

# **AESS Professional Networking & Mentoring Program Update**

**AESS Board of Governors Meeting**

**September 28-29, 2018**

**Rome, ITALY**

**Fabiola Colone**  
**Networking & Mentoring**  
**Chair, AESS**



# Objectives

Long-term 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.

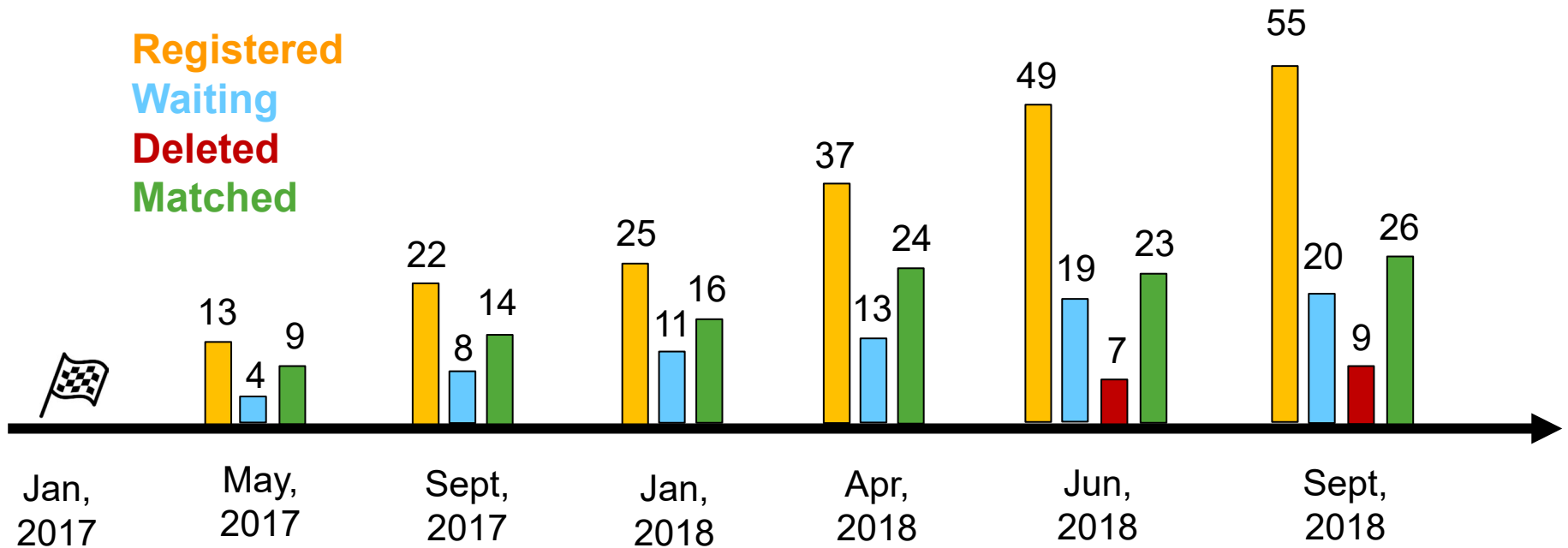
# Initiatives

## Short term (1-2 year) initiatives

- Administer the program in a structured and organized manner; close contact with participants and perspective participants.
- We set a goal to increase the number of mentees up to 50 in our second year of operation. Strategy:
  - Targeted recruitment at major AESS conferences.
  - Advertising in AESS Publications, including testimonials.
  - Engagement of AESS BoG/Mentors/Chapters/MP Committee.
  - Exploiting synergic interactions with other activities running in AESS, especially Education initiatives.
  - Encourage Mentoring Program directly in the class rooms.
  - Investigating a range of options for adding and showing value.

# Mentoring Program statistics

- 92 Mentors (+6 since last BoG meeting)
- Mentees:

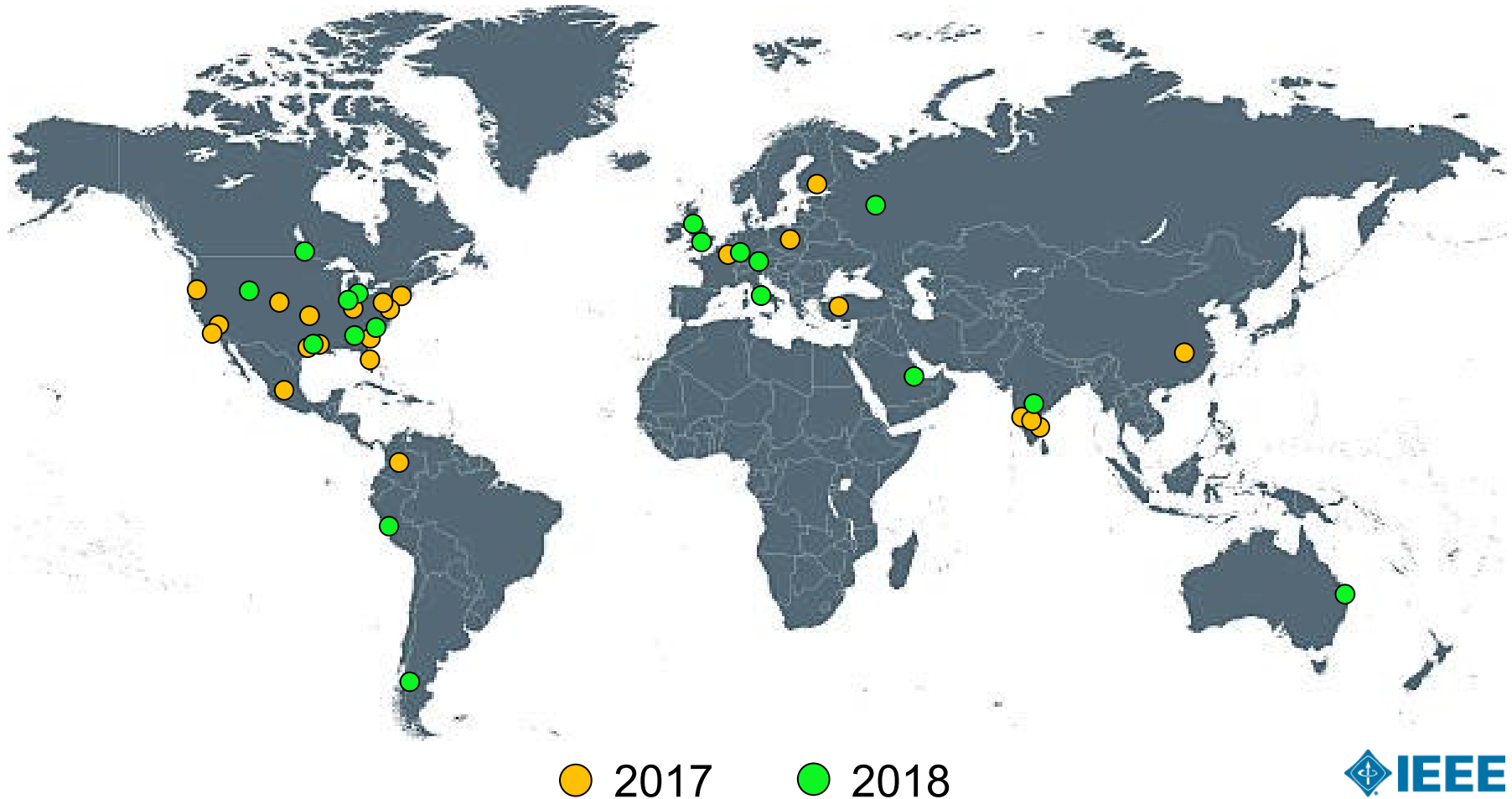


+18 new registrations since the last BoG meeting  
+34 since September 2017

The Program continues to grow!

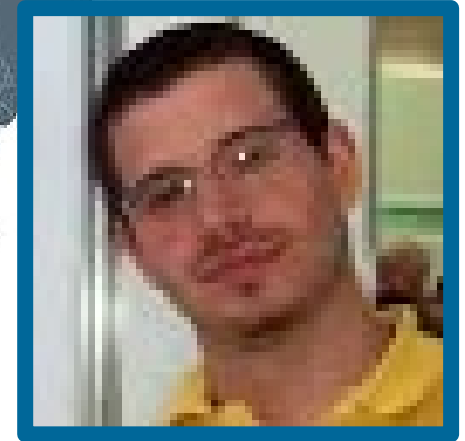
# Mentoring Program statistics

Geographic distribution of mentees



# Highlights

New registered mentee:  
an emblematic case  
Octavio Cabrera Morrone



- PhD student at Universidad Nacional de Cuyo, funded by Consejo Nacional de Investigaciones Cientificas y Tecnicas (San Carlos de Bariloche, Rio Negro, Argentina)
- Research topic: Passive Radar. Expertise in this area is not available within his institution or local area.
- He joined IEEE and became an AESS member in order to join the Mentoring Program.

# Highlights

A quite successful mentorship:  
Dr. Ganesh Subramanain with  
Tamil Selvan and Arvind Sundaram  
R&D and Entrepreneurship Development Cell,  
Panimalar Institute of Technology (Chennai, India)



- Ganesh trained his mentees on aeronautical basics for drones. They eventually built a semi-customized octocopter intended for carrying medical amenities. Now they are working on fully autonomous version.



- Articles on the last QEB editions (*"Mentoring Program in Action"*), nice movie recorded (<https://www.youtube.com/watch?v=kCCb9bbbtmI>)

# Highlights

## New Mentorship Program advertisement for AESS Magazine

### AESS Flyers sent to targeted Conferences:

- 2018 International Conference on Radar (RADAR2018)
- 2018 Aerospace Conference
- 2018 IEEE Int. Environmental Engineering Conf.

### AESS Booth at targeted AESS conferences:

- 2018 AUTOTESTCON
- 2018 IEEE Radar Conference



**AESS** 

Looking for an effective way to expand your professional network?

Do you need an expert guidance for your research activity on that pioneering topic?

Seeking advice on setting and achieving goals for personal growth and career advancement?

**AESS Professional Networking & Mentoring Program**

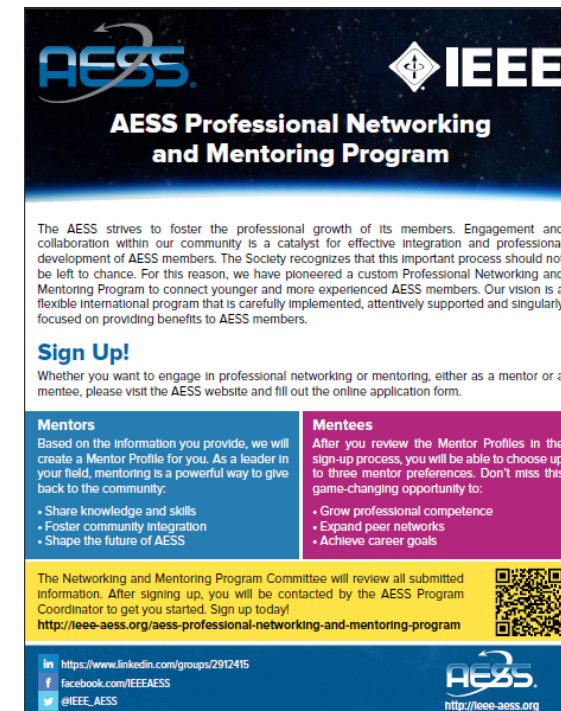
Sign up for the AESS Professional Networking and Mentoring Program and enjoy the benefits of this international innovative program that helps connect students and young professionals with more experienced AESS members for a two-way exchange.


An excellent core of distinguished international members distributed across industry, academia, and government, who are experts in their field, are willing to share their time and experience to develop future leaders within the AESS.

More information is available on the AESS website at the following link:  
<http://ieee-aess.org/aess-professional-networking-and-mentoring-program>



**We are waiting for you!**



**AESS** 

**AESS Professional Networking and Mentoring 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	Mentees
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: <ul style="list-style-type: none"><li>• Share knowledge and skills</li><li>• Foster community integration</li><li>• Shape the future of AESS</li></ul>	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: <ul style="list-style-type: none"><li>• Grow professional competence</li><li>• Expand peer networks</li><li>• Achieve career goals</li></ul>

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>



 <https://www.linkedin.com/groups/2912415>  
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<http://ieee-aess.org>



# Actions accomplished

## Actions accomplished since last BoG meeting

- Performed careful analysis of the established processes, including web-pages, available info, etc.
- Identified and implemented effective strategies to monitor newly registered mentees in order to
  - assist the mentees in the selection of the preferred mentors,
  - support mentees in the registration process,
  - delete inactive participants.
- Sent flyers to targeted conferences with AESS Booth where possible.
- Publicized the flyer in the AES Systems Magazine (created a new advertisement) and QEB, including testimonials.

# Actions moving forward

- Identify appropriate processes to create direct links with students in order to promote the program. We worked on a message to be sent to student members to establish a "friendly" contact with their reps; action slowed down by GDPR (Federico, Sean, Fabiola).
- Obtain more mentee testimonials to include in advertising and/or a Magazine paper on mentoring. (Jane, Fabiola)
- Check mentors profiles and try to complete with a list of keywords and topics of interest (Federico, Sean, Jane)
- Investigate options for creating and showing opportunities and benefits for the mentees (committee):
  - Highlights on the professional developments (PhD, job positions, member elevation, awards nomination, publications,...)
  - Recognition and grants (mentees on the AESS webpage, grant for the 'mentee of the year',...).

# Actions moving forward

- Continue to send Mentoring Flyer to targeted AESS conferences (Jane)
- Continue to advertise in the AES Systems Magazine and QEB. (Jane, Fabiola)
- Continue to consider an AESS Booth at targeted AESS conferences (Committee)
- Continue to consider a YP event at targeted AESS Conferences (Lorenzo)
- Weekly monitoring of new online registrations, establishing appropriate communication (Jane)
- Follow-up with current matches (Jane)
- Reach out again to the DLs and Chapter Chairs asking for support to advertise the program. (Jane)