

Member Recognition Through the Life Cycle - Grade and Elevations

Charles E. Hickman, Chair
2008 IEEE Admission and
Advancement Committee

September 2008



Senior Member Upgrade

- Admission and Advancement Committee
 - Scope of activity
 - Functions
 - Qualifications for senior member upgrade
- Role of applicant, nominator and Section in preparing nominations
 - Review requirements for upgrade
 - Complete application forms and submit to IEEE staff

Senior Member Upgrade Process

- A number of links are provided to direct the applicant, nominator and Section to the applicable IEEE web pages
 - Grade elevation applications
 - Senior member review panel meetings
 - IEEE bylaws and policies
- Demonstrate important information found on these web pages

IEEE Admission & Advancement (A&A) Committee

- Committee of the Board of Directors assigned to the Member and Geographic Activities (MGA) Board for administrative and operational support.
- Implements IEEE policies, rules and procedures for admission and transfer to all grades of membership except Honorary Member and Fellow grades

2008 A&A Committee

Charles E. Hickman	Chair
Mary Reidy	Region 1
James Burghart	Region 2
Bruce Walcott	Region 3
F Ayhan Sakarya	Region 4
Donald Dunn	Region 5
Edward Perkins	Region 6
Gerard Dunphy	Region 7
Kurt Richter	Region 8
Gustavo Giannattasio	Region 9
Rajendra K Asthana	Region 10

Admission and Advancement Procedures

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

- Panels review all applications for Senior Member grade since the last 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

2008 A&A Panel Meetings

Date	Location	Region
16 February	Louisville, KY, USA	3
15 March	Baltimore, MD, USA	2
26 April	Albuquerque, NM, USA	6
24 May	Toronto, Canada	7
21 June	Denver, CO, USA	5

2008 A&A Panel Meetings

Date	Location	Region
26 July	Indianapolis, IN, USA	4
23 August	Birmingham, AL, USA	3
25 October	Buenos Aires, Argentina	9
15 November	New Brunswick, NJ, USA	1

IEEE Membership Statistics for Month Ending 31 July 2008

	<u>Number</u>	<u>Percent</u>
Life Fellow	2,498	0.7
Fellow	3,717	1.1
Life Senior	6,772	1.9
Senior Member	23,392	6.6
Life Member	16,119	4.6
Member	205,616	58.7
Student	45,370	12.9
Graduate Student	27,073	7.7
Associate	19,499	5.5
Honorary Member	27	0.0
TOTAL...	350,083	

Membership Qualifications

Membership qualifications pertain to IEEE Designated Fields of Interest, which include:

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

Requirements for Senior Member Elevation

- 10 years of Professional Experience
- 5 years of Significant Performance
- References: Senior Members or Fellows

Examples of Significant Performance

- Team leader, task supervisor, program manager or project leader
- Performing research with some measure of success
- Developing and teaching courses with research and publications
- Substantial design, development or project responsibility, or achievement

Examples of Significant Performance (continued)

- Recognized contributions to the welfare of technical professions
- Contributions in such areas as technical editing, patent prosecution or patent law, provided these contributions serve to advance progress substantially in IEEE designated fields
- Professional awards and licenses may be considered

Professional Experience Calculation

- 3 years for a BS in an IEEE-designated field
- 4 years for a Masters
- 5 years for a Doctorate
- Additional 5, 6 or 7 years of professional practice
- Sum of the above must total 10 years or more



Admission & Advancement Committee
Senior Member Evaluation Worksheet

Patricia A. Green
IEEE
445 Hoes Lane
Piscataway, NJ 08854

Grade: Member
Member #: 01234567
Panel Meeting: 24 May 2008

Education: 5 **Years credit for B.S., M.S., PhD**
Experience: 5 **Field:** Circuits and Systems
Total: 10 **Years**

4 Years having shown **significant performance**



References

- If an applicant is nominated by a Senior or Fellow grade member, the nomination serves as one (1) reference (shown as “nom”), 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.

References	Grade	How the Applicant was Rated by the Referee on the Reference Form				Remarks
		Well qualified	Qualified	Marginally Qualified.	Not Qualified	
D.Smith(nom)	SM	X				
E. Green	F	X				
F. Brown	LF	X				

Reviewers Decision: Qualified, Pending, Unqualified

- **Qualified:** The applicant meets the requirements and is approved by the reviewer. Reviewers comments are not necessary.
- **Pending:** The applicant is close to meeting the requirements. Additional information is needed for another Panel to consider. The reviewer should provide helpful comments.
- **Unqualified:** The requirements for at least 10 years of professional experience and 5 years of significant performance have not been met. Additional information is not likely to change that result. The reviewer should provide explanatory comments.

INSTRUCTIONS TO REVIEWERS

Applications are reviewed in confidence. When one of the following decisions is made, the Reviewer's **comments** should indicate the basis of his/her decision:

- Unqualified: Specify clear reason so applicant can be informed.
Pending: Inform the A&A Committee Chair that, in your opinion, a proper review of the application requires:
(a) another reviewer's expertise,
(b) additional evidence of years or nature of experience
(c) discussion and decision by the reviewing panel as a whole
Qualified: "Highly qualified" or left blank

1. Reviewer: R. Wong Date 16 Feb Qualified Pending Unqualified

Comments: Additional evidence of years or nature of experience

2. Reviewer: B Ast Date 16 Feb Qualified Pending Unqualified

Comments: Not enough justification for significant performance.

3. Reviewer: _____ Date _____ Qualified Pending Unqualified

Comments: _____

Chairperson's Notes: _____

A & A
Chair Use
Only

- Accept Years experience
 Defer for additional evidence of: Nature of experience
 Reject for insufficient evidence of: Years having shown significant performance
 Request ___ additional qualified reference(s) OFFER: Member
 OTHER

A&A Committee Chair _____

Support for Questions about Degrees

Office of Degree Authorization at Oregon State
University:

<http://www.osac.state.or.us/oda/unaccredited.aspx>

Grade Appeal Process

The Appeal Committee considers appeals in grade determination cases. The committee consists of:

- VP Educational Activities
- VP Member and Geographic Activities
- VP Technical Activities

Program Incentive

Reward Structure & Administration

- Section / Society Bonus
 - Nominate at least 5 members for Senior Member grade
 - Receive \$10 for each applicant that is nominated and elevated to Senior Member grade by the nominating entity
 - Payout is early 2009 or in conjunction with the Section Rebate Program
 - http://www.ieee.org/web/volunteers/membership_dev/senior_member.html

Benefits of Senior Membership

- Recognition
- Engraved Senior Member Plaque
- US \$25 Coupon
- Letter of Commendation
- Leadership Eligibility
- Refer other Candidates
- <http://www.ieee.org/web/membership/senior-members/index.html>

Grade Elevation Applications

Senior Member

<http://www.ieee.org/web/membership/senior-members/application.html>

Associate to Member

http://www.ieee.org/organizations/rab/md/mem_elv.htm

Senior Member Review Panel Meetings A & A Committee Members

Senior Member Review Panel Meeting

<http://www.ieee.org/web/membership/senior-members/schedule.html>

A & A Committee Members

http://www.ieee.org/web/volunteers/membership_dev/aacomm.html

IEEE Bylaws

IEEE Code of Ethics

IEEE Bylaws

<http://www.ieee.org/web/aboutus/whatis/bylaws/index.html>

IEEE Code of Ethics

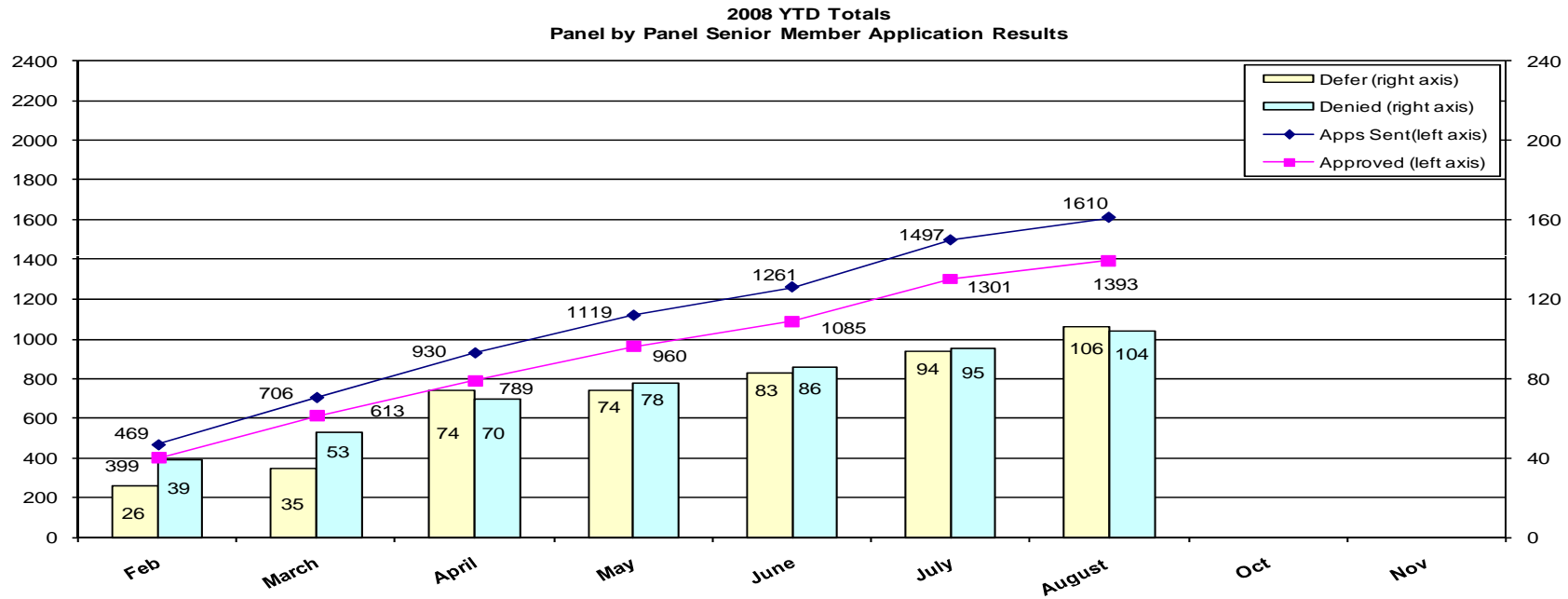
<http://www.ieee.org/portal/pages/iportals/aboutus/ethics/code.html>

Senior Member Elevations 2000-2007



2008 YTD Totals

Panel by Panel Senior Member Application Results



Cumulative Totals (YTD)								
Feb	March	April	May	June	July	August	Oct	Nov
469	706	930	1119	1261	1497	1610		
399	613	789	960	1085	1301	1393		
26	35	74	74	83	94	106		
39	53	70	78	86	95	104		

Panel to Panel Totals (YTD)								
Feb	March	April	May	June	July	August	Oct	Nov
469	237	224	189	142	236	113		
399	214	176	171	125	216	92		
26	9	29	10	9	11	12		
39	14	17	8	8	9	9		

- **QUESTIONS?**
- **COMMENTS**