



THE OF LONG ISLAND





INSIDE THIS ISSUE

- + Section Chair's Message | 2
- + IEEE Long Island Section Officers 3
- + IEEE Long Island **Conferences** 7 10
- + Udit Sharma: Section's Newest **Senior Member** 12
- + Member Networking Social | 12

SECTION CHAIR'S MESSAGE



Happy Spring Everyone! We've kicked off the new year with enthusiasm & innovative plans. Our main objective is to make the Section effective and help members meet their professional needs. We're hosting many Society, Affinity Group, and Committee events. Please review the details of each event throughout this publication.

UPCOMING EVENTS:

April 4 - 6

IEEE Region 1 / Region 2 Joint Student Conference

Many Section members will participate in the at Stony Brook University, IEEE Region 1 / Region 2 Joint Student Conference (see page 6)

April 7th

IEEE Long Island Networking Social

More details to follow via separate email to Section membership (see page 5)

April 17th

8th Annual Long Island RF/Microwave Symposium (see page 7)

Please join me to congratulate IEEE Long Island's Vice Chair, Udit Sharma, for becoming the section's newest Senior Member. IEEE Senior Membership honor was bestowed to Udit for his significant contribution to the engineering profession. (see page 5)

Coming Soon: I'll be hosting an orientation for our newest Section Leads— and don't worry, seasoned members are invited too! Please continue to re-energize your society, affinity group, or committee to ensure we receive the rebates. As always, stay engaged by getting connected and getting involved.

Warmest regards,

Rhonda Green 2025 IEEE Long Island Section Chair chair@ieee.li

SECTION OFFICERS, AFFINITY GROUPS, and COMMITTEES



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www.ieee.li THE IEEE LONG ISLAND SECTION WEBSITE

The IEEE LI Section website is regularly updated to reflect recent section activity and upcoming events. Each Society and Affinity Group has a dedicated page that describes their function and includes contact information.

www.consult-li.com CONSULTANT'S NETWORK OF LONG ISLAND

The Consultant's Network of Long Island maintains a referral service of engineering, computer, managerial and technical professionals.

membership@ieee.li MEMBERSHIP DEVELOPMENT

For more information on membership with the LI Section of the IEEE, e-mail John Schmidt at: membership@ieee.li



IEEE LI SECTION SOCIETIES AND CHAPTER OFFICERS

THE IEEE LONG ISLAND SECTION HAS 19 CHAPTERS. EACH CHAPTER IS A TECHNICAL SUBUNIT OF THE LI SECTION, ASSOCIATED WITH AN IEEE SOCIETY. THE CHAPTERS, AS WELL AS THE SECTION, ARE ALWAYS WELCOMING VOLUNTEERS. IF YOU WOULD LIKE TO HELP WITH ANY OF THE CHAPTER'S STEERING GROUPS, PLEASE CONTACT THE RELEVANT CHAPTER CHAIR, VICE CHAIR, OR ONE OF THE SECTION OFFICERS.



AEROSPACE & ELECTRONIC SYSTEMS SOCIETY (AES)

Chair: **Dave Mesecher** Email: aes@ieee.li



ANTENNAS AND PROPAGATION SOCIETY (APS)

Chair: Sai Padmanabhan

Email: ap@ieee.li



CIRCUITS AND SYSTEMS SOCIETY (CAS)

Chair: James Colotti Vice Chair: Pawel Janczykowski

Email: cas@ieee.li



COMMUNICATIONS SOCIETY (COMSOC)

Chair: **Howard Hausman**Vice Chair: **Tony Bowden**Email: communications@ieee.li



COMPUTER SOCIETY (CS)

Chair: Tirumala Rao Chimpiri Vice Chair: Barbara Porter Email: computer@ieee.li



ELECTROMAGNETIC COMPATIBILITY SOCIETY (EMCS)

Chair: James Colotti Vice Chair: Bob DeLisi Email: emc@ieee.li



ENGINEERING IN MEDICINE& BIOLOGY SOCIETY (EMBS)

Chair: **Milan Toma** Email: emb@ieee.li



INSTRUMENTATION AND MEASUREMENT SOCIETY (IMS)

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MICROWAVE THEORY AND TECHNIQUES SOCIETY (MTT)

Chair: Sai Padmanabhan Vice Chair: Srinivas Sridhar Email: mtt@ieee.li



NUCLEAR AND PLASMA SCIENCES SOCIETY (NPS)

Chair: **Gabriella Carini** Email: nps@ieee.li



PHOTONICS SOCIETY (IPS)

Chair: Vacant

Email: photonics@ieee.li



POWER & ENERGY/INDUSTRY APPLICATIONS SOCIETY (PES & IAS)

Chair: **Libin Varghese** Email: power@ieee.li



POWER ELECTRONICS SOCIETY (PELS)

Chair: Ronald DeLuca Vice Chair: Predrag Hadzibabic

Email: pels@ieee.li



PRODUCT SAFETY ENGINEERING SOCIETY (PSES)

Chair: Vacant Email: safety@ieee.li



ROBOTICS AND AUTOMATION SOCIETY (RAS)

Chair: William Wilkes
Vice Chair: Andrew Sass
Email: robotics@ieee.li



SIGNAL PROCESSING SOCIETY (SPS)

Chair: Jessica Donaldson Vice Chair: Dave Mesecher

Email: signal@ieee.li





SOCIAL IMPLICATIONS OF TECHNOLOGY SOCIETY (SSIT)

Chair: Howard Edelman Vice Chair: John Vodopia Email: social@ieee.li



SYSTEMS COUNCIL (SYSC)

Chair: **Lubna Dajani** Email: systems@ieee.li



TECHNOLOGY & ENGINEERING MANAGEMENT SOCIETY (TEMS)

Chair: **Barbara Porter** Email: tmc@ieee.li



DRIVING INNOVATION:

HOW AI IS REVOLUTIONIZING THE FUTURE OF FINANCIAL ERP SYSTEMS

TIRUMALA RAO CHIMPIRI

Financial Enterprise Resource Planning (ERP) systems are the core of an organization's financial operations, and they perform everything from budgeting and forecasting to compliance, reporting and audits. But as the business sector undergoes digital transformations, their ERP systems are changing, too. And one of the main drivers of that change is Artificial Intelligence (AI). Finance systems have always required speed, accuracy, and regulatory control. What makes AI so critical in this space isn't just its ability to automate, but how it enhances decision making. Instead of just processing the data, businesses are beginning to really learn from it and gain new insight.

FROM RULE BASED TO INSIGHT DRIVEN

Legacy service-based ERP systems run on fixed workflow rules. Though effective, they are not flexible enough to meet with today's dynamic business environments and financial industry. With AI, it learns from historical data patterns, detecting anomalies, generating predictive suggestions, and more. Finance leaders are no longer confined to static dashboards but can now access smart insights that are dynamic and evolving with the circumstances.

WHAT AI BRINGS TO FINANCIAL ERP SYSTEMS

Enabling AI in ERP systems delivers a wide range of value to finance:

1. PREDICTIVE ANALYTICS:

Al expands predictive analytics with learning models, which improve planning & responsiveness.

2. AUTOMATED TASKS:

Sophisticated activities like journal entry, closing books, reconciliations, and tax needs can now be automated.

3. IMPROVED DECISION SUPPORT:

Al based insights help improve timeliness and quality of decisions.

4. COST SAVINGS:

Al can detect inefficiencies, and suggest ideas for cost savings, increasing profitability.

5. ENHANCED COMPLIANCE:

Al automates the monitoring of regulations, helping maintain compliance and minimize audit risks.

6. REAL-TIME VISIBILITY:

Ongoing insights helps organizations to proactively manage risks and grab opportunities faster.

7. FRAUD DETECTION:

Machine learning identifies unusual transaction patterns, helping reduce risk exposure.

HOW AI IS SOLVING THE EXISTING ERP CHALLENGES

ERP systems have long faced a myriad of pain points, key issues being - rigid architecture, data silos, human errors, delayed decision-making, and scalability. All enhanced ERP systems are now capable of:

1. REDUCING HUMAN ERRORS:

By using automated journal entries and validation checks, AI eliminates human errors and increases audit readiness.

2. ENHANCING USER EXPERIENCE:

Predictive assistants and conversational AI simplify complicated interfaces, allowing non-technical users to efficiently interact with ERP systems.

3. ACCELERATING DECISION CYCLES:

Al delivers real-time insights, removing delays caused by manual reports and batch processing.

4. IMPROVING SYSTEM SCALABILITY:

AI algorithms evolve and learn with increasing data volumes, enabling ERP systems to better respond to shifting business demands.

5. REMOVING DATA SILOS:

Al makes it possible to consolidate diverse financial, procurement, HR, and operational data.

These innovations mark a shift from ERP as a static system of record to a dynamic system of intelligence and shaping the future of Financial ERP systems.

CONTINUED ON PAGE 6



FEATURE ARTICLE

DRIVING INNOVATION: HOW AI IS REVOLUTIONIZING THE FUTURE OF FINANCIAL ERP SYSTEMS

■ CONTINUED FROM PAGE 5



ENABLING CONTINUOUS INNOVATION

One of the most existing aspects of AI is that it never stops learning. Unlike traditional software that needs to be manually updated or tweaked, AI gets smarter over time by learning from data. That implies financial ERP systems can keep up with evolving regulations, fluctuating economic conditions, and emerging business requirements—providing innovation round-the-clock, not just at pre-scheduled upgrades.

The major ERP Finance providers like Oracle, SAP, Microsoft, and Workday are incorporating AI into their financial modules that enables smarter auditing, better compliance, more efficient spend management, and powerful scenario modeling.

LOOKING AHEAD

While promising, AI integration with ERP comes with its own challenges. Data quality remains a key issue. AI is only as good as the data it works with, so organizations need to establish AI governance models as well to ensure transparency, ethics, and explainability of AI-driven decisions. There is also a human side to it. Finance professionals must be upskilled to collaborate with AI systems, read insights, and transition from task execution to strategic analysis. Finance teams must recognize AI as a trusted partner and not a replacement.



AUTHOR BIO:

TIRUMALA RAO CHIMPIRI is a seasoned IT professional with over 26 years of experience, specializing inenterprise technology and solutions, and cloud-based applications, with a primary focus on Enterprise Resource Planning (ERP). He has a proven track record of delivering high-quality solutions in serving customers across industries including: Higher Education, Financial Services (BFSI), HR Services, Telecommunications, and Transportation & Logistics. He is actively involved in the tech community in committees and as a reviewer for various national and international conferences, has judged for numerous awards—evaluating innovative technologies and contributing to industry standards. His publications on topics such as ERP, Higher Education, and cloud computing have been featured in prestigious technology journals, highlighting his contributions to ERP and Higher Education fields.



Stony Brook University

For More Information

attend.ieee.org/stucon-2025

onference 2025

Conference Dates: **APRIL 4-6, 2025**

Friday

- · Check In
- Networking

Saturday

- Competitions
 - Micromouse
 - Sumo Bot
 - Mini Pupper
 - And More!
- Workshops
 - IoT Ideathon
 - WIE Panel
 - And more!

Sunday

- IBM Cyber Campus
- Project Management

WHAT IS IEEE R1/R2 STUCON?

IEEE R1 & R2 STUCON, also known as the Student Activities Conference (SAC), is an annual event organized by the IEEE REGIONS 1 and 2. This conference provides students with the opportunity to participate in hands-on workshops, compete in various technical and professional competitions, and network with fellow students, industry professionals, and IEEE leaders.

IoT Ideathon

Join IEEE PES/IAS Long Island for the IoT Ideathon, at the IEEE R1 StuCon on April 4th, 2025, at Stony Brook University!

- Learn the basics of IoT and LoRaWAN communication
- · Witness the new ideas on **Energy Saving Technologies!**
- Live Demo and Hands-on Session

CONFERENCE EVENTS

- Fireside Chat w/Alumni
- Ice Cream & Pizza Social Party
- Micromouse Competition
- Mini Pupper & Brown Bag Competitions
- IEEE Student Ethics Competition
- · Women In Engineering (WIE) Panel
- Technical Paper Contest
- **Engineer Projects Showcase**
- Sumo Bot Competition

WORKSHOPS

- Challenges & Opportunities in Sustainable Energy
- Amateur (HAM) Radio Lecture
- MangDang Workshop
- Micromouse (The Great Cheese Hunt) Introduction
- Intellectual Property and Patents Lecture

- Software Defined Radio Lecture
- Young Professionals & Machine Learning Lecture
- Technologies to Enable Sustainable AI to the Edge
- IoT Ideathon (Extended Workshop)

IEEE LONG ISLAND SECTION CONFERENCES



2025 MICROWAVE/RF/ WIRELESS SYMPOSIUM & EXHIBITS RADISSON HOTEL, HAUPPAUGE • THURSDAY, APRIL 17, 2025
110 VANDERBILT MOTOR PKWY, HAUPPAUGE

FREE ADMISSION ALL INVITED, MEMBERS, NON-MEMBERS – BUT REGISTRATION IS REQUIRED

The 8th Annual Long Island RF/Microwave Symposium & Exhibits: New Trends is the area's premier event that brings together the Microwave, Millimeter Wave & RF community. All Long Island Engineers, Managers, Students and Technical Professionals involved in these fields are invited. Registered attendees will receive admission to the exhibit floor, technical lectures, complimentary lunch, the networking event and complimentary dinner. The first 200 registered attendees will also receive a complimentary swag bag.

9:00 AM - 8:00 PM • ARRIVE / LEAVE ANYTIME

LECTURE, LUNCH AND DINNER PROGRAM SCHEDULE:					
10:00 AM - 12:00 PM	WORKSHOP SESSIONS BOARDROOM	workshop #1	PREPARING FOR PCIE ELECTRICAL MEASUREMENTS BEYOND 6 AUTOMATION OF STANDARD (METHOD OF IMPLEMENTATION ERIC OSEASSEN, Staff Application Engineer, Rohde & Schwarz U!) '	
2:00 PM – 4:00 PM		workshop #2	LNA DEVELOPMENT PERTAINING TO THEIR APPLICATION IN QUANTUM COMPUTING" HOWARD HAUSMAN, President/CEO, RF Microwave Consulting Services, Adj. P	rof., Hofstra	
12:00 PM - 1:00 PM	NETWORKING LUNCH (Complimentary)				
12:00 PM - 7:00 PM	EXHIBITS (GRAND BALLROOM)				
1:00 PM - 1:55 PM	LECTURE #1	5G ADVANCING TO 6G (VIRTUAL PRESENTATION)			
2:00 PM - 2:55 PM	LECTURE DEVELOPMENT OF 6G FR3 CHANNEL SOUNDER FOR STUDIES INCLUDING LOSS CHARACTERIZATION OF FR3 BY MINI-CIRCUITS and NYU WIRELESS				
3:00 PM - 3:30 PM	COFFEE BRRAK (Complimentary)				
3:30 PM - 4:25 PM	#3	0 01			
4:30 PM - 5:50 PM	LECTURE #4				
6:00 PM - 6:10 PM	ACKNOWLEDGMENTS and CLOSING REMARKS				
6:00 PM - 8:00 PM	NETWORKING DINNER (Complimentary) with Cash Bar				

Subject to change: please check the Symposium webpage for the latest information.





REGISTRATION LINKS: EXHIBITORS:

events.vtools.ieee.org/m/469559

ATTENDEES:

events.vtools.ieee.org/m/469561

SPONSORS:

- BGA Test & Technology
- Keysight Technology
- Mini Circuits
- RFMW



May 13th - 14th, 2025

ICETM 2025

INTERNATIONAL CONFERENCE ON ENGINEERING, TECHNOLOGY & MANAGEMENT

AMITY.EDU/ICETM-2025

Fairleigh Dickinson University, Florham Campus, 285 Madison Avenue, Madison New Jersey 07940

ABOUT

Engineering, Technology & Management is a field that combines engineering, technology and management skills together. It is a specialized kind of management which brings together the technological problem-solving ability of engineering and the organizational, administrative, legal and planning abilities of management in order to oversee the operational performance of complex engineering-driven enterprises.

The interdependency of different domain provides greater areas for consideration while deducing postulates. The speed with which operations are getting transformed is phenomenal. Automation, which is largely dependent on computation, is playing a bigger role in these transformations. The productivity quotient has gone up with zero rejects. Mathematical modelling has come to stay as integral component to test the computational designs, for their veracity and usefulness. As technology increasingly becomes a centerpiece in the day-to-day operations of most organizations, the real-world engineering practice as well as acumen in the principles of business management will continue to grow.

OBJECTIVES:

The objective of the conference is to address the most essential issues of engineering, technology, computation, automation and knowledge management. It also serves to foster communication among researchers and practitioners working in a wide variety of scientific areas with a common interest in improvement of Engineering, Technology and Knowledge Management related tools and techniques.

It aims to bring in the academicians and practitioners to jointly discuss and deliberate through their plenary talks and paper presentations on the theme Engineering, Information Technology, Operations and Knowledge Management. The conference will provide a common platform to foster research relations between the Universities and the industry. The vision of the conference is to bring together technology geniuses in one venue not only to present breakthrough research in the area of computation and automation application but also to promote practicality and applications in inter disciplinary exchange of ideas.



IEEE LONG ISLAND SECTION CONFERENCES





NOVEMBER 6-8, 2025

RITZ-CARLTON PENTAGON CITY

ARLINGTON, VA

The IEEE Women in Engineering (WIE) Forum USA East is dedicated to fostering leadership development for professionals at every career stage. Rotating between IEEE Region 1 and Region 2 in the Northeast USA, our forum offers attendees the chance to gain inspiration and empowerment from renowned leaders. Through dynamic workshops and engaging panel discussions, participants will explore emerging technologies and innovative STEM outreach initiatives.

INSPIRE

Ignite positive career and personal growth

EMPOWER

Unleash your full potential

LEAD

Elevate your leadership skills and career trajectory

CAREER FAIRS

Connect with leading organizations

WORKSHOPS

Develop and enhance essential skills

HTTPS://ATTEND.IEEE.ORG/WIE-FORUM-USA-EAST-2025/REGISTRATION/

KEY DATES	DEADLINES		
Call For Participation	February 17, 2025		
General Registration Opens	April 14, 2025		
Speaker Registration	August 29, 2025		
Early Registration Deadline	September 26, 2025		
Forum Commencement	November 6, 2025		
Career Fair	November 7, 2025		
Forum Conclusion	November 8, 2025		









IEEE MEMBERSHIP and MEMBER BENEFITS

IEEE membership offers access to technical innovation, cutting-edge information, networking opportunities, and exclusive member benefits. Members support IEEE's mission to advance technology for humanity and the profession, while memberships build a platform to introduce careers in technology to students around the world.



JOIN IEEE OR RENEW YOUR MEMBERSHIP

Reach your full potential as part of the world's largest technology community. Join professionals, experts, and advisors who can help shape your career, offer resources to acquire new skills, and advance your professional development.



MEMBER BENEFITS

As an IEEE member, you'll be presented with new resources, valuable opportunities, and many discounts that will help you advance your career in the right direction. You can find colleagues who share your vision and commitment—those who are moving technology forward today.



ENHANCE YOUR MEMBERSHIP, JOIN AN IEEE SOCIETY

IEEE Societies provide members with opportunities to connect with experts and network with colleagues locally and abroad—all while staying up-to-date on technology and trends in their industry.



GIFT OF MEMBERSHIP

IEEE membership delivers access to the industry's most essential technical information and provides networking opportunities both locally and globally. Members have the ability to stay current in their chosen profession, connect with peers, and invest in their future.



MEMBER-GET-A-MEMBER

Consider sharing your IEEE membership experience and get rewarded for doing so. Through the Member-Get-a-Member (MGM) program, IEEE rewards your efforts in recruiting new members. Your local IEEE Section can also benefit.



IEEE.tv

Made possible by IEEE members, IEEE.tv is an award-winning, Internet-based television network, producing special-interest programming about technology and engineering for IEEE members and the general public.

Get access with new resources, valuable opportunities, and many discounts that will help you advance your career in the right direction.

WHEN YOU JOIN IEEE, YOU:

- Join a community of over 425,000 technology and engineering professionals united by a common desire to continuously learn, interact, collaborate, and innovate
- Get the resources and opportunities you need to keep on top of changes in technology
- · Get involved in standards development
- Network with other professionals in your local area or within a specific technical interest
- Mentor the next generation of engineers and technologists and so much more.

IEEE members can access information on local events and activities by signing in to mylee, the members' personalized gateway to IEEE membership. In addition, members can also:

- Access individual Society memberships and subscriptions
- Connect with local IEEE Sections and volunteer leadership
- Find upcoming conferences
 Learn more about individual benefits
- Read the latest news from IEEE, IEEE Spectrum, IEEE Standards News, and The Institute



IEEE LONG ISLAND SECTION NEWS





Dear UDIT SHARMA,

It is a great pleasure to congratulate you on your elevation to the grade of **IEEE Senior member. IEEE** Senior Membership is an honor bestowed only to those who have made significant contributions to the profession.

AS AN IEEE SENIOR MEMBER, YOU RECEIVE THE FOLLOWING BENEFITS:

RECOGNITION:

Professional recognition of your peers for technical and professional excellence.

ABILITY TO REFER OTHER CANDIDATES:

Senior members can serve as a reference for other applicants for Senior Membership.

LEADERSHIP ELIGIBILITY

Senior members are eligible to hold executive IEEE volunteer positions.

REVIEW PANEL:

Senior members are invited to be on the panel to review Senior member applications.

SENIOR MEMBER PLAQUE:

An engraved plaque you can proudly display to colleagues, clients and employers.

ONE COMPLIMENTARY SOCIETY:

You will be given the opportunity to join one new IEEE Society to which you do not already belong.



Connect to IEEE-no matter where you are-with the IEEE App.

The IEEE App connects you to the world's largest professional technology community. Stay informedwith cutting-edge content from IEEE Spectrum, IEEE Transmitter, and more. Receive personalized technology and engineering content relevant to your activities and interests and stay connected to your tech community.









MONDAY, APRIL 7

IEEE LI MEMBER NETWORKING SOCIAL

Location will be shared via separate email to Section membership. There is no charge to attend for IEEE Long Island members and one guest. Registration is required.

Relaxed, informal environment with a variety of free food all night

No need to be shy - each guest is personally greeted upon arrival and all guests wear a name badge making it easy to start a conversation!

Meet fellow engineers that face the same challenges you do

Catch up with friends and colleagues

Students Welcome! Meet students from other universities and chat with practicing engineers You've Always Set Yourself Apart. Now it's Time to make it Official. Nominate Yourself to become a...

IEEE SENIOR MEMBER



Being elevated to senior member recognizes people who have moved beyond entry-level work in their careers. It also encourages them to engage more broadly with engineers and other technical professionals in companies and universities outside their own. To be eligible for senior member status, members must have worked in a professional capacity in a technical field for at least 10 years. Educational experience is partially credited toward that time. Nominees must also have professional references from three IEEE senior members, Fellows, or honorary members. If you're interested in elevation, you don't have to wait to be nominated—you can nominate yourself.

>> APPLY FOR **SENIOR MEMBER GRADE**

IEEE LIFE MEMBERS, WRITE FOR THE **PULSE**!



The Section is inviting you to record your stories and histories in our monthly publication, the Long Island Pulse. An article of approximately 300 – 350 words is recommended.

LET US HEAR FROM YOU.

Send your article to: **pulse@ieee.li**Life Member Chair: **life@ieee.li**

The **IEEE Long Island Section** has held meetings with many of our Life Members and Senior Engineers, in recent months. Your stories and histories in engineering are interesting, inspiring and should be recorded for future generations. You have served your profession for many years, many have served our country in the military, many as engineers fighting the Cold War. The many contributions are the legacy to this new digital age, space age, environmental age and beyond.

WANTED: IEEE LIFE MEMBER NEEDED TO VOLUNTEER TO SUBMIT A MONTHLY HISTORY ARTICLE FOR THE PULSE

The **PULSE** is seeking a IEEE LI Life Member to write the *Long Island Electrical & Electronic History* monthly article for the **Pulse**. If interested contact **pulse@ieee.li**

WE WANT YOUR STORIES



WRITE TO THE PULSE

The Pulse of Long Island is a newsletter for the members of the IEEE Long Island Section. You can let your voice heard by writing to the Editor. How to bring more value to our members? Interesting new technology, or a project? An issue of interest to members of the IEEE Long Island, Long Island engineers and computer professionals, or Long Island technical community at large? Write to the Pulse. Let your letter be read, and your voice heard.



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HOW CAN I CONTRIBUTE TO THE PULSE?

Send your letters or articles via email to **pulse@ieee.li.** If selected for publication, the letter or article will be edited before being published.

CONTRIBUTION DEADLINE:

20th of a month for the next month edition.



CONTRIBUTE TO THE PULSE – LET YOUR LETTER BE READ and LET YOUR YOUR VOICE BE HEARD



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THE IEEE CONSULTANTS NETWORK OF LONG ISLAND (LICN)

is a nonprofit professional organization affiliated with the Institute of Electrical and Electronics Engineers. Our members include dozens of electrical, electronic, mechanical and software engineers with expertise in over 65 categories of technology and business. All are members of the IEEE and adhere to the IEEE professional codes of ethics.

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