IEEE Region 3
Newsletter

DIRECTOR'S MESSAGE

Deborah M. Powers

As I sit here in my house dialed into the office computer (which is how I get my e-mail connection), and feeling very lucky because I got one of the new 9600 baud modems when I dialed in, I cannot help but be amazed at how far we (Region 3 and the IEEE) have come since the 1987 Sections Congress when many representatives were astounded at the lack of computer usage (and even literacy) by the presenters, and the IEEE as a whole. Seven years later, I log into my e-mail several times a day, I have access to six computers of varying makes, models and abilities, and I am watching the IEEE finally (and perhaps painfully) move into the computer age.

Region 3 has also moved into the computer age with two projects you may have heard a lot about this year. The Employer Database is up and running, and we need Region 3 members to try it out. There is a lot of interest within the Institute on this database - I get e-mails and phone calls every week from members (mostly outside of Region 3) who want to use it. At this time it is restricted

to Region 3 members (you enter your membership number to receive authorization), but we hope to eventually expand it to the entire US, either by having USAB involved, or by having linked region databases. If you do try it, please feedback your comments to the contacts listed on the database return information.

The other major project we have been working on, starting just recently, is a Bulletin Board System (BBS) for Region 3 which will contain region information (like the contents of this newsletter, the awards manual, the operations manual, meeting information, speaker and meeting databases, and other information for region and section officers). In addition, it will be a strong PACE tool - we have been approached by a number of search firms and electronics companies who wanted to list job openings on our database. Since the database is an employer database, rather than a job database, it was obvious that there was still a hole that needed to be filled. The computer equipment has been received and hooked up, and the BBS is being configured on the computer next to me as I write this report! As we go to press, we are waiting for the (28.8) modems...I hope to report at the January meeting that the BBS is up and running! At the November USAB Meeting, Chuck Alexander, Vice President - Professional Activities, agreed to help Region 3 fund the BBS; in return, Region 3 will open the BBS up to members of other regions, and assist any other interested regions in setting up a BBS of their own.

I would like to congratulate Charles Lord for holding, on very short notice, the first MPAC (Member Professional Awareness Conference). I understand that the feedback from the attendees was

extremely positive, and I hope we will be seeing many more MPACs in the future.

In order to get projects like these running, funds must be available to the Region Professional Activities Committee. At this time, only $0.41/equivalent member (of the $23 USAB assessment) is returned directly to the six US regions for section and region projects. An additional $0.25/equivalent member is returned to the region for travel to the annual PACE Conference. At the November USAB meeting, I made a motion

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that USAB increase the return to the regions to $1/equivalent member, with the $0.25 PACE Workshop travel funds being included in the $1, but with no restriction that it must be used for travel (on the theory that if the PACE Workshop is useful, regions will be willing to use those funds for travel; if not, it will either die or change). The motion was narrowly defeated, but I was asked to chair a task force on implementing this change in future years as part of the normal budgeting process. Progress!

One clear sign that Region 3's PACE program is successful is that Lee Stogner, Region 3 Professional Activities Chair, has been asked by the USAB PACE Chair to help design a USAB-wide Training Program for PACE volunteers. Congratulations, Lee!

As a member (and past chair) of the Regional Activities Board Awards and Recognition Committee, I was amazed at how few nominees there were for these prestigious awards, and was dismayed that none of the nominees were from Region 3! There are a number of new awards, including some to recognize companies, and the nomination forms are not difficult to fill out. I know of several section projects that would be strong contenders - since these awards are designed to recognize significant accomplishments or projects, think about what your section has done that is over and above the "day-to-day business" of the IEEE, and call Allan Long for a nomination form.

I am sorry to report that two of our region officers have resigned, and I would like to say "Thank you and Best of Luck" to both of them. Dr. Daniel Koch, E-mail Coordinator for 1994, provided invaluable assistance to many of the "e-mail neophytes", and by getting section e-mail contacts for over 70% of the Region 3 sections, put Region 3 near the top in section e-mail participation. Dr. Fred Symonds, Educational Activities Chair for 1994, brought a new perspective to the position at a time when Educational Activities in the Institute are in flux. Fred attended an Educational Activities Workshop in June, and discussed some of the ideas with me - I am sorry that he did not get an opportunity to implement some of his ideas. Both of these gentlemen will be missed, and I hope that both

will remain active in IEEE activities.

As the time comes for the sections to be sending in their reports, please remember that there is a bonus for having all reports (and I do mean ALL reports) postmarked by February 25, 1995. At the last region meeting I heard many complaints that sections were sending in their reports, but receiving no acknowledgement, and it was unclear whether the reports were never received, or the acknowledgement was delayed. When I approached Jill Levy on this subject, she recommended that sections send their reports by certified mail - your receipt for the mailing will serve as proof of mailing if there is a question about your reports being received. Relative to the possible bonus to be received, the cost of certified mail will be small for the peace of mind it brings. Have a good 1995!

VICE CHAIRMAN'S REPORT

James H. Beall

Before I go any farther let me wish each of you the very best of years in 1995. May you prosper in your job, family, and relations with others. Let your work in and for the IEEE shine.

"The greatest problem of communication is the illusion that it has been achieved"

anonymous

How true, how true. In today's time and with modern facilities one would think that communication is a breeze. That it is NOT. We can and do exchange messages, but were they read much less understood. It doesn't matter if they are sent by the speed of light or by snail mail. If Garcia does not read the received message he can not possibly respond.

We in the Institute speak of service to the member. Part of that service is the timely transfer of information. Information needed to do the job.

Please do not take the following as a complaint, but rather as a request for help. It is at the grass roots that the IEEE flourishes and help comes forth.

In the past year I have either sent or been copied on mail that others sent, only to find the response is just not there. Is anyone out there?

The problem is from top to bottom AND bottom to top of the Institute. Section Chairs complain of poor response from Piscataway even after repeated inquiries. At the same time Piscataway complains of lack of information from the sections that would help speed the flow of information in return. We can put the bee on the staff, but it is difficult to push a volunteer. One can lead but pushing is like pushing on a rope.

A specific need is coming the first of February. The annual reports, financial, meeting activity and officer lists will be due. This year there will be a 10 percent bonus in the section rebate IF the reports are ALL in on time.

Please keep in mind the upcoming Region 3 meeting March 24- 26 during Southeastcon 95 in Raleigh, NC. This is a meeting where your voice can and will be heard.

So this year let us pull together to further the IEEE. If we in the region are not listening to our end of the conversation let me know and we will solve the problem. Thanks, and again, have a great 1995.

SECRETARY'S REPORT

Richard E. Beatie

I had the honor in October to represent Region 3 in Washington, when IEEE-USA presented Representative Sam M. Gibbons with the 1994 IEEE United States Activities Board Award for Distin-

guished Public Service. Chuck Alexander and I presented this award to Mr. Gibbons for "his sponsorship of legislation to increase the portability of pension benefits for mobile American workers, including engineers and scientists, in the last two Congresses; and for his untiring efforts to improve the health and economic well-being of all Americans during his distinguished career of service to Florida's 11th Congressional District." Having the opportunity to represent IEEE and Region 3 in this manner was a very rewarding experience!

As we continue to exploit the advantages of electronic communication through E-Mail, most Secretary communication will be via this method. Minutes of the last and future meetings will be distributed this way. Additions and corrections can be submitted to the Sec-

retary and returned to the members for approval in a matter of weeks, instead of waiting till the next meeting. This saves postage and printing costs, not to mention less handling for the Secretary, and provides timely feedback after the meeting, while everything is still fresh in our minds!

Meeting notices, agendas and updates also get distributed electronically for the same reasons, to provide timely and cost-effective distribution of information! Your E-Mail address is critical to support this process! If you change addresses, it is IMPORTANT that you notify Regional Activities so they can update your IEEE alias. Send a message to Vera Sharoff (v.sharoff@ieee.org) with changes, and she will take care of it. Also copy the Region 3 E-Mail coordinator, for his records. All electronic com-

munication to the Region is through high-level directories, containing the appropriate recipient E-Mail addresses: REG03.EXCOM@IEEE.ORG (Region 3 EXCOM members), SEC.R03@IEEE.ORG (Section Chairs or Section e-mail coordinator) and SB.R03@IEEE.ORG (Student Branch e-mail coordinators). If you are not current in these directories, you will not receive our electronic mail! If you have any suggestions on how we can improve on the E-mail flow of information, send me a message, at R.BEATIE@IEEE.org!

If you have not received your updated membership diskettes as you read this, you can get FREE current LABELS from Headquarters, per Terry Burns, at the RAB Board meeting in Ft Lauderdale. Just send the normal label request form for your Section labels, and note they are to be complimentary by Terry's edict, until the membership diskettes are distributed!

Region 3   1995 BUDGET ***DRAFT***

Description	1995 Income Budget	1995 Expense Budget
PROGRAMS AND ACTIVITIES		
Meetings		$4,600
Publications (Newsletter)		$5,000
Conferences	$17,000	$9,000
Education Activities		$1,000
Professional Activities	$12,168	$22,800
Student Activities		$15,665
Grants & Awards	$1,000	$4,000
Needy Section Support	$2,000	$2,000
Project Funds (RAB)	$1,000	$2,000
******OTHER INCOME*******		
Rebate from Headquarters	$64,870	
Interest	$6,000	
Membership Dev.	$500	
*******OTHER EXPENSES******		
Office Expenses		$600
Travel Expenses (Non-Student)		$35,000
Membership Dev.		$3,000
Other		$2,350
	$104,538	$107,015
NET SURPLUS/(DEFICIT)		($2,477)

TREASURER'S REPORT

Roy H. Harris

The Region's Finances are in good shape. 1994 expenses are projected to be about $5 to 7,000 under budget and income is over budget in the range of $5,000 primarily in conferences. Thanks go to Dr. Osama Mohammed and the Southeastcon '94 Committee for the outstanding conference that resulted in $9,000 surplus to the Region 3 Conference Fund in addition to the pay back of seed money of $5,254.91. Appreciation also goes to the Southcon Board for the $13,000 Surplus distribution from the 1994 Southcon Conference (budgeted $10,000). We will add approximately $10,000 to our reserves in 1994.

The expenses and income against the '94 Budget was presented at the

November ExCom along with a draft of the 1995 Budget. Please submit any recommendations for changes to this '95 Budget as soon as possible so that we can finalize this budget at the January 29 ExCom. This draft budget shows a small deficit of about $3,000 for the year.

Each Section should be budgeting for support for at least one delegate to Sections Congress '96 in Denver. RAB will provide for a portion of the air fare and the meeting costs for one delegate per Section. The balance of the air fare, hotel, non-conference meals, and transportation from the airport must be provided by the Section, Region, delegate or other sponsor. Your Region Finance Committee has been asked to study and recommend the level of Region support to be provided for attendance at Sections Congress '96.

Region 3 travel policy remains unchanged from the last newsletter.

The mileage reimbursement for approved car travel is $.29/mile. Be sure to seek approval from the Region Director prior to the travel. Section chairs should be planning their travel to the Region 3 Meeting in Raleigh and watching the "air fare" wars for a good price. Submit vouchers for travel to the Director who will forward it to me for reimbursement.

PAST DIRECTOR'S REPORT

David A. Conner

PDH for PEs is the "new wave" in continuing engineering education, and IEEE Sections and Chapters have an excellent opportunity to be a focal point for this activity!

States around the country are beginning to require that Professional Engineers (PEs) maintain an annual program of continuing engineering education to retain their registration. For example,

my home state of Alabama is now completing its second year of such a requirement. In Alabama, the requirement is for 15 "contact hours" of activity. These "contact hours" are called Professional Development Hours (PDH).

Fortunately, the "model legislation" that is being used as a basis for the law being adopted in most jurisdictions was written by an IEEE member ... J. Carroll Hastings. Carroll had the foresight to include in the model legislation a wide range of forums for the collection of PDH credit. While example activities include company training seminars, publicly-sponsored engineering continuing education programs, college credit courses, and college non-credit courses, as far as IEEE is concerned, THE MOST IMPORTANT ASPECT is participation in the technical activities of a technical society.

This latter area presents an excellent opportunity for IEEE Sections and Chapters to assist members in reaching their quota of PDH for the year. Activities can include attendance at and participation in an IEEE technical conference, attendance at a technical or professional meeting sponsored by a Section or Chapter, the authoring of a paper for presentation in an IEEE publication, and the presentation of a technical or professional program (which counts as double credit).

Consider, for example, some of my IEEE activities during 1993. I attended five Section meetings that had technical presentations totaling 4.5 hours and one Chapter meeting having a one hour technical presentation. (That's a total of 5.5 PDH.) Then, I attended sessions at an IEEE-sponsored conference totaling eight hours. (That's another 8 PDH.) I participated as a "secondary author" on a paper that was published in an IEEE publication. (I only spent one hour on the project, but it counted! That's another PDH.) Then, I presented a four-hour seminar to the Orlando Section Consultants Network. (That's 8 PDH, since I received double credit for the presentation.) In all, "normal" IEEE activities during the year resulted in 22.5 PDH ... more that the 15 minimum PDH required.

My point is this: IEEE provides an excellent forum for continuing education credit where state law mandates that PEs

acquire PDH. So, if your state already has a "PDH requirement", get your local PEs involved in Section and Chapter activities. If your state is in the process of adopting such a requirement, start developing your publicity now to ensure an excellent opportunity to increase membership and member involvement when the PDH requirement takes effect. And, even if there is no PDH requirement for your state and none is on the horizon, you may have a number of individuals in your Section that hold registration in states having a PDH requirement. Let them know about the opportunity to gain PDH credit through IEEE involvement.

One final point, Member participation in Alabama Section activities has increased noticeably since Alabama adopted its PDH requirement for PEs. With the right conditions, your Section just might experience the same revitalization.

NORTH CAROLINA COUNCIL

Ronald C. Harrell

Although we have been hampered by the lack of funds to do any new projects, the North Carolina Council is "alive, but not completely recovered". We are going forward with our plans, but even one of those got sidetracked.

The North Carolina Symposium and Exhibition was originally scheduled for Charlotte, but the Section cancelled plans when their chairman resigned from the committee. The Eastern Section hastily scheduled a Mid-Career Professional Awareness Conference, Charles Lord as Chairman, and it was very successful.

Among those present were IEEE President Dr. Troy Nagle, Dr. Charles Alexander Vice President for Professional Activities and Mr. George Abbott a former Director of Region 3. Each of

these gentlemen had a portion on the program with Dr. Alexander presiding over two sessions. As one might expect, many pointed questions and much lively discussions were included. We were indeed pleased with the meeting, although we were no able to retire our debt with the profit of $100 plus very little else.

The Eastern North Carolina Section and the North Carolina Council are proud that the Southeastcon '95 will be held in Raleigh, March 26-29. We look forward to receiving the Region 03 ExCom during the days preceding the meeting.

All five sections in North Carolina are active. Each, which has not already done so, will elect new officers during the month of December. The Central and Winston-Salem Sections are already meeting and planning for the North Carolina Symposium and Exhibition, which will be scheduled during the Fall of 1995 somewhere along the I-40 corridor between Greensboro and Winston-Salem.

The Eastern Section has revived itself and is now meeting monthly as a section, and the various societies are active. The Charlotte and Western Sections are also meeting regularly.

The next Council meeting will be after the next Region 03 ExCom in Birmingham. Look forward to visiting with each of you in Alabama during January 28 & 29, 1995.

AREA 3
GEORGIA

Dennis A. Ludwig

I have been the Area 3 Chairman for a year now. I've learned more about how the IEEE works, and I'm impressed at how many volunteers are out there working for us.

The three sections in Georgia are doing well. I have encouraged the chairmen to get their votes in on the issue dealing with the region bylaw changes.

The Atlanta section had their elections and January will find them working with new officers. I will be looking forward to working with them. I still don't understand the advantage of moving to a calendar election year. The other sections have not followed suit.

I'm making progress on locating all of the student branches in the state. I would like to find a way to get them in touch with each other.

One project that should bear fruit next year will be our job database. Vernon Powers will be working this issue as the chair for the Professional Activities Operation Committee for Area 3.

One area in which I dropped the ball was in getting someone from Area 3 entered for an award. If anyone submitted a package from Area 3, I'm not aware of it. Next year, I plan to do better in this as well as other areas.

FLORIDA COUNCIL

James M. Howard

The Florida Council held its last meeting of 1994 on Saturday November 19, 1994 in Ft. Lauderdale. This Council meeting was held in conjunction with the IEEE Board meetings allowing the Florida Council Sections to have an opportunity to meet and talk with the various officers and staff of IEEE. Many of the officer stopped by our meeting to introduce themselves and to listen to the Section Chairs voice their concerns and questions about IEEE.

The officers for he 1995 Florida Council were voted on and elected at this meeting. They will be Dorrel Shirley, Chair, and Osama Mohammed, Vice-Chair. Dorrel, who was the 1994 Vice-Chair of the Council, is from the Broward Section and has been involved in the Council for many years holding various positions including Council Secretary and Communications Committee Chair.

Osama, who was the 1994 SEC General Chair, is from the Miami Section and is the Council's Student Activities Committee Chair. He is also the past Chair of the Miami Section and the current IEEE Power Engineering Society Chapters Representative for all of Florida. Other officers and their Section affiliation will be:

Butch Shadewell, Secretary, Jacksonville; Carylon Smith, Treasurer, Canaveral; James Howard, Junior Past Chair, FL West Coast; and Mark Dreadin, Senior Past Chair, Northwest FL.

Committee Chairs will be: Karl Lohman, Awards & Bylaws, Orlando Section; Dorrel Shirley, Communications, Broward Section; James Beall, Conference/Strategic Planning, Florida. W. Coast Section; Thomas Bellamine, Educational Activities, Northwest Florida Section; James Howard, Membership Development Committee, Florida West Coast Section; Alan Cole, PACE, Broward Section; Richard Beatie, Public Relations, Fla. W. Coast Section; Osama Mohammed, Student Activities , Miami Section; James Beall, Southcon Board Member , Fla. W. Coast Section ; James Howard, Southcon Board Member, Fla. W. Coast Section

The Goals and Action items for the Council for 1995 will be discussed at our next Florida Council meeting scheduled for January 14, 1995. The host for the meeting will be the Canaveral Section.

TENNESSEE
COUNCIL

Hugh Lowe

With Christmas upon us, we realize that 1994 is just about gone and there is so much more that we could have done if

we could have just found the time somewhere. Still, I think 1994 has been a good year I think for IEEE and Region 3. This is evident from the good representation that we had at the executive committee meeting in Atlanta on November 5 and 6 with many volunteer members giving up their weekend to carry on the Region's business.

However, with several members arriving with layoff notices in their pockets and with continuing talk of reorganizing being heard at my own outfit; I can see why the IEEE devoted much space in a recent SPECTRUM magazine to an article about engineers coping with layoffs and not being able to spend their entire career with one company. So we see that there really is wisdom in trying to establish portable pensions and looking to IEEE to provide vital insurance plans instead of relying on the company store.

During the fall, I have visited several sections in the Tennessee Council and in most cases, the sections are doing well. The Nashville Section is trying more lunch meetings but keeping a few night meetings and attendance has been very good. I attended a lunch time society meeting in the Chattanooga Section and it too was well attended. So I encourage the officers to be flexible, be innovative and keep trying until you find out what works. And remember that during times like these, we have a valuable parent organization behind us.

I wish everyone a very meaningful Christmas and I look forward to a new year with many opportunities to serve the members.

AREA 6 (AL AND MS)

Dale C. Caston

As most of you probably know, on January 1, 1995, the Baton Rouge and New Orleans Sections officially transferred from Region 3 to Region 5. It is with mixed emotions as we see this move being made. However, we wish these two Sections well and trust that they will be able to spread some Region 3 knowledge and experience into Region 5.

With reengineering and down sizing, many IEEE members employed by Utility and other Companies are retiring or moving to other jobs. The Sections are encouraged to be aware of these individuals and continue to include them in IEEE activities. If any job search by these individuals is needed, contact could be made with the companies electronic data bank for the Southeast which Vernon Powers and David Green have established. There should be additional information concerning this new Region 3 IEEE service in another location in this newsletter.

All the Sections should be planning to send someone(s) to Southeastcon '95 in Raleigh, North Carolina, March 26-29, 1995. Remember that Region 3 will help with the travel expenses for one Section Officer and a Section PACE person to attend their respective meetings. A good number of the Sections elect to send their Vice Chair so that person can participate in the Officer training session and to be exposed to the operations of our Region's Executive Committee.

Since this is being written at the approach of the Holiday Season, the very best wishes are extended to each of you that this will be the best season ever and for a great IEEE year in 1995.

SOUTH CAROLINA COUNCIL

Lee Stogner

The South Carolina Council held elections on December 13 and we are proud to introduce the 1995 executive committee of:

David Hulett - Chairman
Richard Coleman - Vice Chairman
Hernan Pena - Acting Treasurer
Bill Mannell - Secretary

The council has also selected the winners of the 1994 South Carolina IEEE awards. Those winners are Dr John Bowles, The LATHROP Award for an Electrical Engineering Educator; Dean Davis, The SMITH Award for an Electrical Engineering Professional; and Square D Corp., The BIEDENBACH Award for a Electrical Engineering Company

Each of these members and company have made significant contributions to the electrical engineering profession and to South Carolina. The formal awards will be given at an awards banquet in Columbia, South Carolina on February 8, 1995.

Unemployment for electrical engineers in South Carolina is still a problem. We will be hosting a jobs workshop for engineers affected by the Charleston Naval Base closing. If you know of openings for engineers in your area, please forward them to me and I will ensure that the information is relayed to the Charleston workshop. Like I've said here before, the person that you help this year will be in a place to help you next year.

AREA 8 KENTUCKY

Joseph D. Cole

Earlier in the Fall, I sent out letters to the three Sections of Area 8 (Evansville/Owensboro, Lexington, and Louisville) reminding them of the deadline for submitting nominations for the Region 3 Awards program, and encouraging them to submit nominations. The Louisville Section has submitted nominations for the Outstanding Engineer Award and the Joseph M. Biedenbach Outstanding Engineering Educator Award. I continue to

urge the Sections to submit nominations for the new Professional Activities Award and to nominate their Sections for the Exemplary Section Award.

For future activities, I plan to develop master lists of addresses and telephone numbers for each of the five Committees of Area 8 (Awards & Recognition, Educational Activities, Membership Development, Professional Activities, and Student Activities). For each Committee, this list will include the names, mailing address, home, work, and FAX telephone numbers, and E-mail address of the Area 8 Committee Chair, the corresponding Committee Chairs for the three Sections, and the corresponding Region 3 Committee Chair. Copies will be sent to each person on the list as well as the other Area 8 Committee Chairs and the Regional officers. This project has been on hold pending the arrival of the new Geographical Organization Roster which I just received last week. I hope this will facilitate communication both horizontally among the Area 8 Committee Chairs and vertically among the Regional, Area, and Section Chairs of each particular committee.

Finally, I want to renew my efforts to encourage activities which involve more than one Section. The traditional of holding at least one joint dinner meeting between the Lexington and Louisville Sections should be revived. The Evansville/Owensboro Section held a successful Section Leadership Development Workshop a few years ago. Perhaps Lexington and/or Louisville should consider holding one this year.

AWARDS & RECOGNITION

Allan H. Long

Santa Claus and the Awards and Recognition Committee both gear up for

their busy season during the holidays! The nominations for the various Region 3 and Exemplary Section awards have been collected and are being evaluated in anticipation of the next EXCOM meeting in January.

I want to thank each of the hard-working awards chairmen and individuals who labored over their nominations of some of our outstanding members for these major awards. Putting together a nomination package is no small task, and there must have been a lot of midnight oil being burned as the deadlines approached. For a few days there, my house was getting regular visits from every overnight delivery business in the book!

We're not finished yet: The Executive Committee voted at its November meeting to establish a new Region 3 award, pending approval by the Region 3 Committee this spring. Called the "Region 3 Professional Leadership Award," it purpose is to "recognize Region 3 members for outstanding leadership efforts in advancing the professional aims of IEEE in the United States." The first such award is planned to be made at SoutheastCon '95.

The basis of selection require that the nominee shall have resided in Region 3 for 3 years immediately preceding the year of the award consideration. Nominees of outstanding caliber shall be eligible regardless of a)membership grade, b)having received similar recognition in another Region, or c)professional affiliation, ie: government, industry or university. Specifically, we will evaluate the nominee's recent IEEE responsibilities related to professional activities and the tangible results and identifiable contributions made by the individual, carefully weighing the importance of these contributions at both the Region level and other levels of the Institute.

A Call for Nominations was distributed via e-mail and postal service in November. Nominations must be submitted to the IEEE Region 3 Awards and Recognition Committee Chairman, postmarked or faxed to me by January 1, 1995. Time is short, but we are looking for some outstanding nominations for this year!

So, is that it for another year? NO! There are a multitude of awards throughout the Institute which are solicited at

various times during the year. These are important, and every section and area/council should be planning on submitting nominations for these awards.

If you are ending your section year this January, don't forget to prepare a nomination for an Exemplary Section Award. You may apply up to six months from the end of your section year — but don't wait until the last minute. Start now to gather your documentation.

Recognizing our members for their hard work and accomplishments is a year 'round job of every IEEE leader. Be generous with your pats on the back when you know of a member who is making a contribution. We all work best when we know that our efforts are appreciated!

CONFERENCES

David G. Green

Region 3 has an active set of conference activities. In addition to local conferences, the Region supports Southeastcon and Southcon conferences yearly. Region 3's Conference Committee is charged with oversight and support of conference activities in Region 3.

The tentative goals for the 1995 Conference Committee are to support Region 3 conferences, work with sections to develop meaningful bid packages, develop a new edition of the Region 3 Conference Guide, consider tracking systems for conferences, develop a "Region 3 Conference Capabilities Manual", and respond to the Region's review of the Conference Committee.

Plan to attend Southeastcon '95 in Raleigh, NC on March 23-29. Charles Lord and his hardworking crew are planning a nice conference with Technical Program, exhibits, the Region 3 Student Conference and workshops. Look for further information on this conference elsewhere in this newsletter and be

sure to register early.

The awarding of Southeastcon '98 will be an action item for the Region meeting in Raleigh. The present Southeastcon schedule is found on this page.

The conference committee is interested in working with sections to develop bids for future Southeastcons. Please contact the David Green, R3 Conference Chair.

The Region 3 Bylaws require the 1998 Bid Proposal be delivered to the Region 3 Conference Chair, the Region 3 Director, and the Region 3 Vice Chairman two months before the Region meeting making the deadline January 26th. Ideally, interested sections would attend the January Executive Committee to discuss their bid with the Region 3 Conference Committee. Bid proposals for conferences beyond the three year horizon may only be considered if notice to all Sections is given 120 days in advance of the Region meeting by the section wishing to present the bid.

The '94 committee has produced a collection of materials on the conference in electronic form for use by later conferences and filed it with the Region 3 Conference Committee.

Region 3 has a major electro-technology show with technical sessions and product exhibitions which it sponsors with the Florida Council and Electronic Representatives Association. SOUTHCON/95 will be held March 7-9, 1995 at the Greater Ft. Lauderdale/ Broward County Convention Center. Your Region 3 representatives on the Southcon board of directors hold key roles for this show with Dan Jackson as Chairman of the Board and Dave McLaren as Convention Director. Since Region 3 co-sponsors Southcon we need to give our strong support to assure its continued success. This will provide continuing income to the Region for additional conference and member service support.

The present Southcon schedule is:
Southcon '95 Fort Lauderdale
Southcon '96 Orlando
Southcon '97 Fort Lauderdale

Finally, there are a couple of institute level opportunities with regards to conferences that are available. First, the Financial Department has prepared a collection of forms (both paper and elec-

tronic) and associated guides for use in managing conference finances. Electronic versions are available for use with Lotus 123 and Quicken. Second, the IEEE program called Book Broker desires to buy proceedings from IEEE-sponsored conferences. The program commits to purchasing conference proceedings prior to the conference. Southeastcon and Southcon proceedings are both available through the Book Broker program but there are many Section conferences that are not yet participating.

MEMBERSHIP DEVELOPMENT

James M. Howard

MD Tools

YOUR Membership Development Committee is hard a work coming up with new items for Sections/Councils to use as MD tools. The two newest items are: IEEE Coaster (wood with IEEE logo), and IEEE Post-It-Note Dispenser (wood with IEEE logo).

These two new items can be used for awards, speaker gifts, new member gifts, new senior member gifts, door prizes at meetings, etc. The other items already being supplied include:
Can Coolers (Koozies)
Flyers (Frisbees)
Pens (Black/Silver w/laser etched IEEE name)

Many, many Sections and Council have utilized these items. With hundreds of the can coolers having been supplied

by YOUR MD committee. The pens have also been a very popular item, with over 75 having been supplied. If your Section/Council is interested in obtaining some of these items, please refer to the Region 3 MD order form elsewhere in this newsletter.

Other MD News

YOUR MD committee is also involved in the Special Job Listing Project. We will be working with Vernon Powers, the chair of the special project, to help advertise this new service to our present members, and to use this project as another reasons for new members to join.

Additionally, we are working on the following for 1995:

MD Newsletter   MD Bulletins
MD Contest(s)   New MD Items

If you have any suggestions and/or questions for the MD committee please give me a call, send me a note, or e-mail me a message.

PROFESSIONAL ACTIVITIES

Lee Stogner

One of the most difficult tasks in looking for a job is trying to find companies that fit your background. Visits to libraries often result in finding industrial directories that are out of date. Not all state governments have up to date records. Other data sources just aren't accessible to individuals. In Region 3, Vernon Powers has championed a project to find

SoutheastCon Schedule

Conference	Date	Host Section/Branch	Conf Chair
Southeastcon '95	3/26-3/29	E. NC/NC State	Charles Lord
Southeastcon '96	4/12-4/14	Fla West Coast/USF	Jim Howard
Southeastcon '97	4/12-4/15	Virginia Mtn/VA Tech	Russell Churchill
Southeastcon '98	<<to be decided at Region 3 meeting in Raleigh, Apr. 95>>		

SoutheastCon E-mail Contacts

Conference	General Chair	Student Conference
Southeastcon '95	c.j.lord@ieee.org	sb.ncsu@ieee.org
Southeastcon '96	j.howard@ieee.org	sb.usf@ieee.org
Southeastcon '97	arcova@bev.net(*)	sb.virginia.tech@ieee.org
(*) Be sure to mention that the e-mail is for Russell Churchill.		

a usable data source, and make it accessible to the member through their own E-mail account or through the section E-mail coordinator. With the help of the UAB IEEE Student Branch, the database has completed operational testing and is now available to any IEEE student or professional member of Region 3.

A prospective user will send an E-mail message requesting access to the database. An auto-response message confirming receipt will be sent to the user. If the user supplies a valid name and corresponding membership number, the program will authorize use of the database server. The program will send the user a second message announcing the granting of access and supplying a short users guide. The user will then send an E-mail message consisting of a general query which must be in a specific format. The program will receive this E-mail message, process the query, and generate a list of companies which meet the supplied criteria. The user may also send an E-mail message which will be a more specialized query. The program will receive this E-mail message, process this query, and supply detailed information on each company requested by the user. The database is specific in that only Region 3 companies are listed for now. Specific information on how to access the system will be made available through section newsletters and the Region 3 PACE representatives.

We are collecting the components necessary to build a central BBS for Region 3. This BBS will host information about IEEE at the region level. We have found that not every member has an E-mail account or is interested in getting one. But most members have PC's with modems. The intent of the BBS is to provide that one place to share region news, region documentation, and the reports that are relayed to committees and individual members. The savings in postage alone will justify the system. The system also has a more important use in that it can serve as a collecting point for job information. We are setting up a process whereby members all over the region will collect job ad from newspapers, job agencies, and from their own companies. This information will be sorted and posted on the BBS for our members to utilize. To make it easy, we

are also developing standard data entry formats to allow newspapers to organize their information electronically and then forward to a contact person. The data will be monitored to ensure that it is timely. As the membership becomes more connected to the Information Highway, we will link this system to the INTERNET.

It is a fact that more and more of us are having to work as individuals or consultants instead of working for a corporation for a lifetime. Region 3 has recognized the need to develop a linkage between our growing number of new consultants and sources of technology that can be used. This project will establish a cooperative agreement with the Southern Technology Applications Center, (STAC), which serves as NASA's Southeast Regional Technology Transfer Center. Region 3 members will have access to their technology and we will supply to STAC a database of consultants that can be used or referred to third parties.

We need to know of any changes in the section PACE representatives in Region 3. Please forward to my address located in the newsletter, the names, addresses, and telephone numbers of your new representatives. I will make sure that IEEE is updated for all of the mailings that are sent throughout the year.

Please let me know what your PACE questions are, I want to make sure that you have the information, tools, and resources to deliver the PACE message to every member in Region 3 during 1995.

PUBLIC INFORMATION

Allen K. Thomas

National Engineers Week for 1995 will soon be here. It is the week of February 19 to 25, 1995. The lead society

for this year is the American Institute of Chemical Engineers (AIChE). I encourage you to develop activities to highlight achievements of engineers.

Some ideas are: a) displays in a local shopping mall; b) visit a school and share information with the students. The IEEE has a packaged presentation with slides; c) invite students into your work location to be an "Engineer for a day"; d) develop a newspaper supplement for your area. Contact the ad director of your local paper to determine interest. Then contact Jeff Lenard at AIChE (212-705-7660; e-mail: jeffl@aiche.org) to get a National Engineers Week newspaper supplement packet; e) host design contest for local students; and f) schedule academic contest for local students.

To obtain a planning kit, write to:
National Engineers Week
PO Box 1602
Cranberry Township, PA 16066
Phone: 412-772-0950
FAX: 412-772-5281

STRATEGIC PLANNING

Robert S. Duggan, Jr.

The SPC met on 4 November in Atlanta and will meet again in Birmingham on 27 January.

A draft of revised Region 3 ByLaws has been prepared and sent to the Region 3 Committee for approval. The revisions include the change from a Region 3 Vice-Chairman to Region 3 Director-Elect and also the new Region 3 Professional Leadership Award. Throughout the ByLaws titles have been made gender neutral. Another assignment for SPC has been the preparation of financial guidelines for Sections to minimize risk for

Sections, the Region, and the Institute. Such risks can arise when planning conferences or other such activities

which may entail up-front guarantees for expenditures. The goal, of course, is to encourage and assist Sections, while still protecting the financial interests of all entities concerned.

The SPC encourages all entities to groom more volunteers for Region leadership. Demonstrated leadership, initiative, and experience are key qualities sought.

STUDENT ACTIVITIES

Charles E. Hickman

A "Region 3 Student Conference Manual" was recently mailed to all of our student branches. Purposes of this document are to acquaint all attendees with the opportunities available for their participation and to address the needs of student branches planning to host a Student Conference. These conferences provide an excellent forum for interaction of students and all other IEEE members from throughout Region 3. North Carolina State University students are working diligently to ensure a successful 1995 conference, and, even now, plans are being developed at the University of South Florida for 1996 and at Virginia Tech for 1997. A trial Branch Leadership Training Workshop program was implemented in Region 3 in 1994. Based on the lessons learned during this experiment, RAB approved funding to repeat(and improve,of course) the Workshops in Region 3 and to initiate similar sessions in Regions 1 and 5. If the program continues to be successful, our intention is to seek funding for Regions 1-6 in future years. The Region 3 Sections are to be commended for their support of the Branch Mentor program. At least 16 mentors have been appointed; a number that represents about 50% of the total appointed throughout the world.

I plan to send a follow up letter to Section Chairs to thank them for their efforts and to request their continuing support of this excellent program.

EMPLOYMENT ASSISTANCE

Dick Riddle

What Can We Do For An Encore?

Now that we have our IEEE-USA National Job Listing Service in operation and we are hearing reports that a few of our members are actually finding jobs by using this service, what can we do for an encore? This question was on the minds of all of the members of the USA Employment Assistance Committee as they gathered in Denver for their meeting November 5-6, 1994. Each EAC member gave a report on the employment assistance activities within their region. We heard about successful job fairs, local skill or job banks, employment workshops, local consultant networks, and other employment assistance services offered by IEEE at the national, regional and local levels. I did a lot of bragging about Region 3's Electro-Technology Industry Database and our plans for 1995 such as The Region 3 Bulletin Board System and our plans to form an alliance to create jobs for our members through the Resources and Technologies Initiative. I also reported that the North Carolina Symposium and Exhibition '94 (NCSE'94) planned to feature a Mid-career Professional Awareness Conference (MPAC) and Job Fair on November 10th at Research Triangle Park, NC. That got some attention and I drew an action item to attend and to staff an exhibit table providing IEEE USA material on employment assistance and careers.

Each EAC member also reported on the employment picture within their respective region as they perceived it. I heard employment for engineers in all regions had not improved. Grumman/ Marietta is planning to release 3 to 5 thousand employees; MITRE was releasing 300 technical staff members; Northrop announced a layoff of 9,000; Hughes closed the Fullerton, CA facility; Lockheed is combining their companies, closing several facilities, and reducing staff. Many of the larger sections in Region 5 such as Houston/Galveston, Denver, St. Louis, Fort Worth, Dallas and Austin/San Antonio are reporting unemployment problems due to downsizing and the reduction in government spending. Many members within Region 3 have not been immune to the apparent demise of our major industrial base. Graduating engineering students are reporting problems in finding jobs and the list goes on and on.

In spite of the many employment assistance services made available by IEEE within the last two years, we find ourself asking "WHAT CAN WE DO FOR AN ENCORE". (see "FRONT-LINE", the IEEE-USA Employment Assistance newsletter or send an e-mail message to: |info.ieeeusa.employ@ieee.org|, to receive a listing of available services) The Committee developed and discussed a list of 14 new proposed services or projects that might be attempted in 1995. This list of 14 was prioritized or culled to a list of 6 as follows:

(1) Advertise and publicize what is available from IEEE-USA. (2) Update the employment assistance packet. (3) Evaluate the local skills banks. (4) Provide resources for members receiving notice of layoff and/or early retirement, including legal issues. (5) Develop a mechanism to ascertain that a member has become unemployed and a prompt response. (6) Entry level job listing service.

Underlining these discussions was the lack of response from the IEEE members and their elected and appointed leaders. Several examples were cited: Low attendance at section meetings, career and employment assistance workshops; few responses to surveys requesting information on the local employment

situation; some employers and recruiters report little or no response to jobs listed on the IEEE-USA Job Listing Service; and the lack of student branches to show an interest in participating in some type of employment assistance activity. The one area that seemed to be doing something right was Region 3. I had to agree that Region 3 has developed some innovative and perhaps unique projects to assist our members in finding jobs, but we can not sit on our successes until we become another waste land of unemployed or unemployable members. Much is yet to be done before We, the regional, council/area, and sectional leaders can reverse the apparent demise of our major industrial base and the IEEE. We must encourage the members to use the services provided and to let use know what we can do to help. If these services are not used they will soon disappear. Inform the members that if they don't see the job listed that they are interested in, write a letter to the employer or recruiter and thank them for advertising their job on our Job Listing Service and be sure that they mention that they saw the job listing on our network.

One parting comment, my deepest appreciation and gratitude to Dave Green and his University of Alabama at Birmingham Team for their work in making our Region 3's Electro-Technology Database a success and the envy of other IEEE regions.

LEADERSHIP DEVELOPMENT

J. Cullen Wright

1994 was a successful year for Leadership Development. We are looking forward to a new year with some expanded information. Included will be an introduction to the R3 Electro-Technbology Industry Database employ-

ment Service now on-line at UAB. For those not yet exposed to this new employment service, the training session at SoutheastCon '95 will include a demonstration and have the users documentation available for review.

SECTIONS CONGRESS '96

Daniel W. Jackson

SECTIONS CONGRESS '96 will be the fifth in a series of highly regarded meetings which are held every three years. The Congress, which is three days of work sessions and networking, has a triple focus. First, hundreds of delegates, primarily Section Chairs from all ten Regions, learn how to utilize the resources of the IEEE to maximize their effectiveness as IEEE volunteer leaders. Second, the Congress is the one major meeting sponsored by the IEEE which brings together the Institute's grass-roots leadership to share ideas, concerns and solutions. And third, the Congress is a forum where Section Chairs speak as the collective voice of IEEE membership expressing ideas and raising issues about how the Institute can better serve its members, now and into the future. The issues raised at past Congresses have had major impact on the plans made by the IEEE leadership for the future of the Institute.

Sections Congress '96 will be held on November 1-4, 1996 at the Denver Marriott City Center, Denver, Colorado, USA. Approximate cost will be $ 500 for three nights hotel, incidental ground charges, and a portion of the airfare. Have your Section budget now for its share of these expenses, and keep Section officer reporting current so information will go to the right person.

For additional information contact

Susan Sacks, Staff Coordinator, SC'96, 908-562-5512, 908-463-9359(fax), or s.sacks@ieee.org(e-mail). Plan now to have your Section represented at Sections Congress '96.

COMMUNICATIONS

R. Brian Skelton

The new ad-hoc Communications Committee for Region 3 umbrellas the Newsletter Editor, E-Mail Committee, Bulletin Board System (BBS) Special Project, and other regional communications projects as needed. As chair of this committee, it is an exciting time, with better communication to our members being realized via mediums such as e-mail and bulletin boards.

Region 3 now has a new E-Mail Coordinator. Brian Swail of the Oak Ridge section received his BSEE from the University of Kentucky, and his MSEE from Purdue University. He works in the Instrumentation and Controls Division with Martin Marietta in Oak Ridge. Brian is well versed in both e-mail and computer networking, and is working with outgoing coordinator Dan Koch to insure a smooth transition. Dan has done a tremendous job, and we want to continue to build on his efforts to improve our communication with sections, student branches, officers, and members.

The Communications committee will be looking into the possibility of holding an "on-line" meeting this summer for the Region 3 ExCom. Watch future newsletters and your e-mail for current news on the Region 3 BBS. Project committee members hope to have it available soon. Best wishes for 1995.

The Student Branch World Wide Web (WWW) Initiative

By David C. Lee, Region 3 Student Representative

To begin with, I will address the issue — what is the World Wide Web (WWW), or simply, the web? In short, the Web is a medium in which multimedia (hypertext) information is distributed across the world. The information may reside at one or many places, but that is transparent to the user. Certain phrases, words, or listings can be made into links to more detailed information about the subject. This allows the user to read what he or she wishes to and skip over things that they already know or don't care to know. The web is accessible through the Internet and, thus, ANYBODY with access to a browser (such as NCSA Mosaic) can retrieve the information when they want to. Additionally, on-line forms can be filled out immediately and processed and are always available. Printable copies of various forms can also be placed on-line. As the technology evolves, paying for and filling out membership applications and conference registrations, on-line, will become the standard.

As the Region 3 Student Representative, I initiated this project as a method to improve communications with our Student Branches and students. There are now Regional Student World Wide Web

Coordinators in every Region except for Region 10. This is one facet of some concepts that I have for improving student involvement within IEEE. One of the major problems within IEEE, and especially on the student level, is a lack of awareness of what is going on, what is available, what benefits students get ... essentially, a lack of communications. The traditional way of getting information out is for IEEE to send it down the pipeline, SAC-HQ-Region-Branch-Chapter- member (somewhat exaggerated for emphasis). It is cost efficient but, in many cases, nobody at the Branch level actually reads it and posts the information out to the students at that particular institution. We send out very little mass mailings going to all the students. Even if there was, many of the student addresses are incorrect. With distribution on the Internet, there is little to no cost. Additionally, though electronic mail, you can still send material to the audience you want but, now, you can also let the audience you want to come to you. And by placing exhaustive information available in an easy to access medium, users can select and choose tidbits of information as they wish. And when they wish.

The general concept behind this initiative is that engineering students, and those in related fields, tend to use the Internet. As more Branches get on-line and post their activities, the more a student can see what IEEE is all about. And the student officer can see what other students are doing. They can contact each others and trade ideas, all for almost little to no cost. It may not even be current members (or even students) who access this information and become interested by it. Exchanging ideas and networking is one of the main professional benefits of IEEE. And it is an important activity to keep the IEEE moving into the 21st century.

For several months, many Student Branches, such as Purdue University's Student Branch, have taken the initiative to get themselves on the web and to work with other Student Branches to link themselves together. Some of the Branches (notably Peru/Lima) are working with their section to get their section on-line with their server. With time, it is possible for all IEEE's units to have information available on the Internet.

To get a better feel for what this can provide us, I have listed some of the things that are and that will be on these information servers, at the various levels of IEEE.

The top (SAC) level will contain the following: links to regions and all branches/sections/etc., general IEEE information, including a link to the IEEE gopher and the upcoming WWW server, SAC information such as actions, minutes, reports, member contacts (with the right browser, a user can send a mail message to a SAC member right there), etc., RAB/TAB information as related to student activities/interests, Student services information (like what resources they offer), Major deadlines for projects/awards/etc., on-line forms to let members fill them out right there, right then, links to the ieee.*, comp.org.ieee newsgroups, information about various mailing lists available internationally, on-line/off-line membership forms availability, such as a postscript printable application form, member queries to officers by usage of web forms, on-line/off-line general student forms, such as allowing branches to report, with certain authentication procedures, new officers, and more!

To see the currently available information, go to the Uniform Resource Locator (URL):

http://fiddle.ee.vt.edu/ieee/home.html

This URL currently has information (or pointers to) that will be useful to many student officers. Our appreciation is extended to Dr. Scott F. Midkiff, of the Bradley Department of Electrical Engineering at Virginia Tech, for providing space on this server. Additionally, if you are interested in volunteering to get your IEEE group on-line, or if you are interested in getting more information, feel free to contact me.

SOUTHCON/95: YOUR SHOW

Dan Jackson, Chairman, Southcon/95 Board of Directors

SOUTHCON returns to the Greater Ft. Lauderdale/Broward County Convention Center, in Ft. Lauderdale, FL on March 7-9, 1995. As one of the Southeast's largest electronic exhibition and conferences, SOUTHCON is one of the most important industry events in our Region.

Because SOUTHCON is YOUR show — IEEE Region 3 and the Florida Council are major sponsors (owners) of SOUTHCON — it is in YOUR members best interest to make it the most successful event possible. Region 3 utilizes the funds received from SOUTHCON to help defray costs associated with supporting the 43 IEEE Sections in the Region. By helping to support SOUTHCON, you are in fact helping to avoid an increase in the Region assessment portion of the dues every IEEE member in Region 3 pays.

There are many ways you can help promote SOUTHCON. Distribute SOUTHCON information, including registration cards, at Chapter and Section meetings, or run articles about the conference in your newsletters. Another way to help promote SOUTHCON would be for you to encourage your members to become SOUTHCON Insiders who will distribute registration materials and other SOUTHCON information at their companies and other industry gatherings. Become an Insider yourself! To become an Insider, or to get additional brochures and flyers about SOUTHCON, contact James Sakamoto at the SOUTHCON office at 1-800-877-2668 ext. 222, or by fax at 1-310-641-5117. Talk to your boss about SOUTHCON/95 and get his agreement for you to attend. Maybe he will go also. Lets work together to make SOUTHCON/95 an overwhelming success and to make it a significant benefit to the Region 3 IEEE members and to the industry.

About SOUTHCON/95:

The theme for SOUTHCON/95 is "Profits in Partnering," and the show promises to be one of our most exciting in recent years. SOUTHCON will present a Computer Technology Showcase, highlighting the latest in evolving technologies including Computer OEM Systems and Subsystems, EDA Tools and Software, Programmable Devices and Local Area Networks. Of course, the exhibition will also feature hundreds of product demonstrations from manufacturers of semiconductors and passive components, test and measurement equipment and instruments, and manufacturing materials and services.

The SOUTHCON product exhibition will be supported by a full Technical Conference that will provide attendees with new, state-of-the-art information, and identify future trends in the electronics industry. Two-hour technical sessions are being developed in a variety of focus areas, including Power Conversion, Multimedia, Electromagnetics and Antennas. A conference record containing all the technical papers will be published.

In addition to product exhibits and technical presentations, SOUTHCON/95 will present a number of special events. Walt Davis, Corporate Vice-President and Director of Strategic IC Operations, Motorola, will present an opening day keynote event on "Lower Power Design for Portable and Bio-Medical Applications." Other events include an Industry/University Partnership Panel and a NAFTA/Global Trading Event on Tuesday, March 7.

There are many ways you can promote SOUTHCON/95 to your members. If you would like complimentary registration cards or have any questions call James Sakamoto at the SOUTHCON office, 800-877-2668, ext. 222, FAX 310-641-5117 or e-mail at southcon@ieee.org . Help make your SOUTHCON/95 a success and a significant benefit to Region 3 members and to industry in the southeast.

Your Region 3 Membership Development Committee Presents
Membership Development Tools for Sections and Student Branches

These items are being provided by the R3 MD Committee at or near cost to allow all Sections and Student Branches to take advantage of the bulk prices.
Use for Awards, Prizes, Give Aways, New Member Incentives, etc.
Complete the following and send to the R3 MD Chair at the address in the R3 Directory on Page 15.

NAME_____ Date_____

Member #_____Section_____

SHIP TO: _____

_____

_____

IEEE

ITEMS (All with IEEE Logos):	Cost Each	Quantity
Flyers (Frisbees)	$1.00	_____
Can Coolers (Koozies)	$1.00	_____
Pens (Black/Silver)	$10.00	_____
Coasters (Wood)	$7.00	_____
Post-It Note Dispenser (Wood)	$15.00	_____
Total Amount of Order		$_____

REGION 3 EMPLOYMENT SERVICE AVAILABLE

The IEEE Region 3 has recently completed the operational phase of a Professional Activities Special Project, "Region 3 Electro-Technology Industry Database", and the database is currently on-line to both student and professional members of Region 3. The database focus is on electro-technology industries within the geographic boundaries of Region 3, with particular emphasis given to identifying privately held small to medium size companies. Of the 20 million business tax returns filed in 1989, all but 7 thousand were from firms with fewer than 500 employees and almost 90 percent of all new job opportunities are in companies with fewer than 250 employees. The current database contains approximately 40,000 companies and points of contact (POC) and is currently being expanded. Region 3 members can request access to the system via Internet/e-mail and search employers of engineers and scientists by area code, Standard Industry Classification (SIC) code, Zip, city, state and other fields (or a combination of fields).

Members - To Use This Database:

- Mail all system access requests to : empaccess.r03@eng.uab.edu
- Mail all comments or questions regarding system operation to: empadmin.r03@eng.uab.edu
- Mail all system search requests to: emp.r03@eng.uab.edu

If your know students or unemployed engineers who are not members of the IEEE and could benefit from the Region 3 system, have them contact the Region 3 Membership Development Committee Chairman at the address/phone numbers listed on Page 15.

Questions and comments on general system operation should be addressed to:
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David Green
UAB E&CE Department, Birmingham AL 35294-4461
Tel: (205) 934-8440
Fax: (205) 975-3337
e-mail: empadmin.r03@eng.uab.edu

Questions and comments on general database content should be addressed to:
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Fax: (803) 627-9188
e-mail: l.stogner@ieee.org

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Vernon Powers
3985 Heathwood Lane
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Representative Sam M. Gibbons (D-Florida) receives USAB's Distinguished Public Service Award from USAB Chair Charles K. Alexander (right) at a Capitol Hill reception. On the left is Richard E. Beatie, Region 3 Secretary, from Tampa, Florida. Gibbons was selected for this award for sponsoring legislation to increase portability of pension benefits for mobile American workers, including engineers and scientists, in each of the last two U.S. Congresses.

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