



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



Dear MD officers, Greetings and Welcome to the first report of 2015. Firstly, I would like to thank everyone for their time & efforts in ensuring the retention of their members base as we have certainly seen some improvement. Although this report is for Jan2015, when you will read it, the pre-arrear period would have just finished i.e. we would now have to expend our energy on recovering the members who didn't renew. Please ensure to get in touch with them and convey them the usefulness of IEEE and what benefits they are now missing. Also, check out the newly introduced Recruitment & Retention goals & corresponding awards. Kudos to the Iceland & Estonia sections who have already achieved the 2015 Recruitment goals

–Adeel Sultan, Membership Development Chair, Region8

Region Snapshot	This Month	'15 vs. '14	% Change	2015 Membership Year goals for Recruitment and Retention are here! Individual Section goals and progress begin on page 6.
Total Membership	79,514	▼ (525)	-0.7%	
Higher-Grade	56,121	▲ 270	+0.5%	
Students	23,393	▼ (795)	- 3.3%	
IEEE Worldwide	433,573	▼ (5,132)	-1.2%	

Retention	Cumulative – Through This Month				Top 3 Sections (by retention %) 71.6% Switzerland Section 70.2% Norway Section 68.6% Spain Section
	Higher Grade	Student	Total % , #	2015 Goal % , #	
Region 8	60.2% 32,626	31.3% 5,424	53.2% 38,050	73.3% 52,590	
IEEE Overall	66.3% 199,006	23.0% 20,375	56.5% 219,381	72.5% 281,672	

Recruitment	Cumulative – Through This Month				Top 3 Sections (by growth %) 145%: Malta Section 135%: Iraq Section 125%: Latvia Section
	Higher Grade	Student	Total YoY Chg	2015 Goal YoY Chg	
Region 8	1,243	5,356	6,599 -7.4%	17,675 +3.3%	
IEEE Overall	36,246	21,366	36,246 2.1%	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	1,583	3,700	
IEEE Overall	8,747	18,280	



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Member Engagement	<i>Membership Activities</i>	
Recruitment	Recruitment can be handled via the Conference Member Recruitment program, www.ieee.org/cmrr	Showcase new membership programs including MentorCentre, Resume Lab, GoogleApps@IEEE
MGA Operations	New membership dues effective 16 August	New membership year begins 16 August
Section / Chapter Operations	Invite first year members to activities and events. Consider the newly elevated Student graduates.	Use the Correspondence templates located on www.ieee.org/md for outreach
SAMIEEE/Data Analysis	<i>New!</i> Section Vitality Dashboard link, www.ieee.org/vitalitydb 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
Volunteer Resources	www.ieee.org/volunteers	

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



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2015 Membership Development Goals



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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.



Outstanding Section Membership
 Recruitment and Retention Performance

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



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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.

-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.

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



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. 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
- 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



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Retention: 2015 Membership Year

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

Renewal by Region: 2015 Membership Year-January 2015												
REGION 8	HIGHER GRADE MEMBERS			STUDENT MEMBERS			TOTAL MEMBERS			2015 Goal	% to Goal	
	Opportunity	# Renewal	% Renewal	Opportunity	# Renewal	% Renewal	Opportunity	# Renewal	% Renewal			
Switzerland Section	2490	1885	75.7%	441	214	48.5%	2,931	2099	71.6%	84.6%	84.7%	
Norway Section	862	628	72.9%	97	45	46.4%	959	673	70.2%	83.6%	84.0%	
Spain Section	2804	2047	73.0%	715	368	51.5%	3,519	2415	68.6%	83.4%	82.3%	
Germany Section	6009	4324	72.0%	1664	752	45.2%	7,673	5076	66.2%	80.4%	82.3%	
Denmark Section	716	500	69.8%	157	73	46.5%	873	573	65.6%	78.1%	84.1%	
Sweden Section	1746	1215	69.6%	443	221	49.9%	2,189	1436	65.6%	81.2%	80.8%	
Region 8 - Apo/Fpo	79	56	70.9%	13	3	23.1%	92	59	64.1%	n/a		
Austria Section	962	671	69.8%	325	149	45.8%	1,287	820	63.7%	80.5%	79.2%	
Benelux Section	2807	1927	68.6%	749	292	39.0%	3,556	2219	62.4%	80.1%	77.9%	
Israel Section	968	647	66.8%	133	39	29.3%	1,101	686	62.3%	77.1%	80.8%	
Italy Section	3780	2444	64.7%	698	287	41.1%	4,478	2731	61.0%	84.5%	72.2%	
Finland Section	818	525	64.2%	253	119	47.0%	1,071	644	60.1%	82.8%	72.6%	
Slovenia Section	267	163	61.0%	28	14	50.0%	295	177	60.0%	86.4%	69.4%	
Poland Section	880	562	63.9%	138	41	29.7%	1,018	603	59.2%	78.0%	76.0%	
United Kingdom and Ireland Section	8341	5349	64.1%	1750	616	35.2%	10,091	5965	59.1%	66.5%	89.0%	
Croatia Section	558	366	65.6%	229	99	43.2%	787	465	59.1%	83.9%	70.4%	
Czechoslovakia Section	499	324	64.9%	105	23	21.9%	604	347	57.5%	76.6%	75.0%	
Latvia Section	83	49	59.0%	28	13	46.4%	111	62	55.9%	77.3%	72.3%	
Greece Section	1181	707	59.9%	681	263	38.6%	1,862	970	52.1%	71.8%	72.5%	
Romania Section	839	457	54.5%	125	44	35.2%	964	501	52.0%	79.1%	65.7%	
Portugal Section	832	500	60.1%	489	186	38.0%	1,321	686	51.9%	70.8%	73.4%	
Cyprus Section	208	122	58.7%	103	39	37.9%	311	161	51.8%	74.1%	69.8%	
Malta Section	116	69	59.5%	45	14	31.1%	161	83	51.6%	78.2%	65.9%	
Bahrain Section	75	41	54.7%	7	1	14.3%	82	42	51.2%	49.6%	103.4%	
France Section	3430	1880	54.8%	550	153	27.8%	3,980	2033	51.1%	72.8%	70.1%	
Republic Of Macedonia Section	113	66	58.4%	69	25	36.2%	182	91	50.0%	76.0%	65.8%	
Russia Section	639	352	55.1%	111	22	19.8%	750	374	49.9%	73.2%	68.1%	

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Retention: 2015 Membership Year (continued)

Renewal by Region: 2015 Membership Year-January 2015											
REGION 8	HIGHER GRADE MEMBERS			STUDENT MEMBERS			TOTAL MEMBERS			2015 Goal	% to Goal
	Opportunity	# Renewal	% Renewal	Opportunity	# Renewal	% Renewal	Opportunity	# Renewal	% Renewal		
Lithuanian Section	90	51	56.7%	20	3	15.0%	110	54	49.1%	70.0%	70.2%
Iceland Section	59	33	55.9%	29	10	34.5%	88	43	48.9%	62.8%	77.8%
Hungary Section	384	192	50.0%	71	24	33.8%	455	216	47.5%	80.2%	59.2%
Russia (Siberia) Section	211	101	47.9%	37	15	40.5%	248	116	46.8%	68.8%	68.0%
Estonia Section	99	58	58.6%	38	6	15.8%	137	64	46.7%	78.0%	59.9%
South Africa Section	959	467	48.7%	222	49	22.1%	1,181	516	43.7%	71.1%	61.4%
Russia (Northwest) Section	180	91	50.6%	81	20	24.7%	261	111	42.5%	59.9%	71.1%
Bulgaria Section	214	110	51.4%	69	8	11.6%	283	118	41.7%	72.9%	57.2%
Qatar Section	224	115	51.3%	111	17	15.3%	335	132	39.4%	67.1%	58.7%
Saudi Arabia Section	735	321	43.7%	152	26	17.1%	887	347	39.1%	63.8%	61.3%
Serbia And Montenegro Section	555	233	42.0%	180	54	30.0%	735	287	39.0%	82.7%	47.2%
Ukraine Section	358	151	42.2%	107	21	19.6%	465	172	37.0%	50.0%	74.0%
Western Saudi Arabia Section	309	106	34.3%	79	30	38.0%	388	136	35.1%	63.9%	54.9%
Egypt Section	864	403	46.6%	970	229	23.6%	1,834	632	34.5%	50.9%	67.7%
Oman Section	114	54	47.4%	62	4	6.5%	176	58	33.0%	50.6%	65.1%
United Arab Emirates Section	823	377	45.8%	593	87	14.7%	1,416	464	32.8%	75.1%	43.6%
Turkey Section	1178	507	43.0%	1031	200	19.4%	2,209	707	32.0%	49.6%	64.5%
Bosnia And Herzegovina Section	140	54	38.6%	123	29	23.6%	263	83	31.6%	70.3%	44.9%
Lebanon Section	342	150	43.9%	445	95	21.3%	787	245	31.1%	50.0%	62.3%
Kenya Section	148	45	30.4%	26	7	26.9%	174	52	29.9%	62.8%	47.6%
Iraq Section	160	52	32.5%	42	7	16.7%	202	59	29.2%	50.0%	58.4%
Belarus Section	42	12	28.6%	7	2	28.6%	49	14	28.6%	76.1%	37.6%
Reg 8-Countries Outside Sections	787	282	35.8%	428	55	12.9%	1,215	337	27.7%	n/a	
Morocco Section	106	36	34.0%	82	13	15.9%	188	49	26.1%	54.1%	48.2%
Kuwait Section	152	71	46.7%	158	7	4.4%	310	78	25.2%	52.8%	47.6%
Nigeria Section	1115	276	24.8%	264	35	13.3%	1,379	311	22.6%	42.8%	52.6%
Ghana Section	175	41	23.4%	54	8	14.8%	229	49	21.4%	46.7%	45.8%
Iran Section	862	185	21.5%	788	137	17.4%	1,650	322	19.5%	60.0%	32.5%
Jordan Section	235	101	43.0%	423	27	6.4%	658	128	19.5%	40.0%	48.6%
Tunisia Section	313	66	21.1%	470	84	17.9%	783	150	19.2%	29.0%	66.1%
Zambia Section	119	9	7.6%	1	0	0.0%	120	9	7.5%	79.3%	9.5%
Grand Total	54,154	32,626	60.2%	17,309	5,424	31.3%	71,463	38,050	53.2%	73.3%	72.6%



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Recruitment: 2015 Membership Year (continued)

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

Election by Region:2015 Membership Year January 2015							
Region Code	Section Name	2014	2013	# Change	% Change	2015 Goal	% to Goal
R8	Malta Section	27	11	16	145.45%	30	90.0%
R8	Iraq Section	33	14	19	135.71%	123	26.9%
R8	Latvia Section	9	4	5	125.00%	20	44.3%
R8	Ghana Section	51	25	26	104.00%	116	44.2%
R8	Estonia Section	48	24	24	100.00%	35	138.5%
R8	Iceland Section	30	15	15	100.00%	30	100.0%
R8	Jordan Section	334	213	121	56.81%	456	73.3%
R8	Bosnia And Herzegovina Section	29	19	10	52.63%	80	36.3%
R8	Hungary Section	28	19	9	47.37%	80	35.0%
R8	Oman Section	39	27	12	44.44%	98	39.8%
R8	Western Saudi Arabia Section	132	95	37	38.95%	180	73.5%
R8	Russia (Northwest) Section	47	35	12	34.29%	98	48.0%
R8	Bulgaria Section	16	12	4	33.33%	75	21.5%
R8	Morocco Section	32	24	8	33.33%	90	35.6%
R8	Norway Section	46	35	11	31.43%	112	41.1%
R8	Spain Section	248	196	52	26.53%	508	48.9%
R8	Tunisia Section	239	190	49	25.79%	513	46.6%
R8	Israel Section	60	51	9	17.65%	186	32.3%
R8	Italy Section	247	219	28	12.79%	686	36.0%
R8	Czechoslovakia Section	42	38	4	10.53%	155	27.0%
R8	Denmark Section	47	43	4	9.30%	168	28.0%
R8	Saudi Arabia Section	171	157	14	8.92%	337	50.7%
R8	Reg 8-Countries Outside Sections	227	222	5	2.25%	n/a	
R8	Belarus Section	2	2	0	0.00%	15	13.3%
R8	United Kingdom and Ireland Section	817	831	-14	-1.68%	2162	37.8%
R8	United Arab Emirates Section	292	312	-20	-6.41%	737	39.6%
R8	France Section	266	292	-26	-8.90%	885	30.1%
R8	Nigeria Section	194	215	-21	-9.77%	640	30.3%

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Recruitment: 2015 Membership Year (continued)

Election by Region:2015 Membership Year January 2015							
Region Code	Section Name	2014	2013	# Change	% Change	2015 Goal	% to Goal
R8	Croatia Section	55	61	-6	-9.84%	150	36.7%
R8	Greece Section	231	259	-28	-10.81%	485	47.6%
R8	Serbia And Montenegro Section	55	62	-7	-11.29%	142	38.8%
R8	Egypt Section	381	439	-58	-13.21%	945	40.3%
R8	Germany Section	372	443	-71	-16.03%	1308	28.4%
R8	Qatar Section	72	86	-14	-16.28%	167	43.0%
R8	Sweden Section	90	109	-19	-17.43%	334	26.9%
R8	Benelux Section	193	236	-43	-18.22%	580	33.3%
R8	Switzerland Section	106	134	-28	-20.90%	351	30.2%
R8	Lebanon Section	224	295	-71	-24.07%	400	56.0%
R8	South Africa Section	47	62	-15	-24.19%	315	14.9%
R8	Russia Section	52	70	-18	-25.71%	213	24.5%
R8	Russia (Siberia) Section	17	23	-6	-26.09%	65	26.3%
R8	Iran Section	231	320	-89	-27.81%	895	25.8%
R8	Portugal Section	130	181	-51	-28.18%	350	37.1%
R8	Turkey Section	244	353	-109	-30.88%	900	27.1%
R8	Lithuanian Section	11	16	-5	-31.25%	30	37.3%
R8	Cyprus Section	29	43	-14	-32.56%	89	32.8%
R8	Finland Section	41	61	-20	-32.79%	160	25.7%
R8	Poland Section	51	76	-25	-32.89%	199	25.7%
R8	Slovenia Section	8	12	-4	-33.33%	32	25.0%
R8	Austria Section	62	98	-36	-36.73%	245	25.3%
R8	Romania Section	42	82	-40	-48.78%	182	23.1%
R8	Ukraine Section	20	44	-24	-54.55%	150	13.3%
R8	Bahrain Section	4	9	-5	-55.56%	34	11.8%
R8	Kenya Section	13	30	-17	-56.67%	75	17.3%
R8	Region 8 - Apo/Fpo	3	7	-4	-57.14%	n/a	
R8	Zambia Section	3	7	-4	-57.14%	21	14.3%
R8	Kuwait Section	56	144	-88	-61.11%	201	27.9%
R8	Republic Of Macedonia Section	3	28	-25	-89.29%	48	6.3%
Grand Total		6599	7130	-531	-7.45%	17675	37.3%