

Professional Development Committee

1. Committee Purpose: To develop and implement a professional development strategy designed to support the full spectrum of our membership from lifetime members to our newest Crows, from technical experts to non-technical novices, to monitor ongoing professional educational and training activities and to advise the President and Board of Directors on professional development matters as they pertain to the Association of Old Crows.
2. Committee Vision: Support AOC activities, catalyze community conversations, and bridge USG, DoD, Industry & Academic missions with common EW/EMSO/EMS-related professional human capital needs...not drive DoD, partner or other organizational programs.
3. Duties:
 - **[Baseline EW/EMSO/EMS Education, Training & Certification Programs]** Ensure the AOC President and Board of Directors are informed of technical educational programs that would be of value to the membership and that would increase the professional stature of the Association and membership as a whole.
 - **[Develop Partnerships]** To maintain contact with qualified academic institutions and other educational organizations to initiate interest in the development of courses of instruction in areas related to electronic warfare.
 - **[Curate and Maintain AOC Course Offerings]** Upon identification of a relevant course of instruction EMSO, coordinate the funding and schedule requirements to bring the course to a state of professional quality and availability to the membership.
 - **[Monitor and Manage AOC and Partner Curricula]** Establish liaison with representatives of academic institutions and other instructional organizations to review current and future courses of instruction that could be adopted and made available to the membership.
 - **[Support AOC Webinar Program]** Identify webinar topics and possible speakers for areas important in the EMSO field. This list should be presented to the Professional Development staff at HQ at least 18 months in advance.
 - **[Support Convention Professional Papers]** Support the Convention committee in identifying sources for professional papers.
 - **[Support AOC Podcast Program]** Support the Podcast Host in identifying technical topics for future episodes.
 - **[Establish and Sustain AOC Certification Program]** Support the Certification

subcommittee.

- **[Conduct Needs/Interests Surveys]** Regularly sample membership interest in subjects for future additional courses of instruction in EMSO.
 - **[Maintain Alternative CoAs]** Formulate and present to the President and Board of Directors recommended alternative strategic courses of action (COA) as may be agreed on in committee or as may be directed by the President.
 - **[Curate and Maintain an AOC Reading List]** Maintain the recommended reading list.
4. **Chair:** Appointed by the President
 5. **Members:** The Committee shall be comprised of, in addition to the Chairman, not less than two, including either a salaried staff member for administration of technical programs or alternatively, the AOC Executive Director. The members shall be nominated by the Chairman and appointed by the President and shall be representative of the EW community, technical and educational expertise. They may be members of the Board of Directors or regular AOC members.
 6. **Staff Support:** Education Coordinator
 7. **Required Financial Resources:** As needed with the approval of the President and the BoD.
 8. **Duration:** Ongoing
 9. **Communication/Updates to BoD:** Prepare and present to the President and Board of Directors short expository reports on matters of potential educational value to the membership.
 10. **Participation by Non-Committee Members:** As required and agreed by the President and BoD.

Certification Subcommittee

1. **Committee Purpose:** To develop, implement, and maintain a certification program (eg, Certified Specialist in Electromagnetic Warfare or CSEW) designed to support the full breadth of our membership from lifetime members to our newest Crows—from technical experts to non-technical novices—to monitor ongoing professional educational and training activities and to advise the President and Board of Directors on training and educational matters as they pertain to the Association of Old Crows.



2. Duties:

- a. To ensure the AOC President and Board of Directors are informed of the CSEW
 - b. To maintain contact with qualified academic institutions and other educational organizations to support the CSEW program
 - c. Review and approve of CSEW applications
 - d. Support the Professional Development Committee
3. Chair: Appointed by the Professional Development Committee Chair

