



The Missouri Engineer

The official publication of the Missouri Society of Professional Engineers
whose mission is to promote the ethical and competent practice of engineering

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Executive Committee forms "Next Steps" Task Force

MSPE's Executive Committee approved the formation of a "Next Steps" task force to review ideas developed during the interactive active sessions on Membership Recruitment-Retention and Communication-Meetings at the Leadership Workshop held on September 26. (See the Leadership Work-

shop article on Pages 6-7 for a listing of the ideas). The intent of the task force is to develop an action plan, for MSPE and its chapters, which sets a positive course for the society's future. President David Howe, P.E., President-Elect Neil Brady, P.E. and Vice President Gary Strack, P.E. will all take an active role

on the task force and be looking for a wide range of members to serve.

In other action, the Executive Committee:

- Provided additional suggestion for the Next Steps Task Force to consider, including: establishing different levels of membership,

developing a MSPE mobile app, improving the website, creating a more modern logo, and developing a whitepaper investigating mandating membership in MSPE upon licensure.

See Next Steps, Page 4



As a part of Operation: Focus on Relevance initiated this year, MSPE's Executive Committee in tandem with the society's professional staff has been actively engaged in identifying ways to ensure that the organization remains relevant for our members and prepared for its next 75 years of service. As we look to the future, it is important to proactively market MSPE to our friends, peers and colleagues. Wouldn't it be great if MSPE was composed of all the professional engineers in Missouri? Wouldn't it be great if we had an active campaign to attract professional engineers to join and become members? Well, we have a plan. And, it requires your involvement. One of the first steps is a fun marketing initiative using a replica of Missouri's license plate with sayings such as: JOIN US; B1 OF US; and IM IN RU. The idea is for YOU to take part in the campaign by having photos taken of you holding one of the license plate signs at work sites, at your MSPE chapter activities, or wherever you find engineers or engineering underway. Enlist other MSPE members to join you in the pictures or take pictures of each other. Your photos will be used to market MSPE at both the state and chapter levels. Think of as many creative ways as you can to show the value MSPE brings to you that will encourage other professional engineers to join. You can obtain a .pdf of a license plate sign from MSPE's web site or from MSPE's Director of Operations Cherie Bishop at cheriebishop@mspe.org. If you think of other slogans to use, please let Cherie know and they can be created. Please submit your photos to Cherie for use. We just ask that you identify who is in the photo, where it is taken and the date of when was it taken. Then watch as these images appear in publicity about MSPE and its events. MSPE's Executive Committee (pictured above from left to right) Joe Marsh, P.E., Bruce Wylie, Breck Washam, P.E., Britt Smith, P.E., Neil Brady, P.E., David Howe, P.E. Liz Duvall, P.E., Michael Puro, P.E. and Gary Strack, P.E., are already on board. Why don't you



President's Message:

To Make MSPE "A Must Belong To" Society Members Asked To Put On Thinking Hats



By David C. Howe, P.E.
MSPE President

My intended goal for this year is to have our state, chapter, practice division leaders and interested members have a hand in setting a course that paves the road for MSPE to enjoy another successful 75 years.

Doing so will require all of us to put on our "thinking hats". We started the process on September 26, 2012 when a group of 21 members - representing chapter officers, practice division/interest group leaders, state directors and interested members - gathered for MSPE's Leadership Workshop at the Lincoln University South Campus Conference Center in Jefferson City. This setting provided the first face-to-face opportunity to roll out "Operation: Focus on Relevance" - a critical assessment of MSPE's value and benefit to its members.

The workshop began with a Knowledge Building session featuring IRS Reporting Procedures and MSPE's Legislative Focus.

Afterwards, participants were introduced to a new way of strategizing using Six Thinking Hats methodology to help them prepare for the afternoon's interactive sessions. Six Thinking Hats

encourages the use "parallel thinking" to achieve a full spectrum of ideas.



Red Hat Thinking - uses intuition, feelings, and gut instinct.



White Hat Thinking - focuses on data, facts and information.



Green Hat Thinking - promotes creativity, alternatives, possibilities, new ideas.



Yellow Hat Thinking - logical positives, values, benefit and why it will work.



Black Hat Thinking - logical judgment, caution, why it may not work.



Blue Hat Thinking - Process control, next steps, action plans.

I am pleased to report the interactive sessions on Membership Recruitment and Retention and Meetings and Communications facilitated by Bill Cole of Mixon Hill was a success. The input and willingness to share ideas was excellent. The various topics and ideas that surfaced through this exercise are important for the society to maintain a relevant and "must belong to" organization.

"The various topics and ideas that surfaced through this exercise are important for the society to remain a relevant and 'must belong to' organization ..." MSPE President David C. Howe, P.E. See Pages 4 and 5 for the summary of ideas developed at the Leadership Workshop.

A summarized report of these ideas are published on Pages 4 and 5. These offer great potential in helping us prepare in earnest for the future.

MSPE is blessed to have many very smart individuals on its membership roll - each of whom I'm sure has suggestions that can help us grow and prosper.

With this in mind, workshop participants - especially chapter presidents and practice division chairs - have been urged to continue the discussion with you at local meetings across the state so more members can become involved in planning the society's future.

Life Members Provide Generous Voluntary Dues Contributions

Each year starting in October, MSPE's life members respond generously to the society's request to continue to support the society's objectives, goals by providing a voluntary dues contribution. As of November 1, 2012, the 33 life members listed below have provided their continued financial support of MSPE. On behalf of the membership, The Missouri Engineer extends its appreciation and thanks to:

Thomas Abernathy, P.E.

St. Louis, MO

Thomas Baker, P.E.

Kansas City, MO

Lucien Bolon Jr., P.E.

Lee's Summit, MO

A.F. Bonderer, P.E.

Fulton, MO

Richard Buck, P.E.

Protom, MO

Richard Buemer, P.E.

St. Louis, MO

Joel Cerwick

Overland Park, KS

C. Royce Fugate, P.E.

West Plains, MO

Charles Gillespie, P.E.

St. Louis, MO

Marvin Goldfarb, P.E.

Maryland Heights, MO

Joseph Gudiswitz, P.E.

St. Louis, MO

Richard Halteman Jr., P.E.

St. Louis, MO

Paul Hickman, P.E.

Springfield, MO

Robert Hunter, P.E.

Jefferson City, MO

Donald James, P.E.

Jefferson City, MO

Allen Jants, P.E.

Florissant, MO

Edmund Johnson, P.E.

St. Charles, MO

Floyd Jones, P.E.

Pleasant Hope, MO

John Krall, P.E.

Liberty, MO

Robert Miller, P.E.

Jefferson City, MO

James Moulder, P.E.

Columbia, MO

Ed Rackers, P.E.

Jefferson City, MO

William Reinhardt Sr., P.E.

Oakdale, MN

George Satterlee, P.E.

Overland Park, KS

Roland Schoenboff

Florissant, MO

Henry Schwartz Jr., P.E.

St. Louis, MO

Rodd Staker, P.E.

Kansas City, MO

James Steele, P.E.

Lee's Summit, MO

Kenneth Townley, P.E.

Jefferson City, MO

William Trimm, P.E.

Jefferson City, MO

Walter Vandelicht, P.E.

Jefferson City, MO

Arthur Wernle, P.E.

Chesterfield, MO

Earl Windisch, P.E.

Shawnee Mission, KS

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The Missouri Engineer

c/o Cherie Bishop, Editor

200 E. McCarty Street, Suite 200

Jefferson City, MO 65101

Phone: 573-636-6949

FAX: 573-636-5475

www.mspe.org

Board of Directors Charged With Creating Value Propositions For Seven Key Relevance Statements

MSPE President David C. Howe, P.E. has charged members of the Board of Directors and key Missouri representatives at the national society level to “Focus on Relevance” by developing value propositions in seven areas focused on MSPE’s activities in education, legislation and communication that will allow MSPE to better serve its membership, draw prospective members and prepare for the future.

The seven committees were asked to meet via by phone conference and email while developing a written statement and five-minute verbal report on their findings, listing short-term actions and preparing a value message to be delivered at the 2013 Winter Board of Directors’ meeting in January.

Each committee was also assigned an executive sponsor to serve as a resource for questions, suggestions and status reports.

If after reading the relevance statements, you find yourself wanting to contribute your ideas by becoming involved with one of the Relevance Statement groups that are helping to shape the future direction of the society, please contact the executive sponsor at the email listed below using: Relevance Statement Team in the subject line.

The following lists the various relevance teams and their focus areas:

Relevance Statement No. 1:

What should MSPE be doing to attract and better serve professional engineers in the St. Louis, Kansas City and Springfield metropolitan areas? Whom do we serve now? How do we increase membership in these areas?

Participants: Bill Lindsey, P.E., Ozark; Jeff Hoefelmann, P.E., St Louis; Barb Wells, P.E., Western. **Executive Sponsor:** President-Elect Neil Brady, P.E. Email: nbrady@aeincmo.com

Relevance Statement No. 2:

What should MSPE be doing to attract and serve professional engineers that are near but not in the St. Louis, Kansas City and Springfield metropolitan areas? What are the characteristics of this market area? How do we increase membership in these areas?

Participants: Diana Dohmen, P.E., Ozark; Eric Chamberlain, P.E., St Louis; Bill Anthony, P.E., Kansas City; Joseph Offutt, P.E., St Louis. **Executive Sponsor:** Executive Committee Board of Director Representative Joe Marsh, P.E. Email: jwmarsh@terracon.com

Relevance Statement No. 3:

What should MSPE be doing to attract and better serve professional engineers in the Columbia, Jefferson City, Joplin, Hannibal and St. Joseph metropolitan areas? Whom do we serve now? How do we increase membership in these areas?

Participants: Eric Lidholm, P.E., Central, Melissa Edwards, P.E., Northwest; Brent Baker, P.E., Southwest. **Executive**



Participants: David Bange, P.E., Jefferson City; Mark Bross, P.E. Northeast; Andrew Meyer, P.E., Southeast. **Executive Sponsor:** Immediate Past President Britt Smith, P.E. Email: bsmith@jeffcitymo.org

Relevance Statement No. 5:

What should MSPE be doing to attract and better serve professors, students and professional engineers in or around engineering schools in the State? Whom should we seek to serve? How do we increase membership in these areas?

Participants: Derald Morgan, P.E., Ozark; Chuck Morris, P.E., Rolla; Scott Becker, P.E., St Louis. **Executive Sponsor:** Vice President Gary Strack, P.E. Email: strack@skw-inc.com

Relevance Statement No. 6:

What should MSPE be doing to better promote itself and issues of importance to the profession with legislators and government agencies? Whom should we seek to serve? What do they need from Professional Engineers? What do they need from a Professional Engineering organization?

Participants: PEPP Chair George John, P.E. with the assistance of the PEPP Officers. **Executive Sponsor:** Executive Committee Young Engineer Representative: Michael Puro, P.E. Email: michaelp@psba.com

Relevance Statement No. 7:

What should MSPE be doing to better serve our interest groups? Should interest groups exist at both the State and Chapter levels, or just one level? If one level, which one? How do we increase participation in, and activity of, interest groups? What needs to happen to turn interest group relevance around? How can MSPE interest groups better collaborate with NSPE interest groups?

Participants: David Stokes, P.E., PE’s in Construction Chair; Chuck Morris, P.E., PE’s in Higher Education Chair; George John, P.E., PE’s in Private Practice Chair; Eric Seaman, P.E., PE’s in Government Chair; Steve Hutti, P.E., NSPE PEI; Kevin Skibiski, P.E., NSPE PEPP; and Don Neumann, P.E. **Executive Sponsor:** MSPE Director of Membership Marla Day. Email: marladay@mspe.org

Sponsor: Executive Committee Board of Director Representative Liz Duvall, P.E. Email: Elizabeth.Duvall@modot.mo.gov

Relevance Statement No. 4:

What should MSPE be doing to attract and serve professional engineers that are outside of mid-Missouri metropolitan areas? What are the characteristics of this market area? How do we increase membership in these areas?

Next Steps (from Page 1)



President David Howe, P.E. (at the head of the table) presides over a working lunch for the Executive Committee with members Gary Strack, P.E., Liz Duvall, P.E. and Neil Brady, P.E. (shown from left to right in the foreground)

- Urged upcoming presidents to think about future workshops; noting the 2012 workshop had a great turnout with only minimal budget impact.
 - Discussed the Chapter President Reports submitted from Jefferson City, Central, Northeast and Southwest Chapters and noted the various activities in each area.
 - Approved the Organizational Chart and suggested appointments for committee chairs.
 - Accepted the September 30, 2012 financial reports.
 - Concurred with President Howe's suggestion to send a letter to NSPE offering for Missouri to be part of a joint membership marketing campaign proposed by NSPE's Membership Marketing, Market Segmentation & Incentives Task Force.
 - Heard the audit report from Evers & Company, CPAs is due in early November.
 - Learned a Compliance Inquiry was received from the Internal Revenue Service regarding the Group Exemption held by MSPE and its chapters. An online questionnaire was completed by staff with assistance from the society's CPA firm, which stressed MSPE needs to develop a checklist and document retention policy for chapters to accurately meet the compliance requirements.
 - Reviewed Membership Reports indicating total membership of 1350, with 27 new memberships since July 1. President Howe discussed his idea for a marketing plan that MSPE and chapters can use to publicize the value of MSPE to prospective members.
 - Heard updates on the Board of Directors' Relevance Statement activities.
 - Adopted NSPE's new criteria for the Young Engineer of the Year award and asked staff to forward the revised criteria to chapters.
 - Discussed possible nominees for Hall of Fame consideration.
- Acting for Educational Foundation, the

Executive Committee:

- Accepted the September 30, 2012 financial reports.
- Discussed recommendations from MSPE's accountant on proper recording of capital improvements made to the building.
- Heard an update on the renovations being made by MCAA as outlined in their new 5-year lease.
- Discussed a request from the MU's

College of Engineering Public Policy Advisory Council asking for funding assistance for a study to examine the economic impact on Missouri of an expansion in higher education for engineering to garner legislative funding support for Missouri's engineering schools.

- Will consider reinstating chapter grants when developing a long range revenue disbursement policy.



Britt Smith, P.E., Breck Washam, P.E. and Joe Marsh, P.E. (from left to right) participate in the Executive Committee meeting discussions.

9th Annual

Fall PDH Days



Tuesday and Wednesday, December 4 and 5, 2012
Capitol Plaza Hotel, 415 West McCarty St., Jefferson City, Missouri



- 15 PDH Credits in two days (satisfies 1-year's PDH requirements)
- Affordable -- \$30 per PDH for members
- Lunch & coffee breaks included in registration
- Lodging \$82 plus tax until November 20, 2012
- For room reservations call 1-800-338-8088 or 573-635-1234
- Registrations accepted until 5 p.m., Wednesday, November 28, 2012

Schedule:

Tuesday, December 4 (Check-in: 8 am Program: 9 am -6 pm)

Wednesday, December 5 (Check-in: 7:30 am; Program: 8 am - 4 pm)

Proposed PDH Programs:

Tuesday: Missouri One Call ASCE 38-02 application and implementation; Re-defining the Practice of Engineering, Peer Review Law, HR Trends for Engineering, STEM Education

Wednesday: Conservative Engineering, Expert Witness Testimony, Consent Decrees: Is it an Engineering Issue, Effect on Municipalities, and Case Studies in Springfield and St. Louis, Ameren-Westinghouse Nuclear Alliance.



Missouri Society of Professional Engineers

Registration Form

To register complete this form and mail, fax or email to:

MSPE, 200 E. McCarty Street, Suite 200, Jefferson City, MO 65101 FAX: 573-636-5475 EMAIL: cheriebishop@mspe.org

Name: _____ Nickname: _____

Employer: _____

Preferred Mailing Address: _____

City: _____ State: _____ Zip: _____

Daytime Phone: _____ Email address: _____

Check Enclosed (Make checks payable to MSPE)

Bill My Credit Card: Visa Mastercard Discover Credit Card # _____

Expiration Date: Month _____ Year _____

Cardholder's Name: _____

Credit Card Billing Address: _____

Signature: _____

Please check session attendance below:

MSPE Member Single-Day: \$275.00 Circle PDH Session: Tuesday or Wednesday

MSPE Member Both Days: \$450.00

Non-Member Single-Day: \$500.00 Circle PDH Session: Tuesday or Wednesday

Non-Member Both Days: \$900.00

Attend and Join (NSPE, MSPE & Chapter) - Single Day: \$495.00 Circle PDH Session: Tuesday or Wednesday

Attend and Join (NSPE, MSPE & Chapter)- Both Days: \$670.00

**Registration Deadline: 5 p.m.,
Wednesday, November 28, 2012**



Newly registered professional engineers and their family members (above, left) participate in the PE Ceremony hosted by MSPE in Missouri's capitol rotunda. Following the ceremony (above, right) new P.E.'s mingle with keynote speaker Dr. Paul R. Minger, P.E. during a special reception,

MSPE Hosts P.E. Ceremony For Newly Licensed Professional Engineers

Fourteen newly licensed professional engineers were awarded their professional engineering licensing certificate in a presentation hosted by the Missouri Society of Professional Engineers at the Missouri state capitol rotunda on October 26, 2012.

The event provides a unique opportunity for MSPE to recognize the newly licensed P.E.'s and applaud their achievement in passing all the hurdles to licensure - education, experience, and examination.

Invitations for the ceremony were sent all engineers passing the professional practice exam to attend the ceremony honoring this important career benchmark in their career.

Speakers for the ceremony included keynote speaker Dr. Paul R. Munger, P.E., former chairman of the Missouri Board for Architects, Professional Engineers, Land Surveyors and Landscape Architects (MoAPELSLA), Judy Kempker, Executive Director of the MoAPELSLA board, and MSPE President David Howe, P.E. MSPE's Jefferson City Chapter President Travis Bruemmer, E.I. was the Master of Ceremonies.

Volunteering at the ceremony were Andy Bonderer, P.E. of Central Chapter and Tia Griffin, P.E., Cliff Jarvis, P.E., Eric Landwehr, P.E., Timothy Leaf, P.E. and Don Neumann, P.E., all of the Jefferson City helped make the ceremony a memorable event.

Following is a complete list of the newly licensed professional engineers with MSPE members noted in bold and those attending the ceremony with an asterisk (*):

CENTRAL CHAPTER AREA

Nagasmitha Akkinapragada, Columbia (*)
Kenneth Carmack, Salisbury
Cody Darr, Columbia
Garrett Prestegard, Ashland
Preeti Shirgur, Columbia (*)
Nathan Sprague, Columbia

JEFFERSON CITY CHAPTER AREA

Trenton Crawford, Holts Summit (*)
Gary Davis, Jefferson City (*)
Nathaniel Graessle, Jefferson City
Lori Greer, Linn(*)
Patrick Kremer, Bonnots Mill (*)
Karel Safarik, Vienna (*)
Joseph Winkelmann, Jefferson City (*)

OZARK CHAPTER AREA

Henry Bevier, Springfield
Warren Brooks, Rogersville (*)
Dylan Gideon, Springfield
Dillon Sperry, Nixa
Wayne Stephenson, Springfield

ROLLA CHAPTER AREA

Donald Jackson, Rolla (*)
Justin Province, Irondale
Franklin Vance, Park Hills

ST. LOUIS CHAPTER AREA

Richard Beran, Alton, IL
Todd Bolte, New Haven (*)
Patrick Brinker, Washington
Sean Carver, Saint Jacob, IL
Arena Cheney, Belleville, IL
Joel Cumby, Godfrey, IL
Dana Derrington, Chesterfield
Ryan Diekemper, Richview, IL
Richard Difani, Bridgeton
Sarah Dorlac, Affton
Andrew Dreier, Collinsville, IL
Dennis Elking, Saint Louis

Erich Froeschner, Saint Louis
Brandt Genz, Wentzville
Joseph Hemphill, Staunton, IL
Casey Henning, Fenton
Christopher Hersinger, Festus
David Holloway, Belleville, IL
Lei Hou, Ballwin
Justin Johnson, Belleville, IL
Matthew Kahn, Fenton
Joshua Kambitch, Saint Louis
James Kelley, Washington
Nawin Khatri, Maryville, IL
Alex Kladiva, Saint Charles
Kelsey Komnick, Marthasville
Jacob Kraybill, Saint Louis
Igor, Krinitskiy, Saint Charles
Timothy Kritis, Saint Louis
Ryan Lazier, Manchester
Derek, Lewis, Springfield, IL
Jeremy Linley, Godfrey, IL
Thomas McAllister, Saint Peters
Patrick McEvoy, Saint Louis
Mark McKlin, Sainte Genevieve
Adam Molitor, Saint Louis
Matthew Molitor,
Kelsie Norval, Ballwin (*)
Kevin Olson, O Fallon
Adam Peetz, Saint Charles
Gregory Poppitz, Saint Louis
Thomas Queathem, Saint Louis
Timothy Quinn, St. Peters (*)
Christopher Rimsky, Manchester
Daniel Savageau, Chesterfield
Nathan Schlotz, Saint Louis
Gaurav Sharma, Maryland Heights
Andrea Smith, Ballwin
Jason Soucie, Manchester
Sam Stahnke, Saint Peters
Rajan Tiwari, Fairview Heights, IL
David Van Leer, Union
Scott Virtue, O Fallon
Luke Walker, Saint Louis
Luke Wojcicki, Glen Carbon, IL

Jason Woodard, Saint Louis (*)

SOUTHEAST CHAPTER AREA

Gregory Craft, Cape Girardeau
Greg Tarbutton, Bloomfield, MO

SOUTHWEST CHAPTER AREA

Nicolaus Jessip, Webb City
Jared Nichols, Neosho
Phillip Shimp, Diamond

WESTERN CHAPTER AREA

Timothy Barton, Lees Summit
John Bauer, Grain Valley
Darren Campbell, Prairie Village, KS
Bryce Dickmeyer, Kansas City
Mohamed Elsayed, Overland Park, KS
Todd Gardner, Kansas City
Justin Garver, Kansas City
John Groce, Kearney
Rustin Hartman, Lees Summit
Nick Harvey, Warrensburg
Douglas Hill, Independence
Grant, Luckenbill, Liberty
Brett Meyring, Kansas City
Troy, Miller, Waynesville, MO
Kirk Molacek, Kansas City
Andrew Olson, Fort Leavenworth, KS
Brian Perrin, Kansas City
James Rice, Kansas City
Richard Robertson, Kansas City
Theresa Rohlfs, Kansas City
Jonathan Seeley, Raymore
Christopher Spies, Raymore
Gregory Stervinou, Kansas City
Dunley Stults, Harrisonville
Harry Sutherland, III, Kansas City
Chad Swope, Lees Summit
Brandon Tiesing, Kansas City, MO
Jason Walker, Lees Summit
Dana Weir, Kansas City



Chapter Officers, Practice Division/Interest Group Leaders, State Directors and interested members participated in MSPE's 2012 Leadership Workshop where Operation: Focus on Relevance was unveiled by MSPE President David C. Howe, P.E. to develop a plan for MSPE's future.



Operation: Focus on Relevance

Leadership Workshop Assesses Member Value, Benefits Through Strategic-Thinking Activity

At MSPE's 2012 Leadership Workshop, MSPE President David C. Howe, P.E. challenged members to put on their thinking hats to critically assess MSPE's value and benefits. The assessment termed by President Howe as "Operation: Focus on

Relevance" is aimed at helping the society create a plan to build on its successful 75-year history.

By utilizing a facilitator, Bill Cole of Mixon Hill, and a strategizing technique called "Six Thinking Hats", President Howe created interactive sessions for the 21 attendees - representing chapter officers, practice division/interest group leaders, state directors and interested members - to share ideas that could be used to bolster the areas of Membership Recruitment and Retention plus Meetings and Communications for both MSPE and its 10 chapters.

The interactive session followed a morning Knowledge Sharing session that featured general information about MSPE, the members in attendance, fiscal management and IRS filing requirements, MSPE's legislative priorities and an introduction to the Six Thinking Hats method of strategizing to prepare for the afternoon's interactive session.

Ideas formulated from the interactive session are listed below and will be used by a Next Steps Task Force created by MSPE's Executive Committee at their October 26, 2012 meeting.

Membership Recruitment and Retention

Red Hat Discussion:
Intuition, feelings, gut instinct

How can MSPE transition and grow? Is it a relevant organization? What can we do?

- Positively raise our profile as an organization - show a common purpose for becoming a member.
- Create a "tagline" for our logo - like a brand statement describing who, what we are
- Keep a spotlight on MSPE as an organization for the profession

White Hat Discussion:
Data, facts, information

What do we know about membership? Why do people join? Why do people leave?

- Do a segmentation analysis of MSPE to determine composition and trends
- Determine why people leave - then create value propositions to help retain them

Green Hat Discussion:
Creativity, alternatives, possibilities, new ideas

Where can we look for and recruit potential members that we haven't looked at before? As an organization what do we want to be?

- Make membership in MSPE mandatory - to be registered you have to be a member
- Require all professors to be a MSPE member - they can have an influence of their students



Bill Cole of Mixon-Hill, who served as the guest facilitator for MSPE's Leadership Workshop, explains the Six-Thinking Hat process.

- Evangelize the "sense and purpose" of being a member of MSPE - make it an organization people "want to belong to"

Yellow Hat Discussion:
Logical positives, values, benefits, why it will work

What are the benefits of membership for the professional? For MSPE? What

See Workshop, Page 7



MSPE President David C. Howe, P.E., explains his vision for "Operation: Focus on Relevance" - a plan for MSPE to critically assess member value and benefits that will be needed for a successful future during the Leadership Workshop.

"What can MSPE do for you / What can you do for MSPE?"



Facilitator Bill Cole (above, left) prompts an exchange of ideas from State Director Diana Dohmen (above, right) and others of the 21 attendees participating in an interactive session MSPE's Leadership Workshop held on September 26, 2012.

Workshop

(continued from Page 6)

are positive benefits that we can offer as an organization?

- A means to obtain affordable PDHs
- Networking
- Diversity - a chance to meet engineers outside your expertise
- Job security - connections if you have lost your job
- The only inter-disciplinary/cross-discipline group
- Leadership skills for career development
- Advocacy for the profession

Black Hat Discussion:
Logical judgment, caution, why it may not work

What are roadblocks to membership growth? What are other options for professionals that compete with MSPE?

- Capture rate for PEs have declined
- Foreign born engineers don't have the same knowledge or "value" of what it means to be a PE
- The organization has become "stale"; need to identify what will appeal to others
- The main killer of membership is "time"
- Business culture has changed we need to change how we promote ourselves and our value - doing the same old things isn't an option - we have to change

Blue Hat Discussion: Process control, next steps, action plans

What steps should we take to begin improving our membership efforts? How do we get there?

Short-term actions:

1. Grow the active membership
2. Create a National/State message and talking points
3. Establish a mentoring program
4. Establish a campaign to work with companies
5. Consider hiring a PR Firm to:
6. Create a commercial/video that tugs at the heart; Has an emotional appeal
7. Develop a campaign to find more ways for MSPE to support legislators and regulators

Long-term actions:

1. Re-evaluate the membership model
2. Find ways to bring technical societies together
3. Work to eliminate the Industrial Exemption

Meetings and Communication

Red Hat Discussion: Intuition, feelings, gut instinct

Are monthly Chapter meetings and bi-annual State meetings important? How should we attract more people to MSPE?

- Meetings are important - physical meeting have connectedness.
- Must have powerful content to drive attendance. It is the only time the membership has an opportunity to be together.
- No Communication/No Meetings disengages your members entirely.
- Communication is highly important for the betterment of the profession.
- Meetings must have purpose - if quality and value are provided

- people will attend and participate
- Record Chapter meetings and broadcast

White Hat Discussion:
Data, facts, information

What do we know about meetings and activities? Size? Location? What's important to tomorrow's professionals?

- Every Chapter has a different model
- People attend activities, not necessarily meetings
- Evaluate dinner versus lunch meetings -Switch them up occasionally
- Hold joint meetings -Share meeting ideas

Green Hat Discussion:
Creativity, alternatives, possibilities, new ideas

What would attract you to meetings? Where could they be held? How can we communicate the information?

- Demonstrate creativity and entrepreneurship
- Need a framework for a message to attract new members
- Best draws to meeting are based on topic
- Topics need to have "pop and wow" or give value

Yellow Hat Discussion:
Logical positives, values, benefits, why it will work

What value do members receive from MSPE meetings? What value do members receive from MSPE communications?

- PDHs at a reasonable price
- Connection and contact with the State Registration Board
- Legislative notification; exposure to the law-making process

Black Hat Discussion:
Logical judgment, caution, why it may not work

What happens if we stop having State or Chapter meetings? What happens if we don't change how we communicate?

- Stopping meetings and communication, we will lose our 10% market share
- Bigger return if we work as a group/team
- Improve website; Use newer IT technologies
- Create a MSPE app - everything is app driven today
- Consider integration of websites
- *Who does things well? Who could be our role models?*
- IEEE, AARP, APWA, Engineers Without Borders, ACEC

Blue Hat Discussion:
Process control, next steps, action plans

What steps should we take to begin improving how we meet and communicate? How do we get there?

Short-term actions:

- Create templates for Chapters that outline how to hold quality/relevant meetings
- Invite non-member PEs to meetings
- Buy lunches for first time attendees
- Encourage CEO participation, attendance; Use CEO as a speaker to drive attendance
- Create good videos
- Fix/focus our message

Long-term actions:

- Fund new technologies, IT equipment and training
- Fix the web site

Western Chapter Hosts NSPE President For 49th Consecutive Year

**By Mitch Krysa, P.E.
MSPE Western Chapter President**

As you may know, September has for the past 49 years has been the time when the NSPE President visits our chapter. This year, we hosted current NSPE President Dan Wittliff, P.E. for his visit on September 19 and 20. Here is a breakdown of activities:

September 19

- Held a luncheon for Engineering Executives to allow Dan to explain the mission of NSPE and for Dan to listen to the engineering executives' thoughts on how NSPE can provide assistance.
- At Dan's request, since he's a history buff, we toured the WWI Museum and hosted a dinner meeting for Dan to share ideas with Missouri and Kansas society leaders.

September 20

- Held the annual breakfast meeting

at the Classic Cup where about 40 leaders of the Missouri and Kansas Society leaders plus Past Presidents of MSPE Western Chapter attended.

- Visited the UMKC campus where Dan met with the staff of the School of Computing and Engineering to review their mission and goals as well as learned about their active engineering research. In addition, Dan participated in a "Pizza Lunch with the President" where he was able to address over 70 students on the importance and need for licensure. Also at UMKC was a tour of the Linda Hall Library Rare Book collection.
- A tour of the Truman Library was also arranged at Dan's request. Joel Cerwick, P.E., Bill Anthony, P.E., Merrill Watt and I joined Dan before convening the Western Chapter's Board of Directors meeting where Dan provided comments.
- Following the Board Meeting was the Joint Dinner meeting with KSPE at Hereford House in Independence

where about 40 members participated. After the joint dinner meeting, Dan ex-

claimed that he "was never kept so busy and thoroughly engaged as he was for his 2-day stay."



NSPE President Dan Wittliff, P.E. addresses leaders from the Missouri and Kansas Society of Professional Engineers and past presidents from the MSPE Western Chapter on developments in his "Race for Relevance" plan during the annual breakfast event.



MSPE provided a hole sponsorship for the 2012 MU Engineering Alumni Golf Tournament and also had a four-some participate in the event. Golfers representing MSPE (pictured from left to right, at right) were Bruce Wylie, Executive Director, Eric Lidholm, P.E., Britt Smith, P.E. and Aaron McVicker, P.E.

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CIVIL ENGINEERING MATERIALS TENURE-TRACK FACULTY POSITION ASSISTANT OR ASSOCIATE PROFESSOR LEVEL

The Department of Civil, Architectural and Environmental Engineering at Missouri University of Science and Technology (Missouri S&T, former University of Missouri-Rolla) seeks to strengthen its existing research thrusts in civil engineering materials by inviting applications for a tenure-track faculty position commencing Fall semester 2013. The department is well-known for its strong research infrastructure in the areas of structural materials, concrete behavior, bridge engineering, earthquake engineering, geotechnical engineering, and structural health monitoring. It is now seeking applicants with expertise (either experimental or analytical) in complementary areas of civil engineering infrastructure materials, including materials constitutive modeling, nano-technology, microstructure characterization, sustainable development, and life cycle assessment.

The appointment is anticipated at either the assistant or associate professor level, depending on qualifications and experience. A successful candidate at the assistant level will be expected to demonstrate the potential to establish and grow a strong research program and reach a high level of scholarly and teaching excellence. A successful candidate at the associate level will be expected to provide evidence of a sustained record of a highly active, externally-funded research program, including a demonstrated record of scholarly publications in well respected journals and other venues and a strong

commitment to teaching excellence at both the undergraduate and graduate levels. The appointment may be offered with tenure if an applicant's credentials and record of professional accomplishments so warrant. Candidates must have an earned undergraduate degree in civil engineering from an ABET/EAC accredited program or equivalent and an earned PhD in civil engineering or a closely related field. Superior communication and interpersonal skills, leadership capabilities, the ability to engage in collaborative and interdisciplinary research, and the ability to motivate and inspire undergraduate and graduate students are also required attributes. Practical experience as well as being professionally active and visible in national/international societies in the applicant's area of expertise will be considered an asset. Licensure as a professional engineer is required or must be attained within 5 years of the appointment.

The successful candidate will have the opportunity to be involved in interdisciplinary research within the department and across campus, including collaborative opportunities with campus research centers such as the National University Transportation Center (one of the 10 existing centers in the nation; see <http://utc.mst.edu/>), the Region VII University Transportation Center (a partner in the Mid-America Transportation Center; see <http://matc.unl.edu/>), the Center for Infrastructure Engineering Studies (see <http://cies.mst.edu/>), and the Materials Research Center (see <http://mrc.mst.edu/>). The successful candidate will have the potential to access available matching research funds by being active member of one or more of these Centers. The Department's civil engineering program has recently been ranked among the top 25 undergraduate and top 45 graduate civil engineering programs by the U.S. News and World Report. Additional information about the university and the department can be found at <http://civil.mst.edu/>.

Review of applications will begin on December 1, 2012 and will continue until the position is filled. Interested candidates should electronically submit an application consisting of a cover letter, a current curriculum vitae, a statement of research and teaching interests and goals, and complete contact information for five references to the Missouri University of Science and Technology's Human Resource Office at <http://hraadi.mst.edu/hr/employment/>. All submitted application materials must have the position reference number, 00056242, to be processed. Acceptable electronic formats that can be used for email attachments include PDF and Word; hardcopy application materials will not be accepted.

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NON-TENURE-TRACK TEACHING FACULTY POSITION COOPERATIVE CIVIL ENGINEERING PROGRAM AT MISSOURI STATE UNIVERSITY

The Missouri University of Science and Technology (formerly the University of Missouri-Rolla), Department of Civil, Architectural and Environmental Engineering invites applications for a non-tenure-track teaching faculty position for our cooperative civil engineering program in conjunction with Missouri State University in Springfield, Missouri. This ABET accredited program was implemented to meet the growing Springfield regional demand for civil engineering education. The person selected for the position is expected to reside in the Springfield area.

Applicants for this position are expected to have a background in the areas of environmental and water resources engineering, with an emphasis on environmental engineering. The successful applicant will be expected to provide high-quality teaching in these areas, and to sustain and contribute to the development and growth of the cooperative civil engineering program. The typical teaching workload is three 3-cr hr courses per semester. Additional responsibilities include educational laboratory supervision, undergraduate advising, and service activities related to teaching and program operation. A Ph.D. in civil engineering or environmental engineering (or a closely related field) and an ABET/EAC accredited undergraduate degree in engineering is required for this position. PE licensure or the ability to obtain a PE within 5 years is expected. Superior

MSPE Members Help Habitat For Humanity In Joplin

Rain modified the first work day of MSPE's Day Build for the Joplin Area Habitat for Humanity. However, the wet weather didn't dampen the spirits of the MSPE members who simply switched from the plan of working outside siding houses to working inside the Joplin Habitat for Humanity warehouse cleaning and organizing not only the warehouse, but also work trailers. When that task was completed, MSPE's group went to several of the houses under construction to paint doors and trim, install closet organizers, towel bars, microwaves, and dishwashers. Despite the weather conditions, Past President Kurt Higgins, P.E., who organized the MSPE Day Build reported it was "a very productive day". Volunteers who worked with Past President Higgins on the rainy day included Britt Smith, Timothy Leaf, Mesrou Mehmed, Frank Dolan, Mike and Paula Brown and Ron Zitterkopf.

Several other members were able to reschedule for a November 7 Day Build - weather permitting..

MSPE members have also contributed over \$3,800 to the Joplin Area Habitat for Humanity which greatly appreciates both the help and donations.



MSPE Day Build volunteers for the Joplin Area Habitat for Humanity recently included (front row, left to right) Mike Brown, P.E., and his wife, Paula, and (back row, left to right) Britt Smith, P.E. and Ron Zitterkopf, P.E.

Classifieds

continued from Page 7

communication and interpersonal skills, leadership capabilities, the ability to motivate and inspire students are also required attributes. The appointment is anticipated to be at the non-tenure-track assistant professor level; however, qualified candidates at all levels will be considered.

The anticipated start date for this position is August 2013. Interested candidates should electronically submit an application consisting of a cover letter, a current curriculum vitae, a statement of teaching interests and philosophy, and complete contact information for five references on or before December 1, 2012, to the Missouri University of Science and Technology's Human Resource Office at <http://hraadi.mst.edu/hr/employment/>. All submitted application materials must have the position reference number, 00056188, in order to be processed. Acceptable electronic formats that can be used for email attachments include PDF and Word; hardcopy application materials will not be accepted.

Missouri S&T participates in E-Verify. For more information on E-Verify, please contact DHS at 1-888-464-4218. The final candidate is required to provide official transcript(s) for any college degree(s) listed in application materials prior to the start of employment. In addition, the final candidate may be required to verify other credentials listed in application materials. Failure to provide official transcript(s) or other required verification may result in the withdrawal of the job offer. Females, minorities, and persons with disabilities are encouraged to apply. The Missouri University of Science and Technology is an affirmative action/equal opportunity employer and is responsive to the needs of dual-career couples.

STRUCTURAL ENGINEERING FACULTY POSITION

The Department of Civil, Architectural and Environmental Engineering at Missouri University of Science and Technology (Missouri S&T, former University of Missouri-Rolla) seeks to strengthen its existing research thrusts in structural engineering by inviting applications for a faculty position commencing Fall semester 2013. The rank of the appointment will be commensurate with the qualifications and experience of the successful applicant. The appointment may be offered with tenure if an applicant's credentials and

record of professional accomplishments so warrant.

The successful candidate at the assistant professor level will be expected to demonstrate the potential to establish and grow a strong research program and reach a high level of scholarly and teaching excellence. At the associate and full professor levels, the successful candidate will be expected to provide evidence of a sustained record of a highly active, externally-funded research program, including a demonstrated record of scholarly publication in well-respected journals and other venues and a strong commitment to teaching excellence at both the undergraduate and graduate levels. Candidates must have an earned undergraduate degree in civil engineering from an ABET/EAC accredited program or equivalent and an earned PhD in civil engineering or a closely related field. Superior communication and interpersonal skills, leadership capabilities, the ability to engage in collaborative and interdisciplinary research, and the ability to motivate and inspire undergraduate and graduate students are also required attributes. Practical experience as well as being professionally active and visible in national/international societies in the applicant's area of expertise will be considered an asset. Licensure as a professional engineer is required or must be attained within 5 years of appointment as an Assistant Professor, or within 3 years of appointment as an Associate or Full Professor.

The department currently has a strong research infrastructure in the areas of bridge engineering, concrete behavior, earthquake engineering, structural materials, and structural health monitoring; it is now seeking applicants with expertise in other complementary areas of structural engineering such as steel structures, hybrid systems, smart structures, computational mechanics, reliability analysis, and nondestructive testing/evaluation. The successful candidate will have the opportunity to be involved in interdisciplinary research within the department and across campus, including collaborative opportunities with campus research centers such as the National University Transportation Center (one of the 10 existing centers in the nation; see <http://transportation.mst.edu/>), the Region VII University Transportation Center (a partner in the Mid-American Transportation Center; see <http://matc.unl.edu/>), the Center for Infrastructure Engineering Studies (see <http://cies.mst.edu/>), the Wei-Wen Yu Center for Cold Formed Steel Structures (see <http://cfssonline.org/>), the Intelligent Systems Center (see <http://isc.mst.edu/>), and the Materials Research Center (see [\[mrc.mst.edu/\]\(http://mrc.mst.edu/\)\). The successful candidate will have the potential to access available matching research funds by being an active member of one or more of these Centers. The Department's civil engineering program has recently been ranked among the top 25 undergraduate and top 45 graduate civil engineering programs by the U.S. News and World Report. Additional information about the university and the department can be found at <http://civil.mst.edu/>.](http://</p>
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Review of applications will begin on December 1, 2012 and will continue until the position is filled. Interested candidates should electronically submit an application consisting of a cover letter, current curriculum vitae, a statement of research and teaching interests and goals, and complete contact information for five references to the Missouri University of Science and Technology's Human Resource Office at <http://hraadi.mst.edu/hr/employment/>. All submitted application materials must have the position reference number, 00049856, in order to be processed. Acceptable electronic formats that can be used for email attachments include PDF and Word; hardcopy application materials will not be accepted.

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In Memoriam

MSPE was saddened to learn about the deaths of eight of its long-standing members including one of the society's Past Presidents.

Stanley Dolecki, P.E. of the St. Louis Chapter was MSPE's President in 1990-91. He joined MSPE on September 1, 1957 and was granted life member status by the Board of Directors on February 1, 1994. Dolecki received a B.S. in engineering in 1950 from the University of Missouri-Rolla and had over 40 years of civil, environmental and municipal engineering experience including serving as project manager and manager of new business for the St. Louis office of Black & Veatch while acting as the society's President.



John Epple, P.E. with Western Chapter joined the society April 1, 1958. He received life membership

on January 21, 1998.

Roger Feaster, P.E. began membership in MSPE on March 1, 1962. He was affiliated with Western Chapter and was granted life membership status by the Board of Directors on February 6, 2001.

John Grist, P.E. of the Western Chapter joined MSPE on November 1, 1952. His life membership was approved on January 1, 1986.

Walther Mathews, P.E. became a member of MSPE on June 1, 1959 in the St. Louis Chapter area. He was granted life membership on August 20, 1991.

Edward Raney, P.E. joined MSPE in the Rolla Chapter on November 1, 1965. He received life membership on January 31, 2009.

Donald Townley, P.E. of Western Chapter became a member of MSPE on January 1, 1956. He was approved for life membership on March 9, 1982.

Donald Waidelich, P.E. joined the society on October 1, 1954 in the Central Chapter. He was granted life membership on August 12, 1980.

Welcome New Members

MSPE welcomes the following new members. Chapters are encouraged to invite new members to events and involve them in society activities to make their membership more valuable.

Jefferson City Chapter

James Deiderich, P.E.

35 Monarch Lane
Kaiser, MO 65047

Ozark Chapter

Ron Bailey Jr., P.E.

City of Springfield
111 W. Chestnut Expressway
Springfield, MO 65802

Dillon Sperry, P.E.

DeWitt & Associates, Inc.
1256 South Barnes Avenue
Springfield, MO 65804

Students

Jacob Berger

Elliot Duenow

James De Van

John Hampton

Austin Heath

Angela Hunt

Albert Polocoser

Adam Rowell

Jordan Taylor

Laura Zimmer

St. Louis Chapter Student

Le Roy Eason

Western Chapter Students

Byron Devlin

Philip Brown

Timothy Cambron

Robert Capotosto

Jacob Duerr

William Freeman

Richard Gowans

Timothy Hines

Clark Johnson

Alberto Kang

Govinda Koirala

Jonathon Lamanes

Dakota McGilton

Matt Moore

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Holmes Murphy

Overland Park, KS

Horner & Shifrin, Inc.

St. Louis, MO

Kuhlmann design Group

St. Louis, MO

Lockton Companies

Kansas City, MO

Missouri University of

Science and Technology

Rolla, MO

Palmerton & Parrish

Springfield, MO

Payne & Brockway, P.A.

Olathe, KS

PhotoScience, Inc.

(formerly M.J. Harden Associates)

Kansas City, MO

Scurlock Industries

Springfield, MO

Shafer, Kline & Warren

Overland Park, KS

Sprenkle & Associates

Monett, MO

Strickland Engineering

Jackson, MO

The Piker-Kulesa Group and

RBC Wealth Management

Leawood, KS

TranSystems Corporation

Kansas City, MO

UMKC School of Computing &

Engineering

Kansas City, MO

University of Missouri

College of Engineering

Columbia, MO

Walter P. Moore & Associates

Kansas City, MO