IEEE Region 3 Newsletter

DIRECTOR'S MESSAGE

Jim Beall

Hello. I hope that you have had a productive year so far and that it continues. It certainly has been busy in this office.

As I write this, 29 of our 43 sections have met the deadline and will receive a 10% bonus in their section rebate. Hopefully, this number will increase as more of the missing financial reports are received at Piscataway.

The volunteer leaders of the region should receive this prior to leaving for Southeastcon '96 and the Region Meeting in Tampa. By now, you have heard from our Secretary Cullen Wright with requests for reports from the Sections and Committees for the region meeting. Hopefully, as requested, you sent them via E-mail so that we will all have had a chance to read them before the meeting.

The Region 3 Meetings start Friday Evening, April 12, at 7 pm with Council and Area meetings. The SPC will also meet in that time frame.

Region committee meetings will be held Saturday morning, April 13. The Region Caucus will start at 1 pm, after a region lunch, and run until 5 or 5:30 pm. We will break at that time to observe the finals of the Student Hardware contest. Dinner and entertainment will start at 7 pm. It is at the Caucus that the Sections and Committees will make their SHORT VERBAL REPORTS. We will be interested in unusual and special activities you have experienced and your problems if any. In the interest of serving everyone, NO STATISTICS in the verbal reports.

Sunday morning breakfast is at 7 am, followed by the Region ExCom and Region 3 Committee meeting. At 12 noon, we will attend the Awards Luncheon. Leadership training will be Saturday morning. The PACE meeting/training will be Saturday afternoon and Sunday morning.

See you at Southeastcon '96 and the Region 3 Meetings in Tampa.

DIRECTOR-ELECT

Dale Caston

There is some positive news for those engineers that are needing jobs. The good news is more jobs are available now, but the bad news I hear is that the salaries may be less than your previous job. Remember that the Region 3 Bulletin Board is available for data on prospective employers. Each section should have someone with information on how to access the BBS or you can refer to the Winter '96 Newsletter (page 11) for access details.

Most sections received at least three reminders to send in the section reports by February 23rd in order to be qualify for the 10% rebate bonus. IEEE Headquarters sent a notice, Director Jim Beall forwarded an E-MAIL, and I mailed out post cards to the sections. If your section missed this cutoff date, please encourage

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the section to send the necessary meetings, financial and officer reports as quickly as possible so that the section will receive the rebate.

Surely, each section is planning to be represented at the Region 3 Meeting in conjunction with Southeastcon '96 at Tampa, Florida in April. There will be an important Officer training session, PACE, Area, Council and other committee meetings in addition to the regular Region 3 session. We look forward to having a good meeting and to seeing you there.

SECRETARY'S REPORT

Cullen Wright

About the first of February, I received a listing from Vernon Powers containing information on all the members of the EXCOM: mail addresses, phone numbers, e-mail addresses, and FAX numbers. If any of you have been a secretary before, you know how important this kind of information is to one. So, it is good to emphasize to each member to keep this info up to date. Keeping this info available on the regional BBS is a real asset to all of us.

By the time you receive this in the newsletter, you will have gotten an e-mail from me regarding sending reports in to the EXCOM via e-mail rather than bringing hard copies to the meetings (SAVE THE TREES!!!). This will serve six purposes: 1. cost of individual printings (about thirty copies per meeting), 2. advance publication of your report for all to see ahead of the meeting (with probably more interest), 3. unnecessary distribution at meetings, 4. reduced time to present your report, 5. lots of effort for the secretary to follow-up on the hard copies and 6. other probable reasons I'll mention next time!!!.

So, therefore, in keeping with the

exciting evolution of electronics and data submission and retention, the region will begin (continue Vernon's effort) to keep as many files such as EXCOM reports and minutes of the meetings on disk. The hope is to have perhaps ONE disk at the end of the year comprising all of the regional business (may take two considering the length of some of our member's reports). What this really means is that your hard copy report will never be read a few years from now because it is not on regional disk!!!! So, again, please get your reports on the e-mail system. See you in Tampa.

TREASURER'S REPORT

Reed Thompson

Region 3 began the year 1996 with funds on hand of $164,407. This ad-

equate financial condition has allowed the Region to plan for several major projects as well as normal continuing operations for this year. In February the Region 3 Executive Committee adopted the budget shown below for 1996.

This budget plans for funds on hand at the end of the year of $126,707, which is still a sound financial condition for the Region.

PAST DIRECTOR

Debbie Powers

Now that my term as Director is complete, and I am viewing the machinations of the Institute from a different vantage point, I find that I have experienced a paradigm shift on some of the basic IEEE "truths". I plan to use this space to describe this shift, share my opinions, perhaps begin a dialogue, and tip (or least wobble) some sacred IEEE

1996 Region 3 Budget

RECEIPTS		
Rebate from IEEE Headquarters	$	63,700
Interest Income		12,000
USAB funds for Professional Activities		13,500
Life Member Fund for Student Awards		1,000
Other RAB Funds		3,000
Conference Income		13,000
Repayment of Conference Advances		5,000
TOTAL RECEIPTS	$	111,200
DISBURSEMENTS		
Meetings Expense	$	17,500
Newsletter Expense		8,200
Other Publications Expense		3,000
Conference Expense and New Advances		8,500
Educational Activities		1,000
Leadership Workshops		1,000
Professional Activities & Projects		37,300
Student Activities		21,000
Awards & Recognition Activities		3,000
Needy Sections Support & RAB Projects		2,500
Travel Expense, Non-student		40,000
Committee Support & Office Expenses		5,900
TOTAL DISBURSEMENTS	$	148,900

cows.

During the past two years, a large group of very experienced IEEE volunteers discussed reorganizing IEEE. From the very beginning, when the basic premise was to start completely over, that nothing was sacred, the concept of the Technical Society WAS sacred. No other entity, not sections, regions, branches or chapters, was exempt from having to justify their existence, often in financial terms. The technical societies, which are often very successful financially, were treated as the only part of the Institute that was performing well, and was held up as a model for the other entities, with the most important criteria being financial success.

Surveys of IEEE members show that many members join IEEE, and stay with IEEE, for the technical society offerings - publications, conferences, meetings. We always believed this meant that IEEE excelled at offering technical services and products, and except for some (typically ignored) mumbling about needing more applications oriented papers in the Proceedings, the IEEE is touted as the world's "premier technical/professional society".

But are we really the best at providing technical services and products? Are we even very good? Are we (gasp) even marginally successful? I think we are NOT, and that this failure of the IEEE to provide adequate, basic technical services to the electrical engineers of the world (IEEE members and potential members) will ALWAYS be the limiting factor in increasing IEEE membership.

My paradigm shift occurred as I worked on founding a chapter of a technical organization other than IEEE - the second time in my career I have done this - and wondering why this organization was generating so much more interest than the IEEE CPMT chapter I had helped start the previous year. I realized that the IEEE does not meet my technical needs, and has never met them. I then realized that my technical peers feel the same way, and therefore see no reason to belong to IEEE.

I got a second "push" on a business trip with one of the top engineers in our company - he reviews every design in the company - and he filled out his IEEE renewal while we were waiting for the

plane to board. He made the casual comment that he had been a member of the Communications Society for many years, but had stopped two years ago, when he realized that he couldn't understand a word of the papers, was NEVER going to be able to understand a word of the papers, and that the authors were talking to each other.

The third, and final straw was a recent Letter to the Editor, whose author has been on both the applications and research sides of the fence. He wrote that when he was in research, he had no problem getting papers accepted in the IEEE Journals, but when he submitted applications oriented papers, they were always rejected. He believed this was because the reviewers were research oriented, and were not comfortable with applications oriented material, and in truth were not even qualified to judge it. He made the point that the technical societies pay lip service to applications oriented papers, but without applications oriented reviewers, it is only that - lip service.

If the IEEE is doing such a wonderful job of delivering technical services, every member would belong to at least one technical society, since that would be the primary reason for joining the IEEE. In fact, a large percentage (I have heard as high as 40%) belong to NO TECHNICAL SOCIETY AT ALL. They are already paying the base dues - technical society memberships are fairly inexpensive once the base dues are paid - and there is no society offering of interest to these members. What does that say about the quality of our offerings? Further, we lose an incredible number of members (almost as many as we gain) each year - they simply don't renew. Is it because they didn't get any of the notices? Did they run out of money? Move and leave no forwarding address? Or did they decide that the IEEE was not a value?

I asked several people at the December Board of Directors meetings about our penetration into the electrical engineer population. The answer I received was astounding - that 5% of the world's engineers belong to IEEE. Five percent. The IEEE has nothing to offer 95% of the world's engineers. Amazing.

It is apparent to me that the IEEE is not offering technical services and prod-

ucts desired by the majority of engineers, and no membership development initiative, no phone campaign, no member-get-a-member plan, will overcome this basic flaw. It is not the responsibility of RAB to fill this void - it is the responsibility of the existing (and perhaps ones that don't exist) technical societies to change the way they operate until they have achieved a reasonable penetration (perhaps 50%) of those engineers practicing in that field.

VIRGINIA COUNCIL

Sam Harris

The Virginia Council's chief activity this period has been legislative agenda. With the Northern Virginia Section of Region 2, our Coordinating Council is sending to all members of the Va. General Assembly a letter along with some IEEE promotional material. In the letter, we emphasize the size and scope of our organization (we are 13,000 strong in Va.) and offer our services in the legislative process, particularly in answering any questions on technical matters. A roster of all council members and key section members is provided. It is our hope that we will establish an IEEE strong presence with the state government and be consulted on measures to which we may make a contribution.

The Hampton Roads section has completed the first session of their careers workshop with a good interactive response by its participants. Attendance was eleven. In regular meetings, a Student Paper Contest was held with about eight papers presented, and a program on wind shear radar was given by a NASA engineer.

The Richmond Section started a program to get engineers licensed with a talk at the January meeting. Members of thirty-three engineering societies gathered in Richmond for the National

Engineer's Week joint banquet. Featured speakers followed the theme "Engineers Make It Work".

The Central Virginia Section participated in the National Engineers Week Banquet at Staunton, a joint affair with the other engineering societies. The speaker for the evening was a management consultant, and her subject was "Open Book Management".

The Mountain Section reports a start in e-mail of its newsletter, with 15% participation. In the program for its February meeting, a faculty member discussed the new education and economic developments at Va. Tech.

All sections of Virginia have plans for continued activity throughout the spring and we expect a good season for IEEE in Virginia.

FLORIDA COUNCIL

Osama Mohammed

This is my first report as the new 1996 Florida Council Chairman. The Florida Council met in Orlando, Florida on January 13, 1996. Eleven out of 12 sections have attended and we had a proxy from the one section that did not attend. During the meeting, each section and council committee presented their reports. Most sections reported increased activities and identified plans for future activities.

A discussion took place regarding the council's goals for this year. The following items were discussed and assigned to particular individuals. In future reports, I will inform you about our progress regarding these issues.

Improving Communication:

. Have all IEEE section volunteers in Florida on e-mail with an IEEE.org address.

. Enhance communication with student branches and student branch counselors throughout the council area.

. Make an effort to inform sections to utilize the services available from Region 3, such as the Bulletin Board, Employment Database, etc.

. Establish an institute liaison with formal reports to the council in each meeting.

. Establish a liaison with the Florida Engineering Society (FES) with formal reports during each council's meeting and encourage activities with other engineering societies in Florida.

. Improve the council's activities in public relations and in the enhancement of the engineer's image.

. Support and enhance PACE activities in the council's area. Experience transfer to section officers.

. Increase face-to-face interaction with the sections in the council's area through section visits.

. Explore the possibilities of having a Florida Council Magazine publication devoted to council activities.

. Propose special projects for funding from Region to enhance communication with members.

Awards:

* Increase interface with section Awards Chairs. Involve many sections with Awards activities.

* Continue involvement with Science and Engineering Fair awards.

Officer's Training:

* A task force was formed to identify needs, frequency and format to train new section officers.

Council's Future Funding Sources:

* A task force was formed to identify ways and ideas to generate future funds for council's operations.

Membership Development and Services:

* Encourage membership drives in all Florida IEEE Sections to attract new members.

* Continue informing members about the IEEE Financial Advantage and the other services provided by IEEE, such as travel service and insurance programs.

* Contact members in arrears and try to get them back.

* Encourage more members to apply for IEEE senior membership.

Highlights of Upcoming Events and Activities in the Florida Council

1. President Wally Read's visit to the Miami Section on February 22, 1996.

2. IEEE SoutheastCon'96 in Tampa

3. Engineers week activities in most sections in Florida

4. Southcon'96 in Orlando

5. Many other conferences and IEEE activities throughout Florida

AREA 6 (AL AND MS)

Perry Wheless

Several Section and Subsection officers in Area 6 have expressed concern that volunteer service and overall IEEE activity in their locale has slowly declined over recent years as a result of progressively increasing workloads associated with many engineering jobs. This effect has been particularly evident over the past two to three years.

We are all aware of the 'downsizing' or 'rightsizing' that has occurred in most major industries during the past few years. In the course of this process, a frequent result for engineers has been that numerous new responsibilities were incorporated into their job description. Nowadays, it is common to hear engineers employed in traditionally '40-hour week' positions talk about 60 to 70-hour workweeks. This has several negative long-term implications which IEEE should actively seek to combat. First, the level of volunteer time and effort available to IEEE Sections and Subsections is tending to decrease. In Area 6, for example, this has been problematic for the Montgomery Subsection and Mississippi Section. Sections with a high degree of dependence on the telecommunications and power industries as sources of IEEE participants have been clearly impacted. Some are finding it difficult even to fill all their officer slots, particularly the time-

consuming Secretary and Treasurer appointments! The full effect has not yet arrived, as some Sections are temporarily enjoying the availability of some young and capable early retirees, who have accepted retirement incentive offers.

Apart from selfish local considerations, the impact on engineering productivity (many new responsibilities are administrative, not technical), and the growing perception among young people that engineering is a job and not a true profession, are serious long-term considerations. We will welcome the opportunity at the Region 3 EXCOM meeting in April to discover if this is a widespread concern, or localized to Area 6, and discuss strategies for Sections and Subsections to deal effectively with this matter.

SOUTH CAROLINA COUNCIL

Dave Hulett

We have modified our bylaws to conform to Region 3 in that officers are now allowed to succeed themselves for up to 3 terms. As a result, the 1996 slate of officers for the SC council is Chair- D. Hulett, Vice chair - R. Coleman, Treasurer- W. Mannel, and secretary - D. Hulett (acting). The committee chairs are being firmed up.

I am proud to announce the award winners for 1995 council awards as: (1) Lathrop Award for contributions to electrical engineering education - Prof Randy Collins of Clemson. (2) Smith Award for outstanding electrical engineer - Mr. Lee Stogner. (3) Biedenbach Award for industry contributions to electrical engineering - Michelin. These awards will be presented at a joint engineering award banquet on 8 February 1996.

The SC council student paper contest has been tentatively scheduled for March 16, 1996 at the University of South Carolina's Swearingen engineering center. All Excom members are invited. Please e-mail me if you wish to attend and full instructions will be provided. Beware that you may be asked to judge.

Plans are being made to hold a meeting at the Central Savannah River section to train members on the electronic methods of accessing the jobs available. The next round of layoffs are in the works.

The planning for pursuing the Southeastcon 2000 for Clemson, SC are now beginning to take shape. More will follow.

AREA 8 (KY AND S. IN)

Don Hill

On the behalf of all those who have served with Joe Cole, I would like to thank him for tirelessly serving as Area 8 Chair for the past several years. Under Joe's leadership, we have learned to communicate better within our state.

As noted by Jim Beall, members of the Area 8 will focus on membership Retention, Recovery, and Recruitment. We feel that better local administration of IEEE programs will help with each of these R's.

The Louisville Section has recently revised their Bylaws and submitted them up the line for approval. This revision follows the Lexington Section's action earlier last year. We plan to make a copy of the revised Bylaws available to the Evansville/Owensboro Section and Paducah Sub-Section.

At our last meeting of the Area 8 EXCOM in December 95, we discussed

how and where to hold officer training session in our area. We will discuss this issue further in Tampa at SEC 96. Our options include the following: Import a facilitator to a central meeting point in KY; ensure that all sections and subsections are represented at the Sections Congress this fall; ensure that all sections and sub-sections are represented training sessions at SEC 96.

We will also re-visit the advantages and disadvantages of being an area or a Council. Each style of organization has been favored in parts of our Region. Comments and suggestions will be sought throughout the Region.

Our Paducah Sub-Section continues to struggle for vitality. Wayne Priddy, the local chair, continues to seek help with the administration of the sub-section. Wayne will start to write a monthly news column for the Evansville/Owensboro Section newsletter. We feel this will better inform the Paducah members of the intellectual fellowship that is available in their immediate area.

CONFERENCES

David Green

The conference committee will meet in conjunction with Southeastcon '96. At this meeting, the committee will review the present conferences and bids for Southeastcon '99. At the time of writing of this article, a notice of intent to bid has been received from the Lexington Section. The committee has received a couple inquiries concerning hosting Southeastcon 2000 but since no Section has formally notified the Director and the committee, Southeastcon 2000 will not be awarded until the 1997 Region meeting. Sections that are considering bidding on future SoutheastCons should consider attending the Conference Committee meeting to better understand the process.

SoutheastCon '96

Plan to attend Southeastcon '96 in Tampa, Florida on April 12-14, 1996. Jim Howard and his hardworking crew are planning a nice conference with Technical Program, exhibits, the Region 3 Student Conference and tutorials. By the time you read this, you should be finalizing your plans to attend. Please note that we are experimenting with a new format for Southeastcon next year. We have compressed the events associated with Southeastcon '96 into 2-3 days across the weekend. We hope that attendees will find this change beneficial. Whether you do or do not like this approach, please participate and let us know how to serve you better.

SoutheastCon '97

Russell Churchill and his SoutheastCon '97 committee is hard at work planning for a great conference next year. Look for their booth in the SoutheastCon '96 area.

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

Sections Congress '96

The Region is developing a fair and reasonable plan for distrubuting Region 3 funds and funds provided by the Regional Activities Board to the Sections in Region 3 to assist them in sending delegates to the fifth triennial Sections Congress November 1-4, 1996 in Denver, Colorado. The committee working on this allocation plans to announce the plan at the Region 3 Committee meeting in Tampa, April 13-14.

Southcon

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/96 will be held in Orlando Florida on June 25-27, 1996 at the Orange County Convention Center. Southcon/97 is scheduled to be in Fort Lauderdale. Southeastcon '98 Conference Chair Parveen Wahid reports that efforts proceed on Southeastcon '98. A contract with the conference hotel has been signed and the conference committee has been named. Parveen expects that at least five of the conference committee members will be attending in Southeastcon '96 in Tampa to observe activities and learn as much as possible from the 1996 efforts.

NCSE '95

The North Carolina Symposium & Exhibition '95 Conference Committee work has concluded after wrapping up the successful conference in Greensboro Coliseum on September 19, 1995. The committee reported an attendance of over 360 at the conference that featured almost every aspect of the North Carolina Information Highway. The committee, with the assistance of the Professional Engineers of North Carolina, facilitated the crediting of six Professional Development Hours for Professional Engineer attendees of the conference. The North Carolina Council, Central NC Section, and the Winston-Salem Section hosted this conference.

Other Items

We are expanding the Region 3 Conference Committee in 1996 to include corresponding members in all areas and councils. The NC Council and Florida Council will be represented by the NOSE '96 Chair and the Florida Council's senior representative respectfully. Area and Council Chairs are being asked to name these corresponding members to our committee. If you have an interest in serving, please contact the Region 3 Conference Committee Chair and/or your Area/Council Chair. Contact information for these people are elsewhere in the newsletter.

If your section has a conference, please send information on this conference to the Region 3 Conference Committee chair. We would like to create a list of all the conferences that are planned in our region to enhance communication with and service to region members.

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 electronic) 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.

EDUCATIONAL ACTIVITIES

Parveen Wahid

The major goal of the Educational

SoutheastCon Schedule

Conference	Date	Host Section/Branch	Conf Chair
Southeastcon '96	4/12-4/14	Fla West Coast/USF	Jim Howard
Southeastcon '97	4/11-4/14	Virginia Mtn/VA Tech	Russell Churchill
Southeastcon '98	3/28-4/01	Orlando Section	Parveen Wahid
Southeastcon '99	<<to be decided at Region meeting in Tampa, April 1996>>		

SoutheastCon E-mail Contacts

Conference	General Chair	Student Conference
Southeastcon '96	j.howard@ieee.org	sb.usf@ieee.org
Southeastcon '97	arcova@bev.net(*)	sb.virginia.tech@ieee.org
Southeastcon '98	pfw@engr.ucf.edi	rfd@engr.ucf.edu

(*) Be sure to mention that the e-mail is for Russell Churchill.

Activities committee will be to serve as the contact point for the sections to get information and materials on continuing education as they become available. There has been a problem in the past with really knowing what is available from the Educational Activities Department at HQ. There is a tremendous amount of useful information in the form of video tapes, tutorials, books, brochures etc. that we need to be aware of and have access to. I plan to work closely with HQ and pass this information along to our members. As a first step I will be contacting all section Chairs and identifying an Education Chair or a PACE Chair to work with. I am in the process of getting the video library from the past Educational Activities Chair and soon a listing of this will be made available. The information on the Region 3 BBS will be updated shortly, and sections will be encouraged to check here for the latest information.

MEMBERSHIP DEVELOPMENT

Jim Howard

Special MD Project

Your membership committee is in the process of implementing a special "arrears members" project. The project will consist of contacting:

- Members who have been in arrears for more than one year or more. (Phase I)

- Members who have been in arrears for one year or less. (Phase II).

Phase I

Your Region 3 Membership Development Committee is in the process of running a survey to determine the reasons members don't renew their IEEE membership. This survey will be con-

ducted with the help of the Region 3 Executive Committee. Each member of the committee will be asked to contact several former IEEE members who went into arrears in 1994. A questionnaire has been developed to help formulate the questions into a quick and easy format, thereby allowing us to collect and analyze the data quickly. Your Region 3 MD Vice-Chair, Allan Long, will be handling the collection of this data and will have a report for you at the upcoming Southeastcon Region 3 meeting.

Phase II

Once Phase I of the project is completed, we will ask the R3 Executive Committee to contact some of the members who go into arrears March 1, 1996. This data will also be collected and analyzed and the results given to you in a future newsletter.

Phase III

Based on the results of Phase I & II, we hope to start supplying each Region 3 Section with a listing of former members who went into arrears. We will then ask that your Section set up a "team" to contact them. More information on this phase will be available after Phase I & II are completed.

All of the above is based on having "good" membership data from IEEE Headquarters on diskette. Each Section should be receiving the new "White" files on diskette (if your Section requested them) in the near future. This would give each Section the ability to put together a program similar to the one described above. If you Section would like to try this type program, please contact either, Jim Howard, or Allan Long for assistance. In the meantime be watching for the results of our MD project.

IEEE

PROFESSIONAL ACTIVITIES

Dick Riddle

Region 3 has made tremendous progress over the last three years by providing services to our members who are looking for a job or seeking information about IEEE, Region, Area/Council, or Sections. These services have taken the form of "Special Projects" under the Professional Activities Operations Committee (PAOC). Region 3 has gained national fame with it's Electro-Technology Industrial Database (ETI db). Members in other Regions have asked, "When are we going to have a database like the one that is available in Region 3?" Another PAOC "Special Project" that has received national attention has been the Region 3 Bulletin Board System (BBS). At the 1995 National PACE Conference in Cedar Rapids, the Region 3 BBS was recognized as the premier BBS within IEEE. Two additional Special Projects that are related to the technology used in the BBS are the Automated Consultants Network (ACN) and the Automated Resume Database (ARD). Development had started on the Automated Consultants Network Special Project, which was intended to provide a system that clients could search, identify, tag and download consultants files that meet their specific technical requirements. It was planned that the Automated Resume Database, a system that prospective employers could review member resume's, would be a natural fallout of the development done on the ACN project. So, prior to the infamous Region 3 ExCom meeting in Memphis on February 3rd and 4th, Region 3 was recognized as the region who has taken the lead in providing services for its members. I unfortunately made it to this meeting. As many of you will remember,

that was during the big ice and snow storm that shut down travel in most of the southeast and left 50,000 families in the Winston-Salem area without power.

I will skip over a lot of the reporting and posturing that usually goes on at a meeting like this and cut to the events leading to the fatal blow to these projects. During the "Caucus", it became apparent that one member had a problem with the amount of funds requested in the 1996 Budget for Professional Activities. He then proceeded to attack selected special projects by making motions that they be reduced by several thousand dollars. The proposed 1996 Budget did not make the "consent agenda". The next day, during the 1996 Budget discussion, the Professional Activities Special Projects BBS, ACN, and ARD were again attacked. A so called "friendly amendment" was made to approve the 1996 Budget as proposed, but that no more capital expenditures be spent on the Region 3 BBS, the Automated Consultants Network, and the Automated Resume Database was approved by the ExCom. The result of this action by the ExCom has caused Region 3 to take at least two steps backward.

PUBLIC INFORMATION

Bob Duggan

We want to begin publicizing more aggressively our award recipients in their local company house organs, their local newspapers, and, where appropriate, in IEEE and trade journals. This increased recognition can enhance the engineer's image and indirectly help in our Region 3 goal of attracting and holding more members.

The P.I. Committee has also been in touch with IEEE HQ (Corporate Communications), and their support has been assured.

Most importantly, though, your P.I. Committee is willing to work with Awards, MDC, Professional Activities, Student Activities & Student Rep, and our excellent Newsletter to be sure we improve our external relations for our internal benefit.

STRATEGIC PLANNING

Roy Harris

Since many of our members were unable to attend the Memphis meeting because of the severe weather conditions, we postponed a final vote on our '96 Goals & Objectives until the next committee meeting at SECon '96 in April at Tampa.

The adjacent table is a set of Strawman G&O developed from suggestions from Jim Beall, last years SPC, and others. Committee Chairs should review these and provide their comments to me or any SPC member for our discussion in Tampa.

STUDENT ACTIVITIES

Pat Donohoe

Southeastcon '96 is just around the corner (April 11-14) in sunny Tampa, Florida and the Student Conference portion promises to be exceptional. The University of South Florida Student Branch has put together an excellent program, which includes a paper competition, hardware competition and software competition. The hardware competition this year is entitled "Pinbull Wizard." Region 3 Student Branches will design and build a vehicle to compete inside an infrared pinball machine. The vehicles will be guided by an infrared signal around the table while retrieving and depositing balls at designated areas. The software competition is based on the popular card game, poker. Games will consist of rounds involving 4-6 competing teams and winners of the preliminary round(s) will continue in a playoff round. In addition, there will be the usual Branch Chairs Workshop and the Branch Counselors Meeting at Southeastcon '96. A Student Branch Leadership Training Workshop will also be conducted.

Increased student involvement is the goal of an experimental "Region 3 Student Committee", which is supported by the Region 3 Director and will be implemented soon. The Region 3 Student Representative, David Lee, has formulated this committee in such a way as to give all 84 student branches in Region 3 input into student activities. The Region 3 Student Committee will meet once annually at Southeastcon and utilize electronic connectivity technology for the remainder of its business. For a more detailed description of this committee and its function, see David Lee's RSR article in this newsletter. This advisory committee should enhance student participation in the annual regional conference and give the student members a more direct link to the regional leadership. Please encourage the Student Branches is your area to take an active role in support of the Region 3 Student Committee. Each Student Branch in Region 3 should have already received details about the implementation of this committee. On a related note, currently, only about one-third of our Student Branches in Region 3 have an e-mail alias (31 out of 84). One of our goals this year is to get as many Student Branches as possible on e-mail. This also impacts the operation of the Region 3 Student Committee since most of the correspondence should be by e-mail.

SPC's RECOMMENDED 1996 GOALS & OBJECTIVES FOR REGION 3 - Strawman Draft

1. MEMBERSHIP DEVELOPMENT

Goal: Increase Student Member transition to full membership. Increase member retention.

Obj. 1a. Publicize awards in local newsletters.
1b. Increase nominations for each Reg.3 award (by 1996: 7/award: by 2000 one/area/award).
1c. Increase region awards for students and professional activities.
1d. Increase Region 3 Senior Members to 10% of Institute's.
1e. Increase Region 3 Fellows to 10% of Institute's.
1f. Have each Section personally contact members in arrears.

2. SECTION LEADERSHIP

Goal: Improve Section leadership effectiveness.

Obj. 2a. Have Sections hold workshops to define how to enhance effectiveness and improve operations (at least 9 workshops/year in Region 3).
2b. Hold Section Officer training at SECON.

3. SERVICES

Goal: Enhance accessibility of services to members .

Obj: 3a. Have all EXCOM members on-line with BBS by Fall '96..
3b. Provide additional publicity to Sections and Student Branches on the availability and operations of the Region 3 Employer Database at UAB.

4. EDUCATION

Goal: Strengthen availability of educational services & products to members.

Obj: 4a. Publicize educational products availability.
4b. Use Institute as vehicle for contacting all Region 3 members.
4c. Have every Section hold at least one educational seminar/program annually outside regular meetings.

5. ENGINEER CAREERS

Goal: With industry, define professional needs of members during next decade. Maximize career potential for engineers in Region 3.

Obj: 5a. Identify future industry needs (with help of industrial development organizations) by 1997.
5b. Communicate these needs to members by 1997.
5c. Set up regional consultant network coordination and tie with Institute's work in this area.
5d. Set up consultant speaker bureau.

6. IMAGE

Goal: Enhance image of engineers.

Obj: 6a. Encourage Sections to participate in National Engineers Week.
6b. Strengthen media relations to better publicize National Engineers Week.
6c. Encourage Sections to publicize in local media the accomplishments & awards of our members.

7. REGION ORGANIZATION

Goal: Review and improve structure of Region 3.

Obj: 7A. Review current Region 3 structure.
7c. Review horizontal conferences in Region 3.
Consider possible new areas/sites as well as CEU credits for tutorials.
7d. Review vertical conferences. Provide Sections information on how to formally solicit Technical Society conferences.
7e.Examine professional management for conferences.
7f. Review residence requirements for Director & Director-Elect. Recommend By-Law changes as appropriate.
7g. Develop strong V. Chair's for each Regional Committee to facilitate continuity of Region leadership through a systematic succession program.
7h. Develop a Region-wide approach to Area/Council funding.

STUDENT REPRESENTATIVE

David Lee

In on-going discussions with the RSAC, the need to strengthen our ties with our Student Branches is evident. There have been numerous attempts, over the past few years, addressing communication issues from e-mail to the World-Wide Web. We have had marginal success with these mechanisms. The line of thought is that, perhaps, we're overlooking a fundamental flaw in how we deal with Student Branches. The indications for this can be easily seen by me in my participation in other national student organizations. This may also be an issue on the professional side of IEEE, as noted by Lee Stogner (R3 PACE Chair). Lee points to the effectiveness of the AMA, NRA, and other organizations as examples of where IEEE should be. And I agree with him.

We just aren't reaching our student members. Two of the Region Director's goals, membership retention and employment, are concerns that directly relate to student members. Even if we had a plan to address those issues, I don't know that we would get a significant buy-in or effect at the student level.

From this, we are looking for mechanisms to build a solid student structure in the Region. As a student representative for 84 student branches, I don't feel that I'm doing a good job keeping in contact with them. It's hard enough to keep in contact with Branches serving as Southeastcon student conference hosts. This is a problem that is evidenced from the RSAC's side as well. Perhaps having student representatives from the area/council level will help in our efforts. Perhaps involving counselors more is another step we should take. Perhaps having student branches within each area/council elect representatives or have area/councils appoint selected representatives. This definitely increases the number of people who can canvas our Branches.

Let's give these students the responsibility, a mandate, if you will, to:
(1) Work with regional delegates from each Branch to get inactive Branches

up to speed.

(2) Provide ideas and suggestions for all Branches, region-wide.

(3) Participate in section and area/council activities. Ideally, the area/council representatives will attend the area/council meetings. This will definitely help students feel part of a section and part of an IEEE community.

(4) Work to solve goals of the Region Director.

(5) Serve as trainers for the Branch Leadership Training sessions.

(6) Increase participation in region activities such as special projects, the student conference at Southeastcon, regional awards programs, and so forth.

(7) Define their own agenda as they see the need to do.

The Region Director, James Beall, is supportive of this experiment. I would like the Sections and Area/Councils to encourage students within their localities to participate. Area/Councils should actively solicit students for participation on their committees. Student branch officers should post this article and get future officers involved (if they're graduating) or get involved themselves (if they're not graduating).

Specifically, what I would like to see occur is the following:

(1) Branches elect/appoint their Branch delegates.

(2) Election/appointment of Area/Council representatives in Tampa, Florida at Southeastcon 1996.

(3) Area/Council reps will participate, along with our counselors, in the Branch Training Workshop to become trainers.

(4) Tentative sessions to outline plans for the upcoming year.

(5) Discussion/pre-implementation over the summer.

(6) Branch training and execution of plans in the August/September time frame.

As part of this conceptualization phase (that started slowly at last year's Southeastcon), I would like to thank the following students for input, ideas, and showing interest. This is not a complete list and I apologize if I left anybody off the list: John Burnham, Michael Connolly, Karen Fox, Chris Learn, Sherry Evans, Alan Griggs, Dave Jansing, and Kelly Steier.

I would also like to thank Charles Hickman and Dave Green for discussion and ideas on this effort. Their contributions are invaluable.

COMMUNICATIONS

Brian Skelton

The Communications Committee was established to facilitate the Region's move toward more effective communications with members and a more cohesive operation at the Region level. Region 3 has a Home Page on the WWW (http://fiddle.ee.vt.edu/ieee/r3). One problem that I have heard a lot of is finding a provider for storage of Web pages. The Institute has, at the request of Region 3, ordered a server to be used by Regions, Councils, and Sections for Web services. The hope is that each entity will be responsible for their own pages, but that all can be linked and maintained at one location. More information will be sent out when it becomes available.

At the Winter 1996 ExCom meeting in Memphis, there was a lot of discussion regarding the financial investments proposed in several special projects, including the Bulletin Board System, Automated Consultants Network, and Automated Resume Database. The intent and purpose of the projects were not the main concern, but rather the platform on which they operate. Regardless, we should always look critically at projects and question their importance, validity, and reliability. The Region already has hardware for the BBS, and two additional servers were being proposed for the ACN and ARD. To access the proposed systems, one would have to configure their communications software, dial a long distance number, familiarize themselves with the commands, and use the particular system. It is my belief that this is not the most desired or efficient way to offer information, whether to members or to potential employers. The preferred way would be through Web pages, accessible from AOL, CompuServe, Prodigy, or any Internet Service Provider. If you have browsed the WWW, then you know that movement between sites is almost a seamless operation. Once one has familiarized themselves with their particular browser, locating information and moving between sites is very simple. This is where the future of written and graphical communication is. It is where IEEE and Region 3 services need to be.

LEADERSHIP DEVELOPMENT

Cullen Wright

Leadership Development Training

A meeting of great minds at JamCon '95 Opening Ceremony. From left, Dr. Janak Sodha, Technical Program Coordinator; Dennis Hartley, General Chair; and Dr. Alfred Sangster, Keynote Speaker, discussing the potential impact of the presentations on Jamaica.

activities are off to a good start this year!!

The N.C. Council will have a session concurrently with their council meeting in February, and the S.C. Council has requested one for March. We will have an excellent one at SECon, where we plan to have different speakers present their own individual expertise. Having the training session concurrently with an area or council meeting is cost effective and assures improved attendance. Keep this in mind when asking for the training.

The manuals are being upgraded at this moment with the latest info. Perhaps we shall even have a new binder available....and in the near future perhaps a few color viewgraphs to enlighten the presentation.

REGION 3 "CALL FOR NOMINATIONS"

The Region 3 Nominations and Appointments Committee is in the process of receiving nominations for the position of 1998-99 Region 3 Delegate/Director-Elect. The successful candidate for this position will serve as vice chair of Region 3 during 1998-99 and represent Region 3 as Delegate/Director and serve as chair of the Region 3 Executive Committee in 2000-01. Nominees for this position must reside within Region 3 and should have demonstrated exceptional leadership ability through service in Chapter, Section, Area, Council, and/or Regional activities. Nominations should be forwarded to d.conner@ieee.org via E-mail or mailed to the following address.

Dr. David A. Conner, P.E.
4605 Summit Cove
Hoover, AL 35226-4207

All nominations will be reviewed and screened by the Nominations and Appointments Committee, which will recommend two or three individuals to the Region 3 Executive Committee. The Region 3 Executive Committee will submit two or three names to the Region 3 Committee (which includes all Section Chairs) for final approval. Names approved by the Region 3 Committee will be placed on the official ballot. Candidates for the office of Region 3 Delegate/Director-Elect for 1998-99 may also be nominated by petition in accordance with Region 3 and IEEE Bylaws.

REGION 3 MEMBERS ELECTED IEEE FELLOWS

ALABAMA
Ernest Mitchell Stokely
For contributions to medical imaging, especially in the design of systems and software for measuring human brain blood perfusion in cross-section.

ATLANTA
Ian F. Akyildiz
For contributions to performance analysis of computer communication networks.
William Z. Black
For developing thermal management technology for optimum use of transmission and distribution components in electric energy systems.
Wayne J. Book
For seminal contributions to the modeling, analysis and control of robotic arms and other flexible multibody systems and for leadership in the development of a multidisciplinary curriculum in manufacturing systems.
Peter Anthony Freeman
For leadership in the definition of software engineering as a scientific, academic discipline.
Petros Maragos
For contributions to the theory and application of nonlinear signal processing systems.
Guy Vernon Morris
For contributions to airborne electronic counter-countermeasures and pulsed Doppler radar technology.

ATHENS SUBSECTION
Andrzej Wojciech Kraszewski
For contributions to the science of microwave measurements and the development of techniques for measuring water content in moist substances and permitivity, density, and mass of particulate dielectric materials.

EASTERN NORTH CAROLINA
Roger C. Barr
For contributions to the theory of the electrocardiogram and its origin from currents and voltages within the heart.

FLORIDA WEST COAST
Murali Rao Varanasi
For contributions to coding for computer fault tolerance and leadership in computer science and engineering education.

LOUISVILLE
Jacek Maciej Zurada
For contributions to engineering education in the area of neural networks.

MIAMI
Osama Abdel-Wahab Mohammed
For contributions to three-dimensional electromagnetic field computation and for the development of intelligent systems techniques for the optimal design of electromagnetic devices and systems.

NASHVILLE
Pritindra Chowdhuri
For contributions to the analysis of lightning-caused transients in power systems, and to the understanding of transient-voltage withstand capability of power semiconductor devices.

PALM BEACH
Robert Bernard Cooper
For fundamental contributions to queuing theory and its applications in teletraffic and computer engineering.

CENTRAL VIRGINIA
James Hiram Aylor
For developments in the use of computer technology for persons with disabilities.
Barry Wayne Johnson
For contributions to fault-tolerant computing.
Alfred Charles Weaver
For contributions to the design of computer communications protocols.

THOMAS S. KEY TO RECEIVE OUTSTANDING ENGINEER AWARD

Tom Key is the Manager of System Compatibility Research at the Power Electronics Applications Center (PEAC) located in Knoxville, Tennessee. He has been at PEAC since 1989, and leads the development of test procedures and research projects ranging from power utility meters and load control relays to customer devices such as personal computers, electronic equipment, power conditioning, harmonic filters, and surge suppressors. For 10 years at Sandia National Laboratories in Albuquerque, New Mexico, Mr. Key managed electrical power system design and power electronic system applications for renewable energy sources. During his tenure in the U.S. Navy, he developed power system design criteria, with a particular emphasis on computer equipment.

Mr. Key is the author or co-author of more than 50 articles, papers and technical presentations; most of which were associated with IEEE publications and conferences. He is a nationally and internationally recognized expert in his field. For example, he has participated in conferences related to compatibility between electrical and electronic systems in the United States, Canada and France. Mr. Key is the Associate Editor of Signature, published quarterly by the Electric Power Research Institute.

Mr. Key has been a member of the IEEE Industry Applications Society for many years and has served on several of its committees. He has been active in standards development. Mr. Key initiated the project related to Powering and Grounding Sensitive Electronic Equipment and contributed to efforts related to Emergency and Standby Power Systems.

A member of the East Tennessee Section, Tom Key is being presented the Region 3 Outstanding Engineer Award for his achievements in power quality research and applications.

THOMAS K. MILLER III, PH.D., TO RECEIVE JOSEPH M. BIEDENBACH OUTSTANDING ENGINEERING EDUCATOR AWARD

Thomas Miller is an Associate Professor of Electrical and Computer Engineering at North Carolina State University (NCSU). He has taught at NCSU for 12 years and was instrumental in the establishment of the Computer Engineering degree program at NCSU. Dr. Miller was the creator of Eos, which has grown to be one of the most advanced academic computing environments in the country and has become an integral part of many engineering courses. He also created the Engineering Entrepreneurs Program to link student projects on campus with successful entrepreneurs in business.

Dr. Miller has been quite active in research and publishing technical papers. His major research efforts are directed toward improving engineering education, and his papers address topics in education, medical technology, neural networks and communications.

Dr. Miller has served IEEE in a number of areas. At NCSU, he was selected as a Student Branch Counselor and helped establish Computer Society and Communications Society chapters. In the Eastern North Carolina Section, he not only rose through the ranks to become Chair but also became the Newsletter Editor. At the national level of IEEE, he serves on the advisory committee for the Information Systems Division.

Thomas Miller is being presented the Region 3 Joseph M. Biedenbach Outstanding Engineering Educator Award for his innovative teaching methods for engineering education and for empowering students as entrepreneurs.

JAMES M. HOWARD TO RECEIVE OUTSTANDING SERVICE AWARD

James Howard has worked arduously at all levels of IEEE to further the success, goals and objectives of the organization. During his tenure as Florida Council Chair, the defunct Gainesville Section was reactivated. A newsletter, which informed members of the impending loss of their section, was published and mailed to all Gainesville members. Through his untiring efforts, the Section is now operating and active. He has also been a driving force in rejuvenating the Florida West Coast Section, making it one of the strongest sections in Florida.

Other Region 3 activities include service on the Conference Committee and the Awards and Recognition Committee. Also, as Chair of the Membership Development Committee, he has acquired a wide variety of items with the IEEE logo that can be used by sections and areas/councils in various ways, e.g., membership promotion and as gifts for speakers. At present, he is the General Chair of Southeastcon 96 and Treasurer of Southcon, both of which are critical to the success of Region 3. The fact that Mr. Howard has a vital interest in the welfare of students must be mentioned. He serves as a Student Branch Mentor and has provided guidance to University of South Florida students as they plan to host the 1996 Student Conference.

At the national level, Mr. Howard writes articles for the Most column, published in the Institute. He serves on the Power Engineering Society (PES) Executive Committee and is the General Chair of the PES 1998 Winter Power Meeting.

Mr. Howard is employed as a Senior Engineer at Tampa Electric Company. He is receiving the Region 3 Outstanding Service Award for contributions to the success of IEEE throughout the region and nationally.

VERNON B. POWERS TO RECEIVE PROFESSIONAL LEADERSHIP AWARD

Vernon Powers has been dynamic and effective in initiating and implementing professional activities at the regional and national levels of IEEE. He has served on the Region 3 Executive Committee since 1980 in several capacities, including Region Director. Mr. Powers served on the IEEE Board of Directors and the United States Activities Board. He was the architect of the new Region 3 Professional Activities Operation Committee (PAOC) structure and initiated and championed over 30 Region 3 Special Projects for members. Among these projects are the Electro-Technology Industry Database, the Region 3 electronic Bulletin Board System, the Automated Consultants Network and the Automated Resume Database. In addition to providing management for these projects, Mr. Powers identified resources, both IEEE and non-IEEE, to ensure successful implementation and adequate funding. Currently, Mr. Powers is the Area 3 (Georgia) PAOC Chair and the Atlanta Section PACE Coordinator.

In addition to his service to IEEE, Mr. Powers has enjoyed a successful professional career. He has been in the consulting business since 1988 through his company, Interim Solutions. Prior to starting his consulting firm, he was a Director of Engineering for Harris Corporation. He began his technical career as a member of the technical staff at RCA. Mr. Powers has published or presented over 30 technical papers and has one proprietary design and seven patents in the field of advanced electronic packaging.

Mr. Powers' untiring efforts have been recognized by his peers on a number of other occasions, e.g., Florida West Coast Section Outstanding Engineer, IEEE Centennial Medal, and Region 3 and Area 4 Florida Council Outstanding Service Awards. He is receiving the Region 3 Professional Leadership Award for outstanding contributions in the advancement of the professional goals of IEEE.

REGION 3 MEMBERS HONORED BY THE INSTITUTE

Four Region 3 member are being honored by the IEEE with Major Awards. Two will receive their Medals at the IEEE Annual Medals Presentation and Reception, Saturday evening June 22, 1996, at the Westin Mont Royal Hotel in Montreal, Quebec, Canada. They are:

Bimal K. (BK) Bose, the 1996 LAMME MEDAL "For contributions to the advancement of power electronics and electrical machine drives." Dr. Bose received the Region 3 Outstanding Engineer Award in 1994.

Martin A. Uman, the 1996 HEINRICH HERTZ MEDAL, "For outstanding contributions to the understanding of lightning electromagnetics and its application to lightning detection and protection."

Two other Major IEEE Awards were presented to:

Marco W. Migliaro, The 1996 IEEE CHARLES PROTEUS STEINMETZ AWARD, "For outstandingcontributions to the development of standards in the field of power engineering and innovative leadership in the IEEE Standards development process." This award was presented at the 1996 Winter Power Meeting in Baltimore.

Paul G. Steffes, The 1996 JUDITH A. RESNIK AWARD, "For contributions to an understanding of Venus atmosphere through innovative microwave measurements." This award was presented during the 1996 National Radio Science Meeting at the University of Colorado in Boulder, CO.

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 19.

NAME_____ Date_____

Member #_____Section_____

SHIP TO: _____

_____

_____

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	_____
Key Chain Flashlight	$1.00	_____
Mouse Pad	$2.00	_____
Pens (Ball Point)	$1.00	_____
Magnetic Screwdriver	$1.00	_____
Total Amount of Order		$_____

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IEEE

SECTIONS CONGRESS '96
NOVEMBER 1-4, 1996
DENVER MARRIOTT CITY CENTER
DENVER, COLORADO

Daniel W. Jackson
Sections Congress '96 Coordinator

It seems like only yesterday that many of us from Region 3 were in San Juan, Puerto Rico, for Sections Congress '93 and here it is time to be making definite plans to attend Sections Congress '96, in Denver. This will be the fifth triennial Sections Congress, starting with Boston 1984, Anaheim 1987, Toronto 1990, and San Juan 1993. Have you selected your Section Delegate? The present Section Chair, or incoming chair would be ideal. He will know the problems and challenges your Section is facing and can communicate these to the other delegates. She can also bring to the Congress solutions to challenges to share with the other delegates. The delegates from Sections around the world will also develop resolutions to be presented to the IEEE Board of Directors which will help determine the course that the IEEE will be taking in 1997-99.

Has your Section set aside funds to pay your delegate's expenses? Region 3 and Regional Activities will assist, but this must be a shared expense. Along with the Region 3 Treasurer and the Finance Committee, I will be developing an algorithm to determine a fair and reasonable distribution of the funds which are available through the Region to assist the Sections. We hope to have this plan available at the Region 3 Committee meeting, April 13-14, in Tampa. There are 43 Sections in Region 3. It would be great to have all 43 represented at SECTIONS CONGRESS '96. Get your plans in order NOW.

Exemplary Sections Selected for Region 3

The following sections will receive the Exemplary Section Award at Southeastcon '96 at Tampa, Florida. Congratulations on the hard work the officers did to earn this distinction.

Alabama	**East Tennessee**
Lexington	**Oak Ridge**

The Institute of Electrical and Electronics Engineers, Inc.
Memphis Section, c/o Ray Ward
3179 Ridgecrest
IEEE   Memphis, TN 38127

Dated Material - Please Do Not Delay