





**Good Morning**  
**Dobro Jutro**

- **Priorities**

- Getting closer to Industry
- Students and Young Professionals
- Section Vitality

- **Region 8 Challenges**

- **Technical Co-Sponsorship Fees for IEEE Geo Unit Conferences**
- **Compliance Training**
- **Dues in extremely low countries**
- **Important Initiatives – Links**
- **Deadlines**
- **Announcement**
- **IEEE in 2030**





Priorities

# IEEE Region 8 Priorities

## ■ Getting closer to Industry

- 50% our members
- “Action for Industry” committee
- Survey the Area
- Make a 2 year plan
- Industry Ambassadors
- Coordinate all efforts



# IEEE Region 8 Priorities

## ■ **Students and Young Professionals**

- In the heart of Region 8
- Strong Volunteer teams
- Regional Congresses
  - Iberian SYP 23-25 April Madrid
  - CESYP 8-10 May, Zagreb
  - WESYP 20-24 May, Eindhoven
  - MESBC 4-7 Aug, Amman
  - Egypt Engineering Day 31 Aug, 1 Sep, Cairo
  - Hellenic 30 Oct-1 Nov, Thessaloniki
  - Nordic SYP 6-8 Nov, Stockholm

## ► **Section Vitality**

- The corner stone of Region 8
- Alive and active Sections – Branches - Affinity groups
- Events - Metro Area Workshops
- Sections Cooperating in conferences held in their Region
- Democratic Elections
- Follow the MGA rules (significant progress made)







# ➤ **Dropping membership**

- Consequences of the economic crisis and the very high dollar
- Efforts being done by the Membership Development team
- We need your help

Region 8 - August 2015				
Grade	Aug-14	Aug-15	# Change	% Change
Honor	7	7	4399	31942
Fellow	1,081	1,062	19	1.8%
Senior Member	6,939	6,530	409	6.3%
Member	44,375	45,788	-1,413	-3.1%
Associate	1,825	2,050	-225	-11.0%
GSM	8,779	8,742	37	0.4%
Undergraduate	7,347	7,567	-220	-2.9%
<b>Total</b>	<b>70,353</b>	<b>71,746</b>	<b>-1,393</b>	<b>-1.9%</b>



# Region 8 - 2015 Membership Year

Region Snapshot	This Month	'15 vs. '14	% Change
<b>Total Membership</b>	<b>70,353</b>	✓ <b>(1,393)</b>	<b>-1.9%</b>
Higher-Grade	54,227	✓ (1,210)	-2.2%
Students	16,126	✓ (183)	-1.1%
<b>IEEE Worldwide</b>	<b>383,172</b>	✓ <b>(7,077)</b>	<b>-1.8%</b>

Retention	Cumulative – Through This Month				Top 3 Sections (by retention %)
	Higher Grade	Student	Total %, #	2015 Goal %, #	
<b>Region 8</b>	<b>76.3%</b> 40,909	<b>50.6%</b> 9,031	<b>69.9%</b> 49,940	<b>73.3%</b> 52,590	<b>86.4% Slovenia Section</b> <b>83.9% Norway Section</b> <b>82.8% Switzerland Section</b>
IEEE Overall	79.9% 238,469	38.9% 35,023	<b>70.4%</b> <b>273,492</b>	<b>72.5%</b> 281,672	

Recruitment	Cumulative – Through This Month				Top 3 Sections (by growth %)
	Higher Grade	Student	Total YoY Chg	2015 Goal YoY Chg	
<b>Region 8</b>	<b>3,856</b>	<b>12,685</b>	<b>16,541</b> <b>-3.3%</b>	<b>17,675</b> +3.3%	<b>228%: Bahrain Section</b> <b>106%: Estonia Section</b> <b>89.5%: Iceland Section</b>
IEEE Overall	18,482	70,590	<b>89,072</b> <b>-3.5%</b>	99,481 +7.8%	

# Region 8 - 2015 Membership Year

- ▶ **Congratulations to the Bahrain Section, Iceland Section, Latvia Section, and Lithuanian Section for exceeding their goals for both recruitment and retention.**
- ▶ In Region 8, 17 of our 58 Sections have reached their recruitment goal for the 2015 membership year.
- ▶ 10 Sections met their retention goal for the year.

Region 8 Retention Performance	% to Goal
Tunisia Section	137.8%
Bahrain Section	137.8%
Ukraine Section	115.7%
United Kingdom and Ireland Section	112.6%
Iceland Section	106.8%
Lithuanian Section	105.2%
Denmark Section	102.4%
Norway Section	100.4%
Latvia Section	100.2%
Slovenia Section	100.0%

Region 8 Recruitment Performance	% to Goal
Bahrain Section	211.8%
Estonia Section	190.4%
Oman Section	171.4%
Western Saudi Arabia	152.0%
Latvia Section	132.8%
Malta Section	130.0%
Lebanon Section	123.1%
Bosnia And Herzegovina	121.3%
Poland Section	120.9%
Iceland Section	120.0%
Jordan Section	115.2%
Italy Section	111.5%
Saudi Arabia Section	109.5%
Lithuanian Section	105.1%
Hungary Section	103.8%
Israel Section	102.2%
Russia (Northwest) Section	102.0%



# Geographic Petition

As of August 31 Region 8 has formed 69 Formations for 2015

	REGION
UNIT Type	R8
Chapter	12
Joint Chapter	1
Affinity Group	4
Student Branch	25
Student Branch Chapter	19
Student Branch Affinity Group	8
Grand Total	69

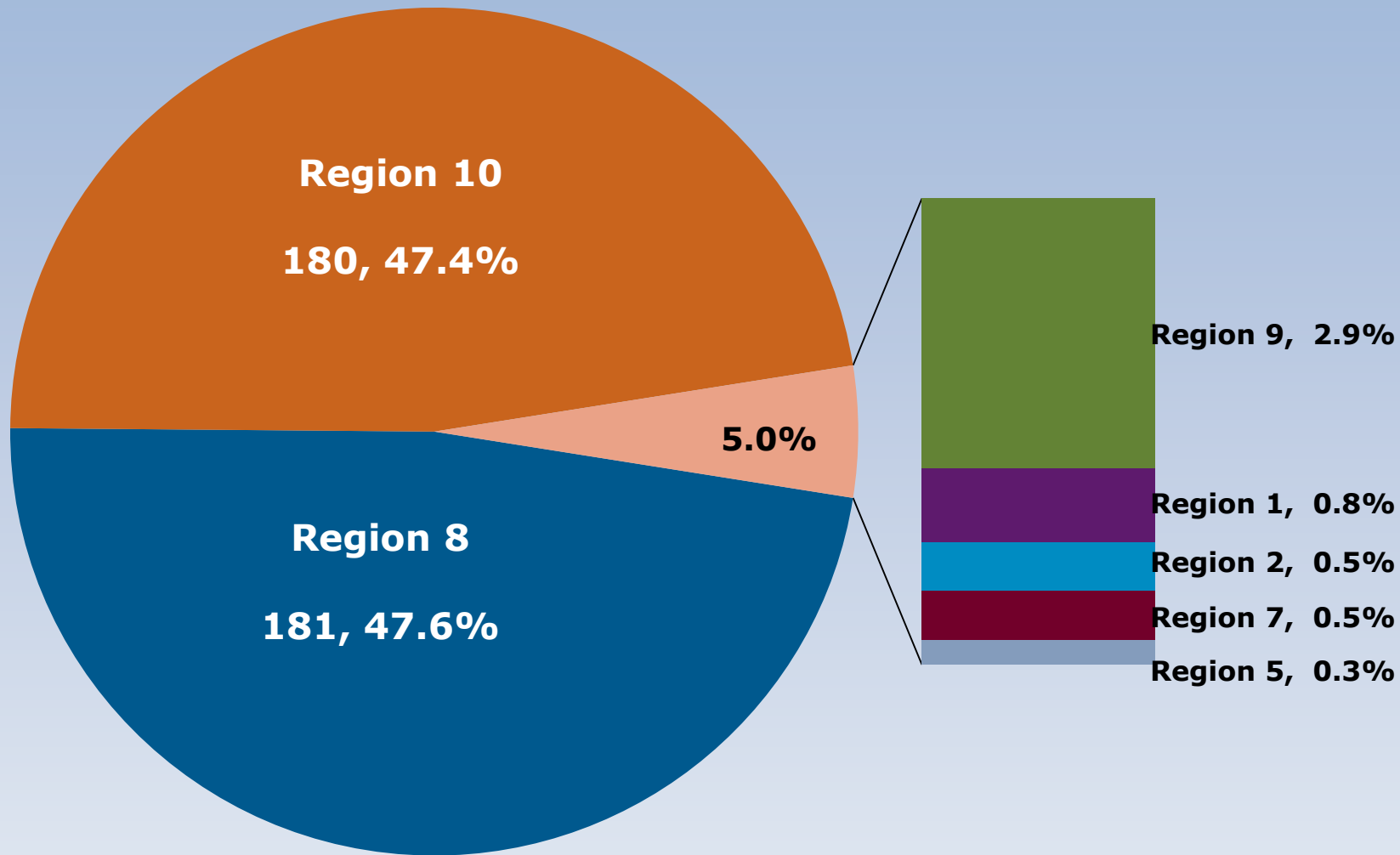




# What are the Technical Co-Sponsorship (TCS) fees, and when are they effective?

- ▶ Technically co-sponsored conferences are those in which there is no (0%) IEEE financial interest
  - Each TCS conference costs IEEE \$5,400. **All** who pay overhead share this cost
  - 2x growth in IEEE TCS conferences since 2008
- ▶ TAB approved a motion to implement a direct cost recovery model for the operating costs associated with TCS conferences
  - ▶ For any TCS conference the fees to be collected are \$1,000 per event plus \$15 per paper sent to Xplore®
  - ▶ The event fee applies even when there are no proceedings published in Xplore®
  - ▶ These fees apply to TCS conferences held after 31 Dec. 2015
  - ▶ TCS fee payment arrangements are to be established during the conference application process prior to sponsor approval. TCS fees are collected upon conference completion.

# 2014 Geo Unit TCS Conferences Allocated by Region (380 Total)



# Compliance Training

## **MGA Board and Section Chairs & Treasurers**

- ▶ Training will begin in October 2015 and conclude in March 2016
- ▶ Training completed in 2015 will fulfill 2016 requirements
- ▶ Volunteers with multiple leadership positions will not be required to complete duplicate requirements
- ▶ Normal schedule of annual training launch will be in January
- ▶ Training will provide a sense of culture of integrity, ethical behavior, and leadership IEEE has taken in advancing technology for humanity
- ▶ Courses will better inform volunteer leaders about concrete aspects of compliance and best practices for organization



# Compliance Training (continued)

## **MGA Board and Section Chairs & Treasurers**

### **Web-based Courses**

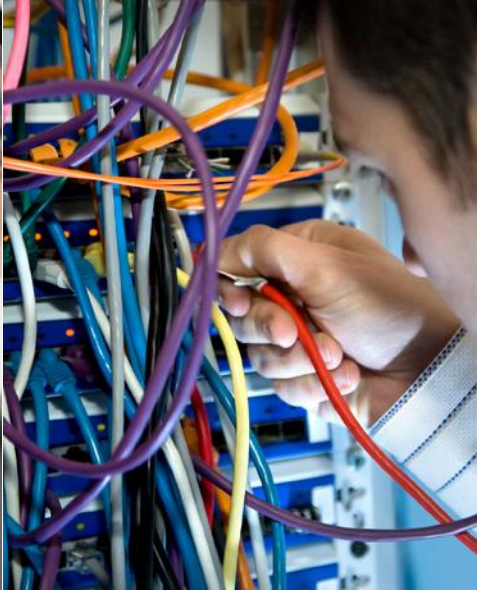
- Harassment
- Conflicts of Interest
- Anti-Bribery
- Sanctions, Boycotts and Export Controls
- Data Privacy and Security
- Code of Conduct
- Most courses only need to be taken once every 3 years

# Compliance Training (continued)

## MGA Board and Section Chairs & Treasurers

### Requirements

- Complete within 30-60 days of appointment
- Estimated time: 3.5 hours (initial)
- Estimated time (ongoing):
  - 1 hour/year
  - 2.5 hours/every 3 years





# Situation Background

- Electronic Membership at US \$50 was not sustainable
  - 65% discount over traditional membership price point
  - No improvement retention in qualifying countries
  - Only 30% growth in recruitment
  - If trends continued, aggregate dues would not recover enough to cover fixed costs, especially with declines in full dues paying members
- Electronic Membership price increased to US \$75 for 2015
  - Still 47% discount vs. traditional membership
  - Available in countries where GDP/Capita is < US \$15,000 / year
- During price increase discussions
  - Director Fukuda (Region 10) shared concern that even the US \$50 price point was not affordable in many countries (e.g. Laos, Cambodia, Vietnam and many other African and Asian countries)

# SD&EA Committee Recommendation

- What countries should qualify?
  - World Bank “Low Income Countries” Qualification

Country	2013 GDP/Capita	Higher Grade Members	Student Members	Total Members	eMembers	Other Higher Grade Members (including Special Circumts, Life)
Cambodia	\$1,008	3	0	3	2	1
Kenya	\$994	153	23	176	89	64
Zimbabwe	\$905	60	3	63	26	34
Bangladesh	\$829	420	533	953	152	268
Haiti	\$820	20	10	30	5	15
Sierra Leone	\$809	7	0	7	1	6
Benin	\$805	1	0	1	1	0
Mali	\$715	2	0	2	1	1
Tanzania	\$695	46	5	51	23	23
Nepal	\$694	44	5	49	34	10
Burkina Faso	\$684	4	0	4	3	1
Afghanistan	\$678	5	0	5	4	1
Togo	\$636	4	3	7	2	2
Rwanda	\$633	21	3	24	4	17
Mozambique	\$593	4	0	4	2	2
Uganda	\$572	38	5	43	21	17
Guinea	\$527	0	1	1		0
Ethiopia	\$498	8	3	11	4	4
Madagascar	\$471	3	0	3	3	0
Congo	\$454	5	0	5		5
Liberia	\$454	3	0	3	1	2
Niger	\$413	1	0	1		1
Malawi	\$226	4	0	4	3	1

Others where we do not have members:

Benin, Burundi, Cambodia, Chad, Central African Republic, Comoros, Dem. Rep of Congo, Eritrea, The Gambia  
 Buinea-Bisau, Dem. Rep. of Korea, Liberia, Myanmar, Niger, Somalia, Tajikistan



# SD&EA Committee Recommendation

## -Continued

- Any differences in privileges?
  - No, they will be eMembers and have full membership privileges, less the paper materials.
  - They will only see the lower price point if their home address is in one of the impacted countries
  
- What is recommended price point?
  - US \$27 (the same price as student membership)







- ▶ IEEE Collabratec™
- ▶ Metro Area Workshop – France, UK and Ireland
- ▶ IEEE Resume Lab
  - Online service that allows IEEE members to develop a resume or curriculum vitae using a wide array of resume templates
- ▶ Center for Leadership Excellence (CLE)
  - Online learning resource for IEEE volunteers and members
- ▶ Improved Section Vitality Dashboard
  - Provides Section and other organizational unit leaders a monitoring tool that provides real-time, top-down status view of their section vitality metrics

# IEEE Collabratec™ Progress at a glance ...

- As of 1 October, **10,000+** users in IEEE Collabratec
  - 200+ users per Italy, UK
  - 100+ users per Egypt, Germany, Spain, Tunisia
- 60+ communities, 250+ private groups
- Pilot period concluded on 21 Sep; global marketing campaign has commenced

IEEE Collabratec Branding  
& Communications Toolkit

[www.ieee.org/collabratec-toolkit](http://www.ieee.org/collabratec-toolkit)



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## ► **Humanitarian Activities Subcommittee**

- [Alexandros Osana](#) (Greece) – Chair
- [Heind El-Rawy](#) (Egypt)
- [Lebogang Madise](#) (South Africa)

## ► **Refugee issue**

- Trying to find a way to help
- Will need the help of the Sections

## ► **MGA Award Deadlines**

- 15 October 2015
  - MGA Larry K. Wilson Transnational Award
  - MGA Innovation Award
  - MGA Leadership Award
  - MGA Achievement Award
  - MGA Young Professionals Achievement Award

## ► **Anytime**

- Friend of IEEE MGA

## ► URL: <http://www.ieee.org/mga-awards>

## ► **2015 Annual Reporting Requirements**

- Reporting due by 16 March 2016
- Additional information can be found at [http://www.ieee.org/societies\\_communities/geo\\_activities/required\\_reporting/rebate\\_schedule.html](http://www.ieee.org/societies_communities/geo_activities/required_reporting/rebate_schedule.html)

## ► **Fellow Nominations**

- Deadline 01 March, 2016
- [www.ieee.org/fellows](http://www.ieee.org/fellows)

- ▶ Karine Iffour is no longer with IEEE
- ▶ Moira Paterson, Global Affairs Program Director, IEEE Standards Association will serve as the day-to-day operational lead





What changes must we make  
now to best position IEEE  
for success in 2030, while  
still supporting the needs of  
technologists between  
now and then?

# Proposed Structure: Three Major Governing Bodies

1. The Assembly (same composition)
  2. Board of Directors (restructured)
  3. Enterprise Board (a new body)
- " These three governing bodies will:
- – introduce important checks and balances,
  - – provide improved strategic guidance and effective
  - operational management,
  - – increase the member voice in the governance process.

# How are we doing now?

- ▶ We need a governance structure that can effectively handle the increasing strategic complexity of a changing and dynamic world (IEEE has more competitors; our traditional revenue lines are facing increased competition; we are losing “market share” in our professional fields of interest)
- ▶ We need a diverse, efficient, and effective board that represents the members and listens to the voices of members, the technical professional community, and the public, in order to make informed decisions (Requires excessive volunteer time which precludes valuable service)
- ▶ We want to strengthen the role of the member in IEEE governance (The IEEE membership doesn't elect all Board; some directors are elected by as few as 0.2% of membership)

# Guiding Principles

- Strengthen the “voice” of the membership in IEEE governance
- The Board of Directors (BoD) will reflect the diversity of the IEEE
- All volunteer members of the IEEE Board of Directors will come from the IEEE membership and will be elected by the full membership
- The new BoD size and composition will be more conducive to flexibility and adaptiveness
  - The new BoD will be smaller than the current Board
  - Terms of service will support continuity
  - Allow for deliberative, candid, and generative discussions
- The volunteer members of the new Board of Directors will not hold any other IEEE leadership positions (with a few exceptions prescribed in the Bylaws) in order to avoid any real or perceived conflict of representation

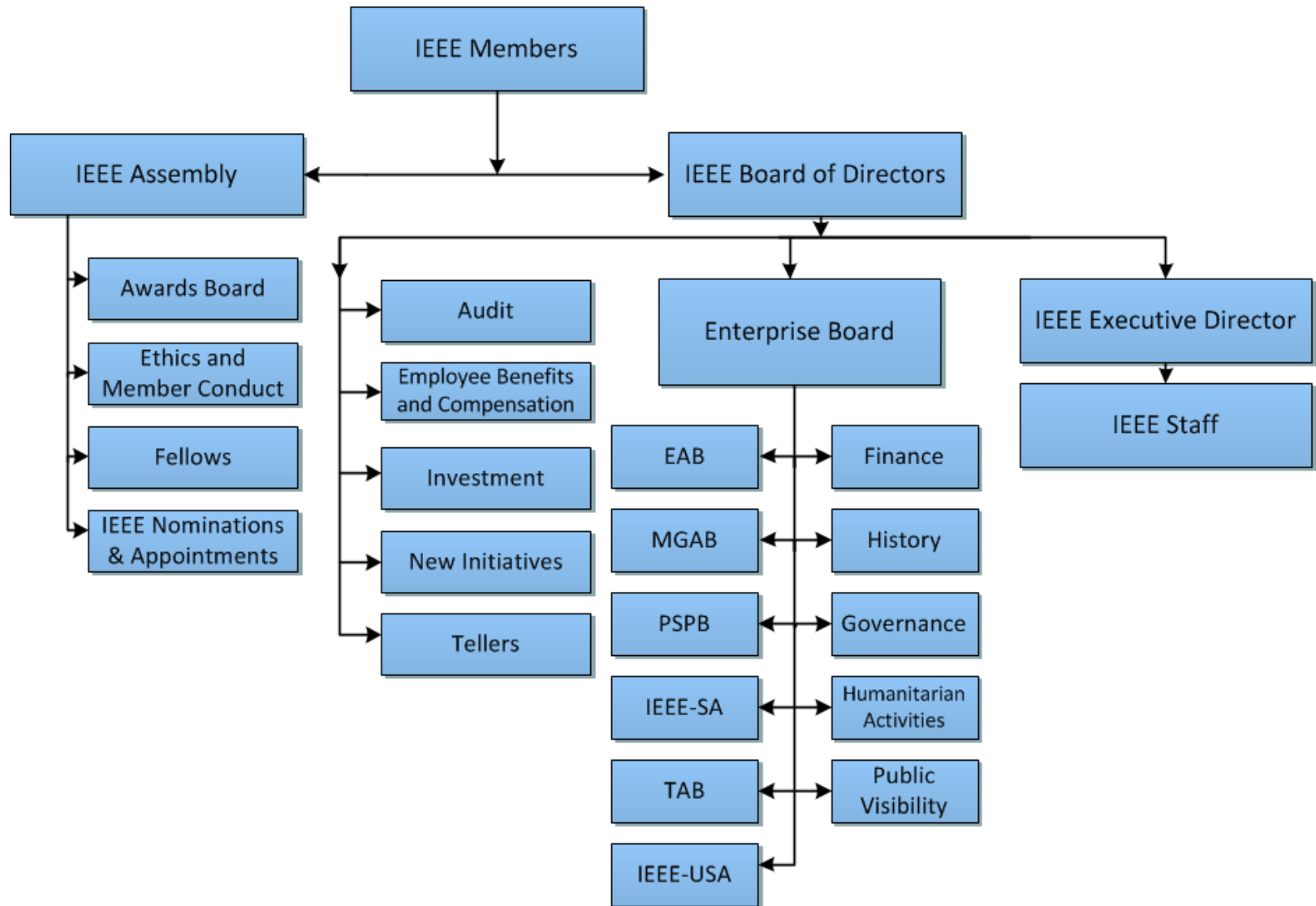
# Proposed Structure: Three Major Bodies

- **Board of Directors** (restructured)
  - 13 members; 12 IEEE Senior Members or Fellows elected by the full IEEE membership; Executive Director as non-voting member
  - Three-year term; limit of two terms except for President who may have one additional “term” as President
  - President Chairs and serves a two year term (6 total)
  - Focused on strategy
- **Enterprise Board** (a new body)
  - 22 members; 10 voting members (Immediate Past President, Treasurer, Secretary, Executive Director; Vice Presidents/Presidents of EA, MGA, PSPB, SA, TAB, IEEE-USA; 12 non-voting members – Management Council)
  - Immediate Past President Chairs
  - Focused on enterprise-wide operations (rationalizes operational issues across OUs)
- **Assembly** (same composition, new role)
  - No change to current structure - President, President-Elect, Immediate Past President, 10 Region Delegates, 10 Division Delegates
  - President Chairs
  - Focused on IEEE constituency

Transition over the next five years ensuring balance each year



# *Proposed Structure*



# Major benefits

Provides an adaptive governance structure to meet the uncertainties and increasing complexity of the future

- Board of Directors will be:
  - composed of a smaller group of our best and brightest members
  - able to engage in generative discussions focused on strategy
  - informed by a stronger voice of the member because all members will be asked to vote on each individual BoD director
- Enterprise Board will:
  - Create opportunities for representatives from each major OU to meet, socialize, and discuss challenges and opportunities while providing OUs a louder voice in IEEE-wide activities
  - Able to rationalize operational issues and enable effective operational management
- Assembly will serve as the important check and balance of Board of Directors composition and provide linkage to our constituency

# Board Slate will be Critical

**Goal is to attract great leaders from the wide breadth of IEEE membership to serve on the Board of Directors**

**Goal is for a very well-rounded Board. N&A will focus on:**

- 1) skills and experience in both IEEE & non-IEEE
- 2) individual attributes
- 3) diversity factors:

Including but not limited to: sectors (private, academia, other); lines of operation (currently EA, MGA/USA, Pubs, SA, TA); technical areas (leadership experience distributed across Societies/ Councils/ Communities); geographic areas; gender

# Current vs. Proposed – In Brief

## ***Current***

- Board doesn't have sufficient time to focus on strategic issues because they also discuss operational issues
- Board directors need to represent the interests of IEEE as a whole and not their constituents
- Changes to number or structure of regions and divisions are difficult because roles are tied
- Board is too large and lacks the ability to have generative discussions
- Organized around principles from 1960s
- Governance structure is not adaptable and lacks year-to-year continuity with members having varied terms of service

## ***Proposed***

- Board of Directors will focus on strategic issues; Enterprise Board will focus on operational issues
- Enterprise Board directors will be able to represent the interests of their constituents
- A Board position will be separate and distinct from an OU position; OUs will be empowered to change as they see fit
- Board will have fewer members which will allow for generative discussions
- IEEE senior governance will be structured with consideration for the future
- Governance structure will be adaptable and have more continuity from year-to-year

# Draft Functions

## *Board of Directors*

- *Sets strategic direction*
- *Final legal & fiduciary responsibility*
- *Approves total budget and establishes targets based on strategy*
- *Approves policy statements of IEEE and amicus briefs*
- *Resolves BoG disputes*
- *Approves Bylaws, select IEEE Policies, IOM, FOM and Board/IEEE Committees*

## *Charters and Manuals*

- *Approves changes to high level IEEE governance structure*
- *Hires and evaluates the Executive Director and approves compensation*



# Draft Functions

## *Board of Governors*

- *Enterprise-level focus*
- *Brings recommendations to and advises the Board*
- *Prepares IEEE budget that ensures alignment between budget and operations*
- *Resolves OU disputes*
- *Manages & approves select IEEE Policies & charters & manuals of its committees*
- *Approves awards, fellows, milestones*
- *Approves new office locations*
- *IEEE executives, working closely with volunteer counterparts, will manage their business units & come together to make decisions about enterprise-wide operations*





**Thank you  
Hvala**