Using Industrial Experience for Recruitment & Retention: An Industrial Assessment Center (IAC) Case Study

Anecdotal discussion of ways to attract and retain international students

By
David Goodman, PhD, CEA
dwgoodma@iupui.edu
International students:
- F1 Visa
  - Cannot work off campus
  - Limit of 20 hours per week

Any Student
- Experiential Learning
- Industry Experience
- Multidisciplinary

- The IAC is the only job on campus that provides hands-on, industrial, engineering experience.
- The percentage of international students applying to the center increases every year.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Hired</th>
<th>International</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>9</td>
<td>7</td>
<td>78%</td>
</tr>
<tr>
<td>2014</td>
<td>20</td>
<td>11</td>
<td>55%</td>
</tr>
<tr>
<td>2013</td>
<td>7</td>
<td>6</td>
<td>86%</td>
</tr>
<tr>
<td>2012</td>
<td>13</td>
<td>4</td>
<td>31%</td>
</tr>
<tr>
<td>2011</td>
<td>13</td>
<td>2</td>
<td>15%</td>
</tr>
<tr>
<td>Total</td>
<td>62</td>
<td>30</td>
<td>48%</td>
</tr>
</tbody>
</table>
Arash:
- 3 fully funded RA offers, including Univ. of Chicago
- IAC – only hourly pay for 1st sem.
- RA thereafter
  - Became Lead Engineer
  - Earned DOE Certificate

Amin
- MSEE
- Stayed and Switched to MSME
- Interest in Applied Energy Engineering
IAC conducts energy, waste, and productivity assessments.

Features:
- IAC experienced engineering faculty and students conduct the assessments
- The plant has no obligation to act on any recommendations
- Client proprietary information is protected
- On site assessment will be performed
- Client will receive a report that includes the following:
  - Baseline analysis
  - Recommendations with expected savings
  - Implementation cost estimates
  - Payback calculations

Results from assessments:
- Improve energy efficiency
- Reduce waste
- Increase productivity
- Average annual savings resulting from implementing recommendations is $55 K, with a simple payback of less than 11 months
- Over the past 23 audits, the center has recommended changes that would save $82,346 (25% of utility bills) per facility

IAC Additional Services:
- Provides Energy Efficiency Training
- Performs service projects
- Conducts research for industry
Questions?

Indiana Industrial Assessment Center
http://iac.iupui.edu
iupuiiac@iupui.edu

Department of Mechanical Engineering
Indiana University Purdue University Indianapolis
723 W. Michigan Street
Indianapolis, IN 46202

Contact:
David Goodman, Assistant Director, dwgoodma@iupui.edu, (317) 274-5381