October 2023 Volume 27, Issue 5

Licensure **EXCHANGE**

An official NCEES publication for the exchange of information, opinions, and ideas regarding the licensure of engineers and surveyors

Delegates debate the issues at 102nd NCEES annual meeting

NCEES DELEGATES RECENTLY GATHERED for the 2023 annual meeting held in Boston, Massachusetts. Delegates addressed a range of issues related to the organization and to engineering and surveying licensure. The following summarizes key actions taken at the August 15–18 meeting. Full details of the meeting will be included in the official minutes, which will be published later this year.

Development of PLSS module for PS exam

At its August 14 meeting before the annual meeting business sessions began, the NCEES board of directors passed a motion at the recommendation of the Committee on Examinations for Professional Surveyors to develop a Public Land Survey System (PLSS) module to be used in conjunction with the Principles and Practice of Surveying (PS) exam for jurisdictions that require such an exam.

This motion was a culmination of a nearly six-year process. A separate PLSS module will be created, and a new PS exam specification that no longer contains any PLSS items will be used.

NCEES Chief Executive Officer David Cox explained a key reason for the changes: "Developing a singular PLSS module will allow many jurisdictions to remove this content from their state-specific surveying exams or to drop them entirely, minimizing barriers to licensure."



Sina Nejad, P.E., a member from the Texas board, and Michael Sims, P.E., director of compliance and enforcement for the Texas board, prepare for the business session at the 2023 annual meeting in Boston.

NCEES Foundation funding to support mission

In an effort to expand the organization's ability to advance its mission, the board of directors approved the transfer of \$7 million from the organization's reserves to establish the NCEES Foundation. The Council voted to approve the funding as part of its overall approval of the 2023–24 operating budget.

CEO Cox noted, "The foundation structure will ensure that the priority of promoting licensure receives the focus it requires."

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LAURA SIEVERS, P.E. NCEES PRESIDENT

Sievers installed as president, outlines vision for the year

Laura Sievers, P.E., of Iowa, was installed as president on August 17 at the NCEES annual meeting in Boston, Massachusetts. The following is from her inaugural speech.

OUR MEETINGS THIS WEEK HAVE ONCE AGAIN SHOWN our similarities, differences, and how there are many opportunities for us to work to blend just a little bit more together. Thank you for engaging in our business meeting, zone meetings, and forums. I firmly believe when we take away the hurdles amongst us for our licensed professionals, they succeed, and we all benefit.

Sorry to all the past presidents, but I want my year as president of NCEES to be the best year for NCEES. I am certainly excited about this position and the year ahead of me.

I think I have an idea how, but it does take everyone. We have an amazing organization. The outstanding exams and the financials are very healthy, and I know it took a lot of work by a lot of people to get us there.

The mission of NCEES is to advance licensure for engineers and surveyors in order to safeguard the health, safety, and welfare of the public.

This occurs by

- Providing outstanding nationally normed examinations for engineers and surveyors
- Providing uniform model laws and model rules for adoption by the member boards
- Promoting professional ethics among all engineers and surveyors
- Coordinating with domestic and international organizations to advance licensure of all engineers and surveyors



Laura Sievers, P.E., was installed as president at the conclusion of the 2023 NCEES annual meeting.

We can do more. I know we can do more than what we are doing today, especially with the last bullet point.

The vision of NCEES is to provide leadership in professional licensure of engineers and surveyors through excellence in uniform laws, licensing standards, and professional ethics in order to safeguard the health, safety, and welfare of the public and to shape the future of professional licensure.

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When I hear "shape the future of professional licensure," I hear shape today's young minds into future engineering and land surveying professionals.

So, I will take you back a bit, and I can tell you that 2023 is not like it was in 2003, when I graduated college and took the FE. Things have changed and so has the path to being licensed. I am sure most of you can relate. Take a moment to think about the year you took a licensure exam or graduated. Go back a little bit further, and how did you get introduced to surveying and engineering?

Mine was my eighth-grade year. My older brother was off to college to go into engineering—the first in our family—and I thought I could do that also. A small college was offering a month-long engineering camp—I kid you not—for only 50 bucks. Various companies had funded the camp's costs almost entirely. Like I said, the engineering camp sounded pretty interesting. To my parents, I am sure that sounded like one less mouth to feed for a month. But after that month, engineering was definitely my future career. It's important for us to support when there is a need—math and science competitions, robotics, camps, schools, programs, assistance with scholarships that focus on young people finding out that surveying and engineering are interesting careers to definitely consider and also introduce them to licensed professionals in their communities.

I have three young boys of my own ranging in age from 10 to 15 years old. They do enjoy events with friends and would probably listen to advice from their peers more than their mother. So again, if we can help support more groups that host math, science, geocaching, engineering and surveying, and many other events, I believe that is an investment in advancing licensure.

Along with being guided by our mission and vision, I really want to accomplish three things:

- 1. Inspire many
- 2. Educate many
- 3. Create the desire to be licensed

I want us to inspire many and spread the umbrella to allow more pathways for individuals to become licensed in engineering and surveying. The fundamentals and professional exams are proving time and time again that they are working well in our established disciplines. How can the exams have a broader scope? Engineering and surveying are careers that are continually evolving. Additionally, let's find a way among all of our states to work with individuals who did some or all of the professional preparation in another country.

To educate many, we must work together any time there is a small group of us gathering and have a discussion and share ideas of how we can get in front of large groups of all sorts of young people to promote our professions and licensure.

Creating the desire to be licensed with the student ambassador programs launching on campuses this year, along with the FE and FS honor cords, will hopefully be on all campuses by May next year. What a great way for us to remind students of this pathway to enhance their future careers with licensure.

I will say that it is only because of all the work people before us have done that we get to focus this next year on our bright future. So, I will extend my gratitude again for all who came to Boston. I especially appreciate all of this past year's and this coming year's NCEES committee participants and exam volunteers. You are truly great! I have much appreciation and want to give the highest accolades for all your dedicated hard work. Much more work lies before us. And we can do it because collectively we achieve what we focus our efforts on.

As your president, I ask you to reach out with ideas. Let us journey together, so we can find more ways to continue to advance the engineering and surveying professions. Thank you.

HEADQUARTERS UPDATE



DAVID COX NCEES CHIEF EXECUTIVE OFFICER

NCEES staff and FE Ambassadors promote the professions at local outreach event

FOR THE SECOND YEAR IN A ROW, NCEES PARTICIPATED in a local outreach initiative to inspire the next generation of professional engineers and surveyors. Our organization was a gold sponsor for the iMAGINE Upstate STEAM Festival on August 26, in downtown Greenville, South Carolina, home to NCEES headquarters.

iMAGINE Upstate is a program of South Carolina's Coalition for Mathematics and Science at Clemson University. The STEAM Festival— iMAGINE's signature experience—is an annual event designed to showcase pre-K-12 education and career pathways in science, technology, engineering, arts, and math (STEAM) through hands-on learning.

Around 10,000 people attended the event, and the festival included 50 exhibits of nonprofit and community groups, educational institutions, and business and industry representatives. Eight NCEES staff members and eight NCEES FE Ambassadors provided a hands-on activity for the community.

Our FE Ambassador program consists of junior and senior college students who serve as on-campus representatives to engage fellow engineering students in engineering-related activities. Some of those activities include being active in engineering society student chapter meetings and events, licensure presentations, on-campus advertising, and social media.

Students from four schools—Clemson University, Kennesaw State University, North Carolina Agricultural and Technical State University, and the University of North Carolina at Charlotte—met in Greenville, August 25-27, for training.

iMAGINE Upstate was a great opportunity to engage with our local community and provide an interactive STEAM learning experience.



NCEES Manager of Credentials Evaluations and Records Marie Nebesky and several FE Ambassadors lead festival attendees.



NCEES Front Desk Coordinator Loretta Stephens hands out promotional items and discusses NCEES' focus on advancing licensure.





Left: NCEES staff and FE Ambassadors assist attendees in building earthquake-resistant structures.

Right: NCEES FE Ambassador Kennedi Briggs, a mechanical engineering student at the University of North Carolina at Charlotte, tests an attendee's structure on the shake table.

The training coincided with the iMAGINE Upstate STEAM Festival and provided the perfect opportunity to put the training into action.

NCEES staff, with support from the FE Ambassadors, presented the Build an Earthquake-Resistant Structure activity at the festival. Children were given toothpicks, plastic foam spheres, and gumdrops and asked to design a structure capable of resisting an earthquake. The structures were moved to a shake table, a device that simulates the ground motions that take place during an earthquake, and tested.

NCEES staff spoke to parents, children, and educators about the fields of engineering and surveying as well as licensure's role in public protection. FE Ambassadors were able to share first-hand experiences with attendees about why they chose the field of engineering.

iMAGINE Upstate was a great opportunity to engage with our local community and provide an interactive STEAM learning experience. Our purpose was to ignite an interest in the engineering and surveying professions and speak with them in a fun, approachable way about what NCEES does. With the help of our FE Ambassadors, I think we succeeded.

Resources for parents and educators, including STEAM activity ideas, are available on the iMAGINE website, imaginesteamsc.org.



MEMBER BOARD BRIEF



JOHN GREENHALGE

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

Ohio sees significant increase in surveyor applicants

THE OHIO STATE BOARD OF REGISTRATION FOR Professional Engineers and Surveyors has seen a gradual decrease in the number of applicants applying for professional surveyor registration and taking the NCEES Fundamentals of Surveying (FS) and Principles and Practice of Surveying (PS) exams. There were many reasons for the decreased numbers, including

- Jurisdictions requiring a bachelor's degree in surveying as a prerequisite for licensure
- A lack of students pursuing surveying education at the university level and pursuing registration
- Less exposure to the profession due to advancements in technology requiring smaller field crews and technicians

The board decided to create a task force to study the surveying profession and make recommendations on how we could increase the number of qualified applicants for the surveying exams in licensure.

The charge of the task force was not to make it easier to become a professional surveyor but rather to create additional pathways and opportunities that aligned with the current licensing requirements. The task force included individuals from all segments of the surveying profession. A report was provided to the board in the fall of 2020.

Task force recommendations

The task force recommended accepting part-time experience provided it is documented and verified. It issued the following recommendations regarding part-time experience:

Part-time experience should be counted after the applicant has completed the first surveying course toward an acceptable surveying degree.

- Part-time experience must be completed in increments of no less than four hours per week.
- Part-time experience can be counted up to a maximum of two years of the four-year experience requirement.
- Part-time experience must have been completed within the previous eight years.
- The board will develop a separate experience form to document part-time experience and will require evidence of completion (e.g., pay stubs and tax information).
- The maximum amount of pre-graduation experience will remain two years.

The task force recommended allowing up to two years of overlapping engineering and surveying experience. It issued the following recommendations related to overlapping experience:

- Allow up to two years of overlapping engineering and surveying experience.
- Prepare a separate experience sheet for applicants to document overlapping engineering/surveying experience.
- Require overlapping engineering/surveying experience to be completed within the previous eight years to count toward the experience requirement.
- Provide guidance to applicants describing acceptable overlapping experience.

The task force recommended creating a third educational pathway to professional surveyor registration. It issued the following recommendations related to this provision:

■ Create a third pathway to permit graduates of any bachelor's degree program that completed 30 hours of surveying courses to meet the NCEES Surveying Education Standard, with a limit of six hours of the surveying courses in Geographic Information Systems (GIS), to be eligible for surveyor registration in Ohio.

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- Require additional coursework to include 12 hours of college algebra math or higher, six hours of natural science, and 16 hours of general education.
- Permit applicants who choose this pathway to take the FS exam after completing all the required courses and earning a bachelor's degree.

Results

Since the changes were implemented in January 2021, Ohio has seen a significant increase in the number of applicants applying for the FS and PS exams. In fact, in January and February 2023, we approved more than 30 FS applications. That is more than Ohio would normally approve in a year prior to 2021. We also expect to license close to 100 surveyors in 2023.

The applicants have a diverse educational background, mostly in engineering and surveying-related fields. We also discovered that many of these newly eligible applicants had 10-plus years of surveying experience at consulting firms and in government, many in leadership positions.

We have also seen an increase in the number of applicants pursuing a dual license and working toward completing the surveying experience.

It is unknown if this increase is sustainable and for how long it will last; however, based on the inquiries and individuals working toward meeting the NCEES Surveying Education Standard and pursuing the FS exam, we know that the numbers will continue to rise for several years going forward.

Greenhalge is executive director of the Ohio board and chairs the 2023–24 NCEES Committee on Member Board Administrators.

ANNUAL MEETING

continued from cover

A separate board of directors for the foundation will focus on supporting programs that will fulfill the NCEES mission to advance engineering and surveying licensure. Future foundation funding will be at the discretion of the Council, with recommendations through the Committee on Finances.

Staff to amend language to NCEES documents

The Council passed a motion from the board of directors to direct NCEES staff to amend the language to remove references to pencil-and-paper examinations in all NCEES documents after completion of the last pencil-and-paper examination. Amended language will be presented to the board of directors for approval. Staff will add additional language as needed to clarify any references to pencil-and-paper examinations that cannot change.

Since references to pencil-and-paper examinations are in numerous NCEES documents, the board felt that NCEES staff should be the group tasked with searching all documents and the website rather than charging individual

committees to review the various documents separately. The one exception is the *Bylaws*—any references to penciland-paper examinations in the *Bylaws* would go through the appropriate committee for recommended revisions.

Updates to model documents

The Committee on Uniform Procedures and Legislative Guidelines (UPLG) completes a comprehensive review of the *Model Law* and *Model Rules* every five years. UPLG completed that task this year, coming before the Council with 27 motions to amend the two documents. Many of the proposed changes were for clarification purposes or to make the two companion documents consistent. However, there were several definition revisions, including modifications to the definition of engineering contained in the *Model Law*.

Revised versions of the *Model Law* and *Model Rules*, along with revised versions of the *Bylaws* and the *Manual of Policy* and *Position Statements*, will be available in the fall.

ENFORCEMENT **BEAT**



BOB HERBERT

ALABAMA STATE BOARD OF LICENSURE FOR PROFESSIONAL ENGINEERS AND SURVEYORS CHIEF SPECIAL INVESTIGATOR

Law enforcement issues and professional development on the agenda for 2023 annual meeting

THE LAW ENFORCEMENT COMMUNITY RECENTLY gathered at the 2023 annual meeting in Boston, Massachusetts, to discuss a variety of issues and take part in a workshop focused on reading body language.

Committee discussion

The 2022-23 Committee on Law Enforcement was charged with reviewing the Law Enforcement Program and considering removing it from the annual meeting and replacing it with a funded meeting at headquarters. The Law Enforcement Program at the annual meeting includes a forum on Thursday afternoon and a workshop on Friday. Participants include board investigators, attorneys, board members, and member board administrators (MBAs).

The committee discussion determined that holding the program at headquarters could limit attendance by board members and MBAs. During recent years, attendance has increased from 58 participants in 2017 to 70 participants in 2018 and 78 participants in 2022. Also, forum attendance increases when the annual business meeting concludes early.

The capacity of the largest meeting room at headquarters is 48, which would not allow sufficient space for even one person per member board. Therefore, the committee recommended keeping the Law Enforcement Program as part of the NCEES annual meeting. In addition, the committee presented a motion to amend the financial policy regarding travel expenses to provide for funding one person from each member board to attend the Law Enforcement Program at the annual meeting.

This motion was adopted by the Council. We look forward to the additional funded delegates who will be participating in future law enforcement programs at each annual meeting. The committee will continue to extend an invitation to any future delegate attending the annual meeting to attend either the forum or the program.

Other issues discussed

During the forum, we were brought up to date on a current court action that has been transpiring in California. The case is against mysiteplan.com and is currently at the federal court of appeals.

The forum also included a presentation on what goes into the making of a new enforcement database. It provided information that outlined the requirements needed for an enforcement data system to occur and to function as desired for a new browserbased system for the Alabama board.

The committee typically gives a status of Enforcement Exchange during the forum. This year's status update consisted of 20 member boards that had not supplied information for several years. This is concerning, as the information about disciplinary actions is vital to protecting the health and safety of the public. It is important to note that since the annual meeting, six member boards have reached out to NCEES with their enforcement details. If any board does not have the means or ability to upload their disciplinary actions to Enforcement Exchange, please contact NCEES for assistance.

Law Enforcement Program

The Law Enforcement Program, Body Language Secrets, was presented by body language expert Patti Wood. It was an interactive program where the participants learned the secrets to reading body language and how to form an accurate first impression. The workshop allowed individuals to become more effective in their interactions with others and enhance their face-to-face, phone, and virtual interviews.

We look forward to the 2024 annual meeting to be held in Chicago. Please come by and chat with your law enforcement representatives while you are there.

Herbert is chief special investigator for the Alabama board and chair of the 2023-24 NCEES Committee on Law Enforcement.

NCEES recognizes distinguished service

AT ITS 102^{ND} ANNUAL MEETING, NCEES HONORED eight individuals for their dedicated service to the organization and the engineering and surveying professions. The 2023 NCEES service award winners are

- Jeffrey Jones, P.L.S., member of the Wyoming Board of Professional Engineers and Professional Land Surveyors; Dean Ringle, P.E., P.S., NCEES past president and member of the Ohio State Board of Registration for Professional Engineers and Surveyors; and Marlee Walton, P.E., P.L.S., emeritus member of the Iowa Engineering and Land Surveying Examining Board, who all received the Distinguished Service Award
- Steven Barrett, Ph.D., P.E., member of the Wyoming Board of Professional Engineers and Professional Land Surveyors; Anne Bertelsmann, Ph.D., P.E., of Texas; and Lan Yoneda, P.E., of Hawaii, who all received the Distinguished Examination Service Award
- LeRoy Feusner, P.E., of Montana, who was posthumously honored with the Distinguished Examination Service Award
- Howard (Skip) Harclerode II, P.E., member of the Maryland State Board for Professional Engineers, who received the President's Award



NCEES President Christopher Duhamel, P.E., P.L.S., (left) congratulates Marlee Walton, P.E., P.L.S., emeritus member of the Iowa board. Walton was recognized at the 2023 annual meeting for her service to NCEES and the engineering and surveying professions.

The winners were honored at the NCEES annual meeting, held August 15–18, 2023, in Boston, Massachusetts. Read more about the 2023 winners at ncees.org/service-award.

Nominations open for 2024 service awards

THE NCEES COMMITTEE ON AWARDS IS NOW accepting nominations for the following: the Distinguished Examination Service Award, the Distinguished Service Award, the Distinguished Service Award with Special Commendation, and the Meritorious Service Award. These awards will be presented at the 2024 annual meeting in Chicago, Illinois.

The deadline for nominations is January 31, 2024. Nomination materials have been sent to member board administrators. They are also available in the Board Resources section of MyNCEES.

Nominations for the Distinguished Examination Service Award may be made by a member board, an exam committee, or the NCEES board of directors. Nominations for the Distinguished Service Award, Distinguished Service Award with Special Commendation, and the Meritorious Service Award must be made by a member board. The criteria for these awards are specified in Administrative Policy 12, which can be found in the *Manual of Policy and Position Statements* available at neees.org.

NCEES UTREACH

The following are upcoming NCEES outreach activities to promote engineering and surveying licensure. For the latest outreach news, follow NCEES on Facebook, X (formerly known as Twitter), and LinkedIn. Visit ncees.org for links to its social media pages.

SAE COMVEC Conference

NCEES participated in the Society of Automotive Engineers COMVEC conference September 19-21 in Schaumburg, Illinois, to promote professional licensure and the FE exam to an audience of over 1,000 attendees.

SWE Conference

NCEES will participate in the 2023 Society for Women Engineers annual conference October 26-28 in Los Angeles, California, to promote the value of professional licensure to an expected audience of over 16,000 people.

SAME Small Business Conference

NCEES will participate in the 2023 Small Business Conference for the Federal Architecture, Engineering, Construction and Facility Maintenance/Management Industry November 1-3 in San Antonio, Texas.

STATEMENT OF OWNERSHIP, MANAGEMENT, AND CIRCULATION

- Publication title: Licensure Exchange
- 2. Publication number: 606-300
- 5. Number of issues published annually: 6
- 3. Filing date: August 18, 2023 6. Annual subscription price: None
- Issue frequency: Bimonthly 7. Complete mailing address of known office of publication: NCEES, 200 Verdae Boulevard, Greenville, SC 29607
- 8. Complete mailing address of headquarters or general business office of publisher: NCEES, 200 Verdae Boulevard, Greenville, SC 29607
- 9. Full names and complete mailing addresses of publisher, editor, and managing editor: Publisher: David Cox, NCEES, 200 Verdae Boulevard, Greenville, SC 29607. Editor: Katy Goforth, NCEES, 200 Verdae Boulevard, Greenville, SC 29607. Managing Editor: Nina Norris, NCEES, 200 Verdae Boulevard, Greenville, SC 29607.
- 10. Owner: National Council of Examiners for Engineering and Surveying, 200 Verdae Boulevard, Greenville, SC 29607
- 11. Known bondholders, mortgages, and other security holders owning or holding 1% or more of total amount of bonds, mortgages, or other securities: None
- 12. Tax status: The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes has not changed during preceding
- 13. Publication title: Licensure Exchange
- 14. Issue date for circulation data below: August 2022
- 15. Extent and nature of circulation:

		Average no. copies each issue during preceding 12 months	No. copies of single issue published nearest to filing date
a.	Total number of copies (net press run)	982	986
b.	Paid circulation		
	(1) Mailed outside-county paid subscriptions stated on PS Form 3541	0	0
	(2) Mailed in-county paid subscriptions stated on PS Form 3541	0	0
	(3) Paid distribution outside the mails including sales through dealers and carrie	ers,	
	street vendors, counter sales, and other paid distribution outside USPS	0	0
	(4) Paid distribution by other classes of mail through the USPS	0	0
c.	Total paid distribution (sum of 15b 1, 2, 3, 4)	0	0
d.	Free or nominal rate distribution		
	(1) Free or nominal rate outside-county copies included on PS Form 3541	0	0
	(2) Free or nominal rate in-county copies included on PS Form 3541	836	872
	(3) Free or nominal rate copies mailed at other classes through the USPS	0	0
	(4) Free or nominal rate distribution outside the mail	83	77
e.	Total free or nominal rate distribution (sum of 15d 1, 2, 3, 4)	919	949
f.	Total distribution (sum of 15c and e)	919	949
g.	Copies not distributed	63	37
h.	Total (sum of 15f and g)	982	986
i.	Percent paid (15c divided by 15f times 100)	0	0

16. Publication of Statement of Ownership: October 2023

I certify that all information stated above is true and complete. Katy Goforth

EVENTS

Repve = P 7 08 V3 - P 4 V2

MEMBER BOARD NEWS

OCTOBER 5-6

PE Industrial and Systems Exam Meeting Virtual

OCTOBER 6-7

PE Mechanical Exam Meeting Greenville, South Carolina

OCTOBER 12-14

PE Structural Exam Meeting Greenville, South Carolina

OCTOBER 20-21

NCEES Board of Directors Meeting Portland, Maine

PE Civil Exam Meeting Greenville, South Carolina

OCTOBER 23-24

Single-Day CBT Exam Administrations

OCTOBER 26-27

PE Structural Exam Administration

EPP Committee Meeting Virtual

OCTOBER 27-28

PE Architectural Engineering Exam PAKS Meeting Greenville, South Carolina PE Metallurgical and Materials Exam Meeting Greenville, South Carolina

NOVEMBER 3-4

FE Exam Meeting Greenville, South Carolina

NOVEMBER 7

PE Naval Architecture and Marine Engineering Specifications Development Virtual

NOVEMBER 8-9

PE Environmental Exam PAKS Meeting Greenville, South Carolina

NOVEMBER 10-11

Exam Audit Committee Meeting Greenville, South Carolina

NOVEMBER 16-17, 20

EPS Committee Meeting Virtual

NOVEMBER 29-DECEMBER 1

PE Structural Scoring Workshop Virtual

Arizona

Keith Smith is a new appointee. Kent Wilson is no longer a member.

Delaware PS

Tashana Branch is the new board administrator, replacing Jennifer Witte.

Florida PE

Kenneth Todd, a member of the Florida Board of Professional Engineers, passed away on June 29, 2023, at the age of 71. Todd served two full terms on the Florida board from 2012 to 2019 and served as chair in 2018 and 2019.

Idaho

Wyatt Johnson is a new appointee. John Tomkinson is no longer a member.

New York

Shaine Porter and Richard Watt are new appointees.

Nevada

Jason Dixon is a new appointee. Lynnette Russell is no longer a member.

Associate

The NCEES board of directors approved the following associate members at its August 2023 meeting. **Alaska:** Kelly Johnson; **Connecticut:** Michael Elliott;

Maine PE: John Belisle;
South Dakota: Gerald McCabe

Emeritus

The NCEES board of directors approved the following emeritus members at its August 2023 meeting. **Delaware PE:** Charles McAllister; **Illinois SE:** Steven Bishop; **Maine PE:** Mandy Holway

NCEES OUTREACH

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P.E. and P.S. Profiles

In the October profile, Jacob Heck, Ph.D., P.S., discusses his work as geodesist at the National Oceanic and Atmospheric Administration's National Geodetic Survey, where he serves as the Great Lakes regional geodetic advisor out of Ann Arbor, Michigan. Heck is active with the National Society of Professional Surveyors, the American Association for Geodetic Surveying, and the International Federation of Surveyors Young Surveyors Network. Profiles are posted at ncees.org/engineer-profiles and ncees.org/surveyor-profiles.

2023–24 NCEES BOARD OF DIRECTORS/OFFICERS

Laura Sievers, P.E. President

Andrew Zoutewelle, P.L.S.

President-Elect

North Carolina

Christopher Duhamel, P.E., P.L.S. *Immediate Past President* Rhode Island

Karl Tonander, P.E. Treasurer New Mexico

Jan Bostelman, P.E., PMP Central Zone Vice President Nebraska

Samuel Wilson, P.E.

Northeast Zone Vice President

District of Columbia

James Kelly, P.E. Southern Zone Vice President Virginia

Mohammad Qureshi, Ph.D., P.E. Western Zone Vice President California

David Cox
Chief Executive Officer
South Carolina

Licensure **EXCHANGE**

A publication of the National Council of Examiners for Engineering and Surveying

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ISSN NO. 1093-541X VOLUME 27, ISSUE 5

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NCEES installs 2023-24 board of directors



Standing (l-r): Bostelman, Kelly, Wilson, and Qureshi. Sitting (l-r): Duhamel, Sievers, Zoutewelle, and Tonander.

Laura Sievers, P.E., began her term as 2023–24 NCEES president at the conclusion of the organization's annual meeting, held August 15–18 in Boston, Massachusetts. She replaces outgoing president Christopher Duhamel, P.E., P.L.S., who will remain on the NCEES board of directors as immediate past president.

During the annual meeting, Andrew Zoutewelle, P.L.S., was installed as 2023–24 president-elect, and Karl Tonander, P.E., was installed as 2023–26 treasurer. Also, NCEES welcomed newly commissioned Northeast Zone vice president Samuel Wilson, P.E., and Southern Zone vice president James Kelly, P.E., as they began the first year of their two-year terms.

Completing the board of directors are Central Zone vice president Jan Bostelman, P.E., PMP, and Western Zone vice president Mohammad Qureshi, Ph.D., P.E., both serving the final year of their terms.