



Assisting the Career Development of Young Members— Examples of What IEEE CAS Society Have Recently Done

The duration of engineering Ph.D. study is roughly 5 years. Instead of fully devoting the time on technical aspects, students should find opportunities to enrich their non-technical skills such as project management and teaching, understand the culture differences of professional development in different countries/regions, and build up globally a professional network with colleagues in a similar expertise. A balanced CV should be more competitive as both recruitment and promotion in an academia will assess the teaching, research and service of the candidate. A balance of such a delta plays a key role for career development. In recent years, IEEE Circuits and Systems Society has paid more attention on assisting the career development of young members. This article summarizes two such kinds of activities concluded in ISCAS'09 and ISCAS'10.

Although the technical program should still be the core of an IEEE conference, there are many Ph.D. students and young faculties come with a scope of seeking advises and/or opportunities to improve their career plans. Non-technical skills should also be counted as one of the key ingredients to attract conference participants. In IEEE Circuits and Systems Society (CASS), the board-of-governor (BoG) strives to further compass engage Ph.D. students and Graduate of the Last Decade (GOLD) members through new initiatives and activities. As a part of them, in 2009, a GOLD/Technology Management Joint Session was held at the International Symposium on Circuits and Systems (ISCAS) in ISCAS 2009, Taipei, Taiwan. The program consists of both lecture and panel sessions. The speaker Mr. Darrel Chong, *Past Chair of IEEE Member & Geographic Activities (MGA) GOLD Committee*, shared his experience in organizing GOLD activities. He overviewed the activities and global strategies of IEEE in assisting members in their earlier stage of career. Mr. Gus Gaynor, *IEEE Life Fellow, President of Technology Management Council technology management*, gave hints on how to climb up the career mountain. A right methodology and a good mentor are two of the keys. Prof. Ángel Vazquez, *IEEE Fellow, University of Seville, Spain* shared his mixed academic-industry

background on how to start a company from research. The session was concluded with a panel discussion on “Managing Projects across International Boundaries”.

In 2010, a PhD/GOLD Session with a topic of “How to Have a Successful Academic Career?” was held at the ISCAS 2010, Paris, France. It addresses the following topics that are particularly worth noting for young members:

- Getting an Academic Job and How to Get Tenure
- Time Management: Balancing Research and Teaching with everyday life
- How and Why Make Connections with Industry and Professional Societies life
- Ingredients for Career Promotion: Publications, Editorials, Memberships, and Grants
- Innovation of Research Topics
- Do's and Do Not's in your career

Four experienced speakers shared their viewpoints on the topics: Prof. Maciej Ogorzalek, *IEEE Fellow, IEEE CASS Past President (2008)*, Jagiellonian University, Kraków, Poland, shared his long-term success experience on time management. He highlighted the key was to keep a balance between research, teaching and volunteer services. These indeed made a good life and career for him. Prof. Ljiljana Trajković, *IEEE Fellow, IEEE CASS Past President (2007)*, Simon Fraser University, Vancouver, Canada, highlighted the keys in preparing her first job. Understanding the company or university culture, and delivering your best as an employee are essential. Prof. Wouter Serdijn, *Editor-in-Chief, IEEE Transactions on Circuits and Systems-I*, Delft University of Technology, The Netherlands, shared his life experience on teaching, and how he inspires his students though lots of examples, motivation and encouragement. He believed that a university professor is actually one of the best jobs in the world. Prof. David Atienza, *CASS Board-of-Governor Member*, EPFL, Switzerland, gave a very different career development experience. He has been doing research and education in very different countries, interacted with colleagues and students with wide differences of background and culture. He believed that mobility led him arriving to a desired academic job now.

All the slides are available online free for download.

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Figure 1. PhD/GOLD Session in ISCAS 2010.

electrical and electronics engineering from the University of Macau (UM), China, in 2006. He is currently an assistant professor at UM. He currently serves the IEEE Graduate of the Last Decade (GOLD) committee and is a Member of the Board-of-Governor of the IEEE Circuits and Systems Society. He is the Co-Organizer of the two GOLD-related Sessions in ISCAS 2009 and ISCAS 2010.

References

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