

PACE SLATES INSTITUTE LEADERS

The North Jersey Section PACE Committee has three monthly meetings to begin the 1985-86 Section Year.

In September there will be a PACE Social with food and refreshments for members and associates. Our guests will be Merrill W. Buckley Jr. and Emerson W. Pugh, candidates for IEEE Executive Vice President for 1986.

October will bring another PACE Social with food and refreshments and give section members the opportunity to meet Henry L. Bachman, candidate for IEEE's President-Elect, 1986.

Russell C. Drew, Chairman of the United States Activities Board and V.P. of Professional Activities will be PACE's guest at the third PACE Social in November.

The September Social is set for 6-10 PM of the 18th at the ITT Clubhouse, Nutley, N.J. (See Front Cover).

Please check your next "Newsletter" for further information. Don't pass up an opportunity to enjoy these three events. Meanwhile encourage your associates to join and support your North Jersey IEEE Section.

Race For Congressional Fellowship Begins

The IEEE has announced the 14th Annual Competition for the "1986-1987 Congressional Fellowships."

Under the program Electrical and Electronics Engineers and Allied Scientists are competitively selected to serve a one-year term on the personal staff of individual Senators or Representatives or on the professional staff of Congressional Committees. The program includes an orientation session with other Science-Engineering Fellows sponsored by the American Association for the Advancement of Science (AAAS).

Purpose of the program is to make practical contributions to more effective use of scientific and technical knowledge in government, to educate the scientific communities regarding the public policy process, and to broaden the perspective of both the scientific and governmental communities regarding the value of such science-government interaction,

Fellows shall be selected based on technical competence, on ability to serve in a public environment and on evidence of service to the Institute and the profession. Specifically *excluded* as selection criteria shall be age, sex, creed, race, ethnic back-

ground, and partisan political affiliations. However, the Fellow must be a U.S. citizen at the time of selection and must have been in the IEEE at Member grade or higher for at least four years. Additional criteria may be established by the selection committee.

The IEEE plans to award two Congressional Fellowships for the 1986-1987 term. Additional funding sources may permit expansion of awards.

Further information and application forms can be obtained by calling W. Thomas Suttle (202) 785-0017 at the IEEE Washington, D.C. Office or by writing: Secretary, Congressional Fellows Program, The Institute of Electrical and Electronics Engineers, Inc., 1111 Nineteenth St., N.W., Suite 608, Washington, D.C. 20036. Applications must be postmarked no later than March 31, 1986 to be eligible for consideration.

Database Seminar Slated For October

The New York Chapter of the IEEE Computer Society will offer a one-day seminar on "Current Trends In Database Management And Applications," on Tuesday, October 22, 1985 at the United En-

gineering Center, 345 East 47th Street, New York, N.Y.

The seminar is targeted for users and potential users of database applications. Little previous knowledge will be assumed of seminar participants. Expert professionals will elucidate the theory and techniques of database management systems in the first part of the seminar. Participants will be exposed to both network and relational database models. A talk on IMS applications is planned.

In the second part the speakers will focus on personal computer and mainframe based database applications. They will also explore the new emerging area of PC/mainframe cooperative processing. Examples will be chosen from various areas such as banking (PRONTO). The seminar includes presentations of popular PC based database applications, such as Symphony and DBASE II. A special session on selecting database application software is also planned.

For further information and registration call Jim P. Barbera, Planning Chairman, New York Chapter, IEEE Computer Society, at (212) 956-5642.

Network Integration Subject Of Seminar

The IEEE Communications Society, New York Section is presenting a Fall Seminar on "Network Integration—Private and Public Alternatives," with emphasis on data, voice, graphics and wiring for the office of the future.

Most organizations currently operate separate voice and data networks within both local buildings and sights. Increasingly, such separate facilities are proving to be costly and inflexible to change. Recognizing the shortcomings of existing networks, suppliers are promoting integrated products and services in the form of digital transmission facilities, third generation PBX's and Broadband office cabling. Communications planners are under growing pressure to evaluate the possibilities opened up by these new integrated facilities and to incorporate them into existing networks.

The Seminar will be held on Thursday, November 21, 1985 from 9 AM to 5 PM at the United Engineering Center, 345 East 47th Street, NYC. For further information please contact Mr. Peter A. Campa-nella on (212) 395-7473.

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The IEEE Newsletter

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It is not necessary to inform the North Jersey Section when you change your mailing address. The NEWSLETTER and other section mailings use a list provided by IEEE's national headquarters in New York. This means the Section has no need to maintain a mailing list or addressing plates. Section membership records are changed when Headquarters notifies us.

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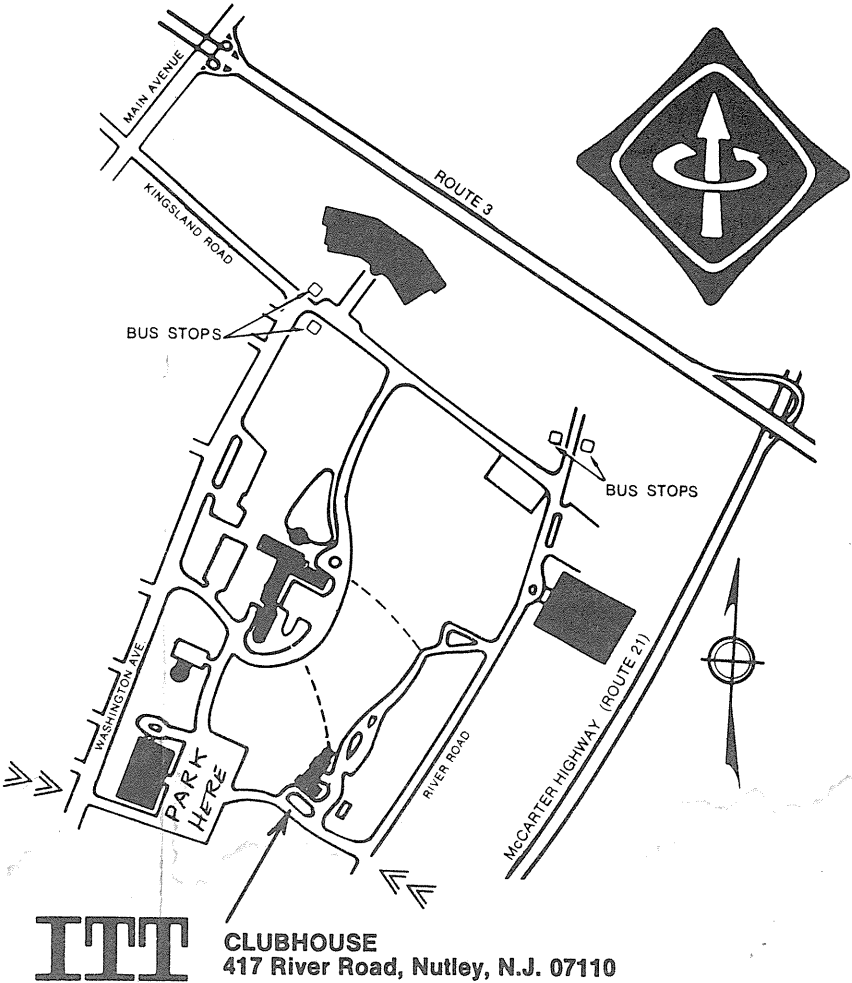
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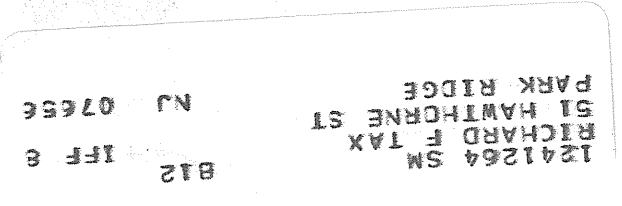


NORTH JERSEY SECTION SOCIAL: WEDNESDAY, SEPTEMBER 18th!

FREE — Beer, Wine, Soda, Coffee, Cheese, Sandwiches, Snacks and the opportunity to relax and meet with friends and associates.

ADMISSION: FREE to IEEE MEMBERS, and POTENTIAL MEMBERS.

WEDNESDAY, SEPTEMBER 18, 1985, 6:00 PM to 10:00 PM at the ITT CLUB HOUSE, 417 River Road, Nutley, N.J. Parking at rear of ITT AVIONICS DIV. BLDG., 390 Washington Avenue, Nutley, N.J.



T-1 Local Bypass

“T-1 Local Bypass” will be discussed by James R. Kane at the September 26 meeting of the IEEE’s Computer & Communications Societies North Jersey Joint Chapter.

About The Talk

Today 23GHz microwave is the most commonly used short haul bypass medium. How are users optimizing the capacity of this link to shorten payback periods? What equipment and design techniques are involved? What are the economics of the typical bypass network for voice/data/video?

This T-1 presentation will address these questions and focus on applications, capabilities and differences of T1 equipment: 23 GHz & 18 GHz microwave, multiplexers, channel banks, muldemers, voice compression, encryption and CSUs. State-of-the-art capabilities of multiplexing and networking equipment such as automatic channel routing, dynamic bandwidth allocation, alternate routing, network management, and compression for high capacity networks will be reviewed. Special consideration for access to T1 from a digital PBX, LAN, remote IBM front end or high speed CAD/CAM system will also be discussed.

About The Speaker

James R. Kane is president and owner of ISC Communication Systems Corp., a turnkey systems house in Ridgewood, N.J. Formerly with General Data Comm., Mr. Kane started up that company’s highly successful digital communications product lines and systems division.

Mr. Kane also directed the research and development of major military communication systems, including USAF troposcatter backbone systems, missile range timing systems and 10,000-line communication networks with Litton Industries. Prior to that he was a Systems Engineering Group leader at RCA Global Communications.

Time: 8 PM, Thursday, September 26, 1985.
Place: Holiday Inn, Route 46, Parsippany, N.J.
Travel Information and/or Dinner Reservations: Fred Smith (201) 445-5210 or (212) 695-4269; Fran Stork at (201) 884-6040.

Reliability Conference Slated At NJIT

A One-Day Reliability Conference will be held at NJ Institute of Technology, 323 Martin Luther King Blvd., Newark on Wednesday, September 11, 1985.

Six papers will be presented — three on Tantalum Capacitors and three on Microcircuits. The Seminar is being held under the joint auspices of IEEE NTSAC Committee and NJIT.

The papers are by R.J. Millard co-inventor of Ta₂O₅ capacitors and just retired from Sprague; Dr. W.C. Robinson from Kemet; Yorio Hasegawa from NEC Japan; R.P. Misra of NJIT; E.B. Hakim of ERAD-COM and W.H. Becker of AT&T.

The Conference will be useful to both systems designer and the Component Manufacturer.

Additional information is available from Raj P. Misra, NJIT, Newark, N.J. 07102. Phone: (201) 596-3512, 3514, 3510.

NJ Officer Attends IEEE Awards Program

Mr. John Van Savage, a Vice Chairman of the North Jersey Section, attended the 1985 IEEE Annual Awards Presentation on Sunday, June 2, 1985 on invitation of the IEEE’s Board of Directors.

At the presentation, held in Philadelphia, Mr. Van Savage met many distinguished IEEE notables, IEEE Officers and IEEE Medal and Award recipients.

The Institute awards fall into six categories:

- The Medal of Honor
- Major Annual Medals
- Field Awards
- Service Award
- Prize Paper Awards
- Scholarships

Mr. Van Savage reports that a motion was made at the IEEE Officers Meeting to raise the number of Fellow Awards from 130 to 200 per year. The logic behind this is obvious: (1) There are now a greater number of members and senior members, (2) The amount of quality technical work has increased significantly, and (3) Many more foreign engineers are being elevated to Fellow Grade.

PACE NEWS

By R. Tax

Professional Activities Committee for Engineers

“IEEE Members Slam Report.....”

The following article “IEEE Members Slam Report That Linked Age, Obsolescence” is reprinted from Electronic Engineering Times, Monday, July 8, 1985, page 1. E.E. Times, an “Industry Newspaper for Engineers and Technical Management” is published weekly by CMP Publications, Inc., 600 Community Drive, Manhasset, N.Y. 11030.

The IEEE’s North Jersey Section has slammed an industry-group study linking age to engineering obsolescence as “a shoddy piece of workmanship that reeks of deception and age discrimination.”

The section has asked the IEEE Manpower Committee to refute the survey, issued last September.

The survey, sponsored by the Massachusetts High Technology Council, declared that the “statistically typical electrical engineer can now expect to face 30 years of declining productivity until retirement.”

One of the survey authors, Paula G. Leventman, now admits the document had “unfortunate” phrasing.

Leventman and another Northeastern University researcher, Glenn Pierce, prepared the survey, entitled “Assessment Of Lifelong Learning Program Needs For Engineers And Scientists.” The report examined the education and training programs provided for engineers in 14 member companies of the Massachusetts High Technology Council.

But the survey upset many in the engineering community.

It called the number of engineers who are 35 or older “disturbing.” And it quoted a previous study that said engineers are “beyond their prime” at age 37.

Last month, by a vote of 16 to 1, the North Jersey Section’s executive committee condemned the study.

The section’s 17-page critique maintains the survey “is studded with generalities and unproven remarks.” It criticizes the survey’s methodology and lack of original research, saying the study is of “little scientific value.”

The survey’s “most obvious fault is that it could be used to justify illegal age discrimination,” the critique said. The North Jersey report claims that the Leventman-Pierce survey offers “deceptive statements” and a distorted picture of engineering obsolescence.

“Its apparent thrust,” the report concluded of the survey, “is to have us believe that obsolescence comes to all engineers and scientists and the only form of protection is continued education of older engineers and scientists or their replacement by younger engineers...”

During a telephone interview last week, Leventman, who is assistant dean and director of women’s programs at Northeastern’s College of Engineering, defended the survey. She acknowledged that some of its phrasing “was unfortunate.”

“Age does not make someone incapable,” Leventman said.

“We should have phrased it more carefully so it wouldn’t be so susceptible as to our motives,” Leventman said. The survey was “not an attempt to undermine the employability” of older engineers, she said.

Leventman admitted that the survey did not prove the assertion that the “statistically typical electrical engineer” faces a career of diminishing productivity. “We did not prove that,” she said. Later, she remarked, “I wouldn’t go to court to prove it, I’d lose...”

The survey was not a scientific study, nor was it intended to provide new data linking age to engineering obsolescence, Leventman said. “It was prepared as a talk piece for a conference.” The survey results were presented at a conference held last September to celebrate the 75th anniversary of Northeastern University’s College of Engineering.

Leventman acknowledged the uproar that the survey has caused among some engineers. “I think there is some justification for the criticism. I can see someone taking the words and going off the wall.”

However, she referred to the North Jersey critique as another “axe-cutting” round. “You can see why these guys have to be defensive. They have to be protective in this case.”

Leventman stuck by the survey’s major contention, that engineers need “preventive maintenance” to remain current in their field. She said employers need to provide more stimulating tasks and continuing education for engineers.

“All these IEEE guys would deny obsolescence problems. They don’t like the word. But if you talk about it in other ways, their defenses drop and they are very receptive to what companies will do to help them,” Leventman said.

She said Massachusetts companies surveyed offer a good deal of updating programs, but that “participation rates are lower than you’d hope they would be.”

Leventman denied the North Jersey Section’s allegation that the survey was a “smokescreen” to convince companies to enroll more engineers in continuing-education courses.

Leventman’s employer, Northeastern University, runs an extensive continuing-education program. But she denied the survey was conducted to boost Northeastern’s enrollment.

In response to the North Jersey Section’s critique, Leventman wrote a rebuttal for possible publication in the *Institute*, IEEE’s monthly newspaper. In that rebuttal, Leventman said: “While we disagree with many of the specific allegations directed at our survey, we are highly sympathetic to many of the general concerns and issues raised by the authors of the critique.”

The North Jersey Section’s report was initiated in December after articles on the survey appeared in *EE Times* (see Sept. 24, Page 81) and the *Institute*. There has been no official response to the study from the IEEE thus far, but Edward “Jack” Doyle, chairman of the Manpower Committee, said the North Jersey critique will be reviewed at the committee’s September meeting.

Fearful that the Leventman-Pierce study will influence public opinion and the government officials, the North Jersey Section report urged the IEEE to give the issue “urgent consideration.”
By Matthew J. Doherty

Next month we will see how IEEE’s The INSTITUTE handled this story.