

FALL 2007

Invention

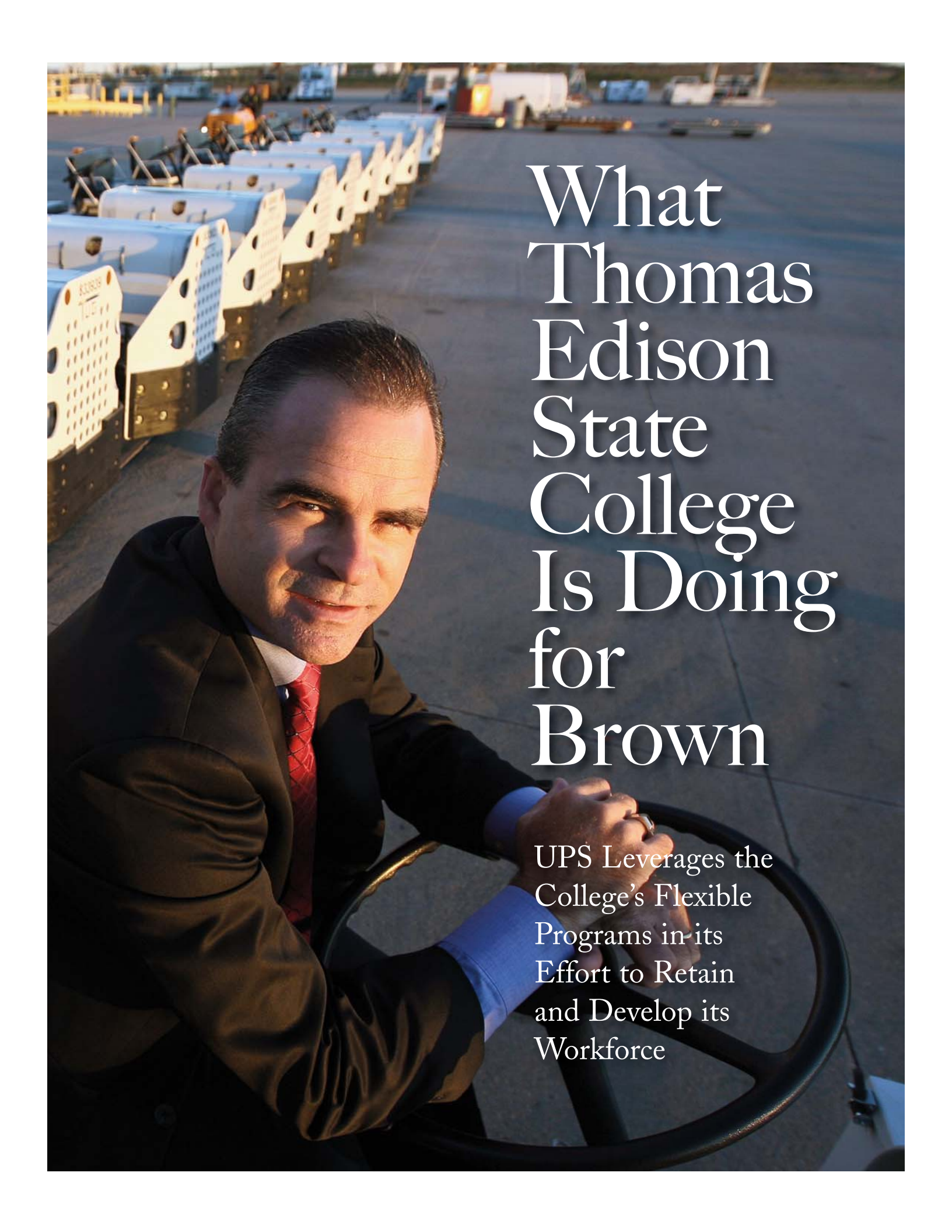
THE MAGAZINE OF THOMAS EDISON STATE COLLEGE

A man in a dark suit, light blue shirt, and red tie stands with his arms crossed in front of a UPS truck at night. The truck's headlights are on, and the UPS logo is visible on the side of the vehicle. The background shows an industrial setting, possibly a warehouse or factory floor.

What We Can Do For Brown

INSIDE

- ▶ Master of Arts in Educational Leadership Program
- ▶ College Named "Best Buy" in Higher Education
- ▶ Second Distinguished Lectureship on Diversity in Nursing



What Thomas Edison State College Is Doing for Brown

UPS Leverages the
College's Flexible
Programs in its
Effort to Retain
and Develop its
Workforce



Tim Stephenson, automotive manager for the North Texas district at UPS, listens to the pre-communication meeting for delivery drivers at the UPS facility at the Dallas-Ft. Worth International Airport.

After graduating high school, Stephenson attended Ferris State University in Big Rapids, Mich., where he earned an Associate in Applied Science degree. Unfortunately, he could not afford to complete his bachelor's degree, so he took a job unloading packages during the graveyard shift at a local UPS facility.

"My plan was to save up enough money and re-enroll to complete my bachelor's degree," said Stephenson. "But I started to get promoted at UPS and took advantage of the opportunities the company gave me."

And, eventually, life happened. Stephenson got married, started a family and eventually relocated as he accepted new positions at UPS. He has steadily risen through the ranks during his 22 years with the company, during which time he has worked as a pre-loader preparing delivery trucks, a driver, an automotive supervisor and a fleet manager.

Today, he serves as the automotive manager for the North Texas district and is responsible for approx-

imately 2,000 vehicles in the UPS fleet and more than 120 mechanics working at numerous locations in the greater Dallas/Ft. Worth area.

Over the years, Stephenson has used the company's tuition assistance program to continue earning his bachelor's degree but said he always felt frustrated with the schools he attended.

In 2007, he became the first UPS employee to enroll at Thomas Edison State College under the Corporate Choice® program. Stephenson was able to transfer all of the credits he earned at other regionally accredited institutions and apply more than 60 credits toward the Bachelor of Science in Business Administration degree program he is currently completing.

"The reason I like Thomas Edison State College is because of the value and flexible format," said Stephenson. "I can work at my own pace and on my own timeline. It allows me to complete my studies around the time I need to spend at work and with my family. To me, that is the most

important thing."

UPS' unique relationship with Thomas Edison State College is based on a conscious effort to provide a coordinated group of academic programs, starting with a customized six-course Operations Management certificate which fits perfectly into an associate degree and ultimately into a higher-level Bachelor of Business Administration degree program.

"Thomas Edison State College is the type of institution UPS wants from both a quality standpoint and a cost standpoint," said Patrick Myers, corporate compensation manager, responsible for UPS Tuition Programs. "The College's role is to provide our people with broad-based educational services, while maintaining the capability to also craft programs unique to our specific business needs."

UPS is a company that takes its tuition programs seriously. Since 1997, the company has paid out more than \$300 million in tuition assistance helping more than 140,000 employee students attend college.

“The TESC approach allows UPS to address several important company objectives simultaneously: leveraging a significant investment in the Earn and Learn® program designed to recruit and retain qualified part-time package-handlers, while at the same time continuing the ongoing effort to help adult learners who have some college course work from earlier periods in their lives,” said Myers. “As a promote-from-within company, UPS tuition programs help create continuity within our organization.”

The customized operations management curriculum Thomas Edison State College developed for UPS makes perfect sense.

“As an operations company, we have a vital interest in doing everything possible to develop the best operators,” said Thomas Martin, corporate learning and development manager at UPS. “We have an interest in profes-

sionalizing operational jobs at UPS, which is typically associated with hard work and challenging conditions. But the key to professional growth in our organization is in operations, so we wanted to focus first on this area and play to our core competency.”

UPS is developing further uses of the model used to develop the operations management curriculum and looks to apply it to other areas of UPS, such as sales, engineering and supply chain management. The ultimate goal is to direct employees toward undergraduate degree completion.

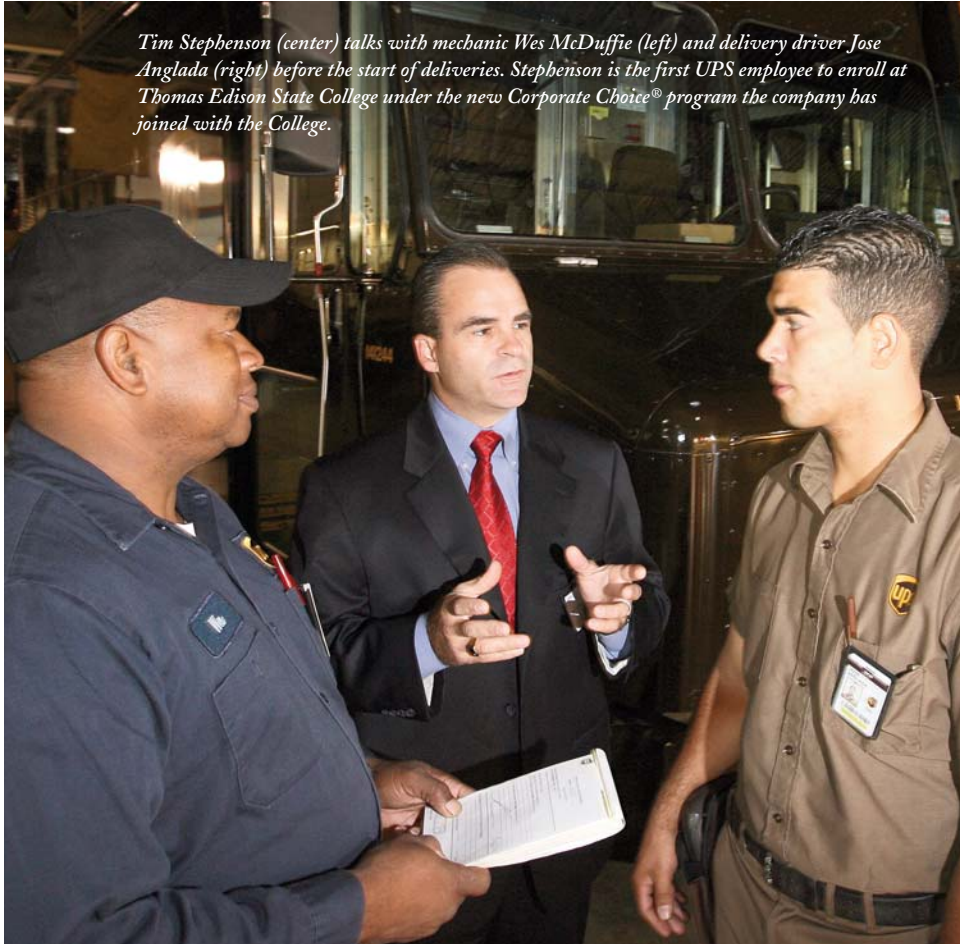
“We are honored to be selected as an educational partner of UPS,” said Dr. George A. Pruitt, president of Thomas Edison State College. “Our goal is to provide UPS employees with programs that fit around their busy lives and to provide UPS with the programs it needs to develop and

retain employees and become a stronger organization.”

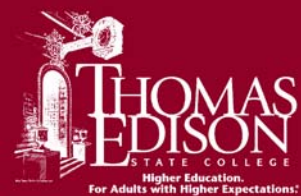
Tim Stephenson said he would like to remain at UPS until his retirement and that completing his degree gives him an opportunity to complete unfinished business.

“I want to set a good example for my children, to whom I preach the importance of education,” he said. “One interesting aspect of my course work at Thomas Edison State College is that I can apply what I am learning to my everyday work. It’s not just doing a task. It’s making me a better UPSer.”


For more information about the Corporate Choice® program and other ways that Thomas Edison State College can help businesses and organizations, contact the College at (888) 442-8372 or corporatechoice@tesc.edu, or visit www.tesc.edu/corporate.



Tim Stephenson (center) talks with mechanic Wes McDuffie (left) and delivery driver Jose Anglada (right) before the start of deliveries. Stephenson is the first UPS employee to enroll at Thomas Edison State College under the new Corporate Choice® program the company has joined with the College.



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