Higher Education & Workforce Committee Meeting Minutes
Date/Time: Wednesday, November 8, 2023, 10:00a-11:30a
Location: Kimley-Horn Offices
Virtual Access (if any): none

<table>
<thead>
<tr>
<th>Name</th>
<th>Firm</th>
<th>Position</th>
<th>E-mail</th>
<th>Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Johnson, Amanda</td>
<td>EMCS</td>
<td>Chair</td>
<td><a href="mailto:ajohnson@emcsinc.com">ajohnson@emcsinc.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Heidenreich, Kurt</td>
<td>Engineering Resources</td>
<td>Board Liaison</td>
<td><a href="mailto:kurt@eri.consulting">kurt@eri.consulting</a></td>
<td>X</td>
</tr>
<tr>
<td>Walker, Liz</td>
<td>ACEC Indiana</td>
<td>Staff Liaison</td>
<td><a href="mailto:LWalker@acecindiana.org">LWalker@acecindiana.org</a></td>
<td>X</td>
</tr>
<tr>
<td>Aikins, Paul</td>
<td>USI Consultants</td>
<td></td>
<td><a href="mailto:paikins@usiconsultants.com">paikins@usiconsultants.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Banton, Jodi</td>
<td>Metric Environmental</td>
<td></td>
<td><a href="mailto:jodib@metricenv.com">jodib@metricenv.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Barth, Drew</td>
<td>Infrastructure Engineering</td>
<td></td>
<td><a href="mailto:dbarth@infrastructure-eng.com">dbarth@infrastructure-eng.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Blank, Aaron</td>
<td>Lawson- Fisher Associates</td>
<td></td>
<td><a href="mailto:ablank@lawson-fisher.com">ablank@lawson-fisher.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Chen, Emily</td>
<td>Eric Arthur</td>
<td></td>
<td><a href="mailto:emily.chen@wsp.com">emily.chen@wsp.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Duncan, Patrick</td>
<td>Michael Baker</td>
<td></td>
<td><a href="mailto:jduncan@mbakerintl.com">jduncan@mbakerintl.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Durchholz, Brandon</td>
<td>VS Engineering</td>
<td></td>
<td><a href="mailto:bdurchholz@vsengineering.com">bdurchholz@vsengineering.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Farny, Eric</td>
<td>American Structurepoint</td>
<td></td>
<td><a href="mailto:efarnty@structurepoint.com">efarnty@structurepoint.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Garrison, Ed</td>
<td>JQOL,Inc</td>
<td></td>
<td><a href="mailto:egarrison@jigolusa.com">egarrison@jigolusa.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Hall, Willie</td>
<td>CrossRoad Engineers P.C.</td>
<td></td>
<td><a href="mailto:whall@crossroadengineers.com">whall@crossroadengineers.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Hammond, Michael</td>
<td>SME</td>
<td>Substitute SME</td>
<td><a href="mailto:michael.hammond@sme-usa.com">michael.hammond@sme-usa.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Kilgour, Heather</td>
<td>United Consulting</td>
<td></td>
<td><a href="mailto:heather.kilgour@ucindy.com">heather.kilgour@ucindy.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Campagna, Adam</td>
<td>Clark Dietz, Inc.</td>
<td></td>
<td><a href="mailto:Adam.campagna@clarkdietz.com">Adam.campagna@clarkdietz.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Kulkarni, Hanu</td>
<td>Resource International</td>
<td></td>
<td><a href="mailto:hanumanthk@resourceinternational.com">hanumanthk@resourceinternational.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Marley, Kasey</td>
<td>Wessler Engineering</td>
<td></td>
<td><a href="mailto:kaseym@wesslerengineering.com">kaseym@wesslerengineering.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Nikides, Harry</td>
<td>Asc group, Inc</td>
<td></td>
<td><a href="mailto:hnikides@ascgroup.net">hnikides@ascgroup.net</a></td>
<td>X</td>
</tr>
<tr>
<td>Porter, Sean</td>
<td>Parsons</td>
<td></td>
<td><a href="mailto:sean.porter@parsons.com">sean.porter@parsons.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Reddick, Melanie</td>
<td>Crawford, Murphy &amp; Tilly</td>
<td></td>
<td><a href="mailto:mreddick@cmtengr.com">mreddick@cmtengr.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Runge, Rachel</td>
<td>Commonwealth Engineers</td>
<td></td>
<td><a href="mailto:rrunge@contactcei.com">rrunge@contactcei.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Sandstrom, Scott</td>
<td>CDM Smith</td>
<td></td>
<td><a href="mailto:sandstroms@cdmsmith.com">sandstroms@cdmsmith.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Schilling, Cheryllyn</td>
<td>Powers Engineering</td>
<td></td>
<td><a href="mailto:ccs@powersengineeringinc.com">ccs@powersengineeringinc.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Shergalis, Katlyn</td>
<td>Kimley-Horn</td>
<td></td>
<td><a href="mailto:katlyn.shergalis@kimley-horn.com">katlyn.shergalis@kimley-horn.com</a></td>
<td>X</td>
</tr>
<tr>
<td>Wright, Bryan</td>
<td>Butler, Fairman &amp; Seufert</td>
<td></td>
<td><a href="mailto:bwright@bfsengr.com">bwright@bfsengr.com</a></td>
<td>X</td>
</tr>
</tbody>
</table>

*Note: The seat on the ACEC Committee is for the firm. If a firm representative is not able to attend a meeting, he/she is not able to attend, he/she may send another representative from the firm to sit in.*

1. Welcome & Introductions were made

2. Committee Purpose and Goals
   a. The committee’s objectives were reiterated. Further detail can be accessed here.

3. University Updates
   a. Liz provided updates on activities and discussions with various universities like Purdue, Rose Hulman, Trine, Purdue Fort Wayne, Notre Dame, Indiana State University, Ivy Tech, and the University of Southern Indiana. Topics included
networking events, course offerings, internship programs, mentorship opportunities, and scholarship expansions. Listed below are the follow-up items:

i. Purdue Fort Wayne – Everyone: If you are interested in Mentoring a student, please contact Liz W.

ii. Indiana State University – They are requesting more adjunct professors. Everyone: If you are interested, please contact Liz W.

b. Review University contact sheet

i. For Assignments, use the Google Folder line under Item 11, University Outreach Contacts spreadsheet, go to the University Contacts tab.

ii. Everyone – Within the next 2 weeks, confirm/identify the university contacts
   1. Note 1: For bolded items, Liz has already contacted them.
   2. Note 2: For student groups, please find the faculty members involved in the student groups, when possible. The student contacts are too transitional.

iii. Liaisons for Out-of-State universities – See Liz’s follow-up email on 11/22/2023 for more information.

iv. Student groups (staff POC)
   1. Everyone – Please add any other relevant student organizations in the University Contacts spreadsheet.

4. Subcommittee Review and Goals

a. Subcommittee assignments can be found via the link below.

b. Discussed the roles of subcommittees such as Industry Resources, Engagement and Events, and ACEC Scholarship. Plans were made for future events and scholarship reviews.

c. Amanda and Liz will assign subcommittee leads within the next few weeks.

d. Subcommittee chairs – Schedule and hold a subcommittee kickoff meeting.

5. Scholarship Check-in

a. Handout link - Scholarship Handout

b. Discussed promoting the ACEC scholarship, upcoming changes, and coordination of information dissemination to universities.

c. Everyone – When ACEC is ready to promote the scholarship, you will be responsible for coordinating the information to the universities. Expect this to happen in the next few weeks.
   i. Note 1: Liz is developing a communication template and will include it with the scholarship promotion.
   ii. Note 2: Please cc Liz on the emails to the universities.
   iii. Note 3: This doesn’t apply to out-of-state universities. The scholarship is only for Indiana universities and colleges.

6. ACEC’s Workforce Resources

a. Become a Civil Engineer Handout for High School Students was presented.
   i. Link
   ii. Liz to add a 3rd page with colleges and their associated programs.

b. Informational Slide Deck Template for College Students was presented.
   i. Link

c. FYI: ACEC is developing a Workforce Development Resources webpage – it is coming soon.

d. ACEC is developing a Workforce Best Practices Guide.
   i. A full outline preview in scheduled to be ready in January, 2024
ii. Current topics:
   2. Building relationships with colleges and universities.
   3. Recruiting students for internships.
   4. State resources/funding opportunities to support workforce growth.
   5. ACEC member benefits summary (professional development/training).

iii. **Everyone:** What items would you like to see included that would support recruitment and workforce development?

7. **Upcoming Volunteer Opportunities**
   a. National Engineers Week will be February 18-24, 2024
      i. [Link]
      ii. New this year is the teacher orientation.
      iii. **Everyone:** Solicit volunteers inside and outside your firm. ACEC is expecting more requests for volunteers than in previous years.
      iv. Volunteer Orientation Day will be January 23, 2024.
   b. Purdue STEM Education Conference will be January 11, 2024.
      i. [Link]
      ii. **Everyone:** If you are interested in attending on behalf of ACEC, email Liz W. Liz already has prior obligations and cannot attend.

8. **Upcoming ACEC Indiana Events**
   a. [Emerging Professionals- Dream Big, Focus Small: Achieve Smarter Goals – November 28]
   b. [Coffee with Colleagues-Dec. 2023 (Virtual) – December 13]
   c. [Workforce Accelerator Session – December 20]
   d. [ACEC Indiana Legislative Luncheon 2024 – January 11]

9. **Committee Meeting Dates & Location**
   o January - Wednesday 10th @ 3pm
   o March - Wednesday 6th @ 3 pm
   o May - Wednesday 8th @ 3 pm
   **Kimley-Horn**
   500 E. 96th Street, Suite 300
   Indianapolis, IN 46240

10. **Google Folder - Higher Education & Workforce Committee**