Fellows of the Australasian Evaluation Society

Policy

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Policy on Fellows of the Australasian Evaluation Society

1. Background

During the more than twenty years of its existence, the Australasian Evaluation Society has had a number of very distinguished members who have made significant contributions over a period of years both to evaluation and to the AES. Many have won AES awards, but this recognition is often limited in time and often relates to only a part of their contribution.

Those members who have made a long term and wide ranging contribution to the AES and the field of evaluation are recognised by the Society through a special category of membership called ‘Fellow’. This is a positive step towards enhancing the professionalism of the Society. It is also in the Society’s interests to maintain an ongoing and mutually beneficial relationship with these individuals who are recognised leaders in the field of evaluation.

This policy creating ‘Fellow’ as a category of membership has been developed in the light of these considerations and with reference to the policies and practices of other relevant organisations including the Canadian Evaluation Society.

2. Purposes and Benefits of the Fellow category of membership

The purposes of establishing the Fellow category of membership encapsulate mutual benefits for the AES and its Fellows. The purposes are to:

- Acknowledge past achievements and contributions of the Society’s most esteemed members by honouring those members with an enduring title and enhancing the Society’s image as a professional body.

- Encourage and facilitate continuing contributions by those members to the achievement of the aims of the AES.

Specific benefits which are likely to accrue from having Fellows are for the Society and individual Fellows, respectively, as follows:

For the Society:

- Access to a formal group of members with outstanding expertise and experience in evaluation upon which to draw for advice, professional contributions and special activities (see roles of Fellows).

- Promotion of the AES through the work of the Fellows and the recognition of the AES through Fellows’ use of the letters FAES after their name.

For the individual Fellow:

- Recognition of significant achievement, service, prominence in evaluation and exemplary contribution to evaluation.

- An enhanced status within the AES and within the evaluation community, including use of the letters ‘FAES’ after one’s name.
3. **Roles of the Fellows**

The collective of Fellows will be encouraged and supported to perform the following roles, with individual Fellows taking up various roles according to their capability. The roles are principally to:

- Promote and enhance evaluation.
- Promote the AES and advocate on its behalf.
- Act as mentors to other members.
- Provide advice to the AES on matters related to the field of evaluation.
- Conduct research and consultations on behalf of the AES from time to time.
- Contribute to the activities of the AES eg. awards, conferences, training, and the journal.
- Contribute to the management of the process of selection of Fellows, the coordination of activities of Fellows, and the AES policy concerning Fellows.

While the recognition of a member as a Fellow carries a general expectation and obligation to promote the aims of the AES, the performance of one or more of these roles by individual Fellows will be according to their capacity to contribute given their particular strengths, employment status and other circumstances.

4. **Duration of Fellow membership for individuals**

Once elected as a Fellow, the individual retains that status and entitlement to use the letters FAES after her/his name in perpetuity unless the person resigns from the AES prior to retirement or the Board decides that the honour should be withdrawn. The Board may make such a determination in the event that the individual has seriously dishonoured the AES, its professional image and/or the achievement of its objectives, or debased the status of AES Fellow. That determination should be made on the basis of a recommendation by the Executive, with advice from Fellows through the Fellows Committee and passed by at least a two thirds majority of the Board.

It is acknowledged that there will be occasions during a Fellow’s working life and following retirement from paid employment that a Fellow’s active contribution to the achievement of AES aims may need to diminish and that there may come a time when a Fellow is no longer able to make an active contribution. A Fellow would advise the Board of these circumstances and would then become an inactive Fellow.

Upon retirement, a Fellow may opt to no longer be approached for active service. However it is expected that for some Fellows, the period of retirement may be one in which they would like to increase rather than decrease their active involvement as a Fellow. The choice will be a personal one.

5. **Membership fees for Fellows**

Fellows will pay the full individual membership fee of the Society as do other AES members and will similarly be entitled to concessions that are available to other members.
6. **Number of Fellows**

From 2006, a maximum of two Fellows will be appointed each year. The Board may choose not to appoint any Fellows in a given year. The Committee which reviews nominations for Fellows may reactivate an earlier nomination that was declined because of the need to limit the number of Fellows each year.

Given that the membership category of Fellow is one given in perpetuity there will be no limit on the total number of Fellows at any one time. However, the low rate of recruitment of Fellows, the eligibility criterion of a minimum of 10 years of membership, and the effects of attrition of active Fellows should combine to limit the number of active Fellows. The number of Fellows who continue to be active Fellows will vary from time to time as indicated above.

The AES administration will keep a current record of all those who have been appointed as Fellows including a list of those who have opted to no longer have an active role. Under normal circumstances this list of inactive Fellows will be limited to those who have retired or who are no longer actively involved in evaluation.

7. **Relationship to AES Board and Constitution**

Sections 3.1 and 5.1.6 of the AES Constitution allow for the designation of membership categories and the formation of groups of members within the Society, respectively. Fellows have no official powers under the constitution and have no special voting rights other than as members of the AES.

Individual Fellows may, from time to time, be requested by the Board to carry out functions on its behalf and to participate in Board meetings. However their Fellow status does not give them an entitlement to attend Board meetings.

An enduring responsibility of the collective of Fellows will be to participate in managing matters relating to Fellows and to provide advice to the Executive and Board concerning matters relating to Fellows, including the selection of Fellows.

8. **Management of matters relating to Fellows and the Fellows Committee**

A Committee will be formed every two years at the AES annual conference to manage matters relating to Fellows. The Committee will comprise:

- Three AES Fellows each elected from amongst active Fellows for a two year term by all Fellows present at the conference, subject to ratification of the election results by the Board.

- One AES Board member appointed by the Board for a two year period. That member would typically be the Chair of the Awards Committee of the AES Board.

- One representative of regions appointed by the Board for a two year period.

The Fellows Committee will elect a Chair from amongst its members and recommend to the AES Board that the elected person be appointed as Chair. Following endorsement by the Board that person will take over the role of Chair for the following year.

The Chair of the Fellows Committee will be the main conduit for communication between the Committee and the Board. Given that the Fellows Committee is not regarded as a 'major' Committee in the sense implied in Section 17.1.3 of the AES
Constitution, it is not expected that the Chair would become a member of the Board if not already occupying a Board position.

The responsibilities of the Committee are to:

- Manage nominations including:
  - calls for nomination (with assistance from AES Administration).
  - review of nominations
  - recommendations to the Board concerning the appointment of Fellows.

- Develop a plan of activities for Fellows for the coming year and in the longer term when appropriate. Typically the plan would be reviewed by all Fellows and the Board and approved in principle prior to presentation and ratification at the Board meeting associated with the AGM.

  The plan would identify possible activities under the various categories identified in ‘Roles of Fellows’. Any activities with budgetary considerations would need to be put to the Board for conditional approval prior to the AGM.

- Manage, monitor and report on implementation of the plan to the Board and to all Fellows semi-annually and to the AES membership at the AGM.

- Organize Fellows’ activities at the Annual Conference.


Processes

Names of proposed recipients will be sought annually by February from those eligible to submit names:

- Current Board Members. Regional representatives are encouraged to seek nominations from the wider membership.

- Past Executive Committee Members.

- Fellows.

Nominations should be endorsed by two eligible members and should include sufficient information (up to about 1 page) to make a strong case for the appointment as a Fellow taking into consideration the selection criteria. It is expected that nominees will have made a sufficiently conspicuous contribution as to require minimal specific detail to make a case. In keeping with the policy of not informing the nominee of the nomination, the nominee should not be approached for information.

Nominations should be sent electronically to the AES Administration for an initial screening assessment against the minimum criteria as set out below. The AES Administration will forward the nominations to the Fellows Committee through the Chair as soon as practicable after April 30. The Fellows Committee will review the nominations and make a recommendation to the Board by May 31.

The Fellows’ Committee will make its determination by applying the key criteria listed below. A minimum of four of the five members should agree to the recommendation that a Fellow be appointed. To assist with the decision, the Fellows Committee may
seek additional information including information from the nominators and other Fellows. All enquiries are to be handled discretely without direct or indirect contact with the nominee.

The Chair of the Fellows Committee will forward the Committee's recommendation to the Board for its endorsement.

**Criteria for appointment of Fellows**

**Minimum eligibility criteria for screening by the AES Administration**

1. Current membership in the AES and at least a total of 10 years of membership, although not necessarily continuous.

2. Current members of the Board are not eligible to be nominated as Fellows while in office or for one year after leaving office.

3. Source of nomination is consistent with the policy (see ‘Processes’ above).

4. The nomination includes supporting information in relation to the eligibility criteria.

**Key criteria relating to prominence in teaching, research and practice within evaluation:**

Nominees, having met the four screening criteria, should also have achieved prominence and conspicuous continuous involvement in relation to three or more of the following criteria, including at least one from criteria 1, 2 and 3:

**Contributions to evaluation**

1. Contributions to the body of knowledge and research concerning evaluation.

2. Contributions to the practice of evaluation and its utility to the community.

3. Contributions to the field of evaluation through education and training, mentoring, writing or speaking on professional issues.

4. Significant long-term evaluation related service to an industry, other professional organization, community, public or not for profit organization.

**Contributions to the AES**

5. Promotion of the Aims of the AES and/or facilitating those Aims including the welfare of the AES. This may be limited to a particular but significant part of the Society’s activities.

6. Fostering links between the AES and other professional organisations.

7. Long term service to the Board of the AES or a regional group of the AES.

Meeting any or all of these criteria does not entitle a person to be recommended for appointment as an AES Fellow, nor does nomination alone guarantee that the candidate will be successful.

**Advice to nominees and nominators**

The limited number of Fellows each year will result in some nominees not being elected in a particular year. However, the Society wishes to avoid creating a
perception of winners and losers. Accordingly it requests that nominees not be advised of their nomination until the nomination is recommended for approval by the Board and accepted by the Board. Consistent with this policy, individuals should not promote their own case to become a Fellow. In this regard the appointment as a Fellow differs from AES awards in that individuals may seek nomination for those awards.

The Board will notify successful nominee(s), inform them about the nature of the Fellow category of membership including the general expectation that the Fellow will continue to support the AES through being involved in and contributing to its activities and invite the person(s) to attend the induction at the next annual conference. Acceptance of the invitation to become a Fellow constitutes an implicit acceptance of the obligation to support the AES to the extent and in the ways which the individual is best able to do so.

The AES neither publishes the names of unsuccessful nominees nor notifies unsuccessful nominees. The Board does, however, strongly encourage re-nomination of outstanding but unsuccessful members in future years and may encourage the nominator to consider nominating the person for one of the AES Awards. The Fellows Committee may also review recent unsuccessful nominees during the annual nomination process.

10. Changes to the Policy
The Policy will be reviewed in 2010 or before as needed. Changes to the policy shall be discussed with the Fellows and Fellows may through the Fellows Committee suggest changes to the policy. Ultimately any changes to the policy remain the responsibility of the Board.