



Region 3

Newsletter

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DIRECTOR'S MESSAGE

Deborah M.
Powers



I started this year with a very ambitious set of goals for the region committees, and have been pleased that so many of the things I dreamed of have become a reality. The 1994 Region 3 ExCom has been exemplary in their dedication, creativity and vision, and I am proud to be associated with them, and grateful that they are working so hard and making me look so good. What those poor committees chairs don't know, however, is that I have spent this year thinking up NEW things!

Any regional director needs good volunteers in the region positions, because each director serves on one or more RAB committees, undertakes BoD Special Projects, and fulfills USAB responsibilities in addition to running their region. My 1994 job list includes: **Budget Development Liaison Committee (BDLC)** - a BoD committee whose function is to develop each year's budget as a subset of the Board. Each board entity is represented (I am the junior RAB representative). **RAB Section Chapter Support** - this committee is the "home" for rebate formula generation, sections con-

gress and e-mail. **Individual Benefits and Services (IBSC)** - this committee has gotten very active recently as IEEE is venturing into offering products and services, such as the credit card, to its members. **Publications Board (PUBS)** - I volunteered for this committee because I am very interested in the new improved Institute, and the (somewhat untapped) power that is within Pubs. **RAB Awards and Recognition** - I was Chair of this committee in 1988 and 1989, and I still find it close to my heart. Many of the RABARC initiatives have been parallel initiatives with Region 3 ARC. **BoD Special Projects** - I am the Volunteer Coordinator for two areas - Actions Tracking System and Project Database.

I welcome input from any of you, especially if you have ideas or experience in one of the areas I am working in at the BoD.

I have just asked the region committee and area/council chairs to start communicating with the other chairs and the sections via e-mail on their committee activities, deadlines, inputs required, etc. I hope you will have already seen some of these come through, as well as some inputs, requests, etc. from me. There is some concern about the feasibility of the "alias" system for the sections - the "is there anybody home?????" syndrome where we do not know if the messages we send are getting passed on to the proper people. I encourage each of you who receive these messages to reply, just so we know you're out there, and tell us who you are in relation to the section leadership, and how the communications path works in your section.

One of the big topics of the PACE Workshop, which I'm sure is covered

elsewhere in this newsletter, is the Employer Database Project. The project concept received positive reviews from the attendees, and several other regions have expressed interest in duplicating it. As this project becomes a reality, we are starting to explore additional ways to increase communications within the volunteer leadership ranks and the general membership (only when the member sees what we are doing will he see the value

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of membership).

The next avenue I hope to explore is that of a Region 3 Bulletin Board (BBS), which would be accessed by the volunteers, and eventually members, through an 800 number. Region meeting notices, calls for nominations, committee news, conference information and major board "pass-down" information could be posted, and meeting topic and speaker databases could be generated. Sections could post messages to other sections asking for interest in co-hosting a symposium, or splitting travel costs for a national speaker. The PACE possibilities for using a BBS are endless, limited only by the number of people who share their ideas. This project is still in the definition stage, and comments and suggestions should be directed to Lee Stogner.

I feel that one of my duties as Director is to present "concepts" and define "opportunities" to the Region 3 ExCom, and their duty is to assess the concept, expand on it, and make it happen, OR change it so that it gets in a form where people can latch onto it and consensus builds. Although I will often propose "methods" and "means", I am seldom wedded to them, and care far more about the "outcome". The synergy of several dedicated people discussing a concept until it explodes and takes on a life of its own is sometimes awesome to behold.

I am always interested in your interaction with other entities of the IEEE, especially in Customer Service - please keep me informed of anything you hear, both positive and negative.

"If necessity is the mother of invention, then frustration is the father of progress" - seen on the wall of our gymnastics center, and now stuck in my mind.



VICE CHAIRMAN'S REPORT



James H. Beall

I hope that your fall season is going well. By the time you read this, most sections should have had one or more technical meetings for their members. Hopefully all sections have their officer rosters up to date with Piscataway. The Chapters in your sections need HELP, ENCOURAGEMENT, and FUNDING to serve their members. In most sections, the Chapter Chairs are part and parcel of the Section Executive Committee helping to run the section. It is these persons that become the upcoming section officers.

By now all sections should have received their rebate. Its basis is \$1500 per section, plus \$2.50 per member including students, as of 12/31/93. In addition, for each active Chapter you should receive \$150. There is work going on in the Institute to improve the rebate schedule. More on that at a later date.

Have you considered taking on a special demonstration project to better your section? Funding for such projects is available on a cost sharing basis. One time funding for these projects is based on the theory that the results will be available for others to use. It takes some work to set up the idea and come up with a business plan, but it is worth the effort. If you have an idea call me or Director Powers to help get the paper work started. Some projects already completed are a voice mail system in Orlando and a BBS in Florida West Coast. Information on both of these is available from the sections.

At the beginning of this year Director Deb Powers and I agreed to divide the oversight function. I would watch over the area/councils and sections and she would over see the committees in the



region. At her suggestion, we have now agreed to shift many of the committee function oversights to the Vice Chair. Deb assures me that her interest in assigned committee goals is still high.

If there are questions or help is needed about an IEEE problem, contact me using the addresses in the back of the newsletter. Send me an E-mail or call. If I'm out leave a message on the answering machine. I will get back to you.

The very best for 1994-95.

TREASURER'S REPORT



Roy H. Harris

We will present a draft budget for 1995 at the Fall EXCOM Meeting on November 5 and 6 in Atlanta. I would appreciate your sending me your inputs for this proposed budget as soon as possible.

Our budget status for 1994 appears to be on track with income. The expenses are about 60% of budget through August, but several areas expect large disbursements toward year end.

Region 3 travel policy remains unchanged from the last newsletter. The mileage reimbursement for approved car travel is \$0.29/mile. Be sure to seek approval from the Region Director prior to the travel. Submit reimbursement vouchers for travel to the Director who will forward it to me for payment.

PAST DIRECTOR'S REPORT

David A. Conner



The May 1994 edition of IEEE IM-PACT contained an excellent challenge from Charles S. Lessard, IEEE PACE Chairman, to all IEEE Sections in the US to respond to 11 questions critical to the future of IEEE activities within the US. These questions are worthy of considerable thought and debate within IEEE. In an effort to get this process started in Region 3, I am using this column to repeat Charles' questions and to provide my answers, based upon my experience as a Director and member of USAB. (Past Directors are noted for being highly-opinionated!) You will note that related questions are grouped together with a single answer being provided.

1. How can IEEE's structure better serve the professional needs of all members worldwide?

IEEE should not be attempting to "serve the professional needs of all members worldwide". First, many non-U.S. members are already represented by an appropriate professional organization in their country. Second, IEEE should emphasize being a Technical Society. Third, if some IEEE members feel a compelling reason to have a professional society activity for EEs in the U.S., they should initiate a separate organization. This entity can then relate itself to IEEE following the current model being used in Canada or using one of the emerging models being used with the professional societies in Europe.

2. How can IEEE minimize conflicts between USAB and Technical Societies? Past conflicts, for the most part, have been the result of USAB leaders providing congressional testimony and performing lobbying activities on matters of technical importance without sub-

stantive consultation with or representation from the appropriate technical society(ies). Clearly, conflict resolution WILL NOT occur until USAB gets out of the business of testifying and lobbying on technical issues and leaves these activities to the appropriate technical society(ies).

3. Can IEEE be both a national professional society for U.S. members and a global technical society for non-U.S. members? Past religious training constrains my view here. I remember the admonition that no one can serve two masters. IEEE must either be a professional society that is national in scope or a technical society that is global in scope. I prefer the latter role. While there is a clear need for a professional society for electrical engineers in the U.S., it needs to be separate from IEEE. (That comment should invoke a great deal of debate!)

4. Should IEEE's Vice President for Professional Activities also be USAB Chairman?

7. Should the USAB Chairman be elected by IEEE's U.S. members? As long as there is a USAB within IEEE, the Vice President for Professional Activities should chair USAB. Every other IEEE Vice President chairs a board that relates to their area of responsibility, and many of these boards do not encompass the full range of duties of the Vice President. Further, the Vice President for Professional Activities should be elected by the IEEE Assembly just like all other Vice Presidents. Why make the Vice President for Professional Activities a "special case"?

5. Who should receive U.S. Members' assessments — USAB, Regions 1-6, or both?

6. Could USAB dues be optional and still serve the professional needs of all U.S. members?

9. Can any of USAB's existing professional services be provided on an optional basis, for an optional fee?

All U.S. member assessments should be assigned to the member's Region with each Region then leveraging their funds in the best interests of the members of the Region! As it is now, a single Region Director has absolutely zero power to ensure that USAB funds coming from the members within their

region are being used to benefit the members of the their region ... with the exception of a pittance of a tightly constrained allowance that USAB appropriates to Regions 1-6. (My greatest frustration as Region 3 Director was being unable to ensure that Region 3 member funds were being spent for the benefit of Region 3 members ... as opposed to being spent on the pet projects of certain "well intentioned" IEEE leaders.) Member assessments and fees directed toward USAB should be an option that the member invokes either because of an altruistic interest in supporting a certain USAB activity or because a specific service is being received. The philosophy of optional support has worked well within our technical society framework where our members only join those technical activities of personal interest. Clearly, a similar approach is needed if IEEE plays in the professional arena.

8. Should IEEE join other U.S. engineering and related societies for public affairs activities as lobbying and educational programs?

IEEE is currently attempting joint "public affairs activities" through AAES (the American Association of Engineering Societies). Very frankly, I don't see IEEE getting its money's worth out of AAES. So, my question in return is, "What kind of organization would be used in place of AAES?"

10. Can USAB develop new services, such as publications and conferences with proceedings, that can be included on an annual dues bill? USAB can! But, why should USAB be interested in such an approach? What useful purpose would it serve other than to increase the cost burden to members? Do USAB leaders really believe that they can create publications and conferences that will generate revenue (in excess of expenses)? If so, I have some prime ocean front property in Kansas that I'd like to offer them as an investment.

11. Should only U.S. members select USAB members?

Let's look at the present USAB membership. The Directors from Regions 1-6 serve on USAB by virtue of their position. Each of these Directors is member-elected. (Since Region 3 encompasses non-U.S. territory, an "only U.S. member" selection would eliminate the

Region 3 Director from USAB.) Three Division Directors, selected by the Vice President for Technical Activities, also serve. While these Directors have non-U.S. constituents, the predominate portion of their electorate are U.S. residents. The real concern should be the two Members-at-Large, the (presently) five Council Chairs, and the Controller positions on USAB which are not member elected. If USAB is to continue within IEEE, its membership should consist of Directors from Regions 1-6, three Division Directors, and a limited number of additional positions that are elected directly by U.S. members. The issues is not so much "U.S. member selection" but ensuring that all regular voting members of USAB are elected to serve some membership base.

VIRGINIA COUNCIL

Russell J. Churchill



The Virginia Council has had an active year to date, having held three meetings and looking forward to one more, as well as a project on career planning. Our most recent meeting, held in Richmond at the Virginia Power Technical Center on September 17, saw the launching of our Virginia Council Newsletter edited by Adeeb Hamzey of the Richmond Section. The Newsletter featured a Virginia Council history written by Dan Jackson, Past Director of Region 3. Other items included a Chairman's message by Russell Churchill, the current Virginia Council Chairman, and an Editor's Notepad by Adeeb Hamzey.

The June 4, 1994 meeting of the Council was held in conjunction with the Northern Virginia Section, which is a part of IEEE Region 2. This turned out to be a very favorable exchange of ideas between a section and a council, and a great learning experience for our council.

Our final meeting of the 1994 year will be December 3, again at the Virginia

Power Technical Center in Richmond. That meeting will feature a dry run of our last project of 1994. The project will be conducted in Richmond on December 10, and will consist of a Career Planning Workshop for engineers. This topic is of particular interest to engineers who are employed in the corporate environment, where significant downsizing and restructuring have occurred and will continue to do so. The theme of the Workshop will be "Take Command of Your Career" and simply not react to changes that others force upon you. Logistics of the Career Planning Workshop are being handled by Val Bodin, John Csomay and Adeeb Hamzey of the Richmond Section.

AREA 3 GEORGIA

Dennis A. Ludwig



The Atlanta section is preparing for the biggest event of the year. Even the governor will be there! The place to be on Friday, Oct 28 will be the Atlanta Civic Center Auditorium for a conference on cruising the information highway. They are still involved in helping the Olympic people with technical details of setting up for the games, and the end of the year will bring another election for them. (sec.atlanta@ieee.org)

The Central Georgia section just had their election and now they have a new group of leaders. The transition has been smooth. There are plans to greatly improve the newsletter. The Mercer solar car project is getting some support from them. (sec.centralgeorgia@ieee.org)

The Savannah section has had a great newsletter for some time now. They were trying to get together a class for people interested in taking the EIT exam. I'm not sure how that is coming along. They can be reached at sec.savannah@ieee.org.

FLORIDA COUNCIL

James M. Howard



On Saturday, August 20th, the IEEE Florida Council (FC) held its third meeting of 1994 in Daytona, FL. Of the thirteen Sections (including Jamaica) represented by the FC, ten were represented at the meeting, with a total attendance of over twenty IEEE volunteers. Each of the Sections were able to report about their Section and Chapter meetings, both good and not-so-good, and to share possible meeting topics, seminars, job fairs, and other items of interest, with each other.

The FC is proud to be able to state, that with the exception of Tallahassee, which is in the process of completing their reports (and hopefully has by the time this Newsletter is published), ALL FC Sections have sent in their financial, meetings, and officer reports to IEEE Headquarters and have, or are in the process of, receiving their rebates. This is always one of the main goals of the FC, and all the Sections work very hard to accomplish it.

The next meeting of the FC will be held in conjunction with the IEEE Board Meetings in Ft. Lauderdale, FL on Saturday, November 19, 1994.

Closing Comment: This will be my last Region 3 Newsletter column as Chairman of the IEEE Florida Council, as new officers will be elected at our November meeting. I will then join the distinguished ranks of such past FC Chairs as Mark Dreadin, Jim Beall, Debbie Powers, Richard Beatie, Vernon Powers, and many, many others who have worked so diligently to keep this one of the most active, and most involved Councils in IEEE. With such a dedicated group of volunteers as we have in the Florida Council, it has truly been an honor and privilege to have served as Chairman over the past two years, and I look forward to continuing to serve both the

Council and the Region far into the future.

TENNESSEE COUNCIL

Hugh Lowe



I see the outlook for the Tennessee Council as very positive following our Council sponsored Leadership Training which occurred on 20 August 1994 for several of the officers from the Tennessee Sections. Our appreciation goes out to Dan Jackson, former Region 3 Director who was facilitator for the Leadership Training, and to Cullen Wright, Leadership Development Chairman who made sure that all of the 21 participants were provided with the up-to-date manual for the course. My job is easy now that these guys and gals know what their jobs are and how to do them. All I have to do is to try and stay out of their way and say, "Go get 'um Bruisers." Every section in the state had at least one officer at the meeting. This training was held in conjunction with a council meeting which saw the sections confirming funding for the council. The group also participated in a smattering of E-mail training and was addressed by Fred Symonds, Region 3 Educational Activities Chairman. I want to thank Bryan Swail of Oak Ridge for his assistance in getting people to the workshop. I believe we are now ready to address some of the issues that I see such as the changing status and taxation of registered engineers in the state. We may also be able to do something to streamline the cumbersome class registration process for students at Tennessee State University. Perhaps we can also have some additional training topics such as a class on negotiating skills. I would like to express my appreciation to the volunteers who have agreed to fill the appointed positions that round out the Council.

AREA 6 (AL, LA & MS)

Dale C. Caston



Many of you may be wondering what is the status of the Baton Rouge and New Orleans Sections' request to transfer from Region 3 to Region 5. Both Region 3 and Region 5 Directors and EXCOMS have approved the request, and Debbie Powers asked that this item be placed on the next Regional Activities Board meeting agenda. It is my understanding that if the Regional Activities Board gives their approval, then the transfer will take place after January 1, 1995. It was learned that both of these Sections' members voted heavily in favor of transferring to Region 5.

Other activities are taking place in Area 6. During May, 1994, SUPERCOMM/ICC'94 was held in New Orleans. This was a very successful conference with nearly 3000 attendees from the U.S. and 78 foreign countries for the ICC meeting. The New Orleans Section did an excellent job of hosting this profitable conference. By the time this article is published, a Section Officer training session will have been held the last of September in Jackson, Mississippi. Thanks are extended to Cullen Wright, Leadership Development Chair, for directing this training session and to Eric Brockman, Mississippi Section Chair for serving as host and providing the arrangements for the meeting. Approximately five sections or subsections participated in this development endeavor.



SOUTH CAROLINA COUNCIL

Lee Stogner



The South Carolina Council is actively working projects to help its membership prepare for the downsizing that is still going on. On July 22, the Charleston IEEE section hosted a Job Search Workshop to focus on the members that will be affected by the upcoming closure of the Charleston Naval Base and Shipyard. The presenter of the workshop was Mr. Alan Showalter. Mr. Showalter is an IEEE member and very active in teaching the "Jobs" workshop.

Topics covered during the workshop included resume writing skills, how to find prospective companies and the fine art of interviewing. The attendees were impressed with the workshop and there were requests that it be done again in early 1995 before the base closure begins. Other sections in the state also have a number of unemployed members and are planning similar workshops. If you are interested in a "Jobs" workshop, materials are available from Bill Anderson at the Washington IEEE office at (202) 785-0017.

Several sections in the state are setting up to host the IEEE Teleconference series. The Piedmont section will be working with Greenville Technical College beginning on October 5 with the ISO 9000 Teleconference. Upcoming teleconferences include maximizing productivity and designing for maintainability. The teleconferences will be used as an education medium for IEEE members and non-members, and as a means of raising funds for the sections. If you're interested in hosting your own teleconference, there's still time if you contact Carolyn Yanloski at IEEE at (908) 562-5493.

If you know of openings in your area

for engineers, please get information to my address that is listed in the Region 3 Directory at the back of this newsletter. Remember most jobs are found by networking. The person that you help this year will be in a place to help you next year.

AREA 8 (KY & S. INDIANA)



Joseph D. Cole

Subhash Desai, formerly the Educational Activities Chair for Area 8, is moving his business to Chicago and has resigned his position on the Area 8 Executive Committee. I have enjoyed working with Subhash over the past five years on a variety of IEEE activities and wish him well in his new endeavor. Kevin Kirkpatrick has been appointed to replace him as Educational Activities Chair for Area 8. Kevin is a faculty member at the University of Southern Indiana in Evansville. He is also the PACE Chair for the Evansville/Owensboro Section. I take this opportunity to welcome Kevin to the Area 8 Executive Committee.

As reported earlier, the Louisville Section co-sponsored a Technical Symposium and trade show with the Instrument Society of America in Louisville last May. This event occurs annually, in Cincinnati in odd-numbered years and in Louisville in even-numbered years. In Cincinnati, it has long been jointly sponsored by the IEEE and the ISA, but until this year, it has been sponsored only by the ISA in Louisville. This year's show was a big success, due largely to the IEEE's participation (we like to think!). Dr. Darrel Chenoweth, Educational Activities Chair for the Louisville Section and Chair of Electrical Engineering at the University of Louisville, was instrumental in recruiting the keynote speaker of the program, Dr. Robert Cohn, who spoke on "The Information Super-

highway and the Required Optical Interconnection Technologies," as well as three other speakers, Dr. Aly Farag, Dr. Kevin Walsh, and Dr. Jacek Zurada, all faculty members at the University of Louisville. The "books" were recently closed on the 1994 show, and the IEEE was pleased to receive a large check for its share of the profits. This was our most successful fund raising activity since SoutheastCon '84. We look forward to participating again in the 1996 show.

AWARDS & RECOGNITION



Allan H. Long

Probably no duty of an IEEE officer at any level is more important than being an active participant in their awards programs. IEEE is an association of engineers working on behalf of their fellow engineers, and we have an obligation to recognize the outstanding contributions made by our co-workers to the industry, to our academic institutions, and to the Institute. There are hundreds of highly-qualified individuals in our ranks who deserve recognition. Get involved! Nominate them for awards within your sections, and pass along your most outstanding members to the Region and Institute-wide awards programs.

Region 3 is now in the midst of receiving nominations for its annual awards, including:

Outstanding Engineer Award
Outstanding Service Award
Joseph M. Biedenbach Outstanding Engineering Educator Award

The deadline for nominations to be received by this committee is December 1, 1994. Information regarding the criteria for these awards and nomination instructions can be found in Section 2 of the Region 3 Awards and Recognition Pro-

gram Manual. Recipients will be notified in February, 1995, and the award presentations will be made at SoutheastCon '95 in Raleigh, NC.

Although nominations are encouraged from IEEE Section or Area/Council Awards and Recognition Committees, nominations may also be submitted by any member directly to the Region 3 Awards and Recognition Committee.

Speaking of recognizing members, what about recognizing yourself? Nominating your section for an Exemplary Section award should be one of the top items on every outgoing Section Chairperson's mind. Sections ending their year in the coming months should start now to gather supporting documentation for their application. Your section's accomplishments this past year deserve attention. Don't forget to apply!

An active awards program is important for at least three reasons:

1. By recognizing our outstanding members, we offer them encouragement for even greater accomplishments in the future.
2. The individuals we spotlight are models of technical, managerial, and service distinction which motivate both our student and professional members to strive for excellence themselves.
3. The awards we present are reminders to the public of the contributions made by engineers to society and of the importance of intelligent and concerned involvement by engineers in solving the challenges of tomorrow.

CONFERENCES



David G. Green

Region 3 has an active set of conference activities.

The goals for the 1994 Conference Committee are support Region 3 conferences, work with sections to develop meaningful bid packages, develop a new edition of the Region 3 Conference Guide,

cooperate w/SAC re Student Conference Manual, consider tracking systems for conferences, develop a "Region 3 Conference Capabilities Manual", and support and respond to the Region's review of the Conference Committee.

SoutheastCon'94 held in April of this year was very successful. Osama Mohammed and his committee are to be congratulated for a job well done. They have reported 197 professional registrations (127 were authors, 144 were IEEE Members) and 400 student registrations. They report student registrations from 47 different branches. Twenty four branches participated in the Hardware Contest, nine participated in the Software Contest, and there were eleven entries in the Student Paper Contest. Other conference statistics include participation from ten different countries, sixty-two universities, and twenty-four different industry/government organizations. The conference is expected to show a surplus of approximately \$15,000 after repayment of loans. General Chair Mohammed says "The main point is that Southeastcon could not successfully run without major donation from companies. We got a lot of help from Florida International University, University of Miami and Florida Power and Light..."

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.

The New Orleans section has withdrawn from hosting Southeastcon'96 due to changes in the section that make continuing as host impractical. The Florida West Coast Section has agreed to move from 1997 to 1996. The Conference Committee has received a preliminary bid package from the Virginia Mountain Section for Southeastcon '97. The awarding of Southeastcon '97 will be an action item for the Region meeting in Miami. The present Southeastcon schedule is (Conference, Date, Host Section/Branch, Conference Chair) Southeastcon '95, 4/2-4/5, ENC/Duke & NC State?, Charles Lord; Southeastcon '96, 5/4-5/8, Fla West Coast/USF, Jim Howard; Southeastcon '97, 4/12-4/13, Virginia Mtn/VA Tech, Russell Churchill; Southeastcon '98, to be decided at Region meeting in Raleigh, Apr.

95.

The conference committee is interested in working with sections to develop bids for future Southeastcons. Please contact me for more information.

The e-mail contact points for these conferences are (General Chair, Region 3 Student Conference) Southeastcon '94, o.mohammed@ieee.org, sb.fiu@ieee.org; Southeastcon '95, c.j.lord@ieee.org, sb.duke@ieee.org; Southeastcon '96, j.howard@ieee.org, sb.usf@ieee.org; Southeastcon '97, Russell Churchill, sb.virginia.tech@ieee.org.

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/94 in Orlando was again a successful Conference and Electronics Show.

SOUTHCON/95 will be held March 7-9, 1995 at the Greater Ft.Lauderdale/Broward County Convention Center.

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

Southcon '97 Fort Lauderdale

The North Carolina Symposium and Exhibition (NCSE) plans a reduced technical meeting for it's 1994 meeting in the mid-fall time frame in Charlotte, NC. The Central and Winston Salem Sections are planning the 1995 meeting for the Greensboro area.

EDUCATIONAL ACTIVITIES



Fred Symonds

The need for continuing education for electrical engineers is as great as it has ever been. This need is driven by the necessity for keeping up with continuing technical change, the increasingly global nature of our business, which in turn

gives rise to new and increasing competition for our jobs, and that apparent necessity of modern professional life - mobility. For this reason, the Region 3 Educational Activities Committee plans to contribute to the educational opportunities of IEEE members in the region. It is made up of representatives from each of the Areas within the region as follows: Area 1 - Russell Churchill, Area 2 - Charles Lord, Area 3 - Dennis Ludwig, Area 4 - Dennis Flinchbough, Area 5 - Mebdnin Awipi, Area 6 - Dale Caston, Area 7 - Jack Cherry, and Area 8 - Joseph Cole.

Most IEEE educational activities will be the result of action at the Section level. The Committee representatives listed above are available to help Section Educational Activities Chairs, or other IEEE entities, develop their own educational programs. A Section with even the vaguest idea for an educational program, hopefully tailored to local needs, and wanting help in pulling it together can call its representative on the Committee for that help. Committee members may not have all the answers, but they will do what they can to get the help needed. Then, as local initiatives develop, they will try to keep some record of what's going on so that the Region can report this activity, and also share news of successful programs for the benefit of others. The Region also wants to know what educational opportunities need to be made available to members. Sections with ideas or specific needs should contact their Committee representatives. These suggestions will guide future efforts of the Committee. Finally, it should be noted that the videotape library is fully operational - contact can be made with an Area committee member, or me, for a complete listing or for more information.

MEMBERSHIP DEVELOPMENT

James M. Howard

DUES INCREASE

Unfortunately, one of the major items this committee has to report is an increase in IEEE Membership Dues for

1995. The total dues increase for IEEE Region 3 will be \$5.00, with \$3.00 of this increase going to USAB and the remaining \$2.00 going to IEEE. The good news is that unlike some Regions, we will not be adding a Region assessment to the dues.

In addition to this increase, some Societies have also chosen to raise their dues. These increases will make retaining members and recruiting new members even more difficult and all MD Chairs, Sections and Councils, will have to work that much harder to retain and increase the Region Membership. One important point to remember, and to point out to the Membership, is that even at \$107.00 a year, IEEE Membership is still only \$8.92 per month. That's less than most of us spend on some lunches!

One suggestion the Region 3 MD Committee has is for the Section MD Chairs to run articles about the many IEEE Benefits now being offered by the Financial Advantage program in their Section newsletters. This program, which includes Charge Cards, Travel Discounts, Kinko's Discounts, etc., are excellent MD tools. If you have questions about this program and the many benefits available from it, please contact Mike Sosa at IEEE Headquarters at 1-800-678-IEEE or email to M.Sosa@IEEE.org.

MD ITEMS

The goal of the Membership Committee during 1993 has been to supply the Sections and Councils with items they can use for membership development (MD) projects. The items could then be used for Awards, Speaker Gifts, New Member Gifts, etc. These items are priced to allow the Sections and Councils to take advantage of the low bulk prices the Region receives, even if the Section/Council only purchases one item.

These items were unveiled at the 1994 SoutheastCon (SEC94) and included IEEE Pens, IEEE Flyers (Frizzbies), and IEEE Can Coolers (Koozies). These items have proven to be very popular with the Sections, with over \$500.00 worth being delivered at the SEC94. Since that time, Sections have continued to purchase these items. To date, the committee has supplied the Sections/ Councils with over 150

Freebies & Flyers, and over 40 IEEE Pens.

The IEEE Pens are the more requested item with several Sections reporting that they make excellent gifts for outgoing Section Officers and for guest speakers. These Quill pens are black with the blue IEEE emblem on the top and the "Institute of Electrical & Electronics Engineers, Inc." laser engraved in gold letters, on the side. Each pen comes with a Lifetime Guarantee and we are able to provide them to the Sections/ Councils for only \$10.00 each. Recently we placed an order for an additional 50 pens to take advantage of the sale prices that occur each year at this time.

The Koozies and Freebies seem to be popular with the Student Branches, as well as the Sections, and we would encourage Student Branches to use these items for MD drives. Both of these items are available for only \$1.00 each, which makes them very affordable as an MD tool.

The MD Committee is continuously looking for additional items that Sections could utilize for MD drives. If you have any suggestions about such items please give me a call, drop me a note, or e-mail me a message.

PROFESSIONAL ACTIVITIES

Lee Stogner

Over Labor Day weekend in Phoenix, the United States Activities Board, USAB, hosted the 1994 National Workshop. There were a number of sessions that covered topics that affect the careers of IEEE members. These sessions included the perennial topics of registration and jobs. I also noted a desire to make USAB a formal national organization to strongly represent the interests of American electrical engineers. The result is that there will be a reorganization of USAB to better implement the interests of U.S. EE's.

As I learn more about this effort I will share it with you so that your comments can be a part of the final plan.

Did you know that the NRA can deliver a message to its membership and



get responses in 2 days? As for the IEEE, our turnaround time is 6 weeks. That's not good for the people that invented most of today's modern communication technology. To improve this situation, IEEE is encouraging all of its members to start using E-mail and get an IEEE mail alias. For example my alias is l.stogner@ieee.org. This alias will work no matter who provides the service as long as they have a gateway to the INTERNET. So please find a local provider of e-mail and contact IEEE to get your alias set up. I want us all to get on the Information Highway so that as USAB identifies issues, we can collectively provide feedback with a turnaround time of 2 days or less. Imagine what we could do if 250,000 electrical engineers could send the Congress a focused message on an issue that is important to us. We might finally have a voice in directing decisions that affect our profession and our paycheck.

Adeeb Hamzey is promoting his new workshop called "Career Transitions". This workshop will help you prepare for a career crisis and to identify possibilities that could provide a new direction for your career. This is a timely topic that sections should take advantage of. Adeeb is available to present this workshop at your section. If you're interested, please contact Adeeb at (804) 225-8339.

The Region 3 Employer Database Project is progressing. The plan is to have the system online by the end of this year. At that time, you will be able to get information on prospective employers by name, location, SIC code, etc. This system will complement the new jobs database that IEEE have put in place. If you want to learn more, please contact me or your local section PACE representative.

The leading topic on the mind of most electrical engineers is "jobs". If you know of an electrical engineer that is out of work or is slated for a cutback, please encourage them to network through the IEEE and make use of the services that have been developed.

PUBLIC INFORMATION

Allen K. Thomas



Here is an update on activities for the Public Information Committee since the last newsletter.

The Educational Activities Committee and the Public Information Committee are working on an Industry Survey. We will attempt to determine the skills needed by engineers for the next five years. A list of local news media is being entered into a database to provide an opportunity to target the home area of IEEE members with accomplishments, recognitions, etc. For this to be useful, we need information from members, sections, branches, and societies that is newsworthy. An effective method for this communication to occur is mentioned in Debbie Powers column. We can all make better use of e-mail to keep information flowing.

STRATEGIC PLANNING

Robert S. Duggan, Jr.



Several endeavors under the aegis of the Strategic Planning Committee are nearing completion: W.L. "Sully" Sullivan's booklet on the History of Region 3 has been essentially completed — a real contribution to the Region's and the IEEE's archives. Led by Vernon Powers, the revision of the Region 3

Operations Manual is also complete.

Another important activity, initiated and spear-headed by Vernon Powers, is now close to reality. The definition of a regional industry database is being obtained through a research organization in Tennessee, and an approach which will provide member access is being developed with the help of the University of Alabama - Birmingham. This special project is expected to serve as a model for all of IEEE, providing members with a vast database for use in seeking new or better employment opportunities. Specific details are to be publicized later this year.

Finally, the Region 3 Strategic Plan has been adapted to conform with and complement the IEEE Strategic Plan.

STUDENT ACTIVITIES

Charles E. Hickman



Another academic year is under way at all of our Student Branches, and we are looking forward to an outstanding year. We have a new Student Representative, Mr. David C. Lee, who has issued a challenge to the branches to commit to developing and implementing projects that have tangible benefits for the branches and the region. David, who won the Larry K. Wilson Award this year, is a student at Virginia Tech. Please welcome David and encourage him as he works with us to improve student activities.

North Carolina State University, the host school for the 1995 Student Conference, has produced the first Newsletter and put the finishing touches on the Hardware Contest. As one would expect, Slamfest 1995, has a basketball theme. Contest participants will design and build a vehicle that retrieves balls from a scaled basketball court and then "slamdunks" them. The students are

working diligently to ensure a successful Student Conference.

The Branch Leadership Training Workshops are being conducted this Fall at four sites throughout Region 3; Birmingham, AL, Knoxville, TN, Orlando, FL and Raleigh, NC. These workshops will bring Branch leaders together to learn more about managing Branch activities and to share ideas. Details of this trial project will be shared with you in future Newsletters.

E-MAIL

Daniel B. Koch



Keeping In Touch

Now that the majority of sections in Region 3 have a designated e-mail liaison, it's time to start putting the network to use. Certain members of Region 3 have been very good about disseminating information via e-mail. However this activity is still the exception. Also, there is a real lack of communication from the sections themselves. In the last issue of this newsletter, I mentioned three important aliases. Here they are again:

reg03.excom (exec. committee)
sec.r03 (all sections)
sb.r03 (all student branches)

What would make for interesting reading? Here are some ideas for possible e-mail postings from your section:

- Electronic copy of section newsletter (ASCII text is best)
- Novel ideas for section/industry/university interaction
- Program ideas for meetings
- Announcements of a regional interest (e.g., SECON)
- ExCom committee reports
- Discussion forums for improving section business

I'm sure all of you can add significantly to this list. The main point is to start using the infrastructure that we have built together to keep better informed about our region. Here's looking forward

to reading your postings in the coming months.

EMPLOYMENT ASSISTANCE

Dick Riddle



IT'S COMING! IT'S HERE! - IEEE Nat'l Job-Listing Service

I am sure by the time you read this article you will have heard or read about the new IEEE National Job-Listing Service. After more than a year of being "in process", the USAB Employment Assistance Committee cut into service the long awaited and much needed IEEE National Job-Listing Service in August 1994. Phase I of the Job-Listing Service is a set of autoresponse files sorted by geographic IEEE Regions 1-6 and one file sorted by national/international. The autoresponse files are accessed by sending an IEEE E-Mail message to one or more of the Internet E-Mail addresses of the form: info.ieeeusa.jobs.r0n@ieee.org where n = Region number (1,2,3...6)

As of August 26th, over 100 jobs had been posted in the seven autoresponse files. Some recruiters wanted their jobs to be listed in more than one file because they considered their searches to be national so some jobs may be duplicated. More than 4,000 queries of the autoresponse files had been made by August 24th. The number of jobs being listed grows daily as potential employers find out about this service. A national publicity campaign has been initiated by our IEEE-USA office to inform employers and members about this service. An attractive flyer, "Find Your Next Engineer On The Information Superhighway" has been prepared and is being sent to potential employers. An ad in the publication of the National Association of Personnel Services will appear in

September. The "IEEE USA Hotlines", September issue includes ads for Sections to put in newsletters to inform the members of the availability of this service. The first issue of a bimonthly newsletter, "Employment Assistance - FRONTLINE Report" was published and sent PACE and Section leaders in August which tells about this service and other employment issues and news.

After proposing and lobbying for this service during the past year and a half I am convinced that employers will support this service. With an estimated 75% of IEEE members having access to Internet E-Mail by the end of 1995 I feel that they will also support this service. As more and more job listings are placed in the seven autoresponse files and they become so large that they can not be reasonably downloaded our next step will be to subdivide jobs by states or perhaps by job skill requirements. Your Region 3 USAB Employment Assistance Committee representative recognizes that this is not the ultimate in a job listing service but feels that it is a step in the right direction to bring a much needed service to the IEEE member.

LEADERSHIP TRAINING



J. Cullen Wright

Workshops Held

Leadership training in Region 3 has been quite active this year. Workshops have been held through September 15 at three locations - Miami (Region meeting), Goldsboro (N.C. Council meeting), and Nashville (Tennessee Council meeting). The combined total attendance at these meetings was seventy-one members. By the time this Newsletter is printed, another workshop will have been held in Jackson, Mississippi. So, you can see we

have been active!!

It appears that some of the success is due in part to the workshops being held concurrently with other meetings. This, of course, is great since it gets greater emphasis by the local group sponsoring the event and thusly, engenders a larger attendance. All entities are encouraged to keep in mind the regional meeting dates and where the workshops will be held and try to attend those workshops. This can reduce your expenses since the region picks up some of the costs of designated representatives.

NOMINATIONS AND APPOINTMENTS

Vernon B. Powers

Region 3 Candidates Reviewed

The Region 3 Nominations & Appointments (N&A) Committee has completed it's review of candidates nominated by region members for the positions of Region 3 Vice Chairman and Delegate-Director. The N&A Committee will report its recommended nominees to the Region 3 Executive Committee (EXCOM) at the November 5th EXCOM Meeting in Atlanta.

Nominations From the Floor

In accordance with Region 3 Bylaw, Article III: Officers; Section 5, additional nominations may be made from the floor by the EXCOM at this time provided the nominees have given permission for such nominations. The recommended EXCOM slate will then be presented in December to the Region 3 Committee which has final responsibility for nominating candidates for the Institute ballot. The Region 3 Director in accordance with IEEE Bylaw 314.4, will formally submit the final slate of candidates to IEEE Headquarters no later than March 1, 1995.

NOTICE FOR PETITION CANDIDATES

In accordance with IEEE Bylaw 314.

Nominations and Elections Section 10 and Region 3 Bylaw Article III: Officers; Section 5, individual voting members may propose by petition names to be added to the Institute ballot for the positions of Region 3 Delegate-Director and Vice Chairman. The completed petition should be submitted by letter to the IEEE Board of Directors in accordance with IEEE Bylaw 314. For more information contact the IEEE Service Center, Regional Activities Department.



IEEE

The IEEE-USA National Job-Listing Service

Travel the Information Superhighway to Your Next Job!

IEEE United States Activities has developed a new electronic job-listing service that gives IEEE members free information on job openings in every region of the country.

To browse through current job listings, send an e-mail message to any of the following Internet addresses (no subject line or text message is needed, and requested files will automatically return to your e-mail address):

Region 1: info.ieeeusa.jobs.r01@ieee.org; **Region 2:** info.ieeeusa.jobs.r02@ieee.org;

Region 3: info.ieeeusa.jobs.r03@ieee.org; **Region 4:** info.ieeeusa.jobs.r04@ieee.org;

Region 5: info.ieeeusa.jobs.r05@ieee.org; **Region 6:** info.ieeeusa.jobs.r06@ieee.org;

Nationwide & non-U.S.: info.ieeeusa.jobs.other@ieee.org

If you don't have Internet access, ask your local Section officers for assistance. For more information, contact Bill Anderson at 202-785-0017, 202-785-0835 (fax) or w.anderson@ieee.org (Internet).



IEEE

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UNITED STATES ACTIVITIES

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REGION 3 EMPLOYMENT SERVICE

by *Vernon Powers, Special Project Coordinator*

The IEEE-Region 3 is funding a Professional Activities Special Project, "Region 3 Electro-Technology Industry Database" which is scheduled to be available to members in November. The database primary 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. The current database contains approximately 40,000 companies and points of contact (POC) and is expected to expand to approximately 70,000 companies and POC's by the end of the year. Members will be able to access the system via Internet e-mail and search employers of engineers and scientists by area code, Standard Industry Classification (SIC) code, city, state and other search variables. If you know students or unemployed engineers who are not members of the IEEE and could benefit from the Region 3 system, have them contact after November 1st the IEEE Regional Activities Department, Membership Services, 1-800-678-IEEE; or e-mail member.services@ieee.org; or Mr. Lee Stogner, Professional Activities Operation Committee (PAOC) Chairman, (803) 627-9200 or e-mail l.stogner@ieee.org. Questions on database content should be addressed to Vernon Powers, Special Project Coordinator, (404) 449-6161.

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

Flyers (Frisbees) - \$1.00
Can Coolers (Koozies) - \$1.00
Pens (Black/Silver) - \$10.00

All With IEEE Logos

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: _____

ITEMS:	Cost Each	Quantity
Flyers (Frisbees)	\$1.00	_____
Can Coolers (Koozies)	\$1.00	_____
Pens (Black/Silver)	\$10.00	_____
Total Amount of Order		\$ _____

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on

E-Mail

SOUTHEASTCON'94... A GREAT SUCCESS



by Dr. Osama A. Mohammed, General Chair

Southeastcon'94 was held in Miami, Florida, April 10-13, 1994. The conference was a great success with nearly 600 participating professionals and students. The conference fulfilled its mission and purpose of bringing regional Electrical Engineering professionals and students together to share information through live discussion and the presentation of technical papers as well as the presentation of student accomplishments. As the most influential outlet in IEEE Region 3 for promoting awareness of technical contributions made by our profession to the advancement of engineering science and society, this year's conference has attracted participation from 10 other countries, more than 20 companies and government agencies as well as 62 colleges and universities in and outside IEEE region 3 geographical boundaries.

The conference professional program was centered around its theme, *Creative Technology Transfer - A Global Affair*. The discussions and presentations at Southeastcon'94 contributed to the enhancement of the atmosphere of partnership research and learning between industry, education, and society. The technical program featured 129 paper presentations in 33 technical paper and panel sessions over the conference three days. There were more than 200 professional participants including invited guests, panelists and regional award recipients.

The student conference attracted 417 students from a record number of 47 IEEE student branches at colleges and universities in region 3. Of these student branches there were 24 universities from region 3 participating in the *Tropical Derby*, the exciting student hardware competition in addition to several other branches participated in the software competition. The student's paper competition also featured 11 paper presentations by students.

Other activities included the annual IEEE region 3 committee meetings held during the two days preceding the conference. The conference social program featured several planned activities for everyone. These included a dinner reception, the plenary luncheon, the awards luncheon and a dinner cruise for students following the completion of their activities.

I would like to acknowledge the tireless efforts of all the members of the Southeastcon'94 organizing committee for their important contributions in making this conference a success. In particular, I would like to acknowledge Mr. Ray Falcon (Vice-Chairman), Dr. James R. Story and Dr. Tzay Young (Technical Program Co-Chairs), Dr. Neil Hout-Cooper (Treasurer), Mr. Fuat G. Uler (Registration Chairman), Ms. Elise Jakubzick (Student Conference Chairperson), Dr. Malcolm Heimer and Dr. Christos Douligeris (Publications Committee Co-Chairs), Mrs. Dora Rodriguez (Logistics), Dr. Nand Tripathi and Dr. Abdul H. Samra (Local Arrangements), Ms. Marbeth Cochran (Conference Secretariat), Malek Adjouadi (Miami Section Chair), and Mr. Hamid Ghassemi (A/V and Technical Support).

I would also like to acknowledge the financial and/or in-kind support of Florida International University, the University of Miami and Florida Power & Light Company. This support made the conference financially successful with a surplus.

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SOUTHCON/94

BY *DAN JACKSON*

SOUTHCON/94 in Orlando was again a successful Conference and Electronics Show. The Technical Conference under the direction of D.W.Jackson, Convention Director and I.Batarseh, Technical Program Chairman, attracted high quality speakers and improved in quality over past programs according to the attendees. With Jim Beall as Treasurer keeping the finances on track, Region 3 benefitted to the amount of \$ 13,000 from the revenues from the exhibits and the conference.



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 Southeast's largest exhibition and conference for design engineers and electronics purchasing professionals returns to Ft. Lauderdale, Fla., March 7-9, 1995, featuring:

Hundreds of live product demonstrations

New Computer Technology Showcase

FREE Idea-generating technical sessions

NAFTA, Purchasing and Contract Manufacturing Workshops

Keynote Event featuring Walt Davis, Corporate VP & Director of Applied Research, Paging Products Group of Motorola, Inc. followed by an Industry and University Workshop

Sponsored by

Region 3, Florida Council, IEEE  and Sunshine Chapter, ERA 

Don't Miss Southcon/95

March 7-9, 1995

Greater Ft. Lauderdale/Broward County
Convention Center
Fort Lauderdale, Florida

For complimentary registration and more information,
call 800-877-2668 or E-mail southcon@ieee.org



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