareness of the value of physiatry and rehabilitation medicine.

1. Advocate on behalf of physiatry/physiatrists and for public policy issues related to people with disabling conditions.
2. Ensure Academy members are knowledgeable about the ever-changing health care environment and provide the resources needed to satisfy evolving practice requirements and regulations.
3. Strengthen the Academy's and specialty's viewpoint and external positioning by developing and maintaining up to date position statements that effectively serve member needs and by building relationships to advance Academy priorities.

Qualifications:

- An active resident or fellow in-training member of the Academy

Time Commitment:

- 1 in-person PHiT Council 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 HPPA 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 Council Board
- Quarterly virtual meetings or as needed for the HPPA Committee
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.

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 the 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 and the value of PM&R
 - b. Develop a greater understanding 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, to payers and to 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 services when and where needed throughout the patient's lifespan
 - c. Developing strategies to leverage the evidence supporting the value of rehabilitation as medicine

Qualifications:

- An active resident or fellow in-training member of the Academy

Time Commitment:

- 1 in-person PHiT Council 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 Council Board
- Monthly 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 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.

Additional Resident Leadership Positions

Residency Program Liaison – (1 position)

Objectives/Charges:

1. Identify a list of all Chief Residents and facilitate communication between the PHiT Council 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 communication between PHiT Ambassadors and the Academy.

Qualifications:

- An active resident member of the Academy

Time Commitment:

- 1 in-person PHiT Council 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 Council Board
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.

AAPM&R PHiT Council Board

AAPM&R PHiT Delegate to AMA Resident and Fellow Section – (1 position)

Objectives/Charges:

1. Introduce resolutions to the Resident & Fellow Section, then to the AMA House of Delegates on behalf of the AAPM&R Physiatrists-in-training.
2. Support AAPM&R AMA Delegate during the AMA Interim and Annual Meetings.
3. Serve as one of the PM&R Alternate Delegates at the AMA House of Delegates.
4. Keep the AAPM&R PHiT Council Board informed of the current topics of interest and upcoming changes in AMA Policy.

Qualifications:

- A PGY1 or PGY2 active resident member of the Academy at the time of appointment.
- A current AMA member in good standing.

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.
- Attendance at any relevant AMA Delegate, Interim and Annual Meetings.

Term:

- **2-year term**, beginning at the 2026 Annual Assembly of the election year and ending at the 2028 Annual Assembly.

Medical Student Leadership Positions

Medical School and Ambassador Liaison – (1 position)

Objectives/Charges:

1. Assist the Academy in maintaining the Medical Student Ambassador Program
2. Support established medical student interest groups.
3. Identify medical schools without a PM&R interest group and help them establish one.
4. Facilitate communications between the medical student ambassadors and the Academy

Qualifications:

- An active Medical Student Member of the Academy.
- Must be enrolled in a medical school throughout the duration of their term (October 2026 to November 2027).

Time Commitment:

- 1 in-person PHiT Council 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 Council Board
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.

AAPM&R PHiT Council Board

Medical Student Inclusion Liaison – (1 position)

Objectives/Charges:

1. Work to increase overall membership of the Academy
2. Increased inclusion of medical students within the Academy
3. Support medical student focused events
4. Forge relationships between the Academy and other medical student associations (SNMA, LMSA, APAMSA, etc.)

Qualifications:

- An active Medical Student Member of the Academy.
- Must be enrolled in a medical school throughout the duration of their term (October 2026 to November 2027).

Time Commitment:

- 1 in-person PHiT Council 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 Council Board
- Input sought by email regularly – engagement is highly recommended

Term:

- 1-year term, beginning at the 2026 Annual Assembly of the election year and ending at the 2027 Annual Assembly.