



TMS LEADERSHIP RECRUITMENT COMMITTEE BYLAWS

PURPOSE

Recognizing that TMS is a grassroots society and works best when one member encourages another member to get involved, the Committee identifies members with leadership potential and encourages those individuals to engage in volunteer positions that will lead those members to matriculate into Society leadership positions, especially high-level leadership positions. The Committee works transparently in tandem with, and does not replace or contravene, traditional volunteer mechanisms of leadership development at the committee and division levels.

DUTIES

The duties of the Committee comprise the following components:

1. Monitor 1 to 2 years out openings for leadership positions within the Society with a focus on Functional Committees, Technical Divisions, the Presidential Cycle, and the Professional Development Director. The monitoring should include review of demographic profiles prepared by TMS staff to see where diversity is being achieved and more inclusionary recruitment is needed.
2. Identify—based on personal experience and/or consultation with appropriate stakeholders—individuals reflecting the diversity of the community served by TMS and possessing leadership potential and compatibility for opening leadership positions. This landscape can include qualified candidates imbued with TMS culture as well as promising candidates without lengthy TMS credentials but who would bring desirable outside experience and diversity.
3. Consult with the chairs of committees/divisions as to whether individuals identified by the Leadership Recruitment Committee would be compatible with the committee/division leadership position that the identified individual is to be encouraged toward.
4. Make personal contact with identified individuals about identified position openings and give said individuals encouragement to engage. Colloquially, the Committee “cheerleads” for leadership recruitment
5. Report annually to the Board of Directors on Committee activities through the Chair. The report should include metrics as to how many candidates were approached and how many subsequently pursued involvement.

MEMBERSHIP

The Committee shall consist of seven voting members:

1. Chair (filled ex-officio by the Incoming Vice President of the Society during the TMS Annual Meeting during which he/she is Incoming Vice President and the year during which he/she serves as Vice President)
2. Six At-Large Members (filled by the Vice President with consideration given toward balance of employer, Technical Division affiliation, gender, and similar inclusivity considerations); all members should be recognized as individuals of respect and influence within the Society and the professional community and nominations from members of the

Board of Directors should be requested each year by the Vice President.

The Leadership Recruitment Committee is supported in its work by the TMS Executive Director, who serves in the non-voting role of Secretary.

TERMS OF OFFICE

The Chair serves for one year. The At-Large Members serve for three years. At the discretion of the Vice President when making committee appointments, shorter terms should be used to assure an equal rotation of members each year (i.e., two members per year, not including the Chair).

MEETING SCHEDULE

The Committee meets three times per year:

1. In person during the TMS Annual Meeting and Exhibition
2. Via teleconference in Spring/Summer to identify open positions and leadership needs to start brainstorming potential candidates
3. Via teleconference in Summer/Fall to continue discussing potential candidates, identify candidates to be encouraged, and to pair each candidate with a member

At the Chair's discretion, additional meetings of the committee may be scheduled as needed.

QUORUM AND VOTING

Participation by four voting members during a meeting shall be considered a quorum. While Committee members will rarely adjudicate matters that require voting, motions, when necessary, are pass based on approval by a simple majority of members participating in a meeting having a quorum.