



# Sloan Career Cornerstone Center

## Profiles of Industrial Engineers



**Fred Melkey**

**GRE Program Manager  
Intel Corporation  
Folsom, CA**

### **Education:**

B.S. - Industrial Engineering, Purdue University  
MBA - University of New Mexico at Albuquerque

### **Job Description:**

Corporate College Recruiting Technical Program Manager, managing graduate rotation program for first year engineers.

### **Video Transcript:**

"Well, the Intel culture -- the thing I like about it is it's very open and it's very direct. We have 6 different values that we try to live by. The first is we're very results oriented so we try and get results. It's what you accomplish. It's not so much what you try to do or those types of things. We also have a culture, value around risk taking where we want to take intelligent risks because that's the only way you can advance technology is to get out on the leading edge and take some chances. We also have a value rounded great place to work. I think a lot of people here will say they have fun at work. It's a very energizing place to work. We have values around quality and customer service. We also have a value around discipline which I think if I could reword that value, it would be more about personal responsibility. It's a value around when you make commitments, you keep them. When you see a problem, you fix it."

### **Interview:**

Fred Melkey recruits engineers for Intel Corporation. He also manages the graduate rotation program in Folsom, California. Through this program, first year engineers spend four months at each of three different assignments, thereby getting a variety of experiences and making contacts that help them in later years. And at Intel experienced engineers continue to work in interdisciplinary teams and have the opportunity to make frequent changes.

Melkey himself has held eight different positions. "My very first job was to do some of the design of the factory where we were going to make this new leading-edge chip, the 386. As you probably know, we haven't made that chip for a number of years." Melkey's career path has called for versatility and flexibility. "I've had a variety of different jobs as an individual contributor and direct manager and project manager and program manager." Melkey

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describes his current position as one in which he has "a matrix supervisor responsibility." He explains, "Although the engineers in a program report to me from a program management standpoint, day in and day out they're working for their technical supervisors in their rotations."

Melkey values the openness and directness of Intel. It takes "intelligent risks," allowing engineers to pursue results. Engineers take personal responsibility for the work and pride themselves on its quality and their customer service. Melkey finds that he is rewarded by his day to day work. He says, "I think a lot of people here will say they have fun. . . .It's a very energizing place to work."