OUR TEAM

Beth Bauer, CAE  
Executive Director

Colleen Torres, CAE  
Deputy Executive Director

Shelby Dunn  
Director of Membership Engagement

Liz Walker  
Director of Workforce Development
BOARD LEADERSHIP

MICHAEL GUZIK, PE
LAWSON-FISHER ASSOCIATES
President

KURT HEIDENREICH, PE
ENGINEERING RESOURCES
Vice President

DAVE LAHEY, PE
BUTLER, FAIRMAN & SEUFERT
Secretary
BOARD MEMBERS

General Counsel: Gregory Cafouros, P.E., J.D.
Kroger, Gardis & Regas (non-voting member)
ACEC National is a federation of 50 state & regional councils, including Indiana, that serves as a unified voice for the business interests of engineering companies.

ACEC Indiana represents over 110 engineering and associate firms in Indiana, nearly 5,000 employees.
OUR COMMITMENT

- **Establish** and maintain the highest standards of technical performance and professional practice.
- **Encourage** continuing professional and technical achievement among all engineers.
- **Advocate** for the consulting engineering industry, related design professions, the construction and supply industries, and those in public service.
Advocacy | advocate for legislation, regulation and policies that promote and protect the business interests of engineering companies in Indiana.

Business Resources and Education | serve as the critical resource for the development of business strategy, connectivity, and education for ACEC member firms.

Leadership Development | develop and diversify leaders for ACEC Indiana so that the organization and member firms will flourish and sustain its prominence in serving the industry.

Workforce Development | attract talent for the consulting industry so that we develop a diverse, sustainable workforce.
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ACEC COMMITTEES OVERVIEW

• ACEC Indiana Committee positions allow an opportunity for employees to engage with the work of ACEC Indiana and is important for leadership opportunities.

• Committee assignments are granted to companies, as companies are the members of ACEC Indiana.

• Positions are reserved for Indiana-based employees; one employee per firm, per Committee.

• ACEC receives between 30-45 requests for each Committee and can only seat around 20-25 individuals on each Committee for appropriate engagement.

• Committees are designed for active participation (engaged discussion and service on sub-committees outside of regular meetings).
ACEC COMMITTEES OVERVIEW

• Committee terms follow ACEC Indiana's fiscal year: July 1- June 30.
• Committees are envisioned for a three-year service period (renewal required each year) with an option for an additional service period.
• Committee Volunteers receives 1 PDH credit at the end of the year’s service.
• Committee Requests are submitted in April; the primary contact must submit committee candidates, which is reviewed and approved by the Board leadership.
• Government Affairs Committee
  • Meets each Friday during Indiana’s General Assembly Session to review bills related to the engineering community:
    • Professional Registration & Licensing
    • Business & Contracts
    • Funding, Tax, Local Govt.
    • Transportation
    • Water & Environment
    • Energy, Utilities, MEP & Structural
  • Monitors Summer Study Committees
ADVOCACY

• **State & Federal Action Alerts**
  • Provide templates for legislative outreach

• **Annual Legislative Luncheon**
  • Hosted in January, features one State Senator and Representative to share Session priorities and insight into engineering-related bills

• **State & Federal PAC**
  • Meet annually with candidates to discuss ACEC’s issues
• Engage employees of various roles and disciplines at the member firms to share best practices and issues of commonality regarding the business of engineering.

• Offer networking opportunities members to build strong relationships within the industry.

• Deliver meaningful continuing education content for all ACEC Indiana member professionals.
ENGAGEMENT OPPORTUNITIES FOR ALL MEMBERS

• Forums for HR, IT, Finance professionals
• PSMJ Project Management Bootcamp
• Special workshops with Indy DPW and water resources agencies
• Coffee with Colleagues Virtual Networking Sessions
• Scholarship Golf Outing
• Legislative Luncheon
• Engineering Excellence Awards Banquet
• Annual Recognition Awards Program
• Indiana Transportation Team (ITT) events with INDOT and heavy highway contractors
LEADERSHIP DEVELOPMENT OPPORTUNITIES

• Emerging Professionals Events (ages 35 and under)
• Engineering Leadership Program (8-13 years experience in profession)
• Pinnacle Leadership Programs (13 years+ experience in profession)
• Principals & Owners Summits (exclusive to firm decision-makers)
ENGINEERING LEADERSHIP & PINNACLE LEADERSHIP

Target Candidates

What is the plan for your firm’s future? The answer to this question may lie in ACEC Indiana’s Engineering Leadership Program. This program targets professionals at your firm that show great promise and are ready for their engineering firm management teams to propel them to the next level. The program is designed to create a leadership team in your firm that will drive the firm’s growth.

This innovative program is available to employees of ACEC Indiana regular and associate member firms and is limited to 20 interested individuals interested in strengthening their futures and next step in their career. The program begins November 2022. Help develop your firm’s future engineering leadership in the engineering profession and in ACEC Indiana.

Candidate Experience

Engineering Leadership will help prepare employees for firm (administration, management) and potential certification opportunities.

Characters must have 8-13 years of experience in the profession and at a level at which they are at least managing a team (Project Manager). Graduating class members are typically the leadership cadre, people skills, and project management skills, and be open to principal status within a firm and the potential for upward mobility.

Program Format

This program is separated into four, two-day sessions. Participants registered for this innovative multi-day program will experience hands-on activities, real-world discussions and interactive workshops to prepare them for leadership within their firm and the engineering profession in Indiana. Participants must attend all sessions.

ACEC Indiana’s intense course work is taught by a variety of speakers:

- Personality Types
- Time Management
- Leadership & Diversity, Equity & Inclusion
- Professional Development
- Business Development & What It Takes to Win Work
- Running the Business (Financial)
- Insurance Requirements, Risk Management & More!

Professional Development Hours

ACEC Indiana will distribute certificates acknowledging professional development hours accumulated for ACEC Indiana’s Engineering Leadership Program. Each course is eligible for 60 hours of PDH credits.

Registration Fees

$3,500/ACEC Indiana member – payment by check/ACH made out to ACEC Indiana

CANDIDATE EXPERIENCE

- Exclusive to ACEC Indiana members
- Limited to 20 qualified participants
- Must have graduated from ACEC Indiana’s Engineering Leadership Program, other ACEC state equivalency, or comparable leadership development program (such as MBA programs, firm corporate leadership multi-day program)
- Preference will be given to individuals actively participating in ACEC Indiana’s Committees, Forums, Events, Workshops, Advocacy, PAC efforts
- Must have 10 years or more professional experience

This candidate may be currently managing a team or department
This candidate must have support/approval from participation (firm principal)
Limited to 1 candidate per firm per year

FORMAT

This program is separated into 8 one-day sessions. Participants registered for this innovative multi-day program will experience hands-on activities, real-world discussions and interactive workshops.

Participants must attend all sessions.

REGISTRATION INCLUDES

- Continental breakfast and afternoon coffee breaks
- Lunch sessions for each day
- A social will be held the first night prior to the first session, May 2023, and participation is mandatory
- Graduation recognition program is Jan. at the ACEC Indiana Legislative Luncheon

PROGRAM INVESTMENT

$4,500/ACEC Indiana Member

Payment by check made out to “ACEC Indiana” in April 2023

PROGRAM DATES

ALL DATES ARE MANDATORY

MAY 7, 2024 4:15-7:30 PM
MAY 8, 2024 AUG. 24-26 TBD
JUNE 5, 2024 SEPT. 19, 2024
JULY 17, 2024 OCT. 9, 2024
LOCA the Bally Club downtown Indianapolis
1 American Sq Floor 30 Indianapolis, IN 46202

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#1 | Partner with K-12 schools to expand the awareness and interest of opportunities in the engineering industry.

- Increase K-12-Postsecondary outreach and engagement.
- Expand awareness and interest in engineering in young learners.
  - STEM Experiences, special events, camps, classroom visits
#2 | Partner with higher education schools that develop career opportunities for the services of ACEC Indiana member firms.

- Expand awareness of career opportunities and industry need.
- Increase enrollment in engineering and related fields
- Offer internships at greater levels to high school and college students
- Encourage “FE” exam completion for engineering graduates
- Encourage higher in-state recruitment of engineering graduates
#3 | Develop indirect recruiting assistance through building a case for civil, electrical, environmental, mechanical, and structural engineering opportunities in Indiana.

- Build a case for civil, electrical, environmental, mechanical, and structural engineering opportunities in Indiana.
- Partner with state and industry leaders to raise awareness of workforce challenges
Pathway to Strategic Involvement

**Professional Years**
- **0-5**
  - View Legislative Video Updates, Respond to Call to Actions, Educate Colleagues and Local Officials on ACEC Issues
  - Support ACEC State & National PAC
- **5-10**
  - Attend PAC Check Meeting with State & National Candidates
- **10-20**
  - Serve as an ACEC Indiana State PAC Trustee
- **20-30**
  - Networking Events and Recognition Awards Programs
  - Forums for HR, IT, Finance & Vertical/ Private Market Professionals
  - Indiana Transportation Team (ITT), DPW Workshops, Education Webinars & Events
- **30+**
  - PSMJ Project Management Bootcamp
  - Serve on ACEC Indiana Internal Committee
  - Serve on ACEC Indiana Liaison Committee

**Business Resources & Education**
- **Emerging Professionals**
  - Engineering Leadership Program
  - Pinnacle Leadership Series
  - Principals & Owners Summits

**Leadership Development**
- Volunteer and Outreach Efforts (National Engineers Week Engagement, Classroom Visits, Career Fairs)
- Indirect Recruiting Through Advocacy, Educate Colleagues and Local Communities on Workforce Issues
- Attend Campus/School Visits with Department Leadership on behalf of ACEC Indiana
- Attend Conferences/Events with Educators and Industry on behalf of ACEC Indiana
BE AN INSIDER!

• Maintain or create your profile on ACEC Indiana’s website.
• This connects you to special member-only e-communications, like the weekly e-newsletter that comes out each Monday from Shelby Dunn.
• If you have a profile already, be sure to keep your contact information up-to-date.
• If you don’t have a profile, you should receive an invitation from Shelby Dunn to create one.
• Please follow those steps to gain special member-only access!
TIMELY EVENTS

• March 6– Coffee with Colleagues, Virtual, FREE
• April 3-4– PSMJ PM Bootcamp, Indianapolis, $1,795
• April 17– Private Markets Forum, Virtual, $25
• April 25– Engineering Excellence Awards, Indianapolis, $100
• May 13-15– National ACEC Convention, Washington, D.C.
• May 29– Coffee with Colleagues, Virtual, FREE
• Open to all ACEC members to respond March 4-29
• E-mail invitation comes from invites@mailer.surveygizmo.com. If you don’t recall seeing an invitation, please email owensgroup@comcast.net to have another one sent to you.
• 2024 survey is an “update” year, not as in-depth as a full survey.
• Results are shared with ACEC participants for FREE in May 2024. Results are available for purchase for non-participating firms in June 2024.
ACEC INSURANCE TRUSTS

- **Life/Health**- provides exclusive, high value health care benefits to support the health and well-being of ACEC firm employees and families. Although this trust serves firms of all sizes, it takes particular pride in offering small firms the products and service generally only available to large firms.
  - Contact: john.krebsbach@aceclht.com

- **Business Insurance**- has a proven track record in working with your industry. Walker Professional Insurance has worked in various industry segments and know what is needed to get the right policy specific to your needs.
  - Contact: kristen@walkerprofessional.com

- **Retirement**- allows for the best possible insurance products with a unique set of trustee-administered benefits that are not available anywhere else.
  - Contact: Lydia.Zabrycki@captrust.com