

COMS WORLD 2020 SURVEY REPORT

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Steve Walsh... for his support in the creation of the quantitative research questionnaire.

Bob Warrington and Andy Oliver... for providing the financial summary.

AIM OF THE REPORT

The aim of the report is to provide an objective assessment of MANCEF's first online (virtual) COMS World 2020 international conference held on October 19-22, 2020 for use in the planning of future conferences and to be a vital input to the MANCEF Strategic Plan.

- This is particularly important if the current global coronavirus pandemic persists into 2021 and beyond when conferences are likely to have a virtual element and become hybrid events.
- Possessing historical information on previous COMS events and having advance knowledge of the important issues that may influence financial support and increase attendance will enhance the prospects of success.

It is emphasised that the conclusions and recommendations made in this report are based on written and verbal feedback from attendees. Although the authors were also attendees and their input is included, they have acted in complete impartiality and have not been selective in analysing and presenting the results used to make them.

BACKGROUND TO COMS CONFERENCES

MANCEF is a not-for-profit foundation incorporated in Florida in 2000. But the origins of MANCEF date back to a conference in Banff in 1994, where an international group of researchers and industry leaders met to address the commercial exploitation of microtechnology. Since then, follow up conferences – COMS and COMETS – have been organized in the Americas, Europe and Asia / Pacific. They aim at a broad international participation whereas the smaller COMETs are tailored to a more local audience.

COMS World 2020 is the 23rd in the international series of COMS conferences. It was originally scheduled to take place at the University of Maryland at Shady Grove Conference Centre in suburban Washington, DC. However, because of the shutdown of the centre and limitation of travel due to the highly contagious COVID-19 disease, the MANCEF management decided to re-name the conference COMS World 2020 and hold it as an online conference on October 19–22. The conference theme, Commercialisation of Converging Technologies - environment, health, medical, security and resilience, was chosen to align with some of the world's current concerns.

All COMS conferences have a Entrepreneurial Workshop at which small companies have the opportunity to give short presentations to experts and personally consult with mentors on issues associated with commercialisation. At COMS World 2020 this was an acclaimed highlight by the participants.

COMS WORLD 2020 TECHNICAL CONTENT OVERVIEW

THEME: Commercialisation of Converging Technologies

SESSION TOPICS:

Convergence to Thrive in the Pandemic

Commercialisation Challenges

Convergence in Healthcare

Convergence in Software

Convergence in Wearables

Convergence in Education

SUMMARY OF SURVEY STUDY

Based on qualitative and quantitative surveys, feedback from a segment of the approximately 95 attendees from 194 registrants of the online four-day COMS World 2020 international conference has provided an extremely valuable understanding of their experiences and responses to the conference.

The feedback was acquired from direct email and verbal returns received shortly after the conference (qualitative) and from more detailed data collected from a questionnaire consisting of 19 questions (quantitative). It was sent out in three waves to all the 194 registrants by the company LionSky within two months after the conference. It was estimated that less than 50% of the registrants actually attended the conference.

The results from the quantitative survey of attendees gave an overall satisfaction level i.e. “of somewhat value” and “very valuable” of 92%. This is one testament to the conference’s success. The Entrepreneurial Workshop or forum that took place on the first day of the conference with 12 companies was a major success with 15 (42%) of the 23 quantitative survey respondents giving “somewhat” or “very” valuable ratings resulting in a 75% favourability rating”.

SUMMARY OF SURVEY STUDY(cont.)

Results that relate to attendance at sessions, comments on the presentations and an objective and comprehensive assessment made of the data and outcomes from the two surveys are recorded in the following slides with associated appendices. Taking the Delphi report approach the results are not statistically significant due to the limited number of responses. This will, however, provide invaluable information for the planning and operations of future COMS and COMET conferences.

A financial summary is included in Appendix I.

The attendance numbers for each talk at the sessions are shown in the slides in Appendix II.

The list of companies and participants of the Entrepreneurial Workshop in Appendix III.

A list of registrants is given in Appendix V.

Results from the Quantitative Study shown in Appendix IV (including verbatims)

SUMMARY OF SURVEY STUDY (cont.)

REGISTERED ATTENDANCE (based on email address/email address)

- TOTAL 194
- GEOGRAPHY
 - Americas 180 (93%)
 - Europe 12 (6%)
 - Asia / Pacific 2 (1%)
 - ROW 0
- SECTOR
 - Academic 96 (50%)
 - Student 53
 - Faculty/Staff 43
 - Government 3 (2%)
 - Industry 94 (48%)

METHODOLOGY

This survey report is based two methodologies with each methodology providing statements made by respondents on the conference organisation, its operation and on individual presentations in the various sessions.

QUALITATIVE (D. Tolfree)

- feedback from attendees who responded to questions by email within three days after the conference

QUANTITATIVE (R. Grace)

- A more detailed quantitative feedback from the 36 attendees who completed a 19-question questionnaire over a two-month period using a total of three Constant Contact / Survey Monkey mailings , the results of which is shown in Appendix IV (including verbatims).
 - Fifteen multiple choice questions
 - Four questions requesting verbatim comments

QUALITATIVE SURVEY / OVERVIEW

Qualitative surveys give early insight for the type of questions needed for more comprehensive quantitative surveys.

This part of the report is based on the statements made in emails returns and some verbal feedback from 23 conference attendees.

Emails were sent by David Tolfree to every one of the 194 registrants one day after the conference and with a follow-up within three days to those who did not respond to the first call..

It was estimated that only approximately 95 people actually attended the conference during the four days. The number of attendees at each session was provided by Whova, the conference event manager.

Many of those who responded early did also respond to the later questionnaire sent out by the Constant Contact Report conducted by LionSky for Roger Grace.

In addition to the use of the Whova App, Zoom video was used to give attendees a visual presence but this meant that some names appeared twice so the actual number recorded by Whova could be greater than shown. This, however, does not affect the attendance comparisons in each of the four days.

QUANTITATIVE SURVEY OVERVIEW

- The questionnaire designed by Roger Grace and Steve Walsh was sent out by LionSky to all 194 conference registrants in three separate waves during the two months after the conference.
- It contained 19 questions, 15 being multiple choice and four requesting verbatims resulting in approximately 14 verbatims for each question.
- Multiple choice questions provided the following possible answer options: “not”, “limited”, “neutral”, “somewhat”, and “very”.
- The total of “somewhat” and “very” answers were defined as a “favourability factor”.
- A total of 36 responses were received (approx. 18%.) The detailed results of the Constant Contact Report using the Survey Monkey platform and can be found in Appendix IV.

SUMMARY OF RESULTS (METRICS)

The Overall Consensus was that COMS World 2020 was of great value and importance with 33 of the total of 36 respondents providing inputs and with 12 finding it “somewhat valuable” and 21 finding it “very valuable”. These categories combined were defined as a “favorability factor” of 92%. (Q-1)

The Keynote Speakers’ role in drawing people to the event were noted as “somewhat” or “very” combined grades as follows: (Q-2)

Kathy Ireland...	29%
Scott Chase...	29%
Allan Dibb...	35%

The Entrepreneurial Workshop was attended by 15 (42%) of the 36 respondents with 75% considering their attendance “somewhat” or “very” valuable. (Q-4, Q-5)

The Funding Panel was attended by 10 (29%) of the respondents with 77% considering their experience “somewhat” or “very” valuable. (Q-6, Q-7)

The Wearables Panel was attended by 19 (53%) of the respondents with 95% considering their experience either “somewhat” or “very” valuable. (Q-8, Q-9)

The Gratitude Lunch was attended by 11 (31%) of the respondents with 64% considering their experience “somewhat” or “very” valuable. (Q-10, Q-11)

The NSF/ATE Panel was attended by 15 (42%) of the respondents with 82% considering the experience “somewhat” or “very” valuable (Q-12, Q-13)

SUMMARY OF RESULTS (METRICS) (cont.)

- Previous attendees to COMS conferences were 21 (58%) of the respondents. (Q-17)
- Interest in helping with future COMS events was expressed by 14 (44%) of the respondents. (Q-18)
- Promotional mechanisms that were used to learn about COMS World 2020 were: (Q-19)
Word of Mouth...44%, Other...19%, Email...17% (Constant Contact), LinkedIn...8%,
Facebook...6%.

VERBATIM RESPONSES (see Appendix IV)

The conference virtual format was considered “somewhat” or “very” valuable by 85% of the respondents and 16 verbatims were received... (Q-14)

Fourteen (14) respondents provided verbatims to the question...”What about COMS World 2020 did you like best”. (Q-15)

Fifteen (15) respondents provided verbatims to the question...”What about COMS World 2020 did you like least”. (Q-16)

Twelve (12) respondents provided verbatims to the question...Are there any additional topics that you would recommend to be included in the next COMS World event”. (Q-20)

SUMMARY OF RESULTS (METRICS) (cont.)

PANELS AND FEATURE EVENTS

The responses to the specific panels / feature events listing “somewhat valuable” and “very valuable, resulted in an average 80% “favourability factor”.

The following was, in decreasing level, the assessments a.k.a. “favourability factor” of the various panels / events and the number of attendees from the 36 respondents

- Wearables Panel...95% / 19 attendees
 - NSF/ATE Panel...82% / 15 attendees
 - Funding Panel...77% / 10 attendees
 - Gratitude Social Lunch Event...64% / 11 attendees
- The Wearables Panel was a major success from both a favorability factor score of 95% and the 19-attendee perspective. So also, was the NSF/ATE Panel with 82% favourability factor and 15 attendees demonstrating that MANCEF needs to continue to support this activity.
 - The Gratitude Social Lunch event achieved a 64% favourability factor. Unfortunately, it did not invoke as much interest as expected with only 11 people of the 31 respondents attending of participants and therefore was deemed not cost-effective.

SUMMARY OF RESULTS (METRICS) (cont)

PROMOTION: EMAILS, PRESS RELEASES AND SOCIAL MEDIA

- Word-of-mouth was the leading vehicle to promote COMS World 2020 with 44% followed by other at 19% and Email/Constant Contact at 17%. LinkedIn produced only 8% and Facebook only 6%.
- Email campaign using Constant Contact was executed;
 - Three mailings using the MANCEF database and conducted by LionSky.
 - Two mailings to Roger Grace Associates academics data base with no respondents to receive free registration scholarships
- Articles and advertisements by R. Grace (Sensors Daily) and D. Tolfree (CMMI) were published promoting COMS World 2020.
- Press releases
 - R. Grace distributed via the Roger Grace Associates 220 editor mailing list at no cost
 - R. Andosca distributed via PR Newswire at a cost of \$3085
- Social Media: by several MANCEF members headed by R. Andosca was undertaken.
 - LinkedIn...all for free
 - Facebook...for free and an ad placement for \$600. by R. Andosca

This promotion effort, however, did not produce the anticipated results. It demonstrates that a greater emphasis needs to be placed on promoting and marketing future events with appropriate advance planning and budgets made available and exploring the use of possible additional promotional vehicles

CONCLUSIONS from the QUALITATIVE STUDY

(based on written feedback from attendees)

- Generally the management (chairs) and organisational structure of the conference was good.
- There were mixed views on the quality and relevance of some of the technical presentations
- The Entrepreneurial Workshop was highly rated, but some mentoring was not relevant.
- Some attendees expected a greater international attendance for an online conference.
- Many talks did not follow the conference theme.
- Very few abstracts and little knowledge of the talks prior to the conference were given.
- Lack of standards, particularly for some slides presentations and videos, and poor audio.
- The shortage of time for questions after talks reduced audience participation.
- Convergence in Wearables session - talks / panel discussion was very popular with innovative products.
- Well organised Chinese session with focused MEMS presentations received moderate attendance.

CONCLUSIONS from QUANTITATIVE STUDY

(based on metrics)

- The market study created by Roger Grace and Steve Walsh and executed by LionSky was extremely valuable in understanding the experience vis-à-vis the response of the attendees.
- We believe that the overall level of 92% given to “somewhat valuable” and “very valuable”, to be designated as a “favourability factor”, regarding the respondent’s assessment of the value of the COMS World 2020 was outstanding. Many verbatims were also provided that discussed likes / dislikes and ways to make the next COMS World 2020 were of value and will be addressed in the planning process of COMS World 2021.
- The entrepreneurial forum was a major success with 15 (42%) of the respondents acknowledging that they had attended and 75% stating that it was “somewhat” (valuable) or “very valuable”.

CONCLUSIONS (cont.) (based on metrics)

- We have averaged all of the responses to the specific panels / events listing “somewhat valuable” and “very valuable”, resulting 80% favourability factor.
- The Gratitude Event at 64% fell below the 80% favourability factor average, attracted 11 participants of the 36 respondents and also cost \$3,000. and in a relative sense at 16%, a significant amount of money for the apparently low number of attendees to the session.
- We have averaged all of the responses to the specific panels / events listing “somewhat valuable” and “very valuable”, resulting 80% favourability factor.

CONCLUSIONS (cont.) (based on metrics)

- The ability of the keynotes to bring people to the event was extremely disappointing and especially considering that their cost (\$7,500) was a rather significant portion (40%) of the overall conference expenses (\$18,769).
- Keynotes...Allan Dibb 35%, Kathy Ireland...29%, Scott Chase...29%
- The education session only highlight the work of various Institutes and their leaders, attendance was 15 of the 36 respondents and received a favourability factor of 82%.
- Two opening keynote talks did not directly relate to the conference theme and had low 29% favourability factor in influencing the participants' consideration for attendance.
- The marketing plan keynote achieved a low 35% favourability factor in influencing participants' attendance. Responses from the qualitative research varied significantly as to the value of the presentation.

The Gratitude Lunch on the first day was a social event. It was 64% below the 80% favourability factor and not well-attended (11 attendees of the 36 respondents).

CONCLUSIONS (cont.) based on metrics

- Considering that COMS World 2020 was conducted in a virtual format for the first time, it received an outstanding favourability factor of 85% with 16 verbatims provided.
- The “return COMS visitors” comprised 58% of the 21 respondents demonstrating that COMS events continue to provide value to attendees.
- The 194 attendees at COMS World 2020 was primarily from North America with 183 (93%) and with 12 (6%) from Europe and 2 (1%) from Asia/Pacific thus showing a need for broader promotion internationally.
- Attendance from an organizational perspective was 96 (49%) from industry, 97 (49%) from academia and 3 (2%) from government showing a need for broader promotion in the government sector.
- The net income from the conference was \$6,717.99 (see Appendix I) and fell far short of expectations. This is disappointing owing to the huge effort put in by many members. The paying of keynote speakers and their expenses is not normally done at COMS conferences, and the withdrawal of some sponsorships contributed to this shortage.

RECOMMENDATIONS/ CALL FOR ACTIONS

- Conduct a thorough review of available marketing and promotion vehicles and policies for future COMS and COMET conferences in compliance with the MANCEF strategy and use COMS World 2021 results to guide decisions.
- Seek-out and secure for all conferences experienced partners who can provide financial support, high-quality facilities and management resources.
- Potential partners should be those who see value in hosting the conference and are able and willing to bring together regional resources including sponsors, exhibitors, attendees, speakers to complement MANCEF's resources.
- Develop and approve contracts, based on an approved MANCEF model contract with the partner organization no less than nine months before the conference date.
- Establish essential upfront financial sponsorships which are to be formally committed before a conference proposal is accepted.
- Professional standards must be established and adhered-to for all conference proposals, particularly for hybrid conferences.
- Ensure that conference presentations are focused on topics relevant to the themes of the conference. Selections will be made by the Technical Committee from abstracts written according to a given format and provided before the conference to all registrants.

RECOMMENDATIONS/ CALL FOR ACTIONS (cont.)

- When possible, conference topics should be selected that are not addressed by other organisations to reduce unnecessary competition for attendees, exhibitors, speakers and sponsors.
- Presentations and panels should be selected that address the particular conference theme and appropriate space and time allocated for questions and where relevant adequate discussion.
- Conduct a thorough review of hybrid conferences worldwide held by other organisations and develop an operational management system for MANCEF since hybrid conferences are likely to become the future.
- MANCEF should create a plan and endeavour to develop formal collaborations/partnerships with professional and industrial-based organizations in the US, Europe and Asia to help support the promotion of future conferences.
- Establish MANCEF as an international foundation with conferences being hosted in the three regions US, Europe and Asia in countries that need to develop new commercialisation technologies and businesses based on them.
- All expenditure for conferences and associate costs must be certified and approved by the appointed Financial Director (Treasurer) of MANCEF or by his/her appointee. Such expenses must be transparent and shown to have a positive benefit to MANCEF.

APPENDICES

Appendix I: Financial summary

Appendix II: Sessions with Qualitative Metrics

Appendix III: List of Entrepreneurial Forum Presenters

The following are attached stand-alone documents

Appendix IV: Quantitative Metrics (Constant Contact Summary Report)

Appendix V: List of attendees Separate Excel Document

APPENDIX I

FINANCIAL SUMMARY

COMS World 2020 November 24, 2020

Deposits:

Coms sponsor - Upside Travel	\$ 3,000.00
Coms sponsor - Pasadena City College MNT-EC	\$ 3,000.00
Whoova proceeds	\$ 6,486.99
Coms sponsor - UNM	\$ 10,000.00
Coms sponsor - Hanking Electronics	\$ 3,000.00
	<hr/>
	\$ 25,486.99

Disbursements:

LionSky	\$ (600.00)
Coms Email list	\$ (720.00)
Research at MSIG event	\$ (75.00)
Bank/Visa charge & refund & wire fee	\$ (15.00)
Whoova charge reimb Todd Christenson	\$ (2,449.00)
Coms Exp - Alan Dibs	\$ (5,000.00)
check 1005 press release	\$ (3,085.00)
check 1006 speaker fee Joao Bocas	\$ (500.00)
IT support Lion Sky November 2020	\$ (225.00)
Gratitude lunch	\$ (3,000.00)
	<hr/>
	\$(15,669.00)

Beginning cash balance

\$ -

Current Cash

\$ 9,817.99

Pending transactions:

Kathy Ireland (No invoice yet)	\$ (2,500.00)
Facebook advertising (no receipt yet)	\$ (600.00)
	<hr/>
Total Pending	\$ (3,100.00)

Profit/Loss

\$ 6,717.99

Summary	
Sponsorships	\$ 19,000.00
Expenses	\$ 18,769.00
Profit/Loss	\$ 6,717.99

194 registrations

51 paid registrations, excludes MNT-EC

73 paid registrations with MNT-EC

APPENDIX II

Talks and Attendance

Tuesday 20 October	A
Speakers	
Opening Keynotes	
Kathy Ireland <i>Finding Resilience and Success in Crisis</i>	85
Scott Chase <i>New Rules To Break Ask Me Anything</i>	53
Convergence to Thrive in the Pandemic	
Inder Thukral/Steve Walsh <i>AI for the Process of Commercializing Converging Technologies</i>	57
Matthew Ennis <i>Funding During the Time of COVID-19: Starting with Innovation from the Customer's Perspective</i>	31
Robert Giasolli <i>Selling a Medical Firm under COVID-19 Conditions</i>	35
Dan Bijl <i>Acquisitions during the Pandemic - A Case Study</i>	26
Alex Koglin <i>In vitro manufacturing of pharmaceuticals Mergers and</i>	39
John Oberg <i>Simplified Psychology of Technology Adoption</i>	39
747 Gratitude Lunch	43

Commercialization Challenges p. 1	
Joe Mallon / Roger Grace <i>Acquisitions: Strategies for Success - The Story Behind the Story</i>	50
Andy Mu <i>Understanding and Commercializing IP for Emerging Technology</i>	30
Joseph Shaw / Andy Oliver <i>Successfully Overcoming Commercialization Barriers through University and Industry Collaboration</i>	30
Roger Grace <i>Technology Clusters Enabling Competitive Advantage, Job Creation, and Economic Expansion:</i>	26
Roger Grace <i>Critical Success Factors for the Commercialization of MEMS 2019 MEMS Industry Report Card</i>	26
Rafal Walczak <i>Laboratories in suitcases and lab-on-a-chips for identification of bacteria/virus pathogens</i>	29
Rodney Herrington <i>Safe Water for the World</i>	25
Cinzia Sada <i>Materials Development in Converging Technologies</i>	25
Agamemnon Crassidis <i>The Potential for Unmanned Aircraft Systems for Society, Security, and Environmental Responsibility</i>	32
Alexandre Mehdaoui <i>The Potential for Unmanned Aircraft Systems for Society, Security, Environmental Respons</i>	30
Doug Sparks <i>Convergence of 3D Printing & MEMS Technology: Fabs, Packaging and Micromachined Wafers</i>	35
Panel:Funding - Steve Walsh, Inder Thukral, Robert Giasolli, Joseph Mallon, Kurt Petersen, Juan Figueroa	47

Talks and Attendance

Wednesday 21 October	A
Speakers	
Convergence in Healthcare	
Janusz Bryzek <i>Exponential Acceleration of Healthcare Abundance</i>	40
Veena Misra <i>Self-Powered Sensing Systems for Pervasive Monitoring of Health and Environment</i>	39
Deb Chatterjee <i>Digital theranostics: How to bring it into consumerism culture</i>	25
Jeffrey Reynolds, <i>Cuff-less Measurement of Blood Pressure at the Touch of a Button</i>	28
Break	
David DiPaola <i>A Health Management Companion to Help People with Chronic Disease Master Self-care</i>	31
Malcolm Wilkinson <i>Organ on a Chip: An International Status Report</i>	32
Andy DeHennis <i>Continuous Glucose Measurement</i>	31
Convergence in Software Digitization	
John Canosa <i>IoT, AI, & Edge Computing - How Technology Convergence Becomes a Force Multiplier</i>	51
Mary Ann Maher <i>Digital Twins for Collaborative MEMS Design</i>	45
Networking Lunch	

Convergence in Software Digitization	
John Canosa <i>IoT, AI, & Edge Computing - How Technology Convergence Becomes a Force Multiplier</i>	51
Mary Ann Maher <i>Digital Twins for Collaborative MEMS Design</i>	45
Networking Lunch	
Convergence in Wearables	
Converging Technologies for 'FashTech' 'MedTech' Wearable Trackers with Predictive Wellness Monitoring Robert	35
Nancy Stoffel <i>Flexible Hybrid Electronics for the Digital World</i>	30
Qaizar Hassonjee <i>Smart Textiles – Concept to Commercialization Successes & Challenges</i>	30
Joao Bocas <i>Wearables</i>	25
Shad Roundy <i>Low Frequency Wireless Power Transfer for Biomedical Implants</i>	35
Anthony Flannery <i>The Body Electric – Health and Wellness versus Medical for Monitoring Technology</i>	39
Ken Nauman <i>Technical Challenges for Coatings on Fabrics for Wearable Devices</i>	26
Roger Grace <i>Commercialization for Printed, Flexible, and Functional Fabric Sensors for Wearables,</i>	30
Panel - Wearables – Veens Misra, Joao Bocas, Rafael Grossman, Qaizar Hassonjee	52

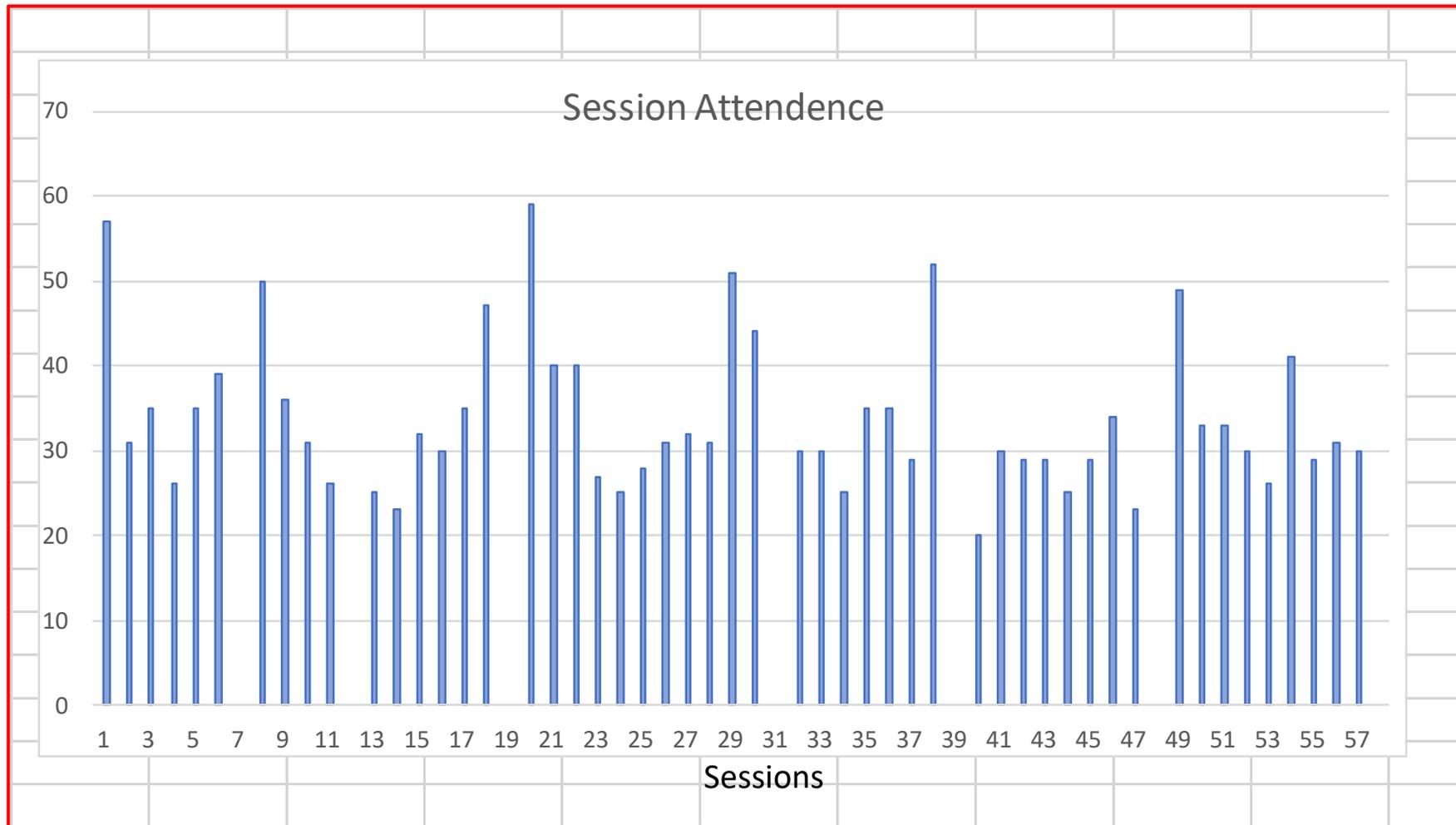
Talks and Attendances

Commercialization Challenges p. 2	
Allan Dib - Marketing	43
Convergence in Manufacturing	
Doug Sparks, Lucy Huang <u>MEMS Commercialization Infrastructure in China</u>	30
Eric Pabo. Tomas Bauer Wafer Processing Technology Advances, Access, and Support	20
Mike Rosa, <i>200/300mm MtM Technologies</i>	29
Tomas Bauer <i>Building an Efficient Global MEMS Foundry Operation</i>	29
Sara sun <i>Entering the Age of Trillion Sensors!</i>	29
Lucy Huang <i>Entering the Age of Trillion Sensors!</i>	34
Jerry Yi <i>SOI Technology of MEMS</i>	23
Roc Blumenthal <i>Considerations for Doing Business in China</i>	25

Thursday 22 Oct	
Speakers	
Convergence in Education	
Celest Carter <i>Introduction to the NSF – ATE</i>	49
Naomi Lee Designing a culturally inclusive virtual STEM and health training program for Native American high school students	29
Jared Ashcroft <i>National Micro Nano Technology Education Cente</i>	33
Linnae Fletcher <i>InnovATEBIO</i>	30
Ann Beheler <i>National Convergence Technology Center (CTC)</i>	30
Matthias Pleil <i>The Micro Nano Technology Education Special Interest Group</i>	41
John Beck <i>National Center for Autonomous Technologies (NCAT)</i>	33
PANEL DISCUSSION Panel Discussion: NSF - ATE (Advanced Technologica l Education) Centers	
	26

Graphical Representation of Attendance at Sessions

(Numbers are taken from Table 1 excluding the opening keynote talks)



APPENDIX III

ENTREPRENEURIAL WORKSHOP PARTICIPANTS

Company

Semaphore

Sensibly

VisionQuest Biomedical

Aqua Research

Actu8r

Enertia Microsystems

INVIZA

Curran Biotech

Cagent Vascular

Digitouch Health

Sigma Technologies

QuantumCyte

Speakers

Ned Tabat, Founder & CEO

David DiPaola, Founder & CEO

Simon Barriga, Founder & CEO

Rodney Herrington, Founder & CEO

Brent Lunceford, Founder & CEO

Jae Yoong Cho, Founder & CEO

Robert Andosca, Founder & CEO

Seamus Curran, Founder

Robert Giasolli, Founder & CTO

Mac Zemel, CEO, Jeff Reynolds, VP R&D

Bob Sachs, Founder & CEO

Bidhan Chaudhuri, Founder & CTO