

INTERNATIONAL OUTREACH, MEMBERSHIP, & DIVERSITY COMMITTEE

Purpose: This Committee shall advance the PNS' ability to maximize diversity, and to support the visibility and participation of underrepresented PN scientists and clinicians and those in training. They shall also find strategies to strengthen the members' service and benefits that facilitate membership recruitment, retention, and engagement.

Responsibilities:

- Review quarterly membership reports & applications;
- Ensure diversity and inclusion policies are in place for all Society programs and initiatives and make recommendation to the Board on how to increase PNS member diversity;
- Identify and strengthen the member services and benefits that facilitate membership recruitment, retention and engagement;
- Review and analyze dues model on a periodic basis;
- Identify outreach educational activities in consultation with the Education Committee;
- Consult with Executive Office on the Annual Meeting visa processes and visa invitation letters;
- Ensure global participation is maximized through creating awareness of the Annual Meeting to all relevant stakeholders in coordination with the Executive Office;
- Select the Annual Meeting travel grant recipients each year and explore new support opportunities (as needed);
- Other projects as assigned by the Board.

Term of Service:

Chairs: The Committee Co-Chairs serve a four-year term (the first two years as Vice Chairs and the second two years as Chairs). The Committee Vice Chairs serves a four-year term (the first two years as Vice Chairs and the second two years as Chairs). The Chair and Vice Chair positions are not renewable. Chairs are eligible to become committee members at large, after their terms conclude.

Members: Member appointments are for two-years, renewable for a maximum of three two-year terms.

Frequency of Meetings:

The Committee typically meets at a maximum quarterly (up to 4 meetings per year). The bulk of this Committee's work is done by email. The frequency of Committee meetings is at the Committee Chairs and Executive Office's discretion.

Expectations:

Committee members must attend 50% of conference calls unless there is an extreme hindrance due to time-zone differences. Absence from a meeting does not release the Committee member from responsibility of input on topics. If members are unable to make meetings, members are expected to review materials and contribute via email in advance.

Members are also expected to review materials and contribute via email between meetings. **The Society requires a majority vote to approve all new member applications.**

Selection Process:

The Committee Chairs and Vice Chairs are appointed by the President. New members are solicited from PNS membership, for approval by the Committee Chair & President. All Committee members are required to be members of the society in good standing. Interested individuals complete an application form.

Composition:

The Committee typically consists of a minimum of (12) members, including the Chairs and Vice Chairs. Additional members may be invited to serve in a committee related specific task force or subcommittee as deemed necessary by the Committee. The final composition of the committee is at the Chair and PNS President's discretion.

Board Reports:

All standing committees are required to report to the PNS Board of Directors at a minimum of once annually.