[ATTACHMENT TO LETTER]

**WRITTEN SUBMISSIONS OF NOMINEES FOR REGION 1 2020-2021 DIRECTOR-ELECT/DELEGATE-ELECT POSITION**

**SUBMITTED TO THE REGION 1 ASSEMBLY FOR USE IN THEIR AUGUST 11, 2018 MEETING**

**BY THE REGION 1 NOMINATIONS COMMITTEE**

**Ronald Tabroff – Chair**

**Fred Mintzer**

**Ronald Brown**

**Joseph Ott**

**Jason Bates**

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**JULY 20, 2018**

**Bala Prasanna (Nominated by Region 1 Nominations Committee)**

**IEEE Region 1 Director–Elect, 2020-21**

**Candidate** **Name**: Bala S Prasanna

**IEEE Member Grade**: Senior

**Biography**: Recently retired after a rewarding and exhilarating career of over 35 years that began with joining the workforce during the nascence of the Information Technology revolution, Bala Prasanna has architected, developed, managed and supported several multi-million-dollar mission-critical software systems. He has also taught computer science, information technology, and career-management/professional development courses at various universities. He was mentored by some of the best and brightest in the industry throughout his career as he assumed various job roles as a college professor, principal technical staff member, and senior IT manager/executive at SUNY, Bell Labs, AT&T & IBM. He was consistently ranked high among his peers for his leadership, management, analytical, and humanistic skills and a record of results.

**IEEE Activities**:

* IEEE- Region 1 EXCOM/BOG, Treasurer 2010-present
* IEEE FINCOM Member 2016, 2017
* IEEE-USA Board Member – Secretary/Treasurer 2016 & 2017 (reappointed)
* IEEE METSAC Vice Chair
* IEEE PACE/SPAC National Speaker – (National & International, over 70 talks)
* IEEE Region 1 SPAC Coordinator
* IEEE NJ Coast Section – Chair, Vice Chair, Secretary, Awards Chair (present)

**Awards and Other Recognitions**

* IEEE Third Millennium Award - 2000
* IEEE Region 1 Award
* Book Chapter and technical publications on Software Reliability Engineering
* Taught for over 12 years at Morgan State University (MD) as part of AT&T’s Diversity/Community Outreach program while working at AT&T

**Statement of Willingness to Serve**: Are you willing to serve as IEEE Region 1 2020-21 Director-Elect, 2022-23 Director and 2024-25 Past Director: **YES**

**Qualifications**:

I have significant insight and experience into all aspects of the Region Director, thanks particularly to my time served as Region 1 Treasurer (9 years and counting) and IEEE-USA board member (2 years). At the grassroots level, having served in various roles including chapter and section chair, I have a fundamental and unique top-down and bottom-up understanding of how things work and what needs fixing. In my private and professional life, I have held numerous technical and managerial positions where I was responsible for delivering complex systems, managing large teams, and often times being the SPOC for high-visibility incident-management situations where I was simultaneously reporting to top brass and working with hands-on technical people. I have taught extensively at the university level, and I am still answering the call for career management or soft skills development talks at domestic and international universities. The totality of my experience has taught me how to be a successful leader and manager and a good volunteer.

**Major Accomplishments**

*As IEEE Region 1 Treasurer*, I provided unblemished and accurate reporting, supported audits, provided timely service to volunteers, and led and oversaw completion of region-level compliance items by section/chapter treasurers. My approach and results have been appreciated and complimented numerous times. Having incoming region directors asking me to stay on during their term of office is an appreciation and reward that I cherish. My time spent investigating, understanding, analyzing, and putting forth a moderate resolution for the most beneficial outcome in several critical incidents/issues that affected the region have made me a person to lean on by region leaders.

*As IEEE-USA Secretary/Treasurer and FINCOM member*, I was hands on in learning and providing my input on financial matters from a top-down level. This was an eye-opening experience, and I am eager to apply these lessons to the position of Region Director.

*In Industry and Private Life* – Over the course of my career, I have grown from an entry-level worker to a manager leading large teams, building consensus, and delivering results.

I was blessed to have great mentors who took me under their wings and taught me generously. I can never overstate how they have helped me to grow and come ahead so many times in my career. Working with disparate teams, and being in the thick of high visibility incident situations have taught me well to endure and come out with heads held high for all involved.

**Position Statement**:

If elected, I would work closely to empower fellow volunteers in policy and practical matters to be able to deliver maximum benefits to membership, be diligent in overseeing how every dollar is received and spent, and build and broaden relationship with peer volunteer leaders and IEEE staff to bring back and implement what is best for Region 1.

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**Daniel Sniezek (Nominated by Petition)**

Summary of Experience:

Mr Sniezek has 25+ years of experience in the development and

I maintenance of highly complex and highly available systems. He is an

internationally sought out technical advisor and speaker on subjects

of software quality, computerized reliability, Systems Engineering,

Systems Safety, quality systems and process improvements.

Mr. Sniezek's career centered on helping companies, governments and

people improve through the use of visual thinking, quality

management tools and cafe style techniques. He uses his skills as and

engineer and artist to convey complex concepts. He began his

education at Youngstown State University where he received his

degree in Electrical Engineering.

He currently serves as Regional Director, and Past Section Affairs Council Chair for American Society of Quality and is the recipient of

the coveted Paul A. Robert's Award presented to him in 1996 for his

outstanding effort, dedication, and contribution to the ASQ

Binghamton Section. He currently holds the membership grade of

Fellow in ASQ. He also serves or served as IEEE Area Chair, Region 1

Government Relations Chair, Region 1 Awards Board chair, Section Chair, and is a Senior Member.

Mr. Sniezek's mentors are Dr. Deming, the father of Total Quality

Management and Mr. Don Gause, the writer of the book "Quality

before Design". Dr. Deming taught him the need for the use of

statistics in process improvements. Mr. Don Gause mentored Mr.

Sniezek as his advisor during his graduate studies at the University of

Binghamton. Mr. Sniezek's studies centered in the area of the design

process used in computerized systems.

He will receive the ASQ Lancaster Metal in Seattle Washington this year (2018). An ASQ Metal is one of American Society for Quality awards given for his dedication to implementation of quality principles worldwide.

IEEE Position Statement:

I has been a pleasure serving as a section leader. Sections and local Chapters are the key to the success of IEEE and society.

My concern is the focus on many professional organizations to reduce funding to local sections. I feel my job will be to promote the value of local sections.

A direct route to the IEEE board from sections is critical to the success of IEEE. We have just gone through a proposed governance change that the members stopped. Remember this is not over. We must be diligent to make sure Sections are valued at every level in IEEE.

One of the biggest concerns for sections is finding and keeping volunteer leaders. As a Section Chair my key job was to greet new members. I tried to find little jobs for them to help on the Exec meeting. The way you keep them is treat the leaders well. Key to this is listening.

With my background on not-for-profit boards and IEEE leadership background this makes me uniquely qualified for this position. I ask for your vote and thank

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| **Daniel Sniezek <desniezek@yahoo.com>**  |

 | **May 2****https://mail.google.com/mail/u/0/images/cleardot.gif** |  | **https://mail.google.com/mail/u/0/images/cleardot.gif****https://mail.google.com/mail/u/0/images/cleardot.gif** |
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**I am willing to serve as the IEEE REGION 1 2020-2021 DIRECTOR-ELECT/DELEGATE-ELECT.

Regards,
Daniel E. Sniezek**

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**About to get a Medal.**

**Regards,**

**Daniel E. Sniezek**

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**Greg Gdowski (Nominated by Region 1 Nominations Committee)**

**BIOGRAPHICAL SKETCH**

NAME: Greg T. Gdowski, PhD

IEEE Membership number: 41417397

POSITION TITLE: Associate Professor; Executive Director, Center for Medical Technology & Innovation

EDUCATION/TRAINING

| INSTITUTION AND LOCATION | DEGREE*(if applicable)* | Completion DateMM/YYYY | FIELD OF STUDY |
| --- | --- | --- | --- |
| Boston University, Boston, MA | B.S. | 1985 | Biomedical Engineering |
| Boston University, Boston, MA | M.S. | 1989 | Biomedical Engineering |
| Boston University, Boston, MA | Ph.D. | 1995 | Biomedical Engineering |
| University of Chicago, Chicago, IL | Post. Doc. | 1995 | Neurophysiology |

**A. Personal Statement**

Dr. Gdowski has worked in the academic research, industry, and incubation settings. He served on the faculty in Biomedical Engineering at the University of Rochester from 2001-2010 where he established and managed a NIH-funded research laboratory in vestibular sensory processing. He has mentored numerous MS students and PhD students. From 2010-2012, he worked at Blue Highway (a Welch Allyn subsidiary) located at Syracuse University, as a Senior Research Engineering Fellow. At Blue Highway he managed ideation, invention, incubation, and subsequent innovation opportunities for Welch Allyn. In 2012, he returned to the University of Rochester and serves as the Executive Director of the Center for Medical Technology & Innovation. The Center manages a unique MS program and coordinates educational and entrepreneurial activities related to the development of novel technological solutions to clinical problems. As Executive Director, he has mentored over 50 MS students.

**B. IEEE and other professional society accomplishments**

Dr. Gdowski has been a member of IEEE for 15 years and was elevated as a Senior Member in 2015. He has been actively involved at the Chapter, Sectional, and Regional levels of IEEE over the last 10 years.

He is one of few IEEE members that have served as the Chair of *two* different Sections within R1 (Rochester and Syracuse), representing over 2,000 engineering professionals. In those roles, he has managed some of the largest annual meetings in the Western Area of R1 including: the Syracuse Fellows Night and the Rochester Joint Chapter and summer meetings. As Rochester Section Chair, he managed the Section’s Centennial celebrations and hosted the R1 Board of Governors meeting. One of his goals was to improve the communication with its members. He personally created new web pages and enhanced the overall appearance of email communications to members resulting in the Section meeting both of its MGA recruitment and retention goals. These efforts led to him receiving an IEEE-USA Regional Professional Leadership Award in 2016 for: demonstrated leadership efforts in advancing the professional aims of IEEE in Region 1, specifically in revitalizing the Rochester Section and the photonics community.

At the Regional level, he has served on the R1 Board of Governors for six years. Since 2016, he has served as the R1 Information Management Coordinator and Webmaster. He was responsible for revitalizing the R1 webpages resulting in a three-fold increase in activity. He also serves as the main conduit for conveying information to members across R1. More recently, he has created training videos and has led training sessions for R1 in utilizing vTools to engage members. In 2018, he joined the R1 Executive Committee and was elected as the R1 Western Area Chair. As Chair, he manages five western NY Sections within R1.

**Honors and Awards**

2015 IEEE Region 1, Technical Excellence Award for: Technical Innovation & Leadership in the Fields of Biomedical Engineering & Neurobiology.

2016 IEEE-USA Regional Professional Leadership Award for: demonstrated leadership efforts in advancing the professional aims of IEEE in Region 1, specifically in revitalizing the Rochester Section and the photonics community.

**Roles in professional engineering societies**

2008 - 2010 Chair: Rochester Chapter of the Society for Eng. in Medicine and Biology (IEEE)

2009 - 2010 Vice Chair: IEEE Rochester Section

2011 - 2012 Chair: IEEE Syracuse Section. Represents over 800 Syracuse engineering professionals

2013 - 2014 Vice Chair: IEEE Rochester Section

2014 - 2018 Chair: IEEE Rochester Section. Represents over 1100 Rochester engineering professionals

**2015 - present** Webmaster: IEEE Rochester Section

**2016 - present** Information Management Coordinator and Webmaster: IEEE Region 1

**2018 - present** Western Area Chair: IEEE Region 1

**2004 - present** Founder and Faculty Advisor: Univ. of Rochester BME honor society (Alpha Eta Mu Beta).

**2012 - present** ABET Program Evaluator for Biomedical Engineering programs.

**2014 - present** Chair: MedTech, Science & Technology Committee. Includes 27 regional industry leaders

**2013 - present** MedTech, Board of Directors.

**2017 - present** Rochester Engineering Society, Board of Directors, First Vice President.

**C. Position Statement**

I joined IEEE to engage with engineering professionals in my community. My IEEE experience was limited to my section’s activities and the conferences I attended. I didn’t appreciate the Society’s diversity until I had resided within and Chaired the Rochester and Syracuse Sections. While my heart resides in both sections separated by only 80 miles, the communication backbone of IEEE has separated me from my historical roots. Moving the region forward requires us to overcome our greatest barrier to success - *communication*.

I welcome the opportunity as Director-Elect to build upon my experience to improve the communication channels that function to connect sections and members across R1. Membership retention and recruitment will improve by creating greater value in being connected to a regional network with diverse activities and professionals. Sectional and regional activities will be improved by sharing the best seminars, and practices. Finally, our R1 leadership will be better informed helping me in representing your interests as a board member of the IEEE-USA, and MGA, and as a member of IEEE and MGA assemblies.

**Additional content for the R1 Nominating Committee**

I have been a member of the R1 Board of Governors for the last several years. Region 1 has had a lot of successful Directors and leaders that have created a well-orchestrated top down organization. It would be an extraordinary honor to be able to continue to lead the region down a productive path set in stone by those before me. The greatest challenge that confronts all of IEEE is the continual loss of members in North America. I have witnessed this first hand in serving as the Section Chair for 5yrs in two different Sections of R1. **Since 2014, Region 1 has annually only renewed about 82% of its members.** Today, R1 has nearly **3000** less members then it had in 2014. R1 is not alone amongst its peers. However, If I were to be elected, I would set goals for the region that were highly focused on membership. I would maintain the top down approach while developing a stronger bottom up approach to better engage members. I believe the following quote by Bill Belichick nicely states what I perceive to be the root cause of our problems in sustaining and growing membership within R1.

**“On a team, it’s not the strength of the individual players, but it is the strength of the unit and how they all function together.” --  *Bill Belichick, Head Coach New England Patriots***

While the region is structured like a team, its sections function more like individual players. The result is that the IEEE member tends to only perceive and derive value from the productivity of the individual player – their section. As a region, we have numerous mechanisms in place to strengthen the individual player (extra funding, web-based training, and events such as Sections Congress). What is missing is an approach that organizes the players to function as a region-wide team. There is no silver bullet in solving this multifaceted problem. Here are some of the difficulties we have all observed that necessitate pivoting to achieve success.

1. The players only meet once a year. When they do meet, it is often too late in the year-long planning of sectional activities. Indeed, the IEEE Membership Goals and Recognition program often closes out their year-long effort during the same month when the Region gets together for the first time in person. Executing a strategic region-wide campaign has become challenging. The result is that every Section tends to function independently. Meeting in person more than once a year has become financially unsustainable. This year, we have had success in utilizing Web-ex to deliver web-based training modules. We must continue to foster using Web-ex to bring individual players together more frequently and earlier in the year. We must develop region-wide membership-centric goals that deliver value better as a team than as an individual player. In doing so, we will build a better team and we will have more success as a team.
2. Communication tools provided by IEEE (vTools) limit Sectional communications to only members within their geographically defined area. Furthermore, each Section can *only* put their calendar (with their events) on their web pages. The result is that every IEEE member only perceives value from their local Section. As a member, your view of IEEE becomes skewed to the interests of your Section leaders. A regular member in Rochester rarely knows what is happening in Buffalo or Syracuse (both only 80 miles away). The only way a member could learn about those activities would be to search for their webpages in google – on a regular basis. Similarly, a regular member in Rochester rarely knows what is happening in R1, because the region rarely sends out emails to all of its constituents. They would also have to find the R1 webpages in google. Therefore, a member’s perceived value of IEEE is more or less linked to the activities and strength of the individual player – their Section. We must increase our correspondence with our members through email. We must begin to deliver regular newsletters to all R1 members, even if the only content is a listing of the upcoming events of each Section. In doing so, individual members will perceive greater value from the region’s activities. Sections will be compelled to have more meetings because of the peer pressure of appearing to have less meetings than their nearby peers. Sections may also be compelled to invite speakers that have given presentations in other sections that are of interest to their members.
3. The Region does not heavily promote its successes. This results in the region being perceived to be less active then in reality. For example: we enhance the activity of Sections by funding great activities through PACE, we award honors to Section’s members, we successfully establish historical milestones, we have members that receive national IEEE awards, and we have numerous members that are elevated to Senior members, or Fellows. As the R1 Information Management Coordinator & Webmaster, I have placed many of these accomplishments on our web pages. However, much of this activity is never conveyed to the individual member unless a Section publishes it in their newsletter. We must celebrate our successes. We must require Sections to provide reports and photos of R1 supported activities and awards so that we can better promote the region.
4. The annual Student Conference is an important activity of the region. It involves a lot of support from loyal R1 members. Having participated in the last few conferences, I have seen some of the difficulties in advertising and getting students to register for the meeting. As R1 Director, I would consider making it mandatory for each R1student group to send two representatives to the meeting. Each year we provide training for Section leaders. Similar training is not provided or required for student leaders. I would also consider tying the Student meeting to a large meeting of one of the Sections. It would be better if this meeting had a larger mixture of regular members and student members.
5. We must take a more active role in promoting women in engineering. We have a very successful WIE group in R1. I want our region to take a lead in promoting the successful women in R1. As R1 Director, I would like to make it a priority to elevate women as Senior members and Fellows.

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Greg’s Willingness to Serve Statement:

April 30, 2018

Greg T. Gdowski, PhD Executive Director Associate Professor Center for Medical Technology and Innovation Department of Biomedical Engineering University of Rochester

Ron Tabroff, Chair IEEE Region 1 Nominating Committee

Dear Mr. Tabroff,

I am sending you this letter with respect to my interest in candidacy for the IEEE Region 1 2020-2021 Director-Elect Position.

I have served as a Section Chair for both the Rochester and Syracuse Sections of Region 1. I have also been a member of the R1 Board of Governors for six years and have served as the Information Management Coordinator and Webmaster since 2016. I currently serve on the R1 Executive Committee as the current R1 Western Area Chair. I believe these roles at the Sectional and Regional levels have provided me with a broad perspective of the unique needs of our members within our region. I would be honored to be considered as a candidate for the Director-Elect position in 2020 by the R1 Nominating Committee.

I would be willing to serve as the R1 Director-Elect if nominated and later elected by the R1 membership. I am an active IEEE Senior member (#41417397).

As requested, I have included my IEEE biosketch for the committee’s consideration. Please do not hesitate to contact me directly either by phone or by email if you have any further questions.

Sincerely,

Greg T. Gdowski

Executive Director Center for Medical Technology & Innovation

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**Jason Hui (Nominated by Region 1 Nominations Committee)**

**CANDIDATE NAME: Jason K. Hui**

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**BIOGRAPHY:** Dr. Jason K. Hui is a Senior Staff Project Engineering Manager at Elbit Systems of America. His interests are in systems engineering and technical management. Dr. Hui was previously Senior Principal Systems Engineer at BAE Systems, Senior Member Technical Staff at The Charles Stark Draper Laboratory and Senior Member of the Technical Staff at The Aerospace Corporation. He received the B.S. and M.S. degrees in Electrical Engineering in 1997 and 1998, and the Ph.D. degree in Mechanical Engineering in 2002, all from UCLA. Dr. Hui also received the M.S. degree in Systems Engineering at the Johns Hopkins University in 2012. He is an IEEE Senior Member, AIAA Associate Fellow, and Project Management Professional. Dr. Hui was awarded the IEEE New Hampshire Section’s Outstanding Young Engineer of the Year Award in 2010, the AIAA Sustained Service Award in 2013, and the 2016 PMI New Hampshire Chapter Individual of the Year Award.

**IEEE ACTIVITIES:**

COMMITTEES/BOARDS:

* EAB Committee on Global Accreditation Activities Member, 2017
* EAB Educational Products Editorial Committee Member, 2017-present
* History Committee Member, 2017-present
	+ Milestone Subcommittee Chair, 2018-present
* IEEE-USA Awards and Recognition Committee Member, 2016-present
* MGA Awards and Recognition Committee Member, 2016-2017
* Awards Board Presentation and Publicity Committee Member, 2015-2017
* History Committee Associate Member, 2015-2016
* Admission and Advancement Committee Member, 2013

REGIONS:

* Region 1 Awards and Recognition Chair, 2016-present
* Region 1 Executive Committee, 2014-2015
* Region 1 Northeastern Area Chair, 2014-2015
* Region 1 Board of Governors, 2012-present
* Region 1 Membership Development Working Group, 2011

SECTIONS/CHAPTERS:

* Past Chair, New Hampshire Section, 2014-2015
* Nominations Chair, New Hampshire Section, 2014-2015
* Historic Landmarks Chair, New Hampshire Section, 2013-2015
* Chair, New Hampshire Section, 2012-2013
* Treasurer, New Hampshire Section, 2010-2011
* Membership Development Chair, New Hampshire Section, 2009-2015
* Treasurer, Coastal Los Angeles Section, 2004

SOCIETIES:

* IEEE Engineering Management Review Associate Editor, 2017-present
* Technology and Engineering Management Society (TEMS) Project Management Technical Activity Committee, 2017
* Control Systems Society Technical Committee on Control Education, 2002-2004

CONFERENCES:

* IEEE TEMSCON 2018 Program Co-Chair
* IEEE SusTech 2017 Publications Chair
* IEEE TEMSCON 2017 Track Chair
* Region 1 Student Conference, 2012-present

**QUALIFICATIONS**

IEEE Senior Member with extensive volunteer leadership experience at all levels of IEEE. Experienced in working on initiatives and issues with diverse teams and managing tasks to closure.

**MAJOR ACCOMPLISHMENTS**

* Authored IEEE Milestone “Interactive Video Games” proposal and project manager for September 2015 dedication ceremony at BAE Systems (first Milestone in New Hampshire)
* Membership Development Chair responsible for New Hampshire Section meeting its recruitment goal for the 2015 membership year; Section was awarded silver medal of recognition by MGA
* Major contributor in the update of the New Hampshire Section Operations Manual and the establishment of the Section strategic theme (Innovation through Education)
* Actively participated in the promotion and increased awareness of control education to high school teachers and students through the IEEE Control Systems Society Technical Committee

**STATEMENT**

I, Jason K. Hui affirm that I am asking the IEEE Region 1 Nominating Committee to consider my name as a candidate for the position of IEEE Region 1 2020-2021 Director-Elect/Delegate-Elect. If elected, I affirm that: (1) I am willing to fulfill this responsibility to the best of my abilities; and (2) I will commit the time necessary to fulfill this obligation.

Jason’s Position Statement

IEEE has been an amazing place to connect with other engineers and technologists, people who have inspired me with their knowledge, wisdom and experiences. It also been a terrific venue to give back to the profession and really put into practice “advancing technology for the benefit of humanity.” Having been a member of IEEE for over 22 years, I’ve had the privilege to serve in various volunteer leadership roles at the Section, Area, Region, Society, and IEEE-USA levels. I want to continue my part in making a difference in IEEE, and that is why I am nominating myself for IEEE Region 1 Director-Elect/ Delegate-Elect. I believe Region 1 has so much to offer and I want to ensure that we continue to serve as a resource to our Sections and its members, and our stakeholders in industry and the community. I’m committed to continuing promoting IEEE member value; driving to root cause and corrective action(s) on declining membership; and further increasing STEM, YP and WIE outreach.

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