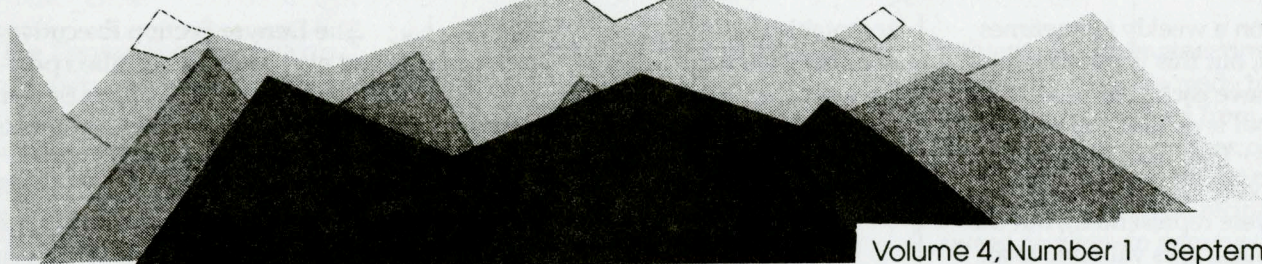


RockIEEE Overlook



Volume 4, Number 1 September 1998

Visit the IEEE Denver Section Home Page at www.engr.du.edu/ieee/densec.html

Meetings

PES/IAS Meetings

It will soon be that time of year again. In order to plan your calendars early, below is the list of PES early fall meetings.

September 17

Tour of GE Repair shop. Tour topics will include the repair of motors, generators, transformers, breakers and turbines. Tour will begin at 5:30 p.m.

October 15

Tour of Easter Owens facility. Topics of tour will include NEMA ratings, UL listing and Industrial control systems. Tour will start at 5:30 p.m. and include a snack.

November 19

Tour of National Renewable Energy Laboratory (NREL) facility in Golden. Tour will begin at 5:30 p.m.

PES/IAS meetings are typically held on the third Thursday of the month September through May excluding December. All participants are requested to sign up in advance by calling Barbara Linton at (303) 388-6322

EMC Society Meetings

August 24-28

1998 International IEEE Symposium
Colorado Convention Center,
Denver, Colorado
Call Barry Wallin @ (303) 692-6600.

October 20, 1998

Robert Dockey will speak on "Reducing PCB Common-Mode Radiation. At NIST in Boulder, 7:00 p.m. Call Joe Kramer @ (303) 402-5272 for more information.

December 8, 1998 -

Vendor Night/Dinner
At the Raintree Plaza in Longmont, 6:00 p.m. For reservations and more details call Joe Kramer @ (303) 402-5272.

Sitting in the Chair

by Ron Delyser

Each year the Denver Section holds its annual Chapter Officers Training Session. For the past few years, it has been held at the Doubletree Hotel on the Denver/Boulder Turnpike. The Chapter Officers Training Session is a communication tool the Denver Section developed many years ago to help improve communications between the Denver Section and the Society Chapters. The training session brings together Denver Section Officers and Committee Chairs with Society Chapter Officers. Many of us communicate with

continued on page 2

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Sitting in the Chair

continued from page 1

each other on a weekly (sometimes daily) basis, but this is the one opportunity we have each year to interface on a personal level and connect faces with names. This year, the attendance was very low (three of the 10 Chapters were represented), but the training session was valuable to all who attended, and the Section Officers believed it was worthwhile.

Why do I bring this up now? I recently received a letter stating that two of our Society Chapters are on their way to being removed from the active list by the Regional Activities Board. They are the Joint Information Theory/Computer Chapter and the Components, Packaging & Manufacturing Technology Chapter. These chapters have one more year to comply with the chapter requirements for membership, meetings and activity. Specifically, these requirements are: (1) A chapter shall be required to maintain a membership of not fewer than ten member, other than Students, and to hold not less than two technical meeting per year, or to maintain a level of activity

acceptable to the Regional Director and the Society President(s). (2) A Chapter shall submit annually a meeting report and a roster of officers to the IEEE Regional Activities Department.

Chapters not reporting for three years will be removed from the active list by the Regional Activities Board. Future efforts to reestablish a dissolved Chapter will require a new petition and approval by the Region Director and Society President.

Another Chapter that remains without officers is the Engineering in Medicine & Biology Society Chapter. Presumably, this chapter will soon be given the same warning of disillusionment. Members of the Engineering in Medicine & Biology Society, the Information Theory Society, the Computer Society, or the Components, Packaging & Manufacturing Technology Society who would like to revitalize these Chapters should contact John Tsucalas at 303-798-5769 or email him at j.c.tsucalas@ieee.org.

The Denver Section Executive Board also has some unfilled positions. They are Pre-College Student Activities, Student Fund, Professional Activities, Professional/Industry Liaison, Finance, and Publicity. This number of unfilled positions is substantial and will become more serious next year as we lose a few more of our Executive Board Members. As if all of that isn't enough, the Centennial Subsection is also without officers.

If this sound like I am begging for more of you to take an active role in the IEEE, your organization, which also happens to be the largest professional organization in the world, I am. WE NEED YOUR HELP. If you are interested in any of the above positions in the section or in revitalizing the Centennial Subsection, please contact me at 303-871-2034, or email me at rdelyser@du.edu. You may also contact any of our Executive Board Offices listed on the back of this Overlook.

How to Prepare for a Job Interview

by Ken Doniger, Employment Assistance Coordinator, Region 6

The Interview! It's the only thing that stands between you and the job you want. Sought after, yet feared, interviews are necessary (at least for most of us) part of the employment process. The best way to take the terror out of the experience is to prepare for it. This article is a short guide to interview preparation.

Interviews fall into four major categories depending on how the interview is conducted, and what the interviewer is looking for. An interview can be conducted in an informal manner, much like a conversation between colleagues. Conversely, the interviewer might ask questions from a list and make written notes. This is known as a structured interview. The interviewer might only be interested in job skills, or the emphasis might be on personality traits (for example: is this person easy to work with? loyal? hardworking?). The various combinations of structured vs. unstructured and skills vs. personality lead to the four major categories. Generally, an interview not a pure type, but a mix.

There is one type of interview that has been developed fairly recently known as behavior-based interviewing. It is structured, skill based style that assumes past behavior is a good predictor of future performance (unlike the stock market). This type of interview has been shown to be effective, however it takes a lot of preparation on the part of the interviewer. you will know that you are having this type of interview when you get questions that start: "Give me an example of a time when you . . .". The candidate must then answer the question by giving a specific example from his or her own past. Preparing for this type of interview will

continued on page 3

Denver Section Awards

by Bob Struthers, Denver Section Awards Chair

The Denver Section presents awards at its May meeting to recognize outstanding achievements of persons and organizations working in or near the Denver Section.

In 1998, awards were presented at the May 21 meeting, which was held as a joint meeting with the PES/IAS chapter. The speaker at the meeting was John Horak, who made a presentation titled "Loadshedding & Power Plant Stability Using Frequency Relaying". A tour of RTD light rail maintenance facility was held following the meeting.

John Martin was presented the Regional Activities Board Leadership Award for his outstanding leadership as the Chair of the Sections Congress 96 organizing committee.

Denver Section awards were presented to the following deserving recipients:

Section Service Award
Marilyn Peterson

Outstanding Society Chapter
Laser and Electro-Optics Society Chapter

Outstanding Student Branch
University of Denver

Chapter chairpersons who attend the meeting were presented a plaque in appreciation for their service during the 1997 year.

The following student paper authors were recognized for winning papers presented at the Region 5 conference:

Tee Wee Ang
University of Denver

Angie Monheim
South Dakota School of Mines

Michael Zinanti
University of Denver

The awards committee requests input from all Denver Section members, and nominations for award candidates are welcome from individuals, Chapters, or Professional Societies. Four awards are presented based on the following criteria:

The John Peebles Professional Award is presented in the name of John Peebles to an individual who has demonstrated outstanding service and exceptional leadership and

influence in the engineering profession. This award is made based on nominations solicited from the Denver section and other professional societies in the Denver Section geographic area. The recipient of this award receives an engraved walnut and bronze plaque. This award is not necessarily presented each year.

The Section Service Award is presented annually to a Denver section member who has provided exceptional service to the Denver Section over an extended number of years (usually in excess of 10 years). The recipient of this award receives a check in the amount of \$100 and an engraved walnut and bronze plaque.

The Outstanding Chapter and Outstanding Student Branch awards are presented annually to the Society Chapter and Student Branch which have demonstrated exceptional outreach to their member, including number and quality of technical meetings and tutorials, membership increase, student paper contest participation and quality and timeliness of meeting reports. Each of these annual winners receives a check in the amount of \$100 and an engraved plaque.

Job Interview

continued from page 2

prepare you for any of the other three types.

Although this article is too short to describe thoroughly how to prepare for a behavior-based interview, I can sketch in the main elements.

Because the answers to questions in a behavior-based interview are based on your past experience, the first and most important step in preparation is self assessment. the goal is to gather ten to twenty stories about yourself that will illustrate (in a positive way) your work related skills and values.

- * Evaluate your personality traits. This includes interpersonal style, level of emotion, conscientiousness, and willingness to try new things.
- * Evaluate your values. This includes social values, work values (for example the need to seek or avoid challenges), and commitment to ethical principals.

continued on page 4

Job Interview

continued from page 3

* Evaluate your performance skills, or "competencies". These are skills that are transferable from job to job. This includes adaptability to change, teamwork, leadership, conflict management, integrity, self-management, and the ability to motivate oneself and others.

* Evaluate your technical skills. These depend on the job, but generally these could include the ability to allocate money and labor, the ability to gather and organize information, an understanding of systems (of all kinds), and an ability to choose and use technology.

After summarizing all this evaluation, you tie your skills to a specific experience. Ask the following questions as you scan your past:

1. What experiences have taught you important work habits?
2. How are your successes at work linked to your competencies?
3. Which of your mistakes at work link to your competencies?
4. How do your work goals relate to improving your competencies?

Note how important competencies are here. Note also that one question specifically asks for experiences of failure.

Once experiences have been chosen and linked to specific strengths and weaknesses, they must be put in the form of a story that will effectively get your point across to the interviewer. One good format is as follows:

Describe

1. The situation,
2. The obstacle to be overcome,
3. The action taken,
4. The result of the action,
5. Evaluate the lesson learned.

Ten to twenty stories in this form will be adequate preparation for a behavior-based interview. Even if the

interview is not behavior based, these stories can be used and will make the point more vividly than generalizations.

What about negative questions? The cliché question is, "What's your greatest weakness?" (The equally clichéd answer is, "Some people think I work too hard." Don't try this answer, everyone knows it.) In general, negative questions are very difficult to answer.

There is a general strategy to cope with requests for negative information.

1. If the intent of the questioner is not completely clear to you restate the question and ask the interviewer if you have understood. This has the advantage of buying time.

2. Tactfully disagree, or admit to the flaw. Keep this part short.

3. Highlight a compensating strength, and/or show how you learned from the experience, and/or try to show the good side of your weakness, and/or distinguish between a tendency and actual performance. Example: you have a quick temper, but you have never blown up on the job.

4. In all cases, back up your arguments with stories.

The secret of success in an interview is preparation - don't go in cold. There is more you can do to preparing for an interview. Interested readers should try "Get Hired!" by Paul Green (Bard Books Inc).

Newsletter Deadlines and Advertising Information

Deadlines for the RockIEEE Overlook are as follows.

Newsletter	Deadline
September 1998	August 1, 1998
October 1998	September 1, 1998
November 1998	October 1, 1998
December 1998	No Issue
January 1999	December 1, 1998
February 1999	January 1, 1999
March 1999	February 1, 1999
April 1999	March 1, 1999
May 1999	April 1, 1999

Send ads to Anita Wanberg, P.O. Box 4626, Englewood, CO 80155-4626 or call (303) 220-8042. Make checks payable to IEEE Denver Section.

Artwork should be submitted in camera-ready form (PMT). Please accompany all artwork with a check and a letter stating the number of times and dates the ad should be run. Ads should fit **within** the dimensions listed below.

Description	Dimensions	Single Rate	Multiple
Business Card	2.5" w x 1.5" h	\$ 25.00/mo.	\$ 20.00/mo.
1/8 page	3.5" w x 2" h	60.00/mo.	50.00/mo.
1/4 page	3.5" w x 4.5" h	150.00/mo.	130.00/mo.
1/2 page	7.5" w x 4.5" h	250.00/mo.	225.00/mo.
Full page	7.5" w x 9.5" h	400.00/mo.	360.00/mo.
Inserts	8-1/2" w x 11" h	250.00/pg.	200.00/pg.

A New Benefit for Members

Is your email alias longer than your snail mail address? Do you have trouble fitting all of it on your business card? If you are an IEEE member - (and you probably are if you are reading this) - IEEE is offering a new member benefit: an email alias to each current member. Affiliates are not eligible for this benefit. An IEEE alias is easy to remember, and identifies you as a member to other email correspondents. Even better, this service includes free virus scanning of attachments on those emails ending with @ieee.org. (The scanning tool is updated weekly to protect you from the latest virus.) Best of all, if you move, it moves with you. In other words, if you change providers/jobs/names, you update your own contact information - no waiting, no worries.

You can apply for your own IEEE alias via the Web or email. To use the Web, go to www.ieee.org/eleccomm

and click on the IEEE Alias Service Overview. Click on IEEE Alias Request, then complete the form. To apply by email, send an email message to alias-info@ieee.org. You will receive an autoresponse message with instructions. You have only to send back the information requested in the proper format and your alias will be established.

Please remember that it is each member's responsibility to make sure that his/her alias points to an active, viable email address. Failure to maintain your IEEE membership and/or the vitality of the alias will result in termination of the benefit.

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IEEE-USA Statement on White House H1-B Proposal

WASHINGTON, July 31 -- IEEE-USA reacted today to the Administration's proposed revisions to the H1-B "compromise" bill. House leaders had planned a vote on H.R. 3736 this morning but the legislation was pulled following a Presidential veto threat yesterday afternoon. The White House issued today a 15-point list of revisions that it said were necessary for the President to sign the bill.

Following is the statement by IEEE-USA President Dr. John R. Reinert:

"The White House proposal is a step in the right direction. The amount and the term of the increase in H1-B admissions is not as bad as what the House would have voted on today, and there are beneficial new provisions that would improve educational and training opportunities for U.S. citizens, add teeth to enforcement, and provide some protections for H1-B workers.

"However, the Administration proposal exempts most employers from the worker safeguards, and we fail to see why all workers shouldn't be equally protected from abuses of the H1-B program. Furthermore, we continue to question the need for any increases in H1-B admissions, especially at a time of mounting layoffs in the high-tech industry and a recent surge in unemployment of technical professionals.

"We urge Congress and the White House to forge legislation that accommodates the legitimate needs of industry without trampling on the career opportunities of U.S.- and foreign-born technical professionals."

IEEE-USA promotes the careers and public-policy interests of the 220,000 U.S. members of The Institute of Electrical and Electronics Engineers, the world's largest technical professional society.

IEEE Calls for 1999 IEEE Heinrich Hertz Medal Nominations

PISCATAWAY, N.J., 1 July 1998 -- The IEEE Awards Board has opened nominations for the 1999 IEEE Heinrich Hertz Medal. Sponsored by the IEEE Foundation, the medal is one of the highest awards bestowed by the IEEE Board of Directors. It is presented to an individual in recognition of outstanding achievements in hertzian (radio) waves. The award consists of a gold medal, bronze replica, certificate and a cash prize.

The deadline for submission of nominations is 1 October 1998. Members can obtain and submit nomination forms through the IEEE Awards/Fellow Activities Web site at www.ieee.org/awards. Forms also can be obtained and submitted by email to awards@ieee.org. Printed nomination forms also are available.

The Awards Web site provides more information about the IEEE Heinrich Hertz Medal, including a list of past recipients, and information about all other Institute-level awards.

Address questions to: IEEE Awards Department, 445 Hoes Lane, Piscataway, NJ, USA 08855-1331; tel. 732-562-3840; fax. 732-981-9019.

IEEE-USA Offers Free Electrotechnology Career Vitality Packets

WASHINGTON, July 22, 1998 -- IEEE-USA has released a free career vitality packet outlining its extensive career-development and employment-assistance services for professionals in the electrotechnology and information-technology communities. The packet is designed to serve human resource professionals as well as individual students, IEEE members and other electrical, electronics and computer engineers and computer scientists.

The packet's contents include detailed information on the Engineer's Guide to Lifelong Employability, the IEEE-USA Salary Survey and personal Salary Benchmarks workbook, IEEE-USA's employment and job-listing services, and the National Directory of Electrotechnology and Information Technology Consultants, plus a free copy of Today's Engineer magazine -- the only publication devoted exclusively to the professional development of engineers of all disciplines.

Recipients of the packet will learn about a range of IEEE-USA's career and employment services that

can help technical professionals develop greater career vitality. These programs include the nation's number-one electrotechnology job listing service (with a new entry-level section), an alliance of local consultants' networks, career workshops, resume-referral services, job fairs, free employment assistance for IEEE members, and a series of career-oriented papers, guides and resource

materials for technical professionals and their employers.

To request a career vitality packet, contact Mike Chaykovsky at 202-785-0017, ext. 337, or <mailto:m.chaykovsky@ieee.org>. For additional information on IEEE-USA's career and employment resources, see URL <http://www.ieeeusa.org>.

Finished Grad School? Here's What Companies Deem You're Worth

Did you finally get that master's you've been working on? Are you considering a graduate degree? What is your advanced degree worth these days, anyway? IEEE-USA's Workforce Committee recently released figures showing the 1998 average beginning salary offers for engineers and computer scientists. IEEE-USA bases its information on surveys the National Association of Colleges and Employers (formerly the College Placement Council) conducts annually. Here's a summary of starting salary offers for electrical, electronics and computer engineers:

Master's degree candidates (by curriculum):
Electrical and electronics engineering: \$ 49,792
Computer science: \$ 47,270

Doctoral degree candidates (by curriculum):
Electrical and electronics engineering: \$ 69,750

Today's Engineer Debuts Web Version and Free Offer

WASHINGTON, July 2, 1998 -- TODAY'S ENGINEER magazine has unveiled an electronic version and a package of new offers designed to make the publication more accessible to IEEE members around the world. TODAY'S ENGINEER, which began publication this year, is the only magazine exclusively devoted to developing engineers' non-traditional professional skills.

"Although TODAY'S ENGINEER is aimed at engineers of all disciplines, it is published by IEEE-USA, which has a mandate from the IEEE Board to disseminate this valuable resource to members both here in the United States and worldwide," said Editor-in-Chief Gerard (Gus) Gaynor. "Our new Web version contains all of the content of the printed version and

will be simultaneously available -- at the click of a mouse button -- to readers all over the globe."

The magazine's first two quarterly issues are now on-line and are being offered free to any member who completes a short registration form on the site at URL <http://www.todaysengineer.org>. Browsers will find articles, columns and editorial departments promoting the development of cutting-edge professional skills that reach beyond an understanding of technical fundamentals to the broader context in which engineering is practiced, including an ability to think critically, creatively, independently and cooperatively; strong interpersonal and communications skills; and high ethical standards.

In addition to the two free issues, members who visit the Web site can elect to receive the remaining issues this year at half price. Under the limited-time offer, members can subscribe to both the Web and printed versions of the two upcoming 1998 issues for only US\$8.00, the printed version only for US\$6.50, or the Web version for just US\$5.00. (Non-members may subscribe for a full year at US\$12.95 for print, US\$16.00 for print and Web, and \$10.00 for Web only.) A new feature allows surfers to enter their subscriptions on-line via secure credit-card transactions. For those who prefer to order by phone, the same offers are available by calling 1-800-678-IEEE or 1-732-981-0060 and asking for product no. PB-331.

National Engineers Week Announces 1999 Billboard Campaign

Washington, July 17, 1998 -- For its 1999 celebration, the National Engineers Week Committee will again take the message that "Engineers Turn Ideas into Reality" to the streets and the highways through its Outdoor Advertising Campaign. The goal of the program, which will be led by Sections and Student Branches of engineering societies around the country, is to place a public-service announcement involving engineers on a minimum of 100 billboards during the month of February.

The campaign has a dual purpose: to increase grassroots involvement in National Engineers Week, particularly among undergraduate engineering students; and to make a broader audience aware of the week-long celebration and the technological achievements it honors.

The program works as follows: First, Sections should contact National Engineers Week and request an Outdoor Advertising Campaign kit. Then, they should identify one (or several) billboards or other prominent public advertising spaces within their community, identify the agency which rents out the space, and call or write to the agency asking to secure it for February 1999. Once the space is secured, the group will mail to National Engineers Week headquarters a reservation form, providing all the details on where and when the materials should be delivered, no later than Dec. 15. Headquarters will provide the artwork and will mail the completed materials directly to the agency.

For 1999, the campaign again uses the theme "Engineers: Turning Ideas Into Reality," with artwork portraying engineers as hands-on problem solvers. Each poster will contain a tagline stating, "This message brought to you by the National Engineers Week Committee and . . ." with the name of the sponsoring Section or group, giving the ad more of a local focus and providing a plug for the group doing the work.

The Outdoor Advertising Campaign planning packet will be available by early fall. To reserve a packet, write to National Engineers Week, P.O. Box 1020, Sewickley, PA 15143, or <mailto:eweekorders@abdintl.com>. For more information on National Engineers Week 1999, to be celebrated Feb. 21-27, see URL <http://www.eweek.org>.

The Institute of Electrical and Electronics Engineers - Denver Section

Visit the Denver Section Home Page at www.engr.du.edu/ieee/densec.html

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