



New Volunteer Orientation

Magdalena Salazar-Palma
Region 8 Past Director 2021-2022
salazar@tsc.uc3m.es

Antonio Luque
Region 8 Director 2021-2022
aluque@ieee.org

Vincenzo Piuri
Region 8 Delegate-Elect/Director-Elect 2021-2022
vincenzo.piuri@unimi.it



Outline

- 1. Welcome and Introduction of Participants**
- 2. Overview of IEEE**
- 3. Overview of Region 8**
- 4. Running a Section Successfully**
- 5. Overview of Member and Geographic Activities and MGA Board**
- 6. Region 8 Committee Meetings**
- 7. Concluding Remarks and Q&A**



Welcome and Introduction of Participants



Overview of the IEEE

IEEE: The Force Behind Innovation

What is IEEE?

- IEEE is the world's largest technical professional organization dedicated to **advancing technology** for the **benefit of humanity**.
- IEEE and its members **inspire a global community** through IEEE's highly cited **publications, conferences, technology standards, and professional and educational activities**.
- Key values are **technical innovation, access to cutting-edge information, networking opportunities, and exclusive member benefits**.

Our Mission

**Foster technological innovation
and excellence
for the benefit of humanity**

Our Vision

Be essential to the global technical community and to technical professionals everywhere, and be universally recognized for the contributions of technology and of technical professionals in improving global conditions

What does IEEE and its members?

- Support the mission to **advance technology for humanity** and the profession
- Contribute to **dissemination of technical knowledge**
- Build **technical communities** and **network with each other**
- Introduce **technology careers to students**
- Support **continued/life-long education** of professionals
- Mentor students and professionals in **career development**
- Promote **technology awareness and professional ethics** among the general public

Benefits of membership

- Trusted voice
- Global community
- Profession:
 - Keeping technically current
 - Career resources and recognition
 - Professional networking
 - Continuing education
- Member discounts

Benefits of membership

- IEEE membership benefits include:
 - IEEE Spectrum magazine subscription
 - Collabratec member exclusive access
 - IEEE ResumeLab
 - IEEE Mentoring Connection
 - Networking – professional & personal
 - Center for Leadership Excellence <https://iee-elearning.org/CLE>
 - IEEE Xplore Digital Library discounts
 - Conferences and discounts
 - Educational opportunities

Member grades

- **Student:** At least 50% of a normal full-time academic program as a registered undergraduate or graduate student in a regular course of study in IEEE-designated fields.
- **Graduate student:** At least 50% of a normal full-time academic program as a registered graduate student in a regular course of study in IEEE-designated fields.

The total cumulative period for a member to hold the Student member grade and/or the Graduate Student member grade is limited to eight years.

Student members or Graduate Student members, upon graduation or upon reaching the total cumulative eight-year limit as a Graduate Student member (whichever occurs first), will be transferred automatically to member grade.

Member grades

- **Associate:** Technical and non-technical individuals who do not meet the qualifications for member grade but who wish to benefit from membership and partnership in IEEE, and for those who are progressing, through continuing education and work experience, toward qualifications for member grade.

Student members outside of the IEEE-designated fields, upon graduation or upon reaching the eight-year limit (whichever occurs first), will be transferred to Associate member grade.

Member grades

- **Member:** Those who have satisfied IEEE-specified educational requirements and/or who have demonstrated professional competence in IEEE-designated fields of interest.
- For admission or transfer to the grade of member, a candidate may be either:
 - An individual who has received a three- to five-year university-level or higher degree from an accredited institution or program and in an IEEE-designated field,
 - An individual who has received a three- to five-year university-level or higher degree from an accredited institution or program and who has at least three years of professional work experience engaged in teaching, creating, developing, practicing, or managing in IEEE-designated field,
 - An individual who, through at least six years of professional work experience, has demonstrated competence in teaching, creating, developing, practicing, or managing within IEEE-designated fields.

Member grades

- **Senior Member:** Highest grade for which application may be made. Requires experience reflecting professional maturity. A candidate shall be an engineer, scientist, educator, technical executive, or originator in IEEE-designated fields and shall have been in professional practice for at least ten years and shown significant performance over a period of at least five of those years, such performance including one or more of the following:
 - Substantial responsibility or achievement in IEEE-designated fields,
 - Publication of papers, books, or inventions in IEEE-designated fields,
 - Technical direction or management of important work with evidence of accomplishment in IEEE-designated fields,
 - Recognized contributions to the welfare of the professions encompassed by IEEE-designated fields,
 - Development or furtherance of important courses in one or more of the IEEE-designated fields at an institution in the REP list,
 - Contributions equivalent to those of the above areas related to IEEE-designated fields, provided these contributions serve to advance progress substantially in IEEE-designated fields.

Member grades

- **Fellow:** Recognizes unusual distinction in the profession and is conferred only by invitation of the Board of Directors upon a person with an extraordinary record of accomplishments in any of IEEE's designated fields of interest.
 - The candidate shall hold Senior member grade at the time the nomination is submitted.
 - Normally, the candidate shall have been a member in any grade for a period of five years or more preceding 1 January of the year of elevation; however, the five-year membership requirement may be waived for a Fellow candidate who has been engaged in professional practice (as needed to qualify for Senior member grade) in a geographical area where, in the judgment of the Board of Directors, it was difficult to become a member previously, as evidenced by the absence of a Section previously and the recent formation of a new Section to cover that geographical area. In such case, membership of five years or more in a recognized local electrical, electronics, or computer-engineering society may substitute for the five-year IEEE membership requirement, when the nomination is submitted within four years after the formation of the new Section.

Other categories

- **Life member:** Member who has reached the age of 65 years and who has been a member of IEEE (or one of its predecessor societies) for such a period that the sum of his/her age and his/her years of membership equals or exceeds 100 years.
 - Basic dues and assessments are waived for those achieving Life Member status.
- **Young Professionals:** Post-Student members who are within 15 years of receiving their first professional degree with an option to participate beyond the 15-year time span.
- **Society Affiliate:** Member of an IEEE Society who are not IEEE members and are not entitled to any IEEE benefits or services that are reserved solely for IEEE members.
 - All affiliate benefits and services come directly from the individual IEEE Society offering affiliation.
 - For each Society one is affiliated with, the applicant pays a separate annual affiliate fee plus that IEEE Society's annual membership dues.
 - Not all Societies offer affiliation.

IEEE quick facts (1)

- ▶ More than **409,000 members** in 160 countries; 37.4 % live in the United States (R1-R6), 62.6 % in R7-R10.
- ▶ More than **125,900 student members**.
- ▶ **342 Sections** in 10 geographic Regions worldwide.
- ▶ **2,562 Chapters** unite local members with similar technical interests.
- ▶ **3,485 Student Branches** at colleges and universities in 100 countries.
- ▶ **2,877 Student Branch Chapters** of IEEE Technical Societies.

IEEE quick facts (2)

- ▶ **580 Affinity Groups**, non-technical sub-units: Young Professionals (YP), Women in Engineering (WIE), Life Members (LM), IEEE-USA Consultants' Network.
- ▶ **39 Societies** and **7 technical Councils** representing the wide range of IEEE technical interests.
- ▶ More than **5 million documents** in IEEE Xplore Digital Library,
 - more than **15 million downloads** each month.
- ▶ More than **1,200 standards** and more than **900 standards** under development.

IEEE quick facts (3)

- ▶ More than **200 transactions, journals and magazines** (1/3 of the world's technical literature in electrical engineering, computer science and electronics):
 - 17 of the 20 top-cited publications in electrical and electronics engineering
 - 75% of the authors are from outside USA
- ▶ More than **1,800 conferences** in 95 countries:
 - partnering with **1,300 non-IEEE entities** globally
 - attracting more than **485,000 conference attendees**
 - publishing over **1,500 conference proceedings** via IEEE Explore

Data current as of 14-03-2021, taken from <https://www.ieee.org/about/at-a-glance.html>

IEEE organization

- ▶ Grouped into **geographic areas** reflecting where members live and work ...
 - **10** Geographic Regions,
 - **342** Sections within Regions,
 - **3,485** Student Branches at colleges and universities over 100 countries.
- ▶ ... and **technical areas** based on members technical fields of interest (Knowledge Communities, both global and local):
 - **39** Technical Societies, **7** Technical Councils, and **12** general technical communities,
 - **2,562** Chapters that unite local members with similar technical interests,
 - **2,877** Student Branch chapters of Technical Societies.

IEEE organization

- ▶ Members may also group up attending to non-technical interests or affinities.
- ▶ The following have been approved as parent organizational units of local affinity groups:
 - [Consultants Network](#) , CN,
 - [Life Members](#) , LM,
 - [Women in Engineering](#) , WIE,
 - [Young Professionals](#) , YP (formerly GOLD).
 - With a total of **486** affinity groups worldwide which are non-technical subunits of one or more Sections or Regional Councils.
- ▶ Other groups are:
 - IEEE Entrepreneurship (<http://entrepreneurship.ieee.org/>),
 - Special Interest Group on Humanitarian Technology (https://www.ieee.org/special_interest_group_on_humanitarian_technology.html) and other groups focusing on humanitarian efforts,
 - And several virtual communities.

IEEE Regions



IEEE Divisions

39 Societies and 7 Technical Councils grouped
in **10 Divisions** (same number as for Regions):

- I. Circuits and Devices (CAS, ED, SSC; CEDA, Nano)
- II. Industrial Applications (CPMT, DEI, IA, IM, PEL, UFFC)
- III. Communications Technology (Com)
- IV. Electromagnetics and Radiation (AP, BT, CE, EMC, Mag, MTT, NPS; CRFID, CSC)
- V. Computer (C)
- VI. Engineering and Human Society (E, IE, PSE, PC, R, SIT, TEM)
- VII. Energy and Power Engineering (PE)
- VIII. Computer (C)
- IX. Signals and Applications (AES, GRS, IT, ITS, OE, SP, VT)
- X. Systems and Control (CIS, CS, EMB, Pho, RA, SMC; Bio, Sen, Sys)

IEEE organization

- ▶ Brings together members with similar interests.
- ▶ Sponsors
 - Conferences,
 - Workshops,
 - Tutorials,
 - Seminars,
 - And so on.
- ▶ Develops publications:
 - Journals,
 - Magazines,
 - Newsletters.
- ▶ Recognizes member accomplishments.
- ▶ Helps members to network through Societies, Chapters, Conferences, and other tools, e.g., IEEE Collabratec™ [collabratec](#)

IEEE Section – the basic GeoUnit

- ▶ Sections provide a local community of colleagues.
- ▶ Members build a network through activity in
 - Sections,
 - Chapters within the Section,
 - Student Branches within the Section,
 - Student Branch Chapters within the Section.
- ▶ Volunteers develop new skills and experience:
 - Management,
 - Teamwork,
 - Leadership.
- ▶ Volunteers:
 - Gain recognition,
 - Recognize achievements of others.

IEEE governance organization



MEMBERS

Assembly

Board of Directors

**Publications,
Services and
Products Board**

**Educational
Activities Board**

**Standards
Association**

IEEE-USA

**Member & Geo
Activities Board**

**Technical
Activities Board**

**Regions &
Sections**

**Societies &
Tech. Councils**

Chapters

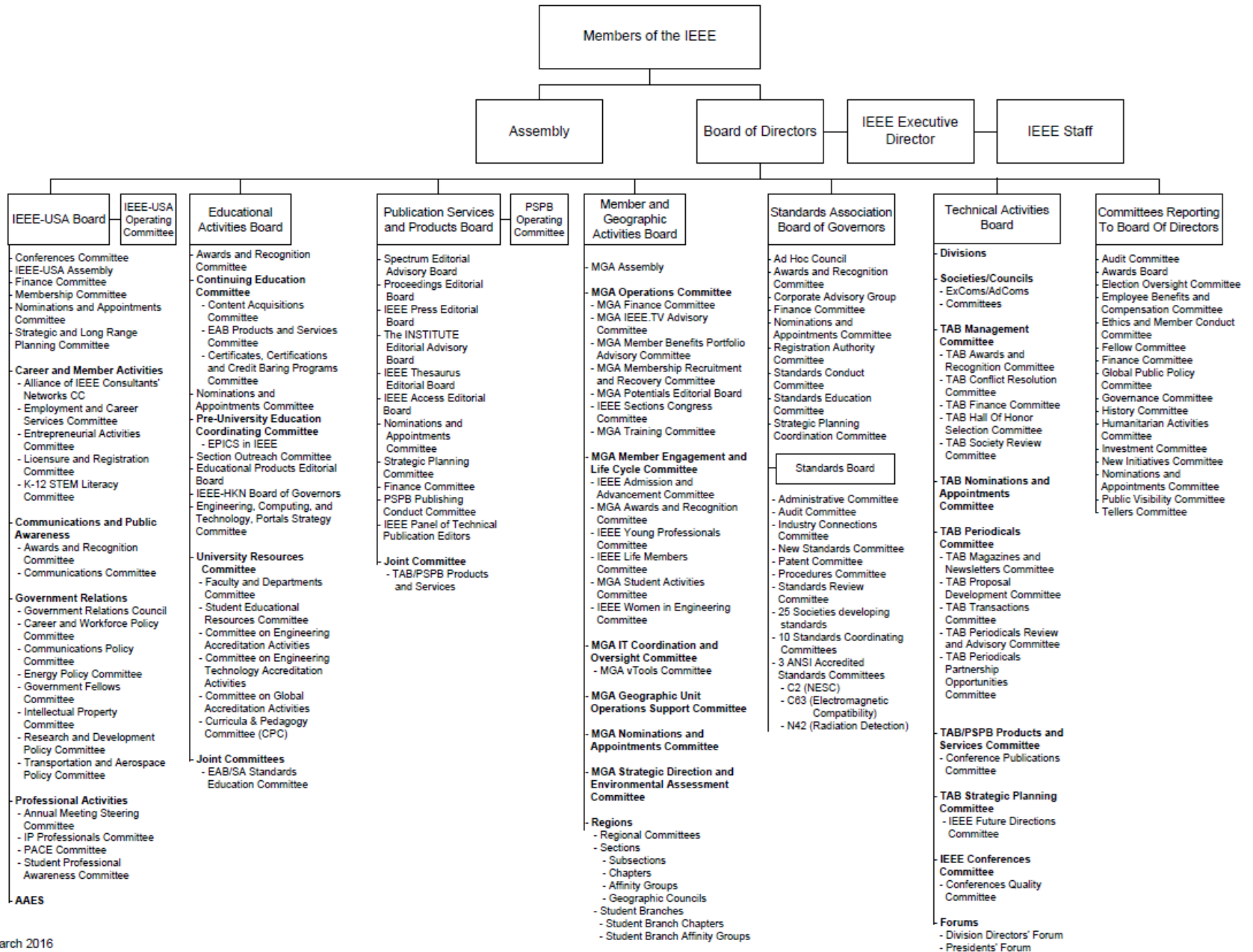
IEEE organization

- ▶ IEEE Officers
 - Voting members of IEEE elects a **President** each year.
 - Serves for three years:
 - President-Elect,
 - President and CEO,
 - Past-President.
- ▶ President also serve on IEEE **governing bodies**:
 - **IEEE Board of Directors (31 voting members: 3 “Presidents” + 6 Vice Presidents + Secretary + Treasurer + 10 Regional Directors + 10 Division Directors),**
 - **IEEE Assembly (23 voting members: 3 P + 10 RD + 10 DD).**

IEEE organization

- ▶ **IEEE Major Boards** have elected volunteer leadership.
- ▶ Six subordinate boards govern major areas of IEEE interest:
 - **Member and Geographic Activities (MGAB),**
 - **Technical Activities (TAB),**
 - **Educational Activities (EAB),**
 - **Publication Services and Products Board (PSPB),**
 - **Standards,**
 - **IEEE-USA.**
- ▶ There are a number of **Committees** that report either to BoD or to the Boards.
- ▶ **IEEE** is governed by **volunteers** for **volunteers**, with the help of a reduced number of qualified staff members.

Summary of the IEEE Organization



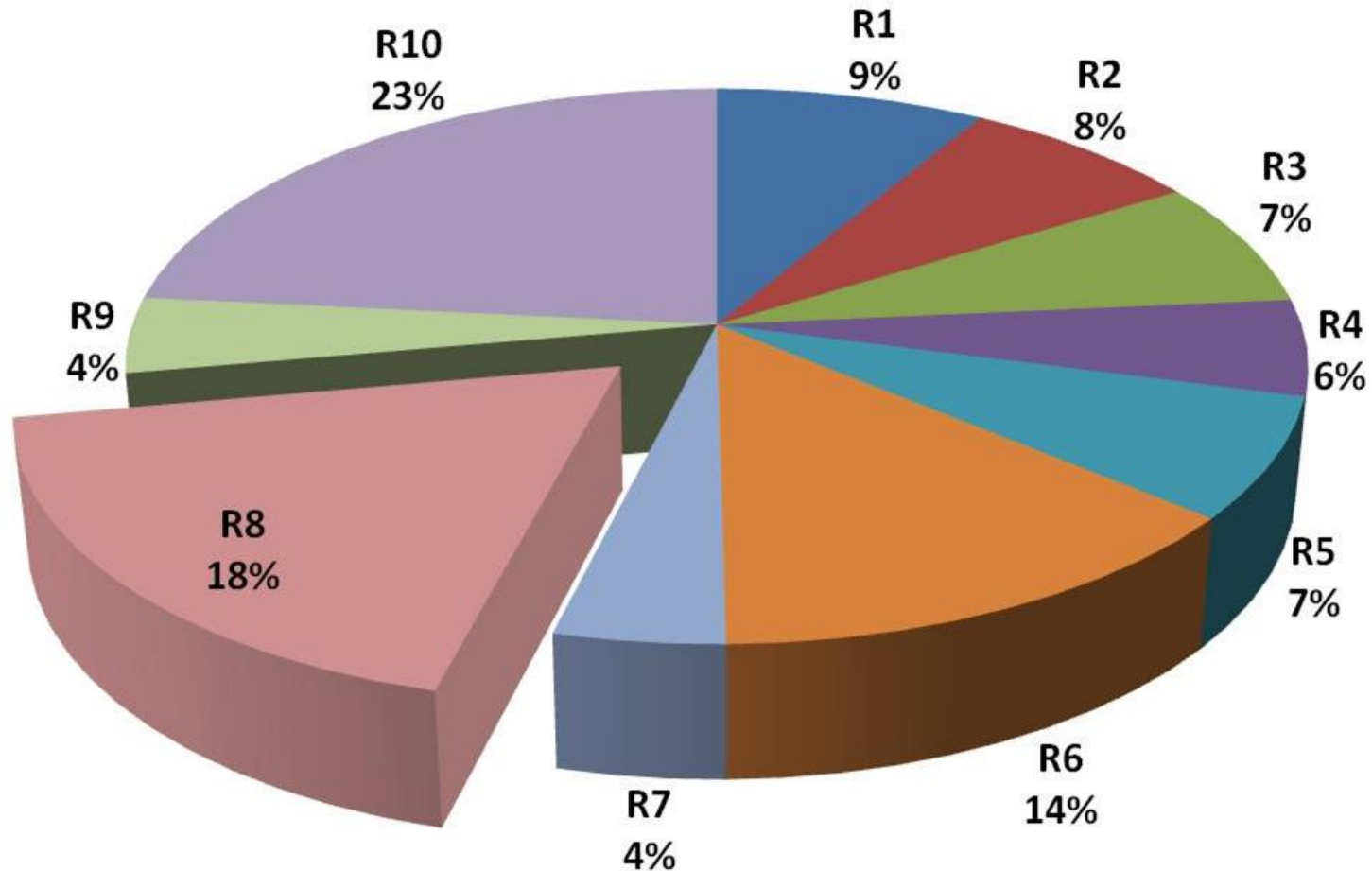
Overview of Region 8

Region 8 covers Europe, Middle East, and Africa



- Largest Region in terms of geographical extension.
- Extremely high diversity.

Percent of total IEEE Membership by Region



- R8 is Second largest in terms of number of members.

R8 Organizational Units data

- 59 Sections
- 11 Subsections
- 1 Council: Africa Council
- 600+ Society Chapters
- 100+ Affinity Groups
- 660+ Student Branches
- 390+ Student Branch Chapters
- 100+ Student Branch Affinity Groups



'Average' Region 8 Section

- ▶ 1,100 Members
(largest ca. 9,500)
(median ca. 500)
(smallest ca. 50)
- ▶ 18 OU's
(with ca. 40 members)
 - 9 Chapters,
 - 1 Affinity Group,
 - 6 Student Branches,
 - 1 Student Branch Chapter,
 - 1 Student Branch Affinity group.



IEEE Region 8 Vision and Mission

Mission

- ▶ To serve the needs of the members of the Institute, the profession and society at large, by enhancing and supporting the IEEE's Organizational Units and their activities within Region 8.

Vision

- ▶ Region 8 is an effectively organized, dynamic and influential entity, recognized as a leading and esteemed part of a truly transnational IEEE, with IEEE benefits equally available to all members.

Key steps to realize the mission

- ▶ Provide a platform for coordination, motivation and interaction among Region 8 units.
- ▶ Provide a link between the Region and other IEEE organizational units.
- ▶ Work to achieve smooth and effective operations in different countries
 - recognizing cultural differences, and
 - effectively cooperating with national societies and other organizations.
- ▶ Expand IEEE presence and activities to new geographic areas in Region 8.
- ▶ Promote the transnational nature of IEEE within the Region and the Institute.

R8 Operating Committee (OpCom)



Antonio Luque



Magdalena Salazar-Palma



Vincenzo Piuri



Ljupco Karadzinov



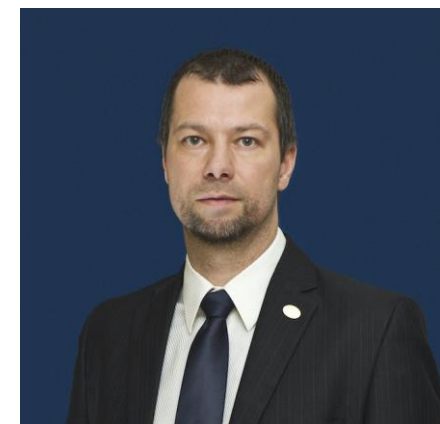
Adam Jastrzebski



Sara Barros



Simay Akar



Peter Nagy

R8 Committee members

- **OpCom**
 - **Director:** Antonio Luque (Spain)
 - **Director-Elect:** Vincenzo Piuri (Italy)
 - **Past-Director:** Magdalena Salazar Palma (Spain)
 - **Secretary:** Ljupco Karadzinov (North Macedonia)
 - **Treasurer:** Adam Jastrzebski (UK & Ireland)
 - **Vice-Chair, Member Activities:** Sara Barros (Benelux)
 - **Vice-Chair, Student Activities:** Simay Akar (Turkey)
 - **Vice-Chair, Technical Activities:** Peter Nagy (Hungary)

R8 Committee members

- Complete listing

<https://ieeer8.org/category/committee/>

- **All Section Chairs:**

<http://www.ieeer8.org/category/sections/>

R8 Committee - Appointed members

- **Action for Industry:** John Matogo (Kenya)
- **Awards & Recognition:** Magdalena Salazar Palma (Spain)
- **Chapters:** Andrejs Romanovs (Latvia)
- **Conferences:** Habib Kammoun (Tunisia)
- **Humanitarian Activities:** Abdulateef Aliyu (Nigeria)
- **Membership Development:** Mike Hinchey (UK & Ireland)
- **Professional and Educational Activities:** Conrad Attard (Malta)
- **Region 8 News:** Vinko Leić (Croatia)
- **Standards Coordinator:** Tuncer Baykas (Turkey)
- **Strategic Planning:** Magdalena Salazar Palma (Spain)
- **Student Representative:** Theodoros Chatzinikolaou (Greece)
- **Women in Engineering:** Maria Alexandra Paun (Switzerland)
- **Young Professionals:** Almedin Kavaz (Germany)

R8 Committee - Appointed members

- **Africa Council Chair:** Vincent Kaabunga (Kenya)
- **Careers New Initiative:** Mohamed Amin (Egypt)
- **Diversity, Equity and Inclusion:** Mona Ghassemian (UK & Ireland)
- **Electronic Communications:** George Michael (Cyprus)
- **Electronic Communications Assistant:** Maria Efthymiou (Cyprus)
- **Finance:** Adam Jastrzebski (UK & Ireland)
- **History Activities:** Martin Bastiaans (Benelux)
- **Life Members:** Peter Magyar (Germany)
- **New Industry Events Initiative:** Nihal Sinnadurai (UK & Ireland)
- **New Student Contests Initiative:** Lee Crudgington (UK & Ireland)
- **Publications and Communications:** Adeel Sultan (United Arab Emirates)
- **Region 8 Sigma:** Christopher James (UK & Ireland)
- **Region 8 Today:** Hazar Oklah (Jordan)
- **Region Vitality Coordinator:** Matej Zajc (Slovenia)
- **Sections Congress Coordinator:** Costas Stasopoulos (Cyprus)
- **Congress (SYP/xSYP) Coordinator:** Barbara Vujkov (Serbia)
- **Social Media:** Mohamed Hussain Babae (Portugal)
- **Voluntary Contribution Fund:** Andreas Koltes (Germany)

Africa Council

- Africa has 10 Sections, 6 Sub-Sections and more than 6,000 active members across the continent's 54 countries as of 2016.
- Africa Council was approved in June 2018 and is now fully operational.
- Its primary responsibility is to be a centralized coordinating unit for IEEE activities in Africa. Other responsibilities are to provide:
 - Guidance to the members on how to use IEEE's tools, products and network to enhance the engineer in Africa.
 - A common voice for IEEE on the continent and provide an initial point of contact.
 - Volunteer development training to grow IEEE's presence in Africa to benefit all volunteers.
- With the Africa Council, it is easier to identify solutions to problems in Africa. More importantly, African volunteers will get more opportunities to know themselves, network and share ideas and best practices for professional development.

What does R8 Committee do?

- ▶ Conducts **two annual meetings** with the Region's leadership:
 - coordination of Region 8 business,
 - ultimate decision body for matters under Region responsibility,
 - training for new volunteers.
- ▶ Supports activities of local Organizational Units.
- ▶ Coordinates meetings for technical and professional purposes in the Region.
- ▶ Coordinates student, Young Professionals and Women in Engineering events.
- ▶ Coordinates activities between R8 entities and Organizational Units from outside the Region.
- ▶ Engages in member development.
- ▶ Web site: www.ieeer8.org

R8 Conferences

- EuroCon
- MeleCon
- AfriCon
- EnergyCon
- HistelCon
- Approximately 300 IEEE conferences in Region 8 every year:

Some of them technically co-sponsored.



Coming R8 Flagship Conferences

- ▶ ENERGYCON 2022, May 2022, Riga, Latvia
- ▶ MELECON 2022, June 2022, Palermo, Italy
- ▶ EUROCON 2023, July 2023, Torino, Italy
- ▶ AFRICON 2023, September 2023, Nairobi, Kenya
- ▶ HISTELCON 2023, Florence, Italy

Sponsoring Conferences

- ▶ Sections can sponsor conferences.
- ▶ Sections can co-sponsor or technically co-sponsor conference, but only with non-for-profit entities
- ▶ For co-sponsored and technically co-sponsored conferences, the Section must sign a Memorandum of Understanding with the other parties.
- ▶ The decision to sponsor, co-sponsor or technically co-sponsor a conference must be recorded in the Section's meeting minutes. Review the application for sponsorship to make sure that the conference is a success and the quality is high.
- ▶ The Section should participate in the conference to gauge quality.
- ▶ If the Section needs advice, contact Region 8 Conference Coordinator.
- ▶ www.ieeer8.org/category/technical-activities/conference-coordination/

New Technical Co-Sponsor (TCS) Fee

- ▶ For all conferences starting 1 January 2021 or later, in which an MGA Geographic Unit is a technical co-sponsor and there is no IEEE financial sponsorship, the MGA TCS Fee policy shall apply.
 - This fee is \$1500 per TCS conference, and \$22 per paper submitted to IEEE Xplore.
 - If multiple IEEE Organizational Units (OUs) technically co-sponsor the same conference, the fee will be divided equally between all IEEE sponsors (i.e.: Society, Technical Council, MGA Geographic Units).
 - MGA Geographic Units will have the option to bill the TCS fees directly to the Conference.

Supporting Members and Volunteers

- ▶ Communications and Publications
- ▶ Professional and educational activities
- ▶ Members services and recognition
- ▶ Activities for industry and professionals
- ▶ Humanitarian activities
- ▶ Diversity and inclusion

GDPR

- ▶ The General Data Protection Regulation (GDPR), originating in the European Union, is expected to have far-reaching implications on how organizations, like IEEE, conduct business worldwide, including conferences.
 - This regulation places new obligations on organizations that market, track, or handle personal data.
 - Went into effect on 25 May 2018.
 - News at R8 website: <http://ieeer8.org/news/new-gdpr-regulation-impacts-for-ieee-conferences>
 - Most important information: <http://sites.ieee.org/gdpr>

Running a Section Successfully

What a Section Chair does

- Runs the Section, by promoting, supporting, coordinating and overseeing all activities of the Section.
- Finds future leaders.
- Be a role model.
- Inspires and mobilizes people.
- Organizes Administrative board meetings.
- Supports activities:
 - Professional,
 - Technical,
 - Non-technical (including social).
- Reports to officers – important!
 - So they receive e-mail, information material, and so on.
- Reports to Region 8 and IEEE – **important!**

Election of Section's and Chapter's Officers

- All officers shall be **elected annually** or **biannually**,
- Term of office is 1 January to 31 December,
- An officer should not serve in the **same position for more than four consecutive years**, or for more than six years in total.

See MGA Operations Manual, Section 9.4.F:

http://www.ieee.org/documents/mga_operations_manual.pdf

- The Section/Chapter must report the change of Officers/volunteers as soon as possible.
 - To ensure the IEEE Geographic Roster will be updated.
 - Ensure volunteers have access to IEEE MGA services:
 - OU Analytics (web-based ad hoc query tool that provides volunteers access to member data, <http://www.ieee.org/ouanalytics>),
 - vTools (wide range of tools developed by volunteers for IEEE members and IEEE volunteers: <http://sites.ieee.org/vtools/>),
 - Entity Web Hosting (service to develop, create and maintain websites on an IEEE host: <http://sites.ieee.org/>).

➤ IEEE Officer Confirmation Report: <http://officers.vtools.ieee.org/>



Positions/areas of responsibility in IEEE Geographic Roster for a Section

- ▶ Chair,
- ▶ Vice Chair,
- ▶ Secretary,
- ▶ Treasurer,
- ▶ Secretary/Treasurer,
- ▶ Industry Ambassador,
- ▶ Professional Activities,
- ▶ Educational Activities,
- ▶ Student Activities,

Positions/areas of responsibility in IEEE Geographic Roster for a Section

- ▶ Membership Development Chair,
- ▶ Chapter Coordinator,
- ▶ Affinity Groups Chairs (Young Professionals, Women in Engineering,...)
- ▶ Conference Coordinator,
- ▶ Newsletter,
- ▶ Electronic Communications Coordinator,
- ▶ Awards and Recognition Chair,
- ▶ Historian,
- ▶ OU Analytics and membership database,
- ▶ Nominations and Appointments Chair,
- ▶ ...

Meeting Reports

- Meeting Reports:
[https://events.vtools.ieee.org/tego_authentication/sign_in? landing
=/meeting_report/search](https://events.vtools.ieee.org/tego_authentication/sign_in?landing=/meeting_report/search)

Section Vitality Checklist

From MGA Operations website

First Quarter of the Year (January – March)

- Complete and submit all IEEE mandated documentation (e.g. Meeting Reports, Financials (NetSuite/ L50) to close the previous year.
- Report all Section Officers, Affinity Group, Chapter, and Student Branch Chairs.
- Update Section website.*
- Does your Section have Social Media presence (Facebook, Instagram, etc)
- Train new officers through the Center for Leadership Excellence.
- Are you familiar with vTools?
- Promote use of Section Vitality Dashboard, vTools and OU Analytics. *
- Review /Update local operating procedures.
- Plan and budget for Section, Chapter, and Affinity Group activities for the year.
- Organize a workshop for Chapter and Affinity Group Chairs.
- Conduct joint meeting with student branches, e.g. technical presentation, Student Professional Activities Conference (S-PAC).
- Reach out to non-renewing members before the deactivation date (end of February)
- Review meeting reporting on vTools for all local units and bring it up to date

* Activities marked with an asterisk should be conducted throughout the year.

Section Vitality Checklist

Second Quarter of the Year (April – June)

- Conduct a Membership Development activity (e.g. membership recruitment or elevation meeting). Half-year dues cycle starts in March. Contact deactivated members and ask them to renew.
- Conduct Professional Development Activities (e.g. workshop/seminar).
- Conduct a Continuing Education activity.
- Establish a plan for engaging with members in industry.
- Communicate with section members on IEEE activities (e.g. webinar).
- Engage with Regional Leadership and activities (e.g. attend annual regional meeting).
- Review Affinity Group and Chapter activities to ensure continuity.
- If there are no affinity groups or chapters in the Section, strive to form one using OU Analytics to gauge members' interests.*

* Activities marked with an asterisk should be conducted throughout the year.

Section Vitality Checklist

Third Quarter of the Year (July – September)

- Promote a pre-university activity in your area (e.g. TISP, science fair judging).*
- Conduct a Career Workshop (e.g. resume writing, employment network).*
- Submit nominations for awards (e.g. MGA, TA, and Region). Solicit nominations for Section Awards.
- Establish partnership with industry (e.g. joint technical presentation/training).*
- Conduct joint meeting with student branches (e.g. student training, STEP event).
- Support an affinity group function in conjunction with the section.
- Recruit new volunteers.*
- Solicit nominations for leadership roles for the upcoming year and develop the slate for elections.

* Activities marked with an asterisk should be conducted throughout the year.

Section Vitality Checklist

Fourth Quarter of the Year (October – December)

- Encourage members to renew
- Conduct an event to support involvement with local industry.*
- Hold Officer Elections.
- Share and collaborate on humanitarian/community engagement projects.*
- Conduct a Membership recruitment event (e.g. social event).
- Organize an Annual Dinner with Section Awards.
- Communicate with the Section membership and announce new officers
- Are elections held annually?
- Did you have an election in the last 2 years?

* Activities marked with an asterisk should be conducted throughout the year.

Geographic Unit Operations Resources

www.ieee.org/societies_communities/geo_activities/resources

- IEEE Center for Leadership Excellence – Training for Geographic Unit Leaders (<https://ieee-elearning.org/CLE/>).
- Required reporting for Geographic Units.
- IEEE Organization Roster (www.ieee.org/roster).
- IEEE e-Notice (www.ieee.org/enotice).
- OU Analytics (www.ieee.org/ouanalytics).
- vTools (vtools.ieee.org).
- Request for letter to employer.
- Formation and Petitions, Section Bylaws and Addendums, Affinity Groups, Chapters, Ordering products.

Center for Leadership Excellence (CLE)

- www.ieee.org/cle
- Serves as the repository for all leadership training material within IEEE to ensure IEEE keeps pace with its evolving organization.
- Meets the needs of IEEE volunteer leadership by providing materials that will enable volunteers to accomplish their jobs efficiently and effectively, to ensure that members are engaged in IEEE activities, to increase IEEE member satisfaction, and to grow IEEE relevance for members.
- Makes information easily available with a Learning Library in key areas of education and training.
- Provides access to full course material for volunteering positions which will provide a one place to go for all their training needs. This includes a Quick Start module to help come up to speed during their first 30 days in their position, a job description for their role, time line of key dates and recommended training modules that support the particular aspect of their role.
- Contains an IEEE Glossary!

Sections Congress

- IEEE Sections Congress is a triennial gathering of Section leadership sponsored by the Member and Geographic Activities (MGA) Board.
- It is the one major meeting sponsored by IEEE that brings together the grassroots leadership of IEEE so that they can share ideas, concerns, and solutions.
- It is also a forum where the Section Chairs speak as the collective voice of IEEE members, expressing ideas about how IEEE can better serve its members, both now and going forward. The issues generated at Sections Congress have had a major impact on the plans made by the IEEE leadership for the future of IEEE.
- It involves hundreds of delegates from all ten Regions who have a unique opportunity to learn how to utilize the resources of IEEE to maximize their effectiveness as IEEE volunteer leaders.

Sections Congress

- With workshop, panel, and tutorial sessions held on topics of interest to the Sections during several days of working sessions and **networking**.
- Each Region prepares recommendations that are voted by all Sections Congress delegates. The top five are considered by MGA and IEEE for their plans.
- Past Sections Congress:
 - Sections Congress 2017 in Sydney, Australia, at the International Convention Centre, from 11 to 13 August 2017.
 - Theme: Brilliant Minds, Bright Futures
- Coming Sections Congress:
 - 2021-2022: online meetings and training
 - 2023: 11-13 August - Ottawa, Canada

<http://sections-congress.ieee.org/>

vTools

vTools - Windows Internet Explorer
http://sites.ieee.org/vtools/

Archeio Epeξεργασία Προβολή Αγαπημένα Εργαλεία Βοήθεια

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Facebook (15) 2011, March - Lond... vTools

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vTools

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vTools are developed and made possible by IEEE volunteers. The toolbox simplifies administration by offering web based software, reduces time spent managing activities, and assists in member development.

vTools is sponsored by IEEE Membership and Geographic Activities (MGA). MGA serves the needs of IEEE members by supporting IEEE Sections, Chapters, and Branches and is responsible for IEEE membership, and member development.

vTools toolkit contains tools in various phases of development, from production, to pilots, to active development:

vTools.Meetings - tool for managing section and chapter meetings. Officers can create meeting announcements with no dependence on webmaster availability and show them on your website. Members and the public may see and register for the upcoming meetings. [Visit project WIKI page](#) for more information or [click here to use the tool](#).

vTools.WebInABox - wizard to assist officers generate simple section websites in an automated fashion with no dependence on webmaster availability. [Visit project WIKI page](#) for more information or [click here to use the tool](#).

vTools.Voting - tool to allow members submit votes in their Section officer elections online (please note that this is different from the general IEEE elections). [Visit project WIKI page](#) for more information or [click here to use the tool](#).

vTools Mission

Providing tools to the volunteers and staff who support our members.

Quick Links

- Create a WebInABox site
- Schedule a Meeting
- Setup a Survey
- Setup a Web Conference
- Setup an election
- Submit L31 report
- Vote in an election

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vTools: *.vtools.ieee.org

- **Events** – manage Section and Chapter meetings and events (<https://events.vtools.ieee.org/>).
- **Voting** – submit votes in Section officer elections.
- **Officers** – report new officers or officer changes.
- **SBR** (Student Branch Reporting) – collecting and search reports submitted by student branch volunteers.
- **WebEx** – a Web Conferencing service to Geographic Organizational Units for online meetings, webinars, training, demos and presentations.

OU Analytics

<http://www.ieee.org/ouanalytics>

IEEE Member and Geographic Activities



Search Volunteer Content

Search

- Home
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- Awards
- Board & Committees
- Operations**
- Volunteer Training
- Membership Development
- Contacts & Roster
- Resources

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Operations

Geographic Unit Resources >

Formations & Petitions

Volunteer Tools v

OU Analytics v

See Who Has Access

IEEE Data Access and Use Policy

Reference Materials

Questions & Answers

OU Analytics - User Groups

IEEE OU Analytics

A visual business intelligence tool for volunteer access to member data

<< [Access IEEE OU Analytics](#) >>

Use of IEEE OU Analytics must be in accordance with the [IEEE Data Access and Use Policy](#).

Important Announcements:

May 6, 2020:

OU Analytics is now available.

Training

[Click here to view the training materials](#)

OU Analytics

- ▶ **Memberships and statistics**
 - Numbers and details of members
 - Subscriptions and membership
 - Year Over Year Comparison (Geographic Membership Statistics Dashboard)
- ▶ **Volunteers**
 - Officer history
 - All current officers (Geographic roster)

Promoting and Facilitating Volunteering

▶ <https://volunteer.ieee.org/>

IEEE.org | IEEE Xplore Digital Library | IEEE Standards | IEEE Spectrum | More Sites | Create Account | Sign In | IEEE

IEEE Volunteering | What is Volunteering? | Need a Volunteer?

Volunteering

Brought to you by IEEE young professionals.


VOLUNTEERING ON MY TERMS

Volunteering for small things, with a big impact. Volunteering offers flexibility to volunteering within IEEE. Through this platform, IEEE members will be able to advertise and search for volunteering opportunities, be it short- or long-term, local or remote, or requiring different skills.

[Sign Up](#)

WHAT IS VOLUNTEERING?

IEEE members' free time is limited. Some of the participants might want to be active IEEE volunteers but with the shift to working and managing their careers, they find it challenging to volunteer, continuously or on a



Promoting and Facilitating Volunteering

- ▶ Matching volunteering opportunities with volunteers' desire of helping our scientific and professional community and IEEE to fulfill its mission.
- ▶ Micro-volunteering.
- ▶ Listing the available volunteering services in conferences, meetings, industrial and professional services, career development, student activities, educational activities, humanitarian activities, members services, Section/Chapter promotion and activities,
- ▶ Searching for volunteers with appropriate skills and experiences
- ▶ Offering competences and skills
- ▶ Searching for available opportunities for serving our community

MGA rules for rebate to Sections

- ▶ All Sections in existence on 31 December and meeting minimum requirements receive a **USD 2,000** annual allowance.
- ▶ **USD 3** for each Member, Student, or Associate member, **USD 1.50** for Affiliate, **USD 4** for Senior or Fellow member.
- ▶ **USD 200** for each chapter and/or affinity group meeting minimum requirements.
- ▶ **10% bonus** of total rebate to sections who report (financial, meeting, and officer) by deadline.

MGA rules for rebate to Subsections

- ▶ All Subsections in existence on 31 December and meeting minimum requirements receive a **USD 500** annual allowance:
 - Minimum of 5 meetings,
 - Maintain at least 15 members.

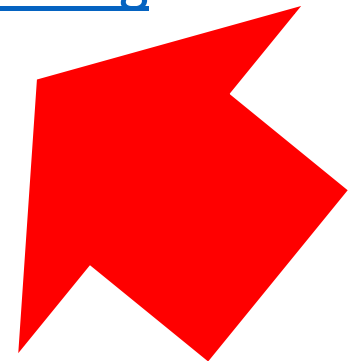
MGA rules for rebate – Activity bonus

Activity bonus: to encourage local activities:

- ▶ All sections (subsections) reporting **10 or more meetings**, at least five of which must be of a technical nature, receive an additional **USD 200 (USD 100 to Subsections)**,
- ▶ All chapters or affinity groups reporting **6 or more meetings** of a technical nature shall receive an additional **USD 75**,
- ▶ Joint meetings may be counted toward only one unit's bonus.
- ▶ All units must qualify for the timely reporting bonus in order to be eligible for an activity bonus.

MGA rules for rebate: Activity and reporting requirements

- ▶ **Bank signature card:** The bank signature card(s) must be returned to the IEEE Operations Center for the signature of the IEEE Staff Director-Financial Services before the section rebate will be released.
This is required for all bank accounts for Units outside of the US where banking and legal restrictions will allow.
- ▶ **Meeting Activity Report(s):** Meeting activity reports are key to unit maintenance and viability. Submit a [Meeting Report Form \(L31\)](#) via the Web for each meeting.



Overview of Member and Geographic Activities and MGA Board

Member and Geographic Activities

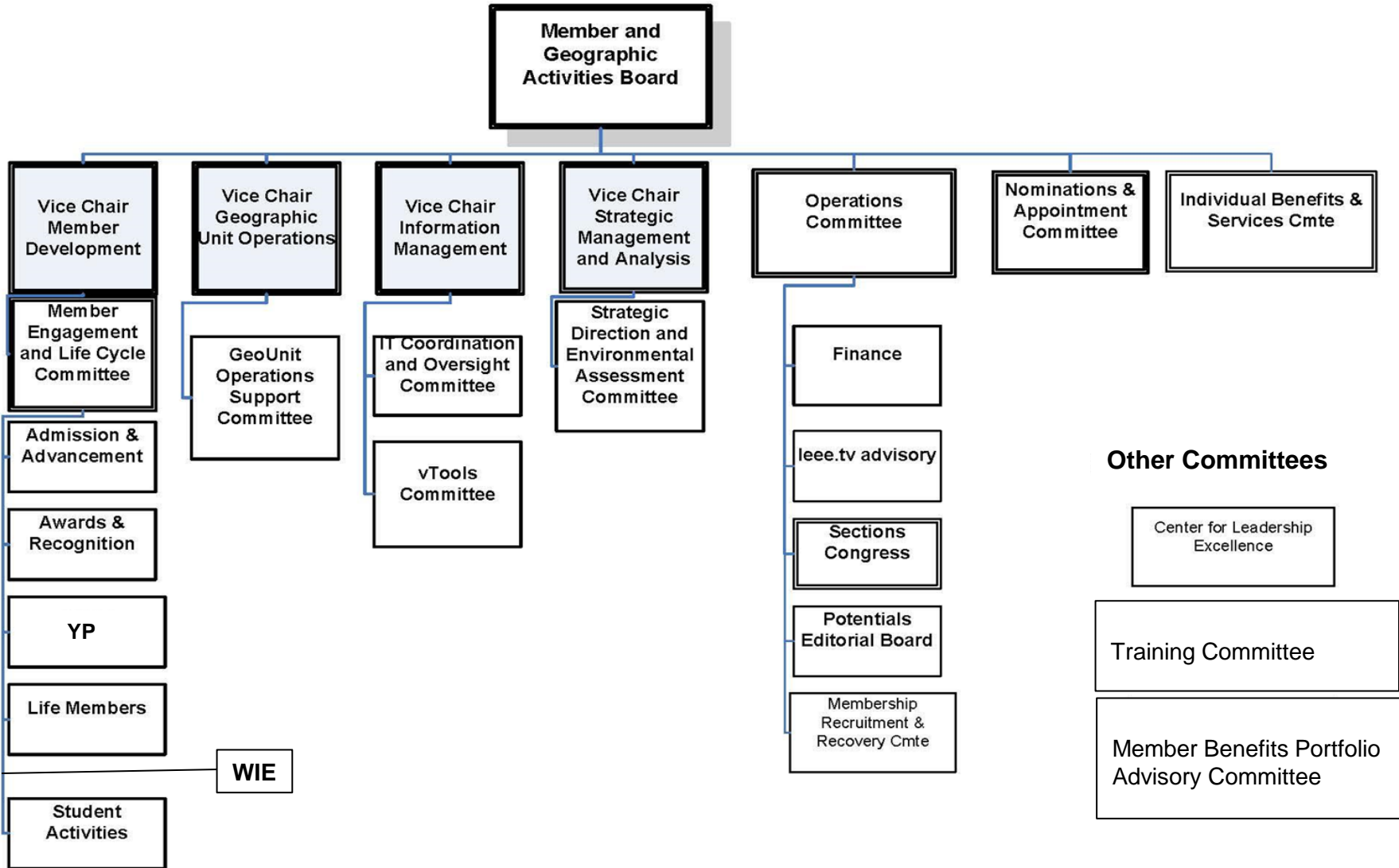
- ❑ IEEE Member and Geographic Activities (MGA) is focused on supporting and meeting the members' **needs** and IEEE **membership recruitment and retention** strategies and implementation.
- ❑ IEEE local geographic organizational units (Sections, Chapters, Affinity Groups, and Student Branches) provide unique opportunities for members to attend technical presentations, create strong peer-to-peer connections, and participate in leadership opportunities that can make a positive distinction in IEEE members' jobs and careers.
- ❑ The [IEEE Member and Geographic Activities Board \(MGA Board\)](#) is responsible to the IEEE Board of Directors, has oversight of IEEE geographic organizational units, and is responsible for [IEEE membership and member development](#).

MGA Board

- Chair and Vice President, MGA (David Koehler)
- VP-Elect (Jill Gostin)
- Past Chair (Maike Luiken)
- Secretary (Cecelia Jankowski)
- Treasurer (Gerardo Barbosa)
- 10 Region Directors
- 3 Vice Chairs:
 - Member Development (Francisco Martinez),
 - Geographic Unit Operations (Magdalena Salazar-Palma),
 - Information Management (Ron Jensen),
- 2 TAB Representatives (Rangachar Kasturi, Maciej J. Ogorzalek.)

https://www.ieee.org/societies_communities/geo_activities/mga_board.html

MGA Board and Committees Structure



MGA Operations Manual

1. Introduction
2. Member and Geographic Activities Board
3. MGA Financial Matters
4. MGA Committees
5. MGA Operations Committee
6. MGA Assembly
7. MGA Nominations and Appointments Process
8. Member and Geographic Activities Awards
9. Geographic Organizational Units
10. Conferences
11. MGA Publications
12. Revisions to the MGA Operations Manual

Member Strategy Team

Director, Member Strategy

Member Data
and Research

- Membership Statistics
- Member Satisfaction
- Member Studies
- Measuring Engagement
- Alternate Models
- Dashboards

Membership
Development

- MD Materials
- MD Support
- Membership Promotion
- Student Programs
- Affinity Groups
- Benefit Promotion
- Campaign Coordination
- Marketing Operations

Product
Management

- myIEEE
- memberNet
- IEEE.tv
- Mentoring Connection
- Benefit Portfolio Mgmt
- New Benefit Process
- Financial Mgmt

Member Operations Team

Staff Director, Member Operations

Member Processing

- Join
- Renew
- Add societies

- Add Publications
- Change address
- Update profile

Contact Center

- Member Questions
- Computer access
- Recover password

- Order products
- Payment Resolution
- Magazine Replacement

Administration

- Project Management
- Budgeting
- Financial forecast
- Process Management

- Work flow
- Results measurement
- Productivity

Information Management Team

Director, Information Management

Member
Experience

- Join
- Renew
- Add Societies / Subscriptions

Volunteer
Tools

- eNotice
- EWH
- Online Communities
- Training
- SAMIEEE
- vTools

Operations

- Back Office Processes
- Project Management
- Web Presence

Finance and Administration Team

Director, Finance and Administration

Finance

- Planning
- Forecasting
- Budgets
- Financial Analysis
- Business Models
- Monthly Reporting

Geo Unit Reporting

- L50 Reports
- Tracking
- Internal Controls
- Compliance

Banking Transactions

- Region Financial Transactions
- Advise and support Section Treasurers
- Monthly Assessment Summaries
- Custody Accounts

Geographic Activities Team

Director, Geographic Activities

Geo Unit
Operations

- Regulatory
- Compliance

- Section Operations
- Volunteer Training
- Processes

Geo Unit
Administration

- Volunteer Inquiries
- Historical Research

- Meeting Reports
- Recognition Products
- Geo Unit Formations

Governance

- Policy Management
- MGA Board Operations
- Committee Support

- Volunteer Development
- Volunteer Recognition

Region 8 Committee Meetings

A typical R8 committee meeting

What will happen?

Committee members are the real stars of the meetings. Everything will be presented, reported, or asked to you.

During the meeting you can expect reports from the different R8 officers and committees; presentations from invited IEEE leaders and staff; healthy discussion about matters pertaining to the Region, the Sections or the members.

The Region Director will chair the meeting and will take care of the order, timing, and progress of items.

Don't be shy! Participate, share your opinion and listen to others!

How is the meeting organized

The meeting will start with a roll call, when everybody in the room is asked to identify themselves.

The meeting has an agenda. At the beginning you will be asked to approve it. The agenda has been posted at the meeting page on the R8 website.

Then you will be asked to approve the consent agenda. The items there are supposed to be of non-controversial nature. But everybody is entitled to take items out of the consent agenda. If you feel that something needs to be discussed, just raise your hand at this moment.

Then the next items in the agenda will follow, starting with the welcome from the Director. Rules of order will be followed.

Motions

A motion is a request for the body (the R8 Committee) or some of its members (committees, appointed persons, officers) to do something. As such, a motion always has to have an element of action.

Motions will be presented, discussed and voted.

Any member has the right to propose or discuss a motion. Only those with voting rights will be allowed to vote.

More on motions later.

Rules of order



- ▶ **Rules of order**, also known as **standing orders** or **rules of procedure**, are the written rules of parliamentary procedure adopted by a deliberative assembly, which detail the processes used by the body to make decisions.
- ▶ *IEEE Bylaws I-300. Management*
Robert's Rules of Order shall be used to conduct business at meetings of the IEEE Board of Directors, Major Boards, Standing Committees and other organizational units of the IEEE unless other rules of procedure are specified in the Not-For-Profit Corporation Law of the State of New York, the IEEE Certificate of Incorporation, the IEEE Constitution, these Bylaws, the IEEE Policies, resolutions of the IEEE Board of Directors, or the applicable governing documents of those organizational units provided such organizational documents are not in conflict with any of the foregoing.

Rules of order in R8 Committee

- ▶ **All members of the Committee have equal rights** to participate and take part in debate, except that non-voting members do not have the right to vote.
- ▶ Substantial parts of a meeting are organised in an informal way.
- ▶ Formal parts of meetings are normally conducted in accordance with **Robert's Rules**.
 - Robert's Rules are not well known in the countries of Region 8, it cannot be assumed that the R8 Committee members have more than a superficial familiarity with these rules, and this must be allowed for in the conduct of the meetings.
- ▶ **The Chair** should enable an orderly debate to take place on all issues, and allow equal and fair rights to all members of the Committee.
- ▶ During formal debates, **the Chair must take a neutral position** and may only vote in the case of secret vote or to break a tie.

Main ideas

- ▶ Rules of order are used to **simplify** the parliamentary procedure, **not to complicate** it.
- ▶ **Everyone has the right to speak** once if they wish, before anyone may speak a second time.
- ▶ Everyone has the right to know **what is going on** at all times.
- ▶ Only **urgent matters may interrupt** a speaker.
- ▶ The members discuss **one thing at a time**.

The basics of the rules

- ▶ **One thing at a time.** Only one main motion is allowed on the floor at a time, but there is a system to put that motion aside if something more urgent comes up.
- ▶ **One person, too.** Only one person may talk at a time.
- ▶ **And only one time per meeting.** The same motion (or practically the same) can not be made more than once per session; the only exception is if a member changes his or her mind.
- ▶ **Enough of us have to be here to decide.** The group determines the minimum number of people (called a quorum) that must be present to make a decision for the whole group.

Nancy Sylvester, “The complete idiot’s guide to Robert’s rules,”
ISBN 1-59257-163-8, Alpha, Indianapolis, IN, 2004.

The basics of the rules (cont'd)

- ▶ **Protected even if absent.** The rights of the members who are absent are protected.
- ▶ **Vote requirements are based on members' rights.** The determination of what kind of vote is needed (such as majority, two-thirds, ...) is based on members' rights. If an action gives rights to the members, it requires a majority vote to pass. If an action takes away rights from members, it requires a two-thirds vote to pass.
- ▶ **Silence = consent.** If a member chooses to abstain from voting, that member is giving his or her consent to the decision made by the group.
- ▶ **Everybody is equal.** All voting members have equal rights. The majority rules but the minority has the right to be heard and to attempt to change the minds of the majority.

How to do things ...



You want to bring up a new idea before the group.

- ▶ After recognition by the chair, present your motion.
- ▶ A second is required for the motion to go to the floor for consideration (and the motion now belongs to the body).

You want a motion just introduced by another person to be killed.

- ▶ Without recognition from the chair, state “I object to consideration.”
- ▶ This must be done before any debate.
- ▶ This requires no second, is not debatable and requires a 2/3 vote.

You want to change some of the wording in a motion under debate.

- ▶ After recognition by the chair, move to amend by adding words, striking words or striking and inserting words.
- ▶ This may be recognised as a **friendly amendment** by the person (or body) who proposed the original motion.

How to do things ...



**You like the idea of a motion under debate,
but you need to reword it beyond simple word changes.**

- ▶ Move to substitute your motion for the original motion.
- ▶ If it is seconded, debate will continue on both motions and eventually the body will vote on which motion they prefer.

You feel the motion addresses two or more separate issues.

- ▶ Move to divide the question.

You want more study and/or investigation given to the idea under debate.

- ▶ Move to refer to a committee.
- ▶ Be specific as to the charge to the committee.

You want more time personally to study the proposal under debate.

- ▶ Move to postpone to a definite time or date.

How to do things ...



You want to postpone a motion until some later time.

- ▶ Move to table the motion.
- ▶ The motion may be taken from the table after one item of business has been conducted.
- ▶ If the motion is not taken from the table by the end of the next meeting, it is dead.

You have heard enough debate.

- ▶ Move to call the question; this cuts off debate and brings the assembly to a vote on the pending question only.
- ▶ Requires a 2/3 vote.

You want to take a short break.

- ▶ Move to recess for a set period of time.

You want to end the meeting.

- ▶ Move to adjourn.

How to do things ...



You are unsure that the chair has announced the results of a vote correctly.

- ▶ Without being recognized, call for a “division of the house.”
- ▶ At this point a standing vote will be taken.

You are confused about a procedure being used and want clarification.

- ▶ Without recognition, call for “Point of Information” or “Point of Parliamentary Inquiry.”
- ▶ The chair will ask you to state your question and will attempt to clarify the situation.

You have changed your mind about something that was voted on earlier in the meeting for which you were on the winning side.

- ▶ Move to reconsider.
- ▶ If the majority agrees, the motion comes back on the floor as though the vote had not occurred.

Summary of RRO



You may **INTERRUPT** a speaker for these reasons only:

- ▶ to get information about business – **point of information**
- ▶ to get information about rules – **parliamentary inquiry**
- ▶ if you can't hear, safety reasons, comfort, etc. – **question of privilege**
- ▶ if you see a breach of the rules – **point of order**
- ▶ if you disagree with the chair's ruling – **appeal**

You may influence **WHAT** the members discuss:

- ▶ if you would like to discuss something – **motion**
- ▶ if you would like to change a motion under discussion – **amend**

You may influence **HOW** and **WHEN** the members discuss a motion:

- ▶ if you want to discuss the topic at another time – **postpone**
or **lay it on the table**
- ▶ if you think people had enough discussion and there is no additional contribution to the discussion – **call the question**

To:	You say:	Interrupt Speaker	Second Needed	Debat ~able	Amend ~able	Vote Needed
Adjourn	"I move that we adjourn"	No	Yes	No	No	Majority
Recess	"I move that we recess until..."	No	Yes	No	Yes	Majority
Complain about noise, room temp., etc.	"Point of privilege"	Yes	No	No	No	Chair Decides
Suspend further consideration of something	"I move that we table it"	No	Yes	No	No	Majority
End debate	"I move the question"	No	Yes	No	No	2/3
Postpone consideration of something	"I move we postpone this matter until..."	No	Yes	Yes	Yes	Majority
Amend a motion	"I move that this motion be amended by..."	No	Yes	Yes	Yes	Majority
Introduce business (primary motion)	"I move that..."	No	Yes	Yes	Yes	Majority

To:	You say:	Interrupt Speaker	Second Needed	Debat ~able	Amend ~able	Vote Needed
Object to procedure	"Point of order"	Yes	No	No	No	Chair decides
Request information	"Point of information"	Yes	No	No	No	None
Ask for vote by actual count	"I call for a division of the house"	Must be done before new motion	No	No	No	None unless someone objects
Object to considering some matter	"I object to consideration of this question"	Yes	No	No	No	2/3
Take up matter previously tabled	"I move we take from the table..."	Yes	Yes	No	No	Majority
Reconsider something	"I move we now (or later) reconsider our action relative to..."	Yes	Yes	Same as original motion	No	Majority
Vote on a ruling by the Chair	"I appeal the Chair's decision"	Yes	Yes	Yes	No	Majority



Concluding Remarks

Some general remarks to Section Chairs

- Complete ExComs (A&R, YP, MD, PA, SAC, SSR, ...).
- Allocate sufficient budget for your officers.
- Reporting: officers (please update!), meetings, finances.
- ExCom task descriptions – Training needs.
- Center for Leadership Excellence.
- Recognize your volunteers – Section awards.
- Recognize your activities – Region 8 News.
- Keep your members informed – Web site, Newsletter.
- Member Benefits (www.ieee.org/start).
- New Member Orientation Webinars (www.ieee.org/start).
- Contact and support (www.ieee.org/about/contact_center/).
- Support center (<https://supportcenter.ieee.org>) – 24/5.

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Tips for Searching FAQs

Browse the **Popular Questions** section for the most current and

Some common acronyms 1

AIEE	American Institute of Electrical Engineers
A&R	Awards and Recognition
BoD	Board of Directors
CLE	Center for Leadership Excellence
EAB	Educational Activities Board
ECC	Electronic Communications Coordinator
EMEA	Europe, Middle East, Africa (= Region 8)
EPICS	Engineering Projects in Community Service
ExCom	Executive Committee (in Section or Regions)
GSM	Graduate Student Member

Some common acronyms 2

IBP	IEEE Business Platform
ICP	Interactive Content Project
ICX	IEEE Conference Exchange
IEL	IEEE/IET Electronic Library
IET	Institution of Engineering and Technology
IRE	Institute of Radio Engineers
MD	Membership Development
MGA	Member and Geographic Activities
N&A	Nominations and Appointments
NIC	New Initiative Committee
OpCom	Operating Committee (in Region 8)
OU	Organizational Unit

Some common acronyms 3

PA	Professional Activities
POCO	Panel of Conference Organizers
PSPB	Publication Services and Products Board
RSR	Region Student Representative
SA	Standards Association
SAC	Student Activities (sub)Committee
SBC	Student Branch Congress
S/C	Society/Council
SPC	Strategic Planning Committee
SPC	Student Paper Contest
SSR	Section Student Representative

Some common acronyms 4

STEM	Science, Technology, Engineering, Mathematics
STEP	Student Transition and Elevation Partnership
TAB	Technical Activities Board
TCS	Technical Co-Sponsorship/ed
TISP	Teacher In-Service Program
VCF	Voluntary Contribution Fund
VC	Vice Chair
VP	Vice President
WiE	Women in Engineering
YP	Young Professionals

All Society (AES ... VT) and Council (BIO ... TM) acronyms

**You can make the difference
in the world**

IEEE can help you

Questions? Thank you!

aluque@ieee.org
vincenzo.piuri@unimi.it
salazar@tsc.uc3m.es

