

INSPIRING our LEADERS of TOMORROW

Member Grade Elevation and Member Recognition

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Member Grade Elevation and Member Recognition

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Member Grade Elevation and Recognition

Session Topics:

- Admission and Advancement Committee
- IEEE membership grades
- Grade Elevation process
- Senior Member nomination and elevation process

IEEE Admission & Advancement (A&A) Committee

- The Admission and Advancement Committee is a standing committee of the Member and Geographic Activities Board.
- Implements IEEE policies, rules and procedures for admission and transfer to all grades of membership except Honorary Member and Fellow grades

Admission and Advancement Procedures

A&A review panels are composed of IEEE Senior Members and Fellows that meet periodically as working groups in sites rotated among the Regions.

- Panels review all applications for Senior Member grade since the last review panel meeting
- Staff is delegated the authority to admit or transfer to Student, Associate, or Member grade upon evidence that qualifications and application requirements have been fulfilled

2014 Review Panel Meetings

2014 Dates	Location
15 February	Los Angeles, CA, USA (R6)
15 March	West Palm Beach, FL, USA (R3)
12 April	Denver, CO, USA (R5)
10 May	Singapore (R10)
14 June	Providence, RI, USA (R1)
12 July	Minneapolis, MN, USA (R4)
9 August	Berlin, Germany (R8)
13 September	Toronto, Canada (R7)
18 October	Buenos Aires, Argentina (R9)
22 November	New Brunswick, NJ, USA (R1)

2014 Regional Statistics: Senior Member Elevations

Region	Membership as of 31 December 2013 (Member grade)	2014 Senior Member Goal	YTD SM Elevations as of July 2014	Elevation Percentage of Goal
1	20,561	210	118	56%
2	18,372	190	99	52%
3	17,253	175	75	43%
4	13,767	140	119	85%
5	17,965	180	68	38%
6	35,197	350	166	47%
7	10,623	120	61	51%
8	45,391	650	335	52%
9	9,082	100	55	55%
10	50,576	900	401	45%
Total	238,787	3,015	1,497	50%

Member Grade Elevation and Recognition

Grades of IEEE membership and their abbreviations:

- Honorary Member, H
- Fellow, F
- Senior Member, SM
- Member, M
- Associate Member, AM
- Graduate Student Member, GSM
- Student Member, StM

Member Grade Elevation and Recognition

Student: carry at least 50% full-time academic load in an IEEE designated field

Graduate Student Member: qualify for Member grade, carry at least 50% of a full time academic load in an IEEE designated field

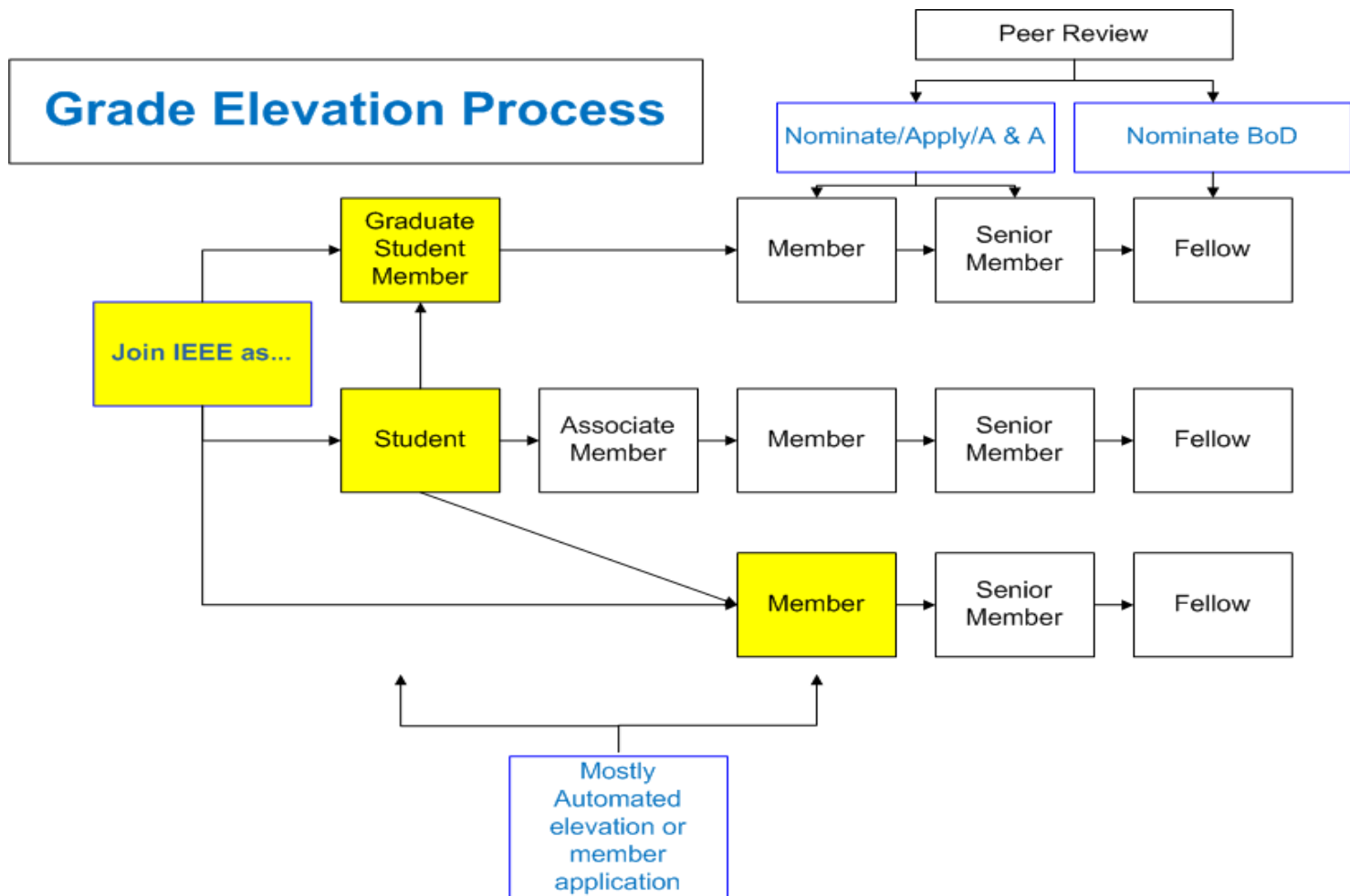
Associate Member: designated for technical and non-technical applicants who do not meet the qualifications for Member grade

Member: satisfied IEEE specific educational requirements and/or have demonstrated professional competence in IEEE designated field

Senior Member: professional experience and demonstrate significant performance

Fellow: recognizes unusual distinction in the profession

Member Grade Elevation and Recognition



Associate to Member

The transition from Associate to Member grade grants several privileges.

- Associates are not eligible to vote.
- Associates are not eligible for officer positions.
- The requirement for Member grade implies that a member has demonstrated that he/ she is regularly employed in IEEE-designated fields with a combination of education and work experience for at least six years.

The applicants can complete the Associate to Member elevation

<http://ewh.ieee.org/forms/v2/md/memelv.htm>

Or applicants can submit a resume by email at:

alycia.ellis@ieee.org.

Membership Qualifications

Pertain to an **IEEE Designated Field** which include:

- Engineering
- Computer Science & Information Technology
- Physical Sciences
- Biological and Medical Sciences
- Mathematics
- Technical Communications, Education, Management, Law, and Policy

Member Grade Elevation and Recognition

Senior Member Grade

The highest IEEE grade for which active IEEE members can apply !

Requirements for Senior Member Elevation

1. 10 years of Professional Experience

- 3 years for a BS in an IEEE-designated field
or
- 4 years for a Masters
or
- 5 years for a Doctorate

NOTE: Additional 7, 6 or 5 years of professional practice depending on years credited for degree.

2. 5 years of Significant Performance

3. References: Active Senior Member, Fellow, Honorary Member

Significant Performance Indicators

- Teaching
- Research
- Industry
 - Practitioners, Consultants and Entrepreneurs
- Other Contributions within the IEEE designated fields

Significant Performance Indicator Examples

Teaching

- Performing research with some measure of success (e.g. refereed papers)
- Publishing in high level recognized journals
- Publication of technical papers, books or inventions/patents
- Department Chair title
- Supervising successful PhD students

Significant Performance Indicator Examples

Research

- Performing research with some measure of success (e.g., refereed papers)
- Responsible for, invention(s)/patent(s) advancing technologies
- Significant contributions related to standards development (e.g., chair, project editor)

Significant Performance Indicator Examples

Industry (Practitioners, Consultants and Entrepreneurs)

- Patents issued
- Technical direction or leadership of important technical work with evidence of accomplishment
- Team leader, supervisor, program manager, project manager or director titles
- Substantial design, development or project responsibility, or achievement
- Significant contributions related to standards development (e.g., chair, project editor)

Significant Performance Indicator Examples

Other Contributions within the IEEE designated fields:

- Professional awards, licenses **may** be considered as substantiation of professional experience and performance
- Recognized contributions to the welfare of technical profession (e.g., IEEE Volunteer efforts especially positions of leadership on major IEEE boards and societies)
- Technical Editing - generally of recognized journals, etc.

Application / Nomination Reference Requirement

- If an applicant is nominated by someone else and meets the reference requirements (active status, grade) the nomination serves as one (1) reference, two (2) additional references are required. The nominator is assumed to believe the nominee is qualified.
- If an applicant nominates him/herself, three (3) references are required. The references must meet the reference requirements (active status, grade)

How to Identify Members for SM Elevation?

Volunteers with access to SAMIEEE can run a predefined query:

- Click on Access [SAMIEEE](#) (systems asks twice)
- Log in with IEEE username/password
- Click on catalog
- Double click on Shared Folder
- Click on SAMIEEE
- Click on Geographic Predefined Queries
- Click on (GEO) SM Upgrade - 1st Level Requirements

Senior Member Application

https://www.ieee.org/membership_services/membership/senior/application/index.html



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Home > Membership & Services > Senior

Senior Member Application

Welcome

[Create a New Application](#)

My Applications

Created	Last Modified	Member #	Applicant	Status	
02-Jun-2011 01:13 PM		90856867	, Ric	Draft	View/Edit Application

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Senior Member Initiative

Goal: The Nominate a Senior Member Initiative was designed to encourage all IEEE Sections and Societies to become actively involved in promoting the Senior member grade.

This initiative aims to:

- encourage grade advancement in IEEE;
- simplify the application process;
- offer financial incentives for approved Senior member applications;
- offer increased benefits for Senior membership.

Deadline: To qualify for the 2014 Nominate A Senior Member Initiative, [Senior member application and reference forms](#) must have been completed no later than 1 November 2014.

Reward Structure and Administration: Section/Society Bonus: Nominating Sections and Societies that nominate at least five successful new Senior members will be awarded US\$10 for each Senior member they nominate who is approved for elevation to Senior member in 2014...

NOTE: Full details are listed on the Senior Member Program: Volunteer Resources page

Benefits of Senior Member Grade

- **Recognition:** The professional recognition of your peers for technical and professional excellence.
- **Senior Member Plaque:** Since January 1999, all newly elevated senior members have received an engraved Senior Member plaque to be proudly displayed for colleagues, clients and employers to see. The plaque, an attractive fine wood with bronze engraving, is sent within six to eight weeks after elevation.
- **US\$25 Coupon:** IEEE will recognize all newly elevated senior members with a coupon worth up to US\$25. This coupon can be used to join one new IEEE society. The coupon expires on 31 December of the year in which it is received.
- **Letter of Commendation:** A letter of commendation will be sent to your employer on the achievement of senior member grade (upon the request of the newly elected senior member).

Benefits of Senior Member Grade

- **Announcements:** Announcement of elevation can be made in section/society and/or local newsletters, newspapers and notices.
- **Leadership Eligibility:** Senior members are eligible to hold executive IEEE volunteer positions.
- **Ability to Refer Other Candidates:** Senior members can serve as a reference for other applicants for senior membership.
- **Review Panel:** Senior members are invited to be on the panel to review senior member applications.
- **US \$25 Voucher:** Newly elevated Senior Members are encouraged to find the next “Innovators of Tomorrow”. New joins can use the voucher towards IEEE membership.
- **Print a certificate:** Via myIEEE

SC 2014

Thank you!

Questions?

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Appendix

Guidelines for future reference

Helpful Senior Member Resources

[Senior Member Application](#)

[2014 Regional Statistics](#)

[Newly Elevated Senior Members](#)

[FAQ's: Senior Member Application, Nomination, and Reference Form](#)

[Senior Member Nomination Event Guide](#)

[IEEE Membership Pins](#)

Sample of notification of email

Dear Francisco Martinez,

It is a great pleasure to congratulate you on your elevation to the grade of IEEE Senior member. IEEE Senior Membership is an honor bestowed only to those who have made significant contributions to the profession.

As an IEEE Senior member, you receive the following benefits:

- **Recognition:** The professional recognition of your peers for technical and professional excellence;
- **Leadership Eligibility:** Senior members are eligible to hold executive IEEE volunteer positions;
- **Ability to refer other candidates:** Senior members can serve as a reference for other applicants for Senior Membership;
- **Review panel:** Senior members are invited to be on the panel to review Senior member applications;
- **Letter of commendation:** A letter of commendation on the achievement of Senior member grade will be sent to your employer (upon your request). [Request a letter of commendation](#);
- **Announcements:** Announcement of your elevation can be made in section/society and/or local newsletters, newspapers and notices.

In addition to your new benefits, the following rewards are sent to you via postal mail:

- **US\$25 coupon:** You may use this coupon to join one new IEEE Society.*
- **Senior member plaque:** An engraved plaque you can proudly display to colleagues, clients and employers. The plaque, an attractive fine wood with bronze engraving, is sent approximately eight weeks after elevation.

Newly elevated Senior members are encouraged to find the next innovators of tomorrow and invite them to join IEEE. Those you invite to join will receive US\$25 off their first year of membership.

Congratulations on this significant milestone, and thank you for your contributions to the profession, and to IEEE.

Sincerely,



Senior Member Application Enhancements

July 2013

Senior Member application / nomination portal system was upgraded

SM Application / Nomination Enhancements

- ▶ Applicant resumes made available for reference review.
- ▶ Emails generated from the portal system provide clear and precise instructions to both the applicant and references.
- ▶ Applicant functionality, they now have the ability to add or delete references.
- ▶ Bad characters can be identified and will not corrupt applications

SM Application / Nomination Enhancements

- Nominators have the ability to add information in the event an application is not approved.
- If 4th reference tries to submit a reference after 3 are complete - pop up advising all required references received.
- Applicant / Nominator / Reference to get a Thank You for submitting message.

SM Application / Nomination Form Enhancements

Create an additional section for the applicant/nominator that lists the IEEE Designated Fields plus an “Other” field

SM Application / Nomination Future Enhancements

- Improvements to the Senior Member portal system are underway including the following enhancements:
- Adding the ability for staff to return an application to “draft status”
- Allowing a candidate the ability to switch between “is this a self-nomination yes / no”
- Once an application is approved all reference requests should move out of the endorser’s que in the portal. If the application is denied or deferred it remains.
- All deleted applications should purge out of the deleted applications area after 30 days.

NOTE: We expect these enhancements to be rolled out by 4th quarter 2014.

Senior Member Program Volunteer & Staff Contact Information

- Don Wright, A & A Chair, 2014
f.wright@ieee.org
- Lou Curcio, Operations Manager - MGA
l.curcio@ieee.org

The IEEE Fellow Process

Panos Papamichalis,
2014 IEEE Fellow Chair

Goals of This Presentation

- Increase high quality IEEE Fellow nominations that better reflect the general population of the IEEE membership
- Emphasize understanding of the four categories of IEEE Fellow nomination
 - Practitioner
 - Educator
 - Technical Leader
 - Research Engineer / Scientist
- Communicate the IEEE Fellow process to Chapters, Sections, and IEEE Boards
- Emphasize the importance of the Society/Technical Council evaluations.

2013 Fellow Elevation Statistics

Evaluated in 2013 for elevation on 1 January 2014

Total Voting Membership:	343,157
Number of Fellows	6,870
Total Nominations Received	852
Total Nominees Elevated	293
% success	34.4%

	Voting Membership	Nominations Received	Nominees Elevated	% of Total Voting Membership	% of Total Nominations Received	% of Total Nominees Elevated	% Success
Region 1: Northeastern USA	31,485	81	26	9.2%	9.5%	8.9%	32.1%
Region 2: Eastern USA	27,948	62	33	8.1%	7.3%	11.3%	53.2%
Region 3: Southeastern USA	26,504	53	20	7.7%	6.2%	6.8%	37.7%
Region 4: Central USA	20,056	48	18	5.8%	5.6%	6.1%	37.5%
Region 5: Southwestern USA	25,438	62	21	7.4%	7.3%	7.2%	33.9%
Region 6: Western USA	50,676	119	56	14.8%	14.0%	19.1%	47.1%
Region 7: Canada	15,318	39	8	4.5%	4.6%	2.7%	20.5%
Region 8: Europe, Middle East & Africa	64,943	167	55	18.9%	19.6%	18.8%	32.9%
Region 9: Latin America	11,266	14	5	3.3%	1.6%	1.7%	35.7%
Region 10: Asia and Pacific	69,523	207	51	20.3%	24.3%	17.4%	24.6%
Total	343,157	852	293	100.0%	100.0%	100.0%	34.4%

The Fellow Process - Nomination

- ▶ Nominee
 - An eligible nominee an IEEE member in good standing (i.e. dues current), an IEEE Senior member, and a member of IEEE for five or more years
- ▶ Nominator
 - An eligible nominator need not be a member of the IEEE
- ▶ Nomination Form
 - Description of Individual Contributions
 - Evidence of Technical Accomplishments
 - References from 5 to 8 IEEE Fellows
 - Endorsements (optional) from up to 3 supporting entities/individuals
 - Description of Professional Activities, e.g. Conferences, Journals, Offices held, (both IEEE and non-IEEE)

Timeline

- Nominations Submission Deadline: **March 01**
- Evaluation by Societies: **April 15 - June 15**
- Fellow Committee Evaluation: **July 01 – September 01**
- Fellow Committee Meeting: **Early October**
- IEEE Board of Directors Approval: **November**

The Fellow Process – IEEE Fellow Committee Evaluation

- ▶ The 50 Fellow Committee Judges are divided into 10 groups (5 members each) and each group is randomly assigned 10% of the nominee population, ~ 87 nominees in 2014

- ▶ Judges rate the nominees from 100 to 0 in each of four categories
 - Technical Accomplishments 40 points
 - Society/Technical Council 25 points
 - References/Endorsements 15 points
 - IEEE and non IEEE Professional Activities 10 points

- ▶ Some Observations
 - The “Society Evaluation” information from the Society/Technical Council Evaluating Committees carries the most impact for the Judge
 - The Nominator descriptions of the nominee’s accomplishments and evidence of accomplishments are obviously important

- ▶ Final nominee selection is determined during a 2 day general meeting of the IEEE Fellow Committee

The Fellow Nomination Categories

- ▶ **Research Engineer / Scientist** (76% of the nomination pool)
 - Contributions take the form of inventions, discoveries or advances in the state of the art. Equally likely to be a professor in **academia** or an engineer in **industry**.
 - Typical profile: Sustained technical contributions, over a 15 year period, which are documented by significant (quality and quantity) publications or patents

- ▶ **Educator** (5% of the nomination pool)
 - Contributions take the form of unique and innovative curricula / courses, support to engineering education as an administrator, or authorship of a pioneering text
 - Typical profile: Technical contributions in early career followed by transition to engineering education and possibly positions in **university** administration

The Fellow Nomination Categories (continued)

- ▶ **Technical Leader** (11% of the nomination pool)
 - Contributions take the form of engineering application or scientific accomplishments from leading a managerial, team, or company-wide effort
 - Typical profile: Technical contributions in early career then transition to engineering management positions in **industry**. Minimal publications or patents

- ▶ **Practitioner** (8% of the nomination pool)
 - Contributions take the form of product or standards development, advancement in systems, infrastructure activity or manufacturing from the nominee's personal effort.
 - Typical profile: An engineer in **industry** and not in management, with ~ 15 years of experience. Accomplishments are in a product or service or standard that are used pervasively within the engineering community. Minimal publications or patents.

Practitioner Category for IEEE Fellow

- ▶ **Success for the “Practitioner” nominee at the IEEE Fellow Committee**
 - The Fellow Committee members must have awareness of the “Practitioner” category
 - Nominator must convincingly address the accomplishments and evidence of the accomplishments of the nominee
 - References must provide convincing explanations of these accomplishments

- ▶ **Success for the “Practitioner” nominee at the IEEE Society Fellow Evaluating Committee**
 - The Society Evaluating Committee members must have awareness of the “Practitioner” category
 - Nominator must convincingly address the accomplishments and evidence of the accomplishments of the nominee

- ▶ **Success for the “Practitioner” nominee at Regions, Sections, and Chapters**
 - The Regions, Sections, and Chapters must have awareness of the “Practitioner” category
 - Work with societies/technical councils to identify qualified practitioners

Summary of Recommendations

- ▶ Industry Representation issues can only be solved by more high quality nominations from Industry.
 - Suggestion – Societies establish “search” committees to identify industrial nominees
 - Suggestion – Regions, Sections, and Chapters establish “search” committees to identify industrial nominees
- ▶ Successful nominees are characterized as having **well written nomination packets** (nominator and references).
- ▶ **Reality** -- The “Society Evaluation” information from the Society/Technical Council Evaluating Committees carries the most impact for the Judge

A Useful Link

▶ IEEE Fellow Program Website

www.ieee.org/fellows

- Steps to Become an IEEE Fellow
- Nomination forms
- FAQ
- IEEE Fellows Directory
- IEEE Fellow Statistics
- Nominator Help Guide

QUESTIONS

