

# The Dandy Scroll

Volume XLIX No.1 • Fall/Winter 2006

## Fall Scholarship Reception for Returning Students Introduces the 2006–07 Chinn Management Seminar Series

The Pulp & Paper Foundation's annual fall scholarship award reception was held on September 14<sup>th</sup> with presentation of checks to 58 upper-class students who are preparing for paper industry careers.

More than \$185,000 was awarded to scholarship recipients represented by 23 seniors, 13 juniors and 22 sophomores. By field of study 20 students are studying chemical engineering, 12 students are studying mechanical engineering, 7 students are studying mechanical engineering technology, and 6 are studying civil engineering. There are 4 electrical engineering students, 4 biological engineering students, and 2 electrical engineering technology students. There is one student each in forestry, survey engineering technology and computer engineering.

Fifty-three students come from Maine towns while five come from hometowns outside of Maine in Connecticut, Massachusetts, Pennsylvania, New York and Ohio.

In welcoming students back to campus Stan Marshall, Jr., Executive Director Emeritus (Interim), said "I am happy to tell you we have had lots of interest from employers in talking with you about jobs. I look forward to helping you build a resume that makes employers want to meet you."

Students also had the opportunity to meet and talk with several members of the Scholarship Committee during the reception. Jack MacBrayne, III, Foundation Scholarship Committee Chair, served as master of ceremonies.

### **Metso Paper USA's Don Beaumont Presenter at First Chinn Seminar of the Academic Year**

The speaker at our first Chinn Management Seminar, held as part of our fall scholarship reception, was Donald F. Beaumont, Senior Vice President, Metso Paper USA, Biddeford, ME. Mr. Beaumont is a 1974 graduate of the University of Maine with a degree in mechanical engineering and was a former

*Fall Scholarships — continued page 2*

## Search For Executive Director Underway

The Search for an Executive Director to serve the Pulp and Paper Foundation has begun under the leadership of Foundation President, Donald F. Beaumont. The position was advertised in the *Bangor Daily News* and *Maine Sunday Telegram* and on national websites intended to increase the range of potential applicants. Previous scholarship recipients who have ongoing contact with the Foundation have been contacted to request they consider the position themselves or to nominate a person who they believe would enjoy this career opportunity. Resumes will be reviewed beginning on October 18 and continue until the position is filled.

The Foundation is seeking a multi-talented person who has a strong interest in the Foundation and its activities in support of students and the University of Maine and the Foundation's industrial members. Recruiting and mentoring students to provide career information and serving as a liaison to employers seeking employees is an important function as is organizing events to implement Foundation programs. The executive director coordinates with the Foundation's committees and directors to gather and implement ideas. The executive director is responsible for proposing and managing the annual budget as well as for annual gift and endowment fund raising. According to the published position announcement ... "The ideal candidate will be enthusiastic, flexible and committed to excellent customer service." Having an interest in coordinating the creation of a strategic plan and bringing it to a successful conclusion will be an important job component.

A position announcement, job description, and Supplemental Application is available on the Foundation's website at: [www.maineulpaper.org](http://www.maineulpaper.org).



Donald F. Beaumont, Senior Vice President, Metso Paper USA was on hand to award fall scholarship checks to students at the Foundation's Fall Scholarship Reception.



*Continued — Fall Scholarships*

scholarship recipient. He is currently President of the Pulp and Paper Foundation.

In his presentation, titled "Corporate Sustainability," he told students while the principal purpose of a corporation is to make a profit for its owners there are other purposes that also have a profound impact on long term corporate success.

Sustainability considerations include employees, customers, communities and the environment. Factors such as mission and values statements, training and education of employees, health and safety, recycling of raw materials and finished products are all included in a corporate sustainability report which is a companion document to a company's annual financial report.

His presentation focused on Metso's values: customer success; profitable innovation; personal commitment; and professional development. Mr. Beaumont went on to explain to students sustainability measures are defined by the Global Reporting Initiative established in 2002. It came about at least partly as a

result of the implementation of the Sarbanes-Oxley law here in the U.S. but with implications world-wide.

Mr. Beaumont went on to explain Metso's Sustainability Development has three parts based on the "Triple Bottom Line" model: Economic responsibility; Social responsibility; and Environmental responsibility.

At its meeting preceding the reception the scholarship committee agreed to offer scholarships to up to 20 incoming first-year students in the fall of 2007 and to continue support for up to 70 upper-class scholarship recipients for 2007-08. Scholarship awards are based on academic performance and on the student's demonstrated interest in considering a paper industry-related technical career upon graduation from UMaine.

Newsletter readers who would like to nominate a student to receive a scholarship are encouraged to direct students to the Foundation's website. Scholarship applications for 2007-08 are available at [www.maineulpaper.org](http://www.maineulpaper.org). The scholarship committee will interview applicants in late April 2007.

## First-Year Scholarship Recipients Honored at Welcoming Dinner

Eleven first year students were welcomed to UMaine by Foundation Executive Director Emeritus (Interim) Stan Marshall at a banquet in their honor on September 7th. Also in attendance to welcome students were upper-class senior scholarship recipients Codi Slike and Wes Weiner, and sophomores Sarah Hodgins and Mark Gonyar.

After dinner students were introduced and asked to share a "concern" they have regarding their transition to UMaine. Our upper-class students then took the opportunity to address the concern and provide solutions, answers or reassurance to our incoming students.

Following our question/answer exercise David K. Wilson, Account Manager, Nalco Company was introduced as our guest speaker. In his presentation Dave congratulated the students on their accomplishments and told them they would not be here as scholarship recipients if they hadn't already succeeded by excelling in high school.

Dave then told our students about his Undeniable Facts of Life and they are as follows:

- Time accelerates. (Every year goes by faster than the one before – make every day count.)
- Confidence and humility are both important for success.
- Attentive listening accounts for 75% of effective communication.
- No one knows everything.
- Complaints and excuses bore and annoy most people. (Bring solutions not excuses.)
- We only get one body for this life. (Develop a plan to make yours last 100 years.)
- You are responsible for your own success. (The UMaine community is very helpful – but you must ask.)
- If you are impressive enough to earn a first year scholarship – then you can achieve anything. (The sky is the limit – expect greatness, and work toward it!)
- It is always easier to remember the truth.
- You won't go wrong if you strive to make your parents proud with your actions.



Foundation Scholarship Committee Members posed for a picture at the committee's September 14<sup>th</sup> meeting. (left to right) Donald F. Beaumont, Senior Vice President, Metso Paper USA, Biddeford; Julie White, Logistics Manager, Domtar, Inc.; Marco L'Italien, Pulp & Utility Manager, Lincoln Paper & Tissue; Jack MacBrayne, President, Scholarship Committee Chair; Grant Byrus; Mark Lenentine, Sales Representative, Buckman Laboratories; Stan Marshall, Jr., Executive Director Emeritus (Interim) UMaine Pulp & Paper Foundation.

## Consider Engineering Provides Insights to College and Engineering Career Choices

In July, 62 academically-gifted students who had just completed their junior year of high school participated in our 2006 "Consider Engineering" summer program. The students were selected from more than 110 applicants. The selection process was highly competitive and once applications were reviewed, invitations were extended to 62 students who all decided to attend. All expenses on campus were provided by The University of Maine Pulp and Paper Foundation.

The "Consider Engineering" program offered students the opportunity to spend four days on campus exploring the engineering curriculum and the engineering profession. Students were challenged as they developed both teamwork and time management skills.

The program introduced students to more than two dozen engineering students, faculty and practicing engineers. Students joined in competitions, laboratory experiments and lectures. The students also toured a local papermaking facility to see how paper is made. While at the mill, students had an opportunity to talk and ask questions of current engineers.

Highlights of the program included our "student panel" session, an information session presented by current UMaine Engineering students who were on campus taking summer classes in

preparation for their co-op rotations. Panel members introduced themselves to our audience, telling our guests where they are from, what they are studying, and something about their co-op assignments. Then the floor was opened up to questions from the audience. Our guests wanted to know everything from "How demanding is the engineering curriculum here at UMaine" to "What is there to do with free time?"

Another program highlight was a game titled "I AM an Engineer" where students were given practical engineering-like problems to solve working as teams against time deadlines. Teams earned "money" for each successful problem solution.

More than 1,500 students have participated in the "Consider Engineering" program over the last 35 years. Many former participants are now senior mill managers, sales executives or hold other positions of responsibility within the industry. The program has been an excellent source for recruiting Pulp and Paper Foundation scholarship recipients.

The University of Maine Pulp and Paper Foundation will once again offer "Consider Engineering" in 2007. The program is expected to be offered in two sessions; July 8–11<sup>th</sup> and July 15–18<sup>th</sup>. Program information including applications will be distributed to all Maine high schools. Applications will also be available on our website at [www.maineulpaper.org](http://www.maineulpaper.org) once final plans are complete.



Participants in our Consider Engineering Summer program conduct a research experiment with Chemical Engineering Graduate Student Gary Craig as part of their experience on campus.

## Twenty-Four Seniors Ready for Employment Resumes Available

The Foundation's annual booklet "Candidates for Placement" introducing the Class of 2007 to the paper and supplier industry will now be published electronically allowing Foundation Company Members immediate access to the resumes of our graduating class.

Twenty-four members of the University of Maine's Class of 2007 are introduced this year. Our featured graduates include one December graduate. The student's breakdown, by discipline are as follows: 2 Biological Engineering; 5 Chemical Engineering; 1 Civil Engineering; 3 Electrical Engineering; 2 Electrical Engineering Technology; 4 Mechanical Engineering; 6 Mechanical Engineering Technology and 1 Survey Engineering Technology.

The "new" electronic brochure has been expanded providing a full resume and photograph and highlights each student's co-op, summer employment, or internship experience.

Nearly every student featured in the brochure is a Pulp and Paper Foundation scholarship recipient. Most students have worked in a paper mill or with a supplier and some students have experience in several mills.

To learn more about graduating students and their technical abilities, or to obtain access to our Class of 2007 Candidates for Placement Brochure, contact Faye Woodcock Murray at 207/581-2297 or send an e-mail to: [woodcock@maine.edu](mailto:woodcock@maine.edu).

## Can You Recommend a High Ability Student for "Consider Engineering" 2007

(two sessions available)

Consider Engineering Applications will be available on the Foundation's Website starting in January.

[www.maineulpaper.org](http://www.maineulpaper.org)



## Improve Mill Pulp Yield Predictions Using the New UMaine Method

The North American pulp and paper industry has made significant improvements to their facilities and process technologies in order to remain competitive in today's challenging market. One element that has a major impact on competitiveness is the ability to optimize pulp yield. To maximize pulp yield, mill operators need an accurate "real-time" means to monitor process changes. Both direct and indirect approaches have been used to measure yield. However, the complicated chemical and physical phenomena taking place during pulping, and the difficulty in measuring the in and out mass flows to the digester with high accuracy, have prevented reliable predictions of pulp yield. Recently, Dr. Adriaan van Heiningen's group has developed and validated a highly accurate and reliable method to predict pulp yield utilizing data on the mass fraction and degree of polymerization of

cellulose in the pulp. The Process Development Center (PDC) at UMaine now offers this service to all those who are interested. The initial clients to take advantage of this yield optimization technology have been well satisfied with the results they have achieved.

Samples are collected at the client mill and are sent to the PDC where they are analyzed for kappa number, uronic acids, ash, as well as for cellulose, hemicellulose, and lignin content. The cellulose degree of polymerization is also determined. All of this information feeds into the UMaine equation to determine the mill pulp yield. The resulting pulp yield prediction is reported back to the mill and has been shown to be accurate to about  $\pm 0.5\%$ .

Readers who would like to learn more about the UMaine pulp yield prediction method or would like to send samples for testing, please contact Pros Bennett at (207) 947-4176. You can also visit us on the web at [www.umche.maine.edu/pilot/default.htm](http://www.umche.maine.edu/pilot/default.htm)

## 2007 Open House Paper Days Scheduled for April 11 – 12<sup>th</sup>

Albert B. Moore, Assistant to the President of Buckman Laboratories and chair of The UMaine Pulp and Paper Foundation Open House Committee is working with The Maine Pulp & Paper Association and Northeast PIMA to hold Open House Paper Days 2007.

The program is scheduled to start with a student/industry panel on Wednesday, April 11<sup>th</sup> and will continue through Thursday afternoon with programming organized by MPPA and Northeast PIMA.

The topic for the Wednesday student/industry panel session will be "**The Paper Industry Reinventing Itself**" with Mark S. Cross, Senior Vice President, Emerging Markets, MeadWestvaco as the speaker. The format for the panel session will be the same as in previous years with a presentation by the speaker and follow-up questions from students. The panel session will conclude with a "Town Meeting" audience question and answer forum.

Wednesday evening will feature an Honors Banquet to include the presentation of the 2007 Pulp and Paper Foundation Honor Award and presentation of Named Scholarships. Peter G. Vigue, President, Cianbro Corporation and Foundation Chairman will speak on "**The State of the Foundation.**"

Representatives from each sponsoring organization are working to develop the program. Mark your calendar, plan to attend. A complete program brochure will be available for distribution and on the Pulp and Paper Foundation website at [www.maineulpaper.org](http://www.maineulpaper.org) in January 2007.

### MARK YOUR CALENDAR

## Open House Paper Days 2007

April 11 – 12<sup>th</sup>, 2007

Complete program information will be available on the Foundation's Website early in 2007.

[www.maineulpaper.org](http://www.maineulpaper.org)



Seongkyung Park, Analytical Chemist, UMaine Process Development Center, performing testing on the HPLC.

## John Lewis Bequest Becomes Foundation's 94th USA Scholars Fund

The John Lewis scholarship was created by means of a trust that provided income to him and his wife throughout their lives with the remainder being used to create a University of Maine Pulp and Paper Foundation USA Scholars Fund. The Foundation received his gift earlier this year.

John Lewis was born on October 16, 1918 in Skowhegan where he was raised and graduated from high school. He married his high school sweetheart, Lucille Clark, on January 30, 1943, a week after graduating from UMaine and died on November 11, 1980. He was a UMaine alumnus receiving his B.S. in Chemical Engineering in 1943 and an M.S. in Pulp and Paper Technology in 1948.

As an undergraduate John held summer jobs at Penobscot Chemical Fibre Company in Old Town and at Eastern Fine Paper in Brewer. After graduating and being married he moved to Relay, MD where he became a maintenance supervisor for Calvert Distilling Company for three years.

Returning to UMaine in 1946 he studied for his master's degree and was an instructor in the Department of Chemistry. In 1949 he was promoted to assistant professor in chemical engineering and also became a registered professional engineer. He was a charter member of the University of Maine Pulp and Paper Foundation when it was founded in 1950.

In 1952 he became head of the Department of Paper Technology at Lowell (MA) Textile Institute (now the University of Massachusetts Lowell) until joining the Pulp and Paper Research Center affiliated with Bolton Emerson Company in Lawrence, MA in 1960. He was a co-editor, with Dr. Lyle Jenness, of the University of Maine Lecture Series on Pulp and Paper Manufacture published in 1950 (and updated in 1952) and widely used as a textbook for many years. He was a lecturer at the first University of Maine Pulp and Paper Summer Institute held in 1960.

He joined Rust Engineering as director of pulp and paper research and development in 1970 and then Union Camp Corporation as process equipment engineer in 1974. He became director of research at Knox Woolen Company in Camden, ME from 1978 until the time of his death.

In 1974 he was named a Fellow by the Technical Association of the Pulp and Paper Industry, an honor granted to less than 1% of TAPPI members recognizing their contributions to the paper industry and the Association. He was chair of the New England Section of TAPPI and chair of the College Relations Sub-Committee of the Manpower Operations Committee of TAPPI. He served for three years on the TAPPI board of directors.

Anyone interested in making a tax deductible endowment gift is invited to contact Executive Director Emeritus (Interim) Stan Marshall, Jr., (207/581-2298) or by e-mail at [snmjr@maine.edu](mailto:snmjr@maine.edu).

### Current Scholarship Students Seek Summer Employment to Demonstrate Interest in Paper Industry

Current Pulp and Paper Foundation scholarship recipients are seeking summer or co-op jobs where they can contribute to meeting employer goals while they learn first-hand about paper and supplier industry career opportunities. In continuing scholarship awards the Scholarship Committee strongly favors students who have had paper industry related job experience.

Students range from sophomores with no prior industry experience to seniors who will graduate in December and have had two co-op or internship experiences. Student workers offer an opportunity to undertake projects of a short-term nature or ones that have been neglected for lack of staff time.

Potential employers interested in considering an aspiring UMaine engineering student are encouraged to contact the Foundation's Executive Director, Stan Marshall, by telephone at 207/581-2298 or by e-mail at [snmjr@maine.edu](mailto:snmjr@maine.edu)

### Chinn Engineering Management Seminar Schedule Announced

September - **Corporate Sustainability**, Don Beaumont, Metso Paper USA

October - **Job Hunting Strategies**, Mike Bennett, Cianbro Corporation

November - **Presentations to Inform & Persuade**; Mark Lenentine, Buckman Inc.

January - **Cost Containment Strategies**, John Donahue, SAPPI Papers NA

February - **Factors Affecting Purchasing Decisions**, Jef Howell, Verso Paper

April - **Key Functions of Managers**, Panel/Town Meeting - Open House



Executive Director Emeritus (Interim) Stan Marshall, Jr., and Keith A. Meyer, Senior V.P. Andritz, Inc., and Honor Award Committee Member accept the John Lewis Scholarship at Paper Days 2006.



## Alumni Personals

**Fred Herbolzheimer, Jr.**, '43 has been named to the Paper Industry Hall of Fame at its induction ceremony held September 28<sup>th</sup> in Appleton, WI.

**Elwood M. Beach**, '51 has been named a TAPPI Fellow in recognition of his leadership on both the local and national levels.

**Arthur "Art" D. Rankin**, '59, received the Kenneth H. Phillips Specialist Group Award at PIMA's International Leadership Conference in May.

**Lee M. Bingham**, '63, Can Americas LLC and **Jeffrey C. Dutton**, '86, General Manager of East Operations, Fraser Papers are directors at large of PIMA.

**Victor L. Bilodeau Jr.**, '74, has been promoted to Vice President of Manufacturing Services by Bowater Inc. in Catawba, SC.

**Dennis J. Castonguay**, '76, has been promoted to Manager for Manufacturing Support at Verso Paper retaining an office in Bucksport, ME.

**Mark A. Lombardi**, '78, is now Production Manager at Katahdin Paper Company LLC, in Millinocket, ME.

**Theodore E. Sapoznik**, '78, is Vice President — North American Consumer Products Manufacturing Operations, Georgia-Pacific Corp. in Atlanta, GA.

**Mark S. Cross**, '79, has been named Senior Vice President with responsibility for overseeing the company's strategic marketing, business development activities and operations in emerging markets by MeadWestvaco.

**Jeffrey A. Hamilton**, '82, Director of Manufacturing Services, Sappi Fine Paper, Skowhegan, ME has completed his term as president of National PIMA.

**Theodore D. Kennedy**, '83 is North American Consumer Products Manufacturing Resource Planning Leader, Georgia-Pacific, Palatka, FL.

**Jeffrey C. Dutton**, '86, has been named General Manager, Fraser Papers Inc., Madawaska, ME & Edmunston, NB.

**Amy E. (Crawford) Luce**, '91, is now Technical Services Specialist for Chute Chemicals, Brewer, ME.

**Bryan D. Jose**, '85, is now Technical Director at Wausau Paper in Livermore Falls, ME.

**Robert J. Hennigar**, '93 has rejoined Rayonier as IT Project Manager in Jacksonville, FL.

**Dana C. Cook**, '96, is with Bowater, Inc., as a Process Engineer in Catawba, SC.

**Jennifer Johnston**, '97 has joined Neill & Gunter, Inc., in Scarborough, ME as a Process Engineer.

**Erin B. Paine**, '02 has joined Fortune Personnel Consultants in Farmington, ME as an Executive Recruiter.

**Danielle M. Harvey**, '05, is now a Process Engineer with Verso Paper at its mill in Jay, ME after completing a one-year co-op job with Buckman Laboratories at International Paper, Bucksport, ME.

**If your name is missing  
or  
if you have an item  
for the  
ALUMNI PERSONALS  
contact**

**Faye Woodcock at the  
Foundation Office  
(207) 581-2297  
or e-mail:  
woodcock@maine.edu**

## Stan Marshall, Jr., Executive Director Emeritus Serving as Interim Executive Director

At the request of the Foundation's Executive Committee Stan Marshall has agreed to resume his former responsibilities as Executive Director on an interim basis while the search is in process for a permanent executive director. While Stan is available for as long as he may be needed, he expects to complete his current activity by the early part of 2007.

Having been executive director for 27 years through 2001, Stan is familiar with the Foundation's opportunities and challenges as the business of the paper industry's producers and suppliers have changed. He directed the successful Pulp and Paper Summer Institute in June and the high school juniors "Consider Engineering" program for 62 high achieving students in July. Stan is actively assisting Membership Committee chair, John Wolanski and his committee as they seek to sustain and grow the Foundation's corporate membership. The Open House Committee has made plans for the April 11-12, 2007 program which are announced elsewhere in this issue of the *Dandy Scroll*. The Audit, Investment Management, Scholarship and University Support Committees are all active with meetings being held on their usual schedules. As his schedule permits Stan is talking with and visiting likely employers of Class of 2007 scholarship recipients to learn about their staffing needs while he simultaneously assists the students as they develop their resumes in preparation for their coming job search.

Since his retirement in 2001, Stan has been Executive Director of Penobscot Valley Senior College, after being chair of its organizing committee and president. He continues with Penobscot Theatre Company where he is Treasurer and is the chair of the Board of Directors of Maine Legal Services for the Elderly along with several additional non-profit organization volunteer relationships. During the winter Stan prepares and electronically files income tax returns for low and moderate income people under the auspices of AARP's Tax Aide program.

## Albert B. Moore 2006 Pulp & Paper Foundation Honor Award Recipient

Albert B. Moore, Assistant to the President, Buckman Laboratories was awarded The University of Maine Pulp and Paper Foundation Honor Award at the April Open House.

The award is presented each year to a person who has helped improve the University of Maine's reputation for excellence in preparing people for paper and related industry technical careers.

Mr. Moore has been involved in many Pulp and Paper Foundation activities, has served for many years as a member of our Open House Committee and, since 2001, has served as its chairperson.

Mr. Moore graduated from the University of Massachusetts, Amherst with an SB in Chemical Engineering. He began his career as a sales representative in papermaking chemical supplies with Buckman Laboratories. He very quickly advanced and has been a field sales representative, a district representative, a district manager and currently, assistant to the president.

In presenting the Honor Award, Roy Barry, chair of the honor award selection committee, said, "Albert Moore clearly stands out as a person whose efforts

have significantly helped improve the reputation of the University of Maine for excellence in helping attract capable technical people to our industry."

The 2006 Honor Award citation to Mr. Moore reads as follows: "An able and tireless supporter of this Foundation for more than a decade serving as both a member and Chair of the Open House Committee. A willing ambassador of the career opportunities available in the paper and supplier industry. A champion of this Foundation providing scholarships to students and strengthening the University of Maine. A distinguished leader who has exerted strong influence on the paper industry, his community and this Foundation. This Honor Award is presented as a token of our appreciation and to recognize his many valued contributions in enhancing the University of Maine's reputation for excellence throughout the paper and related industries."

In accepting the Honor Award, Moore said, "Thank you. I have been caught totally by surprise with no prepared comments. I am greatly flattered and honored."



Roy Barry, Honor Award Committee Chair presents the 2006 Pulp & Paper Foundation Honor Award to Albert B. Moore of Buckman Laboratories.

## Dana Humphrey named College of Engineering Interim Dean



With the departure of Dr. Larryl Matthews as Dean of the University Of Maine College Of Engineering, Dana Humphrey, chair of UMaine's Dept. of Civil and Environmental Engineering, will serve as interim dean during a national search for a new college dean. Dr. Matthews has accepted the position of "Founding Dean of Engineering" at Purdue University, North-Central in Indiana.

Dr. Humphrey joined the University of Maine in 1986 as a faculty member in the Department of Civil and Environmental Engineering. He has served the University in many roles, including Civil Engineering Department Chair, President of the Faculty Senate and Faculty Representative to the Board of Trustees.

Dr. Humphrey takes the role of interim dean at an exciting time for UMaine Engineering. Enrollments in the College are up — with over 300 new engineering students this fall and the College obtained more than \$13 million in new research grants in the last fiscal year. Dr. Humphrey is thrilled by the opportunities presented by his new position, and looks forward to working with students, faculty and staff through another great year at UMaine Engineering.

Dr. Humphrey was the recipient of the 1994 UMaine Distinguished Professor Award. In 1977 he was awarded the Governor's Special Teamwork Award. Dana received the 1998 Presidential Public Service Achievement Award.

## Return Service Requested

# Entering Student Recruitment Method and Award Amounts Updated

The Foundation's Scholarship Committee, at its fall policy review meeting recommended a new approach to recruiting entering students, including increased stipends as a means of attracting both Maine and out-of-state residents to consider studying for paper industry-related careers at the University of Maine. At its early fall meeting the Foundation's Executive Committee approved the recommendation as well as a recommendation to increase the amount of first year student scholarships.

Previously, current high school students requested an entering student scholarship by submitting an application to the Foundation's Orono office. The applications were then evaluated by a screening committee with students earning grades in the top 15% of their class and with SAT scores in a similar range being referred to an industrial representative of the committee. In a personal interview with an industrial person the students demon-

strated their communication skills and seriousness of purpose in considering a paper or related industry technical career. The industrial interviewer was authorized to offer a scholarship immediately if they believed the applicant had professional promise. That approach will be continued.

However, the innovation which has been approved is to conduct the scholarship selection in the reverse process by inviting alumni and Foundation friends to nominate students to be scholarship recipients followed by the students submitting an application to confirm they have the required academic performance and adequate writing skills. The Foundation will then confirm the award of a scholarship. The committee hopes that alumni will take a more active role in the student recruitment process knowing that the Scholarship Committee needs to have a strong reason to withhold the award of a scholarship and letting an applicant know from the earliest stages of expressing

interest in being a Foundation scholarship recipient that they have hometown support and a champion who wants to help them to be successful.

Another attraction for future entering students is the increase in the first year scholarship to provide \$3,000 to students who pay Maine resident tuition and \$6,000 to student who pay out-of-state tuition. These amounts replace the \$1,000 stipend which has been offered for at least 20 years. (Students who pay tuition other than Maine or out-of-state rates will receive comparable scholarship amounts.) In each case the scholarship will be awarded in the spring semester provided the students earn a 3.0 grade point average in the preceding fall for at least 14 credit hours applicable to the degree for which they are enrolled.

Entering student scholarship applications are available at the Foundation's website, [www.mainepulpaper.org](http://www.mainepulpaper.org).