



Opening Remarks:

Welcome – Jeremy Stovall, CIAC President. The meeting started promptly at around 8:35 with the message from the President of the Construction Industry Advisory Council (CIAC), Mr. Jeremy Stovall, welcoming everyone in attendance. The welcoming message was divided into the following main ideas: Welcoming anyone new to the CIAC Board Meetings and the presentation of the overall agenda. When welcoming all the new representatives of CIAC companies attending the board meeting for the first time, Mr. Stovall asked each of them to introduce themselves and mention which company they represented. After the over 12 new attendees introduced themselves, Mr. Stovall thank them for their attendance and proceeded with the overall review of the agenda. Mr. Stovall mentioned that the meeting would take place in two adjacent venues: The George and Cavalry Court. He proceeded to give a full overview of the activities for the day and concluded with the CIAC’s support of the change of venues for the board meetings. Mr. Stovall concluded his opening remarks at 8:44am with the introduction of Dr. Patrick Suermann, Department Head of the Construction Science Department.

Patrick Suermann, Department Head, Construction Science, opened his remarks with an appreciation of everyone in attendance. Dr. Suermann then welcomed the University of Texas in San Antonio (UTSA)’s Department of Construction Science Department head, Dr. Tulio Sulbaran who was in attendance learning about our Construction Industry Advisory Council. Following the presentation of Dr. Sulbaran, and again thanking our CIAC, Dr. Suermann then gave the board some information on the status of CIAC matched endowed scholarships. Twenty years ago, in 1999, before the CIAC matching scholarship program began, the department of Construction Science had 14 total endowed scholarship endowments. Today there are 115. The large majority of those new scholarship endowments were created through the CIAC matching gift program.



The total in permanent endowed funds donated and matched through CIAC matches (including scholarships and endowed professorships) is \$3,723,470 Of that \$2,903,470 is endowed funds that will fund scholarships in perpetuity.

Dr. Suermann then gave an overview of President Young's vision for our university and mentioned how today's agenda for his presentation would be following his vision. Dr. Suermann then started his presentation with an overview of what he would talk about. The bullets below give an overview of what was presented.

From the Office of the President

- Why Now Matters
- Who We Are
- What We Will Do Next

Moving Past Vision 2020: The Next 150 Years

- Calls to Action
- Conclusion

Why now matters and who we are. Dr. Suermann started by saying that the university has now over 69,000 students and our program grew this year for the first time in 3 years and is now close to 1,200 strong. We are however, growing in quality. Dr. Suermann mentioned that according to an article written recently by the Wall Street Journal, Texas A&M is ranked No. 1 in return of investment and has the highest six-year graduation rates. Dr. Suermann mentioned that there are some websites which rank construction universities and these could be misleading. Texas A&M is an ACCE accredited university and the ACCE does not allow ranks. Nevertheless, Dr. Suermann believe we are a university which is looked upon by others as the leader in construction science. The presentation continued by saying that while we are believed to be the best, we need to continue to work on developing new ways to continue being the best. The program cannot stand still and rest, and just like the university as a whole needs to constantly move forward so will our department.



Dr. Suermann then went into how we need to move past 2020. He mentioned to the CIAC that our Department of Construction Science is working on a new strategic plan for the next 5-10 years. He mentioned that there would be future correspondence sent to all CIAC members requesting industry input into this new strategic plan. He presented a timeline which has been set for deliverables for the strategic plan which include: Pre-summit on January 3rd, 2020, Summit on January 24th and Final plan to be submitted sometime between mid-March and May.

Dr. Suermann continued his presentation by what he believes the vision is for the next 150 years. The vision includes community involvement, transformational education, discovery & innovation and global impact. He believes our department already has a huge involvement in our community through Aggie Build, COSC Student Organized Service day, etc. He used Construction-arium as an example of transformational education and how it is imperative that more students get involved in similar programs. Dr. Suermann used some examples on innovation such as Dr. Williamson's drone work for surveying and how all our COSC students get stick time as drone pilots. He referenced the upcoming Contech roadshow to take place at Texas A&M in February 2020. He concluded his 150-year vision of global impact by saying our department needs to continue to have firm diversity and international research partners.

Dr. Suermann then gave 8 points into how we can enhance our impact. These are:

1. Community stakeholder survey shows partnerships and collaborations are seen as effective, coordinated, and data oriented to ensure impact
2. Develop dashboard of university-wide impacts and efforts in addressing these issues a. Survey and assessment of metropolitan partnership efforts, in particular Brazos Valley, Houston, Dallas, Fort Worth, and McAllen
3. Expand leadership development programs serving rural communities and business development organizations
4. Enhance continuing education and leadership development opportunities with military or national defense
5. Collect annual data on our knowledge transfer and its impacts to include commercialization, engaged scholarship, and partnership development



6. Gather qualitative and quantitative evidence toward strategies of Texas A&M Abroad: Global Engagement Plan, increased study, internship, and partnership abroad
7. Create annual alumni survey and measure results longitudinally on former students and their impacts on community across a broad set of parameters
8. Develop a Former Student Impact Award, or enhance existing former student recognitions to include elements of measured impact

Dr. Suermann continued by presenting what he believes can make our department a best place to work. He mentioned 6 items necessary for this to happen.

1. Percent of students and employees participating in flourish activities
2. Increase staff-to-student ratios
3. Increase leadership quality index (i.e. improve engagement scores and leadership succession)
4. Assess number of employees with growth and development plans
5. Increase job categories with defined career ladders
6. Achieve Best Place to Work with Chronicle of Higher Education

Dr. Suermann then gave undergraduate, graduate, faculty and research success indicators which he believes if met, could certainly make our program the best in the nation.

Undergraduate Success Indicators

1. Increase URM undergraduate enrollment to 30%
2. Increase first-year retention to 95% with a stretch goal of 97%
3. Increase four-year graduation to 65% with a stretch goal of 70%
4. Increase six-year graduation to 85% with a stretch goal of 88%
5. Ensure all graduates have three high-impact academic experiences

Graduate and Professional Success Indicators

1. Improved time to degree and completion rates
2. Increase in institutional training grants and external fellowships
3. Career outcome
4. Increase in diversity enrollment and success



Faculty Success Indicators

1. Increase faculty diversity to better reflect the diversity of our student body
2. Increase retention rates of faculty
3. Develop a clear career ladder for APT faculty (measured by number of APT faculty who are promoted and have multi-year appointments)
4. Increase number of faculty with prestigious and highly prestigious awards
5. Increase national and international recognition of our faculty as educators

Research Success Indicators

1. Visibility and number of national/international recognized scholars
2. Growth in multidisciplinary collaborations and partnerships
3. Increase in publications in the highest-tier journals
4. Increase in citations and recognition of scholarly work

Dr. Suermann then concluded his presentation by introducing Mr. Hernan Guerra.

Professor Hernan Guerra, Industry Relations Coordinator, started his remarks by expressing his appreciation for everyone in attendance, especially those new CIAC members who were able to participate in their first ever CIAC Board meeting. Mr. Guerra then proceeded to welcome the new CIAC members who have joined since the Summer Luncheons

<i>Allen Butler Construction</i>	<i>CRB</i>	<i>MLN Company</i>
<i>Allied Orion Group</i>	<i>Evers & Sons</i>	<i>National Property Holdings</i>
<i>American Woodmark Corporation</i>	<i>Franco Builders</i>	<i>Noble Texas</i>
<i>Archer Western / Walsh Group</i>	<i>Greater Austin Development (AGADCO)</i>	<i>Paradigm Consultants</i>
<i>BKT Construction</i>	<i>Hill & Wilkinson General Contractors</i>	<i>Robinson General Contractors</i>
<i>Brown & Root Industrial Services</i>	<i>JPI Construction</i>	<i>Strategic Construction LTD</i>
<i>Chesmar Homes</i>	<i>Alliance Residential</i>	<i>The Porter company</i>
<i>Clark Construction of Texas</i>	<i>Kilgore Industries</i>	<i>US Army Corps of Engineers</i>
<i>Duininck Inc</i>	<i>LP Corporation</i>	<i>Opifex Enterprises</i>
	<i>Long Lake Ltd</i>	



He continued his presentation by providing an update on two out of the three Vision items he has spoken about during the Fall 2018 CIAC Board meeting: Company Diversity and Early Engagement. In early engagement he mentioned some of the initiatives that had been done in other to achieve an early engagement within our construction science students and our CIAC companies. He informed the CIAC how invitations were sent to all freshmen and sophomore students to not only attend Career Fair but also visit the Industry Relations Office prior to the Career Fair. The goal was to create excitement within these students and incite the request of summer jobs through our CIAC members. He informed the Board that in the fall of 2018, 33% of all junior students seeking an internship had zero experience in the construction sector but in the Fall of 2019 that number had decreased to 25%. While this will continue to be an ongoing action item, he was pleased by the large attendance of these lower level COSC students during the past Career Fairs and how the numbers had already decreased in only one year. Mr. Guerra then continued to explain his second initiative for early engagement, the rotation of the required field trips. In the past, the field trips had been assigned to various locations which seldom changed. For the last 3 semesters, there has been a rotation of CIAC member companies which allows them to “expand their brand”. The rotation does not only include the member companies but also their market sector, trying to make sure there are always opportunities for students in the construction field of their choice.

Mr. Guerra then proceeded to update the Board on the CIAC Construction Market Diversity goals set forth in 2018. He mentioned that the CIAC currently stands at 230 companies. Growing the CIAC to 230 companies in comparison to what our current student body of around 1050 makes a current ratio of CIAC company to student to be of 4.63. That ratio is close to what the CIAC prefers at 5 students per company. 230 CIAC companies is by far the largest the CIAC has ever been. The priority now will not be to expand but to continue with diversity of types of companies. The commercial general contractors within our CIAC now make up for only 45% of our total and this is the lowest it has ever been. The CIAC is growing and it is growing the right way, by adding different types of construction companies allowing for our students to choose the right fit when they graduate.

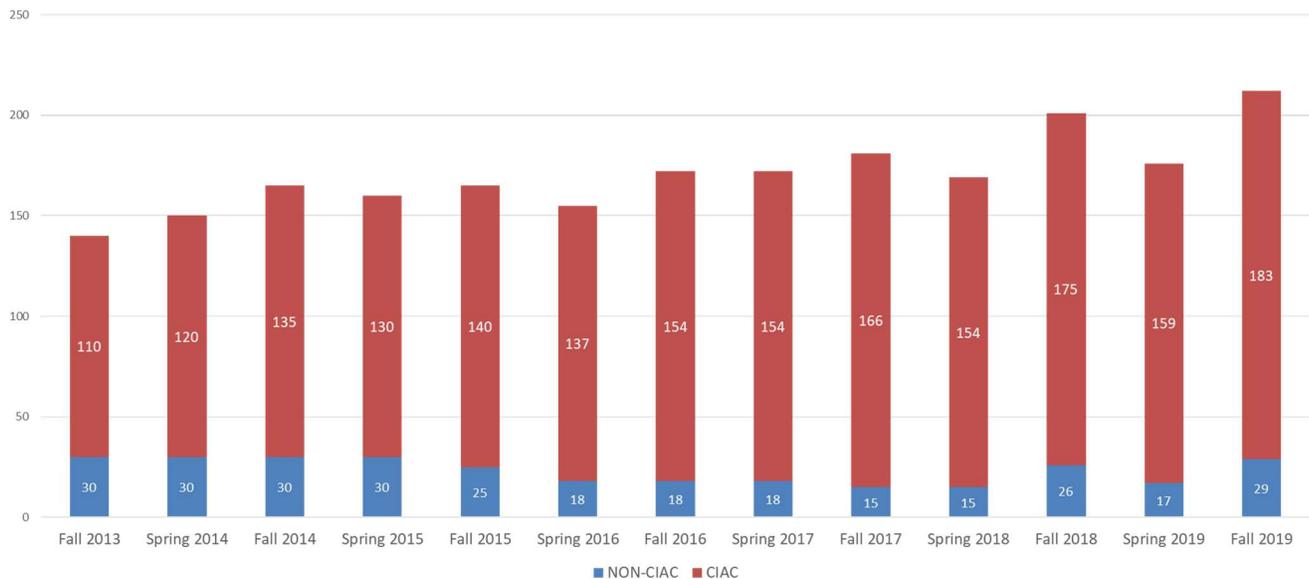


These are types of companies within our CIAC and the number of companies within that group:

- Commercial general contractors at 109
- Specialty Subcontractors at 40
- Residential and Multifamily at 30
- Industrial at 22
- Owner/Developer/CM at 15
- Heavy Civil at 13

Mr. Guerra concluded the update from his 2018 IRO vision by creating two new goals: 1. Continue to create new ways for early engagement of our COSC students with our CIAC members, 2. Create strategies for CIAC company retention and 3. Increase our partnership and networking opportunities.

Before proceeding with the exit survey information Mr. Guerra gave an update on our Career Fair numbers. The Fall 2019 Career Fair, at 183, was the largest CIAC Career Fair ever held, growing from 175 the year before.



Mr. Guerra gave the CIAC a new input from our survey. Who are CIAC members targeting at Career Fair.



- From Career Fair - Companies who hire only interns: 16%
- From Career Fair - Companies who hire only full time: 2%
- From Career Fair - Companies who hire both: 82%

Mr. Guerra then followed up his presentation by informing our CIAC members on the results of our COSC exit survey from the fall 2018 as it pertains to internships and employment data.

See the summary results below:

Student Employment Data – Spring 2019 Exit Survey

- 89% Have secured a construction job before graduation
- 90% had at least one job offer
- 89% plan to enter construction-related employment
- 64% received a job offer from their internship provider (down from 71%)
- 49% accepted a job offer from their internship provider (up from 43%)

Student Internship Data – Spring 2019 Exit Survey

- 98 Internship Students – Fall 2019
- 159 Internship Students – Spring 2019
- Average Salaries - \$16.72/hr
- Most Common hourly salary - \$17/hr
- Highest Salary (within the US) - \$28/hr
- Lowest Salary - \$12/hr

Sectors in which students will be employed

- 49% Commercial 60% Spring 2019 67% Fall 2018
- 6% Residential 5% Spring 2019 5% Fall 2018
- 6% Industrial 5% Spring 2019 4% Fall 2018
- 6% Heavy Civil – less than 2% in both Spring 2019 and Fall 2018

Top 4 major Texas cities in which students will work upon graduation

- 12% Dallas/Fort Worth 27% Spring 2019 23% Fall 2018



OVERALL SALARY AVERAGE

\$63,222 Summer 2019 - \$63,429 Spring 2019 - \$62,200 Fall 2018

AVERAGE HIRING BONUS - \$3,947

Highest Starting Salary – \$99K to Project Manager

Lowest Starting Salary - \$42.5K to Junior Estimator

Bonuses Given Ranged from \$750 to \$25K

Professor Guerra concluded his presentation by informing all present on the important dates for the CIAC for the next three years and thanking everyone in attendance once again.

Following Mr. Guerra's presentation, a student representing Aggie BUILD gave a 5 minute presentation on the status of their organization and how the money donated by the CIAC helps students build moveable clinics which are shipped to various parts of the world and named after important alumni.

Following the presentation from Aggie BUILD, two students representing the COSC AGC student chapter gave a check for an endowed scholarship to be matched from the CIAC funds in the benefit of our COSC students.

After the check was given, Professor Steve Rodgers gave the CIAC board a 10-minute presentation of Constructionarium. Some keys of this presentation were: what is Constructionarium, the location and types of construction competition, the week long and hard-working efforts made by the students, the hands-on experience, the number of students who have benefited from this trip and the fact that Texas A&M is only university from the United States who participates in this event every year. Mr. Rodgers then finished his presentation by asking the CIAC board, can it be done in Texas?

Dr. Suermann then presented Chuck Gremillion, C3 Director, who gave a presentation to the CIAC about what the C3 initiative is and its current status.



Mr. Gremillion gave a 40-minute presentation to the CIAC board about the history of construction labor in Texas and why C3 was created a few years ago. Mr. Gremillion then explained to the CIAC board what the C3 is and how it operates. The importance of the C3 is to have a sustainable construction workforce through training, better employee benefits and fair wages. He mentioned the companies that are involved in C3 and more importantly, the Owners who support this initiative. He mentioned that in order for C3 to work, Owners need to be sold on this idea of better quality and safety through training. Mr. Gremillion showed a few projects that have been recently completed using C3 certifications and then opened the floor for questions.

After Mr. Gremillion's presentation concluded at 10:30, there was a 20-minute break.

Following the break, the meeting resumed at 10:50 am with meetings of the various CIAC committees meeting in separate rooms for around 60 minutes. These CIAC committee meeting concluded shortly before noon and all members came back to the main room for lunch.

Immediately following the lunch break, Dr. Suermann mentioned the 5 companies whose owners graduated from the Construction Science Department and were being honored at the College of Architecture Aggie 100.

The winners for this year include:

- Stan Jenkins – Jenkins Design Build
- Tom Sexton – Lasal, LLC
- Christian Brown – (CIAC) Slate Construction
- Brent Walker – Walker Engineering
- Seth Williams – Z Constructors Nationwide, LLC



NOTE - It is important to note that Alpha Facilities, a valuable CIAC member was also a winner in the Aggie 100 for 2019 but was left out of the list because we were asked to include only those companies whose owners or presidents were graduates from the Construction Science Department.

The meeting continued at 1:20 pm with the updates provided by each of the committees.

BUDGET COMMITTEE:

Matt Summerville, The Brandt Company, and executive committee chair for Budget, started the presentation of his report by explaining what took place in the committee meeting. He explained how he began by reviewing the 2019 budget status and informing everyone present that all 12 CIAC matching scholarships, a value of \$120,000 of CIAC money, had been spoken for and 2 had been spoken for 2020. Matt then informed everyone that the amount of money which would be carry over to 2020 was of \$251,793. He continued by describing that while the budget for 2019 was made for \$452,000 plus \$26,052 from interest generated from the 750K endowed CIAC fund plus the \$208,336 carryover from 2018 which totaled \$729,494, the actual income for 2019 currently stood at \$799,651. This was from all the new CIAC members who joined in 2019. While this is a positive update, Mr. Summerville mentioned that the expenses also surpassed the budget in various categories including the Hard Hat Ceremony and the Career Fairs.

With this in mind, the committee then continued by planning a few changes for 2020. The income projected for 2020 was of \$528,500 with a carryover from 2019 projected at \$251,793. Therefore, the total available funds for 2020 were projected at \$806,354. The income approved budget is the following:

Income

Corporate Membership Dues	\$500,000
Individual Membership Dues	\$1,500



Interest from CIAC Support Fund (\$2171/mo)	\$27,000
Total Income	\$528,500
Retained from 2019	\$251,793
Total Available Funds	\$806,345

The budget expenses had one of the biggest changes in the last few years. The Hard Hat Ceremony budget for 2020 increased from previously 10K to 14K. A new line item for Construction-arium support was created and 25K were budgeted for 2020 in this category. A new category for the Career Fair website creation was also established at 15K. A one-time 15K CIAC matched scholarship endowment was created for the Hall of Fame winner. The Career Fair budget increased in 2020 from 30K to 45K. The line item for the endowed CIAC support fund which capped at 750K in 2019 was deleted and a new capital fund line item for Francis Hall Maintenance at 80K. The leadership minor budget item created for 2019 to match a very generous contribution by a CIAC members to create a leadership scholarship was removed since it was a one year only matched amount. It was important for the expenses to be real and to be less than the income projected (without the carryover). Below is the approved 2020 CIAC Budget:

<u>Expenses</u>	Budget
Student Enrichment	\$25,000.00
Hard Hat Ceremony - Graduation Event	\$14,000.00
Annual Banquet	\$22,000.00
Research Studies	\$25,000.00
CIAC Construction-arium Support	\$25,000.00
Endowed Matching Scholarships	\$120,000.00
Program Enhancement	\$60,000.00
Endowed Professorship	\$20,000.00
Matching Endowed Leadership Minor	\$ 0
Career Fair Website Portal Development	\$15,000.00
Constructor Hall of Fame Winner Endowed Scholarship	\$15,000.00



CIAC Meeting Expense	\$25,000.00
CIAC Career Fair	\$45,000.00
CIAC Endowment - CIAC Support Fund (goal of 750 OK)	\$ 0
CIAC Department Enrichment - Francis Maintenance	\$80,000.00
Former Student Members Promo - Tailgate	\$5,000.00
Development Fee & Credit Card Collection Fee	\$25,075.00
Total Expenses	\$521,075

All motions for the change in the budget for 2020 were brought up to the voting members and the budget was approved.

CURRICULUM COMMITTEE:

Mr. Brent Ballard, Marek Brothers, and Curriculum Committee Chair, started his report by informing the board that the executive committee under his direction had continued the conversations based on Mrs. Smith's spring presentation on first year experience and meta majors and on the new curriculum being created by the Department which will include 4 elective courses in lieu of only 1. Mr. Ballard invited CIAC members to join the Faculty in the creation of the COSC electives being suggested by the undergraduate curriculum committee. Mr. Ballard mentioned the CIAC board agrees with the changes being proposed for our department.

Mr. Ballard mentioned Mrs. Smith would send a survey of new courses to all CIAC members in November. The CIAC members are very interested in courses involving technology and are also interested in allowing students to do graded summer internships. Mr. Ballard concluded his presentation by introducing Mrs. Kendall Pouland.

DEVELOPMENT COMMITTEE:



Mrs. Kendall Pouland from Tellepsen, in representation of Mr. Tim Ross, Andrews-Myers and Development Committee Chair, started the presentation of her report by informing the board that the CIAC matched all 12 of the budgeted endowed scholarships for 2018 and 2019 and together it's the most given over a two-year period.

Mrs. Pouland continued her review by informing that the committee followed up from the Spring 2019 development committee conversations and following Texas A&M's Faculty member Steve Rodgers earlier presentation given to the committee of the Constructionarium which Texas A&M students attend every year in London, UK. Mrs. Pouland said the CIAC is very interested in an initiative proposed by Texas A&M's College of Architecture to hold a Constructionarium locally, potentially using the RELLIS Campus location for potentially inviting teams to compete. The committee started by offering support to the students attending the current Constructionarium in the UK with a 20K allowance to help pay for the travel and competition costs. The committee wants more than the 15-20 students who participate per year and this stipend may help. The committee believes this hands-on experience is transformative and wants the local opportunities to be inter-disciplinary by involving other College or Architecture students. The plan is to learn from what the Constructionarium team has done in England within the next few years and start small with local resources to create a smaller version locally, while continuing to attend the one in the UK. Both the COA and the CIAC are 100% in support of this initiative.

Mrs. Pouland concluded his presentation and introduced CIAC President, Mr. Jeremy Stovall from the Membership Committee.

MEMBERSHIP COMMITTEE:

Mr. Jeremy Stovall, CIAC President from Brookstone, in representation of Mrs. Lauren Collins from Kiewit, provided the updates from the membership committee meeting. The membership committee started their work by reviewing the recently approved new



procedures for selecting and awarding the Constructor Hall of Fame (CHOF) recipient. The new procedures involved the early submission of a letter for every nominee be sent 1 month before the CIAC meeting. The executive board met one day before this meeting and provided a recommendation based on the criteria defined. The recommendation is not necessarily the person who will win, but informs the CIAC board members attending the membership committee of the recommendations from the executive board only. Mr. Stovall mentioned that while there are still some minor things to work on, the procedure worked perfectly in the selection of the new Constructor Hall of Fame awardee. The 2020 winner will not only join the Hall of Fame, but will also present an endowed scholarship under his name the year he is inducted. There were 5 very good candidates submitted, all were reviewed by the members in attendance and a winner was selected. Mr. Stovall mentioned the winner will be announced in April during the Scholarship and Awards banquet event.

Mr. Stovall concluded his presentation and introduced Mr. Leland Rocchio from the Research Committee.

RESEARCH COMMITTEE:

Dr. Leland Rocchio, Jordan Foster, Graduate Program and Research Studies Committee Chair, started his report by informing the board that there were two presentations given by faculty teams from the Department. Both presentations had to do with technology: 3D Printing and Underground Utility Excavation Safety technologies. Dr. Rocchio mentioned both presentations were worthy of the CIAC \$25,000 grant and applauded the efforts by the faculty members. That said, Dr. Rocchio presented the winner of the 2020 CIAC Research Grant in Zofia Rybkowski and Manish Dixit for their research in 3D printing.

After the presentations by all committees concluded, Mr. Stovall provided some closing remarks. Mr. Stovall mentioned how it had been an honor to have been CIAC President for the last 2 years and gave a small description of all the things accomplished: Maroon Envelope, Procedures for Hall of Fame Selection and Research Grant selection, CIAC



growth and diversity, etc. Mr. Jeremy Stovall then presented Mr. Matt Summerville as the new 2020-2021 CIAC President and informed the board how Dr. Leland Rocchio would now head the budget committee and serve as CIAC Vice President. The vacant position left by Dr. Rocchio in the Graduate and Research Committee will now be occupied by Mr. Brent Ballard. Mr. Stovall then mentioned that the vacant position in the curriculum committee was voted by the executive committee the day earlier and the new head of the curriculum committee will be Mrs. Kendall Pouland from Tellepsen.

At 2:30pm, Mr. Jeremy Stovall concluded the meeting by thanking everyone in attendance, thanking all the staff, especially Mrs. Sodolak and the leadership of Dr. Suermann and Mr. Guerra for the organization of the meeting.