

AESS Networking and Mentoring Program Update

AESS Board of Governors Meeting

May 12-13, 2017

Seattle, WA

Joe Fabrizio

Executive VP, AESS



Motivation

Objectives

- Benefits aimed at attracting and retaining younger members
- Encourage and empower our membership to grow the AESS

Analysis

- Networking/mentoring is fundamental for a thriving Society
- IEEE mentoring schemes – no significant impact on AESS

Initiative

- Develop an AESS Networking and Mentoring Program
- Custom design, run by Society, hosted on our website

End goal: A flexible international program that is carefully implemented, attentively supported and singularly focussed on providing benefits to AESS members.





AESS Professional Networking and Mentoring Program

NEW INITIATIVE: The AESS Professional Networking and Mentoring Program aims to develop and connect our members worldwide.

- Mentoring is a powerful way to give back to IEEE/AESS community.
- Game-changing opportunities for *students & young professionals*.
- New custom program specifically tailored to IEEE/AESS community.

<http://ieee-aess.org>

Progress

Completed actions since last AESS BoG meeting (Oct 2016):

1. Recruit mentors:

Recruitment from AESS BoG, DL Program, Technical Panels. Aimed for 30 Mentors by May - 85 mentor profiles featured.

2. Finalize website:

Resources include Mentor Profiles, FAQs, Mentorship Styles, Roles, Responsibilities, Guidelines, Expectations, Tips

3. Member Communications:

Developed participant welcome and follow-up emails, PPT presentations for chapters, flyer for conferences.

4. Kick-off Campaign:

Guest Editorial in AESS Magazine; Program advertised in QEB; Radar Conference (YP event, plenary, banquet, AESS Booth).

IEEE Radar Conference

- Very positive responses from young and experienced attendees
- Repeat at other AESS conferences (need support from the BoG)



2017 Young Professionals Reception

@ RadarConf 2017
Jointly with the Radar Systems School Reception
Sunday, May 7 2017 at 6:30PM, Westin Seattle Hotel



Free for IEEE Members Eligible for YP
Social Meeting and Networking Opportunity

Drinks and Hors D'Oeuvre

Keynote Speaker: Joe Fabrizio
"The AESS Mentorship Program"



The AESS strives to foster the professional growth of its members. Engagement and collaboration within our community is a catalyst for effective integration and professional development of AESS members. The Society recognizes that this important process should not be left to chance. For this reason, we have pioneered a custom Professional Networking and Mentoring Program to connect younger and more experienced AESS members. Our vision is a flexible international program that is carefully implemented, attentively supported and singularly focused on providing benefits to AESS members.

Sign Up!

Whether you want to engage in professional networking or mentoring, either as a mentor or a mentee, please visit the AESS website and fill out the online application form.

Mentors

Based on the information you provide, we will create a Mentor Profile for you. As a leader in your field, mentoring is a powerful way to give back to the community:

- Share knowledge and skills
- Foster community integration
- Shape the future of AESS

Mentees

After you review the Mentor Profiles in the sign-up process, you will be able to choose up to three mentor preferences. Don't miss this game-changing opportunity to:

- Grow professional competence
- Expand peer networks
- Achieve career goals

The Networking and Mentoring Program Committee will review all submitted information. After signing up, you will be contacted by the AESS Program Coordinator to get you started. Sign up today!
<http://ieee-aess.org/aess-professional-networking-and-mentoring-program>



- in <https://www.linkedin.com/groups/2912415>
- f facebook.com/IEEEAESS
- t @IEEE_AESS



Goals

- To create active engagement and collaboration between experienced members and younger members in the IEEE AESS Community.
- Our goal was to begin the program with 30 Mentors. We launched the program on January 1, 2017 with 85 mentors (we now have 98).
- Our aim was to have 10 mentees registered by May. We have 15 mentees already registered and expect more from the conference
- Our strategy moving forward is to continue to add quality mentors, but focus mainly on engaging mentees.
- We currently have 8 Mentor/Mentee matches made and operational.

Mentee Feedback

- *"The program has been great so far, I have very much enjoyed my meetings with Dr. Baker. This program has given me an opportunity to discuss my PhD research ideas with Dr. Baker and receive his feedback on what direction I should take. Thank you again for organizing this program."*
-- Devin Spatz
- *"The program is working great. Prof. Martorella and I already had two skype meetings and exchanged numerous emails. We decided to focus this relationship on 3D SAR imaging research, which is main part of my PhD. Thanks to my mentor's knowledge and experience I was able to significantly increase the effectiveness of my research."*
--Jedrzej Drozdowicz
- *"Thanks a lot for your program, it has helped me a lot. I and Professor Antonio have been collaborating on a research about censoring outliers in radar data, and we discussed a lot on that topic. The research is proceeding well and I think there will be some good results."*
--Sudan Han

Initiatives

- Continue to administer program in a structured and organized manner that seeks and learns from participant feedback.
- Focus on mentee recruitment.
 - Conferences: Targeted recruitment at major AESS conferences(e.g. DASC).
 - Mentors use their influence to raise awareness of the program in their networks, particularly the younger generation they interact with, to engage and inspire younger members to get involved.
 - Investigating a range of options for promoting AESS and the program effectively in a university environment. This includes putting flyers up on notice boards, word of mouth, etc.
 - Chapters: Chairs to raise awareness of program in local community (PPT presentation ready).
 - Membership: Promote new initiative in letters and communications to members
 - Education: DL slide pack to include mentoring as a benefit of AESS membership
 - Industry Relations: Work with VP to find ways to introduce the AESS program
 - Publications: Testimonials from a student or young professional perspective

Committee Members



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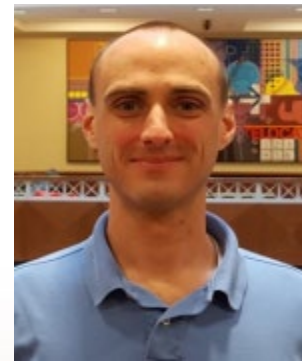
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