



Opening Remarks:

The Meeting started promptly at 8:30am with CIAC President Brent Ballard (Marek Brothers) opening the meeting by addressing the 75 attending and expressing the great time everyone had at the awards banquet the night before. Mr. Ballard then asked the attendees to show their hands if they were new to the CIAC or if this was their first time attending the CIAC Board meeting. There were around 20 new attendees out of the 75 present. Mr. Ballard thanked them for coming and asked them to introduce themselves and everyone did.

Mr. Ballard then talked about what we the CIAC stands for, who we are and our purpose as an advisory board. He took a piece of the syllabus to remind everyone present that the intention of the CIAC is to provide advice to Texas A&M so we can together create a better construction industry.

Mr. Ballard then proceeded to give an outline of the day's agenda and what each of the attendees could expect during the day. He explained to all new attendees what each of the committees is in charge of doing and informed them that they can choose whichever committee they wished to attend. Mr. Ballard then informed all attendees that students would be joining each of the committees, except the Budget committee and that they would provide feedback on our program and how to make it better. Mr. Ballard concluded his presentation by presenting Dr. Patrick Suermann, the interim Dean of the College of Architecture.

Dr. Suermann approached the podium and mentioned that while he knew most of the faces in the room, he wanted to introduce himself to all new attendees, especially since his role had recently changed. Dr. Suermann informed the committee that he had taken over the interim Dean position after Dean Vanegas stepped down on January 1st. He told the audience how the industry is the secret sauce of the success of the Department of Construction Science and how much he appreciated everyone present.



Dr. Suermann said he had recently created a dean advisory board consisting of 12 members of successful alumni to help him lead the program. He also said that from the 12 members of the Dean's advisory board, several of them played an important role in the CIAC. Dr. Suermann said that while his role as interim Dean may potentially be temporary, his 5-year contract as department head of Construction Science was still in place and in case he was not voted as Dean of the College of Architecture, he would be back as Department Head of Construction Science. Speaking of the College of Architecture, Dr. Suermann informed the committee that the name would be changed to the School of Architecture starting this year.

Dr. Suermann then showed some of the additions that the School of Architecture expects to gain on campus. Including a new building on West Campus and the Construction Field Lab or CFL. He said that the school of architecture was looking to naming the college and offered a total of 25 million Dollars in matching funds for anyone willing to spend 25M to name the School of Architecture.

Dr Suermann then continued by saying that there was a need for a stronger synergy between Construction Science and the other Departments within the school. He suggested that maybe some collaboration could be made along the departments which could include a single all-inclusive Career Fair. He spoke of the success of Construction Science, its CIAC and its 100% hiring ratio over the last 7 years. Dr. Suermann wants to build on the success of Construction Science to make the School of Architecture work following the model which was created by people like Jim Smith, Joe Horlen and George Eustace. Such model has been extremely successful in part because of its partnership with industry partners, specially those within the CIAC.

He concluded his presentation by presenting Dr. Phil Lewis, the interim Department Head of Construction Science.

Dr. Lewis welcomed everyone present and said he mainly wanted to inform the CIAC on the changes we are doing at the Department level. Dr. Lewis then introduced the new leadership team and their continuing or new roles.



- Debra Ellis will continue as Associate Department Head and will assist with the undergraduate program and staff.
- Dr. David Jeong will continue as Associate Department Head and will assist with the graduate and PhD programs.
- Dr. Amir Behzadan will become the Masters of Science in Construction Management (MSCM) Coordinator.
- Anthony Marraro will now lead the future Online only MSCM program.
- Dr. Sarel Lavy will be the new Assessment Advisor working to get our ACCE accreditations.

Dr. Lewis then spoke about our new PhD program and how successful it has become in such a short period of time. He said that this program is one he helped coordinate with Dr. Suermann since 2018 and was started in 2021.

Dr. Lewis then mentioned one research being undertaken by Alpha facilities and creating a cost survey database – He showed the link to all CIAC members present and asked them to participate. Professor Richard Palmer would lead these efforts in conjunction with graduate faculty.

Dr. Lewis concluded his presentation by introducing Professor Hernan Guerra.

Before his presentation, Mr. Guerra introduced Mark Standifer, King of Texas Roofing and mentor for the 2020-2022 TAMU COSC Roofing Competition Teams and presented the 2022 1st place roofing competition trophy to Dr. Lewis.



Professor Guerra welcomed everyone and reminded the CIAC how historic this Board Meeting was, since the very first CIAC meeting held around 20 years ago took place also in Rudder Tower. He then showed everyone a copy of the new 2022 Biennial report given to everyone in attendance and then showed the QR code which can be used to access the same report online. Professor Guerra then showed the list of all new CIAC members, over 26 new companies, shown below, have joined ciac so far in 2022.

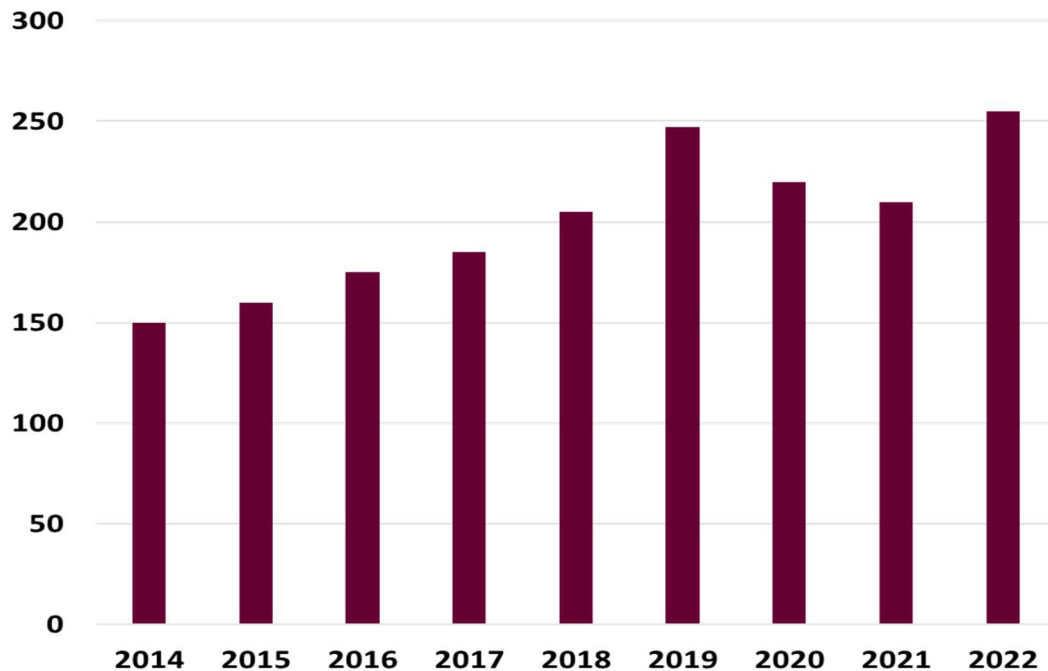
Alliance Industrial Company	Guido Construction	NorthStar Fire Protection of Texas
Ashton Woods / Starlight Homes	Heavy Construction Systems	Proverb Construction LLC
Builders FirstSource	Huffman Contractors	RED HAWK Contracting Company Inc
Butler-Cohen LLC	Keller North America Inc.	Skyler Design Build
CastleRock Communities, LLC	LGE Corporation	SPD Construction, LLC
Curtainwall Design Consultants	Lee Lewis Construction	Structures & Interiors, Inc
Comfort Systems USA	Lifescape Colorado	Talley Riggins Construction Group
Conti Federal Services LLC	LPL Solar LLC	UnionMain Homes
ECBuild LLC		W&W AFCO Steel

Mr. Guerra then informed the CIAC on the status of the CIAC membership and on the career fair numbers which will be shown in tables on the next page.

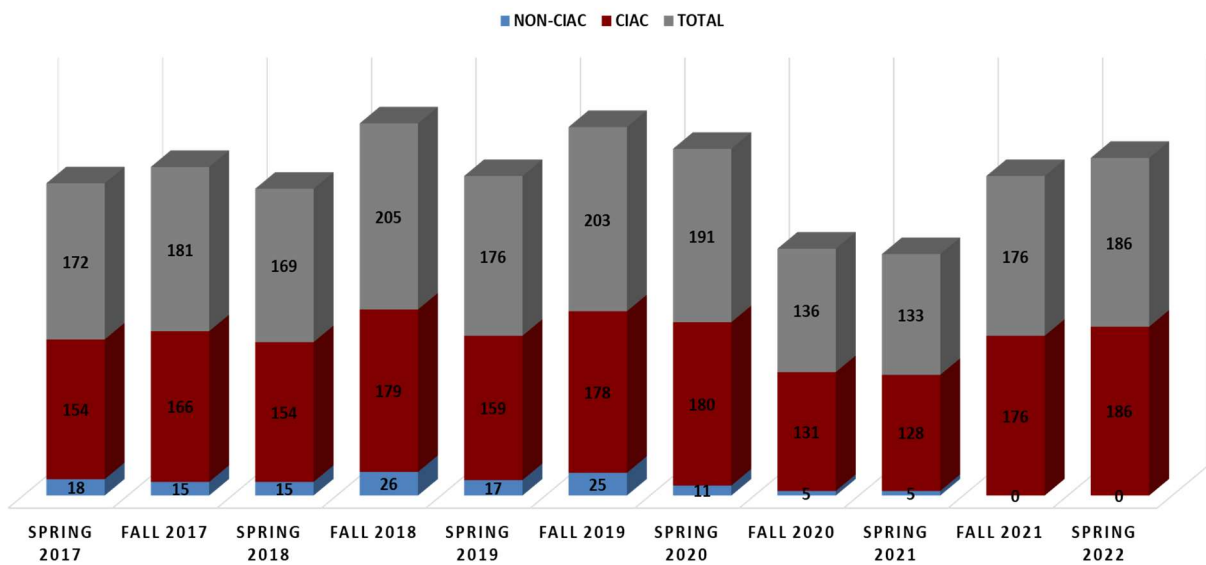
The CIAC is expecting to reach around 250 members this year. Professor Guerra informed the CIAC how we just held the largest CIAC Career Fair in history with 186 companies. This means the Fall Career Fair will more than likely reach close to 200 companies or exceed that number, breaking records yet again.



CIAC numbers by year



**COSC CAREER FAIR ATTENDANCE:
2017-2022**





Professor Guerra then went to talk about the exit survey numbers and internship averages. He informed the CIAC that he is seeing a radical increase in salary both in internships and in full time jobs as shown on the tables below:

STUDENT CLASSIFICATION	UNDERGRADUATE	GRADUATE
NUMBER OF STUDENTS SO FAR	67	50
LOW SALARY	\$ 15.00	\$ 17.00
AVERAGE SALARY	\$ 18.95	\$ 23.25
HIGH SALARY	\$ 29.00	\$ 39.00
MOST COMMON	\$ 19.00	\$ 25.00

The internship salary average went from \$17.50 to \$18.95. That's the highest increase over 6 months ever had. If you add the graduate students who used to be around 6 per semester and now over 70 are going to have summer internships, the average for all our students goes to over \$23 per hour.





On the full-time salaries, the average for our graduating undergraduate students went from \$65, 480 to \$67,758. This is also the highest increase in salary ever had over a period of 6 months. He showed the table above showing the salary averages over the last 2 years for CIAC members.

Professor Guerra concluded his presentation by showing a calendar of events for the next 3 years. He mentioned this calendar will be updated for our Fall CIAC Board meeting showing the events planned for 2025.

	<u>2022</u>	<u>2023</u>	<u>2024</u>
Career Fair			
Spring	Thursday & Friday, February 17-18	Thursday & Friday, February 16-17	Thursday & Friday, February 15-16
Spring Virtual	Friday, February 25	Friday, February 24	Friday, February 23
Fall	Thursday & Friday, September 15-16	Thursday & Friday, September 14-15	Thursday & Friday, September 19-20
Fall Virtual	Friday, September 23	Friday, September 22	Friday, September 27
Board Meeting			
Spring	Friday, April 29	Friday, April 28	Friday, April 26
Fall	Friday, October 28	Friday, October 27	Friday, October 25
Scholarship and Awards Banquet			
Spring	Thursday, April 28	Thursday, April 27	Thursday, April 25
Summer Luncheons			
Austin	Wednesday, July 13	Wednesday, July 12	Wednesday, July 10
San Antonio	Thursday, July 14	Thursday, July 13	Thursday, July 11
Houston	Wednesday, July 20	Wednesday, July 19	Wednesday, July 17
Dallas	Thursday, July 21	Thursday, July 20	Thursday, July 18
Harlingen	Tuesday, July 26	Tuesday, July 25	Tuesday, July 23
Tailgate	Saturday, September 17 BTHOmiami	Saturday, September 16 BTHOulm	Saturday, August 31 BTHOnotredame
* All dates are tentative and subject to change			

Following Mr. Guerra's presentation, the attendees were given a 20-minute break to start the CIAC committee meetings 20 minutes earlier than planned and give us more time to work on the agenda. The committees worked for one hour and 20 minutes and at exactly 11am, students from various classes joined each of the committees to have what is known as the "student focus groups". These students gave input about our program to CIAC members without faculty being present.



The students were invited to join the CIAC and faculty for lunch which took place between noon and 1pm.

At 1pm, Brent Ballard continued with the meeting by having all Executive committee leaders give an update on their work and on the information received from the students.

BUDGET COMMITTEE:

Sherra Ogden, Linbeck and in representation of Lauren Collins, Kiewitt, as chair of the Budget committee and VP of the CIAC gave an update on the status of the CIAC Budget. She mentioned how because of COVID we had been very conservative on the number of companies we budgeted for 2022. Last Fall, the CIAC decided to budget for 200 total companies. So far in 2022 we have exceeded the number of companies joining CIAC but because inflation, the expenses have also risen dramatically specially for Career Fair, whose cost doubled.

The following table shows the 2022 Approved Budget and where we expect the budget to end at the end of the year.

If the numbers are accurate, the CIAC will have over half a million dollars in money sitting in the account at the end of year, so discussions were had about how to use this money better, so it doesn't sit in an account without producing anything. A task force was going to be created at the Fall meeting to determine where this money could be used to benefit the students, the program and the industry.



CONSTRUCTION SCIENCE TEXAS A&M UNIVERSITY

Construction Industry Advisory Council

Construction Industry Advisory Council

Spring 2022 Board Meeting Minutes

Texas A&M Rudder Tower

Friday, April 29, 2022

2022 CIAC BUDGET - PROPOSAL

	2022 Approved Budget	2022 New Projected
Retained Earnings (01/01/22)	\$ 448,998	\$ 448,998.00
2022 Carry Over from CIAC Support Fund 57851 - not transferred	\$ 138,270	\$ 170,070.00
INCOME		
Corporate Membership Dues	\$ 475,000	\$ 560,000.00
Individual Membership Dues	\$ 1,500	\$ 1,500.00
Interest from CIAC Support Fund - 57851 (\$2650/mo)	\$ 31,800	\$ 31,800.00
Total Income	\$ 508,300	\$ 593,300.00
Total Available Funds	\$ 1,095,568	\$ 1,212,368.00
EXPENSES PER BYLAWS	Budget	
Student Enrichment	\$ 25,000.00	\$ 25,000.00
Hard Hat Ceremony - Graduation Event	\$ 14,000.00	\$ 11,000.00
Annual Banquet	\$ 22,000.00	\$ 22,000.00
Research Studies	\$ 25,000.00	\$ 25,000.00
Endowed Matching Scholarships	\$ 160,000.00	\$ 160,000.00
Program Enhancement	\$ 60,000.00	\$ 60,000.00
Endowed Professorship	\$ 20,000.00	\$ 20,000.00
CIAC Meeting Expense	\$ 25,000.00	\$ 20,000.00
CIAC Career Fair	\$ 60,000.00	\$ 110,000.00
Lifetime Members Promo - Tailgate	\$ 5,000.00	\$ 9,000.00
Development Fee & Credit Card Collection Fee	\$ 23,825.00	\$ 28,075.00
<u>Fixed Costs Total</u>	\$ 439,825.00	\$ 490,075.00
VOTED EXPENSES		
TBD by Task Force	\$ -	\$ -
CIAC Endowment - CIAC Support Fund (goal of 750 OK)	\$ -	\$ -
CIAC Department Enrichment - Francis Maintenance	\$ -	\$ -
Tech Improvements in Francis	\$ 100,000.00	\$ 100,000.00
Construction Field Lab (TBD)	\$ 100,000.00	\$ 100,000.00
<u>Voted Expenses Total</u>	\$ 200,000.00	\$ 200,000.00
Total Expenses	\$ 639,825.00	\$ 690,075.00
Balance	\$ 455,743.00	Exp. Retained Earnings \$ 522,293.00



Mrs. Ogden then introduced Mrs. Kendall Pouland from Build Better Ways.

CURRICULUM COMMITTEE:

Kendall Pouland, formerly of Tellepsen and now President of Build Better Ways, as chair of the curriculum committee gave an update on what was discussed as a committee and then with the student focus groups.

Kendall informed the CIAC that the group that they primarily spoke about which classes to offer at the future Construction Field Lab. They thought about 3 main classes which should definitely be considered as immediate needs for hands on experience.

- Materials and Methods
- Surveying and Field Engineering
- Construction Field Supervision – on entire construction process

On this last one, Mrs. Pouland said that the committee wanted classes that taught students items such as earthwork, layout, underground utilities, formwork, MEP rough-in, concrete, drywall, etc. These classes needed to be given to students on the sophomore or junior level. They mentioned that a superintend type course could be given at the CFL for seniors interested in that path. This class should involve safety, problem solving, coordination amongst trades and site logistics.

They spoke about the need for students take classes which will give them field experience but also spoke about the need for staffing. The consensus is that the CFL may need much more industry support.

Lastly and before meeting the senior students. The committee spoke about the online masters program and found that construction is about relationships and having the classes online may prevent these students from meeting their peers.



The curriculum committee then met with senior students. The students loved the way that internships are being pushed to be taken on their senior year. They want more experience and more classwork because they feel the need to impress the companies they work for in order to gain a full-time job opportunity. The industry told these students that they preferred the internships earlier and that the students did not need to impress the companies with knowledge, only with hard work ethic.

The students told industry that they wanted a little more structure during their internships. They have no issues working hard but want to have a clear expectation of their duties and someone to guide them to reach their goals both personally and for the project assigned. They want balance on office and field

The senior students who attended the meeting also said they did not like the way the current surveying class is being taught and that they want more classes on construction sequencing and scheduling.

These senior students said that they felt that faculty and staff really cared about them and about their success and said that they do not wish a joint career fair with the school of architecture or any other department.

Mrs. Pouland then introduced Jerry Hoog from Bartlett Cocke.

DEVELOPMENT COMMITTEE:

Jerry Hoog, former President of Bartlett Cocke and in representation of Tim Ross provided the update from the Development committee. Mr. Hoog mentioned that most of the conversation was about the CFL. They spoke about what the cost could be for buildings at the CFL and how to make them happen. Mr. Hoog said that the committee said that something similar to what



happened at Francis Hall a decade ago could be made for the CFL. This means giving many opportunities for multiple donors to contribute portions of the campus or building.

They spoke about ideas on what the students can build at the CFL. The committee said that students can build something similar to what they do at Constructionarium in the UK. A pre-planned building which gets assembled and demolished multiple times. He said that students could also build something similar to what Aggie BUILD does and provide a service to the community. A similar project could be to build mini houses and donate them. Mr. Hoog said the committee also suggested that CFL is a place where mockups of actual construction projects done on campus can be done by students with the help from industry.

The committee also spoke about the logistics. He said having the Rellis campus being so far away from the main campus was an actual challenge. He said the committee suggested mini semesters of possibly two-week durations and using the summer terms to potentially teach more students at the CFL but said the intent should be to use the CFL year round.

The committee then met with Junior students. The students mentioned they loved the interaction between the industry and the Department. They said they loved the guest lectures and learning from these companies, but they said they do not like when companies come to give guest lectures and only build themselves up, without providing any actual content to the class.

The junior students who have done internships said they loved them and that has been their favorite part of our strong industry partnership. The committee told the students that they should tell companies what they wish to do during their internships. If they wish to do field work, then ask for field work, if they wish for estimating, then ask for estimating, and so on.

The students said that they liked how our faculty is very easily accessible to them and willing to help. They want classes that introduce them to more construction opportunities other than just the typical and they want to have more field trips. The students feel that the CFL would be extremely beneficial since they all agreed that they need more field experience.



When asked about Career Fair, the students said they liked the current format and do not wish to combine the career fair with other departments.

Mr. Hoog then introduced Stefan Gresham from Opifex.

MEMBERSHIP COMMITTEE:

Stefan Gresham, CFO of Opifex and chair of the membership committee provided an update on what the membership committee spoke about. He said the committee believed we should have diversity in our CIAC. The committee believed there is an untapped resource with material suppliers and fabricators but see the increase of specialty trade contractors as a good sign.

The membership committee mentioned that networking between CIAC members would be a positive addition to the calendar of events and proposed quarterly social mixers in various cities for CIAC companies to interact with one another.

The committee also spoke about the CFL and believed the project to be a great idea for our department. They believe the addition of specialty trades and material suppliers would help in getting donations of materials and even equipment to the CFL. They believe the students would take full advantage of the facilities even if they needed to take night or weekend classes.

Finally, the committee spoke about the online Masters program. They believe there is a need and support it although they would prefer for students to take the regular face to face masters program since it is important in construction to build personal relationships which may not happen on an online version.

Upon completion of their agenda, the membership committee hosted the freshmen and sophomore students. The students said that they love their classes so far but have concerns on their teaching assistants. They said communication with their Tas was not always good. They



also had concern over the lack of space and on the current growth of the program. They don't like having to travel so far along campus to take classes.

The students mentioned that they loved the idea of a CFL and loved the idea of taking their materials and methods class with working and seeing the materials in hand. They want to learn about new technologies, and they believe the CFL could be used for that as well. They do not like Management 209 and believe there should be a business management class tailored to the construction industry. This new class could talk about payment applications, change orders, etc.

Mr. Gresham then introduced Robert Hodges from Moss

GRADUATE AND RESEARCH COMMITTEE:

Robert Hodges, from Moss in representation of Cory Weiss from Brookstone and chair of the Graduate and Research Committee, provided the committee on an update on what was discussed.

Mr. Hodges mentioned that the committee started with a presentation of an update from Dr. Julie Hartell, or as the committee called her, the "concrete lady", on the research sponsored by the CIAC for 2022. Dr. Hartell informed the CIAC on the status of her research on the concrete waste demolition material being re-used. She said that she could not finish to cast and pour some samples to give away to the committee but explained that there was a lot of progress being made so far. Mr. Hodges said the committee was very impressed with the information provided by Dr. Hartell.

Mr. Hodges then said that the committee spoke about the online masters program and that they felt that this program could be used for people who studied something else and wanted to have a career change into construction. They said they supported the program.



Mr. Hodges said that the committee then met with Graduate students. The graduate students mentioned how sometimes they have a hard time getting job offer at Career Fair and that they just want an opportunity to prove themselves.

Graduate students want an introduction to construction class be offered to them to learn about how construction takes place in the United States. They come highly motivated and know things about construction but not how the process takes place in the US and even less about the management of projects.

This concluded the presentation from the committees. Mr. Brent Ballard then introduced Professor Tony Marraro who gave an update on the online masters program. Professor Marraro mentioned that he had only been working on the project since mid-February but have already reached to multiple peer institutions.

He said the feedback that he has received from universities is that there is a big need for this online masters program. He said the demographics from peer universities in such a program is the following:

90% industry practitioners who have different degrees

3-5% career changers

Less than 1% existing regular masters students looking to complete degree online

Tony asked the CIAC to support with qualified instructors, scholarships, money to create a help desk, but mainly by allowing their employees to have time and flexibility in their work schedules to be able to complete this masters if they wish to do so.

Brent Ballard concluded the meeting at 2:30pm and thanked everyone for their time.