IN BRIEF:
IEEE in 2030
Optimizing for Full Impact

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A longer presentation that includes details on each aspect of the proposal, more rationale, an extensive roadmap of how we got here, and much more is available. This presentation represents a brief overview.

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It started in January, 2015 with one question …

What changes must we make now to best position IEEE for success in 2030, while still supporting the needs of technologists between now and then?

Highest Priority Identified by the 2015 Senior IEEE Leadership Team

Optimize Our Governance Processes to Enable Strategy

Two Major Rationales

› A Changing & More Dynamic World

– The world is becoming more complex as it becomes flatter and more competitive as the speed of technology advancement continues

– Organizational structure should support the Board's effective handling of this increasing strategic complexity

▪ Our structure should enable strategic understanding, analysis, and debate

▪ Board members should make decisions for the advancement of IEEE as a whole

▪ Board members should not be tied up in operational issues

› Discretionary Volunteer Time and Participation Value

– Professionals have less and less discretionary time to devote to volunteer activities

– In order to best use and attract the best volunteers, we need to make their service rewarding and valuable

– Current Board meetings require too much time and Board discussions are seldom generative or strategic

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Why now?

› We need a governance structure that can effectively handle the increasing strategic complexity of a changing and dynamic world

› We need a diverse, efficient, and effective board that represents the members and listens to the voices of members, the technical professional community, and the public, in order to make informed decisions

› We want to strengthen the role of the member in IEEE governance

How are we doing now?

› We need a governance structure that can effectively handle the increasing strategic complexity of a changing and dynamic world **(IEEE has more competitors; our traditional revenue lines are facing increased competition; we are losing "market share" in our professional fields of interest)**

› We need a diverse, efficient, and effective board that represents the members and listens to the voices of members, the technical professional community, and the public, in order to make informed decisions **(Requires excessive volunteer time which precludes valuable service)**

› We want to strengthen the role of the member in IEEE governance **(The IEEE membership doesn't elect all Board; some directors are elected by as few as 0.2% of membership)**

Guiding Principles

> Strengthen the "voice" of the membership in IEEE governance

> The Board of Directors (BoD) will reflect the diversity of the IEEE

> All volunteer members of the IEEE Board of Directors will come from the IEEE membership and will be elected by the full membership

> The new BoD size and composition will be more conducive to flexibility and adaptiveness
  - The new BoD will be smaller than the current Board
  - Terms of service will support continuity
  - Allow for deliberative, candid, and generative discussions

> The volunteer members of the new Board of Directors will not hold any other IEEE leadership positions (with a few exceptions prescribed in the Bylaws) in order to avoid any real or perceived conflict of representation

High Level Proposal

Proposed Structure: Three Major Bodies

› **Board of Directors** (restructured)

  – 13 members; 12 IEEE Senior Members or Fellows elected by the full IEEE membership; Executive Director as non-voting member

  – Three-year term; limit of two terms except for President who may have one additional "term" as President

  – President Chairs and serves a two year term (6 total)

  – Focused on strategy

› **Enterprise Board** (a new body)

  – 22 members; 10 voting members (Immediate Past President, Treasurer, Secretary, Executive Director; Vice Presidents/Presidents of EA, MGA, PSPB, SA, TAB, IEEE-USA; 12 non-voting members – Management Council)

  – Immediate Past President Chairs

  – Focused on enterprise-wide operations (rationalizes operational issues across OUs)

› **Assembly** (same composition, new role)

  – No change to current structure - President, President-Elect, Immediate Past President, 10 Region Delegates, 10 Division Delegates

  – President Chairs

  – Focused on IEEE constituency

Transition over the next five years ensuring balance each year

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Proposed Structure
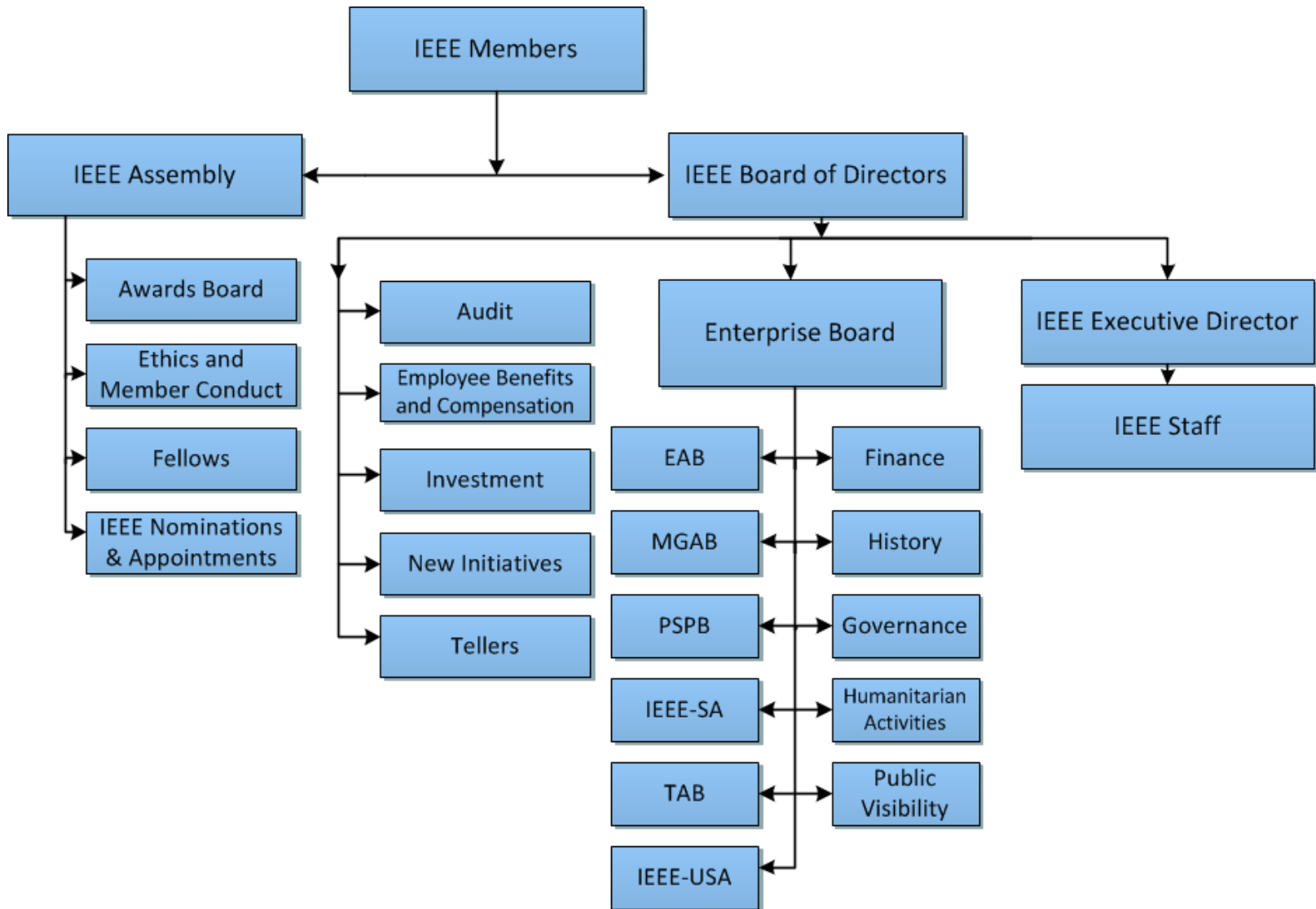
Major benefits

Provides an adaptive governance structure to meet the uncertainties and increasing complexity of the future

- Board of Directors will be:
  - composed of a smaller group of our best and brightest members
  - able to engage in generative discussions focused on strategy
  - informed by a stronger voice of the member because all members will be asked to vote on each individual BoD director
- Enterprise Board will:
  - Create opportunities for representatives from each major OU to meet, socialize, and discuss challenges and opportunities while providing OUs a louder voice in IEEE-wide activities
  - Able to rationalize operational issues and enable effective operational management
- Assembly will serve as the important check and balance of Board of Directors composition and provide linkage to our constituency

Board Slate will be Critical

Goal is to attract great leaders from <u>the wide breadth of IEEE membership</u> to serve on the Board of Directors

Goal is for a very well-rounded Board. N&A will focus on:

1) skills and experience in both IEEE & non-IEEE
2) individual attributes
3) diversity factors:
    Including but not limited to: sectors (private, academia, other); lines of operation (currently EA, MGA/USA, Pubs, SA, TA); technical areas (leadership experience distributed across Societies/ Councils/ Communities); geographic areas; gender

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Current vs. Proposed – In Brief

Current

› Board doesn't have sufficient time to focus on strategic issues because they also discuss operational issues

› Board directors need to represent the interests of IEEE as a whole and not their constituents

› Changes to number or structure of regions and divisions are difficult because roles are tied

› Board is too large and lacks the ability to have generative discussions

› Organized around principles from 1960s

› Governance structure is not adaptable and lacks year-to-year continuity with members having varied terms of service

Proposed

› Board of Directors will focus on strategic issues; Enterprise Board will focus on operational issues

› Enterprise Board directors will be able to represent the interests of their constituents

› A Board position will be separate and distinct from an OU position; OUs will be empowered to change as they see fit

› Board will have fewer members which will allow for generative discussions

› IEEE senior governance will be structured with consideration for the future

› Governance structure will be adaptable and have more continuity from year-to-year

Next Steps

- Read & understand all the details (see longer presentation)

- Share with others

- Send your questions, suggestions, and comments to feedback2030@ieee.org

- The Board will be asked to vote on this in November
  - This is a critical step to position the IEEE for future
  - It is important to be fully-informed about the details of this vote
  - It **will** change the future of IEEE and the committee believes the time is now to make this change