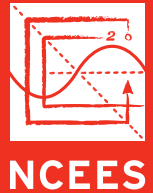


# Licensure EXCHANGE

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## LESLEY ROSIER-TABOR, P.E.

WEST VIRGINIA STATE BOARD OF  
REGISTRATION FOR PROFESSIONAL  
ENGINEERS EXECUTIVE DIRECTOR



### MEMBER BOARD BRIEF

## VOLUNTEERING AT SCHOOLS CAN MAKE ALL THE DIFFERENCE

ENGINEERS WEEK 2017 IS FAST APPROACHING—A perfect time for engineers to step into the limelight and share their achievements with tomorrow's generations. Whether we like to admit it or not, often engineers are reserved individuals who are much too modest to talk about their accomplishments and share their love for math, science, and all things “geeky.” I admit that, as a P.E., I can be guilty of this, but I also want to be one to encourage change. Change can be difficult, but it is time for engineers, as well as surveyors, to celebrate their successes and not shy away from being in the public eye. DiscoverE Engineers Week, which will be celebrated February 19–25 this year, is a great time to start. The door is open for us; now, we just need to stroll on through and spread the STEM love ... our love for science, technology, engineering, and math.

When I was a college professor, I often had the opportunity to interact with middle-school and high-school students visiting our engineering campus for college tours. We would conduct exciting science experiments and set up impressive demonstrations in our engineering laboratories

in hopes of sparking an interest during their 2- to 3-hour visit. However, until I had a young daughter of my own, I never fully appreciated the ability to pique a child's interests in STEM fields at a much younger age.

### Growing an interest in STEM

It started in kindergarten. My daughter's teacher knew that my husband and I are engineers and asked if we would be interested in conducting simple science experiments or hands-on building activities with the children. Our first visit to her classroom was during EWeek 2011. It all began with an age-appropriate Curious George marshmallow bridge building exercise in 2011, and the activities and student interest have grown each year since. We introduced K'Nex building challenges in 2012, popsicle catapults in 2013, pipe-foam roller coaster designs in 2014, and then moved to compass-reading and scavenger-hunt challenges in 2015. The success of many of these activities was a direct result of partnering with NCEES and the American Society of Civil Engineers for instructional materials as well as various supplies and student giveaways.

Until I had a young daughter of my own, I never fully appreciated the ability to pique a child's interests in STEM fields at a much younger age.

However, our latest and greatest classroom interaction was the most meaningful in many ways. This design-build challenge, spanning a period of three weeks in 2016, involved developing Rube Goldberg machines.

*continued on page 3*



**JERRY CARTER**  
NCEES CHIEF EXECUTIVE OFFICER

## Changes to NCEES Records program cause concern

IT'S BEEN SAID THAT IF YOU DON'T MAKE MISTAKES, YOU'RE not working on hard-enough problems—and that's a big mistake. At NCEES, we are constantly working on difficult problems to better serve the organization's 70 jurisdictional boards and the thousands of professional engineers and surveyors licensed by them. However, this does not mean that we always hit the mark.

During the summer of 2016, NCEES staff finalized a two-year project to unify our many databases into one integrated system. Until this time, NCEES had separate databases to handle services such as examinations, Records, and Credentials Evaluations, all of which were unable to communicate with each other. An individual who registered for exams, bought study materials, had an education evaluation, and purchased an NCEES Record could have four separate login protocols to access his or her information on file with NCEES.

This problem was solved by the migration of all of the data into one robust database that is accessible by the individual licensee as well as by all NCEES member boards. With this modification to the system, we were able to discontinue requiring Record holders to pay an annual renewal fee; now a fee is assessed only when a Record is transmitted to a member board. Not only has this significantly improved efficiency in the verification of information between member boards and expedited the comity licensure process, the system also now allows licensees to record their continuing education activities with NCEES at no charge. This information is also accessible by all NCEES member boards, which should aid in reporting CPC credits and responding to audit requests.

### Issues for some Record holders

While the system is working well and doing what was intended, we failed to properly communicate to many of our current Record holders adequate details about the transition, including the timeline. For approximately 95 percent of current Record holders, the transition caused no issues, but for those who created their Record prior to 2008, we dropped the ball.

We have long known that NCEES Records that were created prior to 2008 contained poorly scanned images of critical documents. In some cases, handwriting was illegible, and in others, certain information was missing. Our plan had been to wait until licensees with a pre-2008 NCEES Record needed to transmit their Record, at which point we would have them provide the updated/missing material that was required. Unfortunately, what we learned shortly after implementing the system is that some Record holders need to obtain a comity license in a short span of time, and gathering the needed information takes a great deal of time and effort. Also, some who contacted the NCEES office with questions about the process were advised that much of their previous information had either been lost or deleted and was no longer available to NCEES. This is incorrect—and regrettable. NCEES has always had access to any data previously provided to establish a Record.

To address this problem, we revised the system, and pre-2008 NCEES Record holders are no longer required to manually reestablish the majority of their information into the new system. NCEES staff keyed in most information previously contained in the pre-2008 Records, and Record holders were requested to log on to the system and update their information at their convenience and to replace any documents that are illegible or where updates are needed.

Prior to the implementation of this new system, the NCEES management team discussed at length the best manner to execute the revised process, and we all agreed that our plan was the one to use and the one that would cause the least problems among Record holders. Well, I'm here to tell you that we were wrong, and we heard about it very quickly. I am also glad to report that it did not take us long to understand the magnitude of the problem that we had caused, and our team quickly devised a plan to mitigate this issue. We are still working with some pre-2008 Record holders to get their information updated and suitable for transmitting in the new system, but complaints have been greatly reduced.

No one likes to admit to making a mistake, but here we are, hat in hand. We apologize to the affected Record holders. We appreciate your feedback to find a solution that meets your needs—and we appreciate your patience. This issue affected long-established NCEES Records, which means it affected

long-standing customers. We appreciate your commitment to the Records program. We hope that the new system and the changes to the Records program will serve you well going forward; we just regret the difficulties the rollout caused you.

## MEMBER BOARD BRIEF

*continued from cover*

Chastity Lies, a fourth-grade teacher at Mountain View Elementary in Hurricane, West Virginia, helped develop and review the curriculum for this engineering challenge. After her student teams successfully built the Rube Goldberg machines, we invited professionals from the engineering and construction industry into the classroom to hear their presentations, watch their demonstrations, ask questions, and judge the students on their accomplishments. It was a win-win for all involved, and the students were so proud to share their fun Rube Goldberg contraptions, which had been deliberately “over-engineered” to perform a simple task in a complicated fashion.

Lies was thrilled with the results, stating, “From a teacher’s perspective, I absolutely love how we have incorporated STEM in our classroom and school culture. The students are benefiting from this problem-based, hands-on learning and are really getting excited again about science and math. Moving away from rote memorization into these critical-thinking scenarios with a trial-and-error aspect has, again, really broadened the student’s outlook of these subjects. STEM has caught the curiosity of these young learners.”

### Finding new opportunities

So as I prepare to send my daughter off to middle school later this year, I look back on our six years of EWeek activities with pride. Whether you can spend an hour, an afternoon, or a full day volunteering during Engineer’s Week—or any other week, for that matter—I encourage you to phone or email today to make arrangements to share your passion for STEM. It is worth it, and you will make a difference. Schools, children’s museums,



*First-grader Paisley Tabor enjoys the construction—and snacking—phase of marshmallow bridge building. This 2011 trip started six years of outreach activities for Lesley Rosier-Tabor, P.E.*

4-H clubs, and even Scout troops have leaders who are looking for valuable programs with engaging activities and professionals who want to give back to their community and spark the interest of our next generation. Let’s make it happen!

## FROM THE PRESIDENT



**DANIEL TURNER, PH.D., P.E., P.L.S.**  
NCEES PRESIDENT

## Get ready for national engineer and surveyor weeks

WE HAVE TWO WONDERFUL OPPORTUNITIES TO promote our professions and licensure in the next couple of months: DiscoverE Engineers Week (February 19–25) and National Surveyors Week (March 19–25). The NCEES national office, state boards, professional engineering and surveying societies, and many others stand to gain by celebrating these weeks and conducting outreach events. Carefully planned programs by enthusiastic volunteers can build pride in our profession, activate members, increase public awareness, reach out to K–12 students to attract them to engineering and surveying, enhance diversity, and develop advocates in schools, agencies, and legislatures.

In a given year, no state or local group can achieve all of these results, but a group of dedicated professional engineers and surveyors can certainly accomplish some of them at both the local and state levels. You're not in this alone. There are programs and resources available to help you plan and conduct your own successful program.

### Engineers Week

The National Society of Professional Engineers created Engineers Week in 1951 to increase public awareness of the work of engineers. Engineers Week is now part of DiscoverE, which offers programs year round to mobilize and support engineering and technology volunteers. These include the Future City Competition, New Faces of Engineering, and Global Day of the Engineer, just to name a few.

Held the third week of February, DiscoverE Engineers Week celebrates how engineers make a difference in our world and brings engineering to life for children, educators, and parents. I hope you will be a part of it. The DiscoverE website ([discovere.org](http://discovere.org)) is a great place to start. You can find information on outreach opportunities and online training to help you be more effective at talking to kids about engineering. You can download resources for hands-on activities for different disciplines and

ages. Check out their 2017 Engineers Week materials, including volunteer kits, books, DVDs, commemorative posters, shirts, buttons, souvenir bags, and more. While you're there, be sure to look up their "10 reasons to love engineering" list.

NCEES is one of nine members of the Discover E Leadership Council; the other eight members are well-known major corporations. In other words, Leadership Council members are accomplished leaders who work at a high level and see the big picture. They are committed to STEM outreach that matches education to workforce needs. The programs and resources that DiscoverE provides are not only impressive but effective. I encourage you to use them.

### Surveyors Week

The National Society of Professional Surveyors sponsors National Surveyors Week on the third week of March to recognize the surveying profession and its many contributions to society. NSPS offers a volunteer kit to help with organizing and promoting events. This kit is a great asset, with advice on large and small outreach efforts.

### How to request a proclamation

An easy way to bring public recognition to Surveyors Week and the profession is to request a proclamation from your local, state, or national government. The kit offers advice for making requests and arranging signing ceremonies. The NSPS website has sample letters and proclamations to make the process very easy. Eleven states, along with four cities, proclaimed the third week of March Surveyors Week in their jurisdictions in 2016. I hope that more of us will join them this year.

### How to talk to kids about surveying

Who better to talk to children about surveying than a professional surveyor? We can use our knowledge and enthusiasm to explain what an interesting profession it is and what an important role it fulfills in our local community and society. The NSPS kit covers

everything from how to find outreach opportunities and set one up to how to prepare for your visit. It also includes ideas for what to say and do when you get there.

### **Beyond Surveyors Week**

The kit also includes information on outreach opportunities beyond Surveyors Week. This includes helping Boy Scouts earn the surveying merit badge and volunteering with TrigStar, an annual competition for high-school trigonometry students.

I encourage you to download the National Surveyors Week Volunteer Kit from [nsp.us.com](http://nsp.us.com) and put it to good use.

### **Make the difference**

In every organization, one of the most important jobs of the leader is to develop more leaders. The same is true in engineering and surveying. There is a continuing need for licensed engineers and surveyors to love and respect our professions and to ensure their future. A crucial aspect of that is to find the best young people and appeal to them to become world-class engineers and surveyors, ensuring that they know, firsthand from you, the ultimate value of being a licensed professional.



*Children at DiscoverE Family Day get a lesson in using a compass as part of the NCEES X Marks the Spot activity. NCEES volunteers promoted engineering and surveying at the Washington, D.C., event, which attracted more than 8,000 children, parents, and educators in 2016.*

## **NCEES funding available for first-time attendees to annual meeting**

THE NCEES ANNUAL MEETING IS THE CULMINATION OF the organization's work for the year, and NCEES is eager for its newest members to take part.

The organization provides funding for member board members and administrators to attend their first NCEES annual meeting. The funding covers the meeting registration, lodging, and travel expenses for new members and MBAs attending the annual meeting for the first time (within 24 months of initial appointment or hire date). NCEES will fund three additional delegates from each board as well.

“New people bring new ideas and new ways of looking at things,” said NCEES President Daniel Turner, Ph.D., P.E., P.L.S. “It’s important to have fresh input, so we want our new members and MBAs to use the available funding and be a part of the meeting.”

The 96th NCEES annual meeting will be held August 23–26, 2017, in Miami Beach, Florida. First-time attendees will get their bearings at an orientation luncheon, where they will learn about the structure of NCEES, its services, and what to expect

### **Reviewing proposed *Bylaws* changes**

At the 2017 NCEES annual meeting, delegates will consider amendments to the organization's *Bylaws*, which outlines the structure of NCEES. In preparation for the meeting, the changes proposed by the Special Committee on Bylaws will be posted on [ncees.org](http://ncees.org) by February 24. NCEES will send an email to members and associate members when the proposed changes are available for review.

during the meeting. During the business sessions, delegates will vote on key engineering and surveying licensure issues. Technical workshops will provide continuing education opportunities, and social events will offer time to network with members and staff of other licensing boards.

Full details on the meeting, including the agenda and registration information, will be available in April.

## COMMITTEE FOCUS

**DAVID MONGAN, P.E.**, ADVISORY COMMITTEE ON  
COUNCIL ACTIVITIES CHAIR

**DALE JANS, P.E.**, ACCA MEMBER

**BLAINE LEONARD, P.E.**, ACCA MEMBER

### Is it time for QBS for president-elect?

FOR MANY YEARS, THE PROCESS FOR SELECTING THE NCEES president-elect has involved a rotation among the four zones. Each year, one of the zones has the opportunity and obligation to nominate a candidate.

President Daniel Turner, Ph.D., P.E., P.L.S., charged the Advisory Committee on Council Activities this year to consider if the *Bylaws* should be changed to allow the president-elect to be decided through a qualifications-based selection system rather than a system of rotation through the zones.

The current system ensures that the presidential officers are evenly distributed among the zones. It also provides potential candidates a known timeline; they can plan their candidacy for the year in which their zone has the opportunity to nominate.

Some other organizations have moved away from fixed rotations to a system of open nominations, in which the president-elect is selected based on qualifications. Most notably, the American Society of Civil Engineers adopted an open nomination system in 2009. An open nomination system allows the members to choose a president-elect based on their experience, leadership skills, and platform, without limiting the pool to a specific geographic region. This system also allows potential candidates to choose to run when it fits within their life constraints, rather than when the opportunity opens up. NCEES uses this open nomination system to select the treasurer.

ACCA considered many factors on this issue, including whether there is a need for change, concerns about an open system, the experience of other organizations, and historical context.

#### A unique organization

Unlike many professional societies, with individual members who can maintain membership throughout their career, membership in NCEES is a result of being members of our state licensing boards. Membership, therefore, is limited to

a fixed term, as short as six or eight years in some cases. It is difficult to pass through the learning curve about licensure and NCEES as an organization, gain NCEES service experience, and then seek leadership opportunities in NCEES in that short six-to-eight-year period. For some people, the four-year rotation doesn't align with that timing, so they don't have the opportunity to serve. NCEES may lose good leaders because of this misalignment. Further, the current system often constrains people to a long-term obligation, since some zones expect (but not require) president-elect candidates to line up as assistant vice president and then vice president to be eligible for nomination as president-elect.

An open nomination system would allow people to run when they are available and not tie them to a four-year cycle or a ladder-type service sequence. If unsuccessful, they could also run again the following year; candidates would not be eligible for four years in the current system. In addition, there have been instances in which zones have struggled to find willing candidates for president-elect. The current system doesn't provide the flexibility for that zone to pass up the opportunity and then offer a candidate a year or two later when someone is ready and willing to serve.

#### Various issues to consider

The current system has been in place for many years, and most NCEES members are comfortable with it. The prospect of changing the system raises concerns.

An open system, where any candidate could run in any given year, could result in domination by one zone. It also enlarges the pool of competition, meaning that a candidate could have a reduced chance of election if there are more candidates.

ACCA discussed three considerations relative to these concerns. First, as a professional organization with a focus on advancing licensure for engineers and surveyors, what is NCEES' priority

for electing leaders? Is it more important to have a larger pool of qualified candidates so that the entire Council can choose from these leaders? Does a geographic rotation guarantee a diversity of leadership skill? Are there significant differences in issues between the zones that need to be balanced?

Second, ACCA considered the organization of the four zones to determine if domination is likely. Council votes are based on the number of boards in each zone: Northeast—20, Southern—18, Central—17, and Western—15. ACCA assumed that in the event of multiple nominations, a process will be developed to narrow the number of candidates (either by a nominating committee or the entire Council) to a maximum of two candidates for final Council vote. Even if each of these two candidates were to get all the votes from their respective zones, roughly half of the “uncommitted” votes would still remain. It does not seem likely that any one zone could dominate, unless the other zones fail to offer qualified candidates.

Third, ACCA considered the experience of ASCE, which made this same change almost 10 years ago. ASCE has 10 regions, and each has the opportunity to nominate a president-elect candidate each year. Most years, multiple candidates have been nominated, but never more than four. A nominating committee (made up largely of members of the board of directors) is responsible for interviewing the nominees and narrowing the field down to one or two candidates. Those candidates are then placed on a ballot for membership vote. ASCE regions have a fairly large disparity in the number of members within the region; the largest region has twice the number of members as the smallest region. Of the 10 presidents-elect elected under this system, none of them were nominated by the largest (by population) or third-largest regions. One person was elected from the second largest region. Four people have been elected from the third smallest region. The regions that one may have expected to dominate the elections have not done so. And, no consecutive presidents-elect have been from the same region. Qualified members have run for office when it worked for them, and the members have selected good leaders to serve.

### A recurring concern

Finally, ACCA researched and considered historical context for the issue. For over a decade, there has been interest in making the nomination process more flexible. The 1998–99 Special Committee on Governance studied this issue and

ACCA considered many factors on this issue, including whether there is a need for change, concerns about an open system, the experience of other organizations, and historical context.

recommended that the election of the president-elect be based on a qualification-based selection process from members throughout the Council rather than by rotational basis between the four zones. That motion was defeated at the annual meeting. In 2006–07, a Special Task Force on Governance proposed amending the governing documents to provide for an election-at-large for the position of president-elect, like the process currently employed for the election of the NCEES treasurer. It also recommended that if that process were adopted, it be mandated that the president and president-elect not be from the same zone. Those recommendations were also rejected by the Council. Historically, there has been interest in changing the system but also a reluctance from a majority of the Council based on tradition or a fear of domination by larger zones.

### Recommend Council decision

Based on these considerations, ACCA decided to present an opportunity to the Council to make a change in the method of electing the president-elect. This decision was not unanimous by ACCA. If a change in the election process is approved by the Council, ACCA recommends that a task force be established to consider the qualifications needed for a president-elect, determine the details of the nomination process (including the potential of establishing a nominating committee), and propose a transition plan and timeline so that Council governance is not disrupted.

ACCA will present its preliminary report on this, as well as its other charges, at the upcoming zone interim meetings. This is an important issue for the Council, with many aspects to consider, so we look forward to discussing the charge with boards this spring and hearing any questions or concerns.

# ENFORCEMENT BEAT



**DAVID EVANS**

NORTH CAROLINA BOARD OF EXAMINERS  
FOR ENGINEERS AND SURVEYORS  
ASSISTANT EXECUTIVE DIRECTOR

## Since when is it OK to be dishonest?

MANY OF THE DISCIPLINARY MATTERS THAT COME before boards have a common thread: licensees that have been untruthful. Over the last 20 years, the North Carolina board has investigated well over 2,000 cases, and dishonesty is often the root of the problem.

Is it ever OK to be untruthful? Dishonesty seems to be pervasive in our society. Hardly a day goes by when the news cycle doesn't cover a story about a politician, athlete, entertainer, or business executive who has been dishonest. However, for professional engineers and professional surveyors, it is simply not acceptable. The health, safety, and welfare of the public are at stake.

The public holds licensed professionals to a higher standard and expects them to be truthful in all dealings, from what's contained on the face of a plat, in a report, or in testimony to what a licensee tells a client he or she will do and how much it will cost. Boards don't have the authority to settle contractual matters. They do, however, have the authority to investigate the conduct of their licensees, which includes their truthfulness, even with respect to statements made about cost.

### Honesty is expected from start

From the outset, applicants in North Carolina are put on notice that they must be truthful, which is the reason for this statement: "In accordance with Chapter 89C of the General Statutes of North Carolina, I certify to the above record of experience, and hereby apply for licensure as a Professional Engineer/Professional Land Surveyor. I have read and do subscribe to the RULES OF PROFESSIONAL CONDUCT and believe that a violation of any of these Rules by a Professional Engineer/Professional Land Surveyor is justifiable cause for revocation of licensure." By agreeing to this statement and taking an oath before a notary public, the applicant is legally saying, "I haven't lied on this application."

Boards recognize their licensees are not perfect and will make mistakes during their careers. The outcome is often determined by whether the licensee owns up to these mistakes and takes positive steps to avoid making the same mistakes again.

A board's decision to license someone is based, in part, on the premise that the applicant has been honest. It's assumed that the applicant hasn't taken liberties with the record of experience or the progressive nature of the work. Education and examinations can be verified much more easily than experience, which is one reason boards rely on applicant references, many of which are provided by licensed professionals. If licensees are asked to provide references and do not feel they can be truthful and objective, they should decline.

If a board determines that an applicant wasn't truthful after it issues a license, it could potentially charge that licensee with obtaining the certificate of licensure by giving false evidence, which is generally a violation of the practice act. The board may also seek prosecution as a criminal offense.

### Truth, accuracy expected going forward

While the vast majority of licensees are truthful in their interactions with their board, some are not, which is disturbing. This is most often seen with continuing professional competency (CPC) compliance, reporting of criminal convictions and disciplinary actions in other jurisdictions, information reported on individual and business firm renewals, and in written responses and interviews during disciplinary cases.



Most boards have the authority to take an action against a licensee for simply being disciplined in another jurisdiction. A North Carolina rule states, "A Professional Engineer or Professional Land Surveyor who has received a reprimand or civil penalty or whose professional license is revoked, suspended, denied, refused renewal, refused reinstatement, put on probation, restricted, or surrendered as a result of disciplinary action by another jurisdiction is subject to discipline by the Board if the licensee's action constitutes a violation of G.S. 89C or the rules adopted by the Board." Licensees, including business firms in North Carolina, are required to report disciplinary actions and criminal convictions within 30 days. That said, typically the North Carolina board will pursue cases against licensees only when they've lost their ability to practice in another jurisdiction (by suspension or revocation) as a result of a disciplinary action or when they've had restrictions placed on their licenses. In other words, if they are not fit to practice in other jurisdictions, allowing them to practice in this state does not protect the public.

The North Carolina board monitors the NCEES Enforcement Exchange, a national database of enforcement actions, monthly. If the board finds that a licensee was disciplined and reported otherwise on an application or renewal, it will open a disciplinary case. The licensee will be charged with providing false information, a violation of the Rules of Professional Conduct. Licensees are required to be objective and truthful and to include all pertinent information. (Had the licensee simply disclosed the action, particularly if it didn't result in a restriction or loss of license, a case wouldn't have been opened.) Occasionally, the board finds that the licensee wasn't being dishonest at all but allowed someone else to fill out the renewal and attested to inaccurate information. This is akin to the licensee having a staff member certify a survey or set of plans on their behalf. It's not allowed.

The same practice applies to business firm applications and renewals. The North Carolina board requires a licensee to attest to the accuracy of the information. The licensee should know the importance of the firm operating in compliance, including meeting ownership and resident professional requirements. While the board recognizes how busy licensees are in their daily lives and practices, attesting to information on applications and renewals must not be delegated.

While the North Carolina board sometimes finds less-than-truthful licensees during CPC audits and during reviews of

renewal and application forms, equally egregious examples of untruthfulness have surfaced during the board's investigations. Some situations that come to mind include

- A licensee's spouse attended a continuing education program in the licensee's place, which the licensee then claimed for CPC credit. Believe it or not, it happened.
- Licensees have claimed to be overworked and unable to meet deadlines and therefore told their clients or employers that the permit application or plan had been submitted and the holdup was with the state or local government agency, when the information never left their desks.
- Licensees have submitted exaggerated qualifications and overstated their abilities in an effort to win contracts.
- Licensees serving as expert witnesses have hedged testimony and failed to include all relevant information to avoid hurting clients' cases.
- Licensees have certified work that was either not personally prepared by them or under their direct supervisory control. When the licensees certified the work, it was purported to be their final work product and reliable.
- Licensees have failed to disclose conflicts of interest. This is simply not being truthful by omission. Licensees that later tried to justify why there wasn't a conflict of interest just compounded the issue.

When boards consider these types of situations, they should take appropriate action against the licensee in order to protect the health, safety, and welfare of the public. Knowledge of and adherence to the rules will go a long way to keep any licensee from ever having to answer questions about their conduct before the board, clients, courts, employers, or peers and from having to explore his or her own conscience.

Boards recognize their licensees are not perfect and will make mistakes during their careers. The outcome is often determined by whether the licensee owns up to these mistakes and takes positive steps to avoid making the same mistakes again. A licensee being dishonest about what was done will only make the situation worse. Not only will violating the Rules of Professional Conduct adversely reflect on a licensee's professional reputation, but in some cases, it may impact the licensee's very livelihood.

Finally, boards and their staff should be a resource to provide guidance to licensees to conduct their practices in compliance with the rules.

# Zones prepare for 2017 interim meetings



*The Central and Western zones will meet jointly this spring in Denver, Colorado. This meeting will follow the Northeast and Southern Zone joint interim meeting, which will be held in St. Thomas, Virgin Islands. (Photo courtesy of VISIT DENVER/Bryce Boyer.)*

WITH AGENDAS SET AND WELCOME RECEPTIONS planned, NCEES is ready for its upcoming zone interim meetings. Zones are joining forces this year, with the Northeast and Southern zones meeting jointly in St. Thomas, Virgin Islands, and the Central and Western zones meeting together in Denver, Colorado.

The NCEES member licensing boards are divided into four geographic zones. Each zone meets twice a year—at the NCEES annual meeting in August and at an interim meeting in the spring. These spring meetings are a significant point on the NCEES calendar.

“I encourage the members and staff of our member boards to attend their zone meeting because it’s an important opportunity to give feedback to our committees and NCEES leadership,” said NCEES President Daniel Turner, Ph.D., P.E., P.L.S. “It benefits NCEES as a whole, but it also benefits individual boards as they meet together and learn from each other.”

## **Zone, national issues on agenda**

Representatives of the 2016–17 NCEES committees and task forces will give preliminary reports on their work, and zone members will have an opportunity to provide feedback ahead of

## **NCEES Zone Interim Meetings**

### **Northeast/Southern Zones**

- April 27-29
- St. Thomas, Virgin Islands

### **Central/Western Zones**

- May 18-20
- Denver, Colorado

the annual meeting this August. The NCEES president, president-elect, treasurer, and chief executive officer will also report on recent activities. Zones will hold forums for engineers, surveyors, and board administrators to discuss topical professional issues, and the Northeast and Southern zones will hold an additional forum for law enforcement. Member boards will also have the opportunity to update their zone on their activities.

Also on the agenda is zone business, including selecting officers. The Northeast and Southern zones will elect vice presidents and assistant vice presidents, while the Central and Western zones will elect zone secretary-treasurers. The Northeast Zone will also choose its nominee for 2017–18 president-elect.

The host licensing boards have also set aside time for networking and sharing ideas outside the business sessions and forums.

## **Meeting registration**

Online registration for all of the zone interim meetings is now open. A link to online registration, as well as more details on the meetings, is in the Member Resources section of [ncees.org](http://ncees.org) (see Zones under Board Resources).

# UPCOMING EVENTS

## February 3

MBA Meeting  
Atlanta, Georgia

## February 4

Board Presidents' Assembly  
Atlanta, Georgia

## February 7-8

PE Agricultural and Biological  
Engineering Exam Meeting  
Clemson, South Carolina

## February 9-11

SE Exam Meeting  
Clemson, South Carolina

## February 17-18

Board of Directors Meeting  
San Diego, California

## February 18-19

PE Mining and Mineral  
Processing Exam Meeting  
Denver, Colorado

## February 23-25

Exam Audit Committee Meeting  
Clemson, South Carolina

## February 24-25

PE Industrial and Systems  
Exam Meeting  
Clemson, South Carolina

PE Metallurgical and  
Materials Exam Meeting  
San Diego, California

## March 2-3

PE Naval Architecture  
and Marine Exam Meeting  
Clemson, South Carolina

## March 4

POLC Meeting  
Phoenix, Arizona

## March 15-17

PE Fire Protection Exam Meeting  
Atlanta, Georgia

## March 17-18

PE Environmental Exam Meeting  
Clemson, South Carolina

## March 20

Finance Committee Meeting  
Nashville, Tennessee

## March 23-25

PE Mechanical Exam Meeting  
Clemson, South Carolina

## MEMBER BOARD NEWS

### DELAWARE PS

Lakiyah Chambers is a new appointee.  
Rhonda West is no longer a member.  
Jenn Witte is the new member board  
administrator, replacing Meredith Henley.

### ILLINOIS PE, PS, AND SE

Administrator David Brim retired from  
the boards in December. Assistant Design  
Licensing Manager Kyle Lazell is his  
interim replacement.

### NEBRASKA PE

Randall Peters is a new appointee.

### WASHINGTON

Shanan Gillespie is acting executive  
director, replacing Michael Villnave.

### WEST VIRGINIA PE

Larry Nottingham is a new appointee.  
Richard Plymale is no longer a member.

## NCEES OUTREACH

### FEBRUARY 18

DiscoverE Family Day,  
Washington, D.C.

### FEBRUARY 21

Future City Competition Finals,  
Washington, D.C.

### MARCH 29-APRIL 2

National Society of  
Black Engineers Annual Convention,  
Kansas City, Missouri

Daniel S. Turner, Ph.D., P.E., P.L.S.  
*President*  
Alabama

Michael J. Conzett, P.E.  
*Past President*  
Nebraska

Patrick J. Tami, P.L.S.  
*President-Elect*  
California

Gary W. Thompson, P.L.S.  
*Treasurer*  
North Carolina

Maurice L. Bowersox, P.E.  
*Central Zone Vice President*  
Kansas

Roy E. Shrewsbury II, P.S.  
*Northeast Zone Vice President*  
West Virginia

Theresa Hilliard Hodge, P.E.  
*Southern Zone Vice President*  
South Carolina

Brian R. Hanson, P.E.  
*Western Zone Vice President*  
Alaska

Jerry T. Carter  
*Chief Executive Officer*  
South Carolina



# NCEES

P.O. Box 1686  
(280 Seneca Creek Rd)  
Clemson, SC 29633 USA  
864-654-6824

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## Licensure EXCHANGE

Jerry T. Carter, Chief Executive Officer  
and Publisher

Keri B. Anderson, Manager of  
Corporate Communications

Jennifer L. Williams, Senior Editor

Brittany D. Wilson, Graphic Designer

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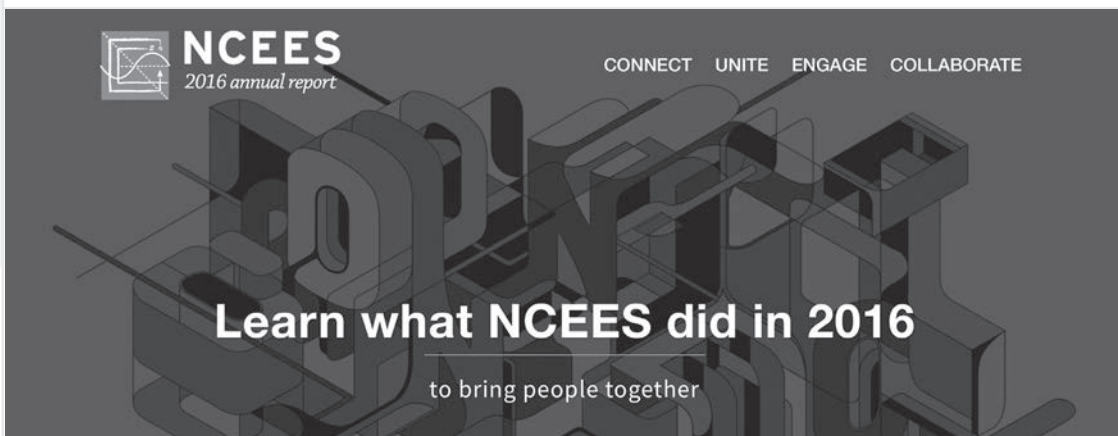
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*This year's interactive annual report website brings 2015-16 to life with photos from the year's events and interviews with NCEES members and leadership on the organization's many initiatives.*

## NCEES annual report and *Squared* now available

NCEES released two publications in February to tell the story of 2015-16. The 2016 annual report provides an overview of the organization's accomplishments and growth over the past fiscal year. An interactive website, [ncees.org/annualreport](http://ncees.org/annualreport), accompanies the printed publication. It includes videos of interviews with NCEES members and leadership on the organization's various initiatives.

"The annual report theme is 'Connect,' and it explores the various ways NCEES connects with member boards, the public, and other organizations to advance licensure for engineers and surveyors," explained NCEES Chief Executive Officer Jerry Carter.

NCEES has also released *NCEES Squared*. This publication tells the story of 2015-16 through numbers: What are the pass rates for the FE? What percentage of exam development engineers are women? With statistics related to NCEES exams, the Records program, and engineering and surveying licensure, *Squared* focuses on answering these questions and more.

Explore the annual report and *Squared* online at [ncees.org/annualreport](http://ncees.org/annualreport).