

## **Section 5.20: Young Professionals Committee**

### ***Vision for Region 10 Young Professionals***

The Young Professionals program in Region 10 will serve as a meeting ground for young researchers and engineers in the Region to network, learn and hone their leadership, marketing and organizational skills. The program will expose them to the organizational structure and the volunteering opportunities of the IEEE. As a direct result of the vibrant Young Professionals program in the Region, the graduating students will see the benefit in continuing with their IEEE memberships, thereby increasing the retention rates in the Region. Active Young Professionals affinity groups will mentor, rejuvenate, foster and partner with the student branches under the Section and will collaborate with the other affinity groups under the Section.

### ***Role of the Region 10 Young Professionals Committee Chair***

The Region 10 Young Professionals Committee Chair is the point of contact of the Young Professionals program in the Region. He/she reports to the Region 10 EXCOM and, along with the Region Young Professionals committee, is responsible for the growth of the Young Professionals program in the Region. He/she also plays a role in furthering the vision and mission of the MGA Young Professionals Committee.

### ***Responsibilities of the Region Young Professionals chair/committee***

- **Help form Affinity Groups**

The Region Young Professionals chair/committee assists the volunteers in forming the Young Professionals affinity groups by answering their queries, familiarizing them with the petition procedures and motivating them.

- **Establish a committee link with Section Young Professionals leaders**

The Region 10 Young Professionals committee is formed with a selected number of Young Professionals volunteers to manage various aspects and to cater to different objectives of the Region 10 Young Professionals program. An email list and/or an online group of all the Section Young Professionals leaders should be maintained, so that information and issues relevant to the Region Young Professionals program can be communicated to the Section Young Professionals leaders.

- **Help Young Professionals Affinity Groups in the Region to sustain the growth**

After formation of the Young Professionals affinity groups, sustaining their growth is also important. The Region 10 Young Professionals Committee Chair should be in touch with the Section leaders to find out the issues. He/she should also create support structures at the Region level.

- **Retain and recruit leaders**

The Region 10 Young Professionals Committee Chair is responsible for young volunteers getting appointed / nominated to posts in the IEEE. He/she should also have a succession plan in place and should groom the successor.

- **Identify and incubate young volunteer talent**

It is the responsibility of the Region 10 Young Professionals Committee Chair to act as a mentor and to identify people who can act as mentors to the other Young Professionals members in the Region. Where possible, identify and groom Young Professionals volunteer talent and assist in putting them forward for consideration of higher-level IEEE volunteer opportunities.

- **Promote Young Professionals members to other regional leaders**

The success of the Young Professionals program depends upon the recognition of its value by the Region and Section leaders. It is the responsibility of the Region 10 Young Professionals Committee Chair to promote Young Professionals members to the leaders. The avenues available to the Region 10 Young Professionals Committee Chair in this task are the Region Newsletter, Region mailing lists, Region Web site, Region meetings and the EXCOM meetings.

- **Act as a liaison with local Young Professionals members, conference organizers**

The Region 10 Young Professionals Committee Chair will act as a contact person who can provide information regarding the Young Professionals members in the Region.

- **Work with Region Student Representative to recruit student leaders**

The Region 10 Young Professionals Committee Chair should work with Region Student Representative to recruit active student leaders, so that they carry on with Young Professionals activities after graduation.

- **Promote Young Professionals awareness among Student members**

The Region 10 Young Professionals Committee Chair should strive to increase the awareness about the Young Professionals program among student members at regional student events.

- **Collect and forward information on best practices**

The best practices and information from one Young Professionals affinity group should find its way to the other Young Professionals affinity groups within the Region.

- **Organize a regional Young Professionals meeting**

A regional Young Professionals meeting helps in sharing experiences and developing leaders. This can take the form of face-to-face meeting, teleconference or online forum.

- **Attend MGA Young Professionals Committee meetings and support MGA Young Professionals initiatives**

The Region 10 Young Professionals Committee Chair is the Region 10 Director's nominee on the MGA Young Professionals committee. He/she is expected to attend the meetings of the committee. The committee usually has one face-to-face meeting and a few teleconferences.

He/she is also expected to take such actions necessary to support and implement MGA Young Professionals initiatives in Region 10 as directed by the MGA chair or the Overseer of all Region Young Professionals Coordinators. These may include the establishment of and/or participation in other working groups or sub-committees. He/she is also expected to provide assistance for Young Professionals leaders in the Region to facilitate and maximize Region 10 Young Professionals members' participation in Young Professionals Summit, Sections Congress, etc. where applicable.

- **Report on the progress of the Young Professionals program**

The Region 10 Young Professionals Committee Chair reports on the progress of the Young Professionals program to the Region EXCOM at its annual meetings. He/she also reports to the MGA Young Professionals committee on the growth of the Young Professionals program in the Region.

- **Promote the funding opportunities available for the Young Professionals Affinity Groups in the Region to organize their events.**

The Section Young Professionals volunteers should be made aware of the possible funding schemes they could apply with the particular year. Information such as pre-requisites to be eligible to receive the grants, deadlines to apply and documents to be submitted can be provided.

- **Create awareness about the Region 10 Young Professionals Awards**

Region 10 is giving out awards to recognize the excellent contributions made by individual Young Professionals volunteers and Young Professionals affinity groups in the Region. The Region 10 Young Professionals Committee Chair will take measures to inform Young Professionals members about the details of these awards.

### **Membership**

The Region 10 Director appoints the Region 10 Young Professionals Committee Chair with the concurrence of the EXCOM. The Region 10 Young Professionals Committee is formed by the Region 10 Young Professionals Committee Chair.

### **Recommendations**

1. The most effective way of starting a Young Professionals affinity group in a Section is to obtain the support of the Section Chair. The encouragement from the Section leadership is very necessary for the Young Professionals affinity group to kick-off, and more importantly, for the group to sustain.

2. As the Region Young Professionals Committee Chair, one might come across one or more members in a Section, who are interested in starting a Young Professionals affinity group in the Section. It is important that they are linked up ASAP. Also, the information about the other members in the Section can be obtained from the Section Committee chair (i.e., Membership Development Committee chair) and supplied to the interested members.
3. Budgets for each year have to be submitted to the Region Treasurer by Jan/Feb each year. It is a good idea to clarify with the previous Region Young Professionals chair the appropriate level of detail and likely items for the budget.
4. It would be good to communicate to Young Professionals affinity groups that any requests for large amounts of assistance will have to be submitted before the budget deadline as mentioned above, for a chance of approval. State very clearly that approval is at the discretion of the Region 10 Young Professionals Committee Chair and submission before the budget deadline however does not bind the Region 10 Young Professionals Committee Chair to approving the requests.
5. The Region 10 Young Professionals Committee Chair should consider appointing assistants to delegate some responsibilities to if necessary - this also doubles as an opportunity to incubate future leaders who will become good candidates as successors of Region 10 Young Professionals Committee Chair position and other IEEE volunteer positions.
6. The Region 10 Young Professionals Committee Chair should encourage Young Professionals affinity groups in the region to organize Young Professionals meetups in their respective sections which are open for both IEEE and Non-IEEE members. The objective is to create a platform for young researchers and engineers to exchange their ideas and to create awareness to the Young Professionals program. This can be held inline with regional committee meetings or any other conferences.
7. Section Young Professionals leaders can be encouraged to publicize the events organized by them via the Region 10 Young Professionals Web site, regional newsletter, social media platforms, etc.
8. The Region 10 Young Professionals Committee Chair has the liberty to come up with his/her own communication and management plan across the Region. For an example, Region 10 again can be sub divided into several geographical zones and each zone will have a geographic coordinator to help coordinate activities and initiatives in the respective sections of the zone.