



This membership development report is issued on behalf of your IEEE Region, and the IEEE Member & Geographic Activities Board.



Dear MD officers,  
We are now in the middle of the renewal process. You know how important this time of the year is, as keeping the members (especially first-year ones) is one of the essential tasks in MD. This MD report includes the Section goals, which are new for 2015. Every Section goal for membership has been calculated, and the process is explained below. Try to monitor how your Section is behaving during 2015 by comparing your performance with these goals. As Sections goals are a new addition, we would like to know your opinion on them and on the way of calculating them. Please share your thoughts with us at [ieee-r8md@ieee.org](mailto:ieee-r8md@ieee.org).

–Antonio Luque Estepa, Membership Development Chair, Region 8

Region Snapshot	This Month	'14 vs. '13	% Change	<b>2015 Membership Year goals for Recruitment and Retention are here!</b>  An overview of the goal development is on page 3. Individual Section goals begin on page 6.
<b>Total Membership</b>	<b>73,285</b>	<b>222</b>	<b>0.3%</b>	
Higher-Grade	55,787	624	1.1%	
Students	17,498	(402)	-2.2%	
IEEE Worldwide	400,643	4,386	-1.1%	

Retention	Cumulative – Through This Month				Top 3 Sections (by retention %) <i>Available in November</i>
	Higher Grade	Student	Total % , #	2015 Goal % , #	
Region 8	<i>Available in November</i>	<i>Available in November</i>	<i>Available in November</i>	<b>73.3%</b> 52,590	
IEEE Overall				72.5% 282,753	

Recruitment	Cumulative – Through This Month				Top 3 Sections (by growth %) <b>1050%: Lebanon Section</b> <b>900%: Estonia Section</b> <b>512%: Western Saudi Arabia</b>
	Higher Grade	Student	Total YoY Chg	2015 Goal YoY Chg	
Region 8	268	992	<b>1,260</b> +9.9%	<b>17,675</b> +3.3%	
IEEE Overall	1,335	7,421	8,756 +8.3%	99,481 +7.8%	

Reinstatement	Cumulative – Through This Month		Reinstatement goals are set for each Region and not individual Sections.
	Total	2015 Goal	
Region 8	<b>325</b>	<b>3,700</b>	
IEEE Overall	2,522	18,280	



This membership development report is issued on behalf of your IEEE Region, and the IEEE Member & Geographic Activities Board.

Member Engagement	Membership Activities	
<b>Recruitment</b>	Recruitment can be handled via the Conference Member Recruitment program, <a href="http://www.ieee.org/cmr">www.ieee.org/cmr</a>	Showcase new membership programs including MentorCentre, Resume Lab, GoogleApps@IEEE
<b>MGA Operations</b>	New membership dues effective 16 August	New membership year begins 16 August
<b>Section / Chapter Operations</b>	Invite first year members to activities and events. Consider the newly elevated Student graduates.	Use the Correspondence templates located on <a href="http://www.ieee.org/md">www.ieee.org/md</a> for outreach
<b>SAMIEEE/Data Analysis</b>	<i>New!</i> Section Vitality Dashboard link, <a href="http://www.ieee.org/vitalitydb">www.ieee.org/vitalitydb</a> will take you directly to the dashboard to view reports.	(MD) All Members Joining since Beginning of Membership Year (MD) First Year Active Members (MD) Members Joining in Past 30 Days (MD) New Member Interest Information for Active IEEE Members
<b>Volunteer Resources</b>	<a href="http://www.ieee.org/volunteers">www.ieee.org/volunteers</a>	

<b>MD Resource Links</b>	IEEE Region 8	
	Benefits of Membership	<a href="http://www.ieee.org/benefits">www.ieee.org/benefits</a>
	Online Supply Form	<a href="http://www.ieee.org/md">www.ieee.org/md</a>
	First Year Member Experience	<a href="http://www.ieee.org/start">www.ieee.org/start</a>
	IEEE Contact Center & Support	<a href="http://www.ieee.org/contactcenter">www.ieee.org/contactcenter</a>
	Section Vitality Dashboard	<a href="http://www.ieee.org/vitalitydb">www.ieee.org/vitalitydb</a>
	MD Manual, Membership Presentations	<a href="http://www.ieee.org/md">www.ieee.org/md</a>
	Member-Get-a-Member (MGM)	<a href="http://www.ieee.org/mgm">www.ieee.org/mgm</a>
	MD Webcast Archive	<a href="http://www.ieee.org/md">www.ieee.org/md</a>
	Senior Member Program	<a href="http://www.ieee.org/seniormember">www.ieee.org/seniormember</a>
	Member Loyalty Program	<a href="http://www.ieee.org/loyalty">www.ieee.org/loyalty</a>
	myIEEE	<a href="http://www.ieee.org/myieeee">www.ieee.org/myieeee</a>



This membership development report is issued on behalf of your IEEE Region, and the IEEE Member & Geographic Activities Board.

## 2015 Membership Development Goals



Ed Perkins  
e.perkins@ieee.org



Outstanding Section Membership  
Recruitment and Retention Performance

For the 2015 membership year, we are changing the approach to creating the traditional Region membership goals. This year, we are introducing MD goals for each individual Section, for both recruitment and retention. The Section goals are rolled up to the Region level, producing the Region goal for recruitment, retention and overall membership.

This will result in Regions and Sections are working toward a common goal. Sections can maximize their activity and take ownership at the local level, and see how their efforts are impacting membership growth.

Region goals are now focused on overall membership growth (comprised of an overall recruitment, retention and reinstatement goal), and do not include separate goals for HG versus student. Another benefit is that the service deactivation process will not impact progress to goals, because it focuses on the number of members that join or renew, and not on the total number of members.

## How Section Goals Are Developed

The Section goals were developed using the last three years trends for recruitment and retention. Each Section has a unique goal based on different dynamics, so the methodology for creating the goal was different based on whether the Section has had growth or decline three years in row, as well as the overall size and location of the Section.

As an example:

Section	2012 Oppty	2012 Renew#	2012% Renew	2013 Oppty	2013 Renew	2013% Renew	2013 YoY	2014 Oppty	2014 Renew	2014 YoY	2014% Renew	2015 Retention Goal %	2015 Retention Growth
Section A	715	592	82.8%	709	595	83.9%	1.1%	801	646	-3.3%	80.6%	83.9%	3.3%
Section B	3337	2648	79.4%	3555	2701	76.0%	-3.4%	3834	2764	-3.9%	72.1%	72.2%	0.1%

Section A's retention rate improved two years in a row, then declined -3.3%, but at the same time they grew by almost 13%. To overcome the decline, for 2015 their retention goal is to return to the same level as the year prior - challenging but achievable. Section A needs to focus on providing member value and member engagement.

Section B is fairly large, and has seen declining retention as it continues to grow larger. You can see the total opportunity keeps growing, but roughly the same number renew each year. Since this is on a larger denominator, the retention rates are declining. Section B's goal is to stop the retention decline and improve it by a tenth of a percent.

Section Name	2011	2012	2012 YOY	2013	2013 YOY	2014	2014 YOY	2015 #Goal	2015 %Growth
Section A	120	92	-23.3%	189	105.4%	121	-36.0%	150	124.0%
Section B	568	747	31.5%	979	31.1%	1058	8.1%	1,200	113.4%

As far as recruitment, Section A has fluctuated, with some significant losses but more significant gains. There is clearly the focus and ability to recruit new members in the Section. Section A's 2015 recruitment goal is challenging them to recruit slightly above their last three year's average growth.

Section B has grown steadily through recruitment. Like Section A, Section B shows clear opportunity and effort. Their recruitment goal of +13.4% growth is not as high as some the growth they had in past years, but is above where they were last year.



This membership development report is issued on behalf of your IEEE Region, and the IEEE Member & Geographic Activities Board.

## Tracking Progress and Section Recognition of Goal Achievement

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

Twice during the membership year – February and August - each Section that is meeting their goal will receive a special recognition in the form of an electronic banner that can be placed on Section websites, in newsletters, and even in e-mail signatures! The banners will be distributed to the Section's Membership Development Chair, or if no one in this position, to the Section Chair.

The bi-annual achievement recognition is based on the membership year calendar and includes activity for the following periods:

-September through February: Any Section that is at least 50% to their goal by the end of February will receive the electronic banner, and be recognized in the MD Monthly report and on the MD portal, [www.ieee.org/md](http://www.ieee.org/md).

-March through August: Any Section that has met or exceeded their annual goal for recruitment and/or retention for the membership year will receive the recognition banner, and be recognized in the MD Monthly report and on the MD portal, [www.ieee.org/md](http://www.ieee.org/md).

Sections may earn a banner for one or both categories, and will include the membership year and Section name in the graphic. The gold medal of recognition (on previous page) will be given if both goals are met. The silver award will be given in either the recruitment or retention category.



Increased Section Membership Retention



Increased Section Membership Recruitment

## IEEE Member Loyalty Program [www.ieee.org/loyalty](http://www.ieee.org/loyalty)



Recognize the members in your section for their years of services as an IEEE member with a new Member Loyalty Pin and corresponding certificate for presentation to your members.

Lapel pins commemorate select membership milestones. The one-inch round lapel pin recognizes members at 2,5,10, 20, 25, 30, 40 and 50 years of service as an IEEE member, regardless of grade, grade elevations, or any breaks in service. Society Affiliates are not eligible for this program, nor are any years of service as a Society Affiliate included in the calculation. The pin comes in a small, clear plastic box and the certificate is complete with a presentation folder/cover.

## Pulling Member Loyalty Data

Member Loyalty data reports by section can be found in the Section Vitality Dashboard at [www.ieee.org/vitalitydb](http://www.ieee.org/vitalitydb). Once you have accessed the dashboard, use the tab, "Additional Member Lists", and the Member Loyalty Report for your section will be the first report to be shown. Use the drop down menu and select one year, or any combination, or all of years in the list for member loyalty. The report can be downloaded and sorted as you want. All contact information is contained in the report, as well as member number, member grade and membership status (Active).

## Ordering Online

- Is Limited to the Section Chair, Section MD Chair, Section Secretary, or Treasurer
- Sections pay for the pin & certificates (US\$14 per set of 5), plus the shipping costs
- Sections can use their Custody Account or Concentration Banking Account
- Check the website for link to the online form to place your order, [www.ieee.org/loyalty](http://www.ieee.org/loyalty)
- Additional information on the process and shipping information and costs are on the order form
- Questions can be e-mailed to [member-loyalty@ieee.org](mailto:member-loyalty@ieee.org)



This membership development report is issued on behalf of your IEEE Region, and the IEEE Member & Geographic Activities Board.

## Retention: 2015 Membership Year – September 2014

Renewal data will be available in November with October's data. Below are the 2015 goals by Section, and the data used to create this year's goal:

Region	Section	2012			2013				2014				2015 Retention Goal %	2015 Retention Growth
		Optv	Renew #	Renew %	Optv	Renew	2013 YoY	Renew %	Optv	Renew	2014 YoY	Renew %		
R8	Austria Section	1239	1030	83.1%	1312	1056	-2.6%	80.5%	1291	1030	-0.7%	79.8%	80.5%	0.7%
R8	Bahrain Section	88	54	61.4%	93	56	-1.1%	60.2%	113	56	-10.7%	49.6%	49.6%	0.0%
R8	Belarus Section	74	37	50.0%	46	35	26.1%	76.1%	48	35	-3.2%	72.9%	76.1%	3.2%
R8	Benelux Section	3624	2838	78.3%	3543	2838	1.8%	80.1%	3596	2855	-0.7%	79.4%	80.1%	0.7%
R8	BosniaAnd Herzegovina Section	189	141	74.6%	217	158	-1.8%	72.8%	242	170	-2.6%	70.2%	70.3%	0.1%
R8	Bulgaria Section	302	200	66.2%	291	212	6.6%	72.9%	275	188	-4.5%	68.4%	72.9%	4.5%
R8	Croatia Section	715	592	82.8%	709	595	1.1%	83.9%	801	646	-3.3%	80.6%	83.9%	3.3%
R8	Cyprus Section	296	216	73.0%	286	212	1.2%	74.1%	325	222	-5.8%	68.3%	74.1%	5.8%
R8	Czechoslovakia Section	579	448	77.4%	571	432	-1.7%	75.7%	554	417	-0.4%	75.3%	76.6%	1.3%
R8	Denmark Section	769	625	81.3%	828	664	-1.1%	80.2%	886	691	-2.2%	78.0%	78.1%	0.1%
R8	Egypt Section	1926	908	47.1%	2183	869	-7.3%	39.8%	1805	852	7.4%	47.2%	50.9%	3.7%
R8	Estonia Section	104	87	83.7%	127	78	-22.2%	61.4%	120	92	15.2%	76.7%	78.0%	1.3%
R8	Finland Section	1078	871	80.8%	1072	888	2.0%	82.8%	1106	876	-3.6%	79.2%	82.8%	3.6%
R8	France Section	3756	2793	74.4%	3782	2723	-2.4%	72.0%	3868	2805	0.5%	72.5%	72.8%	0.3%
R8	Germany Section	7261	5993	82.5%	7542	6140	-1.1%	81.4%	7615	6116	-1.1%	80.3%	80.4%	0.1%
R8	Ghana Section	116	65	56.0%	214	100	-9.3%	46.7%	198	88	-2.3%	44.4%	46.7%	2.3%
R8	Greece Section	2125	1499	70.5%	2023	1453	1.3%	71.8%	2019	1382	-3.4%	68.4%	71.8%	3.4%
R8	Hungary Section	428	346	80.8%	444	340	-4.3%	76.6%	438	350	3.3%	79.9%	80.2%	0.3%
R8	Iceland Section	87	59	67.8%	105	64	-6.9%	61.0%	104	65	1.5%	62.5%	62.8%	0.3%
R8	Iran Section	2326	1227	52.8%	2489	785	-21.2%	31.5%	1181	657	24.1%	55.6%	60.0%	4.4%
R8	Iraq Section	154	53	34.4%	156	67	8.5%	42.9%	161	74	3.0%	46.0%	50.0%	4.0%
R8	Israel Section	1136	894	78.7%	1146	862	-3.5%	75.2%	1133	870	1.6%	76.8%	77.1%	0.3%
R8	Italy Section	4418	3642	82.4%	4456	3642	-0.7%	81.7%	4373	3683	2.5%	84.2%	84.5%	0.3%
R8	Jordan Section	602	193	32.1%	650	190	-2.8%	29.2%	511	187	7.4%	36.6%	40.0%	3.4%
R8	Kenya Section	82	56	68.3%	113	71	-5.5%	62.8%	146	87	-3.2%	59.6%	62.8%	3.2%
R8	Kuwait Section	209	109	52.2%	207	97	-5.3%	46.9%	198	104	5.7%	52.5%	52.8%	0.3%
R8	Latvia Section	129	91	70.5%	126	104	12.0%	82.5%	128	92	-10.7%	71.9%	77.3%	5.4%
R8	Lebanon Section	640	314	49.1%	800	350	-5.3%	43.8%	788	375	3.8%	47.6%	50.0%	2.4%
R8	Lithuanian Section	94	71	75.5%	91	66	-3.0%	72.5%	119	83	-2.8%	69.7%	70.0%	0.2%

(continued next page)





This membership development report is issued on behalf of your IEEE Region, and the IEEE Member & Geographic Activities Board.

**Retention: 2015 Membership Year** (continued)

Region	Section	2012	2012	2012%	2013	2013	2013%	2014	2014	2014%	2015	2015		
		Opnty	Renew #	Renew	Opnty	Renew	2013YoY	Renew	Opnty	Renew	2014YoY	Renew	Retention	Retention
											Goal %	Growth		
R8	Malta Section	171	130	76.0%	165	129	2.2%	78.2%	181	130	-6.4%	71.8%	78.2%	6.4%
R8	Morocco Section	133	75	56.4%	149	89	3.3%	59.7%	220	108	-10.6%	49.1%	54.1%	5.0%
R8	Nigeria Section	1098	502	45.7%	1306	554	-3.3%	42.4%	1361	579	0.1%	42.5%	42.8%	0.3%
R8	Norway Section	1013	858	84.7%	1020	834	-2.9%	81.8%	986	821	1.5%	83.3%	83.6%	0.3%
R8	Oman Section	162	77	47.5%	140	78	8.2%	55.7%	180	82	-10.2%	45.6%	50.6%	5.0%
R8	Poland Section	955	768	80.4%	989	771	-2.5%	78.0%	1013	787	-0.3%	77.7%	78.0%	0.3%
R8	Portugal Section	1250	943	75.4%	1259	919	-2.4%	73.0%	1319	932	-2.3%	70.7%	70.8%	0.1%
R8	Qatar Section	231	132	57.1%	231	125	-3.0%	54.1%	223	140	8.7%	62.8%	67.1%	4.3%
R8	Reg 8-Countries Outside Sections	1099	435	39.6%	1095	494	5.5%	45.1%	1225	583	2.5%	47.6%	n/a	
R8	Region 8 - Apo/Fpo	121	86	71.1%	125	89	0.1%	71.2%	113	81	0.5%	71.7%	n/a	
R8	Republic Of Macedonia Section	213	137	64.3%	179	128	7.2%	71.5%	181	134	2.5%	74.0%	76.0%	2.0%
R8	Romania Section	1020	815	79.9%	995	762	-3.3%	76.6%	940	741	2.2%	78.8%	79.1%	0.3%
R8	Russia (Northwest) Section	243	167	68.7%	276	174	-5.7%	63.0%	273	160	-4.4%	58.6%	59.9%	1.2%
R8	Russia (Siberia) Section	214	155	72.4%	229	165	-0.4%	72.1%	253	174	-3.3%	68.8%	68.8%	0.0%
R8	Russia Section	611	455	74.5%	651	463	-3.3%	71.1%	697	508	1.8%	72.9%	73.2%	0.3%
R8	Saudi Arabia Section	887	486	54.8%	791	482	6.1%	60.9%	787	486	0.8%	61.8%	63.8%	2.0%
R8	Serbia And Montenegro Section	673	548	81.4%	706	584	1.3%	82.7%	728	576	-3.6%	79.1%	82.7%	3.6%
R8	Slovenia Section	311	267	85.9%	309	258	-2.4%	83.5%	295	254	2.6%	86.1%	86.4%	0.3%
R8	South Africa Section	1269	806	63.5%	1201	854	7.6%	71.1%	1240	805	-6.2%	64.9%	71.1%	6.2%
R8	Spain Section	3769	3163	83.9%	3792	3055	-3.4%	80.6%	3611	2999	2.5%	83.1%	83.4%	0.3%
R8	Sweden Section	2094	1734	82.8%	2183	1774	-1.5%	81.3%	2206	1775	-0.8%	80.5%	81.2%	0.7%
R8	Switzerland Section	2787	2425	87.0%	2916	2502	-1.2%	85.8%	2999	2533	-1.3%	84.5%	84.6%	0.1%
R8	Tunisia Section	357	226	63.3%	655	314	-15.4%	47.9%	1124	323	-19.2%	28.7%	29.0%	0.3%
R8	Turkey Section	2100	1110	52.9%	2084	1163	2.9%	55.8%	2633	1144	-12.4%	43.4%	49.6%	6.2%
R8	U.K & Rep Of Ireland Section	9995	7510	75.1%	9793	7359	0.0%	75.1%	10093	7494	-0.9%	74.2%	75.1%	0.9%
R8	Ukraine Section	479	314	65.6%	471	313	0.9%	66.5%	488	302	-4.6%	61.9%	66.5%	4.6%
R8	United Arab Emirates Section	1347	676	50.2%	1471	647	-6.2%	44.0%	1359	619	1.6%	45.5%	50.0%	4.5%
R8	Western Saudi Arabia Section	366	170	46.4%	358	175	2.4%	48.9%	318	184	9.0%	57.9%	63.9%	6.0%
R8	Zambia Section	130	89	68.5%	116	92	10.8%	79.3%	120	91	-3.5%	75.8%	79.3%	3.5%
<b>R8</b>	<b>Region 8 Total</b>	<b>69644</b>	<b>50711</b>	<b>72.8%</b>	<b>71277</b>	<b>50488</b>	<b>-2.0%</b>	<b>70.8%</b>	<b>71308</b>	<b>50693</b>	<b>0.2%</b>	<b>71.1%</b>	<b>73.3%</b>	<b>2.2%</b>



This membership development report is issued on behalf of your IEEE Region, and the IEEE Member & Geographic Activities Board.

### Recruitment: 2015 Membership Year

Below are the 2015 goals by Section, and the data used to create this year’s goal:

Region Code	Section Name	2011	2012	2012 YOY	2013	2013 YoY	2014	2014 YoY	2015 #Goal	2015 %Growth
R8	Austria Section	203	249	22.7%	202	-18.9%	233	15.3%	245	105.0%
R8	Bahrain Section	31	34	9.7%	46	35.3%	22	-52.2%	34	154.5%
R8	Belarus Section	36	8	-77.8%	9	12.5%	11	22.2%	15	136.4%
R8	Benelux Section	649	529	-18.5%	594	12.3%	557	-6.2%	580	104.1%
R8	Bosnia And Herzegovina Section	39	61	56.4%	84	37.7%	74	-11.9%	80	108.1%
R8	Bulgaria Section	67	78	16.4%	52	-33.3%	71	36.5%	75	105.0%
R8	Croatia Section	120	92	-23.3%	189	105.4%	121	-36.0%	150	124.0%
R8	Cyprus Section	86	57	-33.7%	100	75.4%	77	-23.0%	89	114.9%
R8	Czechoslovakia Section	119	103	-13.4%	110	6.8%	148	34.5%	155	105.0%
R8	Denmark Section	144	161	11.8%	184	14.3%	159	-13.0%	168	105.7%
R8	Egypt Section	1063	1147	7.9%	887	-22.7%	900	1.5%	945	105.0%
R8	Estonia Section	22	35	59.1%	37	5.7%	32	-13.5%	35	108.3%
R8	Finland Section	185	164	-11.4%	168	2.4%	151	-10.1%	160	105.0%
R8	France Section	799	824	3.1%	954	15.8%	876	-8.2%	885	101.0%
R8	Germany Section	1145	1216	6.2%	1197	-1.6%	1246	4.1%	1308	105.0%
R8	Ghana Section	60	131	118.3%	85	-35.1%	110	29.4%	116	105.0%
R8	Greece Section	525	494	-5.9%	531	7.5%	439	-17.3%	485	110.5%
R8	Hungary Section	99	85	-14.1%	85	0.0%	75	-11.8%	80	106.7%
R8	Iceland Section	24	45	87.5%	40	-11.1%	19	-52.5%	30	157.9%
R8	Iran Section	1152	1227	6.5%	412	-66.4%	852	106.8%	895	105.0%
R8	Iraq Section	105	88	-16.2%	82	-6.8%	117	42.7%	123	105.0%
R8	Israel Section	141	179	27.0%	212	18.4%	167	-21.2%	186	111.4%
R8	Italy Section	643	721	12.1%	681	-5.5%	657	-3.5%	686	104.5%
R8	Jordan Section	406	419	3.2%	303	-27.7%	434	43.2%	456	105.0%
R8	Kenya Section	19	48	152.0%	61	27.1%	67	9.8%	75	111.9%
R8	Kuwait Section	89	84	-5.6%	92	9.5%	186	102.2%	201	108.0%
R8	Latvia Section	52	25	-51.9%	21	-16.0%	15	-28.6%	20	135.0%
R8	Lebanon Section	312	426	36.5%	399	-6.3%	376	-5.8%	400	106.5%
R8	Lithuanian Section	17	15	-11.8%	37	146.7%	22	-40.5%	30	134.1%

(continued next page)



This membership development report is issued on behalf of your IEEE Region, and the IEEE Member & Geographic Activities Board.

**Recruitment: 2015 Membership Year** (continued)

Region Code	Section Name	2011	2012	2012 YOY	2013	2013 YoY	2014	2014 YoY	2015 #Growth	2015 %Growth
R8	Malta Section	39	28	-15.2%	45	60.7%	21	-53.3%	30	142.9%
R8	Morocco Section	64	61	-4.7%	118	93.4%	71	-39.8%	90	126.8%
R8	Nigeria Section	539	656	21.7%	638	-2.7%	617	-3.3%	640	103.7%
R8	Norway Section	134	127	-5.2%	111	-12.6%	98	-11.7%	112	114.3%
R8	Oman Section	81	54	-33.3%	96	77.8%	93	-3.1%	98	105.4%
R8	Poland Section	213	186	-12.7%	212	14.0%	185	-12.7%	199	107.3%
R8	Portugal Section	289	307	6.2%	349	13.7%	339	-2.9%	350	103.2%
R8	Qatar Section	86	82	-4.7%	87	6.1%	155	78.2%	167	108.0%
R8	Reg8-Countries Outside Sections	697	587	-15.8%	573	-2.4%	552	-3.7%	n/a	
R8	Region 8 - Apo/Fpo	33	32	-3.0%	25	-21.9%	15	-40.0%	n/a	
R8	Republic Of Macedonia Section	95	38	-60.0%	43	13.2%	45	4.7%	48	106.0%
R8	Romania Section	176	138	-21.6%	133	-3.6%	173	30.1%	182	105.0%
R8	Russia (Northwest) Section	96	101	5.2%	104	3.0%	89	-14.4%	98	110.1%
R8	Russia (Siberia) Section	48	66	37.5%	71	7.6%	57	-19.7%	65	113.5%
R8	Russia Section	203	171	-15.8%	226	32.2%	199	-11.9%	213	106.8%
R8	Saudi Arabia Section	349	217	-37.8%	253	16.6%	321	26.9%	337	105.0%
R8	Serbia And Montenegro Section	140	148	5.7%	126	-14.9%	135	7.1%	142	105.0%
R8	Slovenia Section	31	34	9.7%	32	-5.9%	30	-6.3%	32	106.7%
R8	South Africa Section	454	334	-26.4%	318	-4.8%	292	-8.2%	315	107.8%
R8	Spain Section	506	550	8.7%	515	-6.4%	458	-11.1%	508	110.8%
R8	Sweden Section	311	364	17.0%	337	-7.4%	301	-10.7%	334	111.0%
R8	Switzerland Section	299	370	23.7%	379	2.4%	303	-20.1%	351	115.7%
R8	Tunisia Section	164	374	128.0%	749	100.3%	416	-44.5%	513	123.3%
R8	Turkey Section	875	818	-6.5%	1308	59.9%	838	-35.9%	900	107.4%
R8	U.K. & Rep Of Ireland Section	2108	1795	-14.8%	2266	26.2%	2057	-9.2%	2162	105.1%
R8	Ukraine Section	179	143	-20.1%	143	0.0%	142	-0.7%	150	105.8%
R8	United Arab Emirates Section	619	705	13.9%	644	-8.7%	702	9.0%	737	105.0%
R8	Western Saudi Arabia Section	157	153	-2.5%	112	-26.8%	171	52.7%	180	105.0%
R8	Zambia Section	17	15	-11.8%	23	53.3%	19	-17.4%	21	110.5%
	<b>Region 8 Totals</b>	<b>17348</b>	<b>17399</b>	<b>0.3%</b>	<b>17880</b>	<b>2.8%</b>	<b>17106</b>	<b>-4.4%</b>	<b>17675</b>	<b>103.3%</b>





This membership development report is issued on behalf of your IEEE Region, and the IEEE Member & Geographic Activities Board.

**Recruitment: 2015 Membership Year** (continued)

Here are the results through September, with progress to goal indicated:

Election by Region:2015 Membership Year September 2014							
Region Code	Section Name	2014	2013	#Change	%Change	2015 Goal	%to Goal
R8	Lebanon Section	23	2	21	1050.00%	400	5.7%
R8	Estonia Section	10	1	9	900.00%	35	28.8%
R8	Western Saudi Arabia Section	49	8	41	512.50%	180	27.3%
R8	Iraq Section	5	1	4	400.00%	123	4.1%
R8	Tunisia Section	52	15	37	246.67%	513	10.1%
R8	Qatar Section	37	12	25	208.33%	167	22.1%
R8	Morocco Section	3	1	2	200.00%	90	3.3%
R8	Iceland Section	21	9	12	133.33%	30	70.0%
R8	Croatia Section	6	3	3	100.00%	150	4.0%
R8	Lithuanian Section	2	1	1	100.00%	30	6.8%
R8	Iran Section	29	15	14	93.33%	895	3.2%
R8	Kuwait Section	7	4	3	75.00%	201	3.5%
R8	Turkey Section	59	36	23	63.89%	900	6.6%
R8	Jordan Section	34	21	13	61.90%	456	7.5%
R8	Bosnia And Herzegovina Section	3	2	1	50.00%	80	3.8%
R8	Egypt Section	51	34	17	50.00%	945	5.4%
R8	Malta Section	3	2	1	50.00%	30	10.0%
R8	Norway Section	15	10	5	50.00%	112	13.4%
R8	Saudi Arabia Section	36	25	11	44.00%	337	10.7%
R8	Russia (Northwest) Section	15	11	4	36.36%	98	15.3%
R8	Sweden Section	38	32	6	18.75%	334	11.4%
R8	Spain Section	32	27	5	18.52%	508	6.3%
R8	Reg 8-Countries Outside Sections	45	38	7	18.42%	n/a	
R8	Czechoslovakia Section	8	7	1	14.29%	155	5.1%
R8	France Section	72	68	4	5.88%	885	8.1%
R8	Bahrain Section	1	1	0	0.00%	34	2.9%
R8	Cyprus Section	5	5	0	0.00%	89	5.6%
R8	Israel Section	13	13	0	0.00%	186	7.0%

(continued next page)



This membership development report is issued on behalf of your IEEE Region, and the IEEE Member & Geographic Activities Board.

**Recruitment: 2015 Membership Year** (continued)

Election by Region:2015 Membership Year September 2014							
Region Code	Section Name	2014	2013	#Change	%Change	2015 Goal	%to Goal
R8	Russia Section	13	13	0	0.00%	213	6.1%
R8	Serbia And Montenegro Section	5	5	0	0.00%	142	3.5%
R8	Italy Section	43	44	-1	-2.27%	686	6.3%
R8	Nigeria Section	50	52	-2	-3.85%	640	7.8%
R8	Benelux Section	44	47	-3	-6.38%	580	7.6%
R8	Germany Section	95	102	-7	-6.86%	1308	7.3%
R8	United Arab Emirates Section	149	164	-15	-9.15%	737	20.2%
R8	South Africa Section	18	20	-2	-10.00%	315	5.7%
R8	Poland Section	7	9	-2	-22.22%	199	3.5%
R8	Switzerland Section	24	33	-9	-27.27%	351	6.8%
R8	Ukraine Section	53	76	-23	-30.26%	150	35.3%
R8	Austria Section	15	24	-9	-37.50%	245	6.1%
R8	Finland Section	10	16	-6	-37.50%	160	6.3%
R8	Denmark Section	6	11	-5	-45.45%	168	3.6%
R8	Russia (Siberia) Section	2	4	-2	-50.00%	65	3.1%
R8	Slovenia Section	1	2	-1	-50.00%	32	3.1%
R8	Greece Section	21	44	-23	-52.27%	485	4.3%
R8	Romania Section	6	13	-7	-53.85%	182	3.3%
R8	Portugal Section	15	35	-20	-57.14%	350	4.3%
R8	Hungary Section	2	5	-3	-60.00%	80	2.5%
R8	Kenya Section	1	3	-2	-66.67%	75	1.3%
R8	Oman Section	2	6	-4	-66.67%	98	2.0%
R8	U.K. & Rep Of Ireland Section	1	4	-3	-75.00%	2162	0.0%
R8	Bulgaria Section	0	1	-1	-100.00%	75	0.0%
R8	Ghana section	0	3	-3	-100.00%	116	0.0%
R8	Region 8- Apo/Fpo	0	3	-3	-100.00%	n/a	
R8	Zambia Section	0	3	-3	-100.00%	21	0.0%
R8	Belarus Section	1	0	1		15	6.7%
R8	Latvia Section	2	0	2		20	9.8%
R8	Republic Of Macedonia Section	0	0	0		48	0.0%
<b>Grand Total</b>		<b>1257</b>	<b>1146</b>	<b>111</b>	<b>9.69%</b>	<b>5010</b>	<b>25.1%</b>