

# AMERICAN SOCIETY OF TRACE EVIDENCE EXAMINERS

## ADMINISTRATIVE RULES

### 1. MEMBERSHIP

- 1.1. APPLICATION FORM. Prepared by the Membership Committee; including at least the following:
  - 1.1.1. Name and addresses (employment and mailing).
  - 1.1.2. Employment; current and two prior, if applicable.
  - 1.1.3. Degree(s) obtained and pertinent training.
  - 1.1.4. Curriculum Vitae.
  - 1.1.5. Amount of non-refundable application fee, application instructions, and application deadline.
  - 1.1.6. Two endorsements by current members in good standing.
- 1.2. FORM AVAILABILITY.
  - 1.2.1. On the website and from the Membership Committee.
- 1.3. PROCEDURE.
  - 1.3.1. Applicant sends a completed application, with the fee, to the Membership Committee Chair. Application for membership must be made in writing on the approved form and endorsed by two members.
    - 1.3.1.1. The applicant must meet all the requirements for regular or associate membership.
    - 1.3.1.2. The application form, with a nonrefundable application fee of five dollars (\$5.00), will be submitted to the Membership Committee for processing and recommendation for approval. A copy of the application or contact information will be forwarded to the Communication Committee Chair. The fee will be either deposited by the Membership Committee Chair or forwarded to the Treasurer for deposit. If the fee is deposited by the Membership Committee Chair, a copy of the deposit slip will be sent to the Treasurer.
    - 1.3.1.3. The Membership Committee Chair will forward the name(s) and recommendation of membership to the Board. After a new member's application has been approved by the Board, the Membership Committee Chair will add the new member to the Society's membership database. Applicants whose applications are approved prior to August 31<sup>st</sup> will be required to pay that year's annual dues. Applicants whose applications are approved after August 31<sup>st</sup> will not be required to pay dues for that year.
    - 1.3.1.4. Membership approval can be achieved by majority vote of the Board and can be voted on at Board meetings or by other means of communication.
    - 1.3.1.5. The Membership Committee Chair shall send a Welcoming Letter to each new member.
  - 1.3.2. Appeals Procedure.
    - 1.3.2.1. If the applicant was denied membership and wishes to appeal, a written appeal must be submitted to the Membership Committee Chair within thirty (30) calendar days of the date that written notification of the Board's action was mailed to the applicant. The Membership Committee Chair will review the appeal and submit a recommendation to the Board of Directors.

- 1.3.2.2. If the appeal is received after thirty (30) calendar days, the applicant must reapply for membership. The new application must be submitted with an application fee and a copy of the appeal.
- 1.3.2.3. The Membership Committee Chair shall acknowledge receipt of the appeal by certified mail or other traceable means within thirty (30) calendar days to the individual submitting the appeal and send a copy to the Board of Directors. The Membership Committee Chair shall review the applicant's appeal and determine whether additional information or documentation is needed to facilitate determination of the appeal.
- 1.3.2.4. The Membership Committee Chair may, within thirty (30) calendar days of receipt of the appeal, request the appellant to provide additional or clarifying information or documentation. If the requested information or documentation is received within thirty (30) calendar days of the request, the Membership Committee Chair will review the appeal in light of the additional information or documentation. The Membership Committee Chair will submit a recommendation concerning disposition of the appeal to the Board of Directors within thirty (30) calendar days of the receipt of the appeal or, if additional information or documentation is requested, within thirty (30) calendar days of the receipt of the requested documentation or information and, in all events, within ninety (90) calendar days of receipt of the appeal.
- 1.3.2.5. The Board of Directors shall consider the appeal at the next Board meeting. The Board will decide by simple majority vote what action should be taken on the appeal.
- 1.3.2.6. The President shall notify the appellant and the Membership Committee Chair in writing of the decision of the Board of Directors within thirty (30) calendar days of the Board's decision.
- 1.3.2.7. If the appeal is denied by the Board of Directors, a further and final appeal may be made by the applicant to the membership pursuant to Bylaws, Paragraph 2.3.4 by submitting a written notice of appeal of the action of the Board of Directors to the President within thirty (30) calendar days of the mailing of the notification of the Board's action. The appeal shall be submitted for consideration and vote at the next regularly scheduled meeting of the membership. The vote of the membership shall exhaust the appeals process.

#### 1.4. APPLICATION FEE.

- 1.4.1. Five dollars (\$5.00)

#### 1.5. ANNUAL DUES.

- 1.5.1. Twenty-Five dollars (\$25.00). Failure to pay dues will result in a termination of membership privileges.
- 1.5.2. Dues notification shall be sent to the members during the first week of January for the current year.
- 1.5.3. Annual dues payments are due to the Treasurer by March 31.
- 1.5.4. Annual dues payments received after March 31 will be assessed a five dollar (\$5) late fee.
- 1.5.5. The Treasurer will send a late dues notice to the member within thirty (30) calendar days after the due date.

1.5.6. If a member fails to pay dues for a fiscal year, that member must pay that fiscal year's dues, the late fee, and the current fiscal year's dues by March 31 to avoid termination.

1.5.7. If dues remain unpaid after the second occurrence, a letter of termination will be sent by the Treasurer or President within thirty (30) calendar days of the second missed due date.

#### 1.6. NONPAYMENT OF DUES RESTRICTIONS.

1.6.1. If a member fails to pay dues for a fiscal year, that member will be considered to be not-in-good standing and the following restrictions and loss of privileges would be applied:

1.6.1.1. The member's status would be marked as "Annual Dues Delinquent"

1.6.1.2. Voting rights would be revoked after dues are delinquent until dues are paid.

1.6.1.3. Removal from committee and appointed positions and removal from an elected position will occur within 120 days of the annual dues due date and member will be officially notified by the Board of Directors.

1.6.1.4. Removal from an elected position would require a 2/3 vote of the Board of Directors.

#### 1.7. MEMBERSHIP INFORMATION.

1.7.1. Membership roster and information may be shared with other forensic science organizations, upon approval of the Board.

### 2. MEETINGS & WORKSHOPS

2.1. Meetings will be called at the discretion of the Board of Directors.

2.2. The Education Committee is charged with the organization of any Society related workshops. Such workshops will be held at various times of the year upon approval of the Board of Directors. As part of the organizational process, the Education Committee Chair will submit a proposal including a budget for the event to the Board of Directors.

2.3. Budgets and funding for meetings and workshops will be decided by the Board of Directors.

### 3. BUSINESS MEETINGS AND ELECTIONS

3.1. **NOMINATIONS.** The Elections Committee, led by the Executive Secretary, will provide for publication on the website, newsletter, or other media, an announcement of positions to be filled in the next election, requesting a response from interested members with qualification information for publication, including an updated, detailed CV.

3.2. The position of President is filled by the President-Elect in accordance with the Bylaws.

3.3. All election processes will be performed as laid out in the Society's Bylaws Section 3.3.3.

### 4. FISCAL

4.1. **EXPENSE PAYMENTS.** All payments are subject to the following rules. No checks are to be made payable to cash, and split payments are not to be used to circumvent the following rules. Without the required documentation, the next higher level of approval is required.

4.1.1. Not over one hundred dollars (\$100.00) - Requires prior approval by the Treasurer. Payment upon presentation of bill/receipt(s).

- 4.1.2. Over one hundred dollars (\$100.00), but not exceeding four hundred dollars (\$400.00) - Requires prior approval by the President. Payment upon presentation of bill/receipt(s).
- 4.1.3. Over four hundred dollars (\$400.00) - Requires prior approval by the Board. Payment upon presentation of bill/receipt(s).
- 4.1.4. DEPOSITS. All accounts to be in ASTEE's or function's name. Funds are to be deposited so as to obtain maximum interest without restricting access for operational needs. The Treasurer shall have signature authority on the primary account(s). No person shall open an account in the name of the Society without prior approval of the Board. All accounts are subject to regulations in these Administrative Rules. All special accounts are to be closed as soon as the purpose is completed and all checks have cleared. All statements, checks, etc. are to be sent to the Treasurer.

## 5. WEBSITE

- 5.1. The website shall serve as a means to disseminate information related to the Society and shall be updated as appropriate.
- 5.2. CONTENT AND SOURCES. Trace Evidence and other Forensic Science related information which may be posted on the website includes, but is not limited to:
  - 5.2.1. Technical information and other submitted material.
  - 5.2.2. Employment opportunities. (various)
  - 5.2.3. Regional and National meeting information including, but not limited to, dates, registration information, workshop and meeting details. (various)
  - 5.2.4. President's message.
  - 5.2.5. Upcoming workshop and training opportunities. (various)
  - 5.2.6. Minutes and other reports of the meeting. (Officers)
  - 5.2.7. Request for nomination candidates. (Executive Secretary)
  - 5.2.8. List of the candidates with brief resumes. This can also be done by other electronic means such as electronic voting. (Executive Secretary)
  - 5.2.9. Membership information and application. (Membership Committee Chair)
  - 5.2.10. (Members only) Trace Evidence Procedural and Protocol Guidelines (ASTMs, SWGs, Others).
  - 5.2.11. Certification programs available.
  - 5.2.12. Approved Proficiency Test Providers (ISO, QSI, ASCLD, Forensic Testing Services).
  - 5.2.13. By-laws, Administrative Rules, and Operating Policy and Procedures.
- 5.3. DISTRIBUTION.
  - 5.3.1. Members Only area will be made available to all members in good standing.

## 6. BOARD OF DIRECTORS

- 6.1. The Board will consist of the offices of President, President-Elect, Secretary, Treasurer, and the three (3) Directors.
- 6.2. The Executive Secretary, appointed by the President in accordance with the Bylaws, Paragraph 3.4, will be a non-voting member of the Board of Directors.
- 6.3. The Board may appoint any Past President to be an *ex officio* member of the Board.
- 6.4. In order to facilitate at least three Board meetings between each annual meeting, the Board will, upon request, consider reimbursement for travel expenses incurred by Board members in order to attend Board meetings.

## **7. OFFICE OF THE PRESIDENT**

- 7.1. DUTIES. The following includes some of those prescribed by the Bylaws:
- 7.1.1. Preside at Society and Board meetings.
  - 7.1.2. Conduct the business of the Society and promote the fulfillment of its objectives.
  - 7.1.3. Designate Committee Chairs unless predetermined by the Bylaws. Appoint other committees and positions from the membership as deemed necessary.
  - 7.1.4. Approve expenditures between \$100.00 and \$400.00.
  - 7.1.5. Serve as a member of the Elections Committee for two (2) years following service as the President.

## **8. OFFICE OF THE PRESIDENT-ELECT**

- 8.1. DUTIES. The following includes some of those prescribed by the Bylaws:
- 8.1.1. Fulfill the President's duties should the President be absent, leave office, or become incapacitated.
  - 8.1.2. Serve as Member of the Audit Committee.

## **9. OFFICE OF THE SECRETARY**

- 9.1. DUTIES. The following includes some of those prescribed by the Bylaws:
- 9.1.1. Record minutes of meetings.
  - 9.1.2. Record members' attendance at all business meetings.
  - 9.1.3. Draft copies of Board meeting minutes will be supplied to Board members within two weeks of a Board meeting. Upon approval of the minutes, a copy will be submitted to the Communications Committee for posting on the website.
  - 9.1.4. Maintain a file of Society correspondence, reports, and other information related to Society business.
  - 9.1.5. At each meeting, provide the minutes of the prior meeting.
  - 9.1.6. Maintain a supply of letterhead, envelopes, and other ASTEE forms.
  - 9.1.7. Maintain a working knowledge of Robert's Rules of Order.
  - 9.1.8. Maintain a file with the current Bylaws, Administrative Rules and Code of Ethics received from the Bylaws Committee Chair.
  - 9.1.9. File (or appoint agent to file) any and all necessary documents with the state of New Jersey.

## **10. OFFICE OF THE TREASURER**

- 10.1. DUTIES. The following includes some of those prescribed by the Bylaws:
- 10.1.1. Submit the financial reports for approval at meetings.
  - 10.1.2. Provide financial reports to the Communications Committee for publication on the website and to the Secretary for maintenance.
  - 10.1.3. Review various financial reports and pass them on to the Board with any appropriate comments and/or suggestions.
  - 10.1.4. Maintain financial records, including revenues, expenses and receipts, and assist the Audit Committee with the yearly audits.
  - 10.1.5. Provide changes of address to the Communications Officer.
  - 10.1.6. Prepare and submit appropriate IRS Forms.
  - 10.1.7. File an annual report with the State of New Jersey listing Board members.

## **11. OFFICE OF EXECUTIVE SECRETARY**

- 11.1. DUTIES.

- 11.1.1. Serve as liaison between Appointed Standing Committees and represent the committees in the Board of Directors meeting.
- 11.1.2. Serve as Chair of the Elections Committee.
- 11.1.3. Supervise the tabulation of ballots regarding elections or other Society votes.

## **12. DIRECTORS**

### **12.1. DUTIES.**

- 12.1.1. Act on duties related to the Society at the direction of the Board.
- 12.1.2. Participate on or chair a committee.

## **13. WEBMASTER**

- 13.1. At the discretion of the Board, the Webmaster may be appointed from the membership or designated as a contract position to be filled by an outside service provider.

- 13.1.1. If the Webmaster is appointed from the membership, the Webmaster will also serve as a member of the Communications Committee.

### **13.2. DUTIES.**

- 13.2.1. Maintain the website as prescribed in the Administrative Rules.
- 13.2.2. Post and update required documents of ASTEE as necessary.

## **14. AUDIT COMMITTEE**

- 14.1. **RESPONSIBILITIES.** Conduct and complete an audit of the Corporation's books following each fiscal year and present a report to the Board and members at the next business meeting.

### **14.2. MEMBERS.**

- 14.2.1. The President-Elect.
  - 14.2.2. A member in good standing appointed by the President.

## **15. BYLAWS COMMITTEE**

- 15.1. **RESPONSIBILITIES.** Review and recommend changes to Bylaws, Administrative Rules, and ASTEE Code of Ethics.

### **15.2. MEMBERS.**

- 15.2.1. At least three interested members in good standing appointed by the President.
  - 15.2.2. The Committee must include at least one Board member.

## **16. MEMBERSHIP COMMITTEE**

- 16.1. **RESPONSIBILITIES.** Investigate the qualifications of each applicant. Duties include, but are not limited to, the following:

- 16.1.1. Prepare and publish an application form.
  - 16.1.2. Publish a list of approved applicants in the minutes of the Board.
  - 16.1.3. Make recommendations for actions on membership applications to the Board of Directors.
  - 16.1.4. Notify applicants of actions taken.

### **16.2. MEMBERS.**

- 16.2.1. Interested members in good standing appointed by the President.
  - 16.2.2. Should include at least one member of the previous year's committee.

## **17. ELECTIONS COMMITTEE**

17.1. **RESPONSIBILITIES.** Prepare a slate of candidates for Board positions to be filled in the next election. Duties include, but are not limited to, the following:

17.1.1. Prepare candidate biographical documents for publication on website or other means of distribution no less than fourteen (14) calendar days prior to the annual election.

17.1.2. Prepare ballots for distribution.

17.1.3. Tabulate and provide election results to the President at the Annual Business Meeting. The Elections Committee Chair may select members, other than committee members, to tabulate results.

17.1.4. Address challenges made to election processes or results.

17.2. **MEMBERS.**

17.2.1. The Executive Secretary serves as chair of the Elections Committee.

17.2.2. The previous two (2) Past Presidents are automatically members of the Elections Committee.

17.2.3. Three (3) members in good standing appointed by the President.

## **18. COMMUNICATION COMMITTEE**

18.1. **RESPONSIBILITIES.** Provide communication support to members and partners on behalf of ASTEE and the Board. Duties include, but are not limited to, the following:

18.1.1. Prepare and publish information to membership.

18.1.2. Coordinate with Membership Committee and keep an updated list of contact information to ensure communications reach all members.

18.1.3. Support communication needs to sponsors and events as needed.

18.2. **MEMBERS.**

18.2.1. Interested members in good standing appointed by the President.

18.2.2. Should include at least one member of the previous year's committee.

18.2.3. If appointed from the membership, the Webmaster will also serve as a member of this committee.

## **19. ETHICS COMMITTEE (See Bylaws for ASTEE Code of Ethics)**

19.1. **RESPONSIBILITIES.** The Ethics Committee shall be responsible for the following:

19.1.1. Review all complaints received that specify a violation of the ASTEE Code of Ethics.

19.1.2. Upon review of such complaints, recommend a course of action to the Board of Directors. The final decision on all committee recommendations shall rest with the Board of Directors.

19.2. **MEMBERS.**

19.2.1. The committee will consist of at least five members in good standing who shall be appointed by the President or President-Elect as required to review ethics violations.

19.2.2. Includes two current Board members.

19.2.3. Includes three non-Board members.

19.3. **PROCEDURE.**

19.3.1. A written complaint alleging violation(s) of the Code of Ethics must be submitted to the President.

19.3.2. The President shall acknowledge the receipt of the complaint by certified mail or other traceable means, within thirty (30) calendar days, to the individual submitting a complaint (complainant).

- 19.3.3. The President shall appoint a committee, including a chair, to investigate the complaint.
- 19.3.4. The chair shall evaluate the complaint to determine whether additional information or clarification is needed to ascertain the nature and circumstances of the alleged violation. The chair may request the complainant to provide additional or clarifying information. The chair shall determine whether the Ethics Committee has jurisdiction and whether the complaint alleges a violation of the ASTEE Code of Ethics. If the chair finds that the Ethics Committee does not have jurisdiction or that the complaint does not allege a violation of the Code of Ethics, the complaint shall be dismissed. In the event of dismissal, the complainant shall be notified of the dismissal in writing, and the respondent shall be notified that a complaint was made, the nature of the complaint, and that the complaint was dismissed. The respondent shall not be advised of the identity of the complainant. The Ethics Committee shall make a written report to the Board of Directors explaining its actions, including all documents received in this complaint, within sixty (60) calendar days.
- 19.3.5. If the chair finds that the Ethics Committee has jurisdiction and that the complaint alleges a violation of the Code of Ethics, the respondent shall be notified of the filing of the complaint and provided with a copy of the complaint and all materials submitted with the complaint. The respondent shall be advised that he/she may submit, within thirty (30) calendar days of the date of the notice, a written reply and any documents the respondent desires to have considered by the Ethics Committee to determine if probable cause exists to proceed with a hearing on the matters raised in the complaint. After the expiration of the reply period, the Ethics Committee shall consider the complaint, any reply, and all materials submitted by the complainant or the respondent and determine whether there is probable cause to believe that the allegations of the complaint are true. If probable cause is not found, the Ethics Committee shall make a written report to the Board of Directors explaining its actions, including all documents received on this complaint, within sixty (60) calendar days. If probable cause is not found, the complaint shall be dismissed, and the complainant and the respondent notified of the dismissal. If probable cause is found to exist, the Ethics Committee shall schedule and conduct a hearing as provided in Section 19.4 of these Rules.
- 19.3.6. If probable cause is found to exist and a hearing is, or is to be, scheduled, the Ethics Committee should conduct an investigation of the matters raised in the complaint and secure written statements and documents for consideration by the Committee. Copies of any materials submitted to the Ethics Committee by any committee member shall be made available for inspection by the complainant and the respondent.
- 19.3.7. This process may be suspended at any time at the discretion of the Ethics Committee if it becomes known that the circumstances surrounding a complaint are being dealt with by any court or other competent body, pending its resolution.
  - 19.3.7.1. The complainant, the respondent, and the Board of Directors shall be notified in writing of the suspension within sixty (60) calendar days of the decision.



- 19.3.7.2. At the discretion of the Ethics Committee, the investigation may be resumed within sixty (60) calendar days from notification of the completion of the external process. The complainant, respondent, and the Board of Directors will be notified in writing of the Ethics Committee's decision to either resume or close the complaint.

#### 19.4. HEARING ON THE COMPLAINT.

- 19.4.1. The complainant and respondent shall be notified by certified mail or other traceable means with respect to the nature and particulars of the complaint; the date, time, and location of the Ethics Committee hearing; the rights of the parties to submit written statements for consideration at this hearing; and the rights of the parties to confront one another. This notification is to be made at least thirty (30) calendar days prior to the hearing. All written submissions from the complainant and the respondent (or their representatives) must be received at least seven (7) calendar days prior to the hearing. The complainant and/or respondent may be present at the hearing and address the Ethics Committee prior to the committee's decision. The complainant and respondent shall be responsible for any expenses incurred by them to attend this hearing. Additional witnesses may be heard; legal representatives for all parties involved may be present.
- 19.4.2. A quorum of the Ethics Committee will be fifty (50) percent plus one (1).
- 19.4.3. All documents and physical items collected to date will be presented to the Ethics Committee.
- 19.4.4. Both sides may present their views and opinions in an orderly fashion, although time to do this may be limited by the Ethics Committee (by a simple majority vote of the Committee members present) to whatever length they deem reasonable.
- 19.4.5. Any member of the Ethics Committee may question all persons making presentations. The Ethics Committee will decide by a simple majority vote who may be present at any part of this hearing.
- 19.4.6. The chair shall provide a written report of the outcome of the hearing to the Board within sixty (60) calendar days from the date of the Ethics Committee hearing. The report is to present a concise summary of the facts for both parties, with regard to the credibility of the evidence, and conclude with recommendations for action by the Board of Directors.
- 19.4.7. The report and its contents shall be treated as confidential and not publicized.
- 19.4.8. The complainant and the respondent shall be notified in writing of the recommendations being made by the Ethics Committee to the Board of Directors but shall not be provided with a copy of the report.

#### 19.5. BOARD OF DIRECTORS ACTION.

- 19.5.1. The Board of Directors shall consider the Ethics Committee report at the next meeting of the Board. The complainant and respondent shall be notified by certified mail or other traceable means as to the date, time, and location of the Board meeting.
- 19.5.2. If the respondent and/or complainant wish to attend this meeting, notification to the President must be made at least fifteen (15) calendar days prior to the meeting. The respondent and/or complainant will be responsible for any personal expenses incurred to attend the meeting.

- 19.5.3. The Board will decide by a three-fourths (3/4) vote what action should be taken with the complaint. The action of the Board can be one of the following:
  - 19.5.3.1. Dismiss the complaint, with no further action.
  - 19.5.3.2. Uphold the complaint and issue a letter of reprimand, with or without sanctions.
  - 19.5.3.3. Revoke membership.
- 19.5.4. The President of ASTEE shall notify the respondent and complainant of the decision by certified mail or other traceable means within ten (10) calendar days of the decision.
- 19.5.5. A former member who has been expelled may appeal to the membership for reinstatement in ASTEE. A member who has been reprimanded and/or sanctioned may appeal to the membership for a reversal of the decision.
  - 19.5.5.1. The appellant must file a written appeal, along with any supporting statements on his behalf, with the Secretary not less than ninety (90) calendar days prior to the next membership meeting. (A membership meeting may be one of the following, pursuant to the Bylaws, Paragraph 2.5: a business meeting, a general meeting, a special meeting, or an on-line notification made to the membership.) The Secretary shall immediately advise the members of the Board of the appeal and shall send each of them a copy of the appeal and supporting statements.
  - 19.5.5.2. The Board will then prepare a written statement of the reasons for its decision and file a copy with the Secretary not less than sixty (60) calendar days prior to the next membership meeting.
  - 19.5.5.3. The Secretary will provide to each voting member of ASTEE a copy of the appellant's appeal and supporting documents, as well as a copy of the Board's statement, thirty (30) calendar days prior to the next membership meeting.
  - 19.5.5.4. Termination may be reversed pursuant to the Bylaws, Paragraph 2.4.3.
- 19.5.6. If the Board takes action as specified in Section 19.5.3 without appeal, then the Board shall prepare a written statement of the reasons for its decision and file a copy with the Secretary not less than sixty (60) calendar days prior to the next membership meeting. The Secretary will forward, to each voting member of ASTEE, a copy of the Board's statement not less than thirty (30) calendar days prior to the next membership meeting. The statement will be presented to the membership at the membership meeting and the Board will explain its actions. The membership will approve or disapprove the actions of the Board, in all or in part, by a three-fourths (3/4) majority vote of the members present at a membership meeting.
  - 19.5.6.1. The Board's decision becomes final only upon a vote of approval. Disapproval by the membership will overturn the Board's decision.
- 19.5.7. No other private or public statement will be made by any board or committee member. No record or testimony provided to the Board of Directors or Ethics Committee members will be released regarding

ASTEES's action on the complaint and its resolution, except as noted above.

**19.6. DISPOSITION OF THE RECORDS.**

19.6.1. The Board shall decide the disposition of all reports, records, documents, and physical items that are generated by these procedures. They can destroy or retain all or portions of the above as they deem appropriate by a simple majority vote.

**20. OTHER COMMITTEES**

20.1. Other committees may be appointed by the President to serve in the interest of the organization as outlined in the Bylaws. These could include Awards, Education, Journal, Newsletter, or other special and/or temporary committees.