

R. TABAK

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AUGUST 1977

# ELECTRICAL ENGINEERING®

NUMBER 71

BOARD OPTS TO HOLD LINE ON '78 DUES AT RISK OF \$200K DEFICIT;  
PLANS CONSIDERATION OF '79 DUES LEVELS FOR NOVEMBER MEETING IN SAN DIEGO

IEEE's Board of Directors, meeting in Minneapolis, Minn., on July 14-15, have come to a reluctant, but carefully thought out decision not to increase the member dues for 1978. Devoting seven hours of a 16-hour meeting to the complexities of IEEE's 1977 and 1978 finances, the Board chose to hold the line on member services in the face of inflation. The likely result: a 1978 year-end deficit amounting to as much as \$200,000.

IEEE Treasurer Robert D. Briskman opened the discussion by predicting "sizeable surpluses in several areas" by year's end. His account of the state of 1977 finances pointed to a possible \$50,000 surplus in publishing services thanks to unexpectedly heavy sales of reprints and the Proceedings of the IEEE. He went on to forecast a \$100,000 surplus from IEEE investments. And he reported that sales of IEEE Standards and other products were running \$150,000 over budget.

Against these anticipated 1977 surpluses, Treasurer Briskman estimated that the cost of administrative services would be \$100,000 over budget by year's end. Consequently, he predicted a 1977 year-end surplus in the General Fund of "approximately \$200,000." "Added to an expected \$300,000 surplus in the Group and Society funds," he continued,

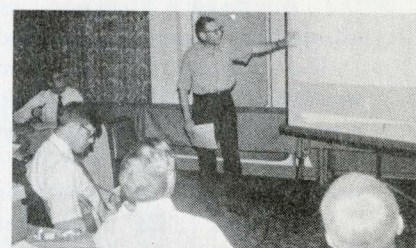
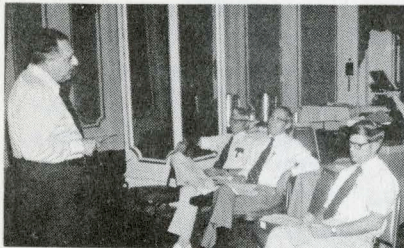
"we are now predicting that 1977 will see a total of \$500,000 put into IEEE's reserves."

Treasurer Briskman concluded his report to the Board by stating: "Because we deposited \$1.3 million into reserves following 1976, and, this year, we are forecasting another \$0.5 million surplus, I feel that I cannot recommend a dues increase in 1978."

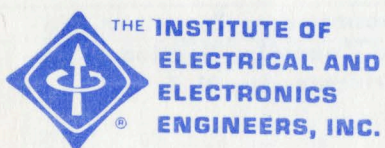
Following Mr. Briskman's presentation, the Board split into several working groups to consider 1978 financial prospects in detail. A proposed '78 budget, prepared by IEEE's Finance Committee and submitted by Treasurer Briskman, called for a quarter million dollar surplus, achievable only by substantially reducing services during 1978. Each Director was given a list of unfunded projects and asked to evaluate how much, if any, money should be allocated to each. A consensus was developed by averaging the Directors' recommendations, and the result was a '78 budget calling for deficit financing of nearly \$200,000.

Several Directors next expressed concern that the revised budget contained no contingency funds. An amendment that would have added \$150,000 in contingency funding to the expected \$200,000 deficit was rejected in favor of a "partial distribution" (deferral) plan

(continued, p. 1, col. 1)



IEEE Vice Presidents presenting their 1978 financial needs to fellow Directors during one of the budget workshops held during the Board's July 14-15 meeting in Minneapolis, Minn. VP's (standing) are, from left to right, John Guarrera (USAB), Irene Peden (EAB), and Franklin H. Blecher (TAB).



A management newsletter on IEEE operations . . . to encourage communication among all organizational entities and the staff . . . ELECTRICAL ENGINEERING® is published bimonthly by IEEE, 345 East 47 Street, New York, N.Y. 10017

BoD (cont'd)  
 by which 2 percent of the budgeted allocations would be withheld until the Board had a clearer picture of 1978 year-end prospects. With this, the proposed deficit budget was approved, and the Directors agreed informally to begin planning for 1979--a topic that is expected to come before the Board at its winter meeting in San Diego, Calif., on November 18-19.

**BOARD EASES PETITION RULES**

Petition candidates for Regional or Divisional Director no longer require the signatures of 2 percent of the total number of eligible voting members within their Region or Division. Thanks to a revision of Bylaw 313.5, Nominations and Elections, approved by the Board of Directors during its July 14-15 meeting in Minneapolis, the required percentage has been lowered from 2 to 1 percent. An accompanying proposal that would have further eased the requirements for Regional petition candidates only was rejected. The revision that was turned down would have eliminated the present regulation stating that "a majority of the Sections in the Region shall each be represented on the petition by at least 2 percent of their voting members." The Board's "no" vote followed arguments by several Board members that, without such a restriction, a single Section within a Region--or even a large corporation --might control a Regional election simply by garnering the requisite number of signatures from within its own ranks.

**TAB NEWS**

Internationalism is the byword on the Technical Activities Board these days. Relations with the U.S.S.R. may have reached a new highpoint if events at the World Electrotechnical Congress, and its associated exhibit, "ELEKTRO," are any sign. Just back from Moscow, IEEE Secretary-Treasurer Robert Briskman reports that the Russian hosts made the Congress a success. And at last count, about 1000 Russians signed up at IEEE's booth at the exhibit requesting membership information. Pending the completion of financial arrangements for the conversion of rubles into dollars, IEEE's U.S.S.R. memberships may increase by more than 1000 percent.

A second IEEE highpoint should occur with the coming three-week visit by an IEEE delegation to the People's Republic of China--a first. Heading our delegation, which leaves September 24, will be IEEE President Robert Saunders, and hosting the visit will be the

PRC's Electronics Society (CES). A reciprocal three-week visit to the U.S. will be made by a CES delegation in November, beginning at MIDCON '77 in Chicago. Hosts for this visit will be TAB's Transnational Relations Committee.

And the Russians are coming too. IEEE's Computer Society will host a U.S.S.R. Popov Society delegation at COMPCON FALL on September 7-9.

A computer has joined the staff of IEEE's Technical Activities Department at Headquarters. Useable through the end of 1977, and renewable thereafter, is a general-purpose local Univac 1108, available to the staff on a time-shared basis. The decision to renew or not to renew will depend on whether IEEE's Piscataway Service Center IBM 370 computer's capabilities are to be enhanced next year. Meanwhile, over 90 percent of the general utility and software capabilities of the Jet Propulsion Laboratory have been obtained for IEEE use at no cost. And Technical Activities Staff Director Narendra Dwivedi, who came to IEEE from JPL, is hard at work automating staff functions that once were extremely time-consuming.

**RAB NEWS**

Need speakers? Want to arrange a tour? Just released is the "1977 Speakers and Tours Directory"--a powerful resource in planning Section and Branch activities. And also available is the IEEE Computer Society "Distinguished Visitors Program, 1977-78."

The former was compiled from recommendations received on the annual reports from Sections and Student Branches. It also includes a listing of special speakers programs by technical discipline, provided by a number of IEEE's Groups and Societies. The latter lists computer experts along with their addresses and telephone numbers, their biographical data, and a selection of topics (and abstracts!) upon which they will be prepared to talk, at no cost to any interested Section.

For the "1977 Speakers and Tours Directory," write to Bob Asdal at Headquarters. For the Computer Society's "Distinguished Visitors Program," write to the Computer Society Publication Office at the following address: 5855 Naples Plaza, Suite 301, Long Beach, Calif. 90803.

Don't miss: membership development insert, pp. 2K - 2L.

E. E. is sent without cost beyond dues to officers of IEEE Boards, Committees, Divisions, Societies, Groups, Technical Councils, Conferences, Regions, Regional Councils, Sections, Subsections, Chapters, and Branches. Second-class postage is paid at Piscataway, N. J.



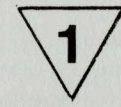
# Membership Development Committee

*Sent to RAB (not Directors) - MD Crith*  
 Contact: Robert Asdal

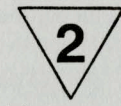
FOUR KEY MONTHS FOR MEMBERSHIP PROMOTION SUCCESS

**SET YOUR GOALS**

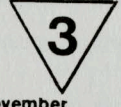
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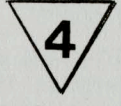
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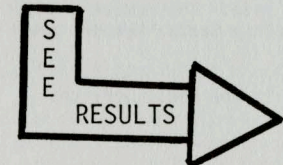
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Begin to organize your Group/Society, Region, Section, Chapter or Branch membership Development Committees. You need energetic "campaign" chairmen and a corp of active committee members. Set your goals for at least 5.6% membership growth over 1976. Order all supplies, printouts and membership guides you need from Headquarters now.

Begin your membership promotion program. Every meeting, educational activity, conference, or company contact offers opportunities to promote membership. Student Branch membership contest, "The Human Race", begins with August 31 membership statistics. All organizational units should have an active campaign in progress by now.

Review the personal benefits of membership with every prospect. IEEE offers innumerable services - from technical literature and meetings to group insurance at significantly reduced rates. Each service and opportunity for involvement is a potential benefit of membership. Become familiar with the brochure "IEEE Membership Information", before promoting membership. Tell prospects why you are a member!

The end of the four key membership months grows near! Will you meet your goal? If not, put on a concentrated effort to achieve maximum membership growth by year-end. New applications should be received by mid-December to be recorded by year-end.

"It's no accident that crusading preachers have the biggest and most active congregations." Publicize Group/Section/Branch activities in your newsletter. Get your most active members to promote membership. Encourage every prospective member to join the Group/Society within the scope of his personal interest.

In the February issue of "Electrical Engineering" we will publish the names of the top 10 percent of IEEE's organizational units with the most successful membership campaigns, based on August 31 - December 31 growth and 1976 vs. 1977 year-end comparisons.



# Technical Activities Board

## THE ENGINEERING FOUNDATION ANNOUNCES THE AVAILABILITY OF ENGINEERING RESEARCH INITIATION GRANTS during 1978-1979

sponsored by the Engineering Foundation  
with the cooperation of its FOUNDER SOCIETIES

### GENERAL

The ENGINEERING FOUNDATION announces the availability of Engineering Research Grants during 1978-1979 in fields represented by its FOUNDER SOCIETIES.\*

The program is directed toward young full time engineering Faculty members who are without research support.

A grant of \$10,000 will be awarded on a competitive basis to a member of each of the FOUNDER SOCIETIES for a proposed research project in a field of mutual interest to his FOUNDER SOCIETY and to the ENGINEERING FOUNDATION.

It is expected that the investigator will devote at least one-fourth time during one academic year as part of his normal academic assignment and full time (2-3 months) during the summer following the academic year to the proposed research on the campus of his institution.

### ELIGIBILITY

One proposal may be submitted per department on behalf of an individual who:

1. holds a full-time regular academic appointment on the engineering teaching faculty of an institution of higher education.
2. a). was awarded the Doctor's degree not longer than two academic years prior to the submission of the proposal.
- or
- b). has gained several years of industrial or post-doctoral experience and is within his first two years as a full time member of the faculty.

### STATEMENT BY DEPARTMENT HEAD

The proposal must contain a signed statement by the Department Head indicating: investigator's eligibility, and where applicable, the name of the institution who conferred the Doctor's degree, date and title of the dissertation; the normal full time teaching load of the applicant during the current year at the present institution; and that anticipated during the grant duration; endorsement by the Department Head.

### STATEMENT OF ENGINEERING RELEVANCE

The proposal must contain a short specific statement of the relevance of the proposed research to engineering.

Projects directed toward innovative engineering approaches to the solution of major national problems or toward the development of new engineering principles, applications and techniques are encouraged.

### EVALUATION AND SELECTION OF PROPOSALS

Proposals should be sent directly to the Officer designated. A panel organized by his professional society will evaluate and select meritorious proposals. They will be submitted (in rank order) to the Projects Committee of the ENGINEERING FOUNDATION who will make the final selection of a proposal in the technical field of each of the FOUNDER SOCIETIES for submission to the Board of the ENGINEERING FOUNDATION for final approval.

\* IEEE is one of the Founder Societies.

## II. NOW IS THE TIME TO ORGANIZE!

Your Membership Development Committee should be organized NOW so that it will be functioning when the meeting season starts. Good planning at the outset is essential. It is NOW up to you to see that you have a functioning MD organization, and that you have set goals and objectives toward which they will work during the coming years. It is up to you in the coming months to give attention to this Committee operation which is vital to the growth of your organizational unit and the Institute. Organizing your MD programs now will pay dividends in the coming months.

For the widest possible coverage in MD operations, your MD Committee should be organized immediately and include at least one representative from each of the following:

- Subsections and Chapters (as appropriate)
- Companies - At least one representative in each of the major electrical/electronics companies in your Section's territory should be appointed to serve as your MD representative to provide liaison with the company's management.
- Student Branches - In addition to having Student representation on your Committee, your Student Activities Committee Chairman can contact the IEEE Counselors and Student Branch Chairmen in your Section's territory to offer assistance in recruiting the maximum number of new Students when school opens in the fall.

### BASIC INGREDIENTS FOR SUCCESSFUL MD COMMITTEE EFFORT

1. A sufficient number of members should be appointed to the MD Committee to get the job done - THIS IS NOT A ONE-MAN OPERATION!
2. The qualifications of those selected should include INTEREST, EAGERNESS AND WILLINGNESS TO WORK.
3. A program of SPECIFIC GOALS AND OBJECTIVES should be established and documented.
4. The MD Committee Chairman should ORGANIZE the work of the Committee, INDOCTRINATE the committee members in MD functions, and assign SPECIFIC TASKS to the various members of his committee.
5. The committee members should be informed on WHAT IS AVAILABLE from IEEE Headquarters including the MEMBERSHIP DEVELOPMENT GUIDE.
6. The MD Committee Chairman should hold REGULAR COMMITTEE MEETINGS to stimulate interest, get feedback, share experiences with one another, and establish goals and objectives.
7. The MD Committee Chairman should submit REGULAR REPORTS to his local unit and area MD representatives.

### PROMOTING TRANSFERS TO SENIOR MEMBER GRADE.

Why should the Membership Development Committee be concerned with transfers in membership grade - is this not an individual responsibility? Yes, it is, but we need to motivate members to take the little extra effort necessary to do so. ANY MEMBER OR IEEE ORGANIZATIONAL UNIT MAY PROPOSE A MEMBER FOR TRANSFER.

If a qualified member cannot be induced to upgrade, he or she can be proposed for advancement in grade. How is this done?

1. The proposer will fill out the application. Most members already have a resume which can be used for this purpose. Mail the completed (and unsigned) application with a letter to IEEE Headquarters stating that you are proposing the candidate for transfer.
2. The proposer is responsible for soliciting the required three references on the application which are to be mailed direct to IEEE Headquarters.
3. Upon receipt of the three references, the application will be reviewed in the usual way by the Admission and Advancement Committee.
4. When favorable action has been taken on the application, the proposer will be requested (through special form provided by the IEEE) to invite the applicant to accept the proposed grade of membership. The transfer will be processed just as soon as this written acceptance is received.

### SENIOR MEMBER RECOGNITION

The higher grade of membership is a badge of recognition and achievement. A membership certificate is provided to the member at no charge. A special congratulatory letter is sent to every member admitted or transferred to Senior Member grade. The employer of the member is notified that the employee has been elected to the highest professional grade for which application may be made. The member's prestige is thereby enhanced in his own company and throughout the profession. Only Senior Members are eligible for consideration for Fellow grade.

Senior Member application forms (B-5) will be furnished promptly on request to the Field Services Department at IEEE Headquarters.

#### ANNOUNCEMENT OF GRANTS

Grantees will be notified by a grant letter from the Secretary of the ENGINEERING FOUNDATION on or about June 1, 1978, with copies to their FOUNDER SOCIETIES. Grants will be effective as of September 1, 1978.

#### REPORTS AND PUBLICATIONS

A semi-annual progress report and a final report are required and shall be submitted to the ENGINEERING FOUNDATION by each grantee.

Continuing payment of supporting funds will be contingent upon satisfactory progress as evidenced by the progress reports.

It is the policy of the ENGINEERING FOUNDATION that results of all investigations shall be available to the engineering profession and to the public. If the results of an ENGINEERING FOUNDATION 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.

Appropriate recognition of the ENGINEERING FOUNDATION and the cooperating FOUNDER SOCIETY must be prominently displayed on the title page of any publications resulting from projects supported by the ENGINEERING FOUNDATION.

#### INSTRUCTIONS FOR PREPARING A PROPOSAL

The formal proposal shall include the following information. Fifteen copies are needed.

##### The Cover Sheet

The first page of the proposal shall include the title of the project; name of principal investigator, title, institution and location; name of person financially responsible for administering project funds.

##### Statements

The Department Head's statement should be on page 2. The engineering relevance statement should be on page 3.

##### Abstract of Proposed Research

The fourth page of the proposal should contain an abstract of the proposed research. It should be limited to approximately 250 words and be of a style suitable for direct insertion into a technical journal.

##### Proposed Budget

The proposed budget should be on page 5. The funds provided may be used to defray such costs as support of the investigator's salary, expendable supplies, some travel, publication costs, and computer time. The ENGINEERING FOUNDATION reserves the right to make adjustments in budget categories.

Budgets will be prepared on the above basis and may not exceed \$10,000. Indirect costs will not be covered by the grant. Although these grants are nonrenewable, the recipients are eligible to apply for continued support under the ENGINEERING FOUNDATION's regular Grant Policy.

##### Biographical Sketch

Following the proposed budget, a biographical sketch of the principal investigator should be presented including a listing of publications.

##### Description of Proposed Research

The next section should contain the research proposal in sufficient detail to allow evaluation of its engineering merit, including statement of the problem and its significance, approach to execution of the project, and timing of project work. Names of two or three recognized authorities in the field should be provided.

##### Dissertation Abstract (where applicable)

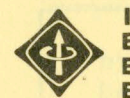
As the last page, the proposal should contain an abstract of the investigator's doctoral dissertation.

##### DEADLINE

Applications must be postmarked by DECEMBER 1, 1977. For IEEE, send proposals to: Dr. Narendra P. Dwivedi, Director of Technical Activities, IEEE, 345 East 47 St., New York, N. Y. 10017

Evaluation and ranking of the proposals will be done by TAB and the proposals will be sent (in rank order) to the Engineering Foundation for their final approval.

Please Note: The requirement of Ph.D. degree has been softened.



Contact: Leo C. Fanning  
W. Thomas Suttle

# United States Activities Board

## SYNOPSIS OF PENSION ACTIVITY -- U.S. CONGRESS

July 20, 1977

### I. IRA/LERA & Related Pension Activity

#### A. TO ESTABLISH LERA

(1) Mr. Cornell (D-N.J.)  
H.R. 114, 2405, 4121, 4122, 4615, & 6551  
To date, 72 Co-Sponsors.

(2) Mr. Oberstar (D-Minn)  
H.R. 5147

(3) Mr. Railsback (R-Ill)  
H.R. 2133

(4) Mr. Steiger (R-Wisc.)  
H.R. 5513

#### B. RAISE IRA LIMIT

(1) Mr. Roe (D-N.J.)  
H.R. 1265

(2) Mr. Whitehurst (R-Va.)  
H.R. 3305

#### C. IRA FOR HOMEMAKERS

(1) Mr. Tribble (R-Va.)  
H.R. 4649, 7119, 7120, 8181, 8182, 8183  
To date, 112 Co-Sponsors.

#### D. IRA & KEOGH AGE RESTRICTIONS

(1) Mr. Conte (R-Ma.)  
H.R. 1469

ALL EIGHTEEN (18) OF THE ABOVE BILLS HAVE BEEN ASSIGNED TO THE HOUSE WAYS & MEANS COMMITTEE - NO FURTHER ACTION TO DATE.

#### E. MOBILE TEACHERS' RETIREMENT ASSISTANCE ACT

(1) Mr. Patterson (D-Ca.); H.R. 2609

(2) Mr. Panetta (D-Ca.); H.R. 5825

(3) Mr. Perkins (D-Ky.); H.R. 3436

ALL THREE (3) REFERRED TO HOUSE COMMITTEE ON EDUCATION AND LABOR, SUBCOMMITTEE ON LABOR STANDARDS

## II. ERISA ADMINISTRATION

- (1) Senator Bentsen (D-Tx)  
S. 901 - "Pension Simplification Act"  
Assigned jointly to Senate Finance Committee, Subcommittee on Private Pension Plans, and to Senate Human Resources Committee, Subcommittee on Labor. Hearings held on May 10, 1977 by the Private Pension Plans Subcommittee, Senate Finance Committee. No further action to date.
- (2) Mr. Kasten (R-Wisc.)  
H.R. 7887 - "Pension Simplification Act"  
Identical to S. 901  
Assigned jointly to the House Education and Labor Committee, Subcommittee on Labor Standards, the House Judiciary Committee, Subcommittee on Monopolies and Commercial Law, and the House Ways and Means Committee.
- (3) Mr. Dent (D-Pa.), Mr. Erlenborn (R-Ill.) and Mr. Conable (R-N.Y.)  
H.R. 4340 - "Employee Benefit Administration Act of 1977"  
Assigned to the House Education and Labor Committee, Subcommittee on Labor Standards. Subcommittee hearings were held on March 17 and April 20, 1977. Awaiting further action.

### PENSION ACTIVITY IN CONGRESS

Legislation to modify the Internal Revenue Code of 1954 to allow individuals who are "active participants" in a pension plan to establish a supplementary IRA (Individual Retirement Account) has been introduced in this session of Congress. Present laws forbid an "active participant" from establishing an IRA, and the pending legislation is designed to alleviate this problem.

Four (4) Congressmen are instrumental figures in the LERA (Limited Employee Retirement Account) legislation. The four (4) Congressmen are involved in separate legislation efforts, but each has similar goals. The four (4) Congressmen are: Mr. Oberstar (D-Minn; H.R. 5147); Mr. Railsback (R-Ill.; H.R. 2123); Mr. Steiger (R-Wisc.; H.R. 5513) and Mr. Cornell (D-Wisc.). Mr. Cornell is the primary proponent of the LERA legislation having introduced the bill six (6) times this session of Congress, and having collected, to date, seventy-two (72) co-sponsors with the six (6) bills (H.R.'s 114, 2405, 4121, 4122, 4615 & 6551).

One of the primary differences between the four (4) LERA proposals is the method of determining the exact amount that an individual may invest each year under the LERA plan. Since Mr. Cornell has been the most active Congressman on LERA legislation this session, his proposal will be explained.

Mr. Cornell's legislative proposal would allow the individual to establish an IRA account, even though an active participant in a pension program, in the \$ amount equal to the difference between the IRA contribution limit of 15% of compensation or \$1500, whichever is the lesser, and the amount placed in a pension fund on behalf of the employee by the employer. Two methods are proposed for arriving at the employer pension contribution figure: "The amount of contributions on behalf of an individual

by his employer for his taxable year may, at the option of the individual, be considered to be the lesser of \_\_\_\_\_

- (1) \_\_\_\_\_ 7% of the compensation paid or accrued for such taxable year attributable to the performance of personal services for such employer, or
- (2) The percent arrived at by dividing the employers' aggregate contribution to the plan for the taxable year by the aggregate compensation paid or accrued during the taxable year to employees covered by such plan, times the compensation paid or accrued for such taxable year attributable to the performance of personal services for such employer."

The bills of the four (4) Congressmen have been assigned to the House Ways and Means Committee with no further action having been taken to date.

Mr. Roe (D-N.J.; H.R. 1265) and Mr. Whitehurst (R-Va.; H.R. 3305) have both introduced legislation to raise the IRA contribution limits. The bills would allow the IRA contribution limits to be raised from the lesser of 15% of compensation or \$1500, to the lesser of 15% of compensation or \$5000. The bills have also been sent to the House Ways & Means Committee with no further action to date.

Mr. Tribble (R-Va.; H.R. 4649) has introduced the Homemaker Retirement Bill to alleviate a situation peculiar to homemakers. If passed, the Tribble bill would allow every American homemaker to participate in an IRA, regardless of whether or not the spouse is a retirement account participant. For the purpose of income tabulation, the homemaker's compensation would be considered equal to that of his/her spouse. To date, the Tribble bill has been introduced six (6) times (H.R. 4649, 7119, 7120, 8181, 8182, and 8183), and has amassed 112 co-sponsors, including 12 of the 18 Congresswomen. The bill has been referred to the House Ways and Means Committee and awaits further action.

Mr. Conte (R-Ma.) has introduced H.R. 1469 which seeks to amend the Internal Revenue Code of 1954 to remove certain age restrictions - on distribution of funds and on deduction of funds - applicable to individual retirement accounts and retirement plans for the self-employed. The bill awaits action in the House Ways & Means Committee.

According to a tax attorney on the tax staff of the House Ways & Means Committee, there is considerable committee support for much of this IRA/LERA legislation. However, no action is likely to be seen in the near future because:

- (1) the Committee is awaiting the results of a study of the LERA. The Tax Reform Act of 1976 mandated a LERA study which is being conducted by the Joint Committee on Taxation which hopes to have a preliminary report by late fall, 1977.
- (2) and of greater importance, the Committee will await the proper time for consideration of the tax issues. The tax hearings are scheduled after President Carter submits his proposals, which are due September 30, 1977.

Therefore, the Committee staff expects the IRA legislation to start moving in late fall, 1977 or winter, 1978.

Congressmen Patterson, Panetta, and Perkins have introduced identical bills, (H.R. 2609, 5825 & 3436) called the Mobile Teachers' Retirement Assistance Act. This legislation would provide a form of pension portability for teachers moving from state to state. The bills have been referred to the House Ways and Means Committee and are awaiting further action.

Two (2) legislative efforts (three (3) bills) are currently being mounted to alleviate the dual jurisdiction problem of ERISA (Employee Retirement Income Security Act) of 1974. Both the Department of Labor and the Treasury Department have administration duties under ERISA, which has caused major administrative complications.

Senator Bentsen (D-Tx.; S. 901) and Mr. Kasten (R-Wisc.; H.R. 7887) have introduced identical bills, the "Pension Simplification Act," which would delineate the duties of the two (2) agencies. Mr. Erlenborn (R-Ill.), Mr. Dent (D-Pa.) and Mr. Conable (R-NY.) have introduced H.R. 4340 which purports to solve the problem by creating a new agency to administer ERISA.

Senator Bentsen's bill was assigned jointly to the Senate Finance Committee, Subcommittee on Private Pension Plans, and to the Senate Human Resources Committee, Subcommittee on Labor. Hearings were held on May 10, 1977 by the Senate Finance Subcommittee, and the bill is awaiting further action.

Mr. Kasten's bill was assigned jointly to the House Education and Labor Committee, Subcommittee on Labor Standards, the House Judiciary Committee, Subcommittee on Monopolies and Commercial Law, and House Ways and Means Committee. No action to date.

The Erlenborn/Dent/Conable bill was assigned to the House Education & Labor Committee, Subcommittee on Labor Standards. Hearings were held by the Subcommittee on March 17th and April 20th, and the bill awaits further action.

## RECENT PENSION DEVELOPMENTS

- A. A significant, positive step with regard to pensions was taken on May 5, 1977, when a meeting was held with Congressman James C. Corman (D-CA), and his staff. Congressman Corman is a Senior Member of the House Ways and Means Committee, a committee which is of paramount importance for pension legislation. Attending the meeting on May 5, 1977 were Congressman Corman and two of his Legislative Assistants, Mary Bisenbeck and Gary Capistrant, Bill Lieber of the Joint Committee on Taxation, and John Guarrera, Leo Young, Fay Young, Leo Fanning and Tom Suttle of IEEE. A paper detailing IEEE pension interests was presented to the Congressman and his staff.

Important progress was made during the lengthy discussion on pension issues. Congressman Corman expressed his interest in pension reform and his desire to work for more equitable pension plans. Bill Lieber cautioned those in attendance on some pitfalls involved in writing pension legislation, with particular attention to anticipating reservation likely to be expressed by IRS.

Two significant accomplishments resulted from this May 5th meeting:

- (1) Bill Lieber, a Senior Staff Member of the powerful Joint Committee on Taxation, made it known that he would be extremely receptive to pension reform efforts by IEEE; and, indeed, he solicited the assistance of IEEE in designing pension reform legislation that would be both "equitable" and "simple."
- (2) Congressman Corman's office has also assisted IEEE in ascertaining the status of the Department of Labor study on professional, scientific and technical employee benefits under federal contracts (mandated by Sec. 3032 of ERISA '74). This study (Folk Study) has been submitted to the Office of Management and Budget (OMB) and will be available to Congressman Corman in July. The IEEE will receive a copy of the Folk Study as soon as it is submitted to the Congressman's office.

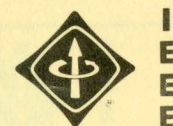
- B. The Pension Task Force has been monitoring Congressional activity on pension issues and finds that most legislative proposals do not sufficiently ameliorate the pension problems of the IEEE membership. Therefore, the Pension Task Force is in the process of developing its own pension legislation proposals.

In this regard, the Task Force is diligently working with three separate groups in order to formulate a LERA proposal to submit to the Joint Tax Committee and Congress. The three groups are:

- (1) Karen Ferguson, Director, and the staff of the Pension Rights Center, Washington, D.C.
- (2) Paul Opalack, CPA, and Paul Richter, Tax Attorney, of Opalack & Company, Washington, D.C. Mr. Opalack and Mr. Richter are authors of "The Engineer and Federal Taxes" published by IEEE in December 1976.
- (3) Frank Cummings, IEEE Legal Counsel, of Marshall, Bratter, Greene, Allison & Tucker, Washington, D.C.

With the assistance of these three groups, the Task Force on Pensions plans to present a "simple" and "equitable" LERA plan to Congress. Having a tangible proposal, the Task Force will work with the Washington Office for passage of the LERA legislation to alleviate some of the inequities in the present pension laws.

C. The Pension Task Force is also nearing a finalization stage in developing on IEEE IRA (Individual Retirement Account) that would then be offered to all IEEE members. The Task Force has been working with insurance administrators to develop an IRA that would offer IEEE members a better plan than could be found on an individual basis. In this search, Smith-Sternau Organization, Inc. has contacted over 40 companies that offer IRAs and is in the process of analyzing each one for applicability for IEEE purposes. It is hoped that an IEEE IRA will be available to the membership this year.



IEEE

Contact: Dorothy L. Bomberger

# United States Activities Board

1977 PROGRAM PLAN

EMPLOYMENT ASSISTANCE

Objective: To provide employment assistance programs for IEEE members.

Summary and Background: The USAB has undertaken a program of employment assistance with a dual thrust. One phase has been to provide direct and immediate employment assistance to IEEE members. Some of the activities involved are national in scope and other strictly local. In all instances the activities help a member seeking employment to establish contact with potential employers.

The second phase supports the first through the following activities: training and support required to implement the first phase; effort directed at obtaining government support for special assistance programs, improved national employment and economic statistics through ongoing USAB surveys, and legislation affecting the engineering job market; and a survey and data-gathering mechanism for the continuous evaluation of these programs and for monitoring the status of engineering employment in government and industry...

(The above was taken from Issue #3 of the 1977 USAB Program Plan.)

On the reverse side are the results of the April 1977 Employment survey. USAB conducted a survey in June and will conduct one in August and November. Results of each survey will be sent to all Section and PAC Chairmen and Regional PAC Coordinators.

For results of the 1976 Employment surveys see the April 1977 issue of EE.



# EDUCATION NEWS

AN IEEE EDUCATIONAL ACTIVITIES BOARD SERVICE

## ANNOUNCING: NEW EDUCATION COURSES

From time to time we plan to announce new education course acquisitions in this Newsletter. These will be courses that are being readied for the new catalog that is usually distributed early in the year.

If you are a Region, Section, Chapter or other unit leader and have not received your copy of the 1977 catalog, we ask you to write for it today. Read how easy it is to put our education programs to work for you. You'll find over 100 short course listings and a myriad of home-study programs that can fit most needs.

Call our Manager of Continuing Education, Vince Giardina, today at (201) 981-0060, Extension 174, or write to him at IEEE Service Center, 445 Hoes Lane, Piscataway, New Jersey 08854.

### TUTORIAL ON OCEANOGRAPHIC APPLICATION FOR MICROCOMPUTERS, Thomas Williams and Stephen D. Rearwin

An over-view of design concepts and component selection criteria appropriate for development of Micro-Comp. Based systems in Oceanographic Applications. Topics cover: Micro. Tech's (ADP roles in micro-comps); chip architectures; rep. processor families; software and development; and interconnection methods.

### LINEAR INTEGRATED CIRCUIT APPLICATIONS - 5 Day Robert R. Atherton

An intensive instruction of the application of Linear Integrated Circuits, particularly Operational Amplifiers. An important discussion features a working model of various circuits demonstrating the theoretical and practical aspects.

### INCREASING THE PRODUCTIVITY OF THE HUMAN MIND - 2 Day Professor Irwin Gray

The development and working structure of the human mind are examined; how to use it more effectively to make future decisions. Participants are taken thru seven basic steps in the thinking mind dealing with the outside world to learn to ideate and process their thinking in an effective manner.

### OSHA ELECTRICAL - 2 Day Ralph Lee and William S. Watkins

The course deals with the OSHA Section of the US Dept. of Labor and its interpretation of the Nat'l Electric Code. Violations are often treated severely by OSHA and penalties can be harsh. Participants in this course will learn how to maintain safe plant conditions, prevent accidents, and thus avoid penalties by OSHA.

### PHASE-LOCKED LOOPS: DESIGN AND APPLICATION - 1 Day Floyd M. Gardner and Eric Klapper

The course covers a rapid tour of the design principles and shows you the main points that experience has revealed to be important. After a brief fundamental lecture, selected applications show how Phase-Locked Loops can be applied in common esoteric ways.

### 3-DAY MICROPROCESSOR COURSE William Eccles and Associates

An intensive hands-on course in programming a Micro-processor in machine language. Each student uses a personal computer which can be taken home at the end of the course. Extensive laboratory programming exercises are available. The Motorola M6800 Microprocessor family is the base unit used.

### PRINCIPLES OF SAFE OPERATION OF MEDICAL ACCELERATORS AND DIAGNOSTIC X-RAY SYSTEMS - 1 Day Dr. Paul L. Carson, Ph. D.

The course will acquaint engineers and scientists with basic principles and engineering sophistication of modern diagnostic X-ray equipment and radiation therapy accelerators, and cover basic safety considerations.

### ENERGY CONSERVATION IN INDUSTRY - 2 Day Dr. Herbert M. Eckerlin

Participants in this course, upon completion, will be able to establish an effective energy conservation program, following procedures in NBS Handbook 115, and to assess its costs and benefits. They should be able to save their company 10% to 20% of their present energy bills.

### ENGINEERING ECONOMICS - 2 Day Dr. William G. Sullivan

Participants in this course will gain a working knowledge of the concepts and techniques of economic evaluation required to compare engineering alternatives in equipment and facilities selection, new manufacturing processes, plant expansion and product redesign.

ALL OF OUR COURSES CAN BE SCHEDULED FOR "IN-PLANT" PRESENTATION THIS YEAR. CALL US FOR DETAILS.

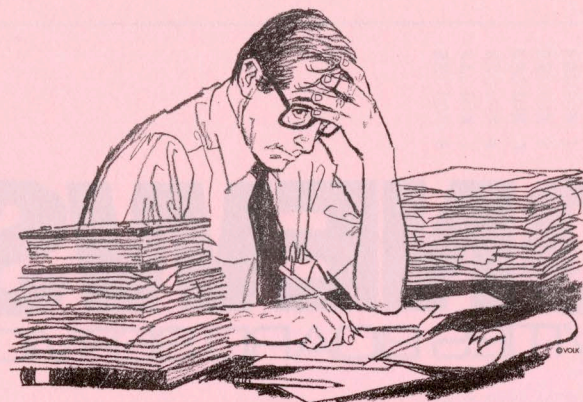
CE-7/77

Please turn page

(1) AREA	(2) SAMPLE SIZE	(3) NUMBER OF RESPONSES	(4) NUMBER TABULATED	(5) RESPONSE RATE (3)/(2)	(6) UNEMPLOYED INVOLUNTARILY NO.	(7) UNEMPLOYED VOLUNTARILY PCT	(8) SUM OF (6) + (7) NO. PCT	(9) EMPLOYED FULL-TIME BUT SEEKING CHANGE NO. PCT	SUM OF (7) + (9) NO. PCT
US TOTAL	3100	1179	1772	57.39	45	2.5	52	75	127
REGION 1	782	431	428	55.12	10	2.3	11	16	27
REGION 2	574	359	358	62.54	5	1.4	6	8	14
REGION 3	336	210	209	62.50	7	3.3	8	12	20
REGION 4	368	214	214	58.15	5	2.3	6	11	17
REGION 5	308	180	180	58.44	6	3.3	7	9	16
REGION 6	732	385	383	52.60	12	3.1	14	19	33

IEEE/USAB 1976 EMPLOYMENT SURVEY  
SUMMARY DATA  
FOR  
APRIL 1977





THE IEEE EDUCATIONAL ACTIVITIES BOARD ANNOUNCES..... a joint effort in Technical Report Writing developed by the Group on Professional Communications of the Institute. The Workshop will be of two-day duration and covers the techniques that will help engineers organize and write clear, cogent, explicit technical communications, from routine copies to formal engineering reports and feasibility studies.

Cities we plan to visit are:

New Brunswick, NJ  
Sept. 30 - Oct. 1

New Haven, CT  
Oct. 7 & 8

Atlanta, GA  
Oct. 14 & 15

Minneapolis, MN  
Oct. 28 & 29

Los Angeles, CA  
Nov. 4 & 5

Denver, CO  
Nov. 11 & 12

Major topics covered are:

DAY ONE

Sharpening Writing Style  
Organizing the Writing Task  
Writing Technical and Business Correspondence  
Writing Short Informal Reports

DAY TWO

Taking and Writing Minutes of Meetings  
Writing Long Informal Reports  
Writing Formal Reports  
Writing Other Technical Documents\*  
Editing Other Writers Words\*  
Handling the Mechanics of Technical Writing\*

\*Only some of these topics are covered, depending on participants needs and the time available.

If you are interested, we ask you to contact Debbie Zemkoski by phone at (201) 981-0060, Extension 174, or write to her at the IEEE Service Center, 445 Hoes Lane, Piscataway, New Jersey 08854. If you wish to register, please fill in the handy coupon below and return it to us.

-----cut here-----

Two-Day Workshop on.....

COMMUNICATION AND REPORT  
WRITING

Yes, I am interested in attending this Workshop. Enclosed is my check (Payable to IEEE) in the amount of \$ \_\_\_\_\_ to cover the following Registration fees:

Name \_\_\_\_\_

Business Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Business Phone \_\_\_\_\_ Member # \_\_\_\_\_

Mail completed form to:

Debbie Zemkoski  
Continuing Education Department  
IEEE, 445 Hoes Lane  
Piscataway, New Jersey 08854

MEMBER \$125.00 \_\_\_\_\_

NON-MEMBER \$160.00 \_\_\_\_\_

CE-7/77



Contact: E. K. Gannett

# Publications Board

## POLICY STATEMENT ON REQUIREMENTS FOR STARTING NEW PUBLICATIONS

- A. Prior to the initiation of a new publication under the sponsorship or cosponsorship of the IEEE or any of its organizational units, plans for the proposed publication shall be submitted to the IEEE Publications Board for its information and its review, unless the proposed publication is in an exception category specified in Paragraph F.
- B. If the proposed new publication is a periodical or represents a significant new kind of service, the Publications Board will forward the proposal to the Executive Committee, together with its recommendation, for final action. Otherwise, the proposal and the comments of the Publications Board will be reported to the Executive Committee as an information item.
- C. In the case of a publication program involving a continuing series of similar publications, the preceding procedures need be followed only once for the program as a whole rather than repeatedly for each individual publication.
- D. The Staff Director of Publishing Services will be provided information copies of all approved publications.
- E. The intent of this policy is to:
  1. Coordinate the publishing activities of the IEEE.
  2. Assure adequate standards among all IEEE publications.
  3. Make available to entities outside the Publications Board and Publishing Services Department the professional advice and resources of those bodies.
  4. Avoid inadvertent duplication and proliferation of publications.
  5. Ensure that arrangements made with entities outside IEEE (contractual or otherwise) are in accordance with Institute policy and are not detrimental to the IEEE.
- F. This policy applies to all formal publications designed to disseminate technical, professional or news material to the general IEEE member. Excepted from the above approval procedures are the following:
  1. Internal communications, for administration purposes, such as newsletters for committee members.
  2. Publications already approved as a class in the IEEE Bylaws (Section 500) and the IEEE Policy and Procedures Manual (Section 600), namely:
    - a) Group/Society newsletters
    - b) Section newsletters
  3. Publications for which other approval procedures are specified elsewhere in the IEEE Bylaws or Policy and Procedures Manual, namely:
    - a) Conference publications
    - b) Group/Society magazines
    - c) IEEE PRESS books
    - d) Standards



# Publications Board

## IEEE COPYRIGHT POLICIES AND PROCEDURES

### A. GENERAL PRINCIPLES

In order to maximize the value of IEEE publications to authors, users and the Institute, IEEE copyright policies and procedures shall be guided by the following general principles:

1. Enhancing the accessibility, distribution and use of information is a major objective of the IEEE publications program, limited only by the requirements of viability and professional propriety.
2. To meet this objective and control the use of its good name, the IEEE is obligated to secure copyright ownership of the material it publishes.
3. In exercising its rights under copyright, the IEEE recognizes that it is acting in part to serve and protect the interests of its authors and their employers.
4. Authors and their employers are entitled to maximum freedom to reuse their material with minimum restriction.
5. Fees for the reuse of IEEE material are appropriate for contributing to the cost of original publication, especially where the reuse involves a license to copy, or allows resale, or is of a magnitude that would tend to reduce subscription or other sales income.
6. Copyright policies shall be consistently applied throughout the Institute.

### B. OWNERSHIP AND RIGHTS

1. All technical, educational and professional publications of the Institute, except newsletters, are required to be copyrighted by the IEEE.
2. Copyright is held by the Institute itself and not any of its organizational units.
3. Prior to publication by the IEEE, all authors or their employers shall transfer to the IEEE in writing any copyright they hold for their individual papers. Such transfer shall be a necessary requirement for publication, except for material in the public domain or which is reprinted from a copyrighted publication.
4. In return for the transfer of authors' rights, the IEEE shall grant authors and their employers permission in writing to make copies and otherwise reuse the material under terms approved by the Publications Board.
5. In the case of jointly sponsored conferences, IEEE recognizes the right of another qualified sponsor to hold the copyright and administer all copyright matters on behalf of the IEEE and its authors. Except in the case of a conference which is incorporated and maintains its own permanent administrative office, a conference is not considered a sponsor and may not hold a copyright to IEEE material.
6. Licenses and permissions to copy or republish IEEE material may be granted under terms approved by the IEEE Publications Board.

### C. IMPLEMENTATION

1. The Publishing Services Department is responsible for the administration of all IEEE copyright matters under policies and procedures approved by the Publications Board. This includes obtaining the copyright registration, handling reprint and republication requests, maintaining copyright records, and administering fees when appropriate. The Publishing Services Department may delegate some or all of its copyright implementation responsibilities to other departments within Headquarters at its discretion if they have significant publishing activity, subject to procedures approved by the Publishing Services Department.
2. The journal editor or conference publication committee chairman shall be responsible for obtaining the written transfer of author rights and for forwarding appropriate confirmations to the Publishing Services

Department. The wording to be used on the form for effecting the interchange of rights with the author per Sections B3 and B4 above shall be supplied by or approved by the IEEE Publications Board or its authorized representative.

3. For journals and conference publications, an appropriate copyright notice shall appear on the first page of each technical contribution to simplify and facilitate reuse of individual articles.

4. Should the need for isolated exceptions to any of the above policies and procedures arise, the IEEE Publications Board or its authorized representative is authorized to deal with them on a case by case basis.

#### THE AUDIT COMMITTEE

The Audit Committee was given a new charter by the Board of Directors at the beginning of this year. Added to its traditional financial concerns is the broader responsibility of reviewing IEEE policies and procedures, monitoring conformance to these, and recommending changes considered desirable.

In the financial area, the committee has reviewed the 1976 Auditors' financial statement and evaluated their recommendations. It has investigated several major aspects of IEEE's financial policies, procedures, and practices, and has made a number of recommendations to the Board for improvement. Among these, two of particular importance are: (1) Future budgets should include both financial and quantitative performance goals to ensure not only that IEEE adhere to financial budget objectives, but also that the accomplishments of each program be measured. (2) Any income, expenses, and reserves of a Group/Society or Section with an accumulated reserve above a certain level should be included in the Treasurer's annual report in order to better inform our members of IEEE's actual financial operations.

This year, the Audit Committee is also charged with monitoring IEEE's election process. This includes monitoring possible infractions of IEEE electioneering policy and reviewing the material accompanying the ballot. The committee has distributed memos and electioneering policy statements to all IEEE Presidents, Chairmen, and editors to ensure that they are fully aware of IEEE's "fairness" doctrine.

In addition, the committee has reviewed IEEE's Constitution, Bylaws, and Policy and Procedures manuals and has recommended to the Board that the Bylaws and Policy Statements, in several important areas, are insufficient and should be developed and/or changed. Many of these proposals should come before the Board at its next meeting.

The Audit Committee is chaired by Director Stephen S. Yau with Directors John E. Barkle, Richard W. Damon, John W. Thatcher, and Larry K. Wilson as members. It is appointed by, and reports to, IEEE's Board. All Audit Committee members must be Directors, and none may be corporate officers or candidates for member-elected office.

This is the second in a series of profiles of Institute Standing Committees.

#### USAB NEWS

Further threats to corporate R&D are seen by IEEE's Washington Office and the U.S. Activities Board in proposed amendments to the Renegotiation Act of 1951. This act provides the statutory basis on which the Federal government reclaims from Government contractors "excessive profits" realized from Federal contracts. The proposed amendments, which are presently before the Banking, Currency and Housing Committee of the House and the Banking, Housing and Urban Affairs Committee in the Senate, call for product-line assessment rather than a total annual sales approach to profit determinations. The concern is that such product-line analysis provisions might well result in further limitations on the level of R&D funding in the U.S. Consequently, IEEE has taken a formal stand against these amendments, and further information, including the details of IEEE's position, may be had by writing to IEEE's Washington Office, 2029 K St., N.W., Washington, D.C., 20006.

Queries? Call USAB Information line: (202) 785-2180.

Don't miss USAB's important inserts, pp.2C-2J.

#### PUB NEWS

Authors, starting with 1978 issues of IEEE journals and conference publications, you will be required to formalize the transfer of ownership to the IEEE in writing in order to comply with the new U.S. copyright law, which goes into effect January 1, 1978. Under the old law, ownership transfer was automatically implied when the author submitted his paper. The IEEE, in turn, will grant authors permission in writing to make liberal reuse of their material for their own purposes. The net effect will be to continue the long-time basic policy that the IEEE hold the copyright for its publications, except that authors or their institutions will not have to go through the formality of asking IEEE permission to reuse their own material as often as they do now. For further details, see pp.2Q-2R. A standard copyright release form will soon be supplied to IEEE publication editors. If you have questions, contact Pat Penick at Headquarters.

Starting a new publication? See pp.2O for the new IEEE Board of Directors' policy

Converting a newsletter into a magazine? PUB and TAB have agreed to guidelines and copies are being distributed to Group/Society Presidents, editors, and Publication Committee Chairmen. Contact E. Gannett at HQ.

(Cont'd, p. 4, col. 1)

CONGRATULATIONS--AND THANKS--TO OUR MANAGER, CORPORATE SUPPORT,  
EMILY SIRJANE ON OCCASION OF HER 30th ANNIVERSARY WITH IEEE!

PUB NEWS (cont'd)

Japanese electrotechnology's progress across a broad range of electrical and electronics engineering convinced Spectrum editors that an entire issue would be needed to cover the subject completely. That issue will appear in September and is expected to be one of the most important in Spectrum's history. Leading Japanese experts are contributing articles that discuss recent developments in computers, consumer electronics, communications, solid-state technology, industrial electronics, and other fast-moving areas. In addition, the special issue will contain an up-to-date look at the Japanese government-industry relationship--a key factor in spurring technological successes--and will discuss how internal and external forces have altered that relationship.

A fellowship is available in electrical engineering history for the academic year 1978-1979. With the financial support of the IEEE Life Member Fund, IEEE's History Committee will make an award of \$8500 to a full-time graduate student working in the field of electrical engineering history. Deadline for receipt of applications is February 1, 1978. Forms and information may be obtained from Reed Crone at Headquarters.

Recent delays in the publication of several journals were caused by a labor dispute at the printer. Mailings of the April through July issues of the Proceedings, the Transactions on Circuits and Systems, and the Transactions on Computers were delayed by several weeks, and the publication dates of the August and September issues will be affected as well. Everything possible is being done to return to a normal schedule.

Don't miss: important Pub inserts, pp. 2O-2R.

STUDENT NEWS

The gun goes off on August 31. It's the "Human Race," third edition in an annual series of Student membership contests. Promotional materials and supplies are now available from the Manager of Student Services at Headquarters.

Cash prizes totaling \$3500 will be doled out in this year's IEEE Student Paper Contest. Authors of the top three papers in each of IEEE's ten Regions will win \$200, \$100, and \$50, along with lots of recognition, and the winning papers will be published in IEEE 1978 Student Papers. Guidelines, rules, and judging criteria are available from your Regional SAC Chairman or Headquarters. Also available from Headquarters are copies of IEEE 1976 Student Papers (TT0107-3) at \$8 each.

Awards of up to \$500 will be made available to finance imaginative team projects at the Student Branches. These are IEEE's Bendix awards for which proposals (six pages long) are due by November 15. Information? Write to the Manager of Student Services at HQ.

ESTABLISHED

The Florida Council encompassing all of IEEE's Florida Sections (this is the first state-wide Council to be formed).

The South Africa Section (IEEE's first Section south of the Sahara).

The Singapore Section, encompassing the country of Singapore.

The Engineering Management Chapter of the Kansas City Section.

The Joint Antennas & Propagation/Circuits & Systems/Electron Devices/Computer/Control Systems Chapter of the Spokane Section.

The Magnetics Chapter of the Tokyo Section.

The Wayne State U. Student Branch Chapter.

The Arizona State U. Student Branch Chapter.

Centerfold inserts

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