

ACADEMY OF ENGINEERING MANAGEMENT
UNIVERSITY OF MISSOURI – ROLLA
Business Meeting Agenda – October 20, 2006

In Attendance: Dan Amsden, Jack Bertelsmeyer, Dan Cole, Phillip Colombatto, Bill Daughton, Madison Daily, Dan DeRiemer, Jim Lucas, Helene Hardy Pierce, Matt Pitsch, Greg Sedrick, Greg Slack, Jeff Steinhart, Bill Stoltz, Howard Stine, Henry Wiebe

Welcome to new members – Jim Lucas

Jim Lucas welcomed Phillip Colombatto, Greg Sedrick, and Terry McGrady.

Opening comments and report on the academy presidents' breakfast – Jim Lucas

Jim Lucas will be asking Judy Cavender to set up dialogue between the presidents of other academies before the annual meetings in the spring.

Questions for next meeting of the presidents:

- ◆ What is the thing that is most appreciated/supported on the scholarship front?
 - Staying engaged, coming here, and speaking and research projects
- ◆ What is the biggest frustration in the other academies?
 - Letting in too many people who never intended to do anything. The consensus was that 1/3 to 4% of the members are never seen after the first meeting. The other presidents encouraged us to keep our standards high. Better only 2-5 new inductees than the added weight of “dead wood.”

Jim Lucas asked for questions from this academy that they would like him to address to the presidents of other academies in the spring:

- ◆ What do you do with people who were elected but not involved?
- ◆ Advisory board is inactive. This academy is fulfilling that role.
- ◆ Do you have a mentoring program to provide advice and to provide a bridge between student life and industry?

Phil Colombatto suggested that we rotate among the academy members to come to UMR and lecture for an hour once a month or so. Bill Daughton observed that a number of the student chapters are always looking for a speaker to address their groups. We have “willing to speak” list;” we just need to get the list to faculty advisors. Jan A, Berry, Ken Williams... Matt Pitsch, Jeff Steinhart, Phil Colombatto would also like to be added to the “willing to speak” list. We will produce a new list for Bill Daughton to offer to the faculty advisors.

Someone suggested that we may want to set up a panel forum.

Phil Columbatto asked how many mentoring programs there are around the company and whether there is an opportunity to benchmark with other universities. The smaller size of the university could benefit from a broader idea base. Mentoring needs to be actively managed and led. Previous experience shows that long distance mentoring does not last. It is worse to start a relationship and have a failure than to not offer one at all. Maybe it shouldn't be called mentoring, in an effort to keep the relationship business related. Phil Colombatto suggested

building something that is not hard to do by tying in with something that is already being done. Perhaps a mentoring resource could be established, where students sign up on campus for presentations on projects.

Jim Lucas acknowledged that the concerns expressed were real. There is a need to structure the mentoring program and define it clearly as not to waste time. The academy needs to manage the expectations as to what we *are* going to do and what we *are not* going to do. The academy should generate a form and collect student feedback on what they need from speaking events. He asked for three people to research, dialogue and report back to the academy. Dan Cole and Dan Amsden were selected to lead this effort.

Bill Daughton noted that UMR has panels at noon on Wednesday, possibly prior to homecoming events. Matt Pitsch suggested that speakers from the academy could come to Rolla (in the spring or fall), start at noon with student luncheon or suppers, hold a Q&A time, and then give a keynote in the evening. Speakers could bring other people from their organization to disperse in the group. Jeff Steinhart suggested providing a keg of beer. Jim Lucas concluded that we want this to be the best academy with the best topics that will inform and prepare our department's students.

Question: Do the fourteen other top universities on Jack's list have mentoring programs?

Development update and procedures for alumni profiles – Lynn Bennett

Lynn Bennett gave each member a handout of her presentation. If you would like additional copies, please contact her at UMR.

- ◆ **Capital Campaign** – This is the fourth year of 200 mil campaign. We are planning to go public when we have reached the half-way point. The objectives of the Board of Trustees are to 1) prepare students for a new world, 2) bring in new disciplines, 3) enhance our core strengths, and 4) increase our rating to the top five technology universities in the country.
- ◆ **Name Change** – The top five technological schools are Technological Cal Tech, MIT, Carnegie, Georgia Tech and _____. UMR is in the top 10. The Chancellor, Dr. Jack Carney, has to explain what UMR is to people.
 - The campus is polarized on this.
 - Our curators have to approve the new name.
 - Jeff Steinhart gave a persuasive argument as to why UMR should put “technology” in the name: 1) It would help those outside the Midwest know who we are and what we do, and 2) The new name would help the university get grants for_____.

Contributions and Donations: Order of the Golden Shillelagh: Annual OGS (30th Anniversary next year) Donors and Fellowship \$10, 000 gift to UMR and can designate for whatever purpose: Alumni Assoc... Athletics, Civil, AEM dispersed.

- ◆ **Alumni Profiles** – How should we gather information for the academy elections? This is a problem, because the department does not have the level of detail needed. Some information can be pulled from student records, other information is gleaned from alumni during phon-a-thons, but there is a lot of information that we don't know. It would be great to have resumes, but the problem is collecting them without the individual knowing that we

are considering them. The research department cannot be word processors, but they will make the template available.

- Jim Lucas asked how everybody felt about the information they received last time. Consensus was that it was complete. The academies are walking a fine line, because you do not want to contact 30 people, nominate 3, and then have 27 people asking what happened.
- Helene Hardy Pierce said she liked the uniformity of the profiles, because we did not have more informative on some than others.
- There was agreement within the academy that the element of giving back to the community outside of business success is most likely to begin at the 20-year mark. The academy felt it was worth pursuing gathering information by the department sending out a questionnaire on the premise that we would like to know alumni accomplishments. We want to gather information from those who are interested in giving back.
- Jim Lucas reminded the academy that they had discussed “Accomplishment Reviews” after five, ten, and 15 years. Bill Daughton said that he could do this easily. The majority of academy members further recommended that the 20 and 30-year marks are the places where people begin to think outside their company.
- Members also stressed the importance of publicizing what the academy represents and accomplishes.
- Jim Lucas summarized the comments from the academy as a two part action plan: 1) to get the word out about the academy and 2) to send out a questionnaire at the 20-year mark.
- Solicitation of information draft. What kind of information we would like
- Bill Daughton suggested placing an article in the annual Engineering Management Department newsletter that explains what the academy is. Helene Hardy Pierce and Jack Bertelsmeyer volunteered to write up an article (250-400 words) to describe the academy. It was agreed that this would include 2-3 short profiles on the academy members.

Brief review of the April 2006 meeting – Jack Bertelsmeyer & Jim Lucas

Jack Bertelsmeyer recalled that the Chancellor visited the meeting in April and spoke on mentoring. Detailed minutes are available and will be sent to Terry McGrady, Phil Colombatto and Greg Sedrick.

Junior academy- 10-20 year anniversary

Jim Lucas—Bill Daughton spoke for Jeff

Jeff shared about the development and research projects. We sponsor two student projects per semester. Graduate students and company. Trying to work up on the Engineering Management side. Research Grant. One of the big pushes has been finding ways to secure more research money, since we are a small university. Warehousing, Energy across the campus. Line up with right resources, 3-5 companies together.

Interface between academy and faculty link. Have faculty at meetings like last night. Jeff met with faculty one-on-one. Both with grad students and faculty. Jeff sent Bill an email that said here are some things we need help with who can you connect me with.

Rule of Engagement to be gotten out to us by Bill.

Treasurer's report and academy funding – Bill Stoltz

State of the department – Dr. Bill Daughton

By-Laws, Number of Members, Frequency of Induction Ceremony – Jim Lucas

Directors of academy need to be elected in first meetings. Board of directors 8 directors.
(See handout) Serve years. Jim Falletti suggestions.

Jim Lucas suggested that at our size we change the bi-laws to eliminate the level of director, pending a vote subject to by-laws review. There was a move to dispense with director level within this academy until such a time as the size warrants it. Dan DeRiemer said yes, and Matt Pitsch seconded. It passed with a unanimous vote.

University perspectives – Dr. Jack Carney, Chancellor

Dr. Carney showed a “shot-ened” version of his PowerPoint presentation.

- ◆ Fall enrollment was 5,858, a 4.6% increase.
- ◆ 252 employers attended the Fall Career Fair.
- ◆ ___% of students com from families with \$40, 000 income
- ◆ Engineers without borders growing
- ◆ Capital Campaign raised \$87.2 million. Need to act more and more like a private university. Only 30% of university funding comes from the state, down from 60%. With the state economy turning around, they are hoping to see an increase in state funding.
- ◆ Toomey Hall is going to have to wait until January. Best case scenario, February if emergency clause. (See Power Point Notes)

Dr. Carney gave a state of the union address of the university, in which he proposed a name change. He was meeting with students and surveying faculty and students. He requested that we fill out the survey when it comes. His goal is for UMR to be in the top five, but we need national recognition. We need to attract students from other parts of the country. He is going to engage the whole university community in the discussion. Trustees think we should have done this yesterday. University of MO Institute of Technology. University Research Park 50-70 acres. Get high tech businesses in here. Dr. Carney was also planning to fill Leach Auditorium to address students about the name change. The history, English, and psychology departments are strongly opposed. Dr. Carney needs our help and support. He asked us to write letters to the editors of the *Rolla Daily News* and the school newspaper. He asked us to influence our faculty, who are generally very positive. Jeff will work on engineering management faculty. Dr. Carney asked if the academy was comfortable supporting the name change.

The concern was raised that we don't want to turn into a trade school. Also, it will cost \$100,000 to change the name (they plan on raising billions). Financial support from AE Department.

Greg Sedrick said that when competing for grants you must get the message across very quickly, instead of causing people to ask, “What is UMR?” The faculty in research are going

to be in favor. I am interviewing at UMR and his group would not have considered candidates from this U.

Jim Lucas put the issue up for resolution. Jeff Steinhart agreed that money for research is the biggest driver and that a name change would help. Dan DeRiemer seconded his agreement. The vote showed one opposing and 14 supporting.

Greg Slack pledged \$100,000. The academy agreed to target \$5,000. Checks were to be given to Lynn Bennett. Over \$6,000 was given the morning of the meeting. The overage went to the academy operating fund. Lynn Bennett reminded everyone that any gift to the academy is a gift to the university, so those gifts would qualify for matching funds. Lynn was going to get back to people on the process for matching funds. 1-1 match from Jeff Steinhart.

Student recruitment – Dr. Bill Daughton & faculty members concerned

Steve: What kind of engineer do I want to be? Statement of what is engineering management characteristics and traits. More modern logo. Recruitment is not a paper thing it is a face-to-face endeavor. I can do the math and the science, but I do not want to be design engineer. I want to be involved in all the pieces to solve the problem. Take charge, be a leader, be in the middle of things. May add “leadership” to the name. We are unique business *and* management. Copies of slide on the wall may be emailed to us. Steve likes the new vision statement. Will be changing outcomes and objectives. ___Sound nice can’t be assessed. Some consolidations of our program.

Requested a background of current requirements from Bill Daughton. Six ways can go. Core the same except Engineering and Econ in Finance. Emphasis are: _____ General emphasis is what you all did and a hand full still does. Masters Level: Four Courses in one emphasis level all internal.

Bill Daughton: Bill distributed several handouts to the academy. Members can turn in the survey form to Jim Lucas. The next handout was about student enrollment. The first page was a survey the dean’s office did of various departments, reporting the students’ perception of the education they are receiving. It offers a snapshot primarily of undergrads. The second page covered enrollment. Goal to be 140-150. Lower and turn it around. We were invisible in 2004 when Bill D. got here. Freshmen are not identified in a department until they finish the general requirements. Most students declare their sophomore year, but some wait until junior year. Recruiters did not know engineering management was here. The 2004 Career Fair did not have us on their signs. During the last fair, 63 recruiters had engineering management on their signs. The third page showed that graduate enrollment has gone down. This was large impacted by the September 11, 2001 attacks, because many students were from out of the country. The number of women enrolled in engineering management is higher than the campus average. We have to work extra hard to get the message out.

Finances

Encouraged \$250.00 a year for operations to:

Lynn Bennett

UMR

22__ Castleman Hall

Rolla, MO
Memo: AEM MOCODE RAT 93

Report on possible Advisory Committee – Jim Faletti & Helene Hardy Pierce

Advisory Committee copies available. Tasks. Showed that the advisory committee would be a lot of duplication of effort and not a huge benefit.

Continuing discussion– Helene Hardy Pierce

- **How to stay in touch with graduates/best interface with students**
- **Essay Contest**
- **Growing 2 Times a Year at this time. Growing 2-5 each time.**
- **Pencil April 19-20th Easter April 8th Lots going on at UMR. Spring at UMR**
- **Give out fall homecoming date. Keep tied to homecoming**

Essay

Get out within first week of semester. Bill Daughton agreed to talk to faculty to make the essay extra credit. There are a couple of courses that it would fit into for graduating seniors.

Dan-part of scholarship

Maybe an additional freshman

Raise it to \$1000.00 one time. For our own feedback. “Two worms on a hook.” We get a lot more feedback.

Greg Slack gave motion to offer at \$1000.00 as extra credit to seniors by hours. Seconded by Helene Hardy Pierce.

Blue sky – how do we want the AEM to differentiate itself? – Jim Lucas

Website discussion – Jim Lucas & Helene Hardy Pierce

Suggestions for the website go to Helene Hardy Pierce.

Review and discussion of AEM scholarships – Dan Cole

Want to accomplish current scholarship and benchmarking

Ours was established last year \$15,000 per year. Needs based below \$40,000. College match.

Grade point

Endowment account \$32,000

Distribution \$15,000

Awarded one. Only one qualified

Lynn will find out whether a student on their own must be evaluated by his or her parents' income. (AGI Average Gross Income)

Other UMR Academy Scholarships:

- ◆ Mechanical Engineering: No need-based awards. Merit-based award – \$157,000 . The Selection Criteria Department screens and ranks, but the academy makes the selection.
- ◆ Electrical Engineering: No need-based awards. Their merit-based award is not strictly a scholarship. It is \$_____ and a nice watch.

\$16.-\$18,000 a year. Required to _____ because of the matching funds. Could give someone \$1000 to \$1500 from the academy. Bill and director of financial assistance will work out.

It was proposed that the academy consider adding a merit-based scholarship up to \$20,000. Dan suggested that we make the requirements very high. Lynn Bennett thought the average GPA across campus was 2.9. The essay could be a part of the feature. We should have flexible standards, so we can dialogue intelligently.

The proposed scholarship could be funded Some funds to OGS. An additional \$13,000 could be moved to the AEM Scholarship account. Perhaps a portion would be set aside as seed money or go back into the operating account.

There was a motion to consider creating a merit-based scholarship. The motion was seconded. A concern was voiced that the academy not to be spread too thin, especially since we are only three years old and only half the members we want to be. The vote on seed money returned a ten-three split. Seed with \$10,000. Goal of \$20,000, then offer. Details of requirements will be worked out by the scholarship committee. Steve Raper, Greg _____, Dan Cole, and Phil Colombatto (Phil asked to be added to the scholarship committee after the meeting). Lynn Bennett will check on terms and how it works.

All in favor unanimous.

Review of “Engineering Management Body of Knowledge” – Dr. Bill Daughton

Recognition, new business, and spring meeting schedule/location – Jim Lucas

Follow-up Action List:

- ◆ *AEM Website.* Ddd
- ◆ *Merit Scholarship.* Ddd
- ◆ *Academy Presidents.* Ddd
- ◆ *April Minutes.* Will be sent to new members by Linda _____.
- ◆ *Etc.*