



## **FIT AND EARLY CAREER PHYSICIAN COUNCIL CHARGE**

**Number of Members:** Maximum of 20

### **Composition:**

Members shall include a Chair, Vice Chair, representatives from the CCEP Program Directors and Membership Committees, and FIT and early career physician members. The Early Career Board of Trustees member, as appropriate, shall serve as the Board Liaison.

### **Method of Appointment**

The Chair, Vice Chair, and other members shall be appointed by the President-Elect, in consultation with the President and Chief Executive Officer.

### **Term of Office**

One year, with reappointment possible to a maximum of two additional, consecutive one-year terms, provided they continue to meet the definition of a FIT or early career physician.

### **Accountability**

Reports to: Board of Trustees

Key Relationships: Membership Committee, Member Insights Subcommittee, CCEP Program Directors Committee, other committees with Fellows in Training members, and education committees.

### **Purpose**

- To provide input and guidance to ensure that FIT and early career physician programs and initiatives reflect the unique needs and career stages of these members, driving their engagement with the Society, supporting their career advancement, and solidifying the belief that HRS is their professional home.
- To identify areas where the Society can coordinate the talents and perspectives of FIT and early career physicians to better serve both the needs of the Society and these members.

### **Responsibilities**

#### **Related to the FIT and Early Career Physician Council**

- Steward FIT and early career physician engagement to enhance their involvement and professional development.
- Assist in ensuring consistency and alignment in all FIT and early career physician focused programming, such as networking events, leadership workshops, mentorship initiatives, and professional development opportunities.
- Identify gaps and emerging needs in FIT and early career physician programming and collaborate with committees and staff to create strategies to address these effectively in service of the Society's Strategic Plan.

### **Programs and Initiatives**

- Provide guidance for initiatives impacting FIT and early-career physicians. This includes structured mentoring programs and educational sessions tailored to FIT and early-career leadership clinics or roundtables.
- Provide input on the development of metrics and assessment tools to evaluate the impact, relevance, engagement, and retention of FIT and early career physicians in HRS programs post-training.
- Collaborate with other HRS councils and committees to integrate FIT and early career physician perspectives into educational and scientific programming.
- Monitor broader trends in FIT and early career physician engagement, professional development, and related programming to adapt offerings proactively.

### **Leadership Development**

- Develop processes to identify and mentor promising FIT and early career physicians for future leadership roles within HRS, including committee service and council participation.
- Advocate for the development of FIT and early career physician-specific educational resources such as webinars, workshops, editorial fellowships, and board preparation support.
- Ensure FIT and early career physicians have access to practical tools for career readiness, including opportunities to present research, contribute to publications, and gain leadership experience.
- Identify, mentor, and recommend FIT and early career physicians for service on HRS committees, working groups, and task forces.
- Identify pathways for FIT and early career physicians to move into early career leadership roles, building a sustainable governance pipeline.
- Serve as the central resource to HRS leadership for identifying FIT and early career physicians with skills and interests aligned with emerging initiatives.

### **Decision-Making Authority**

- Provide recommendations to the Board of Trustees and appropriate committees.

### **Meeting Frequency**

- Regularly scheduled calls.
- Occasional in-person meetings such as HRX and Annual Meeting