



## Mil/Aerospace Talent Gap...How to Attract and Retain Young Engineers

**Panelists:** *Rick Rodriguez, Component Engineering Mgr., Raytheon Missile Systems*  
*Roz Morrison, HR Manager, Raytheon Missile Systems*  
*Dr. Michael Hamilton, Auburn University, Director, Alabama Micro/Nano Science & Technology Center*

**Moderator:** *Tom Green, TJ Green Associates, LLC*

The purpose of this open panel discussion is to bring into focus divergent views on the industry wide problem of an aging workforce in the Military and Aerospace. The “gray beards”, as they’re known, are leaving our industry and a large gap in both talent and experience has emerged that is slowing our ability to grow and meet the challenges of building reliable next generation weapon systems. Component engineers, process engineers, quality engineers and designers in the field of passive and active microelectronics require years of mentoring and experience to be effective in our industry. How to attract and retain young engineers is the focus of the panel. Panelists from industry and academia will field questions and debate this issue with the goal of finding practical ways to close the gap.

### **Bios**

**Rick Rodriguez** is a Senior Component Engineering Manager with Raytheon Missile Systems. He has been with Raytheon Missile Systems for 19 years and specializes in Parts Management activities for multiple defensive and offensive weapons, specializing in the passives and semiconductor component technologies. In addition to his duties at Raytheon Missile Systems he also leads a Raytheon Enterprise semiconductor engineering team to strategically understand and manage the introduction of new technologies into military electronics. He has a B.S.E.E. and M.B.A. from the University of Texas at El Paso.

**Roz Morrison** is a Sr. Recruiter at Raytheon Missile Systems (RMS) focused on hiring Engineering talent. She has been with Raytheon over 10 years and has been recruiting for 20 years in multiple industries. Prior to recruiting, Roz worked in sales for a large computer company and managed a sales team focused on the aerospace and defense industries. Roz attended the University of Massachusetts – Financial Management

**Dr. Hamilton** obtained his B.S.E.E. from Auburn University in 2000 and M.S.E.E. and Ph.D. from The University of Michigan in 2003 and 2005, respectively. From 2006 to 2010, he was at MIT-Lincoln Laboratory (Lexington, MA), where he worked on various advanced electronics sensing systems. Dr. Hamilton joined the Electrical and Computer Engineering Department of Auburn University in 2010, and has been an Associate Professor since 2015. He is the Director of the Alabama Micro/Nano Science and Technology Center (AMNSTC). His current interests and areas of work include electronics, advanced packaging and integration technologies for extreme environments.