At the end of the fall 2020 semester, civil engineering professor Hans Gesund will retire as the long-serving professor at the University of Kentucky—ever!

Born in Vienna, Austria, Gesund moved to the United States in 1940. He joined the UK Department of Civil Engineering in 1958 after earning his Ph.D. from Yale University. A specialist in reinforced concrete, Gesund also held a joint appointment in Architecture and Historic Preservation.

Known for his quick wit in the classroom, he uttered many “Gesundisms,” which have been collected over the years.

- If it hasn’t cracked, it isn’t concrete.
- We always wear both a belt and suspenders when we design. Take no chances.
- How ‘bout a definite maybe.

If you have a Gesundism you would like to contribute, please visit engr.uky.edu/Gesundism

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Magazine design by Hayley Robb  
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The New Dixie Highway
Louisville Metro / Kentucky Transportation Cabinet
Louisville, KY
President’s Statement
Darin Hensley, PE, PLS, PMP

Hello my fellow engineers! Please accept the warmest of greetings as we enter into the cold months of winter. Various events and activities are shaping up as time continues forward through our administrative year.

We recently wrapped up our virtual fall seminar day and I’m confident our seminar days will continue to meet the needs of our membership whether virtual or in person. Please share any feedback you have – positive or negative – so that we can do our best to improve our slate of seminars moving forward.

WELCOME ABOARD BILL
Please join me in welcoming Director of Membership Services, Bill Bell, to our staff at the Kentucky Engineering Center (KEC). Bill started Oct. 16 and hit the ground running at full speed. We expect him to help out with many areas of need around the KEC. You may recognize Bill’s name from his tenure as Executive Director for the Office of Highway Safety. Bill held that position for a number of years and was responsible for re-inventing that office. We are all looking forward to his input and direction as we take NSPE-KY into the future.

PROFESSIONAL DEVELOPMENT & ANNUAL CONVENTION
One popular event many of you are looking forward to is our Annual Bridge Day. Below are a few professional development opportunities and dates to look for:

- **February 3, 2021** | Annual Bridge Day
- **July 21-23, 2021** | 2021 Annual Convention

For many years the annual convention has been held during April. Next year we are strategically moving the convention to July for multiple reasons, one of which is the hopes of meeting in person in a post COVID world. Additionally, if we are successful in our efforts to host a future PECON (in partnership with NSPE) we would hold the event in July. I encourage you to make your best attempt at scheduling your family’s summer vacation on an alternative date, if possible.

MATHCOUNTS
The annual planning effort for the Kentucky Mathcounts program is well underway, albeit quite a bit different this year. National Mathcounts made the decision in advance to host the entire competition in a virtual setting for the 2020-2021 season. Our volunteers are working hard to coordinate with schools and coaches to ensure our Mathletes know they have the support of the engineering community.
If you would like to get involved or learn more about the program, please reach out to me at your convenience.

**NSPE UPDATE**

NSPE is in the midst of seeking out a new Executive Director. Leadership has communicated to the states effectively throughout the process and I’m confident we will obtain the leadership we need to move forward. Kentucky is well represented on the National level, with Mike Harris serving as the Southeast Region Representative and Lee Czor on the Candidate Screening Committee. NSPE has hosted a number of webinars to help us move forward together and develop strategies for the future. I encourage you to log on the NSPE website and discover the benefits available to you as a member.

**NSPE-KY UPDATE**

Instead of setting a short-term, annual goal for our organization, I took the initiative to pull together the next three projected presidents (per our organizational structure) and make what amounts to long-term goals. Lora Boller, Wes Sydnor, Neal Crawford and I developed the following goals and presented them to the Board of Directors at the September board meeting.

These goals are in no particular order. We hope you agree that these goals are not only applicable to the needs of our membership, but provide the strong foundation we need to continue the growth of our organization.

Below is our list of long-term goals for NSPE-KY.

---

**LEADERSHIP DEVELOPMENT**

- Mentoring, between all parties but particularly between chapter and state officers
- Provide guidance on the transfer of leadership duties in order to aid the development of the next generation of officers
- Continued collaboration with NSPE-KY and other state societies to further develop our leadership

**PROFESSIONAL DEVELOPMENT**

- Expand our virtual offerings of continuing education, investigate the development of a library of on-demand training resources
- Investigate use of the training center computers as host computers for remote virtual training seminars
- Reinvigorate the Leadership PE program, host an all deans retreat to coordinate and plan the next generation of LPE

**NEXT GENERATION PLANNING**

- Investigate the development of a virtual chapter, investigate the consolidation or redistricting of our existing chapters
- Expand and diversify our membership, grow our non-civil engineering base
- Enhance our relationship with students (at all levels) in order to develop the next generation of NSPE-KY leadership through mentorship, membership, and scholarship
As the days get shorter and temperatures continue to fall, we naturally turn our attention towards winter and the new year. For many of us, the thought of ringing in a new year is a welcome thought that can’t come quickly enough. While 2020 has been a challenge for all of us, I hope there have been positive moments, and possibly, new opportunities that have filled your year.

For me, 2020 provided a chance to return to the Kentucky Engineering Center (KEC) and work with (and for) the volunteer leaders and members who are the lifeblood of NSPE-KY. Along the way I’ve been able to reconnect with many of you, plus make some new connections too. For those I haven’t connected with yet, I hope 2021 provides that opportunity. AND…I hope that opportunity to connect involves a handshake and a face-to-face greeting.

WELCOME TO OUR NEW DIRECTOR OF MEMBERSHIP SERVICES

Speaking of new opportunities, I’m pleased to welcome and introduce our new Director of Membership Services, Bill Bell. I’m excited for what he adds to our team! I had the pleasure of working with Bill at the Kentucky Transportation Cabinet and I’ve seen how much he adds to an organization. Only on the job a few weeks, he’s already made an impact with our professional development program and he’s quickly getting up to speed on all the programs delivered through NSPE-KY and the Kentucky Engineering Center. I look forward to you meeting Bill. If you have any membership needs, requests or questions, please reach out to Bill through a phone call, email, or a virtual meeting. He can be reached by calling the KEC at (502) 695-5680 or by email at bill@kyengcenter.org. Please join me in welcoming Bill to our team!

NSPE ROAD TO THE SUMMIT

Bill’s addition has been timely as NSPE has recently launched a new membership development program called Road to the Summit. This program covers a wide range of topics aimed at helping state and local volunteer leaders with membership recruitment, member engagement, and member retention. All volunteer leaders are encouraged to participate in this robust program. You can access additional information about the program and view previously recorded virtual sessions through NSPE’s website. This program is part of the larger strategy to drive growth, shape public policy, educate for the future, and promote diversity and tomorrow’s engineer.

2020 POST-ELECTION WRAP-UP

Thank you to those who were able to join us for the recent virtual meeting with our lobbyist from The Rotunda Group. Mike Biagi and Tim Corrigan provided a recap of the Nov. 3 general election, plus previewed what we might see in the upcoming legislative session. Despite losing the White House, Republicans continue to make gains in both chambers of the Kentucky General Assembly. Since taking control of the Kentucky House of
Representatives in 2016, Republicans will now hold a 75-25 super majority in the lower chamber when the session begins in January. That’s an incredible margin, especially considering that Democrats had held a majority in the Kentucky House for nearly a century prior to 2016. The new majority reflects an increase of 13 seats in the Republican column. In the upper chamber, Republicans added two seats to their total and now hold a 30-8 margin over Democrats. They have held a majority in the Kentucky Senate since taking control in 2000.

2021 LEGISLATIVE SESSION PREVIEW
As we look to the start of the 2021 Regular Session of the Kentucky General Assembly, what should we expect? Mike and Tim reminded us that the number one priority will be to pass a one-year state budget. Due to the uncertainty caused by the onset of the global pandemic last March, lawmakers only passed a one-year budget during the 2020 Regular Session. In addition to the FY 2021-22 spending plan, other likely issues to be debated include placing limits on the governor’s executive powers during an emergency, and COVID-19 relief measures. The 30-day session begins on Tuesday, Jan. 5 and must conclude by Tuesday, March 30. As a NSPE-KY member, keep an eye on your inbox for regular legislative updates that will be provided throughout the session.

VIRTUAL TRAINING OPPORTUNITIES
Over the years, so many of you have supported NSPE-KY and the KEC through our one-day seminars typically held each fall. While we were unable to take our professional development training program on the road this year, we were able to recently deliver 8-hours of training/PDH credit through our virtual platform. Thank you for the great response to the offering and stay tuned for additional opportunities in the weeks and months ahead.

As you know, the Kentucky Society of Professional Engineers is a non-profit organization. As a non-profit, all proceeds received through your support of our training program directly benefits the financial well-being of NSPE-KY. These funds are a direct investment in the programs and services of NSPE-KY and all revenues further support the organization and its membership. If you or your employer have specific training needs, please contact me to discuss how we may assist. We encourage members to consider and support NSPE-KY when making continuing education decisions.

FOLLOW US ON SOCIAL MEDIA
You may know NSPE-KY has a Facebook page and a presence on Twitter, but did you know we are now on LinkedIn? To stay up on all things happening at the KEC, we encourage you to follow the Kentucky Engineering Center on LinkedIn. And, if you haven’t already, check out NSPE-KY on Facebook, Twitter, and Instagram as well. Support NSPE-KY and your profession by following us on the social media platforms you use most. When you share, like or retweet our message, you expand our reach and grow the NSPE and NSPE-KY brand. We appreciate your support!

HAPPY HOLIDAYS!
Here’s to surviving 2020. It’s certainly been a year like no other that I have experienced. My faith teaches me that suffering produces perseverance; perseverance, character; and character, hope. I pray for a healthy, happy, and hopeful year ahead. Best wishes to you and your family this holiday season!
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*Kentucky Route 9, Newport, KY: Photo & design courtesy of Gresham Smith.*
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2020 THREW A LOT AT US.
WE WERE READY.
BY DESIGN.

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for our amazing clients, talented employees, projects that better our communities, and opportunities to give back.

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2021

2020

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Kentucky ENGINEER Magazine | 11
New Member Spotlight
Kyle Hogue

NSPE-KY is dedicated to promoting the ethical, competent and licensed practice of engineering. However, our members make up a large part of that mission. NSPE-KY is committed to enhancing the professional, social and economic well-being of both returning and new members of the organization.

We’d like to continue showcasing the exceptional talent and promoting the highest standards of engineering education by highlighting a few new members in each Kentucky ENGINEER issue. Welcome Kyle Hogue to NSPE-KY and learn more about his professional journey below.

Kyle Hogue
Career Background
Kyle Hogue currently works for Palmer Engineering in Lexington, Kentucky in site development, specifically focused in commercial and heavy industrial development.

Before joining the Palmer Engineering team, Hogue worked in Fort Lauderdale for 2.5 years with Kimley-Horn & Associates, where he proposed to his wife in 2018.

Hogue and his wife got married in India of 2019.

Hogue recently took the P.E. exam and looks forward to what the rest of his professional career holds.

“\nI have always enjoyed learning and solving new problems. Engineering provides the opportunity to follow this passion for solving problems in a profession that positively impacts the world around me."

– Kyle Hogue

FUN FACTS:
Favorite Ice Cream?
Cookies and Cream

Favorite Movie
Three Idiots

Favorite TV Show
The Office

Superpower of choice and why?
Invisibility – so many new prank opportunities
Q&A with Kyle

Why did you join NSPE-KY?
K: The two key factors for me were the educational benefits and the outstanding professional network of more than 26,000 engineers.

Do you have any personal interests or hobbies?
K: Traveling, electronics and automation, computer programming, and aviation.

Where do you see yourself in 10 years?
K: Mentoring younger staff while leading my department (or my company) toward new growth opportunities.
Every year, hundreds of individual PE and PLS licenses and Business Entity Permits are not renewed. In many cases, this is unintentional. Here are a variety of reasons why this can happen:

1. Maintain control over your license renewals. If you delegate this task to someone else, have a procedure in place to make sure it is done properly and on time. It is also important to remember that a license renewal is an application in which certain important questions must be answered. The licensee is responsible for the accuracy of these answers regardless of who completes the form.

2. Mark your calendar to keep track of when your individual license and business entity permit (if applicable) expires.

3. Carefully consider which address to provide to the board as your “default” address for official correspondence. While our system can record multiple addresses (home, work, etc.), the default address you provide is the only address to which renewal notices are mailed.

4. Provide an email address. While the board still uses USPS for renewal notices, we are beginning to use email for second notices and for other important communications. The use of email will likely increase in the future. Email addresses provided to the board are not published.

5. Provide phone numbers, including a cell phone number. Thanks to phone number “portability”, a cell phone number can potentially be the most enduring method of contact. Many people keep the same cell phone number for years regardless of where they move. Cell phone numbers provided to the board are not published.

6. Periodically check and update your contact information, especially when you move or have a change in employment. You can check your contact information at our online searchable roster here.

Update your contact information during the renewal process — or anytime online — through this link.
BOARD REPORT IS NOW DIGITAL ONLY
The Board Report is published in the Kentucky Engineer, an official publication of the Kentucky Society of Professional Engineers and the Interior Angle, the official publication of the Kentucky Society of Professional Surveyors. Both of these publications are now published via the Internet.

You can access the Kentucky ENGINEER magazine at this [link](#). The Kentucky Society of Professional surveyors publication can be found [here](#).

You can also find current and past Board Reports on the board [website](#).

FIRM RENEWALS
All Firm Permits (also known as Business Entity Permits) expire December 31, 2020. The online firm renewal system is open and accepting renewal payments at this [link](#).

Be sure to select the “Online Firm Renewal” option; not the individual renewal option. Renewal takes only a few minutes and you can pay the renewal fee online with a credit card. Renewal Notices were mailed in late October.

Firms which renew after December 31 will be assessed a 10% per month late payment penalty. Firms which remain expired for more than one year must file an application for reinstatement of the firm’s permit.

LATE INDIVIDUAL RENEWALS
If you missed the June 30 renewal deadline for renewal of your individual PE and/or PLS license (odd number years for A-K and even number years for L-Z), you have up to one year to renew using the online renewal system. The system will automatically calculate a 10% per month late renewal penalty. Please be aware that anyone who renews on or after September 1 of his or her renewal year is subject to an automatic continuing education audit.

The late renewal provision notwithstanding, practice on an expired license is prohibited. While your license is expired, you cannot practice, offer to practice, or represent to the public that you are a professional engineer or professional land surveyor. Each of these acts constitutes unlicensed practice and can result in disciplinary action.

Any licensee whose license remains in expired status for more than one year must apply for reinstatement before returning to active practice.

For all these reasons, please renew timely. You can always check your license status and contact information using our online searchable roster [here](#).

Also, please mark your own calendar so you know when your firm and/or individual renewals are due. Even though we send a Renewal Notice in the mail, you are solely responsible for ensuring that your license(s) and permit(s) are renewed in a timely manner.

WALLET CARDS DISCONTINUED
We continue to receive inquiries from time to time regarding wallet cards. We no longer issue wallet cards for renewed permits or licenses and have not done so for several years. You can check and print information regarding the status of permits and licenses using our [online searchable roster](#), which is updated nightly.
CONTINUING EDUCATION AUDITS & NCEES CONTINUING EDUCATION TRACKING SYSTEM
Random Continuing Professional Development (CPD) audits went out in early September. If you have received an audit notice and have not yet replied to it, please contact Tamra Chesser at the Board office immediately. Failure to respond to a CPD audit within 30 days can result in disciplinary action.

The National Council of Examiners for Engineering and Surveying (NCEES) offers a free continuing education tracking system where you can enter your continuing education courses, scan and store documents such as completion certificates, and transmit them electronically to us if you are selected for audit. The link to the free tracking system is available on our website.

Please take advantage of this free service.

MULTI-STATE LICENSURE & THE NCEES RECORD
For a variety of reasons, many licensed professional engineers and professional land surveyors find it necessary to obtain a license in more than one state. The NCEES Records program was developed in response to this need. It provides an easier and faster way to complete the licensure process in multiple jurisdictions, including all 50 states, the District of Columbia, Guam, Puerto Rico, Northern Mariana Islands, and the U.S. Virgin Islands. An established NCEES Record will include most — if not all — of the materials you need to apply for comity licensure in additional states and territories.

More than two thirds of PE and PLS licensing jurisdictions across the US and its territories now accept the NCEES Record in satisfaction of all or nearly all of the information required to apply for a PE or PLS license. In these states, the NCEES Record lets you eliminate having to resubmit your college transcripts, exam results, employment verifications, and professional references every time you apply.

If you were licensed in Kentucky in the last few years, you already have an NCEES record. If you don’t have an NCEES Record and want to apply for licensure in an additional U.S. state or territory, consider applying for an NCEES Record. NCEES will review your materials and, after your Record is established, electronically submit them directly to the licensing board on your behalf. This saves time and simplifies the application process when you need to practice in multiple states and territories.

JANUARY

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<th>21</th>
<th>Committee meetings @ Frankfort, KY</th>
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<tr>
<td>22</td>
<td>Board meeting @ Frankfort, KY</td>
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<td>PE Civil Exam (Extra administration) @ Louisville, KY</td>
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APRIL

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<td>Board meeting @ Frankfort, KY</td>
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<td>NCEES Southern Zone Meeting @ Greenville, SC</td>
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AUGUST

| 15-17 | NCEES Annual Meeting @ New Orleans, LA |

OCTOBER

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2021 Calendar
Events
Enforcement Actions Summary

July 1, 2020 – September 30, 2020
Kyle Elliott, Director of Enforcement

FIROOZ ZANDI, PE

In 2019, the Board of Licensure received notification from the Indiana Board that Firooz Zandi, a resident of Indiana, and a licensee in both Indiana and Kentucky, had been convicted by a court of law, of a felony of Theft of Property Having a Value in Excess of $50,000.00. In an August 14, 2020 Order, the Indiana State Board of Registration for Professional Engineers Indefinitely Suspended Zandi’s Indiana license. Mr. Zandi’s felony conviction was directly related to his professional engineering practice, and therefore constituted a violation of KRS 322.180 (7). When Board staff entered into settlement negotiations with Mr. Zandi, he chose to surrender his Kentucky PE license instead of going to an Administrative Hearing. His voluntary surrender of his license was presented to the Board of Licensure through a Consent Decree, which the Board accepted on October 23, 2020.

JAMES CLANCY, PE

On September 10, 2019, the New York Board of Engineering, Land Surveying, and Geology, entered an Order against James Clancy for two counts of professional misconduct, for sharing his engineering fees with a non-licensed individual and for signing off on a letter of completion for a construction project, without thoroughly reviewing the work, which had been done by someone else. His New York license was suspended for two years, with the suspension stayed while his license was placed on a two-year probation. After an investigation was initiated, it was discovered that during both his 2009 and 2011 renewals in Kentucky, Mr. Clancy failed to disclose prior disciplinary actions in New Jersey and Vermont. In addition, a review of Mr. Clancy’s Kentucky projects found that Clancy was certifying plans that were not prepared by him or under his direct supervision and failed to keep records of his reviews of the plans and his calculations. Finally, Mr. Clancy was operating in Kentucky without an engineering firm permit. All of these are violations of various portions of KRS 322, and 201 KAR Chapter 18. Mr. Clancy was offered a variety of penalties for the many violations, and chose instead to surrender his Kentucky PE license. His voluntary surrender was presented to the Board of Licensure through a Consent Decree, which the Board accepted on October 23, 2020.
Every community, every business and every individual has been impacted by COVID-19 in some way – just some more than others. While small town restaurants and businesses are struggling to keep their doors open, industries like freight transportation and e-commerce are thriving.

Engineering firms, too, have been forced to adapt. For Kentucky firms, HDR Engineering Inc., Qk4 and Staggs and Fisher Consulting Engineers, Inc., the changes revealed a valuable lesson going into the new year – remote work is possible and productive.

From pandemic-specific projects and community outreach to immediate implementation of a virtual work environment, these three firms have proved versatile. Here’s how each have approached the pandemic at national, regional and state levels.

**UNDERSTAND EMPLOYEE SITUATIONS**

When the first wave of shutdowns occurred, HDR, a global engineering and architecture firm, was already a few steps ahead. The firm had begun exploring remote work options for certain circumstances before it was a nationwide mandate, Senior Vice President and Area Manager Ben Edelen said.

“It wasn’t the norm, but we were providing more work flexibility” Edelen said. “We appreciated that our clients were still providing us with opportunities to continue serving them in this unique situation.”

When shutdowns increased in Kentucky, the company celebrated its proactiveness and continued permitting remote work, making the transition to virtual that much smoother.

HDR continues to limit the number of the employees in their Kentucky offices to abide by the Centers for Disease Control (CDC) guidelines and state and local regulations, as of late November.

Edelen said they communicated with their employees from the very beginning of the pandemic and let them be part of the decision-making process to assign remote and in-person work.

“We challenged our people and they’ve shown they can respond,” Edelen said.

The emphasis on the individual stems from the fact that HDR is employee-owned. Employee ownership is what drives the culture at HDR. This ownership structure places more responsibility with the employees, which has seen a positive response during this pandemic.

HDR has also responded to the needs of people who have school-aged children at home and those with medical conditions that increase their risk to COVID-19. HDR provided the flexibility to respond to clients and families.

**FOSTER CULTURE AND COMMUNITY**

Fortunately for Qk4, a regional firm focused primarily in Kentucky and nearby states, the Kentucky Transportation Cabinet has been very supportive to infrastructure and engineering projects from the start of COVID-19, Qk4 President Taylor Kelly said.

“We were very blessed in Kentucky, that one: the transportation cabinet had the vision and clear foresight to basically say, ‘Hey, infrastructure is a critical need and we all need to continue to do the great work we do for the communities we live and work in but we need to do it differently – we need to be safer and we need to be smarter,”’ Kelly said.

The hardest challenge for the Qk4 team has been battling the mental fatigue that comes with working from home and the current lack of side-by-side collaboration, Kelly said.
“We pride ourselves on this family environment,” Kelly said.

Being mindful of when to log off and on with added distractions in the house and the lack of emotional connection that many people need is tough, especially for engineers, Kelly said.

“It’s why we went into business or why we went to engineering school,” Kelly said. “We want to improve the lives of the communities we live and work in and part of that is emotional connection to doing some good works in the public sector and so, not having that emotional connection with other people face-to-face is a challenge.”

The team is tackling that challenge through community improvement projects like the current Catawba Indian Nation Project. The Catawba Nation is the only federally recognized tribe in South Carolina and Qk4 is helping with two projects directly tied to the Coronavirus Aid, Relief, and Economic Security (CARES) Act.

Qk4’s role in both projects extends from design to construction management to inspection of a Food Distribution Center and Transit Building.

In addition to community outreach, Kelly said culture is everything at Qk4. The company used to hold “culture events” once a month, which were fun company-wide outings like Go-kart racing or attending a Louisville City F.C. game. However, COVID-19 has caused that to change.

“It’s been really difficult, something that’s been in the fabric of who we are has kind of been taken away from us from that perspective,” Kelly said. “So, we’ve tried to get creative.”

The team has organized virtual “Happy Hours” and drive-in movie nights at the nearby theater in an especially difficult time.

**LEAN INTO RESEARCH AND RESOURCES**

At Staggs and Fisher Consulting Engineers, Inc., a Kentucky-born firm located in Lexington, Kentucky, the virtual workplace has been celebrated and allowed employees to use research to drive productivity.

President Greg Carter said the team has spent a lot of time researching issues associated with COVID-19 to keep things moving forward.

“I think as a rule that we try to stay as current as we can on all the technologies, whether they’re associated with the current COVID situation or just innovation that normally comes about within the industry,” Carter said.

The Staggs and Fisher team has recently taken on some COVID-related projects to help review existing ventilation systems and come up with new additions to help control the spread of the virus.

“We have questions about what kind of systems are out there that we could add into a new design that we could help mitigate,” Carter said. “So, it’s something we’re looking at all the time.”
Engineering Excellence Awards

The annual ACEC-KY Engineering Excellence Awards competition recognizes the preeminent engineering achievements in the Commonwealth and showcases the innovation, technical expertise and value that Kentucky’s engineering firms provide for their clients. Congratulations to all award winners.

2021 Grand Award Winners

HDR ENGINEERING, INC.
Transforming Dixie Highway
Kentucky Transportation Cabinet
Louisville Metro Government

GRW ENGINEERS, INC.
Next Round Brewing
Clean Water Professionals of KY & TN
KY/TN Section American Water Works Association

 HDR ENGINEERING, INC.
Rowan Deep Tunnel Submersible Pump Station
Louisville and Jefferson County Metropolitan Sewer District

STRAND ASSOCIATES, INC.
Fourth Street Corridor & Legacy Trail Phase 3
Lexington-Fayette Urban County Government

Grand Conceptor Award
GRESHAM SMITH
Kentucky Route 9
Kentucky Transportation Cabinet
Professional Development Opportunities

PRO TIP:

7 WAYS TO PRIORITIZE YOUR PROFESSIONAL DEVELOPMENT

1. Make a list
   Start by creating a list of skills or knowledge you'd like to learn. Do your research to find organizations and outlets that can help you achieve your goals. Position these as SMART goals to create a plan of action.

2. Minimize potential obstacles
   Look at your list of ideal skills and brainstorm potential obstacles that might deter your learning plan. Whether it's going to a quiet room to study or avoiding emails while researching online, proactive planning can help avoid distractions.

3. Create a visual reminder
   Write your goals down on a Post-It note or tape a piece of paper above a frequented wall or room you spend a lot of time in. This can serve as a small reminder and help hold yourself accountable.

4. Take advantage of productive times
   Most of us know when our “peak times” of the day are. Take advantage of the points in the day when you're most productive to scratch off your professional development tasks.

5. Identify your personal learning style
   Knowing your personal learning style can help make this experience more enjoyable and efficient. For example, listening to an audiobook might not be the best idea if you find videos more engaging.

6. Lean into others
   Collaborating and learning with others can often make professional development more motivating and fun. Find a group of colleagues or friends to form a study group with or set aside time at lunch to discuss new topics.

7. Celebrate little “wins”
   Setting goals can be overwhelming. Take moments along the way to reflect on what you have learned. Celebrating little successes along the way can make the process more rewarding in the end.

2021 Opportunities

FEBRUARY

Bridge Day Seminar 2021
03
Bridge Day 2021 will be held virtually this year, but will have a full agenda and great content as expected. Mark your calendar and make plans to attend Bridge Day 2021!

JULY

NSPE-KY Annual Convention
21-23
The 2021 NSPE-KY Annual Convention date has been set and will be held at the Marriott Griffin Gate in Lexington, Kentucky. We hope to see everyone there!

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In Memoriam

Oren Larry Depp Jr.

Oren Larry Depp, Jr., age 89, passed away on Tuesday, November 3, 2020.

A native of Owensboro, Kentucky, Mr. Depp was born on August 3, 1931, to the late Oren Larry Depp, Sr., and Violet Grinstead Depp. He received his Bachelor of Science in Civil Engineering from the University of Kentucky, where he was a member of Kappa Sigma Fraternity. Mr. Depp was a Veteran of the United States Air Force. He retired as President of Johnson, Depp, and Quisenberry Consulting Engineers. Mr. Depp was a member of local and national Jaycees, as well as served in state and national Professional Engineering Associations. That service included a term as President of the Kentucky Society of Professional Engineers in 1973-74, and President of the Kentucky Council of Engineering Companies in 1971.

He was a car enthusiast, an avid golfer and lifelong University of Kentucky sports fan. He is survived by his children, David Depp, Dana Faulkner (Bill), and Dianne Harris (Dave Wardlaw); sister, Ginger Morrow (Darrell); brothers, John Depp (June) and Bob Depp (Sheila); grandchildren, Amanda Khouri (Ben), Weston Faulkner, and Taylor Harris; and great-grandchildren, Graham and Hayden Faulkner. He was also blessed with several nieces and nephews. In addition to his parents, he was preceded in death by his wife, Lena Mae Harrod Depp.
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KY 152 Kennedy Mill Bridge, winner of the 2020 ACEC KY Grand Award and the 2020 ACEC National Recognition Award

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