Mission Statement

The mission of the Office of Professional Practice shall be to facilitate the experiential education and Professional Practice of Purdue University students within the academic environment of the institution and its global partners; to participate in academic research within the field of Professional Practice; and to assist the academic units with enhanced employer engagement.

Our Staff

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Reilly Professor of Mechanical Engineering

Joe Tort  
Assistant Director, Global Professional Practice

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Greetings from the Office of Professional Practice (OPP) at Purdue University!

This Annual Report provides a summary of our program activities during the academic year 2013-2014. This year, as in years past, we have been able to further increase the participation of Purdue students in our Professional Practice Programs compared to the previous year. Overall, we are now serving 1129 students, which is approximately a 10% increase from the academic year 2012-2013. Needless to say, the reduction in the Co-Op student registration fee that I mentioned in the 2012-2013 Annual Report has had a significant impact on student recruitment and participation, and is one of the reasons for our steadily growing numbers. Another reason is the commitment by the OPP staff and the Professional Practice Program faculty coordinators and their assistants to provide programs and services of the highest quality.

As you will notice by looking through the report, the past year was filled with many changes. By far, the biggest changes for the Office of Professional Practice are the personnel turnovers. During the past year, Dr. Yating Haller, the Assistant Director of Global Professional Practice, resigned in December to spend more time with her growing family. As her replacement, we hired Mr. Joe Tort, who started in February, and has already made a significant impact on our global programs, as indicated by a new high in student participation. This past spring and current summer, we have had 226 students participating in our global programs. Also, Ms. Cheryl Krueckeberg, the Associate Director for Co-Operative Education, resigned in April and moved to Tampa Bay, Florida, to pursue a new professional opportunity. Her replacement has not been hired, but we are currently interviewing potential candidates. Furthermore, we hired Mr. Aurie Swartz as our new Communication and Marketing Specialist and Ms. Amy Deno as the new Program Assistant. We are very fortunate to have found both Aurie and Amy for their respective positions, as they have made immediate impacts on our programs and greatly enhanced our services.
We are excited to report that we have added another two disciplines to our co-op programs. Last year, I reported that both the College of Pharmacy and the Krannert School of Management added the 3-session Co-Op program. This year, I am happy to report that the 3-session Co-Op program is now also available in the School of Nursing and the Department of Psychological Sciences. The addition of these programs indicates the growing interest in Professional Practice Programs on the Purdue campus and the need to make such programs available for all Purdue students.

Last year, I reported that Purdue is considering moving to a trimester format within the next several years. I think that it is fair to say that the initial enthusiasm of the trimester schedule has somewhat ebbed down. However, Purdue is still toying with an updated calendar and enhancing the summer course offerings. The new slogan “Think Summer” has had an impact with significantly increased course offerings and student enrollment during the current summer session. Fact is that our co-op programs have been operating on a trimester schedule ever since we started the first co-op program in 1954. Students alternate between work and academic sessions during the spring, summer and fall. Therefore, the new academic calendar will not have a negative impact on our students. Rather the opposite, the University's intention to increase the course offerings during the summer session will better serve our co-op students, who are on campus for their academic sessions. This is a giant step in the right direction.

In other exciting news for OPP, we have steadily increased our corporate partnerships, both in number of companies signed up and the financial support they are providing. All of our partners are listed throughout this report. There are many benefits to becoming an OPP partner, including but not limited to name branding on campus through free display of logos and videos, more effective recruiting of students through workshops and seminars, and free registration during our Professional Practice recruiting events. As I mentioned in previous reports, the programs that we offer to Purdue students and the students who graduate from these programs are in great demand. However, operating these programs takes resources. So, we encourage our friends in industry who recruit and employ Purdue students participating in Professional Practice Programs to sign up for our corporate partnership program. The resources that we are developing through the partnership program help us to better serve our students and increase student participation in Professional Practice opportunities that they could not find anywhere else.

I encourage you to contact me or any of the OPP staff to talk about our programs and how we can be of service to you.

Yours sincerely,

Eckhard A. Groll
Reilly Professor of Mechanical Engineering
Director of the Office of Professional Practice

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Dr. Groll has been director of the Office of Professional Practice since 2008. From 2005-2008 he was director of global initiatives, cooperative education and professional experiences in the School of Mechanical Engineering. He served as interim assistant dean of engineering for research in 2012. In May 2013, Dr. Groll was named the Reilly Professor of Mechanical Engineering. He is a fellow of the American Society of Heating, Refrigeration and Air-Conditioning Engineers (ASHRAE), serves on the editorial board of the International Journal of Refrigeration, and is on the board of directors for the International Institute of Refrigeration and the ASHRAE. Dr. Groll earned his bachelor's degree from Ruhr University in Bochum, Germany, and his doctorate from the University of Hannover in Hannover, Germany.
The Office of Professional Practice currently manages programs that span 48 different disciplines in eight colleges at Purdue. These programs presently include students from Agriculture, Engineering, Health and Human Sciences, Krannert School of Management, Liberal Arts, Pharmacy, Science, and Technology. The Colleges of Engineering and Technology have the highest student involvement rate, and those statistics can be seen in more depth on pages 4-5.

Professional Practice Programs have seen a steady increase in student participation over the last 5 years. Overall student participants have increased by 62% since 2010, with over 1,100 students participating in our various programs. Our 3 session co-ops, GEARE program, and domestic internship programs have seen the most growth, while the 5-session co-op programs have seen fairly consistent numbers and remain the most popular program in terms of student numbers.

On the employer side, the number of active Professional Practice employers has remained fairly consistent. This year has brought the highest number of active employers in the last five years and a nearly 40% increase over 2010. There remains a gap of over 200 qualified employers that do not have any active programs with our office, leaving room for significant growth in our office as we reach out to those employers to potentially increase the number of programs we can offer our students.

*Domestic Interns were not tracked prior to 2011*
Engineering Students by Status
2013-2014 AY

Technology Students by Status
2013-2014 AY

Active Professional Practice Employers
Last 5 Years
OPP Education Activities

Since 2010, OPP offers a 1-credit hour course focusing on Professional Practice Skills as part of the First Year Engineering Curriculum. This course provides ways for students to increase their understanding of industry expectations when participating in cooperative education and internship programs. The course was redesigned in 2012 and is now offered to fit the needs of international students. In addition, OPP offers a 1-credit hour course focusing on the cultural orientation of Purdue students participating in our global programs. In particular, all of our GEARE students enroll in this course during the semester before they are studying and working abroad.

OPP has been instrumental in starting two new initiatives on campus. First, using the interest generated from an endowment made by Bill Nelson (a former Co-Op student at Purdue), OPP was able to help support an instructor for teaching a course specifically offered to Co-Op students, who are on campus during the summer session. This directly aligns with Purdue’s plan of enhancing the summer course offerings and keeping more students on campus during the summer.

In the second initiative, OPP is partnering with Purdue Extended Campus (PEC) and is offering undergraduate core courses through long distance delivery, specifically for Professional Practice students who are off-campus. Providing appropriate long-distance courses for off-campus Professional Practice students will potentially allow 5-session Co-Op students to reduce their time to graduation by one semester (if they take one course per work session) and will help GEARE students to stay on track to graduation in four years. Based on the support from various entities around campus, OPP has been offering two to four courses per academic session. A further increase in course offerings is intended. The slate of courses is chosen based on the best fit to off-campus Co-Op and GEARE students. As part of this initiative, a new project was launched to investigate the online delivery mechanisms with the goal of increasing the quality of the online instruction for OPP students such that the students will receive the same knowledge and usefulness out of the online courses as their on-campus peers.

OPP Research Activities

OPP continues its effort to build strategic research collaborations with faculty in the School of Engineering Education. Our research activities embrace the development of students’ leadership skills and global/professional competencies. Exemplary activities include:

♦ Participation in Monica Cox’s research effort on “Development of Leadership, Change, and Synthesis Practices in Undergraduate Engineering Courses.”

♦ Participation in the Brent Jesiek’s research effort on “Becoming Boundary Spanners: Investigating, Enhancing, and Assessing the Experiences of Early Career Engineers.”

♦ Participation in Matthew Ohland’s and Joyce Main’s research effort on “Access to Cooperative Education Programs and the Academic and Employment Returns by Race, Gender, and Discipline.”
For over 20 years, the Office of Professional Practice has hosted annual Professional Practice Days (formerly Co-Op Days) to match students with employers for both short-term and full-time positions. The first Professional Practice Days consisted of inviting employers to campus, determining their recruiting needs, and then matching students with relevant skills to the employers. The Office of Professional Practice would then assign students to employers’ interview schedules that take place on campus over the course of one or two days.

As our office has grown and added more programs outside of the 5-session co-op, our annual recruiting event has evolved to include a Career Fair held one day prior to the interview days. The Career Fair was established to encourage employers with open slots in their interview schedules to attend the Career Fair and meet with additional potential students that may not be in any OPP programs and to fill other positions such as internships or graduate positions. Employers could attend both the Career Fair and Interview Days or opt to choose one or the other.

In the last few years, the Professional Practice Days have further expanded to also allow for four different types of interview schedules to meet the diverse needs and styles of our employers: Purdue filled; Employer filled; half Purdue filled, half employer filled; Employer filled from Career Fair Only; and Employer filled from pre-selection of student resumes sent in advance.

Keeping up with the ever-changing needs of the global workforce is extremely important to our office in order to provide as many opportunities as possible to our students. As the needs of our students and employers change, the Professional Practice Days will continue to evolve and maintain their status as one of the most impactful and important events our office hosts.

**Professional Practice Career Fair**
*February 18, 2014*
65 companies attended
Interview slots filled:
- 18 Internships
- 5 Full Time
- 0 Ph.D. Student
- 4 Master’s Student
- 258 5-Session Co-Op
- 106 3-Session Co-Op
- 13 Unknown

**Professional Practice Interview Days**
*February 19-20, 2014*
81 companies attended
Interview slots filled:
- 18 Internships
- 5 Full Time
- 1 Ph.D. Student
- 4 Master’s Student
- 776 5-Session Co-Op
- 323 3-Session Co-Op
- 13 Unknown

457+ Students attended the Career Fair
381 Students received Purdue-scheduled interviews
1140 Interviews conducted overall
The Global Engineering Alliance for Research & Education (GEARE) encompasses language study, cultural training courses, a semester of study abroad, a domestic work or research experience, an international work or research experience, and international design team projects. GEARE programs have sent students to 14 countries: Argentina, Australia, China, Costa Rica, Denmark, France, Germany, India, Mexico, New Zealand, Singapore, Spain, Switzerland, and the United Kingdom. With no comparable program in the country, GEARE is a unique experience for engineering students that is exclusive to Purdue.

GEARE attracts a diverse group of the top engineering students at Purdue. Since its inception in 2003, 292 Purdue and foreign exchange students have graduated with GEARE experience. Our current student enrollment boasts an average GPA of 3.46, 46 percent of students being women and minorities, and international students hailing from China, Colombia, Costa Rica, Egypt, Germany, India, Indonesia, Kuwait, Thailand, and Turkey.

GEARE continues to expand year over year, both in terms of student participants and program offerings. 90 new students were admitted to the program this year, resulting in a 21 percent increase in participation over last year and an all-time high. With continued growth and success on the horizon, GEARE will continue to provide an unparalleled, highly rewarding experience for Purdue engineers for years to come.
The Professional Practice Ambassadors (PPA) is a student organization composed of over 60 Co-Op ambassadors, who represent the total of over 650 Co-Op students at Purdue. While working in concert with the Office of Professional Practice, we define ourselves by the three core mission we pursue: building awareness about the cooperative education program and its opportunities; mentoring students in their paths to professional development; and fostering relations between Co-Op students, companies, and the Purdue community as a whole.

We largely go about achieving these three missions by hosting various events during the academic year. In the fall semester, we introduce incoming freshmen to the benefits of Co-Op program through information sessions. Through our highly successful Co-Op Connection Mentor Program, we provide guidance and feedback on matters ranging from resumes to professional interview etiquette as students prepare for the interviews with employers in the following spring semester. So far, our Mentor Program has successfully trained over 200 students, helping them attain the high standards of professionalism employers have come to expect. And to ensure an ample amount of employers are available and ready to recruit these aspiring students, we work closely with the Office of Professional Practice to arrange and promote the Professional Practice Days. Despite corporate recruiters’ busy schedules during this event, every year we have managed to arrange an Employer Showcase, a function featuring one or two participating companies in which recruiters and students can informally meet, get acquainted, and build rapport prior to interviews.

Professional Practice Ambassadors also work tirelessly to represent the interests of the Co-Op student community. Most recently, a pertinent issue to Co-Op students was the nearly $1,000 required administrative fee they were charged to maintain student status while working. Through our organization’s lobbying efforts, this issue was elevated to the attention of the university newspaper, the Purdue Exponent, the Student Senate, the West Lafayette local news network, and even Purdue President Mitch Daniels. Our efforts resulted in the fee being reduced to only $400, which will make our programs more accessible to more students now and in the future.

Change such as this—tangible, substantial, meaningful—could not have been possible without the support of employers and alumni. And for that, we sincerely extend our gratitude. As a student organization, what we lack in resources we compensate for with our dedication to our core values. We only ask that you, sharing in our values, will continue to support us with donations. Though our calling, only with your help can complete the task of a true Professional Practice Ambassador: Connecting students to careers.

*Pushkaran Palani, ChE ’16*
PPA President
Employer Testimonials

The Co-Op Program has been vitally important at Air Products. Not only do the Co-Op students perform valuable work while on assignment, but in many instances these assignments have turned into the start of a career. Air Products has been a participant in the Purdue Co-Op program for over three decades and in that time we’ve seen many Purdue Co-Op students graduate to become leaders in our company. It is easy to see that the Co-Op Program is important in both the long term and short term success of Air Products.

Air Products supports the Purdue Co-Op program based upon our 30+ year history with the program providing positive results. The structure of the program allows for a long-term relationship to be developed between Air Products and Purdue Co-Op students throughout their plan of study. This long-term relationship allows for our Co-Op students to have more depth and breadth of assignments within Air Products, which is mutually beneficial to both Air Products and our Co-Op students.

–Chris Rehrig, Design Engineer, Air Products and Chemicals, Inc.

Biomet considers engineering students a critical element in our company’s development process. Students bring to Biomet a freshness that is important to our engineering staff as they react to changing market dynamics and the increasing demands on their time. In return, Biomet offers students the opportunity to initiate their careers in a developing field, actively participate in real-world engineering challenges and recognize the opportunity to impact patient’s lives.

Without our students, Biomet engineers would struggle to complete a breadth of the technical project responsibilities for which they are responsible. Program fit between Biomet and Purdue is close as we all struggle to balance the growing challenges of developing new products, completing standard engineering responsibilities and bringing innovative ideas to the forefront.

–Kim Parcher, HR Talent Acquisition, Biomet

Cummins’ partnership with the Purdue OPP provides a great source of new talent for our company. We put students in positions where they are able to do the same work as a full-time employee, scaled to their current level of experience and knowledge. It provides students with real-world experience, and provides Cummins with excellent resources that can have a direct, positive impact on our customers.

–Bill Hilliard, HMLD Automated Test Lead, Cummins
Student Testimonials

“"My Co-Op with GE Energy (now GE Power & Water, GE Oil & Gas, and GE Energy Management) led to a multitude of experiences: meeting great people all across the country by working at different locations (east and west coast), learning different processes and techniques for manufacturing and repair, and having my own time to develop my own creative projects. I worked with various technologies and hardware including wind turbines, gas turbine blades, motors, generators, transformers, and pressure sensors. Through GE Energy I was able see much more than how people work, but how the world works. Some of my most memorable experiences include looking at silicon wafers through a powerful microscope, seeing the giant network of pipes for a gas turbine at a power plant, and walking through the nacelle of a wind turbine without having to climb up it."”

–Cody G., BSME ‘14

“I had the opportunity to work as a co-op with Cummins for a year and a half spread over three domestic rotations and one international work rotation. Going into my co-op as a sophomore, I was excited to apply all the concepts that I had acquired in school and further hone my technical and communication skills. The spectrum of projects that I worked on was very vast. From brainstorming together with fellow engineers, prototyping, designing, programming, writing test plans, procuring hardware, conducting performance tests & root cause analysis to cost reduction projects, it was a huge learning curve for me.

I successfully completed my fourth work rotation as a product design engineer at Cummins Emission Solutions facility in Marktheidenfeld, Germany. Language barriers, combined with different communication styles, work ethics and approaches to engineering, made it a challenging and exciting experience. It made me realize the importance of diversity in engineering solutions and how to embrace it.”

–Mukul A., BSME ‘15

“I am currently in my second co-op session with Grundfos Indianapolis working as an Application Engineer. Being in a professional atmosphere has taught me a lot. I am able to interact with people from different backgrounds and different age groups daily and even make friends with them. Having the opportunity to work in industry allows me to explore what an engineer does and the opportunities that will be available to me. I am greatly amazed by the versatility of the types of career that are available, and it has helped me to better make plans for the future based on what my heart really desires. I also constantly run into concepts and materials from classes I have taken, allowing me apply what I have learned in the classroom and gain a deeper understanding of them.

Knowing that the decisions I make impact the employees and operations of our clients gives me a great sense of responsibility. I have never had chances like this while I was taking classes at Purdue. It has allowed me to start expanding my professional network and gain valuable experience, and I know it will greatly benefit me in the future.”

–Yiwei H., BSME ‘17
Established in 2010, the Co-Op Hall of Fame recognizes distinguished alumni of the co-op program for outstanding leadership and career accomplishments. Nominees are selected by faculty members of the Professional Practice Advisory Council and then voted on by the entire council. The members of the Hall of Fame exemplify the possibilities granted by participating in co-op programs while a student.

2013 Inductees

From left to right: Dr. Eckhard Groll, Director of Professional Practice Programs; William C. Nelson, ChE; Winthrop A. Gustafson, AAE; Hannis Thompson, ECE; John Grutzner, CHEM; Keith H. Hawks, ME; Frederick “Rick” Bried, EE; and Dale Whittaker, Vice Provost for Undergraduate Academic Affairs
Frederick “Rick” Bried (EE)
Co-Op Alumnus
Bried was a co-op student with Shell Oil Company Products Pipeline Division in Indianapolis while majoring in electrical engineering at Purdue. Upon receiving his bachelor’s degree in 1968, Bried returned to Shell and spent ten years engineering, building, and operating pipeline in the Midwest and the South. The latter part of his 35-year career with Shell was spent supporting pipeline operations across the U.S.

John Grutzner (CHEM)
Co-Op Coordinator
Born and raised in Melbourne, Australia, Grutzner was appointed assistant professor of chemistry at Purdue in 1969. Over the course of his 43-year tenure, he has received multiple awards for his efforts and worked with the likes of the National Science Foundation and the American Chemical Society. Grutzner was Co-Op Coordinator for the Chemistry Department from 1984 to 2012.

Winthrop A. Gustafson (AAE)
Co-Op Coordinator
After earning three aeronautical engineering degrees from the University of Illinois and a commission in the United States Air Force, Gustafson worked for Lockheed Missiles and Space Division before joining the Purdue Aeronautics and Engineering Services faculty in 1960. He became associate head of the School of Aeronautics and Astronautics in 1980. Gustafson served as Co-Op Coordinator for the School from 1984 until his retirement in 1998.

Keith H. Hawks (ME)
Co-Op Coordinator
An Indiana native, Hawks earned his bachelor’s, master’s, and doctoral degrees in mechanical engineering from Purdue. Upon received his Ph.D. in 1969, he joined the Purdue faculty as an assistant professor. Hawks became the assistant head for the School of Mechanical Engineering (ME) in 1988 and remained in that position until his retirement in 2011. He was Co-Op Coordinator for ME for 17 years from 1982 until 1999.

William C. Nelson (ChE)
Co-Op Alumnus
Nelson worked five sessions with Mallinckrodt Chemical Company in St. Louis before earning his bachelor’s and master’s degrees in chemical engineering in 1974 and 1975, respectively. After graduation, his career spanned multiple countries and numerous aspects of the petroleum industry, including research and development, petroleum engineering, management, and consulting. Nelson currently is executive consultant at Peregrine Petroleum LLC.

Hannis Thompson (ECE)
Co-Op Coordinator
Thompson joined the Purdue faculty in 1963 after earning his Ph.D. in electrical engineering. He helped develop the Honors Program within Electrical Engineering and taught a wide range of courses focusing on circuits and solid state devices. Thompson was assistant head of the School of Electrical and Computer Engineering for 14 years until his retirement in 1996. Thompson served as Co-Op Coordinator for ECE for nine years from 1979 to 1988.
Established in 2007, the Professional Practice Industrial Advisory Council (PPIAC) consists of representatives from a number of qualified Professional Practice employers that provide guidance and support for the programs administered by OPP.

The work of the council focuses on the programs’ issues, directions, future and how it impacts and is impacted by industry. Regular meetings are held that allow the PPIAC members to interact with OPP staff and student organizations to brainstorm ways to improve OPP programs that will benefit employers and students alike.

The Advisory Council meets during our annual Professional Practice Days recruiting event held during the 2nd week of February. Members come together during the late afternoon and early evening following the Career Fair.

The 2014 PPIAC Meeting attendees consisted of the following:

- Chris Rehrig, Air Products
- Kim Parcher, Biomet
- Bill Hilliard, Cummins
- Eric Born, ExxonMobil
- Sean Upchurch, ExxonMobil
- Tony Denhart, GE
- Brittany Whitmire, Ingersoll Rand
- Kalli Stull, Lubrizol
- Sarah Tetzlaf, Lubrizol
- Lee Smith, Rockwell Collins
- Reginald McGregor, Rolls-Royce
- Christopher Corbitt, SABIC Innovative Plastics

PPIAC members play a vital role in the evolution of the programs our office provides and are invited by the OPP Director. If you are a qualified active employer and are interested in joining the PPIAC, send an email to propractice@purdue.edu.
Corporate Partnership Information

Sponsorship

Employers have the opportunity to assist students along their career paths by giving an annual gift to the Office of Professional Practice. The various partnership levels allow employers to choose a donation that works for them, which is then used to help develop our world changers of tomorrow.

Becoming a partner with the Office of Professional Practice is a beneficial way for employers to enhance their reputation at Purdue University. Not only will the company name and logo appear on the OPP website and the “Wall of Recognition,” but employers will also receive preferred placement at events. Additional benefits come along with the higher partnership levels.

**PLATINUM Level:**

GEARE (Global) Level Professional Practice Sponsor with an annual gift of $10,000 or more.

**OLD Level:**

CO-OP Level Professional Practice Sponsor with an annual gift of $5,000 or more.

**LACK Level:**

INTERNSHIP Level Professional Practice Sponsor with an annual gift of $2,500 or more.

Endowments

Endowments can make all the difference for a student who needs a scholarship in order to pay for school so they can join a Professional Practice Program. Your generosity could help fund a student with a project that might result in a major breakthrough. By giving a personal gift, you will assist students while they travel the world and participate in global Co-Op and internship programs. Your support allows students to gain significant experiences that will prepare them to be leaders in this ever-changing world.

The Office of Professional Practice has multiple opportunities for you to make a meaningful contribution to the program. While you are helping students with their academic and professional goals, you will also receive name recognition with students, Purdue faculty, and fellow employers.

Alumni and individuals can invest in our students’ future by sponsoring one of the following opportunities:

- Endowed Directorship for the Office of Professional Practice ($1,000,000)
- Endowed Professional Practice Student Opportunities Fund ($1,000,000 - $500,000)
- Naming of Cooperative Education Hall of Fame ($50,000)
- Office of Professional Practice Student Scholarships ($25,000)
Eastman is a global specialty chemical company that produces a broad range of products found in items people use every day. With a portfolio of specialty businesses, Eastman works with customers to deliver innovative products and solutions while maintaining a commitment to safety and sustainability. Its market-driven approaches take advantage of world-class technology platforms and leading positions in attractive end-markets such as transportation, building and construction and consumables. Eastman focuses on creating consistent, superior value for all stakeholders. As a globally diverse company, Eastman serves customers in approximately 100 countries and had 2013 revenues of approximately $9.4 billion. The company is headquartered in Kingsport, Tenn., and employs approximately 14,000 people around the world.

Air Products (NYSE:APD) provides atmospheric, process and specialty gases; performance materials; equipment; and technology. For over 70 years, the company has enabled customers to become more productive, energy efficient and sustainable. Recognized as one of the world’s most innovative companies by both Thomson Reuters and Forbes magazine, more than 21,000 employees in over 50 countries supply effective solutions to the energy, environment and emerging markets. These include semiconductor materials, refinery hydrogen, coal gasification, natural gas liquefaction, and advanced coatings and adhesives. In fiscal 2013, Air Products had sales of $10.2 billion. For more information, visit www.airproducts.com.

GKN Sinter Metals is the world’s largest producer of precision powder metal products. With a focus on superior delivery, quality and total solutions, the company offers extensive technical expertise in design, testing and various process technologies. GKN Sinter Metals offers a full range of complex shapes and high strength products for automotive, industrial and consumer markets worldwide. The company’s global footprint spans more than 13 countries across five continents. GKN Sinter Metals is in close proximity to its customers with more than 30 global locations and more than 6,000 employees.

Biomet, Inc. and its subsidiaries design, manufacture, and market products used primarily by musculoskeletal medical specialists in both surgical and non-surgical therapy. Biomet’s product portfolio encompasses reconstructive products, including orthopedic joint replacement devices, bone cements and accessories, autologous therapies and dental reconstructive implants; fixation products, including electrical bone growth stimulators, internal and external orthopedic fixation devices, craniomaxillofacial implants and bone substitute materials; spinal products, including spinal stimulation devices, spinal hardware and orthobiologics; and other products, such as arthroscopy products and softgoods and bracing products. Headquartered in Warsaw, Indiana, Biomet and its subsidiaries currently distribute products in approximately 90 countries.
Since its founding in 1837, John Deere has seen a great many changes in its business, its products, its services. Change always comes with opportunity. And Deere has always been ready and willing to embrace it. Yet, through it all, John Deere is still dedicated to those who are linked to the land – farmers and ranchers, landowners, builders, and loggers. And Deere has never outgrown, nor forgotten, its founder’s original core values. Those values determine the way we work, the quality we offer, and the unsurpassed treatment you get as a customer, investor, employee.

P&G serves approximately 4.8 billion people around the world with its brands. The Company has one of the strongest portfolios of trusted, quality, leadership brands, including Always®, Ambi Pur®, Ariel®, Bounty®, Charmin®, Crest®, Dawn®, Downy®, Duracell®, Fairy®, Febreze®, Gain®, Gillette®, Head & Shoulders®, Lenor®, Olay®, Oral-B®, Pampers®, Pantene®, SK-II®, Tide®, Vicks®, Wella® and Whisper®. The P&G community includes operations in approximately 70 countries worldwide. Please visit http://www.pg.com for the latest news and in-depth information about P&G and its brands.

3M captures the spark of new ideas and transforms them into thousands of ingenious products. Our culture of creative collaboration inspires a never-ending stream of powerful technologies that make life better. 3M is the innovation company that never stops inventing. With $31 billion in sales, 3M employs 89,000 people worldwide and has operations in more than 70 countries. For more information, visit www.3M.com or follow @3MNews on Twitter.

Bechtel is among the most respected engineering, project management, and construction companies in the world. We stand apart for our ability to get the job done right—no matter how big, how complex, or how remote. Bechtel operates through five global business units that specialize in civil infrastructure; power generation, communications, and transmission; mining and metals; oil, gas, and chemicals; and government services. Since its founding in 1898, Bechtel has worked on more than 25,000 projects in 160 countries on all seven continents. Today, our 53,000 colleagues team with customers, partners, and suppliers on diverse projects in nearly 40 countries. www.bechtel.com

Cummins Inc., a global power leader, is a corporation of complementary business units that design, manufacture, distribute and service diesel and natural gas engines and related technologies, including fuel systems, controls, air handling, filtration, emission solutions and electrical power generation systems. Headquartered in Columbus, Indiana (USA), Cummins currently employs approximately 48,000 people worldwide, and serves customers in approximately 190 countries and territories through a network of approximately 600 company-owned and independent distributor locations and approximately 6,500 dealer locations. Cummins earned $1.48 billion on sales of $17.3 billion in 2013.

Professional Practice Employers

ACE Technologies, LLC
Actia Corp.
Advanced Micro Devices, Inc.
AEP
Air Liquide
Air Products and Chemicals
Al-Ghanim International
Alberto Culver Co.
Alcoa
Allison Transmission Inc.
Alt and Witzig
Altec Industries Inc.
American Structurepoint, Inc.
Applied Engineering Services
ArcelorMittal USA
Argon ST
Argonne National Laboratory
Arsee Engineers
Arvin Meritor
Ascend Performance Materials
Astronautics Corp. of America
Ascend Performance Materials
Arvin Meritor
Arsee Engineers
Argonne National Laboratory
Argon ST
Argonne National Laboratory
Arsee Engineers
Arvin Meritor
Ascend Performance Materials
Astronautics Corp. of America
ATA Engineering, Inc.
Ball Aerospace and Technologies
Bendix Commercial Vehicle
Biomet
Black and Decker
Borg Warner
Bose Corp.
BP
Braun Corp.
Bucyrus International, Inc.
Bunge
Butler, Fairman and Seufert
Camp Dresser and McKee Inc.
Cardinal Health
Cargill Inc.
Carson Design Associates
CCE Controls Company Inc.
Charles Pankow Builders, Ltd.
Chemtura Corporation
Chevron Phillips Chemical
Cigo Petroleum Corp.
Central Intelligence Agency
Civiltech Engineering, Inc.
Cook Pharmica
Cornerstone Controls, Inc.
CSO, Inc.
CTS Corp.
Cummins Inc.
Cummins-Allison Corporation
Danis Building Construction
Dart Container
Dassault Falcon Jet
David Evans and Associates
Delphi Corp.
Delta Faucet Co.
Depuy Orthopaedics, Inc.
Detroit Diesel Corporation
DLZ Indiana, LLC
Dominion
Domtar
Dow Chemical U.S.A.
Duke Energy
Dupont
Earth Exploration, Inc.
Eaton Corp.
Electro-Motive Diesel
Elkhart County Highway
Emerson Climate Technologies
Emerson Power Transmission Engineering Innovation, Inc.
Ethicon Endo-Surgery, Inc.
Exxon Mobil Corp.
Faurecia
Federal-Mogul Corp.
First Energy Corp.
Fisher and Partners
Freudenberg-Nok
Fuel Tech Inc.
GAF
Gallatin Steel
Gates Corporation
GE Appliance - Supply Chain
GE Aviation/Aircraft Engines
GE Consumer Industrial
GE Healthcare
GE Infrastructure - Energy
GE Information Systems
GE Transportation
General Motors Corp.
GENESYS Corporation
Goodwin and Marshall, Inc.
Grain Processing Corporation
Grundfos
GRW Engineers, Inc.
Gulfstream Aerospace
Hasbro - Toy & Game Design
Heart Ware
Hendrickson Trailer
Heritage-Crystal Clean, LLC
Herzog Companies
HNTB Corp
Honda Aircraft
Howmet Castings - ALCOA
IMMI
IND
Ingersoll Rand
Ingredion
Intel
Intelligented Systems, LLC
International Truck
John Deere
Kimberly-Clark Corp.
Kodak
Kohls Department Store
Kraft Foods, Inc.
Landis and Gyr
Lennox International
LEONI Wiring Systems Inc.
Lexmark Int'l, Inc.
Longview Fibre Paper & Pkg
Lubrizol Corp.
Lutron Electronics Co., Inc.
LyondellBasell
Meggitt Aerospace/Controls
Marathon Petroleum Maregatti Interiors
Mass Electric
MED Institute, Inc.
Mercury
Metal Technologies, Inc.
Milacron Plastics Technologies
Nestle
Northrop Grumman
Northwest Airlines, Inc.
NTN Driveshaft
Nufarm Americas Inc.
OHL Logistics
Opus Corp.
Panduit Corp.
Parsons Brinkerhoff
Pathneon Pharmaceuticals
Perry and Associates, LLC
Plymouth Tube
Praxair Electronics
Premier System Integrators
Procter and Gamble Co.
Professional Consultants, Inc.
R.A. Jones and Co., Inc.
Radian Research
Ralph Corp.
Raytheon
Regal-Beloit Corporation
Robert Bosch Corp.
Rockwell Collins
Rohm and Haas Kentucky
Rolls-Royce
Roquette America, Inc.
RQAW Corp.
S and C Electric Co.
SABIC Innovative Plastics
Safety-Kleen Systems, Inc.
Solar Turbines Inc.
St. Jude Medical
Stanley Convergent Security Solutions
Stanley Security Solutions
Steel Dynamics
Structural Analysis Engr. Corp.
Sun Chemical Corp.
Sun Coke Energy
Tate and Lyle North America
Technicolor
TechSolve, Inc.
Tenneco Automotive
Texas Instruments
The Andersons, Inc.
The Hershey Company
The Newark Group
ThermaTru
Torrion
Tosoh SMD, Inc.
Town of Fishers
Toyota of North America
Toyota Motor Manufacturing
Trane - American Standard Co.
Transystems Corp.
Traylor Bros., Inc.
TRW - Commercial Steering Div.
NASA/Dryden Flight Research
NASA/Glenn Research Center
NASA/Johnson Space Ctr.
NASA/Kennedy Space Center
NASA/ Marshall Space Flight Ctr.
National Security Agency
Naval Surface Warfare Ctr.
Nuclear Regulatory Commission
United Airlines
US Air Force Research Lab
US Corps of Engrs., Louisville
US Gov. Army Engineers
US Gov. Printing Office
UT Carrier Corp. - Indianapolis
UT Electronic Controls
UT Hamilton Sundstrand
UT Pratt and Whitney
UT Carrier Corp.
UT Interlogix
Valspar Corp.
Vantage Oleochemicals
Vectren
Vertellus Specialties Inc.
Walt Disney World
Westinghouse Electric Co. LLC
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Whirlpool Corp.
Wilson Sporting Goods
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Wright Industries
Zimmer - Orthopedic
ZOLL Medical
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