Date: September 8, 2013

To: IEEE colleagues

From: Lynn Conway and Leandra Vicci

Subject: Co-signing letter re proposed changes in the IEEE Code of Ethics

Dear IEEE colleague,

The IEEE recently announced proposed changes to the IEEE’s Code of Ethics:

<http://theinstitute.ieee.org/briefings/business/proposed-changes-to-ieee-code-of-ethics>

The changes are under discussion by all major IEEE Boards, and the Board of Directors will engage in final considerations at its November 2013 meeting.

The proposal involves changing: “To treat fairly all persons regardless of such factors as race, religion, gender, disability, age or national origin,” to “To treat fairly all persons and to not engage in discrimination based on race, religion, gender, disability, age, national origin, or sexual orientation.”

Due to an apparent oversight, the proposal is inconsistent with current practices in our high-technology industries and our research universities, and also with the IEEE’s own Policy on Non-discrimination:

<http://www.ieee.org/p9-26.html>

We have suggested correcting the oversight as follows: “To treat fairly all persons and to not engage in discrimination based on race, religion, gender, disability, age, national origin, sexual orientation, or gender identity and expression”, as discussed in our letter of 3 September to Directors :

<http://ai.eecs.umich.edu/people/conway/CSE/IEEE/Codes&Policies/Letter_re_Ethics_Code_9-03-13.pdf>

If you are interested in encouraging this correction, please send us an e-mail of support as a co-signer of that letter (including name, title, IEEE member-level), and/or send comments of your own to IEEE Director Parviz Famouri at [pfamouri@ieee.org](mailto:pfamouri@ieee.org) or IEEE Director Karen S. Pedersen at [kspedersen@ieee.org](mailto:kspedersen@ieee.org), on or before 7 November 2013.

We will include additional co-signers in the online-updates to this letter, as we receive their e-mails.

Sincerely,

Lynn Conway

Professor of Electrical Engineering and Computer Science, Emerita

University of Michigan

Ann Arbor, MI 48109-2121

<http://www.lynnconway.com>

<http://www.linkedin.com/in/lynnconway>

[conway@umich.edu](mailto:conway@umich.edu)

IEEE Life Fellow

Member, National Academy of Engineering

Leandra Vicci

Lecturer and Director of the Applied Engineering Laboratory

Department of Computer Science

University of North Carolina at Chapel Hill

Chapel Hill, NC 27599-3175

<http://www.cs.unc.edu/~vicci/>

<http://www.linkedin.com/pub/leandra-vicci/51/b70/2b8>

[vicci@cs.unc.edu](mailto:vicci@cs.unc.edu)

IEEE Life Senior Member

List of co-signers (continued on next page)

Co-signers of Sept. 3, 2013 Conway-Vicci Letter to IEEE Directors (updated thru 10/08/13)

Frederick P. Brooks, Jr. (9/5/13)

Professor of Computer Science

University of North Carolina at Chapel Hill

IEEE Life Fellow

Member, National Academy of Science

Member, National Academy of Engineering

Henry Fuchs (9/5/13)

Federico Gil Distinguished Professor of Computer Science

University of North Carolina at Chapel Hill

IEEE Life Senior Member

Member, National Academy of Engineering

Mary Ann Horton (9/6/13)

Senior EMS Programmer/Analyst

San Diego Gas & Electric

IEEE Senior Member

John Poulton (9/6/13)

Senior Engineer, Nvidia Corporation, and

Adjunct Professor of Computer Science

University of North Carolina at Chapel Hill

IEEE Fellow

Carl Van Wormer, P.E., AE7GD (9/7/13)

Senior Hardware Engineer

Cipher Engineering LLC

IEEE Senior Member

William F. Slack (9/11/13)

President, Sussex Technical Corp.

Rockford, TN

IEEE Life Member

Randal E. Bryant (9/12/13)

Dean, School of Computer Science and

University Professor of Computer Science,

Carnegie Mellon University

IEEE Fellow

Member, National Academy of Engineering

Ken Shepard (9/12/13)

Professor of Electrical Engineering and Biomedical Engineering

Columbia University

IEEE Fellow

Hugo De Man (9/12/13)

Em. Prof. KULeuven, Belgium

Senior fellow IMEC, Belgium

IEEE Life Fellow

Member of the Royal Flemish Academy of Belgium for science and the arts

Paul E. Gray (9/12/13)

President and Professor emeritus

Massachusetts Institute of Technology

IEEE Life Fellow and 2010 recipient of the IEEE Founders Medal

Member, National Academy of Engineering

Thomas E. Everhart (9/12/13)

President Emeritus and Professor of Electrical Engineering and Applied Physics, Emeritus

California Institute of Technology

IEEE Fellow and 2002 recipient of the IEEE Founders Medal

Member, National Academy of Engineering

Chuck House (9/12/13)

Executive Director, InnovaScapes Institute

Member, Board of Directors, Computer History Museum

Holder of HP's only ‘*Medal of Defiance*’, awarded by David Packard

IEEE Fellow

Fernando J. Corbato (9/12/13)

Professor Emeritus of Computer Science and Engineering and Senior Lecturer

Massachusetts Institute of Technology

IEEE Life Fellow

Member, National Academy of Engineering

Bob Colwell (9/12/13)

Director, DARPA/Microsystems Technology Office (MTO)

Arlington, Virginia

IEEE Fellow

Mary Jane Irwin (9/12/13)

Evan Pugh Professor and A. Robert Noll Chair in Engineering

Department of Computer Science and Engineering

Penn State University

IEEE Fellow

Member, National Academy of Engineering

Richard F. Lyon (9/12/13)

Research Scientist

Google

Mountain View, California

IEEE Fellow

Russell M. Taylor II (9/14/13)

Research Professor of Computer Science,

Physics & Astronomy, and Applied & Materials Sciences

University of North Carolina at Chapel Hill

IEEE Member

Timothy A. Wilson (9/14/13)

Professor of Electrical and Computer Engineering

Chair, Department of Electrical, Computer, Software, and Systems Engineering

Embry-Riddle Aeronautical University

Member, Board of Directors, Nat’l Organization of Gay and Lesbian Scientists and Tech. Professionals (NOGLSTP)

IEEE Senior Member

William Wulf (9/13/13)

AT&T Professor of Computer Science and University Professor, Emeritus

School of Engineering and Applied Science

University of Virginia

IEEE Fellow

Member and President Emeritus, National Academy of Engineering

David A. Hodges (9/13/13)

Daniel M. Tellep Distinguished Professor of Engineering Emeritus

Former Dean, College of Engineering

University of California at Berkeley.

IEEE Fellow

Member, National Academy of Engineering

Neil Weste (9/16/13)

Adjunct Professor

School of Electrical and Electronic Engineering

University of Adelaide

Adelaide, South Australia

IEEE Fellow

Marilyn C. Wolf (9/16/13)

Professor; Rhesa "Ray" S. Farmer, Jr., Distinguished Chair in Embedded Computing Systems;

Georgia Research Alliance Eminent Scholar

School of Electrical and Computer Engineering

Georgia Institute of Technology

IEEE Fellow

Robert W. Dutton (9/16/13)

Robert and Barbara Kleist Professor of Engineering

Department of Electrical Engineering

Stanford University

IEEE Fellow

Member, National Academy of Engineering

Michael Lightner (9/17/13)

Professor and Chair,

Department of Electrical, Computer, and Energy Engineering

University of Colorado - Boulder

Vice President, IEEE Educational Activities Board

IEEE Fellow

Steven Molnar (9/17/13)

System Architect and Distinguished Engineer, NVIDIA Corp.

Adjunct Associate Professor,

University of North Carolina at Chapel Hill

IEEE Member

Dave Farber (9/23/13)

Distinguished Career Professor of Computer Science and Public Policy

Carnegie-Mellon University

Professor Emeritus

University of Pennsylvania

IEEE Fellow

James F. Gibbons (9/23/13)

Reid Weaver Dennis Professor of Electrical Engineering, Emeritus

Former Frederick Emmons Terman Dean of the School of Engineering

Stanford University

IEEE Life Fellow and 2011 recipient of the IEEE Founders Medal

Member, National Academy of Engineering

Member, National Academy of Sciences,

Grady Booch (9/23/13)

IBM Fellow

International Business Machines Corporation

IEEE Fellow

Thomas M. Conte (9/23/13)

Professor, Schools of Computer Science and Electrical & Computer Engineering

Georgia Institute of Technology

IEEE Fellow

Vice President, IEEE Computer Society

Benjamin Kuipers (9/24/13)

Professor of Computer Science and Engineering

University of Michigan, Ann Arbor

IEEE Fellow

John L. Hennessy (9/25/13)

Professor of Electrical Engineering and Computer Science, and

President, Stanford University

IEEE Fellow

IEEE Medal of Honor 2012

Member, National Academy of Engineering

Member, National Academy of Sciences

Ruzena Bazcsy (9/25/13)

Professor of Electrical Engineering and Computer Science

University of California, Berkeley

IEEE Fellow

Member, Institute of Medicine

Member, National Academy of Engineering

Thomas Kailath (9/25/13)

Professor of Electrical Engineering, Emeritus

Stanford University

IEEE Life Fellow

IEEE Medal of Honor 2007

Member, National Academy of Engineering

Member, National Academy of Sciences

Gerald Jay Sussman (9/25/13)

Panasonic Professor of Electrical Engineering

Massachusetts Institute of Technology

IEEE Fellow

Member, National Academy of Engineering

Paul Penfield, Jr. (9/25/13)

Professor of Electrical Engineering Emeritus

Massachusetts Institute of Technology

IEEE Fellow

Member, National Academy of Engineering

Dennis Sylvester (9/25/13)

Professor of Electrical Engineering and Computer Science

University of Michigan, Ann Arbor

IEEE Fellow

Judy L. Hoyt (9/25/13)

Professor, Electrical Engineering and Computer Science

Associate Director, Microsystems Technology Laboratories

Massachusetts Institute of Technology

IEEE Fellow

Ed Lazowska (9/30/13)

Bill & Melinda Gates Chair in Computer Science & Engineering

University of Washington

IEEE Fellow

Member, National Academy of Engineering

Elsa Garmire (9/30/13)

Sydney E. Junkins Professor of Engineering

Thayer School of Engineering at Dartmouth

IEEE Life Fellow

Member, National Academy of Engineering

Linda P. B. Katehi (9/30/13)

Chancellor, and Professor of Electrical and Computer Engineering

University of California, Davis

IEEE Fellow

Member, National Academy of Engineering

Gaetano Borriello (9/30/13)

Jerre D. Noe Professor of Computer Science & Engineering

University of Washington

IEEE Fellow

Alice C. Parker (10/01/13)

Professor of Electrical Engineering

University of Southern California

IEEE Fellow

Irene C. Peden (10/01/13)

Professor Emerita of Electrical Engineering

University of Washington

IEEE Life Fellow

Member, National Academy of Engineering

Eleanor Baum (10-02-13)

Dean of Engineering, Emerita

Cooper Union

New York, NY

IEEE Fellow

Deborah Estrin (10-02-13)

Professor of Computer Science

Cornell Tech in New York City, and

Professor of Public Health

Weill Cornell Medical College

IEEE Fellow

Member, National Academy of Engineering

Mark Horowitz (10-06-13)

Professor of Electrical Engineering and Computer Science

Stanford University

IEEE Fellow

Member, National Academy of Engineering

Trevor Mudge (10-08-13)

Bredt Family Professor of Computer Engineering

University of Michigan, Ann Arbor

IEEE Fellow