



# MD Monthly – NOVEMBER 2015

Membership Development Report – Page 1



This report is issued monthly on behalf of the IEEE Member & Geographic Activities Board.  
Source data is IEEE membership statistics. Contact: Elyn Perez, elyn.perez@ieee.org

MD Summary & Updates	Pages 1-4	Member Recruitment	Pages 8-9
Membership Year Goals & Progress	Page 5-6	Active Membership	Pages 10
Retention & Recovery	Page 7	Society & Special Interest Memberships	Pages 11-14

Monthly Census	YoY Variance		Nov '15	Nov '14	Oct '15	Nov '15 vs. Oct '15	
<b>IEEE Membership</b>		<b>-4,669</b>	<b>-1.1%</b>	<b>412,126</b>	<b>416,795</b>	<b>404,323</b>	<b>+1.9%</b>
• Honorary		2	+6.7%	32	30	32	0.0%
• Fellow		132	+1.9%	7,243	7,111	7,244	0.0%
• Senior Member		1,461	+3.9%	38,451	36,990	38,062	+1.0%
• Member		-4,058	-1.6%	250,637	254,695	250,032	+0.2%
• Associate Member		-1,087	-11.5%	8,372	9,459	8,423	-0.6%
• Graduate Student		-2,011	-4.7%	40,425	42,436	37,894	+6.7%
• Undergraduate Student		892	+1.4%	66,966	66,074	62,636	+6.9%
<b>Society Membership</b>		<b>-9,530</b>	<b>-2.9%</b>	<b>315,293</b>	<b>324,823</b>	<b>309,600</b>	<b>+3.0%</b>
• 14 Societies up > 1%		10,529		<b>Societies Note:</b> Sum of respective gains and losses, with all counts <b>excluding Affiliates. Including Affiliates, total Society memberships are down year-over-year by -10,148 or -3.0%.</b>			
• 7 Societies +/- 1%		-47					
• 18 Societies down > 1%		-20,012					

MD Venue	November - Membership Year To Date									
	'15	'14	'13	'12		'15	'14	'13	'12	
Retention	33.0%	30.4%	32.3%	29.7%		24,111	22,625	21,578	23,081	
	125,846	118,194	126,997	116,722	Recruitment					
Higher-Grade	39.7%	36.2%	38.3%	33.6%		6,020	5,011	5,142	4,796	
	118,404	110,050	116,083	103,653	Reinstatement					
STU/GSM	9.0%	9.6%	12.1%	15.5%		n/a	n/a	n/a	n/a	
	7,442	8,144	5,447	13,069	Recovery					

MD Resources (IEEE Account required)	New Members	SAMIEEE	Reports	Webcasts	MD Kit Ordering	Presentations

	Recruitment Activities	Retention Activities
<b>Jan</b>	Give priority attention to renewal activities. → → <a href="#">Order Membership Development Kit</a> – for Section and Chapter events and activities next month.	<b>7 January</b> – HQ sends past-due notice to members who have not renewed their 2016 membership. <b>Send New Year Message</b> – Thank members in your Section and Society for their contribution to the profession, and welcome them to the new calendar year. Review activities and events provided in 2015, and offer a preview of those planned for 2016.
<b>Feb</b>	Give priority attention to renewal activities. → → <a href="#">Order Membership Development Kit</a> – for Section and Chapter events and activities next month.	<b>Arrears-Recovery Outreach</b> – Service deactivation occurs for individuals who do not renew their 2016 membership by 20 February. <b>Un-Renewed Member Roster</b> – Members who have not yet renewed for the 2016 membership year, updated three times per week. Access via <b>SAMIEEE</b> MD folder, pre-defined query, “(MD) 2015 Last Renewal Year for Active Members – Name, Grade, Email.



## November MD Highlights

### IEEE Membership

The state of IEEE Membership is showing an improvement trend all around. Overall membership is still behind year-over-year by -1.1%, but this gap has been shrinking the last three months. We are seeing record gains in all three channels – recruitment, renewal and reinstatement. Positive recruitment in all grade categories continues to be the most significant driver, along with very strong reinstatement activity which is ahead of last year by 20%. (See chart on page 1.) Although retention rates remain ahead of last year, gains will not be reflected until the service deactivation occurs in February for those unrenewed.

### Recruitment

Overall recruitment remains strong and continues to grow for the second month following many months of declines. It is now ahead by +6.6% following last month's +4.4% gain. This is a significant turnaround given that recruitment was down -9.2% YoY in September. All grade categories and Regions are showing positive gains, most notably students in Regions 8 and 10.

Congratulations to Region 1 and Region 8, for showing positive recruitment gains in all three categories! Region 10, while still slightly behind in GSM recruitment, has the highest recruitment growth on the board at +18.1%, driven by undergraduates.

Looking at the four-year trend (chart, page 1), we are seeing the highest recruitment numbers since 2011. In fact, both October and November of this year have been the highest months on record, ever, for student recruitment. Driving this is the increased number and engagement of student branches worldwide, plus events like the Xtreme programming competition, and large conferences held in Ireland and India. We are also starting to see member recruitment out of the IEEE Collabratec platform, and will report more on that in a future report.

See more detail on recruitment, page 8.



Links to all MD resources plus communications templates can be found at [www.ieee.org/md](http://www.ieee.org/md).

### Retention

Overall retention is ahead by +2.6% through November, following a +2.4% gain in October, the first month of the membership year in which we report on renewal activity. The early renewal drawing deadline of 15 November helped sustain the momentum from the October spike due to automatic renewal. Higher grade retention gains are driving the large YoY gain, while GSM and undergraduate retention are underperforming slightly

November retention rates are the highest we've seen since 2011 (see chart on page 1). This is a combination of a growing number of automatic renewals, an enhancement to the early renewal drawing (the new Apple watch this year), and updated e-mail messaging that has seen improved metrics on open and click through rates year-over-year.

However, retention rates are on a smaller base of members to start with, so these retention rate gains will need to be sustained in order to impact the overall membership year end number.

See more detail on retention, page 7.

### Society Membership

Overall Society memberships are down -2.9% year-over-year, a three-tenth improvement from the last two months. The year-over-year Communications Society declines continue to hamper positive performance, but they continue to recede slowly, from a high of -37.1% in August, to -36.3% in November. Without the CommSoc losses, overall Society memberships would be positive year-over-year by roughly 8,000 memberships.

The top societies in terms of percentage growth in October were Computational Intelligence Society (+13.6%), Signal Processing Society (+12.6%) and Power Electronics Society (+10.0%).

Society membership details begin on page 11.



## **Ends 31 December - 'Put the World of IEEE into Focus'**

IEEE members are involved in a lot of interesting activities all over the world. Not just on the job, but also through mentoring, volunteer work, seminars, and other activities. The 'IEEE Into Focus' photo contest gives members a chance to show off what they do by submitting photos of what they think best represents their experiences as an IEEE member.

The photo contest is a great way to engage member audiences through IEEE websites, social media channels, email newsletters, conferences, etc.

Member participants have a chance to win the following prizes:

- Grand prize – One US\$250 Amazon gift card and IEEE selfie stick
- Second prize – One \$100 Amazon gift card and IEEE selfie stick
- Third prize – One \$50 Amazon gift card and IEEE selfie stick
- 10 runners up winners will receive an IEEE selfie stick

Entry period runs from 1 September 2015 to midnight 31 December 2015. For more information or to submit a photo, go to [ieee-into-focus.org](http://ieee-into-focus.org).

For information and resources to help promote this contest among your members, such as the web graphic above, please contact Nicole Dewhurst, [n.dewhurst@ieee.org](mailto:n.dewhurst@ieee.org).



## **2015 Senior Member Goals Achieved: Get More Senior Members, Increase Your Section's Retention**

There is a demonstrated relationship between the Senior Member grade and that member's likelihood to keep their IEEE membership. The higher the grade, the more likely they are to renew. For example, last year the retention rate among Senior Members was 96.0%, compared to the overall retention rate of 70.7%.

Each year, every Region is tasked with a goal to elevate roughly one percent of their eligible members to Senior Member grade. This year new materials were shipped in the MD kits to encourage more participation in the area of growing Senior Membership, to help Regions to reach their goals.

As a result, since the start of the membership year there has been a 13% increase year-over-year in the number of new Senior Member applications approved. In fact, the number of new Senior Member applications received more than doubled in the month of October. This should show a positive impact on 2016 retention rates and beyond.

Over time, this continued improvement will have an impact on overall retention. If you need help or ideas on how to run a Senior Member elevation/nomination event, please visit [www.ieee.org/seniormember](http://www.ieee.org/seniormember).

The last Senior Member elevation for 2015 was held in November, and three Regions surpassed their goal for the year. All Regions reached at least 80% or more of their goal.

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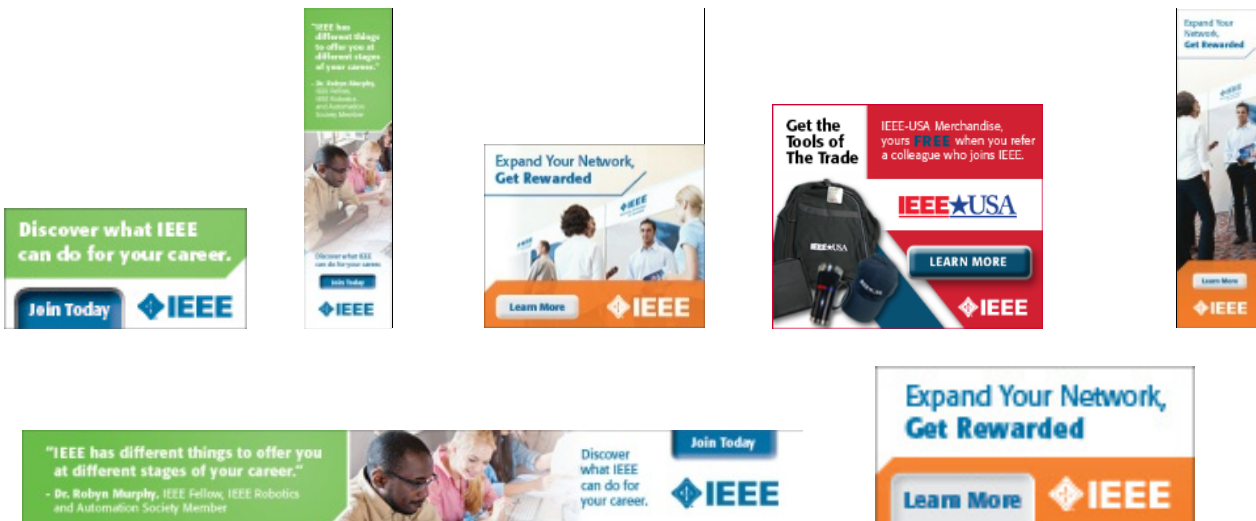
Here is how each region performed against their 2015 Senior Member goal:

Region	Membership as of 31 December 2014 (Member grade)	2015 Senior Member Goal	YTD SM Elevations as of November 2015	Percentage of Goal
1	19,528	195	193	99%
2	17,834	180	150	83%
3	16,914	215	333	155%
4	13,616	165	144	87%
5	17,616	180	151	84%
6	34,428	340	315	93%
7	10,655	110	99	90%
8	45,436	575	714	124%
9	8,993	110	89	81%
10	51,376	660	737	112%
Total	236,396	2,730	2,925	107%

Look for brand new brochures in your MD kit, and download web graphics in various sizes, like the one on the previous page, to place on your websites and newsletters in the online promotional library, [www.ieee.org/md](http://www.ieee.org/md).

### Membership Ads in the Promotional Library Online

We now have brand new ads suitable for print or web use available in the online promotional library. A link to the library can be found on [www.ieee.org/md](http://www.ieee.org/md). Consider adding a join web ad to your Section or Region website, or use them in promotional materials and at events. There are several standard sizes and messaging available for you to choose from, including promotion of the Member-get-a-Member Program the IEEE-USA Referral Program.





## Membership Development Goals



### 2016 Membership Development Goals

MD goals are created for each individual Section for both recruitment and retention. Section goals are then rolled up to the Region level, producing the Region goal for recruitment, retention and overall membership.

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For the 2016 MD goals, we reviewed four years of history. Each Section has a unique goal based on different dynamics, so the methodology for creating the goal is different based on whether the Section has had growth or decline, as well as the overall size and location of the Section.

Goals do not separate HG versus student. A benefit of this is that the service deactivation and student elevation processes do not impact progress to goals, because it focuses only on the total number of members that join or renew (regardless of grade).

Detail on the Section goals and progress are included in the Region level MD reports. These reports are sent via e-mail once monthly. If you are not receiving your region MD report, please contact your Region MD Chair.

Goals for reinstatement are assigned on the Region level only. For the complete listing of Section goals, visit the MD goals page on the MD portal, [www.ieee.org/md](http://www.ieee.org/md).

### Tracking Progress and Section Recognition of Goal Achievement

Every month, the regional MD reports contain the Section level progress for recruitment and retention. To monitor progress and ensure Sections are on track, the goals and progress to goal will be published in the region reports.

Each Section that meets their goal receives a special recognition in the form of an electronic banner that can be placed on Section websites, in newsletters, and even in e-mail signatures. Banners are distributed to the Section's Membership Development Chair, and/or Section Chair.

These Sections will also be recognized in the MD Monthly report, region level MD reports and on the MD portal, [www.ieee.org/md](http://www.ieee.org/md).

Banners include the membership year and Section name in the graphic. A silver award will be given in either the recruitment or retention category once met. A gold medal of recognition will be given once both goals are met.

At the end of the year, a special gift and certificate of recognition will be mailed to those who earned the gold award. Certificates of recognition will also be mailed to those who earned either silver award.



Outstanding Section Membership  
Recruitment and Retention Performance



### Region Membership Goals – 2016 Membership Year

Below is a summary by Region showing the goal and progress to goal, as of the current month. At three months into the membership year, the percent to goal should be tracking at 25% or more.

Retention	2016 % Retention Goal	2016 Retention Growth	2016 YTD Nov	% to Goal
R1	83.2%	0.9%	42.3%	50.8%
R2	84.0%	5.0%	42.6%	50.7%
R3	79.8%	0.6%	40.6%	50.8%
R4	80.3%	1.8%	40.0%	49.8%
R5	81.0%	3.0%	39.3%	48.6%
R6	82.4%	0.3%	41.4%	50.3%
R7	77.1%	0.9%	34.6%	44.9%
R8	72.8%	3.9%	28.0%	38.4%
R9	55.1%	0.7%	16.4%	29.8%
R10	57.0%	1.4%	23.9%	42.0%
<b>Total</b>	<b>72.3%</b>	<b>1.9%</b>	<b>33.0%</b>	<b>45.6%</b>

Since most retention activity occurs in the first half of the membership year, the high percentages to goal are expected. This should not be viewed as a sign that retention is tracking far ahead, although we have seen some early strong activity. This will start to level off over the coming months.

The goals for retention growth are reflective of the last four years, and are rather aggressive – local efforts are critical to sustain this.

Recruitment	2016 Recruitment Goal	2016 Recruitment Growth	2016 YTD Nov	% to Goal
R1	3,712	4.6%	1,217	32.8%
R2	3,122	8.8%	806	25.8%
R3	4,507	9.7%	1,259	27.9%
R4	3,129	7.7%	885	28.3%
R5	4,142	6.0%	1,129	27.3%
R6	6,429	4.7%	1,793	27.9%
R7	3,070	6.9%	803	26.2%
R8	16,886	2.1%	4,863	28.8%
R9	7,007	5.9%	1,468	20.9%
R10	41,605	5.2%	9,888	23.8%
<b>Total</b>	<b>93,610</b>	<b>5.1%</b>	<b>24,111</b>	<b>25.8%</b>

All but 2 Regions are tracking above goal at three months into the membership year. Region 1 continues to have the highest progress to goal so far.

We will need to maintain the momentum seen in October and November to sustain these gains.

Congratulations to Region 7 - they are continuing to meet the challenge and maintain the growth trend of the last four years.

Reinstatement	2016 Reinstatement Goal	2016 Reinstatement Growth	2016 YTD Nov	% to Goal
R1	1,389	6.0%	381	27.4%
R2	1,162	5.0%	411	35.4%
R3	1,279	5.0%	443	34.6%
R4	863	5.0%	319	37.0%
R5	1,389	6.0%	407	29.3%
R6	2,595	6.0%	740	28.5%
R7	676	5.0%	231	34.2%
R8	3,741	5.0%	1,285	34.3%
R9	1,050	4.9%	332	31.6%
R10	5,033	6.0%	1,471	29.2%
<b>Total</b>	<b>19,177</b>	<b>5.5%</b>	<b>6,020</b>	<b>31.4%</b>

All Regions are tracking above goal at three months into the membership year.

Former members are a ripe pool of candidates to outreach to – and each year that pool grows.

Focus on sustaining reinstatement growth by regularly outreaching to them and/or inviting them to events.



### Membership Retention Update

Retention gains were sustained for the second month, and even grew slightly. Overall retention is ahead by +2.6% through November, following a +2.4% gain in October, the first month of the membership year in which we report on renewal activity. The early renewal drawing deadline of 15 November helped sustain the momentum from the October spike (due to automatic renewal).

November retention rates are the highest we've seen since 2011 (see chart on page 1). This is a combination of a growing number of automatic renewals, an enhancement to the early renewal drawing (the new Apple watch this year), and updated e-mail messaging that has seen improved metrics on open and click through rates year-over-year.

Overall HG retention is driving the gains, and is ahead by +3.5%. However, first-year HG retention has been behind last year, as was the case last month. All but one region is behind - a special recognition goes to Region 3, for their first-year HG retention gains of 1.4%. In Region 3 they piloted a first-year member engagement program that rolled out to the Sections in time for the start of the membership year. It seems that effort is immediately paying dividends.

GSM retention gap slipped somewhat from last month, and is behind by 0.9% from being even YoY in October. First-year GSM's are behind by the same margin.

Undergraduate retention started the year off even with last year, but has slipped slightly behind, by -0.4%. It seems first year undergraduates are driving that, as they are behind by a larger gap.

In late November, the second paper renewal notice was mailed to all unrenewed HG members. The impact of that mailing will be reflected in the December retention results.

➔ Do you have a first-year member program in place? Need help or ideas? Contact Denise Maestri, [d.maestri@ieee.org](mailto:d.maestri@ieee.org).

**IEEE Membership Renewal / Retention - November 2015**

REGION	HIGHER GRADE w/o GSM				GRADUATE STUDENTS				UNDERGRADUATE STUDENTS				TOTAL MEMBERS			
	Opportunity	Renewal			Opportunity	Renewal			Opportunity	Renewal			Opportunity	Renewal		
		#	%, '16	%, '15		#	%, '16	%, '15		#	%, '16	%, '15		#	%, '16	%, '15
1	27,719	12,600	45.5%	40.4%	1,526	241	15.8%	14.9%	1,467	135	9.2%	8.8%	30,712	12,976	42.3%	37.5%
2	24,284	11,015	45.4%	40.2%	1,346	215	16.0%	13.5%	1,099	154	14.0%	12.4%	26,729	11,384	42.6%	37.5%
3	23,223	10,413	44.8%	38.6%	1,712	323	18.9%	20.4%	2,111	237	11.2%	12.5%	27,046	10,973	40.6%	35.3%
4	17,268	7,619	44.1%	39.1%	1,467	245	16.7%	17.6%	1,305	148	11.3%	11.4%	20,040	8,012	40.0%	35.8%
5	22,955	9,885	43.1%	38.9%	1,404	246	17.5%	18.2%	1,876	190	10.1%	10.3%	26,235	10,321	39.3%	35.8%
6	45,663	20,427	44.7%	39.5%	2,367	365	15.4%	16.9%	2,880	307	10.7%	13.0%	50,910	21,099	41.4%	36.9%
R 1-6	161,112	71,959	44.7%	39.5%	9,822	1,635	16.6%	17.0%	10,738	1,171	10.9%	11.6%	181,672	74,765	41.2%	36.6%
7	13,172	5,082	38.6%	37.1%	1,553	300	19.3%	21.4%	1,205	130	10.8%	12.0%	15,930	5,512	34.6%	33.6%
8	53,894	17,690	32.8%	31.0%	8,927	1,434	16.1%	19.3%	7,326	493	6.7%	8.3%	70,147	19,617	28.0%	27.3%
9	9,991	2,289	22.9%	23.0%	1,014	148	14.6%	17.0%	5,281	240	4.5%	4.4%	16,286	2,677	16.4%	16.9%
10	60,378	21,384	35.4%	34.0%	11,513	1,224	10.6%	10.3%	25,453	667	2.6%	2.4%	97,344	23,275	23.9%	22.7%
R 7-10	137,435	46,445	33.8%	32.3%	23,007	3,106	13.5%	14.6%	39,265	1,530	3.9%	4.1%	199,707	51,081	25.6%	24.7%
TOTAL	298,547	118,404	39.7%	36.2%	32,829	4,741	14.4%	15.3%	50,003	2,701	5.4%	5.8%	381,379	125,846	33.0%	30.4%

**First-Year Member Renewal / Retention - November 2015**

REGION	HIGHER GRADE w/o GSM				GRADUATE STUDENTS				UNDERGRADUATE STUDENTS				TOTAL MEMBERS			
	Opportunity	Renewal			Opportunity	Renewal			Opportunity	Renewal			Opportunity	Renewal		
		#	%, '16	%, '15		#	%, '16	%, '15		#	%, '16	%, '15		#	%, '16	%, '15
1	1,731	285	16.5%	19.6%	623	48	7.7%	8.3%	1,105	72	6.5%	7.3%	3,459	405	11.7%	13.4%
2	1,514	265	17.5%	19.3%	549	50	9.1%	8.1%	733	67	9.1%	9.8%	2,796	382	13.7%	14.3%
3	1,773	289	16.3%	14.9%	686	67	9.8%	13.9%	1,533	103	6.7%	9.8%	3,992	459	11.5%	12.7%
4	1,266	202	16.0%	16.1%	603	70	11.6%	10.5%	980	78	8.0%	9.4%	2,849	350	12.3%	12.9%
5	1,824	312	17.1%	21.2%	574	44	7.7%	10.0%	1,411	75	5.3%	7.3%	3,809	431	11.3%	14.5%
6	2,994	516	17.2%	20.2%	1,016	87	8.6%	10.9%	2,060	132	6.4%	10.4%	6,070	735	12.1%	15.3%
R 1-6	11,102	1,869	16.8%	18.7%	4,051	366	9.0%	10.4%	7,822	527	6.7%	9.2%	22,975	2,762	12.0%	14.0%
7	1,368	221	16.2%	19.5%	647	69	10.7%	9.8%	837	61	7.3%	8.8%	2,852	351	12.3%	14.3%
8	6,486	868	13.4%	14.9%	4,336	391	9.0%	12.2%	5,728	249	4.3%	5.7%	16,550	1,508	9.1%	11.2%
9	1,939	165	8.5%	10.4%	448	32	7.1%	8.5%	4,213	117	2.8%	2.5%	6,600	314	4.8%	5.5%
10	10,595	1,242	11.7%	14.2%	7,284	440	6.0%	5.8%	21,555	383	1.8%	1.8%	39,434	2,065	5.2%	5.9%
R 7-10	20,388	2,496	12.2%	14.4%	12,715	932	7.3%	8.0%	32,333	810	2.5%	2.8%	65,436	4,238	6.5%	7.6%
TOTAL	31,490	4,365	13.9%	15.9%	16,766	1,298	7.7%	8.6%	40,155	1,337	3.3%	4.1%	88,411	7,000	7.9%	9.3%



## Recruitment Update

Overall recruitment remains strong and continues to grow for the second month following many months of declines. We added another +2.2% to last month's +4.4% gain. This is a significant turnaround given that recruitment was behind by -9.2% in September. Congratulations to Region 1 and Region 8, for showing positive recruitment gains in all three categories! Region 10, while still slightly behind in GSM recruitment, has the highest recruitment growth on the board at +18.1%, driven by undergraduates.

Here is how each of the three categories impacted the overall result:

- **Undergraduate recruitment** grew from +5.2% last month to +7.4%.
  - Last year at this time: undergraduate recruitment was up +12.2%.
- **Graduate student recruitment** returned to and surpassed September levels when it saw a big jump to +7.1%, then -2.0% last month, now back up and ahead +7.4%.
  - Last year at this time: graduate student recruitment was up +2.3%.
- **Higher Grade recruitment** continues the second month positive, at +3.6%, but gave back some of the +10.7% gain from October.
  - Last year at this time: higher grade recruitment was down -13.2%.

➔ Sections are encouraged to **promote the Member-Get-a-Member referral program** to existing members, especially within the student branches in your Section. Need help or ideas? E-mail [elyn.perez@ieee.org](mailto:elyn.perez@ieee.org).

### Cumulative Recruitment - November 2015

REGION	HIGHER GRADE w/o GSMs				GRADUATE STUDENTS				UNDERGRADUATE STUDENTS				TOTAL MEMBERS			
	2015		2014		2015		2014		2015		2014		2015		2014	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1	216	203	13	6.4%	239	204	35	17.2%	762	692	70	10.1%	1,217	1,099	118	10.7%
2	191	199	(8)	-4.0%	206	209	(3)	-1.4%	409	452	(43)	-9.5%	806	860	(54)	-6.3%
3	219	200	19	9.5%	254	239	15	6.3%	786	1,000	(214)	-21.4%	1,259	1,439	(180)	-12.5%
4	155	135	20	14.8%	238	296	(58)	-19.6%	492	648	(156)	-24.1%	885	1,079	(194)	-18.0%
5	232	252	(20)	-7.9%	200	220	(20)	-9.1%	697	729	(32)	-4.4%	1,129	1,201	(72)	-6.0%
6	445	421	24	5.7%	305	310	(5)	-1.6%	1,043	1,140	(97)	-8.5%	1,793	1,871	(78)	-4.2%
R 1-6	1,458	1,410	48	3.4%	1,442	1,478	(36)	-2.4%	4,189	4,661	(472)	-10.1%	7,089	7,549	(460)	-6.1%
7	173	211	(38)	-18.0%	226	198	28	14.1%	404	484	(80)	-16.5%	803	893	(90)	-10.1%
8	801	708	93	13.1%	1,527	1,149	378	32.9%	2,535	2,284	251	11.0%	4,863	4,141	722	17.4%
9	211	237	(26)	-11.0%	177	175	2	1.1%	1,080	1,256	(176)	-14.0%	1,468	1,668	(200)	-12.0%
10	1,249	1,191	58	4.9%	1,960	2,012	(52)	-2.6%	6,679	5,171	1,508	29.2%	9,888	8,374	1,514	18.1%
R 7-10	2,434	2,347	87	3.7%	3,890	3,534	356	10.1%	10,698	9,195	1,503	16.3%	17,022	15,076	1,946	12.9%
TOTAL	3,892	3,757	135	3.6%	5,332	5,012	320	6.4%	14,887	13,856	1,031	7.4%	24,111	22,625	1,486	6.6%

## IEEE-USA Recruitment Incentive



In an effort to increase US higher-grade membership, IEEE-USA and MGA have partnered to pilot a campaign building on the existing Member-Get-a-Member program.

Higher-grade members in the US are eligible to submit referrals through a special online form. An automated email invites the referral to join and offers a US\$25 discount on their first year (16 August - 28 February), or to join at the special half year dues rate (1 March – 15 August). For each successful new recruit, the referring member can select an IEEE-USA branded merchandise item including a hat, cooler, backpack, golf balls, pen sets, portable charger, tablet case, umbrella and more.

MGA will promote the program in the monthly Benefits Bulletin, and **Sections and Regions should promote the program on their own website**. For more information on how to do this, contact [elyn.perez@ieee.org](mailto:elyn.perez@ieee.org).

	2016 MY To Date	2015 MY Total	2014 MY Total	Program To Date
Referrals Submitted	469	941	1,240	2,650
Referrals Joined	77	224	397	698
% of Referrals Joined	16.4%	23.8%	32.0%	26.3%
# New US HG Members	70	168	295	533





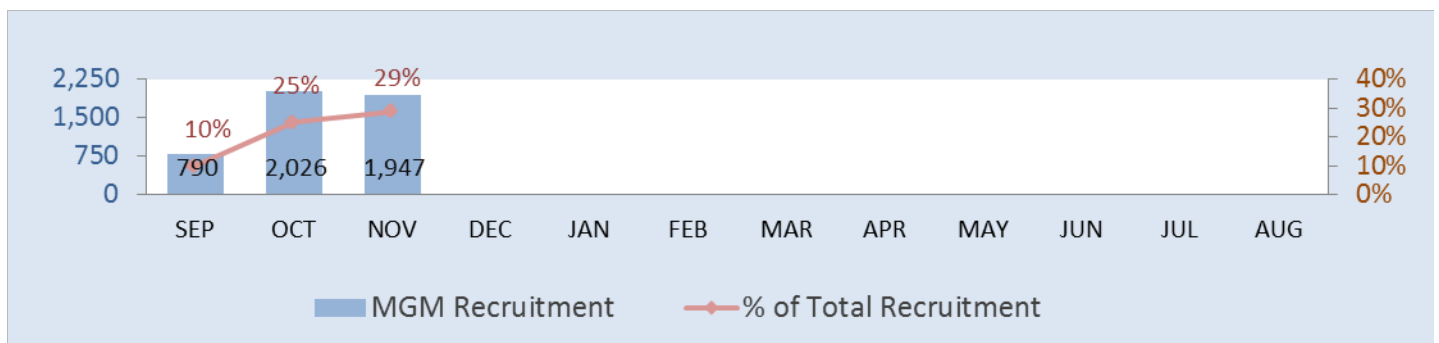


### Recruiters of the Month – Member-Get-a-Member (MGM) Program


[www.ieee.org/mgm](http://www.ieee.org/mgm)

We are pleased to recognize this month’s top program participants. The IEEE Member-Get-a-Member (MGM) program is popular with student members; accordingly, program results often ebb and flow with the academic school year.

<b>Shiba Singh</b>	R10, Bombay Section	47 new members	<b>Haris Zaman</b>	R10, Islamabad Section	14 new members
<b>Akansha Srivastava</b>	R10, Bombay Section	46 new members	<b>Vaidehi Deshmukh</b>	R10, Bombay Section	14 new members
<b>Roshal Fernandes</b>	R10, Bombay Section	41 new members	<b>Fady EL Khoury</b>	R8, Lebanon Section	14 new members
<b>Tushar Sharma</b>	R7, Southern Alberta Section	40 new members	<b>Anupam C</b>	R10, Kerala Section	14 new members
<b>Nijo P T</b>	R10, Kerala Section	38 new members	<b>Sarath Chand T P</b>	R10, Kerala Section	13 new members
<b>Harikrishnan T C</b>	R10, Kerala Section	35 new members	<b>Priyanshi Jain</b>	R10, Bangalore Section	13 new members
<b>Nithin Kurian</b>	R10, Kerala Section	33 new members	<b>Sakshi Chaubey</b>	R10, Bangalore Section	13 new members
<b>Basil James</b>	R10, Kerala Section	28 new members	<b>Vincente NunezGonzalez</b>	R9, Mexico Section	12 new members
<b>Prerit Jain</b>	R10, Gujarat Section	24 new members	<b>Lakshay Juneja</b>	R10, Delhi Section	12 new members
<b>Haifa Hammas</b>	R8, Tunisia Section	24 new members	<b>Yash Agarwal</b>	R10, Delhi Section	12 new members
<b>Hitali Vernekar</b>	R10, Bombay Section	23 new members	<b>Motasem Khalil</b>	R8, Jordan Section	12 new members
<b>Chowdhury Hossain</b>	R10, Bangladesh Section	22 new members	<b>Prathik Y R</b>	R10, Bangalore Section	12 new members
<b>Shubham Gokhale</b>	R10, Delhi Section	22 new members	<b>Vishal K</b>	R10, Bangalore Section	12 new members
<b>Layale Hachem</b>	R8, Lebanon Section	21 new members	<b>Arun Manjunath</b>	R10, Bangalore Section	12 new members
<b>Mohammad Houssein</b>	R8, Lebanon Section	19 new members	<b>Samhitha B N</b>	R10, Bangalore Section	12 new members
<b>Sayali Harer</b>	R10, Bombay Section	19 new members	<b>Ayesha Suhani S H</b>	R10, Bangalore Section	12 new members
<b>Achu Ragh</b>	R10, Kerala Section	18 new members	<b>Bilal Nakhal</b>	R8, Lebanon Section	12 new members
<b>Carlos Disintonio Molina</b>	R9, Ecuador Section	18 new members	<b>Diksha Singhal</b>	R10, Delhi Section	11 new members
<b>Dhriti Iddya</b>	R10, Bombay Section	18 new members	<b>Mariam Alhudaiddi</b>	R8, United Arab Emirates Section	11 new members
<b>Atharva Agasti</b>	R10, Bombay Section	18 new members	<b>Aditi Agrawal</b>	R10, Uttar Pradesh Section	11 new members
<b>Arpit Roopchandani</b>	R10, Delhi Section	16 new members	<b>Raghavendra Hegdekatte</b>	R10, Bangalore Section	11 new members
<b>Fredy Gora Castillo</b>	R9, Peru Section	16 new members	<b>Mounica P</b>	R10, Bangalore Section	11 new members
<b>Ashiq S</b>	R10, Kerala Section	16 new members	<b>Tarasha Khurana</b>	R10, Delhi Section	11 new members
<b>Manish Kumar</b>	R10, Bombay Section	15 new members	<b>Sumana N</b>	R10, Bangalore Section	10 new members
<b>Jean Nunez</b>	R9, Ecuador Section	15 new members	<b>Gopika Varma</b>	R10, Kerala Section	10 new members



**2016 Membership YTD: 4,763 new members**  
**Same period last year: 4,306**  
**Year-over-year: +30.5%**

<b>Membership by Region</b>	<b>Nov '15</b>	 e-Members are included in the higher-grade counts of Regions 3, 8, 9, and 10. <b>Green shading</b> = year-over-year growth >1.0%; <b>Yellow shading</b> = +/- 0.99%; <b>Red shading</b> > (1.0%)
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Geographic IEEE Membership Summary - November 2015																
REGION	Higher-Grade w/o GSM				Graduate Students				Undergraduate Students				TOTAL MEMBERS			
	2015	2014	Change		2015	2014	Change		2015	2014	Change		2015	2014	Change	
			#	%			#	%			#	%			#	%
<b>1</b>	28,030	28,633	(603)	-2.1%	1,881	1,952	(71)	-3.6%	2,357	2,384	(27)	-1.1%	32,268	32,969	(701)	-2.1%
<b>2</b>	24,577	25,330	(753)	-3.0%	1,667	1,833	(166)	-9.1%	1,653	1,903	(250)	-13.1%	27,897	29,066	(1,169)	-4.0%
<b>3</b>	23,726	24,154	(428)	-1.8%	2,138	2,258	(120)	-5.3%	3,074	3,459	(385)	-11.1%	28,938	29,871	(933)	-3.1%
<b>4</b>	17,514	18,162	(648)	-3.6%	1,798	1,958	(160)	-8.2%	1,920	2,071	(151)	-7.3%	21,232	22,191	(959)	-4.3%
<b>5</b>	23,345	23,510	(165)	-0.7%	1,728	1,898	(170)	-9.0%	2,724	2,725	(1)	0.0%	27,797	28,133	(336)	-1.2%
<b>6</b>	46,736	47,212	(476)	-1.0%	2,842	2,825	17	0.6%	4,126	4,432	(306)	-6.9%	53,704	54,469	(765)	-1.4%
<b>R 1-6</b>	<b>163,928</b>	<b>167,001</b>	<b>(3,073)</b>	<b>-1.8%</b>	<b>12,054</b>	<b>12,724</b>	<b>(670)</b>	<b>-5.3%</b>	<b>15,854</b>	<b>16,974</b>	<b>(1,120)</b>	<b>-6.6%</b>	<b>191,836</b>	<b>196,699</b>	<b>(4,863)</b>	<b>-2.5%</b>
<b>7</b>	13,376	13,782	(406)	-2.9%	1,929	2,030	(101)	-5.0%	1,655	1,813	(158)	-8.7%	16,960	17,625	(665)	-3.8%
<b>8</b>	55,049	55,880	(831)	-1.5%	11,050	10,892	158	1.5%	10,147	9,819	328	3.3%	76,246	76,591	(345)	-0.5%
<b>9</b>	10,293	10,513	(220)	-2.1%	1,263	1,428	(165)	-11.6%	6,599	6,521	78	1.2%	18,155	18,462	(307)	-1.7%
<b>10</b>	62,089	61,109	980	1.6%	14,129	15,362	(1,233)	-8.0%	32,711	30,947	1,764	5.7%	108,929	107,418	1,511	1.4%
<b>R 7-10</b>	<b>140,807</b>	<b>141,284</b>	<b>(477)</b>	<b>-0.3%</b>	<b>28,371</b>	<b>29,712</b>	<b>(1,341)</b>	<b>-4.5%</b>	<b>51,112</b>	<b>49,100</b>	<b>2,012</b>	<b>4.1%</b>	<b>220,290</b>	<b>220,096</b>	<b>194</b>	<b>0.1%</b>
<b>TOTAL</b>	<b>304,735</b>	<b>308,285</b>	<b>(3,550)</b>	<b>-1.2%</b>	<b>40,425</b>	<b>42,436</b>	<b>(2,011)</b>	<b>-4.7%</b>	<b>66,966</b>	<b>66,074</b>	<b>892</b>	<b>1.4%</b>	<b>412,126</b>	<b>416,795</b>	<b>(4,669)</b>	<b>-1.1%</b>

- 3-month improvement trend on overall membership decline, now -1.1% (was -1.8% in September, -1.3% in October)
  - Main driver: Positive YoY recruitment gains keep growing
  - Last November was at -1.0%
- Higher-grade membership is down -1.2%, was -1.1% last month but that was an improvement from prior months
  - Regions 1-6 HG improved one tenth
  - Regions 7-10 gave back one tenth
  - Last year November HG was -0.1%
- Graduate student membership decline showed significant improvement, from -6.1% in October to -4.7% this month
  - Recruitment rebounded after a one month dip
  - Last year this time was -1.1%
- Undergraduate student membership growth continues for second month, from +0.6% to +1.4%
  - Main driver – Continued strong recruitment YoY
  - Last year this time was -4.9%

## Society Memberships

Color Key: **Green** shading = year-over-year growth >1.0%; **Yellow** shading = +/- 0.99%; **Red** shading > (1.0%)

IEEE Society Membership Totals as of November 2015																				
SOCIETY / DIVISION	IEEE Higher Grade Members (including GSMs)		Change		IEEE Student Members		Change		Society Affiliates		Change		Society Totals (with affiliates)		Change		Society Totals (without affiliates)		Change	
	2015	2014	#	%	2015	2014	#	%	2015	2014	#	%	2015	2014	#	%	2015	2014	#	%
<b>IEEE Societies</b>																				
<b>DIVISION I</b>																				
Circuits & Systems	9,440	9,430	10	0.1%	475	467	8	1.7%	46	40	6	15.0%	9,961	9,937	24	0.2%	9,915	9,897	18	0.2%
Electron Devices	9,632	9,723	-91	-0.9%	402	481	-79	-16.4%	50	52	-2	-3.8%	10,084	10,256	-172	-1.7%	10,034	10,204	-170	-1.7%
Solid-State Circuits	9,506	9,519	-13	-0.1%	189	224	-35	-15.6%	106	96	10	10.4%	9,801	9,839	-38	-0.4%	9,695	9,743	-48	-0.5%
<b>Div I Subtotal</b>	<b>28,578</b>	<b>28,672</b>	<b>-94</b>	<b>-0.3%</b>	<b>1,066</b>	<b>1,172</b>	<b>-106</b>	<b>-9.0%</b>	<b>202</b>	<b>188</b>	<b>14</b>	<b>7.4%</b>	<b>29,846</b>	<b>30,032</b>	<b>-186</b>	<b>-0.6%</b>	<b>29,644</b>	<b>29,844</b>	<b>-200</b>	<b>-0.7%</b>
<b>DIVISION II</b>																				
Components, Packaging & Mfg Tech	2,428	2,481	-53	-2.1%	50	55	-5	-9.1%	26	27	-1	-3.7%	2,504	2,563	-59	-2.3%	2,478	2,536	-58	-2.3%
Dielectrics & Electrical Insulation	2,106	2,205	-99	-4.5%	14	35	-21	-60.0%	26	25	1	4.0%	2,146	2,265	-119	-5.3%	2,120	2,240	-120	-5.4%
Industry Applications	11,356	10,423	933	9.0%	1,817	895	922	103.0%	46	44	2	4.5%	13,219	11,362	1,857	16.3%	13,173	11,318	1,855	16.4%
Instrumentation & Measurements	3,976	3,980	-4	-0.1%	88	95	-7	-7.4%	15	25	-10	-40.0%	4,079	4,100	-21	-0.5%	4,064	4,075	-11	-0.3%
Power Electronics	7,853	7,380	473	6.4%	572	278	294	105.8%	30	30	0	0.0%	8,455	7,688	767	10.0%	8,425	7,658	767	10.0%
Ultrasonics, Ferroelectrics, Freq Ctrl	2,183	2,146	37	1.7%	46	46	0	0.0%	39	30	9	30.0%	2,268	2,222	46	2.1%	2,229	2,192	37	1.7%
<b>Div II Subtotal</b>	<b>29,902</b>	<b>28,615</b>	<b>1,287</b>	<b>4.5%</b>	<b>2,587</b>	<b>1,404</b>	<b>1,183</b>	<b>84.3%</b>	<b>182</b>	<b>181</b>	<b>1</b>	<b>0.6%</b>	<b>32,671</b>	<b>30,200</b>	<b>2,471</b>	<b>8.2%</b>	<b>32,489</b>	<b>30,019</b>	<b>2,470</b>	<b>8.2%</b>
<b>DIVISION III</b>																				
Communications	29,570	42,958	-13,388	-31.2%	839	4,806	-3,967	-82.5%	1,080	1,024	56	5.5%	31,489	48,788	-17,299	-35.5%	30,409	47,764	-17,355	-36.3%
<b>DIVISION IV</b>																				
Antennas & Propagation	8,475	8,301	174	2.1%	255	253	2	0.8%	54	50	4	8.0%	8,784	8,604	180	2.1%	8,730	8,554	176	2.1%
Broadcast Technology	1,631	1,653	-22	-1.3%	51	46	5	10.9%	20	18	2	11.1%	1,702	1,717	-15	-0.9%	1,682	1,699	-17	-1.0%
Consumer Electronics	3,103	3,002	101	3.4%	139	114	25	21.9%	20	19	1	5.3%	3,262	3,135	127	4.1%	3,242	3,116	126	4.0%
Electromagnetic Compatibility	3,897	3,897	0	0.0%	48	36	12	33.3%	34	28	6	21.4%	3,979	3,961	18	0.5%	3,945	3,933	12	0.3%
Magnetics	3,014	3,058	-44	-1.4%	69	76	-7	-9.2%	83	78	5	6.4%	3,166	3,212	-46	-1.4%	3,083	3,134	-51	-1.6%
Microwave Theory & Techniques	10,938	11,086	-148	-1.3%	298	269	29	10.8%	35	33	2	6.1%	11,271	11,388	-117	-1.0%	11,236	11,355	-119	-1.0%
Nuclear & Plasma Sciences	2,829	2,984	-155	-5.2%	56	89	-33	-37.1%	45	47	-2	-4.3%	2,930	3,120	-190	-6.1%	2,885	3,073	-188	-6.1%
<b>Div IV Subtotal</b>	<b>33,887</b>	<b>33,981</b>	<b>-94</b>	<b>-0.3%</b>	<b>916</b>	<b>883</b>	<b>33</b>	<b>3.7%</b>	<b>291</b>	<b>273</b>	<b>18</b>	<b>6.6%</b>	<b>35,094</b>	<b>35,137</b>	<b>-43</b>	<b>-0.1%</b>	<b>34,803</b>	<b>34,864</b>	<b>-61</b>	<b>-0.2%</b>
<b>DIVISION V/VIII</b>																				
Computer	43,276	45,929	-2,653	-5.8%	3,254	3,558	-304	-8.5%	8,506	9,733	-1,227	-12.6%	55,036	59,220	-4,184	-7.1%	46,530	49,487	-2,957	-6.0%

Color Key: Green shading = year-over-year growth >1.0%; Yellow shading = +/- 0.99%; Red shading > (1.0%)

IEEE Society Membership Totals as of November 2015																				
SOCIETY / DIVISION	IEEE Higher Grade Members (including GSMS)		Change		IEEE Student Members		Change		Society Affiliates		Change		Society Totals (with affiliates)		Change		Society Totals (without affiliates)		Change	
	2015	2014	#	%	2015	2014	#	%	2015	2014	#	%	2015	2014	#	%	2015	2014	#	%
<b>IEEE Societies</b>																				
<b>DIVISION VI</b>																				
Education	3,308	3,382	-74	-2.2%	89	85	4	4.7%	40	42	-2	-4.8%	3,437	3,509	-72	-2.1%	3,397	3,467	-70	-2.0%
Industrial Electronics	6,263	6,048	215	3.6%	243	209	34	16.3%	31	25	6	24.0%	6,537	6,282	255	4.1%	6,506	6,257	249	4.0%
Product Safety Engineering	817	829	-12	-1.4%	4	8	-4	-50.0%	12	8	4	50.0%	833	845	-12	-1.4%	821	837	-16	-1.9%
Professional Communication	703	711	-8	-1.1%	14	29	-15	-51.7%	50	57	-7	-12.3%	767	797	-30	-3.8%	717	740	-23	-3.1%
Reliability	1,788	1,865	-77	-4.1%	27	20	7	35.0%	28	24	4	16.7%	1,843	1,909	-66	-3.5%	1,815	1,885	-70	-3.7%
Social Implications of Technology	1,429	1,427	2	0.1%	28	33	-5	-15.2%	15	19	-4	-21.1%	1,472	1,479	-7	-0.5%	1,457	1,460	-3	-0.2%
Technology and Engineering Mgmt*	2,904	1,011	1,893	187.2%	61	11	50	454.5%	34	15	19	126.7%	2,999	1,037	1,962	189.2%	2,965	1,022	1,943	190.1%
<b>Div VI Subtotal</b>	<b>17,212</b>	<b>15,273</b>	<b>1,939</b>	<b>12.7%</b>	<b>466</b>	<b>395</b>	<b>71</b>	<b>18.0%</b>	<b>210</b>	<b>190</b>	<b>20</b>	<b>10.5%</b>	<b>17,888</b>	<b>15,858</b>	<b>2,030</b>	<b>12.8%</b>	<b>17,678</b>	<b>15,668</b>	<b>2,010</b>	<b>12.8%</b>
<b>DIVISION VII</b>																				
Power & Energy	29,982	29,389	593	2.0%	4,301	3,002	1,299	43.3%	344	314	30	9.6%	34,627	32,705	1,922	5.9%	34,283	32,391	1,892	5.8%
<b>DIVISION IX</b>																				
Aerospace & Electronic Systems	4,524	4,599	-75	-1.6%	249	271	-22	-8.1%	25	29	-4	-13.8%	4,798	4,899	-101	-2.1%	4,773	4,870	-97	-2.0%
Geoscience & Remote Sensing	3,358	3,223	135	4.2%	111	103	8	7.8%	208	209	-1	-0.5%	3,677	3,535	142	4.0%	3,469	3,326	143	4.3%
Information Theory	3,287	3,293	-6	-0.2%	72	73	-1	-1.4%	29	25	4	16.0%	3,388	3,391	-3	-0.1%	3,359	3,366	-7	-0.2%
Intelligent Transportation Systems	1,484	1,376	108	7.8%	35	28	7	25.0%	25	25	0	0.0%	1,544	1,429	115	8.0%	1,519	1,404	115	8.2%
Oceanic Engineering	1,787	1,746	41	2.3%	49	98	-49	-50.0%	24	24	0	0.0%	1,860	1,868	-8	-0.4%	1,836	1,844	-8	-0.4%
Signal Processing	17,622	16,479	1,143	6.9%	1,582	580	1,002	172.8%	165	160	5	3.1%	19,369	17,219	2,150	12.5%	19,204	17,059	2,145	12.6%
Vehicular Technology	4,157	4,173	-16	-0.4%	116	148	-32	-21.6%	31	26	5	19.2%	4,304	4,347	-43	-1.0%	4,273	4,321	-48	-1.1%
<b>Div IX Subtotal</b>	<b>36,219</b>	<b>34,889</b>	<b>1,330</b>	<b>3.8%</b>	<b>2,214</b>	<b>1,301</b>	<b>913</b>	<b>70.2%</b>	<b>507</b>	<b>498</b>	<b>9</b>	<b>1.8%</b>	<b>38,940</b>	<b>36,688</b>	<b>2,252</b>	<b>6.1%</b>	<b>38,433</b>	<b>36,190</b>	<b>2,243</b>	<b>6.2%</b>
<b>DIVISION X</b>																				
Computational Intelligence	6,888	6,311	577	9.1%	688	357	331	92.7%	84	91	-7	-7.7%	7,660	6,759	901	13.3%	7,576	6,668	908	13.6%
Control Systems	8,845	9,225	-380	-4.1%	288	314	-26	-8.3%	76	70	6	8.6%	9,209	9,609	-400	-4.2%	9,133	9,539	-406	-4.3%
Engineering in Medicine & Biology	9,147	8,930	217	2.4%	1,529	815	714	87.6%	976	567	409	72.1%	11,652	10,312	1,340	13.0%	10,676	9,745	931	9.6%
Photonics	5,851	5,683	168	3.0%	106	80	26	32.5%	170	139	31	22.3%	6,127	5,902	225	3.8%	5,957	5,763	194	3.4%
Robotics & Automation	10,953	10,269	684	6.7%	2,149	1,930	219	11.3%	129	109	20	18.3%	13,231	12,308	923	7.5%	13,102	12,199	903	7.4%
Systems, Man & Cybernetics	4,392	4,481	-89	-2.0%	188	201	-13	-6.5%	43	41	2	4.9%	4,623	4,723	-100	-2.1%	4,580	4,682	-102	-2.2%
<b>Div X Subtotal</b>	<b>46,076</b>	<b>44,899</b>	<b>1,177</b>	<b>2.6%</b>	<b>4,948</b>	<b>3,697</b>	<b>1,251</b>	<b>33.8%</b>	<b>1,478</b>	<b>1,017</b>	<b>461</b>	<b>45.3%</b>	<b>52,502</b>	<b>49,613</b>	<b>2,889</b>	<b>5.8%</b>	<b>51,024</b>	<b>48,596</b>	<b>2,428</b>	<b>5.0%</b>
<b>TOTAL</b>	<b>294,702</b>	<b>304,605</b>	<b>-9,903</b>	<b>-3.3%</b>	<b>20,591</b>	<b>20,218</b>	<b>373</b>	<b>1.8%</b>	<b>12,800</b>	<b>13,418</b>	<b>-618</b>	<b>-4.6%</b>	<b>328,093</b>	<b>338,241</b>	<b>-10,148</b>	<b>-3.0%</b>	<b>315,293</b>	<b>324,823</b>	<b>-9,530</b>	<b>-2.9%</b>

\*Added new in 2015, so YoY comparison is very high.



Women in Engineering (WIE)					Nov '15				
Grade	This Month '15	This Month '14	Year-over-Year		Region	Month '15	Month '14	#	%
			#	%					
Fellow	97	94	3	3.2%	U.S.	3,394	3,412	(18)	-0.5%
Senior Member	671	592	79	13.3%	Canada	390	355	35	9.9%
Member	4146	4133	13	0.3%	Europe, Middle East, Africa	2,786	2,584	202	7.8%
Associate Member	144	137	7	5.1%	Latin America	2,568	2,228	340	15.3%
Graduate Student	1898	1854	44	2.4%	Asia & Pacific	7,624	6,454	1,170	18.1%
Student	9805	8224	1,581	19.2%	<b>Total</b>	<b>16,762</b>	<b>15,033</b>	<b>1,728</b>	<b>11.5%</b>
<b>Total</b>	<b>16,762</b>	<b>15,034</b>	<b>1,728</b>	<b>11.5%</b>		13924	12456		

IEEE Women in Engineering (WIE) membership is only available to IEEE members. WIE membership is free for students, graduate students and life members. Professional members pay a WIE membership fee.

## IEEE STANDARDS ASSOCIATION

IEEE Standards Association				Nov '15					
Grade	This Month '15	This Month '14	Year-over-Year		Grade	This Month '15	This Month '14	#	%
			#	%					
Student	62	48	14	29.2%	Student	62	48	14	29.2%
Higher-Grade	6,264	6,413	(149)	-2.3%	Higher-Grade	6,264	6,413	(149)	-2.3%
Affiliate	66	94	(28)	-29.8%	Affiliate	66	94	(28)	-29.8%
<b>Total</b>	<b>6,392</b>	<b>6,555</b>	<b>(163)</b>	<b>-2.5%</b>	<b>Total</b>	<b>6,392</b>	<b>6,555</b>	<b>(163)</b>	<b>-2.5%</b>

IEEE Standards Association members (SA members) may also be IEEE members or Society Affiliates. However IEEE or Society membership is not a requirement to join. These individuals join the Standards Association for the benefit of being able to ballot on standards projects and assume leadership roles within a working group.

**Geographic IEEE Young Professionals Membership - November 2015**

Region	Higher Grade w/o GSM			Graduate Student Members			Total		
	2015	2014	% change	2015	2014	% change	2015	2014	% change
1	4,464	4,542	-1.7%	1,875	1,954	-4.0%	6,339	6,496	-2.4%
2	4,038	4,267	-5.4%	1,667	1,852	-10.0%	5,705	6,119	-6.8%
3	4,593	4,800	-4.3%	2,128	2,302	-7.6%	6,721	7,102	-5.4%
4	3,730	3,972	-6.1%	1,786	1,986	-10.1%	5,516	5,958	-7.4%
5	4,783	4,682	2.2%	1,713	1,923	-10.9%	6,496	6,605	-1.7%
6	8,576	8,657	-0.9%	2,854	2,879	-0.9%	11,430	11,536	-0.9%
<b>R 1-6</b>	<b>30,184</b>	<b>30,920</b>	<b>-2.4%</b>	<b>12,023</b>	<b>12,896</b>	<b>-6.8%</b>	<b>42,207</b>	<b>43,816</b>	<b>-3.7%</b>
7	3,684	3,846	-4.2%	1,927	2,046	-5.8%	5,611	5,892	-4.8%
8	18,294	18,707	-2.2%	11,154	10,758	3.7%	29,448	29,465	-0.1%
9	4,057	3,995	1.6%	1,449	1,473	-1.6%	5,506	5,468	0.7%
10	20,675	19,643	5.3%	14,614	15,281	-4.4%	35,289	34,924	1.0%
<b>R 7-10</b>	<b>46,710</b>	<b>46,191</b>	<b>1.1%</b>	<b>29,144</b>	<b>29,558</b>	<b>-1.4%</b>	<b>75,854</b>	<b>75,749</b>	<b>0.1%</b>
<b>TOTAL</b>	<b>76,894</b>	<b>77,111</b>	<b>-0.3%</b>	<b>41,167</b>	<b>42,454</b>	<b>-3.0%</b>	<b>118,061</b>	<b>119,565</b>	<b>-1.3%</b>



**ETA KAPPA NU**  
*Electrical and Computer Engineering Honor Society*

Active IEEE Members that belong to Eta Kappa Nu

**Geographic IEEE HKN Membership - November 2015**

Region	Higher Grade w/o GSM			Students			Total		
	2015	2014	% change	2015	2014	% change	2015	2014	% change
1	1,215	1,187	2.4%	449	443	1.4%	1,664	1,630	2.1%
2	1,179	1,109	6.3%	387	345	12.2%	1,566	1,454	7.7%
3	1,194	1,138	4.9%	619	583	6.2%	1,813	1,721	5.3%
4	910	921	-1.2%	499	468	6.6%	1,409	1,389	1.4%
5	1,278	1,189	7.5%	523	488	7.2%	1,801	1,677	7.4%
6	1,575	1,492	5.6%	691	679	1.8%	2,266	2,171	4.4%
<b>R 1-6</b>	<b>7,351</b>	<b>7,036</b>	<b>4.5%</b>	<b>3,168</b>	<b>3,006</b>	<b>5.4%</b>	<b>10,519</b>	<b>10,042</b>	<b>4.8%</b>
7	39	27	44.4%	12	24	-50.0%	51	51	0.0%
8	81	63	28.6%	33	18	83.3%	114	81	40.7%
9	56	24	133.3%	79	49	61.2%	135	73	84.9%
10	105	70	50.0%	68	57	19.3%	173	127	36.2%
<b>R 7-10</b>	<b>281</b>	<b>184</b>	<b>52.7%</b>	<b>192</b>	<b>148</b>	<b>29.7%</b>	<b>473</b>	<b>332</b>	<b>42.5%</b>
<b>TOTAL</b>	<b>7,632</b>	<b>7,220</b>	<b>5.7%</b>	<b>3,360</b>	<b>3,156</b>	<b>6.5%</b>	<b>10,992</b>	<b>10,376</b>	<b>5.9%</b>