



interCOM

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

MESSAGE FROM OUR GENERAL MANAGER

I am delighted to have this opportunity to talk with you on a regular basis about IEEE and our mutual concerns, either in person or through your publication, Intercom.

From the standpoint of the Institute, I want you to know that we are now on target for our 1976 budget, and I want to thank each of you for your contribution to this effort.

On your behalf, steps have been taken to make our Personnel Manager, Eugene Logan, a member of the Employees Benefits Committee so that you can be represented directly by him. If you have any suggestions or questions, please give him a ring on extension 7775.

I need your complete cooperation during this difficult year, and I know that I can count on it. In particular, it is important that we are inspired to provide thousands of services for our members promptly and with the highest standards of quality. I want to compliment you for meeting our requirements with a reduced staff, and I pledge my support for your efforts.

H.A. Schulke, Jr.

Greetings from the Editor...

You are now reading the first installment of the new Intercom, the House Organ of IEEE. The new Intercom is a rebirth of a predecessor publication which was published by IEEE in 1965. Those were hectic days following the merger of the Institute of Radio Engineers and the American Institute of Electrical Engineers. Intercom began then with much enthusiasm, but while it enjoyed avid reader interest, it did not survive because of the time needed to make it a worthwhile publication. Accelerated IEEE growth made prior demands on the time of the staff.

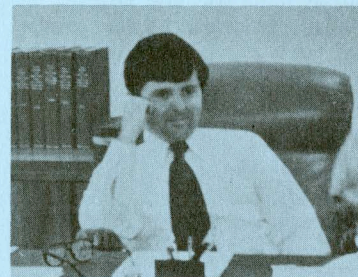
Now, as ever, IEEE throbs with great internal activity. We have moved approximately half of the headquarters staff to Piscataway, N.J., and renewals of personnel and methods have taken place in all departments. As we look at it today, IEEE is a more condensed, but nevertheless vital, organization no less affected by the state of the American economy than other similar organizations. There is at this time no reason for pessimism, but rather a determination in IEEE to move forward to new and greater heights in membership growth and service performance.

In this issue...

This first issue of Intercom coincides with our country's bicentennial celebration and, appropriately, the theme is carried on our pages. It does no harm to lend our voice to the throng and take this opportunity to say "Happy Birthday America; You're the Greatest."

Thanks...

Congratulations and thanks to all the staff in IEEE who have contributed to this first issue of Intercom. May we have a long and pleasant association and turn out one of the best House Organs. And to our readers, we welcome your comments and suggestions as well as your continued interest in this Voice of the IEEE.



PROFILE

A New IEEE Employee Eugene G. Logan

Eugene G. Logan became Personnel Manager of the IEEE on April 12, 1976 and is responsible for all facets of personnel procedures.

Gene is a native of Brooklyn, N.Y., where he attended St. Ann's Academy, which is now known as Archbishop Molloy High School. As a philosophy major, he received a Bachelor of Arts degree from Hunter College and Master's degree from the City University of New York. He has also taken management courses at the A.M.A. (American Management Associations).

Armed with his Master's degree in philosophy, Gene embarked on a career in personnel management. His first job was with the Shell Oil Company, where he worked as a Research Assistant in Personnel. He then worked for Litton Industries, Textile Banking and Doubleday Publishing.

The trend in 1976 is toward "total disclosure." In keeping with this trend, this reporter will now

invade the privacy of Eugene G. Logan.

Gene is in his 30's and is married to his "childhood sweetheart", Helen Rooney. He makes his home in Brooklyn, about a mile from where he grew up. He has two children, a boy, Brian, 7 years old, and a girl, Jennifer, 4 years old.

Gene enjoys sports; he plays basketball, baseball (was on various teams in school), and is a jogging enthusiast. He is a Little League coach, is active in church organizations, and is becoming involved with the Boy Scouts. His hobby is reading and he prefers nonfiction. Gene describes himself as a very organized person, and insists on enjoying a "quiet time," a time to place things in their proper perspective. When questioned on the "New Morality," Gene is very optimistic; there is no doomsday outlook for him. He views the independence of society as "good." "People are tired of restrictions." He feels these restrictions have resulted in total apathy in politics and a lack of respect for religion and ethics. "People have always accepted accountability for their actions; now they are accepting total responsibility for them." The uniting factor for society in the midst of this social reappraisal, Gene philosophizes, will be the common interest and ideals that transcend family, race, nationality, and religious relationships. He sees this reform with his children's generation.

Gene was influenced most by his parents and teachers. A strong urge to make a contribution and a solid religious background have been the reasons for the success he has experienced.

Gene is an advocate of "communication" in personnel relations, and can be reached on Thursdays at the Piscataway office; the remainder of the week he can be reached in the Personnel Department in New York.

Throughout this interview, this reporter observed a nondescript twinkle in the eyes of Gene Logan. Is this a "total disclosure"??????

Verna Miller

FEATURE

The Personnel Department

IEEE is, by its charter, a transnational institute, and its main aim is to disseminate information regarding electrical and electronics expertise across all geographical boundaries of the world. Each individual working in any of the various IEEE departments is a vital link in this entire operation of communication from and to the over 160,000 IEEE members. Once you realize the wide scope of IEEE's endeavors, your individual job at IEEE comes into better focus.

To support the well-being and advancement of IEEE employees, a Personnel Department has been established. Among the many facets of the Personnel Department's activities is the employment function. The Personnel Department's aim is to ensure that each department is adequately staffed with people suitable for each specific job.

When a job opening occurs, notice of this is posted on the bulletin boards. This affords each employee the opportunity to inquire whether he or she might be considered for that particular

job. The desire for a job change is either to seek higher monetary remuneration, to broaden one's knowledge, or for other reasons. Personnel Manager Gene Logan will be pleased to outline the duties and scope involved in a job opening, review with those interested their qualifications for the job and, should all prove satisfactory, arrange an appointment with the supervisor involved.

The Personnel Department wants to fill jobs from within so that all employees have the opportunity of career advancement at IEEE and can benefit, on the new job, from a transferring employee's basic knowledge of IEEE.

Should you wish a transfer to another department prior to the existence of such a job opening, Personnel Manager Logan will be very glad to discuss this with you and recommend the additional education or training that you might require.

When there is no suitable transfer to be arranged for a job opening, the Personnel Department runs employment ads in major newspapers and aids in the screening and interviewing of prospective employees. This is of great assistance to supervisors as a time-saver that allows them to devote their time to the IEEE business at hand.

Of major importance to each employee are the IEEE health and insurance benefits. IEEE's benefit programs are equal to or greater than those of major corporations. Frances (Dee) Weitz has recently taken over the assignment of handling employee benefits, and she will be happy to discuss any details of these benefits and advise you of the options available to you.

As one becomes knowledgeable in one's particular job area and the overall Institute's activities, ideas for better operating efficiency frequently occur. Each employee should take pride in innovation and suggest his ideas to his supervisor. Should a suggestion prove not applicable to your particular department, bring it to the attention of the Personnel Manager who may find it of use in other IEEE departments.

Our Personnel Department is the common ground on which all IEEE employees stand. But it must be remembered that this is a two-way street. Support of, or by, the Personnel Department is up to each person working for IEEE.

Betty J. Stillman

A BICENTENNIAL SALUTE TO AMERICA

The Declaration of Independence

When Thomas Jefferson set to work on the Declaration of Independence, everything he had to say was drawn from familiar sources. For his opening sentences, Jefferson turned to the Virginia Bill of Rights, drafted by George Mason, one of the most able and respected of that colony's patriots. The Virginia document had begun with the statement: "That all men are by nature equally free and independent, and have certain inherent rights, of which, when they enter into a state of society, they cannot by any compact deprive or divest their posterity; namely, the enjoyment of life and liberty, with the means of acquiring and possessing property, and pursuing and obtaining happiness and safety."

Jefferson took the trouble to explain that his sources were harmonizing sentiments of the day, conscious and unconscious. After a week or so of work, Jefferson copied off a rough draft and took it to Franklin and Adams for their comments and suggestions. There was a total of 48 changes. Adams liked the draft and made only two or three changes. Franklin proposed more changes, but he softened his criticisms with the story of a hatter who was opening a shop and wished to have a sign painted advertising his wares. He proposed to the painter the picture of a hat with the words: "John Thompson, Hatter, makes and sells hats for ready money." After numerous suggestions from his friends, the advertisement was a picture of a hat with the name "John Thompson."

Before Jefferson's draft of the Declaration could be submitted to Congress, the delegates had, of course, to agree to a resolution stating that the United Colonies "were and of right ought to be independent." The date set to take up the debate was the first of July. After much bargaining and maneuvering, it seemed that Congress would at last vote with great reluctance to declare the colonies "free and independent." Adams predicted that July 2 would be celebrated in the future. It would be marked down as a holiday. "The most memorable epoch in the history of America" if not of mankind. He wrote to his wife, Abigail, "that it will be celebrated by succeeding generations as the great, anniversary festival." It should be commemorated by "a solemn act of devotion to God Almighty. It ought to be solemnized with pomp and parade, with shows, games, sports, guns, bills, bonfires and illumination from one end of the continent to the other, from this time forward forevermore."

After the passage of the resolution declaring the colonies independent, the delegates proceeded to debate the draft of the Declaration submitted by Jefferson. Finally, on July 4, having much improved Jefferson's draft, all the delegates present except the New York delegation and John Dickinson approved it, and President John Hancock and Secretary Charles Thompson signed it. It was early August before the engrossed copy was ready to be signed by the delegates themselves. By then, the composition of Congress had changed; some delegates who had voted for independence had left Philadelphia; others, who had voted against it, had been replaced. Those who had been absent during the debates and voting, but who arrived in time to sign, became, by the single act, immortal.

As "Signers," they were assured a permanent place in history, whereas those unfortunates who had voted for independence and had approved the Declaration but who left Philadelphia before the signing got considerably less credit from posterity than they deserved. It has been said that the capitalization and punctuation of the first printing of the Declaration of Independence followed "neither previous copies, nor reason, nor the custom of any ages known to man." It was printed in a great haste on the night of the fourth by John Dunlap. This first official copy was attached to a page in the rough Journal of Congress. Since New York had still not voted for independence, it was called "A Declaration by the Representatives of the United States in General Congress Assembled." Copies were sent to the assemblies or conventions

of the various states and to the Army. On July 8 it was read by John Nixon, Commander of the Philadelphia City Guard to a large crowd in the State House yard. According to a Tory observer, this crowd contained very few respectable people. As Nixon finished reading the document, the air rang with cheers and huzzas. On July 9 the Declaration was read to troops in New York; the following day it was read at a public meeting on the common, and afterward a handsome gilt-over-lead statue of George III was pulled down by the populace. The gold leaf was scraped off, and 4000 pounds of lead was melted down to make "musquet balls." On the nineteenth of July word reached Congress that the New York Assembly had fallen in line, and instructions went to the engraver to head the engrossed document "The Unanimous Declaration." At the end of July, a child in East Windsor, Connecticut was baptized "Independence."

Source:
A New Age Begins
Paige Smith

Verna Miller

IEEE HISTORICAL INKLINGS

Did you know that the IEEE came into being (as AIEE) in 1884?

Just eight years earlier, when America's Centennial Exposition was held in Philadelphia, the electrical industry was a very young infant, but a lusty one. The Exposition had a very few electrical products to show the world but those few were mighty significant: Alexander Graham Bell's electric speaking telephone was introduced, and many people saw their first electric light and first electric motor.

The years immediately following saw rapid acceleration in the production of electric devices of all kinds: dynamos, lamps, motors measuring instruments -- the inventions of Edison, Thompson, Weston, and other early Institute members. There was so much electrical growth that in 1884 an all-electric international exhibition was held (again in Philadelphia). This gathering of "electricians," as they were commonly known, was a major factor in precipitating the founding of the Institute.

In rooms loaned by the American Society of Civil Engineers, the organizers held two meetings, completed a set of governing rules, nominated a sufficient number of persons to fill the offices created, and the Institute became a permanent organization on May 13, 1884.

(Source material from Electrical Engineering, May 1934)

Veronica Lewis

INTER-OFFICE NEWS

SPSU AND SSU

JoAnn Virgilio, formerly of SPSU, now working in Accounting, was married to Robert Alligier on May 22 at Our Lady of Fatima Church in Piscataway. JoAnn and Robbie spent their honeymoon in New England and Canada, and are living in South Bound Brook. Our best wishes for many happy years together.

Cheryl Brenn of SPSU became engaged to Kevin Feeley in December. Kevin and Cheryl will be married on April 2, 1977. Also engaged are Kathy Collins of SSU and Drew Assini. They will marry on May 21, 1977. We hear that they became engaged on Tuesday, but Drew didn't propose until Wednesday! Much happiness to both couples.

Pat Wojnas, Supervisor of SSU, recently returned from vacationing in Florida with quite an impressive tan; Ceil Flesher of SSU spent time in Maryland enjoying the beach; and Alice LeClair of SPSU visited friends in Maine. Sharda Srinivasan is already looking forward to next year when she will visit her home in India -- don't forget to come back!

MEMBER SERVICES

Eileen Lawson of the Member Services Department is moving to a new home in Metuchen, NJ this July. Best of luck, Eileen, in your new home.

Mary Ann Savage, also of Member Services, is getting married to Edward Servon, Jr. on August 21. The wedding is to take place at Corpus Christi Church on James Street in South River, NJ. The reception is to be held at the Edison Country Club. Best Wishes to Mary Ann on this auspicious occasion!

CORPORATE SERVICES

We are glad to announce that Una Lennon and Audrey van Dort, after what seemed like endless hours of packing, unpacking, and repacking, are now safely ensconced on the 10th floor. They join Emily Sirjane and her staff in the IEEE Corporate Services Department's new consolidated location in the New York office. Welcome!

FIELD SERVICES

The relocation of Field Services from the 10th to the 15th floor at IEEE Headquarters in New York took place on June 14. This unit really has had its ups and downs--originally moving from the 15th to the 10th floor in September 1975.

A "Large Section" workshop was held at the United Engineering Center on June 21-22. One of the speakers was our own Ruth Tabak, Bob Asdal's secretary.

Elizabeth Escala recently returned from a one-month vacation to Ecuador, South America.

SHIPPING DEPARTMENT

The Shipping Department has said farewell to Tony Cafaro. He has taken another position with Bloomingdale's Department Store in New York. We wish him the best of luck in his new job. Our new Manager is Rochelle M. Lubetkin. We welcome her and wish her long and happy years with IEEE.

Summertime is for vacations, and our Supervisor, George Rivera, is going to Puerto Rico in September. Eddie Donahue is going to Tennessee in July. Lillian Carlucci plans a trip to California in August. Jean Firestine is getting ready for the

German Festival in New York State the last week in July and the first week in August, while yours truly, Carolyn Yankoski, is going back to school--Stroudsburg State Teacher's College--for a music seminar in July.

TECHNICAL SERVICES

On Tuesday, June 15th Jessica Carlisle gave birth to a beautiful 7 lb. 12 oz. boy. He has red hair, blue eyes, and freckles and his name is William. Both Jessica and William are doing fine and we will keep you informed of all further developments.

MAILING AND PRINTING

Lillian Rozenburgh and family are planning a vacation at the Jersey shore and a trip to Vermont. Bill Striker will head west to San Diego during his vacation in August.

From July 26 through August 6, Marie Hogan and family will enjoy a long-awaited vacation in the sun and a trip to Pennsylvania to visit their families.

Jean Green is finally realizing her dream trip to Israel in August. She will tour the country for two weeks.

A 6 lb. 7 oz. baby girl, named Portia Gertrude Brown, was born to Frances and Ronnie Brown on February 20, 1976. Ronnie is a press operator in the IEEE Printing Department.

Bill Stamper of the IEEE Printing Department was married on May 8. Bill and his new bride, Rhonda, honeymooned in Florida.

PUBLISHING SERVICES

Carolyne Elenowitz, Supervisor, Publication Production, and member of the Society for Technical Communication (STC), received the STC Certificate of Merit for "exceptional achievement in technical communication" for the IEEE Communications Society Magazine on June 16 at the Engineer's Club in New York. The competition for this award included some of the largest companies in the country, such as Bell, IBM, Lockheed, and Mobil.

Ann Burgmeyer, Supervisor, Publication Production, participated in a panel on computer composition (typesetting) at the annual technical conference of the Society for Technical Communication in Washington, DC. Her presentation dealt with user/buyer needs associated with the composition of highly complex scientific material. The Publishing Services Department has been the vanguard of researching and using new methods of composition.

Otto W. Vathke has joined the Publishing Services Department as Business Manager, Publications. His responsibilities include publication costs, finances, contracts, and budgets. Otto brings with him some impressive credentials. He was Editor-in-Chief of Automotive Engineering for ten years. Just before joining IEEE he was Director of Communications at Industrial Acoustics Company where he was in charge of Advertising, Technical Literature, Marketing, and Public Relations. Otto's attention will be directed towards closely monitoring total production costs in order to affect the most cost-effective publications. He succeeds Larry Liebman who first filled that post; Larry left to rejoin the Journal Department of Academic Press in the new position of Business Manager.

Kaarin Kolbre is the new Manager of Information Services. Her background as an information specialist includes a B.S. in chemistry and an M.L.S. in library and information science. She was Head Librarian of General Telephone and Electronics Laboratories, Bayside, NY, and Corporate Librarian at the Bechtel Corporation, New York, before joining the Publishing Services Department. Her responsibilities will be the production of the annual, combined, and cumulative indices to IEEE periodicals and conference proceedings; publication of the IEEE Publications Bulletin; and operation of the Annals of the IEEE. In addition to these tasks, she plans to affect communication with other major indexing and abstracting services, such as the Engineering Index and INSPEC, to insure compatibility in the adoption and use of standardized bibliographic data elements in index production. She assumes the position formerly held by Elizabeth Braham.

Carl Spang, Jr., is the newest member of the Publishing Services Department; he is an Editorial Assistant presently working on the Proceedings of the IEEE. Before joining the IEEE, Carl was a freelance writer.

IMPORTANT NEWS NOTE

Linda Rizzo of Purchasing will be on vacation the week of September 7. For special Purchasing requirements, it is recommended that contact be made with her before that date.

HEY HEY HEY !!!!!!!!!!!!!!!
SOFTBALL!!!! TENNIS!!!! VOLLEYBALL!!!
BASKETBALL!!!! SURPRISES!!!! CONTESTS!!!!
COME OUT AND JOIN THE FUN AT THE IEEE EMPLOYEE PICNIC. MARRIED??? BRING YOUR MATE. SINGLE??? BRING YOUR DATE. THERE'S FUN FOR ALL. FOR DETAILS, CALL MARIO RIPATRANZONE (ext. 137) OR RICK MATZKER (ext. 172).

SATURDAY, AUGUST 14, DONALDSON PARK, HIGHLAND PARK, NEW JERSEY

!!!!!!DAWN TO DUSK!!!!

FAREWELL

We will miss Eve Arnold who, after 19 years of service to the IEEE, retired on July 1. Eve was the receptionist on the 11th floor at Headquarters. More than 50 people attended a luncheon for her at La Maganette to extend their thanks and best wishes. The Publishing Services Department held an afternoon reception in her honor during which Dr. Schulke presented her with a wristwatch in appreciation for her years of dedication and professional ministrations. Knowing Eve's propensity for hard work, Dr. Schulke requested that she fill a position offered to him that very day. The job involves assisting a Jamestown, ND minister who is traveling the country to dissuade our citizenry from imbibing alcoholic beverages. Ms. Arnold thought that the travel demands would be too great an infringement on her newly acquired leisure time.

Rose-Ellen Myers can now be found at the 11th floor reception desk making her mark in the hectic world of publishing.

OTHER TERMINATIONS

M. Eleccion	J. Wohl
J. Carlisle	P. Edmonds
T. Goodwin	R. Seyerle
P. Diaz	P. Waldron
D. Gieb	N. Opetosky
L. Liebman	A. Cafaro
L. Conway	M. Desai
J. Roberts	K. Kelly
J.T. Rogers	C. Catalano
S. Starzyk	M. DePree

WELCOME TO STAFF

Frances Rosenthal, Standards
Dawn Capovilla, Art
Ruth Ann Bias, Finance
Francis Timmons, Marketing
Carl Spang, Publications
Otto Vathke, Publishing Services
Edward Torrero, Spectrum
Brett Knobel, Field Services
Rose-Ellen Myers, Publications
John Wong, Data Processing

Happy Birthday

JUNE 22 - JULY 23

The sun-sign is Cancer. The IEEE's born under it are:

Alyce Snedeker	June 24
Luis Lopez	June 28
Rudy Spatarella	July 4
Kathy Venuto	July 5
Carolyne Karpinski	July 6
Mary Carroll	July 10
Luis Perez	July 12
Beverly Stagg	July 13
Ceil Flesher	July 14
Dolores Riker	July 14
Barbara Chapman	July 19
Muriel Calvenizi	July 23
Ann Southard	July 23

All of us who are not included should be happy to work with them, because, as is so with most Cancerians they're gifted, helpful and usually in control of the situation. Always ask a Cancer person for new ideas - they're full of them, and can usually make them work.

This month will bring good luck for all of you. Remember, the 16th and 17th might bring you an increase in earnings. The planets also indicate exercise, fresh-air and romance. So try for a loaf of bread, a jug of wine and..a few laps around the track! Happy Birthday!

SPORTS HIGHLIGHTS

IEEE SERVICE CENTER SOFTBALL GAMES

To add to the start of an exciting weekend, every so often the IEEE Service Center in Piscataway organizes a softball game among the employees. The games are held in beautiful Johnson Park, which is located on the banks of the Raritan River. Refreshments are on tap, which not only quenches the players' and fans' thirsts, but also heighten the players' abilities.

A contest is being held, similar to that of the Shaefer Player of the Year, and a prize, not yet determined, is being awarded to IEEE's best athlete. At present, after 5 games the leaders are as follows:

Rudy "The Rabbit" Spatarella	2 points
Kathy "Cupcake" Collins	2 points
Bob "Spikes" Provost	2 points
Verna "Catch 'em All" Miller	2 points
Rick "Chug-a-Lug" Matzker	2 points

The next game is scheduled for the IEEE picnic in Donaldson Park on August 14. We hope to see all of you there to witness the stars perform.

Fran L. Hall

INTERCOM STAFF

EDITOR, Rudolph Spatarella, Office Services NJ
CO-EDITOR, Verna Miller, Keyprocessing
CONSULTING EDITOR, Gene Kone, Public Relations
COPY EDITOR, Carolyn Elenowitz, Transactions

REPORTERS:

Gina Giardina, General Accounting
Beverly Stagg, Publication Sales
Verna Miller, Keyprocessing
Fran Hall, Financial Accounting
Carolyn Yankoski, Shipping-Warehouse-Purchasing
Kathleen Doktorsky, Education
Jean Green, Printing & Mailing
Betty Stillman, Standards
Esther Kelmenson, Technical Activities
Henry Prins, Advertising
Veronica Lewis, Corporate Support
Susan Jacobson, Membership
Tom Bartlett, Executive & Controller
Ann Burgmeyer, Editorial
Fernando Serrano, Office Services NY
Millie Smith, Field Services

ART-PHOTO, Herb Taylor, Art

PRINTER, Arthur Spatarella, Printing
DISTRIBUTION, Stella Zelanzy, Administrative Svc.
TYPISTS, Anita Schleider, Student Services
Ruth Tabak, Field Services
Linda Rizzo, Purchasing

This space has been reserved for
Classified Ads
See the Intercom representative of
your department to place ads in the
coming issues of Intercom.

Next Issue...September 1976