



interCOM

COMPOSED, EDITED, AND PRINTED BY AND FOR THE EMPLOYEES OF IEEE

A MESSAGE FROM OUR GENERAL MANAGER

IEEE Headquarters and The Staff

The term "Headquarters" means different things to different people. To some, the term means a building. To others, it means people. The IEEE Officers may be thought of as being the Headquarters when the term is used in a phrase such as "--- Headquarters adopted a new bylaw and policy." Or the frequently given advice, "Ask Headquarters to change your mailing address" means the staff. For most IEEE members, the term probably means a combination of all of the above, with shades of differences between emphasis on the IEEE Board and emphasis on the full-time staff, varying in an undefined manner depending on the circumstances. If something really goes askew with a member's IEEE affairs, that member will use the term in the broadest, most comprehensive manner and, fairly or not, the volunteer member Officers, staff, and building facilities and equipment will all share the criticism for whatever went wrong.

The elected IEEE Directors have terms of two years and Officers have terms of one year. Even with reelections to the same or different positions, the individuals who provide the top IEEE leadership are slowly moving on and off the Board and in and out of office. In these circumstances, the partnership between Officers and staff is a critical element for the ongoing success and vigor of the IEEE. The staff members provide a continuity that would otherwise be missing. The accumulation of information and procedural know-how possessed by the collective staff is a far more valuable asset than the physical plant.

To emphasize the central importance of the IEEE staff, and of the policies and procedures that affect each and every one of us, I recently arranged for the head of the Personnel Office to report directly to the General Manager. Plans and procedures that apply to the staff are the direct concern of the General Manager. The various Committees that have been established in the past to assist with some aspects of staff operations will also come directly to the General Manager's attention; our benefits program, the conditions of employment, pay scales, and performance ratings are illustrative of matters that affect all Departments and for which general IEEE policies and procedures are necessary. Last, but not least in importance, is the communication link between the General Manager and the individual staff member. This link is usually satisfied by the normal working relationship between employee and Supervisor, or Manager, or other persons responsible for a program of activity. But an individual member of the staff may have

worries or concerns that go beyond the normal day-to-day problems. Such concerns, which may be of a general nature, or may be personal and private, might also be discussed with the Supervisor. If this is not satisfactory, however, the staff member may discuss the matter with the Personnel Officer or with the General Manager. It is much better to discuss a problem informally, at an early stage when it may be easily resolved, than to let it fester and perhaps cause needless anxiety and worry. I recently learned of such a case in which erroneous information about the special arrangements necessary for laying carpeting, and other work to finish the 1974 move to the 15th floor, had caused concerns that might have been explained and laid to rest at the outset. I am sorry that this question was not brought forward much earlier and resolved. We are all involved together in the IEEE Headquarters operations. I have never felt that people worked for me but, rather, that I worked with them. It is in this spirit that the new arrangement for the Personnel Office was made. I hope you will find this to be an improvement.

PROFILE

Mario Ripatranzone, Manager of EDP Operations, will be celebrating his twelfth anniversary with IEEE in January. Mario came to IEEE in January 1966 as Lead Computer Operator; six months later he was promoted to Supervisor. In 1975 Mario became Manager of EDP Operations, which encompasses the Computer Room and Keyprocessing.

The Computer Room is staffed to run 24 hours a day. The equipment used is the IBM 370/138, with IBM peripheral equipment. Richard Schulz is the day operator, Joe King has the evening shift, Tom Baretta has the midnight to morning shift.

The Keyprocessing Department is equipped with the Inforex Key-Disk System. Unlike the Computer Room, Keyprocessing operates on the regular work day schedule. Verna Miller is the Supervisor of this function.

IEEE PRESS



Mario Ripatrazzone



Key Processing Staff

Mario has the overall responsibility of running, on a day-to-day basis, the procedures for receiving, processing, and distributing those portions of the Institute's data that require computer processing. Effective management of this activity demands very close coordination among the electronic equipment, the individuals who operate this equipment, and the individuals who design systems to run on it.

Because the computer operates 24 hours a day Mario does not have the normal work day schedule. He is always "on call," but still finds time for Little League "Board of Directors," company picnics, ballgames, and within the EDP Department, time to be an overall good guy.

Our Mario John Santo Rip-at-ran-zone has a name that is quite often misspelled, and if you think "IT" takes up space?? you should see Mario. Mario has an overwhelming personality with such a beautiful outlook on life which makes an affiliation with him a pleasure. He is a graduate of Blessed Sacrament High School, New Rochelle, NY. He attended Pace University for accounting courses, and studied computer technology at NYU. Mario enjoys golfing, skeet shooting, hunting, swimming, and during football season he is a first-rate Arm Chair Quarterback.

Mario, a former New York resident, made the move to New Jersey with the company in 1975. He now resides in Willingboro, NJ with his wife, the former Wander Nojman, whom he met when they were employees of Irving Trust of Manhattan. They have one child, Debra, who is three years old.

Verna Miller
Data Processing

There had always been talk about the IEEE getting formally involved in book publishing; this seemed to be a natural offshoot from its other publishing activities. Actually, some books were published before the IEEE Press was formed: the IRE published a dictionary and there was the AIEE "color book series" of standards. However, in early 1971 the Press really began to function when an Editorial Board was formed. It was never the purpose of the IEEE to compete with something that was already being done by commercial publishers; rather it found an area that was not being served. This area was realized in the form of a reprint series where papers on topics of special importance to electrical or electronics engineering would be collected in a single source. This was a service to IEEE members and the profession in general, which had not been previously filled.

Like other IEEE activities, the Press is a joint effort of IEEE members and staff. The Board of Directors appoints a talented professional who serves as the Editor. The Editor in turn chooses an Advisory Board, which is confirmed by the Publications Board. The Editor sets the policy and standards for the Press and has the final say for book proposals. The chief contact at Headquarters is Reed Crone, Managing Editor of the IEEE Press, who acts as an administrator and coordinator. He is assisted by Michele Manisoff and Ellie Marabello. Carolyne Elenowitz is responsible for the production of the books, and she is assisted by Linda Grady-Troia.

Where does an idea for a book originate? An individual IEEE member could propose a topic. The Press staff might initiate an idea or see an area that should be covered and approach an expert in that field to collect the material. IEEE Groups and Societies have been excellent sources for books.

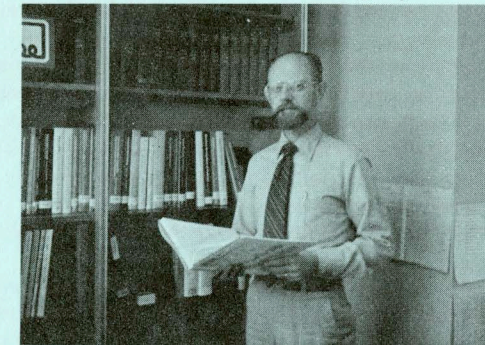
The material, which has been published in the reprint books, has come from both inside and outside IEEE. It has not always been in English; for example, in one book of classical papers on coding theory, papers in Russian and German were published. The spectrum of subjects covered by IEEE Press books has been wide, spanning from theoretical to applied topics. While there has been an emphasis on reprinting, this does not preclude an originally authored book. Reed Crone stated, "We will publish original material when the right one comes along. The right one has not come along yet." Some original work, however, has already been published in the form of specially written collections of papers.

While ideas and subject matter are important, the stability and marketability of a book are critical considerations. Determining the potential audience of a proposal is the first difficult task. The physical appearance of a book is another important factor. The Press books are quality productions, which will be lasting pieces. This has an effect on library sales, for example. The proper distribution affects the success of a book; consequently, the IEEE has an arrangement with John Wiley and Sons, who also sell our books. This commercial technical publisher augments our sales efforts in areas not usually reached by IEEE: technical book stores, overseas sales, and use in course work.

Book publishing efforts are well underway; there have been almost 50 titles published thus far. The present average is about ten books per year. There are even some best sellers of which the IEEE Press may boast; one is A Practical Guide

to Minicomputer Applications, which is in its sixth printing in addition to its original publication. Success may be measured in numbers of books published or numbers of dollars of profit; however, the real success must be measured in its service to the professionals, be they researchers or "shirt sleeve" engineers. The focus of the IEEE Press is on this latter goal.

Ann Burgmeyer



REED CRONE

"I'm just past Harrisburg on my way to Pittsburgh by the long way. I thought I'd never get past Philadelphia." Reed Crone was describing his jogging progress. He needed a goal for his early morning running so he found an old road map, one indicating the distance between towns, and he is using that to measure his way to Alaska. Reed very much enjoys being outdoors and welcomes any excuse to be there--camping, canoeing, gardening, or whatever.

He also likes to work with his hands and may be found in his workshop when at home involved with his other amateur activities. He has been making beer for many years, and enjoys his own naturally carbonated English style more than that which is available commercially. The supplies were difficult to obtain, but he is now able to purchase his barley malt extract from a local speciality store. Yeast is a critical ingredient in the making of beer, and his respect for and use of that plant has a natural spinoff. During the winter months he also makes bread. Here again he and his family find this so much better than the store-bought variety.

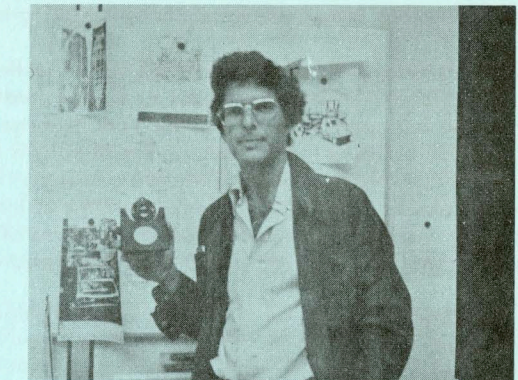
Anything associated with books holds Reed's interest. It was quite natural for him to make publishing his career. He is the Managing Editor of both the IEEE Press and Proceedings of the IEEE. In his spare time he also hand binds books. Eventually he hopes to work with leather, but not until he achieves some success with gold tooling. He enjoys calligraphy as well and has bound a book consisting of a chapter of Walden which he copied in calligraphy. Of course, reading, especially fiction, is another pleasure Reed enjoys.

Reed is a midwesterner who came to the IEEE in 1961 after receiving a B.S. in electrical engineering and Bachelor of Naval Science from the University of Wisconsin and an M.S.E.E. from Ohio State University. His wife Sylvia, whom he married in 1963, was his former secretary. Now she is the mother of their three children.

Reed is a man who wears many hats at the IEEE. He has been called the IEEE Historian, which stems from his position as Staff Secretary of the IEEE History Committee. Lest we forget one of Reed's roles where life and death hangs in delicate balance, he is the Assistant Fire Marshall of the eleventh floor.

Ann Burgmeyer
Publications

SPECTRUM DEPARTMENT PHOTO CONTEST



Ellis Rubenstein

Ellis Rubenstein, Associate editor of Spectrum, was the Grand Prize winner of the Third Annual Spectrum photo contest. His winning photo is a beautifully colorful scene of Moroccan men dyeing wool yarn in a narrow, cobblestoned street, a marvelous mix of vibrant colors, bright sun, and dark shadows. The picture was taken last year when Ellis and his wife, Janabell, were on vacation in that part of the world. His prize was a mounted, antique camera lens.

The contest, open to Spectrum staff members only, is managed by Herb Taylor, Design Director of Spectrum. Contestants submit pictures that are categorized into subject groups, such as landscape, marine, human interest, news, special effects, and still life. This year we had some winning entries on the Bicentennial.

Other winners were:

Architecture -	Herb Taylor
Bicentennial -	Gene Lombardo
Human interest (color) -	Ed Torrero
Human interest (B&W) -	Bill Saunders
Landscape -	Don Christiansen
Marine -	Don Christiansen
Still life -	Ed Torrero
Street scene -	Don Christiansen
Special award of merit -	Joanne Biley

Herb arranges for the volunteer judges who are people well known in the publishing field. This year's judges were Janet Finnie, Science Editor for Random House, Charles Reynolds, Picture Editor for Popular Photography, and Don Austermann, Promotion Director for Business Week.

Since most of the Spectrum people are camera buffs to start with, the contest generates a lot of interest. It is a fun thing, but has very serious overtones.

After the judging has taken place, the winning photos are nicely displayed and the staff gets together for the presentation of the Grand Prize award; at this time we get to see all of the winners in the various categories.

Amid cheers and disappointment, the staff goes back to their desks, with each person secretly vowing to be next year's winner. That's show biz.

Ruth Edmiston
Spectrum

HAPPY 30th ANNIVERSARY MISS EMILY SIRJANE

It was 4:30pm on the 25th of August 1977 when a group of friends, associates, and admirers joined in a special tribute to Miss Emily Sirjane. The tribute was a celebration marking her 30th year in the service of IEEE.

Miss Sirjane understood that she was to see some friends, but was taken by surprise when she saw the large assembly who awaited her arrival. Thanks to Gene Kone, our P. R. man, we have a group of photos appearing in *Intercom*. The celebration was held in the United Engineering Center in New York near the Cafeteria. The photos will give testimony to the highly emotional state which existed, befitting the occasion. The highlights of the party were the entrance and surprise of Emily Sirjane, and the reuniting of IEEE employees, some of whom are retired. There were kisses of greetings and congratulations which often characterize family reunions; this kind of scene indeed reminds us all that in a company like IEEE, a familial feeling is what has always gone far in producing high morale and cooperation. Some of the retired personnel who attended were Don Fink, Helen Lacy, Goody Regan, Mary Halsey, Doris McGuire, and Faye Eletz.

When the party was in full swing, Woody Gannett played piano in his usual romantic and melodic style, and was joined by a host of singers.

Afterwards, many of the group went on to Dolores Riker's apartment where the lighthearted atmosphere continued into the dark hours. To all who were there, it was a pleasant and memorable day.



Dr. Richard Emberson and Mr. Donald Fink welcome Miss Emily Sirjane to the party given in her honor.



Former General Manager Don Fink shares an inside joke with Emily Sirjane after announcement of her elevation to rank of Director in IEEE.



Una Lennon, Audrey Van Dort, and Erika Beqaj greet the guest of honor.



Emily Sirjane and (retired) Gudrun Reagan appreciate reunion. Millie Smith in background.



Elizabeth Escala, Emily Sirjane, and Dolores Riker get together.



A reunion of a group who have been associated for more than 15 years. Foreground: Mary Halsey, Millie Smith, Emily Sirjane, Helen Lacy, Goody Regan, Dee Weitz. Back row: Patricia Penick, Woody Gannett, Rudy and Arthur Spatarella.

SPECTRUM

Recently, I became aware to my surprise, that many IEEE employees don't know very much about *Spectrum*. I must admit that my knowledge of *Spectrum* was also limited until I began working here last year as Secretary to Henry Prins, Research Manager.

Spectrum is an IEEE monthly magazine with a worldwide circulation and it is read by about 175,000 member engineers. Our most recent addition to *Spectrum* is *Spectrum "E"* which was initiated in January 1977. No, it's not a new magazine, just an advertising demographic edition with a circulation of 85,000, covering the USA and Canada, and is meant to reach a select audience of electronics engineers.

Spectrum's Advertising Department, headed by William R. Saunders Advertising Director and Associate Publisher, is very extensive; it reaches from New York to Japan, having 8 Sales Offices: New York, Pennsylvania, Massachusetts, Chicago, Los Angeles, San Francisco, England, and Japan. Each Sales Representative has assigned territories and accounts to cover in these areas.

Spectrum's Editorial Section consists of a Managing Editor, an Editorial Director, 6 Editors, 4 Editorial Assistants, and a Production and Art Department. Mr. Donald Christiansen is Editor/Publisher and has overall responsibility for the magazine.

1977 has been a very successful year, and we look forward to bigger and better things for the future.

Joanne Biley
Spectrum Advertising

HISTORICAL INKLINGS

IEEE began its life (as AIEE in 1884) as a society of 71 members. The early bookkeeping records concerning those members were written by hand, the entries being made in a large account book by a careful secretary. In case a member failed to pay dues by a specified date, a bold notation "DROPPED" was written next to his name. Not a great deal of time or expense was involved in maintaining accurate membership records in 1884. Time marches on, and IEEE has added some 170,000+ members to the original 71. These days, "keeping the books" on our current members involves a great many man/woman hours; a great deal of space, a great deal of energy of all kinds--and a rather conspicuous consumption of large account books.

Veronica Lewis
Corporate Support

NEWS & NOTES

The Credit and Collection Department welcomes Jackie Katalenas and Lori Churgin as the newest members of their staff.

EDP welcomes Rita Reeck as the newest member of the Programming staff.

The Shipping Department has "lost" two of its members, but to the advantage of other departments. Pat Merola left in August for the Print Shop, while Carolyn Yankoski headed for the switchboard on September 6th. Although Shipping misses their company, it's good to know they're still part of IEEE.

Jean Firestine is still trying to dry off after her ride on the "Log Flume" at Busch Gardens during her recent two-week vacation. Jorge Rivera is vacation bound and eagerly awaits his trip to Puerto Rico. We all wish him the best of rest and relaxation during his holiday (as he leaves Shipping room headaches to Ethel Gernandt).

Two new additions were welcomed to Shipping in early September; they are Frankie Velardi and Dianna Suydam. They began as summer help and are now permanent staff members of IEEE. Good luck and welcome to each of them.

Linda Rizzo has done it again. She has completed her fourth trip to California in two years. On her most recent visit she traveled 800 miles in 7 days touring, among other places, Newport, Pasadena, Hollywood, Beverly Hills, La Jolla, San Diego, and Laguna Beach, the site of the Sawdust Festival which lasts 6 weeks and features ceramics and paintings done by the area's abundant population. Linda also viewed the Elvis Presley home in Bel Air situated next to Danny Thomas' palatial mansion. Linda is planning another jaunt in February, this time to Las Vegas. Considering Linda's fascination with the sunny state, a rousing chorus seems to be in order. Cal-i-for-nia here she comes....

Going on the hopes that old news is better than no news, here are some tidbits: Ms. Kathleen Doktorski, shortly to be Ms. Mommy Doktorski, has left the Education Department to pursue her Business degree. Making dust in her place is Lorraine Castiglia, formerly of the EDP Department.

Congratulations to Bob Asdal and Judy Rundle who were married on August 27 in a candlelight ceremony at St. Mark's Lutheran Church, Springfield, VA. Best of luck to the newlyweds.



Mr. & Mrs. Robert Asdal

Publishing Services welcomes Jocelyn Samuels, Timothy Greene, and Victoria Fox to the editorial staff and Ellen Joyce, Pat Penick's new secretary.

DELECTATIONS

Now that Indian Summer is on its way, and going home to cook after work is more an effort than ever, here's an easy dessert recipe that will help lighten your load. This Yogurt Pie is as light as chiffon and tastes even better.

All you need is:

- 1 pkg. Graham Cracker pie crust mix (or a ready-made crust)
- 1 container of your favorite yogurt
- 1 4 1/2 oz. container Cool Whip

FIRST--make crust according to directions on package (or use ready-made crust).

NEXT--mix together well the Cool Whip and yogurt (you can save some Cool Whip for topping if you like).

POUR--the filling into the crust, refrigerate, and serve.

And think of all the different yogurt flavors there are! Try fruit toppings or sliced fruit in the filling for your own originality.

Debbie Zemkoski
Education Department

elves. Virgos are surprisingly healthy, and take good care of their bodies and are fussy about their diets. Cool green jade and pure platinum complement them and bring them luck.

LIBRA -- September 23 thru October 23

Scales are the sign of Libra. One side of the scale shows a calm, perfectly balanced, sweet, gracious, and charming individual--the other half is annoying, quarrelsome, stubborn, restless, depressed, and confused. They swing back and forth like the scales, trying for perfect balance. Librans always wear a markedly pleasant expression; even when angry they manage to look mild or at least neutral. They usually have a bright, lilting laugh, and their hair is often curly. The biggest threat to their health is overindulgence of some kind. Librans will try to remain fair--always seeking the real truth, weighing all possibilities. They are born with an affection for books and love the harmony of sounds, colors, poetry, and the proper use of words.

HOLIDAY REMINDER

The IEEE offices will be closed in observance of Columbus Day, October 10, and Veteran's Day, October 24.

HAPPY BIRTHDAYS!

SEPTEMBER

- 4 Lillian Rozenburgh
- 4 Anita Schleider
- 5 Joanne O'Rourke
- 8 Ruth Jordan
- 9 Audrey Van Dort
- 9 Terry Arcati
- 11 Susan Cucchiara
- 11 Marie Hogan
- 16 Erika Beqaj
- 18 Myron Cohen
- 19 Ginger Bulfinch
- 21 Joe Malazinsky
- 21 Linda Hecht
- 24 Joseph King
- 24 Walter Last
- 24 Beverly Shelton
- 26 Jackie Katelenas
- 27 Jay Tracy
- 30 Sal Ripisaldo
- 30 Philip Sloan

OCTOBER

- 1 Cheryl Brenn
- 3 Fawn Sherman
- 13 Jack Fraum
- 15 Ethel Gernandt
- 15 Helene Mostowski
- 21 Leslie Cohen
- 22 Linda Rotolo
- 26 Herb Bracey

VIRGO -- August 24 thru September 23

Virgo is normally a small person, but they have far more strength than their appearance suggests. These people can stand more intense work over longer periods of time. They're externally capable and cool, but inner anxieties gnaw away at them, upsetting their digestion and emotional balance. Virgo instinct causes them to bring order out of chaos. They have an apparent blindness to their own faults. Strangely, as willing as Virgos are to give efficient service to others, they have an almost neurotic and intense dislike of accepting favors them-

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