

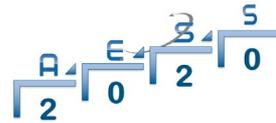
Growth Through Engagement and Teamwork

Joe Fabrizio
Chair – N & A Committee

January 17 - 18, 2020

Courtyard San Antonio Riverwalk

N&A Process



Timeline:

January 2 – Call for Nominations announced on the website. In addition, we send out an Email to the membership, send to all eligible sitting members of the BoG, send out via social media, distribute widely.

February 28 – End Call for Nominations.

March 1 – Availability of all CV (solicited and received through the CfN) to the N&A Committee members.

March 14 – N&A Meeting for selecting the slate of candidates.

March 16 – Availability of the CV from the N&A-approved slate to the voting BoG members.

March 16 – March 30 – We go through the eVote process to approve the BoG slate.

March 30 – Slate is sent to IEEE and membership-wide election is run for 4 weeks to elect 6 members to the BoG.

May 1-2 – The AESS BoG will vote at the meeting in Washington, DC to appoint the 2 remaining board positions. We select from all unsuccessful candidates from the election.

June 1: N&A Committee meets to prepare Officer Slate to present at the Fall BoG meeting. There is time to communicate with prospective board members for the slate.

N&A New Initiatives



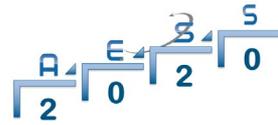
- Develop a plan to invite a strategically selected person (one of interest to be a future BoG member) to attend a BoG meeting to make a presentation on a topic of interest to the Board. (ex: Xiaopeng Yang attended the BoG meeting to discuss expanding membership in China. He is now on the BoG as a member-at-large.)

N&A New Initiatives

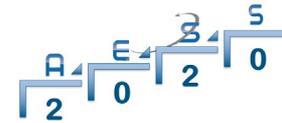


- Write an article for the AESS Magazine and/or QEB describing the role and functions of the AESS Board of Governors to our membership. The article would provide awareness of what we do and increase transparency of the Board's operations to membership. It would also encourage nominations, participation and engagement with the board, noting the qualities we expect from an active volunteer in the AESS.

N&A New Initiatives



- Explore the option with the board through discussion to potentially develop a future plan to explicitly manage the geographic diversity of the BoG and its leadership.
 - APS limits in the following way: 8 from Region 1-6, 1 from Region 9, and 3 from Region 10.
 - The candidate for President Elect rotates between the regions.



Written Strategic Plan

N&A section

Vision

- To attract and engage a diverse team of active and talented volunteers to govern the Society.

AESS Strategic Goals



- Grow
 - Continually expand technically; add activities, programs, and initiatives; and enhance products and services.
- Invest
 - Expend time and money to stimulate growth.
- Value
 - Ensure that the return on investments are worth the expenditure.
- **Engage**
 - **Develop commitment to goals through engagement and building strong-diverse teams.**

Growth Through Engagement and Teamwork

List of Goals

N & A Committee

- Keep the Constitution and Bylaws current with the actual N&A process.
- Formulate a Nominations and Appointments Strategy.
- Identify suitable candidates to be included in the ballot for the election of the next term Board members, at least 50% larger than the number of positions to be filled.

List of Goals

N & A Committee

- Identify suitable and willing candidates to fill Society Officers positions.
- Preserve where possible, affiliation, geographical, gender, and technical diversity.
- Work succession plans for each BoG and Officer position.

SMART Objective

- S** – Statement of Objective: Review the Governing Documents once per year, as it relates to N&A.
- M** – Performance Metric: Up-to-date governing documents.
- A** – Assigned to: Joe Fabrizio and Hugh Griffiths
- R** – Relevant to goal: Keep the Constitution and Bylaws current with the actual N&A process.
- T** – Time period for performance: Once per year before the Spring BoG Meeting.

SMART Objective

S – Statement of Objective: Write a new N&A section for the AESS written Strategic Plan.

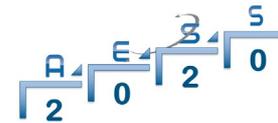
M – Performance Metric: Inclusion of new section in AESS Strategic Plan document.

A – Assigned to: Joe Fabrizio and Mark Davis

R – Relevant to goal: Formulate a Nominations and Appointments Strategy.

T – Time period for performance: By May 1, 2020.

SMART Objective



S – Statement of Objective: Formulate BoG slate, taking all nominations and self-nominations, and also strategically reaching out to people of interest, striving for diversity.

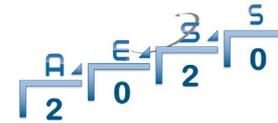
M – Performance Metric: BoG Slate of at least 12 people.

A – Assigned to: Joe Fabrizio and the N&A Committee.

R – Relevant to goal: Identify candidates to be included in the ballot for the election of the next term Board members, at least 50% larger than the number of positions to be filled.

T – Time period for performance: By March 15, 2020.

SMART Objective



S – Statement of Objective: Formulate Officer slate from the sitting BoG members, or new BoG members that have previous experience.

M – Performance Metric: Officer Slate of two candidates for President Elect, at least one candidate for VP positions, and other appointments.

A – Assigned to: Joe Fabrizio and the N&A Committee

R – Relevant to goal: Identify candidates to fill Society Officers positions.

T – Time period for performance: Once per year by Fall BoG Meeting.

SMART Objective

S – Statement of Objective: Create a succession plan for $n + 4$ years.

M – Performance Metric: Officer and BoG historic lists with a plan for future positions.

A – Assigned to: Joe Fabrizio & the N&A Committee.

R – Relevant to goal: Work succession plans for each BoG and Officer position.

T – Time period for performance: Once per year by Fall BoG Meeting.

SMART Objective

S – Statement of Objective: Invite a strategically selected person (one of interest to be a future BoG member) to attend a BoG meeting to make a presentation on a topic of interest to the Board.

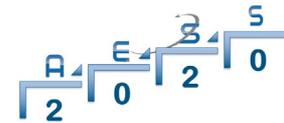
M – Performance Metric: Diversity report metrics.

A – Assigned to: Joe Fabrizio & the N&A Committee.

R – Relevant to goal: Formulate a Nominations and Appointments Strategy.

T – Time period for performance: Once per year by Spring BoG Meeting.

SMART Objective



S – Statement of Objective: Investigate idea to explicitly control geographic diversity.

M – Performance Metric: Diversity report metrics and discussion with board whether we may consider this.

A – Assigned to: Joe Fabrizio & the N&A Committee.

R – Relevant to goal: Preserve where possible, affiliation, geographical, gender, and technical diversity.

T – Time period for performance: By Spring BoG Meeting.