



Opening Remarks:

Welcome – Jeremy Stovall, CIAC President. The meeting started promptly at around 8:32 with the message from the President of the Construction Industry Advisory Council (CIAC), Mr. Jeremy Stovall, welcoming everyone in attendance. The welcoming message was divided into the following main ideas: Appreciation for all CIAC members taking some time off work to be present at the Board meeting; Acknowledging the new location for the Board meeting (RELLIS Campus Center for Infrastructure Renewal – CIR); Praising the great work performed by Bartlett Cocke and five other CIAC companies who built the CIR Building; and finally congratulating Dr. Kathy Banks, Dean of the College of Engineering and Dr. Jorge Vanegas, Dean of the College of Architecture for the prestigious honor of being the newest members of the National Academy of Construction which honors champions of construction science education. Mr. Stovall followed his opening remarks with the introduction of Dr. Kathy Banks, Dean of the College of Engineering.

Dr. Kathy Banks, Dean , College of Engineering (COE) started her presentation by welcoming all CIAC members to the COE new Center for Infrastructure Renewal building (CIR). Dr. Banks thanked the efforts made by her staff and Dr. Vanegas to be able to host our CIAC board meeting in this building and mentioned how the College of Architecture's Department of Construction Science was already working on having some of their faculty members perform research in this building. Dr. Banks concluded her presentation by mentioning this new facility was for all Texas A&M and not only for the COE and then by introducing Dr. Jorge Vanegas.

Dr. Jorge Vanegas, Dean, College of Architecture (COA) thanked Dr. Banks for the opportunity to hold our CIAC meeting at the CIR. He made emphasis at this time on the word Infrastructure. Dr. Vanegas spoke of the immediate need for updating the infrastructure in the country and how infrastructure is one of his priorities. He mentioned he has been the Dean of the College of Architecture for 11 years and that this was going to be his last term. He described how during his 11 years he has visited many other colleges, companies and programs and his biggest take during his time as a leader was on guiding the growth of the Faculty and the College. He was grateful for the inclusion of the COE and the COA in this new CIR Building and how together both colleges could be very successful.

Dr. Patrick Suermann, Department Head, Construction Science, opened his remarks with an appreciation of the joint efforts by the College of Architecture and the College of Engineering to allow the CIAC to host its meeting at the new CIR Building. He appreciated and acknowledged the words said by both Dean Banks and Dean Vanegas. Dr. Suermann then continued to give an update of the Department of Construction Science focusing on 3 main areas: Teaching, Research and Service.

TEACHING: Dr. Suermann said that while 2018 was supposed to be the year of the curriculum, two main downward directed initiatives caused a delay in any major planning for



COSC-specific curriculum courses of action (COAs). However, he promised that there were still short, medium, and long term efforts underway. In the short term, COSC is excited to have our stable foundation of strong Professors as well as new professors who are renewing the curriculum like Professor Jonathan Houston who conducted recent tours of the A&M power plant. Similarly, in the short term we are returning to 3-credit hour capstone courses and taking the extra credit hour and giving it to the Surveying course who was 2 credit hours. Also in surveying, we are adding in drones for surveying where all students will get stick time on DJI small unmanned aerial systems (SUAS) in the course. In the medium term, we are looking at ways to increase an online presence like our recent foray into online Materials and Methods and soon to be COSC 375, Estimating II. Also, in the long term, we would capitalize on recommendations from our accreditation and look at more technology in the curriculum and ways to ensure our students were serving the industry of the future. Lastly, we would be forming tiger or laser-focus teams to make courses of action for possible business line or position-focused tracks in the program.

RESEARCH: Dr. Suermann complimented Dr. Amir Behzadan for stepping up to accept his appointment as the COSC Research Coordinator. A special highlight was made for Autodesk, CIAC member, who spent a week with tens of faculty and hundreds of students in multiple classes thanks to John Herridge. Dr. Behzadan was commended for his superior speaker series as well as helping communicate our nationally leading federal grants on the new and improved research web page.

SERVICE: Dr. Suermann ended his presentation with an explanation of the CIAC and COSC coins we implemented in the fall of 2017. Students who perform excellent work like Kaitlyn McCollum, social media strategic communications, and Emi Gonzalez for his work on the Consulate in Matamoros, Mexico both were awarded COSC coins for excellence. Lastly, Dr. Suermann told the firms that he was so proud to have the University's largest Departmental Career Fair with 198 firms between the two September career fairs. Also, Dr. Suermann reiterated that he never forgets who built Francis Hall or who funds our nearly \$500K in scholarships because he sees their names around the building and is extremely grateful on a daily basis.

Professor Hernan Guerra, Industry Relations Coordinator, started his remarks by introducing himself as the new Industry Relations Coordinator and acknowledging the efforts and amazing work performed by his predecessor, George Eustace. He continued by thanking Melissa Sodolak, IRO Administrative Assistant, for her amazing work in setting up the venue and organizing all details to hold our CIAC Fall 2018 Board meeting. Professor Guerra then continued with his presentation by thanking all the new CIAC members and all the people present at the board meeting. This was followed by the presentation of the Industry Relations statistics/numbers for our COSC Internship students and from the Exit survey for all our graduating students from spring 2018. Highlights below:



New CIAC members – signed After Summer Luncheons

- Fransen Pittman
- Caddell Construction
- Greater Metroplex Interiors
- The Howard Hughes Corporation
- IE2 Construction
- 3Spacemakers
- Ruppert Landscape
- Exxon Mobil
- Ranger Specialized Glass
- McGough Construction
- Tipler Design & Build
- Dow DuPont
- Hines Investments LLP
- Greystar
- F.A. Peinado
- US Trinity Energy Services
- Embrey

❖ **Student Internship Data**

- 124 Students Doing Internships in Fall 2018
- 130+/- Expected in Spring 2019
- Average Hourly Salary: \$16.68/Hour
- Minimum Hourly Salary: \$9/Hour
- Maximum Hourly Salary: \$26/Hour
- Most Typical Hourly Salary: \$17/Hr

❖ **Student Employment Data**

- 82% Have secured a job before graduation
- 90% had at least one job offer
- 91% plan to enter construction-related employment
- 72% **received** a job offer from their internship provider
- 44% **accepted** a job offer from their internship provider

❖ **Sectors in which students will be employed**

- **61% Commercial**
- 6% Residential – Single Family
- 4% Heavy Civil/Highway
- 4% Oil/Gas/Energy
- 4% Specialty

❖ **Top 4 major Texas cities in which students will work upon graduation**

- **29% Houston (21% Fall 2017)**
- **28% Dallas/Fort Worth (30% Fall 2017)**
- 13% Austin
- 5% San Antonio
- 5% Other Texas Town/City



❖ **Top 3 job titles students will hold upon graduation**

- 34% Project Engineer
- 13% Field Engineer
- 11% Assistant Project Manager

❖ **Job Interviews At Career Fair**

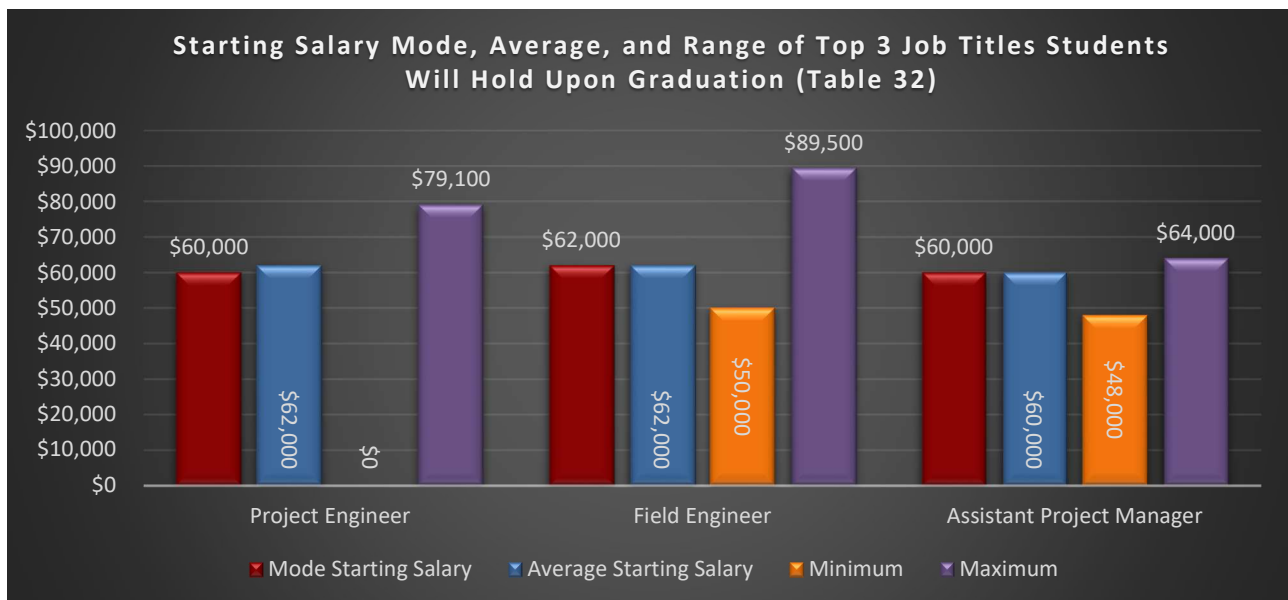
- None: 2.3%
- **1-3: 37%**
- **4-6: 37%**
- 7-9: 6.9%
- 10plus: 6.7%
- Did not seek interview: 11%

❖ **Second Round Away from Career Fair**

- None: 13.4%
- **1-3: 51.3%**
- 4-6: 17.6%

❖ **Job Offers**

- None: 10.6%
- **One: 28.6%**
- Two: 26.1%
- Three: 21.0%
- Four/Plus: 11%





After concluding the presentation of the COSC student statistics and exit survey numbers, Professor Guerra then took 5 minutes to talk about what his view for the future of the office of Industry Relations holds. Professor Guerra started by saying that while there is still some room to expand the CIAC to maintain the CIAC goal of 5 students per company, his main goals are in the following three areas: Early Engagement, Company Diversity and Innovation.

On early engagement he mentioned that 33% of junior COSC students don't have any construction experience. His vision to improve on this numbers is to:

- Encourage Freshman/Sophomore involvement through CIAC summer jobs.
- Field Trip Rotation of CIAC Members (expand your brand).
- Community Service partnership with CIAC companies.

On company diversity he mentioned that 70% of our current CIAC members are commercial construction companies. His vision to improve on company diversity is the following:

- Continue to expand CIAC to a goal of 220 (5 students per company ratio).
- Expand by inviting specialty contractors.
- Expand by inviting different types of construction companies.
- Expand by inviting Aggie owned/managed smaller construction companies.

On Innovation, Professor Guerra wants to encourage CIAC companies to use our Construction Science Department and program for research and implementation of their ideas based on current industry needs. His vision to improve this collaboration is the following:

- Identify actual problems
- Review ideas which could be difficult or costly for a company to implement
- Implement ideas on campus projects (if possible).
- Create courses which would teach our students innovative techniques for construction, and/or new product development.

Professor Guerra concluded his presentation by informing all present on the important dates for the CIAC for the next 3 years and thanking everyone in attendance once again. He then asked Professor George Eustace to give an announcement of some needs for panel members for the upcoming ACCE meeting to discuss High Impact Internships.

Dr. Patrick Suermann then took the floor to introduce our guest speaker, Mr. Thomas Stipanowich. Thomas currently holds the Hagler Fellowship. His presentation on Mind Games in Bargaining: Perceptions and Psychological Factors in Negotiating started on time at 9:20am.

The presentation given by Mr. Stipanowich took 45 minutes and concentrated on some tools to being a better negotiator and communicator. He began his dialogue with explaining the levels of human programming such as personality, its own culture and the overall human



culture. He continued by giving further explanations on how our human brain works and can be manipulated through Heuristics which are mental shortcuts and by selective perception. He used this tools to explain how our decisions are made and often controlled by framing critical information. His presentation included some tools on how to negotiate more efficiently by creating perceptions of fairness and framing our own goals. Some of the perceptions included: Loss aversion, certainty effects, scarcity effects, availability bias, etc. He concluded his presentation with an exercise for the entire group where he anchored information on our brains creating a magnetic pull and proceeding to explain how all these tools can be used to negotiate more effectively.

Following the presentation given by Mr. Stipanowich at around 10:10am, students from Aggie Build took the stage to talk about their program. They gave a 5 minute presentation on the status of Aggie Build. This presentation included pictures of what the containers look prior to construction, during construction and the final product. They had slides in their presentation informing the CIAC on where these containers have been shipped as well as their new format, a new medical education facility sent recently to Jordan. The Aggie Build students informed the CIAC board members about what their vision for the future looks like, including the search for a permanent location on-campus and certain certifications they wish to achieve. When Aggie Build finished their presentation, Mr. John McDavid, a junior COSC student, took the stage to show the CIAC the scans of Francis Hall, and how using MatterPort, anyone can navigate through our building from the Construction Science website. After John's presentation, the entire group took a 20 minute break to allow for the main rooms be created from the large main room. The CIAC members were asked to pick an executive committee of their choosing to attend a work session.

Following the break, the meeting resumed with meetings of the various CIAC committees meeting in separate rooms for over an hour before lunch. Each committee was asked to present a report after the lunch break.

During the lunch break, CIAC members and faculty had the opportunity to get a guided tour on the new COE Center for Infrastructure Renewal building. The tour was given by Zach Grasley, director of the new Center for Infrastructure Renewal building on RELLIS Campus and by Peter Kieting. The tours took around 30 minutes and after the tours concluded, the CIAC board met again in the board room to go over the individual committee reports.

BUDGET COMMITTEE:

Matt Summerville, The Brandt Company, and executive committee chair for Budget, started the presentation of his report by explaining what took place in the committee meeting. He explained how he read the full meeting minutes from the Spring 2018 as they related to Budget. He continued by reviewing the 2018 budget status and informing everyone present that all 12 CIAC matching scholarships, a value of \$120,000 of CIAC money, had been spoken for and 3 had been spoken for 2019. Matt then informed everyone that the amount



of money which would be carry over to 2019 was of \$208,336. He continued by describing that by adding \$150,000 to the CIAC Endowment Fund in 2018 the value of the Fund had now reached \$655,000 out of the \$750,000 goal set by the CIAC members in the past. With capital gains, this fund is now at \$705,000 producing a monthly gain due to the approximately 4% interest of around \$2,171. Mr. Summerville continued the presentation by reporting on the conversations for the 2019 Budget and while showing the proposed 2019 Budget, Mr. Summerville proceeded with bringing various votes to the group.

- 1 – Vote on an allowance of \$25,000 of the 2019 budget for student enrichment such as Aggie Build.
- 2 – Vote on including \$95,000 for the CIAC Endowment Fund (originally \$150,000/year) to reach the \$750,000 goal.
- 3 – Vote on reallocating the remaining portion (\$55,000) of the yearly \$150,000 which went to the CIAC Endowment Fund and investing in a fund for the maintenance of Francis Hall, and,
- 4 – Approving the 2019 CIAC Budget

All four motions above were brought up the CIAC board and approved, thus finalizing the 2019 CIAC Budget. The Budget for 2019 includes an estimated 180 companies paying a full \$2,500 plus 4 individual CIAC members as \$500 and the interest generated from the CIAC Endowed fund at \$2,171 per month. This equals an estimate income of \$478,052. In addition it includes the carryovers from 2018 and the \$43,105 from the CIAC Support fund. Together the CIAC Income is expected to be around \$729,492.

The approved and estimated expenses for 2019 are of \$584,600 which includes the items voted for student enrichment and the endowed funds mentioned above.

Based on the 2019 Budget, there will be a possible carryover of CIAC funds for 2020 of \$144,892.

Dr. Suermann then added that he will prepare a Sustainment, Restoration and Modernization Plan (SRM) for Francis Hall to inform the CIAC on future maintenance costs.

CURRICULUM COMMITTEE:

Brent Ballard, Marek Brothers, executive committee chair for curriculum, informed the CIAC board on various topics discussed in the curriculum meeting. The first item discussed was the interest of the curriculum committee of the CIAC to see if they could be involved in any way in the design of the new and upcoming College of Architecture (COA) cultural discourse class. The CIAC members of this committee felt they wanted to know more about this proposed new course by the COA. The second item discussed was the Meta Majors and how these will have an effect on the Department of Construction Science students. The CIAC



is requesting more involvement in the curriculum design. Mr. Ballard suggested creating a laser task force to discuss courses such as the Discourse class and the Meta majors. Mrs. Shelley Smith, current COSC undergraduate Director, offered to create a Google documents portal for the CIAC to communicate throughout the year. Mr. Ballard then informed the CIAC board they the curriculum committee would like to propose a few changes to a few existing classes. They would like the Structures class to be less Mathematics oriented and more focused towards principles of structural behavior and comprehension of engineered drawings and communication. There were discussions as well on the creation of a second Project Management course which would be a successor to the one already offered. Mr. Ballard concluded his presentation by informing the CIAC that there is still lots of work to be done on the 12 CIAC commits or goals.

DEVELOPMENT COMMITTEE:

Tim Ross, Andrews-Myers, executive committee chair for Development started his presentation by acknowledging the efforts made to bring the spring 2018 idea of a Maroon Envelope to fruition before the Fall 2018 meeting. Mr. Ross expressed a desire for the information written within the Maroon Envelope to be transmitted electronically to all donors and current CIAC members as well. He informed the CIAC board that the development committee was looking into new possible ways for companies and individuals to donate to the program. Mr. Ross proposed using a website link to allow individuals, mainly former Aggie COSC students, to contribute small to medium size donations regularly. The development committee desires more involvement from companies, but on an individual level. Having companies compete through their own Aggie employee's individual donations and creating a "Hero sheet". The idea is for companies to provide information on the percentage of their former aggie employees and show if they have donated into the program. The company with the highest percentage of former aggie donations will be included in a "hero sheet" to be reviewed in future CIAC meetings. The goal is to have 100% participation from former Aggie COSC students into the program. Mr. Ross continued his presentation by proposing a link to have information for all former Aggie COSC students online, like a digital roll-o-deck.

The next item of discussion from the Development committee was how to get past CIAC presidents more involved in the CIAC and what type of duties would they could have.

Mr. Ross concluded his report on the possible need of using some of Langford classrooms for COSC classes since the expansion of Francis Hall is not an immediate need for the COA. A development of online courses is also a topic which was discussed and everyone involved agreed should be a priority.

RESEARCH COMMITTEE:

Mr. Shane Hesters, Jordan Foster, in place of Leland Rocchio started his presentation by thanking the four faculty members who provided a presentation in search of CIAC funds for



their research. Mr. Hesters said that while all presentations were worthy of the CIAC funds, two of them stood out the most. He thanked Dr. Rybkowski for her efforts and said he wished the CIAC provided funds for a 2nd place. He then informed the CIAC board that the winner of the CIAC funds for research was Dr. Julian Kang for his position on the creation of affordable and quick shelters.

Mr. Hesters requested the possibility to increase in 2019 or beyond the amount of money the CIAC directs into research from \$25,000 to \$35,000. It was agreed that this would be discussed in the CIAC meetings in 2019.

Dr. Suermann, informed Dr. Rybkowski that based on her efforts for obtaining a very meritorious 2nd place and on conversations he had with the Research Committee of the CIAC and their recommendations, the Department would provide additional funds for her research while partnering with CIAC member firm, 3SpaceMakers.

MEMBERSHIP

Jim Garcia, Turner, in representation of Lauren Collins, Kiewitt, provided the report for the membership committee. He informed the CIAC board that his committee looked into the Hall of Fame selection procedure and discussed the following items: Who are we trying to recognize and why? They looked at Past Nominees and asked about how the selection could be done in the spring 2019 CIAC Board meeting. The committee believes there could be multiple awards in lieu of only one given each year. There were no items to vote on Hall of Fame selection procedure or nominees at this time. Mr. Garcia then informed the Board that they also looked into two CIAC commits into the future: Include and Reach. Mr. Garcia believes that the reach needs to be done at the high school level. He mentioned that the Membership committee would like to know any Key Performance Indicators on salaries for internships, full time positions and compare them to salaries from craft work and other trades.

At 2:20pm, Mr. Jeremy Stovall concluded the meeting by thanking everyone in attendance, thanking Dr. Suermann and Mr. Guerra for the organization of the meeting and make one final remark on the importance of having definite goals and being able to follow up on all the ideas presented during the meeting.

The meeting adjourned at 2:30pm