

## **“Recruiting Tomorrow’s Ladies and Gentlemen”**

### **Executive Director’s Corner**

*by Jack Healy*

I expect this newsletter will find you well as we begin a new year. In the past few years we have changed our 1<sup>st</sup> year scholarship interview process to include a group interview by industry representatives, and we do it all by SKYPE. Previously, the Executive Director and Assistant Dean would scour the applications with a strong focus on grades and arrange for a single industry representative to interview the student in a location close to their home. What we found was that almost all of the students got a positive nod.

In January, we had 80 applicants; we interviewed 58, and we made offers to 24. Participating in the interview process was Jason Lyons from Honeywell, Annette Smith-Wright from Lincoln, Lee Marshall from Sappi, Mike Vashon from Madison, John Desjardin from Buckman, Mark Lenentine from Axchem, and Dr. David Neivandt from UMaine.

On January 13<sup>th</sup>, the interview team split into two groups, and conducted the interviews by SKYPE. During each interview, students are numerically rated on 10 questions, and the ratings are copied into an excel program by Faye throughout the day. Once a student is offered an interview, grades are no longer considered and selections are made based on leadership, communication, and interest. At days end each group took a look at the ranking and made their final decisions.

We are proud of our efficiency, in that we had the yes, no, and maybe letters in the mail to all of our applicants by 7:30 p.m. that night. I am convinced that the increased involvement by the people who will hire our students both as co-ops and as full time employees gets us the best employees for the future of our industry.

Our students who will graduate in 2012 are actively seeking employment. Nine of the 27 graduates had accepted employment prior to the Christmas break – and all in the paper industry! We get terrific

*Continued* - Executive Director

## **Foundation Supports 90 Students with Full Tuition Scholarship for the 2011-2012 Academic Year**

Each September the Pulp & Paper Foundation holds its annual fall scholarship banquet to welcome students back to campus and to present upper-class students with their scholarship checks. Also in attendance at the banquet were our incoming first year scholarship recipients, company member representatives, Foundation President, John Wolanski, and newly appointed University of Maine President, Paul Ferguson.

John Wolanski welcomed new and returning UMaine students and told them how impressed our Foundation company members, Executive Committee and Board members are with them. He reminded our students they are our industry’s future leaders and that we are looking forward to their graduating and joining our industry.

Newly appointed University of Maine President, Paul Ferguson was introduced to our audience. This was his first opportunity to learn about our scholarship

program and to meet our students, board members and scholarship committee members in attendance. Dr. Ferguson told our audience how happy he is to be at UMaine. He spoke about his travels and how wherever he goes he hears amazing things about the UMaine engineering program.

More than \$260,000 was awarded to scholarship recipients represented by 27 seniors, 23 juniors, and 17 sophomores. Additionally, we will award an additional \$100,000 to 24 first year scholarship recipients once their grades are confirmed in December.

By field of study 48 students are studying chemical engineering, 18 students are studying mechanical engineering, 4 students are studying computer and electrical engineering, and 4 are studying electrical engineering and mechanical engineering technology. Three students are studying civil engineering and three students are studying forestry. Two students are studying bioengineering.

Eighty-nine students are from Maine towns and one student hails from Washington State.

Jason Lyons of Honeywell Process Solutions and Chair of the Foundation’s Scholarship Committee, welcomed students and guests. Jason spoke to our students telling them how important they are to our industry and how much they will be needed in our industry once they complete their education.

Additional information and Pulp & Paper Foundation scholarship applications are available by calling the Foundation office at (207) 581-2297. Scholarship applications are also available for download by visiting the Foundation’s website at [www.maineulpaper.org](http://www.maineulpaper.org). The deadline for upper-class scholarship applications is March 1, 2012.



*Paul Ferguson, President, University of Maine, welcomed students and Foundation guests at the fall scholarship banquet.*



#### Executive Director - *Continued*

feedback on the quality of our students. For example, "UMaine PPF Scholars have the technical knowledge, the capability and desire to do field work making them the ideal engineering choice." If you are in need of a great employee, and are a company member, please contact the UMPPF office for the user name and passcode to view our student resumes at our website. It is clearly noted on our Placement Candidate page on our website which students have been hired to date. In both 2010 and 2011 100% of our graduates were employed or heading to grad school.

One thing that hasn't significantly changed over the years is the persona of our students - they all are friendly, helpful, and always offer a smile.

During the past year we saw the passing of Earland Sleight, Bart Harvey, and Del Raymond. Earland, Bart and Del were strong supporters of the UMPPF either through scholarships, committee leadership, or both. More importantly, they were gentlemen who truly cared about a world greater than themselves. Their generosity with their time and resources was remarkable. Their support of the Foundation will continue to be felt for generations as we continue to search out the next class of UMPPF Scholars and the future generation of ladies and gentlemen who will lead and influence our industry.

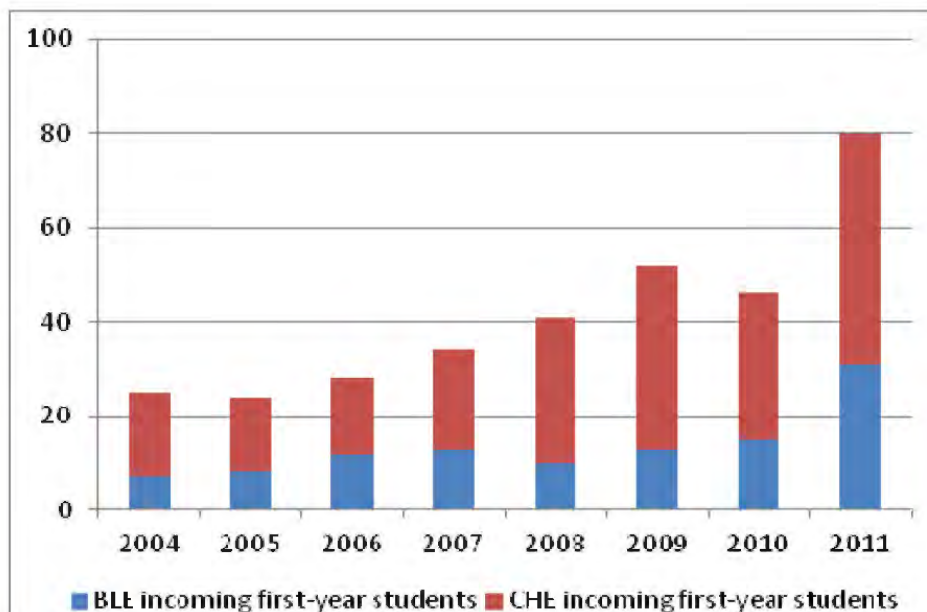
As I look at the members of our industry, we have many members who exemplify the qualities of Earland, Bart and Del. It gives me heart to know that our graduates will have mentors like Earland, Bart and Del who will guide the next ladies and gentlemen of our industry.

## Paper Days April 4 & 5, 2012

The complete program  
brochure is available  
on our website at:  
[www.maineulpaper.org](http://www.maineulpaper.org)

**REGISTER TODAY**  
**207/581-2297**

## UMaine College of Engineering Setting a New High in Incoming Engineering Students



Both the College of Engineering and the Department of Chemical and BioEngineering have recorded substantial increases in incoming fall 2011 classes. The Engineering College 1<sup>st</sup> year class increased from 400 to 434, setting a new high. The department of chemical and bioengineering had both the largest incoming 1<sup>st</sup> year and total (4years) undergraduate classes since the mid 1970s. The 1<sup>st</sup> bioengineering class grew by 100% and the chemical engineering class grew by 61%.



## Sappi Hosts Foundation Membership Luncheon Meeting and Mill Tour in Westbrook

On October 4<sup>th</sup>, Sappi Fine Paper hosted a University of Maine Pulp and Paper Foundation membership luncheon meeting at their Technology Center in Westbrook, followed by a tour of the Westbrook mill that included a display of the specialty products that are produced there. The Sappi Technology Center is one of the largest paper R&D facilities in North America and the world class Westbrook mill has been operating since 1854 when it was founded as the S.D. Warren Company. The Sappi hosts were Beth Cormier, VP of Research, Development & Innovation, and Donna Cassese, Managing Director of the Westbrook Mill. More than 60 Foundation members attended the luncheon, including the Sappi CEO, Mark Gardner. Also in attendance were John Williams, President of The Maine Pulp & Paper Association (MPPA), and Jennifer Barr, Co-Chair of Northeast PIMA/TAPPI. Informational presentations were conducted by Sappi, the Foundation, Northeast PIMA/TAPPI and the MPPA. In addition, Mike Bilodeau, Director of the University of Maine Process Development Center announced a third party pilot coater development service in a new collaboration with the Sappi Research Center. Foundation President and Membership Committee Chair, John Wolanski said, "On behalf of the Foundation, I would like to thank Beth and Donna for hosting this luncheon event at the Sappi Technology Center and the Westbrook mill tour. The Foundation mill luncheons are a very popular information sharing and social networking event for the Maine pulp and paper industry. Due to the size of the Sappi cafeteria, we were limited to only 60 member attendees but we could have easily doubled the attendance based on the response. We appreciate Sappi's generosity and their support of the Foundation." The next Foundation membership luncheon will be held at the Verso Paper Androscoggin mill in Jay sometime during the summer of 2012.



## University Support Committee Interviews Current Chemical and Bio-Engineering Seniors



The University Support Committee met in November to review a number of different topics. One of those topics included interviewing members of the chemical and bioengineering class of 2012 to determine their capabilities regarding global awareness and current events.

Pictured above is Peter Hart of Mead WestVaco and Darrell Waite of Old Town Fuel and Fiber interviewing Melissa Glifort, a 2012 ChE Graduate and Scholarship recipient.

The University Support Committee acts as the department's Industrial Advisory Board. As part of the ABET certification of the department, assessments of six different topics are required by a group such as an industrial advisory board. Our committee rotates through six different topics every three years.

## UMaine College of Engineering and UMaine Pulp & Paper Foundation Host High School Visit



On December 6<sup>th</sup> Madawaska, Wisdom, and Van Buren High Schools brought about 20 students, one teacher and three guidance counselors to visit the College of Engineering as guests of both the college and the UMPPF. We coordinated the trip with chemistry teacher Geisel Faucher from Madawaska, when Jack learned he would not be able to make his annual trip to northern Maine.

According to Mrs. Faucher, students were excited about the equipment and projects they were introduced to in the various branches of engineering. Actually, they were "wowed".

One student said, "the visit to UMaine really opened my eyes to the engineering field. It surprised me to see so many different branches available in engineering. It was also interesting to learn that you have an excellent chance of finding employment after college. Of course, the salaries that engineers make are a plus!"

The counselors noted that they had gained very valuable information about the various departments within the College of Engineering, the admissions criteria, and scholarship opportunities.

Of all of our students with Pulp and Paper Foundation Scholarships, 6 are from Madawaska High School. Madawaska trails Bangor High School who currently have 8 students with UMPPF scholarships. Five of the 6 Madawaska PPF students joined the visitors for lunch at the Memorial Union.

## Sixty-Six Engineering Students Interview for Co-op Positions

As a condition to retain their scholarship, each recipient must complete a co-op or internship position with a Foundation company member or with a paper producer or supplier. Companies who are interested in hiring our students are invited to campus to conduct interviews during the month of October.

This year the interview registration process was completely computerized making it easy for students to sign up for interviews and convenient for employers to view student resumes.

Once a student submits an electronic resume and registration form they are given access to interview sign-up sheets. Students receive an email containing a link to

company interview sign-up sheets. The student then schedules an interview at a time convenient for them. The signup process also generates a reminder of their upcoming interview automatically to the student via email.

Company members who will visit campus to interview students are given access to view student resumes before actually meeting the student, allowing them a greater opportunity to prepare for interviews.

During the month of October, 12 companies participated in the co-op interview process hoping to fill positions at 16 locations both in and out of state. Sixty-six students registered for co-op interviews with more than 205 total interviews conducted.

Fall 2012 will offer new challenges and op-

portunities for our co-op/internship program. Our first year chemical and bioengineering class size is at an all time high of 82 students who will be seeking co-op positions.

If you would like to be on our interview list for the fall, please call Faye at 207/581-2297 or send an email to woodcock@maine.edu. We will add you to our interview invitation list and contact you at the end of the summer.

We still have a few students who are looking for co-op/internships for the summer of 2012. If you have a position available, please call Jack Healy at 207/581-2298 or send Jack an email at healy@maine.edu.



## UMaine Pulp & Paper Foundation Scholarship Recipients Pose For Pictures with Co-op Employers and Scholarship Committee Members at the Foundation's Fall Banquet

The fall scholarship banquet offers a unique opportunity for our students to have dinner with their co-op employers and to also meet members of the Foundation's Scholarship Committee and company members in attendance.

For the third year our audience was invited to play "How Well Do You Know *YOUR* Foundation?" The game, the brainstorm of Executive Director, Jack Healy, consists of questions about the Pulp and Paper Foundation's history. Students and audience members are encouraged to be the first to come up with a correct answer. The successful audience member is awarded a "logo" gift from one of the Foundation's Company Members.



Mark Lenentine, Axchem, (2nd from right) with scholarship recipients at the Foundation's Fall Scholarship banquet.



Mike Reider, Twin Rivers Paper, (left) presented Twin Rivers co-op students their scholarship checks at the Foundation's Fall Banquet.



Brian Strothman, Verso Paper, (left) is pictured with scholarship recipients who are employed as co-op's at Verso's Jay mill.



Jason Lyons, Honeywell Process Solutions, and Foundation Scholarship Committee Chair, (2nd from left) poses for a picture with scholarship recipients.





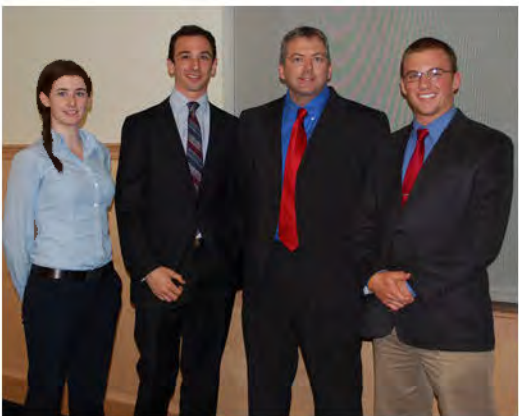
Mark Wescott, Ashland (center) poses for a picture with co-op students employed by Ashland.



Rick Fortier, Metso Paper Biddeford, (left) pictured with his co-op student.



Mark Pare, Eka Chemicals (left) presents a scholarship check.



Grant Byras, Cascades Auburn (2nd from right) poses with scholarship recipients.



Mike Vashon, Madison Paper, (right) at the Fall Banquet with his co-op student.



Peter Theriault, NewPage, (right) with NewPage's co-op student.



Codi Slike, Verso Paper, (center) is pictured with her co-op students.



Dale Wibberly, Sappi Fine Paper's Somerset Mill, (2nd from right) was available to pass out scholarship checks to student's who are co-op's at the Somerset Mill.



Dean Herrick, Lincoln Paper & Tissue, (right) is pictured with his co-op students.



Al LaBonty, Sappi Fine Paper's Westbrook Mill, (left) was available to pass out scholarship checks to students who are co-op's at the Westbrook Mill.





## ALUMNI PERSONALS

**Richard "Dick" Bowden**, '74, and two colleagues have been awarded US Patent 7,913,895 "Protective Wrapping for Rolls and Methods for Using Same". This roll wrap has been commercialized under the brand name "DRY-TECH" and is in use in paper mills across North America. Dick is Technical Account Manager - Northeast, for Cascades Sonoco and works from his home office in Tolland, CT.

**William "Bill" Manzer**, '80, has joined Rayonier as Vice President, Manufacturing Operations. Manzer will have overall operational responsibility for the Jesup, GA, and Fernandina Beach, FL mills as well as the company's Georgia-based lumber operations.

**Robert "Rob" Harvey**, '90, has joined Wausau Paper's Rhinelander Mill as Director of Manufacturing.



### Laura Duran Awarded Cullison Scholarship

Charles Bohanan, Director of Standards and Awards, TAPPI, has announced Laura Duran, UMaine Chemical Engineering Junior will receive the William L. Cullison Scholarship for each of her remaining semesters of study at University of Maine. Laura is from Falmouth, ME and is completing her co-op at Verso Paper's Bucksport, ME mill.

**Daniel Ludden**, '92, is now Tissue Mill Manager at Lincoln Paper and Tissue in Lincoln, ME.

**Nick Hsieh**, '97, has been named Pulp Division Superintendent with Glatfelter in Spring Grove, PA.

**Michelle Coad**, '98, has joined Buckman as an Account Manager and is working at Verso Paper's Bucksport, ME mill.

**Joshua Matthews**, '01 has joined Sappi Fine Paper in Skowhegan, ME as a Senior Process engineer.

**Mike Byrd**, '04, is now Quality/Technical Manager at Old Town Fuel and Fiber in Old Town, ME.

**Jessica Paul**, '06, has been promoted to Area Operations Supervisor at Sappi Fine Paper in Skowhegan, ME.

**John Wolanski**, UMaine Pulp & Paper Foundation President has joined GAC Chemical in Searsport, ME as a Vice President of Sales and Marketing

**Bill Peterson** has been named Vice President Human Resources at Lincoln Paper and Tissue in Lincoln, ME.

**Have You Changed Jobs? Do You Have a New Job Title? Have You Moved to a New Location?** Please send us an email telling us about your changes so we can keep you on our mailing list. We will include you in our next Alumni Personals Column. Email Faye at [woodcock@maine.edu](mailto:woodcock@maine.edu).



Dr. Vaughn Wildfong, Vice President of Johnson Foils Paperchine, was inducted into the University of Maine's College of Engineering Francis Crowe Society, at a ceremony held on December 9<sup>th</sup> in Orono. Vaughn is a 1998 PhD graduate in Chemical Engineering from the University of Maine.

Pictured above (from left to right) is Dr. Joe Genco; Dr. Hemant Pendse; Dr. Vaughn Wildfong; and Dr. Doug Bousfield.



Foundation Executive Director, Jack Healy speaks to 45 high school teachers and guidance counselors at MELMAC's March convention held at the Augusta Civic Center.

## Consider Engineering 2011 Huge Success - 102 Students Invited to Attend - 2012 Dates Announced



Consider Engineering was held during the last three weeks of July, and included three separate sessions with a total of 102 students. We had 170 high school juniors (about to be seniors) apply for the program.

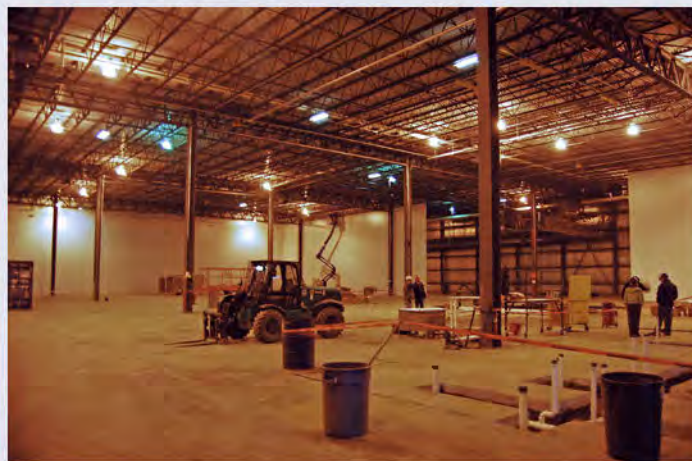
Applications were reviewed by Dr. David Neivandt and Foundation Executive Director, Jack Healy. "The quality of the students is just tremendous" Jack noted. The review process is time consuming and arduous, as Dave and Jack review and compare individual ratings to assure that no errors or omissions have occurred.

The students enjoyed completing engineering projects, visiting local mills (hosted by both Sappi and Verso Paper), experiencing dorm life, hearing from current students, and engineers, as well as completing the ever popular "I am an Engineer Game". On the final day, students present their engineering project to their parents, siblings and friends, and all share a meal while hearing from our guest speakers. 2011 guest speakers were Marco L'Italien, Barb Hamilton, and Keith Meyer.

We are fortunate to have many "volunteers" from around campus to make this program a success. In total it takes about 40 people to make this program work, excluding the tour guides during the mill tours. The logistics are also a challenge, but Faye ensures that meals, busses, and events are all on time.

Consider Engineering will be offered again in 2012 starting on July 8<sup>th</sup>, 15<sup>th</sup>, and 22<sup>nd</sup>. Program brochures and applications are available on our website: [www.maineulpaper.org](http://www.maineulpaper.org). Consider Engineering posters, brochures and applications have been mailed to all Maine high school guidance offices. You may also request a brochure by calling the UMPPF office at 207/581-2297. The deadline for submitting an application is May 1, 2012.

## FBRI Office Complex and Research Center Nears Completion



The Forest Bioproducts Research Institute has seen increasing growth over the past year. This growth is most visibly evident in the two facilities FBRI has constructed over the past six months. On the University of Maine campus, the FBRI Wing at Jenness Hall (above left) was completed in January. This building has the potential to house sixteen people which will include the FBRI staff and visiting scientists. Also included in the new wing is a conference room able to facilitate meetings of up to sixteen people with state-of-the-art video-conferencing equipment. Just down the road, at Old Town Fuel and Fiber, the FBRI Technology Research Center (above right) is closing in on its final phase of construction, with expected occupation to occur later this spring. This 40,000 square foot facility is designed for near-industrial scale testing of new processes and products, which will provide the bridge between bench-scale testing of FBRI's new processes and our ultimate goal of industrial implementation.



**Return Service Requested**



## **62<sup>nd</sup> Annual Paper Days/Open House**

# **“The Paper Industry— A Global Perspective”**

### ***What Does the Future Hold?***

**Call Faye at 207/581-2297 to Register TODAY!**

The Paper Days Planning Committee would like to invite you to attend the 62<sup>nd</sup> Annual Paper Days/Open House on April 4<sup>th</sup> and 5<sup>th</sup> at the University of Maine.

This year we have a terrific line up of speakers and panels who will focus on the paper industry from a global perspective.

Speakers include Mark Cross, Senior Vice President of MeadWestvaco; Deece Hannigan, Vice President Sappi Fine Paper; and Terrance Gallagher, Senior Division Vice President, Nalco Company.

On Wednesday afternoon we will have a talk by Brendan Lowney, President of Forest Economic Advisors, with a student panel moderated by R. James Alexy, Senior Partner Brimstone Consulting.

At breakfast on Thursday morning we will have a student panel moderated by Mike Luciano, HR Manager of Verso Paper with a topic of Expanding Students' Global Perspective.

The morning session on Thursday will address the “Challenges of the Global Econo-

my” with a panel consisting of Al Blanchard, Sappi Fine Paper, Robin McCann, OMNOVA Solutions, Keith Meyer, Andritz, Zeynep Turk, The Maine International Trade Center, and Mark Mosher, Irving Paper Ltd.

In addition, we expect the Honorable Governor Paul LePage to address the group at 10:00 am on Thursday.

Paper Days is a low cost, efficient way to network and increase knowledge, as well as an opportunity to meet our students – the future engineers of Maine's paper industry.

**We Look Forward to Welcoming You to Paper Days 2012**