

AESS Professional Networking & Mentoring Program Update

AESS Board of Governors Meeting

April 27-28, 2018

Oklahoma City, OK, USA

Fabiola Colone

Networking & Mentoring

Chair, AESS



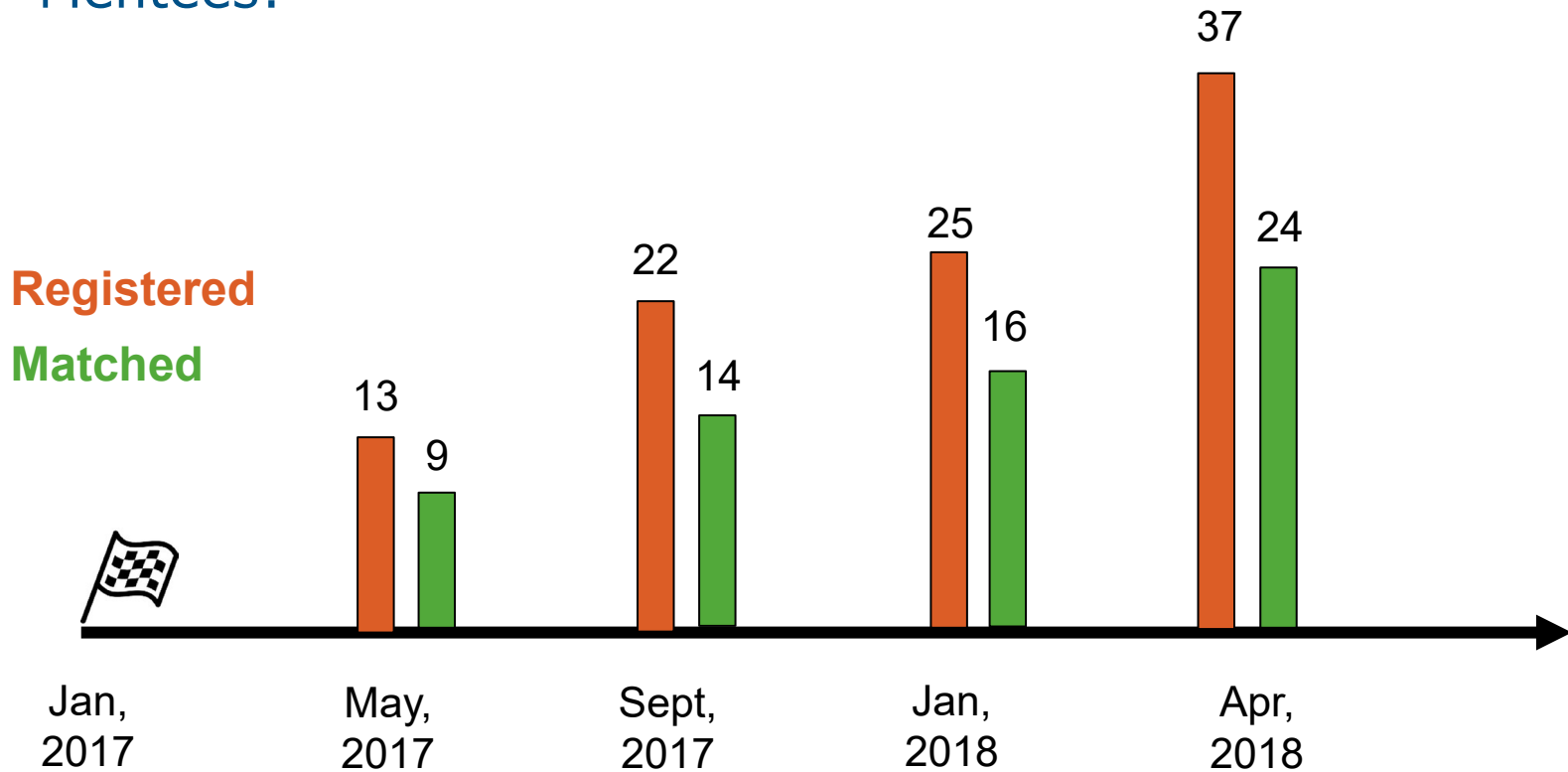
Objectives

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 85 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

- About 90 mentors (+9 since last BoG meeting)
- Mentees:



The Program continues to grow!

Mentoring Program status



Careful analysis
of the established
processes.



- Structured processes, perfectly working.
- Large possibility to add new mentors.
- Finding new mentees is the hardest point:
 - Many young members are still not aware of the program.
 - They are shy or they cannot see proper ways to interact.
 - They cannot easily identify benefits.



Feedback from committee members



Promoting the
program within my
network.



Initiatives

Short term (1-2 year) initiatives

- The analysis of the Mentoring Program status will be extended to include a survey among participants and potential participants.
- We have a goal to increase the number of mentees up to 50 in our second year of operation. Strategy:
 - Targeted recruitment at major AESS conferences.
 - Engagement of Chapters/Mentors/AESS BoG/MP Committee.
 - Exploiting synergic interactions with other activities running in AESS, especially Education initiatives.
 - Investigating a range of options for adding and showing value.
 - Encourage Mentoring Program directly in the class rooms.
- Administer the program in a structured and organized manner; close contact with participants.

Highlights

YP Events at Conferences

- IEEE YP funding secured by Lorenzo Lo Monte
- Targeted audience (about 60 participants)
- Mentors in attendance to meet the students and Young Professionals
- Scheduled conferences:
 - 2018 Aerospace Conference
 - 2018 Radar Conference (just after the Summer School)



IEEE youngprofessionals **AESS** **IEEE**

2018 Young Professionals Reception

@ RadarConf 2018
Sunday, April 22 2018 at 6:30PM
Meeting Rooms 14/15 at Cox Convention Center

Free for IEEE YP Members
Social Meeting and Networking Opportunity
Drinks and Hors D'Oeuvre

Guest Speakers:

Prof. Fabiola Colone
"The AESS Mentorship Program"

Dr. Lorenzo Lo Monte
*"Benefits of Being a YP" and
"The AESS Resource Center for YP"*

The poster includes several small images: a group of people smiling, a group of people with colorful balloons, a woman's portrait, a group photo of people, a cocktail glass, a plate of food, and a man's portrait.



Highlights

AESS Chapter Summit at the Radar Conference venue

- Proposed and organized by Mike Wicks.
- Unique opportunity to promote the Mentoring Program by
 - highlighting the benefits,
 - identifying the potential role of the chapters.



AESS Chapter Summit Renaissance Oklahoma City Convention Center Hotel

April 26, 2018
2:00 pm – 5:00 pm
Room MR 14

2:00 pm	Welcome and Overview	Mike Wicks
2:10 pm	Introduction of AESS Officers --Joe Fabrizio, President --Kathleen Kramer, VP Education --Wolfgang Koch, VP Membership --Fabiola Colone, BoG Member --Lorenzo Lo Monte, BoG Member	
2:15 pm	AESS Short Course Initiative	Joe Fabrizio
2:45 pm	Young Professionals Program	Lorenzo Lo Monte
3:00 pm	AESS Resource Center	Sabrina Greco
3:15 pm	The Distinguished Lecturer Program	Kathleen Kramer
3:30 pm	The AESS Professional Networking and Mentoring Program	Fabiola Colone
4:00 pm	Roundtable discussion of Chapter Chair needs	All
4:45 pm	Closing Comments and Wrap-up	Mike Wicks
5:00 pm	Adjourn	


Highlights

AESS Flyers sent to targeted Conferences:

- 2017 AUTOTESTCON
- 2017 International Radar Conf.
- 2017 Sensor Signal Processing for Defense Conference
- 2017 Sensor Signal Processing for Defense Conference
- 2018 Aerospace Conference
- 2018 IEEE International Environmental Engineering Conf.

AESS Booth at targeted AESS conferences:

- 2017 AUTOTESTCON
- 2018 IEEE Radar Conference



The flyer features the AESS logo on the left and the IEEE logo on the right, both set against a dark blue background with a starry pattern. The title "AESS Professional Networking and Mentoring Program" is centered in white. Below the title, a paragraph describes the program's goal to foster professional growth through networking and mentoring. A "Sign Up!" section follows, with a sub-section for "Mentors" (blue background) and "Mentees" (purple background). A yellow section at the bottom contains a QR code and contact information for the program committee. The footer includes social media links for LinkedIn, Facebook, and Twitter, along with the AESS website URL and the IEEE logo with its tagline.

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">• Share knowledge and skills• Foster community integration• Shape the future of AESS	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">• 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>



 <https://www.linkedin.com/groups/2912415>
 [facebook.com/IEEEAESS](https://www.facebook.com/IEEEAESS)
 @IEEE_AESS


<http://ieee-aess.org>


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for Humanity

Actions moving forward

- Continue to send Mentoring Flyer to targeted AESS conferences (Judy)
- Continue to consider an AESS Booth at targeted AESS conferences (Committee)
- Continue to consider a YP event at targeted AESS Conferences (Lorenzo)
- Continue to advertise in the AES Systems Magazine and QEB. (Judy, Fabiola)
- Weekly monitoring of new online registrations, establishing appropriate communication (Judy)
- Follow-up with current matches (Judy)
- Obtain more mentee testimonials to include in advertising (Judy, Fabiola)
- Reach out again in 2018 to the DLs and Chapter Chairs asking for support to advertise the program. (Judy)

New Actions

- Identify and implement effective strategies to assist the mentees in the selection of the preferred mentors (Fabiola, Judy)
- Identify appropriate processes to perform a survey of the students (graduates and undergraduates) to possibly create direct links in order to promote the program (Federico, Sean, Fabiola)
- Check mentors profiles and try to complete with a list of keywords and topics of interest (Federico, Sean, Judy)
- 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',...).