

AESS Professional Networking & Mentoring Program

AESS Officers Strategic Planning Meeting

February 9, 2019

Miami, FL

Fabiola Colone

Networking & Mentoring

Chair, AESS

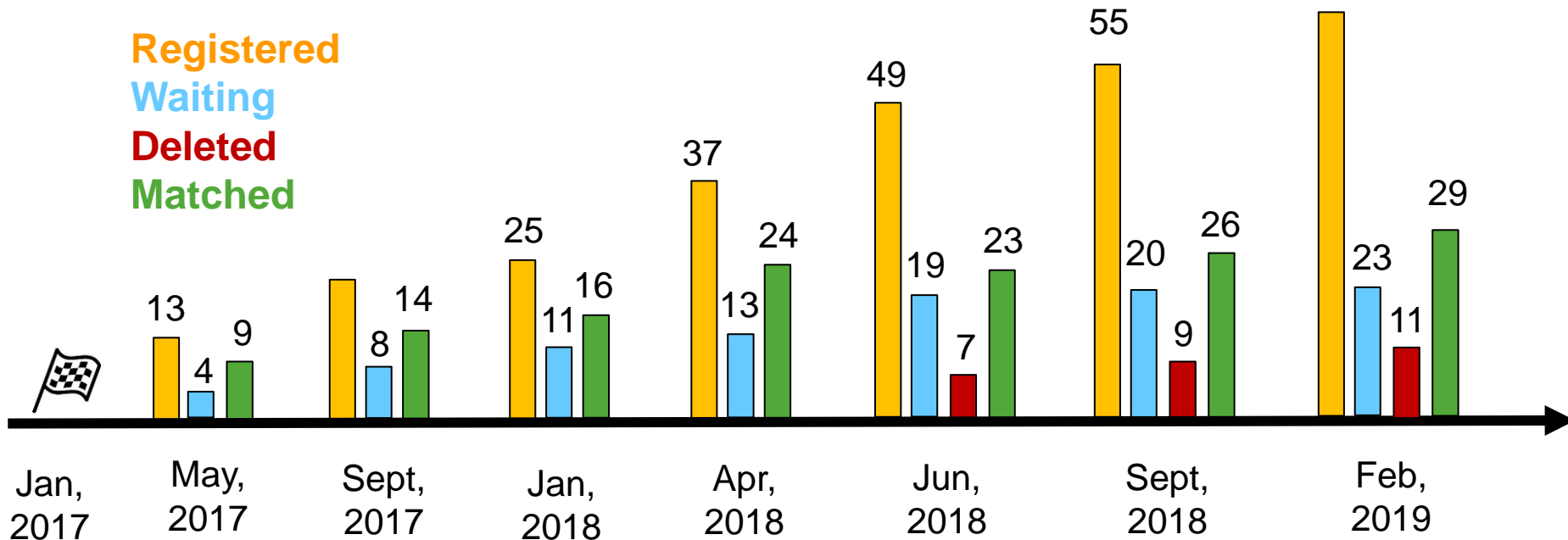


Strategic Objectives

- 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:
 - (5) Grow AESS membership by 1% per year.
 - (8) Recruit student members to full membership upon graduation.
 - (9) Offer assistance to members for elevating to the next grade.

Mentoring Program statistics

- 92 Mentors (+3 in 'waiting' status since last BoG meeting)
- Mentees:

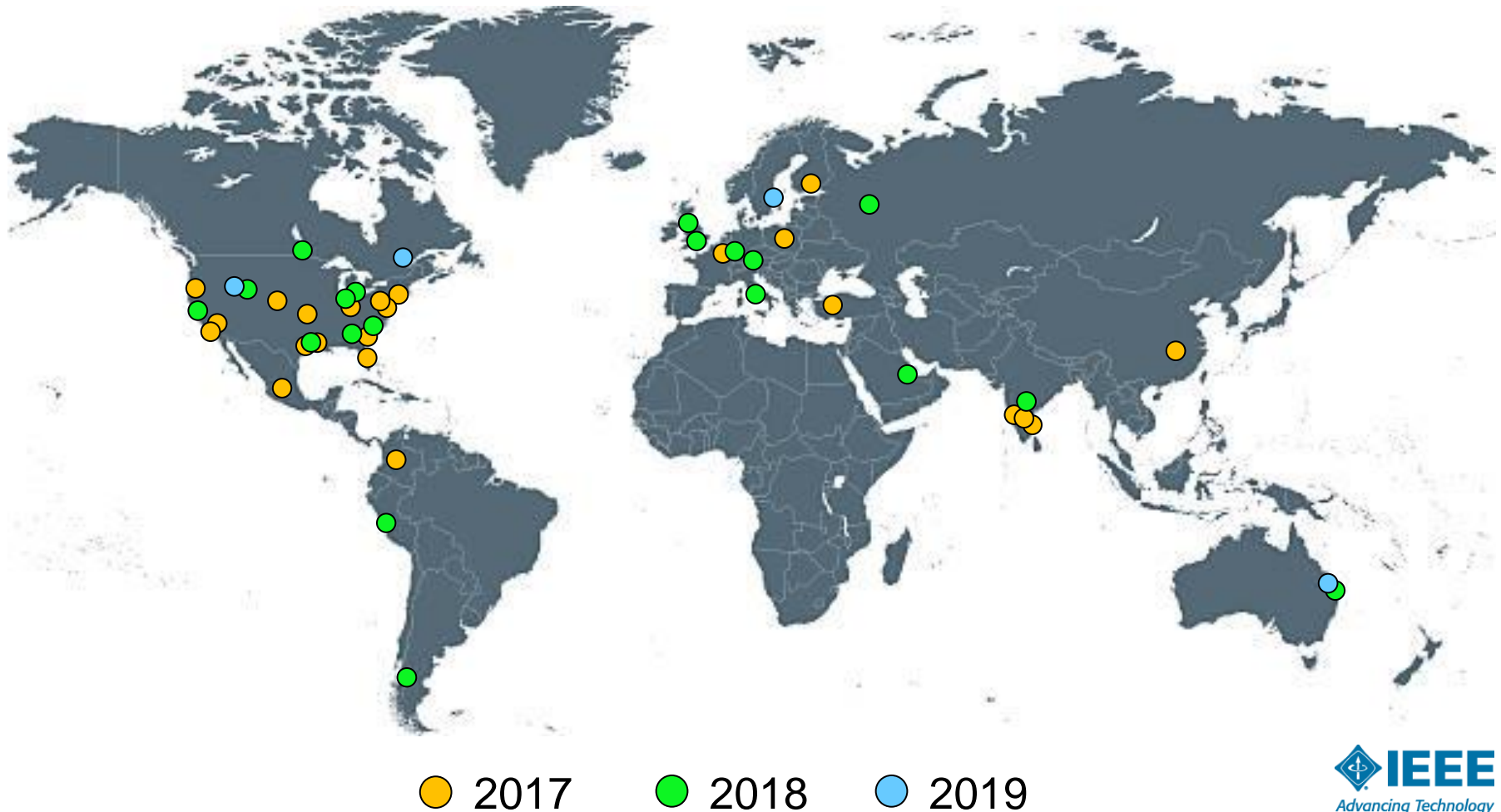


+8 new registrations since the last BoG meeting
+38 since January 2018

The Program continues to grow!

Mentoring Program statistics

Geographic distribution of mentees



Weaknesses of the Program

- **Friendliness**: Some of the strategies we adopt to reach out to potential mentees are «impersonal». However, initiatives considering a personal engagement have been verified to be 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.
- **Timeliness**: The process from the initial registration to the mentor/mentee match could be slow thus possibly causing a drop in enthusiasm.

Mentoring Program – Objective #1

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)

Mentoring Program – Objective #2

Stimulate Mentors/Mentee communications

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

Mentors have discretion in identifying the most relevant messages for his/her Mentee.

Mentoring Program – Objective #3

Best Mentee of the Year Award

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)

Mentoring Program – Objective #4

Article on Mentoring in the Magazine

Consider an article on mentoring for 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”.

Mentoring Program – Objective #5

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

Perhaps someone on the Mentoring Program Committee could support Jane on a continuous basis.

Committee Members



Fabiola
Colone



Jane
Buckingham



Francesca
Filippini



Fredrik
Gustafsson



Kameron
Lacalli



Lorenzo
Lo Monte



Sean
Malek

...and invaluable
help offered by



Walter
Downing



Michael
Noble



Ethan
Lin