

Bylaws Amendment Recommendations

Nominating Committee:

At the direction of the Board of Governors, nominating process improvements have been put in place to align with the Academy's firm commitments to a diverse and inclusive leadership selection process and to cultivating more trust and transparency. With the addition of a member voice to the Nominating Committee, the nominating process expands, diversifies, and strengthens.

ARTICLE IX – COMMITTEES AND ADVISORY COMMITTEES

Section E. Standing Advisory Committees.

1. Nominating Committee.

a. **Composition.** Nominating Committee shall consist of ~~six (6)~~seven (7) members, and shall include the Immediate Past-President who shall serve as Chair, the past president from the preceding year (most recent chair of the committee), and the current President, each of whom shall serve a one (1) year term. The Academy's Executive Director shall serve as ex officio, non-voting member. The other ~~two-three~~ (23) members of the Committee shall be Members-at-Large who must be either Fellow, Senior Fellow and/or Part-Time Fellow members of the Academy, but shall not be members of the incoming or outgoing Board. The Members-at-Large shall be elected by the membership in accordance with the following Subsection E.1.b of this Article.

Awards Committee:

The work of the Awards Committee has a uniquely visible outcome, as they are tasked with selecting an annual slate of distinguished award winners, in addition to a biennial class of the Future Leaders Program. By virtue of selection, these members are regarded as either pioneering physiatrists that have made a lasting impact on the specialty, or have been identified as emerging leaders in physiatry. As such, it is important that these individuals represent the diversity of experience, talent, and knowledge within our membership. While diversity and inclusion has always been at the forefront of the committee's deliberations, there are limitations and challenges that exist in a four-person structure - our small committee does not always have a widely diverse swath of knowledge, context, or perspective, particularly of those in under-represented communities.

Bylaws Amendment Recommendation (redlined):

ARTICLE IX – COMMITTEES AND ADVISORY COMMITTEES

Section E. Standing Advisory Committees.

2. *The Awards Committee shall consist of the Academy Vice President, who shall be the Chair, a past President at least four (4) years removed, and ~~two (2)~~ up to (5) Members-at-Large appointed by the current President. If, during any annual period, no past President at least four (4) years removed is available or willing to serve on the Awards Committee, the ~~Board~~ **current President** may appoint an individual to serve during said annual period. The Awards Committee shall screen all candidates for Academy awards and Honorary membership and make recommendations to the Board in accordance with the Academy's policies and procedures. Members of the Awards Committee shall be provided with the rules, qualifications, and procedures governing the awards they will consider.*