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Executive Director's Wire

by Jack Healy

"Change is the law of life. And those who look only to the past or present are certain to miss the future." John F. Kennedy

I personally find change stimulating and necessary for optimum productivity, growth, and motivation. As we approach the end of 2012, the Pulp and Paper Foundation will reflect several changes which will provide the necessary impetus for our continued success.

The five most significant changes involve:

1. Scholarship Policy;
2. A change in Investment Advisors;
3. A new partnership with the UMaine Development Office and as a result a new Senior Development Officer;
4. The significant increase in ChemE 1st year students in 2011 and 2012, and the need for more co-op employers in 2012;
5. The development of an upgraded Mission and Strategic Plan for the Foundation.

The Scholarship and Educational Relations, and the Investment Management committees are to be congratulated for taking on significant change that will improve our investment returns and bring our spend back into balance, without impacting commitments to current scholarship recipients. Both committees carefully evaluated options and chose new directions that we believe will stay true to the mission for current students, while protecting intergenerational equity.

Our new partnership with the UMaine Development office is truly exciting. Although our informal relationships with Eric Rolfson, Barbara Beers and Pat Cummings have been very positive over the years, our more formal partnership, in conjunction with Dean Humphrey will broaden that partnership. We will share a Senior Development Officer, share data systems, and share data. This partnership will allow us to present a co-ordinated development effort, and a co-ordinated University of Maine face to our support-

Executive Director's Wire - *continued page 2*

Foundation Awards \$232,000 to 82 Scholarship Recipients at Fall Banquet

Each Fall the University of Maine Pulp and Paper Foundation hosts its Scholarship Banquet to welcome upperclass students back to UMaine and to introduce incoming first year students. Also on hand to welcome students were members of the Foundation's Scholarship and Educational Relations Committee and representatives from the companies that employ our students as co-ops and interns.

Pulp and Paper Foundation President, John Wolanski, addressed our students telling them how important they are to our industry and how much we need them as engineers to lead our industry into the future. Foundation Executive Director, Jack Healy led the group in our annual "*How Well Do You Know Your Foundation*" game while Wolanski awarded gifts to the first audience member with the correct answer.

For the 2012-2013 academic year the Foundation will support 82 scholarship recipients with full tuition scholarship awards amounting to more than \$232,000. Additionally we will award \$100,000 to our 22 first year students once their grades are confirmed at the end of the semester.

By class we are supporting 24 seniors, 17 juniors, 19 sophomores, and 22 first year students.

By major we have 51 students studying chemical engineering; followed by 18 mechanical engineering; and 5 electrical engineering students. There are two students enrolled in electrical and computer engineering, civil engineering and bioengineering, one student in MET and 1 student in Forestry. Two of our seniors will be December graduates. One student is from Massachusetts and one student is from Washington State. All other scholarship recipients are from Maine.

The banquet concluded with members of the Scholarship Committee and our industry guests presenting our students with their checks and posing for pictures. Pictures are available on pages 6 and 7 of this newsletter.

If you know of a student who will study engineering at UMaine please encourage them to apply for a scholarship today. Scholarship applications are separated by incoming and upperclass students. The deadline for applying as a first year student is December 31st and the deadline for applying for an upperclass (current UMaine) student is March 30th. If you have questions, please call Jack Healy at the Foundation office (207) 581-2298 or email Jack at healy@maine.edu.



John Wolanski, Vice President, GAC Chemical and Pulp and Paper Foundation President (standing) attended the Fall Scholarship Banquet to welcome scholarship recipients to UMaine for the 2012-2013 academic year.



Scholarship Committee Makes Changes to Scholarship Award Amounts Starting in Fall 2013

The Scholarship and Educational Relations committee has worked hard over the past year to develop an updated scholarship for the UMaine Pulp and Paper Foundation.

During the past several years our scholarships have been full tuition. With tuition increasing by 100% in the past 10 years we have not been able to keep pace with this increasing cost. Even with scholarship budgets at \$750,000 since 2007, we have had to decrease the number of scholarship recipients from 100 to 80. The model of decreasing the number of scholarships is not sustainable as we project that by 2030 we will be down to 37 scholarship students.

For the past several years our Executive Committee has voted to spend an additional \$150,000 per year above the ~\$600,000 for endowed scholarships as permitted by our spending policy. These additional

funds have come from unrestricted funds, and provided a tremendous boost in attracting talented students, and provide the numbers of graduates needed by our industry.

The good news is that the interest by students, both in our industry and our scholarships is strong. After evaluating a number of options using the decision analysis process, the committee chose the following option:

- Four first year scholarships applicants at full tuition (currently (~\$9,000/yr.)
- 16 first year scholarships at \$7,000/yr.
- All upperclass scholarships at \$2,000/yr.

This mix will allow us to continue to attract some of the brightest students to our program, continue to reward students with an outstanding financial award based on merit, and attract upper class students who wish to be a part of the Pulp and Paper Foundation so that they can take advantage of the net-

working benefits we bring as an organization. The change in the upper-class scholarships may allow us to increase our numbers to more than 80 students. ***This change will not affect any scholarship commitments to current scholarship students.***

As a result of this change our scholarship budget will decrease to \$700,000 in 2013, \$650,000 in 2014, and \$600,000 in 2015. This will bring us back in balance with our spend policy. This change was approved by the Executive Committee in June of 2012.

As we move forward, the Scholarship and Educational Relations Committee will evaluate the impact of this change on both the numbers and quality of our applicants. We are confident that our scholarship will continue to be the best by far among our peers in other Paper Foundations, and will continue to be one of the most sought after scholarships at UMaine.

Continued - Executive Director's Wire

ers and graduates. This partnership would not be possible without the trust and respect that we all share. If any former donor would prefer that we not share data with the University of Maine, please call me at 207-581-2298, or e-mail me at healy@maine.edu.

As we saw the tremendous increase in Chemical Engineering students in 2011, and again in 2012 both Faye and I beat the bushes looking for old and new friends who would be interested in hiring our sophomores as co-ops or interns. The result has been a greater than 50% increase in co-op employers, and an expected co-op or internship for all students who desire to put their engineering studies to use long before they graduate.

And, last but not least is the strategic planning effort being worked on by a subcommittee sponsored by the Executive Committee. To date the committee has met four times, and has put together a solid proposal. The next steps for the proposal are; review by several standing committees of the Foundation in November, review by the Executive Committee in December, publication on our web site for foundation members and friends to review and comment on in January, review of comments and incor-

poration of comments where appropriate, and finally a vote by our membership at the annual meeting in April, 2013.

I am confident that with so many talented and dedicated volunteers working on change we will "not miss the future" but, in fact we will be ready for a future filled with success!

Enjoy the holiday season, and please feel free to call or e-mail me at any time.

Paper Days 2013

April 3rd & 4th

Mark Your Calendar



Mike Higgins, Senior Development Officer.

Mike Higgins Joins Foundation Staff as Senior Development Officer

Mike Higgins has joined the Foundation staff as Senior Development Officer, a shared position with the UMaine College of Engineering and the UMaine Development Office.

Mike received an MA from University of Southern Maine's Muskie School. Mike also holds a BA in English from USM.

Most recently, Mike served as the Vice President of Advancement of Spurwink

Services in Portland, ME. Spurwink is a Maine-based behavioral health organization with over 900 employees and an annual budget of \$54 million serving over 5,000 clients per year.

Mike has "hit the ground" running and is working with Jack Healy to identify ways to increase the Foundation's membership growth on all levels including, alumni, friends, and corporate membership.

Twenty-Two Incoming First Year Students Introduced at Fall Scholarship Banquet

Twenty-two first year student scholarship recipients were introduced to industry representatives, scholarship committee members and current upperclass scholarship recipients at the Foundation's 2013 Fall Scholarship Banquet held in September. The students were selected to receive scholarships from a pool of more than 80 applicants. Of the 22 students, 17 will be studying chemical engineering, 4 students will study mechanical engineering and 1 student will study electrical engineering.



Marc Albert
Winterport, ME
Mechanical Engineering



Kelsy Bolduc
Oakland, ME
Chemical Engineering



Matthew Boucher
Madawaska, ME
Chemical Engineering



Joshua Boudreau
Hudson, ME
Chemical Engineering



Kristin Daigle
Brewer, ME
Chemical Engineering



Alexi Deering
Jay, ME
Chemical Engineering



Joe DeRoy
Gorham, ME
Chemical Engineering



Mackenzie Dunning
Hampden, ME
Mechanical Engineering



Nickolas Ferguson
Sidney, ME
Chemical Engineering



John Grillo
Kennebunk, ME
Chemical Engineering



Emily Guillow
Hampden, ME
Chemical Engineering



Vance Gustin
Smyrna Mills, ME
Chemical Engineering



David Kerschensteiner
Kennebunk, ME
Chemical Engineering



Nicholas L'Italien
Enfield, ME
Chemical Engineering



Justin Leavitt
Bryant Pond, ME
Mechanical Engineering



Katrina Lessard
Corinth, ME
Chemical Engineering



Jordan Manzo
Hampden, ME
Chemical Engineering



Jesse Orach
Gorham, ME
Chemical Engineering



Casey Pomerleau
Turner, ME
Chemical Engineering



Seth Raymond
Prospect, ME
Electrical Engineering



Cory Schweitzer
Raymond, ME
Chemical Engineering



Dustin Sleight
Orono, ME
Mechanical Engineering

First-Year Student Scholarship Applications are available on the Foundation's website:

www.maineulpaper.org

If you know a student interested in Engineering and our Industry who is coming to UMaine please encourage them to apply TODAY!

Application deadline is December 31st.



Pulp and Paper Foundation Endowed Scholarships - A Lasting Gift Opportunity

Over 224 Named Scholarship funds have been given to the Pulp and Paper Foundation since inception of the program in 1962. Each Named Scholarship is formally recognized by a bronze plaque displayed in the Foundation's Hall of Appreciation, an impressive sight for all.

Many donors recognize the satisfactions they have experienced from successful careers in the pulp and paper industry or with related companies. Their gifts express their own deep appreciation for the opportunities they have enjoyed. A Named Scholarship is also a way to say "Thank

You" to a respected and admired associate. Alternatively, a Named Scholarship is an effective way to remember the relatives or friends you love and honor and wish to have remembered forever.

The young scholars who receive a Named Scholarship and who will grow to be leaders of the next generation are given a continuing incentive to seriously consider a career in the pulp and paper industry. The donors express their trust in the continued tradition of excellence at the University of Maine. Maine's high quality courses teach students the application of engineering fundamentals

to the paper industry. Students learn to solve problems in plant design, production, research, and the improvement of the industry's products, raw materials and processes.

A Named Scholarship is a gift to the Pulp and Paper Foundation to be managed by the Foundation's Investment Management Committee. Scholarship awards are made by the Scholarship Committee. The purpose of the gift is always clear, and it will not be lost by being administered with funds which have another purpose.

We invite you to join our previous donors by expressing your commitment to providing the quality higher education needed by the paper industry and its suppliers to meet demands for continued growth and excellence. Many individuals and corporations have already expressed their trust and confidence in the University and in the scholarship recipients who can contribute so much to the future of our industry. Why not join them? Your donation is tax deductible - the University of Maine Pulp and Paper Foundation is a 501(3) C Corporation.

If you would like more information regarding the establishment of an Endowed Scholarship, please contact Jack Healy, Executive Director, by calling (207) 581-2298 or by email to healy@maine.edu.



Named Scholarship plaques displayed in the Foundation's Hall of Appreciation.



On September 29th an 80th birthday party was held for Winship "Chip" Moody in Prout's Neck, ME (at a family cottage). Forty five friends and family attended and presented Chip with a replica of a bronze scholarship plaque. The Chip Moody scholarship will be formally presented at the Paper Days 2013 Banquet on April 3rd 2013.



The members of the University of Maine Pulp and Paper Foundation Strategic Planning Committee met at Bangor High School at the invitation of Cary James, Science Department Chair. Pictured while touring the Bangor High Astronomy Observatory are (from left to right), Dana Dolloff, Dean Dana Humphrey, Dr. David Neivandt (front), Dale Wibberly, Codi Slike, Cary James, Barbara Hamilton, Craig Martin, and John Wolanski. Not pictured are Jeff Dutton, John Donahue, Don Beaumont, and Jack Healy. The Strategic planning process is on schedule, with presentation to the Executive Committee planned for early December and to the Foundation Membership at the annual meeting in April.



On June 21st approximately 130 people with paper industry interests met for lunch, presentations, and a tour of the Verso Paper Jay facility. Other than it being a very hot day, a great time was had by all. We very much appreciated the safety precautions taken by the Verso staff to insure all attendees remained well hydrated. Presentations were made by Jack Healy, UMPPF, and John Williams, MPPA. Mill Manager Mark Conner provided an overview of Verso Paper and the Jay Mill. Most impressive were the improvements in recent years of the safety record at the mill. Also attending the Mini Open House were six scholarship recipients who began their studies in engineering in September at UMaine. Pictured (left to right), John Wolanski, GAC Chemical, Dana Humphrey, Dean, UMaine College of Engineering, incoming first year students: Justin Leavitt, Alexi Deering, McKenzie Dunning, Marc Albert, Josh Boudreau, Corey Schweitzer and Dustin Sleight, and Foundation Executive Director, Jack Healy.

Pulp and Paper Foundation Investment Management Committee Announcement

One of the key rolls of our Investment Management Committee is to evaluate our Investment Management Advisor. During 2012 a subcommittee of the Investment Management Committee consisting of Janelle MacDermott, David Colter, Tom LaHaise, and Jack Healy met several times, developed criteria, and recommended that 4 advisors be evaluated. The four selected advisors submitted proposals and two made presentations to the full committee in early October, based on the subcommittee's advice. After careful consideration, Vanguard was chosen as our new investment advisor for our liquid investments. Approximately \$1,400,000 of illiquid investments will remain at Commonfund. This change will become effective on December 31, 2012, pending approval of the Foundation's Executive Committee.



2012 Fall Scholarship Banquet Picture Highlights

For the last several years we have invited representatives from the companies that employ our students as co-ops and interns to attend our fall scholarship banquet and present our students with their scholarship checks.

In September more than 80 scholarship students, scholarship committee members and company representatives attended the Foundation's fall scholarship banquet held in the Jenness Hall atrium.

The scholarship banquet offers scholarship

committee and company members the opportunity to talk with current scholarship recipients over dinner. Another highlight of the banquet is the introduction of our incoming first year students.



Robin MacGarvie (left) and Mike Dutil (right) from Ashland Hercules Water Technologies with Ashland's co-op students at the fall scholarship banquet.



Steve Provencal, Verso Paper (right), poses with co-op students at the fall scholarship banquet.



Mike Enos (left) and Codi Slike, (2nd from left) from Verso Paper, Bucksport are pictured with Verso's co-op students at the fall scholarship banquet.



Greg Radney, Metso Automation USA (left) poses for a picture with scholarship recipients who are employed at Metso as co-op students.



Wendy White, Verso Paper (left) was on hand to distribute scholarship checks to students at the Foundation's fall scholarship banquet.



Mike Vashon, UPM (Madison Paper) (right) is pictured with students employed as co-ops at UPM's Madison, ME mill.



Tony Ouellette, Sappi Paper (center) is pictured with students who have co-oped at Sappi Paper.



Scholarship Committee member, Rob White (right) is pictured with Scholarship Recipients at the fall banquet.



Danielle Thibodeau, Twin Rivers Paper (center) is pictured with students co-oping at the Madawaska mill.



Al Labonty, Sappi Paper (center) poses with Sappi co-op students.



Bill Peterson, Lincoln Paper and Tissue (second from the right) is pictured with Lincoln's co-op students.

Scholarship Applications for students currently enrolled in Engineering at the University of Maine are available on the Foundation's website:

www.maineulpaper.org

Students must have a demonstrated interest in the pulp and paper industry, a co-op or internship in the industry and a GPA of 3.0 or greater.



Grant Byrus, Cascades Auburn Fiber (second from the left) and Mark Lenentine, AxChem (right) representing the Foundation's Scholarship Committee presented scholarship checks to students starting their sophomore year at UMaine.



Alumni Personals

Glenn Saucier has joined Old Town Fuel and Fiber as Human Resources Manager.

James R. Anderson, '74 has joined Eka Chemical as an Account Manager.

Lori Tuttle, '83 has joined Kraft Foods in Northfield, IL as Associate Director, Master Black Belt.

Todd Hallee, '86 has joined Owens Corning - Engineered Solutions as a Manufacturing Engineer - Coater Line at their Aiken, SC facility.

Paul Deschene, '92 has been named Senior Process Improvement Engineer with Glatfelter in Spring Grove, PA.

William (Bill) Plappert, Jr. '95 has been promoted to Specialty Coating Manager at Glatfelter in Spring Grove, PA.

Stuart Bohm, '95, has joined Husky Injection Molding Systems as Operations Mgr.

Matthew Berard, '09 has joined Ashland Hercules Water Tech. as an Account Manager.

Jason Eremita, '10, is now an Account Manager with Ashland Hercules Water Tech.



Peter W. Hart, '84, Senior Technical Manager, MeadWestvaco is pictured with *The Bleaching of Pulp* which he co-authored with Alan W. Rudie of the USDA Forest Products Lab. The book is the 5th edition in a series which started at TAPPI Monograph #10 published in 1953. The 5th edition continues the tradition as the premiere industry text on bleaching technologies but is more focused on the modern industrial processes with less emphasis on fundamental science. New or more comprehensive sections are included on elemental chlorine free bleaching, enzymes, acid treatments for hexeneuronic acids, control of mineral scale and multi-stage modeling as used to optimize bleaching among multiple stages. A comprehensive environmental section is included as well as an extensive section on chemical safety.



Like us on Facebook at University of Maine Pulp and Paper Foundation

FOR COMPLETE INFORMATION ABOUT

- Consider Engineering
- Upperclass Scholarships
- First Year Scholarships

www.maineulpaper.org

Mark Your Calendar *Plan to Attend*

Paper Days 2013

April 3rd & 4th, 2013

Wells Conference Center
University of Maine

The program brochure will be posted on our website in January, 2013



The Northeast Division of Tappi/Pima met at the Buchannan Alumnae House on the UMaine campus for their fall Scholarship Banquet. \$1000 scholarship awards were presented to one student from Maine Maritime Academy, two students from Kennebec Valley Technical College, and three students from the University of Maine.

Seniors Enjoy Robust Employment Opportunities



The glass wall of the Foundation's office entrance has posted on it a wide array of employment opportunity announcements for seniors.

The month of October was very busy with many companies visiting the University of Maine Campus to attend the annual Engineering Fair and to interview seniors for permanent hire positions once they graduate in May.

Foundation Executive Director Jack Healy has assigned the glass entrance wall to the Foundation Office as space available to post our company member job announcements.

If your company has a position you are looking to fill with a May graduate, please call Jack at (207) 581-2298 or email him at healy@maine.edu. We will be happy to post your announcement and also send it via email to all current seniors who are looking for employment following graduation.

If you, or someone from your company would like to visit the campus to interview our seniors, we will be happy to help you set that up as well. New this fall, we are also prepared to help you interview potential hires by conducting SKYPE interviews. If we can be of help, please call or email today.

You Are Never Too Young To Learn How to Make Paper



Representatives from the UMaine Forest Bioproducts Research Institute (FBRI) and the UMaine Pulp and Paper Foundation were on hand to demonstrate the papermaking process to a group of 23 UMaine preschool students who visited Jenness Hall in October to see the paper machine and to learn how paper is made. After a brief demonstration students jumped in to each make a piece of paper.

UNIVERSITY OF MAINE

CONSIDER ENGINEERING

Take Advantage of a **UNIQUE Opportunity for High School Juniors Who Excel in Math & Science**



**July 7 - 10
July 14 - 17
July 21 - 24, 2013**

Program brochures and applications are available now. If you know of a student who would benefit by attending our program, please send an email to healy@maine.edu. We will put an application in the mail to them.

A Thank You From Kemira

Jack and Faye,

On behalf of Kemira I wanted to send a quick note to say thank you for all your help Wednesday and Thursday with setting up the interviews. Both Don and I were extremely impressed with the outstanding young men and women the University is developing. The candidates were very respectful and well prepared. We believe the senior class will be a tremendous asset to the pulp and paper industry. Congratulations on a fantastic job. It makes me proud to call myself a UMaine alumni.

*Andy Bergeron
Kemira*

Have You Changed Jobs? Have You Moved to a New Location?

Please send us an email telling us about your change so we can keep you on our mailing list.

We will include your change in the next Newsletters Alumni Personals column.



A Thank You From a Consider Engineering Program Participant

Each Summer, immediately following our Consider Engineering Program, we receive a number of thank-you notes from students who attended the program. We would like to share this thank you letter with our readers.

Dear Mr. Healy,

I really want to thank you for the wonderful time that I had at the second week of the Consider Engineering program. It was a great experience for me to discover the opportunities that engineering can offer.

I've been interested in engineering for a couple of years now and this program helped clarify the opportunities that being an engineer could offer. Before going to Consider Engineering I was interested in Bioengineering because I'm good at Biology. However, after learning that engineering is more about problem

solving and systems and then touring the Verso paper mill, I've really been considering Chemical Engineering as a better fit for me. I had never been in a paper mill before or even really thought about the processes and the systems involved, but, to see it firsthand after learning about it over the previous days was such a unique and enlightening experience. Honestly, I had never considered Chem E or paper mills as an option before my time spent at UMaine and I can say with much appreciation that this program has guided me in my decision making process for college and a potential career in the future.

UMaine has such a remarkable engineering department from its staff to the hands on experience and co-ops available. In early Spring I went on a tour and met James Beaupre and was able to have an extended conversation with him about Chemical

and Innovation engineering, so he was a familiar face for one of the activities I participated in at camp. During the activity, he pulled me aside and asked how I was enjoying the program. It was impressive that he had remembered who I was and showed an interest in my experience on campus. That evening we were able to ask the UMaine Chem E students questions about the program and they listed all of the co-ops they had done plus the different ones that the other students in their major had taken advantage of. It was at that moment that I finally realized the full extent of the connections UMaine could offer me.

This camp opened my eyes to the many avenues that Engineering at UMaine offers and I am very grateful to have had the opportunity to attend.

Thank You Again,
Sage Duguay

We Need YOUR Support Now More Than Ever - Please Make Your Tax Deductible Contribution Today!

Each year we ask Foundation alumni, and friends to make a tax deductible contribution to the University of Maine Pulp and Paper Foundation.

Your contributions are instrumental in supporting our efforts to attract the "best and the brightest" students to study engineering, and to ultimately accept permanent

positions in the pulp, paper and allied industries.

There are several options available to make it easy to donate to the Pulp and Paper Foundation. If you would like to mail us your check please use the contribution form below and mail your check to the address provided on the form. You can also

make a donation electronically, visit our secure server at www.maineulpaper.org. Just click the "Make a Donation" tab and follow the instructions. Lastly, if you prefer to talk with us simply call the office at (207) 581-2297 and we will take the necessary information and process your credit card payment for you.



2012 Individual CONTRIBUTION

Program Funding OPPORTUNITIES please check where appropriate*

<input type="checkbox"/> Four Credit Class	\$1000
<input type="checkbox"/> Consider Engineering Camp	\$ 500
<input type="checkbox"/> Scholarship Banquet	\$ 200
<input type="checkbox"/> First Year Welcome Dinner	\$ 100
<input type="checkbox"/> Student Recruitment	\$ 50
Other _____	\$ _____

* numbers are rounded

Your tax deductible gift will provide support to deserving students preparing for technical careers with paper industry producers and suppliers.

Matching Gift from your Employer? Please Enclose a Form.

Class Year/Degree _____

Job Title: _____ New Job/Promotion Yes No

Company/Division: _____

Company Address: _____
(Street) (City) (State) (Zip)

Home Address: _____
(Street) (City) (State) (Zip)

Home Phone () _____ Company Phone () _____

- Please send me information about establishing an endowed scholarship fund.
- I am interested in making a planned gift through a bequest or a trust.

If you would like to receive information from the Foundation via email, please print your email address below:

visit us on the web at:
www.maineulpaper.org

2012 CO-OP/Intern Program Expanded - 21 Companies Visit Campus to Conduct Employment Interviews for 24 Locations

When sophomore engineering students return to campus each September they are immediately contacted and invited to participate in the upcoming co-op program.

The Pulp and Paper Foundation has managed the co-op program for the Chemical Engineering Department for many years. Over the last five years we have been working to expand the program to include not only chemical engineering students but all engineering majors the Foundation supports.

All Foundation scholarship recipients are required to have a co-op or internship position with a paper industry producer or supplier as a condition of their scholarship. To help our students the Foundation works to find employers to hire our students.

The charge for this co-op/internship season is to insure every engineering student who wants a co-op or internship finds one.

We are pleased to report this year has been our best ever recruiting season as is

evidenced by the number of companies who have visited campus to conduct interviews. Invitations to participate in the interview process were sent to companies in early September and interview sessions were scheduled on a first-come basis.

During the second week of classes an information session was held for all interested students. At the session the students may register to participate in the program. Students must complete a co-op agreement form and submit an electronic resume. Once the documents are received students are invited to electronically sign themselves up for interviews with companies of interest to them. A co-op calendar and student resumes are posted to the Foundation's website allowing students and companies access. Company representatives have access to the resumes of the students they will be interviewing.

Students are encouraged to interview with as many companies as possible allowing

them the opportunity to learn more about the employment possibilities available to them as co-ops and interns.

During the month of October, 21 companies interviewed students for positions at 24 locations in Maine and across the United States. Employers then made offers to the students they would like to employ. Students cannot accept an offer until "co-op decision day", this year, October 31st. This process affords all companies "even ground" during the interview process.

Statistically, 21 companies visited campus to interview for positions located at 24 locations. Fifty-seven students registered and participated in the process. Students registered by major included: 35 chemical engineering; 9 mechanical engineering; 3 electrical engineering; 2 each in MET, EET and civil engineering; and one each in electrical and computer, civil and bioengineering. In total 323 interviews were conducted and 8 info sessions were held.



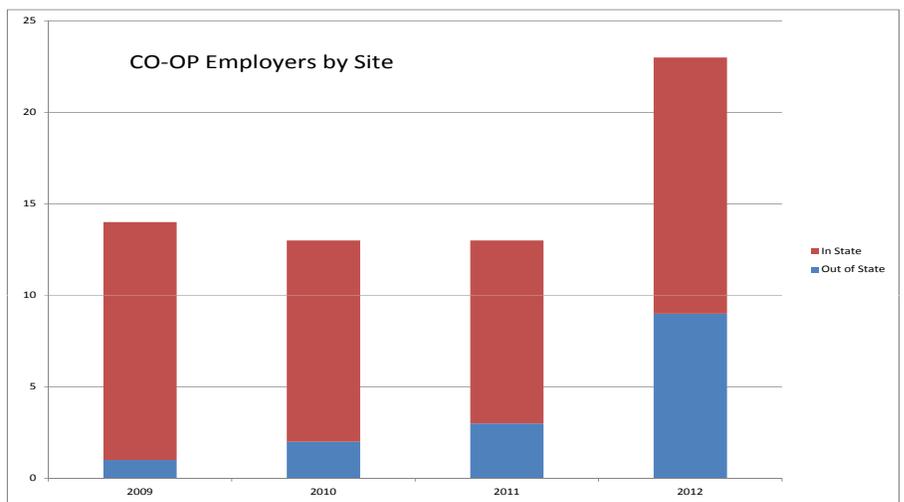
Cecil McDonald, Rayonier, Jessup, GA (right), in the Marshall Conference Room interviewing sophomore Jon Haws.



Nick Hsieh, Glatfelter Company, (center blue shirt) hosted an info session held the night before conducting co-op and permanent hire interviews at UMaine.

Does Your Company Have a CO-OP or Intern Position Available?

If your company has a co-op or intern position to fill we have students available for employment. Please call the Foundation office at (207) 581-2297 or email healy@maine. We have resumes available and can help you set up on-campus or SKYPE interviews.



Return Service Requested

2012 Consider Engineering Program a Great SUCCESS!

A record 181 applications were received from students wanting to attend the 2012 Consider Engineering program offered in July by the Pulp and Paper Foundation. This program is offered to high ability math and science students who want to learn more about career opportunities in engineering.

The Foundation hosts three 4-day sessions and invites 34 students to attend each week of the program. All program costs are paid by the Foundation. Transportation to and from the program is the responsibility of the students. Of those attending our July program, 93 were from Maine; 3 were from Massachusetts; 1 student each from Rhode Island, New Jersey, New Hampshire, Florida and Wisconsin. One student attending our program was from Germany.

The program opens on Sunday afternoon with games designed to introduce students and staff to each other. Immediately following dinner students are challenged with a papermaking lab and a “real-world” mill problem to solve. Students learn quickly the benefit of working in groups to solve the challenges presented. The evening ends

with the presentation of a construction challenge the students must complete in their free time and have ready for competition on the last morning of our program.

While on campus students tour all of the engineering departments offered at UMaine and meet faculty. The students also attend a panel session hosted by current engi-

neering students where our guests can ask questions of what college life and studies at UMaine are like.

Consider Engineering has been offered for over 40 years and has introduced more than 4,000 students to UMaine and engineering and is the best recruitment tool we utilize to encourage students to consider our industry.



Consider Engineering participants enjoy lunch and questions of engineers at Sappi in Skowhegan as part of the mill tour offered each week of the program.