

CIAC BOARD MEETING – SPRING 2018
COLLEGE STATION HILTON
April 13, 2018

Jeremy Stovall opened the meeting at 8:30 a.m. and welcomed the 54 members present with special recognition of those new members who were attending their first CIAC meeting. He expressed his joy with his first banquet as the incoming CIAC president for 2018-2019, and noted that 80% of all the scholarships awarded were funded by CIAC members. It was an honor to present the 2018 Constructor Hall of Fame Award to Tom Owens with Hines, noting that Tom was a founding member of the CIAC in 1999. He also expressed appreciation to Dave Fleming as the outgoing CIAC president for his time and energy. The faculty and student awards were examples of the excellence within the COSC program. Expressing a sincere thank you to Joe Horlen for his outstanding efforts as department head was a very fitting end to a most enjoyable evening.

He introduced Executive Associate Dean Dawn Jourdan who expressed her appreciation for the opportunity to meet with and speak to the members of the CIAC after hearing such positive and flattering comments from other programs around the nation, and from her time at the University of Florida and University of Oklahoma. Dr. Jourdan provided a state of the college update with the good news that the college is well funded and future funding levels are expected to remain stable with no significant changes. A new budget model is expected from the new Provost. There should be no increases in student enrollment after recent years of 76% growth. The current college enrollment is 3,200 which presents a challenge since the existing facilities has a 1,500 student capacity. The college has completed successful faculty searches including department heads searches. She enjoyed attending the awards banquet Thursday evening and was impressed by the number of scholarships named in honor of or funded by faculty members. The focus going forward is on interdisciplinary efforts between departments with workshops. The college's study abroad program is robust, but will be expanded with more international sites around the world. The efforts next year will be on a building expansion of the Langford Architecture Center, development of a strategic plan, and an annual interdisciplinary event for each level of student classification.

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Pat Suermann echoed Jeremy's description of the scholarship ceremony and banquet as a very enjoyable evening for him as the new department head. The growth in the number of endowed scholarships is indeed a remarkable achievement that was set into motion by Professor Jim Smith in 1999 (from \$16K to over \$400K in 2018). After an update on the state of the department, he reviewed the meeting agenda, noting the inclusion of a guest speaker from Autodesk as an initial step in building a partnership with the firm. He explained the purpose for the key performance indicator (KPI) task assigned to the committees in providing the department with benchmarks that were important to the program's industry partners. Meaningful KPIs will aid the department in not resting on its laurels as the oldest and largest program in the nation. Equally important will be feedback from each of the student focus groups. Professor Suermann noted that the findings of the October 2017 reaccreditation visit were six strengths and three minor weaknesses with no areas of concern. He highlighted the major achievements of faculty members, and noted the department had provided a successful continuing education program for H.E.B. senior leaders and managers. The department is achieving increased levels of funded research that will be expanded further by the addition of an additional research focused tenured faculty. He spoke on his observations of students participating in the Constructionarium in the U.K. over spring break. He would like to see a similar program available in the U.S. perhaps on the new RELLIS campus. There is a high level of support and available space. He announced that two new non-tenure track faculty have been hired for support of the materials and methods, and the mechanical, electrical and piping courses.

George Eustace provided an industry relations update noting the current CIAC membership was 177 with an expectation of reaching 200 by year end. The lunch meal changes for the career fair were well received and will allow for growth to 180 available booth spaces. The scores for the weekly writing assignments for those on an internship show a steady improvement. Each person was provided a job placement information package with data and graphs based upon the fall 2017 senior exit survey.

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Charles Copping, Product Specialist with Autodesk, presented a current state of the art for technology applications and a projection of future advancements of interest to those in the construction field. There will be progress along the path for increased efficiencies as more applications are integrated with an increased ability to share information with a greater level of detail. The goal is to use greater amounts of data and move from reactive to proactive and ultimately predictive management of design and construction operations. He directed those in attendance towards Autodesk's "Red Shift" website that highlights Autodesk's programs.

Following a break, the meeting resumed with meetings of the various CIAC committees. Each committee presented a report after the lunch break. The competition team members from the Associated Schools of Construction Region 5 Student Competitions held at TEXO in Dallas were introduced.

Matt Summerville, The Brandt Company, presented the budget committee report starting with the close out of the 2017 budget by stating that the approved \$150,000 transfer of funds to the CIAC Support Fund was made bringing the total value in the account to \$505,000. This account is generating approximately \$1,650 in interest monthly. The other budgeted increase was for the graduation event due to the increased sizes of the graduation classes each semester and the need to host the event in an offsite venue. The external independent review of the CIAC accounts for 2016-2017 has been completed and a report issued with no areas of concern. He also gave an update on the 2018 budget where the retained earnings from 2017 was \$251,000, approximately half of the total budgeted expenses for 2018. The budgeted membership income is on track with \$438,000 to date with anticipation of additional memberships prior to the fall career fair. The projected total of budgeted funds for 2018 is \$764,000. In addressing the expense items in the 2018 budget, Matt noted that few of the budgeted expenses have been incurred in the first quarter of the year. Some items such as the competition teams and individual scholarship line items will be not be incurred due to the availability of differential tuition funds that can be applied to these needs. As previously mentioned, the budget item for the graduation event is \$10,000. The funds budgeted for individual scholarships can be applied to other student enrichment needs such

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as study abroad support, or to provide support for development of hands-on training sites at the new RELLIS campus.

Nine of the twelve budgeted endowed matching scholarships are available. An explanation of the matching endowed scholarship program was provided for the new members. The opportunity to obtain matching funds from the university for a matching endowed professorship for the leadership minor is no longer available. As a result, a discussion item for the fall meeting will be the use of the budgeted funds for other program needs. A motion to transfer the budgeted \$150,000 from the CIAC Discretionary Fund to the CIAC Support Fund bringing the total in this account to \$655,000 was made, seconded and approved. A budget item of \$30,000 was added for the CIAC Career Fair. Based upon current projections, the 2018 budget will have a \$238,780 in carry over funds to 2019.

Kendall Pouland, Tellepsen, gave the curriculum committee report explaining how the faculty is divided into course groups based on common subject matters and student learning outcomes. The course groups discuss any gaps or overlaps between the courses in the course group as students move from fundamental to more in-depth and technical courses. An emerging need in the curriculum is addressing the decrease in the percentage of incoming students with no industry experience. Some changes in progress are the creation of an online methods and materials class, and a new university requirement for a 3 credit hour class on cultural discourse. This will require future discussions on how to shift the COSC curriculum to add this new university requirement. Shelley Smith, Undergraduate Program Coordinator, will send out copies of the curriculum and syllabi to all committee members. In regards to key performance indicators, the committee felt students need to come out of the department with soft skills to include writing, personal presence, verbal communication, personality types, critical thinking and problem solving. These are very important but admittedly hard to measure. Feedback was recommended from the employers to play into the students' grades for the internship. Currently each intern must submit a monthly progress report that includes a paragraph on whether the intern received

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a performance evaluation to include areas of strengths and needs for improvement. Also, the internship completion letter requires a supervisor's review and signature. A supervisor's comment is optional.

(Note: The focus group comments from the curriculum committee are consolidated at the end of the meeting minutes with those of the other three committees)

Time Ross, Andrews-Myers, presented the development committee report by explaining the purpose of the committee is support of the fundraising efforts of the department with the primary effort being the endowed matching programs for scholarships and professorships. The committee identified a need for more strategic development communications that provide a menu of all charitable giving opportunities now that the fundraising efforts in support of the renovation of Francis Hall is complete. The first focus is on fundraising within the CIAC organization followed by a focus on development of funds with a broader outreach to the industry to include major manufacturers, suppliers, vendors, and service provider companies. There is a role for the past presidents of the CIAC who are looking for a mandate and a development program to support by coming together to define goals for going to companies outside the CIAC membership. Dr. Jim Smith founded the CIAC in 1999 so next year will be the 20th anniversary of the CIAC which could be parlayed into a gala event with a pledging of funds from a menu of charitable giving opportunities. To promote such an event, a mailer will need to be drafted and finalized with distinctive maroon colored envelopes. There is a need to follow up with the Francis Hall charitable donors after they have completed their five-year pledges so as to not lose these donors who have a willingness to annual donations.

Lauren Rossman, Kiewit, gave the membership committee report regarding development of the process for nominations for the annual Constructor Hall of Fame Award. Regarding qualifications, nominees must have successful leadership achievements. The committee will be working to further develop the selection process. The committee reported a great discussion on key performance indicators with the first KPI being tracking the summer work experiences of COSC students outside the

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required internship course. How many students are really pursuing multiple summers with or separate from their internship? Also, the internship hourly rates, per diem, and what levels and types of bonuses are being received? Another KPI would be the quantity of graduates hired by companies, and the percentage of interns hired by their internship providers. Regarding the job placement information and the amounts of bonuses, the information comes from the exit surveys of graduating seniors. The bonus amounts are not part of the base salary. The bonuses are generally for relocation costs. Information on which companies hire COSC graduates is available on the Career Center's website:

<https://aggiesurveys.tamu.edu/public/Reports.aspx>

Jeremy Stovall, Brookstone, and Matt Lewis, Harvey Builders, presented the report from the graduate program and research studies committee in place of Leland Rocchio, Jordan & Foster, with an update on the 2017 research grant awarded to Dr. Phil Lewis. Dr. Lewis is studying the equipment emissions from small, private equipment fleets in conjunction with the Texas Transportation Institute (TTI). He is currently collecting data from the Bryan and College Station area, and later the wider state area. He will be completing the data collection and presenting the results of his research at the fall meeting. Matt explained the deliverable product of the CIAC research grant addresses a specific issue affecting the industry with useful data that can be applied to advance the performance, profitability or productivity within the construction industry. All CIAC member companies are encouraged to submit areas or issues to be addressed in a research grant. A call for research proposals to be funded in 2019 will go out in the July timeframe to COSC faculty with the award of a \$25,000 grant at the fall 2018 meeting. The call will go out to all COSC faculty members. Also, Jeremy summarized the discussion from Leland regarding the continued desire promulgated in the 2015 strategic plan to create a Masters of Business in Construction administration.

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The items and issues discussed in the various student focus groups are as follows:

Lower Level COSC Students - Curriculum Committee

- A favorite thing about the department is great professors that are helpful
- Accelerated classes are too quick with too much too soon especially Estimating I. Students struggling with concern they are not prepared for Estimating II
- Want more out of classroom hands on experience and ability to see things on campus.
- Like anything hand-on and bringing materials to touch and feel into class.
- Expressed interest in more specialties with another capstone class to learn more about a particular trade or session
- Minors in electrical and mechanical with willingness to stay longer to get certain tracks minors.
- Loved guest speakers and would like more guest speakers at freshman and sophomore level
- There is a need to learn Excel.

Upper Level COSC Who Have Not Completed an Internship - Development Committee

- Like the required internships and career fairs
- Want more information on specific cities where companies have offices, and a list of key points of contacts with companies.
- Regarding student scholarships, not clear how they go out to students. Need more transparency on the process.
- Love the professors that came from the industry.
- Asked about resume formats and how they should look like. Good framework and format but want to add additional information.
- It is not difficulty to obtain an internship with a CIAC member company
- They understand that writing skills are very important.
- Asked that Dr. Suermann continue to visit and sit in on classes.

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- Asked about assignment of a mentor from the CIAC upon entry into the COSC program. Topic also came up from lower level COSC students.
- They would like to have a list of the CIAC companies that are characterized by their services.
[Note: Companies registering for the fall career fair will be asked to provide how they want to be listed. Information for most is on the Engineering News Record website.]

Upper Level COSC Who Have Completed an Internship - Membership Committee

- Would like to know the numbers on companies that hire their interns
- Want to be able to take online line classes during their internships
- Estimating and scheduling class are good
- Would like more information on understanding company types, business models, culture, and work environments.
- Primary concern is running out of space and running out of faculty with a sustainable growth rate
- Do not feel they can graduate on time if they followed the current degree plan map

Graduate Students – Graduate Program and Research Studies Committee

- A lot of the MSCM students were from the COSC department
- Four students were international and gave a good look at current status
- Program has been reduced from mid 80 or 90 students to 30-40 students now
- There is no non-thesis master's degree for change of major students interested in a professional program
- The focus on research and a thesis is sending people away.
- There is a lack of quality in courses at the graduate level.
- Older BIM class is better than the others
- Dr. Du's class was fantastic.

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- Want to see improving quality architecture focused compared to course content focus
- There is no student chapter for construction management. Formerly CMAA.
- They love the university and to see program get better.
- They think career fair is second to none
- Very interested in working internships. Interested in pursuing internships.

Jeremy Stovall adjourned the meeting by highlighting the results that were produced by each of the committees and expressing his appreciation for the time and effort of those who came to the meeting. There are many positive aspects of the program and the CIAC has had an impact on each one including the program's prominence within the College of Architecture for the CIAC's level of support in the number of internships, jobs, scholarships, and guest speakers. He challenged all the members to help in telling the story of the CIAC's influence on construction education at Texas A&M. Jeremy gave credit to George Eustace and Joe Horlen for planting lots of seeds and with elevating the department within the college as the business model for a department. Regarding key performance indicators, the leadership is keen on measuring those areas wherever we can market ourselves and know what we are marketing. With the discussions of a Constructionarium program, you can see the beginning of something that could be great while meeting all the curriculum requirements and still providing hands-on experiences. He reminded the members that nine endowed matching scholarships were still available. He challenged the group to help tell the CIAC's story by first understanding the story and then going out and telling this story so it is not the best kept secret. The students love the faculty and the CIAC and are thankful for all that is done for them. In closing, he thanked Kelli Burns, George Eustace and Patrick Suermann for a very good CIAC meeting.