Fellow Evaluation Report

AESS Board of Governors Meeting

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Fellow Elevation Report

During the AESS Officers meeting on January 23, 2016, the recent resignation of an AESS member from IEEE was discussed and the question of a regional disparity in the AESS evaluation of Fellows nominations was raised.

This report presents the results of a deeper investigation into the AESS Fellows evaluation process and recommendations for changes to the AESS bylaws to address the issues found.

Statistics of AESS fellows over last 3 years 2014-2016

26 fellows: 20 from the USA and 6 from the rest of the World

		2014		2015		2016		2014-16	2014-16
Region	Country	N	W	N	W	N	W	AESS % success	IEEE % success
R1-R6	USA	11 (10)	4	15 (14)	9	15 (14)	8 (7)	51.2% (52.6%)	43.5%
R7	Canada	1	0	2	1	1	0	25%	30.6%
R8	Europe, MEast, Africa	7 (8)	2	1 (2)	0	4 (5)	0 (1)	16% (20.0%)	33.4%
R9	Latin America	0	0	0	0	0	0	-------	25.7%
R10	Asia and Pacific	1	0	2	1	3	1	33%	27.4%
Total		20	6	20	11	23	9	41%	36.3%

• AESS nominations: particularly favorable for R1-R6 and particularly unfavorable for R8. Unfortunately AESS does not have a nominee from region R9.
• Overall IEEE Fellow nominations: more balanced success rate across the region with R8 having the second highest rate of success.

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Statistics of AESS fellows over last 3 years 2014-2016

Since IEEE Senior member status is a prerequisite to elevation to IEEE Fellow, the percentage of AESS Fellows per region is compared with the percentage of AESS Senior members (in 2015) per region

	R1-R6	R7	R8	R9	R10
% Fellows (elevated by AESS)	80.7 (76.9)	3.8	7.7 (11.5)	0	7.7
% Senior member	63.6	4.2	15.6	2.5	14

Table I- % of fellows per region compared to % of senior member per region

	R1-R6	R7	R8	R9	R10
% Overall AESS Fellows	69.2 (66.7)	7.6	15.38 (17.9)	0	7.7
% Fellows evaluated only by AESS	80.7 (76.9)	3.8	7.7 (11.5)	0	7.7

Table II- % of AESS fellows per region compared to % fellows evaluated by AESS

Current Bylaws

In AESS bylaws (2012), no specific article addresses explicitly the Fellow Evaluation Committee, that is listed as a "standing committee" in our organization chart under **Member Services.**

The Standing Committees are defined by Article IX.A of AESS Bylaws.

Article IX –**Committees**
A. Standing Committees may be formed by vote of the Board of Governors upon recommendation of the President. The President will designate the Society officer who is responsible for the direction of each Standing Committee. Standing Committee members will be appointed by the officer who is responsible for the direction of each committee, with the approval of the President. Term shall be for one year or until a successor is appointed; unless another term of office is specified by the Board of Governors. The responsible officer may appoint all or any part of a Standing Committee, or he/she may appoint only the Chair and ask him/her to appoint additional members.

IEEE SP

Fellow Reference Committee.

The Fellow Reference Committee shall be responsible for evaluating nominations for IEEE Fellow that are referred for review by the IEEE Fellow Committee.

Composition: The Fellow Reference Committee shall comprise the chair, who shall be appointed by the Awards Board Chair, with the advice and consent of the Executive Committee, to serve **three years, non-renewable**, and **eight members-at-large** who shall hold the grade of IEEE Fellow and shall be members of the Society in good standing. Terms of the **members-at-large shall be three years, non-renewable**. The Awards Board Chair shall serve ex-officio, without vote. The Chair should seek nominations for members-at-large from broad constituencies of the Society to guarantee a fair representation from the key technical disciplines of the Society, including representation from industry. **The selection and appointment of the members-at-large is done by the Chair with the advice and consent of the Executive Committee.**

IEEE COMSOC

7.5.5 Fellow Evaluation
–This Committee is responsible for the Society's evaluation of Fellow nominations being considered by the IEEE Fellow Committee. It consists of a Chair and nine members that shall serve a **three-year term with one-third of the members being appointed each year**. Chair and members shall be IEEE Fellows and Members of the Society.

IEEE Computer Society

16.1 MEMBERSHIP

The Fellows Committee chair shall be appointed by the president-elect in July for a **one year term**. The president-elect shall appoint one or more vice chairs upon the recommendation of the chair. The chair and vice chairs over the years shall be chosen from different technical areas in the Computer Society's fields of interest. The chair shall determine the number of committee members required to meet IEEE requirements for Fellows evaluations. All members of the Fellow Committee, including the chair and vice chairs, shall be IEEE Fellows.

16.1.1 Appointment of Members

The chair shall start the selection and appointment process of the members of the committee **no later than October** and complete the process no later than January of the following year. Appointing members of the committee as early as possible is critical since they may not nominate or serve as references for any candidate to be evaluated by the committee.

16.1.4 Balance of Background

Members of the committee should have **a diverse background of experience** so that candidates in all Fellow categories such as Application Engineer/Practitioner, Educator, etc. may be fairly evaluated.

16.1.5 Length of Service

No member of the committee, including the chair and vice chairs, shall serve for more than **three consecutive years** in any capacity.

IEEE best practices

IEEE SOCIETY/TECHNICAL COUNCIL EVALUATING COMMITTEE CHAIRS

•Organize and chair a committee of experts with backgrounds in research and development, teaching, technical management, engineering application and practice (including product or system design), manufacturing, system operation, product application, etc. to review IEEE Fellow grade nominations referred for evaluation. The chairs of the new and existing Society/Technical Council Evaluating Committees shall be responsible for establishing committees to review Fellow nominations.

•It is the belief that the combined judgment of an Evaluating Committee has greater weight than the opinion of one individual. It is required that five or more evaluators review a Fellow nomination and three or more evaluators if there are fewer than 40 Fellows in the evaluating Society/Technical Council.

IEEE best practices

- It is recommended **that committee chairs shall serve no longer than five consecutive one-year terms**. IEEE Policy Section 13.2.C shall be followed when determining the length of service as a Fellow Evaluating Chair.

- **Instruct the committee** in their specific functions, that is, the technical evaluation, and ranking of the nominees, and **the need to develop uniformity in the evaluation process.**

- **Conduct meetings of the Society/Technical Council Fellow Evaluating Committees** in Executive Session.

Current AESS practices

The Chair of the Fellows Evaluation Committee is appointed by the AESS President with the consent of the AESS BoG. In late April of each year after the IEEE Fellows system is enabled, the members of the committee or **evaluators are invited by the Chair of the Committee** to serve from the approximate 250 AESS members who are IEEE fellows. Five evaluators are always guaranteed for each candidate and no more than six nominations are assigned to each evaluator.

The evaluators (generally 11-12) are not informed of the names of all other evaluators, either on the nomination they are evaluating or the other nominations that they are not involved.

No teleconference or other meeting of the committee is held.

The evaluators are provided with the IEEE instructions on how to evaluate the candidates. They review the nominations and write critique of the candidates qualifications in several categories, and give a grade of A to E in each.

No rigorous algorithm is used to determine the final score from the scores of each evaluator**; the chair does an average of the scores posted by the individual evaluators and has the freedom to do an adjustment based on his/her overall assessment of the nomination strengths.**

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Bylaws suggestions for AESS

1. Composition

The Fellow Evaluation Committee shall comprise the chair, who shall be appointed by the Society President, with the advice and consent of the AESS BoG, **to serve three years, non-renewable**, and **nine voting members-at-large** who shall hold the grade of IEEE Fellow and shall be members of the Society in good standing. Terms of the members-at-large shall be **three years, non-renewable, with one-third of the members being appointed each year**.

Bylaws suggestions for AESS

2 Appointment of Members

The Chair should appoint members-at-large from broad constituencies of the Society to guarantee a fair representation of the Society, in terms of **regional representation, gender, key technical disciplines, and categories** (researchers, technical leaders, practitioners). The selection and appointment of the members-at-large is done by the Chair, with the advice and consent of the Society President and Membership VP (or the entire BoG).

The selection and appointment process of the members of the committee should start **no later than October and be completed no later than January of the following year**. Appointing members of the committee as early as possible is critical since they may not nominate or serve as references for any candidate to be evaluated by the committee.

Suggested technical areas to be covered by the committee members:
Radar Systems, Target Tracking, Avionics, EO/IR Systems, Navigation, Guidance and Control

Bylaws suggestions for AESS

3 Responsibilities of Chair

The chair shall be responsible for assigning committee members to evaluate nominations in their areas of technical expertise and experience. At least five committee members shall evaluate each nomination. The chair shall be responsible for merging the evaluators' input into a coherent whole, and for making the initial ranking. **The chair shall conduct a meeting (which may be virtual but should be interactive) with the committee members to review the initial ranking of all candidates. With the advice of the members the chair shall decide if numerical ranking should be changed, or if he/she should obtain additional evaluations for individual candidates**. The final ranking shall be approved by the entire Committee by vote with a quorum of 2/3 of the voting members. The chair shall provide final ranking and evaluations to the IEEE Fellows Committee by mid-June. **The committee chair shall send a report to the society president and the Membership VP** by 30 June of each year. The report shall contain a summary of the Fellows Committee review process and nomination submissions.

Motion: Move that the Constitution, Organization, and Bylaws Committee formally draft a change to the IEEE AESS Bylaws to reflect the proposed language concerning the IEEE Fellows Evaluation Committee and seek approval before the Fall BoG meeting