

Region 10 Webinar

IEEE, MGA and Local Governing Documents

- ▶ IEEE Constitution and Bylaws
- ▶ IEEE Policies
- ▶ MGA Operations Manual
- ▶ Region Bylaws
- ▶ Local Operating Procedures and Section Bylaws

Governing Documents and Hierarchy



IEEE Constitution and Bylaws

The [IEEE Constitution and Bylaws](#) contains IEEE's fundamental objectives, organization and procedures. Implementation of the Constitutional provisions, in specific organizational structures and procedure, is entrusted to the IEEE Bylaws.

IEEE Constitution and Bylaws

<https://www.ieee.org/about/corporate/governance/index.html>



The world's largest technical professional organization for the advancement of technology

Search all IEEE websites



[About](#) [Membership](#) [Communities](#) [Conferences](#) [Standards](#) [Publications](#) [Education](#)

[JOIN IEEE](#)

[Home](#) > [About](#) > [Corporate](#) > [Governance](#)

IEEE Governing Documents

The following are the governing and supporting documents of IEEE.



On this page:

- > [IEEE Governing Documents](#)
- > [Major Board Operations Manuals](#)
- > [Committee Operation Manuals and Charters](#)

Additional Resources

- > [IEEE Board of Directors Resources](#)

IEEE Contributions - Form and Procedure

The IEEE Contributions form and procedure can be found in the [Strategic Council](#)



IEEE Policies

The [IEEE Policies](#) provides more detailed statements of specific policies, objectives and procedures than are appropriate for inclusion in the Constitution and Bylaws.

IEEE Policies

<https://www.ieee.org/about/corporate/governance/index.html>



The world's largest technical professional organization for the advancement of technology

Search all IEEE websites



[About](#) [Membership](#) [Communities](#) [Conferences](#) [Standards](#) [Publications](#) [Education](#)

[JOIN IEEE](#)

[Home](#) > [About](#) > [Corporate](#) > [Governance](#)

IEEE Governing Documents

The following are the governing and supporting documents of IEEE.



On this page:

- > [IEEE Governing Documents](#)
- > [Major Board Operations Manuals](#)
- > [Committee Operation Manuals and Charters](#)

Additional Resources

- > [IEEE Board of Directors Resources](#)

IEEE Contributions - Form and Procedure

The IEEE Contributions form and procedure can be found in the [Strategic Council](#)



MGA Operations Manual

The MGA Operations Manual contains detailed information regarding IEEE Member and Geographic Activities (MGA) governance, policies, geographic unit operations, and committee reporting structure. You can also find information related to the MGA Board, its mandate, mission, vision, functions, composition and terms, nominations process, meetings, and activities. Also includes overriding policy and procedures for the geo units including basic structure and formation procedures, responsibilities and activities.

The purpose of the MGA Operations Manual is to provide more detailed statements of specific Regional Activities' objectives and procedures. Statements of MGA operations are approved and amended by the IEEE MGA Board.

MGA Operations Manual

<https://mga.ieee.org/board-committees/operations-manual>

IEEE Member and Geographic Activities

Search

Home

News

Awards

Board & Committees

Operations

Volunteer Training

Membership Development

Contacts & Roster

Resources

Home

Board & Committees

MGA Operations Manual

IEEE MGA Board

MGA Committees

Available MGA Positions

Board & Committee Resources

MGA Operations Manual

IEEE Member and Geographic Activities Operations Manual

For detailed information regarding IEEE Member and Geographic Activities (MGA) governance, policies, geographic unit operations, and committee reporting structure, please refer to the [IEEE Member and Geographic Activities Operations Manual \(PDF, 944 KB\)](#).



Region Bylaws

<https://www.ieeer10.org/operations-manual/>



Create Account Sign in

Search

Enter your search



Home

About

Executive Committees

Communities

Activities

Resources

Conferences & Events

Gallery

Contact Us

Section 1: Governance

1. IEEE Constitution
2. MGA Operations Manual
3. Region 10 Bylaws
4. Region 10 Organization Chart
5. Strategic Plan Region 10 Meeting, Bangkok, Thailand – 6 & 7 April 2002
6. The IEEE Asia Pacific office

Section 2: Nominations and Advisory

1. Region 10 Nominations and Advisory Committee
2. Region 10 Director-Elect Nomination Form Template



Local Section Operating Procedures and Section Bylaws

https://mga.ieee.org/images/files/MGA_Operations_Manual_2021.1.11_FINAL.pdf

E. SECTION GOVERNING AND OPERATING DOCUMENTS

1. **Section Bylaws:** All Sections are required to operate in accordance with the IEEE Constitution, IEEE Bylaws, IEEE Policies, and the MGA Operations Manual. The use of Section bylaws shall be allowed when required to meet the requirements of local laws. All such required Section bylaws shall be submitted for review to the Region Director, who will then forward to MGA staff for review and to obtain IEEE Legal and Compliance department legal approval before submission to the MGA Board for approval.
2. **Local Operating Procedures:** Sections may maintain local operating procedures documents, which may be used to record the administration and operational processes of the Section. These documents shall not contain any exceptions to the MGA Operations Manual.
3. **Addendums:** Sections requiring exceptions to the MGA Operations Manual shall submit an addendum request to the Region Director for review. If the request meets with the approval of the Region Director, it shall then be presented to MGA staff for review before submitting to the MGA Board for approval.



Local Section Operating Procedures and Bylaws

- ▶ Sections are not required to have Local Operating Procedures
- ▶ Section bylaws shall be allowed when required to meet the requirements of local laws. All such required Section bylaws shall be submitted for review to the Region Director, who will then forward to MGA staff for review and to obtain IEEE Legal and Compliance department legal approval before submission to the MGA Board for approval.
- ▶ If a Section wants to create Local Operating Procedures or are required to have Section Bylaws as per Local laws a template can be provided by MGA Staff upon request
- ▶ Local Section Operating Procedures and Section Bylaws must not contain any exceptions to the MGA Operations Manual or IEEE Bylaws and Constitution

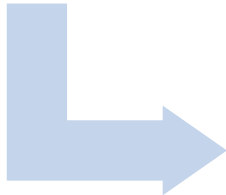
MGA Section Election Process

- ▶ Review Section Election Policies and Procedures
- ▶ Following the Process
- ▶ Running the Election

Elements of a Successful Election

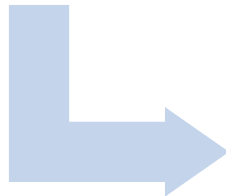
Review Election Policies and Procedures

- Determine election timeline
- Appoint your nominating committee
- Review communication plans



Follow the Process

- Call for Nominations
- Petition Process
- Finalize and communicate slate of candidates



Run the Election

- Run the election
- Announce results



Review Policies and Procedures

Review the Section Election policies within the MGA Operations Manual

9.0 GEOGRAPHIC ORGANIZATIONAL UNITS.....74

9.1	REGIONS	78
9.2	AREAS	84
9.3	GEOGRAPHIC COUNCILS.....	84
9.4	SECTIONS	89
9.5	SUBSECTIONS	98
9.6	CHAPTERS	101
9.7	STUDENT BRANCHES.....	108
9.8	STUDENT BRANCH CHAPTERS	111
9.9	AFFINITY GROUPS.....	113
9.10	STUDENT BRANCH AFFINITY GROUPS	120



F. SECTION OFFICERS

G. SECTION NOMINATING COMMITTEE

H. SECTION ELECTION PROCESS



MGA Operations Manual Sections to Reference

9.0.D - Write-in Votes- MGA and all of its organizational units may allow write in candidates for elections decided by members.

9.4.D.5 - Section Management

9.4.F - Section Officers - At a minimum the officers of the Section shall include a Chair, a Vice Chair, a Secretary, and a Treasurer. The Section may combine the offices of Secretary and Treasurer.

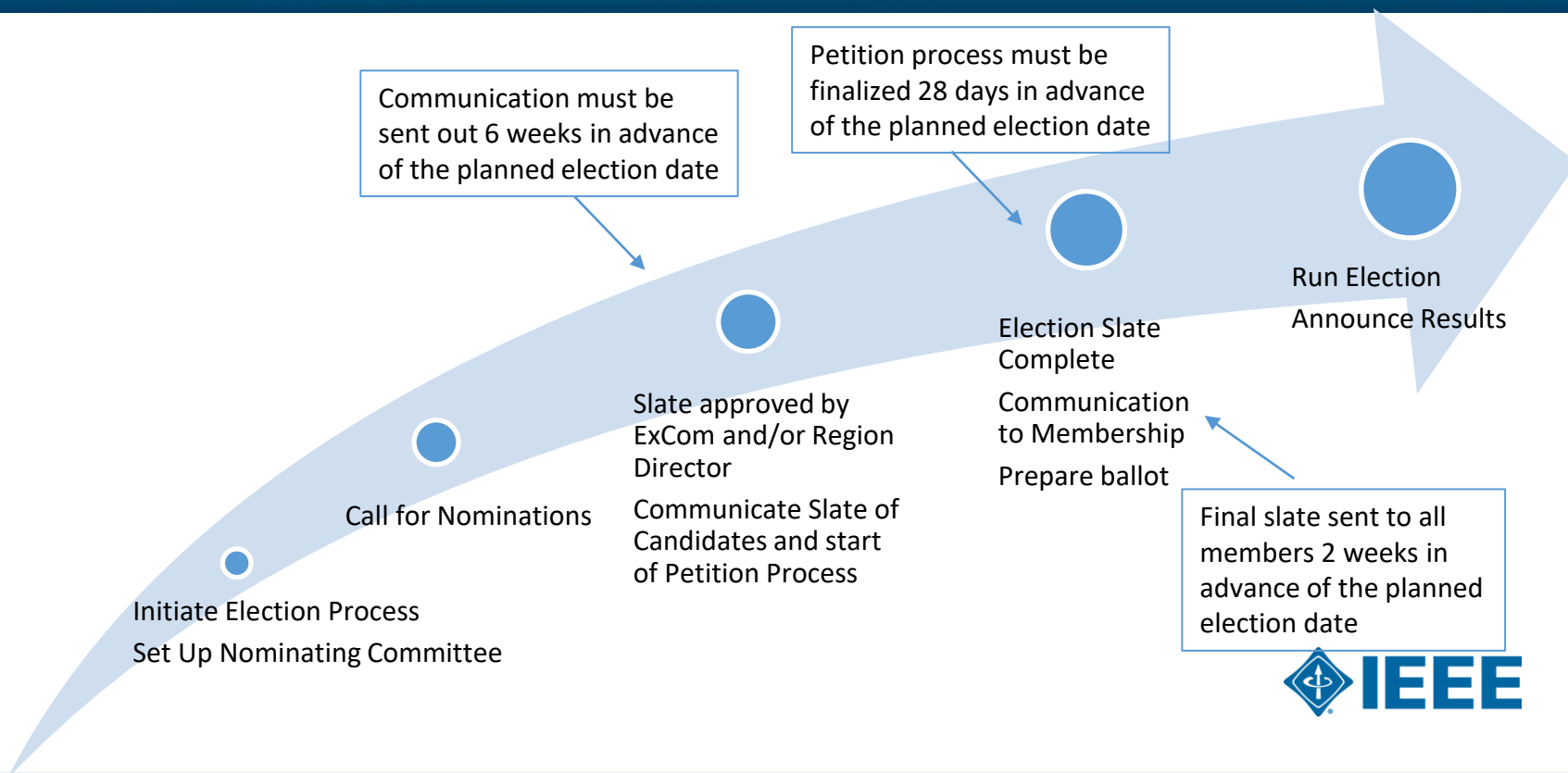
9.4.F.7 - Term Limits

9.4.G - Section Nominating Committee

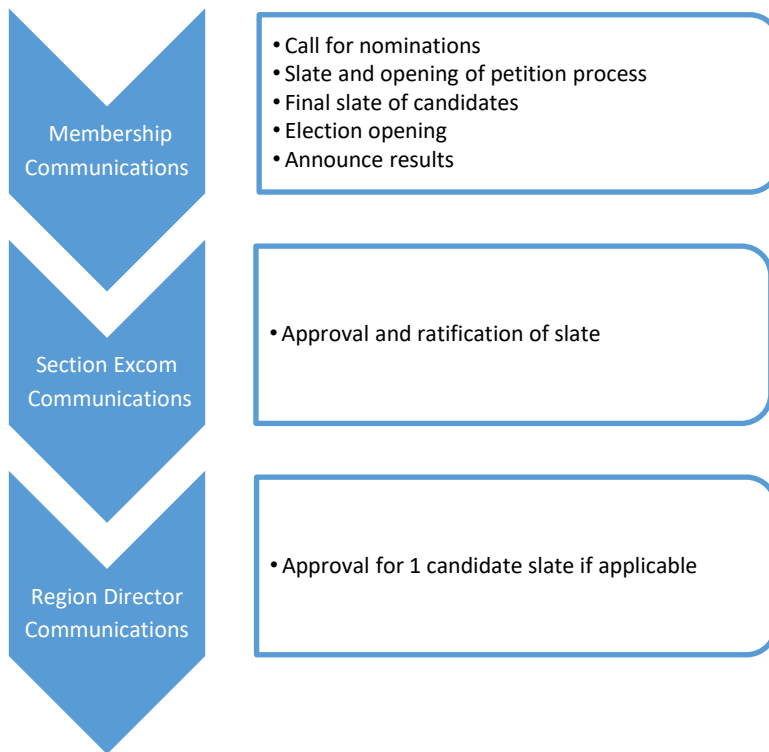
9.4.H - Section Election Process



Election Timeline Planning



Key Communications for Communication Planning



Appoint Nominating Committee

G. SECTION NOMINATING COMMITTEE

1. Each Section shall appoint a Nominating Committee of three or more Section members not then officers of the Section. A member of the Section Nominating Committee who does not resign from the Committee prior to the meeting at which nominees are selected is not eligible to be nominated for any office to be filled by the Section ExCom.
2. The duties of the Section Nominating Committee shall include the preparation of a slate of candidates recommended for the offices of Section Chair, Vice Chair, Secretary, Treasurer (or Secretary/Treasurer), and such other members of the Section elected at-large, to be submitted for approval by the Section ExCom.

3. Except as noted in IEEE Bylaws, the slate shall include not less than two nor more than three candidates recommended for each office.

In the case where the slate, as submitted by the Nominating Committee to the Section ExCom for ratification, consists of a single candidate, the Section ExCom may recommend to the Region Director the approval of proceeding with the election process with a single candidate slate.

4. The Section Nominating Committee shall also be responsible for the annual solicitation within the Section of names of potential candidates to be considered for positions on the Section ExCom.

5. The Section Nominating Committee shall respond on behalf of the Section to calls for elected positions for Councils, and Regions as appropriate. Nominations for such positions shall be submitted to the Section ExCom, as appropriate, for ratification.

1. Appoint a Nominating Committee
 - a. 3 or more Section Members, not current officers of the Section
 - b. If a member of the Section Nominating Committee wishes to run for one of the Officer positions they must resign from the Committee ***prior to the meeting at which the nominees are selected***
2. Duties of the Nominating Committee include;
 - a. Preparation of the slate of candidates
 - i. Slate should include not less than 2 or more than 3 for each position
 - ii. ***If a position has only 1 candidate, Region Director approval must be obtained***
 - b. Submit slate to the Section Excom for approval/ratification

Call for Nominations

- In an appropriate amount of time prior to the date of election, the Section Nominating Committee Chair shall issue a call for nominations for all positions elected at-large to all voting members of the Section through an appropriate medium. Section members shall submit nominations within one month of the call for nominations.

Preparing Slate of Candidates

- Nominating Committee reviews candidate names submitted by members
 - Verify eligibility of candidates
 - Confirm willingness to serve
 - Request position statements and biographies of candidates
 - Select 2, but no more than 3 candidates for each position
 - Create slate of candidates and submit to Section Ex Com for ratification
 - In the case where the slate that is submitted for ratification consists of a single candidate, the Section ExCom may recommend to the Region Director the approval of proceeding with the election process with a single candidate slate.
- Communicate slate and petition process to members
 - Must be sent to all voting members of the Section
- The slate of candidates for elected office shall be communicated to the voting members of the Section not less than six weeks prior to the election date



Petition Process

- A petition process is required for all elections and is the responsibility of the Nominating Committee
 - All voting Section members must be notified of the slate of candidates and petition process opening
 - Initial slate is to be communicated and petition process to open 6 weeks prior to the election date
 - Petition process must be completed at least 28 days prior to the election date
 - Petition end dates must be included in the notification
 - Final slate is to be communicated two weeks prior to the election date

Petition Process

Verify ALL petitions meet criteria: The number of signatures required on a petition shall be determined as follows: For all positions where the electorate is less than 30,000 voting members, signatures shall be required from 2% of the eligible voters. For all positions where the electorate is more than 30,000 voting members, 600 signatures of eligible voters plus 1% of the difference between the number of eligible voters and 30,000 shall be required.

- All signers must a member of the section
- All signers must have provided either their member number or member mailing address
- All signers of petition must provide their signature
- Verify eligibility of petition names submitted
- Confirm petitioners willingness to serve
- Request Position Statements and Biographies of petition candidates
- Information on those who signed the petition must remain confidential



Running the Election using vTools

- Ability to automatically load the voters list based on members for your section
- Ability to send voting reminders via e-mail to the list of voters
- Predefined templates for your elected position candidates
- Voter authentication via IEEE web accounts
- Report your election results when you are done with your election in real time using the vTools Online Officers reporting
- Ensures the integrity of the process
- Ability to create professionally looking ballots
- Intuitive user interface for creating election ballots

<http://sites.ieee.org/vtools/welcome-vtools-voting-page/>

Announcing Results

- The entire slate of candidates for office shall be communicated to the voting members of the Section not less than two weeks prior to the election date. The election process shall be by secret ballot.
- The Section Chair shall submit the names of up to three members of the Section to serve as a Tellers Committee, to the Section for approval.
- After the tally of votes, the Tellers Committee shall report the results of the election to the Section MGA Operations Manual, Section 9 page 92 Chair.
- The Section Chair shall inform each candidate for office of the results of the election prior to announcing the results to the Section membership.

Election Common Questions

Can candidates give a campaign presentation during a meeting/event?

Yes, candidates can give a presentation during meetings/events provided that the same opportunity to address the electorate is offered to all the candidates for the same office position and all candidates are treated equally. The individual responsible for the meeting/event is responsible for determining the information to be presented, within the guidelines established by the governing body of the Organizational Unit.

The same applies to invitations for candidates to provide information for a publication. The editor or other individual responsible for the activity will determine the information to be published within the guidelines established by the governing body of the publication, provided that all candidates are treated equally and have the same opportunity.

Election Common Questions (Cont'd)

What can candidates do to promote his/her candidacy?

Candidates and their supporters can solicit election support provided that all campaign-related activities follow election guidelines in the IEEE Policies. In all campaign-related communication with potential voters, all solicitations must avoid practices that would be interpreted by a reasonably prudent person as intrusive or falling under the category of “spam”. Candidates and supporters are prohibited from using IEEE social media, mailing lists, rosters, databases, or any derivative of it.

Can the Section (Chapter) or officers endorse a candidate or petitioner?

Organizational Units (OU) and their committees cannot endorse candidates or petitioners, pass resolutions that endorse an individual, or publish documentation that endorses an individual or quotes endorsement of individuals. An officer of an OU should not advocate for any specific individual where it may appear that they are doing so from a position as an officer.

Election Common Questions (Cont'd)

Can IEEE funds be used for electioneering?

IEEE funds may not be used for IEEE electioneering, except for expenses normally incurred in publicity and arrangement of meetings, and/or in publications. Candidates may be invited to appear at meetings to discuss their position, and they may be reimbursed for actual travel expenses by the Organizational Unit organizing the meeting.

The use of IEEE funds for electioneering purposes in any governmental election is prohibited.

IEEE Complaint Processes

- ▶ IEEE Complaint Process
- ▶ Election Complaints and Concerns
- ▶ IEEE Election Oversight Committee
- ▶ IEEE Ethics and Member Conduct Committee

IEEE Complaint Processes

- ▶ Section/Chapter Elections
 - Reports of violations, or concerns regarding potential violations of Section/Chapter can be made at the local level to the Section Chair and if necessary to the Region Director
 - MGA Staff can assist with Section/Chapter Election concerns as needed
 - Concerns and complaints can be placed within the IEEE Ethics Reporting Line if resolution at the local level is not possible
- ▶ IEEE Annual Election
 - Reports of violations, or concerns regarding potential violations, of IEEE Annual Election or petitions
 - Contact the EOC at corp-electioneering@ieee.org
 - All complaints must be accompanied by the IEEE Policies one believes that the violation occurred
- ▶ IEEE Ethics Reporting Line
 - Reports of violations, or concerns regarding potential violations, of [IEEE Policies](#) or the [IEEE Code of Conduct](#) can be filed anonymously through IEEE Ethics Reporting Line at +1 888 359 6323 [or by submitting an online report](#)
 - Visit Learn more, click here to access [IEEE Ethics Reporting Line FAQ](#) for more information



Election Complaints and Concerns

- ▶ Section and Chapter complaints and/or concerns as previously stated, should be addressed at the local level and assistance from MGA can be sought if necessary
- ▶ It is IEEE's policy to inform all members of the views of all candidates, including candidates nominated by petition
 - Subject to rules or policies adopted by the Board of Directors, each OU governing body is responsible for establishing guidelines to implement IEEE campaigning policy in the best interest of its members
 - Operating units of each OU are accountable to this governing body to conduct campaigning activities in accordance with the guidelines
 - The Region Director is ultimately accountable to the Board of Directors to resolve questions concerning conformance of the guidelines with the IEEE campaigning policies
- ▶ Refer alleged violations of IEEE campaigning policies to the EOC
 - EOC will investigate the allegations of violations
 - If a violation is verified, and if, in the judgment of the Committee, the extent of the violation requires additional action, a recommendation will be provided to the Chair of the appropriate OU for disposition



IEEE Election Oversight Committee

- ▶ IEEE Election Oversight Committee (EOC) is appointed by the IEEE Board of Directors
- ▶ Adjudicating election-related matters in the IEEE Annual Election and other IEEE elections
- ▶ Election irregularities and challenges
- ▶ Provides advice and guidance on electioneering related matters
- ▶ Recommends appropriate changes to electioneering procedures
- ▶ Develops, maintains, and moderates the official Constitutional Amendment discussion forum, and assists forum participants in reaching consensus on statements for placement on the ballot
- ▶ [Election Oversight Committee Operations Manual](#) contains information related to the Committee, its charge, functions, composition, meetings, and activities
- ▶ Contact EOC at corp-electioneering@ieee.org

IEEE Ethics and Member Conduct Committee

- ▶ IEEE Ethics and Member Conduct Committee (EMCC) is appointed by the IEEE Board of Directors
- ▶ Makes recommendations for policies and/or educational programs to promote the ethical behavior of members and staff
- ▶ Considers instituting proceedings related to matters of member and officer discipline and requests for support
- ▶ Contact EMCC at ethics@ieee.org

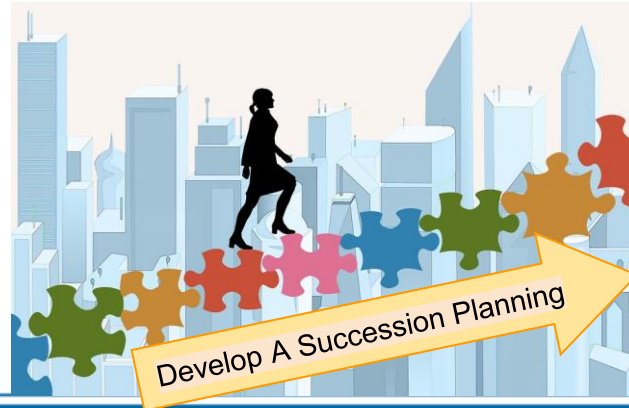
Succession Planning: Officer Terms and Eligibility

As per IEEE MGA Operation Manual (Section 9F.7), the term of office for all officers shall be one or two years.

A Section must define officer term as one or two years and record it in its local operating procedures document; if the officer term is not recorded in the local operating procedures document, it shall be two years.

... The consecutive period of service in any one office shall normally not exceed **four** years.

All officers shall not serve in any one position, in any single organizational unit, more than six years in total.

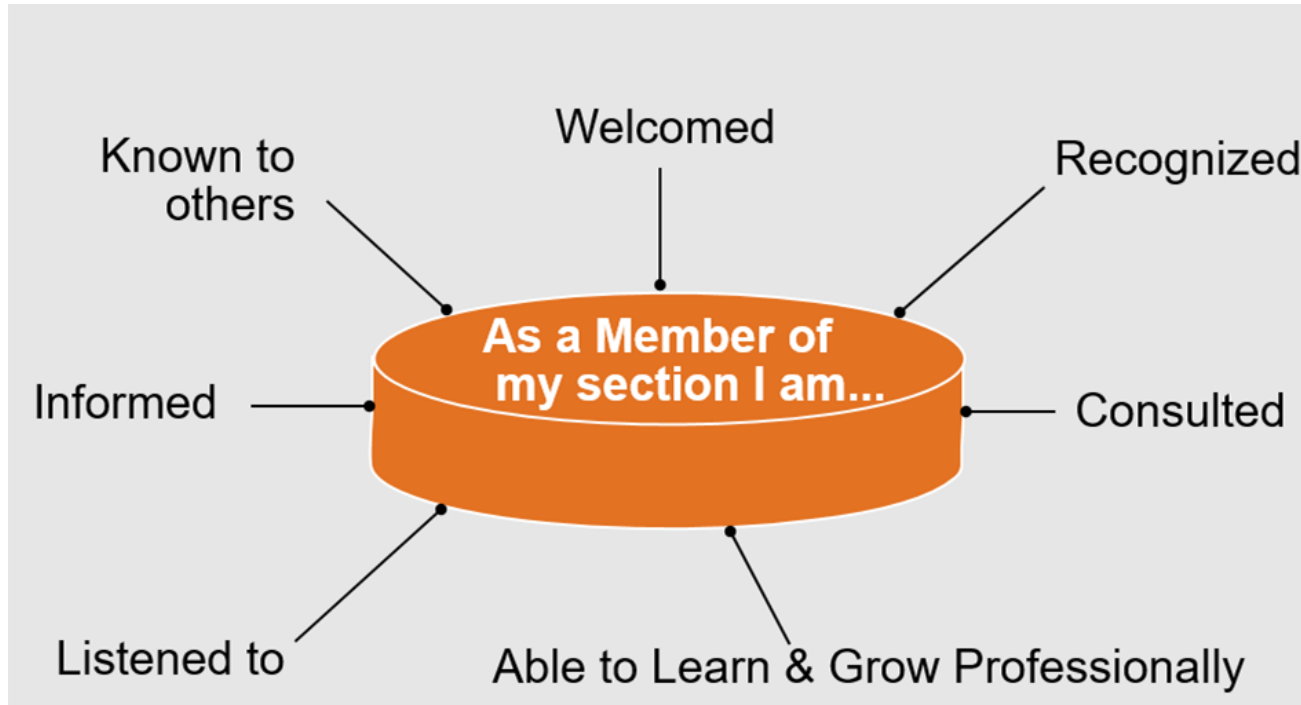


Section Vitality

- ▶ Section Vitality
- ▶ Self Assessment
- ▶ Report

Section Vitality

Section Vitality Provides Focus on a Positive Member Experience at the Local Level



Overview of Section Vitality Program

Need -

- In 2011, the Geographic Unit Operation Support Committee (GUOS) addressed the concern that many sections were struggling to engage their members and required support.

Solution -

- GUOS initiated a new Section Vitality Program to identify issues sections were facing and provide support as needed.
- In order to facilitate this program, GUOS created a volunteer position responsible for assessing section needs, identify potential solutions and coach section officers to implement change.
- Over the years the program has continued to evolve to provide tools, education, mentoring and encourage collaboration on key issues.

Section Vitality Program Highlights

Program Implementation -

- Assigned Region Vitality Coordinators for each Regions 1-10
- Webinars on Key issues facing Sections
- Case studies of successes and opportunities
- Section Checklist
- Section Vitality Self-Assessments Survey
- Identified most relevant activities members view of highest importance
- Section Web site Pilot – introduced new web site program build or enhance their website
- Vitality Monthly Newsletters (2013,2014)

Section Vitality Self-Assessment

Objective -

- Gain insight into section focus and operations affecting vitality
- Produce a guide to help Sections increase its vitality
- Request additional comments or concerns
- Provide direction and focus for RVC in collaboration in working with Section

Year	# of Sections that Responded	Percentage
2018	40	70%
2019	36	62%
2020	39	66%

Section Vitality Report

IEEE Section Vitality Self Assessment Survey - 2020

Vitality Score Summary

Performance indicator	Importance	Score *
Section Operations	5	0.72
Professional Development	10	1
Recognition	5	0
Chapter Activities/Affinity Group	70	0.33
Volunteer Recruitment	10	0.48
Total (Based on your importance weightings)		41.71

As part of Section Vitality, the courses listed below have been identified in the Center for Leadership Excellence to support the Performance Indicators where your Section scored lower. Please select a few from the list below. Go to the top menu bar on the CLE homepage, and under 'Find Learning', Click on 'Courses' to search for the content of your choice. See <https://iee-elearning.org/CLE/>

Recognition	IEEE Awards Program IEEE Awards in Major Boards and Their Units -uploaded 3 separate presentations IEEEExtreme - World's Biggest 24hr Programming Competition
Chapter Activities/Affinity Groups/Students	An IEEE Emphasis on the Horizon ... The Section - Student Branch Connection Building Local Technical Communities in Chapters -uploaded 3 separate videos Financial Management for Sections and Chapters -uploaded 2 separate presentations for same course The benefits of IEEE-HKN: Engaging Students, Retaining Members and Serving Your Community Smart Grid Success Story Global Changes at the Poles - Threat or Opportunity? The Rock Star Event Series The Women in Engineering International Leadership Conference: A New Conference Case Study Growing Student Communities Through Experiential Education Broadcasting Section Technical Events through IEEE.tv vTools Introduction The Value of Conferences for Your Community Non-traditional Conferences for Your Community Engaging Young Professionals and Women Through Design Challenges Society Programs Tuned for Global Outreach Building a Technical Community in IEEE Collabratec Women in Engineering Focus in Technical Activities HardTech Entrepreneurship: How IEEE is Making Itself Relevant in the Next Startup Wave Tackling Cyber-hate, Incitement, and Dangerous Fake News
Volunteer Recruitment	Micro volunteering: Answering the needs of young IEEE volunteers MOVE - Mobile Outreach Vehicle Service Learning through an EPICS in IEEE Project Recruiting and Volunteer Succession Planning Engaging Young Professionals IEEE Foundation Grants Program All About SIGHT Engaging with Students as They Begin Their Careers at the MIT UGRC Activities for Engaging with Your Members Locally and Globally

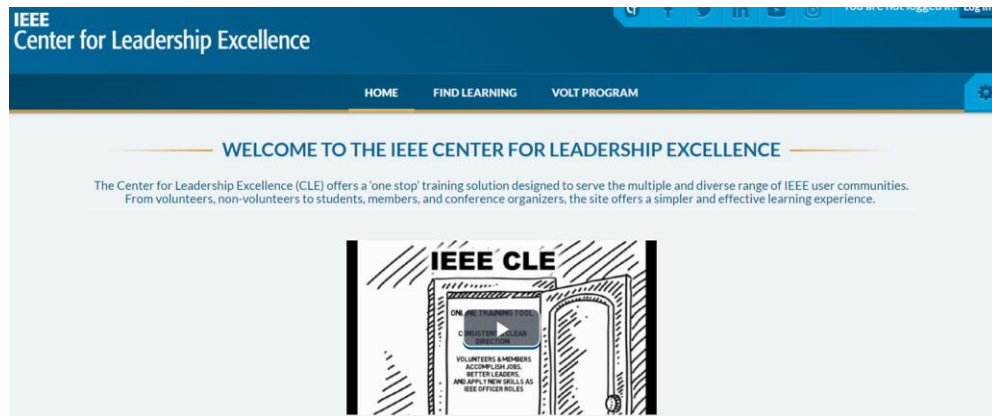


Section Vitality Report

As part of Section Vitality, the courses listed below have been identified in the Center for Leadership Excellence to support the Performance Indicators where your Section scored lower.

Select a few from the list below. Go to the top menu bar on the CLE homepage, and under 'Find Learning'. Click on 'Courses' to search for the content of your choice.

See <https://ieee-elearning.org/CLE/>



Tools and Resources

<https://mga.ieee.org/resources-operations/geographic-unit/vitality>

IEEE Member and Geographic Activities

[Home](#) [News](#) [Awards](#) [Board & Committees](#) [Operations](#) [Volunteer Training](#) [Membership Development](#) [Contacts & Roster](#) [Resources](#)

[/ Home](#) / [Operations](#) / [Geographic Unit Resources](#) / [Vitality](#)

Operations

Geographic Unit Resources

Required Reporting & Rebates

Student Branch Operations

Recognition Products

Vitality

Vitality

Vitality means performing the duties, initiative, energy, and enthusiasm . Vital organizational units (Sections, Chapters, Affinity Groups and Student Branches) better serve their members. Some years ago IEEE Member and Geographic Activities made Section Vitality a priority. In order to have all the Sections alive and active, IEEE needs many enthusiastic volunteers on all levels and especially on the Section level.

Region Vitality Coordinators

The Region Vitality Coordinator (RVC) works under the direction of the Region Director. The RVC monitors the progress of the geographic units in the region in achieving a positive member engagement experience. The RVC recommends programs, activities and best practices for sections to consider providing their members. The RVC represents the needs of Section members by providing feedback to Region ExCom and the MGA Geographic Unit Operations Support Committee (GUOS).

2021 Region Vitality Coordinators



Section Rebates

- ▶ Section Rebate Process and Requirements
- ▶ Reporting for Rebates

Section Rebate Process and Requirements

Qualifying Criteria:

- Section:
 - Submit financials via Netsuite
 - Report active officers in vTools
 - Report at least 5 meetings in vTools for the prior year (2020) - *these meetings include the sum of all chapters and affinity groups that report up to that section.*
- SubSection:
 - Report active Officers in vTools
 - Report at least 5 meetings in vTools for the prior year (2020)

Section Rebate Process and Requirements

Qualifying Criteria :

- Chapter:
 - Report active officers in vTools
 - Report at least two (2) Technical meetings for the prior year (2020),
- Affinity Groups:
 - Report active Officers in vTools
 - Report at least two (2) meetings in vTools for the prior year (2020)

Section Rebate Reporting

- ▶ Section Rebates are calculated around the 3rd week of April
- ▶ Rebates are submitted to finance for processing
- ▶ Email Communication goes out to all Sections that qualified with a copy of the Section Rebate Statement to review
- ▶ Monies are distributed to Sections before the first of August

Staff Contact Information



Christie Giambalvo

Director Geographic Activities

Unit Operations - Geographic Activities

Member and Geographic Activities

☎ 732.562.6589 ✉ c.giambalvo@ieee.org



Nichole Farmer

Prog Mgr Operational Compliance

Unit Operations - Geographic Activities

Member and Geographic Activities

☎ 732.562.6014 ✉ nichole.farmer@ieee.org



Ewell Tan

Project Manager

Global Business Development - Singapore

Corporate Activities

☎ 011-656-778-2873 ✉ ewell.tan@ieee.org



Jennifer Jones

Sr Director Corporate Governance

Enterprise Strategy & Corporate Governance

Corporate Activities

☎ 732-562-6098 ✉ jones.jennifer@ieee.org



Carrie Loh

Program Manager Elections

Corporate Governance - Enterprise Strat & Corp

Governance

Corporate Activities

☎ 732.562.3934 ✉ c.loh@ieee.org



Tamara Gallo

Supv Member & Geo Act Admin

Unit Operations - Geographic Activities

Member and Geographic Activities

☎ 732.562.2692 ✉ t.gallo@ieee.org



