ACADEMY OF FELLOWS ACTION PLAN
UPDATE for 2019-2021

Vision
The Society of American Military Engineers, Academy of Fellows (AOF) maintains its momentum to be a relevant and engaged source of committed, distinguished and active senior members of the society. The Academy of Fellows enables the SAME Strategic Plan and provides posts and regions with a group of members who have "distinguished themselves in service to the nation, the engineering profession and SAME."

Mission
SAME Fellows strategically and operationally support accomplishing the FIVE goals/lines of effort of the 2025 SAME Strategic Plan:
1. Enhancing industry-Government Engagement
2. Develop Leaders for the Nation
3. Producing STEM Professionals for the Nation
4. Preparing Veterans for the A/E/C Industry
5. Strengthening the Resilience of our Communities

Values of the Academy of Fellows
- AOF members support the Society's Strategic Plan
- AOF actively supports our Posts
- AOF focuses on creating and executing measurable annual goals
- AOF Fellows develop and mentor Young Engineers and Leaders
- AOF Fellows are active in building our Future STEM Professionals

Objectives
- Execute the annual programs of the Academy
- Identify Active Fellows across SAME and the AOF
- Improve Communications across the AOF with an Updated Strategic Communications Plan
- Increase Engagement of Fellows at Regional and Post Levels, forming a network of SAME Fellows to support the Strategic Plan
- Better structure Mentoring activities and opportunities for Fellows, to model and adopt at each post
- Define Accountability at every level of the AOF and define metrics for success
- Transition the Golden Eagle Awards, Dinner and logistics for 2020 and beyond
Priority Actions and Metrics

I. Build a strong and active network of Regional and Post Fellows in support of the Strategic Plan.
   • Identify active Fellows.
   • Designated Fellow POC (PFPOC/RFPOC) for every Post and Region.
   • Post Fellow POC is a member of the post BOD.
   • PFPOC and Fellows support the Posts with planning and programs.
   • Identified Fellows' Class Leaders engage in the strategic communications plan and connect posts/regions to AOF.
   • Report success stories to VC Communication.

II. All Fellows are active members of their posts, support regional and national events and accomplishment of the Strategic Plan.
   • Fellows actively support special events like conferences, industry days, YM events, et. al.
   • Every Active Fellow creates a commitment statement as per new Fellows' Classes.

III. Update and Execute a Strategic Communications Plan for the AOF promoting internal and external activities to support the Strategic Plan. Ideas include below:
   • Publish a “Fellows Corner” in the TME highlighting accomplishment of Fellows, Post and Regions.
   • Post a Fellows’ update in each Real TiME.
   • Send periodic emails to Fellows or Groups on actions, activities, events, and need for support in order to foster communications and better integrate efforts.

IV. Working with SAME staff, design a new program of Fellows events for each SAME National event to increase engagement and prompt actions supporting the strategic plan.
   • Actively engage Young Members in Fellows events.
   • Develop new activities and events to support Fellows' efforts and the Strategic Plan.

V. Fellows commit to and actively engage in Mentoring Activities at multiple levels per the Fellows' Charge.
   • Develop a repository of Mentoring Best Practices and Opportunities aligned with the lines of effort in the SAME Strategic Plan.
   • VC- Internal promotes updated Mentoring success metrics (possible examples below).
     o Post level Fellows establish programs to mentor scholarship recipients, campers, student chapters, and other connections.
     o Conduct mentoring events connecting YMs and Fellows.
     o Recruit and support YMs to be mentors at STEM camps.
     o Expand mentoring programs to include NCO members.
   • VC- External promotes mentoring at STEM Events and Camps (Ops Manual).
   • VC- Events develops National Mentoring Events (Ops Manual).
   • VC- Recognition heads efforts on Gerald C. Brown Mentoring Award (Ops Manual).
VI. Identify and encourage members of SAME to become Fellows by each August.
- Identify and mentor potential candidates up to 3 years early.
- Execute the selection process and help candidates develop their submission package.
- Increased number of NCO members.
- "Deferred" Fellow nominees are debriefed by the Chair of the AOF to improve nomination package for resubmission.
- All “deferred” nominees for Fellow are mentored by RFPOC and are nominated again within 2 years.

VII. Golden Eagle non-member selection process for the 2020 Golden Eagle is revised and formalized.
- Define procedures that Distinguished Fellows will follow to sort through nominees.
- Initiate action items, milestones, and internal steps leading to the award ceremony.

VIII. Academy of Fellows Supports the SAME Centennial Celebration Activities
- AOF evaluates and develops a history of the Academy. Current plan is a video presentation by three periods, which can be excerpted into shorter presentations.
- AOF leads planning and execution of the revised 2020 Golden Eagle Award Dinner and Fellows Investiture events.