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1. Please circle the letter that best describes your exposure to the specific technology listed below.

ELECTRONICS

- A. Digital
B. Analog
C. Microprocessors
D. Signal Processing
E. Components
F. Control Systems
G. Computers
H. Communications
I. Power System
J. Other _____

OTHER ENG.

- Q. Mechanical
R. Industrial
S. Chemicals
T. Civil
V. Structural
X. Nuclear
Y. Materials
Z. Other _____

SOFTWARE

- K. Assembly/Microprocessor
L. High Level/Operating Systems
M. Firmware/Microcode
N. Diagnostics
O. Signal Processing
P. Other _____

2. Please indicate your education below.

	Major	Year Graduated
PhD	_____	_____
Masters	_____	_____
Bachelors	_____	_____
Associates	_____	_____
Other	_____	_____

3. Circle the industries in which you have experience.

- A. Defense
B. Navigation and Guidance
C. Communications
D. Computers/Peripherals
E. Automatic Test Equipment (ATE)
F. Medical
G. CAD/CAM—Graphics
H. Microwave
I. Signal/Image Processing
J. Process Control/Robotics
K. Construction/Energy/HVAC
L. PCBs
M. Research
N. Other _____

4. Indicate your principal job function below.

- A. Design
B. Test
C. Reliability/Quality
D. Manufacturing
E. Marketing/Sales
F. Field Services
G. Software
H. Systems
I. Management
J. Project Leader
K. Student
L. Educational Instructor
M. Other _____

Total Years Experience: _____

Current or Last Position Title: _____

Current Compensation: _____

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The IEEE

Newsletter

PUBLICATION OF THE NORTH JERSEY SECTION OF THE INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS

SEPTEMBER, 1986 Volume 33, Number 3

Publication No: USPS 580-500

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Business Manager A.M. Beattie

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(201) 981-0060

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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Computer Use With Mechanical Hearts

"Computerized Techniques For Mechanical Heart Assist Devices" is the topic of the September 10, 1986 meeting of the Metropolitan Chapter of the Engineering in Medicine and Biology Society of the IEEE. John Zelano, PhD, Associate Professor, Biomedical Engineering Department Rockefeller University will be the speaker.

There will be an optional informal pre-lecture dinner at 6:30 PM in the Tower cafeteria.

Time: 7:30 PM, Wednesday, September 10, 1986.

Place: Rockefeller University, York Ave., at 69th St., Tower Bldg., Rm. 305, NYC.
Pre-Meeting Dinner: 6:30 PM, Tower Building Cafeteria.

Further Information: Mark Restivo
(718) 836-6600, ext. 318 or 160, or Ben Caref at (718) 270-1568.

Thick-Film Hybrids

The NJ Reliability Chapter will meet September 16, 1986 to hear a talk on Thick-Film Hybrids.

About The Talk

The talk will cover the techniques, materials and testing that can be used to prevent failure mechanisms in thick-film hybrids. Various failure mechanisms and a brief description of hybrid construction will be discussed. Methods to obtain optimum results in substrate mounting,

component mounting, lead bonding, sealing and life expectancy will be presented.

About The Speaker

Ira Custman, an IEEE member, will be the keynote speaker. Ira is currently at ITT Avionics where he manages their Microwave Microelectronic Facility. Over the years he has gained extensive experience in hybrids while working at companies including Western Electric, Vector Manufacturing, RCA, Bendix, United Telecontrol, and ILC Data Device. He spent a brief time as a self-employed consultant, and was also co-founder of the Keystone Chapter of the International Society of Hybrid Microelectronics where he served as Treasurer, Vice President and President. Ira holds a BS degree in Chemistry from Albright College and an MS in Biological Sciences and Chemistry from the University of Delaware.

Free Buffet

For the first meeting, we are going to have a free buffet which will be provided on a first-come-first-served basis. Depending on your response, the dinner may become standard practice. The dinner/meeting will be held at the ITT Auditorium, 500 Washington Ave., Nutley, N.J. on Tuesday, September 16. The buffet will be available at 6 PM while the talk will begin at 7 PM.

Time: 7 PM, Tuesday, September 16, 1986. (Buffet starting at 6 PM.)

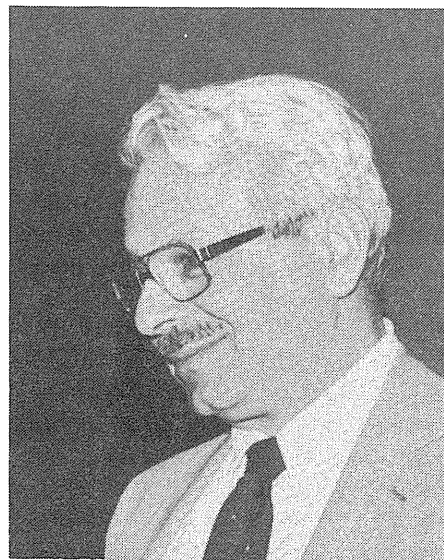
Place: ITT Auditorium, 500 Washington Ave., Nutley, N.J.

Further Information: Hank Moss (201) 284-3237.

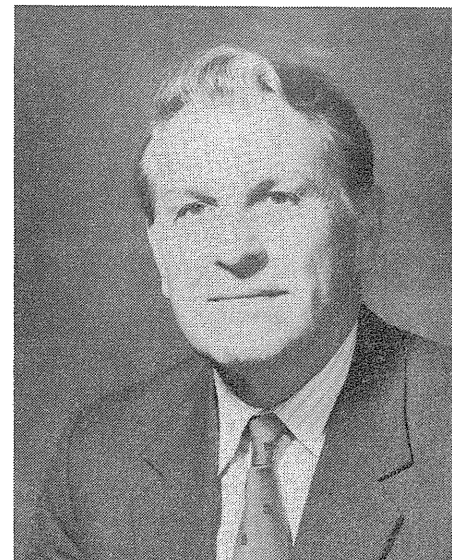
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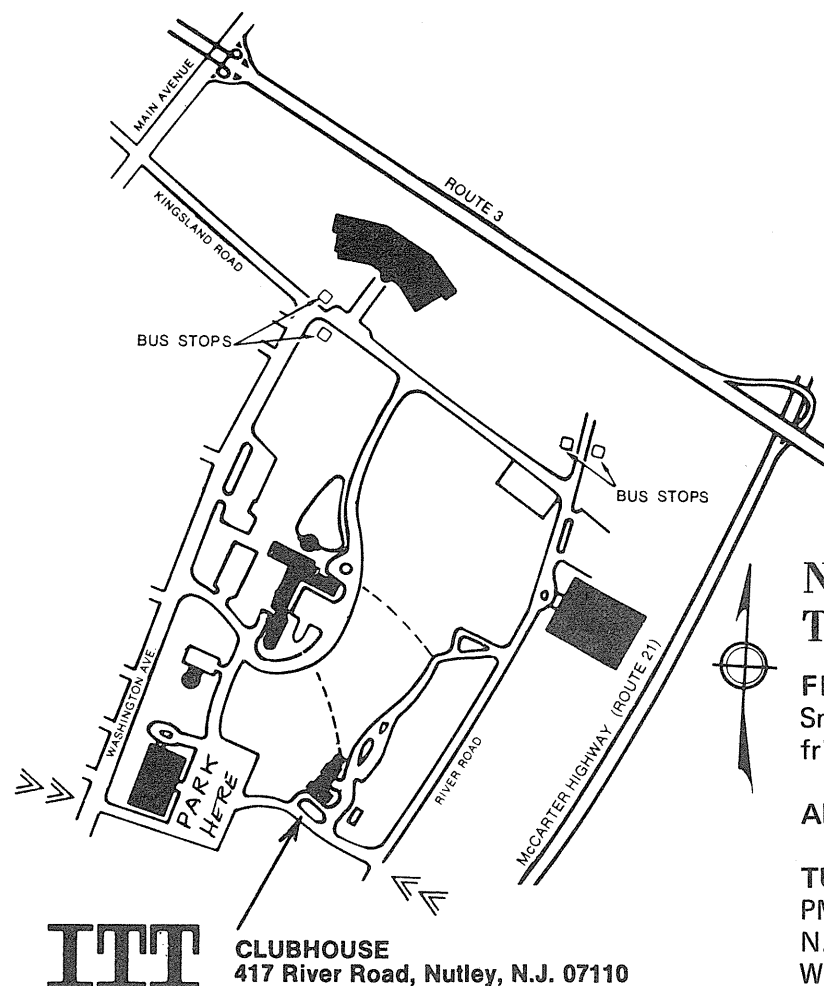
IRWIN FEERST



MERLIN G. SMITH



**Professional Activities Committee for Engineers
Presents
Candidates for President Elect of IEEE
As Guests At Our
NORTH JERSEY SECTION SOCIAL**



**NORTH JERSEY SECTION SOCIAL:
TUESDAY, SEPTEMBER 23!**

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 Guests.

TUESDAY, SEPTEMBER 23, 1986, 5:30 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.



Video Test Equipment

On September 24, 1986 the New York Chapter of the Broadcast Technology Society will present a mini seminar on "Test Equipment and Video Analysis."

Seminar speaker will be Gerry McGinty, Engineering Consultant at Leader Instruments Corporation and author. His talk will highlight the use of test equipment aimed at video applications in both studio operations and maintenance. Equipment will be available for hands-on review.

Mr. McGinty, formerly assistant vice president, Engineering for Sony Corporation of America, was involved in the first NTSC TV studios and color receiver development, and has authored several books, including *Videocassette Recorders, Theory and Maintenance*, and *Video Cameras Theory and Maintenance*.

Whether you are an Equipment Planning Specialist, Design Engineer, or Student, interested in video test equipment, you should plan to attend. Admission is FREE to everyone. Any hand-outs will only be available at the time of the meeting.

Time: 7:00 PM, Wednesday, September 24, 1986.

Place: United Engineering Center, 345 East 47th Street, NYC.

Additional Information: George Lowe (718) 858-8768.

**Designing & Using
Current Limiting Fuses**

The Transportation Division of the New York Section is sponsoring an October 1, 1986 meeting on "Design and Use of Current Limiting Fuses." The Speaker will be Joseph Pucciarelli, Engineer, of Bussmann Mfg. Division, McGraw Edison Co.

FREE ADMISSION

Admission to the meeting is free to all, including non-IEEE Members.

Time: 6:30 PM, Wednesday, October 1, 1986.

Place: GE Auditorium, 570 Lexington & 51st St., Manhattan.

Further Information: Leon Katz, (212) 581-1022.

**Winter Seminar On
Communications Nets**

The New York Chapter of the IEEE Communications Society, is presenting a Fall Seminar on "Management and Maintenance of Communications Networks."

Communication requirements and technical progress are driving forces responsible for new networks, public and private, which are emerging to satisfy users needs. Many networks rely on equipment and services provided by multiple suppliers, making the task of management and maintenance more difficult. This seminar is dedicated to this topic, and speakers; developers, suppliers, users and vendors, will describe what is going on in this exciting field.

This seminar will be held on Thursday, December 4, 1986, from 9 AM to 5 PM at the United Engineering Center, 345 East 47th Street, NYC. For further information contact Phil Paterno at (201) 234-7272 and watch future issues of this section publication.

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North Jersey Section IEEE
Presents
Fall Lecture Series
PROGRAMMING IN THE LANGUAGE BASIC

The North Jersey Section is offering an evening course titled "Programming in the Language BASIC."

The course is designed for professional personnel and will deal with BASIC primarily as it is implemented in the Microsoft version; by far the most popular and the "de-facto" standard in the microcomputer industry. Other versions will be considered, however, and some attention will be given to many of their differences and their impact on the user.

The language will be covered through various applications in real, practical examples. Numerous techniques will be discussed; many of which do not appear in textbooks. Implementation of the language on several different computer systems will be considered, with open discussion on advantages and/or disadvantages.

Students will be given assignments to do on their own computer, if one is available; either at home or on the job. Assignments will be designed to emphasize the techniques covered in the lectures. Upon completion of the course, the student will be able to write practical, useful programs and will have an in-depth awareness of the language, on which to build highly sophisticated skills.

The instructor is Mr. Roy S. Reichert, District Manager Technical Education and Training Division of Bell Communications Research.

- (1) **October 7, 1986--What is BASIC?**--Origin of the language: Dialects; Interpreter vs. Compiler versions: Constants, variables, keywords, syntax: ASCII coding: Direct mode vs. Program control mode.
- (2) **October 14--I/O And Control Methods**--Input/Output techniques: Program control; branching; making decisions: Built-in data; Data types: The type-ahead buffer.
- (3) **October 21--Executable Structures**--Loops; switches: Dimensioned arrays: Subroutines: Properties of the stack register.
- (4) **October 28--Functions**--Library Functions: User-defined functions.
- (5) **November 4--Character Strings**--String definition: Built-in String functions: Data Strings: String manipulations.
- (6) **November 11--File Structure and Usage**--Sequential files: Random-access files: Disk formats: structures.
- (7) **November 18--Program Testing and Debugging**--Diagnostics: Error handling techniques: Error simulation; Positive use of error conditions.
- (8) **November 25--Computer Graphics**--Resolution considerations: Graphics commands; functions: Graphics peripherals: Color techniques.
- (9) **December 2--Snow Date, if needed.**

Homework Assignments will be given and it is expected that you will have access to a computer or time sharing system that runs BASIC. Class size will be limited to 40. Early registration is recommended as past course offerings have been filled quickly.

Where: Jersey Central Power & Light Company; Madison Avenue (Rt. 24) at Punch Bowl Road, Morristown, N.J.

When: Eight sessions, Tuesday nights, starting October 7, 1986 from 6:45 PM to 9:15 PM. One snow date has also been arranged.

Cost: IEEE Members \$40; non-IEEE Members \$100. Text book supplied and considers syntax for IBM, Apple, TRS-80 and Commodore.

Additional Information: Mr. John A. Baka at (201) 455-8534 (Business).

REGISTRATION – "PROGRAMMING IN THE LANGUAGE BASIC"

To: Mr. John Baka, Distribution Engineering, Jersey Central Power & Light Company, Madison Avenue at Punch Bowl Road, Morristown, N.J. 07960.

Name _____ IEEE No. _____

Affiliation _____ Phone No. _____

Address _____

Please enclose required fee made payable to "North Jersey Section IEEE"

RUSSELL C. DREW
President
Viking Instruments Corporation
Sterling Virginia

Dr. Russell C. Drew provides leadership for a small business engaged in developing analytical instruments, actively performing product engineering and design work in addition to guiding business management decisions. Previously, he was President of Science and Technology Consultants, and Director of Washington operations of Systems Control, Inc.

Dr. Drew's Federal Government experience spans both policy-level and technical development activities, including eleven years as a senior staff member for the Science Advisor to the President of the U.S. He directed the Office of Naval Research Branch in London, England, and worked on the Polaris Missile System development. He was a Navy carrier pilot, and was awarded the Distinguished Service Medal, among other recognitions.

Dr. Drew has a PhD (Physics, Duke University) and a BS (EE and Physics, Univ. of Colorado), is a member of Sigma Xi and Sigma Pi Sigma (Physics), and recognized in "Who's Who" and "American Men and Women of Science."

Dr. Russell C. Drew has served as Chairman of the United States Activities Board of the IEEE and Vice President for Professional Activities.

Dr. Drew's many positions in IEEE includes service on USAB since 1981; USAB V.C. in 1982; USAB Operating Committee 1981-85; USAB Government Activities Council, Chairman 1982-83; USAB Government Affairs Comm., 1981-82; Chairman 1984-85; USAB Project Development, Chairman, 1984-85; In 1984 he also served as our representative to the Engineering Affairs Council to the AAES.

IRWIN FEERST
Consulting Engineer
Massapequa Park, New York

Mr. Feerst received his early training in electronics in the U.S. Navy during and after World War II as an Electronic Technicians Mate 3/C. He received a BEE degree from the City College of New York in 1951. In 1955, he received a MEE degree from New York University. To prove to employers that he was not obsolete, he earned a MSEE degree from the Polytechnic Institute of New York in 1973.

From 1949 until 1962, Mr. Feerst was employed by various profit-minded companies as an electronics engineer. From 1962 until 1969, he was Assistant Professor of Physics and Electronics at Adelphi University, Garden City, NY where he taught graduate and undergraduate courses in Feedback Systems,

Digital Design, Communications, and Spectral Analysis. Since 1969, he has functioned as a licensed consulting engineer in areas of medical electronics, radar systems, electronic typesetting, electronic countermeasures, and telephone systems.

Mr. Feerst, who has been a member of IEEE and its predecessor organizations continuously since 1948, is the founder of the Committee of Concerned EEs. He has written and published its monthly newsletter since 1973.

Mr. Feerst emphatically denies IEEE's allegation that he is an honors graduate of the George Steinbrenner School of Charm and looks forward to seeing his many friends in IEEE's North Jersey Section.

MERLIN G. SMITH
Manager, Systems Technology
IBM Watson Research Center
Yorktown Heights, New York

Merlin Smith is Manager of Systems Technology at the IBM Thomas J. Watson Research Center, responsible for exploring the application of VLSI technologies in systems. He received the BSEE degree from the University of Cincinnati in 1950 and the MSEE degree from Columbia University in 1957.

After military service at the Signal Corps Engineering Laboratories at Fort Monmouth, he joined the International Business Machines Corporation in 1952. He participated in the development of the Naval Ordnance Research Calculator, one of the early electronic computers. Subsequently, he managed projects in digital circuits, electronic packaging, design automation, terminal-oriented systems and cryptography. A major assignment, from 1963 to 1969, was as engineering manager for the development of Large Scale Integration and the MOS technology within IBM. He has been a frequent author and speaker in the field.

Mr. Smith's IEEE activities include Vice President for Technical Activities, 1986; Executive Vice President, 1985; Division VIII Director, 1983-84. His Major Boards and Committees assignments include: Board of Directors, 1983-86; Executive Committee, 1985-86; Technical Activities Board, 1977-78, 1983-84, Chairman 1986; Regional Activities Board, TAB Liaison, 1983-84; Conference Board, 1984, Chairman 1985; Annual Meeting Board, Chairman 1985; Publications Board 1981-82; Field Awards 1982-83, Piore Field Award Chairman 1981-1982; and Budget Development Committee 1981.

IEEE Societies offices include Computer Society President, 1977-78, Vice President for Technical Activities, 1976, Vice President for Chapter Activities, 1975. Conference activities include Fall Compcon Chairman, 1974 and National Computer Conference Chairman, 1979; Chairman of the NCC Board, 1976. IEEE representative assignments included AFIPS Board of Directors, 1977-79, AFIPS Executive Committee, 1979.

“Asked Me For My Opinion...”

On Monday, August 4, 1986 I attended a debate of the candidates for President Elect of IEEE. This debate was sponsored by “Electronic Engineering Times” and was held at their office in Manhasset, Long Island. The three candidates this year are: Russell C. Drew, Irwin Feerst and Merlin G. Smith. Girish Mhatre, Editor of “E.E. Times,” did an excellent job as moderator. Each candidate was provided equal time to present their platform and then answer questions. Most questions came from moderator Mhatre and “E.E. Times” reporter, Joan Stapleton. The story was to be run in the August 18th issue of “E.E. Times.”

NORTH JERSEY DEBATE

As I am writing this column preparations are being made for a candidates debate at ITT in Nutley, N.J. The candidates for President Elect have agreed to be present so each of you will have an opportunity to meet them and ask your own questions. You can find more information about the candidates and the North Jersey Section debate in this issue but, check “The INSTITUTE” for more background on the candidates.

OPINION

During my past years of IEEE involvement at both the local Section level and National level, members have asked me for my opinion about the candidates. Of course there is more to

selecting a candidate than can be gleaned from the history and statements of the candidates. Personal knowledge is helpful but in lieu of this you’re stuck with their spec sheet. This year I have an edge since I have seen all of the candidates and spoken to them on more than a few occasions.

In alphabetical order, Russell C. Drew is President of Viking Instruments Corporation, a small business involved with development of scientific instruments and consulting services. He has only six (6) years of IEEE involvement. However, his participation has been exclusively with USAB. He was Vice President of Professional Activities and Chairman of the United States Activities Board. His impressive work resume includes official positions with the NSF and the Office of Science and Technology.

He espouses USAB’s and IEEE’s standard goals with little concern or understanding of the problems faced by today’s and tomorrow’s engineers. Drew would be my second choice in this election.

Alphabetically, Irwin Feerst comes next in the line-up for President Elect. Of the three candidates Feerst has the shortest resume of participation within IEEE. He also has the longest and strongest resume that shows his dedication to the engineering profession. He is an independent consultant and spent most of his professional life in the design of systems and circuits. He knows very well, and understands, the problems faced by engineers and industry and would provide some

balance to the existing IEEE board. Feerst knows how IEEE functions well enough to fit the position. Feerst and I both believe improvements could be made in the IEEE, the profession and in engineering education. Irwin Feerst would be my first choice in this election.

Alphabetically, Merlin G. Smith, is third in the line-up for President Elect. Smith is also third in my choice for the office.

Merlin Smith has the most extensive record of IEEE participation of the three candidates. His IEEE resume shows active involvement since 1971 including the position of IEEE’s Executive Vice President for 1985. He has been with IBM for more than thirty years.

Smith, like Drew share enthusiasm for IEEE’s present goals and business will continue as usual under his leadership. It is also apparent to me that IBM managers do very well in IEEE elections and therefore Smith will be very difficult to beat.

Being employed by one company such as IBM can and may have given this candidate a sense of security not often seen in the engineering profession. To my knowledge and limited obser-

vation Mr. Smith has not shown any concern for the problems faced by engineers. Merlin Smith would be my third choice in this election.

Merrill W. Buckley, Jr. is running for the position of Executive VP of IEEE. He has an extensive IEEE resume and shows sincere concern for our members. Merrill has many years of experience with RCA’s Aerospace and Defense Division working on military and NASA programs.

He understands the vageries associated with defense contracts and how these vageries can create havoc on an engineering career.

I’ll support Merrill Buckley for Executive VP.
MEET THE CANDIDATES

On the 23rd of September you will have the opportunity to meet these candidates. Our Section will provide you with food and refreshments and an informal and entertaining evening. Please join us and bring a friend.

*RICHARD F. TAX, Chairman
North Jersey Section*

Letter To The Editor:
“Persuades Me To Break A 10-Year Silence”

Eugene Gordon’s letter “Let’s blow away the smokescreen...” in the August issue persuades me to break a 10-year silence. I am doing so to prove that even good names in the electronics industry can and do practice age discrimination, and that Gordon’s extrapolation from his own experience with probably the world’s most enlightened employer of EEs is unwarranted.

Dr. X was 53 and employed at the RCA Microwave Operation for 17 years when the company decided to close the plant. During his tenure he ranked consistently in the top quartile among over 100 engineers and had been leading a design group at the time of termination. Shortly thereafter, one of his former bosses told him: “Don’t blame yourself for never becoming a manager. We had plenty of those, but precious few productive designers.” So much for Gordon’s theory of natural selection.

Because of family considerations, X decided not to join Raytheon, which had bought the facility for a pittance (and since has made a bundle on it). Rather, he taught at a local college, waiting for the 1975 recession to blow over, and living off his severance pay. The 2-year layoff status assured him of first choice in any suitable new openings anywhere within RCA.

Within a year, the Advanced IC-Design Lab at the Somerville plant advertised for experience software engineers --exactly X’s cup-of-tea. He applied, supported by a dozen papers, glowing reviews and his layoff status. However, for more than half a year X was not even given the courtesy of an interview. He wrote to the Lab manager (who had previously shown interest), the VP in charge, and the Personnel chief. Either he got no reply, or a sad tale about the extensive overseas travels of all the people who could have interviewed him. When X finally got his invitation, he found out that those very same individuals had found the

time to fill 4 of the 5 advertised slots. The only remaining one called for very specific experience.

Outraged, X went to a law firm recommended (or at least mentioned favorably) in an IEEE publication. The lawyer he talked to for about 25 minutes charged him “only” \$175 because X “had his facts so well organized.” He wanted \$10,000 up front, with “a well below 50% chance of winning.” So, X took his case to the NJ Equal Opportunity office in Paterson, which took on the case in spite of a heavy overload. (As it turned out, a federal agency would have been a better choice). The agent on the case was particularly interested in a directive by the VP in charge to bring the average age of the technical staff down.

In the end, however, the state took RCA’s side because X was not qualified for the only remaining opening. All the lying and cheating that preceded the interview apparently was unimportant in the eyes of the law.

By now you have probably guessed why I know this case so well. I confess that I am indeed X, and if nothing else my legal action gave me access to RCA’s files, concerning my ‘competitors.’ All were fresh out of school, and their “experience” consisted mainly of graduate work. One case haunts me to this day: This young man’s decisive accomplishment was a self-optimizing circuit design program. At the time I had written a similar but superior one, which is still in use after 12 years, my successful rival had been a lieutenant in the CHINESE AIR FORCE!

You may well wonder why I did not go public with my case 10 years ago. Fair question. I simply thought it would be inappropriate for the IEEE North Jersey Section Chairman to do so.
MAX SCHINDLER

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