

Industry Spotlight – IEEE Santa Clara Valley (Corporate Liaison Program)

*Nomination and Elevation of IEEE Fellows from Industry – Perception & Reality
Talk by Stefano Galli, July 14th 2020.*

CHAT QUESTIONS

from Gene Freeman to Everyone: 7:37 AM

What is the value proposition to a company to have an IEEE Fellow on its staff?

from Stefano Galli (post webinar)

IEEE Fellow elevation is a prestigious recognition that indicates that the employee was recognized by the technical community at large and this is something a company can capitalize on for example telling their customers that their most qualified engineers are also IEEE Fellows.

Since it has been argued that potential nominees from Industry are not motivated enough to seek being nominated as they do not see the value in being elevated to Fellow grade, it is also important to ask this question: *“What is the value proposition to a company’s employee for being elevated to the grade of Fellow?”*

I would certainly say: increased prestige within the company, the peer recognition of being a Subject Matter Expert, and the enhanced credentials when authoring a proposal, among others. All these factors might expedite the advancing of the Fellow’s career within the company. It is critical to publicize this value proposition.

from Filippou Miltiadis to Everyone: 7:39 AM

What is the difference between a TL and a RE/S?

from Stefano Galli (discussed live, with additional post webinar comments)

These are two of the four Fellow nomination categories: Technical Leader and Research Engineer/Scientist. Excerpts from the Fellow Guide on how to write an effective nomination are shown below:

“For RE/S Nominees, sustained scholarly work is typically documented by significant (quality and quantity) scholarly contributions such as peer-reviewed publications, books, papers in technical reports, patents, or other publications. The focus of the evaluation is on inventions, discoveries, or advances in the state of the art made by the Nominee, all of which must confirm innovation, creativity, impact, and a distinct personal role of the Nominee.”

“The individual contributions of TL Nominees can be exemplified through technical leadership of a team or company-wide effort that led to an important benefit to society, technical innovation, advancement of a device, and also idea or system leading to development, application and/or production. The technical innovation, risk involved,

performance improvement, economic results, or other advantages must be above the norm. For TL Nominees, their leadership and technical role must be crucial for the successes of the cited accomplishments, and specific technical contributions by the Nominee which made the achievement possible must be present and supported by verifiable evidence. A TL is neither a bureaucrat nor a project manager, so organizational positions alone cannot be used as sole evidence of accomplishments. As is the case for the AE/P category, quality and quantity of scholarly publications is not necessary for this Nomination Category, and lack of publications does not penalize the Nominee.”

from Ganesan Thiagarajan to Everyone: 7:44 AM

Should the 3 references be obtained from existing IEEE fellows? Or Any other persons at work or co-researcher.

from Stefano Galli (discussed live, with additional post webinar comments)

References must be provided by existing IEEE Fellows. There is one exception to this rule for Region 9 (Latin America): a Senior Member from R9 can serve as Reference for a Nominee from R9.

from Webert Montlouis to Everyone: 7:47 AM

Could it be more academics are elevated because they can find IEEE fellows to support their nominations?

from Stefano Galli (discussed live, with additional post webinar comments)

Academics can certainly leverage a wider network of Fellows than Industry members, but I do not believe that this reason is what gets more Academics elevated. Moreover, the requirements for references has been lowered two years ago from minimum 5 and up to 8, to minimum 3 and up to 5.

The single most important cause for the many elevated Academics is that there are many more Academic nominees than Industry or Government nominees. Based on the last five-year average, about 70% of all nominations are from Academics – see slide #8 for more details.

from Filippou Miltiadis to Everyone: 7:49 AM

How is it possible to have more elevations than nominations for a given region?

from Stefano Galli (discussed live, with additional post webinar comments)

That would be impossible.in fact, if you are referring to slide #11, the title text “Normalized to all Nominations” was indeed misleading and was corrected to “Normalized to all Nominations/Elevations.”

What is shown in the bar chart is the fraction of nominations (normalized to all nominations) and the fraction of elevations (normalized to all elevations).

from Brij Singh to Everyone: 7:58 AM

Fellow committee ranks nominee and then make decision on elevation irrespective of society nominee came from?

from Stefano Galli (post webinar)

Yes, correct. However, the evaluations of S/TCs are very important and influence the ranking made by the IEEE Fellow Committee – see also answer to the question by Horng.

from Filippou Miltiadis to Everyone: 8:02 AM

Should all nominators be affiliated to the same IEEE society/ TC?

from Tom Coughlin to Everyone: 8:03 AM

I can answer Filippou's question--no they don't need to be associated with the same IEEE society.

from Stefano Galli (post webinar)

Tom is correct. Furthermore, a Nominator may not even be an IEEE member.

from jdecur@ieee.org to Everyone: 8:05 AM

I was elevated supported by Consumer Electronics Society, but claimed by Computer Society and Communications Society as well.

from Stefano Galli (post webinar)

You are evaluated by the S/TC chosen by the Nominator as explained on slide #18 Item 3. Once elevated, your elevation will be advertised/claimed by all the S/TCs you are a member of.

from Anita Carleton to Everyone: 8:07 AM

Is a PhD required for elevation to Fellow?

from Tom Coughlin to Everyone: 8:08 AM

No, you don't need to have a PhD to become a Fellow.

from Filippou Miltiadis to Everyone: 8:09 AM

Is there a classification of contributions (i.e., academic publications, standards contributions, etc.)?

from Stefano Galli (post webinar)

Many examples of contributions and evidence are given in the Fellow Operations Manual and the Fellow Guides.

from Anita Carleton to Everyone: 8:09 AM

How many times can you be considered for Fellow elevation?

from Miriam Sanders to Everyone: 8:10 AM

There is no technical limit to how many times you can be nominated.

from Mark Epstein to Everyone: 8:10 AM

Is the IEEE Standards Association a viable society for the purpose of review?

from Stefano Galli (post webinar)

At this time, nominations cannot be referred to IEEE-SA but only to S/TCs. It is not clear what problem referrals to SA would solve since the technical expertise for evaluating technical contributions is already in S/TCs.

from jdecuir@ieee.org to Everyone: 8:12 AM

I know three members of IEEE SA who should be Fellow candidates: Jim Lansford, Jon Rosdahl and Toby Nixon. All made big impacts with WiFi, 802.11, Bluetooth and USB.

from Tom Coughlin to Everyone: 8:12 AM

Joseph, would you like to nominate those SA folks?

from Stefano Galli (post webinar)

Good idea, Tom. Joseph, if you do nominate... read the Guides 😊

from Tathagat Varma to Everyone: 8:13 AM

The process still seems very tilted towards "Technical Leaders". How does someone from TEMS, i.e. as technology and engineering manager who might have worked in advancing the state of practice, say in engineering process, etc. demonstrate advanced achievements?

from Stefano Galli (discussed live, with additional post webinar comments)

I don't understand why it would be tilted towards TLs. TLs also have to demonstrate their individual role and technical contributions to the project. All nominees have to demonstrate through verifiable evidence their accomplishments and the corresponding impact.

from Jan Holz to Everyone: 8:13 AM

Is the "status" of the Nominator important? I.e., is it better if the nominator is a fellow her/himself?

from Tom Coughlin to Everyone: 8:16 AM

The "status" of the endorsers is probably more important, but a good nominator probably helps as well.

from Stefano Galli (discussed live, with additional post webinar comments)

The nominator is certainly very important. It is best to choose a nominator who is well-known in the area to which the nominee has contributed. This will carry weight especially at the S/TC level.

from Jan Holz to Everyone: 8:16 AM

Thanks, does this mean that the nominator's name/status is visible to both the society and central committee?

from Tom Coughlin to Everyone: 8:17 AM

Jan, I assume so but I put the question to Stefano.

from Stefano Galli (post webinar)

The name and email address of the nominator is on the nomination form. There is no bio information on the nominator, but a well-known nominator will be most likely recognized by the S/TC experts.

from pguruva to Everyone: 8:17 AM

What about contribution to other standards such as MPEG?

from Tom Coughlin to Everyone: 8:17 AM

Do you mean, can contributors to the MPEG standards be candidates for Fellow-- likely yes.

from pguruva to Everyone: 8:20 AM

Tom - I made a contribution to a MPEG video compression standard (HEVC). So, is that counted (or) only the IEEE standards are considered?

from Stefano Galli (post webinar)

Yes, contributions to and impact on non-IEEE standards are also considered, see also slide 17.

from Brij Singh to Everyone: 8:20 AM

For individual contributor as a Research Scientist are patents important? some company use patents in their products and never license them?

from Stefano Galli (post webinar)

Yes, patents are a very good form of evidence of technical contribution and can be used by RE/S and also other types of nominees – see table on slide 19.

from Miriam Sanders to Everyone: 8:21 AM

Tom correct me if I'm incorrect - references must be fellow grade IEEE members, but endorsers do not need to be a IEEE member.

from Tom Coughlin to Everyone: 8:22 AM

Miriam, references must be IEEE Fellow grade members but endorsers do not need to be IEEE Fellows. Thanks!

from Stefano Galli (post webinar)

Correct, and I would also add that endorsers do not even need to be IEEE members.

from Filippou Miltiadis to Everyone: 8:21 AM

What level of collaboration with a prospective nominator is not accepted (e.g., paper co-authorship, same affiliation, co-contribution to a research project, other)?

from Tom Coughlin to Everyone: 8:25 AM

Filippou, probably the answer to that question depends upon the individual circumstances. I also passed that on to Stefano.

from Stefano Galli (discussed live, with additional post webinar comments)

There is no restriction on who can be a nominator. Usually, restrictions are put on evaluators not on advocates (nominators or references or endorsers). For example, your relative could be your nominator but a relative cannot be an evaluator for your nomination and would have to recuse him/herself from participating to any discussion about your case.

from Miriam Sanders to Everyone: 8:22 AM

Tom -Does an endorser need to be IEEE member? I thought not.

from Tom Coughlin to Everyone: 8:23 AM

Miriam, no an endorser doesn't need to be an IEEE member, but we would love for them to join ;-)

from Stefano Galli (post webinar)

Yes, I concur!

from Brij Singh to Everyone: 8:23 AM

Does ratings of reference matter?

from Stefano Galli (discussed live, with additional post webinar comments)

Yes, the rating given by a reference, e.g. Extraordinarily Qualified, Highly Qualified, etc., is very important. And also choosing the right Reference is very important, see slides #22-#23.

from Filippou Miltiadis to Everyone: 8:27 AM

Is there a minimum time needed to be in IEEE SM status before nominating?

from Stefano Galli (discussed live, with additional post webinar comments)

No. You can be nominated for Fellow elevation the same day you were elevated to Senior Member. However, you also need 5 years of IEEE membership at any grade.

from Horng to Everyone: 8:29 AM

If society or technical committee approves a nominee, then how much chances are there to get approved by the IEEE fellow committee?

from Stefano Galli (post webinar)

Societies don't "approve" nominees, they evaluate and rank all nominees. If a nominee is ranked high by a Society, there are very good chances for elevation. For example, the probability of elevation conditional to being ranked in the 1st quartile of an S/TC that has at least 10 nominees is 95% – average 2012-2016.

from Stephen Bush to Everyone: 8:33 AM

IEEE Fellowships are not valued by company management. That may be why it's not popular in industry?

from Stefano Galli (post webinar)

Certainly, the importance of Fellow elevation is not uniformly recognized in Industry. This may be one reason that holds back prospective industry nominees. Other reasons are also explored in this article:

S. Galli, A. Reibman, "[Analysis Shows No Evidence of Bias Against Fellow Nominees From Industry](#)," IEEE The Institute, Nov. 20, 2017.

All Fellow resources:

www.ieee.org/fellows