Dear Friend of UPOP:

We just finished our busiest IAP ever: during two intensive workshops (Jan 13-17 and Jan 27-31), we hosted 320 students and 45 mentors, and our two employer networking lunches were the largest yet.

Featured speakers included Drew Houston '05, CEO and founder of Dropbox and a UPOP alum from AY2002/3; Ian Waitz, dean of the School of Engineering; and Rich Sheridan, CEO of Menlo Innovations, a long-time UPOP mentor-instructor and author of the recent book, "Joy, Inc."

We were pleased to honor another long-time mentor-instructor, Tim Dove '79, president and COO of Pioneer Natural Resources, with the 2014 Deshpande Award, in recognition of Tim's exceptional contributions to UPOP.

One new mentor observed, at the wrap-up of Session 2, that he was "blown away" by the workshop. Another new mentor said that it was one of the best-organized events of its size he had ever been to. These successful workshops were the result of months of planning and organizing, integrating feedback from mentors, students and faculty. We are already working on IAP 2015.

We will continue our momentum into the spring with our spring break workshop, and follow-on sessions to prepare our students for their internships this summer.

As always, we appreciate your continued support.

The UPOP Team
Joel Schindall Director
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Kate Moynihan Mentor and Event Coordinator
Bethany Walsh & Sharon Leary Student Relations Coordinators
Amy Bass Employer Relations Coordinator
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UPOP's IAP by the numbers
The Networking Luncheon, second UPOP IAP workshop. Amy Bass, UPOP employer relations coordinator, on podium, introduces the 125 recruiters to the students and mentor-instructors.

**Mentor-instructors**: Session 1: 22, Session 2: 23. Nine were first-time mentors—including UPOP alum Mike Vasquez ’08! Read their bios here: [Session 1](#) and [Session 2](#).

**Students**: Session 1: 140, Session 2: 180, with 66 scheduled to take our Spring Break workshop.

**Sponsorships**: UPOP thanks our sponsors, who donated $17,200 of sponsorships to offset the cost of the IAP workshops. Tables at the Networking Luncheons were sponsored by IBM, Edelman & Associates, Lincoln Labs, Akamai, JPMorgan, and Blander Technologies, Inc. In addition, the UPOP t-shirts were sponsored by Synaptics, the padfolios for the students by State Farm, and Apple donated a mini iPad and many iTunes gift cards. Thanks to indefatigable Amy Bass, UPOP's employer relations coordinator, for her work with our valuable sponsors.

**Networking Luncheons**:

- Session 1, January 17: 115 representatives from 64 recruiting organizations
- Session 2, January 31: 125 from 66 organizations.

"UPOP is changing the orbit of MIT"

VIP speakers underscore importance of UPOP lessons
Ian Waitz, Dean, School of Engineering:

"When we think about achieving broader educational objectives, UPOP is starting to change the orbit of the rest of MIT."

"UPOP is one of my favorite programs, and here's why it's important: MIT students can have a huge impact on the world, and for many, what will enable you to have that impact is your ability to work with others, and to communicate well."

"UPOP is a great partnership model: to have people who live and succeed in professional environments here talking with students about succeeding in those professional environments, and then the students go out and work in those environments ... MIT on its own couldn't provide this as an authentic learning experience. Our thanks to all the mentors here."

Drew Houston ’05, CEO/Founder Dropbox (& UPOP alum):

"UPOP had an important part in my development and in the road that led me to start Dropbox."

"UPOP was the first time the switch flipped in my head: this stuff—how do you get a bunch of people together to cooperate, to reward them, to manage them—isn't magical. It is important, and you CAN learn it!"

"All these things that people call 'soft skills' are the keys to getting people
and teams to work together."

**Rich Sheridan, CEO Menlo Innovations, author of "Joy, Inc.":**

"If you want people to love what you build, you can't go out and just ask people how they want the software to work. You must observe them, empathize, use compassion and understanding. In our world at menlo, we call this High-tech Anthropology®."

"You can be excited about engineering, technology, math, chemistry and physics, but at the heart of an engineer is the joy that you have created something that will actually see the light of day, be widely adopted and delight the people who were intended to use it. You want people to LOVE your creation."

"We are told there are many things you can't do. Don't accept it. Our culture has learned to treat our machines better than our people. It is possible to create a humanly sustainable pace."

**IAP Student Feedback**

"UPOP has put my future into perspective. Talking with the mentors has made me think about the long-term future: the next 30 years, not just the next internship."-- Juan Castrillon '16, Course 6

"Thank you all for the most amazing week! I've gained so much during the workshop that it's hard to know where to begin ... Thank you so much for an incredible week that I will not soon forget." -- Teddy Ort ’16, Course 2

*Read their remarks in full on Facebook.*

UPOP is the Undergraduate Practice Opportunities Program, a yearlong co-curricular program open to MIT sophomores from across the Institute. The program's mission is to prepare MIT sophomores to successfully integrate into and thrive in the professional world and to be strong contributors to their organizations, supported by a dynamic community of students, program staff, employers and MIT alums. UPOP offers numerous opportunities for MIT alums and companies to get involved--as speakers, coaches, employers, and sponsors.

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