AESS Professional Networking & Mentoring Program

AESS Board of Governors Meeting
April 26-27, 2018
Boston, MA, USA

Fabiola Colone
Networking & Mentoring
Chair, AESS
Strategic Objectives

- The overall objective of the AESS Mentoring Program is to create active engagement and collaboration between experienced members and our younger AESS members.

- The program was launched on January 1, 2017 with around 80 mentors. Our focused strategy moving forward is to continue to add quality mentors, but focus mainly on showing value to and signing up mentees.

- These objectives not only provide value to our existing members, but may be relevant to the following goals of Member Services:
  - Grow AESS membership by 1% per year.
  - Recruit student members to full membership upon graduation.
  - Offer assistance to members for elevating to the next grade.
Mentoring Program statistics

- 92 Mentors (+4 in ‘waiting’ status since last BoG meeting)
- Mentees:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered</td>
<td>Waiting</td>
<td>Deleted</td>
<td>Matched</td>
<td>Registered</td>
<td>Waiting</td>
<td>Deleted</td>
<td>Matched</td>
</tr>
<tr>
<td>13</td>
<td>4</td>
<td>9</td>
<td>22</td>
<td>14</td>
<td>11</td>
<td>16</td>
<td>25</td>
</tr>
<tr>
<td>25</td>
<td>11</td>
<td>16</td>
<td>24</td>
<td>19</td>
<td>7</td>
<td>23</td>
<td>13</td>
</tr>
<tr>
<td>49</td>
<td>19</td>
<td>7</td>
<td>23</td>
<td>20</td>
<td>9</td>
<td>26</td>
<td>66</td>
</tr>
<tr>
<td>55</td>
<td>20</td>
<td>9</td>
<td>26</td>
<td>32</td>
<td>17</td>
<td>17</td>
<td>32</td>
</tr>
</tbody>
</table>

+11 new registrations since the last BoG meeting
+29 since January 2018

The Program continues to grow!
Mentoring Program statistics

17 Waiting
- 11 Waiting for info after welcome email
- 6 Need to be paired with Mentor (waiting for mentor reply or preferred mentors declined)

17 Deleted
- 11 No response after 3 follow-up (3 non AESS members)
- 4 No more interested
- 2 None of the selected mentors accepted

Average times:
- registration+info received > 40 days
- mentor identification + matching > 20 days
Mentoring Program statistics

Geographic distribution of mentees

- 2017
- 2018
- 2019
Weaknesses of the Program

- **Timeliness**: The process from the initial registration to the mentor/mentee match could be slow thus possibly causing a drop in enthusiasm.

- **Friendliness**: Some of the strategies we adopt to reach out to potential mentees are «impersonal». However, initiatives considering a personal engagement have been the most effective.

- **Effectiveness**: We do not monitor mentor/mentee pairs. However some of them are likely to become inactive after a while.

- **Publicity**: Initiatives giving prominence to the success of the program are occasional.
Mentoring Program – Objective #1
Program administration

- Administer the program in a structured and organized manner:
  - weekly monitoring of new online registrations, establishing appropriate communication
  - close contact with participants and perspective participants by offering assistance at different stages
  - check mentors profiles and try to complete with a list of keywords and topics of interest

- Initial stages of the process could be made easier by exploiting electronic forms. Perhaps someone on the Mentoring Program Committee could support Judy on a continuous basis.
Mentoring Program – Objective #2
Reinforce recruitment strategies

- Increase in number and extent the initiatives implementing recruiting strategies that consider a personal engagement:
  - Targeted recruitment at major AESS conferences (booths and dedicated events)
  - Advertising in AESS Publications, including testimonials
  - Engagement of AESS BoG / Mentors / Chapters / Panels / MP Committee
  - Exploiting synergic interactions with other activities running in AESS, especially Education initiatives (DLs)

- Also additional Mentors are needed
Highlights for Objective #2

Advertising in every issue of the AESS Magazine and the QEB

AESS Flyers sent to targeted Conferences

AESS Booth at 2019 IEEE Radar Conference
Highlights for Objective #2

YP Event @ IEEE Radar Conference 2019

- Targeted audience (about 260 registered participants)
- Kameron and Francesca as guest speakers to address the audience in a more effective way.
- Francesca offered a Mentee perspective.
Highlights for Objective #2

- About 120 participants
- Many students or young professionals in attendance

GTII Radar and Remote Sensing Workshop 2019

The 2019 Radar and Remote Sensing Workshop (RRSW2019) is the 3rd Edition in the series of workshops promoted by GTII, the Italian Information and Communication Technology group.

14:00 - 15:00 Update from the IEEE societies

Maria Sabrina Greco, V.P. Publications IEEE AESS
Fabiola Colone, V.P. Membership Services
Mentoring Program – Objective #3

Monitor and Stimulate Mentors/Mentee interactions

- Perform a survey across the Mentor/Mentee pairs to get feedback
- Ask Mentors to act as liaison between AESS and Mentees by forwarding messages that could be of interest to them:
  - New initiatives focused on young members
  - Award nomination deadlines
  - Conferences/Journal Special Issues deadlines
  - Job opportunities
Mentoring Program – Objective #3
Monitor and Stimulate Mentors/Mentee interactions

- Investigate appropriate process to establish an annual award for the best mentee:
  - Mentors could be the nominators.
  - Selection to be based on Mentor’s comments as well as on documented AESS related activities + short video?
  - The award could be linked with (or leverage) the IEEE AESS Engineering Scholarship Program (how many applications per year?)
  - The selected Mentee could receive a nominal prize (free registration to conferences, free tutorial)
  - Prominence should be then given to the recipient (e.g. article in the QEB)
Highlights for Objective #3

Examples of successful mentorship:

Walt Downing with Garrett Hall and Andres Tapia
Interactions focused on the development of "soft skills" such as interpersonal communications and leadership within the context of professional societies.

Ganesh Subramanain with Tamil Selvan and Arvind Sundaram
Ganesh trained his mentees on aeronautical basics for drones
Highlights for Objective #3

Another example of successful mentorship:

Pierfrancesco Lombardo with Octavio Cabrera Morrone

- Octavio joined IEEE and AESS in order to join the Mentoring Program.
- He started his mentorship relation with Prof. Lombardo in 2018.
- Currently he is spending a few months at our lab in Rome.
Mentoring Program – Objective #4
Give prominence to the success of the program

- “Mentoring Program in Action” in the QEB
- Article on mentoring in the magazine
  This article should be less about the program and more about mentoring per se.
  Ideally, it should be the type of article a member will put in front of a student or YP he or she cares about professionally and says “you might like to read this”.
Highlights for Objective #4

Articles in the last QEB editions

2019 1st Qtr

2019 2nd Qtr

AESS Professional Networking and Mentorship Program in Action

As a part of IEEE AESS Mentorship program, Dr. Ganesh Subramanian and his mentees Aravind and Tamilsevan, successfully rebuild a Hexa copter and Octocopter at their ‘Team Dronix’ research lab which is located Panimalar Institute of Technology, Chennai, India during October 2018 to January 2019.

The major components were replicated using 3D printer and few of other were semi customized. The Octocopter will be used in RFID based Smart Vehicle Parking System and the Hexacopter with the payload capacity of nearly 6 Kg will be utilized for delivery purpose in a factory environment. They did test both drones on manual pilot mode and advancing towards making them in autonomous mode.
Committee Members

Fabiola Colone    Judy Scharmann    Francesca Filippini    Fredrik Gustafsson    Kameron Lacalli    Lorenzo Lo Monte    Sean Malek

...and invaluable help offered by

Walter Downing    Michael Noble    Ethan Lin