



**MINUTES OF MEETING  
UNIVERSITY-INDUSTRY RELATIONS ROUNDTABLE  
18 OCTOBER 2021  
COLUMBUS, OHIO, USA**

Attendees:

Clayton Barlow, Purdue University	Theresa Masek, Commercial Metals Company
Beau Beechler, Cleveland-Cliffs Inc.	Jennifer McCloud, Cleveland-Cliffs Inc.
Joe Bittorf, Charter Steel*	Mark Olson, Pacific Steel Group*
Austin Booth, University of Notre Dame	Glenn Pushis, Steel Dynamics Inc.*
Marc Brooks, Nucor Corp.	JingJing Qing, Georgia Southern University
Kelly Dallas, Cleveland-Cliffs Inc. (Chair)	Kendra Snipe, Nucor Corp.
Emmanuel De Moor, Colorado School of Mines	Keith Taylor, SSAB Americas
Amy Fisher, Nucor Corp.*	Bryan Webler, Carnegie Mellon University
Chuck Greene, AM/NS Calvert*	Mingzhi Xu, Georgia Southern University
Ted Lyon, Hatch Associates Inc.*	Ron Ashburn, AIST*
Mike Madar, Cleveland-Cliffs Inc.*	Lori Wharrey, AIST
Cole Manfred, Virginia Tech	Courtney Young, AIST

**1.0 CALL TO ORDER AND INTRODUCTIONS**

Ms. Dallas, committee chair from Cleveland-Cliffs, welcomed those attending and introductions were made around the room.

**2.0 ANTI-TRUST GUIDELINE REVIEW**

Ms. Dallas asked all in attendance to review the anti-trust guidelines provided on the back of the agenda.

**3.0 COMMITTEE PURPOSE AND OBJECTIVE**

Ms. Dallas stated 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 ROUNDTABLE OPEN DISCUSSION AND REPORTS**

Ms. Dallas explained that the roundtable discussions have been moved to the beginning of the agenda. Each table discussed and reported on the following topics.

- Company plans for hiring interns during the summer of 2022
  - Most companies report plans to return to normal internship hiring for the summer of 2022.
  - With increased construction, more interns are needed.
  - Companies are looking for interns to re-build from the pandemic.
- Increasing the number of scholarship applicants
  - The selection schedule needs to be accelerated to place interns sooner and to prevent applicants from accepting other offers.

- As recruiters make offers to students for internships, ask them to provide information about our scholarships (\$6,000) in order to improve the student's perspective regarding company support.
- Recommendation letters are an issue. We receive many applications that include the required resume, essay, and transcripts, however, the recommendation letters are typically missing and thus, the application is deemed to be incomplete.
- We may be missing out on great candidates by excluding those who do not submit recommendation letters.
- Possibly extend the deadline by two weeks for submitting recommendation letters.
- Provide a form letter of recommendation to make it easier for writers to submit.
- Consider removing the letters as a requirement.
- Letters never hurt, good letters help.
- Add civil engineers back in as a qualifying discipline of engineering.
- Recommendation letters provide another level of effort required toward receiving a scholarship.
- Freshman and sophomores find it difficult to obtain reference letters, especially during the pandemic, as they do not know the professors and the professors do not know them.
- Foundation should be present at job fairs to promote the scholarships.
- Purdue University and Colorado School of Mines do not use HandShake but have their own process in place. They may need added marketing.
- It is best to work through an individual professor, as opposed to the career services department at universities.
- Increasing the number of grant proposals
  - Provide HR/recruiters with a condensed summary sheet of the grant information to give to university faculty while at the universities.
  - Multi-year grants are more attractive than one-year grants to professors, allowing them to plan for future years.
  - Need to increase amount of grants.
- Other topics
  - Reimbursement to university travel for plant tours should be increased from \$300.
  - Companies should consider providing the plant tours during the weekend so students do not miss classes.

## **5.0 LUNCH**

## **6.0 REAL STEEL VIDEO CONTEST UPDATE**

Ms. Dallas reviewed the contest was established through the UIRR to encourage students to learn about the steel industry. These videos are posted to the AIST website as a recruiting and information tool. There is one first-place prize of \$3,000 and five additional \$1,000 prizes. The winning video is played at the beginning of the President's Award Breakfast during AISTech each year.

The 2022 theme is "The Future of Steelmaking – Digitalization and Industry 4.0." Deadline to submit an entry form is 31 October, with the videos due by 31 December.

## **7.0 INDUSTRY HUMAN RESOURCES**

Mr. Brooks, from Nucor Corp. reported

- What is the hiring atmosphere is like in the steel industry, from a student perspective. There is more competition now than ever over the students. Nucor uses HandShake for hiring both internships and jobs.
- What are the recruiters looking for in an intern or new hire? The student must have an interest and be excited to learn about the industry. This is a fascinating industry and is here to stay.
- What basic knowledge should the potential intern or employee have about the industry? Students do not need to have knowledge of the industry, just the knowledge to build upon. It is helpful to build relationships with university professors and career services – get involved.

## 8.0 GRANT RECIPIENT UPDATE

J. Qing

Dr. Jingjing Qing from Georgia Southern University reported the progress of her AIST Steel Curriculum Development Grant. Dr. Qing has developed and delivered a new course of Steel Heat Treatment and Microstructures to students at the Georgia Southern University with the support of this grant. Both graduate and undergraduate sessions were offered for students from the Manufacturing Engineering Department and Mechanical Engineering Department. Jingjing has been working with Dr. Mingzhi Xu (2020 AIST Kent Peaslee Junior Faculty Award Recipient) to promote AIST at Georgia Southern university. Over 90 students (Mechanical Engineering, Manufacturing Engineering, Electrical Engineering, Computer Engineering and Civil Engineering) from their university attended The Making, Shaping and Treating of Steel: 101 training course, to gain basic knowledge on steels. Georgia Southern students learned about the various opportunities on scholarships, internships, personal development, and technical trainings offer by AIST Foundation through the three virtual university visits with the AIST Foundation, AIST scholars and AIST Young Professionals. Students from GSU have had internships with a local steel heat treatment company and iron/steel foundries across the country. Students at GSU have toured many iron and steel foundries and steel heat treatment facilities in the region. Dr. Qing has established connection with the AIST Southeast Chapter and tour of the regional steel mills will be scheduled soon.

Dr. Qing used this grant to purchase a blacksmith forge used for her steel class project. This is pairing with the newly acquired hydraulic forging press for demonstrating steel forging to attract students' interests. A Jominy End Quench apparatus was built to meet the requirements according to the ASTM A225 standards. This grant was also used to cost share on the acquisition of a Zeiss Optical Metallography Microscope with DIC and BF/DF capabilities. This grant facilitated GSU to build up a lab on ferrous metallurgy and metalcasting research. Their current research facility has capabilities of steel heat treatment (air, vacuum and controlled environment), forging, ferrous induction melting, thermal analysis, no-bake and green sand molding, sand testing, investment casting, chemistry analysis using OES, autopolishing and BF/DF/DIC optical microscope examinations. Students from Dr. Qing's research group and classes are actively participating in the various projects on irons and steels, and several have won awards at the SFSA Cast in Steel Competition and AFS Regional casting competitions.

A slide [presentation](#) is available.

## 9.0 FOUNDATION UPDATE

Ms. Wharrey provided information on the following for the HR / Recruiting personnel in attendance:

**Internship Guidelines** – These were printed in the October issue of *Iron & Steel Technology* and are also available as a separate booklet upon request. The guidelines make a great tool to those involved in internships.

The AIST Foundation is also featured in the October issue of the magazine. All were encouraged to look at the scholarship recipients.

**Student Resume Board** – A reminder of the Student Resume Board on the AIST website. Students are encouraged to post their resumes if looking for an internship or job.

The AIST Student Resume Board is open year-round for students seeking jobs or internships to post resumes. The resume board is shared with steel company human resources contacts. Graduates seeking employment and undergrads seeking internships are invited to upload their resumes for inclusion on the Student Resume Board. [▶ Resume Board](#)

**Complimentary HR / Recruiting Membership** – The Foundation offers [complimentary AIST membership](#) to HR and Recruiting personnel from steel and steel-related companies. You are asked to promote this free membership to others in your company. There is no limit, though we do hope you will participate in our UIRR meetings.

**Steel Intern Scholarships** – The selection process for the 2022-2023 scholarships is underway. The deadline for students to submit applications is 31 October with selection in December / January. A list of the

recipients will be sent to our HR / Recruiting contacts after recipients are selected. We ask that you look for the email and consider hiring these recipients for a summer internship. They are vetted by industry executives and HR professionals, and are ready to learn more about the steel industry.

**AIST Workforce Development Information Session** (8 Dec 2021 / 2:00-3:00 p.m. ET) – This session is focused on HR / Recruiting activities in the steel industry. It will provide information on all AIST and AIST Foundation programs available to assist the industry with workforce and training. We encourage you to attend and invite all your HR team to participate. [▶Register](#)

Ms. Wharrey provided information on the following for university faculty in attendance:

**Virtual University Visits** – These visits began last year to reach university students during the pandemic. They have been very successful. Since the Fall of last year, we have held 48 visits reaching 786 students plus 42 faculty. Ms. Wharrey would be happy to schedule one at your school for a class or group of students.

**AIST Foundation Grant Information Session** (19 Jan 2022 / 1:30 p.m. ET) – This session will provide information about all our grants from the grant committee chairs in addition to experiences from past recipients of each grant. We hope you will attend and ask you to promote the event to other professors at your school. More information will be provided.

Ms. Wharrey noted that students are not typically invited to this meeting, but thought it would be nice for all to meet some Steel Inter Scholars. Three of the 24 scholars attended, Austin Booth, Cole Manfred, and Clay Barlow. Each student provided a report on their internship experience.

## **10.0 NEXT MEETING**

Ms. Dallas reported the next UIRR would be held on Monday, 16 May 2022, 11:30 a.m. –1:45 p.m. (Eastern) at AISTech 2022, Pittsburgh, Pa., USA

## **11.0 ADJOURNMENT**

Ms. Dallas thanked everyone for attending and adjourned the meeting.

Minutes respectfully submitted,  
Lori A. Wharrey, AIST – Sr. Board Services Administrator

The minutes have been electronically sent to the members of the UIRR attendees for review, corrections, additions, and approval. Information contained in these minutes is pertinent to the University-Industry Relations Roundtable of the Association for Iron & Steel Technology, Warrendale, Pennsylvania and is to be treated as confidential.