

2013 TAB HALL OF HONOR RECIPIENT



HAROLD L. FLESCHER

Harold joined United Nuclear in 1963 as a nuclear physicist, performing military nuclear reactor design. In 1964 he joined Martin Company as a nuclear physicist, beginning his career in radiation effects; analyzing, testing, and designing military and space systems to operate in nuclear weapon and space radiation environments. In 1966 he joined Raytheon Company, progressing to Principal Engineer, the second highest technical level at Raytheon. From 1970 to 1980 pursued R&D in radiation effects and managed the Radiation Effects Group, supporting all parts of Raytheon. Moving into engineering management, from 1980-1990 he managed high tech organizations of ~100 people. In 1990 he took a five-year position reporting to the division General Manager, designing and implementing a Total Quality Management System. In 1995 he returned to engineering, managing several organizations and concluding his career as Director, Northeast Product Assurance for Raytheon, managing nearly 500 people.

CITATION:

For enhancing the ability of TAB/IEEE to support technical activities, particularly through better financial management.

DESCRIPTION OF ACCOMPLISHMENT(S) RELATIVE TO THE CREATION, DEVELOPMENT, OR ADVANCEMENT OF THE TECHNICAL OBJECTIVES OF THE IEEE:

1. **Nuclear & Plasma Physics Society (NPSS) President:** Changed society structure so technical conferences now report to and are fiscally managed by their specific technical community, instead of NPSS AdCom. Hal was the primary contributor to two major rewrites of the NPSS Constitution/Bylaws, reflecting actual management practices and new activities.
2. **TAB Treasurer.** Developed rules that enable OUs with reserves to budget up to 3% of their reserves (up to 1% of TAB reserves) for initiatives. Developed rule that permits OUs with adequate reserves to spend up to 50% of previous year's operational surplus for initiatives.
3. **TAB Treasurer.** Responsible for changing IEEE indirect infrastructure funding methodology to a percentage of product gross revenue, thereby providing a stable revenue stream for IEEE indirect infrastructure and permitting a rationalized and stable budget process without extra costs.

Created an Infrastructure Reserve, with loans from TAB and MGA, to fund future large infrastructure projects.

4. **IEEE Treasurer.** Sponsored AdHoc to eliminate irrational algorithms for distributing direct infrastructure. Prior rules were creating adversary relationships between OUs. Now all direct and indirect infrastructure funding is done from a single percentage of package product revenues.
5. **Chair of TAB SPC.** Initiated and continued as leader of IEEE Technology Navigator tool. Originally to provide more visibility for IEEE Technical Society/Council activities, it was expanded to become an all-IEEE tool: the IEEE Technology Enterprise search tool. Already a part of IEEE's Call-in Center's standard processes, it is used by members and non-members around the world (100k hits in first half of 2013). New features will make IEEE membership more desirable and help sell IEEE products.
6. **IEEE-USA R&D Policy Committee Vice-Chair.** Wrote white paper on DoD R&D funding, requesting changes that were subsequently implemented in US government R&D food chain.
7. Proposed BoD motion that provided IEEE-USA stability with inflation-adjusted funding.

RELEVANT IEEE ACTIVITIES:

IEEE Nuclear & Plasma Sciences Society: President, 1991-92; Vice President, 1986, 1990; NPSS AdCom member 1982-86, 1990 - 2009; NPSS Finance Committee Chair 1993 - 2013; NPSS Radiation Effects Technical Committee (RESC) member 1980-82, 1987-89; NPSS Radiation Effects Technical Committee Treasurer, 1989-91, IEEE NPSS Nuclear & Space Radiation Conference General Chair, HEART Conference (Hardened Electronics and Radiation Technology) Technical Chair 1983.

IEEE Technical Activities Board (TAB): Vice President of Technical Activities 2009 and Division IV Director and Delegate 2003 - 2004; TAB Treasurer, 2001 - 2002, 2005 - 2006; TAB Finance Committee Chair 2001 - 2002, 2005 - 2006; TAB Finance Committee member 1992 to 1997, 1999, 2001 - 2006; TAB Ad Hoc Finance Restructuring Committee Member 1995-1996, TAB Budget Development Committee Member 1995-1997, TAB Management Committee member 1999 - 02, 2005 - 2006, 2008 - 2009; TAB Strategic Planning & Review Committee, Chair 1997-98, 2008 and Member 1999 - 2000; TAB Liaison Council Chair 1996-97; TAB Nominations & Appointments Committee Chair 1994-95; TAB Administration Council Member 1992 - 93; TAB Ad Hoc Financial Restructuring Committee Member 1995-96; TAB Budget Development Committee Member 1995-97.

IEEE: IEEE Treasurer 2011-2012;; IEEE Finance Committee member 2001 – 2002, 2005 – 2007, New Initiatives Committee member 2001 – 2002, 2005, Infrastructure Oversight Committee member 2001 – 2002, 2004-2005, IEEE Compensation Committee Member 2004-2005; IEEE Ad Hoc Committee on Organizational Effectiveness Member 2003, Ad Hoc Committee on Financial Simplification member 2003, IEEE Awards Board Finance Committee Member 2001

Awards: IEEE Fellow 1998; 2009 IEEE Richard M. Emberson Medal "for Distinguished Service to the Technical Objectives of the IEEE"; IEEE Nuclear & Plasma Sciences Society Richard F. Shea Distinguished Member Award 1997.