



ieeedelhinews
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From the desk of ECC

Dear *esteemed colleagues*,

Well, with this issue of e-newsletter of IEEE Delhi Section now we move to the fourth year of our existence. On 18th of this month we are meeting for Section AGM in the morning, about which you must have received the invitation circular from the Section Secretary by post along with the slate of Section Executive Committee for the year 2004. Don't miss also the felicitation program for Mr. Harbans L. Bajaj for his advancement to Fellow Grade of the Institute and Lecture by ex-Director General, CSIR, Dr. A.P. Mitra, that follow the AGM. In the afternoon we have the AGMs of Chapters of PES-IAS, ComSoc, CAS-CS Societies & EMS. Respective members are requested to attend the same after lunch.

I call upon you to renew your membership, if you haven't done yet. Membership statistics I am not in a position to give you immediately. I have to work very hard to be accustomed with the new system of database to do the needful in this regard.

With regards,
Sincerely yours

Dr. S. Mukhopadhyay
New Delhi
January 10, 2004
(e-mail: ieeedelhi@ieee.org)
URL: <http://www.ewh.ieee.org/r10/delhi>)

**A CALL FOR THE FORMATION OF A
IEEE NEURAL NETWORKS SOCIETY
CHAPTER**

There has been growing support and interest in the formation of a neural networks society chapter in Delhi. Interested members are requested to convene along with the CAS chapter members AGM at 2 pm in Lecture hall (Basement), Annexe of India International Centre, 40 Max Mueller Marg, New Delhi-110003 on Jan 18, 2004.

With the support of at least 8 members, it will be possible to form a joint chapter; if at least 12 members are interested, a full chapter may be formed.

Dr. Jayadeva
Associate Professor
Department of Electrical Engineering
Indian Institute of Technology
Hauz Khas, New Delhi – 110016
INDIA
FAX : 91-11-26581264/26581606

Calendar of Events

Jan 16, 2004 (Friday): 4 pm: Committee Room, EE Department, IIT Hauz Khas, New Delhi: Talk on "SOME TECHNIQUES FOR LOW VOLTAGE CONTINUOUS CONTINUOUS-TIME ANALOG CIRCUIT OPERATION" by IEEE Circuits and Systems Society Distinguished Lecturer Prof. Jaime Ramirez Angulo, Prof. in EE Dept. & Director of the VLSI lab at the Klipsch School of Electrical and Computer Engineering at New Mexico State University in Las Cruces, New Mexico, USA (organized by IEEE CAS-CS Delhi Chapter and IEEE Delhi Section)

Jan 18, 2004 (Sunday): 12-30 noon: Lecture Hall (Basement) India International Center (Annexe), Max Mueller Marg, New Delhi: Special Talk by Dr. A.P. Mitra, ex-DG, CSIR, New Delhi

Jan 22 & 23, 2004 (Thursday & Friday): 4 pm each day: Committee Room, EE Department, IIT Hauz Khas, New Delhi: Talk

on "Integrated A to D Converters" and "Integrated D to A Converters" by IEEE Circuits and Systems Society Distinguished Lecturer Prof. Paul Jaspers, Prof. Emeritus of the Universit, Catholique de Louvain, Belgium (organized by IEEE CAS-CS Delhi Chapter and IEEE Delhi Section)

Daylong Seminar

March 19, 2004 (Friday): Gulmohar, India Habitat Center, Lodhi road, New Delhi: Seminar on "Project Management – Latest Trends" (organized by IEEE EMS Delhi Chapter, IEEE Delhi Section and few others) (<http://www.ewh.ieee.org/r10/delhi/pmlt.pdf>)

Major Conferences in 2004 in & around (Repeated)

International Conference on Power Systems: "Challenges to Electric Utilities in the New Millennium", to be held in Kathmandu, Nepal, November 3-5, 2004 (<http://www.ee.iitb.ac.in/~peps/ICPS2004/>)

2004 PCI-India Conference at **India Habitat Center, New Delhi, India** on **November 11-12, 2004** (<http://www.ewh.ieee.org/r10/delhi/pci-india.pdf>)

2004 International Conference on Power System Technology **POWERCON 2004**, November 21 - 24, 2004, The Pan Pacific, Singapore (<http://www.ieee.org/powercon2004>)

IEEE Region 10 Conference **TENCON 2004** on November 21-24, 2004 at Chiang Mai, Thailand (www.tencon2004.com)

Excerpts from The IEEE LEADERSHIP WIRE

(5 January 2004)

****IEEE LAUNCHES NEW IEEE XPLORE(R) RELEASE****

The IEEE recently launched IEEE Xplore(R) Release 1.6. New features include:

- upgraded search software

- a dynamic subscription icon that indicates a user's access to full-text documents
- full-text html articles from IEEE

SPECTRUM and THE PROCEEDINGS OF THE IEEE

- title history for related IEE journals and magazines*
- Ask*IEEE links for IEEE ENGINEERING MANAGEMENT REVIEW
- email Table of Contents Alerts for IEE titles*
- complete journal content starting with 2004 publications (no advertisements)
- a link to the CCC's Rightslink service to obtain permission for re-using an article or paper
- an archive of weekly updates
- improved forward linking to documents that cite a particular document
- reference links for most IEEE magazines published since 1996

*already available for IEEE titles

For more details on these enhancements, visit

<http://ieeexplore.ieee.org/xpl/ReleaseNotes.jsp>.

****IEEE FOUNDATION GRANTS TOP US\$400,000 IN 2003****

At its 21 Nov. Board of Directors meeting, the IEEE Foundation authorized US\$138,500 in new grants. This brought the total for 2003 to just over US\$400,000.

These grants will support projects that highlight the impact engineers have on society and seek to improve the teaching of Standards in university programs. A grant also will fund the creation of an electronic archive of THE PROCEEDINGS OF THE IEEE.

To view the full list of grants awarded in 2003, visit

<http://www.ieee.org/organizations/foundation/html/2003grants.html>. For more

information, contact Glenys Gotthardt, IEEE Foundation, at +1 732 981 3435 or <mailto:foundation-office@ieee.org>.

****PROPOSAL DEADLINES FOR 2004 IEEE FOUNDATION GRANTS****

The IEEE Foundation is now accepting grant proposals for projects that:

- improve education in mathematics, science and technology from pre-college through continuing education;
- preserve, study or promulgate the history of IEEE-associated technologies;
- recognize major contributions to these technologies and their applications; or
- have the potential to significantly advance the engineering profession or contribute to IEEE communities worldwide.

For projects to be considered at the IEEE Foundation's June meeting, abstracts are due on 12 March and full proposals by 23 April. For consideration in November, abstracts are due by 6 Aug. and proposals by 17 Sept.

For grant guidelines, visit <http://www.ieee.org/foundation>, email <mailto:foundation-office@ieee.org> or call +1 732 981-3435.

****AWARDS BOARD SEEKS IEEE MEDAL OF HONOR NOMINATIONS****

The IEEE Awards Board is seeking nominations for the IEEE Medal of Honor, the IEEE's highest award. It is presented annually to an individual for exceptional contributions or an extraordinary career in the IEEE fields of interest.

The deadline for 2004 nominations is 1 July. For a nomination form, visit <http://www.ieee.org/about/awards/sums/mohsum.xml>.

****IEEE VIRTUAL MUSEUM LAUNCHES NEW EXHIBIT****

The IEEE Virtual Museum has a new exhibit titled "World War II: How War Impacted

Technology; How Technology Impacted War." It contains information on:

- the causes of the war
- the technologies impacted battle and changed how war is now fought
- technologies that grew out of wartime urgency, such as radar, the jet engine, nuclear weapons and rocket technology
- individuals who created and used wartime technology in new and innovative ways.

Visit the museum at <http://www.ieee-virtual-museum.org/>.

****THE IEEE TO EXHIBIT AT TWO UPCOMING TECHNICAL CONFERENCES****

As a result of media partnerships arranged by IEEE SPECTRUM, the IEEE will have exhibit floor booths at two upcoming technical conferences.

IEEE SPECTRUM, IEEE Membership and the IEEE Computer Society will exhibit at the Intel Developer Forum Systems Conference, to be held 17-19 Feb. in San Francisco, Calif., USA. IEEE members who register before 23 Jan. will receive a US\$500 discount; members who register after will receive a US\$300 discount. To register, visit <http://www.intel.com/idf/infoidf>; use the promotional code MDTNEP.

IEEE SPECTRUM and IEEE Membership also will have a booth at electronicaUSA with the Embedded Systems Conference, which will be held 29 March – 1 April in San Francisco, Calif., USA. (This conference will be co-located with the Communications Design Conference.) IEEE members who wish to attend electronicaUSA may register at <http://www.electronicausa.com>; use priority code UX45 to receive a 25 percent discount.

****NEW ADS AVAILABLE IN IEEE ONLINE PROMOTIONAL LIBRARY****

Ads for the new IEEE TRANSACTIONS ON AUTOMATION SCIENCE AND ENGINEERING (T-ASE) are among the latest additions to the IEEE Online Promotional Library. T-ASE is one of five new IEEE journals. IEEE publications may use these ads free of

charge.

The IEEE Online Promotional Library is located at <http://www.ieee.org/promolibary>.

For more information, or to request a quote for the creation of promotional materials, contact Terry Burns, IEEE Sales & Marketing, at <mailto:t.burns@ieee.org>.

Excerpts from SCOOP

(December 2003)

QUERY FOR YOUR UNIT'S MEETING REPORTS ON THE WEB

You can now obtain, via the web, a detailed report of L31 meeting activity submitted by your Unit and any Subunits. Go to <http://www.ieee.org/L31> and click the link for the L31 form. At the top of the page is a link to query reports of data that have been submitted. Simply select by name of the parent unit to view submitted reports. No passwords are needed.

Reports of meeting and financial activity and 2004 unit officers are due by 20 February 2004. Secretaries and Treasurers have been notified via email and Section and Council Treasurers will receive hard copy forms as well. If your reports are submitted electronically, it is not necessary to send hard copy of the same forms. Questions about the web forms or the required annual reports may be sent to sec-rebate@ieee.org.

For Units participating in the Concentration Banking program and Custody Accounts, year-end statements will be available on the web by 15 January 2002. If your Unit does not currently have access to your web statements, send an email to concentration-banking@ieee.org.

INTRODUCE A GIRL TO ENGINEERING DAY ? CELEBRATED GLOBALLY

Introduce a Girl to Engineering Day, now in its fourth year, is slated for 26 February 2004. Girl Day encourages engineers? particularly women engineers ? to make the

world of engineering come alive for young females. Since its inception, an estimated one million girls have experienced engineering firsthand each year, with more than 110 organizations participating in 2003. To learn more and for suggestions on how you can participate, visit: www.eweek.org/site/News/Eweek/girlsday.shtml.

MEASURE THE SUCCESS RATE OF MEMBERSHIP PROMOTIONS

Does your Section measure the success rate of its membership promotions? A good way to measure membership promotions is through tracking codes. Tracking codes are computer-generated numbers that are assigned to specific membership promotions or events. The code is placed on the back of paper membership applications for processing purposes. The unique identifier enables authorized volunteers to query on specific data from the SAMIEEE membership database, including names, addresses, member numbers, and contact information for new members. If your unit would like to measure the success rate of your membership promotion through the use of tracking codes, contact Felicia Taylor Membership Development- via email at f.taylor@ieee.org.

RECRUITING AND RETAINING VOLUNTEERS, PART IV

What volunteers need: "A task that matches interests and reasons for volunteering*." Individual motives for volunteering are varied. Motives can include fulfilling social needs, looking for a challenge, self-improvement, or even being bored with the line-up of programs on television.

How can you find out what would motivate your Section's members to volunteer? Ask them. You can survey all Section members to start and then create a questionnaire for new members to complete when welcoming them to the Section. Your survey should be sent to a member list filtered by location and member grade, keeping in mind that not all grades are qualified to serve in

Section officer positions. The survey should include the types of positions available, the skills needed to fill them and the time commitment involved. Also include a choice of the best days and times for volunteer activity. [If your Section has successfully completed such a survey, we would appreciate it if you would send a copy to Vicki Waldman at v.waldman@ieee.org so it can be shared with other Sections.]

To encourage a higher response rate to your survey, try the method that worked for the Cincinnati Section when they did a survey to determine members' meeting preferences. They entered respondents in a random drawing to win a \$25 gift certificate at a local technology store and received a much better rate of response than with past surveys.

(*from "Volunteers: How to Get Them, How to Keep Them" by Helen Little; page 19, Panacea Press, Inc. Naperville IL., 1999)

For Section Newsletters: IEEE XPLORE(R)
LINKS NOW APPEAR IN GOOGLE SEARCHES

The Google search engine now displays content from IEEE scholarly journals and other publications in relevant keyword search results. Following an agreement made earlier this year between Google and the IEEE, Google is currently indexing the abstract records for online IEEE technical documents and standards available through the IEEE Xplore(R) online delivery platform.



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february 2004

From the desk of ECC

Dear *esteemed colleagues*,

For the first time in the very first month of the year itself we had as many as 18 activities. Though, I admit, there were 6 administrative ones, a good number of 12 were technical events also. Barring the one on AGM day, for the rest credit goes to our new CAS-CS Societies Chapter Chair Dr. M. Jayadeva of IIT Delhi. More to observe is that while out of these four were in Delhi, remaining 7 were organized in Pilani with Central Electronic Engineering Research Institute (CEERI) and Birla Institute of Technology & Science (BITS), Pilani hosting them outside Delhi with the help of two visiting CAS Distinguished Lecturers, Prof. Jaime Ramirez Angulo (USA) and Prof. Paul Jaspers (Belgium). Anyway with the spirit behind followed by the remaining Chapters, we can hope for bursting of technical, educational and professional activities, practically for which IEEE Societies are in existence.

This month too we are having a Distinguished Lecturer, but from IAS, Prof. M. A. Rahman of Canada. Schedule of his lectures appear under calendar of events. Those interested in the relevant topics should not miss the opportunity to hear him.

With this issue at the end furnished are the membership statistics, which show in fact that there is some light at the end of the tunnel. I mean, we are close to 2,000 in our strength. Hope with you all renewing we should be growing up in numbers. With some pre-processing program made, from now onwards every month it is promised to update the mailing list of the Section. So we will be reaching all active members only every month. Please intimate correct e-mail address to IEEE HQ. and for changes, if any in time.

With regards,
Sincerely yours

A handwritten signature in blue ink, appearing to be "S. Mukhopadhyay".

Dr. S.Mukhopadhyay

New Delhi
February 04, 2004
(e-mail: ieeedelhi@ieee.org)
URL: <http://www.ewh.ieee.org/r10/delhi>)

Calendar of Events

February 06, 2004 (*Friday*) 3-00 P.M.:
Committee Room, EE Department, Jamia
Millia Islamia, New Delhi: Talk on RECENT
TRENDS OF POWER TRANSFORMER
PROTECTION INCLUDING WAVELETS by
IEEE IAS DL Dr. M. A. Rahman, Professor &
University Research Professor, Faculty of
Engineering and Applied Science, Memorial
University of Newfoundland, St. John's,
Newfoundland, Canada A1B 3X5 (organized
by IEEE PES-IAS Delhi Chapter and IEEE
Delhi Section)

February 06, 2004 (*Friday*) 4-30 P.M.:
Committee Room, EE Department, Jamia
Millia Islamia, New Delhi: Talk on RECENT
TRENDS IN IMPULSE FAULT DIAGNOSIS IN
HIGH VOLTAGE TRANSFORMERS by Dr.
Sivaji Chakravorti Professor, Electrical
Engineering Department, Jadavpur
University, Kolkata 700 032, India

February 09, 2004 (*Monday*) 6-00 P.M.:
Committee Room, EE Department, Indian
Institute of Technology, New Delhi: Talk on
MODERN INTERIOR PERMANENT MAGNET
(IPM) MOTOR AND DRIVES by IEEE IAS DL
Dr. M. A. Rahman

*(all organized by IEEE PES-IAS Delhi
Chapter and IEEE Delhi Section)*

Daylong Seminar

(Repeated)

March 19, 2004 (*Friday*): Gulmohar, India
Habitat Center, Lodhi road, New Delhi:
Seminar on "Project Management – Latest
Trends" (organized by IEEE EMS Delhi
Chapter, IEEE Delhi Section and few others)
(<http://www.ewh.ieee.org/r10/delhi/pmlt.pdf>
f)

Excerpts from The IEEE LEADERSHIP WIRE

(2 February 2004)

****IEEE 2003 YEAR-END NUMBERS****

The IEEE ended 2003 with

*more than 361,000 members in
approximately 174 countries, almost 38
percent of whom are from outside the
United States.

*nearly 64,000 student members.

*more than 30,000 society affiliates.

*304 sections.

*1,384 chapters.

*more than 1,200 student branches in
80 countries.

*over 300 student branch chapters.

*more than 130 affinity groups.

*38 societies and 4 technical councils.

****ONE-MILLIONTH DOCUMENT ADDED TO IEEE XPLORE****

On 21 Jan., the one-millionth document
was added to IEEE Xplore(R). It was
identified as "Novel Frame Buffer Pixel
Circuits for Liquid-Crystal-on-Silicon
Microdisplays," which was published in the
January issue of the IEEE Journal of Solid-
State Circuits. For the last several years, this
journal has typically been the most-often
accessed publication in IEEE Xplore.

IEEE Xplore launched in May 2000 and
has grown by more than 25 percent over
the last 18 months. This includes more than
80,000 IEEE archival backfile documents
from 1950-1987 added last year. A record
43.7 million full-text document PDFs were
downloaded last year -- about 88 percent
more than in 2002.

****IEEE EMAIL ALIAS SERVICE BLOCKS MORE THAN 1.8 MILLION VIRUSES****

The IEEE Email Alias Service protected
IEEE members and staff from more than 1.8
million viruses in 2003. Last year, 14,723
new IEEE email aliases were created,
bringing the total to 93,157. IEEE members
can sign up for this free service at
<http://eleccomm.ieee.org/>.

Excerpts from SCOOP

(January 2004)

CONFERENCE PROCEEDINGS

Does your Section or Chapter organize an

annual conference? If yes, have you considered participating in the IEEE Conference Proceeding Program?

Conference Proceedings is the publication of papers presented at the Conference. The IEEE Conference Publication Program purchases proceedings from meetings in which an IEEE OU (Society/Council, Chapter, Region, Section and/or Board) is involved. (The level of involvement need not be financial; cooperation and technical co-sponsorship are also acceptable conditions for inclusion in the Conference Publication Program.)

The Conference Publication Program handles post-conference sales of these proceedings through its Order Plans (subscription packages) and Single Sales programs. By assuming this function, the Conference Publication Program assures wide distribution of conference proceedings and it permits conferences to close their financial records soon after the conference is held.

Participation in the Conference Publication Program adds further value by providing abstracting and indexing of all individual conference papers for inclusion in worldwide databases, thus assuring full recognition of the material presented in these conferences. Furthermore, centralized marketing and sales of IEEE conference proceedings is a direct service to IEEE members as well as to nonmembers. Conference organizers who would like to participate in this program must submit the IEEE Conference Publication Form (<http://www.ieee.org/conferences/pubform.xml>).

If you have participated in the Conference Proceeding Program, are you familiar with the new electronic submission requirements for conference proceedings? Are you aware of IEEE policies regarding the preparation of conference proceedings? Do you know how your conference proceedings are included in IEEE Xplore(R)? The new Online Resource Center for Conference Publication Organizers will help you with these and

other issues related to conference proceedings publishing.

Information on this site is organized into three categories, each representing one of the three major constituent groups with which conference organizers interact: authors, production vendors and the IEEE. An FAQ section is also available, as well as contact information if you have any further questions. The site is available at <http://www.ieee.org/confpubcenter/> and can also be accessed via the Conference Organizers page <http://www.ieee.org/conferences/conflink.xml>.

RECRUITING AND RETAINING VOLUNTEERS, PART V

What volunteers need: "A good reason for doing the task." * A task is more likely to be completed and on time when your volunteers know that their contribution is important and that others are counting on them. So let them know the importance of what they are doing and how the job fits into the Section's goals and organization. And be sure to let them know that they were selected because they are the best people for the job!

IEEE best practice: in Region 10, if a member complains about the way the Section is being run, that person is invited to take on a volunteer position. They are informed that someone like them, who is observant and has ideas for improvement, is needed to help the Section.

(*from "Volunteers: How to Get Them, How to Keep Them" by Helen Little; page 37, Panacea Press, Inc. Naperville IL., 1999)

NEW SECTIONS, OLD FRIENDS

Six new IEEE Sections were formed in 2003. In February, in Region 8, two new Sections were formed: the Russia (Northwest) Section, in the St. Petersburg area, and the Russia (Siberia) Section. The original Russia Section continues to serve IEEE members in Moscow and other areas

of Russia. In June, in Region 10, the Tainan Section was formed, joining the Taipei Section on Taiwan. November saw the elevation of the Puebla Subsection to Section status in Region 9 and the addition of the Macau and Sri Lanka Sections in Region 10. Congratulations to the members in these new Sections and kudos to the volunteers whose efforts have made these active IEEE Sections.

Five IEEE Sections (our "old friends") will be celebrating their centennials this year. They are

- Atlanta, 14 Jan 1904
- Baltimore, 16 Dec 1904
- Berkshire, 25 Mar 1904
- San Francisco, 23 Dec 1904
- Seattle, 19 Jan 1904

**IEEE DELHI SECTION MEMBERSHIP
STATISTICS AT A GLANCE**

(as in end-December 2003)
Total: 1942

<u>Grade</u>	<u>Strength</u>
Honorary Member	2
Fellow	2
Life Fellow	1
Senior Member	136
Life Senior Member	9
Member	740
Life Member	2
Student	703
Others (Associate, Affiliate, Pending)	347

<u>Chapter</u>	<u>Strength</u>
CAS004: Circuits & Systems Society – CS023: Control Systems Society	42
C016: Computer Society	219
PE031: Power Engineering Society – IA034: Industry Applications Society	121
COM019: Communications Society	196
EM014: Engineering Management Society	26

<u>Student Branch</u>	<u>Strength</u>
2591901: DCE, Delhi	126
2590001: IIT, New Delhi	46
2534811: NSIT, New Delhi	61
2534861: JMI, New Delhi	88
41511929: Amity, New Delhi	66
41375814: GGSIP University School of Information Technology, Delhi	52
41447849: IG Institute of Technology, Delhi	24
2503861: BITS, Pilani	4
2591103: MBM Engg. College, Jodhpur	0
2518473: Engg. College, Ajmer	7
2531463: MR Engg. College (NIT), Jaipur	20
2510361: REC (NIT), Kurukshetra	0
40336430: SJPMIET, Radaur	0
41427869: CR State College of Engg., Murthal	13
2518443: PEC, Chandigarh	65



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From the desk of ECC

Dear *esteemed colleagues*,

I could not control myself but complement IEEE Student Branch at Delhi College of Engineering along with its Office Bearers and Counsellor for a remarkable growth in membership to the level of almost 200 which is the highest by any standard so far as history of our IEEE Delhi Section is concerned. Earlier too they were the first to achieve century. In the total membership front too we are again over 2000.

After a spurt of technical activities in January, we are having a lull. I invite our esteemed members if you know someone and also you of course, who can deliver lecture in the areas of circuits, control, power, drives, electronics, communication, computer, information technology, instrumentation, project management, etc. covered under the broad disciplines of Electrical and Electronics Engineering, please intimate me. I will be in touch with the person to arrange an evening with him for the delivery of talk on the concerned subject. Though we cannot compensate for his knowledge or effort in disseminating our members, as a matter of respect and regard, a token honorarium of rupees one thousand is provided by the Section. For venue too we encourage holding of the event at different places, such as academic institutions, industries in Delhi and even out of Delhi with Section taking care of refreshments for attendees and taking care of logistics for the lectures. Another thing, speaker need not necessary be an IEEE Member.

Lastly I invite you to register as an IEEE Member at a reduced rate and join our daylong Seminar on "Project Management – Latest Trends" to be held at Gulmohar of India Habitat Center, Lodhi Road, New Delhi on March 19, 2004 (Friday). The seminar is focusing on projects in 3 important sectors, namely, IT, Power and Transportation. For any reason if it is not possible for you to register and attend the seminar for the full-day, please do join in the inaugural session at least at 09-30 A.M. to make it a big show. We'll be waiting for you.

With regards,
Sincerely yours



Dr. S. Mukhopadhyay
New Delhi
March 14, 2004
(e-mail: ieeedelhi@ieee.org)
URL: <http://www.ewh.ieee.org/r10/delhi>)

Calendar of Events

Though for the current month specifically any lecture is yet to be scheduled, members are advised to surf the concerned web-page at <http://www.ewh.ieee.org/r10/delhi/lec.html> for announcement concerning lectures as usual from time to time.

Daylong Seminar *(Repeated)*

March 19, 2004 (Friday): Gulmohar, India Habitat Center, Lodhi road, New Delhi: Seminar on "Project Management – Latest Trends" (organized by IEEE EMS Delhi Chapter, IEEE Delhi Section and few others) (<http://www.ewh.ieee.org/r10/delhi/pmlt.pdf>)

Excerpts from The IEEE LEADERSHIP WIRE

(1 March 2004)

****SUBSCRIPTIONS TO IEEE MEMBER DIGITAL LIBRARY TOTAL OVER 3,300****

The IEEE Member Digital Library ended its first year with 3,335 subscribers in more than 85 countries.

Introduced in January 2003, the IEEE Member Digital Library provides subscribers with full-text online access to up to 25 IEEE articles and papers from IEEE Xplore(R) per month.

For more information, visit <http://www.ieee.org/ieeemdl> or contact Barbara Soifer, IEEE Sales & Marketing, at <mailto:b.soifer@ieee.org>.

****CALL FOR PAPERS WEB PAGES NOW AVAILABLE****

The Call for Papers Web pages are now accessible from the Conference Module portion of the IEEE homepage. The list includes paper submission deadlines, links to conference information and, if available, direct links to the conference's Web site.

For more information, contact IEEE Conference Services at +1 732 562 3878 or <mailto:conference-services@ieee.org>.

****2004 EAB AWARD NOMINATIONS DUE 30 APRIL****

The IEEE Educational Activities Board is accepting nominations of IEEE members for the following annual awards:

*Meritorious Achievement Award in Accreditation Activities

*Meritorious Achievement Award in Continuing Education

*Major Educational Innovation Award

*Pre-College Educator Award

*Meritorious Service Citation

*Employer Professional Development Award

*Section Professional Development Award

The deadline for nominations is 30 April.

For award descriptions, honorarium details, and nomination packets, visit

<http://iee.org/organizations/eab/arc/award/callnominations.htm>.

For more information, contact Rae Toscano, IEEE Educational Activities, at <mailto:r.toscano@iee.org>.

****PROCEEDINGS OF THE IEEE' WINS AWARD FOR BEST SINGLE ISSUE****

The October 2003 issue of the PROCEEDINGS OF THE IEEE has received an honorable mention for the "best single issue of a journal" from the Association of American Publishers' Professional Scholarly Publishing Division (AAP/PSP). The issue covered emerging technologies in the medical imaging field.

The AAP/PSP awards recognize excellence and innovation in professional, scholarly, reference, book, journal and electronic publishing, with awards in more than 40 categories.

For more information, visit <http://www.pspcentral.org/> or contact Jim Calder, Publishing Operations.

****IEEE JOB SITE WINS USER'S CHOICE AWARD****

The IEEE Job Site has received a 2004 Weddle's User's Choice Award.

Weddle's is a research, publishing, consulting and training firm specializing in online employment resources. It received more than 8,000 entry ballots for more than 100 employment Web sites for the competition, which recognizes "the best in

the online recruitment industry" by actual users. The voting was open to anyone throughout 2003; the thirty sites with the most votes received the award.

For more information, visit <http://www.weddles.com>.

****VOLUNTEERS SOUGHT FOR Q&A ACTIVITY****

The organizers of Excellence in Science, Technology and Math Education Week are seeking volunteers to answer questions posed by students, parents and educators during the "Ask a Scientist or Engineer" activity, taking place 15-20 March.

All questions will be asked and answered online; a clearinghouse will distribute the questions to volunteers according to their expertise.

For examples of questions that were asked during last year's program, visit http://nsf.gov/od/lpa/events/ask_sci/. To participate, contact Blythe Bennett at <mailto:blytheb@vrd.org> or Janell Richardson at <mailto:jrichard@nsf.gov>.

****IEEE COMPUTER SOCIETY REDESIGNS WEB SITE FOR 'COMPUTER' MAGAZINE****

COMPUTER magazine has redesigned its Web site. In addition to its new look, the site now offers improved navigation and access to free articles, columns and more. IEEE Computer Society members receive COMPUTER, in print and downloadable form, as part of their membership package. Online visitors can access a limited set of free articles or purchase print back issues or individual article downloads at various prices.

Visit COMPUTER online at <http://www.computer.org/computer/>.

****IN THE NEWS****

29 Jan. -- THE TIMES OF INDIA (<http://timesofindia.indiatimes.com/articleshow/msid-450744,prtpage-1.cms>) described efforts of IEEE Women in Engineering Committee members to teach pre-college students about engineering concepts. The story said WIE sent engineering professors and students to rural villages, with special emphasis on girls' schools, since women in rural areas are the primary consumers of

energy and need to be taught about energy conservation and alternative energy sources.

Excerpts from SCOOP

(February 2004)

PROVIDE INPUT TO SECTIONS CONGRESS 2005 PROGRAM

The Regional Activities Board will present IEEE Sections Congress 2005 in Tampa, Florida, USA, 14-17 October 2005. The theme of the event is "Promoting a World-Class Volunteer Community." As part of the planning process, Program Committee Chair Dave Green has asked that current and recent Section leaders provide feedback on a number of suggested topics.

To that end, please visit

<http://www.surveysolutions.com/ieee/sc2005b.htm> and complete the survey. Your answers will help determine what program sessions would be most valuable to the Section leaders attending Sections Congress. If you have any questions, please contact Dave (d.green@ieee.org) or Tracy Hawkins (t.hawkins@ieee.org).

RECRUITING AND RETAINING VOLUNTEERS, PART VI

What volunteers need: "written instructions*." Written instructions can be helpful for both recruiting volunteers and retaining new volunteers. If you have a simply written job description available when you approach someone to invite him or her to volunteer, he or she may be more likely to agree if they have a clear idea of what they are being asked to do. Without written instructions, an individual may volunteer to do a job, but misunderstand exactly what it is he or she agreed to do and later back down.

What can you do? 1) Have a brief job description of each position that needs to be filled. There are some already written for you on the web at

<http://www.ieee.org/officers> (click on link to "officer job descriptions"). 2) Follow-up verbal commitments with a thank you note that includes a summary of the agreed upon task.

(*from "Volunteers: How to Get Them, How to Keep Them" by Helen Little; page 40, Panacea Press, Inc. Naperville IL., 1999)

For Section Newsletters:

NOMINATE A DESERVING PRE-COLLEGE EDUCATOR FOR AN AWARD

Help recognize current pre-college classroom teachers who have inspired an appreciation and understanding of mathematics, science and technology and the engineering process in students and have encouraged students to pursue technical careers by making a nomination. Candidates must be current pre-college classroom teachers. Nominations are due by 30 April 2004. The award consists of \$1000 US and a brass and walnut plaque. To learn more about this award or to submit an application, go to

<http://www.ieee.org/eab/EABAwards/awardprecollege-2004.htm>.

Excerpts from SCOOP

(March 2004)

SECTIONS HELP SECTIONS!

Does your Section communicate with adjoining Sections? With few exceptions, most IEEE Sections are direct neighbors with other Sections. Some, such as the Broward, Palm Beach and Miami Sections in Florida, partner to hold joint meetings, particularly if the meeting is going to be in a location that is convenient to members of another Section. We'd like to know how many other Sections communicate with their neighbors, or if they do not. We would appreciate it if you would take a few moments to complete a poll on the Section Chapter Volunteer Forum Virtual Community at

https://www.ieeecommunities.org/section-chapter_vol.

If you are not already a member of the Section Chapter Volunteer Forum virtual community, please sign up! In addition to the poll, you can join in a discussion on the topic and find other subjects of interest to Section, Chapter and Affinity Group Chairs.

THE IEEE EXHIBITS MARKET PROGRAM

The IEEE Exhibits Market Program is designed to create a venue to recruit and renew IEEE members, to sell products like books and conference proceedings, and to move towards the IEEE goal of "doing business electronically."

Another aspect of the program, the IEEE Partnering Display Program, is designed to support conferences efforts and member recruitment. Organizers design their own displays and are provided with items such as IEEE brochures, membership applications, flyers, magazines, and Wiley-IEEE Press and/or IEEE Standards books or CDs, if requested.

Individuals who join the IEEE at any of these shows receive a free IEEE Society Membership for that year, as well as a promotional gift. The Exhibits Program also offers a special incentive gift to all volunteers who organize meetings for the Partnering Display Program.

In 2004, the Sales & Marketing Exhibits Program will again attend more than 25 conferences. You can find the Exhibits Program 2004 schedule at: <http://www.ieee.org/services/exhibits/schedule.htm>. For more information, contact Beverly Banks at b.banks@ieee.org.

RECRUITING AND RETAINING VOLUNTEERS, PART VII

What volunteers need: "a reasonable deadline for completing the task*." It is important to set a specific due date, or end date, when assigning a job to a volunteer. This allows the individual to prioritize volunteer work with family and job commitments. It also lets them know that the job will eventually end.

The deadline should be confirmed in writing at the time you confirm the volunteer's commitment (email confirmation is fine). Follow up with the volunteer on progress and let them know they should contact you as soon as possible if they cannot complete the task.

Section "tried and true solution": the IEEE Broward (Florida) Section officers noticed

that many people do not want to volunteer for anything that involves a lengthy time commitment (6 months? 1 year). So the officers decided to try a different approach and have had success in asking people to volunteer to take on short-term duties, for example, planning just one meeting. This allows the Section officers to take care of only administrative tasks and helps avoid burnout for long time volunteers.

(*from "Volunteers: How to Get Them, How to Keep Them" by Helen Little; page 44, Panacea Press, Inc. Naperville IL., 1999)

CALL FOR NOMINATIONS - RAB POSITIONS

The Regional Activities Board (RAB) Nominations and Appointments Committee is currently soliciting recommendations for the following positions in 2005:

- * RAB Chair/VP-RA
- * RAB Treasurer
- * RAB Vice Chair, Member Activities
- * RAB Vice Chair, Region, Section and Chapter Activities
- * RAB Vice Chair, Strategic Planning
- * RAB Vice Chair, Student Activities

The deadline for submitting nominations is 1 May 2004 for 2005 RAB Chair and 15 June 2004 for all other RAB Assembly elected positions.

The individuals elected to these positions will serve on the 2005 Regional Activities Board. RAB is responsible for serving the needs of the members of the IEEE by maintaining, enhancing & supporting the geographical units of the IEEE.

Additionally, the RAB N&A Committee is seeking candidates who are interested in serving on RAB Committees in 2005.

Please visit the RA web page (<http://www.ieee.org/rab/rab>) for additional information on the duties/responsibilities of the positions stated above and the various RAB Committees. Send nominations to the RAB Nominations & Appointments Committee Chair, Maurice Papo, via email to ra-admin@ieee.org.

For Section Newsletters/Web Pages:

NEW UCE/SPAM FILTERING SERVICE

The IEEE Email Alias Service now includes a new optional feature to help IEEE members manage the amount of unsolicited commercial email (UCE), or spam, that they receive. The service is offered free-of-charge to all active IEEE members with an IEEE email alias. Members who elect to take advantage of this new service will have the option of either tagging or completely blocking suspected unsolicited commercial email. Read the description of this service at <https://uce.ieee.org/uce-filtering-service.html>. Signup at <https://uce.ieee.org>.
IEEE STANDARDS INFORMATION NETWORK WEB SITE

The Web site for the IEEE Standards Information Network offers information on the publishing operation's titles as well as the opportunity to sign up for peer reviews and submit book proposals. IEEE Standards Information Network publishes leading-edge guides, handbooks, tutorials, and other materials that enhance the understanding and implementation of standards. Visit online: <http://standards.ieee.org/standardspress/>.

NEW SITE PROVIDES DEFINITIVE INFORMATION ON IEEE ONLINE COLLECTIONS

A new section of the IEEE Web site provides visitors with thorough, definitive information on IEEE online collections and other subscription options to access IEEE online technical documents. The new IEEE Publications Online information site is located at <http://www.ieee.org/onlinepubs>.

This online resource provides comprehensive information on IEEE publications, product features, and subscription options for libraries, members and individuals. The site also helps users understand the multiple subscription options offered by IEEE, and provides pricing details, licensing information, key contacts, support services, training options and other

important details related to IEEE online resources.

IEEE DELHI SECTION MEMBERSHIP STATISTICS AT A GLANCE

(as in end-January 2004)

Total: 2044

<u>Grade</u>	<u>Strength</u>
Honorary Member	2
Fellow	3
Life Fellow	1
Senior Member	137
Life Senior Member	10
Member	758
Life Member	2
Student	786
Others (Associate, Affiliate, Pending)	345

<u>Chapter</u>	<u>Strength</u>
CAS004: Circuits & Systems Society – CS023: Control Systems Society	43
C016: Computer Society	223
PE031: Power Engineering Society – IA034: Industry Applications Society	115
COM019: Communications Society	183
EM014: Engineering Management Society	26

<u>Student Branch</u>	<u>Strength</u>
2591901: DCE, Delhi	197
2590001: IIT, New Delhi	47
2534811: NSIT, New Delhi	62
2534861: JMI, New Delhi	90
41511929: Amity, New Delhi	68
41375814: GGSIP University School of Information Technology, Delhi	56
41447849: IG Institute of Technology, Delhi	24
2503861: BITS, Pilani	4
2591103: MBM Engg. College, Jodhpur	0
2518473: Engg. College, Ajmer	7
2531463: MR Engg. College (NIT), Jaipur	20

2510361: REC (NIT), 0
Kurukshetra
40336430: SJPMIET, Radaur 0
41427869: CR State College of 13
Engg., Murthal
2518443: PEC, Chandigarh 65



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april 2004

From the desk of ECC

Dear *esteemed colleagues*,

We're, as usual in the beginning of a year, down to a low strength of about 1200 active members. This means lot of us have not renewed their membership. I am not updating Section e-mail list so that I continue to reach those who have not renewed too. In this age of rapid stride in technological advancement, to be acquainted, you need to be in touch with the literature being published by professional bodies, like, IEEE through its Societies and will definitely like to take advantage of attending technical and professional activities that are held from time to time right in your place itself. Therefore, there cannot be any other opinion in favor of discontinuation of membership of IEEE. For your information a comparison of membership strength is appearing at the end of the present issue of our e-newsletter. Further, information on technical and professional activities, Daman's column, report from Student Branch at JMI also find place in the same.

With regards,
Sincerely yours

A handwritten signature in blue ink, appearing to be 'S. Mukhopadhyay'.

Dr. S.Mukhopadhyay
New Delhi
April 11, 2004
(e-mail: ieeedelhi@ieee.org)
URL: <http://www.ewh.ieee.org/r10/delhi>)

Calendar of Events

April 02 (Friday): 5-00 P.M. in the Committee Room, EE Dept., IIT Delhi: Talk on 'Algebraic Curves for Image Segmentation via Support Vector Machines' by Dr. Brian Lovell, IRIS Research Group, University of Queensland, Australia.

For further announcements concerning lectures Members are advised to surf the concerned web-page from time to time at <http://www.ewh.ieee.org/r10/delhi/lec.html>.

Update on Important Conferences in Delhi and Region 10

For the **2004 PCI-India Conference** (<http://www.ewh.ieee.org/r10/delhi/pci-india.pdf>), technically sponsored by IAS and to be held at **India Habitat Center, New Delhi, India** on **November 11-12, 2004** 53 abstracts have been accepted in the areas of Industrial power systems design / application, Electrical safety, Standards and regulations, Drives & Power Quality issues with deadline for submission of draft full-paper by **May 15, 2004**. Registration fees (payable by September 15, 2004 through Demand Draft / Banker's Check in favor of "IEEE PES-IAS Delhi Chapter" and sent to Dr. S. Mukhopadhyay, Executive Chairman, 2004 PCI-India Conference, DII - 62 Pandara Road, New Delhi - 110003, INDIA) for different categories are as under:

General from Industry: Rs.3,000; Faculty from Academic Institute: Rs.2,000; Student: Rs.1,000; IEEE Member and / or Author 25% rebate in each category; For five or more registrants from same organization: @ Rs.2,000; Foreign delegate: US\$100 (with Late fee of 20% in all categories).

For the **IEEE Region 10 Conference TENCON 2004** (www.tencon2004.com) on **November 21-24, 2004** at **Chiang Mai, Thailand** the deadline for submission of

paper is April 30. As of April 08, 46 papers have been submitted.

For the **International Conference on Power Systems: "Challenges to Electric Utilities in the New Millennium"** (<http://www.ee.iitb.ac.in/~peps/ICPS2004/>), technically sponsored by PES and to be held in **Kathmandu, Nepal** on **November 3-5, 2004** the last date for submission of the extended summary has been extended to April 14, 2004.

REPORT ON ONE-DAY SEMINAR ON "PROJECT MANGEMENT - LATEST TRENDS" HELD ON MARCH 19, 2004 AT GULMOHAR HALL, INDIA HABITAT CENTER, LODHI ROAD, NEW -DELHI

The Seminar had FIVE SESSIONS

1. Inaugural Session
2. IT Sector – Proj. Mgmt.
3. Transport Sector– Proj. Mgmt.
4. Power Sector– Proj. Mgmt.
5. Closing Session: Panel Discussion

The Program was inaugurated by **Mr. V.N. Manohar**, Former Director-in-charge TATA Consulting Engineers and the Key Address was delivered by **Mrs. Ruchira Jain**, Director, Center for Excellence in Project Management.

In Session I – IT Sector
Eminent speakers include **Mr. S. Ramakrishna** Executive Director, C-DAC and **Mr. V.S.R. Krishnaiah**, Senior Technical Director National Informatic Centre, Govt. of India, New Delhi. Former gave presentation on various aspects of IT Project Management while latter presented Paper on "Managing Large Government Software Project – Lesson Learned".

In Session II – Transport Sector
Speaker was **Mr. Satish Kumar**, Director (Rolling Stock. Signaling & Communication) Delhi Metro Rail Corp. He presented Paper on Delhi Metro Project - A Case Study on "Project Management Technique".

In Session III - Power Sector

Mr. H.C. Mittal, General Manager (Project Support Services), National Thermal Power Corporation Limited, A Govt. of India undertaking and one of the leading power utilities in the world, presented paper on "Project Management in Power Sector".

The paper on the topic "Project Management in Power/Industry" was by **Mr. M.K.Pathak** Group GM and **Mr. V.B. Gupta**, General Manager, Bharat Heavy Electricals Ltd., one of the leading manufacturers of Power Plant Equipment in the world.

The total number of participants for the daylong seminar was 94 (including 20 IEEE Members and 5 Students).

The salient points emerged out during the presentation; deliberations and panel discussions are as follows:

1. Project Management was considered very important requirement for today's scenario and to have proper management structure for managing a Project of capital intensive and long gestation period. Project Management is therefore one of the essential factors. It was reported that many of the infrastructure projects have cost over-run of about 24% and even it is of the order of 78% in some cases.
2. The cost over-run and time over-run has resulted into overall upward cost towards end result for increase in the operation cost and revenue cost of consumers / customers. The improvement on some of the infrastructure project has shown excellent results and particularly in Central Utility NTPC-power projects, Metro Railway etc. The successful implementation may be documented and made available to others who are also

- having a similar project implementation.
3. Most of the concerned factor noted were "Decision Making Process" and "Computerized Information System" which may enable better and faster implementation of the project.
 4. The techniques like of IT enabled and knowledge based sharing experience, team spirit in the project implementation gets new additions of value and mindset. Creating project mind set and knowledge based are the new emerging techniques of the project management. The balance approach in national and international markets is need for the successful implementation and bench marking.
 5. The IT sector has grown enormously fast in all directions i.e. skill, resources and technology and has made impact on each and every field. IT has now entered all the working in project environment. Each and ever individual has to participate.
 6. The main issues to be resolved on more fundamental problems and systems such as LAN, WAN which demand on very high level of performance.
 7. The Project Management has a basis of capital. The present need to satisfy the following some requirements such as innovative thinking, research on new methods and aligning goal for results, increased complexity of business.
 8. The 7 habits of effective project management were also presented namely

- Be productive
- Forecast completion
- Prioritize critical path
- Collaborate
- Communicate often
- Be accountable
- Continuous improvement

Based on the Donald's review, IEEE software projects, some of the findings are as follows:

- 82% of those surveyed believe software organizations are not organized.
- 60% say software organization do not delivery what they promise
- The brief history of IT, which began in the 60s with specialized IT staff and has now grown to the Business Integration Era, the challenges faced by most of the large IT enterprises are :

Volatile requirements
 Unrealistic schedules and budgets
 Poor planning
 Lack of focus on quality etc.

- These can be countered by proper planning, which involves:

Quality planning
 Validation planning
 Configuration management planning
 Maintenance planning
 Staff development planning

- Identification of project milestone is necessary and information strategy planning is needed.

9. In the discussion on implementation of ERP – Computer software, following experiences / views were expressed.

- There should not be parallel system in adopting ERP package.
- When it is to be implemented proper study, planning and full training to

each and every individual is necessary.

- When ERP adopted in a newly formed organization when systems and working is not fully established, it is easier and faster to implement ERP.
 - In old established organization where systems are stabilized ERP should be implemented carefully and in phase manner, department-wise then to be integrated.
10. The excellent results are seen when proper setting of pre-qualification for tendering, no external interface permitted, sound team spirit and wok culture, committee workforce are deployed for project implementation.
11. It is also recommended by large number of participants and speakers that for value addition / cost and time reduction – faster implementation project an incentive scheme need to be built up in the contracts on the contrary to LD for delay etc.

Daman's column

I happened to read this story recently in a book called '**Chicken Soup for the Soul at Work**', and was so impressed with the deep meaning that it carries that I thought of sharing it with a changed title. The best thing about the lessons that it teaches us is that they are equally applicable in our family life as well as our professional life.

Almost every sentence of this short story is a golden piece and I could have reproduced the whole story in **bold fonts** – I am sure you will agree with me by the time you finish with it.

Great Management Lesson !

Have you ever wondered how the whale trainers at Sea World get the 10000 kg

whale to jump 22 feet out of the water and perform tricks? They get that whale to go over a rope farther out of the water than most of us can imagine. This is a great challenge – as great as the ones you and I face as parents, coaches or **managers**.

Can you imagine the typical managerial approach to this situation? The **first thing** we would do would be to get that rope **right up there at 22 feet - no sense celebrating shortcomings**. We call that **goal-setting, or strategic planning**. With the **goal clearly defined**, we now have to figure out a way to **motivate the whale**. So we take a bucket of fish and put it right above that 22 foot rope - **don't pay the whale unless it performs**. Then we have to **give directions**. We lean over from our nice high and dry perch and say, "jump, whale!"

And the whale stays right where it is.

So how do the trainers at Sea World do it? Their number one priority is to **reinforce the behavior that they want repeated** – in this case, to get the whale to go over the rope. They **influence the environment every way** they can so that it supports the **principle of making sure that the whale can't fail**. They start with the **rope below the surface of the water**, in a position where the whale **can't help but do what's expected of it**. Every time the **whale goes over the rope, it gets positive reinforcement**. It gets fed fish, patted, played with, and most important, it gets that reinforcement.

But what happens when the **whale goes under the rope**? Nothing – **no electric shocks, no constructive criticism, no developmental feedback and no warnings in the personnel file**. Whales are taught that their negative behavior will not be acknowledged.

Positive reinforcement is the cornerstone of that simple principle that produces such spectacular results. **And as the whale begins to go over the rope more often than under, the trainers begin to raise**

the rope. It must be **raised slowly enough so that the whale doesn't starve either physically or emotionally.**

The simple lesson to be learned from the whale trainers is to **over-celebrate.** Make a big deal out of the good and little stuff that we want consistently. Secondly, **under-criticize.** People know when they screw up. What they need is help. If **we under-criticize, punish and discipline less than is expected, people will not forget the event and usually will not repeat it.**

In my opinion, most successful businesses today are doing things right more than 95% of the time. Yet what do we spend the majority of our time giving feedback on? That's right - the **2, 3, 4, may be even the 5% of things that we don't want repeated and didn't want to happen in the first place.**

We need to setup the circumstances so that people can't fail. Over-celebrate, under-criticize... and know how far to raise the rope.

If I had to sum up, I would like to use Tom Peters' words:

"Celebrate what you want to see more of"

Any takers?

Daman Dev Sood, TCS Chicago

Ms. Aranika Mahajan reports from Jamia Millia Islamia Student Branch:

IEEE DAY

The IEEE DAY "*CARPEDIUM*" held on 27th March '04 in JMI student branch truly stood upto its name which means 'seize the day and enjoy' as the day was filled with fun activities and enthralling events that energized the day and made the show a huge success. Organized for the first time by the student branch, this day was an exclusive show for the IEEE members to help them interact amongst themselves as there were team building activities with each

team comprising of students from different years and branches, and also to facilitate the students with certificates who helped in making our annual tech fest "Encomium" successful. The new Exe comm. was also introduced to the members on this day. The day ended on a sentimental note with a farewell to our outgoing seniors. The overwhelming response and active participation from more than 60 members has encouraged us to keep this trend of IEEE going.

INDUSTRIAL TRIP

The IEEE student chapter JMI had organised an industrial trip on the 20th March 04, a trip to NTPC Faridabad in the first half of the day with a visit to Badkal Lake in the second half. The student member under the supervision of member teachers preceeded from JMI to NTPC. At NTPC they were first briefed on the working of a gas plant in general and NTPC Faridabad in particular. They were then given a guided tour of the plant followed by a lunch in the NTPC canteen. The students then moved to Badkal Lake where boating and camel ride soon became a favourite and occupied most of there time. After a brief stay of two hours the students returned to JMI having experienced the glee of science and nature in one trip.



Excerpts from The IEEE LEADERSHIP WIRE

(2 April 2004)

****IEEE BYLAWS, POLICIES UPDATED ONLINE****

The IEEE Bylaws and Policies have been updated on the IEEE Web site. Included are revisions approved by the IEEE Board of Directors at its meeting in February. The Bylaws and Policies are located at <http://www.ieee.org/about/whatis/bylaws> and <http://www.ieee.org/about/whatis/policies>, respectively.

****IEEE MEMBER DIGITAL LIBRARY SHORTENS COMMITMENT TIME****

The required commitment time for IEEE Member Digital Library subscribers has been reduced from 12 to six months, effective 1 April. This is a result of research conducted last year.

Commitment times will be automatically reduced for current subscribers.

The IEEE Member Digital Library offers up to 25 full-text articles per month from online IEEE periodicals and conference proceedings, dating back to 1950 for select titles. Subscriptions cost US\$35 a month.

Introduced in January 2003, the IEEE Member Digital Library ended its first year with 3,335 subscribers in more than 85 countries.

For more information, visit <http://www.ieee.org/ieeedml>.

****IEEE EXHIBITS PROGRAM HELPS RECRUIT MORE THAN 1,000 MEMBERS****

The IEEE Exhibits Program hosted exhibit booths at more than 25 IEEE society conferences and managed or sponsored more than 30 Partnering Display meetings last year. In the process, the program exceeded its revenue goals and helped recruit more than 1,000 new IEEE members.

As part of the Exhibits Program, IEEE staff help recruit and renew IEEE memberships and sell products such as books and conference proceedings at IEEE events worldwide. Through the IEEE Partnering Display Program, organizers design their own displays but are provided with IEEE brochures, membership applications, flyers, magazines, and Wiley-IEEE Press, IEEE Standards books or CDs upon request.

This year, the IEEE will again attend more than 25 conferences. For a schedule, visit

<http://www.ieee.org/services/exhibits/schedule.htm>. For more information, contact Beverly Banks, IEEE Sales & Marketing, at <mailto:b.banks@ieee.org>.

****IEEE FOUNDATION AWARDS TWO NEW GRANTS****

At its March Board of Directors Meeting, the IEEE Foundation authorized two new grants. One will focus on the exchange and dissemination of technical information among electrical engineering students in Europe. The second grant will support the effort to use the papers of Thomas Edison to create an interdisciplinary pre kindergarten through 12th-grade curriculum.

For a full list of the grants awarded to date this year, visit <http://www.ieee.org/organizations/foundation/html/2004grants.html>.

IEEE DELHI SECTION MEMBERSHIP STATISTICS AT A GLANCE

(as in end-February/January 2004)

Total: **1205/2044**

<u>Grade</u>	<u>Strength</u>
Honorary Member	1/2
Fellow	3/3
Life Fellow	1/1
Senior Member	125/137
Life Senior Member	10/10
Member	417/758
Life Member	2/2
Student	517/786
Others (Associate, Affiliate, Pending)	129/345
<u>Chapter</u>	<u>Strength</u>
CAS004: Circuits & Systems Society – CS023: Control Systems Society	27/43
C016: Computer Society	147/223
PE031: Power Engineering Society – IA034: Industry Applications Society	71/115

COM019: Communications Society **82/183**
 EM014: Engineering Management Society **16/26**

<u>Student Branch</u>	<u>Strength</u>
2591901: DCE, Delhi	77/197
2590001: IIT, New Delhi	23/47
2534811: NSIT, New Delhi	47/62
2534861: JMI, New Delhi	63/90
41511929: Amity, New Delhi	44/68
41375814: GGSIP University School of Information Technology, Delhi	59/56
41447849: IG Institute of Technology, Delhi	19/24
2503861: BITS, Pilani	0/4
2591103: MBM Engg. College, Jodhpur	1/0
2518473: Engg. College, Ajmer	3/7
2531463: MR Engg. College (NIT), Jaipur	19/20
2510361: REC (NIT), Kurukshetra	1/0
40336430: SJPMLIET, Radaur	0/0
41427869: CR State College of Engg., Murthal	2/13
2518443: PEC, Chandigarh	77/65



ieeedelhinews
vol 04 no 05
may 2004

From the desk of ECC

Dear *esteemed colleagues*,

Yet another issue with our Section completing 28 years of its existence and IEEE 120 years on May 13. In order to celebrate the same our CAS-CS Chapter has taken the lead to arrange an almost daylong seminar with a talk on 'The Art of Analog

Electronics' by renowned expert Dr. Robert Pease of National Semiconductor Corporation, USA. For further details concerning this lecture and the others to follow, Members are advised to surf the concerned web-page from time to time at <http://www.ewh.ieee.org/r10/delhi/lec.html>. With partial corporate support for the program, we are making arrangement for lunch. In order to avoid needless wastage, we would appreciate if you could kindly confirm whether you will stay for LUNCH, by e-mail to rakeshkumar21@hotmail.com OR by FAX to 26581264.

In this issue of e-newsletter please look at the Message on Advancement to Corporate Grades of IEEE from MD STDCOM Chair and avail benefits that are possible. We are again making up loss of membership by renewing membership. But it's still not enough. I appeal to one and all of those who haven't renewed, to do it without any further loss of time. I hope next time we'll be in a position to come with strength more than 2000 with the initiative taken by the Section.

Our Section Chair attended the Region 10 Meeting at Adelaide and made presentation on the role of industry in IEEE so that society ultimately gets the benefit of what academicians think today is implemented by the practicing engineers of industry tomorrow for the benefit of mankind.

No more today, as it is already quite large with Daman's column and excerpts from Leadership Wire and SCOOP.

With regards,
 Sincerely yours

Dr. S. Mukhopadhyay
 New Delhi
 May 04, 2004 (*Tuesday*)
 (e-mail: ieeedelhi@ieee.org)
 URL: <http://www.ewh.ieee.org/r10/delhi>)

Calendar of Events

May 13 (Thursday): 9-15 A.M. to 2-00 P.M. in the Lecture Hall (Basement), India International Center, New Delhi: Talk on 'The Art of Analog Electronics' by Dr. Robert Pease, National Semiconductor Corporation, USA.

Message on Advancement to Corporate Grades of IEEE from MD STDCOM Chair

[Dr Ram Nath, email: ramnath@ieee.org,
Ph 011 26894440 (R)]

Congratulations on Elevation as Senior Member

IEEE Delhi Section congratulates its following members on their elevation as Senior Member during the month of April.

1. Mr Naresh K. Chugh
2. Mr Sukumar Mishra
3. Mr Ashish Verma

The A&A Committee holds panel meetings about 8 times a year to review applications for IEEE Senior Member Grade. The last meeting of Admission & Advancement (A&A) Committee was held on April 3, 2004 at Arlington, VA. The next two meeting of A&A Committee are scheduled on May 15 and June 19 at Singapore and Kansas respectively. All the members of Delhi Section who fulfill following qualifying requirements are eligible to be elevated as Senior Member

IEEE Bylaw I-105.3 sets forth the criteria for elevation to Senior Member Grade, as follows:

"... a candidate shall be an engineer, scientist, educator, technical executive or originator in IEEE-designated fields. The candidate shall have been in professional practice for at least ten years and shall have shown significant performance over a period of at least five of those years."

While counting the Ten years of professional experience, your educational experience is also credited toward that time as follows:

- 3 years for a baccalaureate degree in an IEEE-designated field
- 4 years if you hold a baccalaureate and masters degree
- 5 years if you hold a doctorate

Please further note the meaning of 5 years of significant performance as below:

Five years of significant performance: Many prospective applicants make the mistake of assuming that "significant performance" requires special awards, patents or other extremely sophisticated technical accomplishments; such is not the case. Substantial job responsibilities such as team leader, task supervisor, engineer in charge of a program or project, engineer or scientist performing research with some measure of success (papers), or faculty developing and teaching courses with research and publications, all are indications of significant performance well as the following:

- a. Substantial engineering, responsibility or achievement
- b. Publication of engineering or scientific papers, books or inventions
- c. Technical direction or management of important scientific or engineering work with evidence of accomplishment
- d. Recognized contributions to the welfare of the scientific or engineering profession
- e. Development or furtherance of important scientific or engineering courses in a program on the "IEEE Reference List of Educational Programs"
- f. Contributions equivalent to those of (a) to (e) above in areas such as

technical editing, patent prosecution or patent law, provided these contributions serve to advance progress substantially in IEEE-designated fields.

Please note the following benefits of becoming a IEEE Senior Member

Benefits of IEEE Senior Membership

- The professional recognition of your peers for technical and professional excellence.
- An attractive fine wood and bronze engraved Senior Member plaque to proudly display.
- Up to \$25.00 gift certificate toward one new Society membership.
- A letter of commendation to your employer on the achievement of Senior member grade (upon the request of the newly elected Senior Member.)
- Announcement of elevation in Section/Society and/or local newsletters, newspapers and notices.
- Eligibility to hold executive IEEE volunteer positions.
- Can serve as Reference for Senior Member applicants.
- Invited to be on the panel to review Senior Member applications.

All the members of IEEE Delhi Section who are eligible to be elevated as Senior Member are requested to contact Membership Development Chair along with their Resume, Membership No. Please note that your resume should positively highlight the 5 years of significant performance, so that Senior Members are preparing your references can bring forth those performances.

APPEAL TO ASSOCIATE MEMBERS FOR ELEVATION AS MEMBER

In the IEEE membership grading process, an applicant's educational background is reviewed against the IEEE Recognized Educational Program (REP) List of schools and academic programs to determine membership grade. A membership grade is automatically assigned to an applicant graduated from a school with a degree that is on the list. If this criterion is not met, applicant is normally assigned an Associate Grade.

The process is not foolproof. Keeping REP List completely up-to-date in an environment that spans the entire globe is, to say the least, a challenge. As such, applicants who meet the established criteria for Member grade may still be assigned a grade of Associate member. In recognition of these difficulties, a decision has been taken at the 14 June 1999 meeting of the IEEE Board of Directors and the reference requirement for applications for elevation from Associate to Member grade has been eliminated. Associate Members can now directly apply for Elevation as Member. We appeal to all Associate Members of IEEE Delhi Section to apply for elevation and they should hold the highest grade for which they are qualified. The qualifying requirements are given below:

Criteria for transferring from Associate to Member Grade

IEEE Bylaws I-105.4 and 5 set forth the qualifications for the Associate grade and the criteria for transfer from Associate to the Member grade, as follows:

The grade of Associate is designed for technical and non-technical applicants who do not presently meet the qualifications for Member grade, but who would benefit through membership and participation in the IEEE, and for those who are progressing, through continuing education and work experience, towards the qualifications for Member grade.

To transfer to the Member grade,...a candidate...must be...regularly employed in IEEE-designated fields with a combination of education and work experience for at least six years and has demonstrated competence in work of a professional character.

Please further note that the Admission & Advancement Committee evaluating your application will count the years you have been in professional practice. Your educational experience is credited toward that time as follows: three years for a baccalaureate degree in an IEEE-designated field; four years if you hold a baccalaureate and masters degree; and five years if you hold a doctorate.

Associate Members shall visit following link for further details and Application form for Elevation:
<http://www.ieee.org/organizations/rab/md/memelv.htm>

For any further clarifications on this issue, members are requested to contact the Membership Development Chair at ramnath@ieee.org.

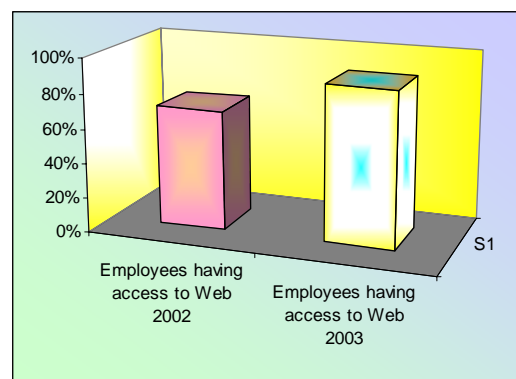
Employees Internet Abuse – On Rise But Who Is To Be Blamed?

Around one in five of all UK companies suffered from their employees abusing use of the Internet last year, with nearly two-thirds of large businesses affected, according to new research.

According to initial findings from the 2004 Department of Trade and Industry's biennial Information Security Breaches Survey, conducted by a consortium led by PricewaterhouseCoopers, companies that experienced Internet abuse had an average of one incident a week. The two biggest causes were excessive personal emails and access to inappropriate websites.

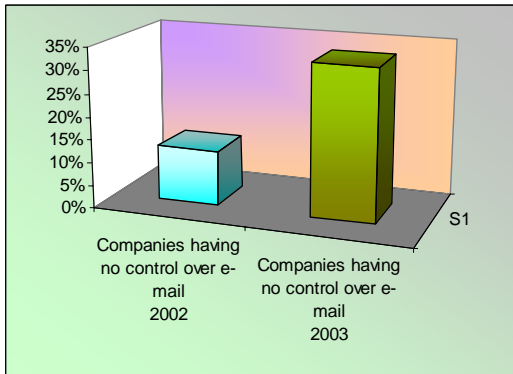
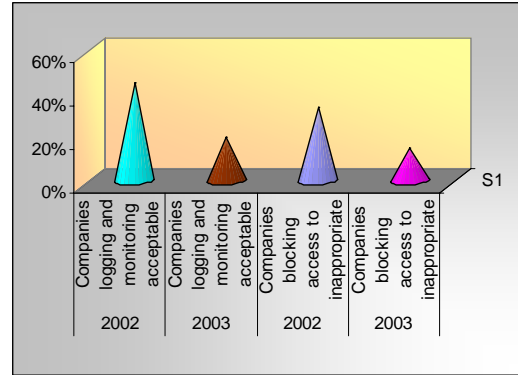
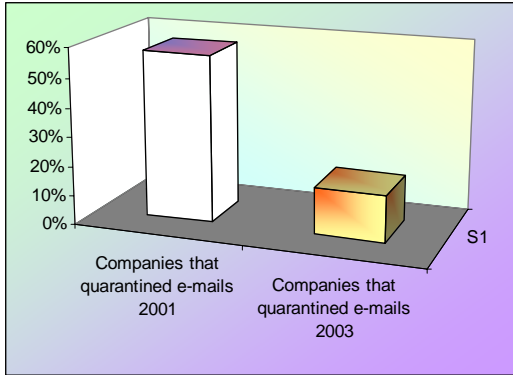
Key findings from the survey of some 1,000 companies include: Employees have access to the web in 89% of UK businesses (98% in large companies), up from 69% in 2002 when the survey was last carried out; the equivalent figures for access to Internet

email are slightly higher; Overall, nearly two-thirds of larger companies, and one in five of all businesses, reported staff misusing company systems, citing excessive web browsing, email misuse, unauthorised access to systems and legal infringements; 8% of businesses said their worst security incident of the year involved Internet misuse and roughly one in five of those had a serious impact; The main impact of the incidents was disruption to the business during investigation, typically lasting up to a week and involving one to three man-days to sort out.

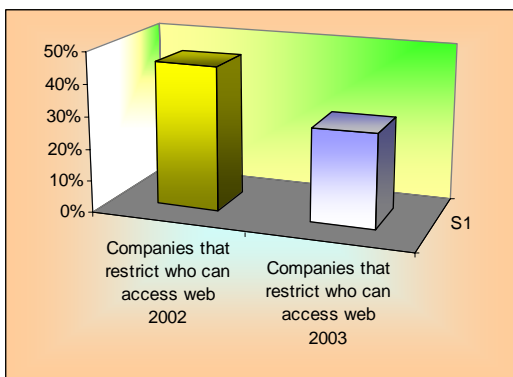


While incidents are clearly rising, there has not been a corresponding increase in the levels of control companies apply to prevent such problems. In particular, small and medium-sized enterprises that have recently granted their staff with access tend not to have implemented any controls over that access.

In addition, whereas two years ago, 57% of companies blocked or quarantined emails, this has fallen to just 16%; indeed, nearly a third of companies now have no controls at all over email, compared to 12% in 2002. Equally, the number of companies that restrict who can access the web has dropped to 29% from 45%, logging and monitoring acceptable sites to 20% from 45% and blocking access to inappropriate sites to 15% from 34%; Nearly a third of all companies (although just 4% of large businesses) now have no controls in place at all.



Companies logging and monitoring Internet access reported a higher number of incidents of misuse, implying that organisations without such controls are letting incidents go undetected. With hindsight, companies that had suffered an incident of misuse rated better staff training followed by improved policies and additional technical defences as the main controls that could have prevented it from happening.



Chris Potter, the PricewaterhouseCoopers partner leading the survey, said: "As more businesses provide their staff with access to the Internet, the number of incidents of staff abusing that access is rising. It seems unwise to wait until a major breach before putting effective controls and plans in place. Unfortunately, many businesses, particularly SMEs, are doing exactly that. Our survey shows that only one in three companies that suffered an incident involving Internet abuse already had a contingency plan in place to deal with it. Where such plans did exist, however, most proved very effective at handling the problem."

Johanna Severinsson, marketing director EMEA, Websense, added: "Every Internet connected desktop is effectively a whole personal entertainment system just waiting to be used. Providing open Internet access is both a distraction for employees and can result in serious security implications for companies. Inadvertent employee Internet activity is often the major cause of corporate security lapses through exposure to peer-to-peer file sharing, spyware and malicious mobile code, as employees are often unaware of the grave consequences of their innocent surfing habits. Every company with Internet access has a responsibility to ensure it is managed in order to protect both their shareholder value and their employees. Companies that choose not to put in place technology to enforce their Internet policy are not only failing to protect themselves, but also their employees, from the hidden dangers of the Internet."

(based on George Malim's article in Internet World).

In my opinion: Employers need to have easier, simple policies but when it comes to e-mail and internet access – they need to be cautious too. The e-mail and internet access policies must be the strictest possible and implemented in true sense i.e. there should be no relaxation in case abuse is established.

Daman Dev Sood
Consultant,
Tata Consultancy Services, Chicago

(The views expressed are the author's own, and do not represent his employer in any way)

Excerpts from The IEEE LEADERSHIP WIRE

(3 May 2004)

****MARCH MEMBERSHIP HIGHLIGHTS****

IEEE membership totaled 315,095 in March. This is a 2.2 percent increase from March 2003.

For the complete Membership Development Report, visit <http://www.ieee.org/organizations/rab/md/mdprogprt.html>.

****IEEE XPLORE(R) RELEASE 1.7 GOES LIVE****

On 29 April, the IEEE launched IEEE Xplore(R) Release 1.7. New features include:

- * a full-text search prototype that enables the search of metadata fields and the associated full-text journal/transaction content from 1996 forward. This currently represents more than 10 percent of the content in the database. The remaining content will be included in the full-text search function by the end of the year.

- *new reference links in more than 20 IEEE Computer Society journals, transactions and magazines. About 7,500 "Abstract Plus" records have been updated to include these linked references, enabling users to link to other content in IEEE Xplore and to external publisher sites via CrossRef. With this addition, reference linking is now available within most IEEE periodicals dating back to 1995 or 1996.

For more information, visit <http://ieeexplore.ieee.org/xpl/ReleaseNotes.jsp>.

****VOLUNTEER RESOURCES AVAILABLE ON IEEE WEB SITE****

A comprehensive listing of available online resources for IEEE volunteers is accessible from the left navigation bar of the IEEE home page. The URL for the page is <http://www.ieee.org/organizations/vols/>.

****IEEE IDENTITY STANDARDS UPDATED TO ANSWER COMMON QUESTIONS****

The April release of the IEEE Identity Standards is now available at <http://www.ieee.org/identitystandards>. The updates provide the answers to several common questions, including:

- *The correct use of the IEEE Master Brand with the full name of IEEE publications, products, services, events, activities, staff departments and functional areas.

- *The correct use of the letters I-E-E-E and the full name of the organization.

- *The definition and use of the IEEE logo.

- *The definition and size of the Master Brand.

- *The minimum amount of space required around the Master Brand.

- *The prominence of the Master Brand.

- *The correct use of the Master Brand with other logos.

For more information on the use of the IEEE Master Brand, contact the Intellectual Property Rights office at <mailto:copyrights@ieee.org> or Corporate Strategy and Communications at <mailto:corporate-communications@ieee.org>.

****IEEE SPECTRUM WINS FOUR NEW AWARDS****

IEEE SPECTRUM has won three awards in the 2004 Society of National Association Publications (SNAP) Excel Awards Competition, and one in the Society of Publication Designers (SPD) 39th Annual Competition.

Here are the details:

- *The March 2003 article "The Irresistible Transistor" won the Gold SNAP Award in the

"Magazines -- Feature Article (Circulation 100,001 and over)" category.

*"Intelligence and Terrorism" from April 2003 won the Gold SNAP Award in the "Magazines -- Single Topic Issue (Circulation 100,001 and over)" category.

*The 2004 IEEE SPECTRUM Media Kit won the Bronze SNAP Award in the "Media Kits" category.

*The May 2003 article "Copyright Wars" won the SPD Merit Award in the "Illustration Spread/Single Page" category.

IN THE NEWS

1 April -- NEW KERALA (India) (<http://www.newkerala.com/>) highlighted developments in electronic nose technology recently published in "IEEE Transactions on Consumer Electronics." The story said the authors of the paper designed a device that can recognize odors of ten different smell groupings. Smell detectors are currently used in applications to detect odors that are unpleasant or that could make humans ill.

Similar stories on the research were also published in WEBINDIA123.COM, INNOVATIONS REPORT (Germany), and EUREKALERT.

Excerpts from SCOOP

(April 2004)

FUNDING FOR GEOGRAPHIC UNIT ACTIVITIES

The Regional Activities Board (RAB) serves the needs of the IEEE members by maintaining, enhancing, and supporting the geographical organizational units of the IEEE.

To facilitate this goal, RAB provides funding for geographic units. In accordance to IEEE Bylaws, 12% of member dues are allocated to Regions, Sections, Chapters, Affinity Groups and Student Branches. In 2004, \$3,244.4k USD will be distributed directly to the geographic units. This is an increase of \$527k USD from 2003. All geographic units receive the funds provided that they meet the minimum reporting requirements that have been established by RAB. Additional information on these

reporting requirements is available in Section 9 of the RAB Operations Manual. <http://www.ieee.org/organizations/rab/rab/RABOpsMan/OpMan-index.html>.

Additionally, Sections, Subsections, Chapters and Affinity Groups can refer to the Section Rebate Schedule

http://www.ieee.org/organizations/rab/scs/Required_Reporting/rebateschedule.html.

YOUR SECTION'S RESERVES

Putting money into savings is commendable, but how much should your Section keep in reserve and how much should be spent on Section operations? This question has been asked more frequently as many Sections have significantly lowered mailing costs by using the IEEE eNotice service for emailing newsletters and announcements,

<http://www.ieee.org/enotice>.

The RAB Operations Manual, 9.4.I.11, says: "Sections may establish a reserve fund at least equal to one half of the total budgeted yearly expenditures." But how much is too much? Unit reserves should be adequate, but not excessive. As a general guideline, a reserve greater than three times the annual rebate, after known commitments and unusual requirements are deducted, would be considered excessive. To stay within this guideline, steps should be taken to increase the level of Section activity to avoid accumulation of disproportionately large reserves. Questions can be sent to sec-chap-support@ieee.org.

PAYING FOR IEEE RECOGNITION PRODUCTS

IEEE sells officer recognition and Section products at

<http://www.ieee.org/scsproducts>. The products include banners, certificates, lapel pins and plaques. If you are planning to place an order, you should know that you can pay through your concentration bank account without having to send a check (or through the custody accounts for those Sections in Regions 8-10 that have one). Simply indicate that you would like to make the payment this way and staff will do the deduction internally. If your Section

does not have a concentration bank account or Custody account, you have the option to deduct payment from the rebate.

Your Unit's Chair and/or Treasurer must approve orders. Subunits (Chapters, Affinity Groups, Subsections) may also pay through their concentration bank accounts with the approval of the Chapter Chair and/or Treasurer.

REBATE NEWS

Thank you to the Sections that have submitted the annual required reports by the Rebate bonus deadline of 20 February. The reports are being reviewed and rebates will be issued this month to all those whose reports are approved. Those that have submitted reports to which there are outstanding questions, you will be contacted for more information. Your Section's required annual reports of 2003 activity not yet submitted? The final deadline is 30 June 2004, after which the rebate will be forfeited.

If you have questions about the reports or your rebate, please contact Peggy Kovacs at sec-rebate@ieee.org.

INSURANCE COVERAGE FOR IEEE GEOGRAPHIC UNITS

IEEE maintains insurance at limits deemed appropriate by the IEEE Insurance Committee for IEEE's current business activities, including coverage for Sections, Regions, Societies, Technical Councils, Chapters, Student Branches, and Sponsored and Co-Sponsored Conferences.

There is no requirement for Volunteers to notify IEEE regarding location and date of meetings in order for the liability/property coverage to be in effect. If a host venue for your Unit meeting has specific insurance requirements, or has requested that IEEE furnish proof of insurance (i.e. Certificate of Insurance), then you should contact the IEEE Insurance Office at ieeeinsurance@ieee.org or call + 1-732-562-5541. Certificate requests require the following information: venue/host address,

contact name and information, and any specific insurance requirements.

In the event that a loss (i.e. theft or damage to property) or incident occurs at an IEEE sponsored activity that may lead to a liability suit, it should be reported immediately to the IEEE Insurance Office. For a detailed insurance summary, including dollar amounts, go to <http://www.ieee.org/organizations/rab/scs/Resources/insurance.htm>.

HELPFUL WEB PAGE FOR UNIT TREASURERS

<http://www.ieee.org/organizations/rab/scs/Resources/financial.htm> - this web page has a list of links to financial resources and information pertinent to Geographic Units (Sections, Subsections, Councils, Chapters, and Affinity Groups). There are links for everything from guidelines for bank accounts to an Investment Operations Manual to information about Unit rebates. There are also downloadable presentations for Treasurer Training and Financial Management.

IEEE GOLD PRESENTATION ON CD SENT TO SECTIONS

The GOLD Committee has produced a CD that helps to explain the many benefits of IEEE membership, the available services and products, and rewards of volunteering. The CD is directed at students, particularly those about to graduate, and it contains a Power Point presentation with embedded video clips of GOLD members discussing their experiences with IEEE. Blank slides are included so the presentation can be customized for use by local Sections, Chapters, Affinity Groups, or Student Branches.

The CDs are being distributed by mail to all IEEE Section Chairs, Student Branch Chairs & Counselors, GOLD Affinity Group Chairs, and Society & Region Membership Development Chairs. For additional information contact Cathy Dower at c.downer@ieee.org.

TELL US ABOUT YOUR SECTION'S PRE-COLLEGE ACTIVITIES!

The IEEE Educational Activities Department is collecting information on pre-college educational activities taking place throughout all IEEE Organizational Units and Societies. The information that you provide will be housed in a searchable database that IEEE volunteers and staff will be able to access through the IEEE Pre-college Educational Activities web page. Through this database, we will be able to share the good work we do with pre-college education teachers and students throughout the world. Your responses are very important to the success of this project.

The data collection website can be found at <http://iee.ahinc.com>. If you have any questions or need additional information, please contact Doug Gorham, d.g.Gorham@iee.org.

IEEE DELHI SECTION MEMBERSHIP STATISTICS AT A GLANCE
(as in end-March 2004)

Total: **1354**

<u>Grade</u>	<u>Strength</u>
Honorary Member	1
Fellow	3
Life Fellow	1
Senior Member	130
Life Senior Member	10
Member	481
Life Member	2
Student	539
Others (Associate, Affiliate, Pending)	187

<u>Chapter</u>	<u>Strength</u>
CAS004: Circuits & Systems Society – CS023: Control Systems Society	31
C016: Computer Society	159
PE031: Power Engineering Society – IA034: Industry Applications Society	79
COM019: Communications Society	170

EM014: Engineering Management Society 17

<u>Student Branch</u>	<u>Strength</u>
2591901: DCE, Delhi	79
2590001: IIT, New Delhi	26
2534811: NSIT, New Delhi	47
2534861: JMI, New Delhi	63
41511929: Amity, New Delhi	44
41375814: GGSIP University School of Information Technology, Delhi	59
41447849: IG Institute of Technology, Delhi	15
2503861: BITS, Pilani	1
2591103: MBM Engg. College, Jodhpur	0
2518473: Engg. College, Ajmer	3
2531463: MR Engg. College (NIT), Jaipur	19
2510361: REC (NIT), Kurukshetra	3
40336430: SJPMLIET, Radaur	0
41427869: CR State College of Engg., Murthal	2
2518443: PEC, Chandigarh	77



ieeedelhinews
vol 04 no 06
june 2004

From the desk of ECC

Dear *esteemed colleagues*,

Already much late; so no more talk. Let us come to business with the insertions on different issues in the following part of the e-newsletter.

With regards,
Sincerely yours

Dr. S. Mukhopadhyay
New Delhi
June 23, 2004 (*Wednesday*)
(e-mail: ieeedelhi@ieee.org)
URL: <http://www.ewh.ieee.org/r10/delhi>)

Calendar of Events

July 09, 2004 (Friday): 6-15 P.M. Committee Room, EE Dept., IIT, New Delhi: Talk on 'Shaping India of our Dreams' by Mr. K. C. Agrawal, Consultant, Noida (UP)

IEEE Life Member Swaranjit (Jit) Singh is no more

Our Delhi Section Life Member Mr. Swaranjit Singh left for heavenly abode in the morning of June 18, 2004 (Friday). On behalf of the Section we all pray to almighty let his soul rest in peace and express condolence to the bereaved family to have the courage to face the loss at this juncture of time. In fact during our Section's Silver Jubilee celebration on May 13, 2001, we all were honored by his presence along with few other Life Senior Members.

17-year old PA senior wins \$10,000 IEEE Presidents' Scholarship

On 13 May 2004, 17-year old Pennsylvania USA high school senior, Elena Leah Glassman, was awarded the \$10,000 IEEE Presidents' Scholarship at the Intel International Science and Engineering Fair held in Portland, Oregon, USA for her project entitled "Brain-Computer Interface for the Muscularly Disabled." IEEE President-elect W. Cleon Anderson presented the IEEE Foundation supported Scholarship at the Special Awards Ceremony. It is the largest single award given by an organization at that ceremony.

Two years ago a video of a man using his brain waves to move his arm by sending specific thoughts to implanted electrodes in his arm inspired her. She thought, 'why not have a computer anticipate and respond to thought-wavelets rather than training users to a computer's limitations?'

Her long-term goal is to have a Brain-Computer Interface (BCI) that would use brain waves to substitute for computer keyboard or mouse commands. Presently those with degenerative diseases like Lou Gehrig's Disease or those with paralysis must learn to work a computer assisted communication that relies on a toggle/on-off mode. Further, she wanted to do it without surgical implants.

Encouraged by her ability to successfully write an algorithm that achieved 90% accuracy against international researchers using the same public domain EEG datasets to distinguish between right and left movement, in 2004 she used herself as the test subject to collect EEG wavelets by placing electrodes placed on her scalp.

Then she spent 6 months adding and modifying to her 2003 software code. Her new code was able to predict her own right or left movement at 73% accuracy. The difference between the public domain data and data from her own brain illustrated that eventually her software would have to be customized for each user in order to be as effective as she wanted.

Her own wavelet data has led her to write software for real streaming data, where the software must actually find brain wave commands in the midst of all the electrical impulses, like background noise, that the brain puts out. She'll be working all summer on that problem.

Ms. Glassman is the daughter of IEEE Member Martin S. Glassman. She will be attending the Massachusetts Institute of Technology in the Fall and plans to major in Electrical Engineering and Computer Science. She hopes to continue working on her project and in other areas of artificial intelligence.

IEEE Oregon Section volunteer John Vinson served as Lead Judge for the Scholarship. He fielded a team of 20 in an all-day marathon to select Ms. Glassman as well as thirteen other awards that he arranged for the Fair. Mr. Vinson successfully arranged

awards donated from each IEEE Region; a first for IEEE participation. He also arranged for three northwestern region awards: one from the Seattle and Oregon Sections, the other two donated by local industries.

Next year the Fair will be held at Phoenix AZ USA. IEEE Phoenix Section volunteer Mike Andrews will serve as Lead Judge for the Scholarship.

For more information on the IEEE Presidents' Scholarship contact Sasha Eydlin at s.eydlin@ieee.org or go to <http://www.ieee.org/organizations/eab/prec/college/awardssch/presschol.htm>

Sent by Dr. Ram Nath

THE UK IS e-GOVERNMENT READY

Office of the Deputy Prime Minister (ODPM), which is responsible at a national level for getting services online at a local level, says that 364 of 399 councils have submitted satisfactory statements under the third round of the Implementing Electronic Government (IEG) programme. The other 35 councils have been told to resubmit their statements by 6 February. Of that 35, 16 are so far behind that they are deemed in need of special assistance with their IEG plans. If the IEG study is accurate, around 66% of local services should be online by March, putting the majority on target for the 2005 deadline. The results have been hailed as 'encouraging' by local e-government minister Phil Hope. 'In recent months, we've begun to see the real benefits e-government can bring,' he said.

'The National Projects, Pathfinders and partnerships are transforming services across local government. It's important now that we don't lose momentum and we keep working together, keep innovating and remain focused in order to continue processing.'

He added: 'We must remember that e-government is not an end in itself. The 'e' is not what's important – it's about people and about services. It is a means to provide

better quality services to people in ways they will make use of.'

Two new units are being set up by the ODPM with the Improvement and Development Agency (IDeA), which will provide individual assistance to these councils that are still struggling. The first new unit, The Implementation and Support Unit will provide on-the-ground support for local authorities, helping them to find solutions to their e-government problems.

The second is the e-government Strategic Support Unit, an advisory service set up to share advice and good practice, and will be available free of charge. It will work on a 'research once and share many times' basis, which the IDeA said will reduce the costs and risks of implementation. The advisors are all specialists in specific areas of e-government.

Both groups will be funded through the ODPM's Local Government Online Programme. Meanwhile, the ODPM is also working to encourage local authorities to make greater use of the Government Gateway centralised transaction hub for online services.

The ODPM is concerned that usage of the system has been relatively low. Figures compiled as part of the progress report on the National Strategy for Local E-government show that there is currently minimal use of the Gateway by councils, and that about a third of councils do not intend to use it by the end of 2005.

Local Government Sparks IT spending spree

The 2005 deadline is sparking an IT spending spree among local authorities, according to the Society of Information Management Technology (Socitm). According to Socitm's IT Trends Survey 2003-04, spending on IT is forecast to rise by 25% to almost £2.5bn this year, but this spending is being misdirected to customer interfaces at the expense of back-office systems. In addition, efforts to join up services with other authorities have so far

been limited. Socitm also found that investment in equipment, software and services is expected to double, more IT staff will be recruited to help deliver the benefits and that IT managers are increasingly playing a wider strategic role in the management of councils.

The emphasis on customer interfaces may explain the decision by the ODPM to bring forward the release date of CRM tools for local authorities by four months. The ODPM ended 2003 by releasing 13 CRM products as part of its CRM National Programme.

The View From The Front Line

Getting services online by 2005 is only part of the challenge for local authorities, according to ODPM e-government adviser Chris Haynes. A further consideration is understanding the need and nature of the information that e-government can unleash. Haynes is confident that all local authorities are taking the 2005 deadline seriously. 'Tony Blair issued us all with a challenge: to get local government online,' he notes. 'The crucial thing was that this was accompanied by a lot of money finding its way into local government, which wasn't the case in the 1980s. What this is all about is the transformation of services. There has been a gulf in perception between local and central government in terms of what they should be doing. Information is playing a key role in transforming services. Information is there to help improve and develop access to services or to improve the quality of those services.'

This has not always been understood in the past, reckons Haynes. 'Sometimes we misunderstand what information is,' he says. 'We get carried away by the need for its apparent integrity.'

Sometimes we're so preoccupied with getting the spelling right that we miss the whole point of information. Information has to be used if it is going to be powerful. Information is only useful if other people use it. I work for an organisation that has become expert at dumping information.'

E-government and the improved level of accessibility it can offer can also enhance the involvement of the individual in local democracy. He argues: 'It can renew local government, but it's got to be on more levels than mere political dogma. How can we support the planning and political process? People don't vote in local elections because they're not interested in local services. We mustn't leave it to a fellow in a flat cap knocking on the door every three years looking for votes.'

Key to this is the place of the citizen at the heart of all e-strategy. 'We need information about customers and what it is that they really want,' explains Haynes. 'Not everyone who comes on to a government site comes there for help. A person who's avoiding paying council tax or dumping a car doesn't. To drive efficiencies you need to improve services and reduce costs.'

The Obstacles that remain

There are three main barriers still in the way of getting local government online, according to the Society of Local Authority Chief Executives and Senior Managers (Solace).

A survey of Solace members revealed that the sheer complexity of the task was the biggest inhibitor – named by 56% as their first or second concern. This was followed by financing e-government by 52% of those questioned.

Solace members also cited significant management and personnel challenges within their local authorities with 48% picking out cultural resistance as a major problem.

In contrast with the upbeat IEG findings, over half of those questioned – some 56% – do not believe that services will be fully e-enabled within their own authority by 2005, with 52% saying that their local authority was behind schedule or running very late in hitting the deadline. Other pitfalls emerged. Over one quarter of respondents – 26% – cited a lack of broader awareness of the benefits of e-government, while 24%

believed low adoption levels among citizens, businesses and government departments would jeopardize success. Some 20% were also concerned about the digital divide, which they argued would lead to lack of access to online facilities among the poorer sections of the community.

Submitted by: **Daman Dev Sood**
Consultant
Tata Consultancy Services, Delhi
Source: Internet World

Excerpts from The IEEE LEADERSHIP
WIRE
(1 June 2004)

****APRIL MEMBERSHIP HIGHLIGHTS****
IEEE membership totaled 333,923 in April. This is a 1.7 percent increase from April 2003.

For the complete Membership Development Report, visit
<http://www.ieee.org/organizations/rab/md/mdprogpt.html>.

****2005 IEEE ELECTION CANDIDATES ANNOUNCED****

The candidates for 2005 IEEE President elect are Michael R. Lightner, Levent Onural and James M. Tien. Those running for other IEEE positions also have been announced. The list is available at
<http://www.ieee.org/corporate/elections/candidates.xml>.

Official ballots will be mailed to IEEE members by 1 Sept.

****IEEE INTERNET CONFERENCING SERVICE TO BE UPGRADED****

On 25 June, the IEEE's Internet Conferencing service will be upgraded. New features include scalable presentation areas, full-screen viewing mode, keyboard shortcuts for common activities and more. For complete details, training information and to register for a 30-day preview, visit
<http://www.ieee.org/web/webconf/2003upgrade.xml>.

For more information, contact Casey Della Salla, IEEE Information Technology, at <mailto:c.dellasalla@ieee.org>, or Lenore Johnson, IEEE Meeting Planning Services, at

<mailto:l.johnson@ieee.org>.

****SECTION OF IEEE SITE HELPS VISITORS SELECT ONLINE COLLECTIONS****

A new section of the IEEE Web site can help visitors decide which IEEE online collection is right for them or their institutions. The "Discover IEEE" Web pages include a two-question survey that generates recommendations and access options for a particular collection.

The site also includes:
*request links for free individual or organizational trials

*a brief demonstration of IEEE Xplore(R)
*instructions on how to purchase individual IEEE online articles

*information on other IEEE products and services, including IEEE membership

The "Discover IEEE" Web pages are being promoted through IEEE print advertisements and ads on Google and other search engines. On average, more than 6,600 people have visited the site each week since its March launch.

Visit "Discover IEEE" at
<http://www.ieee.org/discover>. For more information, contact Karen Hawkins, IEEE Sales & Marketing, at
<mailto:k.hawkins@ieee.org>.

****FIRST IEC/IEEE STANDARD PUBLISHED****

The first international standard under a joint International Electrotechnical Commission (IEC)/IEEE cooperation agreement has been published. The agreement between the two organizations seeks to streamline the development process for international standards by avoiding duplication of efforts. The standard, 60488-2, concerns the use of IEEE 488 buses in laboratory and manufacturing instruments and is based on the IEEE 488.2(TM) standard.

For more information, visit
http://www.iec.ch/news_centre/release/nr2004/nr0804.htm.

Excerpts from SCOOP
(May 2004)

DON'T WAIT UNTIL YEAR END! REPORT MEETINGS AS THEY ARE HELD

This is a reminder that you should report your Unit's meetings as they are held throughout the year. It takes only seconds to do and once submitted, the meeting reports do not have to be sent again at the end of the year. The meeting report form can be found on the web at <http://www.ieee.org/L31>. Please pass this reminder on to your Unit's Secretary and all Subunit (Chapter, Affinity Group, Subsection) Chairs.

FORMING NEW CHAPTERS

IEEE Technical Society Chapters are ideal vehicles for informative technical meetings and for networking. If you have 12 or more members, above Student grade, of a particular Society within your Section, a Chapter for that Society may be formed. The link to the Society Chapter petition can be found on the web at http://www.ieee.org/scs/forms_petitions.

Please review your completed form carefully before submitting. Incorrect or incomplete information can delay the formation of your Chapter. For more information, contact Lauren Leaston at l.leaston@ieee.org.

CALL FOR RAB AWARD NOMINATIONS

The Regional Activities Board is currently accepting nominations for the prominent RAB Awards:

- RAB Achievement Award
- RAB Innovation Award
- RAB Leadership Award
- RAB Larry K. Wilson Transnational Award

The RAB Awards and Recognition Program seeks to honor the outstanding efforts of some of the most invaluable IEEE Volunteers who have made substantial Regional contributions through innovative projects, exemplary leadership, service, and by fulfilling the goals as related to Transnational Activities. Each prestigious award has a unique mission and criteria, and offers the opportunity to honor

distinguished colleagues, inspiring teachers and corporate leaders.

These awards, the most prestigious RAB has to offer, are designed to recognize outstanding efforts by IEEE volunteers. These are NOT technical achievement awards. The deadline for nominations is 15 October 2004.

More information and nomination forms are available at the RAB Awards Website:

<http://www.ieee.org/organizations/rab/rab/Awards/RABAWARDS.html>.

RECRUITING AND RETAINING VOLUNTEERS, PART VIII

What volunteers need: "the freedom to complete the task when and where it is most convenient for the volunteer*."

IEEE Section meeting statistics show that 21.8% of Section meetings in 2003 were administrative. While administrative meetings are important for the optimum running of a Section, it should be kept in mind that if they are always held in the same place and same time, it might exclude some potential volunteers. Those that travel for their jobs, have family commitments, or long commutes may need more flexibility in time and location of their volunteer responsibilities.

What can you do? Ask your potential volunteers if they prefer to work alone or in a group and then assign tasks accordingly. Try to avoid time-consuming and wasteful meetings. Make use of conference calls and communication technologies. Limit conference calls to one hour. If you will be meeting in person, poll your volunteers to see what time and location is best for that particular group.

Section "tried and true solutions": in 2002, the IEEE Binghamton Section officers found that worked best for their group at that time was to hold evening meetings for the Section committee, sometimes at a local restaurant. Topics are discussed and decisions made at a high level, with

details worked out at breakfast meetings with the people who were working on the particular projects. The Huntsville Section has found that lunchtime meetings work best for them.

(*from "Volunteers: How to Get Them, How to Keep Them" by Helen Little; page 47, Panacea Press, Inc. Naperville IL., 1999)

Excerpts from SCOOP

(June 2004)

ONLINE COMMUNITY FOR SAMIEEE USERS

IEEE has launched an online virtual community for SAMIEEE users. This community provides an excellent forum for SAMIEEE users to ask questions of each other, share information about structuring membership queries, exchange ideas about potential uses for SAMIEEE data, and to generally network with one another. For example, Section, Chapter, and Affinity Group officers can post information or ask questions regarding success stories related to volunteer recruitment or other programs initiated through SAMIEEE lists.

The SAMIEEE online community is open to IEEE volunteers only. Any volunteer who wishes to join may request to do so at the following URL:

<https://www.ieeecommunities.org/samieee>. For more information about SAMIEEE or the SAMIEEE online community, contact Helen Shiminsky, h.shiminsky@ieee.org, in Regional Activities.

RECRUITING AND RETAINING VOLUNTEERS, PART IX

Volunteers need "everything to complete the task without interruption*."

What can you do to facilitate this? You should know what is needed to complete each job for the various Section positions and make sure your volunteers have the material and information they need when they take on the job. Having the necessary tools increases the probability of success.

An effective tool used by the China Lake Section is a personalized Section Operations Manual. This is a notebook put together by experienced Section officers that contains practical information for running the Section. For example, some of the items included are a list of local meeting venues with associated costs and contacts, bank account numbers and related information. Providing this type of material to an incoming officer helps him or her proceed to do the job without stopping to research the same information that officers in the past have already been using.

(*from "Volunteers: How to Get Them, How to Keep Them" by Helen Little; page 50, Panacea Press, Inc. Naperville IL., 1999)

WEB SITE EXPLAINS BENEFITS OF MEMBERSHIP

If you are trying to recruit new members, but struggle to explain all the benefits of the IEEE, the "Join IEEE" Web site can help you. The site explains IEEE services and benefits, spells out the organization's scope and value, and describes the organization's 38 societies. To view the page, go to

<http://www.ieee.org/join>.

MEMBER RECOGNITION IN "THE INSTITUTE"

If one of your Section members has received an award or other recognition from their government or employer, let other members know about it by submitting the details to institute@ieee.org. Every month "The Institute" publishes notices of IEEE members' achievements in government, academia, and industry. Submissions should contain the member's name, city, state or province, country, IEEE membership grade, the name of the recognition, and its significance, if appropriate. Read about member recognitions at

http://www.theinstitute.ieee.org/portal/index.jsp?pageID=institute_level1&TheCat=1017

FOR SECTION NEWSLETTERS / WEB PAGES:

REPORTING ON THE IEEE ANNUAL ELECTION

When you publish any information pertaining to the IEEE Annual Election, all efforts should be made to ensure its accuracy. If you have plans to publish information on a candidate, please offer the other candidate(s) in that election category the same opportunity. You can check with Corporate Activities election staff or refer to the election website for the most accurate and up-to-date information on all candidates and election categories. Contact Fern Katronetsky, f.katronetsky@ieee.org or Angela Wyckoff at a.wyckoff@ieee.org. Check the website:

<http://www.ieee.org/corporate/elections/candidates.xml>.

UPDATING CONTACT INFORMATION

When sending email or hard copy communications to your Section members, it's a good idea to remind them to update their contact information with IEEE as necessary. The web page that allows IEEE members to manage their personal profiles can be found at <http://www.ieee.org/coa>. Once logged in, using their IEEE Web Account, they can change the following:

- Contact information (address, e-mail, or telephone and fax numbers)
- Mailing List Preferences
- Credit Card Information

IEEE DELHI SECTION MEMBERSHIP

STATISTICS AT A GLANCE

(as in end-May / April 2004)

Total: **1446/1414**

<u>Grade</u>	<u>Strength</u>
Honorary Member	2/2
Fellow	3/3
Life Fellow	1/1
Senior Member	137/135
Life Senior Member	9/9
Member	535/509
Life Member	2/2

Student	557/553
Others (Associate, Affiliate, Pending)	200/200

<u>Chapter</u>	<u>Strength</u>
CAS004: Circuits & Systems Society – CS023: Control Systems Society	36/35
C016: Computer Society	177/170
PE031: Power Engineering Society – IA034: Industry Applications Society	91/88
COM019: Communications Society	236/209
EM014: Engineering Management Society	20/19

<u>Student Branch</u>	<u>Strength</u>
2591901: DCE, Delhi	80/80
2590001: IIT, New Delhi	27/27
2534811: NSIT, New Delhi	47/47
2534861: JMI, New Delhi	63/63
41511929: Amity, New Delhi	43/43
41375814: GGSIP University School of Information Technology, Delhi	61/60
41447849: IG Institute of Technology, Delhi	15/16
2503861: BITS, Pilani	I/1
2591103: MBM Engg. College, Jodhpur	I/1
2518473: Engg. College, Ajmer	3/3
2531463: MR Engg. College (NIT), Jaipur	19/19
2510361: REC (NIT), Kurukshetra	4/4
40336430: SJPMLIET, Radaur	0/0
41427869: CR State College of Engg., Murthal	2/2
2518443: PEC, Chandigarh	77/78



ieeedelhinews
vol 04 no 07

July 2004

From the desk of ECC

Dear *esteemed colleagues*,

We are on to another issue of e-newsletter with summer ending and with the promise of a number of activities in the forthcoming months, details of which you will find elsewhere.

Among other things we are trying to organize some joint event in future with Lahore Section of Pakistan after establishing a dialogue with the counterpart during the last R10 Meeting in Adelaide. So please wait for the same.

Your section is having the drive for advancing your membership level, be it from Member to Senior Member or Associate or Student to Member. Please watch out for the ways and means from Dr Ram Nath, Chair, Membership Development Standing Committee as appearing.

With the release of the issue, I am also bringing to your notice that last month we released hard copy of our Section Newsletter BEACON (electronic copy of which you may like to see on the web) and feel free to contact executives of Section and those involved with the Standing Committees for any of your requirement related to IEEE membership that can be addressed locally. Further for technical talks on any topic related to the disciplines of IEEE, please come forward for the dissemination of knowledge. In case you know some expert, other than you, then too indicate his contact particulars so that we can approach him. In this context your cooperation will be highly appreciated.

With regards,
Sincerely yours



Dr. S. Mukhopadhyay

New Delhi
July 07, 2004 (*Wednesday*)
(e-mail: ieeedelhi@ieee.org)
URL: <http://www.ewh.ieee.org/r10/delhi>

Calendar of Events

July 09, 2004 (Friday): 6-15 P.M. Committee Room, EE Dept., IIT, New Delhi: Talk on 'Shaping India of our Dreams' by Mr. K. C. Agrawal, Consultant, Noida (UP)

Forthcoming Conferences

ADCOM 2004 in Ahmedabad, India, December 15-18, 2004 being organized by IEEE Gujarat Section in association with CSI Ahmedabad Chapter and the ACS (<http://ewh.ieee.org/r10/gujarat/adcom2004/>)

Second International Conference on Intelligent Sensing and Information Processing ICISIP - 2005 (www.icisip.org) to be held in Chennai, India during January 4-7, 2005 (technically cosponsored by IEEE and cosponsored by University of Melbourne).

IEEE Conference ETSA 2005 - "Enabling Technologies for Smart Appliances", January 12-15, 2005, Hyderabad, India Sponsor: IEEE Hyderabad Section, India & Government of Andhra Pradesh, India (www.smartappliances.org, www.ewh.ieee.org/r10/hyderabad)

2005 IEEE International Conference On Personal Wireless Communications (ICPWC-2005), January 23-25, 2005, New Delhi, INDIA sponsored by: IEEE AES/COM/LEOS India Council Chapter In cooperation: IEEE Communication Society, IEEE Region 10, with IEEE India Council, IETE (India), IEEE Delhi Section, Ministry of Communications & Information Technology, Govt. of India, The Asia Electronics & Info-Communications Union (www.elitexindia.com/icpwc2005/index.asp)

International Workshop (Cosponsored by IEEE) on Antenna Technology: Small Antennas and Novel Metamaterials, March

7-9, 2005, Singapore (www.i2r.a-star.edu.sg/iwat2005/)

ATTENTION IEEE MEMBERS!

If you are interested in becoming a member of the Communications Society, here's an opportunity you can't refuse. ComSoc is offering FREE ½ year membership in their Society. You will get Communications Magazine as well as other Society benefits. Simply go to <http://www.comsoc.org/freeoffer/chapters.html> and fill out the form before 1 August.

Congratulations on Elevation as Senior Member

IEEE Delhi Section congratulates its following members on their elevation as Senior Member during the month of June 2004.

4. Dr Pinaki Roy Chowdhury
5. Mr Pankaj Agarwal
6. Mr Sandeep Soni
7. Mr Satish Nayar
8. Ms Bindoo Srivastava
9. Mr Prashant Rao

All the members of Delhi Section who have been in **professional practice for at least ten years** and have shown **significant performance** over a period of **at least five of those years** are eligible to be elevated as Senior Member. They should contact Membership Development Chair along with their Resume, Membership No, duly filled up Senior Membership Application Form (download from <http://www.ieee.org/organizations/rab/md/sprogram.html>). Please note that your resume should highlight the significant performance.

Dr Ram Nath
Chair
Membership Development Standing
Committee
E-mail: ramnath@ieee.org
Ph 011 26894440 (R)

PCP Project - Survey for Section Metrics

Out of the 44 Sections polled, we received back 16 responses to date with the following tabulation on Greatest Challenges:

- 16 responses Greatest Challenges
- 3 (19%) - Decreasing Section membership
- 3 (19%) - Volunteer burnout
- 4 (25%) - volunteer recruitment
- 1 (6%) - Industry relations
- 1 (6%) - Subunit issues
- 1 (6%) - Officer training
- 1 (6%) - Meeting planning difficulty
- 1 (6%) - Legal status in country
- 1 (6%) - cost of IEEE and/or Society membership

Fanny Su (Manager)
IEEE Asia Pacific Operations Center
Email: ieeeeapo@pacific.net.sg

Money available for Telecom Project for Economic & Social Causes in South Asia

Please find below the message from Mr. Sajjad Durrani, Technical Advisor to the Communications and Information Policy Office in the Bureau of Economic Affairs, US Department of State;

"Since April I have been working with the US Department of State under a program of the IEEE-USA, as Technical Advisor to the Communications and Information Policy Office in the Bureau of Economic Affairs. Among other things, the Office is interested in assisting projects abroad, which employ telecommunications to improve the quality of life and bring economic and social benefits to people living in remote areas. Typical examples are projects in telemedicine, distance learning, disaster relief, etc. Our current focus is on six countries in South Asia: Afghanistan, Bangladesh, India, Nepal, Pakistan, and Sri Lanka.

The office has very a limited budget for this task, and we are not looking for big new initiatives or purely research-oriented

projects. Rather, we would like to identify demonstration projects that are already underway, which need modest additional funding to cover new areas or offer new capabilities. Primarily, we would provide funds (on the order of \$ 20,000 to \$ 30,000) to support training of personnel and/or operational expenses, rather than purchase of major new equipment.

If you are involved in such a project, or know of a colleague who is, please let me know. After some preliminary informal discussion, we can proceed to a formal submission of a Request for Support. This would not require a detailed proposal of the type required by say NASA or the National Science Foundation; rather it will be much simpler and will require much less paperwork.

I'd like to compile a list of potential projects in the next four to six weeks. Thus, it would be helpful to have preliminary expressions of interest from you or your colleagues by the end of June or early July.

Sajjad Durrani
Please Contact Mr.Durrani at
"DurraniSH@state.gov" OR President
APSENA at President@apsena.org"

**Excerpts from The IEEE LEADERSHIP
WIRE**
(1 July 2004)

****BOARD SERIES HIGHLIGHTS****

Here are some highlights from the recent IEEE Board of Directors Meeting Series in Kansas City.

- DUES: For 2005, basic membership dues will undergo a US\$3 increase to US\$116; the IEEE-USA dues assessment will be raised US\$1 to US\$35. These increases are based on the annual change in the Consumer Price Index, per IEEE Bylaw I-108.5. This bylaw was enacted to ensure that dues rates stay current with the general rate of U.S. inflation.

- SOCIETIES: The IEEE Intelligent Transportation Systems Council will

become the IEEE's 39th society next year. The IEEE Neural Networks Society has changed its name to IEEE Computational Intelligence Society, effective this year.

- NEW PUBLICATIONS: IEEE TRANSACTIONS ON INDUSTRIAL INFORMATICS and IEEE/OSA JOURNAL OF DISPLAY TECHNOLOGY were approved for publication in 2005. The latter will be a joint publication by the IEEE and the Optical Society of America.

- TECHNICAL FIELD AWARDS: Two new technical field awards also were approved -- the IEEE Frank Rosenblatt Award and the IEEE Reynold B. Johnson Data Storage Device Technology Award.

- PUBLIC OUTREACH INITIATIVE: A proposal for an IEEE Public Outreach Program that includes an exhibit at Disney World's Epcot Center in Orlando, as well as a comprehensive online experience, was approved in principle. This program is estimated to cost US\$9M. The Board's decision indicates its willingness to fund this program with US\$3M provided fundraising requirements of US\$6M are met. To learn more, view the presentation from the Board meeting at <http://www.ieee.org/about/disney> or contact Matt Loeb, IEEE Corporate Strategy & Communications, at <mailto:m.loeb@ieee.org>.

- IEEE ENABLING CULTURE PRINCIPLES: The Board officially adopted the IEEE Enabling Culture Principles (below) as a guideline for all IEEE volunteers and staff.

- *Member No. 1 & Customer Focus
- *Respect for the Employee and Volunteer
- *Teamwork
- *Lead by Example
- *Participatory Management
- *Accountability & Our Word is Our Bond
- *Innovation & Continuous Improvement
- *Open Honest Communication and Feedback

****MAY MEMBERSHIP HIGHLIGHTS****

IEEE membership totaled 327,911 in May. This represents an increase of 1 percent from May 2003. For the complete Membership Development Report, visit

<http://www.ieee.org/organizations/rab/md/mdprogrpt.html>.

****VIRTUAL MUSEUM LAUNCHES NEW EXHIBIT****

The IEEE Virtual Museum has launched a new exhibit, titled "Let's Get Small: The Shrinking World of Microelectronics." It explains how and why certain technologies emerged, and uses interactive and multimedia animations to demonstrate how transistors work, how integrated circuits were made, and how computers use microelectronics to manipulate digital information.

The exhibit is sponsored in part by the IEEE Foundation and the IEEE Life Members Committee.

Visit the IEEE Virtual Museum at <http://www.ieee.org/museum>.

IEEE DELHI SECTION MEMBERSHIP STATISTICS AT A GLANCE

(as in end-May 2004)
Total: 1446

<u>Grade</u>	<u>Strength</u>
Honorary Member	2
Fellow	3
Life Fellow	1
Senior Member	137
Life Senior Member	9
Member	535
Life Member	2
Student	557
Others (Associate, Affiliate, Pending)	200

<u>Chapter</u>	<u>Strength</u>
CAS004: Circuits & Systems Society – CS023: Control Systems Society	36
C016: Computer Society	177
PE031: Power Engineering Society – IA034: Industry Applications Society	91
COM019: Communications Society	236
EM014: Engineering Management Society	20

<u>Student Branch</u>	<u>Strength</u>
2591901: DCE, Delhi	80
2590001: IIT, New Delhi	27
2534811: NSIT, New Delhi	47
2534861: JMI, New Delhi	63
41511929: Amity, New Delhi	43
41375814: GGSIP University School of Information Technology, Delhi	61
41447849: IG Institute of Technology, Delhi	15
2503861: BITS, Pilani	1
2591103: MBM Engg. College, Jodhpur	1
2518473: Engg. College, Ajmer	3
2531463: MR Engg. College (NIT), Jaipur	19
2510361: REC (NIT), Kurukshetra	4
40336430: SJPMLIET, Radaur	0
41427869: CR State College of Engg., Murthal	2
2518443: PEC, Chandigarh	77



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vol 04 no 08
august 2004

From the desk of ECC

Dear *esteemed colleagues*,

With entry to the second-half of the year gradually tempo is picking up for the technical and professional activities. You will find some examples of the same in this issue of e-newsletter with as many as 3 Distinguished Lecturers of PES touching Delhi – two for Workshop and Conference of next November while the remaining one for half-a-day seminar in October.

Unfortunately unlike previous years our strength of membership is yet to pick up as we move in the year, with new one joining and the old ones renewing. I request you to spread the message highlighting benefits of joining IEEE and its one or more of 39 Societies and 3 Councils depending on area(s) of interest. For this one may contact our Section Membership Development Standing Committee Chair Dr. Ram Nath [E-mail: ramnath@ieee.org, Ph 011 26894440 (R)] or Section Chair Mr. Raj Kumar Vir [E-mail: rajvir@ieee.org, Ph 011 22154214 (R)].

With regards,
Sincerely yours



Dr. S. Mukhopadhyay
New Delhi
August 09, 2004 (Monday)
(e-mail: ieeedelhi@ieee.org)
URL: <http://www.ewh.ieee.org/r10/delhi>)

Calendar of Events

August 26, 2004 (Thursday): 6-15 P.M.
Committee Room, EE Dept., IIT, New Delhi:
Talk on 'A 'Whistle Stop' Tour of SQL Server 2005 (code named "Yukon")' by M/s Kamal Hathi and Mahesh Prakriya, SQL server team, Microsoft

Forthcoming Conferences

IEEE Seminar on 'Facts controllers and their modeling techniques' at Conference Room (2nd Floor), CEA, R.K. Puram, New Delhi (*tentative*) on October 11, 2004 by PES DL Dr. Kalyan K. Sen of Curtiswright, PA, USA

IEEE Workshop on 'Power Systems of the 21st Century – Various Issues & Possible Solution' at Committee Room, EE Department, IIT Delhi, New Delhi on November 6-7, 2004 with PES DL Dr. Prabha S. Kundur of PowerTech Lab, Vancouver, BC, Canada as main resource person (<http://www.ewh.ieee.org/r10/delhi/psscws.pdf>)

IEEE IAS 2004 PCI India Conference at Jacaranda, India Habitat Center, New Delhi on November 9-10, 2004 with state-of-the-art lecture on 'Power Quality' by PES DL Dr. Rao S. Thallam of Salt River Project, Phoenix, AZ, USA and Tutorial on 'System Grounding and Ground Fault Protection' by Mr. John Nelson of IAS included (<http://www.ewh.ieee.org/r10/delhi/pci-india.pdf>)

How To Ensure Successful ERP Implementations?

This article is targeted to help the organizations looking for ERP implementations as well as the service providers who do it for them.

Lets begin with having a look at Figure 1 and Figure 2.

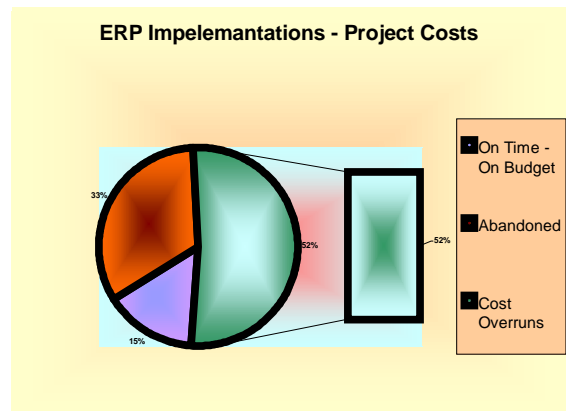


Figure 1

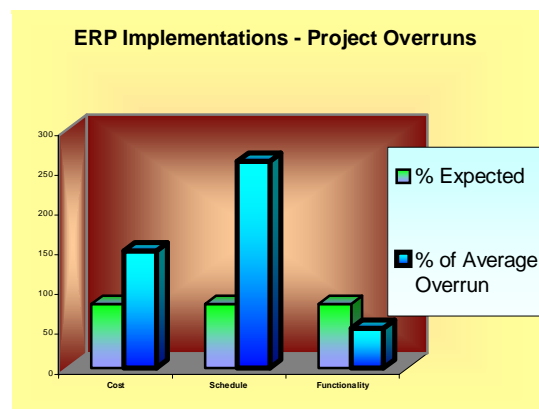


Figure 2

So, why do ERP implementations fail?

Look at the following points:

- Perhaps its not the (ERP) software but your processes that are to be blamed
- Absence of process improvement
- Ignoring the impact change has on organization
- Declining and lowered expectations
- Increased blame leveled at software or IT or both
- Reduced funding

The above points make a vicious circle and the organizations get successfully trapped in it.

So, what can be/needs to be done?

Breaking this cycle requires an understanding that successful projects result when

- Expectations are tied to the realistic capabilities of the system
- The business processes it supports are efficient and properly designed to leverage its Capabilities, and
- People using it are educated, trained, and encouraged to be successful in the new environment.

Figure 3 shows the 'cycle of declining expectations'.

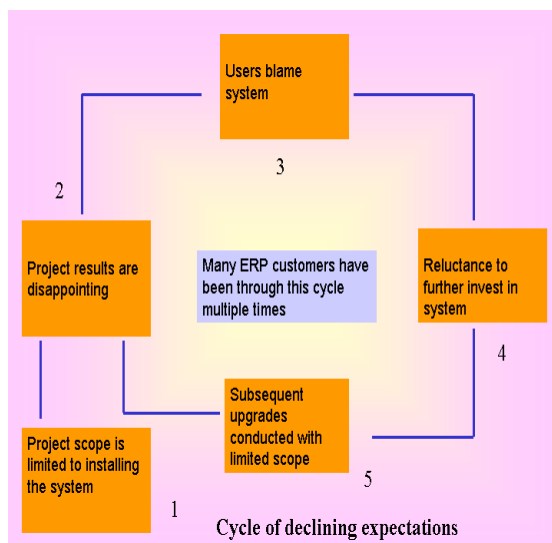


Figure 3

The ERP system must be seen as a tool to enable, reinforce, and maintain a new and improved method of operation. Breaking this cycle of declining expectations requires stakeholders to understand that the functionality the system can deliver is integrally tied to the processes it supports. And that benefits to the organization can only be achieved when the two work together.

ERP implementations are rarely just technical implementations of the software. They are instead transformations that invariably impact business process and organizational design. Based on lessons learned from the past decade, it is now evident that ERP technology must be coupled with process optimization in order to realize its full value.

When implementing ERP technology, it is critical that project stakeholders view the software as a tool that enables – NOT GUARANTEES – the adoption of standardized, best-in-class business practices. When the ERP system itself is seen as the solution to all organizational ills, and is implemented in the absence of business process optimization (BPO), many of the system's performance enhancing benefits will not be realized. When project scope is limited to simply installing the technology solution, disappointment with the project outcome can negatively influence the organization's culture and begin a recurring loop that reduces organizational support for IT initiatives and limits opportunities for long term gains.

The 'cycle of declining expectations' can be turned into 'cycle of increasing expectations' by taking care of the above points. This is shown in figure 4.

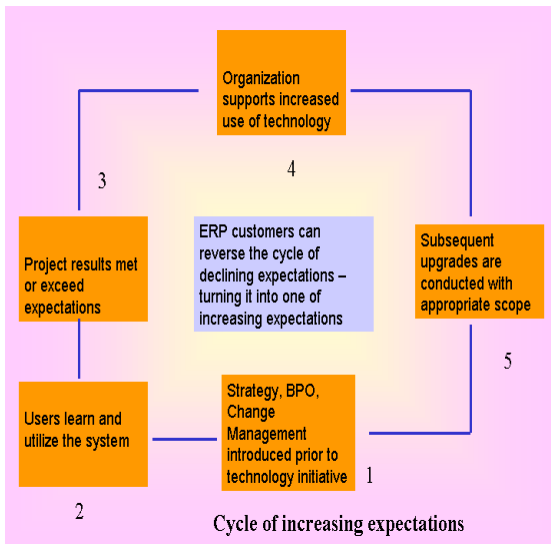


Figure 4

Take note of BPO in Figure 4. This stands for Business Process Optimization, and is the most critical element of the following equation:

BPO + ERP = Increased Expectations

Organizations benefit from including Planning, Change Management and Process Optimization in their projects, as it forced them to think about how they would operate going forward, and brings several organizational and communication issues to light. It promotes inter-departmental collaboration during decision making, and addresses the organization's severe lack of standard policies and procedures (if any).

Many of the ERP implementations (and as a matter of fact, any computerization program) failed due to the fact that they were simply the transformed version of the manual/paper work systems. I am sure; we all remember (paper) form-to-(electronic)form conversion.

The following golden rules are recommended for a successful ERP implementation:

- Develop a strategic vision
- Align project goals
- Optimize Business Processes

- Don't underestimate the need to manage change

Implementing technology alone results in an ROI of only 19% of potential. This figure improves to 68% when people, processes, technology, and information are addressed independent of each other. ROI can reach 100% only by addressing people, process, technology, and information at the same time.

But, lets not forget that BPO is not same as BPR! Business Process Redesign / Reengineering (BPR) implies radical change and the investigation of a wide range of organizational areas in the search for opportunities to improve processes. These might include outsourcing, enterprise restructuring, or new technologies. It requires a large initial investment of time and resources with a potential of large improvement opportunities – 50% more in cost savings and/or efficiency improvements.

Many people have developed a negative perception of BPR due to the repeated failure of these projects over the past decade. One of the contributing factors has been an under-estimation of the resources required for a BPR project – both in time and human capital. Another has been a lack of understanding of the critical role change management plays in the success of a BPR project.

On the other hand, Business Process Optimization (BPO) projects are typically smaller in scope and timeframe. Changes imposed on the organization and its employees are less threatening than those resulting from BPR. But make no mistake; the improvement opportunities are still significant.

Figure 5 shows the Change Curve in an organization.

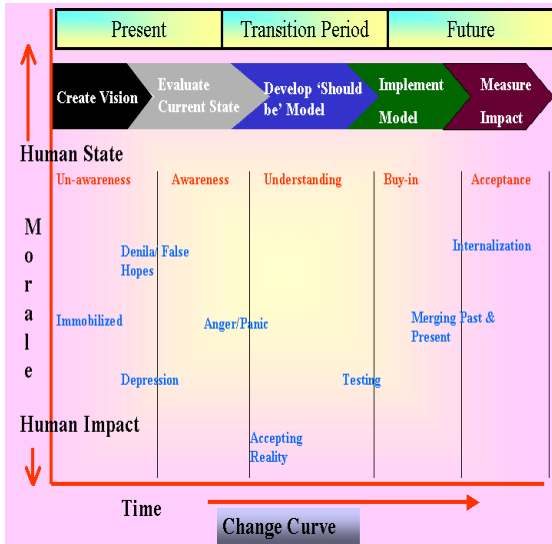


Figure 5

And Finally,

Business Process Optimization projects require fiscal and resource commitment, and top-down support; however, the long-term benefits of addressing these critical activities provide substantial justification for the effort.

ERP implementation projects succeed by achieving project goals and meeting expectations when organizations think strategically, review processes with a critical eye, commit the appropriate time and resources to the undertaking, and consider the impact that change will have on the enterprise, its customers, and, **most importantly, its people.**

**Daman Dev Sood
Consultant**

Tata Consultancy Services, Delhi
(Based on a paper from CherryRoad Technologies, the views expressed are author's own, and do not represent his organization in any way)

**Excerpts from The IEEE LEADERSHIP
WIRE**

(2 August 2004)

****JUNE MEMBERSHIP HIGHLIGHTS****
IEEE membership totaled 334,478 in June. This is an increase of 1.1 percent over

June of last year. For details, read the June Membership Development report at <http://www.ieee.org/organizations/rab/md/mdprogrpt.html>.

****CALL FOR SPEAKERS AT THE 2005 IEEE SECTIONS CONGRESS****

The IEEE Sections Congress 2005 Program Committee is accepting nominations for session speakers.

SC 2005 will be held 14-17 Oct. 2005 at the Tampa Marriott Waterside, Tampa, Florida, USA. The theme of the event is "Promoting a World-Class Volunteer Community." The three program tracks are membership, section operations and relationships. The relationships track is new, and will address the relationships between IEEE sections and internal and external organizations and the community.

To view session descriptions or to nominate a speaker, visit <http://www.ieee.org/sc2005>. Each nomination form allows for three speaker nominations. Additional nominations may be submitted via a second form.

The deadline is 15 Sept.

Sponsors or funding support should be identified on the nomination form. Nominations that do not designate funding support for a particular speaker may still be submitted as sponsorship may be identified at a later time.

Email sc-coordinator@ieee.org with any questions.

****IEEE FOUNDATION APPROVES MORE THAN US\$35K IN NEW GRANTS****

At its June meeting, the IEEE Foundation Board of Directors awarded US\$36,950 in new grants to projects intended to:

- *develop a continuing education resource kit in bioinformatics for engineers worldwide

- *provide resources and learning tools to IEEE student branch leaders in Latin America

- *bring Internet access to engineers and engineering students in Nigeria

To learn more about these and other grants the IEEE Foundation awarded this year, visit

<http://www.ieee.org/organizations/foundation/html/2004grants.html>.

****IEEE COMPUTER SOCIETY AWARDS INTERNATIONAL DESIGN COMPETITION****

A student-design team from Poznan University in Poland won the US\$15,000 first-place prize at the IEEE Computer Society International Design Competition (CSIDC). Ten undergraduate teams from around the world had to solve a real-world problem with a marketable solution using the latest software-engineering techniques at the fifth annual CSIDC World Finals, held 25-28 June in Washington, D.C., USA.

The winning prize, "Lifetch," is a GPS based wilderness communications system designed to operate over a vast area to improve safety through fast and effective reaction to an emergency situation.

The Politechnica University of Bucharest in Romania placed second and Iowa State University won third place.

For more information, visit <http://www.computer.org/csdc/>.

****NOMINATIONS OF FEMALE ENGINEERS SOUGHT FOR EDUCATIONAL PROJECT****

The IEEE Women in Engineering (WIE) affinity group and IEEE Educational Activities are participating in the Extraordinary Women Engineers Project, which is designed to inspire more young women to enter the field of engineering. The project will launch in October 2005 with a book about women engineers who have made significant contributions to the profession. Nominations for inclusion may be sent to Carrie Loh, IEEE Corporate Activities, at <mailto:c.loh@ieee.org>, or Doug Gorham, IEEE Educational Activities, at <mailto:d.g.gorham@ieee.org>. Nominations are due on 20 Aug.

For more information about the project, visit <http://www.engineeringwomen.org/index.cfm>.

****IN THE NEWS****

20 July -- THE TELEGRAPH of Calcutta, India (<http://www.telegraphindia.com>) excerpted Heritage Institute of Technology student Sujoy Mukherjee's diary he kept

during his poster presentation at the IEEE Conference on the History of Electronics. His journal described receiving the first prize in the presentation awards and taking part in the conference as having "lived a dream." Mukherjee's paper, "Microwaves ? A Journey in Reshaping World Technology," was co-winner of the IEEE Region 10 Student History Paper Competition.

EXCERPTS FROM SCOOP

(July 2004)

2005 STUDENT MEMBER RENEWALS, NEW APPLICATIONS ONLY VIA WEB

Starting in September 2005, IEEE will only accept membership applications and/or renewals from Students via the web. To accommodate this change, paper application forms and renewal forms for Students will no longer be produced. IEEE will, however continue to offer a brochure highlighting the benefits of Student membership. These brochures will be distributed to Sections and Student Branches during August.

This past February, the online Student application was enhanced to improve access and to allow students from any school in the world to join IEEE online. Features of the enhanced version include:

- *Join IEEE online with a credit card
- * Instant access to online services with an IEEE web account
- * Students can now self-certify that they qualify for IEEE student membership, and no longer need the approval of the Student Branch Counselor or faculty member. Undergraduate or graduate students taking at least 50% of a normal full-time program/course of study in IEEE designated fields are eligible for Student membership in IEEE.
- * Improved data integrity since the Student enters his/her information directly. No re-keying of data is required.

IEEE is aware that there are many Students who do not have a credit card. Students who wish to pay by check or other means can still make use of the online application

form. Once the online application or renewal form has been completed, the user will be presented with an option to "Continue to Checkout", or "Print and Mail with Payment". By choosing the "Print and Mail" option, the information that has been entered is temporarily stored and matched with the form when it arrives at the IEEE Operations Center with payment.

This new policy is the result of an action taken by the IEEE Board of Directors in November 2003. The Board acknowledged that there may be extenuating circumstances where paper applications would still be acceptable. For example, someone who wishes to join IEEE at a conference where there is no Internet connection available. For these situations, an electronic version (PDF format) of the student application can be provided.

For additional information on this change, please contact IEEE Student Services at student-services@ieee.org.

VALUE ADDED - DISCOUNT FOR GRADUATING STUDENT MEMBERS

IEEE Student members who graduate and are elevated to full IEEE membership, will automatically receive a one-year discount of 50% off of the full higher grade IEEE and Society membership dues rates upon renewal. The offer is available once to IEEE Student members upon their graduation and elevation to full higher IEEE membership. The discount is available to all IEEE Student members graduating with an undergraduate or graduate degree.

IEEE Student members, who previously graduated with a Bachelors degree and received a discount upon their elevation to full IEEE member grade, would not be eligible to receive the 50% discount again if they returned to school and completed an advanced degree program.

RECRUITING AND RETAINING VOLUNTEERS, PART X

What volunteers need: "adequate training*." Training should be matched to the experience, needs and duties of the volunteer. Some volunteers may have experience in the job area and not need much training. Others may have volunteered in order to gain new skills and will need more help. Depending on the type and complexity of the job, the training can be one on one, in a group setting, or may consist of a list of step-by-step instructions. Planning ahead will help you anticipate the need for training.

Most Regions hold annual meetings of which officer training is an integral part. The officer that attends can share the information obtained at those meetings. There is also a lot of information available for Section and Chapter officers on the web. Check out the links on the following URL's:

<http://www.ieee.org/officers> (there are training presentations available on this page)

<http://www.ieee.org/organizations/vols/>

<http://www.ieee.org/scs>

Another good source of information for Section/Chapter/Affinity Group volunteers is the Section Chapter Volunteer Forum virtual community, which can be found at https://www.ieeecommunities.org/section-chapter_vol.

(*from "Volunteers: How to Get Them, How to Keep Them" by Helen Little; page 53, Panacea Press, Inc. Naperville IL., 1999)

FOR SECTION NEWSLETTERS AND WEBSITES:

Contiguous Section Affiliation

Your IEEE mailing address automatically determines your Section affiliation. However, you may choose to affiliate with a neighboring Section instead of the one assigned. This is a common request from commuters who live near Section boundaries.

Once the change is made, you will receive

meeting notices, newsletters and other information from the new Section, and only that Section. You will be on the new Section's roster with the mailing address provided. Contiguous Section affiliation status remains on your record until such time as it is manually removed. If you relocate out of the area contiguous to the Section assignment requested, you will be automatically reassigned to the appropriate Section.

To make a request for change of Section affiliation, you can send an email to contiguous@ieee.org. The email must include name, member number, current Section and the Section with which you wish to be affiliated.

IEEE Ads and Web Graphics Available

A variety of print and Web advertisements for IEEE business are available through the IEEE Online Promotional Library at <http://www.ieee.org/promolibary>. IEEE publications and Web sites may use the IEEE Online Promotional Library to access hundreds of print ads and Web graphics free of charge.

Browse print or Web ads to find promotional items that match your needs. Web ads are available for immediate download. Print ads may be requested through an online form and will be shipped on CD within seven business days. All users must register on the site before receiving any of these promotional items.

For more information, contact creativeservices@ieee.org.

(July RAB Special Issue)

For your information, following are some meeting highlights from the IEEE Regional Activities Board (RAB) in relation to Section activity, RAB award recipients, and a Call for RAB Awards. Questions regarding this information may be emailed to Regional

Activities Staff to the following address: ra-admin@ieee.org.

===== RAB MEETING HIGHLIGHTS

The IEEE Regional Activities Board (RAB) met on, 18 June 2004. The complete meeting summary may be reviewed at the URL noted below. A few items of interest, with regard to Sections and Chapters, from the meeting include:

Approved the formation of 45 IEEE Technical Chapters and 11 Affinity Groups.
Approved the dissolution of 11 inactive Technical Chapters, and 3 inactive Affinity Groups.

Approved the formation of the IEEE Southwest Missouri Subsection (Kansas City Section - Region 5).

Approved the following Section name changes in Region 6: (1) IEEE Sacramento Section has changed to the IEEE Sacramento Valley Section; (2) IEEE Los Alamos Section was changed to the IEEE Los Alamos/Northern New Mexico Section.

Approved the dissolution of the IEEE Redwood Empire Subsection (San Francisco Section) in Region 6.

Approved the IEEE Quebec Section as the Host Section of the 2008 Sections Congress.

To view the complete RAB meeting summary, visit the following URL: <http://www.ieee.org/organizations/rab/rab/Summaries/RABMTGS.html>.

We extend our congratulations to these Sections whom RAB approved as recipients of the following RAB Awards:

2003 RAB Section Sustained Membership Growth Award (Each recipient will receive a certificate)
Region 1 - Springfield

Region 3 - Tallahassee Area
 Region 4 - Missouri Slope
 Region 6 - Las Vegas
 Region 7 - London
 Region 8 - Nigeria
 Region 9 - Morelos
 Region 10 - Tokyo
 Regions 2 and 5 did not have any Sections eligible to receive this award for 2003.

2004 RAB Outstanding Large & Small Section Award (Each recipient will receive a plaque). "For their successful efforts in fulfilling IEEE's educational and scientific goals for the benefit of the public by maintaining, enhancing and supporting the Student Branches, Technical Chapters and Affinity Groups within their geographic boundaries."

IEEE Long Island Section - 2004 Outstanding Large Section Award (Region 1)
 IEEE South Australia Section - 2004 Outstanding Small Section Award. (Region 10)

Sustaining/Supporting Friend of IEEE Regional Activities Award (Each recipient will receive a plaque).

Sustaining Friend of IEEE Regional Activities Award:
 Alcatel Bell Telephone, Antwerp (IEEE Benelux Section- Region 8)

Supporting Friend of IEEE Regional Activities Award:
 ·Bechtel Savannah River, Inc., (IEEE Central Savannah River Section - Region 3)
 ·Comision Tecnica Mixta de Salto Grande - Delegacion del Uruguay, (IEEE Uruguay Section- Region 9)

Call for RAB Award Nominations - The Regional Activities Board is currently accepting nominations for all RAB Awards. The RAB Awards & Recognition Program seeks to honor the outstanding efforts of some of the most invaluable IEEE

Volunteers who have made substantial Regional Contributions. More information and nomination forms are available at the RAB Awards Website:

<http://www.ieee.org/organizations/rab/rab/Awards/RABAWARDS.html>

Questions regarding this information may be emailed to Regional Activities Staff to the following address: ra-admin@ieee.org.

(August 2004)

IEEE STUDENT GRADE ELEVATION NEWS

IEEE elevates graduating Student members every year at end of July, and again at the end of August. Depending on the information available on the students' membership records about their school and educational program, a student may be elevated to full IEEE Member grade or to Associate grade. As of July 2004, 10,596 students were elevated to Member, while 1,758 were elevated to Associate. Included in this elevation number this year, the eight (8) year limit on student membership was implemented, as directed by the IEEE Board of Directors with an additional 604 students elevated to higher grade.

September would be a great time to plan a welcome event in your Section for these students. Involving young members in your Section activities and programs is key to getting them actively involved after graduation. Why not start today?

Members in your Section who feel they are incorrectly designated as an Associate can complete an Associate to Member Elevation Application online at:

<http://www.ieee.org/organizations/rab/md/memelv.htm>. Alternatively, as a Section volunteer, you can complete a form online for the members in your Section at: http://www.ieee.org/organizations/rab/md/section_req_elevation.html.

For more information about membership grades, go to <http://www.ieee.org> and select "Membership," then "Understanding Membership," from the left sidebar.

NOMINATE CANDIDATES FOR RAB COMMITTEES

The Regional Activities Board (RAB) Nominations & Appointments Committee is currently seeking candidates who are interested in serving on the following Committees in 2005:

- * RAB Awards & Recognition Committee
- * RAB Graduates of the Last Decade Committee
- * RAB Industry Relations Committee
- * RAB Nominations & Appointment Committee
- * RAB/TAB Section/Chapter Support Committee

Specific information regarding each RAB Committee is available in the RAB Operations Manual at <http://www.ieee.org/rabopsman>.

Please submit nominations to ra-admin@ieee.org by Friday, 1 October 2004. This will allow the RAB N&A Committee an opportunity to review the list of candidates prior to distribution to the 2005 RAB Chair and the RAB Vice Chairs.

RECRUITING AND RETAINING VOLUNTEERS, PART XI

What volunteers need: a safe, comfortable, and friendly working environment*." This is especially true of meetings held in urban area. Volunteers may not return if there is insufficient parking, expensive parking fees and/or poorly lit parking areas. Meeting notices should contain the address of the meeting place and a telephone number (cell phone) of someone who will be attending and knows the area.

Some other items to consider: Availability of heating or air conditioning on evenings and weekends. Smoke free environment. Adequate, comfortable seating. Name tags, if new people will be attending. Provide refreshments.

Careful planning will ensure that volunteers feel that they are welcome and

valuable members of the team. In addition, it will give them a positive image of the organization.

(*from "Volunteers: How to Get Them, How to Keep Them" by Helen Little; page 57, Panacea Press, Inc. Naperville IL., 1999)

IEEE DELHI SECTION MEMBERSHIP STATISTICS AT A GLANCE

(as in end-June 2004)

Total: 1504

<u>Grade</u>	<u>Strength</u>
Honorary Member	2
Fellow	3
Life Fellow	1
Senior Member	145
Life Senior Member	9
Member	544
Life Member	1
Student	586
Others (Associate, Affiliate, Pending)	213

<u>Chapter</u>	<u>Strength</u>
CAS004: Circuits & Systems Society – CS023: Control Systems Society	38
C016: Computer Society	185
PE031: Power Engineering Society – IA034: Industry Applications Society	93
COM019: Communications Society	249
EM014: Engineering Management Society	21

<u>Student Branch</u>	<u>Strength</u>
2591901: DCE, Delhi	80
2590001: IIT, New Delhi	27
2534811: NSIT, New Delhi	48
2534861: JMI, New Delhi	78
41511929: Amity, New Delhi	43
41375814: GGSIP University School of Information Technology, Delhi	61
41447849: IG Institute of Technology, Delhi	14

2503861: BITS, Pilani
 2591103: MBM Engg. College,
 Jodhpur
 2518473: Engg. College, Ajmer
 2531463: MR Engg. College
 (NIT), Jaipur
 2510361: REC (NIT),
 Kurukshetra
 40336430: SJPMIET, Radaur
 41427869: CR State College of
 Engg., Murthal
 2518443: PEC, Chandigarh

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 september 2004

From the desk of ECC

Dear *esteemed colleagues*,

With one more month gone, I am reaching you with two very informative featured articles from our Senior Members. So far as our strength is concerned it is somewhat moderate; we are yet to reach 2000 mark. Please interact with your colleagues, new ones to join and others who haven't renewed to do the needful at the earliest.

We have both academicians and practicing experts in the fraternity. Please come forward to share your knowledge, experience, innovation and likewise with the members utilizing the forum for our evening lectures, scheduled conveniently at IIT Delhi, IIC, IHC, BHEL or other industry houses. We are ready to do it outside Delhi too, of course within the jurisdiction of Section (i.e., Haryana, Punjab, H.P., J & K, Rajasthan & UT of Chandigarh). This year in fact in January we had lot of activities in Pilani, Rajasthan. We expect you to take lead as volunteer, with requisite support for

such activities coming from Section in terms of monetary support in all the areas covered by IEEE irrespective of the fact whether or not corresponding Society Chapters exist under the Delhi section.

With regards,
 Sincerely yours

Dr. S. Mukhopadhyay
 New Delhi
 September 05, 2004 (*Sunday*)

(e-mail: ieeedelhi@ieee.org)
 URL: <http://www.ewh.ieee.org/r10/delhi>)

Calendar of Events

So far though any specific event has not been fixed for this month, a lecture on 'Distribution Automation' is contemplated on October 08, 2004 (Friday) at either POWERGRID, Gurgaon or CEA, New Delhi. Please look for the details of this event and others from time to time at <http://www.ewh.ieee.org/r10/delhi/lec.html>.

Forthcoming Seminar / Conferences

IEEE Seminar on 'Facts controllers and their modeling techniques' at Conference Room (2nd Floor), CEA, R.K. Puram, New Delhi (*tentative*) at 10-30 A.M. on October 11, 2004 by PES DL Dr. Kalyan K. Sen of Curtiss-Wright Electro-Mechanical Corporation (formerly Westinghouse), PA, USA

IEEE Workshop on 'Power Systems of the 21st Century – Various Issues & Possible Solution' at Committee Room, EE Department, IIT Delhi, New Delhi on November 6-7, 2004 with PES DL Dr. Prabha S. Kundur of PowerTech Lab, Vancouver, BC, Canada as main resource person (<http://www.ewh.ieee.org/r10/delhi/psscws.pdf>)

IEEE IAS 2004 PCI India Conference at Jacaranda, India Habitat Center, New Delhi on November 9-10, 2004 with state-of-the-

art lecture on 'Power Quality' by PES DL Dr. Rao S. Thallam of Salt River Project, Phoenix, AZ, USA and Tutorial on 'System Grounding and Ground Fault Protection' by M/s John Nelson and Pankaj K. Sen of IAS included

(<http://www.ewh.ieee.org/r10/delhi/pci-india.pdf>)

Achieving Customer Satisfaction in Software Projects

In this article we present some approaches that offshore software services companies should follow to achieve high customer satisfaction for projects being outsourced by international customers. We argue that instead of a fully customer-controlled approach, where the Customer takes all decisions regarding the project, a participatory approach needs to be followed where the software development company can contribute in each phase of the project – project bid phase, initiation phase and execution phase.

Customer-Controlled versus Participatory Approach

A software project usually starts with an international customer having requirements from its end-users to develop a product. The Customer sends these requirements to the offshore software development company (referred to as "Implementer" in the rest of the article) that executes the software project to develop the product. One commonly used option for handling such projects is to have a customer-controlled approach to the project. It is assumed that the Customer knows the end-users' requirements, has conducted extensive market research and has also studied competing products. All these factors make the Customer the right entity to decide the product features. The Customer is also aware of the timeframe at which the market would be ready to adopt the product, and, hence, is the best judge to decide the schedule for the project. Hence the Implementer should assume that the Customer is the best entity to take all such decisions regarding the project and should

simply follow all these decisions of the customer.

However, the highly complex and dynamic nature of software sector questions these basic assumptions for a number of reasons.

Software sector is characterized by fast changing technologies. A vast pool of global knowledge is available for the business domain for which the software product is being developed. This available technical and business knowledge needs to be studied and incorporated in the products being developed.

The end-user requirements are also continuously changing, resulting in the need for continuous modifications and improvements in the ongoing product development.

Further, software products generally have a global focus and the user requirements can vary largely between countries of different economic status, adding to the complexity of deciding optimal product features that can satisfy all end-users.

All these complex and contradicting requirements make a centralized customer-controlled project execution paradigm fail to deliver successful products. It becomes quite difficult for the Customer alone to strike a balance between these aspects. Instead, this complex and dynamic environment requires one to adopt a *participatory approach*, where the Implementer can contribute its inputs to each phase of project execution.

We would now discuss different phases of a software project – bid phase, initiation phase and execution phase. We suggest the ways in which the Implementer can make significant contributions to the project in each phase.

i) Project Bid Phase

In the bid phase, a Customer sends the project requirements/features document to multiple prospective Implementers. The

Implementer needs to prepare a project proposal suggesting the technical solution, the schedule and cost for the project.

The evaluation process generally involves Customer meeting the prospective Implementers for discussing their respective proposals. The project is awarded to one of the Implementers based on factors, like, the contents of the proposal and the ability of the Implementer to convince the Customer of its capabilities to deliver.

We suggest the Implementer to take a number of measures in this phase of the project to win confidence of the Customer.

- **Suggest Enhancements to Product Features**

The Implementer should study the Customer suggested product features in detail with the aim to determine any missing desirable features or identify any mistakes in the document. The purpose of this step is manifold. Firstly, by identifying mistakes in a document that has been comprehensively prepared and inspected by the Customer technical team, the Implementer can demonstrate that it has comprehensive command over the technology being used in the project. Secondly, identification of these mistakes early can significantly reduce the time and effort to correct them during the project execution.

The Implementer should next study competing international products. A comprehensive study of competition could reveal some essential features required by business users from the product, which were not covered in the proposed product features. The Implementer should also study features of similar products available in the local markets, which the Customer was not able to study.

Finally, the Implementer should also suggest some other innovative features on its own, based on its past experience of executing similar projects in that business domain.

- **Present Corroborative Data for Suggested Enhancements**

The Implementer must also decide an appropriate strategy to present its case to the Customer in this starting phase of the project. In general, Customers are not very receptive to suggestions from the Implementer in their very first meeting for a number of reasons. The Customer is an expert in the product domain and has been developing such products for long time. Its confidence in its own capability makes it difficult for it to accept the fact that its technical team could have missed some features in the product. Further, since, it would be its first meeting with the Implementer, the Customer is also unaware of the capabilities of the Implementer. Hence, the Customer is more unlikely to accept the fact that the Implementer would be able to suggest improvements to its product features.

Hence, the Implementer must present corroborative evidence to justify its suggestions. For example, the Implementer can gather detailed information on Customer usage of similar features in competing products. These details can be used to convince the Customer of the importance of suggested features.

ii) Project Initiation phase

After the project is awarded, both the Customer and Implementer teams generally have a series of mutual discussions to initiate the project. A major concern in this phase of the project is that the Customer team can change the project requirements that were initially agreed upon. We suggest the Implementers to refuse to implement these changes unless both the parties are convinced that such changes are *totally unavoidable*. The reason for this refusal is outlined as follows.

Once a project bid is decided, the Implementer plans for the execution of the project. The manpower allocation, the overall schedules and the inter-dependencies of individual tasks are decided. Budgets are allocated for each phase of the project. Any change in the requirements at this stage would require a

change in this project plan. An increase in the number of features would require the Implementer to move software developers from some other part of the project to implement these additional features. This action would cause that task and all its dependent tasks to suffer. The plans can go haywire and project schedule and product quality can suffer. Hence the Implementer should refuse changes at this stage of the project.

An exception should be made only if both the parties are in full agreement that these changes are unavoidable. An example of such an acceptable change is of technology being used in the project itself has advanced, after the project features were frozen. Incorporation of such improvements in the product can make the product more competitive in the market.

iii) Project Execution Phase

We now discuss some of the issues that arise in the execution phase of the project. In this phase, the software developers develop the project software modules as per the defined product features. We consider the case of execution of large software projects, which can usually take many months to be completed.

Since, technologies change very fast in the software domain, we suggest the Implementer to be proactive to such changes occurring in the technology domain of the project.

- **Suggest changes to product features**

The Implementer should continuously keep track of improvements occurring in the technology and business domains of the product. The Implementer should conduct the following activities to keep abreast of such new developments. Enhancements to product features should be suggested based on this information.

- Study journals/conference proceedings that discuss new improved software

technologies being developed in that technical domain.

- Study new features of competing products being released in the market. The Implementer should evaluate the utility of these features and suggest some of these for the ongoing project.

- Be aware of the changing needs of the business domain for which the product is being developed. For example, for the development of a Net-Banking application, the Implementer should study new features being demanded by the banks from such products. It is possible that some international banks may themselves be clients of the Implementer. The Implementer should use this professional relationship with the banks to request information from them about their preferred set of features desired from the product being developed.

- **Present a Cost-Benefit analysis**

Any feature enhancement suggested during the execution of the project would result in increase in, both, the schedule and cost of the project. Hence, the Customer is generally not receptive to changes suggested during the project execution phase. The Implementer would need to make additional effort to get acceptance from the Customer to its proposal for such changes. The Implementer should perform a cost-benefit analysis of each suggested feature enhancement. The analysis should list the possible benefits to the product by the feature enhancement, like, the improvement in ease-of-use of the product, the expected additional monetary returns due to wider market acceptability of the product, etc. The cost analysis should detail the expected delay in delivery of the project, and the additional cost to be incurred for implementing the feature. The Customer can then decide on a subset of features that are critical to the success of the project and can also be implemented without causing a high impact on the schedule and cost of the project.

- **Develop a Prototype**

The Customer may not be fully able to appreciate the utility of such feature enhancements being suggested. In such cases, the Implementer should develop a “Prototype” for the product enhancements being suggested to convince the Customer.

A prototype is a small piece of software that models the functions of the final software product being developed. On execution, the prototype broadly shows how the features would work in the final product. The Customer can then accept some of these features and can give a go-ahead to the Implementer to implement them. The advantage, to both the Implementer and the Customer, is that a prototype can be developed in a short duration with minimal cost and effort, and can still help in taking critical decisions about the project.

Conclusion

We have highlighted different ways in which Implementer can participate in the project starting from its inception stage to the final delivery. Our experience tells us that the customers are highly appreciative of such inputs of Implementers in each phase of the project. Further, these inputs also result in significantly improving the feature-richness and quality of the product, and increase the marketability of the end-product. Hence, this participatory approach is a Win-Win formula for both the Customer and the Implementer.

Vimal Kumar Khanna
Editor - “IEEE Communications”
E-mail: vimal_k@ieee.org

**FOR ONCE I FEEL PROUD NOT SEEING
INDIA ON TOP OF THE
TABLE !**

Dear Readers, This is forth year in a row of this reporting (and with the same caption). India continues to be in the table and actually on the 20th spot. And it is reported sadly because the table in question is the one containing World Software Piracy Rates. But this is still better than the Athens Olympics Medal Tally that we saw recently.

This year’s BSA study was different from all previous years – IDC joined hands with BSA for the first time. IDC’s involvement provided a new depth of coverage to this study.

Let’s have a look at Table 1.

Table 1

Top 30 Countries by Piracy Rate

S. No.	Country	Piracy Rate in (%)		
		2003	2002	2001
1.	Vietnam	92	95	94
2.	China	92	92	92
3.	Ukraine	91	89	86
4.	Indonesia	88	89	88
5.	Russia	87	89	87
6.	Zimbabwe	87	70	68
7.	Nigeria	84	67	71
8.	Algeria	84	-	-
9.	Pakistan	83	80	83
10.	Paraguay	83	71	72
11.	Tunisia	82	-	-
12.	Thailand	80	77	77
13.	Kenya	80	-	-
14.	Nicaragua	79	77	78
15.	El Salvador	79	68	73
16.	Bolivia	78	74	77
17.	Guatemala	77		
18.	Dominic Republic	76		
19.	Lebanon	74	74	79
20.	India	73	70	70
21.	Other CIS	-	90	87
22.	Bahrain	-	76	77
23.	Qatar	-	76	78
24.	Kuwait	-	73	76
25.	Oman	-	70	77
26.	Romania	-	70	75
27.	Other Asia Pacific	-	69	-
28.	Bulgaria	-	68	75
29.	Malaysia	-	68	70
30.	Philippines	-	68	-

Table 2 shows the bottom of the table.

Table 2

And The Other Side of the Coin

S. No	Country	Piracy Rate in 2003 (%)
1.	United States	22
2.	New Zealand	23
3.	Denmark	26
4.	Austria	27
5.	Sweden	27
6.	Belgium	29
7.	Japan	29
8.	United Kingdom	29
9.	Germany	30
10.	Australia	31
11.	Finland	31
12.	Switzerland	31
13.	Norway	32
14.	Netherlands	33
15.	UAE	34
16.	Canada	35
17.	Israel	35
18.	South Africa	36
19.	Czech Republic	40

The lowest piracy rate was recorded in 1999 (35%), it had been increasing since then, but in 2002, 2003 the world has shown improvements again.

Listed below are some of the significant observations:

- India's software piracy rate of 73 percent may seem high, given its big business exporting custom-developed software¹. While the government has enacted tough copyright laws and added amendments to help enforcement, pirated software is still widely available.
- France and Italy are not among the list of 20 countries with the lowest piracy rates, despite being major

¹ India's IT exports are more than three times the size of its domestic IT market.

developed IT markets. On the other hand, both have significantly large numbers of small business and consumer PC users, which typically are segments with higher piracy.

- The United Arab Emirates (UAE) is the only Middle Eastern country with a relatively low piracy rate, 33 percent. This is attributable to deliberate attempts to adopt stronger intellectual property protections in the 1990s, when a new generation of policymakers came into power and began luring foreign investments.
- Some other countries are notable for their absence on the lists. Once considered high-piracy locales, Taiwan, Ireland, Portugal and Puerto Rico, have rates below the median.
- On the other hand, there are a number of countries with higher-than-the-median piracy rates. Of the 86 countries that IDC examined, one in five had a PC software piracy rate above 75 percent, and one in three had a piracy rate of 70 percent or more. More than half the countries had a piracy rate above 60 percent.
- The message is that no country is immune from the impact of software piracy.

But is piracy getting better or worse?

Efforts continue by BSA and others to stem the growth of piracy, including implementation of education programs and policy initiatives to fight for stronger copyright laws and enforcement of those laws. These are effective inhibitors to piracy.

Unfortunately, there are also forces acting to increase piracy. These include the economic slowdown in some geographies, the influx of new users in emerging markets — mostly consumers and small businesses — and the increased availability of pirated software, particularly over the Internet and from peer-to-peer (P2P) networks.

Without strong online copyright laws and enforcement of those laws, online piracy — via spam, auction sites and P2P systems — will continue to grow alongside increases in Internet usage. By the end of last year, there were 700 million Internet users. By the end of 2007, there will be more than a billion. Many of these new users will come from emerging markets; China alone will add almost 90 million new Internet users over the next three years.

Online piracy is facilitated by increases in transmission speeds, since faster connections enable users to send and download larger files (such as software programs) more quickly. Today, there are 70 million broadband households. By the end of 2007, there will be an additional 100 million.

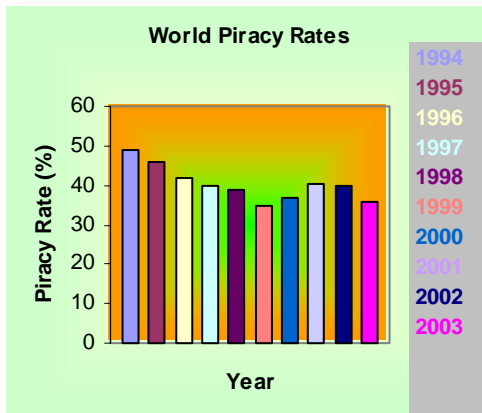


Figure 1: World Piracy Rate since 1994

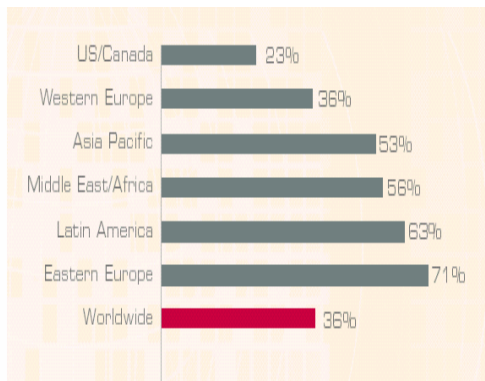


Figure 2: Region wise Piracy Rates

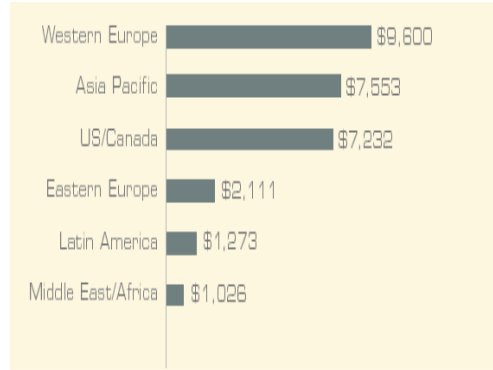


Figure 3: Dollar losses by region

Daman Dev Sood
Consultant
Tata Consultancy Services Limited,
Delhi

(Source: Software Piracy Report for BSA, Internet)

(views expressed are authors own and in no way represent his organization)

Excerpts from The IEEE LEADERSHIP
WIRE

(1 September 2004)

****ELECTION BALLOTS MAILED TO VOTING IEEE MEMBERS****

Election ballots for this year's IEEE election have been mailed to all eligible voting members. If you do not receive yours by 21 Sept., contact corp-election@ieee.org.

This year, members also are being asked to vote on a constitutional amendment containing revisions to the wording of the IEEE Constitution. For detailed information on these changes, visit <http://www.ieee.org/about/whatis/bylaws/changesgrid.xml>.

In addition, for the first time, members may choose one of two ways to cast their ballots.

*Electronically -- Information on this procedure is included in the election ballot materials that have been mailed to you.

*Mail -- To ensure that your mailed ballot is counted, you must sign and return it in the postage-paid envelope from the ballot package. If you do not use the

enclosed envelope, you may mail your signed ballot to:

Survey & Ballot Systems, Inc.
P.O. Box 46430
Eden Prairie, MN 55344-6430

If you transmit your ballot electronically, it is not necessary to return a signed ballot by postal mail.

All ballots must be received by 1 Nov. at noon Central Time, U.S.A.(18:00 GMT).

For information on the candidates, visit <http://www.ieee.org/corporate/elections/candidates.xml>.

****JULY MEMBERSHIP HIGHLIGHTS****

IEEE membership totaled 339,692 in July. This is an increase of 4,147 members, or 1.2 percent, over July of last year.

Complete details are available in the Membership Development Report at <http://www.ieee.org/organizations/rab/md/mdprogrpt.html>.

****IEEE PUBLISHES TOP JOURNALS IN ELECTRICAL AND ELECTRONIC ENGINEERING****

For the second year in a row, the IEEE published 18 of the top 20 journals in the field of electrical and electronic engineering, according to the recently published 2003 Journal Citation Report (JCR).

The JCR ranks journals by their impact factor, defined as the average number of times articles published in a specific journal in the previous two years were cited in a particular year. Here are some details from the report:

*IEEE SIGNAL PROCESSING MAGAZINE was the top journal in the Electrical and Electronic Engineering category, up from the number two position in 2002.

*For the third year in a row, IEEE NETWORK magazine was the most cited journal in the Telecommunications category.

*IEEE TRANSACTIONS ON MEDICAL IMAGING remained the number one journal in Imaging Science & Photographic Technology -- a position it has maintained since ISI introduced the category in its 2000 report.

*IEEE TRANSACTIONS ON ROBOTICS

AND AUTOMATION was the number one journal

in the Robotics category. This publication was split into two new titles this year: IEEE TRANSACTIONS ON ROBOTICS and IEEE TRANSACTIONS ON AUTOMATION SCIENCE & ENGINEERING.

For more information, contact William O'Connor, IEEE Sales & Marketing, at <mailto:w.oconnor@ieee.org> or visit <http://www.ieee.org/products/citations/citations.xml>.

IEEE DELHI SECTION MEMBERSHIP STATISTICS AT A GLANCE

(as in end-July 2004)

Total: 1545

<u>Grade</u>	<u>Strength</u>
Honorary Member	2
Fellow	3
Life Fellow	1
Senior Member	148
Life Senior Member	9
Member	593
Life Member	1
Student	534
Others (Associate, Affiliate, Pending)	254

<u>Chapter</u>	<u>Strength</u>
CAS004: Circuits & Systems Society – CS023: Control Systems Society	39
C016: Computer Society	189
PE031: Power Engineering Society – IA034: Industry Applications Society	96
COM019: Communications Society	257
EM014: Engineering Management Society	22

<u>Student Branch</u>	<u>Strength</u>
2591901: DCE, Delhi	77
2590001: IIT, New Delhi	26
2534811: NSIT, New Delhi	48
2534861: JMI, New Delhi	70
41511929: Amity, New Delhi	35

41375814: GGSIP University
School of Information
Technology, Delhi 54
41447849: IG Institute of
Technology, Delhi 14
2503861: BITS, Pilani 1
2591103: MBM Engg. College,
Jodhpur 0
2518473: Engg. College, Ajmer 1
2531463: MR Engg. College
(NIT), Jaipur 17
2510361: REC (NIT),
Kurukshetra 4
40336430: SJPMLIET, Radaur 0
41427869: CR State College of
Engg., Murthal 0
2518443: PEC, Chandigarh 75

(e-mail: ieeedelhi@ieee.org)
URL: <http://www.ewh.ieee.org/r10/delhi>)

Calendar of Events

October 08, 2004 (Friday), 3-00 PM – 4-30 PM, a talk on 'Implementation of Distribution System Automation in BHEL Township at BHEL Bhopal' by Mr. R. Mitra, BHEL, New Delhi at EOC, NTPC, Noida

Forthcoming Seminar / Conferences

October 11, 2004 (Monday), 10-30 AM – 1-30 PM, IEEE Seminar (Edison Memorial) on 'Advances in Transmission Technology – Modeling of FACTS and their Controllers' in the Conference Room (2nd Floor), CEA, R.K. Puram, New Delhi by PES DL Dr. Kalyan K. Sen of Electromechanical Division of Curtiss-Wright (erstwhile Westinghouse), Pittsburg, PA, USA

IEEE Workshop on 'Power Systems of the 21st Century – Various Issues & Possible Solution' at Committee Room, EE Department, IIT Delhi, New Delhi on November 6-7, 2004 with PES DL Dr. Prabha S. Kundur of PowerTech Lab, Vancouver, BC, Canada as main resource person (<http://www.ewh.ieee.org/r10/delhi/psscws.pdf>)

IEEE IAS 2004 PCI India Conference at Jacaranda, India Habitat Center, New Delhi on November 9-10, 2004 with state-of-the-art lecture on 'Power Quality' by PES DL Dr. Rao S. Thallam of Salt River Project, Phoenix, AZ, USA and Tutorial on 'System Grounding and Ground Fault Protection' by M/s John Nelson and Pankaj K. Sen of IAS included (<http://www.ewh.ieee.org/r10/delhi/pci-india.pdf>)

About a new book on C++ and Object-Oriented Programming

Name of the Book: C++ and Object-Oriented Programming Paradigm
Author: Debasish Jana, Senior Member, IEEE and IEEE Computer Society



ieeedelhinews vol 04 no 10 october 2004

From the desk of ECC

Dear *esteemed colleagues*,

With IEEE elections round the corner, you must have received the ballot paper for casting your vote. This time you may cast your vote on web too. So why do you wait, go to the web-site and do the needful.

With all other usual features rest of the text follows.

With regards,
Sincerely yours

Dr. S. Mukhopadhyay
New Delhi
October 04, 2004 (*Monday*)

Publishers: Prentice Hall of India
ISBN: 81-203-2321-1
Year of publication: 2003
Number of Pages: 584

This book offers a very interesting blending of the C/C++ as a language and object oriented programming principles. The practice-oriented text blends the theoretical foundations in a very lucid manner. It starts with a brief discussion of different programming paradigms and basic building blocks to make a program run with the help of compiler, linker, loader etc. The book does not assume any prior knowledge of C. It covers exhaustive detail of pointers, arrays, macros and basic concepts to serve as an excellent foundation in C. It clearly brings out the specific distinctive features of C++ from OO viewpoint and philosophy as well. The classic doubt of parameter passing in C and C++ are appropriately covered. The book aims to be a complete textbook of C++ for the beginner as well as the advanced level. More advanced topics such as operator overloading, class relationship, templates, STL, exception handling and conversion operators are also dealt with. An exclusive chapter introduces fundamental data structures and their applications. Readers also learn the object-oriented philosophy and the use of UML to represent objects, classes, components, relationships and architectural design. This student-friendly book is appropriate for courses in C/C++ and object-oriented programming in several CS/IT/IS degree programs.

Strategy Deployment Through Balanced Scorecard

What Is Balanced Scorecard?

A new approach to strategic management was developed in the early 1990's by **Dr. Robert Kaplan** (Harvard Business School) and **Dr. David Norton** (Balanced Scorecard Collaborative). They named this system the 'balanced scorecard'. Recognizing some of the weaknesses and vagueness of previous management approaches, the balanced scorecard approach provides a clear prescription as to what companies should

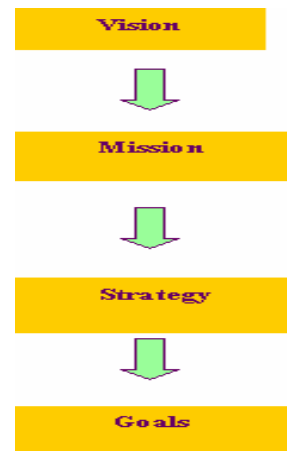
measure in order to 'balance' the financial perspective.

The balanced scorecard is a **management system** (not only a measurement system) that enables organizations to clarify their vision and strategy and translate them into action. It provides feedback around both the internal business processes and external outcomes in order to continuously improve strategic performance and results. When fully deployed, the balanced scorecard transforms strategic planning from an academic exercise into the nerve center of an enterprise.

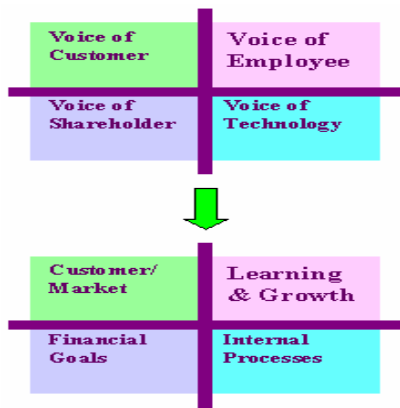
Kaplan and Norton describe the innovation of the balanced scorecard as follows:

"The balanced scorecard retains traditional financial measures. But financial measures tell the story of past events, an adequate story for industrial age companies for which investments in long-term capabilities and customer relationships were not critical for success. These financial measures are inadequate, however, for guiding and evaluating the journey that information age companies must make to create future value through investment in customers, suppliers, employees, processes, technology, and innovation."

An organization's journey from Strategy to Goals is depicted below:

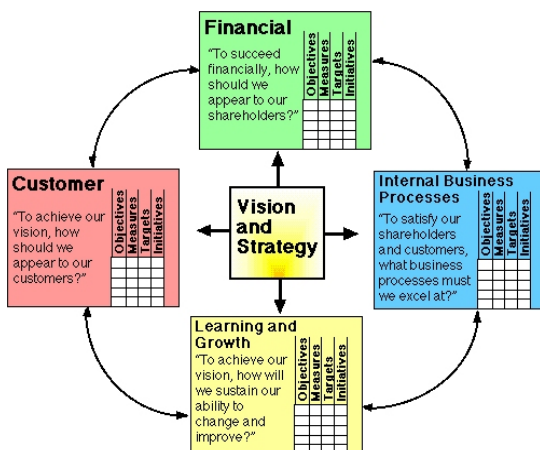


The Four Voices in the business are converted into Four Perspectives in the following way:



Metrics are developed, then, accordingly and data collection and analysis helps in measuring the performance and progression of the organisation towards its goals and vision.

- The Learning and Growth Perspective
- The Business Process Perspective
- The Customer Perspective
- The Financial Perspective



1. **Learning and Growth** is fostered by knowledge management activities and initiatives. These include strategic recruiting, hiring, training (both formal and informal), team development, document management,

collaborative communication systems, knowledge and skills audits of employees, knowledge base developments, and fostering of communities of interest within the organization.

2. **Business Process** improvements may range from moderate and localized changes to wide-scale changes in business processes, the elimination of paperwork and steps in processes, and the introduction of automation and improved technology. Deployment of the balanced scorecard measurement system itself is one of these processes.

3. **Customer** loyalty cannot any longer be taken for granted, nor is it sufficient to manage it in an ad hoc or anecdotal way. Rather, customer relationships are becoming increasingly structured and measured. Not only must the organisation work closely with customers on a personal level, it must also gain documented and continuous feedback on customer perceptions and loyalty (CSI – Customer Satisfaction Index imerges out of Customer Satisfaction Surveys conducted in various forms). These efforts come under the general heading of customer relationship management (CRM).

4. **Financial** management -- in the passive sense of "bean counting" -- is giving way to proactive initiatives in Activity-Based Costing (ABC), Functional Economic Analysis (FEA), Earned-Value Management (EVM) and other practices by which managers can learn more from financial data, in order to track projects more closely and make better cost estimates. Also, innovations in budgeting (e.g. linking performance to budgets) -- are replacing Zero-Based Budgeting and other earlier techniques. The availability of improved database technology with more business intelligence capability is turning financial management into an active part of an agency's overall strategy for success.

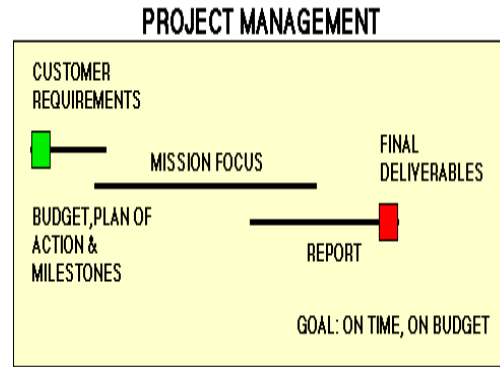
It is easier said than done. And some of the issues related to BSC (Balanced Scorecard) implementation/ deployment in the organisations are:

- **change of managers' perceptions**
- **fear in the employee culture**
- **limited incentives available within the most organizations to counterbalance that fear**

Following are some questions that are raised generally, when it comes to deploying a performance management system (like BSC):

- The costs outweigh the benefits. What will we find that we didn't already know?
- But some tasks will be labor intensive: metrics definition, software development, data collection.
- We have only limited control over results. Why should we be held accountable for things we can't control?
- The results will be used against us.
- Management will misuse or misinterpret the results. The process will be gamed.
- They will score us by inappropriate or unfair standards.
- Too much complexity: There are numerous systems and assessment criteria; how will we combine them all? (ISO 9001, ISO 14000, Baldrige, ABC, EVA, CMM, Balanced Scorecard, strategic initiatives).
- It's too big and ambitious and expensive to deploy a performance measurement system in this entire organization. We can't afford such large-scale efforts.

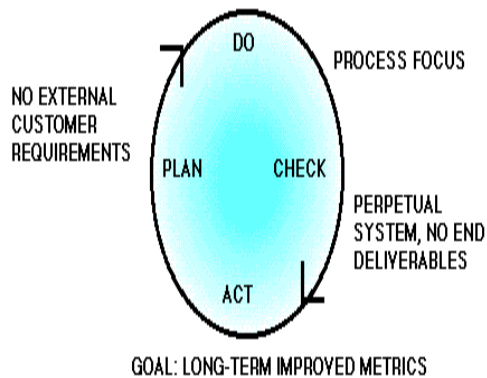
To make the journey of BSC deployment easy in an organisation, it would be worth making its project managers understand that Balanced Scorecard is not 'just another project'. Lets try to understand this:



The figure represents a time line or GANTT chart. All projects (or programs) have a definite start time (green) and a definite stop time (red) when the final deliverables (products, services, documents, decisions, etc.) are delivered to the customer. The goal is to meet customer requirements. The initial stage requires establishment of a precise budget and a plan of action and milestones (POA&M). The work is focused on the actual mission of production undertaken for the customer. It may be broken down into a hierarchy of subtasks, called an Engineering Schedule Work Breakdown Structure (ESWBS). Status and review meetings are scheduled at regular intervals throughout the project. Usually some kind of final report is written as one of the deliverables. The goal is to reach the end point on time and within budget, since there are usually other projects that are depending on input from the deliverables of this project. So project management is the effort to manage work within a finite, clearly scoped, hierarchically-structured, linear development process with a definite beginning and end.

The balanced scorecard management system is not just another project. It is fundamentally different from project management in several respects. To illustrate the radical nature of this difference, a diagram is shown of the BSC performance measurement process, as it would run when installed in an organization.

BALANCED SCORECARD MANAGEMENT SYSTEM



The first thing to notice is the topology: the balanced scorecard management process, derived from Deming's Total Quality Management, is a *continuous cyclical process*. It has neither beginning nor end. Its task is not directly concerned about the mission of the organization, but rather with internal processes (diagnostic measures) and external outcomes (strategic measures). The system's control is based on performance metrics or "metadata" that are tracked continuously over time to look for trends, best and worst practices, and areas for improvement. It delivers information to managers for guiding their decisions, but these are self-assessments, not customer requirements or compliance data.

People trained only in project management may have difficulty in figuring out how to accomplish the BSC, simply because it is such a different kind of management paradigm. One of the key practical difficulties is to figure out how to get the process started in the first place. If this is not a project, where does one begin? What kind of plan is appropriate for deployment of the balanced scorecard system?

If we want to ride a rotating merry-go-round, we had better not attempt to just hop on. We will probably get hurt -- and won't get on. The situation is similar with the balanced scorecard. To get on the merry-go-round, we have to accelerate in the same direction for a while, then hop on when our speed equals that of the circular floor. In other words, there needs to be a *ramp-up phase*, where everyone "comes up

to speed." This includes training or retraining of project managers, and probably focused deployment of *pilot efforts* before attempting to cover an entire large organisation. Sustained, patient leadership will be needed before the payoff is attained.

Balanced Scorecard is a mechanism for the organisations to move ahead in Business Excellence (whatever may be the model being followed). This also satisfies two other requirements namely Measurement Based Management and/ or Management By Facts.

:- Daman Dev Sood

Consultant, Tata Consultancy Services Limited, Noida

(Source: Internet research and Balanced Scorecard Institute)

Views expressed are author's own and do not, in any way, represent his organisation.

IEEE Delhi section WIE affinity group inauguration: a brief report

The Women in Engineering (WIE) affinity group of IEEE Delhi section was formally inaugurated on 27th September 2004 in a grand ceremony by Prof. V.N. Rajasekharan Pillai, Vice-Chairman, University Grants Commission, Government of India. Prof. Pillai lighted the ceremonial lamp to inaugurate the affinity group activities. In the inaugural address, he congratulated the Delhi section for going ahead and taking this commendable initiative and offered all support from the Commission's side to conduct programs by WIE. Prof. Mushirul Hasan, Vice-Chancellor, Jamia Millia Islamia presided over the function and gave his blessings for the initiative. Dr. (Mrs) Ruchira Jain, Director, Center for excellence in project management gave the key note address on 'managing change in the new world'. She also highlighted the need for women to shift their focuses and priorities to accommodate the various roles she has to play in the society. Mr. R.K. Vir, the IEEE Delhi section Chair complimented the efforts of the Affinity group chair and assured the group of all the support from the section.

Earlier, the WIE affinity group chair Dr. (Mrs) Mini S. Thomas welcomed the guests to the function. The function was attended by around 350 engineering students and faculty members from various engineering schools from across the country; among them were around 130 IEEE members.



The Dignitaries with a few WIE members

All the six WIE members who signed the petition for the affinity group formation attended the inaugural ceremony and had a formal meeting in which the office bearers for the affinity group were elected. IEEE Delhi section will have three more student WIE affinity groups soon, with Jamia Millia already filing the petition and two more student branches in the process of filling up the petition form.

Excerpts from The IEEE LEADERSHIP WIRE
(1 October 2004)

****AUGUST MEMBERSHIP HIGHLIGHTS****

IEEE membership reached 343,127 in August, an increase of 0.8 percent compared to August 2003. Specifically, higher grade memberships are down 0.1 percent, student memberships have increased 5.5 percent and society memberships have declined 5.9 percent.

Complete details are available in the Membership Development Report at <http://www.ieee.org/organizations/rab/md/mdprogpt.html>.

****IEEE REVAMPS CATALOG & STORE AND LAUNCHES SHOP IEEE****

The IEEE has launched Shop IEEE, formerly known as the IEEE Online Catalog & Store. The new site boasts a new look and feel, as well as a more prominent search feature, improved search capabilities, instant access to purchased PDF standards, simplified navigation and more.

Visit Shop IEEE at <http://shop.ieee.org>.

Excerpts from SCOOP
(September 2004)

VOTE IN THE IEEE ELECTION AND GET YOUR SECTION RECOGNIZED

Annually, the IEEE members are requested to participate in the IEEE elections. This is your opportunity to provide input to determine who will serve on the IEEE Board of Directors, Regional Activities Board, Technical Activities Board, IEEE-USA Board and the Standards Association Board. The ballots have been mailed and must be returned PRIOR to 1 November 2004. For the first time, members may cast their ballots either electronically or by mail. Instructions and codes for electronic transmission are provided in the election ballot materials. In the 2003 IEEE Election, only 15% of the eligible voters returned a valid election ballot. This percentage reflects the recent trend in which the amount of ballots returned has decreased. In an attempt to increase the number of ballots returned, the Regional Activities Board has agreed to recognize two Sections (one large/one small) that have the highest percentage increase in the number of ballots returned in the IEEE annual election. A Section is considered large if it has 501 or more members.

Please remind the members in your Section to return their ballots. If your Section has the highest percentage increase in the number of ballots returned, the Section will be recognized for its efforts. To see how many members of your Section voted in the 2003 election, please see the following URL:

<http://www.ieee.org/organizations/rab/voting/>.

Visit the IEEE election website (<http://www.ieee.org/corporate/elections/candidates.xml>) for the most accurate and up-to-date information on all candidates and election categories. In addition to selecting candidates, this year members also are being asked to vote on a constitutional amendment containing revisions to the wording of the IEEE Constitution. For detailed information on these changes, visit <http://www.ieee.org/about/whatis/bylaws/changesgrid.xml>.

MAKING UPDATES TO MEMBER RECORDS

Do you get too many email bounces using your Unit's SAMIEEE data? Ideally, IEEE members keep their email addresses and phone numbers up to date when renewing membership via the web or as needed throughout the year. To do this, they can use the web based "change of profile" form (<http://www.ieee.org/coa>), by sending an email to address-changes@ieee.org, or by contacting IEEE Member Services directly at 1-800-678-4333 (1-732-981-0060 outside of the US).

However, some members do not make these changes in a timely manner, so what can you do as a volunteer, if you have the correct contact information? There is a link on the SAMIEEE website, <http://www.ieee.org/samieee>, titled "Report Data Corrections to IEEE." Located on the lower left sidebar, it was created to assist the volunteers with this task.

Using this web form allows you to report member data corrections directly to Member Services, on behalf of a member in your organizational unit. Follow the directions making sure you type in "SAMIEEE Recipient Submission" in the Other Reason field. Once a correction is made to the IEEE membership database it will appear in a new or refreshed query in SAMIEEE following the weekly maintenance refresh.

NEW OFFICER ROSTER SEARCH FEATURE

We are happy to announce a new feature

added to the online Rosters on the IEEE web site at <http://www.ieee.org/roster>. We have added a roster name search and enabled it for use in navigating the online rosters.

This new tool allows authorized users to search for IEEE volunteers regardless of the roster in which they are named. With the deployment of this new search capability comes expanded access rights. Now anyone in any of the major rosters can view ALL rosters. Searching for an IEEE volunteer will retrieve contact information as well as all the current positions held. You need your IEEE web account to access the Rosters.

RECRUITING AND RETAINING VOLUNTEERS, PART XII

What volunteers need: "follow up to see that the task is completed*" and "an opportunity to provide feedback when the task is finished*."

You can monitor the progress of the volunteer task and provide feedback, but don't hover. Keep in mind that volunteers are colleagues and partners, not subordinates or employees. Be positive, acting as coach and cheerleader, but don't allow yourself to get over-involved by doing the work yourself, even if it sometimes seems easier. If, despite your best efforts, a volunteer does not perform, you can release him or her from the commitment.

When the task is completed, or even if the volunteer is released from the commitment, it is a good idea to solicit feedback. Volunteers appreciate the opportunity to share their opinions. In addition, the Section will learn about problems encountered and may be able to prevent potential difficulties in the future and possible loss of volunteers.

(*from "Volunteers: How to Get Them, How to Keep Them" by Helen Little; page 61-71, Panacea Press, Inc. Naperville IL., 1999)

ENHANCEMENTS TO IMPROVE IEEE UCE/SPAM FILTERING SERVICE

On 15 September, the IEEE rolled out enhancements to the IEEE UCE/Spam Filtering Service for members with an IEEE email alias.

New features include:

- * An option that combines the tagging and blocking of UCE (spam); messages with a low spam score will be tagged, messages with a high spam score will be blocked, thereby reducing the amount of spam received over time.

- * The ability to add email addresses you always want blocked to a blacklist, and those you never want blocked to a whitelist.

- * Improved identification technology that will more accurately target possible UCE/spam messages.

- * An additional layer of anti-virus protection beyond what is already provided via the IEEE Email Alias Service.

Members with an IEEE email alias may sign up for the IEEE UCE/Spam Filtering Service at <https://uce.ieee.org/>. Members who already use the filter may update their profiles starting 15 Sept. to select from among the new options.

To obtain an IEEE email alias, visit <http://eleccomm.ieee.org/personal-aliases.shtml>.

For any questions regarding the enhancements or the IEEE UCE/Spam Filtering Service in general, email uce-admin@ieee.org.

CALL FOR RAB AWARD NOMINATIONS

The Regional Activities Board is currently accepting nominations for the prominent RAB Awards:

- RAB Achievement Award
- RAB Innovation Award
- RAB Leadership Award
- RAB Larry K. Wilson Transnational Award

The RAB Awards and Recognition Program seeks to honor the outstanding efforts of some of the most invaluable IEEE

Volunteers who have made substantial Regional contributions through innovative projects, exemplary leadership, service, and by fulfilling the goals as related to Transnational Activities. Each prestigious award has a unique mission and criteria, and offers the opportunity to honor distinguished colleagues, inspiring teachers and corporate leaders.

These awards, the most prestigious RAB has to offer, are designed to recognize outstanding efforts by IEEE volunteers. These are NOT technical achievement awards. The deadline for nominations is 15 October 2004.

More information and nomination forms are available at the RAB Awards Website: <http://www.ieee.org/rabawards>.

IEEE DELHI SECTION MEMBERSHIP STATISTICS AT A GLANCE

(as in end-August 2004)

Total: 1604

<u>Grade</u>	<u>Strength</u>
Honorary Member	2
Fellow	3
Life Fellow	1
Senior Member	149
Life Senior Member	9
Member	612
Life Member	1
Student	549
Others (Associate, Affiliate, Pending)	278

<u>Chapter</u>	<u>Strength</u>
CAS004: Circuits & Systems Society – CS023: Control Systems Society	39
C016: Computer Society	201
PE031: Power Engineering Society – IA034: Industry Applications Society	97
COM019: Communications Society	257
EM014: Engineering Management Society	23

<u>Student Branch</u>	<u>Strength</u>
2591901: DCE, Delhi	77
2590001: IIT, New Delhi	26
2534811: NSIT, New Delhi	47
2534861: JMI, New Delhi	70
41511929: Amity, New Delhi	34
41375814: GGSIP University School of Information Technology, Delhi	54
41447849: IG Institute of Technology, Delhi	14
2503861: BITS, Pilani	1
2591103: MBM Engg. College, Jodhpur	0
2518473: Engg. College, Ajmer	0
2531463: MR Engg. College (NIT), Jaipur	17
2510361: REC (NIT), Kurukshetra	5
40336430: SJPMLIET, Radaur	0
41427869: CR State College of Engg., Murthal	0
2518443: PEC, Chandigarh	90

Activities, as given in the following sections. We have got chunk of members in Computer and Communications disciplines. I request you to suggest experts who can deliver in the concerned areas so that members can take benefit of their knowledge and share ideas.

Finally with other important points from IEEE issues, this edition is being sent to you to update with information.

With regards,
Sincerely yours



Dr. S. Mukhopadhyay
New Delhi
November 07, 2004 (*Sunday*)
(e-mail: ieeedelhi@ieee.org)
URL: <http://www.ewh.ieee.org/r10/delhi>)

Calendar of Events

November 19, 2004 (Friday), 6-30 PM, a talk on 'Software Process Improvement - TCS' Best Practices' by Ms. Sandhya Kakkar, Consultant, Tata Consultancy Services, Delhi in Committee Room – II, India International Center, New Delhi

Forthcoming Seminar / Conferences

IEEE IAS 2004 PCI India Conference at Jacaranda, India Habitat Center, New Delhi on November 9-10, 2004 with state-of-the-art lecture on 'Power Quality' by PES DL Dr. Rao S. Thallam of Salt River Project, Phoenix, AZ, USA and Tutorial on 'System Grounding and Ground Fault Protection' by Mr. John Nelson and Prof. Pankaj K. Sen of IAS included (for details look at <http://www.ewh.ieee.org/r10/delhi/pci-india.pdf>)

2005 IEEE International Conference On Personal Wireless Communications (ICPWC-2005), January 23-25, 2005, New Delhi, INDIA sponsored by: IEEE AES/COM/LEOS India Council Chapter In cooperation: IEEE Communication Society, IEEE Region 10,



ieeedelhinews vol 04 no 11 november 2004

From the desk of ECC

Dear *esteemed colleagues,*

IEEE Election results are out as circulated already by me. It might be of interest to you that for IEEE President-Elect 2005 Prof. Michael R. Lightner is the choice while for our Region 10, Dr. Janina Mazierska is the Director-Elect 2005-06.

Coming to our Section strength unfortunately like other years it has not picked up as you may observe from the statistics appearing at the end. However, we are continuing with Technical & Professional

with IEEE India Council, IETE (India), IEEE Delhi Section, Ministry of Communications & Information Technology, Govt .of India, The Asia Electronics & Info-Communications Union (for details look at www.elitexindia.com/icpwc2005/index.asp)

Excerpts from The IEEE LEADERSHIP

WIRE

(1 November 2004)

SEPTEMBER MEMBERSHIP HIGHLIGHTS

IEEE membership totaled 349,436 in September. This is an increase of 1.6 percent compared to September 2003. Specifically, higher grade memberships increased 0.6 percent to 287,078; student memberships grew 6.9 percent to 62,358; and society memberships declined 5.4 percent to 352,913.

For complete details, read the Membership Development Report at <http://www.ieee.org/organizations/rab/md/mdprogrpt.html>.

****TAB REVISES TECHNICAL INTEREST PROFILE CODES FOR MEMBERS****

The Technical Activities Board has revised the IEEE Technical Interest Profile (TIP) codes to better capture the technical interests of IEEE members.

The new TIP structure includes a move to a Web-based system that allows members to select the broad technical interest area of an IEEE organizational unit and include more specific technical interests.

This setup allows for a list of codes that span many technical areas and are shared by multiple IEEE organizational units. In addition, these shared codes allow for the easy identification of members with common cross-technical interests.

Current member TIP codes have been migrated to the new corresponding codes, so volunteers will no longer be able to pull lists using the old TIP coding scheme.

Members can update their profile codes online once a year during renewal, or at any time via the IEEE Change of Profile application at

http://www.ieee.org/portal/site/mainsite/menutem.818c0c39e85ef176fb2275875bac26c8/index.jsp?&pName=corp_level1&path=membership&file=coa.xml&xsl=generic.xsl.

For more detailed information, visit <http://www.ieee.org/tab/tips>.

IEEE DELHI SECTION MEMBERSHIP STATISTICS AT A GLANCE

(as in end-September 2004)

Total: 1636

<u>Grade</u>	<u>Strength</u>
Honorary Member	2
Fellow	3
Life Fellow	1
Senior Member	153
Life Senior Member	10
Member	634
Life Member	1
Student	557
Others (Associate, Affiliate, Pending)	275

<u>Chapter</u>	<u>Strength</u>
CAS004: Circuits & Systems Society – CS023: Control Systems Society	37
C016: Computer Society	200
PE031: Power Engineering Society – IA034: Industry Applications Society	91
COM019: Communications Society	257
EM014: Engineering Management Society	24

<u>Student Branch</u>	<u>Strength</u>
2591901: DCE, Delhi	83
2590001: IIT, New Delhi	28
2534811: NSIT, New Delhi	47
2534861: JMI, New Delhi	69
41511929: Amity, New Delhi	34
41375814: GGSIP University School of Information Technology, Delhi	53
41447849: IG Institute of Technology, Delhi	14
2503861: BITS, Pilani	1
2591103: MBM Engg. College, Jodhpur	0
2518473: Engg. College, Ajmer	1
2531463: MR Engg. College (NIT), Jaipur	16

2510361: REC (NIT), 5
 Kurukshetra
 40336430: SJPMIET, Radaur 0
 41427869: CR State College of 0
 Engg., Murthal
 2518443: PEC, Chandigarh 90



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 december 2004

From the desk of ECC

Dear *esteemed colleagues*,

We are on to the last issue of the year when winter has set in. Amidst all these we are still trying to keep our flag high by arranging two lectures on 24th and 28th instant by renowned speakers who are available on their visit to India from USA. Please come in good strength with friends and other guests to have lively interaction on new developments in the areas of electron device-based RF / Microwave Engineering and Robust / PID Control.

Nomination Committee has given the slate for the 2004 Section EXECOM, which you will find in this issue. Also keep a note in your diary for the Section AGM to meet all of us on January 16, 2005 (*tentatively*).

With regards,
 Sincerely yours

Dr. S. Mukhopadhyay
 New Delhi
 December 13, 2004 (*Monday*)
 (e-mail: ieeedelhi@ieee.org)
 URL: <http://www.ewh.ieee.org/r10/delhi>

Calendar of Events

December 24, 2004 (Friday) at 18-00 hrs in Committee Room – II, India International Center, New Delhi on 'RF and Microwave Engineering with Silicon Technology' by Prof. Madhu S Gupta, Dept of Electrical Engineering, San Diego State University, San Diego, CA, USA

December 28, 2004 (Tuesday) at 18-00 hrs in Committee Room – II, India International Center, New Delhi on 'Robust and PID Control' by Prof. Shankar P. Bhattacharyya, Dept of Electrical Engineering, Texas Agricultural and Mechanical University, College Station, TX, USA

Forthcoming Seminar / Conferences

2005 IEEE International Conference On Personal Wireless Communications (ICPWC-2005), January 23-25, 2005, New Delhi, INDIA sponsored by: IEEE AES/COM/LEOS India Council Chapter In cooperation: IEEE Communication Society, IEEE Region 10, with IEEE India Council, IETE (India), IEEE Delhi Section, Ministry of Communications & Information Technology, Govt .of India, The Asia Electronics & Info-Communications Union (for details look at www.elitexindia.com/icpwc2005/index.asp)

DELHI SECTION SLATE FOR 2005

<u>S.N.</u>	<u>Office</u>	<u>Name (Organization)</u>
1	Chair	Mr. Prakash V. Ekande (NTPC)
2	Vice-Chair I	Dr. Ram Gopal Gupta (DIT)
3	Vice-Chair II	Dr. Ram Nath (BHEL)
4	Secretary	Dr. Mini S. Thomas (JMI)
5	Joint Secretary	Mr. Daman D. Sood (TCS)
6	Treasurer	Dr. Ranjan K. Mallik (IITD)
7	Past Chair	Mr. Raj K. Vir (Ex-Railways)
8	Member	Dr. R. Balasubramanian (IITD)

9	Member	Mr. Rajendra K. Asthana (BHEL)
10	Member	Dr. Subrata Mukhopadhyay (CEA)
11	Member	Mr. Man Mohan S. Puri (Desein)
12	Member	Mr. Promod K. Srivastava (Ex-BHEL)
13	Member	Dr. V. R. Singh (NPL)
14	Member	Dr. Shankar Prakriya (IITD)
15	Member	Dr. K. Subramanian (NIC)
16	Member	Dr. Alok P Mittal (NSIT)

R. Balasubramanian, Rajendra K. Asthana & Subrata Mukhopadhyay

Organization Structure Models for Large ODCs

A large number of global software product companies are running Off-shore Development Centers (ODC) in India. These ODCs have adopted different organization structure models to meet the objective of delivering software to their parent companies.

Traditionally, the ODCs had adopted an independent Software Services Model where an ODC worked as a totally separate remote centre offering software development services to the parent company. This model works well for ODCs of small size or single product/technology based parent global companies. However, experiences of the ODCs following this model revealed that the model has its limitations and does not scale well for large global companies with multiple Product Business Units (PBU), each developing products in different technologies and having independent profit and loss responsibilities. We have observed that in the past few years a number of such large companies have adopted a different organization structure model where individual departments of the ODC align to the corresponding PBUs in the parent company, working as virtual extensions to them.

In this article, we describe the two alternative organization models. We, then, outline a number of factors for which the organization model of an ODC working as a virtual PBU extension of the parent company delivers better for large global companies. We suggest that such a model be adopted by large companies with diverse requirements for different PBUs, while the independent Software Services Model be adopted by other companies.

Alternative Organization Models

We now outline two alternative organization structures that ODCs can adopt to execute software projects for the parent company. We are considering the case of big global corporates, where the parent company develops multiple software products with varying technologies, catering to specific markets. Such companies are generally divided into multiple PBUs, each developing software products for a specific market. Each PBU is a sub-company in itself with its own Engineering, Marketing and Sales divisions. The General Manager of the PBU is responsible for its revenues/profit and loss. The basis of division of the company into PBUs is to allow each PBU to address a different market. Each PBU develops products for that specific market, which generally translates to each PBU working in a different software technology domain, than the other PBUs. For example, we can have one PBU developing Network Management software product and other PBU developing Database software product. Thus, the technical expertise of engineering teams in different PBUs varies.

The parent company off-loads software development work from its various PBUs to the ODC. The ODC has engineering teams organized in different departments, with each department executing software projects for a specific PBU.

We would now discuss the two alternative software organization structures that ODCs can adopt.

Option 1: Software Services Model

In this model, the ODC acts as a totally separate entity to the parent company. The PBUs offload software projects to the ODC entity. The ODC Management allocates work to respective departments that have the technical expertise to execute the projects. Respective teams execute these projects and deliver to the PBU. The interactions of ODC department with its PBU is at the start of the project to negotiate work, effort, resources and schedules for the project, and then at major milestones when it delivers modules of the project to the PBU.

Further, since ODC is a separate entity, it has the same set of policies, procedures and working methods across all its departments. Being only an Engineering Centre, ODC is only a cost centre. Hence, the ODC does not have any concept of profit and loss of each PBU. This fact results in the ODC maintaining parity in compensation, benefits and rewards across all departments, irrespective of profit and loss of the corresponding PBU for which these departments are delivering projects.

Hence, for all practical purposes, the ODC is effectively acting as any other external Software Services company that offer development services on cost basis to a global company.

Option 2: PBU Extension Model

In this model, the ODC effectively works like multiple sub-companies, each aligned to its parent PBU. Each department in the ODC is considered a part of its parent PBU. The engineering team of the department simply works as an extension to the global PBU engineering team. The department is closely integrated with its PBU and is broadly governed by policies, procedures and methods of working of the PBU. The benefits and awards in the department are directly linked to the profit and loss of the PBU. Even though the compensation is broadly based on the existing market salary levels in the country in which the ODC is located, however each department has

flexibility to adopt different compensation levels than the rest of the departments, based on the performance of its PBU.

In this model, the binding force between different departments in the ODC is having a shared support department. The support functions, like, Finance, Admin, Human Resources and IS are shared among different Engineering departments. A single head for support functions runs these support departments and caters to requirements of different departments. The need of shared support functions is essential to accrue the benefits of cost sharing of such functions within the ODC.

Benefits of PBU Extension Model

We now outline different factors that make the "PBU Extension Model" more appropriate for large software companies, as compared to the "Software Services Model".

i) Profit & Loss Accountability

Each PBU has independent Profit and Loss accountability in the parent company. Each PBU independently prepares its budgets for the year and is accountable for its revenues.

In the Software Services Model, the ODC operates as an independent company. The ODC Management prepares a single ODC-wide budget, encompassing all departments. Since the budget and expenses are shared, some of the expenses per department can not be explicitly tracked across the year. Hence, the parent company PBU is unable to determine exact finance figures for its offshore department. Hence, the overall Profit and Loss for each PBU can not be exactly determined. Since all critical decisions of the parent company for each PBU depend on these figures, the ability to take correct future decisions about the PBUs are impacted due to lack of exact data.

The PBU Extension Model overcomes this limitation as each ODC department works as an independent financial entity and prepares its own budgets. Each PBU can track its

expenses correctly by considering the ODC department expenses for the financial year.

ii) Encouraging Competitive Environment

In the parent company, each PBU is responsible for its own profits and can independently share the benefits of its success with its employees. Hence, if a PBU is able to deliver its products on time and with high quality, resulting in higher profitability, the PBU engineering teams get higher financial benefits than their counterparts in other PBUs.

However, in the Software Services Model, the ODC works as a cost centre and does not have Profit and Loss responsibility. This fact results in the ODC maintaining parity in awards, compensation and bonus for all the employees. This parity results in the benefits accrued to the employees of a department delivering for a PBU not being proportionate to profit making capability of PBU. Hence, if employees in one ODC department of a PBU are delivering software before schedules and with high quality, they still do not get to share the financial benefits due to higher revenues accrued due to their efforts. This factor leads to demoralization in high performing employees.

The PBU Extension Model allows each department in ODC to work independently of others. Hence the awards and benefits accrued from the PBU can easily be transferred to the respective ODC department. Hence, a high performing ODC department that results in higher profits for its PBU gets higher rewards than other departments in the ODC. This healthy competitive environment leads to higher motivation among employees to deliver better.

iii) Flexible Policies to Cater to PBU Specific Needs

The Software Services Model requires the ODC to have the same set of policies for all its employees. However, since each PBU is working on a different software technology,

the technical and business needs for some PBU may be totally different from other PBUs. The model does not provide the flexibility to adopt to such requirements.

Let us consider an example of an ODC that does not allow telecommuting, and hence no home PCs are given to engineers. However, one PBU may have a working requirement that requires telecommuting. For example, a PBU may be developing products following the Open Source model. The open source community needs to collaborate across the globe. Hence engineers in India need to work at odd-hours to communicate and collaborate with their global counterparts. This requirements asks for engineers to be provided home PCs to allow them to telecommute and work during late hours. Since the ODC can have only uniform policies for all its employees such a flexibility can not be given to a single department.

The PBU Extension Model, instead, allows each department to frame its own policies to cater to specific business needs of the PBU. In such a model, the department working in Open Source projects can assign home PCs to all its employees to allow them to collaborate with the community.

iv) Adaptability to Market Conditions

Finally, the Software Services Model does not allow the ODC to adopt to local job market conditions in terms of hiring and benefits. The ODC maintains parity among all its engineers by following similar compensation and benefits structure across all the departments.

However, different PBUs may be working in varied technologies, ranging from complex software technologies like system software/device drivers technology to commonly used database technologies. We are aware that engineers in the former domain are difficult to find in the job market, and hence can be hired only at a premium. If such engineers are hired at higher salaries in the ODC, their

compensation would result in one department of the ODC getting higher average salaries than other departments (that may not be working on such complex technologies). This flexibility is not possible if the ODC wants to maintain compensation parity across all the employees.

Such a situation can result in two possibilities, both of which are not good for the company business. If the ODC decides that all departments would need to remain within the average salary ranges of the ODC, then the department with workforce requirements in complex technology domains would not be able to hire good talent at a premium, severely limiting its software delivery capabilities. Alternatively, if this department is allowed to hire talent at higher salaries, *all* the departments in the ODC would need to raise the salary levels to this new salary range, to maintain parity across the ODC, resulting in an unnecessary overall cost increase in the ODC.

The PBU Extension Model, instead, would allow each department to decide its salary levels as per the market salary medians of other companies working *in similar technology domain* as itself. Thus, each department can independently adopt to current job market conditions and attract the best talent from the industry.

Vimal Kumar Khanna
Editor - "IEEE Communications"

Excerpts from SCOOP
(November 2004)

1. MEETING REPORTS MADE EASY

Has your Section (and Subunits) been submitting 2004 meeting reports of activity throughout the year via the web L31 form? If so, that portion of the annual required reports may be complete, or almost complete, for your unit. To verify that meeting reports have been submitted, go to <http://www.ieee.org/L31> and click the link for the L31 form. At the top of the page is a link to query reports. Simply select by name of the parent

unit to view a summary of the reports. No passwords are needed. Currently, the data for 2003 and 2004 activity can be viewed on the report. The 2003 data will be removed from the query report and archived by the end of November 2004.

If all of your meetings are listed on the query page, it will not be necessary to send the information again in any format. However, if you know of meetings held in 2004 that should be there, but are not, this is a good time to remind the responsible person to complete and submit the form. It should take less than a minute to fill in the fields for a meeting.

Additional reminders about the annual required reports will be emailed to Section Secretaries and Treasurers in early December. The updated financial report form (L50) will be available at that time. Questions about the web forms or the required annual reports may be sent to sec-rebate@ieee.org.

2. THE IEEE DISTINGUISHED LECTURERS PROGRAM
www.ieee.org/lecturers

Have you starting to plan Chapter meetings for 2005? When planning meetings, keep in mind that the IEEE Distinguished Lecturers Program is one of the most exciting offerings available to the IEEE Society Chapters. The Program is intended to serve as a convenient resource to assist Sections and Chapters in planning high quality programs for their membership.

Distinguished Lecturer Programs operate according to procedures defined by the sponsoring Society or Technical Council. Information on the individual programs is available from a series of auto-retrievable text files. Each file includes the name and contact information for each speaker and the topics that he/she will present. The name, address, phone, fax and email of each Program Coordinator are provided with details of the program's procedures (where available). To obtain the files, go to www.ieee.org/lecturers, and click

"Distinguished Lecturer Program" on the left sidebar.

Please direct your comments and suggestions to society-lecturers@ieee.org, or call +1 732 562 3846.

3. INFLUENCE FUTURE ENGINEERS

The IEEE Educational Activities Board has several resources available to members that focus on pre-college students, teachers and guidance counselors.

The Educational Activities Board Teacher In-Service Program features IEEE Section volunteers developing and presenting technologically oriented subject matter to local pre-college educators in an in-service or professional development setting. The focus on local school districts is a key feature to this program as local engineers and educators can develop long lasting collaborations.

Educational Activities has converted fifteen activities from the Teacher In-Service Program into complete lesson plans in English and Spanish that teachers and volunteers can use in classrooms. Each lesson is aligned with education standards, and includes teacher summaries, student worksheets, and activities. For more information, go to <http://www.ieee.org/organizations/eab/precollege/tispt>.

4. IEEE TECHNICAL EXPERTS GUIDE

If you need to find an authority for a particular subject area, a good place to start is with the IEEE Technical Experts guide. This guide is a resource covering more than 500 technical topics and includes contact information for IEEE experts qualified to answer questions or make referrals. For the alphabetized list, or search function, go to <http://www.ieee.org/TEG>.

5. IEEE REP LIST RESOURCES

Section Chairs now have one more resource - the IEEE REP List web site at

<http://www.ieee.org/replist>. The purpose of the list is to help determine the admission and advancement qualifications for IEEE membership.

The information on the web site can help your Section with its membership development efforts. How? If you review the list and complete the REP questionnaire, you will be assisting IEEE in updating the institutions in your Section and Region. This will help to ensure that graduates will be granted the highest membership grade possible, based on their education and experience, when they join the IEEE. The web site includes guidelines and criteria and the updated REP questionnaire to be used by Sections. The REP List contains two parts: 1) a list of educational institutions and 2) a list of IEEE designated fields of interest to the IEEE technical societies and councils.

Additional membership qualifications information can be found at www.ieee.org/join.

Excerpts from The IEEE LEADERSHIP WIRE

(1 & 8 December 2004)

****BOARD SERIES HIGHLIGHTS****

Here are some highlights from the recent IEEE Board of Directors Meeting Series in San Antonio, Texas.

- CANDIDATES FOR PRESIDENT ELECT:
The Board nominated two candidates to run in 2005 for the post of 2006 president elect -- Leah Jamieson, former vice president of the IEEE Technical Activities Board and current vice president of the IEEE Publications, Services and Products Board (PSPB), and Gerald Peterson, former president of the IEEE Standards Association.

- BOARD OFFICERS: the IEEE Assembly elected the following individuals to serve one-year terms on the IEEE Board of Directors beginning 1 Jan.:

*Moshe Kam, Vice President -- Educational Activities

*Leah H. Jamieson, Vice President -- Publication Services and Products

*Marc T. Apter, Vice President --
Regional Activities

*Mohamed El-Hawary, IEEE Secretary

*Joseph V. Lillie, IEEE Treasurer

- BUDGET: The Board approved the IEEE budget for 2005, which called for the organization to target a net surplus of US\$1.8 million.

- IEEE PRESS: The PSPB voted to continue the printed book operations of IEEE Press, reversing its recommendation from June. The PSPB asked the IEEE Press Board to work with the staff to develop a new strategic plan under which IEEE Press would break even by 2008. The PSPB will review the plan at the June 2005 meeting and will determine whether or not to approve it and continue operations of IEEE Press.

- IEEE WEB SITE: Corporate Communications and consultant Interface Guru gave the PSPB a presentation on a recently conducted usability study of the IEEE Web site. The study demonstrated some areas in need of improvement. Interface Guru recommended a redesign from the user perspective. PSPB moved to reappoint its ad hoc committee on Web site usability and asked it to prepare a plan for implementing these changes to be presented at the February Board Series.

- PUBLICATIONS STRATEGIC PLAN: The Board passed a motion to fund a strategic plan for Publications.

- SALES & MARKETING: The Board tabled a motion to establish a Sales & Marketing Oversight Committee as a standing committee of the Board, but passed a motion to issue rebates to organizational units that are the procuring cause of new or renewal licenses of IEEE Enterprise and the IEEE/IEE Electronic Library.

- IEEE SPECTRUM: The Board approved a motion to raise the dues allocation for IEEE SPECTRUM from US\$16 to \$19 (will go into effect in 2006).

- EXCOM: The Board approved appointing an ad hoc committee to look at the function of the IEEE Executive Committee and how it relates to the Board.

The Board did not support making the ad hoc industry relations committee a standing committee of the Board at this time, a reduction in power to the IEEE Executive Committee or a change to the bylaws that would support separate incorporation for IEEE organizational units.

****OCTOBER MEMBERSHIP HIGHLIGHTS****

IEEE membership remained steady in October, totaling 354,508. Relatively unchanged from September, this is an increase of 1.4 percent compared to October 2003. Higher grade memberships increased 0.2 percent to 288,521; student memberships continued the same growth of 6.9 percent and now total 65,987.

For complete details, read the Membership Development Report at <http://www.ieee.org/organizations/rab/md/mdprogrpt.html>.

****IEEE FOUNDATION EXTENDS US\$1 MILLION HISTORY CENTER CHALLENGE****

In 1998, the IEEE Foundation created the US\$1 Million History Center Challenge and agreed to match dollar-for-dollar, up to \$1 million, gifts from IEEE societies to the History Center's endowment.

As of October, ten IEEE societies have responded to the challenge with gifts totaling US\$560,000.

The IEEE Foundation has extended the deadline for participation in the challenge until 2008. The proceeds support the IEEE History Center's mission to preserve, research, and promote the legacy of electrical engineering and computing.

For more information, contact Mike Geselowitz, IEEE History Center, at +1 732 932 1066.

**IEEE DELHI SECTION MEMBERSHIP
STATISTICS AT A GLANCE**

(as in end-October 2004)

Total: 1735

<u>Grade</u>	<u>Strength</u>
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41375814: GGSIP University School of Information Technology, Delhi	53
41447849: IG Institute of Technology, Delhi	15
2503861: BITS, Pilani	1
2591103: MBM Engg. College, Jodhpur	0
2518473: Engg. College, Ajmer	2
2531463: MR Engg. College (NIT), Jaipur	16
2510361: REC (NIT), Kurukshetra	5
40336430: SJPMIET, Radaur	5
41427869: CR State College of Engg., Murthal	0
2518443: PEC, Chandigarh	90