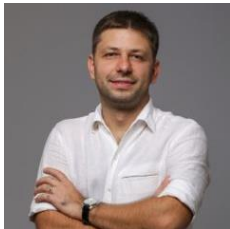


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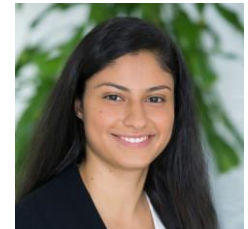
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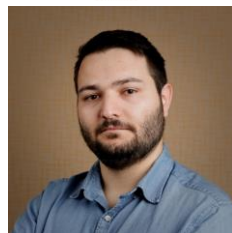
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## Goals

Goal description	Key performance indicators
Informed sections	<ul style="list-style-type: none"> <li>2 small and 3 large MD reports</li> <li>1 Volunteer Leadership Training at the beginning of 2023</li> <li>3 informative packages: careers, senior membership, fellow membership</li> </ul>
Motivated AGs	<ul style="list-style-type: none"> <li>Quarterly reaching out to AGs with status and outlook</li> <li>10 coordination in-person events (VLT, xSYP congresses, WIE ILS, LM &amp; History meeting...)</li> <li>SYP Congress 2024 decided</li> <li>20% more reports in vTools</li> </ul>
Recognized volunteers	<ul style="list-style-type: none"> <li>1 coordinated senior membership action</li> <li>1 coordinated fellow membership action</li> <li>1 coordinated awards application action</li> <li>Contribution to 4 issues of R8 News</li> <li>5 milestones awarded</li> </ul>
Implemented new strategy	<ul style="list-style-type: none"> <li>4 new R8 Ad-Hocs established</li> <li>20% more SIGHT groups</li> <li>16 new LMAGs</li> <li>4 new YPAGs</li> <li>3% increase in number of WIE members</li> <li>Monthly meetings of the committees to steer and update</li> </ul>
Serving community	<ul style="list-style-type: none"> <li>1 new program to serve community through technology</li> <li>Imbuing events and existing programs with social impact focus</li> <li>1 climate change initiative</li> </ul>
Reaching beyond IEEE	<ul style="list-style-type: none"> <li>Supporting 4 conferences</li> <li>5 sponsors for committee programs</li> <li>30% of non-IEEE members participation at events and in programs</li> </ul>

Specific goals and KPIs of the committees can be found in their corresponding reports.

## Status

Member Activities committees are fully appointed since January. First quarter is devoted to teambuilding and own affairs: handoff meetings with past chairs to ensure continuity, kick-off and two more committee meetings, and reaching out to counterparts in sections. Next to it, one existing and four new Ad-Hocs have been fully appointed and have also held their first meetings. Additional Ad-Hoc is planned to be appointed shortly. Next quarter the committees and Ad-Hocs will focus on implementing their vision in R8 through programs and activities in joint collaboration with other R8 committees, kicking-off at R8 meeting in Bucharest.

The highlights for the first 3 months of 2023 are: a face-to-face Volunteer Leadership Training workshop of section Membership Development Officers, scheduled 4 xSYP congresses, 5 new LMAGs formed and 4 petitions in progress since R8 fall meeting.

## Outlook

Region 8 Strategy Retreat held in September 2022 in Geneva, Switzerland gathered OpCom members, chairs of subcommittees, programs and initiatives, counting the total of 39 volunteers gathered to discuss, brainstorm and set the strategy for the upcoming times. The goal was to engage the volunteers and together think about the future of our Region. After two day of brainstorming on how to better serve our members and the entire scientific and professional community and adopting a human-centric approach, various ideas and initiatives emerged. Some of them are now shaped as 5 newly established Ad-Hocs under the supervision of R8 MA: EPICS, Senior Members Search, Fellow Members Search, IEEE Milestones

Awareness, Territories in Crisis. They will focus on developing new programs and coordinated actions to better serve our community.

Currently, whole IEEE and Region 8 have reached their historic peaks of, respectively, 450,000+ and ~85,000 members. The momentum of new members and numbers of activities is now here, and the outlook is to improve quality of the existing programs. The focus is to establish collaboration and coordination on all levels: cross-committee, cross-sectional, cross-regional, interdisciplinarity in technical aspect, interdisciplinary in non-technical aspect. Coordinated visibility of our events and members, coordinated recognition through members elevation and regional and global awards, volunteering and officer pipeline. Strengthen contribution from industry to our programs, including financial support. Targeted membership actions, increase of number of local OUs, increase number and quality of events. Keep “spinning the wheel”.

Furthermore, a target for added value is set, aiming existing activities and introducing some new ones with the adjusted focus to SDGs and more particularly to mitigating the climate changes, imbuing events with this idea: entrepreneurship competitions, xSYPs, meet ups next to conferences, climate challenges (competitions, hackathons, etc.), to increase “green” and sustainability awareness, significance of technology, social impact, relevance of IEEE for technical community and society as whole.

We are re-establishing value of in-person events, which have proved with positive outcomes of new ideas, initiatives, events and programs but also to significantly increase motivation of the volunteers. The best practice events are:

- Volunteer Leadership Training Workshop
- xSYP / SYP Congresses
- Region 8 Meetings
- Flagship conferences, often supported with R8 MA subcommittees content, often of collaborative effort
- Women in Engineering International Leadership Summit
- Milestone Award Ceremony
- Humanitarian Activities Congress
- Life Members Meeting

### Points of Concern – SWOT analysis of R8

#### Strengths

- Large and strong network
- Diversity
- Strong academia & Industry
- Size
- Relevance (technical, community, ethics, individual, associational, etc.)

#### Weaknesses

- Geographical distance
- Differences (language, communication / administration culture, etc.)
- Membership fees and uneven salaries
- Visas
- Migrations of young successful volunteers to other regions (especially from Africa)

#### Opportunities

- Advance technology for humanity – individually, as association
- Sinergy and tailored approach (science & engineering, humanitarian technologies & community, education & practice etc.)
- Exploiting diversity for motivation and comprehensiveness - local, cross-sectional, regional synergy in activities and programs
- Current momentum in membership number increase and satisfaction
- “Dollar means more” in many countries

#### Threats

- Geo-politics (wars)
- COVID-19 echo, less time for volunteering
- Natural disasters
- Economic situations and concerns
- Inflation & travel / organizational costs
- Losing the momentum

### Other Issues to Report

none aware