



MD Monthly – NOVEMBER 2016

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 1-3	Member Recruitment	Pages 7-8
Membership Year Goals & Progress	Pages 4-5	Active Membership	Page 9
Retention & Recovery	Page 6	Society & Special Interest Memberships	Pages 10-13

Monthly Census	YoY Variance		Nov '16	Nov '15	Oct '16	Nov '16 vs. Oct '16	
IEEE Membership	+	2,698	+0.7%	414,824	412,126	407,594	+1.8%
o Honorary	↓	-1	-3.1%	31	32	31	0.0%
o Fellow	↑	107	+1.5%	7,350	7,243	7,355	-0.1%
o Senior Member	↑	1,263	+3.3%	39,714	38,451	39,693	0.1%
o Member	↓	-1,076	-0.4%	249,561	250,637	248,425	+0.5%
o Associate Member	↓	-553	-6.6%	7,819	8,372	7,866	-0.6%
o Graduate Student	↑	30	+0.1%	40,455	40,425	38,174	+6.0%
o Undergraduate Student	↑	2,928	+4.4%	69,894	66,966	66,050	+5.8%
Society Membership	-	-2,082	-0.7%	313,211	315,293	308,749	+1.4%
o 11 Societies up > 1%	↑	5,159		Societies Note: Sum of respective gains and losses, with all counts excluding Affiliates. Including Affiliates, total Society memberships are down year-over-year by -4,055 or -1.2%.			
o 7 Societies +/- 1%	↑	102					
o 21 Societies down > 1%	↓	-7,343					

MD Venue	November - Membership Year To Date									
	'16	'15	'14	'13		'16	'15	'14	'13	
Retention	32.4%	33.0%	30.4%	32.3%		Recruitment	23,814	24,111	22,625	21,578
	124,945	125,846	118,194	126,997						
Higher-Grade	39.4%	39.7%	36.2%	38.3%		Reinstatement	5,575	6,020	5,011	5,142
	118,030	118,404	110,050	116,083						
STU/GSM	8.1%	9.0%	9.6%	12.1%		Recovery	n/a	n/a	n/a	n/a
	6,915	7,442	8,144	5,447						

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

	Recruitment Activities	Retention Activities
Jan	<p> Give priority attention to renewal activities. → →</p> <p> Order Membership Development Kit – for Section and Chapter events and activities next month.</p>	<p> 7 January – HQ sends past-due notice to members who have not renewed their 2017 membership.</p> <p> Send New Year Message – 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 2016, and offer a preview of those planned for 2017.</p>
Feb	<p> Give priority attention to renewal activities. → →</p> <p> Order Membership Development Kit – for Section and Chapter events and activities next month.</p>	<p> Arrears-Recovery Outreach – <u>Service deactivation occurs on 25 February</u> for individuals who do not renew their 2017 membership.</p> <p> Members Not Yet Renewed for the 2017 membership year - Updated daily. Access via SAMIEEE MD folder, pre-defined query, "(MD) 2016 Last Renewal Year for Active Members – Name, Grade, Email.</p>



November MD Highlights

IEEE Membership

Overall membership remains ahead by +0.7%, following +0.8% last month. Membership growth remains positive only due to the fact that we began the year with more members, since recruitment has fallen slightly behind year-over-year, as has reinstatement activity. Retention of these members is critical as we move closer to the end of the calendar year – the official end of the membership year. Members must renew by 31 December, however there is a two-month grace period in January and February before their benefits and services are deactivated. If we do not place a strong focus on renewing as many members as possible between now and then, we risk sustaining the growth we worked so hard to get back to this year. Of course, increasing recruitment can help offset some of this, but our renewing member base is a much larger pool and a much bigger influence in overall growth.

Recruitment

Over the past three months, year-over-year recruitment trending has fluctuated between positive and negative territory. In November it was down again. October was a record student recruitment month and we simply did not maintain that momentum in November, even with student recruitment remaining positive. However comparing the total recruitment for the two month period October-November, we still recruited more students this year than last. The IEEEExtreme programming competition causes this spike in October each year, and continues to gain in popularity. Higher grade recruitment on the other hand narrowed its deficit significantly, though not enough to offset the year-over-year decline in student recruitment.

See more detail on recruitment, page 7.

➡ Links to all MD resources plus communications templates can be found at www.ieee.org/md.

Retention

Though we started off the membership year with positive retention rates, those gains were lost in November. The auto renewal process that occurred in October accounted for the increase in retention last month, though it was not enough to overcome the increasing trend of more members renewing later. This impacted higher grade retention only since students are not eligible for automatic renewal. In late November, the second paper renewal notice will be mailed to all unrenewed HG members. We will look for another bump in retention in December.

As was the case last month, it is interesting to note that first year member retention is faring better than the overall, in all categories, and actually saw more improvement in November. Both first year GSM and undergraduate retention rates are even year-over-year, and first year higher grade retention is behind overall HG retention by a fairly significant margin.

Following record recruitment in 2016, we now have a larger pool of first-year members set to renew for 2017. The retention rate for this group is much lower than the average (28.7% for first year members versus 70.0% overall) hence it can't be stressed enough that retention will be critical for this larger pool of first year members. Start putting a plan in place to welcome these new members, and get them engaged now, so that when the decision to renew comes around, they can point to a meaningful and rewarding membership experience.

There are several communications that have been added to the first year of a member's tenure, to increase the engagement among this group. That launched in the second quarter of this year. We are also seeing many Sections implement their own 'first year experience' plan locally. This is an excellent idea. Do you have a first-year member program in place? Or do you need help or ideas to start one? Tip: Utilize the new First Year Member Engagement Toolkit and other resources available on the MD portal, www.ieee.org/md or contact Denise Maestri, d.maestri@ieee.org.

See more detail on retention, page 6.



Society Membership

Overall Society memberships are down -0.7% year-over-year, following a -0.3% decline last month. Of the 11 Societies posting positive year-over-year results, Computer Society accounts for 40% of the total Society membership gains. The introduction of new customized membership bundles based on career stage will hopefully ensure some positive retention as well as attract more new members for Computer Society going into 2017.

The top Societies in terms of percentage growth thus far in the 2017 membership year are Social Implications of Technology Society (+5.3%), Computer Society (+4.5%) and Industrial Electronics Society (+4.3%).

Society membership details begin on page 10.



Give the Gift of Membership

Did you know that members and volunteers can give the gift of IEEE membership? Visit www.ieee.org/gift to learn more. There are options to gift both student and professional membership for a friend, colleague or loved one.

It is a unique way to say thank you, congratulations or to get someone started with IEEE – utilize it for staff holiday appreciation gifts, Section recruitment efforts, graduations, birthdays, new jobs, and more.



Holiday Season Special Announced: Give the gift of membership before 31 December and receive an IEEE-branded power bank!



PayPal is Coming!

In December, IEEE will have a PayPal payment option available online!

PayPal will be available for payment of memberships and subscriptions, Society Resource Center sites, and Xplore articles. This added payment flexibility will be something all members can take advantage of, but will especially help members in countries which allow for PayPal transactions, but have restrictions on the use of credit cards for USD transactions.

The PayPal payment option will not include article processing fees and products with recurring charges (like the Member Digital Library).

IEEE SMART TECH
METRO AREA WORKSHOP SERIES
Professional workshops in a learning environment



5G, SYSTEMS ENGINEERING, CYBERSECURITY, BIG DATA, IOT - ON DEMAND COURSES NOW AVAILABLE

Get valuable insights and case study findings from today's leading technology thought leaders with access to the recorded training courses from IEEE's Smart Tech Event in Crystal City.

The courses and tutorials presented during the September 30 - October 1, 2016, IEEE Smart Tech Signature Event in Crystal City, VA were live streamed and the recordings are now available for a nominal fee to both members and non-members on [ieeetv](http://ieeetv.ieee.org). The cost for each 6-hour course is US \$39.99 for members and US\$59.99 for non-members. You can find detailed descriptions of each course/tutorial here: <http://ieeetv.ieee.org/event-showcase/ieee-smart-tech-2016>



2017 Membership Development Goals



Antonio Luque
aluque@ieee.org

MD goals are created for each individual Section for both recruitment and retention. Below are the Section goals rolled up to the Region level for each channel. In this report, we will track progress to goal on the Region-level. You will find the Section levels goals and progress in your monthly Region MD report.

For 2017 goals, we reviewed five years of history. Each Section has a unique goal based on different dynamics - whether the Section has had growth or decline, as well as the overall size and location of the Section. Note that reinstatement goals are assigned on the Region level only.



Outstanding Section Membership
Recruitment and Retention Performance

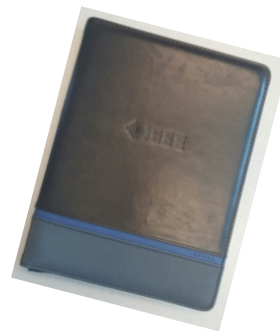
Detail on the Section goals and progress are included in the Region level MD reports. These reports are sent via e-mail once monthly. If you are not receiving your region MD report, please contact your Region MD Chair.

For the complete listing of Section goals, visit the MD goals page on the MD portal, www.ieee.org/md.

Section Recognition Awards

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.



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.



Region Membership Goals – 2017 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 benchmark is 25% or more.

Retention	2017 % Retention Goal	2017 Retention Growth	2017 YTD Nov	% to Goal
R1	81.8%	0.7%	42.4%	51.8%
R2	83.5%	1.2%	43.1%	51.6%
R3	79.1%	1.0%	40.9%	51.7%
R4	79.8%	1.1%	40.6%	50.9%
R5	78.7%	1.4%	39.8%	50.6%
R6	81.0%	1.7%	42.3%	52.2%
R7	75.7%	1.6%	36.2%	47.8%
R8	71.0%	1.8%	27.9%	39.2%
R9	52.4%	1.7%	15.9%	30.4%
R10	57.2%	1.9%	22.2%	38.9%
Total	71.6%	1.6%	32.4%	45.3%

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. This will start to level off over the coming months.

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

Recruitment	2017 Recruitment Goal	2017 Recruitment Growth	2017 YTD Nov	% to Goal
R1	3,816	5.1%	1,099	28.8%
R2	2,998	5.3%	711	23.7%
R3	4,217	6.8%	1,154	27.4%
R4	3,086	7.2%	806	26.1%
R5	3,898	8.1%	1,079	27.7%
R6	6,218	6.6%	1,969	31.7%
R7	2,876	9.7%	821	28.5%
R8	17,240	0.5%	4,449	25.8%
R9	6,535	7.0%	1,544	23.6%
R10	45,545	-9.2%	10,182	22.4%
Total	96,429	-2.4%	23,814	24.7%

Seven of ten Regions are tracking above goal at three months into the membership year. Region 1 continues to have the highest progress to goal, with Region 7 close behind.

Word of mouth is the most effective sales tool. Promote the Member-Get-a-Member program to your members.
www.ieee.org/mgm

Reinstatement	2017 Reinstatement Goal	2017 Reinstatement Growth	2017 YTD Nov	% to Goal
R1	1,302	5.0%	360	27.6%
R2	1,159	5.0%	270	23.3%
R3	1,334	5.0%	385	28.9%
R4	914	5.0%	243	26.6%
R5	1,256	5.0%	369	29.4%
R6	2,570	5.0%	656	25.5%
R7	694	5.0%	232	33.4%
R8	4,296	5.0%	1,151	26.8%
R9	1,149	5.0%	401	34.9%
R10	5,329	5.0%	1,508	28.3%
Total	20,001	5.0%	5,575	27.9%

All but one Region is 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.

Find Section-level goals and progress online at www.ieee.org/md or in your monthly Region MD report.



Membership Retention Update

Though we started off the membership year with positive retention rates, in November overall retention rates have fallen behind from +0.8% to -0.6%. Definitely, the auto renewal process that occurred in October accounted for the increase in retention last month, though it was not enough to overcome the increasing trend of more members renewing later. This impacted higher grade retention only since students are not eligible for automatic renewal. In late November, the second paper renewal notice will be mailed to all unrenewed HG members. We will look for another bump in retention in December.

Graduate student member retention rates improved in one month's time, while undergraduate retention remains behind at exactly the same pace as last year.

As was the case last month, it is interesting to note that first year member retention is faring better than the overall, in all categories, and actually saw more improvement in November. Both first year GSM and undergraduate retention rates are even year-over-year, and first year higher grade retention is behind one tenth of a percent compared to three tenths in the overall HG retention.

There are several communications that have been added to the first year of a member's tenure, to increase the engagement among this group. That launched in the second quarter of this year. We are also seeing many Sections implement their own 'first year experience' plan locally. This is an excellent idea. Do you have a first-year member program in place? Or do you need help or ideas to start one? Contact Denise Maestri, d.maestri@ieee.org.

IEEE Membership Renewal / Retention - November 2016

REGION	HIGHER GRADE w/o GSM				GRADUATE STUDENTS				UNDERGRADUATE STUDENTS				TOTAL MEMBERS			
	Opportunity	Renewal			Opportunity	Renewal			Opportunity	Renewal			Opportunity	Renewal		
		#	%, '17	%, '16		#	%, '17	%, '16		#	%, '17	%, '16		#	%, '17	%, '16
1	26,798	12,244	45.7%	45.5%	1,390	189	13.6%	15.8%	1,519	152	10.0%	9.2%	29,707	12,585	42.4%	42.3%
2	23,419	10,846	46.3%	45.4%	1,277	201	15.7%	16.0%	1,211	119	9.8%	14.0%	25,907	11,166	43.1%	42.6%
3	22,991	10,366	45.1%	44.8%	1,661	305	18.4%	18.9%	1,909	195	10.2%	11.2%	26,561	10,866	40.9%	40.6%
4	16,831	7,523	44.7%	44.1%	1,428	238	16.7%	16.7%	1,218	149	12.2%	11.3%	19,477	7,910	40.6%	40.0%
5	22,207	9,593	43.2%	43.1%	1,338	216	16.1%	17.5%	1,524	171	11.2%	10.1%	25,069	9,980	39.8%	39.3%
6	44,625	20,172	45.2%	44.7%	2,020	322	15.9%	15.4%	2,481	285	11.5%	10.7%	49,126	20,779	42.3%	41.4%
R 1-6	156,871	70,744	45.1%	44.7%	9,114	1,471	16.1%	16.6%	9,862	1,071	10.9%	10.9%	175,847	73,286	41.7%	41.2%
7	12,674	5,035	39.7%	38.6%	1,379	286	20.7%	19.3%	1,023	136	13.3%	10.8%	15,076	5,457	36.2%	34.6%
8	53,467	17,477	32.7%	32.8%	8,347	1,371	16.4%	16.1%	7,685	510	6.6%	6.7%	69,499	19,358	27.9%	28.0%
9	9,267	2,203	23.8%	22.9%	1,007	125	12.4%	14.6%	5,237	146	2.8%	4.5%	15,511	2,474	15.9%	16.4%
10	67,449	22,571	33.5%	35.4%	12,652	1,185	9.4%	10.6%	29,510	614	2.1%	2.6%	109,611	24,370	22.2%	23.9%
R 7-10	142,857	47,286	33.1%	33.8%	23,385	2,967	12.7%	13.5%	43,455	1,406	3.2%	3.9%	209,697	51,659	24.6%	25.6%
TOTAL	299,728	118,030	39.4%	39.7%	32,499	4,438	13.7%	14.4%	53,317	2,477	4.6%	5.4%	385,544	124,945	32.4%	33.0%

➔ You can help improve higher grade retention in your Section by promoting Senior Member elevation, or by providing events and content that match your member's needs and interests. Get to know your members – there are pre-defined queries in SAMIEE that can help you do this.

First-Year Member Renewal / Retention - November 2016

REGION	HIGHER GRADE w/o GSM				GRADUATE STUDENTS				UNDERGRADUATE STUDENTS				TOTAL MEMBERS			
	Opportunity	Renewal			Opportunity	Renewal			Opportunity	Renewal			Opportunity	Renewal		
		#	%, '17	%, '16		#	%, '17	%, '16		#	%, '17	%, '16		#	%, '17	%, '16
1	1,778	302	17.0%	16.5%	641	36	5.6%	7.7%	1,204	91	7.6%	6.5%	3,623	429	11.8%	11.7%
2	1,462	234	16.0%	17.5%	561	47	8.4%	9.1%	896	55	6.1%	9.1%	2,919	336	11.5%	13.7%
3	1,787	322	18.0%	16.3%	741	83	11.2%	9.8%	1,473	112	7.6%	6.7%	4,001	517	12.9%	11.5%
4	1,313	210	16.0%	16.0%	669	66	9.9%	11.6%	925	96	10.4%	8.0%	2,907	372	12.8%	12.3%
5	1,840	322	17.5%	17.1%	579	59	10.2%	7.7%	1,187	106	8.9%	5.3%	3,606	487	13.5%	11.3%
6	3,085	614	19.9%	17.2%	885	71	8.0%	8.6%	1,887	175	9.3%	6.4%	5,857	860	14.7%	12.1%
R 1-6	11,265	2,004	17.8%	16.8%	4,076	362	8.9%	9.0%	7,572	635	8.4%	6.7%	22,913	3,001	13.1%	12.0%
7	1,307	218	16.7%	16.2%	612	69	11.3%	10.7%	717	71	9.9%	7.3%	2,636	358	13.6%	12.3%
8	6,582	819	12.4%	13.4%	4,304	421	9.8%	9.0%	6,039	276	4.6%	4.3%	16,925	1,516	9.0%	9.1%
9	1,633	146	8.9%	8.5%	497	35	7.0%	7.1%	4,033	71	1.8%	2.8%	6,163	252	4.1%	4.8%
10	16,725	1,996	11.9%	11.7%	8,404	492	5.9%	6.0%	25,087	381	1.5%	1.8%	50,216	2,869	5.7%	5.2%
R 7-10	26,247	3,179	12.1%	12.2%	13,817	1,017	7.4%	7.3%	35,876	799	2.2%	2.5%	75,940	4,995	6.6%	6.5%
TOTAL	37,512	5,183	13.8%	13.9%	17,893	1,379	7.7%	7.7%	43,448	1,434	3.3%	3.3%	98,853	7,996	8.1%	7.9%

Recruitment Update

Over the past three months, year-over-year recruitment trending has fluctuated between positive and negative territory. In November it was down again. October was a record student recruitment month and we simply did not maintain that momentum in November, even with student recruitment remaining positive. However comparing the total recruitment for the two month period October-November, we still recruited more students this year than last. The IEEEExtreme programming competition causes this spike in October each year, and continues to gain in popularity. Higher grade recruitment on the other hand narrowed its deficit significantly, though not enough to offset the year-over-year decline in student recruitment. Here is how each of the three categories impacted the overall result in November:

- **Undergraduate recruitment** is up just +0.2% following +3.8% last month
 - Last year at this time: undergraduate recruitment was +7.4%
 - Main driver: IEEEExtreme competition drives student recruitment at this time of year, more so in October.
- **Graduate student recruitment** is ahead +0.4%; was +4.7% last month
 - Last year at this time: graduate student recruitment was +6.4%
 - Main driver: Same trend as undergraduates at this time of year.
- **Higher Grade recruitment** is behind -8.8% from last year, improved from -11.5% in October
 - Last year at this time: higher grade recruitment was positive +3.6%.
 - Improved deficits and increased gains in 5 of the 10 regions, biggest impact was Region 10

➔ 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.

Cumulative Recruitment - November 2016

REGION	HIGHER GRADE w/o GSMs			GRADUATE STUDENTS				UNDERGRADUATE STUDENTS				TOTAL MEMBERS				
	2016	2015	Change		2016	2015	Change		2016	2015	Change		2016	2015	Change	
			#	%			#	%			#	%			#	%
1	222	216	6	2.8%	229	239	(10)	-4.2%	648	762	(114)	-15.0%	1,099	1,217	(118)	-9.7%
2	148	191	(43)	-22.5%	172	206	(34)	-16.5%	391	409	(18)	-4.4%	711	806	(95)	-11.8%
3	172	219	(47)	-21.5%	258	254	4	1.6%	724	786	(62)	-7.9%	1,154	1,259	(105)	-8.3%
4	139	155	(16)	-10.3%	196	238	(42)	-17.6%	471	492	(21)	-4.3%	806	885	(79)	-8.9%
5	208	232	(24)	-10.3%	202	200	2	1.0%	669	697	(28)	-4.0%	1,079	1,129	(50)	-4.4%
6	407	445	(38)	-8.5%	311	305	6	2.0%	1,251	1,043	208	19.9%	1,969	1,793	176	9.8%
R 1-6	1,296	1,458	(162)	-11.1%	1,368	1,442	(74)	-5.1%	4,154	4,189	(35)	-0.8%	6,818	7,089	(271)	-3.8%
7	175	173	2	1.2%	209	226	(17)	-7.5%	437	404	33	8.2%	821	803	18	2.2%
8	718	801	(83)	-10.4%	1,059	1,527	(468)	-30.6%	2,672	2,535	137	5.4%	4,449	4,863	(414)	-8.5%
9	184	211	(27)	-12.8%	172	177	(5)	-2.8%	1,188	1,080	108	10.0%	1,544	1,468	76	5.2%
10	1,177	1,249	(72)	-5.8%	2,546	1,960	586	29.9%	6,459	6,679	(220)	-3.3%	10,182	9,888	294	3.0%
R 7-10	2,254	2,434	(180)	-7.4%	3,986	3,890	96	2.5%	10,756	10,698	58	0.5%	16,996	17,022	(26)	-0.2%
TOTAL	3,550	3,892	(342)	-8.8%	5,354	5,332	22	0.4%	14,910	14,887	23	0.2%	23,814	24,111	(297)	-1.2%

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 promotes 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.

	2017 MY To Date	2016 MY Total	2015 MY Total	2014 MY Total	Program To Date
Referrals Submitted	271	1,094	941	1,240	3,546
Referrals Joined	82	475	224	397	1,178
% of Referrals Joined	30.3%	43.4%	23.8%	32.0%	33.5%
# New US HG Members	47	377	168	295	887



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

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 and therefore the program results often ebb and flow with the academic school year.

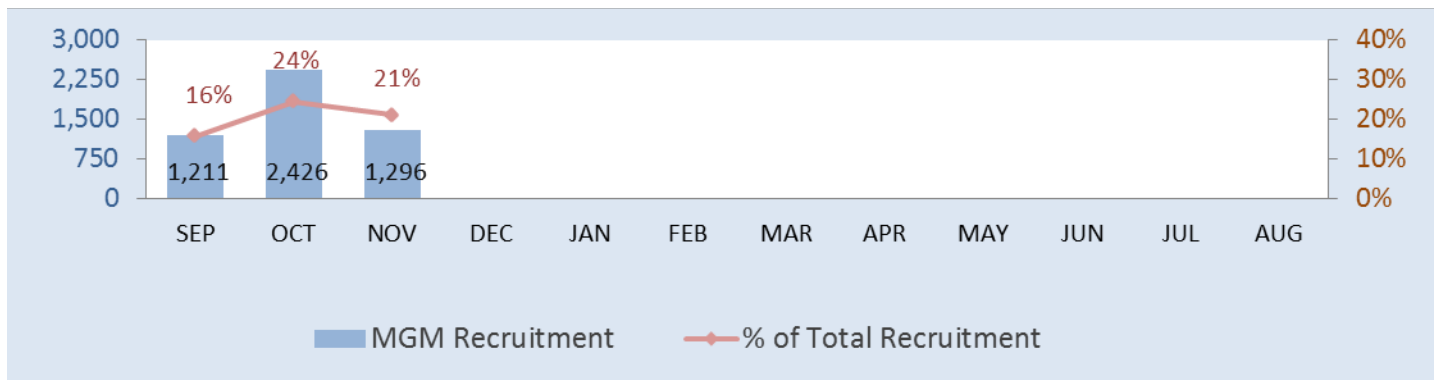
Fadi El Khoury	R8, Lebanon Section	31 new members
Deepak Desai	R10, Bangalore Section	25 new members
Akshay Upadhyia	R10, Bangalore Section	25 new members
Suraj Nagendra S	R10, Kerala Section	24 new members
Emna Chelly	R8, Tunisia Section	23 new members
Marouen Abderrahim	R8, Tunisia Section	21 new members
Christina Malliou	R8, Greece Section	20 new members
Dhaval Patel	R10, Gujarat Section	18 new members
Chetan Kulkani	R10, Bangalore Section	17 new members
Osama Al-Momani	R8, Jordan Section	17 new members
Sowmya Ankathi	R10, Hyderabad Section	17 new members
Kaustubh Bannintheya	R10, Bangalore Section	16 new members
Moez El Gaied	R8, Tunisia Section	15 new members
Murlidhar Sarda	R10, Hyderabad Section	14 new members
Raveena V	R10, Kerala Section	10 new members
Samarth B	R10, Bangalore Section	10 new members
Sachin Stephen	R10, Kerala Section	10 new members
Monicka Jayachandran	R10, Madras Section	10 new members

2017 MGM Recruits YTD: 4,933 new members*

Same period last year: 4,763*

Year-over-year: +3.6%

**Eligible referrals under the program rules.*



Did you know? Your local Section can also benefit by participation in the MGM program.

The top five recruiters in each IEEE geographic region will earn membership development awards for their Section to help underwrite the sections’ local programs and activities. In each region, five awards will be given to the recruiters’ section:

- First Place: US\$500
- Second Place: US\$400
- Third Place: US\$300
- Fourth Place: US\$200
- Fifth Place: US\$100

Overall IEEE award: The overall top recruiter in IEEE earns an additional US\$500 award for his/her Section. Additional rules apply to Section awards. See website for details.

Membership by Region	Nov '16	⚠ e-Members are included in the higher-grade counts of Regions 3, 8, 9, and 10.
		Green shading = year-over-year growth >1.0%; Yellow shading = +/- 0.99%; Red shading > (1.0%)

Geographic IEEE Membership Summary - November 2016																
REGION	Higher-Grade w/o GSM				Graduate Students				Undergraduate Students				TOTAL MEMBERS			
	2016	2015	Change		2016	2015	Change		2016	2015	Change		2016	2015	Change	
			#	%			#	%			#	%			#	%
1	27,098	28,030	(932)	-3.3%	1,747	1,881	(134)	-7.1%	2,284	2,357	(73)	-3.1%	31,129	32,268	(1,139)	-3.5%
2	23,536	24,577	(1,041)	-4.2%	1,569	1,667	(98)	-5.9%	1,661	1,653	8	0.5%	26,766	27,897	(1,131)	-4.1%
3	23,228	23,726	(498)	-2.1%	2,109	2,138	(29)	-1.4%	2,779	3,074	(295)	-9.6%	28,116	28,938	(822)	-2.8%
4	16,953	17,514	(561)	-3.2%	1,760	1,798	(38)	-2.1%	1,754	1,920	(166)	-8.6%	20,467	21,232	(765)	-3.6%
5	22,529	23,345	(816)	-3.5%	1,687	1,728	(41)	-2.4%	2,321	2,724	(403)	-14.8%	26,537	27,797	(1,260)	-4.5%
6	45,529	46,736	(1,207)	-2.6%	2,547	2,842	(295)	-10.4%	3,904	4,126	(222)	-5.4%	51,980	53,704	(1,724)	-3.2%
R 1-6	158,873	163,928	(5,055)	-3.1%	11,419	12,054	(635)	-5.3%	14,703	15,854	(1,151)	-7.3%	184,995	191,836	(6,841)	-3.6%
7	12,813	13,376	(563)	-4.2%	1,757	1,929	(172)	-8.9%	1,529	1,655	(126)	-7.6%	16,099	16,960	(861)	-5.1%
8	54,217	55,049	(832)	-1.5%	10,128	11,050	(922)	-8.3%	10,663	10,147	516	5.1%	75,008	76,246	(1,238)	-1.6%
9	9,545	10,293	(748)	-7.3%	1,272	1,263	9	0.7%	6,662	6,599	63	1.0%	17,479	18,155	(676)	-3.7%
10	69,027	62,089	6,938	11.2%	15,879	14,129	1,750	12.4%	36,337	32,711	3,626	11.1%	121,243	108,929	12,314	11.3%
R 7-10	145,602	140,807	4,795	3.4%	29,036	28,371	665	2.3%	55,191	51,112	4,079	8.0%	229,829	220,290	9,539	4.3%
TOTAL	304,475	304,735	(260)	-0.1%	40,455	40,425	30	0.1%	69,894	66,966	2,928	4.4%	414,824	412,126	2,698	0.7%

- Overall membership is ahead +0.7% YoY
 - Was +0.8% last month
 - Main drivers: Recruitment gains have leveled off; renewal activity not behind by as large a margin
 - Last year ended down -1.1%
- Higher-grade membership remains behind -0.1% for second month
 - Main driver: Improving recruitment trend offsetting other decreases
 - Last year overall HG was -1.2%
- GSM grade is positive +0.1%, following a spike at +0.7% last month
 - Main driver: Recruitment spiked last month and was not maintained this month
 - Last year this time was -4.7%
- STU membership is up +4.4% YoY, down from +5.5% last month
 - Main driver: Recruitment spiked last month (Xtreme Programming Competition) and was not maintained this month
 - Last year this time was +1.4%

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 2016																				
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	
	2016	2015	#	%	2016	2015	#	%	2016	2015	#	%	2016	2015	#	%	2016	2015	#	%
IEEE Societies																				
DIVISION I																				
Circuits & Systems	9,709	9,440	269	2.8%	481	475	6	1.3%	49	46	3	6.5%	10,239	9,961	278	2.8%	10,190	9,915	275	2.8%
Electron Devices	9,752	9,632	120	1.2%	349	402	-53	-13.2%	51	50	1	2.0%	10,152	10,084	68	0.7%	10,101	10,034	67	0.7%
Solid-State Circuits	9,560	9,506	54	0.6%	294	189	105	55.6%	95	106	-11	-10.4%	9,949	9,801	148	1.5%	9,854	9,695	159	1.6%
Div I Subtotal	29,021	28,578	443	1.6%	1,124	1,066	58	5.4%	195	202	-7	-3.5%	30,340	29,846	494	1.7%	30,145	29,644	501	1.7%
DIVISION II																				
Components, Packaging & Mfg Tech	2,371	2,428	-57	-2.3%	32	50	-18	-36.0%	32	26	6	23.1%	2,435	2,504	-69	-2.8%	2,403	2,478	-75	-3.0%
Dielectrics & Electrical Insulation	2,084	2,106	-22	-1.0%	26	14	12	85.7%	29	26	3	11.5%	2,139	2,146	-7	-0.3%	2,110	2,120	-10	-0.5%
Industry Applications	11,052	11,356	-304	-2.7%	2,465	1,817	648	35.7%	48	46	2	4.3%	13,565	13,219	346	2.6%	13,517	13,173	344	2.6%
Instrumentation & Measurements	3,730	3,976	-246	-6.2%	88	88	0	0.0%	22	15	7	46.7%	3,840	4,079	-239	-5.9%	3,818	4,064	-246	-6.1%
Power Electronics	7,855	7,853	2	0.0%	596	572	24	4.2%	26	30	-4	-13.3%	8,477	8,455	22	0.3%	8,451	8,425	26	0.3%
Ultrasonics, Ferroelectrics, Freq Ctrl	2,222	2,183	39	1.8%	68	46	22	47.8%	49	39	10	25.6%	2,339	2,268	71	3.1%	2,290	2,229	61	2.7%
Div II Subtotal	29,314	29,902	-588	-2.0%	3,275	2,587	688	26.6%	206	182	24	13.2%	32,795	32,671	124	0.4%	32,589	32,489	100	0.3%
DIVISION III																				
Communications	28,048	29,570	-1,522	-5.1%	861	839	22	2.6%	432	1,080	-648	-60.0%	29,341	31,489	-2,148	-6.8%	28,909	30,409	-1,500	-4.9%
DIVISION IV																	0			
Antennas & Propagation	8,390	8,475	-85	-1.0%	218	255	-37	-14.5%	58	54	4	7.4%	8,666	8,784	-118	-1.3%	8,608	8,730	-122	-1.4%
Broadcast Technology	1,612	1,631	-19	-1.2%	54	51	3	5.9%	26	20	6	30.0%	1,692	1,702	-10	-0.6%	1,666	1,682	-16	-1.0%
Consumer Electronics	2,851	3,103	-252	-8.1%	137	139	-2	-1.4%	20	20	0	0.0%	3,008	3,262	-254	-7.8%	2,988	3,242	-254	-7.8%
Electromagnetic Compatibility	3,742	3,897	-155	-4.0%	39	48	-9	-18.8%	40	34	6	17.6%	3,821	3,979	-158	-4.0%	3,781	3,945	-164	-4.2%
Magnetics	2,821	3,014	-193	-6.4%	52	69	-17	-24.6%	67	83	-16	-19.3%	2,940	3,166	-226	-7.1%	2,873	3,083	-210	-6.8%
Microwave Theory & Techniques	10,655	10,938	-283	-2.6%	283	298	-15	-5.0%	30	35	-5	-14.3%	10,968	11,271	-303	-2.7%	10,938	11,236	-298	-2.7%
Nuclear & Plasma Sciences	2,808	2,829	-21	-0.7%	84	56	28	50.0%	44	45	-1	-2.2%	2,936	2,930	6	0.2%	2,892	2,885	7	0.2%
Div IV Subtotal	32,879	33,887	-1,008	-3.0%	867	916	-49	-5.3%	285	291	-6	-2.1%	34,031	35,094	-1,063	-3.0%	33,746	34,803	-1,057	-3.0%
DIVISION V/VIII																				
Computer	44,487	43,276	1,211	2.8%	4,150	3,254	896	27.5%	7441	8,506	-1,065	-12.5%	56,078	55,036	1,042	1.9%	48,637	46,530	2,107	4.5%

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 2016																				
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	
	2016	2015	#	%	2016	2015	#	%	2016	2015	#	%	2016	2015	#	%	2016	2015	#	%
IEEE Societies																				
DIVISION VI																				
Education	3,255	3,308	-53	-1.6%	64	89	-25	-28.1%	42	40	2	5.0%	3,361	3,437	-76	-2.2%	3,319	3,397	-78	-2.3%
Industrial Electronics	6,524	6,263	261	4.2%	259	243	16	6.6%	34	31	3	9.7%	6,817	6,537	280	4.3%	6,783	6,506	277	4.3%
Product Safety Engineering	794	817	-23	-2.8%	37	4	33	825.0%	13	12	1	8.3%	844	833	11	1.3%	831	821	10	1.2%
Professional Communication	644	703	-59	-8.4%	25	14	11	78.6%	56	50	6	12.0%	725	767	-42	-5.5%	669	717	-48	-6.7%
Reliability	1,682	1,788	-106	-5.9%	15	27	-12	-44.4%	21	28	-7	-25.0%	1,718	1,843	-125	-6.8%	1,697	1,815	-118	-6.5%
Social Implications of Technology	1,464	1,429	35	2.4%	70	28	42	150.0%	24	15	9	60.0%	1,558	1,472	86	5.8%	1,534	1,457	77	5.3%
Technology and Engineering Mgmt	2,872	2,904	-32	-1.1%	75	61	14	23.0%	36	34	2	5.9%	2,983	2,999	-16	-0.5%	2,947	2,965	-18	-0.6%
Div VI Subtotal	17,235	17,212	23	0.1%	545	466	79	17.0%	226	210	16	7.6%	18,006	17,888	118	0.7%	17,780	17,678	102	0.6%
DIVISION VII																				
Power & Energy	30,461	29,982	479	1.6%	5,019	4,301	718	16.7%	421	344	77	22.4%	35,901	34,627	1,274	3.7%	35,480	34,283	1,197	3.5%
DIVISION IX																				
Aerospace & Electronic Systems	4,446	4,524	-78	-1.7%	226	249	-23	-9.2%	26	25	1	4.0%	4,698	4,798	-100	-2.1%	4,672	4,773	-101	-2.1%
Geoscience & Remote Sensing	3,351	3,358	-7	-0.2%	115	111	4	3.6%	172	208	-36	-17.3%	3,638	3,677	-39	-1.1%	3,466	3,469	-3	-0.1%
Information Theory	3,144	3,287	-143	-4.4%	74	72	2	2.8%	28	29	-1	-3.4%	3,246	3,388	-142	-4.2%	3,218	3,359	-141	-4.2%
Intelligent Transportation Systems	1,519	1,484	35	2.4%	43	35	8	22.9%	19	25	-6	-24.0%	1,581	1,544	37	2.4%	1,562	1,519	43	2.8%
Oceanic Engineering	1,721	1,787	-66	-3.7%	65	49	16	32.7%	29	24	5	20.8%	1,815	1,860	-45	-2.4%	1,786	1,836	-50	-2.7%
Signal Processing	16,214	17,622	-1,408	-8.0%	983	1,582	-599	-37.9%	175	165	10	6.1%	17,372	19,369	-1,997	-10.3%	17,197	19,204	-2,007	-10.5%
Vehicular Technology	4,198	4,157	41	1.0%	108	116	-8	-6.9%	21	31	-10	-32.3%	4,327	4,304	23	0.5%	4,306	4,273	33	0.8%
Div IX Subtotal	34,593	36,219	-1,626	-4.5%	1,614	2,214	-600	-27.1%	470	507	-37	-7.3%	36,677	38,940	-2,263	-5.8%	36,207	38,433	-2,226	-5.8%
DIVISION X																				
Computational Intelligence	6,324	6,888	-564	-8.2%	389	688	-299	-43.5%	88	84	4	4.8%	6,801	7,660	-859	-11.2%	6,713	7,576	-863	-11.4%
Control Systems	8,467	8,845	-378	-4.3%	255	288	-33	-11.5%	80	76	4	5.3%	8,802	9,209	-407	-4.4%	8,722	9,133	-411	-4.5%
Engineering in Medicine & Biology	8,987	9,147	-160	-1.7%	1,100	1,529	-429	-28.1%	660	976	-316	-32.4%	10,747	11,652	-905	-7.8%	10,087	10,676	-589	-5.5%
Photonics	6,040	5,851	189	3.2%	102	106	-4	-3.8%	197	170	27	15.9%	6,339	6,127	212	3.5%	6,142	5,957	185	3.1%
Robotics & Automation	11,102	10,953	149	1.4%	2,424	2,149	275	12.8%	138	129	9	7.0%	13,664	13,231	433	3.3%	13,526	13,102	424	3.2%
Systems, Man & Cybernetics	4,384	4,392	-8	-0.2%	144	188	-44	-23.4%	38	43	-5	-11.6%	4,566	4,623	-57	-1.2%	4,528	4,580	-52	-1.1%
Div X Subtotal	45,304	46,076	-772	-1.7%	4,414	4,948	-534	-10.8%	1201	1,478	-277	-18.7%	50,919	52,502	-1,583	-3.0%	49,718	51,024	-1,306	-2.6%
TOTAL	291,342	294,702	-3,360	-1.1%	21,869	20,591	1,278	6.2%	10877	12,800	-1,923	-15.0%	324,088	328,093	-4,005	-1.2%	313,211	315,293	-2,082	-0.7%



Women in Engineering (WIE)					Nov '16				
Grade	This Month '16	This Month '15	Year-over-Year		Region	This Month '16	This Month '15	Year-over-Year	
			#	%				#	%
Honorary	2	1	1	100.0%	U.S.	3,379	3,394	(15)	-0.4%
Fellow	103	97	6	6.2%	Canada	413	390	23	5.9%
Senior Member	736	671	65	9.7%	Europe, Middle East, Africa	3,117	2,786	331	11.9%
Member	4507	4146	361	8.7%	Latin America	2,654	2,568	86	3.3%
Associate Member	133	144	(11)	-7.6%	Asia & Pacific	10,076	7,624	2,452	32.2%
Graduate Student	2071	1898	173	9.1%	Total	19,639	16,762	2,877	17.2%
Student	12087	9805	2,282	23.3%					
Total	19,639	16,762	2,877	17.2%					

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 '16					
Grade	This Month '16	This Month '15	Year-over-Year		Grade	This Month '16	This Month '15	Year-over-Year	
			#	%				#	%
Student	38	62	(24)	-38.7%	Student	38	62	(24)	-38.7%
Higher-Grade	6,295	6,264	31	0.5%	Higher-Grade	6,295	6,264	31	0.5%
Affiliate	62	66	(4)	-6.1%	Affiliate	62	66	(4)	-6.1%
Total	6,395	6,392	3	0.0%	Total	6,395	6,392	3	0.0%

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.



Membership in IEEE Young Professionals is automatically given to Graduate Students and higher grade members within 15 years of receiving their first professional degree, and higher grade members beyond 15 years who wish to opt in, at no additional cost.

Geographic IEEE Young Professionals Membership - November 2016									
Region	Higher Grade w/o GSM			Students			Total		
	2016	2015	% change	2016	2015	% change	2016	2015	% change
1	4,168	4,464	-6.6%	1,693	1,875	-9.7%	5,861	6,339	-7.5%
2	3,529	4,038	-12.6%	1,515	1,667	-9.1%	5,044	5,705	-11.6%
3	4,079	4,593	-11.2%	2,027	2,128	-4.7%	6,106	6,721	-9.2%
4	3,312	3,730	-11.2%	1,692	1,786	-5.3%	5,004	5,516	-9.3%
5	4,151	4,783	-13.2%	1,618	1,713	-5.5%	5,769	6,496	-11.2%
6	7,782	8,576	-9.3%	2,461	2,854	-13.8%	10,243	11,430	-10.4%
R 1-6	27,021	30,184	-10.5%	11,006	12,023	-8.5%	38,027	42,207	-9.9%
7	3,210	3,684	-12.9%	1,691	1,927	-12.2%	4,901	5,611	-12.7%
8	16,779	18,294	-8.3%	9,765	11,154	-12.5%	26,544	29,448	-9.9%
9	3,430	4,057	-15.5%	1,246	1,449	-14.0%	4,676	5,506	-15.1%
10	19,734	20,675	-4.6%	15,414	14,614	5.5%	35,148	35,289	-0.4%
R 7-10	43,153	46,710	-7.6%	28,116	29,144	-3.5%	71,269	75,854	-6.0%
TOTAL	70,174	76,894	-8.7%	39,122	41,167	-5.0%	109,296	118,061	-7.4%



ETA KAPPA NU
Electrical and Computer Engineering Honor Society

Active IEEE Members that belong to Eta Kappa Nu:

Geographic IEEE HKN Membership - November 2016									
Region	Higher Grade w/o GSM			Students			Total		
	2016	2015	% change	2016	2015	% change	2016	2015	% change
1	1,260	1,215	3.7%	573	449	27.6%	1,833	1,664	10.2%
2	1,189	1,179	0.8%	413	387	6.7%	1,602	1,566	2.3%
3	1,253	1,194	4.9%	494	619	-20.2%	1,747	1,813	-3.6%
4	919	910	1.0%	491	499	-1.6%	1,410	1,409	0.1%
5	1,308	1,278	2.3%	512	523	-2.1%	1,820	1,801	1.1%
6	1,646	1,575	4.5%	715	691	3.5%	2,361	2,266	4.2%
R 1-6	7,575	7,351	3.0%	3,198	3,168	0.9%	10,773	10,519	2.4%
7	36	39	-7.7%	7	12	-41.7%	43	51	-15.7%
8	83	81	2.5%	36	33	9.1%	119	114	4.4%
9	54	56	-3.6%	52	79	-34.2%	106	135	-21.5%
10	128	105	21.9%	89	68	30.9%	217	173	25.4%
R 7-10	301	281	7.1%	184	192	-4.2%	485	473	2.5%
TOTAL	7,876	7,632	3.2%	3,382	3,360	0.7%	11,258	10,992	2.4%