

Secretary General's Corner - IACEE On the Move!

IACEE President Nelson Baker very effectively kicked off our last Newsletter in March with an article describing how IACEE was both literally and figuratively "On the Move" with:

- A physical move of our Headquarters to Atlanta;
- Addition of new members;
- DAETIX, our exciting project for CEE Quality Management;
- A new Strategic Plan stressing four major strategic goals;
- Broadening member engagement;
- Planning for our 2012 IACEE World Conference on CEE;
- Council Membership.

As most of our members move into the summer season, I am pleased to report that we as an organization are very much "On the Move" in the areas that Nelson cited earlier, in addition to other new ones. Over the past 20 months IACEE has taken on a new dynamism and has begun to make progress in the following areas, many of which are highlighted elsewhere in this Newsletter.

- Your 2010-12 IACEE Council will hold its annual meeting in Valencia, Spain 15-16 June. A tentative agenda appears elsewhere. We would appreciate hearing comments from the membership on items for discussion and potential new IACEE activities.
- Prior to the June Council meeting, your DAETIX Project team will also meet in Valencia on 13-14 June.
- Planning for our signature biennial event, the 13th IACEE World Conference on CEE, is well underway. A Conference Planning Committee has been formed and is meeting via Skype approximately monthly. Let us know if you would like to be active in this planning.
- Continuity of strong leadership for IACEE is very important. Take a look at the brief article by Mervyn Jones soliciting nominees for Council service for 2012-14. Volunteer for service!
- After an eight-month effort, we have virtually completed the clean-up of our member database and have integrated our new Membership Management System (MMS) into the day-to-day records management. Membership invoice notifications now go out routinely on or about 60 days prior to a member's expiration and the number of members in arrears by more than one year can now be counted on one hand.

• Our new website is still very much a work-in-progress but everyone agrees that it is a vast improvement over its predecessor. And it is steadily getting better! To access the Members' Area of our website and its many features, you will need your username and password. Please contact me at f.burris@iacee.org if you need help with these access needs.

• Our current Financial Report indicates a sound financial footing for our organization, although we generally agree that we need to strengthen our revenues in the near-term for long-term sustainability.

• This issue includes three feature articles: one on the new Aalto University and its CE operation; a second on a European effort to evaluate CEE in companies; and a third on India's Wipro Technologies' Mission10X.

• We have added a new feature that highlights honors bestowed upon IACEE members. This will only work in the future if you contribute news items for members' recognition.

• A list of new members since 1 January has also been introduced in this issue. Further information on these and all members may be found in the directory in the Members' Area of the website. Again, you will need your username and password to access the Members' Area.

• An article by Cath Polito solicits your interest and participation in IACEE Special Interest Groups (SIGs).

• We are actively seeking hosts/venues for future World Conferences in 2014 and beyond.

• Vice President Wim Van Petegem discusses Organizational Sustainability, one of our four strategic goals.

Enjoy this Newsletter issue and take advantage of all your IACEE membership benefits. Please do not hesitate to contact me at f.burris@iacee.org or President Nelson Baker at n.baker@iacee.org with questions or suggestions for future activities.

Sincerely,

Frank E. Burris
IACEE Secretary General



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2011 IACEE Annual Council Meeting

Submitted by: Frank Burris

This year's annual meeting of IACEE's 21-member governing Council will be held 15-16 June 2011 at the Universitat Politècnica de Valencia (UPV) in Valencia, Spain. UPV, under the leadership of Council Member Patricio Montesinos Sanchis, will host the 2012 IACEE World Conference on Continuing Engineering Education. The draft Council Agenda appears below:

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| 1. Welcome & Introductions, Verification of Quorum | 8.5 14th WCCEE bid process & candidates |
| 2. Apologies for Absence | 8.6 Future Project ideas – CEE rankings, et al. |
| 3. Approval of Agenda | 9. Report of Vice President, Organizational Sustainability
Wim Van Petegem |
| 4. Electronic Ballots Since San Antonio Executive
Committee Meeting | 9.1 Audit/Budget/Finance – Andy DiPaolo |
| 4.1 Minutes of 1 February 2011 Executive Committee Meeting in
San Antonio – review actions | 9.2 Foundation/Philanthropy – Ed Borbely |
| 5. Report of President Nelson Baker | 9.3 Process Improvement – Sue Bray |
| 5.1 2011 Annual Council Meeting goals | 10. CE for Council: "Writing E-mail Across Cultures" |
| 5.2 Presidential overview of activities since 12th WCCEE in Singapore | 11. Report of Interim Vice President,
Communication & Member Engagement Zhang Guoqing |
| 5.3 Council member changes – Zhang Guoqing, Kirsti Miettinen,
Feng Aihua | 11.1 IACEE Awards – Katriina Schrey-Niemenmaa |
| 5.4 Council/Member Participation | 11.2 Newsletter Editor – Phil O'Leary, Frank Burris |
| 5.5 Council Member Annual Report | 11.3 Website Development – Louk Fennis, Soma Chakrabarti |
| 6. Report of Secretary General Frank Burris | 11.4 Website links to WCCEE Proceedings |
| 6.1 Membership database update activity & progress | 12. Report of Vice President, Membership Linda Krute |
| 6.2 Financial report (October 2010 - May 2011) | 12.1 IACEE visibility at other events |
| 6.3 New membership & revenue development activities? | 12.2 Membership efforts initiated & needed |
| 6.4 Advertising in IACEE Newsletter or on IACEE Website? | 12.3 Revised membership brochure |
| 6.5 Job Board in IACEE Media? | 12.4 Academic membership – Colin Leung |
| 7. Report of Past President Mervyn Jones | 12.5 Corporate membership – Kirsti Miettinen & Feng Aihua |
| 7.1 Potential operational changes requiring bylaws modifications | 12.6 Individual membership – Sergey Gavriushin |
| 7.2 Nominations for 2012-2014 Council | 12.7 Professional Org & Societies membership and
RLOs – Leizer Lerner |
| 7.2.1 Number of candidates | 12.8 Recommendation for disposition of lapsed members |
| 7.2.2 Geographic distribution of candidates | 13. Future Meeting Plans/Locations |
| 8. Report of Vice President, Products & Services Kim Scalzo | 13.1 Fall 2011 Executive Committee Meeting, 26 September
2011 at Lisbon, Portugal in conjunction with SEFI annual
conference |
| 8.1 DAETIX Project – Alfredo Soeiro, Kim Scalzo | 13.2 Mid-winter Executive Committee Meeting at CIEC, Orlando,
Florida, USA, 31 January 2012 or 4 February 2012 |
| 8.2 CEE Manager Training Project – Pat Hall | 13.3 2012 Annual Council Meetings, 16 May & 19 May,
Valencia, Spain |
| 8.3 Special Interest Groups – Cath Polito | <i>continued on page 3</i> |
| 8.4 13th WCCEE – Patricio Montesinos | |

Your questions/comments about this agenda are appreciated. Within a month after the Council meeting, an approved set of minutes will be distributed to the membership and posted on the IACEE website www.iacee.org.

13th IACEE World Conference on CEE, 17-19 May 2012 in Valencia, Spain



Plan now to join us in romantic Valencia on Spain's beautiful Mediterranean coast for our biennial conference addressing the challenges facing continuing engineering education during the second decade of the 21st century and beyond. For further information, please contact the Conference General Chair Patricio Montesinos Sanchis at pmontesi@cfp.upv.es or at +34 963 877 753. Also, the IACEE website at www.iacee.org will display new WCCEE information as it becomes available through the end of this year and into 2012. Your inquiries about the WCCEE are also welcome at IACEE Headquarters via info@iacee.org.

Solicitation of 2012-2014 IACEE Council Nominees

Submitted by: Mervyn Jones



Mervyn Jones

Could IACEE do more to help you? What can it do? Why does it not meet your needs?

Maybe these are thoughts that sometimes cross your mind. But go to the next thought – well, I wonder how IACEE operates? To whom might I make suggestions as to what would help me? Maybe I might be able to make some suggestions to improve IACEE.

Well, there are answers to these questions. IACEE's principal decision making body is its 21-member Council. This Council consists of representatives from each membership

category, drawn from across the world and elected on a biennial basis at the General Membership Meeting, which is always held during the World Conferences on Continuing Engineering Education. These representatives meet at least annually and from their number an Executive Committee of six voting members is formed, which meets more frequently, although all meetings are

open to all Council members. Ideas are developed and decisions, both formal and informal, are made through this body; thus it shapes the direction of IACEE.

The elections for the 2012-2014 IACEE Council will take place during the 2012 IACEE World Conference on CEE, which will be held in Valencia on May 17-19, 2012. Perhaps you think you might like to be considered for Council, maybe you have some ideas for IACEE. If any of these thoughts crosses your mind, please send an e-mail to Mervyn Jones, m.jones@imperial.ac.uk who, as Immediate Past President, is responsible for chairing the Nominating Committee. He will be pleased to hear from you and will provide any further information. Acceptance of a nomination to the Council does require that the nominee be able to support his/her travel to the site of the annual Council meeting, which could be anywhere in the world.

To add a new twist to John F. Kennedy's famous quotation: "Ask both what IACEE can do for you and what you can do for IACEE."

IACEE Financial Report

Submitted by: Frank Burris

Since our 1 February 2011 Executive Committee meeting in San Antonio, we have made terrific progress in cleaning up the IACEE membership database. The number of members whose dues is in arrears by more than one year can now be counted on one hand and we are close to resolving each of those situations. For the eight months since headquarters relocated from ASEE, dating from 1 October 2010 through 31 May 2011, the following financial summary is shared:

Funds Transfer from ASEE on 10/1/2010	\$7,500.00
Dues Income	\$13,990.49
2010 World Conference Income	\$7,172.80
TOTAL INCOME	\$28,663.29

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Vieth Consulting Fees (website, MMS, etc.)	\$3,450.00
Wells Fargo Bank & PayPal Fees	\$582.07
Secretary General Travel Expense (3 Meetings)	\$3,683.40
Meeting Expense	\$541.76
Office Expense	\$264.83
TOTAL EXPENSE	\$8,472.06
NET	\$20,191.23

Please contact Frank Burris at f.burris@iacee.org for any further financial details.

Upcoming ASEE Events

118th ASEE Annual Conference & Exposition

June 26-29, 2011
Vancouver, BC, Canada

Global Colloquium on Engineering Education

October 24-27, 2011
Shanghai, China

Conference for Industry and Education Collaboration

February 1-3, 2012
Orlando, Florida, USA

Finland's New Aalto University - Toward Creativity and Innovation

Submitted by: *Kirsti Miettinen and Tapio Koskinen*



Kirsti Miettinen

Aalto University was created at the beginning of 2010 from the merger of three Finnish universities: the Helsinki School of Economics, The Helsinki University of Technology and the University of Art and Design. A year later Aalto University School of Science and Technology was divided into four new schools. The six schools of Aalto University are all leading and renowned institutions in their respective fields and in their own right. The School of Economics has been granted all of the major certificates of excellence in the field

of economic sciences, the four Schools of Technology have more than ten centers of excellence, and the School of Art and Design is an internationally acknowledged institution. Alumni (70,000 in total) form a network that makes a significant contribution to society. Many alumni occupy leading positions in companies and organizations.

The name "Aalto" symbolizes change and is a tribute to a courageous and overarching renaissance man, Alvar Aalto. The work of this world-renowned Finnish architect covers a broad range of the new university's sphere of operations. He familiarized himself with technology and was a significant developer of industrial production and entrepreneurship. His work included visual art, design, furniture, one-family houses, residential areas, large public buildings and urban planning. A humanist with a broad education, Aalto emphasized humane, sustainable solutions.

The combination of Aalto University's six schools opens up new possibilities for strong cross-disciplinary education and research. The new university's ambitious goal is to be one of the leading institutions in the world in terms of research and education in its own specialized disciplines. Examples of the already running cross-disciplinary degree programs are the Creative Sustainability Master's Degree Program and the International Design Business Management program (IDBM).

The IDBM program emphasizes the importance of design as a competitive factor when combined with state-of-the-art technology and business models. The program was established to meet the needs of the industrial sector and it gives future business developers, engineering experts and designers an opportunity to develop important professional and multidisciplinary skills through collaborative projects and specialized courses. IDBM is

offered as a full Master's course and a four-year PhD course. In addition, IDBM is now available also as an intensive professional development program offered by Aalto PRO, which is described below.

Aalto PRO for Your Professional Growth

Aalto Professional Development (Aalto PRO) is a new unit of Aalto University dedicated to serve professionals and organizations actively developing their competence and competitiveness. Training and learning services offered combine international networks, Aalto University's state-of-the-art research, the solid know-how of the faculty, and the business experience of industry to support management and development. Aalto PRO was established in January 2011 through a merger of six former units of Aalto University. Together these six units have decades of experience in lifelong learning and adult education:

- Lifelong Learning Institute Dipoli at the School of Science and Technology
- Education and Development Services at the School of Art and Design
- School of Science and Technology at the Lahti Center
- Open University at the School of Economics
- Open University at the School of Science and Technology
- Open University at the School of Art and Design

The value underlying Open University education is everyman's right to lifelong learning and education. Aalto Open University offers its students an opportunity to take part in university education in a wide spectrum of fields and to gain academic knowledge and receive research-based higher education, regardless of their educational background.



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Lifelong Learning Institute Dipoli (TKK Dipoli) was awarded by the Finnish Ministry of Education the status of the University of Excellence in Adult Education for 2007-2009. With its over 30 years of experience, TKK Dipoli was one of the largest continuing education providers among universities in its field in Europe. For almost two decades TKK Dipoli has been actively participating in European networks, research and development work in the fields of e-learning, pedagogy, lifelong learning, foresight in education and training. It hosted the headquarters of the International Association for Continuing Engineering Education for 12 years (1989-2001), is a founding member of EuroPACE, and is an active member of the European Society for Engineering Education (SEFI) and the European Distance and e-Learning Network (EDEN).

Education and Development Services at the School of Art and Design has a long experience in strengthening creative thinking and artistic expression, in order to bring forth the latest information in the creative field, and to develop education and conditions for the cultural professions to thrive in Finland. An important enabler to a blooming Finnish society is high competence in the creative professions and active entrepreneurship in the field.



Aalto PRO – a unique combination of know-how and state-of-the-art research

Knowledge Triangle – the principle strongly emphasized by the European Institute of Technology and Innovation (EITI) – is about creating synergy and thus increasing impact through the effective integration of research, education and innovation. The university, in order to be able to act as a source of knowledge and as an innovation catalyst in society, needs to have the system and the key processes for knowledge transfer in place. University continuing education serves as an important intermediary between university research and working life. In this role Aalto PRO is able to utilize the synergies between the different rationalities of universities and industry in the best possible way.

When bridging between academia and working life, Aalto PRO is in the unique position where it is able to see how the scientific interests of universities toward innovation differ from the business interests of companies, and what consequences these differences have in recognizing and creating the necessary knowledge and activity areas for university-industry collaboration. Aalto PRO utilizes this unique combination of business interests and university research for the benefit of successful training and learning.

Aalto PRO – Broad and Agile

While business operations are increasingly international, companies expect their service providers to be capable of catering them where needed. If work and business is geographically distributed, company tailored training should as well be accessible in multiple locations and sometimes in multiple languages as well. This calls for new concepts for delivery of training and development services and opens new opportunities for universities as providers. With its global network of trusted partners, Aalto PRO has successfully delivered company tailored training and development services in contexts that consist of more than just one country, language and culture. Aalto PRO tailored solutions are always based on a thorough understanding of the customers' business, and aim at integrating learning and work.

Aalto PRO – Proactive Solutions for Tomorrow

According to some estimates, more than 80% of all learning occurs on the job rather than in formal education. To stay relevant and contribute to the human capital of future workers, learning needs to be tightly integrated into work processes and become an integral part of workers' and managers' everyday activities. Instructing and training is becoming an integral part of subject matter experts' jobs in many companies. As a consequence, knowledge workers are not only on the demand side of on-the-job learning scenarios. They also participate in the development of learning materials and often in the delivery of actual training as well. This brings new challenges to the integration of learning and work.

Through active participation in international networks and in research and development projects in the fields of e-learning, pedagogy, lifelong learning, foresight in education and training, Aalto PRO has gained a knowledge base and competence for effective learning path design. This is perhaps the most important strategic competence of Aalto PRO.

The role of university continuing education as an opinion leader and innovator in the areas of professional learning and organizational development is strengthened through active nurturing of multidisciplinary activities within Aalto PRO and in interaction with its stakeholders. This provides foresight on societal, cultural, environmental, economic, and technological development, enabling the courses and training programs offered by Aalto PRO to reach beyond expectations.

For further information, contact:

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IACEE Quality Program Evolves from DAETE Projects

Submitted by: Alfredo Soeiro and Kim Scalzo

IACEE is an association created to nurture the development of continuing engineering education (CEE). One of the important aspects is the quality of CEE delivered. The subject is vast and involves a large number of methods and resources. The advantages of having quality systems are evident but the costs associated with the implementation of quality methods may impose restrictions on an organization's ability to employ them. In fact, the training and the adaptations imposed by the adoption of most quality assurance methods may scare most CEE providers and may induce a postponement of any action. IACEE has been

working for several years to research and develop a feasible and effective approach for quality assurance for CEE practitioners. This has been done with the support of international funding mostly from the US Department of Education (ED) and the European Union (EU). The Atlantis Program (http://ec.europa.eu/education/eu-usa/doc1156_en.htm), designed to support cooperation between the US and EU, has funded two projects dedicated to defining tools and processes that fit the requirements of CEE centers. These projects were DAETE and DAETE2

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(daete.up.pt). Other projects have also contributed to this activity, like Alfa, cooperation between Latin America and EU, and UNIQM from the EU.

As the research activities in the most recent quality project come to a close this fall, the results of the prototype testing through projects, workshops at IACEE, SEFI and ASEE conferences and especially of the active members of IACEE indicate that we are ready to move from the prototype stage to full scale implementation for IACEE membership. It is expected that IACEE members will see practical and relevant benefits to their own organization from the opportunities provided by the set of robust quality tools that are now available. The goal is to create a permanent IACEE Quality Program, using this tool set, as a service the association can deliver to its members. The quality tools provide support for self-assessment of lifelong learning and continuing engineering education organizations, for benchmarking the organizations' overall performance, and for providing access to peer reviews and counseling.

We are pleased to announce that the full scale implementation of the IACEE Quality Program will begin over the summer. In the next few months, some of the IACEE members who have been

active in the DAETE and DAETE2 projects will be personally contacting the full IACEE membership to provide an overview of the IACEE Quality Program, describe the quality process and tools that are in place, and describe the levels of participation and relative benefits from which members can choose. Each member will be invited to join the project through IACEE and participation will require, at a minimum, the submission of both the benchmarking demographic data and completed self-assessment survey. Upon submission of this initial information, members will receive a comparative analysis of their data against all other data received to date, which will provide some initial benchmarking capability against other CEE centers. The data shared at this initial level is anonymous but will allow comparison of performance based on demographic data.

The next step in the implementation of the IACEE Quality Program will be to provide peer advice and counseling to members through collaboration of those members willing to participate at that level. These plans are being finalized and discussed in the IACEE Council and Executive Committee meetings. For further information, please contact Kim Scalzo (kscalzo@cpd.suny.edu) or Alfredo Soeiro (soeiro.alfredo@gmail.com).

IACEE Website Development

Submitted by: Soma Chakrabarti and Louk Fennis



Soma Chakrabarti

Since we began looking at how to improve our new website last autumn, we have divided the IACEE website development project into four major phases.

PHASE 1 – When we relocated IACEE Headquarters to Atlanta last fall, IACEE contracted with Vieth Consulting (<http://www.viethconsulting.com/>) to host our new

website and other business systems. Systems and records were transferred from ASEE in Washington in late 2010 to Vieth servers in Grand Ledge, Michigan, USA. While Vieth was intimately involved in this initial transfer activity, one of the advantages of the Vieth system is that it can be managed by IACEE staff on a daily basis to meet our daily needs. Most notably, the new Vieth system provides us with a Membership Management System (MMS) that handles membership dues records, maintains databases of information and allows designated IACEE officers and staff to update the information in a timely manner and without having additional reprogramming expenses with Vieth Consulting. Vieth's job was to provide the foundation for the website development and improve the design and that has been accomplished. However, the website now needs additional work to make it more effective and visually pleasing.

PHASE 2 - At the last IACEE Executive Committee Meeting on February 1, 2011 in San Antonio, Texas, USA, we proposed several changes to make the site more logically structured and effective. One of our proposals was to make every link workable by either changing the URL (if the linked site still existed) or deleting a link (if it no longer existed). Louk Fennis has already done much of this work; our webpage menus are more organized and most of the links now work. There are some minor details on which we will continue working through PHASE 3.

PHASE 3 – Our next step is to make the site more user friendly, which is a continuation of PHASE 2. We are here now. Our major tasks are to:

- Incorporate a clear navigational pathway as followed in the websites of other similar professional organizations, such as SEFI, ASEE, IEEE, UPCEA, etc.;
- Delete unnecessary and repetitive menus and submenus;
- Change the present appearance of SIG pages by making them consistent with other pages of the IACEE website;
- Engage IACEE members in Special Interest Groups (SIGs) by providing the roles and goals of each SIG on our website.

These are some of the important issues that, if addressed appropriately, will make the site and the pages more user friendly and engaging. We all know that these are the major issues that either keep the visitor interested or turn him/her away.

PHASE 4 – We will devote our efforts in PHASE 4 to make the site more visually attractive, where a web designer's help may be needed.

We hope to finish our work in PHASE 3 before the next Newsletter gets published in September 2011. In the meantime, please let us know how we can make the IACEE website more functional and user friendly. We welcome your comments and suggestions to us at schakrab@ku.edu or at louk@fennis.eu.



Louk Fennis

IACEE Welcomes New Members

Submitted by: Frank Burris

IACEE is pleased to welcome the following new members, who have joined our ranks between 1 January 2011 and 1 June 2011:

Member Type 4: Academic Institutions and Other Coordinators & Providers of CEE

Iowa State University, Engineering Online Learning	Thomas J. Brumm	USA
Deakin University	Kanagaratnam (Bas) Baskaran	Australia
University of Kansas	Soma Chakrabarti	USA
Johns Hopkins University	Alison Milligan	USA
Centrestar Academy	Wesley Donahue	USA
Koc University	Selcuk Karabati	Turkey

Member Type 5: Individual Members

Diane Landsiedel	Keys 2 Culture	USA
Wim Van Petegem	Katholieke Universiteit Leuven	Belgium
Kelly Goulis	University of Southern California	USA
Mark Millard	University of Wisconsin - Madison	USA
Li Jiaqiang	Tsinghua University	China
Zhou Yuanqiang	Tsinghua University	China

While we are very happy to welcome these six new Institutional Members and six new Individual Members, it is our fervent hope that our activities in the latter half of 2011 will lead to a much larger group of new members during the second half of the year!

Honors for IACEE Members

Submitted by: Frank Burris

This newsletter issue contains a new feature in which we try to recognize significant professional achievements of IACEE members. We will need your help each quarter in communicating your achievements or those of member colleagues so that we can share them more widely with all IACEE members.

- IACEE Vice President, Membership **Linda D. Krute** has been elected to the Fellow Grade of Membership in the American Society for Engineering Education (ASEE). Linda will be recognized, along with other new ASEE Fellows, at the ASEE Annual Conference 26-29 June 2011 in Vancouver, British Columbia, Canada.
- IACEE Vice President, Organizational Sustainability **Wim Van Petegem** is serving as President-Elect of the European Society for Engineering Education (SEFI). Wim will assume

the SEFI Presidency at the SEFI Annual Conference in Lisbon 27-30 September 2011 and will serve in that capacity for two years.

- IACEE Council Member **Susan M. Bray** has become a Senior Associate of WorldWork, Ltd., a London-based International Management Group, and also of TCO Diversity International, based in Bologna, Italy. These organizations focus on competencies for success in international business environments.

Congratulations to Linda, Wim, and Sue! We encourage others of you who have recently received professional honors to communicate them to f.burris@iacee.org for reporting in the next newsletter.

Engineering Professional Organizations Evaluating CEE in Companies

Submitted by: Simon Purdue (Engineers Ireland) and Alfredo Soeiro (Universidade do Porto)

Several professional engineering organizations in five European countries have joined in a project to promote Continuing Professional Development (CPD) in engineering companies, following the example of the Institution of Engineers Ireland. The project was approved for funding by the European Commission under the program Leonardo da Vinci, Transfer of Innovation. It began in October 2010 and will conclude in September 2012. The project's website

is <http://www.cpdeurope.eu/>. The accreditation model will be tested with companies in each of the other countries in the project to evaluate the possibilities of transferring innovation to the other engineering organizations. The first audit by the project partnership will happen at the end of May in Lisbon, Portugal.

In Ireland, Engineers Ireland (the professional body for engineers in Ireland) and the Irish Government (through the Dept. of Education & Skills) have co-funded and developed over the past decade an excellent framework model which employers of engineer-

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Alfredo Soeiro

ing professionals can use to connect disparate training, learning & development initiatives under a best-practice umbrella.

Since the launch of the Engineers Ireland CPD Accredited Employer Standard in 1999, over 130 organizations in Ireland have been accredited with many more engineering employers working toward seeking accreditation. A full listing of accredited organizations, spanning all sectors of engineering, is contained on the CPD Section of the Engineers Ireland website (<http://www.engineersireland.ie/cpd/cpd-employer/participating-organisations/>).

The recommended processes in the standard serve to improve performance, develop engineering and technical professionals, and bring about measurable business benefits. In essence, the standard provides a framework for employers to support good practices in the area of lifelong learning for engineers and technicians. It is designed to reflect the ever-changing environments in which engineering and technical professionals work and learn. The scheme is an independent acknowledgment of the ongoing mastering of new competences for professional engineers and technicians. The guidelines incorporate current and emerging best practice and distill the good CPD systems and practices that have helped the leading employers of engineering professionals to harness talented minds in creating a strategy for business success.

The criteria are designed so that employers of every size and in every sector of engineering can ensure that CPD is used as a key organizational driver to address the demands of the coming years, and do so in an innovative and dynamic manner. Ultimately the scheme assists employers to move up the CPD and business value chain!

The benefits of gaining accreditation are demonstrable, including the ability to:

- Maximize the potential of employees
- Optimize investment in training & development
- Create and maintain an innovative and dynamic culture
- Motivate engineers and technicians

- Facilitate and support diversification and entry into new markets, services and processes
- Improve recruitment, retention and succession planning
- Confer competitive advantage
- Raise profile and increase networking opportunities
- Benchmark to key organizations in relevant sectors

How does an organization attain the Engineers Ireland CPD Accredited Employer Standard?

The first steps towards gaining CPD accreditation involves Engineers Ireland conducting a gap analysis and a review of CPD policies and practices currently used by an organization. There are 8 key criteria that are mandatory to receive accreditation.

1. Internal CPD committee
2. CPD policy
3. Performance management and development system
4. Formal CPD (average of 5 CPD Days per annum including all CPD activities: i.e., not just training)
5. Mentoring for professional development
6. Links with professional institutions/learned bodies
7. Knowledge-sharing activities
8. Evaluation of impact of CPD

Once an organization is satisfied that the key criteria are addressed, the organization prepares a written submission for submittal to Engineers Ireland. An audit panel of three people, including an external expert auditor, will then conduct a half-day audit against the eight criteria. Should the organization successfully demonstrate that it meets the criteria, it will achieve Accredited Employer status, normally for a three year period after which a re-accreditation audit is conducted. Please contact Alfredo Soeiro (avsoeiro@fe.up.pt) for further information.

IACEE Special Interest Groups

Submitted by: Cath Polito

What's so special about Special Interest Groups?

We're glad you asked! Let's just say some of our "SIGs" have been a bit quiet in the past few years - but that all changes TODAY! We need YOU and your amazing, unflagging energy!

Special Interest Groups (SIGs) are chartered by the Council to give members with similar professional specialties and interests the opportunity to exchange ideas and keep themselves informed about current and discrete developments in their fields. The primary goal



of the IACEE SIGs is to create professional development opportunities for the membership through networking activities, collaborative projects, speakers, virtual roundtables, and so on.

The activities of the SIGs, planned by their members and elected chair, provide a clear indication of the diverse interests and needs of IACEE members. Through participation in SIGs, members can help design what, in essence, are small professional organizations within the broader international community. Only IACEE members can belong to SIGs, though each member can belong to as many SIGs as desired.

Interested now? Here are your five current SIG choices:

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1. CPD as a Tool for Building a Learning Enterprise;
2. DAETE: Use and Best Practices;
3. Marketing Strategies of Different CEE Activities;
4. Survey of Best Practices and Use of Technology in CEE;
5. University-Industry Collaboration.

Be "special" with us! Send your interests TODAY to: cpolito@mail.utexas.edu – subject line: SPECIAL

For more information on articles appearing in this newsletter, or to submit suggestions for future articles, please contact: **Phil O'Leary**, Department Chair, University of Wisconsin-Madison, Department of Engineering Professional Development, or Secretary General, **Frank Burris**.

Bids Sought for 14th World Conference on CEE in Spring 2014

Submitted by: Frank Burris

IACEE is actively soliciting bids for hosting the 14th World Conference on Continuing Engineering Education (WCCEE) in the spring of 2014. The first 12 WCCEEs have been held in the following locations:

1979 - Mexico City, Mexico	1998 - Turin, Italy
1983 - Paris, France	2001 - Toronto, Canada
1986 - Orlando, Florida, USA	2004 - Tokyo, Japan
1989 - Beijing, China	2006 - Vienna, Austria
1992 - Helsinki, Finland	2008 - Atlanta, Georgia, USA
1995 - Sao Paulo/Rio, Brazil	2010 - Singapore, Singapore

The 13th WCCEE is now slated for 17-19 May 2012 in Valencia, Spain. In general, we have managed to achieve good geographic balance with the WCCEE locations over the past 22 years and we would like to maintain that balance. On the other hand, there are parts of the world such as Africa and Oceania that have never hosted a WCCEE and therefore could be very attractive locations for 2014. If you or your institution has an interest in hosting the 14th WCCEE, please contact Secretary General Frank Burris (f.burris@iacee.org) and/or President Nelson Baker (n.baker@iacee.org) for bid information at your earliest opportunity. We would also be happy to entertain bids for years beyond 2014!

Enhancing Engineering Graduates' Employability Skills: Mission 10X Initiative in India

Submitted by: Thirunavukkarasu Palaniappan and Nagarjuna Sadineni of Wipro Technologies

On average about 550,000 engineers graduate every year from more than 3,000 engineering colleges across India. While India currently boasts being one of the world's largest and most qualified pools of scientific and engineering manpower, the growing global demand for appropriately skilled, industry-oriented professionals and a gradually widening demand-supply gap are expected to test the limits of India's talent development capabilities.

Recognizing this widening gap of employability skills, industry leader Wipro initiated a quantum innovation project called Mission10X to address this challenge. The Mission10X not-for-profit trust was launched on Teachers' Day 5th September 2007, with a vision to enhance the employability skills of graduate engineers ten-fold. To create sustainable change in the engineering institutions, Mission10X chose to empower teachers in its innovative Mission10X Learning Approach (MxLA).

Through MxLA Mission10X provides engineering teachers with the

necessary pedagogical skills based on a culture of student-centered learning and a focus on learning outcomes. The initiative, which started in small pockets with selected institutions, in due course created enough interest in engineering colleges to make enquiries and join the evolution. Over the last 3+ years of the Mission10X journey, Mission10X has reached out to over 13,000 faculty members from 900+ Engineering institutions across 24 states in India.

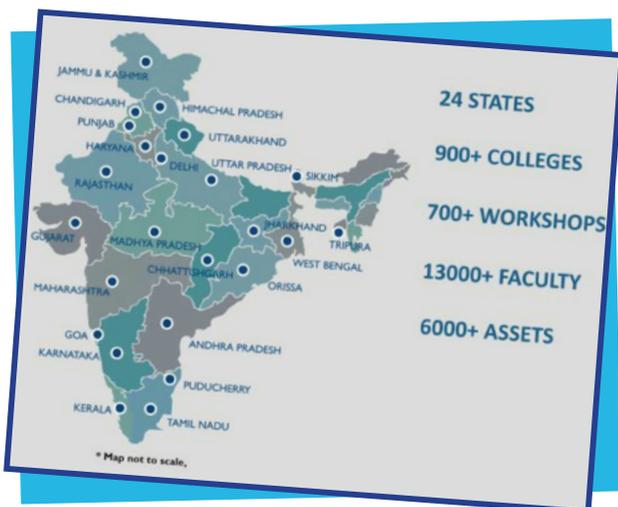
Mission10X is sensitive to the contemporary intellectual developments in the human and social sciences and derives its essence from multiple disciplines, methods and approaches. Dr. Bloom's Taxonomy and Dr. Howard Gardener's Multiple Intelligence Theory, some of the fundamental theories of pedagogic change, form an integral part of the Mission10X Learning Approach.

The Mission10X journey offers a unique opportunity to the faculty members of the engineering colleges to go beyond their conventional teaching practices and experiment with innovative learning techniques and styles that focus on helping the learners and also contribute toward their professional development.

To give further academic impetus and practice innovative methods, Mission10X encourages participating faculty members to create innovative teaching resources in their areas of expertise and share them among the community of faculty. As of May 2011, the repository of Innovative Community Assets surpassed the 6,000 mark across 19 engineering disciplines, making it one of the largest community assets created in engineering space.

With a growing number of Mission10X-empowered faculty members, the need to stay engaged and multiply the rate of transformation and innovation among this community is growing stronger. The Mission10X portal is slowly becoming a huge engagement and repository portal for faculty members spread

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across India. Faculty members are interacting from different corners of India from the furthest rural corner to the metropolitan cities through the Mission10X portal, where e-learning, discussion forums, mentoring advice and blogs help to keep faculty members in discussion and in touch with the latest developments in engineering education. This platform for teachers of engineering, www.mission10x.com, is one of the largest of its kind.

This unique effort has been possible because of the cooperation from various universities and educational institutions across the country. Many Indian universities have concurred with this innovative methodology and are actively supporting Mission10X in this initiative. It has partnerships with various Indian and International Universities and organizations in this pursuit. Mission10X is also an active member in international conferences and societies like IACEE, IFEEES, ASEE, IEEE, where it shares its experiences and research publications.

With the unflinching support as well as enthusiasm and passion of faculty members, leaders and industry, Mission10X has crossed several milestones in its journey so far. On September 6th, 2010 Mission10X took a pledge to take the understanding forward for a much larger and deeper impact and Wipro Chairman Mr. Azim

H Premji and the Union Minister for HRD, Sri Kapil Sibal unveiled Mission10X Phase II.

During Phase II, Mission10X envisages:

- Development of 250 academic leaders to build institutions of excellence
- Deployment of 2,500 Unified Learning Kits to bridge the technology and learning gap between industry and academia
- Empowerment of 25,000 more faculty members in the Mission10X learning approach



For further details please contact:

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IACEE and Organizational Sustainability: What's in it for Me?

Submitted by: *Wim Van Petegem*

Yes, IACEE is a well-established organization, with a long-term record of achievements, due to the endless efforts of committed people all over the globe. Being a freshman in the organization, I don't dare to name them, but I feel the vibes and some urge to contribute as well. We shall cherish our 'historical' fundamentals as precious jewels and let them shine into a bright future. I am sure we can achieve our organizational sustainability goal, if we all take part in this adventure.

When talking about an organization's sustainability, it might help to go back to basics: what does it mean? The word sustainability is derived from the Latin verb *sustinere* (tenere, to hold; sus, up), and it means the capacity to endure, or to meet the needs of the present without compromising the ability of future generations to meet their own needs (thanks to Wikipedia). Well, this sounds like classic music to my ears (maybe rock or jazz or whatever music for others): what can we do now and how, to make sure that tomorrow we are still a dynamic organization? Or, to phrase it in a more strategic goal:

How can we structure IACEE to ensure that its vision and mission will be achieved within five years and are sustained by committed volunteer leadership, a strong secretariat, and adequate financial and human resources?

Different actions have been defined to realize this goal and a good start has been undertaken, but a start is not always sustainable (a special thanks to Nelson Baker and Frank Burris, who took it very seriously to put us high-speed ahead and on track). So, we have a new headquarters for IACEE, we have a new organizational structure and we have a budget (and targets). However, more needs to be done, especially on the 'working process' side. To put it differently, we need to 'professionalize' our working methods. As a global organization, we need to meet global needs effectively and efficiently. These needs perhaps mean different communication processes than have been used in the past. Each of us finds ourselves in different situations than five years

ago. How do we look at IACEE and its organizational structure and capabilities to serve you, our members? Although some of these actions happen in the back of the organization and are thus somewhat invisible, they are badly needed. We are looking at processes, templates, communication structures or approaches for internal review of our products and services to our members, for proper governance of our projects, and for adequate reporting on our activities and events. Does this make sense to you? Maybe you have some bright ideas (or even better, concrete examples) about how to deal with these challenges? Please, do not hesitate to send your reactions to me at wim.vanpetegem@dml.kuleuven.be. We can use all smart brains in this phase.

And that's the message I would like to bring: we need you to engage and together we can make IACEE a sustainable organization. I look forward to being in touch with many of you.



Calendar Items

DATETE Research Group Meeting

June 13-14, 2011
Valencia, Spain

2011 IACEE Council Meeting

June 15-16, 2011
Valencia, Spain

IACEE Executive Committee Meeting

September 26, 2011
Lisbon, Portugal

IACEE Executive Committee Meeting

January 31, 2012
Orlando, Florida, USA

13th IACEE World Conference on CEE

May 17-19, 2012
Valencia, Spain



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