



MEMBERSHIP DIVERSITY & DEVELOPMENT COMMITTEE BYLAWS

ARTICLE I Name and Objective

- Section 1 The name of this committee shall be the Membership Diversity & Development Committee (MD&D) Committee, hereinafter referred to as “MD&D Committee”. The MD&D Committee shall function under the jurisdiction of the Board of Directors of The Minerals, Metals and Materials Society, hereinafter referred to as “TMS”.
- Section 2 The following administrative committees are chartered under the jurisdiction of the MD&D Committee. The MD&D Committee, however, could amend the names of these administrative committees, as well as expand and/or delete committees in response to changing needs of the membership.
1. Emerging Professionals Committee
 2. Diversity, Equity, and Inclusion Committee
 3. Material Advantage Committee
 4. Bladesmithing Committee
- Administrative committees not meeting their organizational and programming responsibilities can be evaluated by the MD&D Committee. Upon approval by the committee, an administrative committee not fulfilling its responsibilities, or not following its own bylaws, can be placed on probation, reorganized, or dissolved.
- Section 3 The MD&D Committee shall carry out and promote the mission of TMS as a group of worldwide professionals dedicated to the development of impactful member services and products. In support of this mission, the MD&D Committee will:
1. Oversee the development and implementation of a comprehensive membership recruitment, retention, and benefits program (including the recruitment and consideration of international members).
 2. Oversee the society’s Volunteerism Program.
 3. Encourage members to renew their memberships annually.
 4. Periodically review (and modify if necessary) the membership criteria and eligibility requirements.
 5. Annually review the Society’s dues structure and make recommendations to the Board of Directors.
 6. Oversee and represent diversity, equity and inclusion initiatives and TMS’ commitment to promoting diversity, equity and inclusion.
 7. Oversee the creation and administration of impactful student programs.
 8. Represent the Society’s interest with the Emerging Professionals Committee.
 9. Represent the Society’s interest with the Diversity, Equity & Inclusion Committee.
 10. Represent the Society’s interest with the Material Advantage Committee.

11. Advise the Board of Directors in the establishment of membership development strategic objectives.
12. Recommend membership recruitment and retention goals and their respective programs to the society's Board of Directors.

ARTICLE II

Limitations and Dissolutions

- Section 1 The bylaws and activities of the MD&D Committee shall conform to the bylaws and regulations of TMS.
- Section 2 Advocacy conducted on behalf of TMS is coordinated by the Public and Governmental Affairs Committee. The MD&D Committee does not engage in any political or legislative advocacy activities and defers any requests to do so to the Public and Governmental Affairs Committee.

ARTICLE III

Membership

- Section 1 Membership shall be limited to persons who are current members of TMS and who are actively engaged in Society initiatives. If at any time an MD&D Committee member allows their membership with TMS to lapse, they will be subject to removal from the MD&D Committee.

ARTICLE IV

Composition

- Section 1 The MD&D Committee will consist of:
- At least six (6) voting at-large members appointed by the TMS Vice President, and at least one representative appointed from each of the five technical division councils.
 - A representative from the Emerging Professionals Committee (with full voting privileges)
 - A representative from the Bladesmithing Committee (with full voting privileges)
 - A representative from the Diversity, Equity & Inclusion Committee (with full voting privileges)
- The MD&D Committee shall be led by a Chair, Vice Chair and Past Chair. The Chair will be elected for a three-year term, Vice Chair for a three-year term and the Past Chair will hold a three-year term immediately following their term as chair. The beginning and expiration of all terms of office will coincide with the TMS Annual Meeting.
- The Chair shall represent the MD&D Committee on the TMS Board of Directors as the Membership Diversity & Development Director. He/she may, at any time, appoint subcommittees and/or ad hoc committees for special projects, planning or other purposes.
- The Vice Chair shall act on behalf of the MD&D Committee Chair if he/she becomes unable to attend a meeting. He/she shall also assist the MD&D Committee Chair by performing duties as assigned.
- Section 2 A representative from the MD&D Committee (appointed by the Committee Chair) shall serve as the primary TMS representative on the joint Material Advantage Committee (MAC) and report back to the MD&D Committee. The Chair and Vice Chair will appoint three other committee members (or outside TMS members) to the MAC to ensure continuity and representation. Volunteers are elected for a two-year term, with the opportunity to renew for an additional two years.

ARTICLE V

Elections

The Membership Diversity and Development Director (Chair) must be a voting member of TMS and is nominated by the Nominating Committee, one year in advance of assuming office. The Membership Diversity and Development Director must be elected by the voting members. The Membership Diversity and Development Director holds office for three years commencing with the convening of the organizing meeting of the new Board of Directors, immediately following the annual meeting of the prior Board of Directors. The Membership Diversity and Development Director is eligible for election for no more than a three-year term. No Director shall serve more than two back-to-back three-year terms on the Board of Directors. An individual may be considered for further service on the Board of Directors after at least one year off of the Board of Directors. As Membership Diversity and Development Director, he or she will also devote considerable time to the following major functions: Attendance at two meetings each year of the Board of Directors and two meetings each year of the Membership Diversity and Development Committee.

The Vice Chair of the MD&D Committee shall be elected by committee voting members. The Vice Chair shall serve a three-year term. The role of Vice Chair does not connote ascendancy to the chair position as per standard operating procedures for TMS functional committees. The selection of the chair is competitive, with the Nominating Committee reviewing all of the candidates and making a recommendation to the Board of Directors. The Board of Directors then makes a recommendation to the membership for election.

ARTICLE VI

Meetings

Section 1 The MD&D Committee shall hold a meeting during the TMS Annual Meeting and additional meetings throughout the year via teleconference, webcasts or in person as deemed necessary by the chair. Quorum at any meeting shall consist of 50% of the MD&D Committee voting members.

ARTICLE VII

Honors and Professional Recognition

Section 1 The MD&D Committee is responsible for the selection of recipients for the following awards, and future awards which it may establish:

1. TMS/Federation of European Materials Societies (FEMS) International Scholar Award
2. TMS/Japan Institute of Metals (JIM) International Scholar Award
3. Emerging Leaders Alliance Program (ELA)
4. TMS Student Best Paper Award – Graduate and Undergraduate
5. TMS/Korean Institute of Metals (KIM) International Scholar Award

ARTICLE VIII

Multi-Society Diversity Council

The Membership Diversity & Development Committee is responsible for approving by formal motion the TMS representative(s) on the Multi-Society Diversity Council (MSDC) with recommendations provided by the DEI Committee. The term length for a TMS representative is two years.

Membership & Student Development Committee is to recommend to the TMS Board of Directors whether TMS participation on the council be modified from the current baseline on a biennial basis.

ARTICLE IX
Amendments and Implementation

Section 1 These bylaws may be amended, by modification or addition, to ensure effective operation. Such amendments require an affirmative vote of at least two-thirds of the MD&D Committee voting members in order to be presented to the TMS Board of Directors for approval.

Section 2 These bylaws shall be reviewed each year. Any changes will become effective immediately upon approval by the TMS Board of Directors.