



**MINUTES OF MEETING
UNIVERSITY-INDUSTRY RELATIONS ROUNDTABLE
9 OCTOBER 2017
PITTSBURGH, PA., USA**

Attendees:

Kelly Dallas, ArcelorMittal USA (Chair)	Ron O'Malley, Missouri S&T
Ron Ashburn, AIST	Glenn Pushis, Steel Dynamics Inc.
Amy Clarke, Colorado School of Mines	Justin Raines, SSAB
Kester Clarke, Colorado School of Mines	Ronaldo Sampaio, RS Consultants Ltda.
Emmanuel De Moor, Colorado School of Mines	Kara Simonoff, Steel Dynamics Inc.
Bill Emling, SMS USA LLC	Mike Sortwell, AISI
Terry Fedor, Cleveland Cliffs	Lydia Stromei, DeAmicis & Associates
Steven Hansen, SSAB Americas	Keith Taylor, SSAB
Kolin Keller, Commercial Metals Company	Gary Urso, Tamini Transformers
Mike Kerksmar, AK Steel	Bryan Webler, Carnegie Mellon University
David Matlock, Colorado School of Mines	Lori Wharrey, AIST
Tim McCrea, ArcelorMittal USA	Chenn Zhou, Purdue University Northwest
Chris McKelvey, AIST	

1.0 CALL TO ORDER AND INTRODUCTIONS

Ms. Dallas welcomed all in attendance and introductions were made.

2.0 ANTI-TRUST GUIDELINE REVIEW

Ms. Dallas stated the meeting would be held in compliance with the Anti-trust Guidelines as provided with the agenda.

3.0 COMMITTEE PURPOSE AND OBJECTIVE

Ms. Dallas reviewed that the AIST Foundation University–Industry Relations Roundtable exists to foster communication between our university network and the steel industry. The committee objectives are to increase the number of professors teaching a steel-related curriculum, and to increase the number of students interested in a career in the steel industry.

4.0 AIST MEMBER CHAPTER OUTREACH UPDATES

Ms. Dallas noted the importance of Member Chapter outreach to K-12 and reported the Midwest Member Chapter recently held their annual high school seminar. The event was very successful with 12 schools and 230 students in attendance. During the event they discussed the different types of engineering disciplines and have hands-on experiments and projects. The AIST Foundation assists with the costs through the Steel to Students program which provides reimbursement grants of up to US\$5,000 annually to AIST Member Chapters that conduct outreach programs for students in grades K-12.

Dr. Webler reported the Pittsburgh Member Chapter held their Young Engineers Night in March where Young Professionals made presentations and university students displayed their projects through posters. They will once again participate in the Carnegie Science Center's engineering event in November.

Ms. Stromei noted the new AIST European Member Chapter has been established and will need assistance in getting started with these types of programs.

Mr. Ashburn noted previous discussion regarding a new Memphis Member Chapter and suggested Ron O'Malley and others from the area to solicit local feedback to determine interest.

5.0 REAL STEEL VIDEO CONTEST UPDATE

Ms. Dallas reported the Real Steel Marketing Video Contest remains a successful program. There is one first place prize of \$3,000 and up to five honorable mention awards of \$1,000 each. The winning video is played during the President's Award Breakfast at AISTech and companies are encouraged to use these videos for promoting the industry.

Mr. McKelvey noted the goal of this contest is to challenge students to research the steel industry and produce a three-minute original video that educates viewers about a specific topic. This year's topic is "*The Importance of People in Steelmaking*" to emphasize the human aspect. The video makers are encouraged to interview those involved in the industry.

All agreed it is a good program and the award amounts are in-line. Ms. Zhou stated she has renewed the Material Advantage Student Chapter at Purdue University Northwest and her group is interested in submitting a video.

6.0 COMPANY RECRUITING

Mr. McCrea and Ms. Simonoff began discussion regarding recruiting efforts. ArcelorMittal is working with their nine partner schools and are seeing a large increase in the number of students interested in steel at recent career fairs. He believes the increased interests stems from the efforts of ArcelorMittal and other steel companies. Both ArcelorMittal and Steel Dynamics are hiring mechanicals, electricals, metallurgy, and are looking at technology fields as well. They will have 85% of hiring needs complete by the end of December and fill-in as needed in the spring. Some offers are made to interns before they leave for the summer. ArcelorMittal has a 60% conversion rate. He noted a shift from technical jobs to front line tech jobs.

Mr. Ashburn asked why offers are declined, what seems to be the motivation for hiring, and who is our competition? Ms. Simonoff stated she does follow-up to find out why when an offer is declined. It is usually location followed by wages.

Mr. Ashburn reported the AIST Foundation has scholarship funds available that are not awarded each year. The applications received provide a limited number of truly qualified candidates. He noted 60% of those receiving scholarships, along with internships, enter the steel industry. Mr. McCrea noted his appreciation of the intense screening provided by the Foundation, making his job easier. Ms. Stromei suggested capturing our members attended a university, then leveraging their influence as alumni to promote involvement in AIST and the industry.

All agreed we need to make the following clearer when marketing the scholarships.

- AIST will match a student with a company for a mutually agreeable internship based on preferences of both. The company will interview and make any offers. The student can accept or decline.
- The internship is PAID.

- The company may provide housing or a housing stipend.

Some general information discussed:

- There is much competition for engineering students.
- Today's high school students are taking college-level courses making them more prepared for starting directly into engineering courses.
- Companies are not interested in comparing compensation for interns.
- When hiring interns, there is little difference in holding a B.S. or a Masters degree when making a decision. Both have technical knowledge; communication/people skills are most important. Companies are reviewing the current preference of hiring recent college graduates to hiring more experienced employees.
- It is concerning that students are being directed, by some faculty, to get experience by moving around to different companies.
- There was a difference of opinion regarding summer internships and co-ops. Some companies prefer the shorter experience, some the longer. It was agreed that the universities do not like the co-op as it throws the students off-schedule.
- Young hires with responsibilities and meaningful work are more likely to stay.
- Reach out to students when they are freshmen.

All agree that companies are concerned with looming retirements out-pacing new hires. Mr. McCrea labeled it "managing transfer of knowledge."

7.0 PROJECT CONNECTIONS

A connection between universities and industry through projects was briefly discussed. University professors have a need for senior projects every year. They tend to go for the obvious larger established projects. If they are connected with the steel industry, more of these projects would be about steel. Would AIST's Technology Committees be able to assist?

8.0 NEXT MEETING

Ms. Dallas stated the next meeting will be on Monday, 7 May 2018, Noon – 1:45 p.m. (eastern) at AISTech 2018 in Philadelphia, Pa.

9.0 ADJOURNMENT

Ms. Dallas thanked all for attending and noted the great discussions. There being no further business, She adjourned the meeting.