



IEEE Aerospace Electronic Systems

SCRC 2025 Feedback and AESS Response

ieee-aess.org



SCRC Summary Comments



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The Aerospace and Electronic Systems Society (AESS) is a medium sized Society with over 7,000 members and a clear well managed organizational structure. AES has strong industry membership. AESS has a FOI that has served them since 2010.

They have a written Strategic plan with short (1-2 years) and long (3-5) year goals. They hold an annual strategic planning meeting to provide status on goals and to add new ones. They do not have a single operations manual but use their operating policies and procedures for several VP committees. The strategic plan includes near-term actions and long-term objectives (3 year). Status of these are reviewed at the Spring & Fall meetings.

AESS uses Technical Panels to cover their core technical FOI's. AESS collaborates with outside IEEE organizations in conferences and conference publications. They ensure quality with their decision processes and the requirements for FOI relevance and AESS participation in the technical program. The AESS conference portfolio is reviewed by their BOG twice a year with a standard process led by the VP of Conferences. Some of the flagship conferences have local chapters providing support and receiving a financial split of surplus to those chapters involved. AESS shows they work to be Inclusive and collaborative with their regions, YP's and volunteers.

AESS was involved in creating Standards BEFORE the Standards Association was formed. AESS Standards are part of the AESS strategic plan, they are active with 2 standards committees, 3 PARs, and 7 published standards. AESS has two wholly owned publications (magazine and Transactions), and 3 other journals. The magazine is considered a member benefit, so they accept the financial losses incurred. Their AE formal and informal training programs and use of special "sections" for new and emerging technology are commendable.

AESS Education program is comprehensive and commendable. It is recognized by the SCRC as an Effective/Best Practice to share with others.

AESS has healthy finances with a robust reserve. They have funded activities from operations without needing to access the surplus through initiative spending. With the new IEEE financial guidance and rules they intend to invest in activities to expand their mission, benefit for members and service to the technical community.

Overall the report indicates that the Society is strong, healthy and has good leadership and volunteers.



Visual Summary

An overall status and trajectory of the society

		DIRECTION		
		Trending Up	Stable	Trending Down
POSITION	Strong	CONF	EDU	
	Solid	GOV	PSO, STDS, PUBS, TCS, MEM, FIN	
	Weak			

BRIEF COMMENTS TO EXPLAIN RATING			
Section	Topic	Position / Direction *	Explanation *
1	Purpose, Strategy, Operations (PSO)	Solid / Stable	Clear Strategic Plan, in need of an Operation Plan to execute it which should include goals, owner, milestones, deliverables, and metrics.
2	Governance (GOV)	Solid / Trending Up	Clear governance documents and many willing volunteers set AESS in a solid position to effectively lead an important Society. Recently revised Constitution and Bylaws ensure compliance with all IEEE norms and requirements.
3	Standards (STDS)	Solid / Stable	Ongoing active standards development activities with critical mass of participants to contribute.
4	Conferences, Technical Meetings (CONF)	Strong / Trending Up	Well organized conference business, plenty of information for conference organizers and sponsors, potentials for a wider regional coverage.
5	Publications (PUBS)	Solid / Stable	The society has a small but financially healthy portfolio and is working to improve the sub-to-pub time
6	Education (EDU)	Strong / Stable	Strategic plan, excellent DL and VDL programs, use of ILN, good student programming, some discussion of future activities but no indications of actual work beginning.
7	Technical Committees (TCS)	Solid / Stable	Technical Panels are consolidated, with a clear strategy to follow up their operations and assessment.
8	Membership (MEM)	Solid / Stable	Proactive activities for engaging students and YPs: need understanding higher grades retention.
9	Finances (FIN)	Solid / Stable	Risk assessment and planning to improve risks associated with the publication and conference portfolio margins are advised.

- **URGENT CRITICAL** to address deficiency in operations, comply with IEEE policies, etc.
Initial action required soon (<6 months)
Evidence must be provided in response – this will be used by SCRC to communicate to TMC
- **ESSENTIAL** to meet expectations for IEEE, professional community
Action expected to be completed within one year, and notification provided
Evidence must be provided in response – this will be used by SCRC to communicate to TMC
- **HIGHLY RECOMMENDED** to create positive change for benefit of S/C
Expected response to review, action within next review cycle
- **RECOMMENDED** considered helpful advice that may enhance an aspect of S/C operations
Response and action optional

- **RECOMMENDED**
 - SCRC suggests to the Society to write a formal Operation Plan to implement their Strategic Plan, including concrete goals, owners, timelines, milestones, and metrics.
- **AESS Response**
 - AESS will develop an operation plan from the short-term actions and long-term goals established at strategic planning meetings.

- **RECOMMENDED**

- AESS has no Fellow Nominations Committee. It is good practice to have a Nominations Committee. The SCRC recommends the Society consider establishing a committee to solicit nominations for IEEE Fellow.

- **AESS Response**

- AESS has a Fellow Search Committee and a Fellow Evaluation Committee. The Fellow Search Committee consists of eight (8) members serving 1-year terms, renewable twice and a chair serving a 1-year term, renewable once. As the name implies, this committee solicits nominations for Fellow candidates.

- **RECOMMENDED**

- The SCRC recommends that the Society considers creating an (annual) award for significant contributions to standards development.

- **AESS Response**

- AESS will take action to add standards activities to the website to raise member awareness.
- AESS is reluctant to add an award for standards activity at this time due to insufficient competition. AESS will promote the growth of standards activities and will consider an award when there is sufficient competition for an award.

- **RECOMMENDED**

- The SCRC recommends that the Society introduce specific items in strategic planning to address underserved technical and regional communities.
- The SCRC recommends that the Society details the role of Technical Panels in Conference planning and management.

- **AESS Response**

- Expanding beyond Regions 1–6 and reaching underserved communities is a priority. AESS is integrating these goals into its strategic plan, setting measurable objectives, and working with Chapters, Regions, and IEEE staff to broaden engagement and strengthen its global footprint. AESS will continue to promote specific strategic initiatives to address underserved technical communities and regions.
- AESS recognizes the importance of clearly defining the role of Technical Panels in conference planning. AESS will continue to promote technical panel engagement in conference planning and management. AESS will formalize and communicate the panels' role, to provide stronger alignment with the AESS' technical roadmap.

- **HIGHLY RECOMMENDED**

- The SCRC highly recommends the Society continue to work to decrease the sub-to-pub time.

- **AESS Response**

- The AESS has been working hard over the past few years to decrease sub-to-pub time. For the TAES, we have just created a new workflow in ScholarOne that will help expediate reviews and make sure no overdue papers are missed. In the next 6 months, we also plan to bring the review time down to 30 days from 45 which will further increase the sub2pub time. For the Systems Magazine, we have recently brought on several new AEs that will help speed up the review process and ensure papers are processed in a timely fashion.

- **RECOMMENDED**

- The SCRC recommends the Society continue to act proactively to recruit diverse and qualified editors.
- The SCRC recommends the Society consider sharing your formal training program for AEs with other societies.

- **AESS Response**

- When hiring editors, we intentionally look for diversity in region and gender. However, this is not always possible, given the typical gender balance in different regions. We can certainly be more pro-active in recruiting editors from regions that are under-represented.
- The editor training involves sharing details of an internal website that contains videos, FAQs and detailed slides that help guide new editors through the process. While we could make these available to other societies, these are all specific to TAES and there will be differences in the way each journal manages their workflow. (<https://ieee-aess.org/publications/transactions-aes/aetraining-materials>)

- **HIGHLY RECOMMENDED**

- The SCRC highly recommends measuring product usage statistics for all educational activities so that the data can be used in continuous improvement.
- The SCRC highly recommends enhancing website descriptions and history of short courses and the Radar Boot Camp.

- **AESS Response**

- Product usage statistics for educational activities will be measured, evaluated, and used for continuous improvement.
- Descriptions of past activities, such as short courses, and histories of initiatives, such as the Radar Boot Camp will be added to the AESS website

- **RECOMMENDED**
 - The SCRC suggests the Society to consider establishing term limits for the TP chairs.
- **AESS Response**
 - AESS agrees that setting term limits for technical panel chairs is an effective practice and will work on developing future leaders to facilitate the succession process.

- **HIGHLY RECOMMENDED**
 - The SCRC recommends that the Society conducts surveys on technical meetings or events to gather data for continuous improvement of membership efforts, information on regional member retention and/or specific member interests. It could also help understanding the stagnant trends for higher membership in all regions.
- **AESS Response**
 - We are working on this task. We are drafting the surveys to cover our topic of interest and then make them semiannual. The first survey will be sent at the end of September 2025.

- **RECOMMENDED**

- The SCRC recommends that the Society updates the opportunities for mid career professional members.
- The SCRC recommends that the Society makes an effort to recruit new members from Region 7 who already contribute to publications but do not hold any representation in the BOG and/or leadership positions.

- **AESS Response**

- We do it on a regular basis and, currently, we are exploring the option of an IEEE AESS Premier program. We will continue to look for ways to expand that and include it in surveys to our Chapters.
- We will make contact with IEEE AESS leaders in Region 7 and discuss a plan at the upcoming BoG meetings.

- **HIGHLY RECOMMENDED**

- The SCRC highly recommends that AESS research and implement a plan to proactively address the risks associated with pressures on conference and publication related margins and current relatively high dependence on over-length page charges by the end of 2025, which can then be revised during 2026 and beyond based on real-life circumstances. Conference margin related risks can be addressed by the Society taking greater control over conference expenditure and bank accounts, and encouraging organizers to focus their attention on conference content quality and the experience of conference speakers and participants. Conference participation related risks related to government policy can be addressed by organizing more events outside R1 - 6. Consideration could also be given to the annual cost of printing and postage of the SYSTEMS Magazine and the percentage of membership dues this consumes.

- **AESS Response**

- AESS conferences are generally profitable. Currently, AESS works closely with conference organizers and the AESS VP-Conferences to ensure each conference is properly budgeted, to ensure revenue exceeds expenditures AESS recommends a surplus of at least 20%, although a lower surplus is acceptable as long as the funds are spent on AESS members attending the conference. If issues arise, AESS intervenes and provides support and identifies to mitigate the risk associated with the issue raised. This approach has served AESS quite well, and AESS does not intend to change it at this time. If other issues arise in the future, AESS will analyze the situation and will implement approaches to turn non-profitable conferences into profitable ones, working very closely with the local organizers. Additionally, AESS does not have the resources to play a more involved role in conference organization and execution. Nevertheless, we'll discuss options for further risk mitigation with our conferences and publications during the 2025 AESS BoG Fall meeting.

- **AESS Response**

- OLPCs are well established in AESS journals. The page limit sets an expectation for the level of contribution expected from authors to merit publication. Authors who choose to exceed this limit have gladly paid the OLPC for their papers. In short, we've seen no indication which would suggest OLPCs are turning authors away or are an unreliable source of revenue for the society.
- For several years, AESS has been working very hard to expand its presence in R7-10. For Finance v.16-final 2025-09-12 Page: 105 example, our India initiative has significantly grown AESS membership. Additionally, groups from R9 and R10 have successfully competed and received funding to participate in AESS challenge activities. Moreover, AESS already supports several conferences in these regions. Should government policy make supporting international participation in R1-6 conferences prohibitively difficult, AESS will evaluate options for continuing to grow its involvement and impact in R7-10 without sacrificing support to the vibrant AESS community in R1-6. This will be discussed further at the 2025 AESS BoG Fall meeting.

- **HIGHLY RECOMMENDED**

- The SCRC highly recommends that AESS carefully consider combining top-down with bottom-up calls for projects and initiatives to be considered by the BOG for funding and operationalization. This could facilitate a deeper sense of ownership of initiatives by current and prospective volunteers by involving chapters, student branches, Young Professionals and Life Members, thus facilitate appropriate adaptation.

- **AESS Response**

- AESS solicits bottom-up inputs through several channels including chapter and tech panel engagements. We will discuss ways to cast a wider net for bottom-up inputs into AESS activities and investments during our 2025 AESS BoG Fall meeting.

- **HIGHLY RECOMMENDED**

- The SCRC highly recommends that AESS carefully consider demand-driven prioritization of planned activities, develop an associated budget reflecting necessary resource allocation and identify willing volunteers with the necessary skills, experience and enthusiasm to bring such activities to fruition.

- **AESS Response**

- The AESS BoG acts as elected representatives of the AESS populace in fielding, developing, and prioritizing activities. The BoG considers the outcome of past activities as input in deciding future ones. For example, if an initiative was well received, a follow-on is more likely than if it was not. Moreover, the BoG works very closely with the chapters to identify activities and often prototypes them with a volunteering chapter. AESS will discuss during 2025 AESS BoG Fall meeting.

- **HIGHLY RECOMMENDED**
 - That the Society document their budget and forecasting processes.
- **AESS Response**
 - AESS is in the process of developing a forecasting tool that will assimilate data from past expenses and projected income, which is necessary for establishing a robust budget that will stay consistent even if small deviations arise.

Comments

1. Appoint representatives of groups as BOG members with voting rights. They become ambassadors and champions for initiatives to attract those groups.. **Impact** This practice improves the reach of the governing board and creates a broader perspective on issues that affect the global technical community.
2. AESS has formal and informal training for new AEs. The formal training comprises training materials developed by the previous EIC and posted on the AES Society website (<http://ieee-aess.org/taes-associate-editor-training-materials>). These materials include training videos, training slides, and a question-answer section with questions submitted by AEs. In 2024 they updated the training material to also give them best practices to handle almost every situation that they will face during the editorial process.
3. AESS also uses “special sections” instead of “special issues” to highlight new and emerging technology (they publish bi-monthly with issues of 4500 pages so special issues are not practical).
4. Education AESS has a comprehensive Education system. They include Education in their Strategic Plan, Education webpage, Education activities are well defined and available on the webpage (alphabetized and filters available), DLs from multiple technologies and geographic areas, Summer schools, formal training of AE editors and more.

AESS Response: None