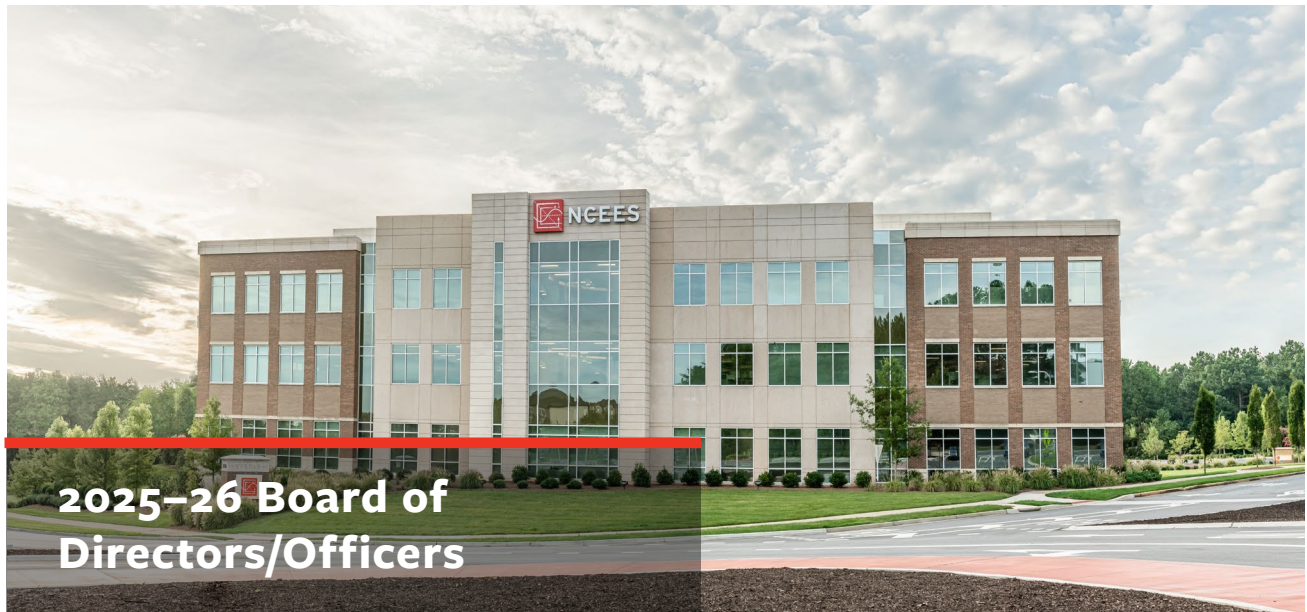
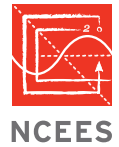


L I C E N S U R E

EXCHANGE



2025–26 Board of Directors/Officers

PRESIDENT

**Elizabeth Beckett
Johnston, P.E.**
Alaska

PRESIDENT-ELECT

**Samuel
Wilson, DBA, P.E.**
District of Columbia

IMMEDIATE
PAST PRESIDENT

**Andrew
Zoutewelle, P.L.S.**
North Carolina

TREASURER

Karl Tonander, P.E.
New Mexico

CENTRAL ZONE
VICE PRESIDENT

Jason Suelter, P.E., S.E.
Nebraska

NORTHEAST ZONE
VICE PRESIDENT

**Azuanuka (Azu)
Etoniru, P.E., P.L.S.**
Massachusetts

SOUTHERN ZONE
VICE PRESIDENT

**Chimin (Jimmy)
Chao, P.E.**
South Carolina

WESTERN ZONE
VICE PRESIDENT

Aaron Blaisdell, P.L.S.
Washington

CHIEF EXECUTIVE
OFFICER

Davy McDowell, P.E.
South Carolina

Highlights in this issue

NCEES in April

**The power of
volunteering**

Enforcement triage

What is AI?

Welcome to April: Zone interim meetings, committee insight, and State of the Council



DAVY MCDOWELL, P.E. | NCEES CHIEF EXECUTIVE OFFICER

LEGISLATIVE TRENDS



- 177 bills tracked
- 34% opposed bills
- 39% licensure reform-experience related
- 6.1% related to universal licensing
- Judicial advocacy has experienced an uptick.

During the February 26, 2026, State of the Council meeting, NCEES CEO Davy McDowell, P.E., shares an update on current legislative trends related to engineering and surveying licensure.

April always seems to pack in more than its fair share: April Fools' Day, tax season, the tail end of March Madness, the start of the NBA and NHL playoffs, the Masters, major religious holidays, and enough pollen to qualify as a seasonal condiment. And of course, NCEES zone interim meetings.

The zone interim meetings are a great chance to hear committee and task force updates, discuss upcoming motions for the August annual meeting, receive initiative reports from staff and updates from officers, and share what is happening in each jurisdiction. Elections take

place, and it is also a good time to catch up with colleagues—old and new.

The real purpose, though, is to get everyone ready for the annual meeting. If this will be your first time attending a zone interim meeting, brace yourself: the acronyms alone deserve their own glossary. Each committee and task force will present key charges and the motions headed for the floor in August. Presenters welcome questions—so if something is not clear, please ask. Odds are someone else is wondering the same thing. From my vantage point as the “permanent outsider” in the room, the meetings are always

more engaging when questions start flying. The board of directors will also be there, listening closely as they prepare for August.

After the Central/Northeast Zone joint interim meeting in Columbus, Ohio, the board will meet to review all motions and reports, determine the consent agenda, and decide whether to endorse or oppose each motion. If the board opposes a motion, they also assign a member to explain the rationale during the annual meeting business sessions.

Much of the Council's work happens at the committee level, as you will see at both zone and annual meetings. You should have received the committee preference survey in January—if you are interested in serving on a committee, please complete it by the end of April through your MyNCEES account.

Past presidents will tell you that appointing committees and developing charges are among the most challenging parts of the job. The process is more intricate than it looks. The president-elect reviews survey results and chair feedback while following *Bylaws* requirements regarding zone representation, member term limits, and professional designations. For example, the Advisory Committee on Council Activities must include a chair and two members from each zone, with at least one professional engineer, one professional surveyor, and one member board administrator—and no one can serve on more than one committee. Appointing committees is a bit like the NFL draft (also in April), except committee members can actually stay for four consecutive years, making the process less of a rebuild each time.

Once committees are set, the president-elect develops charges by considering committee recommendations, feedback from the zone meetings, and input from Council staff.

Upcoming State of the Council meetings

Each meeting begins at 2:00 p.m. (ET)

April 15

June 17

July 22

September 2

October 7

Next year, you will hear how those charges played out—and the cycle continues.

STATE OF THE COUNCIL

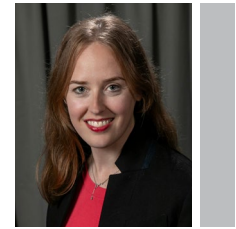
I look forward to seeing many of you at the zone interim meetings. If you cannot make it, please join the State of the Council webinars in April, June, and July.

State of the Council meetings are designed to keep member boards informed about recent and upcoming Council activities and to provide members the opportunity to ask questions on any updates. The first two State of the Council meetings of 2026 were held on February 26 and March 25. Recordings of these two meetings as well as other past State of the Council meetings are available in the Board Resources section of MyNCEES (ncees.org/resources) under “State of the Council meetings.” Future recordings will be posted here as well.

During the June State of the Council meeting, NCEES Chief Operating Officer Jason Gamble, P.E., and I will walk through every motion that will be presented at the annual meeting, providing background and sharing whether the board of directors endorses or opposes each one.

Registration for upcoming State of the Council meetings is required and is by invitation. If you did not receive an invitation and would like to register for a meeting, send a request to meetings@ncees.org. Please include your name and board affiliation.

The power of volunteering in the NCEES community



ELIZABETH BECKETT JOHNSTON, P.E. | NCEES PRESIDENT

Volunteering has been a constant part of my professional and personal life. Starting out with my professional society, the Institute of Electrical and Electronics Engineers, I have seen how service strengthens communities. I have also learned something deeper. Volunteering is not only an act of giving—it is also one of the most effective ways to grow as a professional.

Organizations built on member engagement, including NCEES, thrive when volunteers bring their experience, curiosity, and commitment to a shared mission. Participating as a committee member or as an exam development volunteer involves working in a setting where engineers and surveyors collaborate to advance our professions.

The benefits of volunteering are often described in terms of résumé building or personal satisfaction. Service can also be a chance to try, fail, and learn, providing professional development in ways that are difficult to replicate in traditional work settings.

Here are five ways volunteering can power your professional growth and personal development.

1. COLLABORATION THAT ACCELERATES GROWTH

Committee work brings together professionals from industry, academia, and public service to

Become an exam development volunteer

To sign up as an exam development volunteer, visit ncees.org/volunteer and complete the form.

solve problems that matter. This collaboration fosters an exchange of ideas and perspectives. The work accomplished is important, but the experience of tackling challenges alongside peers from across the country is what truly accelerates growth.

2. A PROVING GROUND FOR LEADERSHIP

Volunteering provides a place to develop leadership skills. Volunteers engage in big-picture thinking, consensus building, and long-range planning. These skills all translate directly to the workplace. For many, committee service becomes a safe space to stretch professionally, take on new responsibilities, and discover strengths they did not know they had.

3. DECISION-MAKING WITH PURPOSE

Outside the structure of a day-to-day job, volunteers often have more autonomy and a clearer mission. Whether evaluating exam content, reviewing policy proposals, or contributing to outreach initiatives, committee members sharpen their analytical abilities and judgment. These experiences build confidence and strengthen the ability to make decisions.

4. INTELLECTUAL RENEWAL


Volunteering exposes professionals to new ideas, emerging trends, and unfamiliar challenges. Learning is integrated through discussion, collaboration, and shared problem-solving.

5. CONNECTION AND RELEVANCE


Volunteering brings together professionals across generations, disciplines, and regions. This diversity keeps volunteers current, relatable, and engaged with the evolving needs of the engineering and surveying professions. Volunteering also provides opportunities to demonstrate expertise in new ways and to receive recognition from peers.

Volunteering is not limited to experienced professionals. Early career volunteers can gain confidence, while senior professionals can gain fresh perspectives and expanded networks. At every stage, volunteering is an investment in oneself as much as in one's profession.

For NCEES, volunteers are essential partners in advancing licensure and protecting the public. By stepping forward, you not only invest in



Organizations built on member engagement, including NCEES, thrive when volunteers bring their experience, curiosity, and commitment to a shared mission.



your profession but also gain invaluable skills. Consider joining us to make a lasting impact.

The 2026–27 committee preference survey, which was sent via email in January, is currently open, and there is an open call for exam development volunteers on our website at ncees.org/volunteer. Thank you to all of the current volunteers who are giving their time in the name of public protection.

Sorting signal from noise: Enforcement triage through a public member lens



CLINTON CAMPBELL JR., PH.D. | ARIZONA BOARD OF TECHNICAL REGISTRATION MEMBER

As a public member serving on a multidisciplinary licensing board that includes engineers and surveyors, I occupy a unique seat in the enforcement process. I am not a licensee, but I am deeply invested in the board's core mission, protecting the public. From that vantage point, one reality becomes clear very quickly: Licensing boards receive a wide range of complaints, and not all of them represent misconduct, incompetence, or public risk. The challenge for enforcement teams is sorting legitimate signal from substantial noise.

Many are surprised to learn that the Arizona State Board of Technical Registration reflects a uniquely broad regulatory structure. Unlike boards that oversee only one or two professions, Arizona regulates seven distinct professions under a single statutory framework. In addition to engineers from all branches of engineering and surveyors, the board also regulates architects, landscape architects, geologists, home inspectors, and commercial alarm agents. This multidisciplinary composition creates a broader enforcement perspective, requiring careful calibration of statutory authority, investigative focus, and public protection standards across varied professional domains.

Many complaints arrive emotionally charged. They often reflect frustration, disappointment, or financial loss rather than violations of statute or rule. In many cases, these concerns are rooted in communication breakdowns, missed expectations, unclear explanations, or inadequate documentation, rather than unsafe or unethical practice. From the public's perspective, a licensing board may appear to be a broad problem-solving body, expected to resolve disputes, correct perceived unfairness, or fix outcomes that did not meet expectations. From the board's perspective, however, enforcement is necessarily narrower, evidence based, and guided by due process.

Understanding this disconnect is critical to effective enforcement triage.

From the public seat, it becomes apparent that many complainants do not distinguish between poor communication, contractual disagreement, and unsafe or unethical practice. A delayed project, cost overrun, or strained client relationship may feel like professional misconduct to a complainant, even when no licensing violation exists. Investigators are often tasked with unpacking these concerns while remaining focused on the statutory standard, whether the

alleged conduct presents a risk to public health, safety, or welfare.

Effective triage serves multiple purposes. First, it allows boards to identify matters requiring immediate attention: cases involving unlicensed practice, failure of supervision, misuse of professional seals, or systemic competence issues. These cases represent legitimate indicators of public risk. They are aligned with the board's public protection mandate and demand careful, timely investigation.

Second, triage protects licensees from being pulled into enforcement actions driven solely by dissatisfaction rather than evidence. As a public member, I have come to appreciate how critical consistency and restraint are to maintaining trust in the regulatory system. When boards pursue every complaint with equal intensity, regardless of merit, credibility erodes, both with the public and with the profession.

Several triage principles consistently emerge as effective from a public member perspective. These include jurisdictional clarity, assessment of actual public risk, reliance on verifiable evidence over emotion, recognition of patterns rather than isolated events, and consideration of the broader public impact of enforcement decisions.

In some jurisdictions, statutory frameworks now limit enforcement authority to the specific allegations raised by the complainant, even when additional concerns emerge during an investigation. While designed to define regulatory boundaries, these limitations can lead to public frustration when boards are required to dismiss matters despite apparent issues.

From the public member seat, it becomes clear that these outcomes reflect legal constraints rather than a lack of commitment to public protection. Clear communication about jurisdiction and scope is essential to preserving trust in the regulatory process.

When these principles are applied consistently, enforcement outcomes become more predictable and defensible. Even when complainants are dissatisfied with the result, transparency and fairness in process help reinforce the legitimacy of the board's role.

From the public's perspective, it is also important to recognize that restraint is not inaction. Declining to pursue a complaint that lacks jurisdiction or evidence is not a failure of enforcement; it is an affirmation of due process and professionalism. Licensing boards are most effective when they act decisively where risk exists and judiciously where it does not.

Ultimately, enforcement triage is about focus. By sorting signal from noise, boards preserve resources, protect the public, and uphold confidence in the regulatory system. From the public member seat, that balance is not only appropriate, it is essential.

What is AI, and why does it scare us?

MONICA GILMORE | MISSISSIPPI BOARD OF LICENSURE FOR
PROFESSIONAL ENGINEERS AND SURVEYORS EXECUTIVE DIRECTOR



I consider myself a good writer. In fact, in both high school and college, I won awards and received praise for my writing. It gave me a sense of pride and accomplishment in something I did well. That said, the first time I used artificial intelligence (AI) to write a paragraph for a performance review, I was absolutely amazed. The information it presented was well written; it sounded good, and it came together in a matter of seconds. I simply input the parameters I was looking for, and AI quickly generated a document. I instantly hated and loved it. I thought, “Wow! No wonder this is all that anyone can talk about. Think of how quickly I could complete some administrative tasks as a member board administrator.”

But then, I also thought, “Well, I could have written that, but it would have taken me a little longer.” Then I felt guilty. Can I take credit for this writing? Do people take credit for things generated using AI? Should the standard be that you always acknowledge when AI is used?

This is one of my concerns about AI. Is it robbing me (and the world) of our ability to think for ourselves? Who gets to take the credit for the writing? Moreover, where is the personal sense of accomplishment in something you did for yourself? Where is the confidence you gain in knowing you can do it for yourself?

Are you aware that some people use AI for simple tasks like writing emails? Some people

even use it to develop personal messages for greeting cards. How often do you have to use AI for such tasks? After one or a few uses, I should be able to just reuse that language in my own way the next time I need a similar email or similar message. You essentially create your own word or language bank. Or is it that AI is simply more convenient? Many people ask AI for the same thing repeatedly.

Another concern I have with AI is the fear that it is making us lazy and dependent on it. What is the difference between the word bank that I created versus the word bank that is available in AI? The simple answer is that there is probably not a difference, except that AI responds based on data collected from multiple sources while the word bank I created is just me. While I am proud of creating my own word bank, it would obviously have its limitations when compared to AI.

Fast forward to the MBA Committee meeting this past January, where I got to see a different side of AI. We used Nova, an AI chatbot, to help us pull together our various thoughts and to answer questions we had about available data related to the committee charges that we were discussing. It was very helpful. Then someone mentioned Scribe and how it could be used to develop guidance documents from repetitive tasks that you complete on a computer. These documents could be very helpful in training

new staff—like creating training videos, if you will, but in written form.

As I am writing this essay in Microsoft Word, the spell and grammar check features are automatically flagging misspelled words or suggesting better language. Is that AI? Have I been using it all this time without even realizing it?

I texted my daughter to say, “AI is everywhere.” Then a pop-up on my cell phone suggested several word options for a misspelled word. Is that AI, too? Geesh...It really is everywhere. But that would mean that AI has been around for a long time and that what we are now seeing is the latest iteration of it. That thought causes me to pause. Have I been looking at AI in the wrong way?

Perhaps AI is okay if you are using it in an ethical way. Of course, how do you define ethical? If a person is using AI to hide that they are not a skilled writer, then eventually their lack of skill will be realized. Or will it? As an employer, how should I feel about an employee who uses AI for basic tasks? Is that person good at their job or good at making it look that way?

Similarly, what are the impacts to public safety if a professional engineer is using AI in their design, calculations, specifications, etc.? Is this use of AI ethical if it is not acknowledged? Of course, professional engineers will be held accountable for any work that they have stamped with their seal. Is that accountability enough?

The lesson may be that if you are using AI, you should also be verifying that the information you are providing or basing your document or calculations on is true and correct.



PE

Professional engineers are responsible for any work they have stamped with their seal, whether or not they used AI in the process.

I think when it comes to AI, there is a lot to be learned and that we must be careful as we learn it. Like social media, AI has the potential to have damaging effects. Namely, will it eliminate some jobs (my job or your job)? Will it hinder the growth of our youth? Just recently, we have seen how AI can be used to simulate popular actors or to provide medical or legal services.

The prospects for the use of AI seem endless. Perhaps that is the scariest thing about it. Though this is just my perspective, I think there is still much to be learned about AI and that we must tread carefully.

This article was written without the use of AI... sort of.



N C E E S

OUTREACH



Local youth participate in the NCEES earthquake-resistant structures activity at the 2025 iMAGINE Upstate STEM Festival in Greenville, South Carolina.

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. Visit ncees.org for links to its social media pages.

ABET SYMPOSIUM

David Whitman, Ph.D., P.E., and Grant Crawford, Ph.D., P.E., will present on the FE exam as an outcomes assessment tool at the ABET Symposium April 16–17, 2026, in Raleigh, North Carolina.

IMAGINE UPSTATE

NCEES will be a gold sponsor at the iMAGINE Upstate STEAM Festival in downtown Greenville, South Carolina, on April 4, where NCEES will showcase engineering and professional licensure to the next generation and their parents.

SAE STUDENT COMPETITIONS

NCEES will be the exclusive registration sponsor at the following Society of Automotive Engineers (SAE) student competitions:

- BAJA SAE OREGON
Washougal, Washington
May 7–10
- FORMULA SAE
Brooklyn, Michigan
May 13–16

STEAM DAY

NCEES participated in STEAM Day activities for elementary school children in South Carolina's Anderson School District 1 on March 27, offering a presentation and earthquake-resistant structures activity to promote careers in engineering and surveying.

FE and FS knowledge content reviews

NCEES is seeking licensed engineers and engineering faculty to participate in a knowledge content review for the Fundamentals of Engineering (FE) exam. NCEES is also seeking licensed surveyors and surveying faculty to participate in a knowledge content review for the Fundamentals of Surveying (FS) exam.

The results of these online surveys will be used to update the content of the FE and FS exams, a process that occurs every six to eight years to ensure that the exams are current and effectively test examinees. The surveys can be completed in approximately 25 minutes.

The surveys opened January 20 and will remain open until April 6, 2026. For more information, contact NCEES Exam Development Engineer Cheryl Warren, Ph.D., P.E., at help@ncees.org.

PE INDUSTRIAL AND SYSTEMS PAKS

NCEES is currently seeking licensed industrial and systems engineers to participate in a professional activities and knowledge study, or PAKS, for the Principles and Practice of Engineering (PE) Industrial and Systems exam.

The results of this online survey will be used to update specifications for the exam, which is used throughout the United States for licensing purposes. NCEES requires a cross section of licensed professional engineers practicing industrial and systems engineering—including those working in industry, consulting, the public sector, and academia—to complete an online survey about the tasks and knowledge required of a licensed industrial and systems engineer with four to six years of experience to practice in

FE and FS knowledge content reviews

The surveys are available at ncees.org/FEcontentreview and ncees.org/FScontentreview until April 6, 2026.

PE Industrial and Systems PAKS survey

The online survey is available at ncees.org/IndustrialPAKS until June 12, 2026.

a manner that safeguards the health, safety, and welfare of the public. The survey can be completed in approximately 30–40 minutes.

“These studies help NCEES ensure its licensing exams remain relevant to current professional practice,” explained Chief Officer of Examinations Lehmon Dekle, P.E. “The value of this PAKS depends on the number of people who participate, so NCEES is eager to get a large response from professional engineers across all areas of industrial and systems engineering.”

For access to the online survey, visit ncees.org/IndustrialPAKS.

The survey opened January 20 and will remain open until June 12, 2026. For more information, contact NCEES Exam Development Engineer William Bowen, P.E., at wbowen@ncees.org.





U P C O M I N G

EVENTS

APRIL 10-11

PE Civil Exam Meeting
Greenville, South Carolina

APRIL 15-16

Single-day CBT exam administrations

APRIL 23-25

Southern Zone Interim Meeting
Carolina, Puerto Rico

APRIL 24-25

PE Architectural Exam Meeting
Greenville, South Carolina

PE Environmental Exam Meeting
Greenville, South Carolina

APRIL 30-MAY 2

Western Zone Interim Meeting
Bend, Oregon

MAY 1-2

FE Exam Meeting
Greenville, South Carolina

MAY 14-16

Central/Northeast Zone Joint Interim Meeting
Columbus, Ohio

MAY 15-16

PE Chemical Exam Meeting
Greenville, South Carolina

PLSS Exam Meeting

Greenville, South Carolina

Subject-Matter Expert Training

Greenville, South Carolina

MAY 17-18

Board of Directors Meeting
Columbus, Ohio

MAY 18-19

PE Architectural Exam Meeting
Greenville, South Carolina

Member Board News

District of Columbia

Daniel Hanlon is a new appointee. Barry Lucas is no longer a member.

Florida PE

Christopher Forehand and Richard Temple are new appointees. Babu Varghese is no longer a member.

Georgia

Richard Dozier III is a new appointee. William Womack is no longer a member.

Illinois PS

Jennifer Trapani is a new appointee. Michael Filipski is no longer a member.

Kansas

Michael Armour and Heidi Thummel are new appointees. Larry Graham and Bonnie Limbird are no longer members.

Maine PE

William Pulver is a new appointee. Joyce Taylor is no longer a member.

Michigan PS

Beth Braun is a new appointee. Brett Dodge is no longer a member.

North Carolina

Bellandra Foster and Hope Morgan are new appointees. John Logsdon and Brenda Moore are no longer members.

Vermont PE

George Martin and William Nourse are new appointees. Scott Sabol is no longer a member.

Vermont PS

Timothy Cowan, Michael Gaines, Douglas Henson, and are new appointees. Joseph Flynn and Seth Kittredge are no longer members.

Wisconsin

David Kuchenbecker and John Liegeois are new appointees. Kristine Cotharn and Karl Linck are no longer members.



NCEES annual report and *Squared* now available online



The 2025 annual report follows the progress of NCEES throughout the fiscal year. *Squared* shares a by-the-numbers perspective.

NCEES released its two annual publications, the annual report and *Squared*, online in February.

With the theme of “Invest,” the 2025 annual report provides a review of the organization’s strides to advance licensure throughout the 2024–25 fiscal year, including its leadership in determining licensing standards, its commitment to supporting the engineering and surveying professions, its evolving outreach efforts, and its impact through the NCEES Foundation.

Squared, a companion piece to the annual report, is the official NCEES guide to engineering and licensing statistics, and it is designed to make licensure data more available to a wide audience, including educators, employers, and the general public. *Squared* presents various figures and graphs on exams, Records, Credentials Evaluations, advocacy and more.

“The annual report and *Squared* are helpful tools for member boards to grasp what we are doing on the national and international levels as an organization,” said NCEES CEO Davy McDowell, P.E. “And these publications also inform the public on important licensure developments in the engineering and surveying professions. Together, these two publications offer a comprehensive picture of the past year at NCEES.”

To explore the 2025 annual report and *Squared*, as well as past issues, visit ncees.org/annualreport.

L I C E N S U R E EXCHANGE

A PUBLICATION OF THE NATIONAL
COUNCIL OF EXAMINERS FOR
ENGINEERING AND SURVEYING

COMMENTS OR QUESTIONS CAN BE
DIRECTED TO EDITOR@NCEES.ORG.

Davy McDowell, P.E. | CEO and Publisher

Nina Norris | Chief Communications Officer

Sara Ann Grant | Associate Editor

Sierra Burrell | Digital Communications Coordinator

Katy Goforth | Senior Communications Specialist

Jennifer Williams | Senior Editor

Brittany Wilson | Graphic Designer



ISSN NO. 1093-541X VOLUME 30, ISSUE 2

All articles within *Licensure Exchange* may be reprinted with credit given to this newsletter and to NCEES, excluding those articles reproduced in *Licensure Exchange* with permission from an original source.

The ideas and opinions expressed in *Licensure Exchange* do not necessarily reflect the policies and opinions held by NCEES, its board of directors, or staff.