



The IEEE

October 1999
(VOL 47, NO. 2)

MONITOR

PUBLISHED BY THE NEW YORK SECTION OF THE INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS



Joel B. Snyder
candidate for
President-elect, IEEE



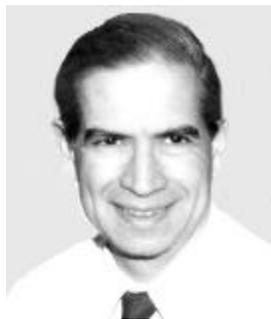
Roger K. Sullivan
candidate for
Director-elect, Region 1

The Executive Committee of the New York Section endorses the above candidates and recommends that you to vote for them in the upcoming IEEE elections

Visit our web page at
http://www.ewh.ieee.org/r1/new_york/

PERIODICAL
TIME SENSITIVE MATERIAL

Chairman's Column



There are many things that have occurred since I took office that I want to bring to your attention.

The selection of candidates to receive Millennium awards is perhaps the most difficult area in which I have had to make hard decisions. It is impossible to give all of those who volunteer their time and effort the award they rightly deserve. The opportunity presented by the IEEE to grant this one time award is much coveted and immediately creates some unpleasant feelings. Engineers are known to work together without rancor or ambitious rivalries; but these medals seem to bring out some more base instincts. I find working with the people within the organization most rewarding. Your staff at all levels, Chapter, Section, Region, and within the IEEE are dedicated to serving you and are rewarded when they can be helpful and accomplish a given task. During the past Region 1 Summer Training Session I was very impressed with the IEEE staff and all those who support our activities. They are really there for us and though faceless for the most part bring to us many excellent benefits. Seeing real people behind those masks makes a meaningful difference in day to day contacts. In our own section we have provided considerable leadership to the Region. Not only is our section represented by people like Roger K. Sullivan, Robert Noberini, Karl Sommer, Bertil Lindberg, Charles Rubenstein, but we had on hand 11 members of our executive board: James Barbera, Jalal Gohari, Alan J. A. Osborne, Ralph Tapino, Peter Mauzey, Harold Ruchelman, Robert Pellegrino, Peter Greco, Leon Katz, and

Dr. Haroun Mahrous. A very impressive turnout and one we can be very proud of. It is my belief that people make an organization and these are committed members of the New York Section.

As you read the first issue of the Monitor you can see the progress I've made. In one area though I have had little success. We have no Gold members (recent, 10 years or less, college graduates) or female members on the executive committee. I have done my best to recruit and have not given up. It is a disappointment but understandable that our young members and female members do not have time to participate and volunteer to service on board positions. If you know of anyone who might be interested please consider this an open invitation. I would like to pass this organization to a younger generation, one that did not grow up with the Rolling Stones and other relics of the '60s even though they still set records selling tickets. These standards somehow continue to tap the prevailing winds that drive our systems. With the coming of new technology it is hard to adjust to trends and very comforting to listen to the legacy of past proven winners.

I have tried to use the Monitor to increase our consciousness as to programs and events. I would like to see members attend our executive sessions and have included a calendar. We also maintain a Section Web page managed by Bertil Lindberg. Bertil is very responsive to new trends and has used the technology to place some new and powerful tools at our disposal. The Web is really about communication and communication allows us to reach out and benefit from those activities that are meaningful. I welcome your comments and suggestions and hope to see you at our next meeting.

Michael A. Miller, Chairperson
New York Section

Jalal Gohari receives the New York Section Distinguished Service Award for 1999

At its September 8 meeting, the New York Section Executive Committee confirmed the recommendation of the Section's Special Awards Subcommittee to give the 1999 Distinguished Service Award to Jalal Gohari.

His award is "For Distinguished and Outstanding Service to the New York Section and the Professional Engineering Community."

Mr. Gohari is currently the Section's Vice-Chair, Chapter Operations.

Recipients

1999 Jalal Gohari
1998 Frank P. Farinella
1997 Frank E. Shink
1996 Roger K. Sullivan
1995 Amos E. Joel
1994 Philip M. Paterno
1993 William Terry
1992 Robert W. Gillette
1991 Anthony B. Giordano
1990 Jack L. Jatlow



Postmaster: Send Address change and returns to the IEEE MONITOR, c/o Membership Services, IEEE Service Center, PO Box 1331, Piscataway, NJ 08855 (ISSN 0164-9205)

Published monthly, except for June, July and August, by the New York Section of the Institute of Electrical and Electronics Engineers, Inc., 24 Chamber Lane, Englishtown, NJ 07726. Phone (212) 460-6363, Fax (212) 529-0463. IEEE Corporate Office, 3 Park Avenue, 17th Floor, New York, NY 10016-5997

Annual subscription: \$4.00 per member per year (included in annual dues) for each member of the New York Section: \$10.00 per year for non-IEEE members

All communications concerning The IEEE MONITOR should be addressed to: The IEEE MONITOR, 24 Chamber Lane, Englishtown, NJ 07726 or e-mail: monitor-editor@ieee.org. Responsibility for contents of articles, papers, abstracts, etc. published herein rests entirely with the authors, not the editor, Publication committee, IEEE or its members. Periodicals Postage Paid at New York, NY and additional mailing offices.

Vol. XLVII No. 2 October, 1999

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VICE CHAIRMAN, ACTIVITIES - Alan Osborne
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Professional Activities Information Page

This page dedicated to member professional activities information

I am back from Dallas where as Pace Chairman I represented the New York Section at the Professional Development Conference. The theme was "Entering the New Millennium," and the numbers of attendees indicated that members are indeed preparing for this event. The conference workshops were well attended and the topics presented were of current interest to all our members. The Conference emphasis has been changed from being only PACE oriented to one of providing workshops and a forum for Professional Development. The change reflects IEEE-USA decision to try to provide training workshops that will be open to people whose companies will pay for them to attend. I attended a pre-conference Workshop on Practical Career Planning and Job-Search Techniques, which will help me, set up programs and workshops in the section. The programs were arranged so that meetings and workshop sessions of a common interest were set up in different Tracks. The following are the Track titles and topics: Skills, A Career Toolbox

Careers, Transitioning at *Warp Speed*;
Management, Management Skills for a Career
Success;

PACE, Growing with the IEEE-USA;GOLD Skills, The Skills They Didn't Teach You in College;GOLD Careers, Life in the Fast Lane-Driving Your Career. I will be working on setting up new workshops on some of these topics. If you have suggestions on topics that interest you please contact me. The following is the schedule of PACE Activities for the NY Section 1998-1999 year:

October 12: Financial Planning Seminar

November 10: General Meeting

December 8: General Meeting

IEEE-USA EMPLOYMENT ASSISTANCE

IEEE-USA National Job Listing Service:

www.ieeeusa.org/jobs.html

IEEE-USA Entry-Level Employment Assistance Site:

www.ieeeusa.org/EMPLOYMENT/entry.html

IEEE-USA New Resume Referral Service:

www.ieeeusa.org/jobs.html

Hard copy resume forms call Resume Link at
614-923-0600

Peter Greco PACE Chairman
212-614-3357; Fax 212-529-5237
E-Mail p.j.greco@ieee.org

Editorial

As you know, the Executive Committee of the New York Section has endorsed Joel for the office of President-elect, IEEE. Our neighboring Long Island Section has also come out in favor of Joel and I thought that their endorsement would be of interest to you.

Joel Snyder Candidate for President-elect, IEEE

“A Compass Also Has Four Points”

The Long Island Section Executive Committee urges that you cast your vote for Joel Snyder as your candidate of choice for the position of IEEE 2000 President-elect. As some of you no doubt already know, Joel has served our Section, our Region, and indeed our country (as IEEE VP-Professional Activities) in many IEEE leadership capacities, always with strength of purpose and a solid plan for action. He has served us well and can continue to serve us in this highest of IEEE offices if you vote for him in the upcoming elections.

Joel's own words indicate he is the kind of leader that we need for IEEE:

"As we approach the new millennium, we are in the midst of a technological explosion and the opening of economic frontiers as never before. We are facing new and exciting challenges that the IEEE must meet if it is to survive as a vital and vibrant professional society."

Joel knows of what he speaks. He has been preparing us for the new millennium in every position he has held in IEEE, and in every advice he has given to the leaders he has mentored and nurtured along the way.

Most people that know Joel only see one side of him. Joel is a Working Engineer with 33+ years of industrial experience in local industry and with his own company. In addition, he has over 10 years of academic experience as a “Senior Industry Professor.” He has demonstrated diversity and depth in the many and varied IEEE progressively high-level leadership posts that he has held over the past 30 years. All who know Joel know him as a dedicated IEEE'er who works for the members, but knows that cooperation, consensus, and pulling together is the only way to move forward. His leadership positions have made him well known in Industrial, Academic, US Government, and International Industry circles.

Isn't that the kind of leader *your* IEEE needs? Yes!

There are four points that Joel considers of primary importance to you, and to the IEEE:

- **The Members are the IEEE and the IEEE must meet the Member's needs.**
Listening to the members is his highest priority. Joel will continue to listen to you, the members. Members' needs must become the driving force of the Institute. There are real questions about the relevance of the IEEE to the working engineer. Joel wants to find out what the practitioners want and then help drive the IEEE to provide for those needs.
- **The IEEE must help its members have long and productive careers.**

As a professional you probably want a career-oriented outlook instead of a series of short jobs and a forced obsolescence as dictated by world-wide economic ups and downs. As your President, Joel will insist that the IEEE develop new and innovative programs that will enable members to prepare for and to enjoy long and productive careers in the profession.

- **We need to improve IEEE's fiscal responsibility.**

The IEEE is a business built upon member dues. As such it has a moral obligation to the members to use their money wisely and carefully. Joel has demonstrated successful fiscal planning and a conservative fiscal policy in his service on the Board of Directors and the Executive Committee (and as an owner of a successful company and in academia). As your President, Joel will strive to guide the IEEE towards sound budgets and planning for the future.

- **We need to build the IEEE so it can face the 21st century with confidence.**

Finally, as your President, Joel will work toward increased flexibility in the organization and activities of the IEEE:

- The flexibility to explore new educational modalities to increase the opportunities for continuing education for our members;
- The flexibility to represent and work for our members in both the technological and geographic arenas;
- The flexibility to have our structure be vibrant and reflect the many new and still emerging technologies;
- The flexibility to work in the global marketplace.

The IEEE and our profession need to recognize that there is a four-way bridge - Industry and Academia and Government and The Members - that, like the electrical Wheatstone Bridge, maintains its balance only when all parts are present and equalized. As your IEEE President, Joel will show the IEEE to be the world's largest network of technical professionals with an enormous reservoir of information and education. He will help us prove once again that engineers are a valued and vital resource, not a commodity to be used and discarded.

As your IEEE President Joel means to guide your IEEE so that it: Meets Member Needs; Works to Enable Lifelong Careers; Ensures Fiscal Responsibility; and Builds for the 21st Century.

Joel knows he can make a difference and lead the IEEE in the right direction!

Be sure to cast *one* vote for President - for Joel Snyder - and give him that chance!

Visit Joel's homepage at <http://www.snyderassoc.com/jbs>

Roger K. Sullivan
Candidate for Director-elect, Region 1

Every two years we are asked to select a candidate for the office of Director-elect for our region (Region 1) and the time has now come to make our bi-annual choice. The Executive Committee

of the New York Section has endorsed Roger K. Sullivan for that position. Roger has been an active member of the IEEE for over 35 years. I know from personal experience that he is an individual who is extremely capable and accomplishes what he starts out to do. If it is at all possible to get something done, Roger will find the way. Below is a summary of the activities that he has been involved with.

COMMITTEES/BOARDS: IEEE Tellers, 1988-93; Chair, 1992-93.

REGIONS: Region 1: Metropolitan Sections Activity Council (METSAC), 1988-91; Chair, 1989-90; Region 1 Committee, 1988-89.

SECTIONS: New York: Chair, 1988-89; Operations, Vice Chair, 1987-88; Activities, Vice Chair, 1986-87; Treasurer, 1985-86; Nominations & Appointments, Chair, 1979-85; Awards, Chair, 1979-85. SOCIETIES: Power Engineering: Governing Board, 1990-97; Constitution & Bylaws, Chair, 1993-99; PES 2000 Chapters Congress, Chair, 1997-99; PES 1996 Chapters Congress, Chair, 1994-96; Chapters Council, Chair, 1990-93; Vice Chair, 1988-90; Chapters Program & Resources, Chair, 1984-88; Vice Chair, 1981-84; Chapters Program & Development Subcommittee, Chair, 1981-84; Joint Power Engineering/Industry Applications Chapter, Chair, 1978-79; Vice Chair, 1977-78; Treasurer, 1976-77; Secretary, 1975-76; Executive Committee, 1972-80; Education Committee, 1960-73; Vice Chair, 1969-72; Chair, 1972-73.

TECHNICAL COMMITTEES: Energy Development and Power Generation, 1995-99; Life Management of Electrical Equipment in Gen. Stations WG, 1995-99; Power Systems Communications Committee, 1978-87; PSSC Wire Line Subcommittee, 1978-90; PSSC Fiber Optics Subcommittee, 1984-87; Joint High Voltage Interface Working Group, 1978-87.

STUDENT BRANCHES: Cooper Union, 1960-64.

CONFERENCES: ELECTRO, Director, 1993-98; Registration Committee; 1985-89; Sections Congress '96, Facilitator; Sections Congress '93, Program Track, Chair; Sections Congress '90, Facilitator; PES Winter Meeting, General Vice Chair, 1987-99; Secretary, 1981-87; Facilities Committee, 1965-81; Vice Chair, 1978-81.

AWARDS: Outstanding IAS Chapter Chair Award, 1979; PES Working Group Recognition Award, 1980; Centennial Medal, 1984; Region 1 Award for Enhancement of Engineering, 1985; PES Chapters Council Award, 1991; Region 1 Award for Leadership in the Engineering Design of Electric Power Systems, 1992; New York Section Distinguished Service Award, 1996; Power Engineering Society Meritorious Service Award, 1998; PES Chapter Outstanding Engineer Award, 1999.

As you can see, it is quite an impressive list with many awards for services rendered. He will bring all of this experience along with the respect he has earned within the IEEE to help him carry out his programs as Director of Region 1.

He intends to specifically address the following areas as Director:

- Improve the image of the engineer, working through the Institute as well as through local programs. This has been one of the top issues raised at each of the IEEE Sections Congresses as well as at the 1996 Power Engineering Society (PES) Chapters Congress. While this issue may not be of major concern throughout IEEE (engineers in non-USA regions are usually held in high regard), the image of the engineer is an IEEE-USA problem and definitely a Region 1 problem. Closely related

to this problem is the need to obtain an increase in industry support for IEEE and its activities.

- Increase financial support for the Sections. IEEE members in Region 1 annually pay \$113 for IEEE dues (\$86) and regional assessments (\$27, essentially for IEEE USA).
- An increased percentage of the IEEE dues needs to be returned to the Sections within Region 1, so that they can administer to the needs of the local IEEE members through increased technical programs and other activities. It is these Section programs and activities where the IEEE members see personalized benefits for being IEEE members.
- As Region 1 Director he will represent the Region on the IEEE-USA Board and will strive to ensure that the regional assessments are spent effectively, particularly in areas of concern to Region 1 members.
- Expand the number of Chapters that serve IEEE members within Region 1. There are many IEEE members in Region 1, who are also members of one or more of the IEEE technical societies, but who live in areas that are not presently covered by Chapters. Thus they are not truly reaping all the benefits of technical society membership. In addition, Sections with few Chapters or none are limiting the potential financial support available to them from IEEE as well as indirect technical society support through the chapters, such as the Distinguished Lecturer Program.

His experience makes him uniquely qualified to address these challenges. As Section, and METSAC Chair, as well as an organizer and/or active participant of the 1987, 1990, 1993, and 1996 Sections Congresses, he is thoroughly familiar with the operation of the sections and their problems. As a Chapter Chair, a PES Chapters Council Chair, and as a General Chair of the PES Chapters Congress, he has extensive experience in the development and nurturing of Chapters. As a member of the PES Governing Board, he knows the importance that the support of an IEEE Technical Society can mean for Chapters and through them, Sections. As Vice Chair of the PES Winter Meeting in New York for the past several years, he has experience in obtaining and administering multi-technical session conferences that are funded by PES, but which share some of its surplus with the local Chapter(s) that supply volunteers.

Remember
To
Vote

Calendar of Upcoming Events

October 2, 1999 (Saturday) 9:30 AM

Student Leadership Training Workshop
New Jersey Institute of Technology (NJIT)
For more information E-Mail Amit J. Patel at a.j.patel@ieee.org

October 12, 1999 (Tuesday) 5:30 PM

New York Section, PACE
"Investing in the Stock Market"
Con Edison, 4 Irving Place, Manhattan, NY
For more information call Jim Minck at (212) 392-8206

October 13, 1999 (Wednesday) 1:00 PM

New York Section Executive Meeting
For more information call Bob Pellegrino at (212) 338-4004

November 10, 1999 (Wednesday) 1:00 PM

New York Section Executive Meeting
For more information call Bob Pellegrino at (212) 338-4004

November 18, 1999 (Thursday) 8:30 AM

New York Chapter of the IEEE Communications Society (COMSOC)
"e-Commerce"
Con Edison, 19th Floor Auditorium, 4 Irving Place, Manhattan, NY
For more information call Dimitar Georgievski at (212) 963-4946 or E-Mail:
georgievski.unprofor@un.org.

December 8, 1999 (Wednesday) 1:00 PM

New York Section Executive Meeting
For more information call Bob Pellegrino at (212) 338-4004

Congratulations to the following New York Section member upon
his elevation to Senior Member Grade

Ernest J. Feleppa,

Deadlines for information to be placed into future issues
of *The Monitor*

December Issue	October 22, 1999
January Issue	November 19, 1999
February Issue	December 24, 1999
March Issue	January 21, 2000
April Issue	February 18, 2000
May Issue	March 24, 2000

IEEE New York Section, PACE
Presents
Investing in the Stock Market

- * *Stock Selection*
- * *Analyst's Top Picks*
- * *Investment Strategy*
- * *Money Management*
- * *Building a Stock Portfolio*
- * *Turnaround Targets*

*** Special Topic: Morgan Stanley Dean Witter's Investment Outlook and Strategy for the Market**

Date
Tuesday, October 12, 1999.
5:30 P.M. - 7:00 P.M.
Con Edison
4 Irving Place, at 14th Street
New York

Featured Speakers

Jim Minck <i>First Vice President, Financial Advisor</i> <i>Retirement Planning & Investment Specialist</i> <i>Morgan Stanley Dean Witter, New York</i>	Tom Badger <i>Financial Advisor</i> <i>Morgan Stanley Dean Witter, New York</i>
---	--

Reservations Are Necessary

**Please RSVP to Jim Minck by phone (212) 392-8206 or
Fax to (212) 392-7744 by Friday, October 8th, 1999**

Morgan Stanley Dean Witter, New York
Member SIPC, NASD

RSVP* Name: _____ Address: _____ City: _____ State: _____ Zip Code: _____ Telephone (W): _____ (H): _____ Guest(s): _____

*** If you plan to attend, please fax this invitation to Jim Minck at 212-392-7744**

Presented as a service to IEEE Members by
The IEEE New York Section, PACE Committee
Peter J. Greco, Chairman



THE INSTITUTE OF
ELECTRICAL AND
ELECTRONICS
ENGINEERS, INC.



THE NEW YORK CHAPTER OF THE IEEE COMMUNICATIONS SOCIETY

Reserve **Thursday, November 18, 1999** for a full-day seminar on

e-Commerce

sponsored by the New York Chapter of the IEEE Communications Society.

This full-day seminar will cover the technical aspects of electronic commerce, e-commerce, such as security and authentication of payments and orders, website hosting, software, infrastructure, traffic handling and routing, etc. Top specialists in these areas are being invited to speak. As the seminar is being developed, you will find more information on our website at <http://www.comsoc.org/socstr/chptrs/NYC/com19ny4.htm>.

Keynote Speaker: Stuart I. Feldman, Director, IBM Institute for Advanced Commerce, Director, Networked Computing Software Research, IBM T. J. Watson Research Center, Hawthorne, NY.

Location: The Auditorium of Consolidated Edison, 4 Irving Place, New York, NY (one block East of Union Square).
Registration will start at 8:30 AM, the seminar at 9:00 AM and end at 4:30 PM with breaks for coffee and lunch.

For further information contact James P. Barbera at fax (212) 465-8877, or e-mail j.p.barbera@ieee.org, or Dimitar Georgievski, telephone (212) 963-4946, e-mail georgievski.unprofor@un.org.

FEE:	IEEE Member	\$150
	New (1999) IEEE Members	\$135
	Students w/ID	\$35
	Other	\$175

REGISTRATION

You can register on-line at http://www.ewh.ieee.org/r1/new_york/Rg991118.htm, or you can fill in and mail the following Registration Form to Karl Wummer, 39 Beechwood Avenue, Manhasset, New York 11030.

Registration for the IEEE Communications Society's seminar on **e-Commerce** on Thursday, November 18, 1999.

Your name: IEEE member No.:

Your company:

Your mailing address:

City: State:

Your telephone number: E-mail:

Bill my company: Purchase No.:

My check No. in the amount of \$...... Is enclosed

PUBLISHER'S STATEMENT

The IEEE MONITOR is the official news publication of the New York Section of The Institute of Electrical and Electronics Engineers, Inc. The New York Section is comprised of the five boroughs of New York City (Brooklyn, Bronx, Manhattan, Queens and Staten Island) plus Rockland and Westchester Counties. The publication reports on events and activities of interest to the general membership composed of electrical and electronics engineers and computer scientists, presents topical feature material relevant to the engineering profession, and carries the monthly IEEE society chapter calendar of events as a service to its readers.

CIRCULATION

The IEEE MONITOR is distributed to all IEEE members in the New York Section plus additional subscribers. Monthly circulation as of September, 1996 is 6,100.

ISSUE AND CLOSING DATES

The IEEE MONITOR is published monthly except June, July and August. Advertising order deadline is the first of the month preceding issue date. Camera ready material is due on the 5th of the month preceding issue date.

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Address all correspondence concerning advertising to:

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1/6 Page	165	157	149	140
Bus. Card	85	81	77	72
Col. Inch	35	33	32	30

Covers

Back	755	717	680	642
Inside Back	695	660	626	591

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Publication trim size 8 1/2" x 11"

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Publication is black and white 3 column format.

Each column is 14 picas wide.

Color is NOT available at this time.

Full Page	7 - 1/2" x 10"
2/3 Page	4 - 3/4" x 10"
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1/2 Page (vertical)	4 - 3/4" x 7 - 1/2"
1/3 Page (square)	4 - 3/4" x 5"
1/3 Page (vertical)	2 - 1/4" x 10"
1/4 Page	4 - 3/4" x 3 - 3/4"
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The IEEE MONITOR

Why not advertise where 6,090 high-income enlightened New Yorkers will view your message? Consider our low rates and unique distribution. Extend your reach; put your company image where the payback is immediate and rewarding.



The IEEE MONITOR is published monthly, except for June, July, and August and is distributed throughout the Metropolitan Area

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Thanks for your support and contribution.

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c/o Con Edison, room 1549-S
4 Irving Place
New York, New York 10003

Paul J. Sartori, Publicity Chair, IEEE
c/o Con Edison, room 1500
4 Irving Place
New York, New York 10003

**Help Wanted – New York Section – Positions Available – Committee Chairs
Assistant Editor, Historian, Social Implications of Technology, and
Instrumentation and Technology**

Assistant Editor Wanted

The New York Section seeks an Assistant Editor. This person will provide support to and learn all necessary functions in the production of the Section Newsletter – The Monitor, including layout, production scheduling, composition, editing, advertisements, writing, correspondence, etc. The responsibilities included assisting the editor in:

- Selecting articles.
- Obtaining advertisements.
- Reviewing and approving and layouts.
- Scheduling issues.
- Holding meetings and providing an informational resource to our Section.
- Preparing an annual budget.
- Attending executive board meetings.

The current Editor is Hal Ruchelman and he is an excellent source of information and a brilliant teacher.

Historian Wanted

The New York Section seeks an Historian to maintain Section Records. This person will provide support to the section by keeping and maintaining an active archival file of all Section minutes including past issues of the Monitor. They will do research into pertinent issues and report at Section meetings. The responsibilities include:

- Maintaining Section records.
- Organization.
- Retrieval of information.
- Providing an informational resource to our Section.
- Preparing an annual budget.
- Attending executive board meetings.

The current Historian is Frank P. Farinella, who is retiring from this position. He will provide needed training and is an excellent source of information.

Social Implications of Technology, and Instrumentation and Technology Chairs Wanted

The New York Section seeks new chairs for these committees. Each will provide an agenda and activities appropriate to enhancing and providing activities for our members. The responsibilities of the committee Chair, which should be delegated among its members, include the following:

- Selecting speakers and other activities for meetings.
- Recruiting members.
- Reviewing and approving an agenda.
- Scheduling activities.
- Attending executive board meetings.

If you are interested in any of these opening please contact:

Michael A. Miller, New York Section Chair, 212 460-4911

C/o Con Edison, room 1006-S

4 Irving Place

New York, New York 10003

E-mail: MillerM@ConEd.Com

As an extra bonus – if you agree to serve, you will receive a ticket to our Annual Fellows Award Dinner Dance, in addition if you attend only 3 board meetings you will receive an addition ticket for your significant other.

**To reach a high income
group with discriminating
taste place your ad here!**

From Under the Rock

Right Person in the Wrong Job

How often does it seem to you that there is the right person in the wrong job? Don't get frustrated. Corporations always have good reasons for seemingly doing incorrect things. In fact Iacocca saved the Chrysler Corporation because of the fact that many right executive types were in wrong jobs when Iacocca took charge. He didn't get frustrated, he simply replaced them all. The replacements did such a great job Chrysler was able to survive. Because of his engineering training he applied engineering logic when making staffing decisions.

Engineering logic worked for Iacocca, but that is not the only type of logic that is used. What is often used in corporations is executive logic. Executive logic is a mystery because executives are not bound to give reasons for their actions and most often elect not to take this option. Since the underlings are not given reasons, they simply guess as to why certain decisions are made. For example, someone may be selected for a job that he or she has no solid experience, based on the need to give that person exposure or experience in the selected area. Someone may be selected for a job simply because he or she is a she.

For positive engineers nothing can go wrong in a business decision as long as it is safe. The manufacturing of the Edsel was a bad business decision, but the Edsel was safe. The Corvair on the other hand may have been deemed to be a "good" business decision, but the car was unsafe. Note that neither cars of their type are manufactured today.

If you must work with the right person in the wrong job, you are going to have more work, meaning you are going to spend more time to get the same results than if you worked with a more knowledgeable person. One of the advantages for me is that there are more laughs in working for people like this. I have always used laughter to alleviate emotional pain. When things are going smoothly I never seem to laugh, but when things are "wacky" I am amused, of course this is under the proviso that nobody gets hurt. Just look at the fun we had with Clinton and his antics. In fact we proved we can impeach a President for having "a little peach and quiet", but we will only remove the "peach" from his office and but not the "impeachee" himself. Without things going wrong in the White House, we never would have had all those laughs. Was the country really hurt by him? No, in fact it probably was helped

because all the students who couldn't read had an incentive just to find out about that cigar.

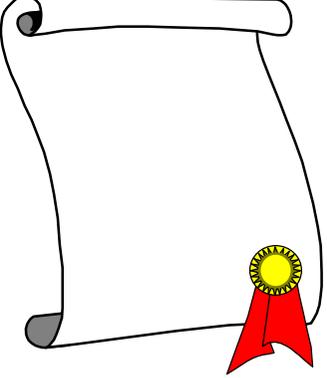
In a highly competitive business you will not usually see the right people in the wrong jobs. There is little room for error in these companies. Just think about sports. You wouldn't have a catcher do the pitching just to give him more experience. If you find that your company can afford to put the right people in the wrong jobs, be happy that you work for a secure operation. Bad decisions are made because they can be. If too many are made the business will fail.

Most people are not taught how to cope with the right person in the wrong job. If it is the right person then you have the chance to educate him or her you must remember the 90/10 rule. You can teach 90% of what is needed to know in 10% of the time. For example, communication is one of the most important things to know for an educated person. By the time I was just three years old I was speaking English fluently. Now if I could learn a foreign language in just three years starting with my birth, just think how much your boss can learn in three years with a little "mothering".

There should be a course on educating your boss. Don't ever feel bad about telling our boss how things should be. But make sure you give the boss the reasons. I am forever telling God what changes should be made in the people I am associate with. Once I thought I heard him reply but of course it was a mistake; the response was something like, "Now why didn't I think of that?" If your boss doesn't want feed back you will know soon enough.

Although there are no courses on educating the boss, there are some simple rules. The first is to make sure he or she has the time to listen. Secondly, keep your lesson simple. In the deregulation of the electric utility industry in New York, I made only one comment, "When you take a clock apart it stops ticking!"

I think that I made my point without having to go into the boring details of what it takes to make electrical service reliable. The third point which is probably the most important is to get together with coworkers as to how to best handle the situation. There is no dearth of conversation when it comes to teamwork but it is very difficult to effect. If having the right person in the wrong job doesn't bring people together, your boss isn't the biggest problem.



The New York Section's Millennium 2000 IEEE Fellow Awards Dinner Dance



The 2000 IEEE Fellow Awards Dinner Dance Honoring the New York Section's Fellow and Region 1 Awardees will be held on Saturday evening, February 12, 2000. This year our dinner dance will be held in the beautiful *Greentree Country Club*, Davenport Neck, New Rochelle, New York, 914-636-8500, conveniently located near the New England Thruway and the Bronx River Parkway. Festivities will begin at 6:30 P.M. with a sumptuous cocktail hour with a variety of eight hot d'oeuvres, assorted cheese, fruit, and grilled vegetable displays. You have a choice of appetizer including fresh fruit, pasta, or salad. For the main entrée you can choose between Filet Mignon, chicken, or fresh Norwegian salmon. Aside from assorted pastries, cordials, and liquors there will be dancing to live music. Black Tie Optional

Reservations for the affair may be made by completing the coupon below and forwarding it to Roch Cappelli at the address indicated no later than January 24, 2000. A special rate of \$ 75 per ticket is available for IEEE members. The rate for non-IEEE members is \$ 150 per ticket.

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Send to: Michael A. Miller, c/o Con Edison Co. of New York, Inc.
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Please indicate selection:

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Name: _____ Company: _____

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