



The Dodecahedron



IE's Find Success at Wal-Mart

"I would say McDaniels' advice has worked out reasonably well for me". This understatement is the response of Wal-Mart President and CEO, Mike Duke in the YouTube video entitled "I Am a Wal-Mart Engineer" when discussing the guidance of his mentor and high school physics teacher. Mr. McDaniels advised Duke to get a degree in engineering and consider a career outside the typical manufacturing path. He suggested retail as an alternative. Mr. Duke is only one of many who have found a rewarding career in retail at Wal-Mart as an Industrial Engineer.



Recent Academy inductee, Ami Spivey, Vice President of Sam's Innovations and Global Business Processes states she has had the opportunity to leverage her engineering approach, while experiencing many different careers at Wal-mart. While she was in college and working in Wal-mart Logistics as an intern, she had visions of traveling the world and living in exciting places. She was advised by mentor and Academy Member Sam Chaffin, a supplier to Wal-mart, not to think short term and certainly to not underestimate retail. Within days of joining the company permanently, she was given airline tickets by her boss and now fellow Academy Member, Kerry Pauling and never looked back. Since then she has had the opportunity to lead business units in many parts of the country and now helps lead in process



improvements in Wal-Mart's interests across the globe.

Industrial Engineers at Wal-Mart

The career paths for an Industrial Engineer at Wal-Mart are as diverse as the vocation itself. Engineering started in Logistics, introducing changes in process and technology into its Distribution and Transportation networks. In the Distribution Centers, IEs develop solutions to reduce handling costs and drive efficiency. In Transportation, engineers are focused on everything from strategic routing and bidding of lanes to emergencies such as hurricanes, driver issues and rising fuel costs.

It is quite normal for a new engineer to be given multi-million dollar projects from day one. The engineer must drill down symptoms to find the core issue causing inefficiencies and then design and implement a strategy to overcome the identified problem. They will stay with the project from design to implementation in hundreds or thousands of business units, always responsible for making a P&L impact.

Replenishment is another incredibly interesting opportunity for engineers. Complex demand forecasting and supply chain management create the standard of excellence in "just in time" inventory.

Grant DuCote, Strategy Director of Supply Chain Innovations and Academy President states,

"Replenishment is a great place for IE's to practice inventory management and forecasting skills. It's one of the few areas that blend elements of engineering, merchandising



Spring 2012

The AAIE Officers for 2011-2012

Grant DuCote
President

Bryan Grimsley
President-Elect

Tarek Taha
Secretary

Jim Burgin
Treasurer

Lee Hartz
Past President

Inside this issue:

- Note from the President ...2**
- Scholarship3**
- From the Department4**
- Global Studies.....6**
- Feature7**
- SHUR Liaison9**
- Membership 10**

From the President...

Looking Back to Look Forward

Greetings fellow Academy members!

Once again I'm honored to write to you as we prepare for our annual spring banquet. As we begin wrapping-up our business cycle, I'd like to highlight a few notable-notes over this past year:



Grant DuCote
BS '91, MS '93

- We attained the "100-for-100" scholarship goal we set for ourselves 2 years ago. This is a great accomplishment, especially in these tough economic times. As a result we named 10 new Imhoff Fellows and funded 3 new permanently named scholarships. Thank you for helping us deliver additional support to our students!
- Sadly, we lost a dear member, Bill Keltner, in August. Donations were received in Bill's name that were incremental to the 1-time AAIE scholarship. Your generosity is a wonderful honor to Bill's memory and legacy.
- The Academy Board began crafting a strategic plan that aligns with and supports the IE department's now-complete strategic plan. This work will continue into the upcoming year and we'll give an update in the Spring

general meeting.

- Dr. Needy has just been elected president-elect for the Institute of Industrial Engineers! This is a great honor for her personally and is sure to bring even more exposure to our great state, university, college and department. Be sure to ask her about her competition for the role..... Congratulations Kim!
- We have 16 great new membership nominees to consider this year. Our family continues to grow!

The spring banquet will be held on April 27-28. The annual hypothermia exhibition (aka golf tournament) is once again slated for Friday at 11 am. We're all optimistic that given this year's mild weather, we might actually have an enjoyable outing. So make plans now to join everyone in NW AR that weekend. For those who might want to know, this year, the annual Dean's banquet will actually be the week before on Sat 4/21.

This is my last official DODEC letter as I approach the close of my term as president. I extend a warm thank you to my fellow Board members and committee chairs who've served all of us so admirably. As always, if ANYONE is interested in learning more about serving on the Board or on a committee, we WELCOME your interest and ideas. Just ask!

Grant DuCote '91, '93
2011-2012 AAIE President

"The Academy Board began crafting a strategic plan that aligns with and supports the IE department's now-complete strategic plan."

Scientists investigate that which already is;

Engineers create that which has never been.

-Albert Einstein

The Arkansas Academy of Industrial Engineering (AAIE) was established in 1986 to recognize the achievements of University of Arkansas Industrial Engineering graduates and to provide continuing guidance and support to the Department of Industrial Engineering.

The Academy also provides its members with the opportunity to nurture and support the organization that played an important role in their professional growth and development.

THE DODECAHEDRON is a publication of the Arkansas Academy of Industrial Engineering, and the views expressed are those of the AAIE only and do not reflect the official view of the University of Arkansas, the College of Engineering, or the Department of Industrial Engineering. THE DODECAHEDRON is published semiannually and is intended for the membership of the Arkansas Academy of Industrial Engineering.

You may contact the editor at: ddyoung@ipa.net

Scholarship News **“100 for 100” Scholarship Campaign Meets Goal**

The 2010-11 AAIE scholarship campaign to increase the AAIE Academic Scholarship endowment by \$100,000 from at least 100 AAIE members has reached its goal. As of February, \$100,730 has been added to the endowment as gifts from members, company matches, friends, and a Board transfer of funds. Sources of funds are:



Dewey Freeman
BS '74

Direct Contributions	\$86,330
Company Match	\$9,400
Board transfer from General Fund	\$5,000
Total Campaign	\$100,730

The campaign, dubbed “100 for 100,” kicked off in October of 2009 with secondary goals of encouraging broad participation from AAIE members and adding 50 new “John Imhoff Fellow” recognitions for cumulative gifts of \$1,000 to scholarships. So far, 51 member and 19 non-member contributors have given \$95,730 to the campaign including company matches. The AAIE Board approved a transfer of \$5,000 in 2010 and an additional transfer of \$5,000 from the General Fund (Dues account) to be added in March 2012. This will bring the total to \$105,730.

The real good news is that our endowment can now support up to 10 additional student scholarships for the IE department students in the coming years.

A total of \$7,725 (included in above totals) was contributed through members and non-members as memorial gifts for Bill Keltner.

We are pleased to announce new recognitions for members reaching higher levels of contributions in 2011 to be recognized at the 2012 membership banquet.

John Imhoff Fellow

(\$1,000 total contributions):

G. Kent Burnett

Joe Dyer

John McKuin

Tom and Kim Riggs

Kim and Bill Needy

Permanent Named Scholarship

(≥ \$10,000 total contributions):

Dewey & Catherine Freeman

Ralph & Andrea Sandage

Thank you to these members and friends of AAIE listed below for contributing through January 2012:

- | | |
|----------------------------|------------------------|
| Russell Aiken | Michael Limbird |
| Dick & Sue Blake | Chuck & Kay Marlin |
| Frank Broadstreet | Bill McKamey |
| G. Kent Burnett | Bob & Mary Ann McKuin |
| Sam & Charlie Cole Chaffin | John McKuin |
| Ronald Claussen | Ron & Bettye Morris |
| Wayne Crandell | Ron D. & Debra Morris |
| Bill & Mary Lou Cravens | Duane & Mary Neal |
| Bob & Jo Davidson | Kim and Bill Needy |
| Bill Denton | Glenn D. Palmer |
| Don Dillard | William F. Pazdera |
| Grant & Trisha DuCote | Jimmy Reed |
| Joe Dyer | John A. Riggs, III |
| John & Elizabeth English | Thomas and Kim Riggs |
| Bob & Ellen Etien | Manuel Rossetti |
| Richard Farr | Andrea Sandage |
| Melinda & Steve Faubel | Ralph Sandage |
| Dewey & Catherine Freeman | Dana Sedgass |
| John Gilmore | John Selig |
| Bryan & Roslyn Grimsley | Michael Shupe |
| Mike & Tammy Gross | Gene & June Staggs |
| Bill & Margaret Harrison | Larry & Gwen Stevens |
| Lee & Bonnie Hartz | Tarek & Susanna Taha |
| Jim & Annette Hawkins | Al & Paula Taylor |
| Karen Hendrix | Palmer & Alice Terrell |
| Lowrance Hodge | Joel & Sondra Thomas |
| Alan Hope | Daniel Paul Thompson |
| Russell & Mary Jackson | Thomas Walker |
| Tommy Kirk | John A. White |
| Bruno Kirsich | Donna & Dwayne Young |
| Lee Lane | |

“The real good news is that our endowment can now support up to 10 additional student scholarships for the IE department students in the coming years.”

To make a contribution:

**Please make check payable to:
University of
Arkansas Foundation
and mail to:**

AAIE
Dept of
Industrial Engineering
4207 Bell
Engineering Center
University of Arkansas
Fayetteville, AR 72701



From the Department...



Dr. Kim Needy

Dear Academy Members,

Hello! We are getting ready to complete another great academic year. And what a difference a year makes with respect to the weather. A

year ago we experienced one of our worst winters in recent times with record snow falls. Thank goodness that this has been a much kinder and gentler winter as compared to last year. But beyond the change in weather, you will be very excited to know that we just received the latest rankings from *U.S. News & World Report* which ranks the best graduate schools and conducts a peer assessment of graduate programs. This year for our category of Industrial/Manufacturing Engineering I am pleased to announce that we are ranked #19! This *Top 20* ranking beats our record ranking from last year of 25. This ranking is based solely on assessments by department heads in our specialty category and reflects their perception of our department, which to a large extent is based on their observations of our external activities. This includes publications, presentations, proposals, conference planning, service activities to professional societies and honors & awards. As you will see below, our department has once again distinguished itself with many significant professional honors & awards designations.

Before getting on with the department news, it is with sadness that I inform you that our Dean Ashok Saxena will be leaving us effective July 1. He has accepted a two-year appointment as the senior leader at Galgotias University, a new private, multidisciplinary research university near Delhi, India. This is a tremendous

opportunity for him and we wish him and his wife Madhu our best. This will be a big loss to the university and to our department as he has been incredibly supportive of Industrial Engineering. That said, I am confident that a rigorous search will be done to find an excellent replacement.

Now, getting on with departmental news, there were several faculty departmental awards of note for 2012. We are delighted to welcome incoming Assistant Professor **Dr. Shengfan Zhang** who joined our department this past fall. Dr. Zhang completed her BS in Management from Fudan University in Shanghai, China in 2004. She completed her MS and Ph.D. in Industrial and Systems Engineering from NC State in 2006 and 2011 respectively. Her Ph.D. research studied decision modeling for breast cancer patients with spontaneous disease regression. In general, her research interests are in mathematical modeling of stochastic systems with emphasis on statistical and decision analysis applied to healthcare, manufacturing and service environments. **Dr. Heather Nachtmann** was named a *Fellow of the American Society for Engineering Management (ASEM)* at the Annual ASEM Conference in Lubbock, TX. **Dr. Manuel Rossetti** was selected as the *John L. Imhoff Chair in Industrial Engineering* for a two-year period beginning in January 2012. He is the fourth recipient to hold this title, and plans to use the appointment to make significant contributions in three areas: faculty programs leading toward teaching excellence, further advancement of the department's global studies initiative for undergraduate students, and graduate student development through the formation of a student chapter of the Institute for Operations Research and the Management Sciences (INFORMS). And finally, I am very excited to let you know

(Continued on page 5)

"I am pleased to announce that we are ranked #19. This Top 20 ranking beats our record ranking from last year of 25."

"Scientists dream about doing great things."

Engineers do them."

-James A. Michener

(Continued from page 4)

that I, **Dr. Kim Needy**, was elected as the *President-Elect of the Institute of Industrial Engineers* (IIE). This is a three-year appointment in which I will serve as President-Elect, President and Past-President. I take office on April 1 (no foolin'), and hope that in this role I will bring great visibility to our department.

Staff members have also received awards. **Mrs. Tamara Ellenbecker** was named *Employee of the First Quarter* from the Staff Senate for July-September 2011 and *College of Engineering Employee of the Semester* for Fall 2011.

Our talented students have also received recognition for their achievements. Three of our graduate students received *Graduate Student Research Awards*. Congratulations go out to **Jingjing Tong** (advised by **Dr. Heather Nachtmann**), **Jessica Spicer** (advised by **Dr. Ashlea Milburn**) and **Crystal Wilson** (advised by **Dr. Sarah Root**) for this great distinction.

Mr. Dewey Freeman (B.S.I.E. 1974, AAIE Past-President, AAIE Scholarship Committee Chair, and Strategic Collaboration Director for the Department of Industrial Engineering Center for Innovation in Healthcare Logistics) was named a *Life Fellow of the Healthcare Information and Management Systems Society* (HIMSS) at its international conference in Orlando, FL. A Life Fellow award is bestowed to members who have demonstrated a lifetime service to the organization and a distinguished career in the healthcare industry.

I am certain that you will agree, that the department is doing great things, and I can promise you that we plan to continue on this trajectory. As an AAIE member you should know that we are grateful for the many things that you do to make our department successful. We simply couldn't have done it all without you!

Warmly,
Kim Needy

“As an AAIE member you should know that we are grateful for the many things that you do to make our department successful. We simply couldn't have done it all without you!”

You may be an engineer...

If the salespeople at Best Buy can't answer any of your questions.

IE Success Find Success at Wal-Mart...
(Continued from page 1)

and store operations. Managing a significant portion of our Fresh areas like meat and produce helped me understand the complexity of our supply chain and how important my decisions were in helping stores achieve the highest possible sales while carrying the optimal amount of inventory.”

Most recently, IE skills are also highly leveraged on the front lines of the business in both Wal-Mart and Sam's Club. Innovations teams at Wal-Mart and Sam's are responsible for improving efficiency of store and club operations, while increasing customer service. Typical projects would include both process change and implementing systems and technology in the Stores and Clubs. The culture throughout the organization promotes opportunities to improve efficiencies with suppliers and other business partners.

Wal-Mart and the Department

Wal-Mart has been a valuable partner to the Department for quite some time. They have presented at the Dean's Retreat on topics such as Leadership and Ethics,

sent seasoned engineers to participate in our Mock Interview process, partnered with the Department for Senior Design projects and have partnered with CELDI for many years. In addition, many of their engineers have been called upon to speak to classes, have assisted with resume workshops and provided assistance and resources to the student chapters of IIE and SWE. Of course, Wal-Mart provides wonderful internships and job opportunities to our students. According to Michelle Strong, Ph.D., SPHR, Director of Student Placement and Employer Relations at University of Arkansas College of Engineering, “Each year, Wal-Mart hires approximately 300 new graduates from the University of Arkansas. Of those, approximately 20% are engineering graduates, roughly one quarter of those being Industrial engineers.”

Wal-Mart does some important work at the high school level as well, getting students prepared to consider a career in engineering. They participate in high school engineering fairs and STEM Conferences. They bring students to Wal-

(Continued on page 8)

Global Studies

IE Department Distributes GSE Survey to 2374 Students

“The survey results indicated that students cite finances as the chief reason prohibiting overseas study.”

You may be an engineer...

If you laugh at jokes about mathematicians.

Since the inception of the Global Studies Endowment in 2005, the number of applications for GSE scholarships increased every year, peaking at six applications in 2009. However, in 2010 the applications decreased to three, and in 2011 a single application was received. The IE Dept and GSE committee could not identify a specific reason that caused the applications to decrease sharply. The staff of the U of A Office of Study Abroad also indicated campus wide applications for similar overseas study programs had dropped off as well, but only about 10 percent from previous years.



Bill Denton, BS '76

Since the beginning, the IE Dept has historically promoted the GSE program to students using several methods. Students learn about study abroad opportunities thru the Freshmen Engineering Program and postings within the department. The Director of Global Studies hosts a Global Studies Night each fall for all undergraduate students and several students who have previously studied abroad present an overview and discussion of their trip. The Director also reviews with students the resources available at the Office of Study Abroad, as well as funding opportunities within the Honors College and from the department's Global Studies Endowment.

Based on the decrease in number of GSE applicants, the IE Department designed a survey to determine possible reasons for the reduced number of GSE applicants. A paper-based survey was initially piloted with Industrial Engineering students and based on their responses, it was refined. A comprehensive electronic survey was created and based on requests from other

engineering departments; the survey was administered to 2,374 engineering students college wide. The survey results indicated that students cite finances as the chief reason prohibiting overseas study. This was not surprising since documented typical expenses for a summer overseas experience averages \$8,000 and a fall/spring experience averages \$15,000. The GSE scholarships are currently \$2,500 for a summer experience and \$3,500 for a fall/spring experience or approximately 20-30 percent of actual expenses.



John Imhoff

The following students applied for and received GSE scholarships in February 2012:

- Michael Anderson, a junior from Tulsa, received a \$2,500 GSE scholarship to study in Navarre, Spain this summer. He will study renewable energy facilities and technologies, including biomass, biogas production, photovoltaic and wind turbine testing. This for credit course will entail an intense 4-day per week classroom schedule and one day of technical tours per week.
- Chris Bayles, a sophomore from Springdale, received a \$3,500 GSE scholarship to study at the University of Newcastle in Australia in the fall of 2012. He plans to undertake 12 -15 hours of for credit engineering coursework corresponding to the local heavy mining industry. Additionally, he plans to enroll in an Aboriginal Studies course for cultural diversity not available in the U.S.

(Continued on page 12)

The Toothpaste Factory Problem

A toothpaste factory had a problem: they sometimes shipped empty boxes, without the tube inside. This was due to the way the production line was set up, and people with experience in designing production lines will tell you how difficult it is to have everything happen with timings so precise that every single unit coming out of it is perfect 100% of the time. Small variations in the environment (which can't be controlled in a cost-effective fashion) mean you must have quality assurance checks smartly distributed across the line so that customers all the way down to the supermarket don't get angry and buy another product instead.

Understanding how important that was, the CEO of the toothpaste company got all the top people in the company together and they decided to start a new project, in which they would hire an external engineering company to solve their empty boxes problem, as their engineering department was already too stretched to take on any extra effort. The project followed the usual process: budget and project sponsor allocated, RFP, third-parties selected, and six months (and \$8 million) later they had a fantastic solution — on time, on budget, high quality and everyone in the project had a great time. They solved the problem by using high-tech precision scales that would sound a bell and flash lights whenever a toothpaste box would weigh less than it should. The line would stop, and someone had to walk over and yank the defective box out of it, pressing another button when done to re-start the line.

A while later, the CEO decides to have a look at the ROI of the project: amazing results! No empty boxes ever shipped out of the factory after the scales were put in place. Very few customer complaints, and they were gaining market share. "That's some money well spent!" – he says, before looking closely at the other statistics in the report.

It turns out, the number of defects picked up by the scales was 0 after three weeks of production use. It should've been picking

up at least a dozen or so a day, so maybe there was something wrong with the report. He filed a bug against it, and after some investigation, the engineers come back saying the report was actually correct. The scales really weren't picking up any defects, because all boxes that got to that point in the conveyor belt were good.



Jim Burgin, BSIE '78

Puzzled, the CEO travels down to the factory, and walks up to the part of the line where the precision scales were installed. A few feet before the scale, there was a \$20 box fan, blowing the empty boxes off of the belt and into a bin. "Oh, that," says one of the workers — "one of the guys went to Wal-mart and bought the fan and put it there 'cause he was tired of walking over every time the bell rang."

A few questions came to mind after reading the above article. Actually, an entire analysis was originally written, but wouldn't fit in two Dodecs. Here are some questions to consider as you climb the corporate ladder or enjoy being on that top rung.

1. Why didn't anyone ask the line employees for their inputs to solving the problem?
2. Were the line workers asked, but didn't feel like their answers would be considered?
3. Did the line workers have the attitude that "they don't pay me enough to answer those kinds of questions?"
4. Did the engineers reject all inputs to "get their name in lights" as having completed a big project?
5. Had company leadership failed to establish a culture where input was not only expected, but also respected?

"The project followed the usual process: budget and project sponsor allocated, RFP, third-parties selected, and six months (and \$8 million) later they had a fantastic solution — on time, on budget, high quality and everyone in the project had a great time."

Jim Burgin teaches a Maintenance Management course for the IE Department as part of their Masters of Science in Operations Management. This was an exercise in the best practices and continuous improvement.

“One of the more unique and insightful aspects of this organization is the willful mentoring that is ingrained in the corporate culture.”

You may be an

engineer...

If you have a pet

named after a

scientist.

(Continued from page 5)

Mart headquarters to see firsthand what engineers at Wal-Mart can accomplish. They also have a history of participating in and hosting events for the University of Arkansas' ECAP Program, which is designed to recruit students to engineering from underserved populations. Bryan Hill,

Assistant Dean of Student Recruitment and Honors and International Programs in the College of Engineering at the University of Arkansas, states, “Many of the engineers at Wal-Mart and Sam’s Club are graduates of the University of Arkansas and we look forward to increasing that number. We also appreciate the role that Wal-Mart and Sam’s Club have played in the success of our Engineering Career Awareness Program, which increases the diversity of our engineering graduates by providing opportunities for underrepresented students.”

Industrial Engineers at Wal-Mart are also actively involved in the promotion of their vocation through a strong presence in the local professional chapter of IIE. In fact, the last five presidents of that professional society have been from Wal-Mart.

Mentoring at Wal-Mart

One of more unique and insightful aspects of this organization is the willful mentoring that is ingrained in the corporate culture. There are formal and informal opportunities to mentor and be mentored. In fact, mentoring is a requirement at Wal-Mart and is part of the

evaluation process for senior leaders. In some cases, Human Resources will identify an employee as ‘high potential’ and will assign them a mentor. In addition, leaders may select someone from outside of their direct supervision and mentor them. There are also “mentoring circles” sponsored by various Associate Resource Groups (which focus on providing support and development for associates of particular backgrounds or interests) to broaden the impact of both mentoring and peer mentoring. The company clearly recognizes the many benefits associated with the practice of mentoring and being mentored. In terms of engineering, we call it technology transfer. More corporations would be well advised to implement a similar strategy. All of us could benefit from being a mentor and having a mentor ourselves. The mentoring programs and culture within Wal-Mart have helped foster many outstanding engineering careers.

Wal-Mart Engineering

From the 60 engineering graduates from the U of A that enter Wal-Mart annually to Mike Duke, CEO of the company, engineers are making a huge difference at Wal-Mart. We are proud to have six members of the IE Academy as part of Wal-Mart’s leadership team and truly appreciate the role that they and the company have in partnering with both the U of A and the IE community. Seems as if Mr. McDaniels was right – retail is a great career for engineers and a great place to make a difference.

In the News...

Congratulations to our own Kim Needy!!

She was recently elected as president-elect of the Institute of Industrial Engineers, a year-long position she will officially assume in April and serve before becoming president of the institute in 2013. Last year, Needy was also named a Fellow of the Institute of Industrial Engineers, the highest level of membership in the society.



Dean Ashok Saxena will be leaving us effective July 1. He has accepted a two-year appointment as the senior leader at Galgotias University, a new private, multidisciplinary research university near Delhi, India. This is a tremendous opportunity for him and we wish him and his wife Madhu our best.

Congratulations to John White!

Historic Engineering Hall, has been renamed the John A. White Jr. Engineering Hall, in honor of the former chancellor and AAI member!



SHUR Spring 2012 Update: Decision Day 2012

SHUR-ly we've been up to something...

For most folks in the U.S. the tag line "Decision Day 2012" probably brings to mind thoughts of our upcoming Presidential election, but for many of the folks in the College of Engineering, it brings up completely different thoughts. I'm sure it would be a surprise to no one that things in the



**Frank Broadstreet,
BS '92, MS '96**

College of Engineering are set up a little different these days than when most of us attended. For freshmen engineering students of today, during their first two semesters they are not assigned to a particular department. This means that each spring the freshmen students get the opportunity to visit three different departments and then select which department they would like to enroll in for the upcoming year. This year March 2 was Decision Day 2012 for the UofA freshmen engineers. The good news is that this year our IE department tied their largest percentage take of the available freshmen students at 14%.

Now for the important question, why is all of this pertinent to the SHUR update? For the first time ever, through the WOW project, AAIE stood side by side with the IE department faculty, staff and students assisting in the freshmen recruiting effort. Initial plans for the WOW project included grand visions for showing the students what great careers are like in IE and backing up those statements with examples of our graduates who have had remarkable careers and have made significant contributions to the field. As preparations for the recruiting effort got underway, it was decided that simpler might be better. In short, we decided to just sit down with the students and tell them what it is we do in industry. Through the help of Academy members and some more recent IE graduates, we sat down during the segments of the recruiting sessions and shared stories of the workplace, explained

projects we've worked on and told the potential IEs how things we had studied were applied in the business world.

Recent AAIE inductee Kari Griggs, along with upcoming inductee Mark Brewer were key participants. Also helping out the cause were recent UofA IE graduates Adam Keeley and Jake Wofford. We even branched out a bit farther and included one of John English's recent KSU IE graduates Cassie Boyer. Feedback from the freshmen students was positive. They enjoyed hearing from some folks just a few years removed from the very seats they were occupying and learning how you can make a difference in a relatively short period of time.

Overall the effort was deemed a success, and with a few recommendations for improvement, we plan to be right alongside our IE department next year to pull in a few more of those swing votes and try to keep up the momentum in our favor.

On the topic of keeping up the momentum, following the recruiting efforts, on March 8 the SHUR committee in conjunction with IIE sponsored a career and professional etiquette discussion. The discussion included 28 attendees from the department, and during the session we shared information on a broad range of topics including:

- Understanding the recruiting process
- Tips for interviewing
- Resume basics
- What does "business attire" mean
- What to do and expect in an interview
- What to expect and not expect in a first job
- What is the importance of networking and how do you develop one
- What to look for in a mentor and why

Food was provided for the student during the discussion, and the topics of discussion branched out beyond the original list of topics to make sure we answered all the questions we could. Again, student feedback from the session proved positive and we intend to refine our list of topics in the upcoming months to prepare for our next chance to engage the students.

As always, if you have suggestions for SHUR opportunities or would like to participate in our efforts please let us know.

"Initial plans for the WOW project included grand visions for showing the students what great careers are like in IE..."

Membership Committee

SIXTEEN NOMINEES RECRUITED FOR INDUCTION

We are excited to announce that AAIE will see a record number of nominees inducted into membership in 2012. The following sixteen new nominees and two previous nominees are scheduled to be inducted at the



Mike Gross, BS '84

annual banquet on April 27th in Springdale:

James P. Bellora, PE (BSIE 1983)

James' hometown is St. Louis, MO. He has 29 years of extensive experience in Architectural/Engineering Design and Construction project management, facility plant engineering, industrial plant layout design, material handling automation systems design, industrial engineering and manufacturing methods engineering, contract management, cost analysis, and project scheduling. He currently serves as Branch Head in the Project Management and Engineering Branch, Navy Facilities Engineering Command - PWD Washington, Washington Navy Yard.

Mark Brewer (BSIE 1997, MSIE 1999)

Mark was born in Fayetteville and raised in Springdale. He currently serves as Director of Marketing Strategy with J.B. Hunt Transport in Lowell, AR. Mark joined J.B. Hunt in 1999 as Logistics Engineer and has held multiple positions over 10 years culminating as an Information Systems Consultant in 2009. He returned to school for 1 year considering a PHD before returning to JBH in 2010 in his current Director role.

Debrah Rolfe Brown (BSIE 1986)

Debrah attended high school in Forman, AR. She currently serves as Industrial Engineer with Ford Motor Company in Dearborn, MI. Debrah has 25 years of service with Ford and has held numerous Engineering and Management positions throughout her career. She has a MBA and MS in Engineering Management.

Sandy Dillard (Swayze) (BSIE 1986)

Sandy was born and raised in Fayetteville. She currently serves as Master Scheduler/IE Manager with Superior Industries International in Fayetteville. She has also worked as Industrial Engineer with Elkhart Products Corp. in Fayetteville and FM Corporation in Rogers.

Ward R. Dingmann (BSIE 1990)

Ward was raised in rural Wisconsin and decided to move "South" upon graduating high school. He currently serves as VP of Operations with Levin Furniture in Pittsburgh, PA. He has over 20 years of various industry and consulting positions, focused in the supply chain arena.

Mark Edmisten (BSIE 1995)

Mark was born and raised in Springdale. He currently serves as Program Engineer – Project Fusion (NCS Cross Functional Rotation Program) with Raytheon in McKinney, TX. Mark has almost 20 years of service at Raytheon (formerly Texas Instruments), from logistics to supply chain organization and is currently in a 3-year leadership rotation in Operations, Engineering, and Finance. He also has a MS in Supply Chain Management.

Jonathon T. Fite (BSIE 1996, MSIE 1998)

Jonathon was raised in Southern California and attended high school in Central Illinois. He is currently Managing Partner with KMF Investments in Denton, TX. He is also serving as an Adjunct Professor at the University of North Texas in Denton. He previously worked in Communications and High Tech Practice with Accenture in Dallas.

Johnathan Henry (BSIE 1992)

Johnathan's hometown is Pine Bluff, AR. He currently serves as Associate/Senior Business Process Consultant with Booz Allen Hamilton in Atlanta, GA. He has also worked with Johnson Controls and Hydro Aluminum Puckett. He has Clearances with the Department of Defense and the IRS.

(Continued on page 11)

"We are excited to announce that AAIE will see a record number of nominees inducted into membership in 2012."

"Nothing can stop the man with the right mental attitude from achieving his goal; nothing on Earth can help the man with the wrong mental attitude."
Thomas Jefferson

Phillip Karnes (BSIE 1996)

Phillip's hometown is Lincoln, AR. He currently serves as Director of Revenue Accounting with ABF Freight Systems in Fort Smith. He has been with ABF since graduating Cum Laude and has held various positions from Pricing Analyst to his current Director role.

David M. Lewis (BSIE 1985, MSIE 1987)

David was born in Arkansas but lived in Japan, Middle East, California, Texas and Maryland through his 23 years Active Duty and Army Guard. He currently serves as Lead Engineer Technical Services, Laboratory Services/Special Projects Engineering, with Whirlpool Corporations in Fort Smith. He has also worked with GNB Batteries in Fort Smith and Defense Systems, Texas Instruments, in Dallas.

Danny Loe (BSIE 1996)

Danny's hometown is Prescott, AR. He is currently Vice President, Yield Management, with ABF Freight Systems in Fort Smith. He has been with ABF since graduating Magna Cum Laude and has held various positions from Pricing Analyst to his current Vice President role.

Phillip Mark Partain (BSIE 1991, MSIE 1993)

Mark grew up with his father working construction and has lived in Missouri, Arkansas, Mississippi, and Louisiana. He currently works with The Engineering Institute in Farmington, AR. His main focus is the investigation and reconstruction of automobile accidents. He has also worked for Baldwin Piano and Organ Co., Phillips Lighting, Hoffinger Industries and LTV Missiles.

Reginald Perry (BSIE 1986)

Reggie is a native of Fayetteville. He is currently Vice President of Sales with Nokia Siemens Network in Irving, TX. He has also worked with Nortel, Corning Inc., Snydergeneral Corp., and Lennox Industries with several years of engineering and operational duties. He also is working to leverage his corporation "The Perry Group". He has a MBA from SMU.

Ralph E. Sorg (BSIE 1994)

Eddie's hometown is Pocahontas, AR. He currently serves as Director of Pricing with ABF Freight Systems in Fort Smith. He has been with ABF since graduating Magna Cum Laude and has held various positions from Pricing Analyst to his current Director role.

Mike Tubb (BSIE 1992)

Mike grew up in rural Springdale and raised chickens, cattle and rainbow trout. He currently serves as Director of Design and Construction Engineering with Tyson Foods in Fayetteville. He has had 19 years of progressive responsibility at Tyson Foods. He started his career as an IE and moved to Plant Management and then back to Engineering.

Bonnie Swayze (Honorary Nomination)

Bonnie is retired after 39 years with the University of Arkansas. She was the IE Department Head Assistant and overall "right hand" for 23 years. She assisted Larry Stephens in the first year of AAIE and then later worked alongside Dr. Rick Malstrom to grow and develop the Academy. She was conferred "Emeritus Staff" status upon retirement.

Kevin Barrentine (BSIE 1990)

Kevin was nominated in 2010 but was unable to attend the induction ceremony. Kevin grew up primarily in Atlanta, GA and Indianapolis, IN. He currently is a Partner with CRG Partners, LLC, where he was a founding partner in 2001. He has also worked with Auction Broadcasting Company, George Group Inc. and Anderson Consulting (now Accenture).

John W. Lillard (BSIE 1983)

John was nominated in 2011 but was unable to attend the induction ceremony. John was raised in Arkansas and is the brother of Donna Young, a current board member of AAIE. John has been employed for 26 years with Mohawk Industries as Plant Industrial Engineer, Plant Superintendent, Special Projects Engineer and is currently Plant Manager with Mohawk Industries at their Dalton, Georgia facility.

*Real success is
finding your
lifework in the
work that you
love.*

*David
McCullough*

*Happiness
is not doing
what you like,
it is liking what
you do.*

*Global Studies
(Continued from page 6)*

- Sandra Carrasco, a junior from Springdale, received a \$3,500 GSE scholarship to study in the fall of 2012 at the Qatar University's College of Engineering, which recently obtained ABET accreditation. She will undertake coursework in Innovation and Entrepreneurship, and Industrial Systems Design, as well as a course in Islamic culture.
- Marco Guerrero, a sophomore from Springdale, received a \$2,500 GSE scholarship to study in the summer of 2012 at Christ University, a program sponsored by the University of Arkansas College of Engineering at Bangalore, India. He will undertake courses in Globalization and Innovation in India, and Modern Day Indian Culture. Additionally, he will tour local multinational corporations

and meet with their engineers to discuss operations in different cultures.

I believe interest in overseas study by IE Department students is here to stay. The IE Department, through its recent five-year strategic plan, has committed to a goal of encouraging at least 25% of IE students to graduate with a global studies experience. Regardless of the ongoing GSE promotional activities by the IE Department, or the interest fueled by the recent GSE surveys, this recent group of worthy applicants indicates that GSE scholarship demand is back on track. The GSE committee appreciates all the input we have received and will continue to monitor and improve the scholarship process where appropriate to improve the benefit to students and the IE Department.

— Bill Denton, BS '76

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We're on the web www.ineg.uark.edu/aaie



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