

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



Headquarters Update

NCEES moves forward with CEO succession plan

DAVID COX | NCEES CHIEF EXECUTIVE OFFICER

IN NOVEMBER 2022, I ANNOUNCED MY PLANS to retire in October of this year, and NCEES shared its CEO succession plan. Since joining NCEES as CEO in 2018, I have had the great joy and privilege to work with so many talented people, both on staff and on our member boards—all with the same goal of advancing licensure to protect the public.

As my retirement approaches, I look forward to preparing for and implementing the CEO succession plan with my fellow staff members. Effective October 1, 2024, NCEES Chief Operating Officer Davy McDowell, P.E., will succeed me as CEO. He will serve as chief employed officer of the Council and secretary of the NCEES corporation with authority over its daily operations. As part of the succession plan, Jason Gamble, P.E., chief officer of examinations, will assume the position of COO, and Lehmon Dekle, P.E., exam services operations manager, will move into the role of chief officer of examinations.

Immediate Past President Christopher Duhamel, P.E., P.L.S., put it well: “Davy’s appointment as the next CEO is a testament to his leadership skills and the confidence we have in him to further our mission and vision.” I echo Past President Duhamel’s words. Davy, who has been with NCEES since 1999



NCEES COO Davy McDowell, P.E., updates the board of directors at its August 2023 meeting. McDowell will assume the role of CEO October 1, 2024.

and has served as COO since 2009, is well equipped to lead NCEES into the future of licensure.

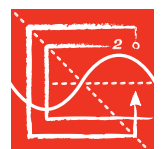
To give you further insight into this transition, I sat down with Davy and asked him a few questions about himself and his new role.

Q&A with COO McDowell

When did you join NCEES?

I started at NCEES in October 1999 as a technical assistant, a position that was later renamed exam development engineer.

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NCEES

FROM THE PRESIDENT



LAURA SIEVERS, P.E.
NCEES PRESIDENT

Committee work has begun ahead of zone interim meetings

AS WE WELCOME 2024, COMMITTEES HAVE ALREADY begun working on the charges given following the 2023 annual meeting.

So far, committees have been meeting virtually and are now beginning in-person meetings to put the finishing touches on their charges. Each committee's progress will be presented at the upcoming zone interim meetings. Here is a quick snapshot of some of the topics our committees have been working on.

Standing committees

The Advisory Committee on Council Activities is discussing NCEES emeritus status and clarifying "in good standing" and "privilege of the floor" in the *Bylaws*.

The Committee on Awards is reviewing the recently submitted nominations for service awards.

The Committee on Education is discussing engineering technology degrees and the use of "four-year degrees" versus "baccalaureate degrees" in NCEES policies and model documents.

The Committee on Examination Audit is auditing nine exams and observing 14 standard setting studies.

The Committee on Examinations for Professional Engineers is working with the EPP and EPS committees to review exam development procedures for approving new exams and modules to ensure consistency with policy.

The Committee on Examinations for Professional Surveyors is working with NCEES staff to identify subject-matter

We can reflect on how these topics do or do not affect your state's licensure of engineering and surveying professionals.

experts for the development of the Public Land Surveying System module of the Principles and Practice of Surveying exam.

The Committee on Examination Policy and Procedures is working to incorporate the recent PLSS module information into exam development policies and exam administration policies and assisting the EPE and EPS committees to incorporate other exam-related policy language.

The Committee on Finances is working on the details of the five-year operational funding and expenditure plan for the new NCEES Foundation. The committee will continue throughout the year to monitor the revenue and cost trends of our exams.

The Committee on Law Enforcement is evaluating criminal and civil expungements to develop best practices for boards and how Enforcement Exchange should handle required expungement situations.

The Committee on Member Board Administrators is working on ways to standardize continuing professional competency, including the use of home rule and/or the NCEES CPC Standard without having to meet each individual jurisdiction's requirements.

The Committee on Uniform Procedures and Legislative Guidelines is reviewing if the PLSS module needs to be added to the *Model Law* or *Model Rules*.

Special committees and task forces

The Special Committee on Bylaws is considering *Bylaws* amendments to automatically designate MBA associate members and to clarify that board of directors members can continue through the leadership path if their term on their member board has expired.

The Engineering Licensure Task Force is working with the Bylaws Committee to add a standing committee on licensure, including defining its makeup and responsibilities. The group will also discuss removing barriers to comity licensure.

The Surveying and Mapping Sciences Licensure Task Force is studying issues surrounding the potential licensure of mapping scientists.

I hope the work being done by the committees this year leads to great discussions. We can reflect on how these topics do or do not affect your state's licensure of engineering and surveying professionals. I look forward to these dynamic discussions at the upcoming zone interim meetings. Come with questions, concerns, problems, and solutions from your state.

This month, you should receive your NCEES Committee Preference Survey via email. Now is the time for you to apply to be part of the committee discussions next year. Your fellow state board members, zone leadership, or I can help you if you have questions on applying.

HEADQUARTERS UPDATE

continued from cover

From your perspective, how has NCEES changed over the years?

As an organization, we do not move at a fast pace. But in 24 years, I have seen our exams go from subjectively scored essay questions to multiple choice to now computer-based. In that time, our staff has nearly doubled. When I joined NCEES, I felt like we were a reactive organization. Today, we are actively seeking engagement from member boards and foreign entities, developing software tools, and constantly looking for ways to realize our vision and mission of advancing licensure for engineers and surveyors.

What is one lesson you've learned from your tenure as COO that you'll take with you into your new role?

The organization is better when we are all actively working to make it better. In other words, I know that surrounding myself with the best people will give me the best chance to succeed and the organization to grow.

What are a few challenges you're anticipating tackling as CEO of NCEES?

One challenge is making sure licensure (and our exams) for engineers and surveyors stays relevant. Legislative

challenges seem to come up more frequently now than in the past. I venture to say that if you, CEO Cox, were asked this question when you took over, you would not have answered something like handling a worldwide pandemic that will limit us from offering and developing exams. However, that is what you were handed. So, to answer the question, I'm up for tackling whatever challenge hits us next, with this mantra in mind: Be flexible, try not to panic, and move forward.

What are you most excited about for the future of licensure?

I think we have some untapped opportunities lying out there. I want us to be a forward-thinking organization and look for ways to strengthen and broaden the licensing of engineers and surveyors.

What is one thing about you some people may not know?

I have been around so long that I feel like most people know all about me. But while I love to travel and hike in national parks, I still (somewhat bragging) like to say my wife and I raised three pretty smart daughters—all engineers.

MEMBER BOARD BRIEF



JOHN GREENHALGE

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

Member Board Administrators Committee working on several important charges in 2024

THE NCEES COMMITTEE ON MEMBER BOARD Administrators is represented by member board administrators (MBAs) from each zone and current members or emeritus members of member boards. Each year, the committee arranges for MBA meetings at the NCEES annual meeting and zone interim meetings. Throughout the year, the committee also strives to provide close cooperation between administrators and to facilitate any efforts by the member boards in addressing licensure processes and practices.

The committee has the following standing charges each year:

- Mentor new member board administrators and review the new-MBA orientation process.
- Coordinate, develop agendas for, and provide leaders for all MBA meetings (annual meeting, MBA meetings, and zone interim meetings).
- Submit articles for inclusion in *Licensure Exchange*.
- Assist NCEES staff in developing programs for in-person and virtual MBA meetings as well as virtual webinars.

Additionally, the 2023–24 MBA Committee is working on three important charges affecting licensure and mobility.

CPC requirements

This year, the committee is studying ways to standardize continuing professional competency (CPC) requirements, including reviewing the use of home rule and/or the NCEES CPC Standard. The committee is also studying ways that professional engineers and surveyors licensed in multiple jurisdictions can meet CPC requirements without having to meet each individual jurisdiction's requirements.

One of the most complicated issues hindering CPC compliance for professional engineers and surveyors

licensed in multiple jurisdictions is the varying renewal periods, which can be annual, biennial, or triennial. Since renewal periods overlap among jurisdictions, it may sometimes lead to a licensee getting stuck short of the CPC requirement in some jurisdictions, while working to meet the requirement in their home jurisdiction based on the home state's renewal period. Other issues complicating CPC compliance are whether a jurisdiction requires licensees to take courses from pre-approved providers or state-specific courses or activities. The committee is studying ways to assist licensees in meeting their CPC requirements in multiple states and how that meshes with the NCEES CPC Standard.

Professional references

The committee is also charged with reviewing NCEES *Model Rules* 230.30 B–C, which currently prohibits applicants from using relatives and board members as references. The committee will evaluate whether an applicant who works for a family business could use a relative as a reference and whether a board member could be used as a reference for an applicant if the board member is recused from participating in the review and approval of the application.

Expungements on license record

The committee is working with the Committee on Law Enforcement to consider how criminal and civil expungements should be handled during the application process and on the applicant's license record. The committee is also looking at whether enforcement actions taken by member boards could be expunged for less serious offenses if the licensee has committed no further violations of the registration act during a prescribed period of time. As part of this charge, the committee will develop best practices for member boards and how these issues should be handled in Enforcement Exchange and on the individual's license record.



*MBAs meet at NCEES headquarters in January 2023.
The MBA Committee will meet at NCEES headquarters in
Greenville, South Carolina, on February 9.*

Keeping in mind that many member boards have recently seen legislation enacted that limits the use of criminal convictions in determining eligibility for licensure, the

committee is looking at how expungements should be reported and if they should be deleted from an individual's license record. The committee is also looking at types of violations of the registration act that would be eligible for expungement from a licensee's record and enable the licensee to have Model Law designation reinstated.

The committee is sending out surveys to member boards to gather information and feedback. Your input is very important and will greatly assist the committee as we develop our report and recommendations to NCEES member boards at the 2024 annual meeting.

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

NCEES opens 2024 Engineering and Surveying Education Award competitions

NCEES LAUNCHED THE 2024 CYCLE OF ITS AWARD programs in January and is now accepting applications for the 2024 Engineering Education and Surveying Education awards.

Engineering award

The NCEES Engineering Education Award recognizes college engineering programs for engaging their students in collaborative projects with licensed professional engineers. The award was established to promote understanding of the value of licensure and to encourage partnerships between the engineering profession and education.

Entries are due by May 1. EAC/ABET-accredited programs from all engineering disciplines are invited to compete for

- Grand prize: \$25,000
- Up to seven awards: \$10,000 each

Profiles of the 2023 Engineering Education Award winners are posted at ncees.org/2023engawardprofiles. For details on competing for this award, visit ncees.org/award.

Entries for the Engineering and Surveying Education awards are due by **May 1**.



Surveying award

NCEES is also preparing for the 2024 NCEES Surveying Education Award competition. The award program recognizes surveying/geomatics programs that best reflect NCEES' mission to advance licensure for surveyors in order to safeguard the health, safety, and welfare of the public.

Entries are due by May 1. NCEES invites all surveying/geomatics programs to compete for

- Grand prize: \$25,000
- Up to three awards: \$15,000 each
- Up to three awards: \$10,000 each

Profiles of the 2023 NCEES Surveying Education Award winners are posted at ncees.org/2023surveyawardprofiles. Entry information is available at ncees.org/surveyingaward.

ENFORCEMENT BEAT



KARL TONANDER, P.E., P.G.

NEW MEXICO BOARD OF LICENSURE
FOR PROFESSIONAL ENGINEERS AND
PROFESSIONAL SURVEYORS MEMBER

Is over-promotion an emerging ethical problem in consulting?

THE CURRENT (AND LIKELY FORESEEABLE) LABOR market for engineers and surveyors has brought about some interesting changes. If you are in consulting, you have likely experienced the loss of developing, mid-career staff after they were offered a substantial compensation increase elsewhere. While market factors are the ultimate culprit, I believe it is important to think about how other pieces fit together and whether there is reason for ethical concern with the emerging practice of over-promotion.

Changes in the market

A recent credible national survey indicated that a civil engineer with 15 years of experience could expect about \$120,000 in base compensation (depending on geographic market), which in the survey was the fourth rung on a five-rung compensation ladder—a senior engineer. Although utilization in consulting has fallen in recent years and benefits have become increasingly expensive, the billable multiplier has at least maintained 3x. This suggests a billable rate of about \$180 per hour, which in the same survey corresponded accordingly to a person with 15 years of experience.

Another change that has become more pronounced in the past few years is the increasing influence of private equity on the consulting market, particularly for mid-size and larger firms. Private equity (and to an extent, publicly traded) companies typically have a different business model than that of a traditional engineering or surveying firm. Specifically, private equity is a growth-driven model that focuses on short- and mid-term revenue and profit expansion leading to a multiple of value increase before exiting the ownership to another firm, often another

private equity owner. While value has always been an important driver of professional consulting firms, the owners tended to be professionals themselves with acute interest in the profession, protecting the public, and in the long-term viability of their firm. Intentionally changing the ownership window from what has historically been 15–25 years to 5 years radically changes the risk factors that companies are willing to accept.

The risks of over-promoting

From the earlier example, admittedly, there is a very small mobile labor pool for those at 15 years of experience. To fuel the growth required by private equity (and desired by most owners), some companies are offering substantially increased compensation and simultaneously are significantly lowering their target years of experience. The company could choose to bill that person according to the engineer's experience, such as a project engineer with 2–3 years of licensed practice under their belt, but the market at this point doesn't appear ready to support a \$180 billable rate for that position. Instead, the individual is promoted into the public-facing position of senior engineer. The clients don't necessarily understand the difference, but the risk presented by this lack of experience is real. This defines over-promotion: promoting someone beyond their current ability and experience to achieve higher billing and compensation.

Many engineering design errors are found during construction or startup. While costly or embarrassing, the danger to the public is typically low, as these can be mitigated and the integrity of the intended design maintained. However, some of the more significant design issues often

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Reflecting and building on 2023



NCEES is continuing work on ongoing initiatives in 2024. These include projects related to exams, outreach, and international cooperation.

2024 IS HERE, AND WITH IT MANY OPPORTUNITIES and plans for NCEES to fulfill its long-term mission goals. But before the new year gets too far underway, *Licensure Exchange* is looking back on 2023 and reflecting on the activities of the Council and its 69 member boards.

Last year was marked by exam updates, new outreach initiatives, and continued collaboration on the national and international levels. The following highlights of 2023 summarize the year and indicate the direction NCEES is moving in 2024.

Exam updates

- **CBT:** In October 2023, NCEES administered the last pencil-and-paper PE Structural exam. This exam will transition to computer-based testing (CBT) in April 2024, marking the end of the transition of all NCEES exams to CBT.
- **PE Structural requirement:** At the 2023 annual meeting, the PE Structural exam requirement that examinees must pass all components of the exam within five years was removed.
- **PLSS module:** The Committee on Examinations for Professional Surveyors reviewed the results of the PS exam's PAKS and recommended the development of a Public Land Survey System module for jurisdictions

that require such an exam. The board of directors voted to approve the addition of a PLSS module, which will begin development in 2024.

Outreach

- **Future City expansion:** In February 2023, the board of directors approved a \$1 million contribution to support DiscoverE's expansion of its Future City competition to high school students. Until now, Future City was reserved for middle school students. This funding will support the first two years of the expansion.
- **FE Ambassador:** In summer 2023, NCEES launched the FE Ambassador Program in which college students promote the FE exam and licensure to peers through on-campus networking opportunities. The inaugural class of ambassadors included eight students from four universities: Clemson University, Kennesaw State University, North Carolina A&T University, and the University of North Carolina-Charlotte.
- **Honor cords:** NCEES grew its graduation honor cords program that began at the end of 2022. Current engineering and surveying students who pass the FE or FS exam before their graduation from an EAC/ANSAC/ABET-accredited program are eligible to receive a free NCEES honor cord to wear at their graduation ceremony.

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Zones prepare for 2024 interim meetings

WITH SPRING FAST APPROACHING, ALL FOUR NCEES zones are gearing up for their respective zone interim meetings.

The member licensing boards of NCEES are divided into four geographic zones: Central, Northeast, Southern, and Western. The zones meet twice a year—at the NCEES annual meeting in August and at the interim meeting in the spring.

Last year, all four zones came together for the first time in a combined interim meeting in Houston, Texas. This year, each zone will hold a separate interim meeting, including a welcome reception, professional forums, and multiple business sessions.

The dates and locations for each zone interim meeting are as follows:

April 4–6

Southern Zone | Asheville, North Carolina

April 25–27

Central Zone | Des Moines, Iowa

May 2–4

Northeast Zone | Washington, D.C.

May 16–18

Western Zone | Bozeman, Montana

Issues on the agenda

Representatives from member licensing boards will hear and discuss reports from current standing committees and task forces. The work of the committees and task forces results in motions that will be presented for the Council vote at the annual meeting in August. Zone meeting delegates can ask questions and discuss possible annual meeting motions, and they are encouraged to take information back to their boards for further discussion.

Meeting registration

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

Forums for engineers, surveyors, member board administrators, and law enforcement staff will be available to discuss topical professional issues. Member boards will have an opportunity to provide activity updates.

Additionally, zones will hold the following elections:

- Central Zone—zone vice president and assistant vice president
- Northeast Zone—zone secretary
- Southern Zone—zone secretary
- Western Zone—zone vice president, assistant vice president, and president-elect nominee

“The main purpose of the zone meetings is to prepare for the business sessions at the annual meeting in August,” said NCEES CEO David Cox. “The best way to prepare for your zone interim meeting is to review the materials distributed by NCEES in advance.”



Tom Nickalls of the British consulate's office discusses the upcoming mutual recognition agreement between the United States and the United Kingdom at the 2023 annual meeting.

Approximately 6,100 cords were distributed between spring, summer, and fall graduation ceremonies. By the end of 2023, the honor cord distribution list had reached more than 130 institutions.

International developments

- **United Kingdom MRA:** At the 2023 annual meeting, representatives from the British consulate's office joined NCEES CEO David Cox to discuss the development of a mutual recognition agreement. This agreement will provide a more direct path for licensed engineers to practice in the United States and United Kingdom, and state licensing boards will have the option to participate in the agreement once it is finalized.
- **South Africa delegation:** In October 2023, five representatives from the Engineering Council of South Africa visited NCEES headquarters in Greenville, South Carolina. The group heard presentations from NCEES staff on exam development, market outreach, member services, exam accommodations, and the history of NCEES and its role with the member boards.

NCEES Foundation

At the 2023 annual meeting, the NCEES Committee on Finances and the NCEES board of directors recommended the transfer of \$7 million from reserves to the new NCEES Foundation. The Council approved this transfer as part of the budget approval process. The Foundation will have a separate board of directors and will be able to accept financial contributions from individuals and other groups to further the mission of NCEES.

"We have considerable work to do before the Foundation is established—including drawing up bylaws and articles of incorporation, as well as finalizing decisions regarding the Foundation's board of directors," said CEO Cox. "All will be completed in due course, but NCEES has taken an important first step toward a meaningful expansion of our efforts to advance licensure for engineers and surveyors."

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

Advance podcast

A new episode of *Advance: An NCEES Podcast Series* featuring NCEES Chief Examinations Officer Jason Gamble, P.E., is coming soon. In this episode, Gamble will provide important exam updates, including the revised format of the PE Civil exam. Episodes are posted at ncees.org/podcast.

ASEE conference

NCEES will participate in the 2024 American Society for Engineering Education Conference for Industry and Education Collaboration (CIEC) in Garden Grove, California, February 7–9. NCEES Chief Operating Officer Davy McDowell, P.E., will be a keynote speaker at the conference.

NSBE Annual Convention

NCEES will participate in the 50th National Society of Black Engineers Annual Convention in Atlanta, Georgia, March 21–22. Four engineering students from the NCEES FE Ambassador program will also attend the conference and participate in the NCEES exhibit.

ENFORCEMENT BEAT

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don't become apparent until several years into the life of the product. Again, a historical engineering or surveying firm seeks a zero-risk profile. A significantly shorter window of ownership makes the risk of a long-term liability more financially tolerable.

Considering licensure

Model Rules 240.15.C.1 states, "Licensees shall not falsify or permit misrepresentation of their, or their associates', academic or professional qualifications. They shall not misrepresent or exaggerate their degree of responsibility in prior assignments nor the complexity of said assignments. Presentations incidental to the solicitation of employment or business shall not misrepresent pertinent facts concerning employers, employees, associates, joint ventures, or past accomplishments."

This is in the subsection titled "Licensee's Obligation to Other Licensees," implying that our professional obligation not to exaggerate our personal qualifications impacts other licensees, not clients or the public at large.

However, the professional's obligation extends to the wider public. The practice of over-promotion needs to be diligently managed to maintain the integrity of the engineering and surveying professions.

Tonander is NCEES treasurer and a member of the New Mexico board.

$$Q_c \rho v_c = \rho \frac{\pi D_B^2}{4} V_B^2 - \rho \frac{\pi D_c^2}{4} V_c^2$$

UPCOMING EVENTS

FEBRUARY 2-3

FE Exam Committee Meeting
Greenville, South Carolina

FEBRUARY 5-6

PE Agricultural and Biological
Engineering Exam Meeting
Greenville, South Carolina

FEBRUARY 6-7

PE Petroleum Exam Meeting
Greenville, South Carolina

FEBRUARY 9

Law Enforcement Committee Meeting
Greenville, South Carolina

MBA Committee Meeting
Greenville, South Carolina

FEBRUARY 9-10

EPE Committee Meeting
Greenville, South Carolina

FEBRUARY 10

UPLG Committee Meeting
Greenville, South Carolina

FEBRUARY 13

Budget Review Meeting
Greenville, South Carolina

FEBRUARY 16-17

PE Metallurgical and Materials
Exam Meeting
Greenville, South Carolina

PE Mining and Mineral Processing
Exam Meeting
Greenville, South Carolina

PE Nuclear Exam Meeting
Greenville, South Carolina

FEBRUARY 18-24

DiscoverE Engineers Week

FEBRUARY 23-24

Board of Directors Meeting
Key West, Florida

FEBRUARY 27-28

PE Naval Architecture and Marine
Engineering Exam Meeting
Greenville, South Carolina

MARCH 1

Finance Committee Meeting
Kansas City, Missouri

MARCH 1-2

PE Structural Exam Meeting
Greenville, South Carolina

MARCH 8-9

PE Control Systems Exam Meeting
Greenville, South Carolina

PE Industrial and Systems
Exam Meeting
Greenville, South Carolina

MARCH 15-16

PE Mechanical Exam Meeting
Greenville, South Carolina

MARCH 17-23

National Surveyors Week

MARCH 22-23

PS PLSS Module Development
Meeting
Greenville, South Carolina

MARCH 23

POLC Meeting
Alexandria, Virginia

MEMBER BOARD NEWS

Colorado Nan Anderson, William Hoffman, Shamonie Latham, Stephanie Morales-Ostasuc, Gene Reininger, Christine Riggs, and Julissa Soto are new appointees. Catherine Dunn, Keo Frazier, Kelly Miller, Mary Morissette, Stephen Powell, Brian Robertson III, and Phyllis Widhalm are no longer members.

Illinois SE Daniel Lutz is a new appointee. David Bibbs is no longer a member.

Iowa James Sweeney is a new appointee.

New Hampshire PS Alexander Fisher is the new board administrator.

New Hampshire PE Terese Barton is the new board administrator.

New York James Janora is a new appointee.

Tennessee PS Justin Rains is a new appointee. Jackie Dillehay is no longer a member.

Laura Sievers, P.E.
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Iowa

Andrew Zoutewelle, P.L.S.
President-Elect
North Carolina

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

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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

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Comments or questions can be directed to
editor@ncees.org.

David Cox, CEO and Publisher

Nina Norris, Chief Communications Officer

**Sierra Burrell, Digital Communications
Coordinator**

Sara Ann Grant, Associate Editor

**Katy Goforth, Senior
Communications Specialist**

Jennifer Williams, Senior Editor

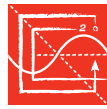
Brittany Wilson, Graphic Designer

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NCEES

Save the date for the 2024 NCEES annual meeting



The 103rd NCEES annual meeting will take place on August 14–17 in Chicago, Illinois, at the Chicago Marriott Downtown Magnificent Mile.

This year, the meeting pattern is shifting due to the 2024 Democratic National Convention, which is taking place the week after the annual meeting. In 2023, the annual meeting days shifted permanently to Tuesday through Friday. For this year, however, the meeting pattern will temporarily revert to Wednesday through Saturday.

At the annual meeting, delegates will meet to decide key licensure issues. The agenda offers opportunities to

- Vote on issues at the business sessions, including the election of a new president-elect, as well as motions presented by the 2023–24 committees and task forces
- Discuss professional issues at the forums for engineers, surveyors, member board administrators, and enforcement staff
- Network and share ideas with delegates and guests at social events

Registration will open in the spring for member board members, emeritus members, and staff. More meeting details will become available in the Member Resources section of ncees.org/resources (see “Annual meeting” under Board Resources).