

the following Regions/grouping of Regions: 1-6 (US), 7 (Canada), 8 (Europe, Africa, Middle East), 9 (Central and South America), 10 (Asia, Pacific). Any Region/grouping of Regions determined to have at least 10% of CPMT total members will have the proportional number of Member-at-Large positions designated to it for representation on the BoG. The slate of candidates for each year's election will be constructed to ensure that the resulting total of newly elected Members-at-Large plus continuing Members-at-Large has the proper proportion of representatives from each Region/grouping of Regions.

4.3 Candidates will be solicited and selected by the Nominating Committee from among members of the respective Regions/grouping of Regions, by a process that ensures input from Society volunteers in the respective Regions/grouping of Regions, as well as from members of the BOG, and chairpersons of all other organizational entities of the Society. The slate will contain at least 1.5 candidates for each forthcoming vacancy.

4.4 Society members in each Region/grouping of Regions with designated BoG positions will vote for their Region/grouping of Regions' respective positions only. That is, members in Region 8 will vote for Members-at-Large for Region 8 only. Society members in Regions without designated BoG positions will vote with the Region/grouping of Regions with the majority of members.

4.5 The Nominating Committee shall cause to be published for the Society membership a call for nomination by petition, such petitions including to include statements of nominees' qualifications and willingness to serve if elected, to be received by the Chairperson before a specified date. A petition nominating a Society member in good standing and supported by the identifiable signatures of at least ~~25 Society members~~ 2% of the eligible voters shall automatically place that member's name on the slate. Signatures can be submitted electronically through the official IEEE society annual election website, or by signing and mailing a paper petition. The name of each member signing the paper petition shall be clearly printed or typed. For identification purposes of signatures on paper petitions, membership numbers or addresses as listed in the official IEEE membership records shall be included. Only signatures submitted electronically through the IEEE society annual elections website or original signatures on paper petitions shall be accepted. Facsimiles, or other copies of the original signature, shall not be accepted.

4.6 The Chairperson shall ensure that all candidates are properly qualified. The ballot shall provide for write-in candidates. The ballots should be mailed to the entire Society membership including Society affiliates. The results of the vote shall be transmitted to the President and Nominating Committee Chair prior to the date of the new calendar year meeting of the BOG. Newly elected BOG members assume their positions on the first day of the year.

4.7 Those candidates having a plurality of votes will be declared to be elected. Ties shall be broken by the BOG. If an elected member fails to accept the office, the candidate receiving the next highest number of votes will be certified elected. If the vacancy cannot be filled in this manner, the

President shall make appointments in cooperation with the Nominating Committee Chairperson.

4.8 The Nominations Committee and the BOG should provide names periodically to the CPMT President for consideration to Divisional Director positions and other IEEE posts.

IEEE Mentoring Connection Program

Interview by Eric Perfecto, BOG member, with Cathy Downer, Project Manager of IEEE Mentoring Connection Program Coordinator

Published with prior permission from both Eric Perfecto and Cathy Downer

When was the TMC instituted as the preferred IEEE mentoring site?

We conducted focus groups with IEEE GOLD members to find out what they were looking for in a mentoring program. We wanted to make sure there was a need and to find out who or what type of IEEE member they were looking for as a mentor. We wanted to propose a unique membership benefit to this group to help with retention. Our focus group participants (3 focus groups held via internet) consisted of one with US/Canada members, second with European members, and third with Asia, South Pacific (Australian area) members – all working within their time zones. Members within these focus groups told us they would value another IEEE member as a mentor – in fact they valued that relationship very highly.

While we ran these focus groups, I searched the web for an online mentoring program that was user friendly, worked within our parameters (less focused on staff administrative) and one that the mentee or protégé searched for their mentor. Not the type of matching that staff reviewed files and matched the individuals up. I also did research with other membership organizations to find out who they used and how they ran their member mentoring programs.

When I came across The Training Connection, I talked with them and asked for references. They offered information on how to help with setting up a program and on the issues we had. They offered a demo site that helped us make a decision. The people running the company were skilled in coaching, training, and running mentoring programs.

We ran a pilot program that began in 2005 with Region 1 and in August opened to Regions 2 and 3 to increase the pool of participants. We selected this area because of the larger cities, larger number of IEEE members in those cities to help with mentoring partnerships that would be close. After a six-month and year-end evaluations, we opened the program in 2006 to IEEE members.

Who and how can apply to be a mentor or to find a mentor?

IEEE members above the grade of Student Member can participate in the program as a mentor or mentee. We made the decision early not to include Students so we could offer a specific and unique program after they graduate to help with the transition into the professional fields and with career development. We did not want the program and the members participating to be used as an employment resource.

When entering the program for the first time you are asked how you are participating – as a mentor or mentee.

Why is this mentoring limited to professionals to professionals?

We wanted a unique membership benefit to offer to those members transitioning from student to the engineering professional fields. Our research told us that the members valued another IEEE member with more experience in the profession as an ideal mentor. IEEE is known as a professional membership organization.

In December 2007, we invited IEEE Graduate Student Members (GSM) to join the program. These members have graduated with their first degree and are in advanced degree programs.

Where can IEEE students go to get matched with professionals?

Many colleges and universities have their own mentoring programs for students who are matched with the college's alumni. MentorNet is an online program designed to match female students with professionals from various professional organizations within the U.S.

How does the mentor to protégé match occur?

When you enter the program as a mentor or mentee, you will complete a User Profile form with basic information. Next, the application form will ask for information that will assist in identifying and requesting the search for a match. The program will prompt you to each step. In the application form, the mentor's questions are a bit different than those of the mentee. The mentee will be asked to define their goals, while a mentor will be asked to

- check off skill competencies that you will bring to a mentoring partnership;
- provide a short biographical summary (can be pasted in from Word);
- check off your technical background based on the IEEE technical societies;
- reply to some short questions on what you would bring to a mentoring partnership as a mentor.

The next step is in the hands of the mentee as they decide who their ideal mentor will be. The mentee will decide if they want a mentor to be close geographically (by country, state/province, and city) so a face-to-face meeting can take place. If close proximity to the mentor is not the primary search criteria, the mentee can search based on skill competencies or gender. Whichever type of search is conducted, a list of potential mentors will be provided to the mentee. The mentee will review the list, along with access to their application, and then decide who they would like to contact through the system (via email) to initiate a mentoring partnership.

Once the mentee and mentor have decided to become partners, they will be encouraged to complete the mentoring agreement to help clarify expectations and define boundaries in their partnership. The IEEE Mentoring Connection Program also has a Mentoring Action Plan for the mentee to work on based on the agreed upon expectations. The Mentoring Action Plan will be reviewed at intervals by both the mentor and mentee.

What is the communication medium: email, phone, face to face?

Communication among the mentoring partners usually originates via email with the request to enter into a mentoring partnership and then each partnership decides how they will communicate. Most use email and phone. Some who are close enough meet face-to-face and also communicate via email.

Can you provide some statistics?

Presently we have 1176 mentees in the program with 540 mentors with over 80 countries represented. We have 256 active mentoring partnerships. Some mentees have more than one mentor. Since the inception of this program we have had twice as many mentees as mentors. We also have over 240 open requests for mentoring partnerships – something I try to work to close up and move over to our active partnerships.

What is the average connection (mentor to protégé relationship) time?

The mentoring partnerships run for one year. If a partnership is not working and both partners have decided to end it, we will close their partnership. Each is open to form new partnerships after one closes.

Can one have more than one mentor?

Yes, we have many mentees who have more than one mentor. We have asked that mentors have no more than two mentoring partnerships at one time. This is to allow time and effort for each partnership to grow and be successful, without causing stress on the mentor's schedule.

What is the average time required per month for a useful relationship?

We ask that mentoring partnerships use a minimum of two hours each month to communicate and discuss goals and issues.

How do you measure the success of the program?

I consider the active partnerships as success. This means that members have found a mentoring partner and are working to reach goals set by the mentee in discussion with their mentor.

What kind of resources does the program provide?

The Training Connection mentoring website has a section, "Library", which has a mentoring guide, newsletters, documents, presentations and other files related to mentoring and its partnerships. The site also has an active Discussion Forum where participants respond to questions posted by myself or our vendor. We also have a mentoring website on the IEEE site, www.ieee.org/mentoring which may have additional information you are looking for.

Can we find testimonials on the effectiveness of the program?

Craig Chatterton (mentor)

"Participating in the IEEE Mentoring program has been very rewarding and educational. It has given me the opportunity to share some of my experiences with younger engineers...I have participated in other long-distance mentoring programs and enjoyed them. However, the IEEE program stands out due to the focus on engineering backgrounds and professional careers. I look forward to these new and ongoing relationships."

Jamie Garcia (mentee)

"I went to the site and found it easy to navigate, searched by location, and was astounded to have such a wide selection of local

potential mentors. I contacted by current mentor and arranged a meeting. I immediately received suggestions on how to best position myself for my upcoming performance review.”

“It is a pleasure to have made such as strong connection, IEEE has honed a valuable service and whether you are a mentor or mentee, there is a great deal of value in this program.”

Gary C. Hinkle (mentor)

“Helping young engineers develop in their careers is very rewarding. Working with some of these individuals has proven to be quite a challenge, because of the diversity among those seeking mentors. I’m glad to be contributing to this program.”

I have been interviewing mentors and mentees in active mentoring partnerships! We have filmed half of them for the purpose of creating a mentoring product commercial. The mentors interviewed and filmed so far are from Pittsburgh, Ireland and Canada. Our mentees we will be interviewing and filming are from Cairo, Japan, Saudi Arabia. One mentee we interviewed and filmed is in Pittsburgh. This has been a lengthy process in finding members who wanted to participate, agreeable to be filmed and to use their comments on the program. I am also planning to hold an online forum with this group of participants so they can discuss their partnerships, successes, and how they worked through their partnerships – while attendees can send in questions for responses.

We are also working with The Training Connection for an online mentoring orientation program on 22 May 2008 at 7:00am and again at 4:00pm Eastern. A brief announcement will be placed in The Institute Online Alert for early April. We are not ready yet for registration, but will take any questions early for the program.

Thanks you very much for your time. My hope is that by publicizing this IEEE resource more people will use it.

Visit www.ieee.org/mentoring

Member Recognition:

Society of Manufacturing Engineers Recognizes Dr. C.P. Wong’s Contributions

Dr. Vasudeva P. Atluri, Editor-in-Chief,
IEEE CPMT Society Newsletter

The Society of Manufacturing Engineers has selected Dr. C.P. Wong to receive its 2008 Total Excellence in Electronics Manufacturing (TEEM) award. This prestigious, annual award is in recognition of his extraordinary dedication to setting new or higher standards of achievement in electronics manufacturing. The nominating committee, which is comprised of leaders from SME’s Electronics Manufacturing Tech Group, is deeply impressed by Dr. Wong’s research accomplishments and selected him out of dozens of nominations to be the 2008 recipient. The award will be presented at the SME Member Luncheon, June 1st, 2008, from Noon to 1:30 PM at the Marriott Renaissance Hotel in Detroit, Michigan. Up to 100 industry leaders and professionals

representing SME’s Board of Directors, Member Council and Manufacturing Enterprise Council along with members and member leaders will be in attendance to applaud Dr. Wong’s efforts.

Congratulations to Dr. C. P. Wong on being selected as a well-deserving recipient of the SME’s 2008 TEEM award!!!

IEEE News:

Seeking Nominations for IEEE Medals and Recognitions

Submitted by Leslie Russell, Awards Presentation Program Manager, IEEE Awards

The IEEE Awards Board is seeking nominations for IEEE Medals and Recognitions and encourages the use of its online Potential Nominee Form. This form allows a preliminary review of a nominee by the selection committee and an opportunity to obtain feedback prior to submitting an official nomination form. The Potential Nominee Form is available on the IEEE Awards Web Page at www.ieee.org/portal/pages/about/awards/noms/potnomform.html.

The deadline for submission of an official nomination form for any of the IEEE Medals and Recognitions is 1 July 2008. For questions concerning the Potential Nominee Form, please contact awards@ieee.org.

Chapter Reports:

Singapore REL/CPMT/ED Chapter Update

Submitted by Alastair Trigg, Chair - IEEE Singapore
Rel/CPMT/ED Chapter

In February 2008 Chapter organised a DL talk by Prof. JJ Liou of University of Central Florida, USA on Electrostatic Discharge (ESD) Protection for RF ICs.

Planning is well underway for Chapter’s flagship packaging conference, EPTC 2008 which will be held in Singapore from 9 to 12 December 2008. The abstract submission deadline is 15 May 2008. Full details of EPTC can be found at the website: www.eptc-ieee.net

Chapter’s other flagship conference The International Symposium on the Physical and Failure Analysis of Integrated Circuits (IPFA) will be held in Singapore on 7-11 July 2008 and will comprise two days of tutorials followed by three days of technical sessions. An equipment exhibition will be held in conjunction with the technical sessions.

CPMT United Kingdom & Republic of Ireland (UK & RI) News

Submitted by Nihal Sinnadurai



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