IEEE Fellows Evaluation Changes Requiring By-Laws Updating

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IEEE Life Fellow

New Policies about Fellow Process

Highlights of Fellow Manual revision approved by IEEE BoD in June 2017

- ▶ **Entire ST/C Fellow Evaluating Committee must be appointed by January 31**
  - ▪ **S/TC Presidents** to inform Fellow Chair/Fellow Activities Staff of FEC Chair and **entire roster by January 31st** - deadline <u>very important</u> for early start of evaluations and avoiding that evaluators take up nominator or reference role

- ▶ **Alignment of practices to those of other IEEE Committees (see "[Revision of the Fellow Committee Operations Manual](),"** *IEEE Technical Activities – Society Sentinel*, vol. 22, No. 15, Aug. 9, 2017).
  - ▪ **Chair/Vice-Chair(s) shall be appointed by S/TC Board of Governors upon recommendation of the President**
  - ▪ **Roster shall be publicly available on the S/TC web site**
  - ▪ **Clearly articulated term limits for Members, Chairs, and Vice Chairs (see Fellow Manual)**
    - ▪ **Chair: max 2 consecutive years**
    - ▪ **Members/Vice Chairs: max 3 consecutive years**
  - ▪ **Duties of a committee Chair clarified and aligned to IEEE practices (see Fellow Handbook)**
    - ▪ **Chair assigns Evaluators to each Nominee, but shall not perform evaluations nor score Nominees**
    - ▪ **Chair will solicit approval/consensus of evaluations by the entire FEC**
    - ▪ **Chair submits "as is" what is approved by entire FEC**

Recommend By-Law Changes to be in Compliance with IEEE By-Laws 1.304.4/5/6

- **Unless otherwise stated, terms are intended to be one-year terms**
- **Chairs shall not serve more than two consecutive terms**
- **Chairs may serve as Evaluators for one additional year, immediately after having served as Chair**
- **Evaluators and Vice-Chairs (if any) shall not serve for more than three consecutive years**
- **Members shall not serve for more than Five consecutive years, regardless pf position**
- **Fellow evaluation Chair and evaluators shall be approved by the AdCom, upon recommendation of the President, no later than 31 January**

In Conclusion

- **Recommend approval of these By-Law changes by the AdCom, and then be submitted to the IEEE TAB for final approval to the By-Laws**.
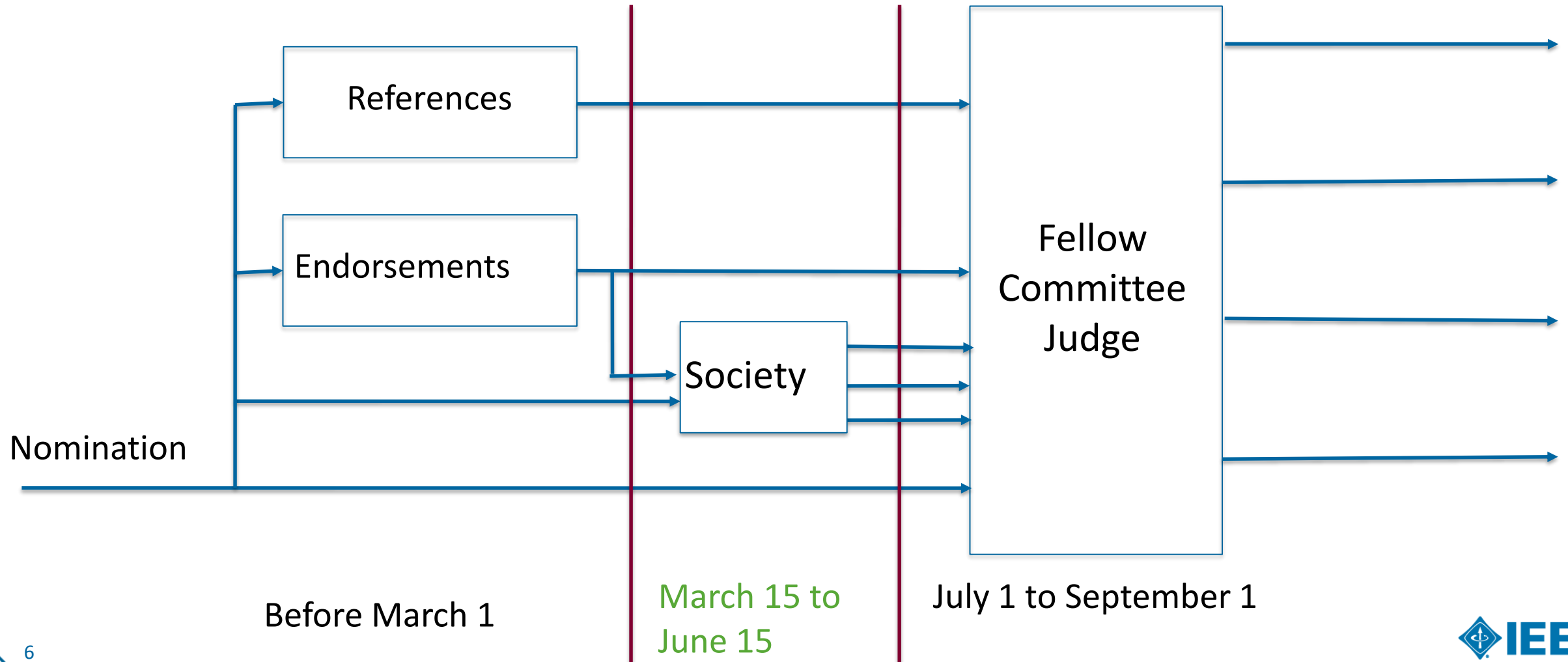
Back-Up Slides
(Process and Supporting Data)
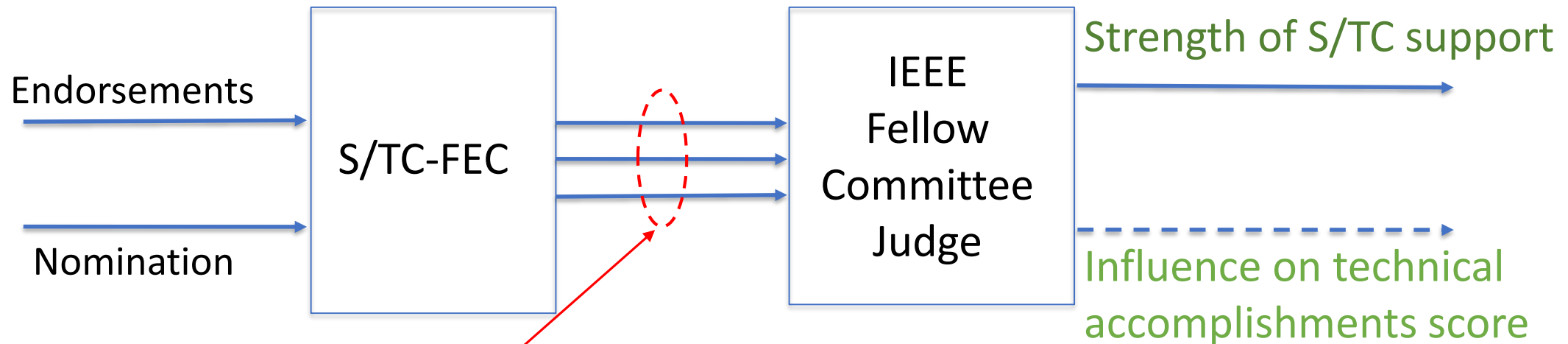
{From IEEE Fellows Chair}

Some Details about the Fellow Process

The role of the S/TC Fellow Evaluating Committees (FEC)

References

Endorsements

Society

Fellow Committee Judge

Nomination

Before March 1

March 15 to June 15

July 1 to September 1

Some Details about the Fellow Process

A close-up of the S/TC FEC role

Endorsements →

Nomination →

S/TC-FEC → → → **IEEE Fellow Committee Judge**

Strength of S/TC support →

Influence on technical accomplishments score

1) A ranking of nominees
2) An "absolute" score 0-100
3) Narrative answer on Nominee's contributions and impact
   - Must be consistent with score/ranking
   - Evaluators' independent technical assessment, but sometimes a copy and paste from Nomina

Some Details about the Fellow Process

The Importance of Having Distinct Roles

- **Reference letters**
  - **Support from someone well-versed in the specific field**
  - **Chosen by the nominator to advocate for the Nominee**

- **Endorsement letters**
  - **Convey additional information complementing the Nomination form**
  - **Chosen by the nominator to inform S/TC Evaluators and Judges**

- **Society/Technical Council Fellow Evaluating Committees**
  - **Comparative ranking from a group with a broader view of field**
  - **The S/TC is chosen by the nominator**
  - **Both an independent assessment and an advocate**
  - **Often capable of providing a more effective "big picture" of a nominee's impact for the Fellow committee than a reference might**

- **IEEE Fellow Committee**
  - **Synthesize all input and Ranking across a wide range of disparate technical fields**

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New Policies about Fellow Process

The clarification on confidentiality requirements

- ▶ **Clearly articulated confidentiality requirements: Fellow nomination and evaluation data is "IEEE Confidential – Controlled Distribution" – see [IEEE Information Disclosure Policy](#)**

- ▶ **There must be no communication between the S/TC Fellow Evaluating Committee members and any other S/TC Committee, e.g. Fellow Search Committee, Technical Committee, etc.**

- ▶ **No person external to the S/TC FEC, except of course the IEEE FC, may receive information about Nominations and their evaluations nor provide any input about Nominees to the S/TC FEC**

- ▶ **If S/TC FEC does not have the necessary expertise to assess a given Nominee, then additional S/TC FEC members should be added**

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New Policies about Fellow Process

Other recent policies in force

- ▶ **Reduced number of references from 5-8 to 3-5, implementation next year**

- ▶ **Feedback to nominators of low-ranked (600+) unsuccessful nominees, with feedback limited to ranking area ❾ hope to elicit self-restraint in resubmission of nominations**

- ▶ **Recommendation for S/TC FEC and IEEE FC to have diverse composition, industry academia mix, etc.**

- ▶ **IEEE FC term limits:**
  - ▪ **Chair/Vice Chair: up to two consecutive one-year terms (same as before)**
  - ▪ **Members: up to two consecutive two-year terms (new)**

Very important clarification about new policies

ONLY the mechanics of the process have changed!

▶ **Evaluation Criteria and Principles have NOT changed**

- **However, they have been better clarified**

▶ **Evaluation Criteria and Principles still apply to BOTH S/TC Evaluators and IEEE Judges!**

▶ **Evaluation Criteria and Principles (Fellow Manual)**

- **Nominees must have verifiable evidence of individual technical contributions and their impact**
- **The impact must be already evident, not potential**
- **Contributions by practitioners in the application of engineering, science, and technology shall be accorded equal recognition with theoretical developments**
- **Significance of contributions and their evidence depends on Nomination Category (e.g., publications less important for AE/P and TL)**

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