From the Executive Director

As we put together each new issue of The Purdue Executive, there is always so much to share and we are grateful that you keep us in the loop on your lives and careers. As such, the Alumni Notes continues to be one of my favorite parts of the publication. In our Research for Executives, my good friend and colleague Mary Pilotte writes about how a company’s work culture sets the playing field for responding to the looming U.S. workforce transition – that of the retirement of 10,000 Baby Boomers a day. Mary has been a key part of our Active Learning Projects – one of the new parts of the curriculum that we added three years ago. We've also added a new team member to the Executive Education family – Nicole Brooks. Many of you have already heard from her given her role in marketing for our programs.

I am particularly pleased that our EMBA class that started last September was the largest in almost a decade. I believe this result reflects the changes in the curriculum and our desire to keep improving the experience for students and alumni alike. We are adding mid-module virtual office hours to our classes and strengthening the career management component of the programs by offering the services of an executive career coach, access to executive development partners, and on-campus speakers. Those speakers will be recorded and made available to you, our alumni. We also extend to you our continuing education webinars, annual networking reception, and Back to School Days. We are glad to keep finding ways to strengthen our programs and look forward to seeing you online or in-person at one of these events in the future. As always, if you have any ideas or suggestions, feel free to contact me at akriauciu@purdue.edu.

Sincerely,

Aldas Kriauciunas
When Professor Mary Pilotte first began investigating the critical issue of industrial knowledge loss associated with the retirement of 10,000 Baby Boomers a day, she could not have anticipated that it would begin a journey uncovering topics ranging from engineering communication preferences to Millennial behaviors and work expectations. Her research provides insights into how work cultures and sub-cultures that exist within a firm set the playing field for responding to the looming U.S. workforce transition.

To the casual observer, a corporate workplace can project a homogenous image created from consumer perceptions of brands, products, and service offerings. Once inside the firm however, there exist increasingly complex layers of intertwined work groups that both span and defy rigid organizational charts and geographic boundaries.

Workgroups (often associated with functional departments) form and evolve over time, becoming identifiable and distinct with unique language, heroes, and operating rituals. These group attributes are a reflection of underlying beliefs and values, both of which influence the members day-to-day work practices. The workgroup norms as described here can directly impact the sharing of critical knowledge capital among employees.

Such culturally oriented workgroup behavior was described in “Building Bridges” where she explored how, within the specific domain of engineering practice, different generations of engineers communicate and share critical technical know-how in dramatically different ways. For example, in spite of rampant technology use by Millennial engineers in social settings, when at work, these engineers report to use the fewest technology oriented means for communicating and sharing work-related information. This is in contrast to the other end of the generational spectrum – Baby Boomers, who reported to use the widest range of tools, more so even than Generation X’ers.

The examined Millennial generation is also sometimes stereotyped as aloof, socially disconnected, and even lacking in interpersonal prowess. Many of these same attributes are commonly associated with those in the profession of engineering. Yet this study revealed that Millennial engineers in particular strongly preferred face-to-face communication at work, an inclination they share with the retiring Baby Boomer engineers.

As firms consider the urgency to capture and transfer rich embedded understandings that are accumulated in the life-long careers of the Baby Boomer workforce, understanding these preferences across generational cultures within the greater engineering work culture (as in this example) can help us begin to develop workforce training, mentoring, and transfer strategies best suited to bring together those who know, with those who need to know.
In work still to be published, Pilotte has begun to identify additional distinct cultural patterns across industry sectors and operational settings (i.e. service versus manufacturing), including sub-cultures defined by gender, ethnicity, and even job title - each operating as unique units inside the higher-level organizational cultures. Attributes of cultural practices within a given work environment have the capacity to be both beneficial and potentially destructive to the cause of improving knowledge sharing and transfer within a firm. For example, normative group practices are known to provide a beneficial organizing function that can foster structured group understanding, and help construct and manage impressions. In the technical domain of engineering practice, normative work practices might serve as an undocumented training manual to novice engineers as they enter the workplace. Through passive observation of accepted work practices, a newly hired engineer can begin to construct their individual interpretation of the role, rights, and “rules of the road” within their workgroup and the profession at large.

Alternatively, work cultures also present a potential downside to staving off corporate knowledge loss. Strong corporate work cultures, particularly in specific functional areas, can develop serious distrust of so-called outsiders. Distrust within and between workgroups can seriously impede knowledge sharing behaviors. As companies re-imagine their value proposition and re-structure organizationally to maintain competitive advantage, this point must not be lost on corporate leadership. Trust development is central to strong and effective communications. Functioning work groups that demonstrate an inability to build and exercise trust of “others” is operating within a work culture likely lacking in capacity to share work place lessons learned, highlight critical corporate history and make explicit best operating practices.

Looking to the near term, with most firms facing the need to hire many “outsiders” to replace their exiting Baby Boomers, this time of transition offers both challenge and opportunity in a landscape of dynamic cultural change.

To learn more about this research or related emerging research in engineering education, please contact Professor Pilotte at mpilotte@purdue.edu.

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About Professor Mary Pilotte
Professor Pilotte is an Associate Professor of Engineering Practice in the School of Engineering Education at Purdue University. She is Director of the Multidisciplinary Engineering program, leads operational aspects of Purdue’s First-Year Engineering program, and has published scholarly articles on topics ranging from engineering identity and culture to best practices in active and relevancy-based classroom pedagogies. Professor Pilotte provides foundational instruction regarding project management and consulting skills as part of the Active Learning Projects in both the IMM Global EMBA and Domestic EMBA programs.

Preparing for the next challenge

IMM 2014 alumnus Job Hoevenaars says learning amongst managers and leaders equipped him for the next step in his career.

In December 2012 I was working for a worldwide distributor in the motorized leisure and sport business. My educational background was in law. I joined the company as a legal counsel and worked several years on international contracts.

To broaden my horizon I moved into the sales and procurement part of the company. Looking in the market for new products that could fit our product pallet and the needs of our customers really helped me to understand the basic ideas of marketing and sales. I really enjoyed my work, but I realized that in order to become more successful I would need additional tools and understanding of doing business.

During my law studies I did not focus that much on accounting, finance and economy. As a matter of fact, most lawyers ask or hire other specialists to do the calculating. For me there was a lot to learn. Especially when moving into a (higher) management function — I needed to develop my skills and increase my knowledge, so I would understand the underlying concepts when speaking to banks, preparing marketing projects, doing financial planning, budgeting or calculating expected profitability of future projects.

I chose to participate in the IMM program. Really important for me was the international character of the program. Not only would we study in Europe, China, North America, Mexico and Brazil, but also the cohort consists of various nationalities and cultures.

I learned a lot from the outstanding faculty, but perhaps even more from our cohort. Being part of a group of (future) managers and leaders is an excellent way to learn from each other. The diversity of skills and backgrounds of the cohort contributed definitely to my learning path. Getting the most out of an MBA program means that you have to work hard and spend a lot of time studying and reading. During the program it will not only affect your life, but also the lives of your family and friends. You will have less time to spend with them. Therefore at the end of the program everyone is happy it is over and we all think we get back our lives.

This is only partly true. Life stays busy, but there is less pressure on MBA-related deadlines, readings, final exams, etc. The IMM program for me was an opportunity to work with a cohort of great people and learn business principles from outstanding faculty.

The IMM program made me more complete, better equipped and I developed and increased soft and hard skills in order to be a better manager. The next step in my career is leading the company I’ve worked with for several years already. The MBA program certainly helped me to get ready for that challenge.

In February 2015 Job Hoevenaars became CEO of Schuurman BV, the company for which he worked while he was an IMM student. Schuurman BV, located in Oss, The Netherlands, is a worldwide distributor of parts and services for the motorized sport and leisure market.
EMBA 2016 Class Profile

Number of Students - 32

- Female: 25%
- Male: 75%

Industries Represented

- Industrial Products: 47%
- Services: 44%
- Government/Education: 9%

Organizations Represented

- Alcoa Inc.
- AL-KO Axis, Inc.
- BAE Systems
- Behlen Mfg. Company
- BMO Harris Bank
- Cachay SA
- Capgemini US, LLC
- C.H. Robinson
- Chesapeake Energy
- Chevron Corporation
- Cornelius Inc.
- Craneware, Inc.
- Cummins
- Dell
- Deputy Information Warfare
- DuBois Chemicals
- Exelis, Inc.
- Fifth Third Bank
- Fibrwrap
- Hitachi Data Systems
- IU Health
- MGM Resorts International
- Microsoft Corporation
- Knox Fertilizer Company
- Recruiting Station Richmond
- Seven Corners, Inc.
- SpecialtyCare
- SportsMEDIA Technology
- Stanford University
- State of Coahuila Government
- STEMCELL Technologies, Inc.
- WalMart Stores, Inc.
- Wells Fargo

Average Age
38

Median Age
37

Average Work Experience (years)
13.5

Median Work Experience (years)
12

Countries/States Represented - 14

- Argentina (1)
- California (4)
- Canada (1)
- Illinois (3)
- Indiana (14)
- Kentucky (1)
- Minnesota (1)
- Nebraska (1)
- Nevada (1)
- North Carolina (1)
- Ohio (1)
- Texas (1)
- Virginia (1)
- Washington (1)
Our EMBA 2015 cohort, seen here at Krannert Center, travels to Rome, Italy, and Istanbul, Turkey, in February 2015 for their final residency. The group will graduate in May.

EMBA 2015 student Cody Greenwood attended our October 2014 Networking Event and is seen here with Senior Program Manager Cathy Garrison, who has been with Krannert Executive Education Programs for more than 20 years.

Students teed off at the Purdue golf complex’s driving range in summer 2014, during residency 4.
Students in the IMM 2015 cohort will experience Budapest, Hungary, and Istanbul, Turkey, in February 2015 for residency 3.

IMM 2015 spent two weeks in Brazil for residency 2 and took courses in São Paulo and Rio de Janeiro on International Finance, Leadership, Doing Business in Latin America and Marketing. They also took in the sites, including Christ the Redeemer, at the peak of the Corcovado mountain in Rio.

EMBA 2016 students broke into groups during launch in September 2014 to get better acquainted.

On Veterans Day, November 11, 2014, we honored our student-veterans and active military in the EMBA Class of 2016, on the Purdue campus for their first residency.
While we want you to always feel free to visit us at Krannert Center, we also plan events specifically for you, our cherished alumni. Check our For Alumni page often for details on alumni receptions and networking opportunities.

On tap for 2015:
- Purdue alumni receptions, hosted by KEEP, in Rome, Italy, on February 19, and in Istanbul, Turkey, on February 23, while our EMBA 2015 students are in residency there;
- A networking event, guest speaker and Back to School day May 7-8 at Purdue;
- A reception in Shanghai in October.

Get updates and stay connected to us and each other on LinkedIn. Search for Purdue University Krannert Executive MBA on linkedin.com. You can stay in touch also by joining the Krannert Network, created specifically for Krannert alumni, at krannertnetwork.com. And, find the IMM program on Facebook at www.facebook.com/imm.emba and Krannert School of Management at www.facebook.com/PurdueKrannert.
**EMS 1990**

**Michael L. Taylor** began a new healthcare leadership role in January 2015. He is Executive Vice President and Chief Operating Officer of SCL Health in Denver, CO. Michael spent the second half of 2014 traveling extensively, mostly in the U.S. but also in South Africa. His youngest of three, daughter Aubrey, graduated from Texas Tech University in December 2014.

**EMS 1992**

**Mary Turney**, Program Coordinator for Casting for Recovery in Wyoming, was recently the subject of an article in the Philanthropic Educational Organization’s (P.E.O.) national magazine. P.E.O. has nearly a quarter of a million members in chapters throughout the U.S. and Canada, and promotes educational opportunities for women. The philanthropic organization’s article on Mary focused on her tireless work with Casting for Recovery, a non-profit that combines two of Mary’s passions: fly fishing and women’s health.

A second generation P.E.O., Mary is dedicated to helping breast cancer survivors in various stages of recovery. Casting for Recovery hosts two-and-a-half day fly fishing retreats for women living with breast cancer, at no cost to them. See castingforrecovery.org for more.

**EMS 1998**

**Jeffrey Hoerr** left The Timken Company after nearly 32 years and is now General Manager of Sales and Marketing at Alton Steel in Alton, IL. “I love working for a small company,” Jeff said.

**IMM 2000**

**Didier Cayrac** is Director of Customer & Market Insights for Europe, the Middle East, and Africa at Hewlett-Packard. Didier’s team is comprised of seven nationalities in six countries.

“I love this role, as it fits right at the core of what I love: learning (about our customers and markets), making sense of complex and fluid situations (our industry is not for the faint of heart!) in order to effectively inform strategic planning, and eventually better serving our customers,” Didier said.

**IMM 2001**

**Frank Walschot**, formerly Head of Engine Services at SR Technics, has been promoted to Chief Operating Officer at the maintenance, repair and overhaul solutions provider at Zurich Airport in Switzerland. SR Technics provides technical solutions and services for Airbus and Boeing aircraft and their associated engines and components.

“Becoming COO at SR Technics is a great honor,” Frank said. “We have a great leadership team and our skilled workforce is second to none. We are determined to meet and exceed our market, customer and shareholder expectations.”

Commenting on Frank’s appointment, SR Technic’s CEO André Wall said: “There is no doubt that Frank is the right person to ensure that our global operations will be based on known and valued safety and quality standards. SR Technics is a business with big ambitions and a clear strategy for growth. His appointment allows me to spend more time driving innovations and strategic relationships with customers and partners as we take our global corporate strategy forward.”

**IMM 2002**

**Amit Goyal**, an internationally recognized materials scientist, was named director of RENEW, the University at Buffalo’s new interdisciplinary institute dedicated to research and education on globally pressing problems in energy, environment and water, in December 2014. One of the most expansive initiatives launched by the University at Buffalo in recent years, RENEW (Research and Education in Energy, Environment and Water) will harness the expertise of more than 100 faculty members across six schools and colleges.

“I am very excited to join UB and lead RENEW,” Amit said. “The institute focuses on some of the most important challenges of our time. This is indeed a unique time for Buffalo and the New York region, with major new and planned investments in science, engineering and manufacturing. The possibilities truly are compelling.”

**Michael McLinden**, after launching Mc|K Healthcare, one of the largest independent advertising agencies in Boston targeted at pharmaceuticals and the life sciences, and growing it over 12 years, has agreed to a merger with Connelly Partners, an independent full-service “post-advertising agency.” The resulting organization boasts a growing team of more than 125 strategy, creative and digital specialists, and a list of healthcare and wellness clients that range from Wyman’s Organic Fruit, to Tufts Health Plan, to Afaxys Pharmaceuticals.

**EMB 2003**

**Marlin W. Schul**, MD, and his staff at Lafayette Regional Vein & Laser Center in Lafayette, IN, were selected to be the first location to offer Varithena to patients with symptomatic varicose veins since the treatment’s official release in August 2014. Varithena is the only FDA-approved foam for the treatment of the symptoms related to or caused by varicose veins, and the appearance of varicose veins.
“All patients had significant burden of varicose veins, offering us an incredible opportunity to help those in need,” Marlin said of the very first Varithena procedure. “In fact, these patients generally had no insurance coverage for their vein condition.”

Marlin specializes in managing superficial venous pathology, deep vein thrombosis, venous leg ulcers, superficial thrombosis, cosmetic or symptomatic spider veins, as well as varices of the face, torso, and groin.

Jeff Pomasi and wife Jamee Jones Pomasi are the proud parents of Everett and Kathleen Pomasi, born November 13, 2014.

Joseph Trigona is now the head of U.S. Business Development at American Express. He and his wife Rosalie welcomed Olivia Rose Trigona on April 24, 2014. The family is pictured here with dog Carly.

David Sorg received the 2014 Florida Human Resource Professional of the Year award at the annual HR Florida State Council conference and expo in Orlando, FL, in October 2014. Each year the Council recognizes a human resource leader who has advanced the profession in a significant way. The individuals nominated for this award serve as role models for the profession, setting the standard for others to follow.

David is Senior Manager, Human Resources, Concentrate Operations at The Mosaic Company in Lithia, FL. In this role, he leads a team of more than 20 HR professionals and related nursing and payroll positions supporting approximately 2,000 employees driving results through standardization, cost management, and process optimization within seven manufacturing facilities.

Laszlo Toth is a business development manager at a subsidiary of the French pharmaceutical company Servier. In the position since 2013, Laszlo is responsible for the operation of the business development and also the new development of the entire organization. His office is in Budapest, Hungary. In 2014 he and his wife had their first daughter, Greta.

Benedict Geers, managing director of Gecorp in Wervik, Belgium, has published another article on a Mergers and Acquisitions topic in the local press. Benedict was appointed guest lecturer at the University of Ghent for an undergraduate course in “M&A and valuation of SME’s.”

Karen Upright spoke at the University of Louisiana at Monroe's World War I centennial lecture series in October 2014. Karen presented her independent research on journals written by a Frenchwoman who lived in the Ardennes, under German occupation, during the First World War. In this photo she’s with the French professor directing the research, Dr. Chris Michaelides of the University of Louisiana at Monroe.

Joël Scherrenberg started a new company, Scherrenberg Advies & Taxaties (advisory and valuation). This company is aimed toward the public sector in The Netherlands and mainly advises health care institutes and municipalities regarding financial and organizational topics related to public real estate. The company specializes in valuing health care locations (hospitals and elderly housing).

Justin Keller accepted a job in December 2014 as the Head of Growth at The Resumator. The Resumator is a SaaS company that makes next generation recruiting software. The company has more than 3,000 customers, $15 million in Series C funding and offices in San Francisco and Pittsburgh. Justin's job, in San Francisco, is to lead the marketing team to generate exponential revenue growth and market dominance.

Dennis Gulbin was hired in June 2014 at Medifast corporate headquarters as a Product Development Project Manager. “My international MBA from Purdue was a key factor that led to me being selected for this position. The company is growing internally, expanding internationally and developing new strategic initiatives. I am able to apply concepts that I learned in Change Management and Business Strategy at Krannert,” Dennis said.

Medifast, Inc., produces, distributes, sells, and supports physician-recommended weight-management meal replacements and dietary supplements through multiple channels. Dennis manages and develops a newly introduced organizational stage gate process; works directly with key executive stakeholders to review and develop new product ideas and manage projects; manages operational aspects of project and scope and monitors progress of individual tasks and projects; and in 2014 worked collectively to manage the launch of 36 new products, among other responsibilities. Dennis is also currently pursuing a Lean Six Sigma Green Belt funded by the company.

Klaus Plenge has been promoted to Peru Sales Office Manager and Key Account Director at Tetra Pak in Lima, Perú.

Lisa Allen was featured in an Indianapolis Business Journal article as part of a series on the Healthiest Employers of 2013 awards. The IBJ annually presents awards to those companies that take employee health seriously, and Goodwill Industries of Central Indiana, Inc., was named the winner in the 1,500-4,999 Employees category. Lisa is Goodwill’s director of benefits, and is directly responsible for the success of Goodwill’s Good Signs wellness program.

Brad Mandala is now the Program Manager for Flight Operations and Flight Test for Google, which recently acquired Titan Aerospace, a solar powered UAS company, with the mission to provide WIFI connectivity from unmanned planes. “My family and I relocated to New Mexico for the position,” Brad said. “Second relocation in one year!”

Douglas Postek and his wife Jessica enjoyed a long overdue honey-moon in the Maldives in November 2014, more than a year after they were married. Doug and Jessica are expecting a baby girl in late June.
Scott Hartman was quick with a smile and a kind word. “Scott was the kind of guy that people just liked to be around,” said his friend and Purdue EMBA classmate John Reeve. Scott, of Noblesville, IN, died on December 8, 2014, in Newport, TN. He was 37 years old. He is survived by his wife Elizabeth and their four children, Charles, Jacob, Riley, and Mason. Scott was a member of the EMBA Class of 2009, and had also earned a Bachelor of Arts in biology from Purdue. He was the quality systems manager for North America at Sealed Air in Greenville, SC. He was an active member of Brandywine Community Church in Greenfield, IN. He was involved in youth, prayer and orphan ministries, including the Christ Compassion Orphanage in Haiti. He was also a dedicated foster parent. “Everyone loves the people we are supposed to. Scott did that but he also loved complete strangers,” John said. “Scott modeled the heart of a servant and loved others as himself.” Scott and John entered the EMBA program as competitors. “Scott was working for a company that competed against the company I was working for. We had many of the same clients and I had run into him prior to beginning the Krannert program,” John said. “While I would not have described him as a close friend, he was a familiar face the first day of class.” Their friendship deepened during their EMBA program. At one Purdue residency, John experienced chest pains. “My blood pressure spiked very high, mimicking the symptoms of a heart attack. Several of my classmates in my study group took me to the hospital,” John said. The students studied accounting in the emergency room while John underwent tests. “As the night moved into the morning, my classmates went back to the Union and turned in to prepare for the next day of class. Scott stayed with me all night,” John said. Scott remained John’s closest confidant after graduation. Whenever John had a major decision to make, he turned to Scott. “Talking to my buddy is what I am going to miss the most,” John said. “His legacy goes on here in the life of his children, in Haiti through the relief work he did, and in the lives of those of us who remember him.”

A fund has been established for Scott’s daughter, Riley, who was severely injured in the accident that killed Scott. Visit www.gofundme.com/j96e7s to make a contribution.
Did You Know?

Krannert Executive Education Programs has a new team member. Nicole Brooks joined exec ed in October 2014 as Associate Director of Marketing. She’s tasked with developing and implementing marketing strategies for Purdue’s EMBA, certificate and custom programs, and with maintaining executive education’s social media presence, among other responsibilities. You’ll see her at events and in the classroom snapping photos. Reach Nicole at brook113@purdue.edu or 765-496-0307.

The Purdue Executive is a newsletter for the alumni and friends of the Krannert Executive Education Programs at Purdue University. We welcome your comments, opinions, and questions. Please contact us at:

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Purdue is an equal access/equal opportunity university.

To update your contact information with us, please email krannertexec@purdue.edu. Help us KEEP connected!

FEBRUARY 2015

2015 KEEP Programs and Events

| JANUARY | 29-Feb 1 | Veterinary Practice Management Program 25.2 Accounting and Financial Management |
| FEBRUARY | 1-14 | IMM 2015-3 Residency - Budapest/Istanbul |
| | 12 | EMBA programs informational webinar |
| | 12-15 | Veterinary Practice Management Program 24.4 Strategic Thinking |
| | 15-27 | EMBA 2015-6 International Residency - Rome/Istanbul |
| | 16-28 | EMBA 2016-2 Residency - Purdue |
| | 19 | Purdue alumni networking event - Rome, Italy |
| | 20 | EMBA Experience on-campus information session |
| | 23 | Purdue alumni networking event - Istanbul, Turkey |
| | 26 | Career Management event featuring Ginny Clark on “Career Mapping” |
| MARCH | 5-6 | Service Academy Career Conference - Savannah, GA |
| | 8-21 | Krannert Study Abroad - Paris, Madrid & Rome |
| | 11 | EMBA programs informational webinar |
| | 25-27 | National Society of Black Engineers - Anaheim, CA |
| | 29-Apr 2 | IMM 2016 Launch week |
| APRIL | 23 | EMBA programs informational webinar |
| MAY | 4-9 | EMBA 2016-3 Residency |
| | 7-8 | Service Academy Career Conference - Washington, DC |
| | 7 | Networking event for students, alums and corporate partners |
| | 8 | EMBA Back to School event for all alumni/EMBA Experience on-campus information session |
| | 15 | EMBA 2015 graduation |
| JUNE | 1-12 | Applied Management Principles |
| | 1-12 | Purdue Council for Manager Development |
| | 7-20 | IMM 2016-1 Residency - Netherlands |
| | 19 | EMBA Experience on-campus information session |
| | 13-25 | IMM 2015-4 Residency - Purdue |
| JULY | 27-Aug 1 | EMBA 2016-4 |
| | 31 | EMBA Experience on-campus information session |
| AUGUST | 10-28 | S. P. Jain International Trip (Purdue) |
| | 27-28 | Service Academy Career Conference - San Diego, CA |
| SEPTEMBER | 10-13 | Veterinary Practice Management Program- HR 26.1 Human Resources |
| | 14-18 | EMBA 2017 launch |
| | 27-Oct. 10 | IMM 2016-2 Residency - Rio, Brazil |
| OCTOBER | 1-4 | Veterinary Practice Management Program - 25.3 Marketing |
| | 12-24 | IMM 2015-5 Residency - China |
| | 13 | Purdue alumni reception - Shanghai, China |
| | 13-16 | Technical Management Institute |
| | 19-24 | EMBA 2016-5 Residency |
| | 22-23 | Society of Women Engineers International Conference - Nashville, TN |
| | 23 | EMBA Experience on-campus information session |
| NOVEMBER | 9-21 | EMBA 2017-1 Residency |
| | 13 | EMBA Experience on-campus information session |
| | 19-20 | Service Academy Career Conference - San Antonio, TX |
| DECEMBER | 19-20 | IMM 2015 graduation |

Visit us online for details: www.krannert.purdue.edu/executive