



Opening Remarks:

The Meeting started promptly at 8:30am with CIAC President Brent Ballard (Marek Brothers) opening the meeting by addressing the 95 attending CIAC members. 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 95 present. Mr. Ballard thanked them for coming and allowed new attendees were given the opportunity to introduce themselves.

Mr. Ballard explained to the group that they would be divided into subcommittees each with a different purpose and a different department request. He emphasized how this is an extremely important part of what we do because those in this room represent broad facets of the industry and even different phases of careers and positions. All extremely important and provides a rich perspective that allows the department to get the feedback necessary to help continue building a program that is relevant to the current industry. For almost 25 years the CIAC has done just that. We have supported this department and helped build it and improve it to where it is today, and you can take pride in being a part of that mission. Mr. Ballard wants you to enjoy today, enjoy the professionals you get to spend it with and know that you are an essential part of an almost 25-year legacy of helping to put this department in a class of its own.

Dr. Suermann approached the podium and introduced 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 for almost one year and that a new Dean search would start likely in 2023. He mentioned he can only be interim Dean for 2 years. Likewise, he said that there would be a committee to ratify the interim Department Head of Construction Science or search for a new one in 2023. He said he was part of a committee searching for other Deans for the University, including Engineering and the new School of Performance, Visualization, and Fine Arts.



Dr. Suermann said that his office had recently changed to the Coke building and that our School of Architecture Business Office moved to the Coke Building as well. Dr. Suermann then said that in his meetings with President Banks, the growth of Construction Science was mentioned.

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. 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 a model has been extremely successful in part because of its partnership with industry partners, especially those within the CIAC. For that reason, the School of Architecture recently hired an Industry Relations Liaison for the Design side of the school. Donna Coussons, formerly an executive from CIAC member Linbeck, is now in charge of such an office. Dr. Suermann then apologized that he had to leave to attend another event, but mentioned he would be back in the afternoon for the conclusion of our meeting.

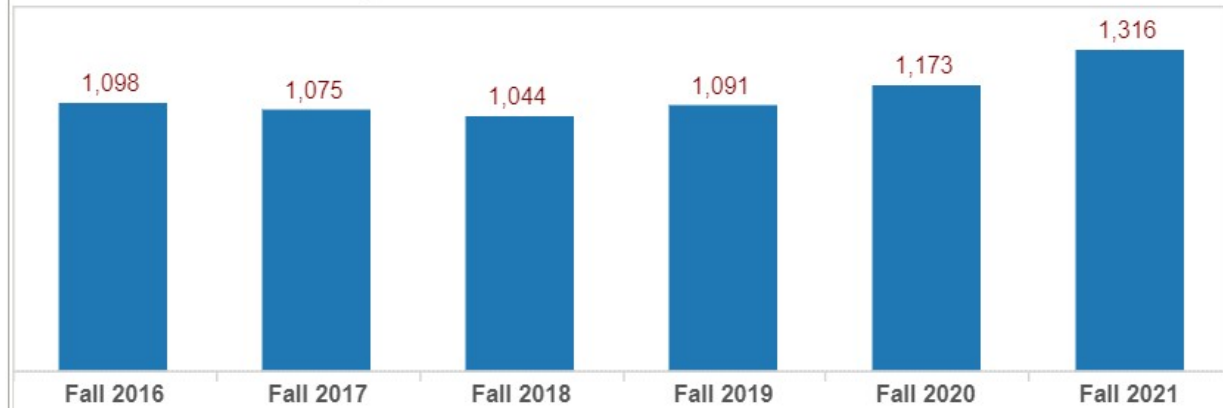
He concluded his presentation by presenting Dr. Phil Lewis, the interim Department Head of Construction Science.

Dr. Lewis welcomed everyone present and said he mainly wanted to inform the CIAC on the current state of our program and faculty numbers, the recent growth in enrolled students at the program, our faculty search, and on the meeting, he recently had with Texas A&M's President Katherine Banks to discuss our department's future.

Dr. Lewis started by giving our CIAC a historical representation of our student body and how we have grown significantly since 2020. He mentioned that with the current 1,392 student enrollment for the Fall 2022 semester, the department of Construction Science is the largest it's ever been.



Student Headcount by Term



Dr. Lewis then informed the CIAC of our faculty numbers. Dr. Lewis said that while our faculty numbers have increased in the last 2 years and have become more diverse, we are still in need of many more faculty members, especially since the main growth has been with graduate teaching assistants and not on full faculty members as the table below shows.

	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
Professor	1	3	3	3	2
Assistant Professor	4	3	2	4	2
Associate Professor	15	12	11	10	11
Other Faculty	20	23	22	25	24
Subtotal	40	41	38	42	39
Graduate TA	9	10	12	12	19
Faculty Total	49	51	50	54	58

Dr. Lewis then went on to talk about his meeting with President Banks. He said that President Banks was impressed with our program and wanted to help us grow to meet the current demand from the construction industry. Dr. Lewis said that there is a national need for over 38,000 construction managers every year and it will be so for the foreseeable future. Dr. Banks does not want us to grow to 2,500 students, she wants the Department to grow to meet the industry needs



regardless of the number of students we have. Dr. Lewis believes that within the next 2 years he believes we could reach or be close to 2,000 enrolled students. He said the numbers of students applying has increased since 2020 and we are still admitting only a fraction of those applicants.

	2017	2018	2019	2020	2021
Applied	422	445	574	537	611
Admitted	258	259	317	361	396
Enrolled	204	208	254	294	319

Dr. Lewis reiterated that the goal of 2,500 enrolled students is not a mandate, but he believes that it can be achieved regardless within 5 years. Based on the numbers, roughly 50% of applicant students enroll in our program. He said that we can admit more students, but more importantly, we need to admit the right students.

Growing is inevitable, but in order to do so, we need more faculty. Dr. Lewis said that we are currently approved to hire 10 new faculty members: 3 tenure track and 7 practice faculty members. He said we needed help from the industry in order to fill these positions. Dr. Lewis mentioned that not all hired faculty members may need to be full-time, but that we would need to be flexible in order to attract the right faculty members.

Dr. Lewis then said that some of these part-time faculty members can help us in our developing online Masters of Construction Management program. Dr. Lewis said that this could be our Department's wild card since he believed that this was the first way our program could grow the fastest in the immediate future.

Dr. Lewis then concluded his presentation by introducing Professor Hernan Guerra, our Department of Construction Science Industry Relations Coordinator.

Professor Guerra welcomed everyone and mentioned the amazing venue for our meetings. He said the Memorial Student Center was perfect for our meetings moving forward. He then showed



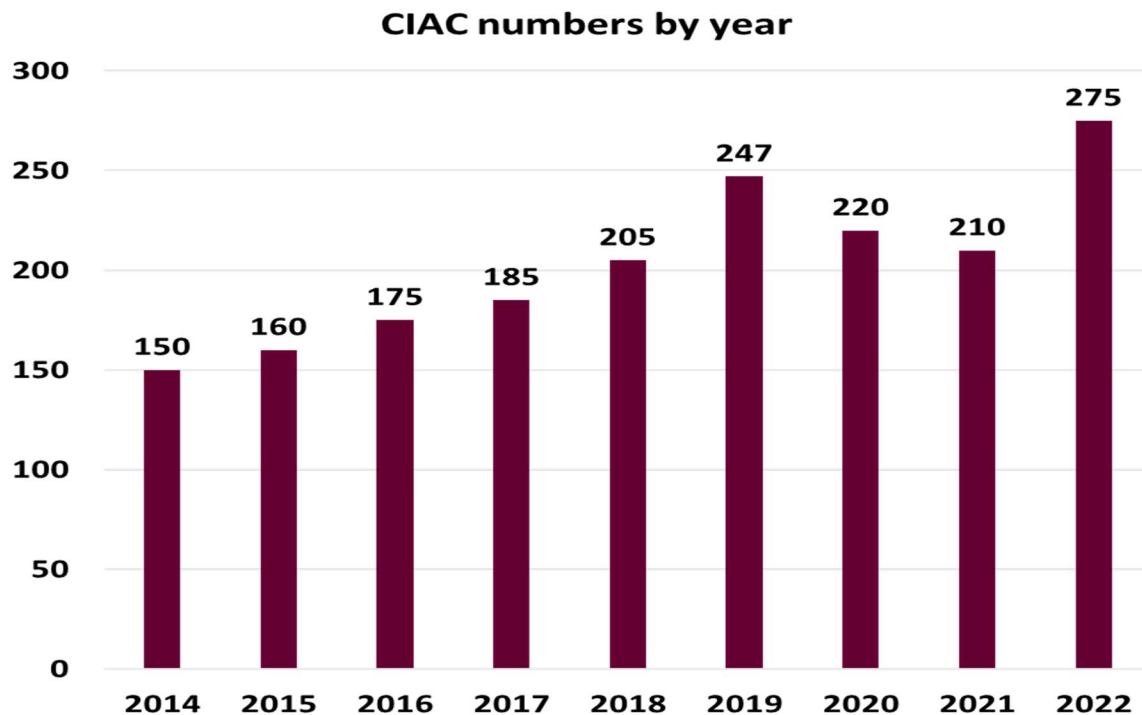
everyone a copy of the new 2022 Biennial report given to everyone in attendance and then showed the QR code which can be used to access the same report online. Professor Guerra said that 2022 was the year of records. From the largest Career fair ever held, to the largest amount of CIAC members.

Professor Guerra then showed the list of all new CIAC members, over 75 new companies, shown below, have joined ciac so far in 2022.

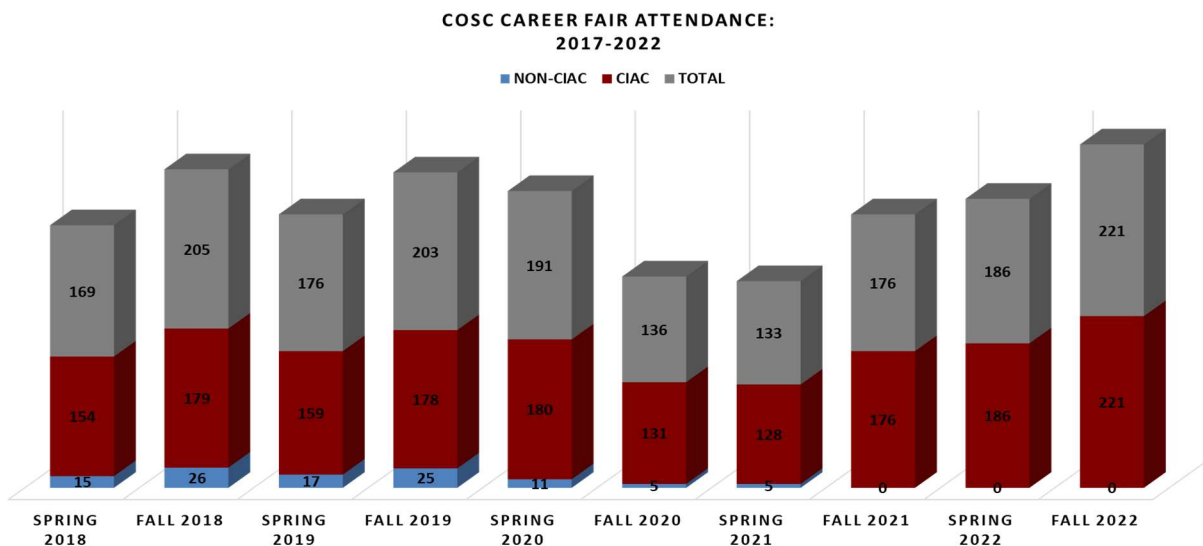
Alliance Industrial Company	Gallagher Construction Services	MI Inc Mechanical Contractors
Apache Industrial Holdings	Grand Endeavor Homes	Modern Constructors
ARCO / Murray National Construction Company	GroundFORCE Building Systems, LLC	Newtron Beaumont, L.L.C
Ashton Woods / Starlight Homes	Guido Construction	Northstar Fire Protection of Texas (Brad Macmillan)
Bellevue Commercial	Hajoca (Moore Supplies)	Partners In Building
Billd	Haselden Construction	Phillis/May Corporation (Gilbert May, Inc)
Block Builders LLC	Heavy Construction Systems	Proverb Construction LLC
Builders FirstSource	Huffman Contractors	QTS Data Centers
Butler-Cohen LLC	Hutchinson Construction	Qualico Development US
Camilo Properties	Jenkins Design Build	Rand* construction
Capital Commercial Investments, Inc	JK Bernhard Construction Co., LLC	RED HAWK Contracting Company Inc
CastleRock Communities, LLC	Keller North America Inc.	REEDER Construction
CDC	Kingham Dalton Wilson, Ltd.	Resia, LLC
CE Barker	KSC, Inc	Skyler Design Build
Clark Wilson Builder GC, LLC	Lee Lewis Construction	Structures & Interiors, Inc
Comfort Systems USA	Legacy DCS/MCS	Suffolk
Conti Federal Services LLC	LGE Corporation	Talley Riggins Construction Group
db Constructors	LGI Homes	Taylor Morrisson of Texas - Darling Homes
DynaGrid	Lifescape Colorado	TCS Mechanical
E & S Construction	Lithko Contracting LLC	The Morgan Group
ECBuild LLC	Locke Solutions	The Neenan Company
Encore Electric	Los Alamos National Laboratory	The Trevino Group
Evers & Sons Inc.	LPL Solar LLC	Trophy Signature Homes
Flynn Construction	Maple Multi-Family Contractor	UnionMain Homes
G. W. Mitchell Construction	Metropolitan Contracting Company	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.

Mr. Guerra said that at the Summer lunches, he mentioned the expected the CIAC to reach around 250 members in 2022, similar to the 249 from 2019, but actually we finished the year with 275 members.



Mr. Guerra said that the Fall Career Fair was the largest in Departmental history with 221 registered and 223 in attendance. That's an increase of 17% from the 2nd largest CIAC career fair ever held (Spring 2022).





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

COMPARISONS OF SPRING 2022 TO FALL 2022

- **162 Students in Fall 2022 – 141 in Spring 2022**
- *Average Undergraduate Salaries - \$18.75/hr. – (up from \$17.84)*
- *Most Common hourly salary - \$18.00/hr.*
- *Highest Salary (within the US) - \$25/hr. (No Change)*
- *Lowest Salary - \$16/hr. (up from \$15)*

The internship salary average went from \$17.84 to \$18.75 That's the highest increase over a 6 month span ever. If you add the graduate students who used to be around 6 per semester and are now over 70 for 2022, 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. At around 3.6%, 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 then presented the CIAC with a status of our competition teams and our plans for 2023.

	2020	2021	2022	2023	2024
ASC REGION 5 - COMMERCIAL CONSTRUCTION	PART	1ST	PART	REG	INTEND
ASC REGION 5 - HEAVY CIVIL					INTEND
ASC REGION 6&7 - OPEN: PROJECT MANAGEMENT	PART	PART	PART	REG	INTEND
ASC REGION 6&7 - OPEN: MECHANICAL	1ST	PART	NA	REG	INTEND
ASC REGION 6&7 - OPEN: INTEGRATED PROJECT	NA	NA	NA	REG	INTEND
NRCA ROOFING COMPETITION	1ST	4TH	1ST	REG	INTEND
NATIONAL ASSOCIATION OF HOME BUILDERS	PART	6TH	4TH	REG	INTEND
AIC ETHICS COMPETITION	2ND	2ND	NA	INTEND	INTEND

Professor Guerra then spoke about an initiative currently being discussed amongst our leadership team, led by Dr. Phil Lewis and Dr. David Jeong, and supported by Professor Guerra, the Innovation Ideas Competition and Research Program (I2CRP) for COSC Interns is a possible tool to have our future COSC students working on internships think of innovations that can be put to practice in Construction. The students who present their best ideas would get a cash prize and much more. The idea being developed is discussed below:

- Interested interns submit their one-page innovation idea/research problem statement at the end of their internship
- Invited students for competition (two times a year) will present their ideas and research problem statements and the panel of three COSC faculty will select the winners (up to three winners a year)



- Each winner will receive a cash prize (\$1,000) and will be given a research opportunity on the topic for up to two semesters through research scholarship from this I2CRP program. The student will be provided with proper guidance from a COSC faculty member.
- The student will be given an opportunity to present his/her research at an international conference such as the Associated School of Construction (ASC) annual conference.

Some of the students who demonstrate high research abilities will be encouraged to apply for our graduate programs (M.S. and/or Ph.D.) and they will be given top priorities for graduate scholarships.

Professor Guerra concluded his presentation by showing a calendar of events for the next 3 years as shown below:

<u>CIAC Important Dates</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
CIAC Career Fair			
Spring	Thurs and Fri, Feb 16-17	Thurs and Fri, Feb 15-16	Thurs and Fri, Feb 20-21
Fall	Thurs and Fri, Sept 14-15	Thurs and Fri, Sept 19-20	Thurs and Fri, Sept 18-19
CIAC Board Meeting			
Spring	Friday April 21, 2023	Friday April 26, 2024	Friday April 18, 2025
Fall	Friday October 27, 2023	Friday October 25, 2024	Friday October 24, 2025
Scholarship and Awards Banquet			
Spring	Thursday April 20, 2023	Thursday April 25, 2024	Thursday April 17, 2025
Summer Luncheons			
Austin	Wednesday, July 12	Wednesday, July 10	Wednesday, July 8
San Antonio	Thursday, July 13	Thursday, July 11	Thursday, July 9
Houston	Wednesday, July 19	Wednesday, July 17	Wednesday, July 15
Dallas	Thursday, July 20	Thursday, July 18	Thursday, July 16
Harlingen	Tuesday, July 25	Tuesday, July 23	Tuesday, July 22
Tailgate	Saturday, September 16, BTHOulm	Saturday, August 31, BTHOnotredame	Saturday, August 30, BTHOutsa
* All dates are tentative and subject to change			



Following Mr. Guerra's presentation, the invited guest speaker, Laying Foundations took the floor to talk about their ideas on closing the construction knowledge gap between our retiring construction managers and the new graduating students.

Their presentation centered on 3 facts: Construction is never going away; the construction narrative needs to be rewritten; and training the next generation of builders. Their aim is to assist college students by using social media to create a link between the older generation of retiring construction managers and the new generation. Their presentation lasted 25 minutes. Following the conclusion of the presentation from Laying Foundations, the board divided to attend the multiple committees.

The committees met for 90 minutes and then lunch was provided between noon and 1pm. After lunch, the committee chairs gave a presentation of their work.

BUDGET AND DEVELOPMENT COMMITTEES:

Lauren Collins, Kiewit, as chair of the Budget Committee and VP of the CIAC gave an update on the status of the CIAC Budget and the Development committee (on behalf of Tim Ross – Andrews Myers). She mentioned how because of COVID we had been very conservative on the number of companies we budgeted for 2022 and on the expenses we had for 2020 and 2021. Last Fall, the CIAC decided to budget for 200 total companies. So far in 2022, we have significantly exceeded the number of companies joining CIAC but because of inflation, the expenses have also risen dramatically, especially for Career Fair, whose cost doubled. The number of companies that joined the CIAC in 2022 was: 220 Full-time members and 48 Half year members for a total of 268. This means the revenue was exceeded by a total of \$140,000. That said, the cost for the Career fair and the tailgate also almost doubled so the expenses for the year exceeded the budget by a total of \$57,000.



Because of that, we have budgeted for 2023 for a total of 250 company members: 220 Full year and 30 half year. We also increased the cost of the Career fairs and the tailgates to represent the true cost. More significantly, the committee realized that the CIAC is growing beyond the point of keeping records on excel and deciding unilaterally on how to spend the money, and therefore, it was voted to create a task force to determine the expenses needed by the department to supplement those already incurred following the by-laws.

Following a visual update on the status of the 2022 budget, Mrs. Collins showed the committee the proposed 2023 budget and asked for the members to vote on its approval. The motion to approve the budget was done and the CIAC approved the budget for 2023.

The following table shows the 2023 Approved Budget and where we expect the budget to end at the end of the year.

Some important things to notice:

- Increase in CIAC memberships
- Increase in Cost for tailgate
- Increase in cost for career fairs
- 100K for Francis Hall improvements removed
- 100K for CFL removed
- 150K for increasing the 705K endowment (57851)
- 300K for any department need per request and to be approved by CIAC task force following a procedure to be put in place in 2023

PLEASE SEE THE 2023 APPROVED BUDGET



CONSTRUCTION SCIENCE
TEXAS A & M UNIVERSITY

Construction Industry Advisory Council

Construction Industry Advisory Council

Fall 2022 Board Meeting Minutes

Texas A&M MSC

Friday, October 28, 2022

Account 57851 Endowed	\$ 750,000.00
2022 Carry Over from CIAC Support Fund 57851 - not transferred yet	\$ 170,070.00
Interest from CIAC Support Fund - 57851 (\$2758/mo)	\$ 31,800.00
	\$ 201,870.00

Retained Earnings (01/01/22) - Account 73158	\$ 548,805.00
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INCOME

Corporate Membership Dues	\$ 537,500.00
Individual Membership Dues	\$ 1,500.00
Total Income	\$ 539,000.00

Total Available Funds (ALL Row 16, 11, 9)	\$ 1,289,675.00
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EXPENSES PER BYLAWS

	Budget
Student Enrichment	\$ 25,000.00
Hard Hat Ceremony - Graduation Event	\$ 15,000.00
Annual Banquet	\$ 40,000.00
Research Studies	\$ 25,000.00
Endowed Matching Scholarships	\$ 160,000.00
Program Enhancement	\$ 60,000.00
Endowed Professorship	\$ 20,000.00
CIAC Meeting Expense	\$ 18,000.00
CIAC Career Fair	\$ 120,000.00
Lifetime Members Promo - Tailgate	\$ 15,000.00
Development Fee & Credit Card Collection Fee	\$ 29,645.00
<u>Fixed Costs Total</u>	<u>\$ 527,645.00</u>

VOTED EXPENSES

TBD by Task Force	\$ 300,000.00
CIAC Endowment - CIAC Support Fund (goal of 750 OK)	\$ 150,000.00
CIAC Department Enrichment - Francis Maintenance	\$ -
Tech Improvements in Francis	\$ -
Construction Field Lab (TBD)	\$ -
<u>Voted Expenses Total</u>	<u>\$ 450,000.00</u>

Total Expenses	\$ 977,645.00
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Balance	\$ 312,030.00
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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.

The committee learned about our current degree plan on the changes that will take place in 2023. Some of the changes involve adding new electives but also reducing the number of electives from 5 to 4. The 1 credit safety 1 class will no longer be offered in the future and its content will be incorporated into COSC 153. The surveying class will be changed from 3 credit hours to 2 credit hours and the internship COSC 494 will also be changed from 7 credit hours to 6. The faculty attending the meeting said that the department is in need of more faculty and needs to help of our CIAC in finding new candidates.

After the initial discussion on our degree plan changes the conversation centered on our current career fair format and how to make changes to adapt to our possible growth. The CIAC mentioned that while the career fair is not broken, some changes needed to be made. The hallways were too narrow and the venue is too small for our current size. If we continue to grow the current venue may be insufficient.

Some of the items discussed were:

- Re-consider Harry's as the social mixer venue – the CIAC asked if there were better venues for this event.
- Creating information sessions on Wednesday instead of a social mixer.
- Using simplicity or handshake for career fair registration and early access between students and companies. The CIAC really wanted the department to move forward with the option.
- Splitting the career fair into 2 days with some possible scenarios:
 - Splitting by company type – Commercial on one day, the rest on 2nd day.
 - Splitting by hiring needs – internships, full time and/or both.



- Splitting by points system for choice of day depending on a company's history of CIAC membership.
 - Having the career fair on Fridays and Saturdays – There was no support for this option.
- Changing the booths from 10x10ft to 8x8ft – There was no support for this change and therefore it will not be considered.
- Color coding the companies during career fair to make it easier for students to see the type of company in the booth. This may not be needed if we adopt simplicity or handshake.
- Installing Tents outside for food and using all possible space for booths
- New Venue – CIAC member Spawglass is finishing a new venue in Bryan, TX (Legends) which could work for our expanding career fair.
- A joint career fair with the school of architecture was discussed but received almost no support.
- The creation of a survey to ask companies for their opinions on our career fairs (present and future).

After concluding her presentation, Mrs. Pouland introduced Stefan Gresham, CFO of Opifex.

DEVELOPMENT COMMITTEE (See Budget Committee report):

MEMBERSHIP COMMITTEE:

Stefan Gresham, CFO of Opifex and chair of the membership committee provided an update on the Hall of Fame selection. He mentioned that for the first time in CIAC history, there was a clean tie amongst 2 of the 6 nominees and there will be 2 winners who will be announced at the 2023 Awards Banquet to be held in April 2023.

GRADUATE AND RESEARCH COMMITTEE:



Cory Weiss from Brookstone and chair of the Graduate and Research Committee provided the committee with an update on what was discussed. There were two presentations by faculty members to win the 25K awarded by the CIAC.

The first presentation was by Dr. Zhenyu Zhang and it was titled: Prevention of Manual Material Handling Overexertion in Construction.

The second presentation was by Dr. Chukwuma Nnaji and it was titled: Developing and Testing a Framework to Assess Human-Exoskeleton Systems in Construction.

Both presentations were outstanding but the CIAC members who attended the presentations voted on the winner: Dr. Chukwuma Nnaji.

The rest of the time, the committee discussed how to change its role within the CIAC to further support not only research, but more importantly, our growing masters of science program, our new PhD program, and the upcoming online masters program. The committee believes supporting the department in this way will better serve the committees purpose.

Mr. Ballard, then concluded the meeting promptly at 2:30 pm by thanking everyone for their hard work and dedication.