

## Senior Member Search

Dusanka Boskovic

### Goals

This AdHoc committee is directed to promote Senior Membership in our Region and assist Sections in the process of promoting application for Senior Membership and in nomination for Senior Membership.

### Progress against goals since the last report

- This is the first report of the SM Search Committee since it was established. We had two online meetings: 4 February 2023 and 19 December 2023.
- We have started with nominations in our sections and collecting useful examples of good practices but also of typical mistakes and to use them for training materials and mentoring guidelines on eligibility for Senior Member
- We have identified the following challenges and some best practices for their resolution:
  - Members not considering themselves as being qualified for Senior Members – guidelines and promotion
  - Application vs Nomination – cultural differences, we can promote section nomination and assist sections' officers, but also work on competences of our members to change attitude towards self-application
  - Selection of Colleagues for Reference – cooperation between sections (making lists of prospective candidates) and chapters (prospective references, colleagues from the same professional field)
  - Time consuming – help with guidelines and mentoring
- We have identified the following activities for recognition and promotion of Senior Membership
  - Promotion of the status: Recognizing the SMs at the section events, Region 8 events
  - Photos of Senior Members receiving Plaques, Photos Where do you display your SM Plaque, Snapshots of Title page for papers with authors list
  - Events linking SM and other IEEE entities like YP AG and WIE AG
  - Short stories for the R8 News
  - Section scores – absolute and relative – recognizing section activities in SM Search, elevation and promotion

### 2023 Committee members and roles:

Dusanka Boskovic (Bosnia and Herzegovina) (Chair)

Catarina Silva (Portugal)

Lucian Toma (Romania)

Mohammad Salah (Jordan)

John Funso-Adebayo (Nigeria)

Marcin Paprzycki (Poland)

### Proposals for improvements

Plans for activities in 2024:

- Assisting Sections in Nomination process
- Assisting Section with additional Referees – at least in the beginning – promote cooperation between section and chapters (prospective references, colleagues from the same professional field)
- Assist Sections with list of examples of significant performance – specific for academia and for industry – draft templates emphasizing the proper documenting of periods of professional practice and significant performance