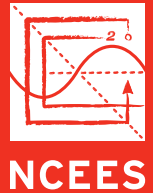


Licensure EXCHANGE

APRIL 2020

Volume 24, Issue 2



New survey: Consumers concerned about rush to eliminate professional licensing

**Clear support for rigorous
professional licensing to protect
the public exists**

The following is adapted from a news release distributed by the Alliance for Responsible Professional Licensing. NCEES is a founding member of ARPL.

THE ALLIANCE FOR RESPONSIBLE PROFESSIONAL Licensing (ARPL) recently announced the results of a national survey that indicated widespread public support for maintaining rigorous professional licensing standards for professions that have a clear impact on public health, safety, and welfare. These findings were announced as many state legislatures are considering broad proposals to overhaul or eliminate state licensing requirements in the current legislative session.

Eliminating licensing has become a top priority of groups such as the conservative American Legislative Exchange Council (ALEC) and the Koch-funded Americans for Prosperity, with model legislative proposals that include the complete elimination of all professional and occupational licensing.

The survey was conducted by Benenson Strategy Group and yielded these key findings:

- **75 percent** of voters believe that it is important to ensure qualifications for professionals in certain industries. A majority of voters believe that current professional licensing requirements protect the public and should not be reformed.
- **More than 70 percent** of voters believe that regulating professionals in accounting, engineering, architecture, landscape architecture, and related fields with high impact on public safety and welfare is important.
- **71 percent** of voters believe professional licensing should be required unless it can be proven that eliminating licensing will not have a negative impact on public health and safety. The public is wary of the alternative approach: requiring licensing only when it is proven necessary for health and safety.
- **67 percent** of voters believe that consumers are best protected by a system that regulates education, examination, and experience standards—all of which are overseen by a professional licensing board.

“An overwhelming, bipartisan majority of the American people understand that professional licensing is rigorous for good reason and they want to keep it that way,” said Skip Braziel, a member of ARPL who also serves as vice president for state regulatory and legislative affairs at the American Institute of CPAs. “Consumers want to know that the professionals they hire are qualified and as this survey makes clear, voters want to see responsible licensing protected.”

continued on page 4

FROM THE PRESIDENT



DEAN RINGLE, P.E., P.S.
NCEES PRESIDENT

NCEES responds to COVID-19

NCEES HAS BEEN MONITORING THE SITUATION regarding the coronavirus disease 2019 (COVID-19) as it affects the organization's programs and services. With a pandemic officially declared for COVID-19, the NCEES board of directors has taken the following actions to help contain and slow the spread of the virus.

Pencil-and-paper exam administration

The April 2020 pencil-and-paper exam administration is canceled.

- Examinees who are registered to take an exam during this administration are receiving a full refund of fees paid to NCEES.
- Affected examinees have been notified via email.
- Exams offered only once a year during the April 2020 administration will be offered during the October 2020 administration.

NCEES meetings

All NCEES meetings scheduled to be held between March 15 and May 2 are canceled. This includes exam development meetings and the 2020 combined zone interim meeting.

- Meetings scheduled to begin after May 2 will be reassessed as we learn more.
- All meeting attendees will receive an email with additional information specific to their meeting. This includes zone meeting attendees. The email will include instructions on canceling travel arrangements and whether the meeting will be rescheduled.

The zone interim meeting is an important opportunity to prepare for the annual meeting in August. NCEES staff is working to provide zone meeting reports and presentations



To protect examinees and proctors and help slow the spread of COVID-19, NCEES canceled the April 2020 pencil-and-paper exam administration. Similarly, Pearson VUE, which administers NCEES computer-based exams, has closed test centers in the United States and Canada until at least April 16.

in a format that will allow members to ask questions and provide comments that normally would have been addressed at the in-person meeting. I also encourage member board members and staff to participate in any upcoming webinars on motions that will be presented at the annual meeting. More information will be sent to member boards when it is available.

We are also reviewing the schedule of events for the August annual meeting to include time to conduct necessary zone business, such as officer elections and awards presentations. More information on these accommodations will be shared when available.

Computer-based testing

Pearson VUE, which administers NCEES computer-based exams, closed its professional test centers in the United

States and Canada, effective March 17. The test centers will remain closed until April 16 or whenever conditions are deemed safe to reopen. Pearson VUE has notified impacted examinees.

NCEES examinees impacted by the current Pearson VUE test center closures are now able to reschedule their exam without paying a reschedule fee. NCEES has emailed these examinees to inform them that they can reschedule exams by logging into their MyNCEES account and selecting **MANAGE MY APPOINTMENT**.

Pearson VUE select test centers on college or university campuses are owned and operated by the school and subject to closure at the school's direction. Examinees scheduled to test at an on-campus test center from March 17 to April 16 should contact the center directly to confirm whether it is open. NCEES has emailed potentially impacted examinees with additional information.

Engineering and Surveying awards

NCEES has canceled the 2020 Engineering Education Award and Surveying Education Award competitions due to COVID-19's impact on colleges and universities. Jury meetings for the awards were scheduled to be held at NCEES headquarters in June.

NCEES will not be accepting applications for these award programs for 2020. Instead, programs are encouraged to compete for the 2021 awards. Details on the next award cycle will be available in October 2020.

NCEES operations

The 68 staff members based at NCEES headquarters in Clemson, South Carolina, began working remotely March 18. NCEES operations will continue with staff working remotely through at least April 3. NCEES senior staff members have devised a plan that should ensure the smooth operation of day-to-day Council business.

For the latest information on the organization's COVID-19 response, visit ncees.org/COVID-19.

Individual staff members are available by email. General queries can be sent through the chat feature on ncees.org or via email at help@ncees.org.

Additional information

NCEES staff continue to closely monitor COVID-19 and are actively engaged in planning to inform and reduce the risk to staff, volunteers, examinees, and meeting attendees.

For the latest information on the organization's COVID-19 response, visit ncees.org/COVID-19.

This pandemic is an unprecedented situation, and we greatly appreciate the cooperation of member boards, volunteers, and examinees. If NCEES can assist you in any way during this crisis, please contact staff to ask for help.

THE PUBLIC OVERWHELMINGLY SUPPORTS REGULATION DONE RIGHT



75% of voters believe that ensuring qualifications for certain professions is important.



71% of voters believe that licensing of certain occupations should be required unless it can be proven that eliminating licensing will not have a negative impact on public health and safety.



67% of voters believe that consumers are best protected by a system that regulates education, examination, and experience standards—all of which are overseen by a professional licensing board.



56% of the public believe it is "extremely important" that licensing boards ensure professionals in certain industries meet minimum qualifications to perform their work.

Source: Benenson Survey, 2019. Unpublished raw data.

“The public recognizes the critical role that licensing and licensing boards play in protecting the public,” said Marta Zaniewski, an ARPL member who also serves as the assistant vice president of external engagement for the National Council of Architectural Registration Boards. “This is why consumers are understandably wary of the anti-licensing proposals being floated in their state capitals. Licensing boards not only establish qualifications for a profession but act on the public’s behalf to uphold the highest standards for our profession and take action against bad practitioners. This indispensable public protection role will be lost if licensing is eliminated.”

The survey summary is available in the News section of the ARPL website, responsiblelicensing.org.

About ARPL

ARPL promotes a responsible, balanced approach to professional licensing. It aims to educate policymakers and the public on the importance of high standards, rigorous education, and extensive experience within highly complex, technical professions that are relied upon to protect public safety and enhance public trust. For more information, visit responsiblelicensing.org.

“The public recognizes the critical role that licensing and licensing boards play in protecting the public. This is why consumers are understandably wary of the anti-licensing proposals being floated in their state capitals.”

In addition to NCEES, ARPL members include the American Institute of Certified Public Accountants, American Institute of Architects, American Society of Civil Engineers, American Society of Landscape Architects, Council of Landscape Architectural Registration Boards, National Association of State Boards of Accountancy, National Council of Architectural Registration Boards, and National Society of Professional Engineers.



JAMES SZATKOWSKI, P.E.

IDAHO BOARD OF PROFESSIONAL
ENGINEERS AND PROFESSIONAL LAND
SURVEYORS DEPUTY DIRECTOR

Considering the rules of professional conduct during board investigations

WHEN DO YOU SHARE INFORMATION UNCOVERED IN an investigation with the public?

It is an interesting question, one that most member board members or staff would immediately answer “never.” “Never” is meant in the sense that the contents of an internal board investigation of a licensee are not publicly disclosable because they are exempt from public disclosure by the public records acts of most jurisdictions. It is a record that a board may use to determine if a person can obtain or retain a professional license.

NCEES *Model Rules* 240.15.A provides guidance on rules for professional conduct. It says, in part,

1. Licensees shall be cognizant that their first and foremost responsibility is to safeguard the health, safety, and welfare of the public when performing services for clients and employers.
3. Licensees shall notify their employer or client and such other authority as may be appropriate when their professional judgment is overruled when the health, safety, or welfare of the public is endangered.
8. Licensees who have knowledge or reason to believe that any person or firm has violated any rules or laws applying to the practice of engineering or surveying shall report it to the board, may report it to appropriate legal authorities, and shall cooperate with the board and those authorities as requested.

While A.3 is specifically tailored to a situation in which the licensee’s judgment is overruled, its intent is clear and germane: notification of other authorities as may be appropriate when the health, safety, or welfare of the public is endangered.

Doing the right thing when no one is looking is one of the classic definitions of ethical conduct.

If your investigator or investigation reviewer who is licensed (including a board member) finds an issue in the investigation that is covered by this ethical rule of professional responsibility, does this licensee report this information as required? This question is not easily answered. For building projects, construction may be stopped. The cost to the owner is substantial. But the investigation is not complete, and clearly the board has not ruled on the case.

The intent of the ethical requirement is clear. The rule does not say that notification may be withheld if it would cause a hardship or cost. It says that licensees should notify authorities as appropriate when the health, safety, or welfare of the public is endangered. If the building falls down during (or after) construction or the bridge collapses, the headlines should not include that a licensee or the board discovered a threat to public safety during an investigation but withheld that information under the guise of the adhering to the public records act.

Doing the right thing when no one is looking is one of the classic definitions of ethical conduct. I believe the moral guidelines taught to us early in our lives would govern most of us above and beyond the ethical requirements of the *Model Rules*. Prevent injury or death and let the right people know as soon as you are certain of your findings that the structure or condition is a threat to the public’s health, safety, or welfare. It is the right thing to do.



DAVID COX
NCEES CHIEF EXECUTIVE OFFICER

Advocacy Resources provide new ARPL tools for member boards

NCEES IS A FOUNDING MEMBER OF THE ALLIANCE for Responsible Professional Licensing (ARPL), a coalition of national associations that represents highly complex, technical professions and their national licensing boards. ARPL was created to ensure that a unified voice for the advanced professions is present and heard in the growing debate around the appropriate level of licensure for professions and occupations.

ARPL is engaging on two levels:

1. As a central communications committee, providing template support materials and general communications tips and tools available for use by anyone
2. In priority states, coordinating with state partners to offer an amplified presence through media outreach, paid advertising, and other communications tools as needed

The professional licensing debate will intensify during the 2020 state legislative sessions. It will be vitally important that lawmakers hear our concerns and that we speak about this issue in a unified voice. ARPL has created a central communications resource for tools and ideas to support member boards' education and advocacy efforts on the ground.

NCEES member licensing boards can access these resources through the Advocacy Resources section of the NCEES website at ncees.org/resources. This resource provides member boards a variety of tools in one location. These tools, which will be regularly updated, include

- Sample letters to the editor and social media posts that can be customized as needed

As lawmakers debate the extent of licensing needed—or if it is needed at all—we work to ensure that the public's health, safety, and welfare are considered.

- A series of videos promoting professional licensure and the important role of licensing boards
- Legislator outreach, talking points, and handouts
- Research results

One of the videos is of a professional engineer discussing her job and how it affects public safety and the need for professional licensure. Another explains what a state licensing board is, its function, and its membership. This video is especially important because few legislators and members of the general public understand licensing boards.

This spring, NCEES will post resources that allow users to track legislation and regulations that could impact professional licensure across the United States.

In addition to these efforts, ARPL has been drafting newspaper op-eds and letters to the editor in select cities and states to counter incorrect information regarding professional licensure. ARPL is also working with select journalists across the country to be sure that our voice and position are heard. As lawmakers debate the extent of licensing needed—or if it is needed at all—we will work to ensure that the public's health, safety, and welfare are considered.

ARPL members have participated in panel discussions, interviews, and a variety of other platforms to get our message out to the public and legislators. I recently participated in a Council on Licensure, Enforcement, and Regulation podcast, where these issues and concerns were discussed.

Research is a key part of the ARPL plan as well. ARPL released research on public support for professional licensing for public protection (see page 1 of this issue for details). Future research will include a follow-up to this survey and a study of the economic impact of professional licensure. Other groups constantly opine that licensure has a negative economic impact and costs the economy jobs. ARPL wants to develop a plan and fund impartial third-party research on this topic.

Our involvement with ARPL is a key way that NCEES is addressing threats to public protection. For the latest



Advocacy resources for licensing boards are available on the NCEES website at [ncees.org/resources](https://www.ncees.org/resources). NCEES is a founding member of ARPL, which is a coalition of national associations that promote a responsible, balanced approach to professional licensing.

member board resources, visit the Advocacy Resources section of [ncees.org](https://www.ncees.org). Keep up-to-date with the ARPL news at [responsiblelicensing.org](https://www.responsiblelicensing.org).

Licensed civil engineers' professional expertise and advice needed for NCEES study

NCEES is currently seeking licensed civil engineers to participate in a professional activities and knowledge study, or PAKS, for the PE Civil 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 civil 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 civil engineer with four to six years of experience to practice in a manner that

safeguards the health, safety, and welfare of the public. The survey can be completed in approximately 40 minutes.

“These studies help NCEES ensure its licensing exams remain relevant to current professional practice,” explained Director of Exam Services Tim Miller, 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 civil engineering.”

Visit www.research.net/r/PE-CIV to access the survey, which will be open until May 11, 2020.



HEATHER RICHARDSON
COMMITTEE ON MEMBER BOARD
ADMINISTRATORS CHAIR

MBA Committee develops mentorship plan for new administrators

MEMBER BOARD ADMINISTRATORS, OR MBAS, ARE A vital link between NCEES and its member licensing boards. They not only serve as a liaison between the groups, but they also provide NCEES valuable insights into the work of member boards. Educating new MBAs about NCEES efforts to support the professions of engineering and surveying and its efforts to help member licensing boards fulfill their missions is vital to fostering a constructive relationship.

To this end, President Dean Ringle, P.E., P.S., charged the MBA Committee to mentor new MBAs in 2019–20.

New MBAs face a steep learning curve regarding NCEES activities and operations. Each new MBA comes into the position with different levels of experience and understanding regarding these activities and operation. NCEES should facilitate this process with a formalized onboarding process for new MBAs, whatever their level of experience.

The MBA Committee, with the assistance of NCEES staff, developed a process to introduce new MBAs to NCEES and help them learn about NCEES services and processes. The MBA Committee recommends that it have a standing charge to review this process annually. The committee requests that the onboarding process include, at a minimum

- Bringing new MBAs to NCEES headquarters for a face-to-face orientation
- Providing new MBAs with a list of NCEES services and a single point of contact at NCEES when seeking assistance

New MBAs face a steep learning curve regarding NCEES activities and operations.

- Having NCEES notify the MBA Committee as soon as a new MBA has been hired, including providing contact information and a biography
- Developing and maintaining materials to present to new MBAs to help make entry into the new position more manageable

The full report of this charge and the committee's other charges will be included in the *Action Items and Conference Reports*, which will be available on the NCEES website by July 1.

Annual meeting

As we build this mentorship program, NCEES has existing opportunities for MBAs to learn about and participate in the work of NCEES. The upcoming annual meeting, which will be held August 26–29, 2020, in Chicago, will offer workshops and forums for education and debate of professional issues.

The First-Time Attendee Luncheon will give new MBAs and members a chance to get to know NCEES and its leaders and to learn about the annual meeting's role in advancing



An MBA attending his first NCEES annual meeting follows the debate in the MBA Forum. This forum is part of the continuing education and professional development program at the organization's annual meeting.

licensure. NCEES Chief Operating Officer Davy McDowell, P.E., will give an overview of the Council and how members and MBAs can get involved, explain the annual meeting's purpose, and provide tips for successfully navigating the business sessions and forums.

The MBA Professional Development Workshop will focus on helping different generations work together effectively. For the first time in history, we have five generations in the workplace: Traditionalists, Baby Boomers, Gen Xers, Millennials, and Gen Z. These generations think, act, and communicate differently. "How to Get the 5 Generations Working Together in the 12 Places They Come Apart" will share practical ideas and plans for getting things done across the generations.

At the MBA Forum, the MBA Committee will lead a discussion of topical issues, including effective techniques and processes used by various member boards. MBAs can help construct the agenda by providing suggestions for topics.

The annual meeting will feature other sessions covering issues of importance to MBAs and their work with their boards. These include workshops on licensing emerging disciplines, educating policy makers about responsible licensing, and techniques for effective interviewing.

NCEES provides funding for each MBA to attend the annual meeting. I encourage all MBAs to use this available funding and be a part of this important meeting. It is a great opportunity to learn from other MBAs, share your viewpoints, and learn more about the issues affecting NCEES and the engineering and surveying professions.

More information on annual meeting workshops will be available when registration opens in May. The latest meeting information is posted in the Board Resources section of ncees.org/resources.

Moments in NCEES history



As part of its ongoing centennial celebrations, NCEES will feature moments in the organization's history in each 2020 issue of Licensure Exchange.

This issue's historical moment focuses on zone interim meetings. The four geographical zones meet each spring to conduct zone business and prepare for the August annual meeting.

From the President's Report—1949 **Alexander Blair**

In the past Council year it has been gratifying to observe that two Zone meetings were held—one of the Northeastern Zone in January at New York, attended by your president; the other, of the Central Zone in May, at Columbus, Ohio. I believe these Zone conferences serve a valuable purpose, when attended by so many of their member boards, as these were.

From the President's Report—1953 **A.G. Stanford**

I am happy to report that during the past year, for the first time an interim Zone Meeting was held in each of our four geographical zones. I count it both a privilege and a pleasure to have been able to attend the Southern Zone Meeting in Birmingham, Alabama, on March 13–14, the Northeast Zone Meeting in New York City on April 18, and the Central Zone Meeting in Rapid City, South Dakota on June 11–12. I greatly regret that I was unable to attend the Western Zone Meeting in Salt Lake City on August 24, as I had planned. A death in my wife's family, which necessitated my being in Buffalo, New York, prevented the Salt Lake City trip.

I feel strongly that interim Zone Meetings are worthwhile and hope that these can be made an annual event in each Zone. Two of the greatest benefits that I perceive from the Zone Meetings are, first, the possibility afforded many Board Members to attend their Zone Meeting who are not able to attend the Annual Meetings and who are thus given the opportunity of getting much closer to the common problems which are of major concern to all of our Member State Boards; and second, our Annual Meetings of necessity have full schedules which do not permit sufficient time for detailed discussions. It is my belief that many of the problems of the National Council can be resolved in a much shorter time if we take full advantage of the opportunity afforded in our Zone Meetings for carrying forward objectively the consideration of those matters which were not conclusively settled at the previous Annual Meeting.

Your Board is recommending for your approval in the Budget for next year the sum of \$400.00 for miscellaneous expenses in connection with the Interim Zone Meetings. It is proposed that \$100.00 be allotted as a maximum to each zone towards defraying miscellaneous expenses when such meetings are held. In the past these expenses have been handled by personal subscription or assessment of those attending the Zone Meetings. It is felt that such miscellaneous expenses are a legitimate part of the overall annual operating cost of the National Council since these meetings are also strictly for the benefit of our Member State Boards. I trust that the membership will concur in this opinion.

With more experience in the conduct of Zone Meetings the pattern for such meetings will take the form most suitable for each Zone. While the National Council, as a whole, should encourage and cooperate to the fullest in making these Zone Meetings a success, the decision as to whether a meeting should be of one or two days duration and whether the meeting should be confined strictly to business or should combine any social features can best be left to each Zone.

MEMBER BOARD NEWS

ALASKA

Rebecca Powers is the new board administrator, replacing Alysia Jones.

FLORIDA PE

Vivian Boza and Kenneth Todd are no longer members.

FLORIDA PS

Patricia Compton is the new member board administrator.

GUAM

Vincent Arriola, Cedric Cruz, and Masoud Teimoury are new appointees. Glenn Leon Guerrero, Liza Provido, and Mark Ruth are no longer members.

HAWAII

Jay Ishibashi is a new appointee. Demetrio Constantino, Robert Eggleston, and Joyce Noe are no longer members. Emeritus member George Nishimura passed away February 2, 2020. He was an exam development volunteer for more than 20 years. His other contributions to NCEES include serving as a member of the Structural Engineering Examination/Recognition Task Force and chairing the Committee on Examination Policy and Procedures. In recognition of his contributions to NCEES, he received the Western Zone Distinguished Service Award in 1992 and the NCEES Distinguished Service Award in 1994.

ILLINOIS SE

Chad Hodel is a new appointee. Tony Shkurti is no longer a member.

NEVADA

Robert LaRiviere is no longer a member. Emeritus member William Petty passed away November 30, 2019. His service to NCEES includes

membership on the Committee on Nominations and the Committee on Professionalism and Ethics. In recognition of his contributions to NCEES, he received the Western Zone Distinguished Service Award in 1999.

NORTH CAROLINA

Jonathan Care and Cedric Fairbanks are new appointees.

OHIO

Megan O'Callaghan is a new appointee. Ferzan Ahmed is no longer a member.

PUERTO RICO

Cesar Barreto Bosques, José Capeles, and Héctor Sanabria-Valentin are new appointees. Juan Davila, Fernando Fagundo Fagundo, and Lynnette Ramirez are no longer members.

SOUTH DAKOTA

Ryan Callaghan and Catherine Marie Dekkenga are new appointees. Jeffrey Nelson is no longer a member.

TEXAS

Colleen Johnson is a new appointee.

U.S. VIRGIN ISLANDS

Richard Evangelista is a new appointee. Devin Carrington is no longer a member.

EMERITUS

The board of directors approved the following emeritus members at its February 2020 meeting. **Florida PS:** Deborah Hill; **Iowa:** Marlon Vogt; **Michigan PE and PS:** Michael Drewyor; **Michigan PS:** Ginger Michalski-Wallace; **North Carolina:** Stacey Smith, Linda Thurman; **South Dakota:** Dennis Micko; **Texas:** William (Davey) Edwards, Jon Hodde; **West Virginia PS:** Robert Michael Shepp

UPCOMING EVENTS

The following events are currently scheduled but may change as NCEES continues to address the COVID-19 pandemic.

May 28

Headquarters Ribbon-Cutting Ceremony
Greenville, South Carolina

May 29–30

Board of Directors Meeting
Greenville, South Carolina

PROPOSED BYLAWS CHANGES

Proposed *Bylaws* changes have been posted in the Member Resources section of the NCEES website (see Board Resources, Publications and Presentations at [ncees.org/resources](https://www.ncees.org/resources)). The Special Committee on Bylaws will propose these changes as motions at the annual meeting in August.

Dean Ringle, P.E., P.S.
President
Ohio

Christopher Knotts, P.E.
President-Elect
Louisiana

James Purcell, P.E.
Immediate Past President
New Jersey

Timothy Rickborn, P.E.
Treasurer
South Carolina

Marlon Vogt, P.E.
Central Zone Vice President
Iowa

Christopher Duhamel, P.E., P.L.S.
Northeast Zone Vice President
Rhode Island

Timothy Lingerfelt, P.L.S.
Southern Zone Vice President
Tennessee

Brian Robertson, P.E.
Western Zone Vice President
Colorado

David Cox
Chief Executive Officer
South Carolina

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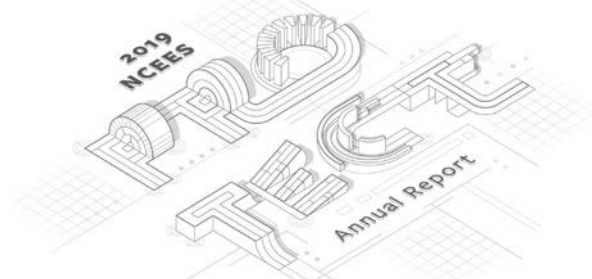
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This year's interactive annual report website brings the 2018–19 fiscal year to life with photos from the year's events and interviews with NCEES members and leadership on the organization's many initiatives.

NCEES annual report and *Squared* now available

NCEES released two publications in February to tell the story of 2018–19. The 2019 annual report provides an overview of the organization's accomplishments and growth over the past fiscal year. An interactive website, ncees.org/annualreport, accompanies the printed publication. It includes videos of interviews with NCEES members and leadership on the organization's various initiatives.

"The annual report theme is 'Protect,'" explained NCEES Chief Executive Officer David Cox. "It explores the various ways that NCEES and its member boards worked together and with other organizations in 2018–19 to advance licensure in order to protect the public." NCEES has also released a new edition of *Squared*. This publication tells the story of 2018–19 through numbers: How many people took the FE exam? What percentage of exam development engineers are women? With statistics related to NCEES exams, the Records program, and engineering and surveying licensure, *Squared* focuses on answering these questions and more.

Explore the annual report and *Squared* online at ncees.org/annualreport.