

## **Timeline and Events – EIC of Proceedings of the IEEE (PIEEE) Selection**

4/20/18 Submitted 3 Nominee Bios/statements and support letter via Vaishali Damle, PIEEE Managing Editor(ME), to Gordon MacPherson  
Nominees were Tulay Adali, Murat Tekalp, Sankar Basu  
4/25/18 I learned that GianLuca Setti was an additional nominee  
4/30/18 submitted revised letter of support to ME  
4/30/18 emailed GianLuca Setti informing him of revised letter and opposition to his candidacy  
5/1/18 ME sends revised letter to Gordon MacPherson

Nomination and Appointments Committee (NAC) (my notes from June PSPB Meeting)

In the interval 4/20/18 through 5/1/18, the NAC met to discuss candidates for EIC position, selected GianLuca Setti.

In the interval 5/1/18-?(after receiving the revised letter from the EIC, Joel Trussell) the NAC met, reviewed the letter and reaffirmed their original selection.

PSPB meeting 22 June 2018

Sheila Hemami, Chair of the NAC, presents GianLuca Setti as the single candidate for the new EIC position. I protested this selection, citing Setti's poor performance on the PIEEE editorial board, as noted in my revised letter of 5/1/18. In answer to my question about what qualities of Setti overcame his poor performance on the editorial board, Hemami responded that they had considered input from IEEE staff. A discussion ended with the agreement to address the EIC selection at the PSPB meeting 16 November 2018.

Note: The NAC did not contact the PIEEE Managing Editor (ME) as required by the Opsmanual. If they had they would have known about my objections to Setti and a second meeting would not have been necessary.

### **5.5.2 Committee Consultation with IEEE Staff**

It is expected that the PSPB N&A Committee will consult with the Managing Director, IEEE Publications, as well as the Staff Editors of IEEE SPECTRUM, PROCEEDINGS OF THE IEEE, IEEE PRESS, and THE INSTITUTE, in regard to member and Editor-in-Chief recommendations.

My comments to the PSPB followed the comments that I had added in my revised letter to the NAC, which I quote here:

“The first three have been very active in responding to requests for reviews of proposals that have been sent to the board for review. They have given well-supported reviews and have contributed even when the topics are not in their main area of research. It is important that we receive evaluations from a wide range of research areas, since the Proceedings is designed to reach a broad audience within the IEEE. Our goal is to encourage and enable cross-disciplinary interchange of ideas. Thus, it is important that board members respond to our calls for evaluations to let us know how they believe

proposed issues and papers will be received by our readers. While I do not expect every board member to respond to every solicitation, I inform them when they join the board that I expect them to evaluate three to five proposals a year. In this regard, the first three candidates have responded well to this request. The number of responses for the first three candidates range from 19 to 25. The self-nominated candidate has only three responses. Indeed, this is the reason that I did not consider him a candidate when his name was suggested. I believe a consistent effort to contribute to the Proceedings is required for the editor-in-chief position.”

The number of responses referred to the number of proposals to which they responded. The current numbers of emails from the four candidates in my folder on proposal reviews, which includes some multiple responses about the same proposal, are 43, 34, 38, 3.

7/3/18 I emailed the NAC asking for an attached note to be forwarded to the entire PSPB in order to initiate a discussion prior to the November PSPB meeting. That note to the PSPB outlined my objections to the process that allowed Setti to be nominated without my knowledge. I asked for insight into their decision to choose Setti. (letter available [here](#)). There was a minor diversion caused by my misinformation about the members of the NAC. I received a response from Samir El-Ghazaly 7/4/18 indicating that it was the NAC’s problem. I received a response from John Baillieul 7/5/18 indicating misstatements and misunderstandings about the NAC process. On 7/6/18, I asked for clarifications of these misstatements and misunderstandings. I have had no further response from the NAC.

7/16/18 After receiving no further response from the NAC, I emailed Steve Yurkovich and Pete Morley of the Documents Working Group seeking answers to my questions about the EIC selection process as defined by the Opsmanual. I copied Samir on that email. The complete note to them cited several specific parts of the Opsmanual. The complete note is available [here](#). The major question was how could Setti be nominated without my knowledge. From the Opsmanual

### **3.5.3 Appointment of the Editor-in-Chief**

The Editor-in-Chief of the PROCEEDINGS OF THE IEEE and the Editor-in-Chief of the IEEE PRESS are nominated by their respective boards. Their names shall be submitted to PSPB Nominations & Appointments Committee who shall in turn submit to PSPB for appointment.

It does not say how the boards will make the nominations. I followed the past process (to the best of my knowledge) and found candidates who had excellent records of board service and asked them if they wanted to be nominated. They filled out the nomination forms and I wrote a letter to the N&A Committee giving my evaluation of the nominees. I note that Setti’s name did come up and he was discussed as a possible candidate. I judged that his poor performance precluded his nomination. After the deadline for nominations, I discovered via the “grapevine” that there was another nominee, Gianluca Setti. I do not understand how this nomination was made.

The Opsmanual says

The Editor-in-Chief shall chair the PROCEEDINGS OF THE IEEE Editorial Board and shall represent the Board on PSPB.

The Editor-in-Chief shall have served as a member of the PROCEEDINGS OF THE IEEE Editorial Board prior to being elected the Editor-in-Chief.

If I am the editorial board's representative to the PSPB, how could I not know of a nominee? Am I not the conduit for the nominations from the board to the N&A Committee?

7/16/18 Steve Yurkovich responded that he and Pete Morley had discussions about this and it was at the top of the agenda for a PSPB Documents Working Group Teleconference 7/27/18. I was on travel in China during this time and could not attend. I found afterward that the topic had been deleted from the agenda. I do not know who was responsible for that.

8/1/18 Yurkovich invites me to consult with the Document Working Group on modifications to better codify the EIC selection process. I agree to help and to keep the discussions confidential.

8/16/18 Received suggested modifications to Ops manual

8/19/18 Sent my response to modifications.

9/7/18 After having no response for the NAC, I emailed them again with copy to El-Ghazaly. I noted that the intent of the first request was to get a discussion initiated before the November PSPB meeting. Now time was beginning to get short.

9/12/18 El-Ghazaly responded that he had requested a complete search of the [EIC selection] process used in the past. He indicated that when this was done, he would work with the NAC to clarify the next step.

9/12/18 Gordon MacPherson emails minutes of June PSPB meeting

9/17/18 I noticed that on the minutes Setti is listed in the role of Spectrum representative on the PSPB. I email MacPherson to confirm this since Setti is not listed on the editorial board of the Spectrum. The Opsmanual states in Section 2.1

"..one IEEE Young Professional member appointed by the Chair for a one-year term; the Editors-in-Chief of IEEE Press, Proceedings, and Potentials; **one member from each of the Spectrum and Institute Advisory Boards**; one current or past member of the Computer Society Board of Governors,..."

It would seem this appointment is inappropriate.

9/18/18 MacPherson responds that Susan Hassler, the Spectrum EIC, has indicated it was an error that Setti was left off the list.

9/19/18 Yurkovich and Morley complete draft of search/summary of EIC Selection process. Send to ?

9/19/18 I email MacPherson and Hassler indicating that after checking the minutes of the minutes of the November 2016 PSPB meeting, Setti is not listed as an approved member of the Spectrum Editorial Board.

9/25/18 MacPherson emails a response from EI-Ghazali. The dates in this response did not agree with known events.

9/25/18 I asked EI-Ghazali for clarification of his appointment of Setti as Spectrum representative.

9/26/18 EI-Ghazali emails requesting a phone conversation as soon as the next steps in clarifying the EIC selection process is done.

10/4/18 I email EI-Ghazali and MacPherson that I have not heard anything and I would like to have a board-wide discussion on the EIC Selection process. I note that time is now getting critical.

10/5/18 MacPherson emails EI-Ghazali's request to the PSPB to vote on asking the NAC to submit either one or two candidates for the PiEEE EIC position.

10/8/18 EI-Ghazali emails me copy of the history of the EIC selection process. Document available [here](#)

10/8/18 I email Yurkovich and Morley indicating several inaccuracies in the history document. Annotated document [here](#).

10/8/18 Phone call with EI-Ghazali – discussion of options, I ask for all nominees to be presented as the best option for a commitment to transparency. EI-Ghazali supports to the one or two candidates at the discretion of the NAC – perhaps related to the online vote. EI-Ghazali gives explanation of Setti appointment as Spectrum representative.

10/9/18 I email EI-Ghazali asking for clarification of his explanation of the Setti Spectrum representative appointment.

10/10/18 Because of errors, I email Yurkovich and Morley asking for information about who they contacted as sources for the history document. Yurkovich responds that he is currently busy but he'll get back to me later as eh works on IEEE stuff during the weekend.

10/10/18 I email EI-Ghazali asking what use has been made of the history document and who has seen it. Since it has errors, I ask that it be corrected before distribution. No response as of 10/15/18.

10/11/18 I email El-Ghazali a draft of the timeline and again ask to have my letters sent to the PSPB.

10/12/18 El-Ghazali responds that he will reconnect after the vote on 1 or 2 candidates is complete.

10/15/18 email from Yurkovich on charge to compile history, "We were asked to record the history of the nomination process as it was understood by all, utilizing information gleaned from archived meeting minutes and consultation with current and past PSPB staff. This was a huge amount of work. We were not asked to interpret whether or not the process as understood was followed correctly (and we did not do that), and we had no intention of that history document representing a codified or approved policy. That is, we have no control over how the PSPB Chair interprets or disseminates the documented process we prepared."

10/16/18 El-Ghazali emails saying he is working with the NAC but has no voting power in that committee. No mention of problems with draft of time line or request to send information to entire PSPB.

10/17/18 I email entire PSPB using email list used by MacPherson in his 10/12/18 reporting the results of voting.

11/2/18 I emailed Presidents of the IEEE ([presidents@ieee.org](mailto:presidents@ieee.org)) informing them of the problem and asking for conversation before the 11/16/18 PSPB meeting. I was informed by Liz McCarthy 11/8/18 that "President Jefferies has been apprised of the concerns that you and others have raised regarding this matter. However, he is not available for a phone conversation in the time frame requested."

11/12/18 I emailed Samir noted that I had heard nothing about the procedure for the EIC selection at the PSPB meeting 11/16/18 and requesting that I be notified of the procedure at least 24 hours prior to the meeting. I heard nothing.

11/16/18 PSPB meeting.

11/20/18 I email Presidents of the IEEE ([presidents@ieee.org](mailto:presidents@ieee.org)) with summary of events since my 11/2/18 note to them. Liz McCarthy responded, "The President is traveling home today following the Board series. I will share this information with him and check into his availability for a phone call next week." I have heard nothing as of 12/4/18.

12/5/18 received email from Jefferies to schedule a phone call: 1:30 EST 12/11/18.

12/10/18 I was copied on email from Jose Moura to Sankar Basu indicating he had forwarded Sankar's email about the problems to Jefferies.

12/11/18 Notes on call with Jefferies. He noted that he had not read the material that I had sent and asked me to restate it. He was not moved by any of the inappropriate

actions of the PSPB leadership. He said he would consult with some others and get back to me.

1/2/19 – Having heard nothing from Jefferies, I emailed him and copied Moura.

Wed, Jan 2, 11:01  
AM

**Joel Trussell <hjt@ncsu.edu>**

to Jose, Jim, me

Jim, Jose,

My phone call with Jim on 12/11/18 ended with Jim saying he would "get back with me". I don't know the status of changing president and president-elect and such, so I used Jim's IEEE address, not his president address. I know things were happening at a busy time of the year with the holidays included, but I'd appreciate a status report on my request. Thanks  
Joel

1/3/19 Jefferies responds

Thu, Jan 3, 12:51  
PM

**jjefferies <jjefferies@comcast.net>**

to me, Jose, Jack

Hi Joel, Thanks for sharing your concerns and for your long term support for the IEEE Proceedings. As I said, I took your request under consideration. Having done that, I think that the elevation of the issue to the full PSPB, and then, based directly on the concern that you raised, the PSPB decision to reconsider all candidates was the right and appropriate thing to do. Hence, PSPB's decision is the legitimate result.

I do understand that you feel they did not select the best candidate and believe better steps could have been taken in candidate evaluation and that has been appropriately shared. I would not see significant value or support reopening further investigation at this point in light of the action already taken by the full PSPB. With regard to presidential transition, we are in agreement on this conclusion.

Jim Jefferies

1/3/19 my response

Thu, Jan 3, 2:12  
PM

**Joel Trussell <hjt@ncsu.edu>**

to jjefferies, Jose, Jack, bcc: me

Jim,

I'm disappointed but not surprised. I never got responses without asking multiple times and the opaqueness of the process was never lifted. I documented the process from my end for anyone to inspect. I never was challenged on any of the facts that I presented.

I'm soon to retire and will look for other places to spend my volunteer hours.

Joel

1/7/19 My email to Jose Moura related to his email to Marian Pospieszalski, who had written him 12/26/18.

## Final comments: EiC of IEEE Proceedings

IEEE Proceedings/Publications

Jan 7, 2019, 10:07  
PM

Joel Trussell <hjt@ncsu.edu>

to Jose, me, bcc: Marian

Jose,

I wish to tell you personally of the disappointment in your actions. I expected Jim's reaction, since he is from the typical old-boys network in the IEEE. He admitted to me in his phone call 12/11/18 that he had only skimmed my letter and not looked at the documentation at all. You had indicated that you had read the documentation. So I expected more of you.

You quoted "4.1.3 PSPB Nominations and Appointments Committee Charter, states under C.4 "Make recommendations to PSPB for Editors-in-Chief of Proceedings of IEEE ..." But you did not quote, assuming that you read, the interpretation of this "recommendation." In my timeline, I note that Samir requested "a complete search of the [EIC selection] process used in the past." In an email to me he stated, "As soon as I receive the documented process, it will be shared with PSPB." That document is available in my online documentation. I attach here for easy reference. In it is found,

"October. Teleconferences are arranged for the PSPB N&A members to review all slates. **Members of the PSPB N&A Committee deliberate on the submissions and select one recommendation that they consider is the best applicant for** each Editor-in-Chief and each editorial board member position. In the event that submissions for a position are not satisfactory, PSPB N&A support staff contacts the respective Editor-in-Chief and staff support person for an additional candidate. Consultation with each current Editor-in-Chief and appropriate department staff should also occur for questions regarding any applicant."

In the case of the EIC of IEEE, the submissions that are deliberated upon are those that I submitted. Their recommendations should come from those nominated by the IEEE Board. There is no reason to believe that section 4.1.3 should be interpreted as the NAC seeking nominations **unless they found the submissions unsatisfactory**. In which case, they are supposed to consult with me.

I noted in the timeline that Samir failed to share the document with the PSPB. I believe this was intentional and an attempt to conceal the fact that the leadership had failed to follow their own precedents and written procedures.

The online documentation lists several cases where the leadership failed to follow the opsmanual guidelines. This consistent inappropriate behavior leads to the obvious conclusion of

blatant cronyism. The leadership would do what was necessary to "elect" their friend to EIC of PIEEE. Samir had told me that I would be given the opportunity to make my case at the PSPB meeting in November. He reneged on this by limited me to two minutes. This could hardly be interpreted as time to make a case that covered the extent of violations that occurred in the summer and fall. The manipulations of the election was only the final act in the play.

I had hoped that the IEEE leadership would seriously investigate, but was not surprised that there was only token attention paid to the matter. Since you had been elected as a petition candidate and had not come from the old-boys network, I hoped you would feel a need to change the system. Perhaps, you do. Perhaps, Tulay, Murat and Sankar and the PIEEE are simply collateral damage in part of a larger plan.

There is no need to respond to this. I realize that the emphasis on excellence that the leadership touts for the IEEE is for public relations. There will always be those within the IEEE who strive for excellence and achieve it on their limited scale. I wish those people well.

Regards,  
Joel

On Thu, Dec 27, 2018 at 2:50 PM Jose M F Moura <[moura@andrew.cmu.edu](mailto:moura@andrew.cmu.edu)> wrote:  
Marian

thank you for your email. I have deferred to President Jim Jefferies who has talked with Joel and has looked at the whole process of nomination of the EIC for the Proceedings. It is clear that the process needs clarification given the different interpretations that have arisen.

Quoting from the PSPB OpsManual:  
While on

3.5.3 Appointment of the Editor-in-Chief The Editor-in-Chief of the PROCEEDINGS OF THE IEEE and the Editor-in-Chief of the IEEE PRESS are nominated by their respective boards. Their names shall be submitted to PSPB Nominations & Appointments Committee who shall in turn submit to PSPB for appointment.

On the other hand, on 4.1.3 PSPB Nominations and Appointments Committee Charter, states under C.4 "Make recommendations to PSPB for Editors-in-Chief of Proceedings of IEEE ..."

It is practice in IEEE that Nominations and Appointment Committees put forward a slate to the voting body, in this case PSPB, and then the voting body may or may not choose a candidate from this slate or choose a petition candidate or otherwise proposed candidate, for concrete examples, see how the Board of Directors chooses slates for IEEE President Elect (often chooses candidates that are not in the slate coming out of the IEEE N&A).

Thank you again.  
Jose'

On 12/26/2018 4:20 PM, Marian Pospieszalski wrote:

Dear Professor Moura,



I served for the past 6 years on the IEEE Proceedings EB under Professor Joel Trussell. My final term expires at the end of this month, together with Trussell's tenure as the EiC. During the course of those six years, I have learned to appreciate his dedication, even-handedness and good judgment. This why I am troubled by the recent controversy concerning the nomination and election process of a new EiC of IEEE Proceedings. I trust you are already aware of this matter. My own record supports Professor Trussell's observation about little involvement of Professor Setti in EB activities over the course of the last six years. However, the PSPB, apparently having this information, still elected Professor Setti to be the next EiC of IEEE Proceedings. Properly conducted elections, have consequences, although I might feel sad for the other eminently qualified nominees whose strong involvement in EB proceeding was quite apparent.

Obviously, the controversy of this nature should have never arisen in a volunteer driven organization like IEEE "Advancing Technology for Humanity". Therefore, the reason for this letter is to seek your reassurance that you were satisfied with the process.

Let me take this opportunity to wish you a happy, and as an incoming IEEE President most successful, New Year.

Sincerely, Marian

--

Marian Pospieszalski, Ph.D., FIEEE  
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