Region 3 eNewsletter

Volume 18 Number 2   July 2003

Welcome to the July 2003 Issue

The Region 3 Newsletter is traditionally published in February and October with at least one in hard copy. This edition is a special case not only because it is appearing in July but also due to its content and intended audience. The purpose of this edition is to provide you the volunteer with information regarding Region 3 that you might not know and if you find that nothing is new ... please volunteer share your knowledge in developing content for future releases.

In this issue you will find an insight into the....

- Direction of Region 3
- Products and Services Offered to Volunteers
- Planned enhancements to information sharing
- Collaborative Work Methods
- Employment Assistance
- Insight into IEEE Leadership
- Recap of SoutheastCon 2003 and preview of 2004
- Candidates for Region 3 Director - Elect

In other words...a little of where we have been...where we are now and where we are going. A great deal of where we are going depends on You.

This is not the last special purpose edition of the newsletter but rather the beginning of a trend to keep you informed and engaged in IEEE. You'll see it stated many times in many places by many people "IEEE is a volunteer driven organization ...". This statement will be true only if volunteers like you continue to commit your time and talent to the growth of the IEEE and therefore to the lives / careers of the members, the profession and the public.
Since this is the first of a series of changes / additions it seems fitting to change the name as well. The name Region 3 Newsletter does not begin to reflect the dedication, thought or concern that is shared by the volunteers in Region 3. So what is in a Name. You tell us by suggesting a "handle".

All of us have been exposed to the "broadcast mode" of communications, much like the Region 3 Newsletter, but we are attempting to change that direction in favor of a mixture of broadcast and interactive dialog with you. That means not only will the Region 3 methodologies require changes but you will need to become engaged in the process. Our direction is to engage you the volunteer and make you a part of the communications process. Likewise the bottom line is to engage the members and keep them in the loop.

We want to know what you think and ideas for achieving the direction and the changes required so please help us close the loop. My e-mail inbox, albeit overflowing most of the time, has room enough for your message. Keep in touch...

Please complete the newsletter survey on page xx we can better understand your requirements.
Bill Ratcliff, Region 3 Communications Committee w.ratcliff@ieee.org

Message from the Region Director
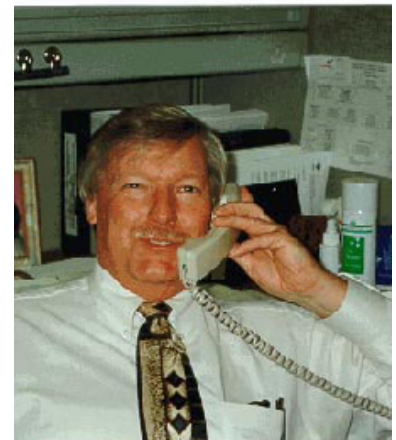
Jim Howard
Region 3 Director 2002-2003
j.howard@ieee.org

First, let me thank all of you for your Volunteer Efforts on behalf of IEEE. Without you, this organization would not exist!!

Next, I want to give you a few updates about what is happening within IEEE that impacts our Region, Sections and Chapters.

Region Meeting in November - Please Mark Your Calendars

We are planning a Region meeting for all the Sections, along with the Executive

Committee, on Friday, November 21, thru Sunday, November 23, so please mark you calendars now. This meeting will take place in Atlanta, which is about the center of our Region and one of the least cost locations to hold a Regional Meeting. Front-runners for location are 1) Hilton Hotel located near Technology Park (north of Atlanta, where we held the January 2001 ExCom meeting, and 2) Crowne Plaza/Holiday Inn complex near Hartsfield Airport. Other locations are still being evaluated/negotiated. Stay tuned for the details.

Better Communications

The many volunteers at the Region level are working for you and trying to make sure you know who to contact when you need assistance. With that in mind, we are gearing up for a continuing stream of information updates to you, via newsletters, emails, web posting, etc. Watch closely over the next few months as you begin to see these updates in various forms.

Rebates for Sections & Chapters will Increase in 2004

The Regional Activities Board (RAB), which is the organization tasked with overseeing the Sections, Councils, Chapters, and Student Branch's, recently increased the Section and Chapter rebates for 2003 - these rebates will be available to your Section and Chapter effective with report filings at the beginning of 2004. Be sure and watch for the details of these new rebates in upcoming updates from the Region.

Section & Chapter Reporting and Signatures - we are almost 100%

With a lot of work and reminders, we have gotten 100% of the Region's Sections and Chapters to send in their reports to Headquarters. Thank you all for the great work. Many of you had your reports sent in early and did/will receive the additional 10% bonus for getting them in early. We do have one Section we are still working with to get a signature on one account and then our Region will be 100% compliant.

Dues to Increase for 2004

Our dues, with the next renewal, will increase based on several actions taken by the IEEE Board of Directors and by you as the leaders of the Region. The IEEE base dues will increase by an inflationary factor as prescribed by our Bylaws, the IEEE-USA dues will increase by $1, and will be tied to inflation for future years, and the new Regional assessment you voted on in Jamaica will go into affect. The total of all these increases will only be $6.00 for our members. These increases will not affect the Students.

SSVR Funds Available to Sections

Does your Section have a one-time special project that you are looking for funds for? If so, please send me a note as we have funds available for your use. These funds are provided annually for the support of special projects the Sections might have in mind to help their members. We need to have these funds earmarked no later that November, so please don't let these funds go unused.

Any Questions or Concerns

If you and or any of your officers or members have a question or a concern, please don't hesitate to contact me. We will assign the appropriate Region 3 folks to work with you and get all your questions and/or concerns addressed. Let us hear from you soon.
Jim Howard,
j.howard@ieee.org
Ph:813-876-1748

Comments from the Director-Elect

William B. Harrison
Region 3 Director-Elect

Region Meeting in November

The purposes of the Fall Region 3 Meeting November 21-23, 2003, in Atlanta are focused on :

1. Enhancing the working relationships among the volunteers in Region 3
2. The transition from Jim's R3 Directorship to mine.
3. The Journey we are making together.

Please take advantage of this opportunity to meet your fellow volunteers face to face, help align to a common direction and share the challenges we are all facing.

Ad Hoc Committee of the Region 3 Strategic Planning Committee

This assignment, under the auspices of the Region 3 Strategic Planning Committee, requires a look at the possible inconsistencies between the roles of, and voting by, standing and Ad Hoc committees of the Region 3 ExCom and the Region 3 Committee. We are addressing differences between Region 3 standing committees and Ad Hoc committees, and the voting rights of committee members. Based on comments and feedback from the Region Committee and the Region 3 ExCom, we will develop recommendations for approval at the Fall Region/ExCom Meeting in November.

Region 3 Corporate Communications

The Industry Relations Committee of the IEEE Regional Activities Board (RAB) has requested each region and section to appoint an Industry Relations Representative. I have served as the Region 3 Corporate Communications/ Industry Relations ad hoc committee chair for some time. We are looking for a volunteer to lead the Industry Relations activities for Region 3. Please let me know if you are interested in supporting or leading Industry Relations Activities. As Section leaders, consider how Region 3 might help you institute a local Industry Relations program. Please identify local leaders who might be willing to help build IEEE's relationships with companies that hire our members and prospective members. Also, if you already have Industry Relations activities underway, please let me know. We will

want to find ways to let you share your ideas, successes, frustrations, etc., and hear what others are doing.

Region 3 Conference Committee and SoutheastCon Registration

I attended a meeting of the SoutheastCon 2004 Organizing Committee in Greensboro, NC. I am also working with the Region 3 Conference Committee and its Conference Support Sub-committee. We expect to establish the level of region support needed by sections hosting future SoutheastCons, and to determine the future direction of conference registration services available from the Region to SoutheastCon and other conferences.

Nominations and Appointments

Past-Director Dick Riddle serves as Chair of the Region 3 N&A Committee. We are currently working on filling Regional Executive Committee jobs for 2004. Please contact Dick or me if you are interested in volunteering, or would like to nominate someone to serve in a Region-level position: r.riddle@ieee.org or w.harrison@ieee.org
Suggestions, Ideas, Questions, Concerns
If you or any of your officers or members has an idea, suggestion, recommendation, question or a concern, please don't hesitate to contact Director Howard or me.

Bill Harrison, Region 3 Director 2004-2005 w.harrison@ieee.org Phone: 404-378-5553 Fax: 404-378-4447

Bring Back The Good Old Days ?

Dick Riddle
Past Director Region 3 2000-2001

As I read the depressing news about the future of our profession and in particular the unemployment rate of electrical and computer professionals I find myself

wishing that we could bring back the good old days.

What do I mean by the good old days? I can remember a time during my over 40 year career with "for-profit industries" that I had complete trust in the motives and ethics of both management and my colleagues. Sadly in today's world of mergers, buy-outs, sell-outs, and a throwaway society I no longer feel that way. Sure the companies, that I was employed by, were interested in maximizing the profit to the company and dividends to the shareholders, but they did that by increased sales and reducing product production expense not by juggling / "cooking" the books. I must admit that the companies that I worked for were run by engineers and not by lawyers, accounts, human resource types, or imported professional managers. Most of the management came up through the ranks. In fact the only reason that I became a member of IEEE was because my "Boss" suggested I join. Well, my mother did not raise any dummies and when my "Boss" suggests something you do it. As a Senior Life Member and Past Director of Region 3 (the worlds greatest region) I am happy that I did.
Do I think that we can return to the good old days when engineers ran the companies we work for? No, well maybe, but you the IEEE volunteer can help stop our profession from becoming another offshore casualty like textiles, steel, shoes, and electronic manufacturing has become. Take advantage of the opportunities being offered you by your IEEE membership and your volunteer status. You are already a cut above the average member who pays their dues and sometimes scans the technical information provided by IEEE, but never attends a Section or Chapter meeting. You have stepped forward to become a leader. Now lead, don't just follow, but lead.
Contact any Region 3 officer or me (r.riddle@ieee.org) if you would like to discuss the issues raised here, need help in developing your leadership skills, or would like to become more active in some of the Region 3 projects.

If you don't like the way things are going, then become an advocate for how you think things should be done.

IEEE SoutheastCon 2003

William LaBelle and Don Hill

Jamaica, the third largest of the Greater Antilles and some 550 miles south of Florida is the land of coffee, sugar, resorts, reggae music and 'No Problem Mon' was host to the annual Region 3 SoutheastCon. This year's conference was held at the Renaissance Jamaica Grande Resort in Ocho Rios.
The main attraction at SoutheastCon, as with previous years, was the student competitions: hardware, software, technical paper presentations, t-shirts, and web-site. For the non-student, there was a technical paper presentations and Region 3 annual EXCOM meeting.
The conference was also a venue to thank and honor hard working volunteers and students for their work this past year.

Region 3 Activities

The most significant item to come out of the Region 3 Committee is the possibility of assessing $2 per person. The assessment is being considered to fund Region 3 activities noting:

- Flat funding from other IEEE sources (RAB allotment to Region) for many years (> 10). Note that the RAB allotment to sections has increased several times including this year (or next depending on the boundary).
- Increasing costs
- Two years of deficit spending with predicted continuation in the future (without further cutting of expenses - which really is down to travel and meeting costs).
- Many reductions in expenses over the year notably reducing face-to-face ExCom meetings from 4 per year to 3 per year, to the present two per year (one in conjunction with the Region Committee).
- Reduction in revenue from traditional source (Southcon).

Many in Region 3 (students, life members principally) would not pay the assessment.

The proposal passed with 2003 and 2004 as planned deficit years before the assessment begins in the 2005 membership year.

All regions except Region 2 and 6 have had or are in the process of submitting assessment increases. Region 2 is probably considering something. Region 6's traditional WesCon is also having troubles as a revenue stream.

Before the assessment becomes fact, it must pass through two more reviews. First, the Regional Activities Board (RAB) will be presented the proposal and Region 3's voting results. If RAB approves the measure then the assessment request is presented IEEE Finance Committee for final approval.

Student Competitions

About 30 universities, colleges, and a community college from Region 3 attended SoutheastCon to present technical papers and vie for bragging rights in hardware, software, t-shirts, and web page competitions. More than 300 certificates of participation where distributed at the awards ceremonies at the end of conference. Awards presented for each competition category were:

Hardware Design:
1st Mississippi State University
2nd Virginia Commonwealth University
3rd Tennessee Technical University
Software Design:
1st Tennessee Technical University
2nd University of Kentucky
3rd Mississippi State University
Web Page Design
1st University of Mississippi

2nd Tennessee Technical University
3rd North Carolina State University
Student Paper
1st ChristianBrothersUniversity
2nd ClemsonUniversity
T-Shirt Design
1st Georgia Southern University
2nd University of Technology, Jamaica
3rd University of Central Florida

SoutheastCon 2004 will be held in Greensboro, North Carolina from March 26 to March 28 at the Greensboro Downtown Marriott. Visit the conference web page for more information,
http://ewh.ieee.org/cmte/secon04/.
Mark your calendar now. Help local students prepare. See you there.

IEEE SoutheastCon 2004
March 26-28, 2004
Greensboro, North Carolina

http://ewh.ieee.org/cmte/secon04/

2003 Elections – Meet the Region 3 Candidates

DONALD W. HILL
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Engineer Associate
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GEORGE F. MCCLURE
(M'57-SM'75-F'81-LF'97)
Owner
McClure Associates
Winter Park, Florida

g.mcclure@ieee.org

DONALD W. HILL

Don Hill received the B.S. degree in 1971 in electrical engineering from the University of Kentucky. He joined Kentucky Utilities Company in 1971 to develop construction and operational standards. He was involved with street lighting and transformer purchases for the Company. In 1986, he joined PlanGraphics, Inc., an industry leader of geographical information system development as a utility specialist. Later, he worked in the engineering consulting field to design new military, private, and public facilities. He presently works for the University of Kentucky's Physical Plant Division as an Engineer Associate specializing in facility modifications and maintenance. Don is active at the section, area, region, and national level of IEEE and IEEE-USA.

Statement -- I believe that IEEE is an organization of volunteers working for the betterment of the members, the profession, and the world. Each member has or will contribute to the betterment of the world through innovation, design, and professionalism while providing inventions, standards, technical writings, education, or leadership. By encouraging members to volunteer in the IEEE, I plan to offer opportunities for all members to succeed.

I will promote:

- programs that enhance employability of members,
- professional activities at technical conferences, and
- programs for students and recent graduates

I will support:

- programs and initiatives of Region 3,
- volunteers and members of Region 3 in their drive for excellence.

I have the experience and enthusiasm to work for you. I ask for your vote so that I may serve you: the member, the volunteer.

GEORGE F. MCCLURE

George McClure practiced engineering in communications-electronics, systems design, research and technology, and program management for over 30 years with Martin Marietta Aerospace. Previously, he engaged in digital product design for Radiation, Inc. (now Harris Corp.). Earlier, he was an officer-instructor in the Electrical Engineering Department of the U.S. Naval Academy. He is a Fellow of the Radio Club of America, and a life member of the American Association of Individual Investors, The Retired Officers Association, and the Naval Reserve Association. He was awarded patents in cellular communications system technology and edited a book on mobile communications systems engineering. A Florida native, he received BEE and MSE degrees from the University of Florida. Since his retirement from industry, he has focused on helping to improve engineering careers, speaking to IEEE sections and other groups, presenting in four Sections Congresses and participating in numerous committee activities.

Statement -- Adding membership value is urgent. Region 3 lost nearly 5% of its members from 2002 to 2003, at a time when unemployment for electronics engineers reached a high of 7%. IEEE budgets are stressed. Building on work already underway for industry partnering, I will push for better data on specific unemployment problems in Region 3 to deliver assistance targeted to our areas of high engineering unemployment.

I will develop a generic glossy membership brochure that can be customized and printed for Sections to promote membership, and explain IEEE's advantages to prospective members and employers at job fairs and trade shows, for under $.02 per copy.

Region 3 can be a leader in using IEEE Virtual Communities for interactive member communications pointing to ways to make IEEE responsive to your need for a satisfying life-long career.

With your vote I can make a difference for our present and future members - to push for sound management practices, to provide affordable, coordinated services for our members, and to emphasize industry support and membership growth.

For a list of all positions and candidates in the IEEE Annual Election visit the web site at:
http://www.ieee.org/organizations/corporate/candidates.htm and be sure to VOTE in September.

Region 3 Products and Services Offered (Supporting Volunteers and Members)

William Ratcliff,
Region 3 Communications Committee Chair

Introduction
An organization like Region 3 has many aspects of it's operation that help define what it is. What it produces in terms of the products and services is a major part of that definition.

When it comes to enumerating products and services it is essential to orient them to the "customers" involved. There are 3 general types of customers that are served by the committees of the Region 3 Excom.
- The operation of the Region 3 ExCom
- Requests from RAB (Regional Activities Board) and IEEE as a whole
- The Volunteers and Members at the local levels in Region 3

This article is intended to focus on the third grouping of customers... You ... the volunteer/members at the heart of IEEE. It is further intended to set the stage for a detailed discussion involving ...
- Changes that are required to meet needs and requirements to better serve the volunteer / member
- Delivery mechanisms and points of contact
- Feedback of levels of customer satisfaction

So the first step in developing this dialog is to explain what are the functional areas of products and services offered. The functional areas represented should not be assumed to correspond directly with the organizational structure of the Region 3 ExCom.

Awards and Recognition:
- Assistance and Encouragement in submission of nominations for Region and IEEE Awards
- Consulting assistance with Local Awards Committees

Conferences:
- Consulting assistance in in all aspects of conference management...
  - preparation of bids
  - conference Planning
  - registration and administration
  - audit and closing
- Point of Contact to all conference leaders in Region 3 regarding scheduling conflicts between conferences, best practices, etc

Membership Development:
- Assistance in recruiting new members and retaining existing members
- Support for Membership Grade Enhancements
- Point of Contact for MDC Chairs in Region 3
- Construct within the Region an organization to select, document and nominate deserving members to the Fellow grade and manage those nominations to successful conclusion
- Assistance in finding employment or changing employers
  (Web site being enhanced http://ewh.ieee.org/reg/3/ea/index.html)

Strategic Planning:
- Consulting assistance in planning methods
- Point of contact for recording Region 3 history

Communication Functions:
- e-Conferencing
  - Guidelines in the implementation and use of e-Conferencing
  - Assistance and Training in e-Conferencing tools and methodology
- Web Support
  - Consulting assistance in developing and maintaining web sites
  - Consulting assistance in publishing Newsletters on - line
- Newsletter

- o Consulting assistance in the design, development and publishing of newsletters
- o Newsletter Guidelines (expected release January 2004)
- Public Information
  - o Consulting assistance in providing information to the public news sources
- Electronic Communications
  - o Consulting assistance in establishing e-mail lists and usage of Region 3 e-mail aliases
  - o Guidelines on controlling SPAM (expected release January 2004)

Professional Activities:
- Consulting assistance to Sections and Area/Area-Councils to sponsor professional activity Special Projects and facilitate access to IEEE-USA and Region 3 resources
- Consulting assistance and point of contact for Section PACE Chairs
- Consulting assistance to student branches to hold Student Professional Awareness Conferences (S-PAC's)and sponsor Student Professional Awareness Ventures (S-PAVes)

Leadership Development:
- Maintain the Region Leadership Development Training Manual and other training aids
- Schedule, coordinate, and operate Leadership Development Workshops for the Region, Areas/Councils, and Sections.
- Maintain the currency of the, "Training Manual for Committee Chairs and Vice Chairs".
- Consulting assistance to Areas/Councils, and Sections in the development and administration of member training activities

Industrial Relations:
- Guidelines and methods of communicating with Corporations
- Consulting assistance to Areas/Councils and Sections in establishing communications with corporate management

Direct Section Support:
- Point of interface for financial assistance to Areas/Councils, and Sections for special projects
- Consulting and assistance in the preparation of project plans and controls, budget estimates and reporting methods

Educational Activities:
- Consulting assistance to Region 3 members and Sections to nominate employers for the Region 3, "Employer Professional Development Award"
- Promote educational activities at the member level and communicate to the Educational Activities Board (EAB) the educational concerns of the membership
- Consulting assistance in organizing short courses, and publicizing educational opportunities available from the Institute or elsewhere

G.O.L.D. :
- Point of contact for G.O.L.D. Committees in Region 3

Financial:
- Consulting assistance in financial management methodologies(budgeting, tracking, planning,etc)
- Consulting assistance in financial reporting

Student Activities:
- Consulting assistance in the Annual Student Conference Hardware Design Contest
- Maintain and publish the SoutheastCon Student Conference Manual
- Point of contact with interact with the IEEE Student Activities Committee

Records Archive Management:
- Development and support of archive / knowledge management methods, guidelines and tools (target date not determined)

This is one area that you can have a significant impact by participating in the development of the guidelines and tools needed by all organizational units in Region 3 and throughout the Institute including Areas/Council and Sections. Everyone has need of managing "the boxes of material" passed to the next group of officers.

Each one of us have experienced the feeling that we are operating alone, whether in a section or committee or simply as a member of IEEE. This list , albeit summary by design, is intended to say... "you are only alone if you choose to be". It is hoped that each of us will seek out and utilize the collaborative work spirit that continues to make IEEE a valuable element of our lives.

Please use this list in preparation to discuss your needs and help expand the capability to help each other. You are not alone as a member and volunteer in IEEE. But you do need to ASK.

If you have any questions or want specific contact information just send an e-mail to me ... Bill Ratcliff w.ratcliff@ieee.org I'll be glad to help.

Working Together

David Green,
Region 3 Secretary

Introduction

IEEE is a volunteer-led organization with staff support at the "top" of the organization. Down the region level, staff support is very limited. Both governance and project work at the Region level is done (or not done) by volunteers. While one volunteer can make an impact, the real long term impact is made when groups work together toward common goals. Region 3 has had groups of volunteers working together on projects and governance for many years. Being generally clever folks, the groups use whatever resources and tools they can bring to bear on projects to work effectively. Over the past several years, with reduced time for volunteering, rising costs of travel, and increasing availability of computers and networking, Region 3 volunteers have been turning to electronic communications tools to work together.

What we have done?

Several years ago, Region 3 Volunteers formed an e-conferencing committee to look into collaborative technologies that might be useful to Region 3 volunteers giving their diversity of resources (different computers, different networking arrangements, etc.) with the goal of choosing toolsets that could be widely used. The group made a decision to avoid development (of tools) but concentrate on developing methods for use of the tool and training for the tools. The group has explored the use of many tools some are synchronous in nature

requiring all participants to be "on-line" at the same time while others are asynchronous and allow collaboration to occur by sharing and exchanging information without the need for all participants to be "on-line" at the same time. The asynchronous approach allows volunteers to work as time permits without the need for schedule synchronization.

Synchronous tools being used include the IRC and telephone teleconferencing. The group uses IRC chiefly since it allows all volunteers to participate with a local call, allows the computer session to be used for both discussion (via IRC) and other Internet access (like Web Browsing) at the same time and achieves a zero out-of-pocket cost for the meeting while allowing broad participation. An IEEE server serves as the "bridge" which connects members to each other. The meeting announced at http://ewh.ieee.org/reg/3/excom/meetings/2003-07/ is an example of this approach. Asynchronous tools being used include the web, e-mail, newsgroups, TWiki, and a new addition being considered -- an IEEE Virtual Community. Region 3 has newsgroups on a variety of subjects centered around Region 3 Committees like Communications, Strategic Planning, Conference and specific projects like SoutheastCon and E-Conferencing. A few sections and Area/Councils also have newsgroups. The participation in these groups varies but interested volunteers who would like to work on the committees related to these groups are welcome. The TWiki site allows group development efforts on web pages and is often used to hold documents under development. IEEE Virtual Communities are an IEEE offering that is being rolled out at http://www.ieeecoummunities.org/. The platform is essentially a web portal featuring authentication of users, bulletins, discussions, calendars, instant messaging and file storage in an integrated environment.

What we do

The Region 3 E-conferencing committee tries to evaluate these and other tools, make recommendations for which tools are worth incorporating into the tool set, and to provide methodology and training to use the tools effectively to collaborate on IEEE projects. Volunteers who wish to use the technology are invited to either

participate in this committee or go through the training and use the "capability" for their own IEEE efforts.

The challenge

Ultimately, the success of this effort will be judged on if volunteers are willing to try to use these methods and tools as well as whether they are effective. Clearly, there are some collaborations that must be done face to face. There are other collaborations that are better face-to-face than using e-conferencing but which can be done by e-conferencing. There are also some collaborations that are done better with e-conferencing than face-to-face. The real challenge is to get the collaborations that make sense to do by e-conferencing done through that mechanism, so that the limited face-to-face meetings that occur (due to budget, travel restrictions, and available time limitations) can be used effectively for activities that greatly benefit from face-to-face collaborations.

If you have any questions or desire additional detail send me an e-mail d.green@ieee.org or the entire e-Conferencing Team r3-e-conf@ieee.org

The Best Kept Secret

Charles J. Lord, P.E. ,
Region 3 Leadership Development Chair

Being a leader in the IEEE is one of the best jobs in the world. Note that I did not say hobby or pastime; this is a job with much greater rewards than salary; or, as the US Peace Corps likes to say, it's the toughest job you'll ever love. You are a volunteer because of your love and support for the profession. You are driven by a belief in technology and in those who will use it to shape the future. But you need tools to succeed at that job, and that is why we are here. What are those tools and how will we use them?

Mentoring is Not Dead

Long ago, on the first day of my first engineering job, my hiring manager took me aside and taught me one of the most

valuable lessons I ever learned in engineering. He told me to always watch carefully the engineers around me and look for the best of the best, to associate myself with them, to ask them to mentor me. Secondly, he told me to watch for those who were eager and in need of mentoring or coaching and offer to mentor them. Thirdly, he cautioned me to watch for the "bad" engineers and avoid them whenever possible. Little did I know that the worst engineer in our company - who I had taken to shunning regularly - would succeed my boss and become my new boss. Soon I learned another job skill: changing employers. However, the first two lessons I learned have stuck with me, guided me, and made my engineering career richer and more rewarding. And I want to share those two lessons with you.

What is leadership? Leadership is about learning and teaching, mentoring and being mentored, serving and being served, sowing seeds and reaping 100-fold. In his best-selling book Rich Dad, Poor Dad, Robert Kiyosaki tells of his best friend's father, who chose to mentor him on financial matters. The author recounts one of his most valuable lessons:

"In addition to being good learners, sellers, and marketers, we need to be good teachers as well as good students. To be truly rich, we need to be able to give as well as receive. In cases of financial or professional struggle, there is often a lack of giving and receiving. I know many people who are poor because they are neither good students nor good teachers"

Leadership Development in Region 3

So what is leadership development in Region 3? Is it the wisest sage in the region teaching you all he or she knows about doing business with the IEEE? If that were the case, I would certainly not be the Region's Leadership Development Chair. Leadership Development is about all of us being willing to teach and to mentor others while being willing to learn and be mentored ourselves. Just as there is more to electrical engineering than the simple flow of electrons or the sequence of computer code execution, leadership and the process of developing leaders is more than just learning the mechanics of IEEE (which are, of course,

important and are part of our training). Rather it is the process of helping volunteers learn how to become leaders - great leaders, successful leaders - acquiring and honing skills that you will carry (and will carry you) for the rest of your lives. It is my true and honest belief that the best kept secret in our profession is that the best management school for EE's is not at any university but is right here right now: active volunteer leadership in the IEEE.

But how do we get started? Where are the tools to help us succeed as IEEE volunteer leaders? They are found in many places. First off, there are bylaws at every level of the IEEE, including your local section or area/council. These are the "rules" of how things need to operate. There are also great resources available at my website at http://ewh.ieee.org/r3/leadership/ . Here we have links to a number of documents and PowerPoint presentations that can be presented as part of leadership training by myself or one of many other experienced leaders in Region 3. We are continuously working to improve the resources that we have available in Region 3 and elsewhere, both within and outside the IEEE. We are also listening to you, the leaders, to see what needs you think we may need and what ways we can make you and your fellow leaders, potential leaders, and future leaders more successful - in your IEEE career, your paying career, and in life itself.

Be a Legacy

I recently went on a family vacation that was a mixture of emotions; this was the first trip together since a parent had died, and the mood went from mourning loss to celebrating a life. The thing that became apparent during the trip, however, was that I soon saw the missing parent in all of the people there: the humor, the skills, the ready knowledge had been imparted over the years, creating a legacy that will live on. Indeed, as Max Dupree of the Drucker organization put it, a great leader - or a successful organization for that matter - leaves a legacy that all can see. Looking around, I see a lot of legacies that have been left and are currently being created within the IEEE. In many cases, these legacies are created by the never-ending process of developing others within the IEEE to be current and future leaders. Can you become a legacy in the IEEE

and in the profession? Sure you can. Look around you for tomorrow's leaders, tomorrow's stars; take one by the hand, be a coach, be a friend, be a mentor. Need help? Take a star by the hand. Can't find one? Ask me or any of the other leaders you see listed in this newsletter. Together we will help one another be the future, the legacy of the IEEE.

Region 3 Membership Development

Lee Stogner
R3 Membership Development

Introduction (who we are):

The year 2003 represents a major opportunity to build the best IEEE team in Region 3. We have good leadership at both the Region and the Section level. Many of our leaders have gone through Leadership training and have experience that comes from working to promote IEEE in Region 3. With all of this in mind, I need your help in developing and promoting a campaign that will encourage student / working engineers to join, rejoin and upgrade their membership status. I also need your help in helping me identify a member in every Section that will become my local contact for a range of Membership information that will be coming from National and Region 3. Send me your contact names and I will make them a member of the core Membership team. If you need easy access to a range of IEEE Membership Development programs, IEEE has created a web page with all of the URLs that you need, http://www.ieee.org/organizations/rab/md/keyurls.html
Please let me know if you don't find what you're looking for.

2003 Goals and Objectives:

We have also developed a set of 2003 Goals and Objectives for Membership Development. Please review the attached list and let me know what you want to help with or what I have missed.

2003 Goals and Objectives - Region 3 Membership Development

1. Develop Student Transition Program
2. Promote Senior Membership Upgrades
3. Communicate to the R3 MD team with regular e-conf's
4. Membership Development Representative in every Section / Council
5. Work with Section Representatives to contact members in arrears
6. Develop Membership "Values" Kit
7. Work with the Public Information Committee to increase R3 awareness of IEEE

Employment Assistance:

The Region 3 Membership Development committee has teamed with Employment Assistance and Professional Activities to develop a Employment Assistance web page at,
http://ewh.ieee.org/reg/3/ea/index.html
Please visit this site, tell others in your Section about it and let us know how Region 3 can help members with their career challenges.
Thanks in advance for your help and I look forward to working with all of you

to continue to build Region 3 Network…
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July's Brain Teaser

Butch Shadwell

What part of the chicken does the "nugget" come from?

It seems awful to kill all those chickens just to get their nuggets.

Speaking of nuggets, here's a real gem of information for you ... Did you know that sometimes I make stuff up in these columns. Not the technical stuff, but some of the silly stuff. Over the years I have created a bunch of fictitious relatives, and lots of strange adventures. I hope my readers will accept this confession in the spirit in which it is offered. Maybe my personal life isn't all that interesting. Maybe I am a nerdish little fellow living a dark room full of

empty delivery cartons of Chinese food. Maybe my white things do come out of the laundry a little dingy. --- What was I writing about? Please forgive this ridiculous stream of consciousness. I must have missed my 4pm medication.

If you were driving the gate of a large N-channel MOSFET transistor, with a microcontroller output that has an internal resistance of 200 ohms, *how long will it take to get the gate voltage up to the full Vgson of 4 volts?* The CPU is running on a 5 volt supply, the FET source is at the CPU ground potential, and the gate-source capacitance of the FET is 15 pF. Let's ignore the effects of the drain circuit for this exercise. This is an important consideration, since this period is the time of greatest power dissipation in switching transistors.

Please don't think less of me because my clothes may not be perfectly laundered. I had a difficult childhood.

Reply to Butch Shadwell by August 20 at b.shadwell@ieee.org (email), 904-223-4510 (fax), 904-223-4465 (v), 3308 Queen Palm Dr., Jacksonville, FL 32250-2328. (http://www.shadtechserv.com) The names of correct respondents may be mentioned in the solution column.

Feedback Form

Please take a minute to fill out the form to let us know how useful this newsletter (and its articles) are to you.

You may fill out the form on-line by going to http://ewh.ieee.org/reg/3/enewsletter/vol18no2/newslettersurvey.html