



# MD Monthly – DECEMBER 2015

Membership Development Report – Page 1



This report is issued monthly on behalf of the IEEE Member & Geographic Activities Board.  
Source data is IEEE membership statistics. Contact: Elyn Perez, elyn.perez@ieee.org

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## SPECIAL ISSUE: YEAR-END STATISTICS

Monthly Census	YoY Variance		Dec '15	Dec '14	Nov '15	Dec15 vs. Nov '15	
<b>IEEE Membership</b>		<b>-5,133</b>	<b>-1.2%</b>	<b>421,355</b>	<b>426,488</b>	<b>412,126</b>	<b>+2.2%</b>
o Honorary		-1	-3.0%	32	33	32	0.0%
o Fellow		131	+1.8%	7,244	7,113	7,243	0.0%
o Senior Member		1,488	+4.0%	38,859	37,371	38,451	+1.1%
o Member		-3,103	-1.2%	252,447	255,550	250,637	+0.7%
o Associate Member		-1,029	-11.0%	8,323	9,352	8,372	-0.6%
o Graduate Student		-2,527	-5.6%	42,870	45,397	40,425	+6.0%
o Undergraduate Student		-92	-0.1%	71,580	71,672	66,966	+6.9%
<b>Society Membership</b>		<b>-10,692</b>	<b>-3.2%</b>	<b>321,947</b>	<b>332,639</b>	<b>315,293</b>	<b>+2.1%</b>
o 14 Societies up > 1%		10,857		Societies Note: Sum of respective gains and losses, with all counts <b>excluding</b> Affiliates. <b>Including Affiliates, total Society memberships are down year-over-year by -11,360 or -3.3%.</b>			
o 8 Societies +/- 1%		21					
o 17 Societies down > 1%		-21,570					

MD Venue	December - Membership Year To Date									
	'15	'14	'13	'12		'15	'14	'13	'12	
Retention	<b>46.3%</b> 176,537	<b>47.8%</b> 185,747	<b>46.9%</b> 184,310	<b>45.7%</b> 179,357		<b>Recruitment</b>	<b>32,186</b>	30,693	29,744	31,450
Higher-Grade	55.6% 165,164	56.9% 171,125	55.7% 167,143	52.6% 159,960		<b>Reinstatement</b>	<b>7,536</b>	6,803	7,176	5,758
STU/GSM	13.5% 11,373	16.7% 14,622	18.4% 17,167	21.9% 19,397		<b>Recovery</b>	<b>n/a</b>	n/a	n/a	n/a

MD Resources (IEEE Account required)	New Members	SAMIEEE	Reports	Webcasts	MD Kit Ordering	Presentations

	Recruitment Activities	Retention Activities
<b>Feb</b>	Give priority attention to renewal activities. → → <a href="#">Order Membership Development Kit</a> – for Section and Chapter events and activities next month.	<b>Arrears-Recovery Outreach</b> – <u>Service deactivation occurs on 20 February</u> for individuals who do not renew their 2016 membership. <b>Members Not Yet Renewed for the 2016 membership year</b> - Updated daily. Access via <b>SAMIEEE</b> MD folder, pre-defined query, "(MD) 2015 Last Renewal Year for Active Members – Name, Grade, Email.
<b>Mar</b>	Give priority attention to member recovery tools and activities, especially first-year members. → → <b>1 March:</b> ½-years dues period begins. Incorporate into recruitment messaging.	<b>1 March:</b> Arrears recovery period begins for all members in arrears. <b>Tools:</b> Located in the MD folder of SAMIEEE, use pre-defined queries to identify members who have not renewed. Communications templates also available in MD Manual and on the MD Portal.

## December MD Highlights

### IEEE Membership

December marks official end of the membership year, though we allow an almost two-month grace period until the service deactivation occurs. Overall membership ended the year down -1.2%, just a tenth of a percent higher than last month. Positive recruitment in all grade categories continued but gave back some its gain, and reinstatement activity remains ahead of last year by 11%. (See chart on page 1.) Retention rates fell behind in December, as we saw more early renewal activity this year.

### Recruitment

Overall recruitment is ahead of last year by +4.9%. The overall trend saw smaller gains YoY in GSM and undergraduate students, offset by a rather large gain percentage wise with higher grade recruitment. This remains a marked improvement over the many months of declines we've been experiencing up until October of this year. The four-year trend (chart, page 1) for overall recruitment shows we are seeing the highest recruitment numbers since 2011.

Undergraduate and Graduate student recruitment both remain positive but gave back some of their gains. Higher grade recruitment has been up now for three months in a row. In fact, this was the largest December number on record since 2007 for higher grade recruitment. A new industry partnership in Region 10 (Hong Kong) helped boost numbers, and as well we are starting to see member recruitment out of the IEEE Collabratec platform (see page 3 for more on this).

See more detail on recruitment, page 8.

➡ Links to all MD resources plus communications templates can be found at [www.ieee.org/md](http://www.ieee.org/md).

### Retention

Overall retention fell behind for the first time this year, by a 1.5% margin. Prior to December, retention rates were rebounding to pre-2012 levels.

We normally see a big uptick in renewals at the end of December however this was not the case this year. Following several months of record retention driven by increased auto renewals, and an enhanced early renewal drawing offer, we simply saw more members renew earlier.

Students are driving down the overall retention percentage, though they represent a smaller raw number of members. Higher grade retention had been keeping the retention gains positive, but it fell behind as well, though by a smaller margin than both student categories.

➡ **The service deactivation is set to occur on 20 February.** Be sure to reach out to your unrenewed members. Identify your unrenewed members using the SAMIEE query "(MD) 2015 Last Renewal Year for Active Members – Name, Grade, Email."

See more detail on retention, page 7.

### Society Membership

Overall Society memberships are down -3.2% year-over-year, following a -2.9% decline in November. The November result was an improvement, so this represents a return to what we've typically seen since the Communications Society losses negatively impacted overall Society membership numbers.

As we've been reporting, the significant decline in ComSoc membership is the result of the elimination of marketing programs that offered free membership, in May of 2015. While this has had little financial impact, it will result in a significant change in membership for ComSoc going forward as it will create a new benchmark for engaged members (those who believe that there is value in membership that they are willing to pay for). (*continued next page*)



(continued) The good news is that the year-over-year Communications Society declines have been receding since August - in fact making the biggest improvement yet in December, by a full one percent. Without the ComSoc losses, overall Society memberships would be positive year-over-year by about 7,000 memberships.

So, while the ComSoc losses are the underlying cause of the YoY deficit, we also saw smaller gains in a handful of Societies that last month better helped to offset it.

The top societies in terms of percentage growth in December were Computational Intelligence Society (+12.5%), Signal Processing Society (+12.3%) and Engineering in Medicine and Biology (+9.5%).

Society membership details begin on page 11.



Since its official launch in October, IEEE Collabratec now has more than 22,500 users (as of December month end). Of those, about 70% are outside of the US. The platform is open to members and non-members alike, with special member-only features that are beginning to drive some recruitment activity. About 35% of the platform’s users are non-members.

What does this mean to you? Begin leveraging the platform as an easy lead generation tool. Invite non-members at your events and conferences to sign up for a free account. That is the single easiest way to engage them, and to capture their information and integrate it into the back-end system that we utilize to generate campaigns for recruitment. However, the platform itself seems to be responsible for the recruitment activity moreso than separate outreaches, at least according to some early data.

<b>ACTIVITY</b> <i>Membership Year Cumulative - Sep through Dec 2015</i>	<b>Higher Grade</b>	<b>Graduate Student</b>	<b>Undergrad Student</b>	<b>TOTAL</b>
Non-Member Sign-up to Active Member Conversions	58	47	140	<b>245</b>
Former Member Sign-up to Active Member Conversions	34	13	21	<b>68</b>
<b>sub-total</b>	<b>92</b>	<b>60</b>	<b>161</b>	<b>313</b>
First-Year Member Sign-ups to IEEE Collabratec (joined IEEE, and then signed-up)	231	260	779	<b>1270</b>

We see two different trends. First, those that signed up on IEEE Collabratec and then became IEEE members, some of which were former members who came back. (In the chart above, the numbers making up the 313 total.) Second, is the engagement of first year members. Through December roughly 4% of new members sign up on IEEE Collabratec. This is a metric we will begin watching along with any changes in first year member retention. Of these 1270 first year members, the majority sign up within the first 7 days of joining IEEE.

A new community called IEEE Membership Forum has launched, which will automatically invite all member users to belong. This community is only available to active IEEE members. It will become another channel for members to ask questions, have discussions, or learn about new member benefits and offerings. This could be a pivotal new touchpoint in the first year engagement cycle, especially for students. Be on the lookout for your invite to this new community!

## Membership Development Goals



### 2016 Membership Development Goals

MD goals are created for each individual Section for both recruitment and retention. Section goals are then rolled up to the Region level, producing the Region goal for recruitment, retention and overall membership.

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For the 2016 MD goals, we reviewed four years of history. Each Section has a unique goal based on different dynamics, so the methodology for creating the goal is different based on whether the Section has had growth or decline, as well as the overall size and location of the Section.

Goals do not separate HG versus student. A benefit of this is that the service deactivation and student elevation processes do not impact progress to goals, because it focuses only on the total number of members that join or renew (regardless of grade).

Detail on the Section goals and progress are included in the Region level MD reports. These reports are sent via e-mail once monthly. If you are not receiving your region MD report, please contact your Region MD Chair.

Goals for reinstatement are assigned on the Region level only. For the complete listing of Section goals, visit the MD goals page on the MD portal, [www.ieee.org/md](http://www.ieee.org/md).

- More than 40% of Sections are on track to meet their recruitment goals, see charts next page.

## Tracking Progress and Section Recognition of Goal Achievement

Every month, the regional MD reports contain the Section level progress for recruitment and retention. To monitor progress and ensure Sections are on track, the goals and progress to goal will be published in the region reports.

Each Section that meets their goal receives a special recognition in the form of an electronic banner that can be placed on Section websites, in newsletters, and even in e-mail signatures. Banners are distributed to the Section's Membership Development Chair, and/or Section Chair.

These Sections will also be recognized in the MD Monthly report, region level MD reports and on the MD portal, [www.ieee.org/md](http://www.ieee.org/md).

Banners include the membership year and Section name in the graphic. A silver award will be given in either the recruitment or retention category once met. A gold medal of recognition will be given once both goals are met.

At the end of the year, a special gift and certificate of recognition will be mailed to those who earned the gold award. Certificates of recognition will also be mailed to those who earned either silver award.



Outstanding Section Membership  
Recruitment and Retention Performance



## Region Membership Goals – 2016 Membership Year

Below is a summary by Region showing the goal and progress to goal, as of the current month. At four months into the membership year, the percent to goal should be tracking at 33% or more.

Retention	2016 % Retention Goal	2016 Retention Growth	2016 YTD Dec	% to Goal
R1	83.2%	0.9%	58.4%	70.2%
R2	84.0%	5.0%	59.4%	70.8%
R3	79.8%	0.6%	55.8%	70.0%
R4	80.3%	1.8%	56.3%	70.2%
R5	81.0%	3.0%	55.1%	68.1%
R6	82.4%	0.3%	57.2%	69.4%
R7	77.1%	0.9%	47.1%	61.1%
R8	72.8%	3.9%	41.2%	56.5%
R9	55.1%	0.7%	24.5%	44.4%
R10	57.0%	1.4%	33.2%	58.3%
Total	72.3%	1.9%	46.3%	64.0%

Since most retention activity occurs in the first half of the membership year, the high percentages to goal are expected. This should not be viewed as a sign that retention is tracking far ahead. This will start to level off over the coming months.

The goals for retention growth are reflective of the last four years, and are rather aggressive – local efforts are critical to sustain this.

Improving retention is the biggest factor in growing IEEE membership overall.

Overall we are tracking just ahead of goal – we need to maintain this momentum after two months of higher than average recruitment. Region 1 continues to have the highest progress to goal so far, with Region 8 not far behind.

Below are the number of Sections by Region that are on track – meaning they are at 33% or more of their goal at four months into the membership year.

Recruitment	2016 Recruitment Goal	2016 Recruitment Growth	2016 YTD Dec	% to Goal
R1	3,712	4.6%	1,522	41.0%
R2	3,122	8.8%	1,034	33.1%
R3	4,507	9.7%	1,486	33.0%
R4	3,129	7.7%	1,029	32.9%
R5	4,142	6.0%	1,408	34.0%
R6	6,429	4.7%	2,298	35.7%
R7	3,070	6.9%	967	31.5%
R8	16,886	2.1%	6,453	38.2%
R9	7,007	5.9%	1,832	26.1%
R10	41,605	5.2%	14,157	34.0%
Total	93,610	5.1%	32,186	34.4%

Region	# of Sections on Target	% of Sections
1	17	77.3%
2	10	50.0%
3	12	29.3%
4	8	34.8%
5	14	53.8%
6	15	42.9%
7	11	55.0%
8	24	41.4%
9	10	28.6%
10	26	44.1%
Total	147	43.4%

Reinstatement	2016 Reinstatement Goal	2016 Reinstatement Growth	2016 YTD Dec	% to Goal
R1	1,389	6.0%	484	34.9%
R2	1,162	5.0%	510	43.9%
R3	1,279	5.0%	524	41.0%
R4	863	5.0%	385	44.6%
R5	1,389	6.0%	512	36.9%
R6	2,595	6.0%	976	37.6%
R7	676	5.0%	280	41.4%
R8	3,741	5.0%	1,573	42.0%
R9	1,050	4.9%	400	38.1%
R10	5,033	6.0%	1,892	37.6%
Total	19,177	5.5%	7,536	39.3%

All Regions are tracking above goal at four months into the membership year.

Former members are a ripe pool of candidates to outreach to – and each year that pool grows. The service deactivation occurs on 20 February, after which time the members who didn't renew last year (in Arrears for 2014) will become Inactive and added to the former member pool.

Focus on sustaining reinstatement growth by regularly outreaching to them and/or inviting them to events.





### Membership Retention Update

December is the official end of the membership year, though we allow an almost two-month grace period until the service deactivation occurs at the end of February (set for 20 February this year). We normally see a big uptick in renewals at the end of December however this was not the case this year. Following several months of record retention driven by increased auto renewals, and an enhanced early renewal drawing offer, we simply saw more members renew earlier. Overall retention fell behind for the first time this year, by a 1.5% margin. Prior to December retention rates were rebounding to pre-2012 levels.

Driving down the retention percentage is mainly students, though they represent a smaller raw number of members. Higher grade retention had been keeping the retention gains positive, and it fell behind as well, but by a smaller margin than both student categories. Are you actively involved or in communication with your student branch leaders? This is highly encouraged to help connect the students with the Section-level activities that might encourage them to stay with IEEE through school and beyond.

First-year member retention is always lower than overall retention. That is not unique to IEEE and is a perennial issue among all professional associations. However, what we are seeing is that there is little difference in the retention gaps for first year students and GSM's. There is a much larger gap between first year HG members and overall HG member retention. This is a trend we want to keep a close eye on. You can help improve higher grade retention in your Section by promoting Senior Member elevation, or by providing events and content that match your member's needs and interests. Get to know your members – there are pre-defined queries in SAMIEE that can help you do this.

➡ Do you have a first-year member program in place? Need help or ideas? Contact Denise Maestri, [d.maestri@ieee.org](mailto:d.maestri@ieee.org).

**IEEE Membership Renewal / Retention - December 2015**

REGION	HIGHER GRADE w/o GSM				GRADUATE STUDENTS				UNDERGRADUATE STUDENTS				TOTAL MEMBERS			
	Opportunity	Renewal			Opportunity	Renewal			Opportunity	Renewal			Opportunity	Renewal		
		#	%, '16	%, '15		#	%, '16	%, '15		#	%, '16	%, '15		#	%, '16	%, '15
1	27,658	17,466	63.1%	63.8%	1,580	317	20.1%	24.0%	1,475	167	11.3%	13.6%	30,713	17,950	58.4%	59.1%
2	24,207	15,382	63.5%	63.9%	1,409	311	22.1%	23.0%	1,117	191	17.1%	17.5%	26,733	15,884	59.4%	59.3%
3	23,127	14,386	62.2%	61.5%	1,791	444	24.8%	29.2%	2,133	275	12.9%	16.5%	27,051	15,105	55.8%	55.4%
4	17,196	10,752	62.5%	62.0%	1,533	354	23.1%	28.2%	1,315	187	14.2%	16.0%	20,044	11,293	56.3%	56.3%
5	22,874	13,893	60.7%	62.3%	1,471	338	23.0%	28.6%	1,894	229	12.1%	15.4%	26,239	14,460	55.1%	57.0%
6	45,574	28,239	62.0%	62.4%	2,437	500	20.5%	25.4%	2,904	394	13.6%	18.3%	50,915	29,133	57.2%	58.0%
R 1-6	160,636	100,118	62.3%	62.7%	10,221	2,264	22.2%	26.5%	10,838	1,443	13.3%	16.5%	181,695	103,825	57.1%	57.7%
7	13,091	6,938	53.0%	58.1%	1,622	404	24.9%	31.8%	1,219	161	13.2%	17.6%	15,932	7,503	47.1%	52.1%
8	53,410	25,882	48.5%	50.5%	9,330	2,145	23.0%	29.9%	7,423	856	11.5%	14.5%	70,163	28,883	41.2%	43.9%
9	9,883	3,347	33.9%	37.1%	1,063	229	21.5%	26.6%	5,341	416	7.8%	7.1%	16,287	3,992	24.5%	26.9%
10	59,914	28,879	48.2%	49.8%	11,882	2,091	17.6%	18.7%	25,561	1,364	5.3%	7.8%	97,357	32,334	33.2%	34.6%
R 7-10	136,298	65,046	47.7%	49.9%	23,897	4,869	20.4%	24.1%	39,544	2,797	7.1%	9.3%	199,739	72,712	36.4%	38.7%
TOTAL	296,934	165,164	55.6%	56.9%	34,118	7,133	20.9%	24.8%	50,382	4,240	8.4%	10.9%	381,434	176,537	46.3%	47.8%

**First-Year Member Renewal / Retention - December 2015**

REGION	HIGHER GRADE w/o GSM				GRADUATE STUDENTS				UNDERGRADUATE STUDENTS				TOTAL MEMBERS			
	Opportunity	Renewal			Opportunity	Renewal			Opportunity	Renewal			Opportunity	Renewal		
		#	%, '16	%, '15		#	%, '16	%, '15		#	%, '16	%, '15		#	%, '16	%, '15
1	1,720	388	22.6%	27.3%	632	57	9.0%	14.3%	1,107	88	7.9%	11.0%	3,459	533	15.4%	19.4%
2	1,500	344	22.9%	26.9%	557	66	11.8%	13.6%	739	82	11.1%	13.4%	2,796	492	17.6%	20.2%
3	1,760	368	20.9%	20.8%	697	87	12.5%	19.8%	1,537	114	7.4%	13.4%	3,994	569	14.2%	17.7%
4	1,253	277	22.1%	23.4%	615	89	14.5%	17.2%	982	96	9.8%	13.3%	2,850	462	16.2%	19.0%
5	1,810	408	22.5%	27.9%	583	59	10.1%	17.1%	1,417	98	6.9%	10.9%	3,810	565	14.8%	20.1%
6	2,979	700	23.5%	26.7%	1,026	107	10.4%	16.6%	2,065	187	9.1%	15.0%	6,070	994	16.4%	20.9%
R 1-6	11,022	2,485	22.5%	25.6%	4,110	465	11.3%	16.6%	7,847	665	8.5%	13.1%	22,979	3,615	15.7%	19.6%
7	1,356	282	20.8%	25.8%	656	87	13.3%	18.8%	841	75	8.9%	13.4%	2,853	444	15.6%	20.6%
8	6,424	1,095	17.0%	21.4%	4,389	562	12.8%	19.4%	5,741	462	8.0%	9.7%	16,554	2,119	12.8%	17.0%
9	1,915	207	10.8%	13.6%	454	47	10.4%	14.3%	4,231	204	4.8%	4.0%	6,600	458	6.9%	7.8%
10	10,493	1,646	15.7%	18.9%	7,355	760	10.3%	11.4%	21,589	848	3.9%	6.3%	39,437	3,254	8.3%	10.6%
R 7-10	20,188	3,230	16.0%	19.7%	12,854	1,456	11.3%	14.3%	32,402	1,589	4.9%	6.8%	65,444	6,275	9.6%	12.4%
TOTAL	31,210	5,715	18.3%	21.8%	16,964	1,921	11.3%	14.8%	40,249	2,254	5.6%	8.1%	88,423	9,890	11.2%	14.3%

### Recruitment Update

Overall recruitment is ahead of last year by +4.9, down from +6.6% last month. The overall trend saw smaller gains YoY in GSM and undergraduate students, offset by a rather large gain percentage wise with higher grade recruitment. Keep in mind though that this remains a marked improvement over the many months of declines we've been experiencing up until October of this year.

Here is how each of the three categories impacted the overall result:

- **Undergraduate recruitment**, though still positive, gave back much of its gain, now ahead +3.0% following +7.4% last month.
  - Last year at this time: undergraduate recruitment was up +10.1%.
- **Graduate student recruitment** saw the same pattern, now ahead +4.3% following +6.3% in November.
  - Last year at this time: graduate student recruitment was down -0.1%.
- **Higher Grade recruitment** is positive now three months in a row and growing, up +12.4% from +3.6% last month.
  - Main driver: Hong Kong Section in Region 10 saw over 550 new HG members as a result of a new industry outreach partnership. All other Regions widened their decline or gave back some gain.
  - Last year at this time: higher grade recruitment was down -12.7%.

➔ Sections are encouraged to **promote the Member-Get-a-Member referral program** to existing members, especially within the student branches in your Section. Need help or ideas? E-mail [elyn.perez@ieee.org](mailto:elyn.perez@ieee.org).

**Cumulative Recruitment - December 2015**

REGION	HIGHER GRADE w/o GSMs				GRADUATE STUDENTS				UNDERGRADUATE STUDENTS				TOTAL MEMBERS			
	2015	2014	Change		2015	2014	Change		2015	2014	Change		2015	2014	Change	
			#	%			#	%			#	%			#	%
1	296	311	(15)	-4.8%	305	251	54	21.5%	921	822	99	12.0%	1,522	1,384	138	10.0%
2	249	279	(30)	-10.8%	247	288	(41)	-14.2%	538	528	10	1.9%	1,034	1,095	(61)	-5.6%
3	295	280	15	5.4%	307	305	2	0.7%	884	1,106	(222)	-20.1%	1,486	1,691	(205)	-12.1%
4	200	185	15	8.1%	282	324	(42)	-13.0%	547	786	(239)	-30.4%	1,029	1,295	(266)	-20.5%
5	307	323	(16)	-5.0%	260	258	2	0.8%	841	885	(44)	-5.0%	1,408	1,466	(58)	-4.0%
6	610	578	32	5.5%	490	378	112	29.6%	1,198	1,363	(165)	-12.1%	2,298	2,319	(21)	-0.9%
R 1-6	1,957	1,956	1	0.1%	1,891	1,804	87	4.8%	4,929	5,490	(561)	-10.2%	8,777	9,250	(473)	-5.1%
7	227	296	(69)	-23.3%	256	248	8	3.2%	484	586	(102)	-17.4%	967	1,130	(163)	-14.4%
8	1,070	969	101	10.4%	1,905	1,537	368	23.9%	3,478	3,051	427	14.0%	6,453	5,557	896	16.1%
9	264	317	(53)	-16.7%	224	216	8	3.7%	1,344	1,521	(177)	-11.6%	1,832	2,054	(222)	-10.8%
10	2,369	1,701	668	39.3%	2,767	2,945	(178)	-6.0%	9,021	8,056	965	12.0%	14,157	12,702	1,455	11.5%
R 7-10	3,930	3,283	647	19.7%	5,152	4,946	206	4.2%	14,327	13,214	1,113	8.4%	23,409	21,443	1,966	9.2%
TOTAL	5,887	5,239	648	12.4%	7,043	6,750	293	4.3%	19,256	18,704	552	3.0%	32,186	30,693	1,493	4.9%

### IEEE-USA Recruitment Incentive



In an effort to increase US higher-grade membership, IEEE-USA and MGA have partnered to pilot a campaign building on the existing Member-Get-a-Member program.

Higher-grade members in the US are eligible to submit referrals through a special online form. An automated email invites the referral to join and offers a US\$25 discount on their first year (16 August - 28 February), or to join at the special half year dues rate (1 March – 15 August). For each successful new recruit, the referring member can select an IEEE-USA branded merchandise item including a hat, cooler, backpack, golf balls, pen sets, portable charger, tablet case, umbrella and more.

MGA will promote the program in the monthly Benefits Bulletin, and **Sections and Regions should promote the program on their own website**. For more information on how to do this, contact [elyn.perez@ieee.org](mailto:elyn.perez@ieee.org).

	2016 MY To Date	2015 MY Total	2014 MY Total	Program To Date
Referrals Submitted	522	941	1,240	2,703
Referrals Joined	126	224	397	747
% of Referrals Joined	24.1%	23.8%	32.0%	27.6%
# New US HG Members	95	168	295	558



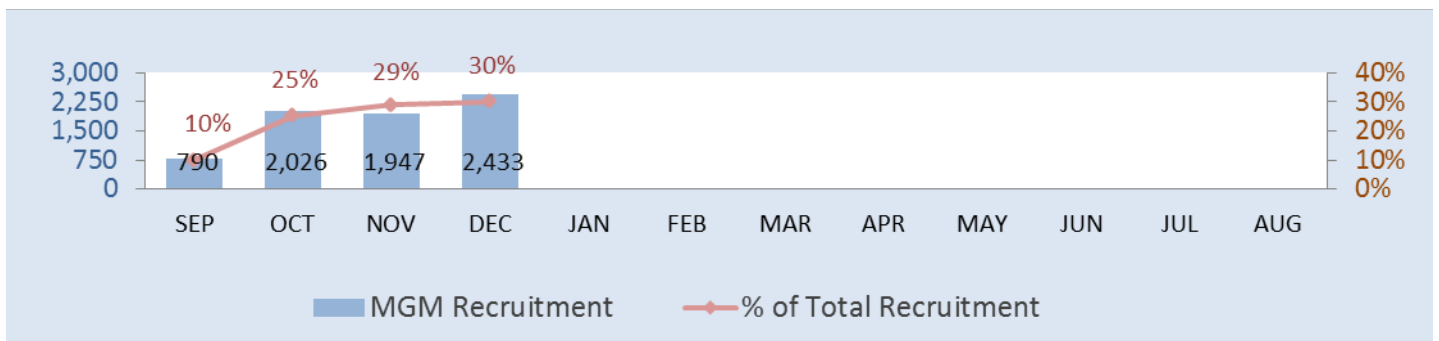


**Recruiters of the Month – Member-Get-a-Member (MGM) Program**

[www.ieee.org/mgm](http://www.ieee.org/mgm)

We are pleased to recognize this month’s top program participants. The IEEE Member-Get-a-Member (MGM) program is popular with student members; accordingly, program results often ebb and flow with the academic school year.

<b>Mohamed Samy Garali</b>	R8, Tunisia Section	137 new members	<b>Ann Mary Ajay</b>	R10, Kerala Section	14 new members
<b>Jenil J</b>	R10, Madras Section	91 new members	<b>Jessin David</b>	R10, Kerala Section	14 new members
<b>Chowdhury Hossain</b>	R10, Bangladesh Section	77 new members	<b>Lejla Gurbeta</b>	R8, Bosnia And Herzegovina Section	14 new members
<b>Lakshmi Jayalal</b>	R10, Kerala Section	66 new members	<b>Manisha Vincy</b>	R10, Kerala Section	13 new members
<b>Nithin Kurian</b>	R10, Kerala Section	41 new members	<b>Nihal Mohamed Muhammad</b>	R10, Kerala Section	13 new members
<b>Samridhi Seth</b>	R10, Bombay Section	34 new members	<b>Faizan Ch</b>	R10, Islamabad Section	13 new members
<b>Punith S.S</b>	R10, Bangalore Section	34 new members	<b>J Jaya Kumari</b>	R10, Madras Section	12 new members
<b>Archana Vijay</b>	R10, Kerala Section	25 new members	<b>Layale Hachem</b>	R8, Lebanon Section	12 new members
<b>Deepkumar Mehta</b>	R10, Bombay Section	25 new members	<b>Rahul Kumar</b>	R10, Bombay Section	12 new members
<b>Nijin K</b>	R10, Kerala Section	25 new members	<b>Brent Garner</b>	R2, Cincinnati Section	12 new members
<b>Harsha M.N</b>	R10, Bangalore Section	25 new members	<b>Anand Thamban</b>	R10, Bangalore Section	12 new members
<b>Ujjwal Gupta</b>	R10, Delhi Section	22 new members	<b>Khalil Ben Sassi</b>	R8, Tunisia Section	12 new members
<b>Mahesh P J</b>	R10, Kerala Section	21 new members	<b>Riya Mathew</b>	R10, Kerala Section	12 new members
<b>Serena Rizzolo</b>	R8, France Section	21 new members	<b>Amalnath E.G.</b>	R10, Kerala Section	12 new members
<b>Dhanush Binoy</b>	R10, Kerala Section	20 new members	<b>Ayoub Salha</b>	R8, Tunisia Section	12 new members
<b>Alex Paul</b>	R10, Kerala Section	19 new members	<b>Viviana Villavicencio</b>	R9, Ecuador Section	11 new members
<b>Sathvik Eadla</b>	R10, Hyderabad Section	19 new members	<b>Georgi Kostov</b>	R8, Republic Of Macedonia Section	11 new members
<b>Basel Alfaqeer</b>	R8, Jordan Section	18 new members	<b>Gokul G</b>	R10, Kerala Section	11 new members
<b>Asif Sharafudeen</b>	R10, Kerala Section	18 new members	<b>Ghaith Tayara</b>	R8, Jordan Section	11 new members
<b>Sohail Khan</b>	R10, Karachi Section	18 new members	<b>Thomas Thyparampil</b>	R10, Kerala Section	10 new members
<b>Razak K</b>	R10, Kerala Section	17 new members	<b>Nidin S Pillai</b>	R10, Kerala Section	10 new members
<b>Meher Bnoui</b>	R8, Tunisia Section	16 new members	<b>Rajesh G</b>	R10, Kerala Section	10 new members
<b>Milos Marjanovic</b>	R8, Serbia And Montenegro Section	15 new members	<b>Sairaj Gharat</b>	R10, Bombay Section	10 new members
<b>Minhas Naheem</b>	R10, Kerala Section	15 new members	<b>Elyssa Maksoud</b>	R8, Lebanon Section	10 new members
<b>Srujana Podugu</b>	R10, Hyderabad Section	15 new members	<b>Nabilla Fessi</b>	R8, Tunisia Section	10 new members
<b>Romy Byju</b>	R10, Kerala Section	14 new members	<b>Akshay Kiran</b>	R10, Gujarat Section	10 new members



**2016 Membership YTD: 7,196 new members**  
**Same period last year: 5,909**  
**Year-over-year: +21.8%**



<b>Membership by Region</b>	<b>Dec '15</b>	e-Members are included in the higher-grade counts of Regions 3, 8, 9, and 10. <b>Green shading = year-over-year growth &gt;1.0%; Yellow shading = +/- 0.99%; Red shading &gt; (1.0%)</b>
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Geographic IEEE Membership Summary - December 2015																
REGION	Higher-Grade w/o GSM				Graduate Students				Undergraduate Students				TOTAL MEMBERS			
	2015	2014	Change		2015	2014	Change		2015	2014	Change		2015	2014	Change	
			#	%			#	%			#	%			#	%
<b>1</b>	28,108	28,743	(635)	-2.2%	1,996	2,065	(69)	-3.3%	2,530	2,531	(1)	0.0%	32,634	33,339	(705)	-2.1%
<b>2</b>	24,612	25,362	(750)	-3.0%	1,772	1,975	(203)	-10.3%	1,798	1,994	(196)	-9.8%	28,182	29,331	(1,149)	-3.9%
<b>3</b>	23,859	24,227	(368)	-1.5%	2,231	2,398	(167)	-7.0%	3,189	3,573	(384)	-10.7%	29,279	30,198	(919)	-3.0%
<b>4</b>	17,523	18,177	(654)	-3.6%	1,890	2,045	(155)	-7.6%	1,990	2,220	(230)	-10.4%	21,403	22,442	(1,039)	-4.6%
<b>5</b>	23,438	23,583	(145)	-0.6%	1,841	1,997	(156)	-7.8%	2,885	2,897	(12)	-0.4%	28,164	28,477	(313)	-1.1%
<b>6</b>	47,098	47,484	(386)	-0.8%	3,100	2,987	113	3.8%	4,307	4,692	(385)	-8.2%	54,505	55,163	(658)	-1.2%
<b>R 1-6</b>	164,638	167,576	(2,938)	-1.8%	12,830	13,467	(637)	-4.7%	16,699	17,907	(1,208)	-6.7%	194,167	198,950	(4,783)	-2.4%
<b>7</b>	13,418	13,821	(403)	-2.9%	1,998	2,149	(151)	-7.0%	1,747	1,926	(179)	-9.3%	17,163	17,896	(733)	-4.1%
<b>8</b>	55,248	55,908	(660)	-1.2%	11,512	11,607	(95)	-0.8%	11,123	10,691	432	4.0%	77,883	78,206	(323)	-0.4%
<b>9</b>	10,309	10,557	(248)	-2.3%	1,344	1,513	(169)	-11.2%	6,916	6,830	86	1.3%	18,569	18,900	(331)	-1.8%
<b>10</b>	63,292	61,557	1,735	2.8%	15,186	16,661	(1,475)	-8.9%	35,095	34,318	777	2.3%	113,573	112,536	1,037	0.9%
<b>R7-10</b>	142,267	141,843	424	0.3%	30,040	31,930	(1,890)	-5.9%	54,881	53,765	1,116	2.1%	227,188	227,538	(350)	-0.2%
<b>TOTAL</b>	<b>306,905</b>	<b>309,419</b>	<b>(2,514)</b>	<b>-0.8%</b>	<b>42,870</b>	<b>45,397</b>	<b>(2,527)</b>	<b>-5.6%</b>	<b>71,580</b>	<b>71,672</b>	<b>(92)</b>	<b>-0.1%</b>	<b>421,355</b>	<b>426,488</b>	<b>(5,133)</b>	<b>-1.2%</b>

- Overall membership behind -1.3%, following -1.2% last month
  - Has been in the -1.1%-1.3% range the last three months, was as high as -1.8% in September
  - Main driver: Continuing positive YoY recruitment gains
  - Last December was at -1.1%
- Higher-grade membership is down -0.8%, an improvement from -1.2% last month
  - Maindriver: Region 10 HG recruitment
    - Regions 1-6 HG remained steady
    - Regions 7-10 overall was -0.3%, now +0.3% this month
  - Last year December overall HG was -0.4%
- Graduate student membership decline on an up and down trend, was improved to -4.7% last month, now -5.6%, but had been higher
  - Main driver: Recruitment gains diminished slightly though still positive
  - Last year this time was -1.0%
- Undergraduate student membership once again negative 0.1% following two months positive
  - Main driver: Also diminished recruitment gains
  - Last year this time was -3.8%

## Society Memberships

Color Key: **Green** shading = year-over-year growth >1.0%; **Yellow** shading = +/- 0.99%; **Red** shading > (1.0%)

IEEE Society Membership Totals as of December 2015																				
SOCIETY / DIVISION	IEEE Higher Grade Members (including GSMs)		Change		IEEE Student Members		Change		Society Affiliates		Change		Society Totals (with affiliates)		Change		Society Totals (without affiliates)		Change	
	2015	2014	#	%	2015	2014	#	%	2015	2014	#	%	2015	2014	#	%	2015	2014	#	%
<b>IEEE Societies</b>																				
<b>DIVISION I</b>																				
Circuits & Systems	9,684	9,617	67	0.7%	566	544	22	4.0%	46	42	4	9.5%	10,296	10,203	93	0.9%	10,250	10,161	89	0.9%
Electron Devices	9,752	9,865	-113	-1.1%	452	505	-53	-10.5%	50	55	-5	-9.1%	10,254	10,425	-171	-1.6%	10,204	10,370	-166	-1.6%
Solid-State Circuits	9,750	9,708	42	0.4%	224	259	-35	-13.5%	109	103	6	5.8%	10,083	10,070	13	0.1%	9,974	9,967	7	0.1%
<b>Div I Subtotal</b>	<b>29,186</b>	<b>29,190</b>	<b>-4</b>	<b>0.0%</b>	<b>1,242</b>	<b>1,308</b>	<b>-66</b>	<b>-5.0%</b>	<b>205</b>	<b>200</b>	<b>5</b>	<b>2.5%</b>	<b>30,633</b>	<b>30,698</b>	<b>-65</b>	<b>-0.2%</b>	<b>30,428</b>	<b>30,498</b>	<b>-70</b>	<b>-0.2%</b>
<b>DIVISION II</b>																				
Components, Packaging & Mfg Tech	2,465	2,535	-70	-2.8%	55	61	-6	-9.8%	27	28	-1	-3.6%	2,547	2,624	-77	-2.9%	2,520	2,596	-76	-2.9%
Dielectrics & Electrical Insulation	2,135	2,248	-113	-5.0%	17	37	-20	-54.1%	27	26	1	3.8%	2,179	2,311	-132	-5.7%	2,152	2,285	-133	-5.8%
Industry Applications	11,461	10,961	500	4.6%	1,888	1,277	611	47.8%	47	47	0	0.0%	13,396	12,285	1,111	9.0%	13,349	12,238	1,111	9.1%
Instrumentation & Measurements	4,042	4,099	-57	-1.4%	96	109	-13	-11.9%	17	25	-8	-32.0%	4,155	4,233	-78	-1.8%	4,138	4,208	-70	-1.7%
Power Electronics	7,837	7,530	307	4.1%	556	295	261	88.5%	31	31	0	0.0%	8,424	7,856	568	7.2%	8,393	7,825	568	7.3%
Ultrasonics, Ferroelectrics, Freq Ctrl	2,220	2,182	38	1.7%	56	46	10	21.7%	39	30	9	30.0%	2,315	2,258	57	2.5%	2,276	2,228	48	2.2%
<b>Div II Subtotal</b>	<b>30,160</b>	<b>29,555</b>	<b>605</b>	<b>2.0%</b>	<b>2,668</b>	<b>1,825</b>	<b>843</b>	<b>46.2%</b>	<b>188</b>	<b>187</b>	<b>1</b>	<b>0.5%</b>	<b>33,016</b>	<b>31,567</b>	<b>1,449</b>	<b>4.6%</b>	<b>32,828</b>	<b>31,380</b>	<b>1,448</b>	<b>4.6%</b>
<b>DIVISION III</b>																				
Communications	30,217	43,253	-13,036	-30.1%	895	4,867	-3,972	-81.6%	1,089	1,043	46	4.4%	32,201	49,163	-16,962	-34.5%	31,112	48,120	-17,008	-35.3%
<b>DIVISION IV</b>																				
Antennas & Propagation	8,617	8,430	187	2.2%	281	265	16	6.0%	54	53	1	1.9%	8,952	8,748	204	2.3%	8,898	8,695	203	2.3%
Broadcast Technology	1,668	1,668	0	0.0%	53	51	2	3.9%	21	18	3	16.7%	1,742	1,737	5	0.3%	1,721	1,719	2	0.1%
Consumer Electronics	3,159	3,194	-35	-1.1%	147	143	4	2.8%	22	18	4	22.2%	3,328	3,355	-27	-0.8%	3,306	3,337	-31	-0.9%
Electromagnetic Compatibility	3,952	3,956	-4	-0.1%	52	44	8	18.2%	36	30	6	20.0%	4,040	4,030	10	0.2%	4,004	4,000	4	0.1%
Magnetics	3,089	3,108	-19	-0.6%	79	75	4	5.3%	87	83	4	4.8%	3,255	3,266	-11	-0.3%	3,168	3,183	-15	-0.5%
Microwave Theory & Techniques	11,063	11,253	-190	-1.7%	314	283	31	11.0%	36	36	0	0.0%	11,413	11,572	-159	-1.4%	11,377	11,536	-159	-1.4%
Nuclear & Plasma Sciences	2,910	3,040	-130	-4.3%	76	95	-19	-20.0%	46	48	-2	-4.2%	3,032	3,183	-151	-4.7%	2,986	3,135	-149	-4.8%
<b>Div IV Subtotal</b>	<b>34,458</b>	<b>34,649</b>	<b>-191</b>	<b>-0.6%</b>	<b>1,002</b>	<b>956</b>	<b>46</b>	<b>4.8%</b>	<b>302</b>	<b>286</b>	<b>16</b>	<b>5.6%</b>	<b>35,762</b>	<b>35,891</b>	<b>-129</b>	<b>-0.4%</b>	<b>35,460</b>	<b>35,605</b>	<b>-145</b>	<b>-0.4%</b>
<b>DIVISION V/VIII</b>																				
Computer	43,945	46,502	-2,557	-5.5%	3,521	3,818	-297	-7.8%	8,590	9,842	-1,252	-12.7%	56,056	60,162	-4,106	-6.8%	47,466	50,320	-2,854	-5.7%

Color Key: Green shading = year-over-year growth >1.0%; Yellow shading = +/- 0.99%; Red shading > (1.0%)

IEEE Society Membership Totals as of December 2015																				
SOCIETY / DIVISION	IEEE Higher Grade Members (including GSMs)		Change		IEEE Student Members		Change		Society Affiliates		Change		Society Totals (with affiliates)		Change		Society Totals (without affiliates)		Change	
	2015	2014	#	%	2015	2014	#	%	2015	2014	#	%	2015	2014	#	%	2015	2014	#	%
<b>IEEE Societies</b>																				
<b>DIVISION VI</b>																				
Education	3,401	3,473	-72	-2.1%	98	94	4	4.3%	42	45	-3	-6.7%	3,541	3,612	-71	-2.0%	3,499	3,567	-68	-1.9%
Industrial Electronics	6,417	6,155	262	4.3%	277	226	51	22.6%	32	26	6	23.1%	6,726	6,407	319	5.0%	6,694	6,381	313	4.9%
Product Safety Engineering	832	844	-12	-1.4%	4	8	-4	-50.0%	12	8	4	50.0%	848	860	-12	-1.4%	836	852	-16	-1.9%
Professional Communication	722	729	-7	-1.0%	15	29	-14	-48.3%	53	60	-7	-11.7%	790	818	-28	-3.4%	737	758	-21	-2.8%
Reliability	1,836	1,907	-71	-3.7%	29	24	5	20.8%	29	26	3	11.5%	1,894	1,957	-63	-3.2%	1,865	1,931	-66	-3.4%
Social Implications of Technology	1,468	1,475	-7	-0.5%	31	34	-3	-8.8%	15	19	-4	-21.1%	1,514	1,528	-14	-0.9%	1,499	1,509	-10	-0.7%
Technology and Engineering Mgmt*	2,976	1,703	1,273		69	22	47		35	16	19		3,080	1,741	1,339		3,045	1,725	1,320	
<b>Div VI Subtotal</b>	<b>17,652</b>	<b>16,286</b>	<b>1,366</b>	<b>8.4%</b>	<b>523</b>	<b>437</b>	<b>86</b>	<b>19.7%</b>	<b>218</b>	<b>200</b>	<b>18</b>	<b>9.0%</b>	<b>18,393</b>	<b>16,923</b>	<b>1,470</b>	<b>8.7%</b>	<b>18,175</b>	<b>16,723</b>	<b>1,452</b>	<b>8.7%</b>
<b>DIVISION VII</b>																				
Power & Energy	30,520	29,881	639	2.1%	4,521	3,189	1,332	41.8%	365	321	44	13.7%	35,406	33,391	2,015	6.0%	35,041	33,070	1,971	6.0%
<b>DIVISION IX</b>																				
Aerospace & Electronic Systems	4,601	4,705	-104	-2.2%	277	292	-15	-5.1%	28	30	-2	-6.7%	4,906	5,027	-121	-2.4%	4,878	4,997	-119	-2.4%
Geoscience & Remote Sensing	3,429	3,298	131	4.0%	121	125	-4	-3.2%	214	234	-20	-8.5%	3,764	3,657	107	2.9%	3,550	3,423	127	3.7%
Information Theory	3,338	3,355	-17	-0.5%	78	86	-8	-9.3%	30	26	4	15.4%	3,446	3,467	-21	-0.6%	3,416	3,441	-25	-0.7%
Intelligent Transportation Systems	1,532	1,423	109	7.7%	41	34	7	20.6%	26	25	1	4.0%	1,599	1,482	117	7.9%	1,573	1,457	116	8.0%
Oceanic Engineering	1,815	1,797	18	1.0%	55	112	-57	-50.9%	25	25	0	0.0%	1,895	1,934	-39	-2.0%	1,870	1,909	-39	-2.0%
Signal Processing	17,838	16,740	1,098	6.6%	1,676	634	1,042	164.4%	169	164	5	3.0%	19,683	17,538	2,145	12.2%	19,514	17,374	2,140	12.3%
Vehicular Technology	4,249	4,275	-26	-0.6%	123	157	-34	-21.7%	31	26	5	19.2%	4,403	4,458	-55	-1.2%	4,372	4,432	-60	-1.4%
<b>Div IX Subtotal</b>	<b>36,802</b>	<b>35,593</b>	<b>1,209</b>	<b>3.4%</b>	<b>2,371</b>	<b>1,440</b>	<b>931</b>	<b>64.7%</b>	<b>523</b>	<b>530</b>	<b>-7</b>	<b>-1.3%</b>	<b>39,696</b>	<b>37,563</b>	<b>2,133</b>	<b>5.7%</b>	<b>39,173</b>	<b>37,033</b>	<b>2,140</b>	<b>5.8%</b>
<b>DIVISION X</b>																				
Computational Intelligence	7,043	6,514	529	8.1%	715	384	331	86.2%	92	99	-7	-7.1%	7,850	6,997	853	12.2%	7,758	6,898	860	12.5%
Control Systems	8,974	9,386	-412	-4.4%	313	338	-25	-7.4%	77	73	4	5.5%	9,364	9,797	-433	-4.4%	9,287	9,724	-437	-4.5%
Engineering in Medicine & Biology	9,318	9,137	181	2.0%	1,647	880	767	87.2%	978	568	410	72.2%	11,943	10,585	1,358	12.8%	10,965	10,017	948	9.5%
Photonics	5,929	5,748	181	3.1%	115	95	20	21.1%	173	145	28	19.3%	6,217	5,988	229	3.8%	6,044	5,843	201	3.4%
Robotics & Automation	11,138	10,531	607	5.8%	2,374	2,050	324	15.8%	136	113	23	20.4%	13,648	12,694	954	7.5%	13,512	12,581	931	7.4%
Systems, Man & Cybernetics	4,495	4,606	-111	-2.4%	203	221	-18	-8.1%	46	43	3	7.0%	4,744	4,870	-126	-2.6%	4,698	4,827	-129	-2.7%
<b>Div X Subtotal</b>	<b>46,897</b>	<b>45,922</b>	<b>975</b>	<b>2.1%</b>	<b>5,367</b>	<b>3,968</b>	<b>1,399</b>	<b>35.3%</b>	<b>1,502</b>	<b>1,041</b>	<b>461</b>	<b>44.3%</b>	<b>53,766</b>	<b>50,931</b>	<b>2,835</b>	<b>5.6%</b>	<b>52,264</b>	<b>49,890</b>	<b>2,374</b>	<b>4.8%</b>
<b>TOTAL</b>	<b>299,837</b>	<b>310,831</b>	<b>-10,994</b>	<b>-3.5%</b>	<b>22,110</b>	<b>21,808</b>	<b>302</b>	<b>1.4%</b>	<b>12,982</b>	<b>13,650</b>	<b>-668</b>	<b>-4.9%</b>	<b>334,929</b>	<b>346,289</b>	<b>-11,360</b>	<b>-3.3%</b>	<b>321,947</b>	<b>332,639</b>	<b>-10,692</b>	<b>-3.2%</b>

\*Added new in 2015, so YoY comparison is very high.



Women in Engineering (WIE)					Dec '15				
Grade	This Month '15	This Month '14	Year-over-Year		Region	This Month '15	This Month '14	Year-over-Year	
			#	%				#	%
Fellow	96	99	(3)	-3.0%	U.S.	3,375	3,417	(42)	-1.2%
Senior Member	659	574	85	14.8%	Canada	393	352	41	11.6%
Member	4026	3954	72	1.8%	Europe, Middle East, Africa	2,848	2,615	233	8.9%
Associate Member	130	133	(3)	-2.3%	Latin America	2,607	2,264	343	15.2%
Graduate Student	2009	1960	49	2.5%	Asia & Pacific	8,331	7,033	1,298	18.5%
Student	10634	8961	1,673	18.7%	<b>Total</b>	<b>17,554</b>	<b>15,681</b>	<b>1,728</b>	<b>11.0%</b>
<b>Total</b>	<b>17,554</b>	<b>15,681</b>	<b>1,873</b>	<b>11.9%</b>					

IEEE Women in Engineering (WIE) membership is only available to IEEE members. WIE membership is free for students, graduate students and life members. Professional members pay a WIE membership fee.

## IEEE STANDARDS ASSOCIATION

IEEE Standards Association				Dec '15			
Grade	This Month '15	This Month '14	Year-over-Year				
			#	%			
Student	54	50	4	8.0%			
Higher-Grade	6,263	6,493	(230)	-3.5%			
Affiliate	66	94	(28)	-29.8%			
<b>Total</b>	<b>6,383</b>	<b>6,637</b>	<b>(254)</b>	<b>-3.8%</b>			

IEEE Standards Association members (SA members) may also be IEEE members or Society Affiliates. However IEEE or Society membership is not a requirement to join. These individuals join the Standards Association for the benefit of being able to ballot on standards projects and assume leadership roles within a working group.



Geographic IEEE Young Professional Membership - December 2015									
Region	Higher Grade w/o GSM			Graduate Student Members			Total		
	2015	2014	% change	2015	2014	% change	2015	2014	% change
1	4,465	4,524	-1.3%	1,980	2,082	-4.9%	6,445	6,606	-2.4%
2	4,010	4,224	-5.1%	1,764	2,007	-12.1%	5,774	6,231	-7.3%
3	4,587	4,751	-3.5%	2,216	2,447	-9.4%	6,803	7,198	-5.5%
4	3,698	3,924	-5.8%	1,873	2,082	-10.0%	5,571	6,006	-7.2%
5	4,761	4,674	1.9%	1,825	2,035	-10.3%	6,586	6,709	-1.8%
6	8,657	8,694	-0.4%	3,101	3,060	1.3%	11,758	11,754	0.0%
<b>R 1-6</b>	<b>30,178</b>	<b>30,791</b>	<b>-2.0%</b>	<b>12,759</b>	<b>13,713</b>	<b>-7.0%</b>	<b>42,937</b>	<b>44,504</b>	<b>-3.5%</b>
7	3,678	3,800	-3.2%	1,989	2,175	-8.6%	5,667	5,975	-5.2%
8	18,168	18,464	-1.6%	11,580	11,598	-0.2%	29,748	30,062	-1.0%
9	4,024	3,962	1.6%	1,525	1,596	-4.4%	5,549	5,558	-0.2%
10	20,654	19,546	5.7%	15,598	16,711	-6.7%	36,252	36,257	0.0%
<b>R 7-10</b>	<b>46,524</b>	<b>45,772</b>	<b>1.6%</b>	<b>30,692</b>	<b>32,080</b>	<b>-4.3%</b>	<b>77,216</b>	<b>77,852</b>	<b>-0.8%</b>
<b>TOTAL</b>	<b>76,702</b>	<b>76,563</b>	<b>0.2%</b>	<b>43,451</b>	<b>45,793</b>	<b>-5.1%</b>	<b>120,153</b>	<b>122,356</b>	<b>-1.8%</b>



**ETA KAPPA NU**  
Electrical and Computer Engineering Honor Society

Active IEEE Members that belong to Eta Kappa Nu

Geographic IEEE HKN Membership - December 2015									
Region	Higher Grade w/o GSM			Total Students			Total		
	2015	2014	% change	2015	2014	% change	2015	2014	% change
1	1,228	1,189	3.3%	477	501	-4.8%	1,705	1,690	0.9%
2	1,177	1,105	6.5%	412	380	8.4%	1,589	1,485	7.0%
3	1,207	1,137	6.2%	627	615	2.0%	1,834	1,752	4.7%
4	915	922	-0.8%	510	499	2.2%	1,425	1,421	0.3%
5	1,290	1,195	7.9%	599	503	19.1%	1,889	1,698	11.2%
6	1,610	1,498	7.5%	738	775	-4.8%	2,348	2,273	3.3%
<b>R 1-6</b>	<b>7,427</b>	<b>7,046</b>	<b>5.4%</b>	<b>3,363</b>	<b>3,273</b>	<b>2.7%</b>	<b>10,790</b>	<b>10,319</b>	<b>4.6%</b>
7	39	28	39.3%	13	24	-45.8%	52	52	0.0%
8	84	63	33.3%	35	20	75.0%	119	83	43.4%
9	57	24	137.5%	79	83	-4.8%	136	107	27.1%
10	105	77	36.4%	72	70	2.9%	177	147	20.4%
<b>R 7-10</b>	<b>285</b>	<b>192</b>	<b>48.4%</b>	<b>199</b>	<b>197</b>	<b>1.0%</b>	<b>484</b>	<b>389</b>	<b>24.4%</b>
<b>TOTAL</b>	<b>7,712</b>	<b>7,238</b>	<b>6.5%</b>	<b>3,562</b>	<b>3,470</b>	<b>2.7%</b>	<b>11,274</b>	<b>10,708</b>	<b>5.3%</b>

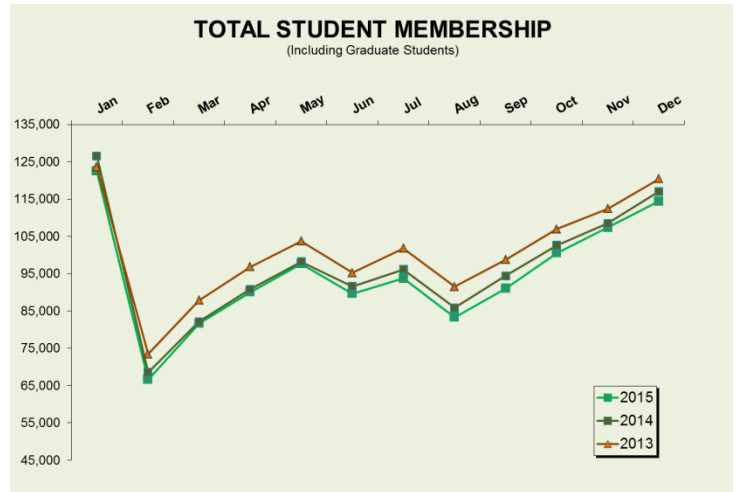
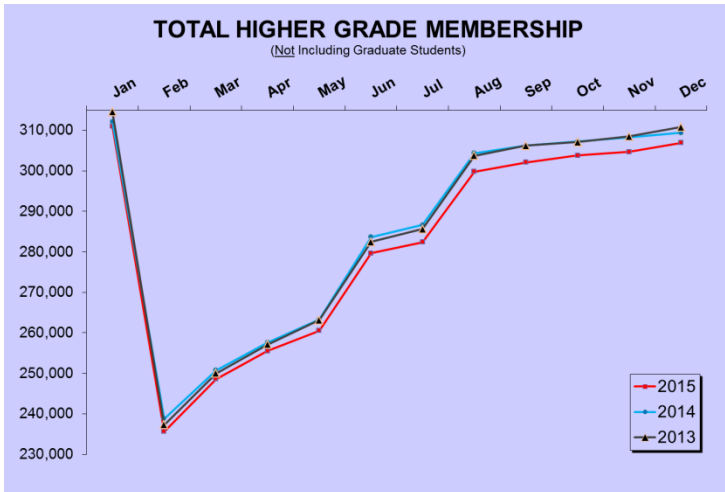
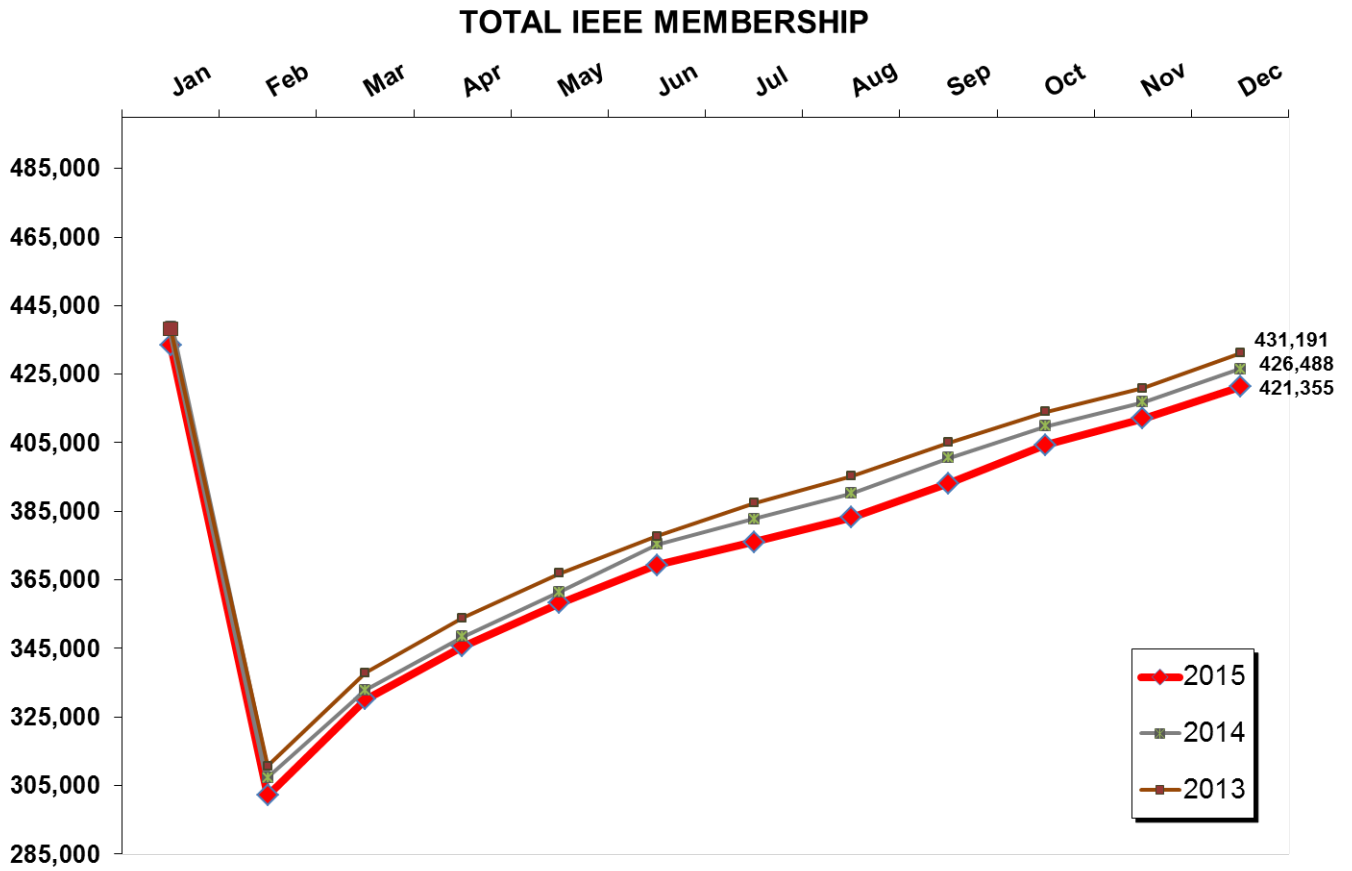


**APPENDIX - YEAR-END STATISTICS**

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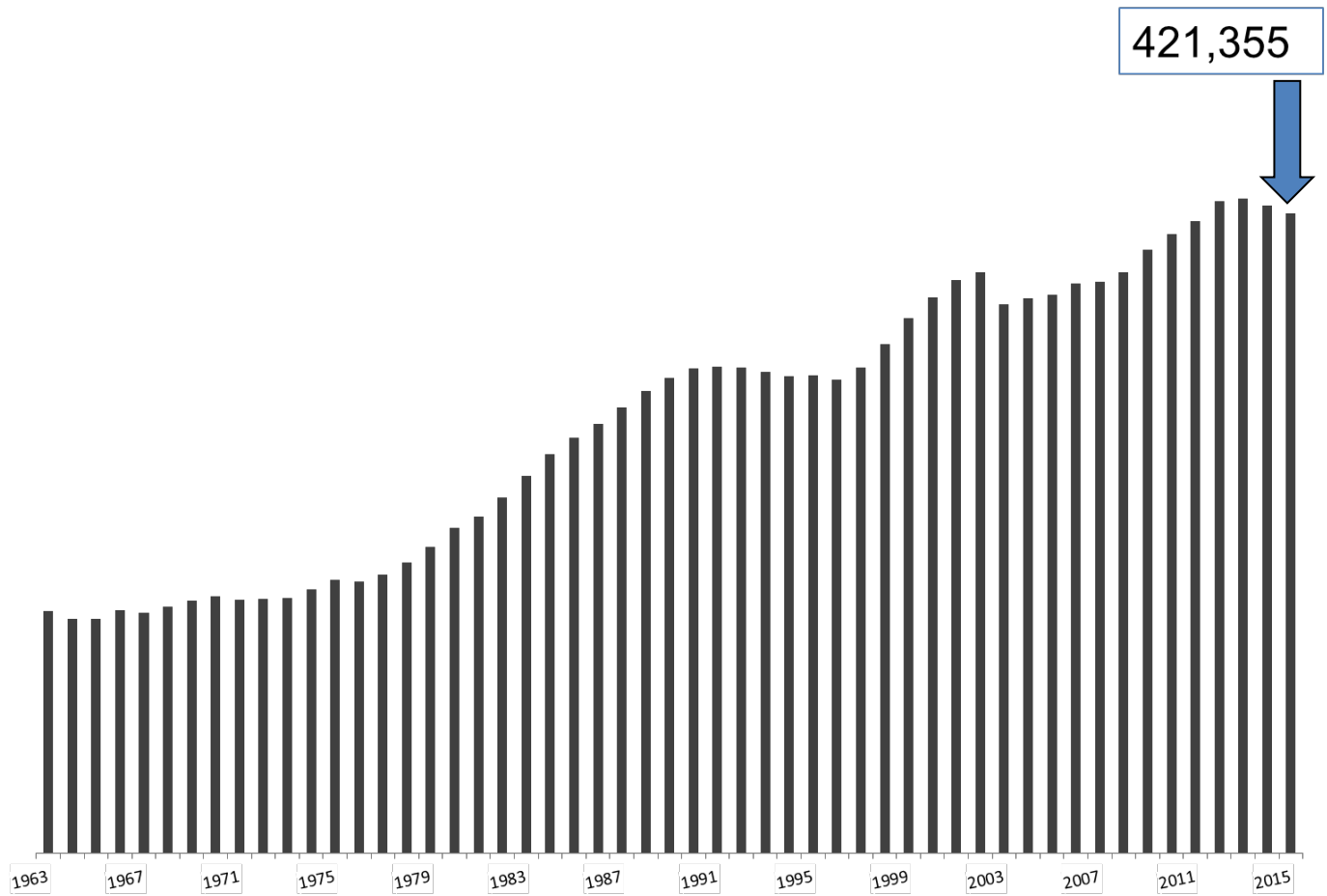


### Year-over-Year by Month: 2013 through 2015



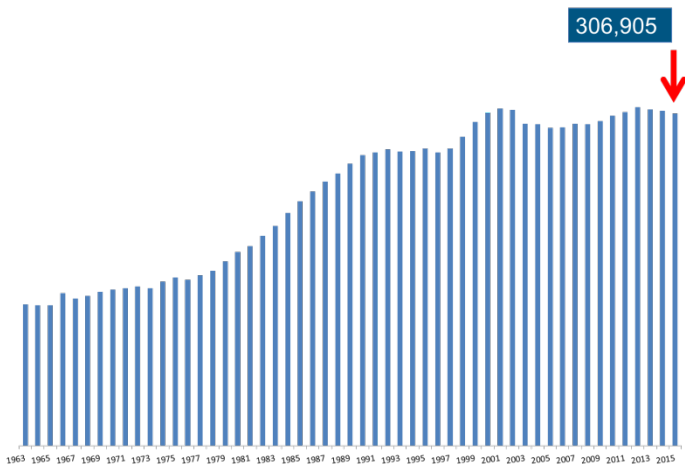


### Historical –Total Membership 1963-2015



Historical trending counts for higher-grade membership, below, reflect two methodologies of compilation, pre- and post-2003. IEEE updated its processes to require Life Members (LM) to positively affirm their desire to continue membership—which resulted in a noticeable decline in higher-grade membership in 2003. Since 2003, LMs who do not positively affirm continuance are removed from the membership counts annually (this can give the appearance that higher-grade membership growth has slowed in pace compared to pre-2003). The deletion of non-replying LMs, on average 1,500 in total annually, has most impacted higher-grade membership trending in Regions 1-6, where about 87% of all LMs reside.

### Total Higher Grade Membership 1963-2015

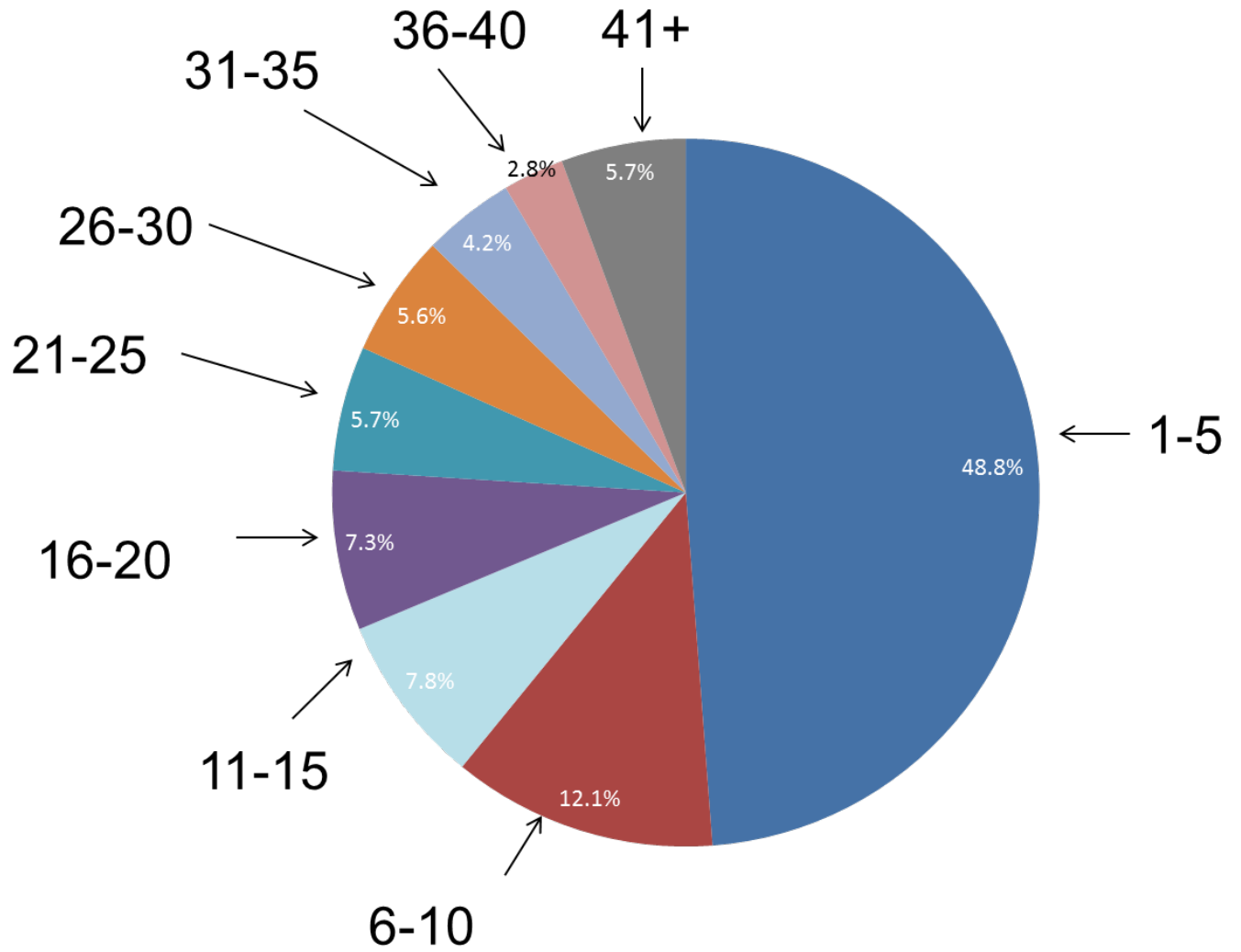


### Total Student Membership 1963-2015



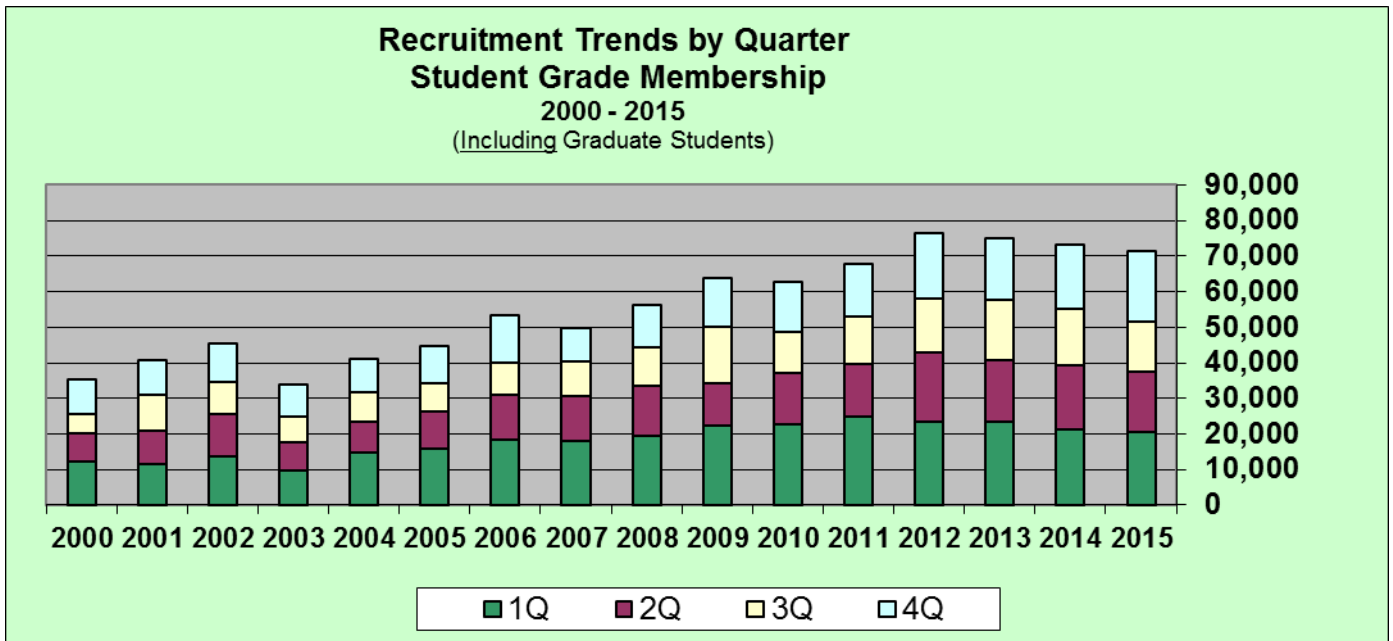
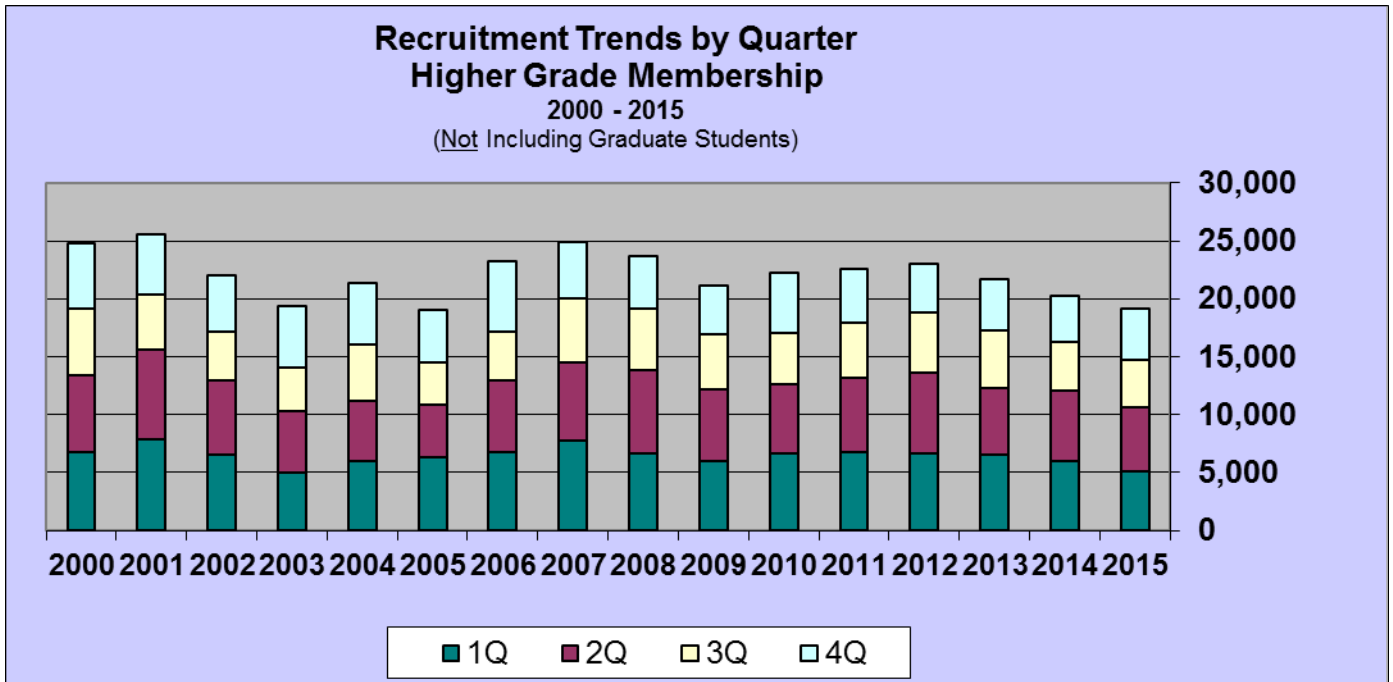


### IEEE Membership by Cumulative Years of Service—2015





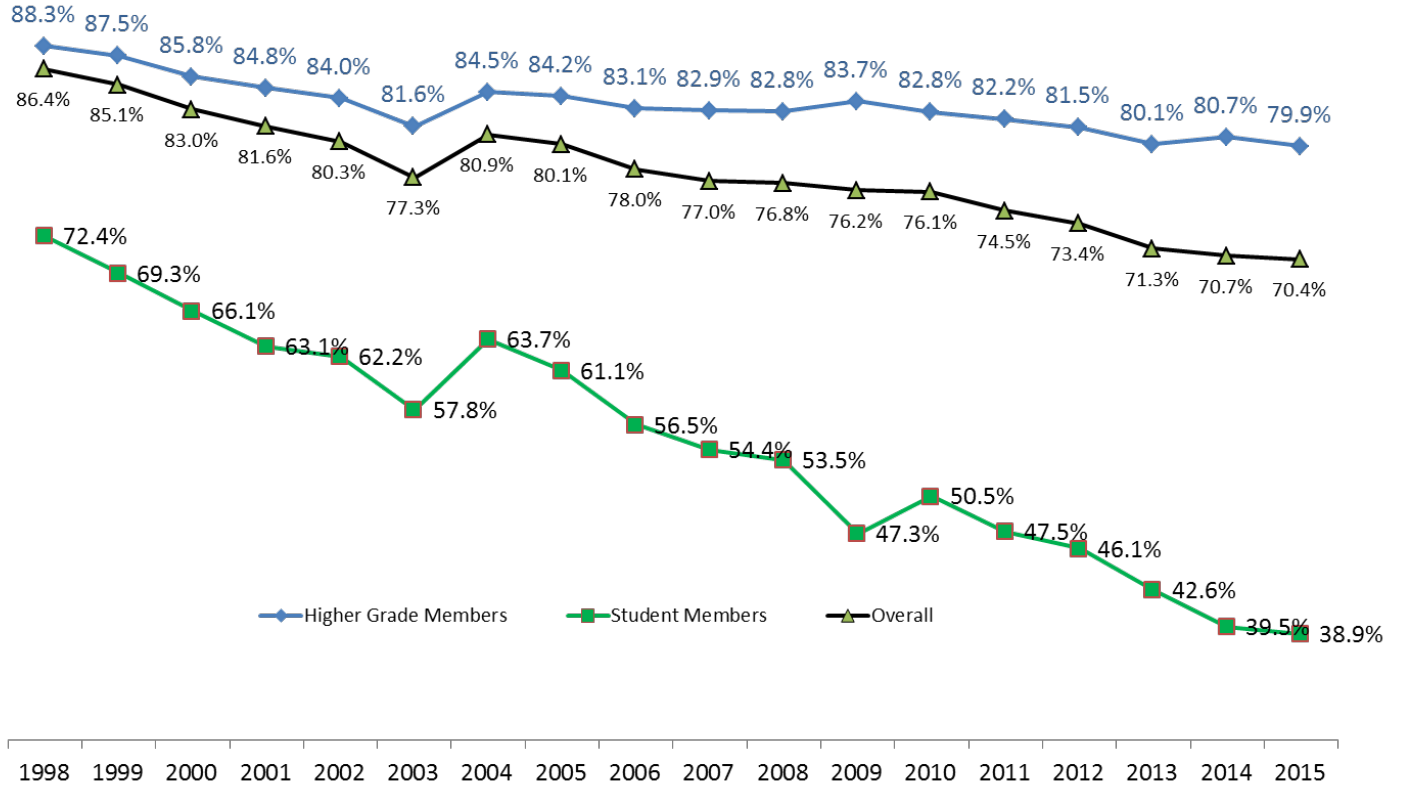
# Recruitment Trends—IEEE Membership Need to update



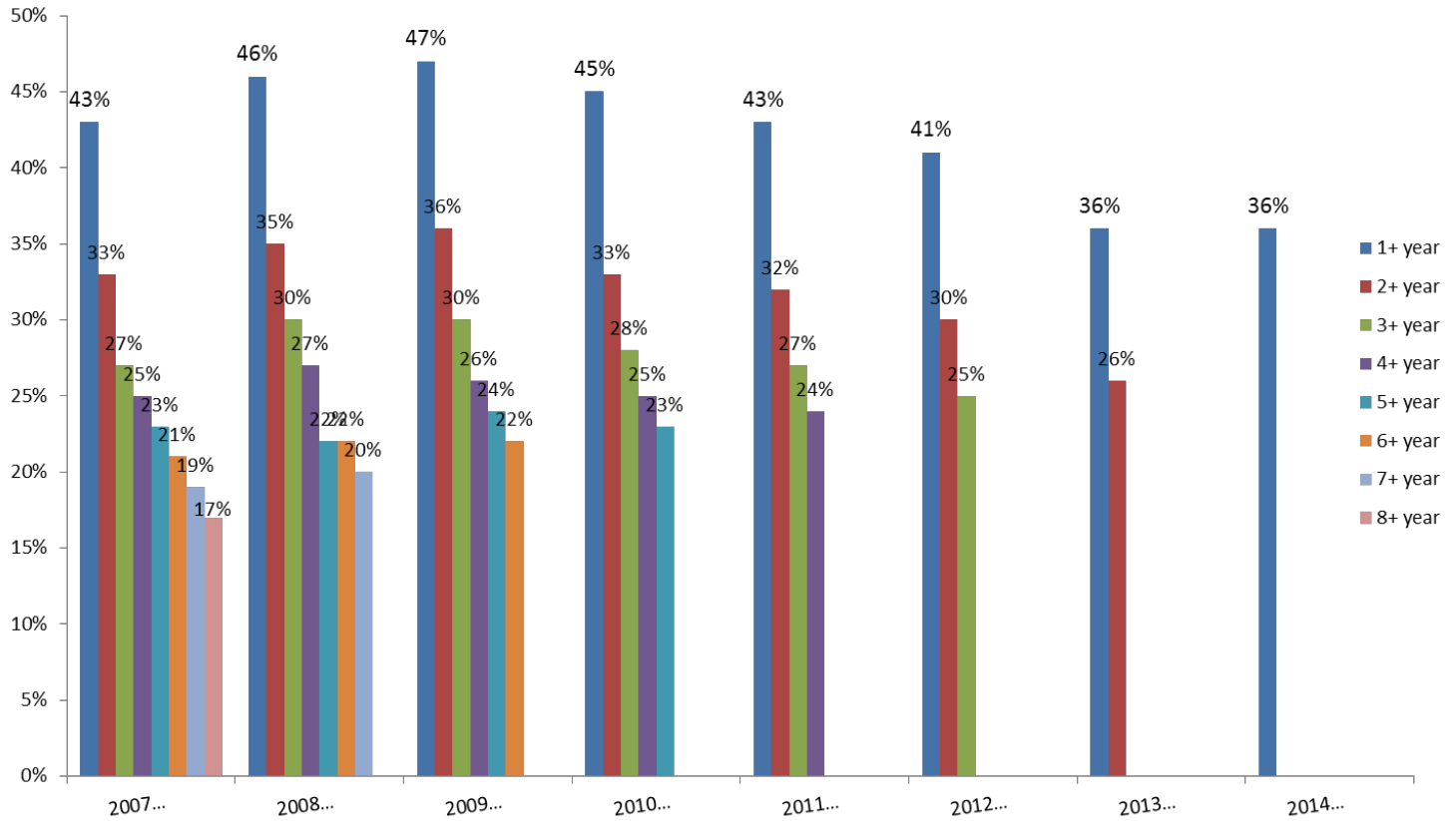




### Retention Trends—IEEE Membership



### Graduating Students – Post Graduation Retention Rates

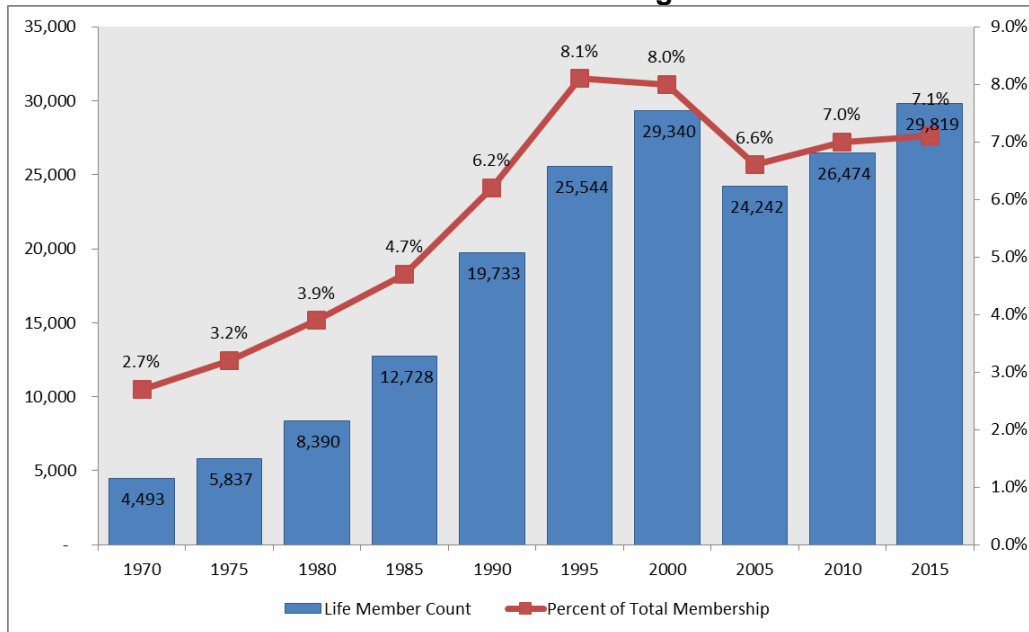




### Life Member Trends—2015

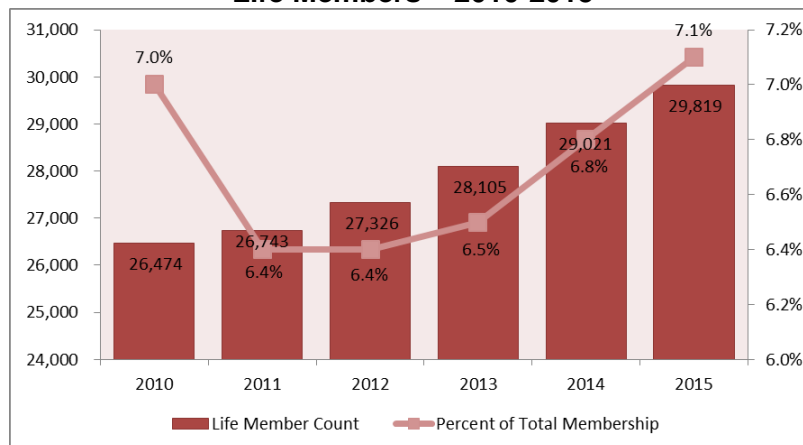
IEEE Life Members - 2015					
Region	Life Member	Life Senior	Life Fellow	Total	% of Total
1	3,642	1,097	510	5,249	17.6%
2	2,814	937	357	4,108	13.8%
3	2,726	1,038	318	4,082	13.7%
4	1,547	507	179	2,233	7.5%
5	1,925	729	186	2,840	9.5%
6	4,789	1,523	643	6,955	23.3%
7	699	300	141	1,140	3.8%
8	845	451	290	1,586	5.3%
9	119	114	13	246	0.8%
10	686	348	346	1,380	4.6%
<b>total</b>	<b>19,792</b>	<b>7,044</b>	<b>2,983</b>	<b>29,819</b>	
<b>% of tot</b>	<b>66.4%</b>	<b>23.6%</b>	<b>10.0%</b>		

#### Life Member Historical Trending 1970-2010



In 2003, IEEE updated its processes to require Life Members to positively affirm their desire to continue membership, which resulted in a significant one-year decline in 2003. Since 2003, Life Members who do not positively affirm continuance are removed from the membership counts annually. The deletion of non-replying LMs has recently averaged about 1,500 members annually, most impacting higher-grade membership trending in Regions 1-6, where about 87% of all LMs reside.

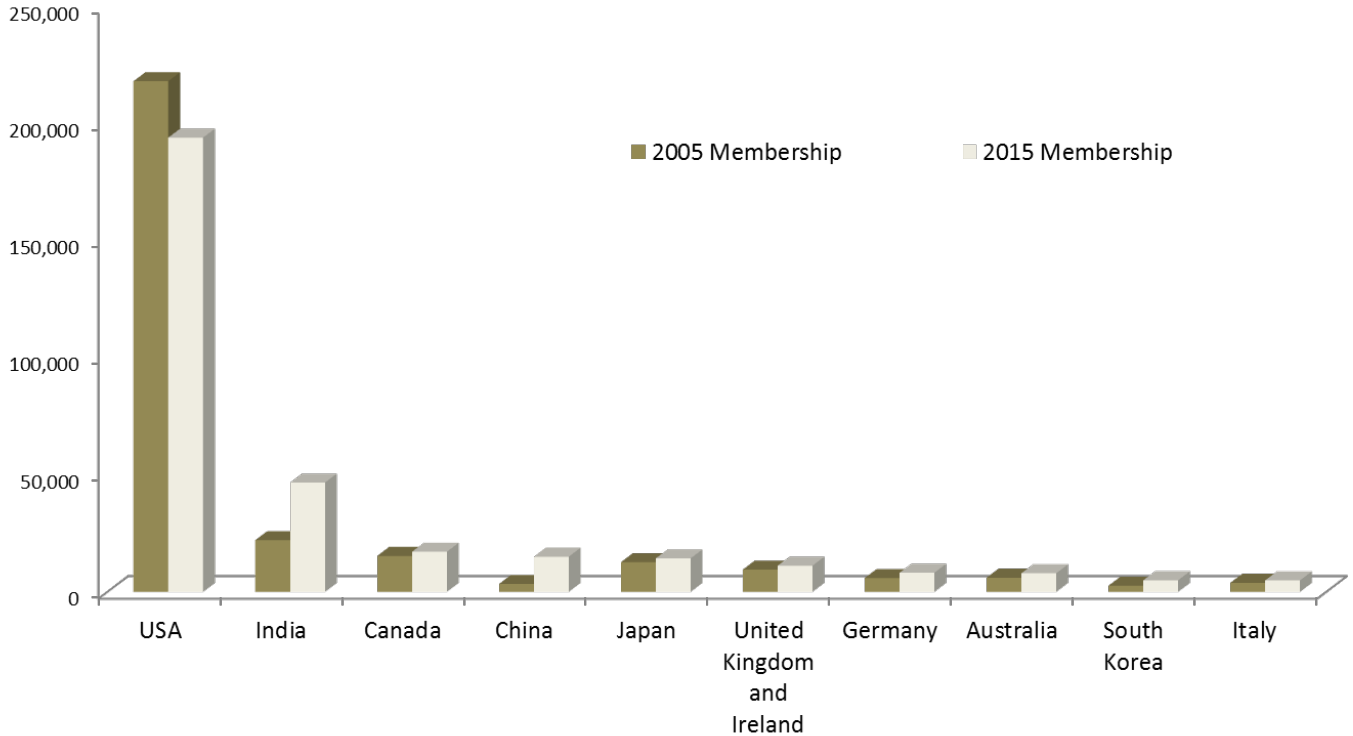
#### Life Members – 2010-2015





### Top 10 Membership Countries (total membership) – 2005-2015

\*All data based on primary mailing address. For UKRI, past statistics required us to use the Section level data.

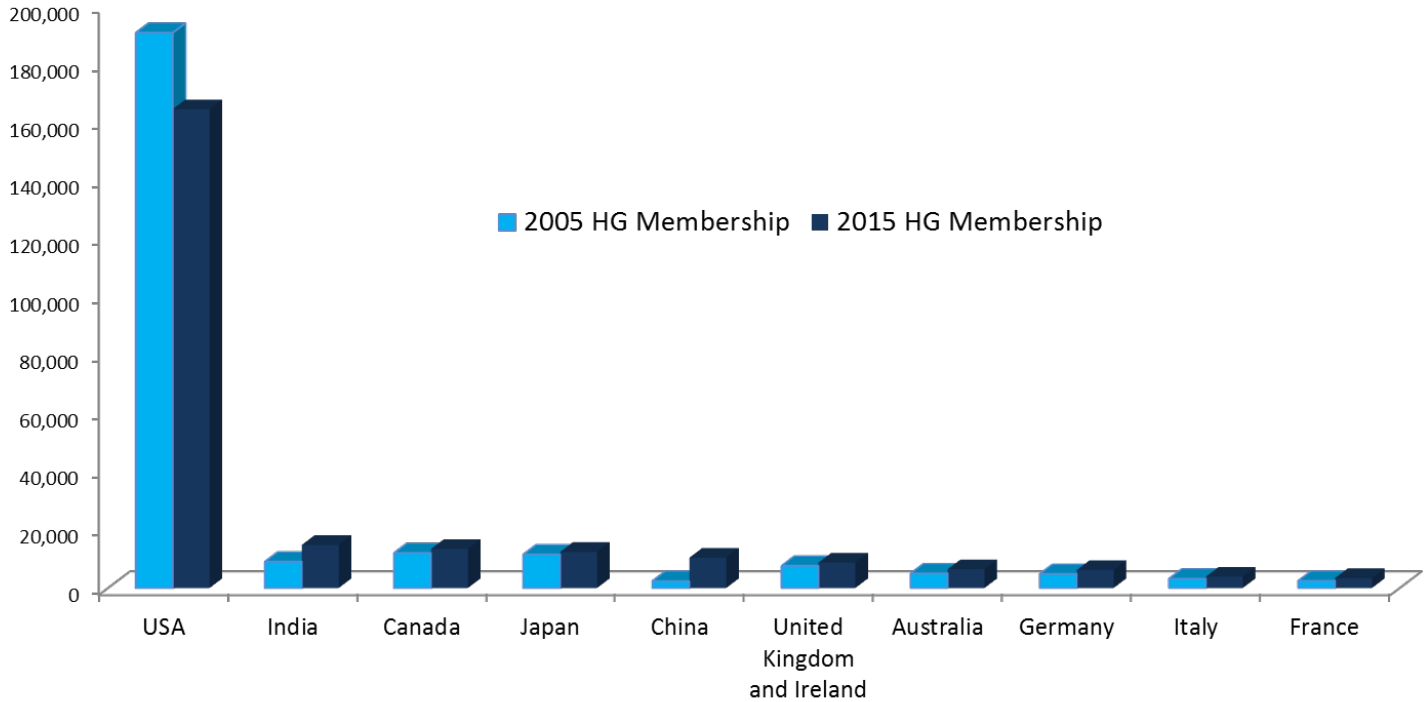


2015 Rank	Country	2005 Membership	2015 Membership	% Change Since 2005
1	USA	218,260	194,167	-11.0%
2	India	22,134	46,721	111.1%
3	Canada	15,380	17,163	11.6%
4	China	3,414	15,041	340.6%
5	Japan	12,703	14,326	12.8%
6	United Kingdom and Ireland	9,524	11,212	17.7%
7	Germany	5,940	8,179	37.7%
8	Australia	6,078	7,954	30.9%
9	South Korea	2,648	4,971	87.7%
10	Italy	3,885	4,916	26.5%



### Top 10 Membership Countries – Higher-Grade Membership – 2005-2015

\*All data based on primary mailing address. For UKRI, past statistics required us to use the Section level data.



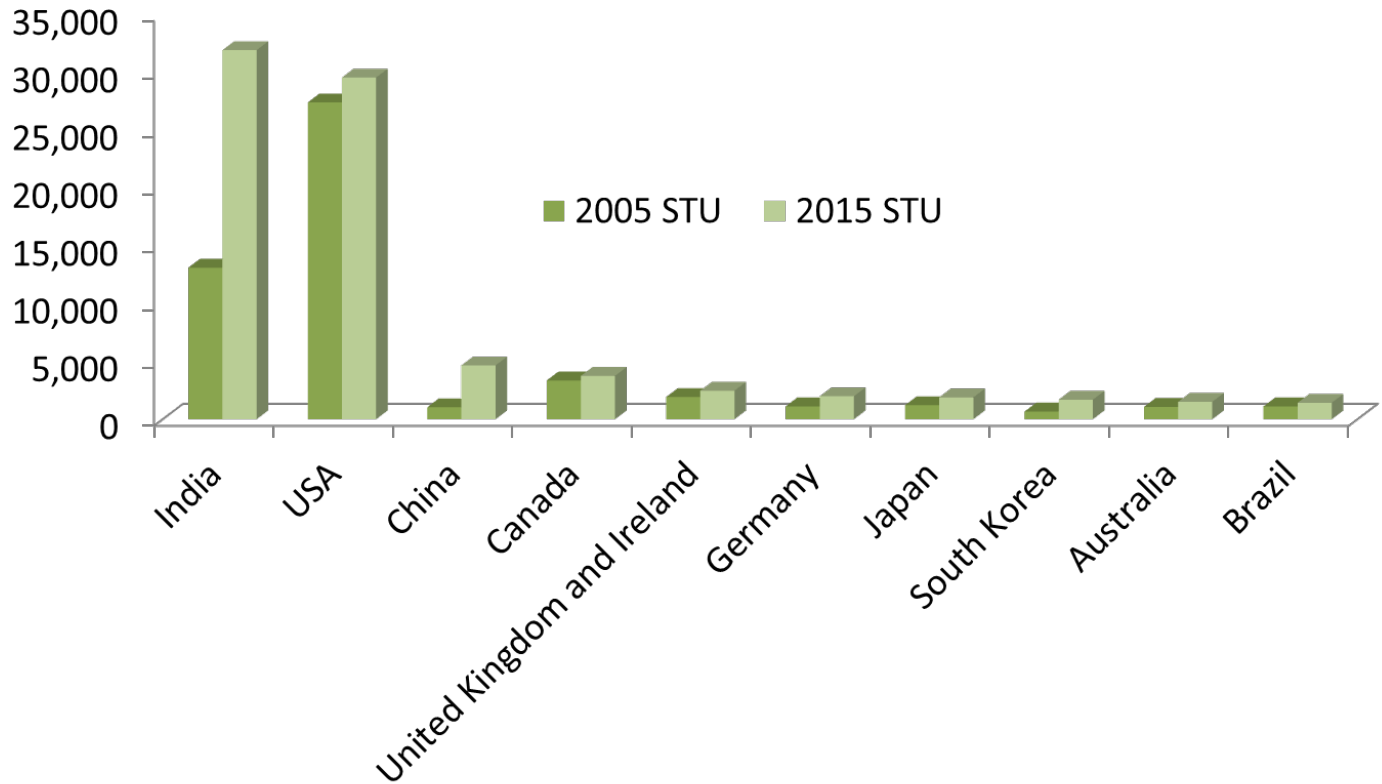
2015 Rank	Country	2005 HG Membership	2015 HG Membership	% Change Since 2005
1	USA	190,878	164,638	-13.7%
2	India	9,033	14,820	64.1%
3	Canada	12,026	13,418	11.6%
4	Japan	11,488	12,435	8.2%
5	China	2,375	10,390	337.5%
6	United Kingdom and Ireland	7,605	8,744	15.0%
7	Australia	5,007	6,445	28.7%
8	Germany	4,830	6,192	28.2%
9	Italy	3,180	3,914	23.1%
10	France	2,429	3,429	41.2%

Note: India HG growth almost completely due to e-Membership in 2011. Prior to e-Membership India had been in decline.



### Top Membership Countries – Student Membership – 2005-2015

\*All data based on primary mailing address. For UKRI, past statistics required us to use the Section level data.

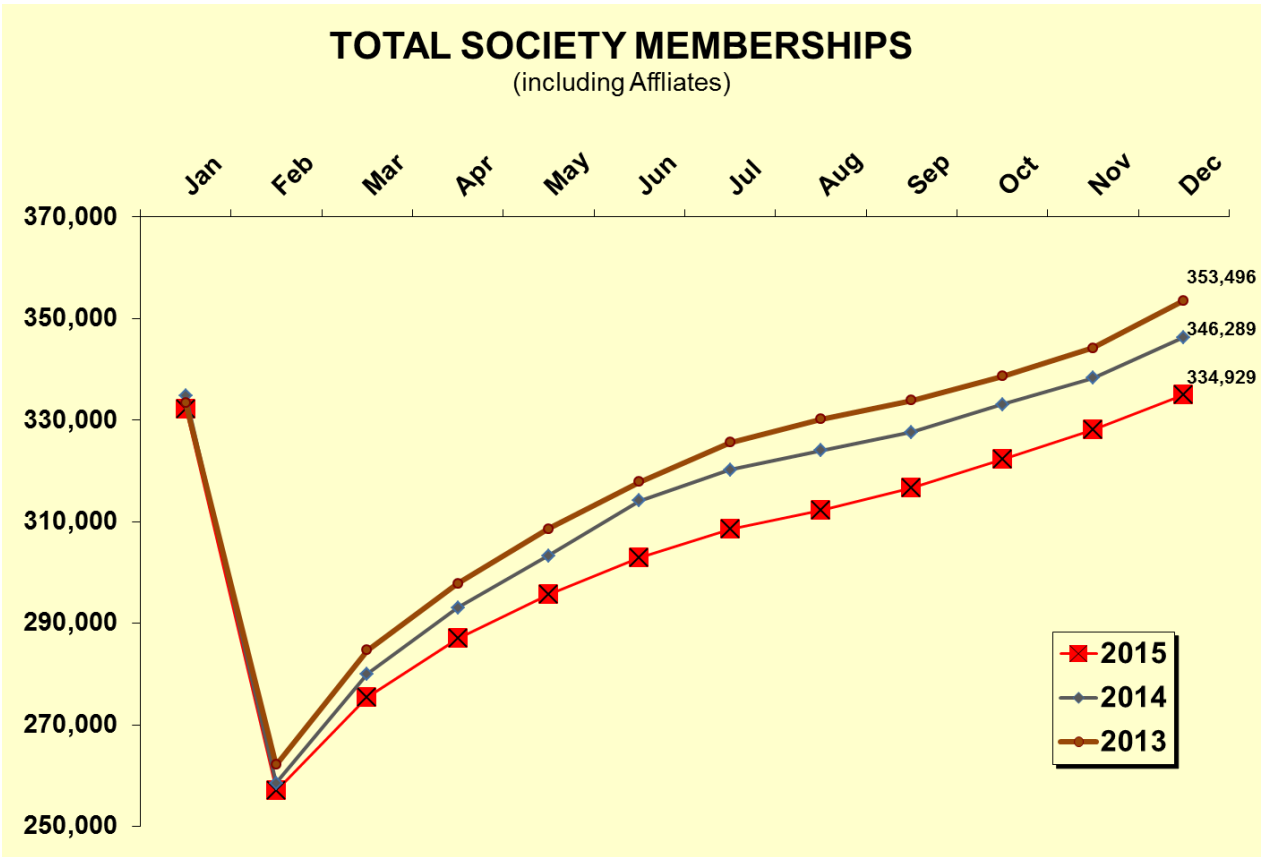


2015 Rank	Country	2005 STU	2015 STU	% Change Since 2005
1	India	13,101	31,901	143.5%
2	USA	27,382	29,529	7.8%
3	China	1,039	4,651	347.6%
4	Canada	3,354	3,745	11.7%
5	United Kingdom and Ireland	1,919	2,468	28.6%
6	Germany	1,110	1,987	79.0%
7	Japan	1,215	1,891	55.6%
8	South Korea	666	1,689	153.6%
9	Australia	1,071	1,509	40.9%
10	Brazil	1,108	1,424	28.5%





### IEEE & Total Society Memberships



### IEEE Society Memberships Trend Compared to IEEE Membership Trends





### Number of Society Memberships Held—2014-2015

No. Of Society Memberships Held	2014 #	2014 %	2015 #	2015 %
1	141,769	33.2%	138,228	32.8%
2	45,340	10.6%	43,242	10.3%
3-5	24,124	5.7%	23,393	3.6%
6-15	2,229	0.5%	2,173	0.5%
16+	42	0.0%	39	0.0%
<b>Total with a Society Membership(s)</b>	<b>213,504</b>	<b>50.1%</b>	<b>207,075</b>	<b>49.1%</b>
<b>Total without a Society Membership(s)</b>	<b>212,984</b>	<b>49.9%</b>	<b>214,280</b>	<b>50.9%</b>

### Percentage of IEEE Members Holding a Society Membership

