



AN OFFICIAL NCEES PUBLICATION FOR THE EXCHANGE OF INFORMATION, OPINIONS, AND IDEAS REGARDING THE LICENSURE OF ENGINEERS AND SURVEYORS

ENFORCEMENT BEAT

PLAN HOW TO HANDLE MISCONDUCT BEFORE YOU HAVE TO FACE IT

JOHN GREENHALGE,
EXECUTIVE DIRECTOR,
OHIO STATE BOARD
OF REGISTRATION
FOR PROFESSIONAL
ENGINEERS AND
SURVEYORS



This year, the NCEES Committee on Law Enforcement is working on two charges related to professional conduct. Charge 5 is to develop a code of conduct for investigators, and Charge 12 is to review the NCEES *Model Rules* related to engineering and surveying ethics. It is interesting that we received these charges, considering the high-profile allegations of professional misconduct that have made headlines

It is not enough to have a code of conduct; we also need to make sure employees understand it and are clear about expectations.

this past year: the head football coach of Ohio State University resigning amid evidence that he failed to pass along to his superiors or the NCAA information he received about athletes trading memorabilia for tattoos, and Penn State University officials facing charges of perjury and failure

to properly report suspected child abuse. These events remind us how important it is to have a code of conduct and procedures for reporting improper conduct in our organizations.

Sometimes, failing to act, not knowing how to act, or deliberately misleading authorities results in consequences just as serious—or more serious—than the offense itself. It is important to remember that the actions of our coworkers and subordinates, whether intentional or unintentional, could affect us all and possibly jeopardize our organizations. When I speak to groups about investigations and regulatory enforcement,

I always point out that not all of our complaints involve individuals purposely setting out to break the law. Many complaints are the result of the offender not being aware of the law or rule broken or not having a clear understanding of the conduct expected from a professional. Even if a violation is unintentional, the consequences can be devastating to the individual's or organization's reputation.

Show commitment to compliance

In government, we talk about transparency—making sure that what we do is open to public scrutiny. The purpose is to let the public know we are working on their behalf and not under the influence of some other party. As the executive director of a regulatory board, I am not just interested in making sure we are doing the right things; I want the public to know we are doing everything we can to make sure we are doing the right things. In our office, we are not just concerned about improper conduct; we also want to eliminate any appearance of improper conduct.

In government, we have laws and rules governing financial disclosure, conflict of interest, access to public records, and public meetings. It is not enough to have a code of conduct; we also need to make sure employees understand it and are clear about expectations. We have to have procedures in place so that if employees see improper conduct, they understand how to report it and who to report it to.

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ENFORCEMENT BEAT

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Protect the reputation you've built

Concern about rules of professional conduct and procedures for reporting possible infractions should not be limited to regulatory boards and government agencies. Nonprofit organizations like NCEES and private firms need to incorporate these rules and procedures as well. For an organization that has spent years cultivating its reputation among clients and the community, an instance of improper conduct could be devastating. The actions of one employee could undermine the whole organization's reputation.

Train, retrain on proper procedure

Every organization should have an employee handbook that clearly defines the organization's rules of professional conduct and a procedure in place for reporting violations. Every organization should have a program in place to ensure that employees receive training dealing with improper conduct and reporting suspected instances. This program should be updated regularly, and employees should be trained in these rules and procedures each year.

At the start of every board of directors meeting, NCEES has its board members disclose any potential conflicts of interest. This lets member boards and other stakeholders know that NCEES is doing what it can do to make sure that there is no real or perceived improper conduct.

In Ohio, board members and management are required to complete annual financial disclosure forms identifying all financial and business relationships. We are also required to attend annual ethics training. The board is responsible for providing annual ethics training to its employees as well as ensuring that employees understand Ohio's public record laws and open meetings act. We also make sure that our employee handbook is updated each year and clearly identifies our expectations of our employees and prohibited conduct that may have a negative impact on the board. In the event that anyone witnesses improper conduct, there is a procedure in place to report it.

Not having a code of conduct for employees and failing to put an effective program in place to provide proper training may lead to an organizational culture of complacency and one where expectations are not fully understood. What happened at Ohio State and Penn State could happen at our organizations if we fail to put these safeguards in place.

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DALE JANS, P.E.
NCEES PRESIDENT

FROM THE PRESIDENT

NCEES participates in summit for engineering leaders

You would think that working as a group of 69 member licensing boards would be enough to focus on, but NCEES is eager to look outside itself and draw from others. In fact, NCEES considers effective communication and cooperation with peer professional organizations key to fulfilling its mission of advancing licensure.

The eighth annual Leadership Summit, held on November 20, 2011, gave us one such opportunity to meet with other organizations. I attended the meeting in Reston, Virginia, with President-Elect Gene Dinkins, P.E., P.L.S.; Executive Director Jerry Carter; and Associate Executive Director Davy McDowell, P.E. In addition to NCEES, leadership from the following organizations attended: ABET, the American Society of Civil Engineers, the American Society for Engineering Education, and the National Society of Professional Engineers. This group represents some of the key players in the licensure of professional engineers.

Points of discussion included several issues at the forefront of the NCEES agenda, such as the transition of the FE and FS exams to computer-based testing, additional education requirements for licensure, and the growing interest in NCEES exams outside the United States.

It also gave us the opportunity to learn more about current initiatives of the other organizations and to discuss common goals. Some of these issues include the lack of uniformity across the states

in requirements for licensure and continuing education, ABET's accreditation of online engineering programs, and eliminating industrial exemptions for licensure.

The Leadership Summit is an important meeting on the NCEES calendar, but it's by no means the only one.

ICOR meeting

The Interprofessional Council on Registration, also known as ICOR, met January 29 in New Orleans. ICOR is unique in that it brings engineering and surveying together with the allied professions of architecture and landscape architecture. President-Elect Dinkins, Executive Director Carter, Associate Executive Director McDowell, and I met with our counterparts at the National Council of Architectural Registration Boards (NCARB) and the Council of Landscape Architectural Registration Boards (CLARB). We discussed our current initiatives related to exams, licensure requirements, outreach, and member engagement.

NCEES, NCARB, and CLARB share many of the same concerns as we work to support our member boards and advance licensure for our respective professions. It is extremely useful to have a venue to discuss matters of mutual interest and learn about the issues the other organizations have come across and how they are addressing them.

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Zones prepare for 2012 interim meetings

As NCEES settles into the new year, thoughts are already turning to spring and the upcoming zone meetings.

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

“In 1953, all four zones held interim meetings for the first time. The next year, then-president S.G. Palmer said that he considered these meetings one of the Council’s most important activities, and that still holds true today,” said current president Dale Jans, P.E. “The interim meetings are key to preparing for the annual meeting of the full Council in August, and they give the member licensing boards the opportunity to share information and ideas with each other.”

Meeting activities

Representatives of the 2011–12 NCEES committees and task forces will give preliminary reports on their work, and zone members will have an opportunity to provide feedback ahead of the annual meeting this August. The NCEES president, president-elect, treasurer, and executive director will also report on recent activities. Each zone will hold forums for engineers, surveyors, and board administrators to discuss topical professional issues, and the Southern Zone will hold an additional forum for law enforcement. Member boards will also have the opportunity to update the zone on their activities.

The meeting is an important opportunity to conduct zone business, including selecting officers. The Central and Western zones will elect new vice presidents and assistant vice presidents, while the Northeast and Southern Zones will elect new zone secretary-treasurers. The Western Zone will also choose its nominee for president-elect.

The host licensing boards have set aside time for networking and sharing ideas outside of the business sessions and forums, as well.

Southern Zone traveling to Alabama

The Southern Zone interim meeting, which will be held April 19–21 in Huntsville,



Southern Zone meeting attendees will visit the U.S. Space and Rocket Center during their trip to Huntsville. Photo: Huntsville Convention and Visitors Bureau

Alabama, will begin with an optional outing on Thursday to play a round of golf at Hampton Cove, part of the Robert Trent

Jones Trail. The meeting will officially kick off with a welcome reception on the patio of the host hotel, The Embassy Suites Huntsville and Spa, overlooking Big Spring Park. On Friday afternoon, delegates and their guests will visit the U.S. Space and Rocket Center. After exploring the museum, they will enjoy dinner in the Davidson Center for Space Exploration, under the Saturn V rocket.

Northeast Zone heading to Delaware

The Northeast Zone interim meeting, which will be held May 3–5 in Dover,



Miles the Monster will greet Northeast Zone meeting attendees at Dover International Speedway. Photo: Delores Michels

Delaware, will begin with a welcome reception at Dover International Speedway. On Friday evening, delegates and their guests will return to the racetrack for a NASCAR-themed evening that will include a barbecue at the track’s media center.

Central/Western Zone meeting in Wyoming

The Central and Western Zones will hold a joint interim meeting May 17–19 in Jackson Hole, Wyoming. The meeting will begin Thursday evening with a welcome reception at the host hotel, Snow King Resort. On Friday evening, delegates and their guests will enjoy dinner at Spring Creek Ranch, which is located on a wildlife sanctuary nearly 1,000 feet above the town of Jackson.



The dramatic landscape in Jackson Hole, Wyoming, will serve as the backdrop for the Central and Western Zones' joint meeting.

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 My NCEES section of ncees.org. (Click on “Board Resources” and then “Zones.”)

2012 Zone Interim Meetings

April 19-21

Southern Zone
Huntsville, Alabama

May 3-5

Northeast Zone
Dover, Delaware

May 17-19

Central and Western Zones
Jackson Hole, Wyoming

FROM THE PRESIDENT

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POLC meeting

On March 3, NCEES will host a meeting of the Participating Organizations Liaison Council, or POLC, a group of 27 member organizations committed to the advancement of professional ethics and standards and the promotion of engineering and surveying licensure.

POLC members are leaders in the engineering and surveying communities. Many of their members volunteer their time and expertise on our exam development committees, and eight of these organizations even serve as society sponsors for our Group II exams. Their members are licensed professional engineers and surveyors, or they are a key demographic we are promoting licensure to. These are the members of POLC; it is vital to learn about the issues that are important to them and to get their feedback on our initiatives.

Our communication does not stop after these meetings. NCEES and its peer professional organizations exchange information throughout the year as needed and maintain open dialogue about their policies and the opinions of their leadership on issues of common interest. And with so many areas of common interest, these are relationships we will continue to promote.



JERRY CARTER
NCEES EXECUTIVE DIRECTOR

NCEES continues to evolve in its efforts to advance licensure for engineers and surveyors

Although the development of valid, defensible exams has continued to be the mainstay, additional services have been created in recent years at the request of NCEES member boards to further support the licensure process.

NCCEES means many things to many people. To most engineering and surveying students, we're "the exam guys." To many in the international community, NCEES represents the gold standard for licensure requirements. For our member boards, NCEES is a resource that helps define and develop the criteria they use to regulate the engineering and surveying professions to protect the public. Whatever your perspective of NCEES, the ways the organization has worked to meet its mission of advancing licensure have changed over the years and continue to evolve.

When several member boards first got together in 1920, the representatives functioned as a committee that discussed common problems and possible solutions. Their ultimate goal was to provide for reciprocity among licensed engineers via interstate registration. As the number of member boards increased during the next 30 years, the organization's focus was enlarged to include the development of model laws to bring greater consistency to the various state laws. In essence, NCEES became the custodian of the law for the engineering profession.

For NCEES, the 1960s marked the development of national exams for both the engineering and surveying professions, which was further recognition of the need to standardize the actions of state boards. By this time, many states had more out-of-state than in-state licensees. For the next

30 years, the organization's focus was on refining the model governance documents and exams and promoting consistency among the member boards.

Growth in services

Although the development of valid, defensible licensing exams has continued to be the mainstay, additional services have been created in recent years at the request of NCEES member boards to further support the licensure process. The significant growth in the Records program and study materials, along with the establishment of services to administer exams and provide evaluations of educational credentials, have allowed NCEES to grow from a budget of \$5 million in 1995 to a projected budget in excess of \$18 million for 2012.

In recent years, a main focus of NCEES has been using available technology to enhance the services we offer. Exam applicants are now required to register online with NCEES once qualified by their member board. This improves security by providing NCEES with data on all candidates prior to their taking an NCEES exam. NCEES is also in the midst of moving the FE and FS exams to computer-based testing, which will further enhance exam security while also affording candidates greater flexibility in scheduling exams and providing a more uniform testing environment. A major update of the NCEES website in 2009 has made it much easier for the public to navigate the site and has allowed for additional features in the members'-only portal.

Outreach initiatives

Another primary area for NCEES in recent years has been the promotion of licensure in the engineering and surveying professions. NCEES is a regular exhibitor at various professional society conferences and sponsors print ads in a number of professional publications. NCEES also provides financial support to annual events such as MATHCOUNTS, which is sponsored by the National Society of Professional Engineers, and the TrigStar program, sponsored by the National Society of Professional Surveyors. In 2011, NCEES created customizable speaker's kits for engineering and surveying, multimedia presentations that explain the steps to becoming licensed and the benefits and responsibilities of being a P.E. or P.S. Further, NCEES is currently preparing for a significant role in Engineers Week: serving as society sponsor of EWeek 2013 and as primary sponsor of New Faces of Engineering College Edition.

Continuing relevance

During the past several decades, the services offered and the manner in which we offer them have changed, but the initial purpose for the organization—"to carry out, as far as may be practical, a uniformity of practice in examination and registration"—has remained resolute. It is the obligation of the

current NCEES leadership and each member, associate member, and emeritus member to determine what changes are necessary for NCEES to remain vital to the licensure process and how it can best support the activities of the individual member boards.

During the coming year, various groups within NCEES will be focusing on issues related to the future course of the organization. The Leadership Task Force is evaluating how to identify and mentor potential leaders within NCEES. The Public Outreach/Communications Task Force is determining what criteria should be used in providing financial support for public communication efforts. The Committee on Finances is reviewing the NCEES reserves and operating margins and recommending guidelines to maintain the financial wellbeing of NCEES in a manner that best serves the interest of the member boards. Also, the board of directors is developing a new strategic plan to ensure NCEES is well situated to address future changes and events.

There are a number of opportunities for everyone to help chart the future path of NCEES, and I encourage your active participation in the continued evolution of NCEES.

NCEES welcomes addition to exam development



We are pleased to welcome a new exam development engineer to our team. Jason J. Gamble, P.E., joined NCEES in January to

oversee the development of the SE exam and the PE Control Systems and PE Metallurgical and Materials exams.

A native of Georgetown, South Carolina, Jason is a graduate of Clemson University, where he received his bachelor's degree in civil engineering. Prior to joining NCEES, he was an assistant resident maintenance engineer for the South Carolina Department of Transportation.

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Online resource launched for FE, FS exam transition to computer-based testing

Information center is latest in efforts to prepare for new format in 2014

NCEES has introduced an online information center explaining the latest developments as the FE and FS exams are moved to computer-based testing, a transition that is scheduled to be complete in January 2014.

Visitors to ncees.org/CBT can get the latest news and announcements and find answers to frequently asked questions, such as how the exams will change and where and when they will be offered.

This online information center joins an existing CBT webpage for member boards (which can be accessed by logging on to My NCEES and selecting “CBT info center” under “Resources”). This webpage focuses on information relevant to member boards, including how fees will be collected and whether boards will need a third-party testing vendor after the transition.

“We’ve been updating the member boards on these issues through a variety of outlets, but now it’s time to focus on communicating with other groups as well—including engineering and surveying educators—so that everyone’s ready when January 2014 arrives,” said NCEES Executive Director Jerry Carter.

Upcoming CBT webinars

Carter will moderate a live webinar on April 26 (1:00 EST) for members of the American Society for Engineering Education. NCEES Associate Executive Director



A new online information center is part of the NCEES communications strategy to prepare member boards, educators, and examinees for the transition to computer-based testing. The FE and FS exams are scheduled to move to a computer-based format in January 2014.

Davy McDowell, P.E., and Director of Exam Services Tim Miller, P.E., will explain the latest developments in the transition and how this will affect students and engineering programs.

“Educators will need to understand what’s happening and when so that they can inform their students, but they also need to know how it will affect their program, such as what changes there will be to the format or frequency of their institution reports, which they use for outcomes assessment,” said McDowell.

NCEES staff will present a second CBT webinar through *Point of Beginning*, or *POB*, magazine on May 8 (2:00 EST) to educate professional surveyors about the move to computer-based testing.

Information on both of these webinars—including registration information—will be posted on ncees.org/CBT as it becomes available.

The new online information center and upcoming webinars are part of NCEES’s overall communications strategy for the transition. “We want this move to go as smoothly as possible, so it’s vital that we keep everyone updated on the latest activities and give them the resources to easily find the answers they need,” said Carter.

UPDATE

October 2011 Pass Rates

FE EXAM

FE pass rates for examinees who attended EAC/ABET-accredited engineering programs:

| Exam Module | First-Time Takers | Repeat Takers |
|-------------------|-------------------|---------------|
| Chemical | 83% | 47% |
| Civil | 79% | 37% |
| Electrical | 67% | 26% |
| Environmental | 83% | 46% |
| Industrial | 67% | 30% |
| Mechanical | 79% | 40% |
| Other Disciplines | 72% | 32% |

FE EXAM—OTHER DISCIPLINES MODULE ONLY

Only EAC/ABET degrees with more than 50 examinees are reported.

| Examinees' Degree Discipline | First-Time Takers | Repeat Takers |
|------------------------------|-------------------|---------------|
| Aeronautical/Aerospace | 87% | 50% |
| Agricultural | 74% | 60% |
| Architectural | 79% | 36% |
| Biological | 69% | 21% |
| Biomedical | 78% | 33% |
| Chemical | 89% | 36% |
| Civil | 64% | 25% |
| Electrical | 58% | 29% |
| Mechanical | 79% | 43% |
| Mining/Mineral | 52% | 43% |
| Nuclear | 86% | 100% |
| Petroleum | 65% | 62% |
| Structural | 74% | 56% |

PE EXAM

| Exam | First-Time Takers | Repeat Takers |
|--------------------------|-------------------|---------------|
| Agricultural | 31% | 25% |
| Architectural* | 76% | 35% |
| Chemical | 75% | 29% |
| Civil | 65% | 28% |
| Control Systems | 71% | 46% |
| Electrical/Computer | 61% | 27% |
| Environmental | 61% | 23% |
| Fire Protection | 68% | 44% |
| Industrial | 66% | 24% |
| Mechanical | 73% | 37% |
| Metallurgical/Materials | 53% | 46% |
| Mining/Mineral Proc. | 80% | 47% |
| Naval Arch./Marine Eng.* | 94% | 67% |
| Nuclear | 93% | 83% |
| Petroleum | 78% | 50% |

*These exams are given only in April. Pass rates shown are for April 2011.

SE EXAM

| Exam | First-Time Takers | Repeat Takers |
|-----------------|-------------------|---------------|
| Vertical Forces | 47% | 30% |
| Lateral Forces | 35% | 25% |

The above pass rate reflect the percentage of candidates who attained acceptable results by component. To pass the SE exam, candidates must obtain acceptable results on both components.

SURVEYING EXAMS

| Exam | First-Time Takers | Repeat Takers |
|------|-------------------|---------------|
| FS | 63% | 24% |
| PS | 66% | 30% |

MBAs hold biennial meeting in Atlanta

Merger of networking group and standing committee, NCEES initiatives on agenda

The member board administrators will meet on February 8 in Atlanta, Georgia. “This meeting gives MBAs a chance to communicate with each other and NCEES staff about their individual experiences,” said NCEES Executive Director Jerry Carter. “This meeting is such a great opportunity to learn from one another. We’re looking forward to it.”

NCEES leadership will be represented by President Dale Jans, P.E., and Southern Zone Vice President Theodore Sack, P.L.S., who is the board of directors liaison to the MBA Networking Group.

NCEES staff will be on hand to give updates on current initiatives at headquarters, including the transition to computer-based testing; updates to the software used by the NCEES Records department; and a redesign of the member board survey, an online resource detailing the structure and policies of each licensing board.

Zone representatives of the MBA Networking Group will report on MBA participation at the NCEES board of directors meetings. The MBA representatives on the 2011–12 committees and task forces will also give updates on their work so far this year.

The group will discuss the merger of the MBA Networking Group and MBA standing committee. NCEES voted at its 2011 annual meeting to authorize a Special Committee on Bylaws to add a Committee on Member Board Administrators to the roster of NCEES standing committees. The Council will vote



The Westin Atlanta Airport will serve as the setting for the February 8 meeting of the NCEES member board administrators. Photo: Starwood Hotels and Resorts

on this *Bylaws* amendment at its annual meeting in August.

A forum will give the opportunity for more open discussion. Feedback from the MBAs is being used to set this agenda. Each MBA will also have time to report on activities of interest for their respective licensing board.

Executive Director Carter will close the meeting with updates on zone interim meetings, which will be held in April and May, and the NCEES annual meeting, which will be held August 22–25 in St. Louis, Missouri.

In the evening, a reception and dinner at the host hotel, the Westin Atlanta Airport, will give an opportunity to network and share information in a more informal setting.

This year’s meeting is the third such meeting for the MBAs. In 2008, the board of directors authorized this meeting to be held biennially, alternating with the Board Presidents Assembly, which MBAs are also funded to attend.

“Previous MBA meetings have been held at our headquarters in Clemson, but we moved the meeting to the Westin Atlanta Airport this year to make travel more convenient,” explained Carter.

MEMBER BOARD NEWS

FLORIDA PE Zana Raybon is the new board administrator, replacing Carrie Flynn.

FLORIDA PS John Roberts is the new board administrator, replacing Leon Biegalski.

GUAM Ron Ramos is a new appointee. Bernard Benavente is no longer a member.

ILLINOIS PE Emeritus member Lars Molander passed away on December 8, 2011. His contributions to NCEES include 15 years' service on the Committee on Examinations for Professional Engineers, serving as a member, resource, and consultant.

MASSACHUSETTS Patricia Breslin is the new associate executive director, replacing Erin LeBel.

MICHIGAN PE Troy Naperala is a new appointee. Keith Swaffar is no longer a member.

MICHIGAN PS Gilbert Barish, Ronald Brand, and Kenneth Van Tine are new appointees. William Karr, Ronnie Lester, and Daniel Redstone are no longer members.

MONTANA Jane Eby is a new appointee. James Hahn is no longer a member.

NEW MEXICO Paul Brasher and Joshua Skarsgard are new appointees. Severiano Sisneros is no longer a member.

PENNSYLVANIA Michael Brinkash, Robert Garlitz, David Pennoni, Carol Sides, and James Szalankiewicz are new appointees. Robert Grubic, Harold Millan, George Roman, David Smith, and David Widmer are no longer members.

OREGON Mari Kramer is no longer a member.

SOUTH DAKOTA Jeffrey Nelson is a new appointee. Dale Jans and David Stafford are no longer members.

Upcoming Events

February 10-11

EPE Committee Meeting
Clemson, South Carolina

February 17-18

Board of Directors Meeting
St. Thomas, Virgin Islands

February 19

PE Mining/Mineral Processing
Exam Meeting
Seattle, Washington

February 19-25

National Engineers Week

February 23-25

SE Exam Meeting
Clemson, South Carolina

March 2

CBT Implementation Task Force
Meeting
Atlanta, Georgia

Finance Committee Meeting
San Antonio, Texas

March 3

POLC Meeting
Scottsdale, Arizona

March 8-11

Exam Audit Committee Meeting
Clemson, South Carolina

March 16-17

PE Environmental Exam Meeting
Clemson, South Carolina

March 18-24

National Surveyors Week

March 23-24

SE Exam Meeting
Clemson, South Carolina

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L. Joseph Timms, P.E.
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New Faces of Engineering College Edition winners announced

NCEES congratulates the inaugural winners of the New Faces of Engineering College Edition recognition program.

The 15 winners were announced on December 5. They were chosen from 3rd-, 4th-, and 5th-year engineering students from across the country for their academic successes, experiences in engineering, and contributions to one of the participating engineering societies. Winner spotlights are posted on the College Edition Facebook page (facebook.com/collegeedition).

NCEES and the American Society of Heating, Refrigerating, and Air-Conditioning (ASHRAE) are cosponsoring College Edition, which is an initiative of the National Engineers Week Foundation.

In addition to recognizing the best and brightest engineering students, College Edition serves as an online resource throughout the year for students to find out about academic and professional development opportunities, licensure exams, internships, jobs, events, and competitions.

Visit the College Edition Facebook page to read more about the winners and keep up with the latest news.

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