



# Mining and Metallurgical Society of America

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## Responses to MMSA Member Survey December 2018 Summary

The 2018-2019 Member Survey was created to get feedback from members about MMSA and provide a basis for future directions of the Society that will be relevant for members.

The survey is the foundation that will be used by the MMSA Collaboration Task Force to help guide decisions for future action plans and activities. The focus of the task force will likely be opportunities for legislative and regulatory outreach, recruitment of young people to the industry, career mentoring and networking and member education in licensing and regulatory requirements.

More than 100 members responded to the survey. This is a summary of the responses that highlight the ideals and activities that are most important to members. Many members also commented on the questions. Some members had detailed suggestions that are noted separately. The survey generated many suggestions about how MMSA can improve. These are challenges for the Council and all MMSA membership to convert into actions that will keep the Society dynamic and relevant to modern mining and the world.

### Recurring Themes

- Attracting and keeping younger members.
- Strong ethics.
- Promotion of mining to the general public and legislators.
- Collaboration with other organizations.

**Question 1 - Based on the Mission Statement for MMSA, please rank the following objectives.**

Rank	
1	1.6 The encouragement of high professional ideals and ethics
2	1.1 The advancement of the Mining and Metallurgical Industries
3	1.4 The responsible development of mineral resources
4	1.5 The increase/promotion of scientific knowledge in fields related to the Mineral Industries
5	1.3 Better protection of mining and metallurgical investors
6	1.2 Better protection of mining and metallurgical workers

## Comments

- The statement mentioned most was related to ethics and professional standards. Everything else is dependent on a strong sense of ethics and integrity.
- The promotion of a positive public image of mining was important to members. This also ties in with responsible mining practices and environmental and social stewardship.
- It is also important to promote mining to students and young people entering the work force.
- Increase membership by recruiting younger members.

All the mission statements are important. The lower ranked statements are covered in other ways by other organizations and government. Protection of investors and workers is important, but the responsibility lies with companies. MMSA has a role in influencing high standards.

## Question 2. In your opinion, how important are the following functions of MMSA:

Rank	
1	2.13 Management and development of the QP Program
2	2.2 Outreach to legislators and regulatory agencies
3	2.8 Collaboration with other organizations to develop programs that benefit the industry.
4	2.12 Recruiting new members to MMSA.
5	2.3 Position papers on regulatory topics
6	2.6 Education programs for members regarding regulation and licensing requirements (such as technical report preparation, valuation standards, etc.)
7	2.4 Targeted conferences such as the AML series.
8	2.14 Monthly Newsletter
9	2.5 Generating Continuing Professional Development (CPD) education opportunities
10	2.7 Education for members on technical subjects.
11	2.9 Scholarships to students.
12	2.10 Gold Medal Award.
13	2.11 Annual meeting dinner.
14	2.1 Donations to Education Programs administered by other organizations (such as the SME Mineral Education Coalition)
15	2.15 Increased use of social media such as a discussion board and other interactive social media such as Facebook and LinkedIn.

## Comments

- Several members wanted professional development opportunities such as education for technical reports and disclosure requirements. The educational opportunities would also provide Continuing Professional Development (CPD) opportunities.
- Recruit new members.
- Identify topics that are crucial to mining and society, creating an informed opinion, promoting this to key governing persons and bodies as well as providing opportunity to address and offer solutions to challenges facing the mining industry and its interface with society.
- Several members mentioned the newsletter as important.

**Question 3. What other activities can MMSA do that would increase MMSA’s membership value?**

Rank	
1	3.5 Recruitment of young people into mineral industry careers
2	3.7 Career mentoring for young professionals
3	3.2 Topical conferences for regulators regarding the Minerals Industry
4	3.9 Networking opportunities/social media
5	3.3 Webinars for topics such as technical report writing and valuation procedures
6	3.1 Technical programming, such as mini-conferences for members
7	3.4 Expand member profiles on website
9	3.6 Additional scholarships
9	3.10 Social Media
10	3.8 Additional awards

**Comments**

- Recruitment of young people into industry careers and subsequently for MMSA membership is high on the list for this question. To do this it may be necessary to recruit people from Operating properties rather than consultants/retired consultants. Also, career mentoring was mentioned several times.
- Comment on mentoring - I think more companies should have strong mentoring programs. I think the students/newbies should commit to MMSA as a signal that they want/need the mentoring. Perhaps a MMSA / mining company collaboration with MMSA gathering people for paid internship during summers? The mentoring could be more formalized.
- What can we do that someone else isn’t already doing?
- How to accomplish any or all of these possibilities that take resources? Collaboration with other organizations is suggested.
- Increasing exposure to young professionals and potential young professional of careers in the mineral industry by visiting universities, high schools, career councilors etc. to provide information, discussion of the potential of the mineral industry. We have progressively lost our mining and metallurgical universities giving professional degrees.
- Webinars for QP members to ensure quality and ethics of reports.
- Education of legislators and congressmen is suggested. Conferences (or meetings) for regulators to educate them about the mining industry. Hold mini-conferences for regulators to coincide with major industry conferences. One member says this: have experienced a few of this type of meeting - most regulators are angry at being there (they know it all already) and their minds are already made up and no presentation(s) of facts will affect their opinions. I found the meeting to be very frustrating.
- Comment on webinars - I am always looking for new info, be it technical or regulatory. As an organization I think it is critical that MMSA provide the training for professionals to maintain their certification.
- Several commented about MMSA having Webinars on various educational topics.

**Q4 - In what ways can MMSA collaborate with other like-minded organizations to bring value to MMSA’s members?**

Many suggestions were made about collaborating. (See the Survey Responses for details.) Following are just a few.

## Summary of Suggestions for collaboration

- Joint conferences and Webinars (national and international) were mentioned several times. Host open houses at conferences to introduce MMSA to potential members.
- Collaborate with groups other than mining organizations to improve the image of the industry, but don't duplicate what they are doing. Collaborate on specific projects. Focus should be EXTERNAL not internal. Our biggest problem is that we only promote to ourselves.
- Collaborate in any way to prepare a consistent message to society of the importance of our industry. Like the G7 conference, but a M7 Conference. A conference of leaders from; (1) Geology (2) Earth Sciences (geology, geotechnical, hydro-hydrogeology, geochemistry), (3) Engineering (design, construction, services), (4) Mining, (5) Metallurgy, (6) Environmental, and (7) Social. Hosted by MMSA. Goal: (1) Prepare a mission statement for the Mineral industry, (2) develop a plan to promote the mission statement to the general public.
- Become associated with other organizations. Encourage reciprocal cross membership programs. Work on improved relations with Trout Unlimited.
- Participate in Webinars such as with SME. Promote other seminars for the public about the importance of Mining to civilization.
- MMSA needs to grow! And remain independent.
- Regular and periodic communications with key persons in government and regulatory bodies, more communication and participation with sister organizations to develop key points and effective strategies.

**Q5 - What are your reasons for belonging to MMSA? What are the most valuable aspects of MMSA membership, both professionally and personally? (Can choose more than one.)**

Mark	
1	5.1 Networking with other professionals
2	5.2 High quality Qualified Professional (QP) program
3	5.4 Desire to contribute to the public awareness of the importance of mining
4	5.3 It is good to be part of a respected Society
5	Desire to contribute to the legislation/regulatory awareness of the importance of mining and how legislation affects this industry
6	5.5 All of the above

## Comments

- I struggle with MMSA's relevance today. I have my QP through MMSA and I suppose it's better to be a member than not be a member, but worry that we don't truly have sufficient critical mass to be relevant. I enjoy the slightly more political awareness of issues which I see through MMSA.
- I think a key feature of the MMSA is to increase legislative awareness of the importance of mining - both at a local and national level.
- To support the communication efforts of the industry when there are all too many nay sayers who do not understand the every day value of minerals.
- MMSA has a relatively large "voice" relative to its size. However, it is dangerously small and needs newer and (apologies!) younger members.
- MMSA has fewer opportunities to get involved.
- MMSA's independence is treasured.
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**Q6 - MMSA engages its members through the newsletter, social media, local section activities and the annual meeting dinner. As a member, how connected do you feel with MMSA?**

Mark	
1	6.2 Adequately
2	6.1 Very well
3	6.3 I don't feel connected (12 respondents)

**Comments**

- More participation in local sections and regional meetings. Price is important. Move meetings around the Denver area.
- Focus on attracting new members in medium and high level positions. Keep standards high.
- Freshen and reformat the newsletter. Not enough input from members to the newsletter. More accessible member directory. Add member profiles, case studies in the newsletter.
- Find avenues for members to participate instead of limiting decision making to a small governing network. There are many ways that MMSA could expand by hosting seminars on topics of active interest to people seeking business development opportunities within industry. A roundtable with executives of mining companies on how they select vendors for projects would be useful. MMSA should consider offering more in the way of corporate sponsorships or memberships. I think the AML seminars are fine, but seminars on topics that address business opportunities should be explored.
- Establish an office.

**Q7 - In what activities do you participate?**

Mark	
1	Read the newsletter
2	Visit the Web site
3	Attend the Annual Dinner
4	Attend the Annual Meeting
5	Would like to attend section meetings, but none are close to me.
6	Attend Section Meetings
7	Volunteer on committees
8	Access social media

**Comments**

- I have been working to rebuild the Arizona Section and have regular meetings again. But so far, there has not been enough interest. Many of our previous active Arizona members have died. Newer members and potential members do not have enough time available.
- Section meetings are in downtown Denver, which is more difficult to get to in terms of cost and time to attend. Perhaps we could try an evening meeting not in downtown and more easily accessible. I would be willing to volunteer on committees if I were a bit more aware of the specific need for volunteers and opportunities.
- Participation in seminars would be useful. Possible speaking opportunities.
- Telephone conferences are easy to do but are never done; there is little if any ability to volunteer on committees; it seems like MMSA gets involved in only a limited geographic area and in very

limited subject areas. In short, how can one participate in an organization that seems disinterested in its members and in potential new members?

- I find social media lacks user protection and exposes users to unlimited exposure to international "thugs".
- It is difficult since there is no chapter of MMSA in the area I work. Thus, traveling and assisting to meetings and volunteering in committees is almost impossible.
- Information about serving on committees

**Q8 - Do you have any other comments or suggestions for improving MMSA?**

- Recruit more young members.
- MMSA should have group in LinkedIn.
- It is important we maintain our membership standards High! We started the QP program to add members but we should not let our membership standards lapse because of this.
- Open it up in terms of subjects and geography - involve the members - inform the members - seek member input (and don't be negative when you get it!)
- Lean on us harder to participate. Make us feel guilty!
- Since I am a new QP member, I met some of the MMSA members at a few lunch meeting, and I found that all of the members have lots of experiences and some of them are the owner of the mining companies. That is a vast potential for doing any activities in the field of mining. The holding of some technical meetings in their offices for members (even in a small group) can play an essential role in increasing the knowledge of mining and familiarity with the mining companies for new members.
- I encourage consideration of "junior" membership.
- There should be a way by which MMSA relates to its members to support and defend their rights.
- I really enjoyed the joint meetings with CSM and AEMA on Mine Closure. I thought it was excellent.
- We should not just be talking to ourselves... we need stronger and more continuous outreach to government and society .... communications!
- MMSA is too focused on the United States (note that your residence button on the next page does not allow for anybody to reside outside the US). There is seldom, if ever, mention of Canada or other countries outside the US border. We're truly in an International business and this is not recognized.
- Really need to grow membership in order to have an impact. Consider why do not have coal industry members or even concerted effort to develop iron ore, industrial minerals members.
- Need to have an active committee to take recommendation for new people to invite.
- Provide more exposure of MMSA to Mining students and to mining executives.
- Keep up the good work
- I strongly suggest looking at ways as to how you could merge your efforts with SME.
- Increase the Jackling Fund

**Question 9 - How long have you been an MMSA member?**

Number	
21	9.1 Less than 5 years
22	9.2 5-10 years
19	9.3 10-15 years
10	9.4 15-20 years
18	9.5 20-30 years
12	9.6 Greater than 30 years