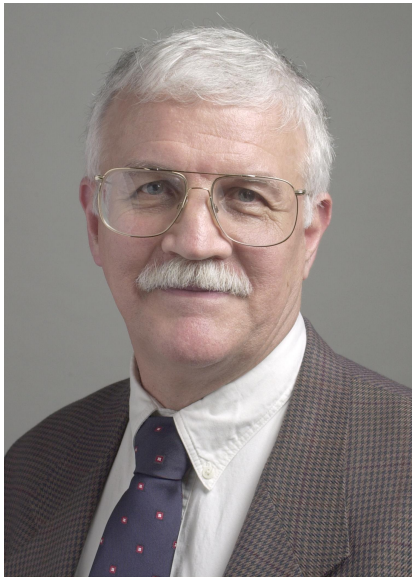




THE FUTURE TO WHICH WE ASPIRE



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Mission

To foster professional growth of its members by satisfying their needs for easy access to and exchange of technical information, publishing, education, and technical recognition while enhancing public visibility in the field of Electron Devices.

Vision

Promoting excellence in the field of electron devices for the benefit of humanity.

Imagine that you are a time traveler and that you have visited the earth in 2032. What did you see? I am pretty sure that you saw a voracious demand for technology, a huge matrix of people connected to their favorite devices, to other people and to all the things in their environment near and far. You also very likely observed a stupendous and ever-increasing demand for energy and for cyber-security. My crystal ball for predicting exactly which technologies will dominate is not any better than anyone else's but what I can say with some confidence is that what you saw in your magical carpet ride was transistors, capacitors and resistors at the foundations of all of it. That is because electron devices comprise a foundational technology and will remain so for the foreseeable future. As enduring as electron device technology will be, there is no guarantee that the Electron Devices Society will endure. That will depend upon how well we serve our members, the electron devices community and mankind.

This question was on the minds of a group of EDS thought leaders this summer as they convened in a workshop format to contemplate the future of the Society. Where are we now? Where are we going? How will we get there? They took the transtemporal journey to 2032 and looked at the Society. What did they see? They saw a welcoming, inclusive, diverse, and vibrant society with healthy and eager participation and engagement across geographic, cultural, and technical areas by students, academicians, and industry professionals for robust mutual benefit. Members and leadership saw themselves reflected in the organization and its activities equally. And they saw diverse perspectives amplified.

This was a vision of what the delegates saw and agreed that it is the dynamic to which we aspire. They noted in that vision that it is the community aspect that draws members together and attracts new members because it is modern, engaging and exciting. At the same time, it offers members the technical content that is up to date and available through multiple channels and on demand. It is everything members need to succeed at their fingertips and whenever they want it.

The vision that the delegates saw was translated into a narrative which they want to share with Society members in anticipation of an on-going dialog to promote the idea that the odyssey to this vision is never complete but continually changing and adapting as technology evolves and needs change. This is how the delegates documented the vision narrative.

They saw...

EDS committing to and investing in the next generation, providing training, seeking and incorporating their perspectives and priorities, and serving as a conduit for professional development, future leadership, and enhancing all career stages.

Local EDS communities providing indispensable professional advancement opportunities, disseminating leading-edge technical knowledge, and promoting networking channels with meaningful and enjoyable engagement activities that attract new and ongoing members alike.

EDS leadership, committees, and local communities in reciprocal dialog and working collaboratively on member wants, needs, programs, and creative ideas for implementation.

EDS sponsoring rapid technical information exchange, leading conferences, and field focused publications with the best bibliometrics and fastest turn time and top conferences providing rich opportunities for networking, education and learning, and generating high-quality archived conference content.

Led by its education and technical committees, EDS is the first to provide global content on leading-edge technologies in the field of electron devices which is available anywhere and at any time in multiple formats and languages.

EDS amplifying its impact and reach by partnering with IEEE Societies and Councils, NGOs, and industry partners to generate and disseminate technical content beyond what it can do on its own.

Electron Device practitioners enabling technologies to serve and benefit humanity.

EDS is in an ever evolving and thriving state, nimbly and rapidly adapting and innovating through societal and professional changes and shaping the future workforce.

EDS stimulating and organizing local groups to leverage the Society's global technical knowledge to enact and energize positive and sustainable change in underserved communities.

EDS is a sought-after societal partner in IEEE for executing high-quality and sustainable humanitarian projects and leveraging the expertise of IEEE-wide experts to train project teams to see the greatest impact and inclusion in these efforts.

What is the Strategy?

EDS can do anything, but we cannot do everything. Which specific strategies should we pursue that will enable achievement of our vision? The workshop delegates determined that the Strategic Goals already in place were the right ones and elected not to change them.

- 1) Be the first place that students and technical professionals working in the field of electron devices go to for the information and services that are indispensable for their success.
- 2) Equitably foster diverse and inclusive communities of practice to facilitate information exchange, collaboration and professional development for greater technological innovation and excellence to benefit all humanity.
- 3) Establish a process and allocate sufficient resources to support innovative projects that apply electron devices and technology for humanity to address one or more of the United Nations sustainable development goals.
- 4) Develop synergistic relationships outside EDS to accelerate technological progress in multi-disciplinary areas.

Core Values

The delegates realized that our vision and mission are not complete and cannot be achieved unless the culture of the Society enables and supports our quest. Hence the delegates adopted, in accordance with IEEE Code of Conduct, a set of core values defined by the Executive Committee. Core values are intended to articulate the deeply ingrained principles that guide all the Society's actions. They can never be compromised. They describe how the members behave in pursuit of the Society's goals. It is what members and non-members expect to encounter when they interact with the people in the Society.

We are...

- *trustworthy* ⇒ we are transparent and honest; we keep our word
- *respectful* ⇒ we are civil, courteous and polite in our actions and our discourse
- *inclusive* ⇒ we seek full engagement from all members; we exclude no one; there are no ranks

- *ethical* ⇒ we do nothing to harm individuals or the environment; we follow the law
- *open* ⇒ we listen to new ideas; we are aware of and adapt to change

How will we Get There?

Of concern to the delegates was the question of how we will know if we are making progress toward our vision. A static strategic plan is really a dead plan. To measure progress the delegates developed six Key Performance Indicators (KPIs), each in support of one or more strategic goals. These are intended to be reviewed semi-annually by the Forum and adjusted as necessary once their efficacies have been assessed. All KPIs are required to be measurable, have a complete date and have an owner. To achieve the targets each owner will develop one or more initiatives in support of his/her KPI. The recommended KPIs from the Workshop require approval from the Forum. [As of this writing the Forum had not met.]

Recommended KPIs

2024

- EDS will increase women in membership and leadership across all roles in the society to match their percentage in IEEE. This will be a living goal, with a target of 1% per annum set over the next two years.
- Initiate an EDS+X workshop series that targets a topical area defined by an organizing committee which brings in a non-EDS society to focus on an emerging or important multi-disciplinary area and target industrial participation in EDS conferences by at least XX%.
- Each fully financially sponsored publication will have a) achieved or maintained "Q1" status (scimago) and b) increase the number of downloads of all our journals by 5% per year.

2025

- EDS will average at least one new joint project or collaboration between an EDS standing committee and entities outside of EDS per year. Prior to 2025, an external activity coordinating committee will be formed that both recommends and evaluates proposals from the standing committees on outside projects.
- EDS events (website, webinars, DLs, MQs, Summer school, special networking activities at conferences,



The Workshop on the future of the Society

career mentoring) are prominent in connecting people to industry/academia internships and job openings worldwide, with a cumulative number of more than XX participants in events.

2027

- EDS will facilitate the creation of a platform that enables educational efforts such as certificate programs that might be offered in conjunction with partners from University or Industry. At least one educational program will be launched using this platform by 2027.

Responsibilities of the Members

The strategic plan is meant to be dynamic and living. The vision and targets are fixed but the paths are many and varied. It is not something done to you, the members or *for* you. It is something we want to do *with* you. For this to become a reality continuous dialog up and down is vitally important. That is your first responsibility....to communicate your feedback, your wants, your needs and your ideas.

For the plan to be nurtured and to grow, the milieu and our culture must be enabling. Thus, your second responsibility is to live the core values. That is what will lead to full engagement and make the plan come to life.

Feedback is Essential!

Enter your comments at: <https://iee-collabratec.ieee.org/app/workspaces/8209/Electron-Devices-Society-Strategic-Plan/activities>

You can create an account on Collabratec with or without IEEE membership at no cost to you.