

Admissions and Advancement Committee

Peter Silverberg, Region 2
Representative

Presented by Robert Lawson

([20/04/2013] Morgantown/Region 2)

Region 2 goal is 230 upgrades Member to Senior Member in 2012

- IEEE has set a goal that 10% of the voting-members shall be Senior Members.
- Because of attrition, we need 1.1% of those at Member grade advance to Senior Member. Region 2 = 230.
- The A&A committee is central to this effort. My task as the Region 2 representative is to encourage sections to meet this goal.

SM brings Benefits to IEEE Sections and Societies

- Many executive volunteer offices require that a member hold Senior member grade.
- Senior members provide leadership on a volunteer basis.
- The percentage and number of IEEE Senior members reflect the competence and prestige of IEEE, its products and services.
- Senior members have an average retention rate of 98%.
- A greater percentage of Senior members belong to more IEEE Societies than other IEEE member grades.
- Senior members volunteer at a higher percentage rate than other grades of IEEE members.

Benefits of Senior Member Grade to the Individual

- 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 to the Section

- **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.” Invite them to join and the new IEEE member will receive \$25 off their first year of membership.
- **Rebate:** \$4.00 per Senior Member vs. \$3.00 per member.

IEEE Admission & Advancement (A&A) Committee

The Admission and Advancement Committee is a standing committee of the Member and Geographic Activities Board.

What we do

- Determine the grade for new members. There are five levels that are delegated to the staff: Associate, Affiliate, Student, Graduate Student, Member
 - - Hold review panels composed of IEEE Senior Members and Fellows to review all applications for Senior Member grade since the last review panel meeting. These are working groups in sites rotated among the Regions.
 - - Committee has methods to resolve disputed decisions.

Note: Fellows and Honorary Members are not determined by this committee.

2012 A & A Committee

aacomm-2013@ieee.org

- Francisco Martinez Chair
- Jason Hui Region 1
- Peter Silverberg Region 2
- Don Wright Region 3 (Vice chair)
- Jim Riess Region 4
- Pankaj Goyal Region 5
- Zachary Cohen Region 6
- Lawrence Whitby Region 7
- Samir Shaheen Region 8
- Antonio Ferreira Region 9
- Kevin Sowerby Region 10
- Lou Curcio Membership Program Manager

2013 Review Panel Meetings

Date

16 February
30 March
27 April
1 June
29 June
27 July
14 September
19 October
23 November

Location

Austin Texas, USA (R5)
Bangalore, India (R10)
Raleigh, NC, USA (R3)
Vancouver, Canada (R7)
San Diego, Cal., USA (R6)
Chicago,IL, USA (R4)
Benelux area (R8)
Chile (R9)
New Brunswick, NJ,USA (R1)

Requirements for Senior Member Elevation

- ❑ 10 years of Professional Experience
- ❑ 5 years of Significant Performance
- ❑ References from Senior Members, Fellows, Honorary Members.

- ❑ Years as a IEEE volunteer are not part of the application.

Membership Qualifications

- Membership qualifications pertain to **IEEE Designated Field**, which include:
 - Engineering
 - Computer Science & Information Technology
 - Physical Sciences
 - Biological and Medical Sciences
 - Mathematics
 - Technical Communications, Education, Management, Law, and Policy

Professional Experience

- 3 years for a BS in an IEEE-designated field
or
- 4 years for a Masters
or
- 5 years for a Doctorate
- v Additional 7, 6 or 5 years of professional practice depending on years credited for degree.

Significant Performance Indicators

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

References

- If an applicant is nominated by someone else, 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.

A Day at a Panel

~25 Senior Members and Fellows convene at hotel meeting room with Chair person and staff member.

About 300 applications are distributed. One or two will be about a lower grade.

Each application for Senior Member must get two approvals from panel. A "no" vote calls for a third reviewer. Two "no" votes is a reject.

Common reasons for rejection:

- 1. The Professional Experience year count is short ("apply again in 18 months")
- 2. The references are not of the right grade
- 3. Proof of significant performance is unclear

Statistics and Metrics

2011 data

Region	Member Grade 2012 Count Year End 2012	Senior Member Goal	YTD SM Elevations as of November 2012	Percentage of Goal
1	20,911	260	246	114%
2	19,193	230	179	91%
3	17,448	210	155	89%
4	14,095	165	175	125%
5	18,242	210	133	72%
6	40,085	420	320	89%
7	10,473	120	107	106%
8	45,675	490	705	141%
9	8,606	95	58	73%
10	49,179	530	641	143%
Total	243,907	2730	2719	113%

Recruiting Senior Members - Hold a Nomination Event

http://www.ieee.org/membership_services/membership/senior/seniormember_elevation_toolkit.html

- Checklist
- Sample newsletter article
- Guidelines for references
- Resume or CV tips
- Benefits of Senior Membership

IEEE Section Best Practices: Best examples in 2011 are

South Africa Section

http://www.ieee.org.za/index.php?option=com_content&view=article&id=139:ieee-senior-member-workshops-makes-a-difference-in-south-africa&catid=1:latest-news&Itemid=50

Toronto Section

<http://www.ieee.org/portal/pages/2201/tionline/legacy/inst2010/nov10/featureseniormember.html>

Senior Member Application Enhancements

- Ability to save the application in draft form
- References will be notified immediately by email to complete the reference form
- Upload resume/CV capability
 - up to 3 MB (no zip files or web links)
- Real time application status – application web site will have an “application’s status view”
- Applicant Region and Section will be auto populated
- The computer forms have been made more user-friendly in the last year.

Region 2 goal is 230 upgrades Member to Senior Member in 2012

This is within reach. The Region has six large cities (Cleveland, Baltimore, Philadelphia, Pittsburgh, Cincinnati, Washington) and 14 smaller sections. We can go over if the large sections advance 25, and the others each advance 6. You are welcome to exceed this. We fell a little short last year.

Where to find potential Senior Members

1. Teaching at a university with a Ph.D. as recent as 2007. They usually have well written CVs and references on the faculty.
2. Industry, consulting, and government. These Members are numerous but need a helping hand finding references. I have found that a long interview is enough to be convincing. Many of them have managed groups, large budgets, or complex projects and don't realize that is good enough. Good writing is the key to advancing.

Wrapup and Questions

I am willing to help all sections. If you are within two hours drive from Riverside NJ, invite me. If you farther away, I can visit via Skype.

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