

AESS Networking and Mentoring Program Update

AESS Board of Governors Meeting

September 22-23, 2017

St. Petersburg, FL

Joe Fabrizio

Executive VP, 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.
 - Our goal was to begin the program with 75-100 Mentors. We launched the program 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 since membership is a prerequisite to belonging to the program, AESS membership may be increased.

Initiatives

■ Short-term (1-2 year) **initiatives:**

- Administer the program in a structured and organized manner. This means close contact with participants, giving personal attention when needed. Initial email wording and follow-up is a structured process that is followed for consistency.
- We have a goal to sign up 50 mentees in our first year of operation. To that end, we are implementing the following strategy:
 - Targeted recruitment at major AESS conferences.
 - Member engagement: We are asking that mentors use their influence to raise awareness of the program in their networks and with the younger generation they interact with, to engage and inspire younger members to get involved.
 - Investigating a range of options for promoting AESS and the program effectively in a university environment. This includes putting flyers up on notice boards, word of mouth, having flyers available for pick up in seminars etc.

Mentee Update

- Mentee Program statistics:
 - 22 Mentees have registered for the program, up from 13 in May.
 - Out of the initial 13, 4 were dropped for either non-responsiveness, bad email address, or changed their mind.
 - 14 matches made. There are 4 waiting to be matched.
 - 1 to be re-matched.
- The Program continues to grow!



Highlights

■ YP Events at Conferences

- IEEE YP funding secured by Lorenzo
- Targeted audience
- On the spot Mentoring Program sign-up
- Mentors in attendance to meet the students and Young Professionals
- Win-win situation
- **Scheduled conferences:**
 - **2018 Aerospace Conference**
 - **2018 Radar Conference**



2017 Young Professionals Reception

@ RadarConf 2017

Jointly with the Radar Systems School Reception
Sunday, May 7 2017 at 6:30PM, Westin Seattle Hotel



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



Keynote Speaker: Joe Fabrizio
"The AESS Mentorship Program"



Highlights

- AESS Flyers sent to targeted conferences
 - 2017 AUTOTESTCON
 - 2017 DASC
 - 2017 International Radar Conf.
 - 2017 Sensor Signal Processing for Defense Conference

- Approaches have been made by two IEEE societies, wanting to model this mentoring initiative.



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

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:

- Share knowledge and skills
- Foster community integration
- Shape the future of AESS

Mentees

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:

- 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>



Accomplished Actions

Actions accomplished since last BoG meeting:

- Mentee recruitment drive:
 - Sent a letter from Teresa to all AESS Chapter Chairs asking them to share a PPT presentation (developed by the Mentoring Committee) and the flyer at their chapter meetings. We received good response from Chapter Chairs:
 - Heinz Wipf, Switzerland Section Chapter
 - Dante Bolatti, Toronto Section Chapter
 - Mehrdad Tirandazian, Toronto Section Chapter
 - G.Viswanathan, Bangalore Section Chapter
 - Erik Blasch, Montreal Section Chapter
 - Hongbo Sun, Singapore Section Jt. Chapter
 - Jan A. Khan, Connecticut Section Chapter
 - Ram Gupta, India Council Jt. Chapter
 - Mark Bentum, Benelux Section Chapter
 - Marco Maffei/Alfonso Farina, Italy Section Chapter
 - Kristin Bing, Atlanta Section Chapter
 - Walt Downing, Central Texas Section Chapter

Accomplished Actions

Actions accomplished since last BoG meeting:

- Sent flyers to targeted conferences. (2017 AUTOTESTCON, 2017 DASC, 2017 International Radar, 2017 Sensor Signal Processing for Defense Conference)
- Publicized the flyer in the AES Systems Magazine and QEB.
- Held committee meetings via email and GoToMeeting.

Actions moving forward:

- 2018 actions:
 - 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)
 - 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)
 - Reach out again in 2018 to the DLs and Chapter Chairs asking for support to advertise the program. (Judy)
 - Advertise in 2018 in the AES Systems Magazine and QEB. (Judy)

Student Focus

Draft Flyer



Robert T. Hill Best Dissertation Award

The Robert T. Hill Best Dissertation Award is an annual AESS award to recognize candidates that have recently received a Ph.D. degree and have written an outstanding Ph.D. dissertation in the field of interest of the Aerospace and Electronic Systems Society. Its purpose is to grant international recognition for the most outstanding Ph.D. dissertation by an AESS member.

For more information, please see the AESS website.
<http://iee-aess.org/membership/awards/robert-t-hill-best-dissertation-award>



Networking & Mentoring Program

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.

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.

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://iee-aess.org/aess-professional-networking-and-mentoring-program>



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


<http://iee-aess.org>

Short Course Initiative

IEEE South Australia Section
Control & Aerospace and Electronic Systems Chapter

One Day Workshop
Introduction to HF Over-the-Horizon Radar (OTHR)

The IEEE South Australia Section and CAES Chapter invites you to attend a unique one day workshop by IEEE Distinguished Lecturer Dr Joe Fabrizio - Defence Science and Technology Group (DSTG)

About the workshop:
The workshop introduces the fundamental principles of OTHR design and operation in the challenging HF environment to motivate and explain the architecture and capabilities of modern OTHR systems. It describes conventional and adaptive processing techniques for clutter and interference mitigation in addition to emerging applications, including HF passive radar, blind signal separation and multipath-driven geolocation. A highlight of the workshop is the prolific inclusion of experimental results to illustrate the practical application of advanced signal processing to real-world OTHR systems. The workshop is expected to benefit students, researchers, engineers and practitioners working in the OTHR field.

About the presenter:
Dr Giuseppe (Joe) Fabrizio has been with the Australian Defence Science and Technology Group since 1994 and currently leads the EW and signal processing section of the HF radar branch. He is a senior member of the IEEE and has authored over 50 peer-reviewed journal and conference publications. He is a co-recipient of the prestigious M. Barry Carlton Award for the best paper published in the IEEE Transactions on Aerospace and Electronic Systems (AES) in 2003 and 2004. In 2007, he received the coveted DSTG Science and Engineering Excellence Award for developing and implementing robust adaptive beamforming techniques used in the Jindalee Operational Radar Network (JORN). He was granted the IEEE Fried Nathanson Memorial Radar Award in 2011 for "contributions to OTHR and radar signal processing". Dr Fabrizio currently serves as Vice President of Education on the AES Society Board. He has presented OTHR tutorials at six IEEE radar conferences and is the author of a text on OTHR, McGraw-Hill, NY, 2013.

Participants receive the text book "High Frequency Over-the Horizon Radar", McGraw-Hill, NY, 2013

Time: 9:00 am - 5:00 pm
 Date: Friday 27th November 2015
 Venue: Technology Park, Innovation House, 50 Mawson Lakes Boulevard, Mawson Lakes

Registration: Remove the slip below and return completed to CAES Chapter, IEEE SA Section.
Early bird registration closes 5pm 2 November 2015

IEEE South Australia Section
Control & Aerospace and Electronic Systems Chapter

Workshop on
Radar System Prototyping and Electronic Warfare

The IEEE South Australia Section and CAES Chapter invites you to attend a one day workshop by IEEE Distinguished Lecturer Dr Lorenzo Lo Monte - Telephonics Corporation.

About the workshop:
This three day tutorial workshop comprises a day on radar Systems Prototyping, and two days of Electronic Warfare. This includes an introduction day covering the electronic attack (EA), electronic support (ES) and electronic protection (EP) and a second day focusing further on electronics support, ELINT and radar reverse engineering. Participants can register for any combination of days as desired. Please see second page for a full description of each day. Note that the course is taught at an unclassified level.

About the presenter:
Dr. Lo Monte has long and comprehensive experience in applied Radar, RF, DSP, EW system design and prototyping, from small companies, consulting, academia, research institutions, to large defense contractors and government agencies worldwide. He serves as Chief Scientist at Telephonics, a Top-100 defense corporation specializing in ISR solutions, with the role of translating research innovations into commercial products. Prior to that, he was an Associate Professor at the University of Dayton, where he created the courses "Intro to Radar," "Radar/RF Systems Design," and "Intro to Electronic Warfare." He was also the Director of the Mumba Radar Laboratory. Dr. Lo Monte has published over 60 peer-reviewed journal and conference papers and two book chapters.

Dates: 14th November – Radar Systems Prototyping
 15th November – Introduction to Electronic Warfare
 16th November – Electronic Support, ELINT and Radar Reverse Engineering

Time: 9:00 am - 5:00 pm
 Venue: University of Adelaide

Early bird registration closes 5pm 1 October 2017 *

E-mail to:

Andrew Piotrowski
 Chair CAES IEEE SA
 Phone: (08) 7389 6635
 Andrew.Piotrowski@dsta.defence.gov.au

Contact:

Andrew Piotrowski
 Chair CAES IEEE SA
 Phone: (08) 7389 6635
 Andrew.Piotrowski@dsta.defence.gov.au

ABR 16 817 212 761

1 Day Workshop - Introduction to Over-the-Horizon Radar

Sign up for:	Early Bird	Regular
<input type="checkbox"/> Non-IEEE Member	\$600	\$700
<input type="checkbox"/> IEEE Member	\$450	\$550
<input type="checkbox"/> Student	\$300	\$450
<input type="checkbox"/> IEEE Student Member	\$250	\$300

IEEE Member # _____

Direct Deposit Cheque Visa MasterCard

Commonwealth Bank Includes GST

IBSB 965-122
 ACC # 1020 9805

ABR 16 817 212 761

Three day workshop on Radar System Prototyping and EW

Mail to:
 Dr Luke Rosenberg
 DST Group Edinburgh
 180L, PO Box 1500
 Edinburgh SA 5111

Contact:
 Dr Luke Rosenberg
 Chair CAES IEEE SA
 Phone: (08) 7389 5188
 luke.rosenberg@dst.defence.gov.au

<p>Name _____</p> <p>Phone/Email _____</p> <p>Attendance <input type="checkbox"/> Day 1: Radar Systems Prototyping <input type="checkbox"/> Day 2: Introduction to EW <input type="checkbox"/> Day 3: ES, ELINT and Ravorsa Engineering</p> <p>Special requirements _____</p> <p>Method of payment <input type="checkbox"/> Visa <input type="checkbox"/> MasterCard <input type="checkbox"/> Cheque <input type="checkbox"/> Direct Deposit</p> <p>Credit Card # _____ Exp. date _____ / / 2017</p> <p>Signature _____</p>	<table border="0" style="width: 100%;"> <tr> <td style="text-align: center;">Cost per day</td> <td style="text-align: center;">Early Bird</td> <td style="text-align: center;">Regular</td> </tr> <tr> <td><input type="checkbox"/> Non-IEEE Member</td> <td style="text-align: right;">\$200</td> <td style="text-align: right;">\$250</td> </tr> <tr> <td><input type="checkbox"/> IEEE Member*</td> <td style="text-align: right;">\$180</td> <td style="text-align: right;">\$230</td> </tr> <tr> <td><input type="checkbox"/> Student</td> <td style="text-align: right;">\$100</td> <td style="text-align: right;">\$150</td> </tr> <tr> <td><input type="checkbox"/> IEEE Student Member*</td> <td style="text-align: right;">\$80</td> <td style="text-align: right;">\$130</td> </tr> </table> <p style="text-align: center;">Total cost for chosen days: _____</p> <p>IEEE Member # _____</p> <p>Total** _____ Commonwealth Bank BSB 965-122 Includes GST _____ ACC # 1020 9805</p>	Cost per day	Early Bird	Regular	<input type="checkbox"/> Non-IEEE Member	\$200	\$250	<input type="checkbox"/> IEEE Member*	\$180	\$230	<input type="checkbox"/> Student	\$100	\$150	<input type="checkbox"/> IEEE Student Member*	\$80	\$130
Cost per day	Early Bird	Regular														
<input type="checkbox"/> Non-IEEE Member	\$200	\$250														
<input type="checkbox"/> IEEE Member*	\$180	\$230														
<input type="checkbox"/> Student	\$100	\$150														
<input type="checkbox"/> IEEE Student Member*	\$80	\$130														

Confirmation of your registration will be e-mailed to you within 10 working days.
 Please note that this workshop may be cancelled if an insufficient number of registrations is received by 10 November 2017. No refund is available after 10 November 2017.
 * IEEE membership discount applies to current IEEE members.

Joint Initiatives – AESS Courses and Workshops

Industry Relations

- Identifies specific company needs and AESS opportunities

Education & Conferences

- Develop suite of agile training initiatives that fulfil the need

Membership & Technical Operations

- Find instructors and organizers (make volunteer data base)

Publications

- Promote new initiatives, tech. workshops → special issues

Finance

- Provide seed funding and ensure IEEE compliance

Follow on – AESS Short Courses

Formalize Process:

- Chapter responsible for identifying training needs, organizing course and local arrangements
- Work with IEEE Section or AES Society for seed funding and for concentrated banking in US

Technical Panels:

- Consult with technical panels to identify course presenters in AESS FOIs (not limited to DLs)
- Request course descriptions and presenter biographies & post these on Education webpage

Implement Initiative:

- Guidance on how to handle financial aspects – registrations, reimbursements, use of surplus
- Carefully clarify distinction between Distinguished Lectures, Video Tutorials & Short Courses

Advertise Program:

- Promote the short course initiative on the Education webpage and AESS Magazine, QEB
- Write letters to local chapters to run short courses matched to interests of local institutions