

RECEIVED

ELECTRICAL ENGINEERING®

Results of this summer's voting were made available Nov. 6. The Constitution was amended as advocated by the IEEE Board of Directors (BofD), 42,899 to 6,508. Proxies simultaneously gathered to amend IEEE's New York State Charter will be exercised at the General Meeting of Members at United Engineering Center (UEC) auditorium, New York, 2:30 PM, January 9, preceding BofD and BofD's Executive Committee (ExecCom) meetings. Prospective effective date of amendments by court approval is Mar. 30, '73.

Now that Constitutional authority has been voted by the members the plans in BofD's "Blueprint for Change" (Spectrum June, pp. 38-43) will be carried out as thoroughly and promptly as resources permit. See press release, pp. 4A-4B, this E. E.

FUNDING TECHNICAL SERVICES. September BofD reassured members outside the United States that no portion of the \$5 general dues increase in Regions 7 to 10 will be applied to U. S. professional activities but will be entirely devoted to traditional services of IEEE.

FIRST NON-U. S. PRESIDENT since Merger, Robert Tanner throughout his 1972 administration has paid special attention to non-U. S. members, having made three extensive trips: the first around the Mediterranean, the second around the world, the third around Latin America. At each place he met as many IEEE members as possible, including Section officers. He says: "The embarrassingly warm reception convinced me that IEEE stands in very high regard among our far-flung membership. . . Specific local problems were investigated and I feel confident that I am now in a much better position to advise our Directors on the best course of action in

each case. . . The fact that I was accompanied by my wife resulted in many mixed gatherings of members and their wives, leading to greater understanding and tolerance. The enthusiasm generated may have far-reaching effects. . . I believe it important that every president visit some non-U. S. Sections on a planned basis so that over a period of 5 or 6 years they are all covered."

PRODS AND OPPORTUNITIES

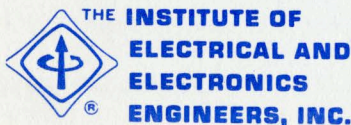
GIVE 1973 APPOINTMENTS PRIORITY. First order of business in December is for incoming or holdover Groups/Societies presidents, standing committees chairmen, and those few Sections which operate on a calendar year, to fill the complement of appointments of chairmen and members of subsidiary functional committees, so that names may be announced in early January for quick change of command. Topside, this will all be wrapped up by January 10. Guard now against failure to do as well in your unit of organization. Report any names includable in Organization Roster.

YEAR'S-END IS THE TIME for outgoing, incoming, and holdover chairmen cooperatively to review, take stock, and plan.

PRESIDENT, VICE PRESIDENT, 1974. A reminder that Feb. 1, 1973 is deadline for recommending candidates for 1974. (See E. E. Oct., pp. 2, 4A-4B.)

TOP-SIDE DEVELOPMENTS

FINAL BofD MEETING OF 1972 takes place at San Juan, Puerto Rico, Dec. 1-2, preceded by Regional Activities Board (RAB) Educational Activities Board (EAB), Finance,



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I. S. Coggeshall, Editor

Technical Activities Board Operating Committee (TAB OpCom) meetings and by ExecCom Nov. 29.

INCOMING IEEE OFFICERS, DIRECTORS, elected by the voting members: Harold Chestnut, President '73 (Director '73-75, to hold office as a Past President '74-75). . . John J. Guarrera, elected-Vice President, Director '73. . . Regional Directors '73-74: Region 2, Leland Whitelock; 4, Alvin A. Read; 6, Einar E. Ingebretsen; 8, C. Reginald Russell. . . Divisional Directors '73-74: Division II, Anthony J. Hornfeck; IV, Leo Young; VI, Robert W. House.

The 9 named, plus Senior and Junior Past Presidents, 5 more Regional and 3 more Divisional Directors hitherto elected for terms which include 1973 (see Box, E.E. Feb. '72, p. 4A) are the 19 Delegates to the annual Assembly, which meets Dec. 1. These 19 Delegate-Directors will name 9 Directors-at-Large for 1973, making the total BofD membership 28. The 9 Directors-at-Large named will include 3 to be Vice Presidents: Publications, Regional Activities, Technical Activities. The other 6 will be: Representative of Region 10 (1st year of a 2-year term); Chairman EAB, Vice Chairman TAB, Secretary, Treasurer, Executive Director.

Statements of beliefs and intentions of the newly elected Directors may be found in Spectrum, Aug., pp. 90-95.

Designation of 1973 ExecCom and the Coordinators of activities among its members is a function of the '73 BofD, which meets at UEC New York Jan. 10. A tabulation of BofD and ExecCom will be given in E.E. February.

NEW BUILDING for IEEE Headquarters at Piscataway, N. J. (See E.E. Aug. '71, p. 2; Feb. '72, p. 3.) The hold placed on the architect a year ago after 4 months' work, on account of questions raised by the UEC tax situation, was lifted in August '72. On the basis of a report by Executive Director Fink, September BofD increased the size of the building, to be erected with

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IEEE reserve funds, to accommodate all but a dozen of the headquarters employees. The latter would remain in UEC on the 10th floor, to comply with the perpetual-occupancy clause of the Founders Agreement, to serve such local functions as sales and contacts, and to provide meeting rooms for boards and committees. Space on 5 other floors would be phased out during 1974.

United Engineering Trustees (UET) have been granted future tax exemption on the UEC building as result of appeal (E.E. Feb., p. 3).

Rapidly appreciating land values in Piscataway and general movements from city to suburbs will contribute to the future marketability of the IEEE property.

BUDGETS. A September forecast of the 1972 budget as revised showed a deficit of \$321,000 for the year. BofD voted, for the direction of Finance Committee, that the 1973 budget be balanced to show a surplus of \$175,000. Among the imponderables are the technical/professional expense reallocations under the revised Constitution, effect of the new dues structure on membership, Internal Revenue Service (IRS) reclassification, the UET/UEC tax situation, and the degree of government restraint on inflated costs across-the-board. (It is enough to make Treasurer Ray Sears' eyes twinkle and Bill Keyes and Tommy Bartlett run for cover!)

When the 1973 BofD first meets, it will in ordinary course adopt a budget, necessarily prepared by its predecessor. In round figures the new Board will be taking hold of a \$10,000,000-a-year operation. (For comparable figures see Spectrum, June '72, pp. 64-69.)

COMMITTEE CHAIRMEN, 1973. Add to the list given in E.E. Oct., p. 1: Life Member Fund Committee, A. V. Loughren, chairman.

SOCIO-ECONOMIC ISSUES

SURVEY OF SALARIES & Fringe Benefits. See E.E. Oct., p. 4; Spectrum, Nov., p. 11.

The bound report is now available on order. \$25 to members. Joe Casey avers: "The bibliography chapter alone is worth the price of the book to anyone seriously concerned with engineers' comparative remunerations." That and other content were not contained in the Spectrum summary articles. . . See Spectrum, Dec., p. 11. (Orders, Emma White)

TECHNOLOGY FORECASTING & Assessment (TFA). An article in "Perspective" section of Spectrum, Sept., p. 33, links IEEE's initial approach to TFA with viewpoints of U. S. industry and government. Another piece: "Tools for looking ahead" ran in Spectrum, Oct., pp. 32-40.

The status in IEEE was given in E.E. June, pp. 2-3; a later report appeared in E.E. Oct., p. 4K. All except 8 Group/Societies are presently study-participants, but Power and Computer Societies are among those not committed. National Science Foundation (NSF) support has not yet been obtained. Not all Directors are sold on the prospective usefulness of TFA to members; some are enthusiastic.

If you hold firm opinions, talk to one or more of the 1972 or 1973 Directors. They will appreciate it. Read the two cited Spectrum articles first as a convenient point of departure.

EMPLOYMENT OPPORTUNITIES IN CATV. (E.E. Oct., p. 6.) Inquirers are referred to Mr. Edward J. Roth, U. S. Department of Commerce, Office of Telecommunications, Washington, D. C. 20230, and to Mr. Delmer C. Ports, National Cable Television Association, 918 16th St., N. Washington, D. C. 20006, and to Joe Casey of IEEE staff. This is a cooperative placement effort looking to training for the near future rather than present openings.

WHITE HOUSE AND CONGRESSIONAL FELLOWS. Spectrum, Nov., p. 10 reports an IEEE member's participation in government as a White House Fellow, and suggests applications by other members; also holds out promise of future Congressional Fellows jointly sponsored by IEEE and the members' employers.

ENGINEERING FOUNDATION GRANTS. Engineering Foundation (EF) is a subsidiary

of UET, of which IEEE is a member society. It administers a fund whose new policies will result in changes in the types of projects and project areas for which grants will be made. Details are provided on pages 4M-4P, for information of IEEE units in the U. S. and Canada.

PENSIONS. Frank Cummings has been appointed by Secretary of Labor Hodgson a public member of his Advisory Council on Employee Welfare and Pension Benefit Plans, established to make recommendations to the Secretary about the carrying out of his functions under the Welfare and Pension Plans Disclosure Act.

HONORS

NOMINATIONS FOR AWARDS. Now is the time to act! Don't depend on "someone else" to nominate qualified candidates for the IEEE Awards. Think of people in your field. You know them. You take the initiative.

Particulars in Spectrum, Nov., pp. 8-9; Dec., p. 12. (Forms, Una Lennon. Specify the award since forms differ.)

FELLOW ELECTIONS, based on 1972 nominations, will be announced first week in December. Presentations will take place at various Section or Group/Society conference ceremonies, with additional recognition at March Intercon. (Copy of lists, Emily Sirjane)

FELLOW NOMINATIONS, 1973. Deadline is April 30, 1973. (Spectrum, Nov. '72, p. 8.)

Bylaw 311.2 has the effect of limiting Fellow Committee selections (and BofD elections) to about 120 Fellows annually. Typically the call for nominations has been generating sponsorship of nearly three times that number as candidates, supported by 10,000 pages of evidence.

In order to play fair, especially in the marginal area where the annual numerical limitation operates, the committee accepts with equanimity the task of reading and weighing every shred of relevant information supporting all candidacies meeting By-law 105.2 requirements. But both Fellow

Committee and BofD would welcome a method of sponsorship and selection which would cut that mound of paperwork in half without disservice to a single candidate, in any area of the Institute's activity, who is a person of "unusual professional distinction," having "outstanding and extraordinary qualifications and experience."

The prompt correction of two conditions is of concern to the Fellow Committee: 1) Despite the requisite resort to a shotgun approach, to prevent flushing more pigeons than quail. 2) Even as to the quail, to call a halt to a sponsor's submitting 10 to 40 pages of trivia and in them failing to identify the major contribution which gave his candidate distinction, thereby putting the nominating up to the Fellow Committee as a guessing game.

The 1972-73 Fellow Committee chairman, Jack Ryder, has addressed himself to correction, and with approval of BofD has instituted changes in the sponsorship Forms and methods for use in 1973, beginning now. On pp. 4C-4F of this E.E. Professor Ryder explains the new philosophy, the essence of which permeates the updated call for candidates, pp. 4G-4H, q.v. (Correspondence, J. D. Ryder, Emily Sirjane)

PUBLICATION NEWS

SPECTRUM READER-ACCEPTANCE is being tested through engagement by Spectrum of an independent consultant to survey readership. By this means confirmation is being obtained that recent changes (E.E. Oct., p. 6) are in the right direction. As to advertisers, their positive endorsement is in the tangible form of above-budget space billings.

If you have misgivings that scientific sampling won't reflect your opinion, we remind you of Editor Don Christiansen's invitation to write directly to him.

PROCEEDINGS "GETTING WITH IT." Beginning in January IEEE Proceedings will shuck its cover of "electrical-blue" and surrender its staid design for a mod aspect, somewhat in celebration of IEEE's 10th anniversary of the IRE/AIEE merger.

Its contents, however, will not be jazzed up. January issue is a Special on superconductivity. John Bardeen (1971 IEEE Medal of Honor recipient) will get a page noting his 1972 second Nobel Prize for his work on superconductivity (his first being for the transistor).

IEEE PRESS. For latest information on availability of books in this popular selected-reprint series, see Spectrum, Oct., p. 17. (Or ask Reed Crone for leaflet.)

This publication venture (E.E. Feb., pp. 4E, 5; June, p. 3) is expected to yield a net profit in 1972, accruing chiefly to Groups and Societies, when involved.

NEWS OF STANDARDS

HARD COVERS FOR WORKADAY STANDARDS. Some IEEE Standards have had such wide application and long history that they are known familiarly as the IEEE Green Book (on grounding of power systems), the Gray Book, and Red Book. It is felt that they could be better adapted to hard field usage by turning them out between hard covers in 18 x 25-cm (7 x 10-in) format. The Green Book is first to be so issued and is now available. (Flyer, Mamie Bolding)

SALE OF IEEE STANDARD DICTIONARY of Electrical & Electronics Terms (E.E. Feb., p. 5) will be promoted through some mailings to members and subscribers. It has recently been approved as American National Standard ANSI C 42.100-1972. See full-page ad: Spectrum, Sept., p. 97.

EDUCATIONAL NEWS

INTERCON '73 (E.E. June, p. 4) will span five days in March instead of the customary four. Technical sessions will run from Monday afternoon through Friday morning, Mar. 26-30; the exhibition from Tuesday morning (new) until 3 PM Friday. Papers have been generated both by session organizers' invitation and general call (Spectrum, June, p. 95; July, p. 88.)



TECHNICAL ACTIVITIES BOARD

Inventory of IEEE Publications

Plans to move the IEEE Warehouse from the heart of New York City in 1973 has caused us to look very hard at past practices. We note:

A. Conference Publications - For a number of years we have had a policy, not always enforced, that stock must be reduced 50% each year through sales, Student Membership promotions, etc., with sufficient copies to be discarded after each year-end physical inventory to achieve a 50% reduction --- until a level of 25 copies is reached. Subsequently, there would be no "automatic" reductions.

B. Transactions and Journals - At the TAB meeting last September 17, a similar reduction policy was adopted for back issues of Transactions and Journals, except the cut-off level was set at 50 copies.

C. Special Publications - No automatic reduction policy has been adopted for special publications, e.g. committee reports, bibliographies, etc. but the sponsors should carefully review the sales level for each such product.

D. Microfiche vs. Regular Copy - Several years ago, arrangements were made for back issues of Transactions and Journals more than 4 years old to be handled by a commercial firm, on a commission basis. Through mutual agreement, this arrangement is being terminated. The old stock was not selling. Libraries and others desiring one of these old back issues seem to want microfiche. The TAB Publications Committee at a November 1 meeting decided that about 10 copies of each item would be brought back to the IEEE warehouse, the remainder to be abandoned. This, in effect, amends the policy in paragraph B to say that after 4 years, unsold stocks of Transactions and Journals will be reduced to 10 copies of each item.

E. Warehouse and Inventory Control Charges - Each item in the warehouse inventory involves some continuing expenses. There is the obvious rental cost of the warehouse space. Furthermore, a product number (catalog number) and account number (identifies the sponsor) is assigned each item, to permit and insure rapid crediting of any sales, and to facilitate periodic computer printouts of such sales and the remaining inventory. These warehouse charges will be handled (perhaps on a quarterly basis) either as an expense deducted from sales receipts or as a charge against the sponsors' accounts. The annual rate per copy, or item, are as follows:

<u>Category</u>	<u>Annual Rate Per Copy</u>
Transactions and Journals	3.7 cents/copy
Conference Publications	16.8 " "
Preprints	4.8 " "
Standards	2.5 " "

F. Dead Storage - We do not recommend putting all or part of old stock into so-called dead storage. In a typical situation, there is a charge for putting a pallet of boxes or packages into or bringing them out, plus the annual storage charge. Furthermore, a typical commercial warehouse will

not provide individualized service, i.e. bring out a pallet, break open a box, extract certain desired item, repack the box, etc., etc.. Thus, dead-storage should be considered only if the material is truly to be left for more than a couple of years. There is considerable likelihood that with rotating officer responsibilities, the sponsor's dead-storage arrangements will be forgotten --- except for the small but regular annual storage charges. Subject to these words of caution, on special request by the sponsor, IEEE headquarters will provide more details and arrange dead-storage.

G. September 30 Inventory Report - A memo, dated October 26, and addressed to the RAB and TAB, has been sent to all identified sponsors of material in the IEEE warehouse, i.e. Regions, Groups, and Societies that have conference publications, the Groups, Societies, and Councils with back issues of Transactions and Journals, and special joint Boards and Committees. With this memo, we have asked the respective chief officer (Chairman or President) of each sponsoring entity to identify the officer that is currently responsible for the monitoring of publication inventories. The September 30 computer printout was cut apart and appropriate portions enclosed with the memo. The September 30 counts will indicate the general level of warehousing charges that will be made for the last half of 1972. Please note, however, that any sponsor that responds in December and authorizes us to discard old stock will be charged only for the inventory then remaining.

H. Inquiries, Comments and Responses - are invited. To avoid misunderstandings, especially with respect to discarding materials, we would appreciate a written response. Telephone inquiries should be made to: E. D. MacDonald, (212) 752-6800, ext. 436. We also request all recipients of Electrical Engineering to bring the above information to the attention of publication sponsors, as insurance that our October 26 memo did reach each sponsor.



ENGINEERING FOUNDATION GRANT POLICY

The Engineering Foundation, a non-profit organization, was established in 1914 "for the furtherance of research in science and engineering, and the advancement, in any other manner, of the profession of engineering and the good of mankind."

Though the resources of the Foundation are quite limited, the organization has, over the years, provided the initial impetus for a number of valuable engineering innovations. It has been the spawning ground for many currently active specialized engineering groups. This has been accomplished through a policy of providing seed money rather than full funding for any prolonged period of time. The seed money is provided for projects with the expectation that once a good start is made, other sources will provide substantially larger amounts of money to advance what has clearly become a worthwhile endeavor.

The Engineering Foundation has set down specific objectives and guidelines to insure that the projects assisted and encouraged will be of maximum long-range benefit to the profession and to society. Direct benefits to engineering, both technically and professionally, are envisioned. The benefits to society are to be gained through enhanced interaction: between engineering and the other professions; with business and industry; with government; and with the public at large.

Projects in the following specific areas are encouraged:

I. INNOVATIVE APPROACHES TO THE SOLUTION OF MAJOR NATIONAL PROBLEMS

By way of example only, such endeavors would include new schemes directed toward:

- a) Conservation of natural resources, particularly as it pertains to energy and minerals.
- b) Improvements in the quality of our environment through engineering.
- c) Improvements in housing, transportation and communications systems.
- d) More effective utilization of materials such as through increased efficiency, lowered requirements, or recycling.

II. DEVELOPMENT OF ENGINEERING PRINCIPLES AND TECHNIQUES FOR THE FUTURE

By way of example only, such activities would include:

- a) New interdisciplinary approaches such as engineering in medicine and in solid waste disposal.

- b) Projects considering the role of engineering in evolving sociological patterns.
- c) Projects giving attention to long-range economic and political implications of short range engineering solutions to problems.
- d) Projects to develop new courses and techniques for teaching engineers toward the end that their versatility will be substantially enhanced.

News releases will be issued in suitable publications from time to time on areas of prime interest for new proposals, on current grants, or on changes in grant policy.

IMPLEMENTATION OF GRANT POLICY

AND PROCEDURE FOR SUBMISSION OF PROPOSALS

In order to ensure maximum exposure of good projects for Engineering Foundation consideration and to simplify and facilitate submission of projects to the Projects Committee, a set of Guidelines and Rules has been set up as follows:

Guidelines

1. Proposals in areas of prime interest to the Engineering Foundation, as outlined in the foregoing statement, are solicited.
2. The Foundation will provide funds, within the discretionary limits of its budget, only for proposals of demonstrably high caliber and usually only within an area of prime interest.
3. Each successful proposal should show promise of a high ratio of output information value to input effort (and funds).
4. Preference is given to unique approaches, in areas where worthwhile innovation is most likely.
5. Encouragement is given to interdisciplinary projects.
6. Projects suitable for funding will include preparation of monographs or critical assessments which will help unify or clarify an important problem and approaches to its solution.
7. Projects will, if successful, be suitable for development into major activities, the Engineering Foundation sponsorship having provided "seed money" as set forth above.

Procedure for Submission of Proposals

A two-step procedure for submission of proposals is prescribed, in order to save time and effort for both the originator of the proposal and the Engineering Foundation Projects Committee.

STEP ONE

A preliminary outline of the proposal is first submitted. This is a statement not over two typewritten pages in length (ten copies needed), providing the following information:

1. Title of Project.
2. Name of institution, association or individual who will be responsible for execution of the project, and name of person to whom correspondence regarding the project should be addressed.
3. Brief statement of the objectives of the project, including an indication of how it relates to the policy and guidelines of the Engineering Foundation.
4. Brief statement of the scope of the work envisioned and the approach to be followed.
5. Rough estimate of corresponding costs to be incurred.
6. The amount of funding being requested from the Engineering Foundation (usually requests in the range of one to fifty thousand dollars are considered).
7. Probable sources of additional funding if project is successful.
8. Timing of the project - when work could start and when it would be completed.
9. Signature of proposer and date.

It is expected that the number of preliminary proposals will be considerably greater than the number of formal proposals invited. It is the goal of the Projects Committee to answer each preliminary proposal within one month of submission to the members. Such answer will constitute a rejection, invite a formal proposal, or request clarification or emendation of the original submission.

STEP TWO

The formal proposal shall include the following information (again ten copies are needed).

1. Title of Project.
2. Name and location of institution, association or person responsible for technical execution of the project.

3. Name of person financially responsible for administering project funds.
4. Statement of the problem and its significance.
5. Objectives of project (including, again, relationship to Engineering Foundation policy and guidelines and long range benefits).
6. Related investigations with references, whether conducted by proposer or by others.
7. Approach to execution of the project; scope of work to be done under Engineering Foundation sponsorship; scope of later work (not in detail); and unique merits of proposed approach.
8. Persons who will actually be doing the work (with biographies).
9. Amount of funding being requested; budget for usage of this money.
10. Probable sources of additional subsequent funding.
11. Timing of project work and of financial commitments.
12. Method of reporting (progress reports on a semi-annual basis are recommended).
13. Signature of proposer and date.

Formal proposals will generally be considered at regular meetings of the Projects Committee. In those instances where direct communication appears to have merit the proposer may be invited to present his case in person.

Those formal proposals approved by the Projects Committee will be recommended to the EF Board for funding action. When a grant has been authorized by the Board, the proposer will be notified promptly and the funds provided according to a schedule prepared by the Foundation, reflecting that portion of the project being supported.

Progress reports to the Engineering Foundation will be expected in accordance with an agreed-upon schedule, and continuous payment of supporting funds will be contingent upon satisfactory progress as evidenced by reports. Moneys not used in accordance with the terms of the grant are to be returned to the Foundation.

It is the policy of the Engineering Foundation that the results of all investigations or other activities supported either wholly or partially by it shall be available to the engineering profession and to the public. If the results of an EF supported project are not otherwise published, the Engineering Foundation reserves the right to publish the material giving due credit to those who conducted the work.

Engineering Foundation policy requires assignments of rights to patents, royalties, inventions, copyrights, etc. to the EF or to the public domain, unless otherwise agreed at the time the project is funded by EF.



INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS
AMENDS CONSTITUTION TO ENCOURAGE PROFESSIONAL AND
RELATED SOCIAL-PUBLIC ACTIVITIES FOR ITS MEMBERSHIP

New York, N. Y., November 9, 1972. . . The Institute of Electrical and Electronics Engineers, the world's largest engineering society, announced today at a special press conference that it will amend its Constitution to permit greater involvement in the social implications of technology. The decision to take this action was made by the members in an overwhelming vote just tallied.

Participating in the session at the New York City headquarters of IEEE were: Robert H. Tanner of Ottawa, Canada, President of the organization; Dr. Harold Chestnut of Schenectady, New York, Vice President; and Donald G. Fink, Executive Director.

President Tanner stated that the IEEE will now be able to proceed along two main lines of activity: its technical operations which include the publication of engineering journals and the holding of scientific meetings, and involvement in legislative, social ethical, and economic matters.

He and his fellow officers indicated that the engineering group would now be able to embark on new programs concerning political and economic activity, the preparation of position papers to assist Government and other agencies, recommendations on professional employment practices, and establishment of a pension plan for members.

There has been a marked demand by the membership of the IEEE for increased professional activities in behalf of the electrical engineers in the nation.

As a direct result, new Constitutional Amendments were proposed which extend the purposes of the IEEE from purely scientific and educational activities to the "advancement of the standing of the members of the profession."

In order to accomplish this, the Amendments state that the IEEE may conduct and publish surveys and reports on matters of professional concern to the members of such professions, collaborate with public bodies and with other societies for the benefit of the engineering professions as a whole, and establish standards of qualification and ethical conduct.

One section of the Amendments states that: "The IEEE shall not engage in collective bargaining on such matters as salaries, wages, benefits, and working conditions, customarily dealt with by labor unions."

In addition, the Amendments state: "The IEEE shall strive to enhance the quality of life for all people throughout the world through the constructive application of technology in its fields of competence. It shall endeavor to promote understanding of the influence of such technology on the public welfare."

Since the IEEE has members in many countries outside the U. S., one section of the amended Constitution permits it to "engage in activities directed to the interests and needs of members residing in a particular country or area of the world."

The entire membership was polled for its opinions on the proposed changes. Approximately 85 percent of the vote was cast in favor in balloting which has just been tabulated.

In specific terms, the Constitutional Amendments mean that the IEEE can now advocate certain kinds of legislation, enter more directly into phases of the employment problems of the profession, including referral and placement services, develop a more effective public communications program, establish guidelines concerning equitable employment practices, and seek means by which the IEEE membership can make social and political contributions to society.

"All of these will be done," Mr. Fink said, "without compromising the Institute's reputation for technical excellence."

"The demands of civilization on engineers are clearly deeper and broader than they have ever been to solve such problems as our energy needs, the transportation crisis, and the plight of our cities. At the same time, the appreciation of the role of the engineer in getting answers to these problems is at a low ebb."

"In both areas--the reliance that civilization must place on the competence and breadth of engineering and the vital, creative, and essential role of the engineer--the problems transcend IEEE traditional approaches to technology."

"With these new Constitutional Amendments, IEEE will be better able to meet the new challenges facing the profession, while the technical, scientific and educational objectives of IEEE continue to be strengthened."

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PROCEDURES CHANGED FOR NOMINATING FELLOWS IN 1973

In 1972 the Fellow Committee considered 354 nominations for Fellow of the IEEE. The duty of the Fellow Committee is to select and recommend those believed worthy of that rank to the Board of Directors for election. The elections for 1972 are being publicized. (December 1972).

EVALUATIONS BY FELLOW COMMITTEE

The Fellow Committee, working from material submitted by the Sponsor for each candidate, tries to evaluate the discovery, the invention, or the unusual management achievement which was the contribution of the candidate. No concise definition of Fellow appears possible, yet it seems clear that the candidate's career should certainly include the elements of discovery, innovation, and relevance to societal goals.

These contributions must greatly exceed the threshold of normal competence; the contributions must be truly outstanding.

Fellows must be qualified for Senior Member grade. Among the requirements for that level of membership are: publication of important original papers, inventions, books; or technical direction of important scientific and engineering work. Similar areas of proficiency are expected of Fellow candidates; but for Senior Member the work must be important, for Fellow the contributions must be outstanding.

CANDIDATES MOST FREQUENTLY PROPOSED

Nominations come from all fields covered by the IEEE. While there is no such thing as a typical Fellow candidate, the size of the 1972 class of candidates considered (not necessarily chosen) by the Committee permits some characteristics to be determined. These are presented with the intent of allowing future Sponsors to measure their candidates against a mean.

Here is a silhouette of Mr. Average Candidate:

1. He is most likely to be 48 years of age; the ages of the 1972 candidates ranged from 32 to 75.

2. He has published 20 papers, although the publications credited to the candidates ranged from zero to well over 100.

3. The candidate is most likely to have technical abilities in fields covered by the Power Society, Electron Devices Group, Aerospace Electronics, the Communications Society, Microwave Theory and Techniques, the Computer Society, Information Theory Group, Antennas and Propagation Group, or Education; but candidates are found in most Groups/Societies.

4. He is most likely to be occupying a position described by his Sponsor as Manager, Director, Chief Engineer, Vice-President, President, Dean, or Professor. But the statement presented by the Sponsors are not always concise--and the Fellow Committee has to search for the individual's contribution, as distinct from that of his team, when he is at one of those managerial levels.

EXPLICIT IDENTIFICATION OF OUTSTANDING CONTRIBUTION

What the Committee would like to know and is not always told explicitly is: did the contributions cited lead to a major technical advance, did they remove a roadblock, did they increase the efficiency of the team or department in a marked manner, did they open a new technical area? Was the impact of the contribution international or national in scope; or was the impact restricted to industry or company?

It is hoped the material submitted to the Committee next year will be more specific to the actual performance of the candidates. To this end the nomination forms will be altered to ask the Sponsor to directly state what he considers as the single most important contribution of his candidate. The Sponsor will make the decision as to the major contribution, rather than leaving this to the uncertainties of understanding by the Fellow Committee. Further supporting contributions may then be added but the Sponsor will be asked to state them concisely.

EVALUATION OF PUBLISHED WORK

The publications listed for the candidates this year range in number from zero to well over 100. Quality of publication has always weighed more heavily than number. The forms supplied to the Sponsor next year will ask him to illustrate the quality of the work of the candidate by listing not more than 20 papers; this will still permit full listing for the average candidate.

HEARSAY NOT ACCEPTABLE

The fellow references will be asked not to respond unless they personally know of the work of the candidate; third-party information does not carry the weight of personal association.

SENIOR MEMBER GRADE PREREQUISITE

The Fellow Committee is asked to include IEEE and other professional activities in its considerations, and the Bylaws state for Fellow that "he shall meet the requirements for Senior Member." Yet 21 per cent of this year's candidates were only of Member or Associate grade and two-thirds of those had been in grade for more than ten years. The Committee would like to consider only those ranking high on professional activity, and next year's procedure for Fellow nomination will require the Sponsor to also present the forms for upgrading his candidate to Senior Member, if the candidate does not hold that grade.

GROUP/SOCIETY EVALUATIONS

This was the first year in which the Awards Committees of the Groups/Societies were asked to evaluate those candidates referred to them by the Sponsors. This was intended to be a critical appraisal of the technical aspects of the candidates' work and its importance. The procedure was very helpful in those cases where the Group/Society committee accepted the responsibility and gave a critical evaluation. Next year the procedure will be clarified to let the Groups/Societies better know what is wanted. This year the Fellow Committee did not know either!

EVALUATION BY SPONSOR

Each candidate is evaluated by eight members of the Fellow Committee, but in the procedure these members must each read and digest about 4400 pages of submitted forms. To clarify this material we propose to shift some of the burden back to the Sponsor--presumably the person who knows the candidate best. He will be asked to select the outstanding contributions of the candidate and he will be asked to carefully edit his remarks to limited space. He must give careful study in the presentation of his case, but overall he will have a shortened document to prepare.

Thus we hope to reduce the load of routine on the Fellow Committee, freeing its members to make those judgements and decisions for which it is chosen.



NOMINATION OF CANDIDATES FOR FELLOW OF IEEE

April 30, 1973 has been established as the deadline date for completed nominations of candidates for Fellow grade of the IEEE.

The IEEE Bylaws define the qualifications for this grade as follows: "The grade of Fellow is one of unusual professional distinction and shall be conferred only by invitation of the Board of Directors upon a person of outstanding and extraordinary qualifications and experience in the fields of electrical engineering, electronics, radio, allied branches of engineering or the related arts and sciences, who has made important individual contributions to one or more of these fields. The candidate shall meet the requirements for Senior Member as stated in these Bylaws and shall have been a member in any grade for a period of seven years or more preceding the year of nomination, except that the seven-year provision in any individual case may be waived for cause by the Board of Directors."

If the candidate is not now of Senior Member grade, the nominator is required to submit with the nomination form B-27 the properly filled out transfer application proposing transfer to Senior Member grade. Failure to include the completed transfer application will invalidate the nomination. (The necessary transfer application form will be furnished on request to the Staff Secretary of the Fellow Committee.)

To be eligible for consideration, the following material must be received by the Fellow Committee by the dates indicated:

April 30, 1973 - Fellow Nomination Form B-27 and Transfer Application to Senior Member Grade (if applicable)

" Any endorsement from a Section, Chapter, Committee.

June 15, 1973 - Evaluation Form B-3 from the IEEE Group(s) or Society(ies) covering the technical scopes of activities in which the candidate is or has been engaged.

Appraisal of candidates to determine their order of qualification is based solely upon the information submitted. This makes careful and complete preparation of all forms essential if each candidate is to receive the highest appraisal to which he is entitled. The duty of the Fellow Committee is to recommend to the Board of Directors, from those presented to it, the most deserving candidates (up to a maximum number allowed under the IEEE Bylaws). To assure objectivity, the accomplishments of each candidate are appraised in a number of reasonably well defined categories (more fully described in the next paragraph).

It is of prime importance to read the revised "Guide for IEEE Fellow Grade Nominations" before serious consideration of possible nominees. This document assists in the effective preparation of nominations. Following are the criteria upon which nominations are appraised; all are important; those of primary emphasis are listed first: (1) importance of individual innovative contributions; (2) importance of group contributions resulting from leadership clearly identified with the nominee (including operational as well as technical); (3) output of publications and patents; (4) evaluation by an IEEE Group, Society, or other organization of equivalent standing (or more than one of them); (5) opinions and estimates of confidential Fellow grade references who know of the work of the candidate personally (where possible, these should be associated with other than the candidate's own organization); (6) years of technical distinction (or in responsible charge); (7) total years in the profession; (8) service to IEEE (and predecessor societies); (9) service to the engineering profession in other organizations than IEEE.

To insure receipt of the required number of Fellow grade references by the April 30 deadline, some sponsors have followed the excellent plan of monitoring the responses by requesting those named as references to indicate, on a postal card supplied by the sponsor, the date when the form was completed and mailed to the Fellow Committee. The sponsor will want to additionally monitor the submission of Evaluation Forms (B-3) from the IEEE Groups and Societies by the June 15, 1973 deadline date.

Should a sponsor of a candidate outside the United States and Canada (i.e. Region 8, 9 or 10) certify that he is unable to furnish the names of five Fellow grade references on the nomination, the Fellow Committee may, in its discretion, accept references from other IEEE members, holding Senior Member grade, who are engineers or scientists of recognized standing.

The number of nominations received each year considerably exceeds the number of new Fellows permitted by the IEEE Bylaws. Inevitably, favorable action on a large number of nominations is impossible. In these cases the proposer (not the nominee) is notified. Such candidates are not reconsidered in a subsequent year unless a new, updated nomination form is submitted by the regular deadline date. Likewise, new Evaluation Forms from the IEEE Groups and Societies and new written endorsements by a Section, Committee or Chapter must be filed by the regular deadline dates. Fellow grade reference forms submitted on behalf of a candidate are acceptable to the Fellow Committee for a period of three consecutive years, including the year of original submission. However, new reference forms may be submitted. No member of the Board of Directors, the Fellow Committee, or the Headquarters Staff can act as sponsor or reference for any nomination for Fellow grade. Regional Committees cannot, as such, act as sponsors or endorsers of nominations for Fellow grade.

All information furnished on behalf of a candidate must be typewritten so that legible copies can be duplicated and furnished to all members of the Fellow Committee.

The "Guide for IEEE Fellow Grade Nominations" (including the nomination form, all instructions and necessary materials) is available from the Staff Secretary to the Fellow Committee.



IEEE REGIONAL OUTSTANDING LECTURE TOURS

The following list of available speakers supplements those published as blue inserts in the February, April and October 1972 issues of E.E. Section and Chapter officers are encouraged to request speakers from those listed or by describing a topic of interest. IEEE general funds pay travel expenses in full and other expenses as necessary; Sections are encouraged to provide local hospitality.

To request a speaker or for further information, contact IEEE Headquarters (Peter Edmonds (212) 752-6800). Please do not contact the chosen speaker directly because he has been advised to expect invitations under this program from Headquarters. As soon as an itinerary coordinating visits to more than one Section has been set up, all arrangements are turned over to the host Sections.

<u>SPEAKER</u>	<u>INSTITUTION</u>	<u>TOPICS</u>
Dr. Joseph M. Biedenback	Hershey Medical Center	Continuing Education for Engineers, utilizing multimedia presentations
Dr. Curt F. Fey	Xerox Corp.	National Goals, Priorities & Technology Decision Analysis for Societal Problems
Dr. John Freehafer	Gen. Railway Signal Co.	Modern Trends in Mass Transit and Personal Rapid Transit
Dr. Richard T. Lacoss	MIT	Seismic Data Processing
Prof. William P. Schneider	Univ. of Houston	Deep Ocean Exploration (Glomar Challenger)

TRANSNATIONAL ASPECTS

There is a continuing need for advance information on travel plans of potential speakers going to or coming from other countries, so that IEEE Sections can be notified in sufficient time to schedule a meeting compatible with the speaker's itinerary, announce it and assemble an audience. Information (even if tentative) should be sent to Peter Edmonds three months in advance of departure. A proven mechanism exists for arranging engagements in Europe. Interest in receiving speakers has been expressed by IEEE Sections in Hong Kong, India, New Zealand and Australia.

Feedback from Section officers will greatly assist in designing the Tours program to meet their needs. Information can be fed back by returning the form below to Peter Edmonds, stating:

- (a) descriptions of topics desired and/or the profile of a desirable speaker.
- (b) the names and addresses of speakers who have been particularly successful at recent Section meetings, so that other Sections may have the same benefit.

Please respond at your earliest convenience.

IEEE REGIONAL OUTSTANDING LECTURE TOUR

(1) Request for speaker listed in EE: (name)

Preferred dates _____

Location of meeting _____

(2) Request for speaker to discuss: (topic)

Suggested speaker not listed in EE _____
(please provide name or profile
to be matched, e.g. experience
attitudes, audience interests) _____

(3) Recommended speaker for other Sections: (name)

(address)

Approximate date of successful meeting addressed by this speaker:

(date) and topic: _____

Please return to:

Peter D. Edmonds
Administrator - Tech. Svc.
IEEE
345 East 47th Street
New York, N. Y. 10017

Please print your name and Section

Address and Office Phone Number

New services include preprint publication of all technical program manuscripts in two formats: 1) by individual sessions and 2) in 8 volumes by areas of interest.

The computerized registration system will produce badges in the form of plastic "inquiry cards," both at the Americana Hotel and the Coliseum. A new "packaged" rental display unit has been introduced for product exhibiting at an all-inclusive low cost. Don Larson, new Intercon manager, is thus compounding his successes with Wescon.

He has also made an agreement with the Americana, as convention headquarters, to provide "not-to-exceed" room rates there and at 4 nearby hotels. (Press release, Ted Shields)

UPTODATE INFORMATION on IEEE educational aids available to Sections and Chapters for communal use, and to individuals: refer to Spectrum monthly. For example, October, pp. 109, 17, 103.

INSTITUTION OF ELECTRICAL ENGINEERS (IEE, London), British counterpart of IEEE, offers 5 of its postgraduate updating courses to IEEE members by virtue of an IEE/IEEE pact.

Each student is associated for about 6 months (15 lessons) with an individual tutor, by correspondence. \$75 to members. Subjects: Field Effect Transistors, Pulse Code Modulation, Digital Instrumentation, Modern Control Theory, Color Television. (Information, registration, Mrs. Emma White)

REGION NEWS

REGION 10 TO ELECT DIRECTOR? Herebefore the Region 10 Director has been elected by the annual Assembly for a 2-year term. (E. E. Feb., p. 4A.) Present Director Nomura has recommended that, during the term of his 1973-74 successor, machinery be put in motion for nomination by the Region 10 Committee and for election by Region 10 members' vote in 1974 to fill the 1975-76 term, the same as in the other even-numbered Regions, 2 to 8. ExecCom has recommended to BofD that

decision be deferred until Jan. '74, in view of difficulties which might face the Regional Committee in nominating candidates. (Comments invited by Don Fink, for 1973 President and BofD).

For territory and organization, Region 10, see Organization Roster, Jan. '72, p. 66 and 2nd frontispiece map.

AUSTRALIAN ENGINEERING SOCIETIES. Recently established Australian Section (E. E. Oct., p. 9; Spectrum, Nov., p. 11) reports good relationships and plans for joint activities with its two national-counterpart societies: Institution of Radio & Electronics Engineers (IREE, Australia) and Institution of Engineers Australia (IEA). Members of these societies enjoy discounts on non-member prices for IEEE publications, thanks to reciprocal agreements, past and recent.

BULK SHIPMENTS OF PUBLICATIONS overseas by air freight and mailing nearer destinations (E. E. Aug., p. 5). ExecCom and Director Region 8, by request of BofD, are developing a plan by which the reported experiment can be carried forward for a longer period to obtain a better valuation of costs vs. advantages. Part of the inquiry will be aimed at end-user reactions.

SECTION AND CHAPTER NEWS

1972 YEAR-END REPORTS DUE. Section meeting reports are due at end of year. Deadline for submission to obtain meeting credits is Mar. 1. . . Annual Section financial reports as of Dec. 31 are due before Mar. 1 from all Sections, Regions 1 to 10. (See Statement of Policy #11-C.) In U. S., Regions 1 to 6, returns should be made by Feb. 15 on forms provided; these are vital to preparation of IEEE's consolidated Federal Information Return. . . Groups/Societies prepare annual reports for TAB. . . Statement of Policy #21-B requires appointees to outside organizations, for each year of appointment (usually a calendar year), to make a brief letter-report summarizing activities.

MEMBERSHIP & TRANSFERS (M&T) Committee will watch with interest the effect,

if any, of the 1973 dues increase on memberships. Former dues increase, accepted in line of general inflation, had only a 6% negative impact, and that ground was regained within 16 months. Values to members are built-in—the sum total of all our efforts—so it is anticipated that most members will cement their affiliations, especially at a time when so much Institute concern is evident in salary/benefit and other professional matters.

M&T will utilize in 1973 our computer's new capability of singling out Associates having 10 years or more in grade, and soliciting them to apply for upgrading if qualified.

BARGAIN RATES FOR NEW MEMBERS.

See E.E. Aug., p. 5; Oct., p. 5. This year, more than any other, the bargain package is packed with extras. New-member applications received in November-December get the old \$25 rate for 1973 and no Regional Assessment to pay.

"Get aboard before the fare goes up!"

OUTSTANDING-LECTURE TOURS. The self-explanatory centerfold insert, pp. 4I-4J, covers recent additions to this activity.

STUDENTS, NEW & TRANSITIONAL. A year ago (E.E. Dec. '71, pp. 1-2) a carefully worked-out program which would follow graduating Students from colleges to Sections of new address as Associates and Members, was having difficulties owing to spotty motivation and machinery in Sections to follow up on these young Section members and make them feel welcome. Faced with slipping Student enrollments, Exec-Com this year is directing a membership promotion program concerned with Students and those members in the first 3 years after graduation.

A good deal of work is being done to enroll Students at the colleges (see items below under Student News); but a lot of transitional graduates are slipping through our fingers—and it's the one best source of future talent we have!

STUDENT NEWS

UP IN THE HIGH BRANCHES. In E.E. Oct., p. 8 we said: "Some Branches rise

higher than others. So will their chairmen in years to come. Watch!"

IEEE President Walter MacAdam (1967) started as an AIEE Student and Branch chairman. . . Almost before you know it you'll be an Associate or a Member.

PRESIDENT TANNER devoted his December Spectrum "Inside IEEE" piece, p. 7, to IEEE and Its Student Members.

NEW MEMBERS. While it is important that Branches systematically beat the bushes for new members, it is essential that Branches provide a service as justification for inviting non-members to join.

STUDENT EMPLOYMENT SEMINARS (E. E. Aug., p. 7) have taken hold. 25 schools participating in the Metropolitan (N. Y.) Student Council mounted a traveling two-3-hour-sessions, evening-or-Saturday seminar hitting 3 strategically located colleges in October-November. Companies in the college-recruitment market cooperated. (Sample flyer, Bob Asdal)

IEEE STUDENT NEWSLETTER. See E.E. Aug., p. 7; Oct., pp. 7-8. First issue of this quarterly was mailed to Student members, Counselors, and Section chairmen in November.

STUDENT BRANCH MANUAL is being revised and updated. Watch for it at an early date.

ORGANIZED ARM-TWISTING. Industry has been generous and cooperative with engineering schools and students in furnishing information and even surplus equipment. Sometimes, though, firms do not respond with alacrity to an individual's request.

How about applying some numerical leverage? A bonafide request, authorized by a Branch in the name of x E/E Students in meeting assembled, who need the stuff, carries a wallop, allays any fears of caprice.

P. S.—This formula has worked. Have you felt your own muscle?

BRANCHES-SOMNOLENT. Bob Asdal is going on long-distance to identify the sleepers, check reasons for lethargy, assess

changes of resuscitation. Show him you're alive! Delight him with a plan of action!

"FOR YOUR INFORMATION"

STAYING ON E. E. 'S LIST. Regrettably, year-ends willy-nilly cut ties between E. E. and retiring officials who are not taking up a new job on E. E. 's circulation list.

To keep these friends up to date, and as a token of esteem for past services, E. E. will continue personal mailings throughout 1973 upon request. That way they can be sure somebody's taking care of the store. (Barbara Brown)

HISTORY COMMITTEE is an available contact with Division of Electricity, National Museum of History and Technology, Smithsonian Institution, Washington, D. C., for reporting the existence of or arranging for the taking over of appropriate archival artifacts, manuscripts, notebooks, catalogs, or photographs. (Brochure—courtesy Life Member Fund—Reed Crone.)

In corresponding, include brief description of contents and size of collection, location, address for mail, telephone number, and whether offering as donation or reporting existence.

IEEE'S OWN ADS IN SPECTRUM. Administrative nuggets may be panned by turning to the Index to Advertisers on the last half-dozen pages of each issue, then finding ads listed under "IEEE."

Are you washing this gold-bearing sand? A search takes only a couple of minutes and frequently is productive of detailed information obtainable in no other way.

HOSTING VISITORS FROM ABROAD. The general guide is Statement of Policy #2-Q. In the case of certain nationals attending IEEE affairs in the U. S. there are additional instructions to be observed, given in special Guidelines. See E.E. Feb. '72, p. 7. (Copy, Barbara Brown)

IEEE TRAVEL & YOUR INCOME TAX. As of 1972, when IEEE is a tax-exempt organization described in section 501 (c) (3) of the Internal Revenue Code, your individual tax adviser may instruct you how

to deduct, in whole or in part, for federal and/or state income tax purposes, travel expenses out-of-pocket incurred in 1972 in order to attend IEEE committee meetings provided they have not been reimbursed by either your company or the Institute. See E.E. Dec. '71, p. 8; Feb. '72, p. 7.

STAFF CHANGE. Alex McKenzie, Spectrum's Senior Editor, retired in October, having come to us from McGraw-Hill in 1965.

FINK SPORTS TIE CLASP. Ten years to the day since his pre-Merger engagement, Executive Director/General Manager Donald G. Fink was presented a 10-year IEEE tie clasp by President Tanner at BofD, Sept. 15.

Reportorial probing failed to find any member of the staff who thought Don hadn't earned his bit of indicia.

INDICIA (sic). Latin plurals are back. After a spate of mediums, maximums, criteriums, desideratums, spectrums, errata, and triviums (Spectrum, Nov. '69, pp. 16, 39; Dec. '69, p. 19; E.E. Feb. '70, p. 8) it is OK again to use media, maxima, criteria, spectra, and minutiae (Spectrum, Oct., p. 22). N. B.—Editors of IEEE periodicals take note.

(The battered cynic who steers this ship by following in Spectrum's wake had 3 years of jitters unlearning learning. It is hard (sometimes useless) to kick against the pricks (Acts xxvi. 14). But I have writ in my book that in a republic or democracy, People's or otherwise, major fetishes finally fizzle.)

INTERNAL COMMUNICATIONS MANAGER. Martin Gitten has been appointed to this new post in Jack Kinn's department.

Plans for his work include the establishment of a public relations newsletter to assist local PR chairmen and officers develop better publicity at the grass roots level. Marty will also assume editorship of E. E., effective with the February 1973 issue.

GOOD LUCK, YOUNG MAN, and may you have as much satisfaction with it as a pro as I did without compromising my amateur standing!

In taking leave of all my friends: my thanks to Don Fink, who laid the keel of this craft, for letting me take the wheel; to Jack Kinn for not piping me over the



side until I asked for it; to 7 BofDs and 7 Presidents for not getting in the way; to right-bowers Stella Grazda, Audrey van Dort, and Barbara Brown for not crying when I barked; to Betty Stillman and dozens of

guys and gals on the staff who heaped on me information & affection; to the black-gang in Print Shop and Mail Room; and to the perpetual procession which is E.E.'s readership and which I am about to re-join.

Happy New Year—73 and 30—I. S. C.

WELCOME ABOARD!

New Sections:

Poland Section: Joins Yugoslavia Section as a new friend in eastern Europe.
Coastal South Carolina Section (formerly Charleston).

New Group/Society Chapters in Sections:

Baltimore Section: Computer Society Chapter.
Buffalo Section: Engineering Management Group Chapter.
Switzerland Section: Joint Audio & Electroacoustics Group/Computer Society/Communications Society Chapter.
Twin Cities Section: Joint Circuit Theory Society/Electron Devices Group Chapter.

Reconstituted Chapters in Sections:

Washington Section: Joint Electron Devices Group/Parts, Hybrids & Packaging Group Chapter. (Formerly separate.)

Staff:

Martin (Marty) Gitten, Internal Communications Manager, with Jack Kinn. With the Mutual Radio Network for the past seven years, he is completing his thesis for M. S. in Communications at Brooklyn College. A member of Sigma Delta Chi, Professional Journalism Society.
Alvin Lai, a graduate of Rennselaer in M. E., has joined Sava Sherr's department as Standards Engineer. Formerly with ASME he was a key member of its Codes & Standards department.

* * *

Centerfold pages:

Pink	- Voting Results	4A-4B
White	- Fellow rules changed	4C-4F
Ivory	- Fellow nomination call	4G-4H
Blue	- Outstanding Lecturers	4I-4J
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