Professional Networking and Mentoring Program
Francesca Filippini, Co-Chair

October 18-19, 2019
Cologne, Germany
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.
The Mentoring Program Statistics

- 93 Mentors currently registered

Mentees

+ 20 new registrations since the last BoG meeting
+ 3 new matches since the last BoG meeting
Objectives

- **Speed up the registration process**
  Administer the program in a more structured and organized manner

- **Collect Testimonials and Feedbacks**
  Perform surveys across the matched pairs to get feedback, use them to improve the program

- **Improve Recruitment Strategies**
  Increase in number and extent the initiatives implementing recruiting strategies that consider a personal engagement

- **Reward Best Mentee of the Year**
  Identify suitable nomination process and a symbolic prize to annually award one Mentee

- **Highlight the success of the program**
  Give prominence to successful mentorship experiences
Objectives and Ongoing Activities

Objective #1 – Speed up the registration process

- Administer the program in a more structured and organized manner
- Average waiting time between registration and matching is above 3 weeks

Completed actions
- Ethan Lin developed the **IEEE AESS Mentoring Program Signup** form

Backlog
- Integrate the **IEEE AESS Mentoring Program Signup** form in the registration process
- Someone on the Mentoring Program Committee could support Judy on a continuous basis
Objectives and Ongoing Activities

Objective #2 – Collect Testimonials and Feedbacks

- Perform surveys across the matched pairs to get feedback
- Share them with potential new members
- Use them to improve the program

Completed actions

- **New Mentees Testimonials** have been collected
- **AESS Testimonial Page** has been updated with new feedbacks

Backlog

- Keep collecting **Mentees Testimonials**
- Start collecting **Mentors Testimonials**
Objectives and Ongoing Activities

Objective #3 – Improve Recruitment Strategies

- Increase in number and extent the initiatives implementing recruiting strategies that consider a personal engagement:
  - Targeted recruitment at major AESS conferences
  - Dedicated talks at YP Event @ major AESS conferences, workshops etc.
  - Advertising in AESS Publications, including testimonials
  - Engagement of AESS BoG, Mentors, Local Chapters, Panels

Completed actions
- Dedicated e-mail to all students promoting the program (+13 Mentees)
- Dedicated talk at the 3rd Italian RRSW in Rome in May 2019

Backlog
- Organize YP events at RADAR2020 and RadarConf 2020
Objectives and Ongoing Activities

Objective #4 – Reward the Best Mentee of the Year

- Reward the Best Mentee of the year with a symbolic prize (e.g. free participation in AESS conference)
- Awarded Mentee could be featured in the QEB and maybe share his/her experience during the talks at YP events

Backlog:
- Identify suitable process to grant the award (application, evaluation process, etc.)
- Identity suitable prize
Objectives and Ongoing Activities

Objective #5 – Highlight the success of the program

- Give prominence to successful mentorship experiences

**Completed actions:**
- Mentoring Program in Action in the last QEB editions

**Backlog:**
- 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”.
Objectives and Ongoing Activities

**Objective #5 – Highlight the success of the program**

*Articles in the last QEB editions*

**2019 1st Qtr**

The IEEE AESS Professional Networking and Mentorship Program in Action

**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 Tamilselvan, 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.

**2019 3rd Qtr**

AESS Professional Networking and Mentorship Program in Action

As a part of IEEE AESS Professional Networking and Mentorship Program, Dr. Ganesh Subramanian has successfully completed his first mentorship assignment. His mentees belong to “Team Dronix.” Er Aravind and Er Tamilselvan have successfully learned to design various drones, drone piloting, ariel mapping, and surveying.

They were able to develop customized Quad, Octo, and Hexa copters on their due course. Er Aravind has earned a paid internship to do an aerial survey of slum areas of Oddisa State, Government of India, from 5 June to 5 July 2019. Their mentor experience could be viewed on the YouTube channel “Team Dronix” IEEE AESS MENTOR-MENTEE JOURNEY 2017 to 2019.
Committee Members

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

...and invaluable help offered by

Walter Downing  Michael Noble  Ethan Lin