



ANNUAL REPORT 2021-2022



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MESSAGES FROM THE EXECUTIVE DIRECTORS



FISCAL YEAR 2021-2022 was a year of transition for the CIM National Steering Committee (NSC). After serving as chair for the first 10 years of its existence and as executive director for the past 16 years, I decided to retire effective December 31, 2021. From July 1 to December 31, 2021, my focus was to ensure the leadership of NSC was in good hands going forward. Fortunately, my successor for executive director, Dr. Rex Cottle, had served the NSC for many years as chair of the Education Committee. For the past two years, Rex worked closely with me. Consequently, I knew the day-to-day leadership activities of the NSC would be in fine shape.

The NSC has historically been blessed with quality leaders from the concrete industry serving as chair. Through the difficult COVID years, Mike Schneider had successfully filled the role of board chair. Assisting Mike was the immediate past chair Wally Johnson, a fully engaged executive committee and a proactive board of directors. Mike's term expired on June 30, 2022, which was the end of the 2021-2022 fiscal year. In addition, Wally had announced his plan to retire at the end of the fiscal year. Beginning July 1, 2022, Mike will assume the role of immediate past chair.

The search for the next NSC Chair culminated in the successful election of Karl Watson. Karl is a well-known concrete industry executive who has been a very strong supporter of CIM and the NSC since its inception. He currently serves on the NSC board of directors and is knowledgeable of the NSC's long term goals and its current program of work.



It has been an honor for me, over the past 26 years, to serve in a leadership position for the CIM initiative. CIM is vital to the future of the concrete industry. Given the strong executive committee and NSC membership, I am confident the NSC will continue to improve and to grow the CIM program and all of whom are dedicated to the vision of “advancing the concrete industry by degrees.”

Sincerely,

Eugene Martineau

Executive Director, CIM National Steering Committee

THE FISCAL YEAR 2021-2022 was truly a transformational year for the CIM program. Legendary leaders have decided to reduce their active participation in the NSC. Eugene Martineau was a driving force behind the creation and development of the first CIM program at Middle Tennessee State University and the subsequent expansion of the CIM program to New Jersey Institute of Technology, California State University – Chico, Texas State University and South Dakota State University (SDSU). Mike Schneider and Wally Johnson have served in several positions and have been strong advocates for CIM students. They led the development of the North Central Patrons that brought the CIM program to SDSU.

For the past two years, our CIM programs have been adversely impacted by the COVID pandemic. Student enrollment has declined in our universities and CIM programs. At the same time, demand for CIM graduates have continued to increase. As a result, CIM graduates have received multiple job offers. As the concrete industry is projected to expand coming out of the recent economic downturn, the demand for CIM graduates will continue to increase.

The annual CIM Auction at World of Concrete has continued to generate record revenue from the concrete industry. These funds will help the NSC and the CIM Patrons develop and implement long range strategic initiatives to broaden the national marketing of the CIM program and to inform potential students of the career opportunities available in the concrete industry.



I am honored to work with the NSC executive committee, the committee chairs and all the members of the NSC, as well as the Patrons who donate their time and talent to provide a quality academic program that transforms our students' lives.

Sincerely,



Dr. Rex L. Cottle

Executive Director, CIM National Steering Committee

Term beginning June 2022

MESSAGE FROM THE CHAIRMAN OF THE BOARD



WELCOME TO THE NATIONAL STEERING Committee's (NSC) 2021-2022 Annual Report for the Concrete Industry Management (CIM) program. This document provides an update to our industry supporters of this past year's activities and accomplishments, including the status of all five CIM program universities. Each institution report shows enrollment information, faculty updates/research, student activities/service projects, Patron group activities and program financial information. The report also shows the efforts and work product of each of the NSC committees, which allow CIM to remain unique within the industry.

The continued success of the CIM program is due to the combined efforts of the program universities, the local Patron groups and the NSC. This coordinated approach has resulted in all program universities growing stronger. However, the COVID-19 pandemic caused significant issues. As CIM is a hands-on program, it was problematic for students attending classes remotely, or at best, in social distancing laboratory settings. For the remainder of the 2021-2022 academic year, programs were forced to make adjustments.

The projected growing strength of the concrete industry, combined with the normal attrition from retirement, is an indicator that there will continue to be a demand for CIM graduates. As you read the reports from the program universities as well as the reports from the NSC committees, you will see there is a focus on growing student enrollment and ultimately producing an increased number of graduates to keep up with demand. The NSC has identified recruitment to the CIM programs as our most challenging issue. The recruitment committee report identifies the changing demographics which challenge our CIM universities. It is incumbent upon us to recruit more students to the CIM programs. I challenge each of you to help recruit students through your human resources departments, company newsletters and social media.

The importance of our Patron groups has never been more evident during these uncertain times. The local Patron groups of each program university have maintained a presence and connection with their respective school. Once again this academic year, CIM graduates were heavily recruited and ultimately employed by the local concrete industry. Each

Patron group is actively working on recruiting new students to the program.

One of the highlights this past year was the 25th CIM program anniversary which was celebrated at MTSU in October 2021. This was done in conjunction with the fall NSC meeting. Many of the CIM founders were present and were able to see how their vision in the 1990's has grown into a very valuable industry asset.

Finally, I would like to recognize Gene Martineau for his contributions to the CIM program. Gene retired as Executive Director of CIM at the end of December 2021. I personally got involved with CIM in 2000 at the request of Gene who served as one of my mentors. Gene, thank you for taking me under your wing. Your vision and passion for the CIM program has been contagious. The industry is seeing the development of a new generation of leaders because of your leadership. Our new Executive Director, Rex Cottle, is retired from Trinity Industries and has served for years as Chairman of the Education Committee.



The success of CIM is a result of outstanding leadership at the universities, the faculty, the Patrons groups, association donors, individual donors and the NSC. In closing, thank you for your continued support of this vital aspect of our industry. Please review this report and feel free to share it with others. Suggestions and comments are always welcome.

Sincerely,

Mike Schneider

Mike Schneider

Chairman, CIM National Steering Committee



DR. HEATHER J. BROWN

Chairman
Education
Committee

THE 2021-2022 ACADEMIC YEAR started with the exciting ribbon cutting of the fifth CIM institution, South Dakota State University (SDSU).

After a thorough vetting of several institutions and an in-depth curriculum assessment, SDSU was poised and eager to collaborate with CIM to educate future generations of concrete professionals. This partnership was further capped with the hire of Tim Hostettler, who had spent many years teaching at CIM Chico. The vast network of North Central CIM Patrons will also contribute significantly to the educational strength of the program.

The addition of SDSU allowed for a revisit of the core CIM curriculum as well as the business minor, electives and required courses that have been developed at each university. Through this evaluation, important concepts in safety, sustainability, law and plan reading were identified as areas needing further consistency amongst the schools. This work was identified during a transitional period of the NSC education committee chair. The position was held by Dr. Rex Cottle from the time of the committee's inception. Dr. Heather J. Brown, who recently left academia to join the concrete industry private sector, will now fill the role. Dr. Brown has placed emphasis on working with all the CIM faculty to

create consistency amongst the newly identified gap areas. Web meetings are held regularly with faculty to maximize work between committee meetings.

2022 was a great year for the MTSU CIM program. MTSU was the second school to receive an Association of Technology Management and Applied Engineering (ATMAE) accreditation, which takes considerable effort by the faculty, staff and Patrons. Continued refinement and updates to the Student Learning Outcomes (SLO), developed in partnership with the NSC, will take place this summer. Each SLO will be tied to specific delivery points in the curriculum with associated references identified. This summary will be used to update the resources received by the partner trade associations to ensure that the SLO are being maximized in the curriculum.

The more the curriculum can incorporate technical resources from current practices, the better our students will be prepared to enter the workforce. Involving all our partner trade associations also solidifies the diversity of available jobs that our students are prepared to take.

Thank you to all who contribute to the education of our students through guest lectures, printed material, adjunct teaching, web resources and tours.



FINANCE COMMITTEE REPORT



THE FINANCE COMMITTEE is pleased to report that the 2021-2022 fiscal year was another overall phenomenally successful one for the National Steering Committee (NSC) and CIM. The primary driver of the organization's revenues was the record-breaking auction held at World of Concrete (WOC) that recorded gross receipts of more than \$1.75 million. This record was aided by a new donation of a concrete pump to our auction, which accompanied our other major items (ready mixed concrete truck, laser screed, Load and Go, cement lots and more than 200 other items) from our very generous donors.

Because of the continued financial support of the CIM program by the industry, the NSC was able to distribute more than \$700,000 to the CIM program universities. Of that total, \$500,000 was directly distributed as program support with \$100,000 to each of the five program universities. This support funding is primarily used to offset the unique aspects of the CIM program in supporting the CIM faculty and students' expenses to interact with the concrete industry at industry events such as the WOC, CONEXPO-CON/AGG and national concrete Industry association events. In addition to the support payments, more than \$220,000 was distributed to the programs in the form of scholarships. The scholarship funding is vital to assisting the universities in their recruitment of new students into the CIM program. Ever since the industry has recovered from the great recession, the demand for graduates by the industry has exceeded the current number of annual graduates and the increased number of scholarships available for new students has greatly helped to grow CIM student enrollment.

The NSC board of directors continues to support the capital campaign for a new Concrete and Construction Management building on the campus of CIM's flagship university Middle Tennessee State University (MTSU). The NSC board believes this building is an important testament to the success of the CIM program since its humble beginning in 1995. Our total pledge of \$500,000 is being paid in annual contributions of \$100,000.

All the NSC's disbursements of funds to the program universities, either in support payments, scholarships or for capital projects, are matched by our local Patrons. Each program university continues to supply the CIM program with the requisite administration, program director, faculty, classrooms and laboratories. The three-way partnership between the program universities, the local Patrons and the NSC is the financial model that was established for each CIM program at the program's inception and it has and continues to work well.

In addition to the major disbursements to the program universities, the NSC total expenses were slightly over our original budget. Of the roughly \$400,000 remaining in expenses, two categories were the most significant. The marketing committee expense of approximately \$100,000 was used to promote the various initiatives of NSC committees and to keep the concrete industry informed of the progress of CIM. The activities of this committee are detailed in the marketing committee's section of this report. The other major operating expense of approximately \$125,000 was for auction and meeting expenses.



NICOLE R. MAHER
Chairman
Finance Committee

The following are the audited financial highlights of the 2021-2022 fiscal year. The NSC is well positioned financially to continue to carry out its mission

	BUDGET	ACTUAL
Total Revenue	\$1,335,300	\$1,801,796
Total Expenses	\$1,223,100	\$1,270,741
Increase/Decrease in Cash	\$102,200	\$531,056



BRIAN GALLAGHER
Chairman
Marketing Committee

THE ROLE OF THE CIM marketing committee is to tell the CIM story and share the successes of our students, faculty, universities and others involved in our programs. We accomplish this by building brand awareness, promoting CIM programs and the annual CIM Auction at World of Concrete. Our key goals include informing prospective students and influencers about educational and career opportunities in the concrete industry.

Key CIM Marketing Committee successes included:

25th Anniversary: Celebrating 25 years of CIM was a key project for the marketing committee during the past year. We developed a 25th anniversary logo, history materials and infographics. We also produced a series of videos to celebrate the success of the program.

Website and Digital Media: The CIM website and our LinkedIn presence are key to our digital communication efforts. We continued to enhance the site by improving the navigation, optimizing for mobile and search engine optimization (SEO) and adding graphics, visuals and videos. Our goal is to provide more information for students and student influencers. Our digital media efforts have focused on content marketing and social media, primarily LinkedIn, Twitter and Facebook, as well as a strategy for Instagram and Snapchat for better student engagement.

CIM Auction Support: Once again the CIM Auction set records. We were blessed with donations from long-time CIM supporters and new donors. The committee played a significant role in the promotion of the successful CIM

Auction through a series of videos, graphics and articles. In addition, the committee managed activities including organizing auction item solicitation tools, press releases, promotional materials and videos, advertisements and digital strategies.

Recruitment Materials: Close collaboration with the recruitment committee continues to be a priority for the marketing committee. We developed several items to reach students and student influencers, including website updates with specific paths for students and student influencers and recruitment materials. We have plans to embark on a digital marketing program designed to reach high school students to raise awareness of CIM, the industry and career options.

Collateral and Promotional Materials: Once again, the committee produced promotional assets including brochures, presentations, graphics and other materials. In addition, the committee produced the Annual Report and Executive Summary and updated stakeholders on national and institutional activities.

Public Relations, Advertising and Content Marketing: CIM partners with Advancing Organizational Excellence on our PR efforts. Public relations, advertising and content marketing are important strategies to promote CIM. The CIM e-news reaches over 3,000 people six times each year. Additionally, we work with concrete industry trade associations to run our print and digital ads and share our news and information. Last year, our efforts resulted in the distribution of 12 press releases and placement of more than 36 articles in industry publications, such as Concrete Products, Concrete International, ForConstructionPros.com, World of Concrete 360 and more.

Events: After a COVID hiatus, the marketing committee started participating in events again with a booth at the 2022 World of Concrete in Las Vegas.



AUCTION COMMITTEE REPORT



THE 2022 Concrete Industry Management (CIM) Auction was once again held in conjunction with World of Concrete (WOC) on Jan. 19, 2022. It was our most successful event in CIM program history!

Not only were we able to be back together in person (along with the great auctioneering team from Ritchie Bros.) but for the first time, we featured a new truck-mounted concrete pump donated by Alliance Concrete Pumps and NORCAL Kenworth and Kenworth Truck Co., along with our traditional marquee items. These included a concrete mixer truck donated by Mack® Trucks, Inc. and McNeilus®, a high-performance mixer donated by Con-Tech Manufacturing, Inc., an S-485 Laser Screed® donated by Somero Enterprises and a Shumaker Industries' Load and Go Ready Mix Truck Wash® system in addition to a variety of items targeted specifically for the concrete industry. The result was \$1.74 million for our program.

In addition to the above-mentioned big-ticket items, we were pleased to have donations from industry leaders like CEMEX, LaFargeHolcim, Lehigh Hanson, Inc., Argos Cement, St. Marys Cement, Inc., Roanoke Cement Company, GCC, Martin Marietta as well as admixture donations from CHRYSO, Inc., Master Builders Solutions, Sika USA,

Euclid Chemical, GCP Applied Technologies and CarbonCure Technologies, Inc.

In addition to the live auction, a silent auction was also held. The 2022 silent auction brought in record proceeds for CIM. Auction items included cement, concrete saws, drills, mixers, vibrators, safety equipment, screeds, decorative concrete tools, water meters, pumps, generators, training sessions, reference books, tablet and laptop computers, sports travel packages and golf and vacation travel packages.

Achieving these outstanding results would not have been possible without the passion and dedication of the CIM auction committee. More than 40 industry professionals worked to solicit items and promote the event. CIM universities are the primary beneficiaries, as the auction continues to be a major source of the program's funding. We also thank WOC, Informa and Ritchie Bros. Auctioneers. These organizations continue to be strong partners of the program.

We are already in preparations for next year's auction, scheduled for Jan. 18, 2023. We are anticipating another lively event in conjunction with WOC. The early indication from our donors continues to be encouraging. We are excited to be able to provide the much-needed funds for this great program.



BEN ROBUCK
*Chairman
Auction Committee*





K. NICOLE GREEN
Chairman
Recruitment Committee

THE RECRUITMENT COMMITTEE has used the last academic year to reconnect with a particular focus on community colleges, secondary schools and educators, our own alumni, employers and university staff. With the COVID-19 pandemic stopping active recruiting and even severing ties of some previously established connections, the usual pipeline of events and groups to engage has proven more difficult to uncover.

CIM employees at all five universities have been working to fully staff positions supporting CIM majors as well as networking to dig up new channels to recruit potential students. With communities, universities and most secondary schools operating back at some semblance of “normal”, there is great opportunity to bring new students into our programs. Staff, Patrons and alumni are all working to drive traffic to our programs through marketing and advertising, hosting tours and groups on campus, as well as traveling to promote the industry as a career option.

College enrollments have been on a downward trend for the last decade and the pandemic has accelerated that decline, with upwards of one million fewer students enrolled in college since the fall of 2019. This last year, public four-year institutions saw the largest percentage decline; down 3.8 percent or 251,400 students. That equates to a 9.2 percent decrease in freshmen, proving the pandemic gap year a myth, as only 2 percent of those who took time off school have since enrolled in higher education institutions.

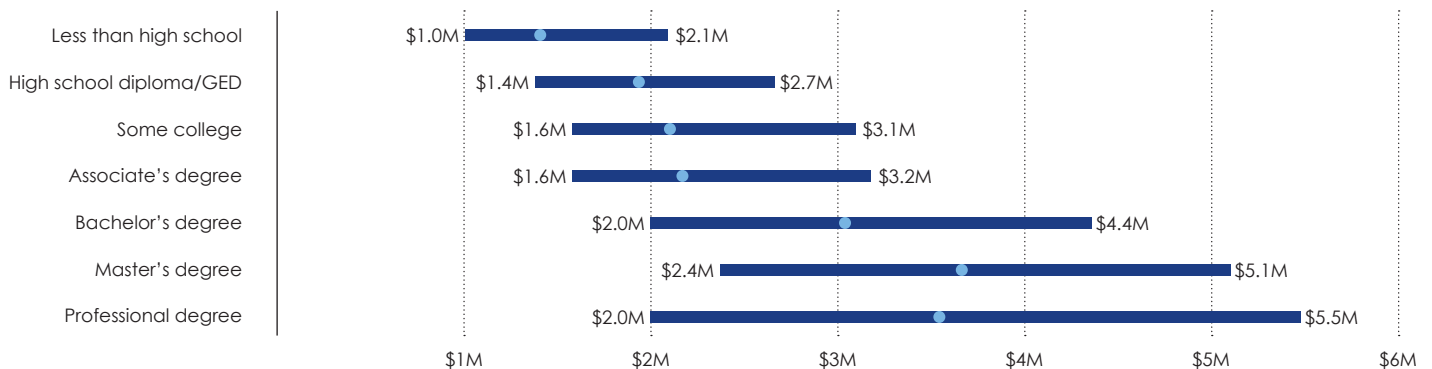
As birth rates decline, the number of high school graduates flatlines and the value of a college degree is under scrutiny, CIM programs continue to work to alleviate these doubts at the local level to draw direct connections between education and industry. Universities are working to attract both traditional-aged college students as well as adult learners to our institutions and academic programs. Simultaneously, CIM departments are using alumni and industry professionals to help promote the opportunity and quality of life afforded by a degree and career in our field.

Concrete Industry Management alleviates many of the concerns or perceived “downsides” to pursuing a college degree. The scholarship and internship opportunities while attending as well as the average starting salary for CIM alumni make the value of a degree a very realized payoff. In some cases, CIM may provide a ticket to the middle class for graduates.

A recent study by Georgetown University’s Center on Education and the Workforce shows that lifetime earnings in construction increase by over \$1 million if a bachelor’s degree is attained. The opportunity to earn an excellent starting salary and a rewarding career in the concrete industry is as easy as joining your local CIM program and signing up for an interview!

Join the recruiting committee, marketing committee, or new alumni committee to help the National Steering Committee’s efforts to promote the CIM programs at the national level.

Lifetime Earnings by Highest Educational Attainment: Construction



Sources: NPR, National Student Clearinghouse, Georgetown University

EXECUTIVE MBA DEGREE IN CIM PROGRAM UPDATE



THE CIM EXECUTIVE MBA degree program is designed to expand the industry/academic partnership by bringing CIM to the business world through an Executive-type MBA. It stands alone in its focused curriculum on the concrete production and concrete construction industries.

The program – offered through the Jennings A. Jones College of Business at Middle Tennessee State University (MTSU) – is the result of many years of close collaboration between MTSU, the CIM National Steering Committee and companies in the concrete industry.

The four CIM intensive courses include:

- Sustainable Construction
- Troubleshooting Concrete Construction
- Concrete and Construction Finance
- Project Scheduling and Management

The program now allows for entry in any semester and is combined with the MBA Flex program to keep many options for courses available to students. The program can be completed as fast as 15 months or stretched out to accommodate a busy lifestyle. Many students are currently averaging 18-24 months. The format includes distance learning, webinars and one on-campus visit to MTSU. The distinctive partner structure is designed for networking and sharing experiences while fostering a collaborative learning environment.

The cost of the program is \$25,000 per participant. This fee represents the total academic cost of the program per participant, excluding books.

Marketing and Industry Outreach

We are currently looking for new ways to spread awareness of the CIM MBA. We have taken a proactive approach and sought out management development groups and associations to create awareness in the industry. The following events were marketing presentations about how the CIM MBA



ENROLLMENT DATA

Fall 2021	8
Spring 2022	8

GRADUATES

Summer 2021	0
Fall 2021	1
Spring 2022	3

can prepare a candidate for job advancement in their own company as well as the benefits a graduate will offer to their employer:

- Architectural Precast Association speaking engagement about CIM MBA, 100 attendees (Jon Huddleston), Oct. 9, 2021
- Tennessee Concrete Association speaking engagement about MTSU CIM and MBA, 125 attendees (Jon Huddleston), Feb. 10, 2022
- NRMCA Developing Industry Leaders – faculty from the CIM MBA and Jon Huddleston spoke on various industry topics and advertised the benefits of pursuing the CIM MBA degree, 25 attendees (Jon Huddleston), April 12 & 13, 2022
- National Concrete Masonry Association speaking engagement about MTSU CIM and MBA, 60 attendees (Jon Huddleston), April 27, 2022

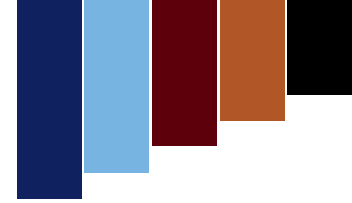
Interested in learning more about the CIM MBA?

Visit: www.mtsu.edu/programs/concrete-industry-mba/ or contact Jon Huddleston at Jon.Huddleston@mtsu.edu



JON HUDDLESTON
CIM Director
Middle Tennessee State University





THE CONCRETE INDUSTRY MANAGEMENT PROGRAM 2021-2022

A YEAR IN NUMBERS

Enrollment/Student information

345+

Total number of students
enrolled in CIM programs

Number of
graduates

81



1,522+

Total number of
graduates since
the program's
inception in 1996

80 percent Industry retention rate

Auction information

RECORD BREAKING AUCTION!

More than **\$1.740 million** in gross revenue
raised at annual auction at World of Concrete

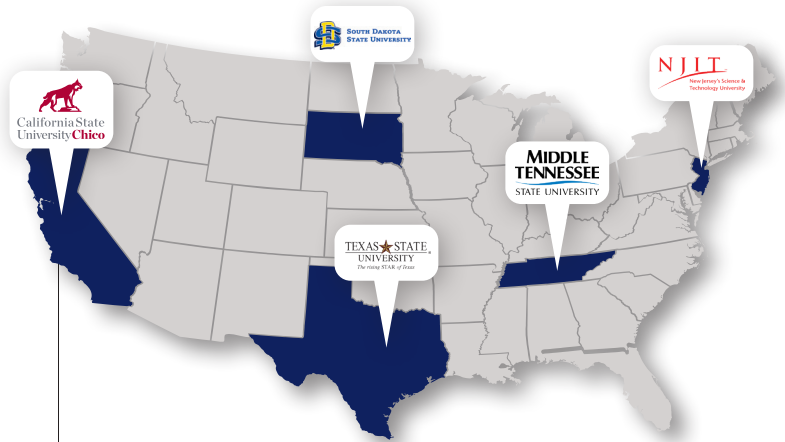
TWO CONCRETE MIXERS
AND ONE CONCRETE PUMPER DONATED BY:



McNeilus



Con-Tech
MANUFACTURING, INC.



eighty-four Number of students who
completed internships



\$576
THOUSAND

Amount
distributed to
CIM program
universities



40 graduates
since 2014

National Steering Committee

seven committees



Education



Marketing



Finance



Membership



Auction



Recruitment



Long-Range
Planning

NATIONAL STEERING COMMITTEE OF CIM ANNOUNCES PROGRAM EXPANSION TO SOUTH DAKOTA STATE UNIVERSITY

THE NATIONAL STEERING COMMITTEE (NSC) for the Concrete Industry Management (CIM) program is pleased to announce that South Dakota State University's (SDSU) Jerome J. Lohr College of Engineering will soon offer a degree in CIM.



**SOUTH DAKOTA
STATE UNIVERSITY**

Concrete Industry Management

**For more
on South
Dakota State
University's
program, turn
to page 28.**

The announcement comes after a six-month selection process by the NSC and the North Central Region (NCR) patrons. The NSC and the NCR Patron groups are combining resources to provide approximately \$1.5 million to SDSU over five years to develop the degree program and assist in employing a CIM program director, recruiter, and laboratory manager.

"The concrete industry recognized the need for the CIM program in the Midwest," said NCR patrons chairman Thor Becken. "Once the decision was made to develop a CIM program in the region, it took two years of planning and gaining industry member support before a search committee began interviewing various universities about potential interest in offering a CIM degree."

"The selection committee, made up of NSC and NCR members, overwhelmingly agreed that SDSU was the most logical and best choice for us," said Eugene Martineau, CIM NSC Executive Director. "SDSU's prior experience with public/private partnerships, combined with how the Lohr College of Engineering stresses developing programs that engage industry needs, were critical in our decision making. It was obvious that working with industry is not something new to the university. During our visit to SDSU, it was evident that the president and provost down through the dean and department heads were all-in for establishing a CIM program."

"The CIM degree is a really nice fit for us," said Teresa Hall, head of SDSU's Department of Construction and Operations Management. "If you look at a Venn diagram, you have construction management and operations management and the CIM degree comes up between the two of them, so it works," Hall said. "While the degree is very focused on a particular material, it's one that goes hand in hand with construction since concrete is used in virtually every form of construction."

According to Art Thompson, NCR Site Selection Committee Chairman, there were multiple career openings last year for every CIM graduate. "These jobs include substantial starting salaries as well as full complements of benefits."







California State University **Chico**

College of Engineering, Computer Science, and Construction
Management • O'Connell Technology Center 410
Chico, CA 95929-0003 • (530) 898-5963

California State University, Chico has been building a reputation for high-quality, high-value education for more than 130 years.

Better known as Chico State, we are a Hispanic-Serving Institution that offers more than 100 degrees in undergraduate and graduate studies.

STAFF/FACULTY UPDATES

Chico State's recruitment for a new CIM Program Director in the Fall of 2021 was unsuccessful. A new search was approved and began in the Summer of 2022. We hope to have a new Director with industry and academia experience in place soon.



SEEMA SEHRAWAT,
PH.D.
**CSUC CIM
Program Director**

OTHER PROGRAM UPDATES

- Our CIM program was highlighted in the Chico Statements magazine which is distributed to more than 120,000 alumni and supporters. <https://today.csuchico.edu/cim-program/>
- **CIM 15th Anniversary Celebration:** While our celebration had been delayed by a year due to COVID restrictions, we came together and celebrated this milestone in style in April 2022. We hosted 100+ supporters for a beautiful evening of dinner, music and program acknowledgments at the President's house (known as the Warrens Center) on Chico State's campus. During this time, Chico State also hosted the National Steering Committee meetings and Chico CIM Patrons meetings which all culminated in an action-packed two days for CIM.
- **Graduation:** Chico State CIM program and the College of Engineering, Computer Science and Construction Management came together to celebrate our recent graduates. Spring and fall graduates were honored with an in-person graduation ceremony on campus which included staff, faculty, and leadership of the college. A reception was held prior to the graduation ceremony where students were recognized for their incredible accomplishments during their time at Chico State. We also provided graduation gifts (including a CIM laptop bag, Klean Kanteen water bottles and custom CIM license plate frames) for all of our graduates.
- **Giving Day Campaign:** While in previous years, this fundraising campaign would have tapped mostly just our Patrons group, this year's efforts looked a little different. The 2022 campaign looked more like a crowdsourcing event garnering a large increase in the number of donors participating. This was accomplished through the considerable efforts of our student ambassador team who arranged to have CIMT students meet at a designated time to make calls and send texts and emails to their friends, family, industry contacts, alumni and even other students. This built excitement and brought energy and encouragement toward reaching our goal. The result was more than \$4,000 in donations and a wider net of contributors to our CIM program.
- Thanks to the generous donors through our Giving Day campaign, we were able to cover the cost of the ACI Field Testing for all our students in the CIMT 231 class this year - a cost of more than \$3,200.

RESEARCH AND/OR PUBLICATIONS

- Dr. Mohammed Albahtiti began teaching a collaborative precast concrete design class with Kansas State University professor Kimberly Kramer using the funding received last year from NPCA/PCI.

STUDENT PROJECTS

- The CSU Chico NPCA Student team won first place in the 2022 NPCA Foundation Student Competition in Kansas City, Mo. The students were tasked with designing a box culvert project for a pedestrian underpass in the city of Longmont, Colo.
- The Women in Concrete (WIC) student club hosted its first annual Women in Concrete Day on Chico State's campus in Sept. 2021. Alumni and industry professionals joined us on campus to discuss their experiences in the industry and connect with students.
- The Chico State ACI Student Chapter organized the CIM ACI Student competition between all CIM schools with funding from our Patrons' group. The students designed a lightweight "treasure box".
- ACI Student Chapter hosted a fundraising golf tournament in April 2022 at Bidwell Golf Course.

STUDENT AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

- Aubrey Miller was selected to present her poster at the ACI Fall 2021 Convention. Her poster title was "Assessing the performance of SCC concrete reinforced with recycled toothbrush fiber".
- The CSU Chico NPCA Student team won first place in the 2022 NPCA Foundation Student Competition.



California State
University **Chico**

**PROGRAM
ENROLLMENT** **56** **50**
Fall 2021 Spring 2022

GRADUATES:

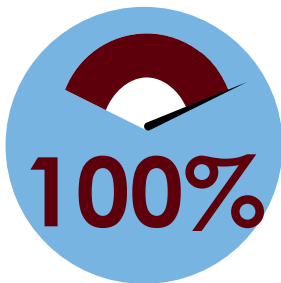
6 Fall 2021

15 Spring 2022



201

Number of graduates
since program's
inception



Percentage of
graduates who had
jobs waiting upon
graduation



Number of students who
had internships during
the 2021-22 school year.

*Note: Dozens of students participated in
internships that did not count for credit.*

12

\$65.8K

Scholarship and
Award Money
Distributed

CAREER GOALS
2 **20**
Career Fairs Industry Partner
Presentations

- Aubrey Miller was selected as the Weatherton Award winner at World of Concrete in Jan. 2022 and was awarded \$2,500.
- Michael Stoddard was selected to work as an intern on the Habitat for Humanity project in Paradise, Calif. funded by CIM Patrons.
- Karla Ramos Cruz was chosen for the CIM Wildcat Spirit Award.
- Spring 2022 graduate Nicholas Cervelli was selected for the CIM Outstanding Student Leader award.

CORPORATE NETWORKING AND OUTREACH

- We hosted virtual career fairs in Sept. 2021 and Feb. 2022. We were pleased with the success of this virtual model and will continue with this format in the future to allow more far-reaching access for students to employers.
- Our Sept. 2021 career fair included nine industry partner presentations and resulted in multiple group interviews as well as one-on-one interviews with our students for both permanent employment positions and available internships. Companies were able to host many more in-person student socials and interviews as the COVID restrictions began to lift.
- Our Feb. 2022 career fair included 11 industry partner presentations and resulted in multiple group interviews as well as one-on-one interviews with our students for both permanent employment positions and available internships.
- Chico State Giving Day was held on March 2, 2022. Our program raised \$4,100 through this campaign.

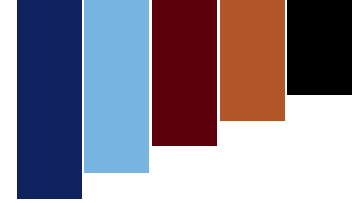
K-12 STUDENT OUTREACH

- The CIM Ambassador team visited 11 high schools and community colleges to make presentations about our program. Several of the schools we had previously visited requested us to come back!
- We attended the Valley Contractors Exchanges' Trades Day in Jan. 2022 where we were able to connect with nearly 600 high schoolers. Seniors Francisco Aguilera and Casey Cownern demonstrated making stamped concrete coasters and talked with the students about pursuing a degree in CIM at Chico State.
- We hosted in-person events for Chico Preview Day and Choose Chico Day, which included breakout CIM sessions for incoming and interested students.

PATRONS GROUP ACTIVITIES

- The 2022 CIM silent auction at World of Concrete made history, largely due to the dedicated efforts of three Chico CIM Patrons – Bill Albanese, Doug Guerrero and Allen Law. They were able to motivate Alliance Pumps to donate a concrete pump and Norcal Kenworth to donate a truck that sold at the silent auction

ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2021-2022



for \$540,000. These funds are used to support the efforts of the CIM National Steering Committee.

- The Chico CIM Patrons continue to thrive and grow and are adding contractors and new concrete and material companies to their ranks.

INDUSTRY RELATIONS/ STUDENT TRAVEL

- **World of Concrete (Jan. 2022):** Acting Program Director Seema Sehrawat and ECC College Dean Blake Wentz attended this conference in Las Vegas and accompanied 10 of our students, including three who participated in the Weatherton Award presentations.
- **National Precast Concrete Association (March 2022):** Seema Sehrawat and faculty member Mohammed Albahtiti accompanied eight students to this conference in Kansas City, Mo. Five of these students presented at the NPCA Student Design Competition.

ALUMNI INVOLVEMENT

- Alumni Jerry Xiong is the first CSUC CIM graduate to complete Precast University and achieve the Master Precaster recognition. Jerry wrote, "I am fortunate and thankful that the CIM program and Jensen Precast provided the tools, guidance and experience that I needed to become an industrial leader."
- Alumni Jaymi Fridley presented some ideas at the CIM Chico Patrons meeting about better connecting CIM students with alumni for industry education and sharing work experiences that may better guide our students in their career paths.

FINANCIAL INFORMATION

Chico State CIM Patrons: Scholarships, Equipment, Recruitment, etc.	\$183,300
Total Income	\$183,300

EXPENSES	Student and Faculty Travel/ Professional Development	\$28,000
	General CIM Scholarships	\$57,000
	CIM WildCat Spirit Award	\$6,300
	CIM Habitat for Humanity Internship Award	\$2,500
	Recruiting/marketing, special events and promotional items	\$53,000
	Research: Lab equipment, professional development	\$28,500
	Gift Fee and Other Operating Expenses	\$8,000
	Total Expenses	\$183,300

CURRICULUM UPDATES

We are working toward adding a new Concrete Project Scheduling and Management course (CIMT 425). Some of this curriculum is currently being taught by a different department within our College of Engineering with more of a general project management perspective. Creating this course will allow us to teach students how to specifically create a project schedule for concrete construction projects and deepen their understanding of principles and practices for effectively managing concrete projects.





MIDDLE TENNESSEE

STATE UNIVERSITY

1301 East Main Street • Murfreesboro, TN 37132 • (615) 898-2300

Located in Murfreesboro, MTSU has been named one of the best places to earn an undergraduate degree in the nation by The Princeton Review, which called it "a go-to choice for those wishing to receive a quality and affordable education."

MIDDLE TENNESSEE STATE UNIVERSITY

PROGRAM ENROLLMENT **130** **113**
Fall 2021 Spring 2022

GRADUATES:

7 Summer 2021

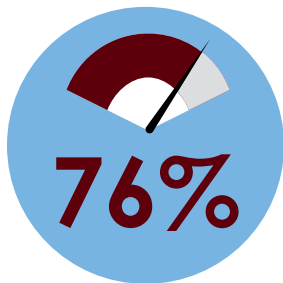
15 Fall 2021

23 Spring 2022



1,079

Number of graduates
since program's
inception in 1996



Percentage of
graduates who had
jobs waiting upon
graduation



Number of students who
had internships during the
2021-22 school year.

42

16 Scholarships
Available

\$114K
Scholarship Money Given

Scholarship
Recipients **54**



CAREER GOALS

2

Career
Fairs

49

Employees
Attended

STAFF/FACULTY UPDATES



JON HUDDLESTON
MTSU Associate
Professor & CIM
Program Director

- We have five faculty who teach CIM courses: Dr. Marcus Knight, Dr. Zhifu Yang, Jon Huddleston, Kevin Overall and Dr. Heather Brown.
- We have five staff who support CIM in our department: Sally Victory, Nicole Green, Brittany Shelton, Melissa Burnett and Kevin Overall.
- We have three faculty who were recognized as Faculty Who Make A Difference by the CIM student body: Dr. Marcus Knight, Jon Huddleston and Kevin Overall.

RESEARCH AND/OR PUBLICATIONS

- Dr. Zhifu Yang and Dr. Heather Brown completed work on their externally funded TDOT project "The Use of Recycled Concrete Aggregate in TDOT mixtures".
- Dr. Heather Brown completed her work on the externally funded TDOT project "The Use of Full Depth Reclamation in Tennessee" which is a joint venture with the University of Tennessee Chattanooga.
- Dr. Kelly Strong, Dr. Jake Avila, and Jon Huddleston initiated a new sponsored research project in partnership with Drake State Technical and Community College in Huntsville funded by the National Aeronautics and Space Administration aimed at improving technical skills with additive manufacturing using cementitious materials. One of the main goals of the research is to develop pathways for Drake State students to continue into the CIM program after completion of their associates degree program.
- Dr. Blake Whitman partnered with Auburn University on three water quality and stormwater management research projects for highway construction. One project is a synthesis of best practices for use of Unmanned Aerial Systems for inspection (National Academies of Sciences, Engineering and Medicine), the second project is an Erosion and Sediment Control project for the US Department of Agriculture and the third project is a Sediment Barrier Evaluation for the Nebraska Department of Transportation.
- MTSU CIM serves as advisors to the printed lunar concrete structures research ongoing at Marshall Space and Flight Center.
- Dr. Kelly Strong, Dr. Blake Whitman, Kevin Overall and Jon Huddleston completed several small, applied research projects in conjunction with industry partners in the concrete industry.

STUDENT PROJECTS

- ACI student club held eight meetings, each featuring one quest speaker/industry partner.

- Mr. Huddleston's CIM 3050 class poured a 40 ft. by 12 ft. laydown pad for the MTSU grounds department to expose students in the course to flatwork finishing techniques and tools.
- Dr. Knight's CIM 3050 class poured a 30 ft by 12 ft pad for MTSU grounds department and reinforced a retaining wall. The project gave students the opportunity to practice flatwork finishing techniques.
- The ACI student club participated in the concrete chest competition with the other CIM schools and placed 1st with their concrete treasure chest design.
- Huddleston's CIM 4400 decorative concrete class once again cast benches for the Patron's silent auction held during homecoming week.
- Huddleston's CIM 4800 special problems class competed in the ACI Concrete Solutions Competition.

CORPORATE NETWORKING AND OUTREACH

- CCM saw a return to on-campus recruiting in fall 2021 with 21 companies coming to campus to recruit CIM students. In the spring of 2022, we had 28 companies either return to campus for in-person socials or hold webinars for student recruitment.

- We hosted a limited capacity fall networking event with a maximum of 70 employers (and a waiting list of at least 12 employers that were turned away). The event was a success with 136 students attending.

K-12 STUDENT OUTREACH

High school speaking engagements and recruiting events have been slow to materialize in the past year. Many schools we contacted were not allowing guest speakers in the schools due to COVID concerns. Over the past months, we have seen those barriers diminish and through mailers and email campaigns, we have been in contact with several schools. Each of the schools we have spoken at so far have requested our return in the 2022-2023 academic year.

- **Nov. 2021:** Started relationship with FFA of Tennessee and sent out first email advertisement to statewide FFA list serve reaching student members and teachers across the state.
- **Jan. 2022:** CIM information packet mailer sent to 140 high school CTE (career and technical educators across Tennessee). Information packets included information about MTSU CIM, NSC executive summaries, new building advertisement and MTSU CIM brochure.



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PRINT AND DIGITAL MARKETING/RECRUITING

We are currently working with the MTSU marketing department to create a strong online and social media presence. A series of video tours of the new building construction along with other short clips are being created for advertising and social media purposes. The MTSU marketing department is also working with CIM to create a campaign both through traditional methods and social media including website redesign, digital billboards, e-news blasts, and more.

PATRONS' GROUP ACTIVITIES/ ALUMNI INVOLVEMENT

Our Patron's group maintained its fundraising efforts with two full flights of 31 teams and a record \$118,000 raised for the spring 2022 fundraiser. The fall 2021 skeet shoot and silent auction on the tail of the 25th anniversary celebration raised another \$14,200 to start out the academic year on the right foot.

INDUSTRY RELATIONS/ STUDENT TRAVEL

- Dr. Marcus Knight, SCCM Associate Professor, is an examiner for the American Concrete Institute Concrete flatwork associate, finisher, advanced finisher and concrete field-testing technician - Grade I examinations.
- Dr. Kelly Strong is vice president of the South-Central region of Design-Build Institute of America.
- Dr. Blake Whitman, SCCM Assistant Professor, is a member of the Standards and Practices Committee of the International Erosion Control Association charged with updating standard practices (e.g., silt fence design) associated with managing construction site stormwater runoff.
- Dr. Blake Whitman is a member of the National Academy of Science Transportation Research Board Standing Subcommittee AKD50 on Hydrology, Hydraulics, and Stormwater of Washington, DC.
- Jon Huddleston is a member of the American Concrete Pipe Association Impartiality Committee and participates in ACPA's concrete pipe plant certification program (QCast) which is accredited via ANSI per ISO/IEC 17065.
- Dr. Jacob Avila serves as accreditation site team evaluator for the Association of Technology, Management, and Applied Engineering and the Accreditation Council for Business Schools and Programs.
- Dr. Avila is the faculty sponsor for the Appalachia service project, Race to Build in Bristol, Tenn.
- 10 CIM students and five faculty/staff traveled to World of Concrete in Las Vegas In Jan. 2022.

FINANCIAL INFORMATION

National Steering Committee	\$151,000
CIM Patrons Income	\$127,911.27
Total Income	\$390,106

EXPENSES	NSC Approved Expenses	
	MTSU Administrative Travel	\$13,290.81
	Student Travel	\$28,422.20
	Lap Equipment/ Curriculum Updates	\$4,206.55
	Marketing/Recruiting/MBA	\$10,615.45
	Scholarships	\$50,000.00
	Operating	\$13,000.00
	Total Expenses	\$134,136.80

EXPENSES	Patrons Approved Expenses	
	CIM Building	\$90,000.00
	Accounting	\$2,774.25
	Goodwill/Auction	\$18,244.96
	Skeet Shoot	\$6,645.44
	Patrons Meting	\$505.28
	Scholarships	\$64,058.00
	Golf Expenses	\$28,731.00
	Total Expenses	\$210,958.93

- Four CIM students and one faculty/staff traveled to the American Society of Concrete Contractors annual meeting in Sept. 2021.
- Four students and one faculty/staff traveled to the National Ready Mix Concrete Association's (NRMCA) fall 2021 meeting and nine students and one faculty/staff traveled to NRMCA's spring meeting.
- Two faculty and two students participated in the AGC of Middle Tennessee golf fundraiser.
- CIM 4050 Plant and Delivery class toured Stephens Manufacturing in Tompkinsville, Ky.

CURRICULUM UPDATES

MTSU CIM completed our ATMAE accreditation site visit in March. We are happy to share that the site team recommends that the School of Concrete and Construction Management be accredited at the annual ATMAE meeting in November. In addition, to match the rest of the programs at MTSU that participated and were previously ATMAE accredited, the site team is going to recommend that MTSU CIM forgo the four-year initial accreditation and instead be accredited for six years to match the schedule of the other programs in the School of Concrete and Construction Management.



NJITTM

**New Jersey's Science &
Technology University**

Department of Engineering Technology • University Heights
Newark, New Jersey 07102-1982 • (973) 596-8193

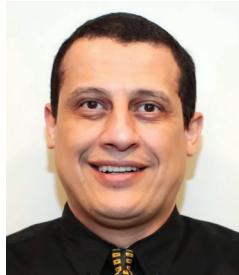
One of only 35 polytechnic universities in the U.S., New Jersey Institute of Technology (NJIT) is a top-tier research university that prepares students to become leaders in the 21st century. Located in the University Heights district of downtown Newark, the NJIT's campus provides 45 acres of innovation and excitement.

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STAFF/FACULTY UPDATE

- We are looking to fill the position of recruiter. Interviews are over and an offer letter will be sent to the newly selected recruiter soon.
- Dr. Omran's three-year term as a Professor of Practice has ended and NJIT offered him a Senior University Lecture (SUL) starting Fall 2022.
- NJIT will have a new President (Dr. Teik Lim) starting July 1. There is also a search committee for a new Provost.



**DR. MOHAMED
MAHGOUN**
NJIT CIM
Program Director

- NPCA awarded the students and donated \$4,000 to the program.
- The Precast Show, Kansas City, Mo., 2nd place in PCI Project Precast Competition (Khalil Santana), March 1-5, 2022.
- ACI Foundation Fellowship Award, Ariel Majano (\$5,000).
- NJACI Chapter Student Award, Osama Mahmoud (\$3,000).
- ICRI Metro NY Chapter Student Award, Mohamed Hassan (\$2,500).

Scholarships

- \$30,000 NSC scholarships were distributed to newly enrolled CIM students for this academic year.
- \$5,000 Local Patrons scholarships were distributed to active students for this academic year.

Active Grants

- NSF National Grant (\$50,000): "Extended Time of Ready Mixed Fresh Concrete"
- NSF Local Grants (\$6,000): 1) "Using Recycled Plastic Reinforcement" and 2) "Automation of Concrete Products."

PROGRAM RECOGNITION

- Named 2021 ACI Excellent University.
- In Fall 2021, CIM celebrated 15 years at NJIT. The anniversary celebration was delayed due to the COVID-19 pandemic.
- CIM students at NJIT are getting free ACI and ICRI certifications.

RESEARCH AND/OR PUBLICATIONS

Active Research

- NSF National Grant (\$50,000): "Extended Time of Ready Mixed Fresh Concrete."
- NSF Local Grants (\$6,000): 1) "Using Recycled Plastic Reinforcement" and 2) "Automation of Concrete Products."
- PCI/NPCA Precast Concrete Undergraduate Curriculum Grant (\$160,000).

Book Chapter (pending)

- Ahmad Mousa, Mohamed Mahgoub and Mohab Hussein, "Lightweight Concrete Market in USA," Whittles Publishing Ltd., Dunbeath, Caithness, KW6 6EG.

STUDENT PROJECTS

- Using Recycled Plastic Reinforcement.
- Automation of Concrete Products.
- Using Infrared Camera in Calculating Fresh and Hardened Concrete Ingredients.
- Precast Mix Design and Cost Estimate of Retaining Walls of Interstate Bridge Ramp.
- Precast Mix Design and Cost Estimate of Bridge Culvert.

AWARDS, SCHOLARSHIPS, AND GRANTS

Awards

- The Precast Show, Kansas City, Mo., 2nd place in NPCA Competition (team included Ariel Majano, Joshua Vera and David Rubino), March 1-5, 2022.

FINANCIAL INFORMATION

INCOME	National Steering Committee	\$100,000
	National Patrons (scholarships)	\$50,000
	Local Patrons	\$100,000
	Local Patrons (scholarship match)	\$50,000
	Total Income	\$300,000

EXPENSES	Travel by program director, faculty, staff, students	\$50,000
	Guest speakers, field visits, seminars, workshops, attending local events	\$10,000
	Undergraduate research	\$20,000
	Concrete laboratory	\$40,000
	Recruitment, CIM promotion/marketing, fundraising	\$55,000
	Socials	\$10,000
	Student competitions	\$10,000
	Supplies (copying, printing, stationery, etc.)	\$5,000
	ACI and ICRI student chapters	\$10,000
	Local Patrons' meeting	\$15,000
	Salaries	\$10,000
	Scholarships	\$35,000
	Total Expenses	\$270,000



PROGRAM ENROLLMENT **125** **125**
Fall 2021 Spring 2022

GRADUATES:

2 Fall 2021

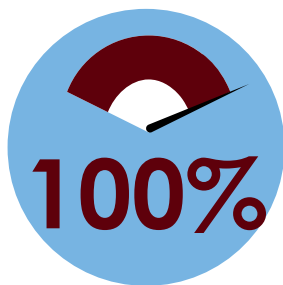
6 Spring 2022

2 Summer 2022



130

Number of graduates
since program's
inception



**Percentage of
graduates who had
jobs waiting upon
graduation**



**Number of students who
had internships during
the 2021-22 school year.**

*Note: 25% of undergraduate students
are working part-time and full-time.*

20

\$35K

**Scholarship and
Award Money
Distributed**



CAREER GOALS

2

Career
Fairs

31

Companies
Attended

- PCI/NPCA Foundations Precast Concrete Undergraduate Curriculum Grant (\$160,000)
- NJDOT Grant On-call Team (\$1,000,000)

Pending Grants

- NSF Teaching Grant about structural health monitoring with seven other universities (\$1,000,000)

Recognition

In line with the global movement to reduce greenhouse gas emissions and combat climate change, our research team (Mohamed Mahgoub, PhD, PE, FACI, Ahmed Omran, Ph.D., P.Eng, Mohab Hussein, MSCE, PE, PMP, and Mohamed Hassan, MSCE) along with the concrete and construction industry collaborators took upon the challenge to tackle this issue. After many years of research, we were able to validate that the discharge time, up to 150 minutes, had no significant impact on the fresh properties, hardened properties (i.e. compressive strength, tensile strength), and durability (i.e. freeze-thaw, surface resistivity).

We are pleased to announce that with extreme prejudice, ASTM C-94 subcommittee has recently approved the removal of the historical 90-minute rule and is now published in ASTM C94-21. This is a major step in revolutionizing the concrete and construction industry by:

- Reducing concrete rejections related to discharge time and associated substitute concrete.
- Lowering concrete waste and its associated time, cost, and landfill space.
- Decreasing of environmental impacts and greenhouse gas emissions.
- Expanding coverage radius of existing concrete plants, up to an additional 60 miles.
- Eliminating unnecessary testing and corrective work related to non-compliance concrete. Easing the need to construct new concrete plants nearby construction projects and residential neighborhoods.
- Addressing concerns to continuous large volume concrete and mass concrete pours.
- Tackling constructibility challenges related to offshore construction and hardly accessible areas.

Special thanks to our supporters and collaborators: New Jersey Institute of Technology (NJIT), Concrete Industry Management (CIM), CIM Program at NJIT, American Concrete Institute (ACI) - New Jersey Chapter (NJACI), National Ready Mixed Concrete Association (NRMCA), Ready Mixed Concrete (RMC) Research & Education Foundation, Portland Cement Association (PCA), Sika Group and Silvi Concrete.

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Recognition

- NJACI and ICRI Metro New York Chapters offer all their certificates to our CIM students free of charge. Some of these certificates cost \$1,000.
- Tekla offered Building Information Modeling (BIM) training to our students free of charge. Three virtual sessions took place on Nov. 24, Dec. 1 and Dec. 8.

CORPORATE NETWORKING AND OUTREACH

- CIM Northeast (NE) Patrons' fall meeting followed by job fair (100 attendees and 13 companies interviewing students), Dec. 14, 2021.
- CIM NE Patrons' spring meeting followed by job fair (100 attendees and 18 companies interviewing students), May 5, 2022.
- CIM students were invited to all NJACI, ICRI Metro NY and ICRI Delaware Valley Chapter gatherings where they have been networking with concrete industry people and other university students.
- Virtual social with CEMEX, Nov. 10, 2021.

K-12 STUDENT OUTREACH

Former recruiter, Lucy Watts, visited six community colleges and five high schools between Sept. 1 and Dec. 15 to promote CIM.

ON-CAMPUS RECRUITING

Dr. Mahgoub, Mina Saleeb (CIM academic advisor), Lucy Watts (former CIM recruiter) and some CIM students have participated in the following events during the academic year 2021-2022:

- Six open houses for potential students.
- Classroom presentations for freshman students.
- On-campus recruiting events jointly with ACI and ICRI student chapters.

PATRONS GROUP ACTIVITIES

Examples of Patron support include:

- Provided scholarship programs for CIM students: Silvi Scholarship, Sika Scholarship and CIM Northeast Patrons Endowed Scholarship.
- Provided students with field visits, social, mentoring and guest speakers.
- Internships, co-ops and full-time job opportunities were made available to CIM students.
- Mentored students, kept students engaged, encouraged and guided students as they progressed through their studies.
- Provided supplies, donations and guidance for undergraduate concrete research projects.
- Organized the biannual CIM Northeast Local Patrons meetings on Dec. 14, 2021 and May 5, 2022.

INDUSTRY RELATIONS/ STUDENT TRAVEL

- 58th NJACI Concrete Award Dinner, New Brunswick, NJ, Sept. 23, 2021.
- National Ready Mix Concrete Association, ConcreteWorks, Kissimmee, Fla., Sept. 30- Oct. 4, 2021.
- International Concrete Repair Institute Fall Conference, Minneapolis, Minn., Oct. 10-14, 2021.
- New Jersey Concrete and Aggregate Association Annual Meeting, Atlantic City, NJ, Oct. 21, 2021.
- World of Concrete, Las Vegas, Nev, Jan. 17-20, 2022.
- The Precast Show, Kansas City, Mo., March 1-5, 2022.
- American Concrete Institute Spring Conference, Orlando, Fla., March 26- 31 2022.
- International Concrete Repair Institute Spring Conference, Baltimore, Md., April 4- 6, 2022.

GUEST SPEAKERS: INDUSTRY- SPONSORED AND CIM GRADUATES

22 speakers were invited to CIM classes during 2021-2022 academic year, including representatives from the following companies:

- Silvi Group
- Weldon Materials
- NRMCA
- High Concrete
- Garden State Precast
- NPCA
- Peerless Concrete

ALUMNI INVOLVEMENT

CIM alumni are always paying back to our program, including:

- Lauren Rose (class of 2017) supervised a team of 20 students from CIM, School of Applied Engineering and Technology and School of Architecture to cast a precast concrete panel at High Concrete (where she works) in Denver, Pa. Three visits took place on Feb. 24, March 26 and April 14 to finish this large project.
- Nikolaos Benyamin (class of 2021) and Mohamed Hassan (class of 2021) helped the two precast teams that participated in both Precast Show competitions (NPCA and PCI).

CURRICULUM UPDATES

- Precast/Prestressed concrete has been added to some of our classes including senior projects and independent studies.
- We are always in contact with our Patrons and we update our curricula based on their feedback.
- We are preparing for the ATMAE accreditation visit next year.



Designer	Sydney W	
Small	Jerry	695 5248
42	Steve Cadot	603-592-1245
44	REGGIE	690-1268
40		
50		
51		
56		
57	Dennis A	
60		
62		
63		
11		
Water		
Lower		



SOUTH DAKOTA STATE UNIVERSITY

Concrete Industry Management

1451 Stadium Road • Brookings, SD 57007 • (605) 688-6417

Founded in 1881 and located on the eastern side of South Dakota in Brookings, South Dakota State University (SDSU) offers eight different colleges representing nearly 200 program offerings. The institution also offers 36 master's degree programs, 15 doctorate and two professional programs.

ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2021-2022



STAFF/FACULTY UPDATE

- One program director/assistant professor of practice.
- One part-time academic recruiter (begins June 1, 2022)



TIMOTHY
HOSTETTLER
SDSU CIM
Program Director

CURRICULUM

- Fall 2021 - CIM 101, CIM 120 (Introduction to Industrial Safety)
- Spring 2022 - CIM 101, CIM 125 (Plans and Specifications)
- Fall 2022 - CIM 101, CIM 120, CIM 210/210L (Fundamentals of Concrete-Performance and Testing/Lab)
- Spring 2023 - CIM 101, CIM 125, CIM 230 (Concrete Construction Systems)
- We are currently working with our Foreign Language Department to create a "Spanish for the Construction Industry" GE class. We hope the course will be available by Spring 2023.

OTHER PROGRAM UPDATES

- Three of four students participated in ACI Field Testing technician certification sponsored and hosted by the South Dakota Ready Mix Concrete Association.

RECRUITING/ PROMOTIONAL EFFORTS

July 2021

- Sent out introductory emails to all state associations and all Patrons. Received responses from most.
- Met with admissions and discussed recruitment/enrollment process.
- Sent initial fliers and info cards to the email list described above.
- Traveled to Watertown, Aberdeen and Pierre. Distributed fliers to Patron companies and a few others.
- Traveled to Wyoming and Montana. Dropped fliers for CAW president TJ Ewing at Croell in Sundance, presented the program to Keith Ouzts with Montana Contractors Association and Pat Drynan with Helena S&G (Oldcastle).
- Traveled to Sioux Falls. Handed out fliers at SDRMCA golf outing, spoke to attendees about the program.
- Received approval from marketing on fliers and other promotional material. Distributed to the email list.

August 2021

- Traveled to Nebraska and handed out fliers and presented the program to board of directors at Nebraska Ready Mix Association golf outing.
- Dropped fliers and visited with local Patrons GCC and Buffalo Ridge.
- Traveled to Huron and Chamberlain. Distributed fliers and presented the program to JD Concrete, GCC Huron and Chamberlain Ready Mix.
- Distributed promotional material to Ace RM Sioux Falls (LG Everist).
- Emailed all incoming COE majors with CIM info.
- Traveled to North Dakota. Met with and gave promotional material to Patron group Strata (Hank Hauge). Presented the program and dropped material to KRC Bismarck, presented program to NDRMCA board of directors and handed out fliers at Medora golf outing. Presented the program to Winn Construction in Dickinson and met with Patron Dickinson Ready Mix.
- New faculty orientation.
- Met with local Habitat for Humanity group and discussed our future involvement.
- Sent introductory emails to transfer personnel at all junior colleges in Minnesota and Iowa. Working with admissions to establish a transfer agreement or at least an identified process.
- Presentation for Brookings High School trade program. Emailed all incoming freshmen mentioning scholarship program

FINANCIAL INFORMATION

INCOME	North Central Region Patrons Group (all contributions)	\$116,000.00
	National Steering Committee (all contributions)	\$125,000.00
	Total Income	\$241,000.00

EXPENSES	Salary/Benefits	\$112,915.00
	Travel/Administration	\$7,172.00
	Travel/Promotional	\$6,040.00
	Travel/Student	\$4,330.25
	Promotional Supplies	\$6,836.30
	Other Supplies	\$1,815.00
	Scholarship	\$16,000.00
	Total Expenses	\$155,108.55

September 2021

- Presented program to ACS 102 students on campus.
- Presented program to GE 101 students on campus.
- High school career fair. Aberdeen partner with Patron GCC and SDAGC to place concrete and discuss career opportunities with 150+ high school students.

October 2021

- Manned a booth at SDSU hosting 100+ high school seniors on "Senior Day" looking at major programs.
- Manned a booth at the "Jackrabbit Reception" event hosting 200+ high school students looking at colleges.

November 2021

- Traveled to Colorado and presented program at Colorado Ready Mixed Concrete Association convention.
- Traveled to Minnesota and presented program at Aggregate and Ready Mix Association of Minnesota convention.

December 2021

- Presentation at Brookings High School (invited back to address another group).

January 2022

- Presentations to North Dakota Ready Mix Association and Wisconsin Ready Mix Concrete Association.

February 2022

- Presentation to South Dakota Ready Mix Concrete Association.
- Junior Day at SDSU. Manned booth with student ambassador Emma Roth.
- Presentation at Montana Contractors Association convention.
- Presentation for Concrete Association of Wyoming.
- Interview for the blog, "Concrete Garb," to promote the program. Presentations for Nebraska Concrete Association and KC/MO Paving Association.
- Presentation for Nebraska Ready Mix Concrete Association and Kansas/Missouri American Concrete Paving Association.
- Presentation for Iowa Ready Mix Concrete Association.

March 2022

- Jackrabbit Welcome and potential new student campus tour and Jackrabbit Reception in Sioux Falls.
- Met with Patrons in Rapid City at Jackrabbit Reception.

April 2022

- Interview with ACPA for their annual newsletter.
- Presentation for Southeastern Technical College with Thor Becken and Emma Roth.

INDUSTRY RELATIONS/ STUDENT TRAVEL

- Program director and two students traveled to Aggregates and Ready Mix of Minnesota convention, Dec. 2021 in Minneapolis, Minn.
- Program director and two students traveled to World of



**SOUTH DAKOTA
STATE UNIVERSITY**

Concrete Industry Management

**PROGRAM
ENROLLMENT**

2

Fall 2021

4

Spring 2022

**Number of students who
had internships during
the 2021-22 school year.**

3

\$16K

**Scholarship and
Award Money
Distributed**



CAREER GOALS

9

Field
Trips

4

Travel to
Industry Events



Concrete in Las Vegas, Nev. in Jan. 2022.

- Program director and two students traveled in Feb. 2022 to the South Dakota Ready Mix Concrete Association convention in Deadwood, SD.
- In March 2022, the program director and one student traveled to the National Ready Mix Concrete Association in San Antonio, Texas.
- Created and distributed three newsletters to Patrons and other industry groups in Nov., March and June.

Field Trips

- GCC Cement Terminal
- GCC
- Buffalo Ridge and Pete Lien Ready Mix Plants
- Gage Brothers Precast plant
- Cemcast Pipe Plant
- K&M Construction Laser Screed pour
- LG Everist Aggregate Plant
- TCC Materials bagged product plant
- Brookings Fire Dept (safety class, live fire extinguisher training)



TEXAS STATE UNIVERSITY[®]

Department of Engineering Technology
601 University Drive • San Marcos, TX 78666 • (512) 245-2137

Founded in 1899, Texas State is a university with a passion for hands-on academic learning and research. For more than a century, we have been united by the belief that through our love of learning and hard work, we can do great things.

STAFF/FACULTY UPDATES

Dr. W. James Wilde

- Serves as a member of TACA's Education Committee
- Serves as President of the ACI San Antonio Chapter
- Spoke at TACA's Annual Short Course
- Traveled with students to the NRMCA ConcreteWorks in Orlando, Fla., World of Concrete in Las Vegas, Nev., ACI Spring Convention in Orlando, Fla. and the National Concrete Consortium in Nashville, Tenn.



DR. W. JAMES
WILDE
*Texas State
Program Director*

Dr. Yoo Jae Kim

- Attended the Texas SkillsUSA conference in Houston, Texas with two CIM students.

Dr. Anthony Torres

- Awarded Texas State's Presidential Distinction Award for Scholarly and Creative Activity for the College of Science and Engineering.

Christina Luna

- Serves as a member of TACA's Industry Promotion & Marketing Committee.
- Writes quarterly "CIM Corner" articles for the TACA Conveyor magazine.
- Traveled with students to World of Concrete in Las Vegas, Nev.

PROGRAM RECOGNITION

CIM students won first place in the academic division of the Controlled High Strength Concrete Competition at the Texas Aggregates and Concrete Association.

RESEARCH AND/OR PUBLICATIONS

Dr. Kim

- Meeram Construction Co., 2022, PI, "The Development of AI-Based Self-Driving Disaster Vulnerable Personal Evacuation Device"
- Dayananda Shah, James Wilde and Yoo-Jae Kim, "Optimization of the Ternary Mix Design for Concrete Containing Ground Granulated Blast Furnace Slag (GGBFS) and Limestone Powder Using Gaussian Process Regression Bayesian Optimization Algorithm"

Dr. Torres

Publications

- Torres, A., Hu, J., Sriraman, V., Ortiz, A., Membrillo, J.,

"Assessing the Effectiveness of Problem-Based Learning Across Two Concrete Construction Courses," International Journal of Instruction, Accepted January 2022 (currently in press)

- Ikechukwu, O., Aguayo, F., Torres, A., (2022) "Coefficient of Thermal Expansion of Concrete Produced with Recycled Concrete Aggregates," Journal of Civil Engineering and Construction, 11(2), p. 65-74 <https://doi.org/10.32732/jceec.2022.11.2.65>
- Torres, A., Aguayo, F., Alena, S., (2021) "The Effect of Various Polynaphthalene Sulfonate Based Superplasticizers on the Workability of Reactive Powder Concrete," Journal of Building Material Science, 2(1)
- Torres, A., Sriraman, V., & Ortiz, A. (2021) "Comprehensive Assessment of a Project Based Learning Application in a Project Management Course," International Journal of Instruction, 14(3), 463-480

Grants

- Torres, A., (PI), "Understanding the Effect of Vibration on the Crystallization of Materials for Space Exploration," Universities Space Research Association, March 2022 – February 2025; Awarded \$350,000
- Torres, A. (PI), "Use of Rapid Setting Hydraulic Cements for Structural Applications," Texas Department of Transportation, September 2021 – August 2022, Awarded: \$101,796
- Sponsored Research Agreement: Aguayo, F. (PI), Torres, A. (Co-PI), Carbonation-Induced Corrosion: Laboratory and Field Evaluations, Lafarge Holcim, December 2021 – December 2025, Awarded: \$22,000
- Student Endowment for Research: Student endowment from private investor for student support in CIM program. Refel Rushing. Ralph B. Rushing Engineering Technology Scholarship October 2021 – ongoing, Awarded: \$60,000
- Shi, Xijun (PI), Torres, A., (Co-PI), "Geopolymer for Future Lunar 3D Construction," NASA University MINDS, 2-semester Undergraduate Student Research Opportunity, October 2021 – October 2022, Awarded \$1,500
- Competition Award: Torres, A (PI), AFRL Hyperspace Challenge 3rd Place and Overall Crowd Favorite, December 2021 – August 2023; Awarded: \$10,000

Dr. Carlos Moro

Dr. Moro joined the CIM program at Texas State in January 2022. He holds B.S. in Civil Engineering Technology and a master's degree in Civil Engineering from the University of A Coruña in Spain and a Ph.D. in Civil Engineering from Purdue University.

Research areas include sustainable multifunctional cementitious composites. He has industry experience at a consulting firm focusing on bridges and large structures.

TEXAS STATE UNIVERSITY

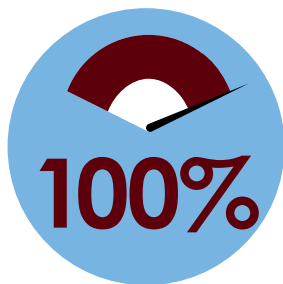
PROGRAM ENROLLMENT **30** **28**
Fall 2021 Spring 2022

GRADUATES:

0 Summer 2021
3 Fall 2021
2 Spring 2022
0 Summer 2022



112
Number of graduates
since program's
inception



Percentage of
graduates who had
jobs waiting upon
graduation



Number of students who
had internships during
the 2021-22 school year. **7**

\$48.5K

Scholarship and
Award Money
Distributed

CAREER GOALS

2 Recruiting
Events
one hundred+
Employers
Attended

9
Industry
Visits

STUDENT PROJECTS

- Rheological properties of ground granulated blast furnace slag and limestone powder cement paste.
- Developing low carbon content concrete mixtures using central Texas materials.
- Developing an alternative hardened air void characterization technique for durable highway concrete.

AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

Leadership, Service and Research awards were given to:

- Luke Cantu
- Drew Cope
- Marcus Geypens
- Damini Gopal
- Devon Guerrero
- Gavin Hargues
- Paola Huynh
- Brock Jensen
- Bryce Kopecky
- Flynn Krueger

Academic Excellence awards were given to:

- Luke Cantu
- Drew Cope
- Zachary Duncan
- Zenon Flores
- Gavin Hargues
- Flynn Krueger
- Clara Ramos
- Joseph Walston

CORPORATE NETWORKING AND OUTREACH

Semi-annual Concrete and Construction Career Fair on Texas State campus. More than 100 companies attended, most with interest in CIM as well as construction management students. These are held in September and February each year.

K-12 STUDENT OUTREACH

Dr. Carlos Moro presented the CIM program to teachers across Texas at the Industrial Minerals Conference in July 2022.

PATRONS GROUP ACTIVITIES

CIM Patrons meetings were held on Sept. 21, 2021 and Feb. 23, 2022. Each meeting was accompanied by a lunch and mingle session with CIM students on campus.

ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2021-2022



Many Patrons group members mentored seniors on their capstone projects throughout the fall semester.

Capstone course guest speakers and topics (Fall 2020 and Spring 2021):

- Lisa Horton – Lithko - “Resumes and interviews”
- James Hopper – Campbell Concrete - “Cost controls”
- Brian Carson – Osburn Contractors - “Project scheduling”
- Tate Talamini (BS CIM 2018) – Summit Materials - “Technical sales”
- Isaac Cedillo (BS CIM 2013) – Lithko - “Bidding and winning the job”
- Melissa Camarillo-Duron – Chryso - “Negotiating the deal”
- Steve Wild – LehighHanson - “Developing a culture of safety”

INDUSTRY VISITS AND DEEP DIVE INTO BUSINESS PRACTICES

- Les Garrett, Five Star Concrete
- Alex Salcedo, Arias Geoprosessionals
- Greg Odenthal, Industry Consultant
- Pierre Villere, Allen Villere Partners
- David Miksch (BS CIM 2018), Tex-Mix Concrete
- Bill Little, Little & McCool (Construction Mediation and Litigation)
- Gabriel Ojeda, FritzPak
- Vance Pool, Euclid Materials
- Kyle Schielack, Higginbotham (Construction Insurance)

INDUSTRY RELATIONS/ STUDENT TRAVEL

Students attended the following conferences with faculty:

- NRMCA ConcreteWorks, Orlando, Fla.
- World of Concrete, Las Vegas, Nev.
- ACI Spring Convention, Orlando, Fla.
- National Concrete Consortium, Nashville, Tenn.

ALUMNI INVOLVEMENT

Alumni continue to be involved in the Patrons group. Griffin Taylor (CIM class of 2011) with LafargeHolcim is now serving as the Chairman of the Texas State CIM Patrons Board and Andrew Mouser (CIM class of 2014) with TAS Commercial Concrete is the Vice Chairman. Hunter Robb (CIM class of 2017) serves as the new Secretary/Treasurer.

CURRICULUM UPDATES

- CSM 4361 – Construction Estimating and CSM 2361 – Construction Surveying was added to the CIM curriculum in response to comments by members of the Patrons board.

FINANCIAL INFORMATION

INCOME	National Steering Committee: Operating	\$100,000
	National Steering Committee: Support for Recruiter	\$50,000
	Texas State Patrons: Scholarships, Research, etc.	\$18,500
	Other	\$5,900
Total Income		\$174,400

EXPENSES	Scholarships	\$48,500
	Student and Faculty Travel	\$37,333
	Recruiting and Marketing, Travel	\$15,816
	Research: Undergraduate Student Researchers	\$5,579
	Personnel: Full-Time Recruiter	\$68,546
Total Expenses		\$182,290





The Brookings and SDSU community make me feel right at home, it's not too big or too small. It has such a supportive environment and it is the place to go if you want the best education, support system and future success."



EMMA ROTH

SOUTH DAKOTA STATE UNIVERSITY

Anticipated Graduation Date: May 2025

Why did you choose this university and the CIM program?

I chose SDSU because it had everything I wanted and more. The Brookings and SDSU community have such a supportive environment and it is the place to go if you want the best education, support system and future success. My mom is also a SDSU alumni, which was helpful because I grew up around the fan base and went to many sporting and other numerous events.

How has the CIM program prepared you for the "real world"?

The most beneficial way the CIM program has prepared me for the real world is by getting me in contact with people throughout the industry. Tim Hostettler, the CIM program director at SDSU, has been great at getting his students to tour facilities, bringing in guest speakers to classes and overall guiding them toward jobs/internships. He is there to give any guidance we need. CIM has also taught me there are endless opportunities if you work hard and seek them out.

What advice would you give to other current CIM students?

Jump at any opportunity you can get to branch out in the industry. Small or large, every bit of networking counts. Be nice and professional to everyone you meet – you never know who your future coworker or boss might be. Never be afraid to ask questions or ask for help. Most of all, love what you do and do what you love because if you work hard your dreams will come easy!

Have you been able to interact with the CIM Patrons at your school? If so, in what capacity?

Yes! Funny story - I met Thor Becken, North Central Region Patrons Chairman, in the elevator while attending NRMCA in San Antonio, Texas. I have since attended a Patrons' group luncheon and I keep in contact with our Patrons. Tim is also good at getting us in contact and keeping us in the know with our Patrons' group.

JOSEPH WALSTON

TEXAS STATE UNIVERSITY

Anticipated Graduation Date: Spring 2023

Where are you from originally and when is your intended graduation date?

I'm from Conroe, Texas and I will graduate after spring semester 2023.

Why did you choose this university and the CIM program?

I chose the CIM program at Texas State after gathering information about the program while in the military. The concrete industry is a fast-growing industry and needs people.

What advice would you give to other current CIM students?

Get involved outside of the classroom and join student organizations! The concrete industry wants you, so take an internship in the industry and see what it has to offer. The concrete industry is a great place to use the skills taught in the classroom and put your knowledge to the test.

The CIM program works with businesses in providing summer internships. Have you been able to take advantage of that program or any other special programs to develop your industry knowledge? Please describe.

I took an internship with Baker Concrete and it was an awesome experience. In addition to the field knowledge and application of information covered in classroom, the ability to see the industry in motion was very beneficial. Participating in day-to-day operations (and asking a lot of questions!) is a great way to prepare to join the industry following graduation.

Have you been able to interact with the CIM Patrons at your school? If so, in what capacity?

Yes! I have been able to meet with the Patrons board members during student organizations and career fairs.

“The concrete industry wants you, so take an internship in the industry and see what it has to offer.”



“Early exposure into the ready mix industry has given me amazing opportunities to learn, teach and develop long-lasting professional relationships which will last throughout my career.”



GAVIN HARGUES

TEXAS STATE UNIVERSITY

Anticipated Graduation Date: December 2022

Why did you choose this university and the CIM program?

I always wanted to attend Texas State, but I found the CIM program by chance. I took part in a ready mix plant tour before my first year and fell in love with the industry.

How has the CIM program prepared you for the “real world”?

The CIM program is one of extreme practicality. I have been fortunate to have participated in four internships which has allowed me to enter the workforce with a sharp skillset. While the real world varies extremely to the control of a classroom, the CIM program gave me the tools to navigate the variability.

What advice would you give to other current CIM students?

Get into the industry as soon as possible. Early exposure into the ready mix industry has given me amazing opportunities to learn, teach and develop long-lasting professional relationships which will last throughout my career.

CIM students often travel to industry events and/or association conventions to understand the industry better and network. Which events have you been able to attend?

I had the opportunity to attend World of Concrete in Las Vegas, the 2022 American Concrete Institute Spring Convention in Orlando and I will be attending the NRMCA ConcreteWorks convention in Aurora, Colo. during the fall of 2022.

Have you been able to interact with the CIM Patrons at your school? If so, in what capacity?

Yes! The CIM Patrons at Texas State are very involved in our program and do not hesitate to lend a hand, often presenting to students to help promote the concrete industry and major. As the vice president of our ACI Student Chapter, we give a general presentation of our goals as an organization, our efforts in recruiting new CIM students and a budget for our activities for the semester to our Patrons group.

BRITTANY DeGROOT

SOUTH DAKOTA STATE UNIVERSITY

Anticipated Graduation Date: May 2025

Where are you from originally?

I am originally from Texas, but I have lived most of my life in South Dakota.

Why did you choose this university and the CIM program?

I chose SDSU because they had the CIM program. My parents own a concrete and construction business so I thought the program would be perfect.

How has the CIM program prepared you for the “real world”?

The CIM program continues to provide real-world information like teaching us about ACI field testing and how to read blueprints. We have also gone on field trips to see different parts of the industry in action, like visiting a cement terminal or an aggregate plant.

What advice would you give to other current CIM students?

Get involved in the industry as much as you can, whether you do an internship at a company or work in the field for a company. By working out in the field, you get to be part of the building process and see how forms are set, how rebar gets laid and how the concrete is poured and finished.

CIM students often travel to industry events and/or association conventions to understand the industry better and network.

Which events have you been able to attend?

I have been able to attend World of Concrete in Las Vegas. It was a great experience. My favorite part was attending an industry breakfast and learning from conversations between contractors and industry experts.

Have you been able to interact with the CIM Patrons at your school? If so, in what capacity?

I have been able to have lunch and network with the Patrons at my school. They have also helped prepare us for the ACI field testing exam.

“Get involved in the industry as much as you can, whether you do an internship at a company or work in the field for a company.”





The ACI student and local chapters are great programs to join as they provide important networking opportunities to help further your career. I would encourage all students within the program to plug into these important organizations."



AMY JIMENEZ

TEXAS STATE UNIVERSITY

Class of 2015

What is your current position and responsibilities at Raba Kistner, Inc.?

I am currently a project manager for Raba Kistner, Inc. I am responsible for the management of professional consulting services in New Braunfels, Texas and the surrounding areas stretching from Austin to San Antonio. I manage everything from proposals to budgeting and daily construction operations for approximately 30 or more projects at a time. Every day, I strive to provide professional services by applying passion and integrity into everything I do to help build a better world for my employees, their families, our clients and the communities we serve.

Why did you choose this position and this company?

I chose to work for Raba Kistner, Inc. because their values as a company aligned with what I was looking for and I saw the potential for future growth within the company. In addition, the people that I work with are amazing. I did not choose my current position as a project manager, although that was the goal. I started in the field as an intern while enrolled in the CIM program. I worked hard and put my whole heart into everything I did, and I excelled into my current position.

How has the CIM program prepared you for your current job responsibilities?

CIM is great and I will always value the program as a significant part of my career with no regrets. The program helped me gain knowledge and skills that I will continue to use throughout my career. I am also the first female to graduate from the CIM program at Texas State and I love that I can give advice to other females who are interested in this industry.

Why did you choose the CIM program?

Believe it or not, my first choice for my degree was not CIM! I enrolled at Texas State University as a pre-dental student and changed my mind during orientation. I have always loved the construction industry and I just wanted to be a part of building new things, so I changed my major. On the first day of my materials class, I knew I was where I was supposed to be.

The CIM program works with businesses to provide summer internships for CIM students. During your time at (school), were you able to take advantage of that program or any other special programs to develop your industry knowledge?

Yes, the CIM program required all students to obtain an internship prior to graduation. I had several offers and opportunities and I chose Raba Kistner. Also, the CIM has a requirement that all students obtain the ACI Field Grade 1 certification. This is a great addition to the courses offered.

KATIE POSS, LEED AP BD+C, LFA MIDDLE TENNESSEE STATE UNIVERSITY Class of 2016

What is your current position and responsibilities at NRMCA?

I am currently the Director of Sustainability Initiatives with the National Ready Mixed Concrete Association (NRMCA). In this role, I provide technical support to NRMCA members and state affiliates regarding green building standards including LEED, Green Globes and the International Green Construction Code, among others. I also manage education and certification programs for members such as Environmental Product Declarations, Responsible Sourcing and embodied carbon reduction strategies.

Why did you choose this position and this company?

I am very passionate about sustainability and reducing the impact our industry has on the planet. The built environment is responsible for nearly 40 percent of global greenhouse gas emissions between operational emissions and emissions associated with manufacturing building materials. When I was offered this position, I was excited about the opportunity to get back to my concrete roots and narrow my focus on efforts to reduce the environmental impact of the industry. The NRMCA and its members have committed to a goal of reaching carbon neutrality by 2050. Concrete is a fascinating and versatile material. I am excited and encouraged by the innovation happening to make the goal of carbon neutrality a reality.

How has the CIM program prepared you for your current job responsibilities?

The CIM program laid the foundation (pun intended) for my current role at NRMCA. I would not be able to address the sustainability challenges of our industry without first understanding the material; how it is made, in what applications it is used, supply chain, quality control, site logistics, scheduling, estimation, etc. I use the education I gained through the CIM program daily in my role...I've even pulled out a few of my old textbooks from time to time! In addition to the curriculum and knowledge I gained, the CIM program provided an opportunity to build lasting relationships with fellow students, my professors and the industry. In fact, my former professor Dr. Heather Brown is the one who introduced me to the team at NRMCA. I encounter former classmates regularly and maintaining those relationships has served me well in my career.

“The CIM program laid the foundation (pun intended) for my current role at NRMCA. I would not be able to address the sustainability challenges of our industry without first understanding the material; how it is made, in what applications it is used, supply chain, quality control, site logistics, scheduling, estimation, etc.”



“For the foreseeable future, the demand for concrete is going to remain high. With that demand will come competition for good employees. For the betterment of the concrete industry, it should be in every concrete company's interest to be involved in the CIM program.”



KELL HARVEY

REGIONAL SALES DIRECTOR

CarbonCure Technologies

What is your involvement in the CIM program? Why did you get involved with the program?

I became a Patron officer in 2014 and continue to serve on the MTSU CIM Patrons' board. I've always believed the CIM program gave me many opportunities in my life personally and professionally that I can never give enough back to the program.

Why have you and your company made the commitment to the CIM program? What benefits do you think it will bring to your company?

Traditionally, the concrete and construction industries are slow to change in our ever-changing world. CarbonCure is a company that embraces change and is a disrupter in the concrete industry. The one constant in this industry is the importance of relationships. Relationships are the backbone of the concrete and construction industry. My involvement in the CIM program helps establish and grow relationships in our ever-evolving industry.

What are your thoughts about the industry/academic partnership between CIM and its industry partners and patrons?

The partnership between industry/academia is what attracted me to the CIM program when I was a student. I worked an internship in Knoxville, Tenn. for Rinker Materials and that internship changed my life. I received valuable real-world experience. People in the concrete industry helped me learn and grow and mold me into the person I am today. When I finished my internship, I returned to school with practical knowledge that helped me immensely in the classroom. CIM's partnership with the industry and academia is unique and sets it apart from others in the construction industry.

How do you think the CIM program will benefit the concrete industry?

The CIM programs must continue to produce quality graduates. The demand for concrete and quality people will always be high. We must continue to produce quality, hardworking graduates that have a thirst to learn after leaving school.

HAYDEN BILYEU

PAVEMENT APPLICATIONS DIRECTOR

Southeast Cement Promotion Association

What is your involvement in the CIM program? Why did you get involved with the program?

Shortly after graduation, I joined the CIM Patrons to continue working with the CIM students, faculty and staff. I now serve on the board of the MTSU CIM Patrons. CIM laid the foundation for my career as well as cultivated invaluable relationships. I wanted to pay it forward to the next generation of graduates.

Why have you and your company made the commitment to the CIM program? What benefits do you think it will bring to your company?

The Southeast Cement Promotion Association represents an entire sector of the construction industry and CIM produces tomorrow's critical thinkers and decision-makers for that industry. These graduates believe in our core message and will help us push the industry forward.

What are your thoughts about the industry/academic partnership between CIM and its industry partners and patrons?

This is what truly sets CIM apart from other related programs. The students are introduced to the industry early and often, which allows them to jump ahead of the learning curve and hit the ground running upon graduation. I cut my teeth as an underclassman working in the MTSU CIM laboratory under Jon Huddleston. I found mentors, fostered relationships, developed technical and soft skills and was involved with numerous projects utilizing various construction systems across different sectors. This translated to the classroom and amplified the curriculum, which in turn led to graduating as a candidate that had more to show than just a diploma.

Why should other companies in the concrete industry get involved in the CIM program?

Whether you are a small family business or a massive international company, you need capable employees that can solve problems. CIM produces these candidates year after year.

What is your vision for the CIM program?

My vision remains for CIM to continue being the best starting point for careers and relationships in our industry, which is the program's largest beneficiary.

“ CIM students are introduced to the industry early and often, which allows them to jump ahead of the learning curve and hit the ground running upon graduation.”



TIM HOSTETTLER

WHEN

WE FIRST MET TIM IN THE 2011-2012 CIM ANNUAL REPORT. At that time, he was an instructor and internship coordinator for the CIM program at California State University, Chico. We asked him a few questions about his experiences as a CIM program instructor.

Which CIM program are you involved with and what are your responsibilities?

I am involved with the California State University, Chico program. I serve as an instructor and internship coordinator.

How did you become involved with this school and the CIM program?

Long-time industry friend Doug Guerrero told me about the pending program at a golf outing and I offered my services as a local industry member. I only intended to act as a facilitator between the program and industry, arranging field trips and introducing faculty to potential guest speakers. The invitation to teach came as a surprise and I have thoroughly enjoyed the opportunity to work with the students.

What interesting projects have your students been involved with during this last school year?

Our students have traveled to many wonderful industry events including World of Concrete, the CONEXPO-CON/AGG show, Command-Alkon's customer training conference, and many others. Students also participate in many local field trips, like visiting Lehigh Cement's Redding plant. In addition, we have worked on local construction projects like Habitat for Humanity's recent efforts in Chico.

Why should incoming students consider CIM as a major course of study?

Students who graduate from the CIM program have tremendous opportunities to work in a field that will always be relevant. Concrete is the cornerstone of nearly all construction and our students come out of school with a skill set that allows them to become valuable to an employer in a relatively short period of time. In addition, the contacts students make while enrolled in this program facilitate finding a job after graduation.



Can you describe the different career paths that graduates of the CIM program can take?

The field is wide open. Students can find careers with ready-mix producers in a variety of capacities like sales, operations, quality control, etc. There are also opportunities with concrete construction and repair companies, aggregate or cement companies, or industry consulting firms and much more!

What is unique about the graduates of the CIM program?

I like to think of our graduates as being uniquely marketable. They will not graduate knowing everything there is to know, but they will have a skill set that will enable them to continue learning and succeed in the industry by quickly becoming valuable employees. As an individual who has grown up in the concrete industry, I can honestly say that our graduates leave school with knowledge that it took me 20 years to obtain; all they need is experience.



NOW

FAST FORWARD 10+ YEARS! We recently asked Tim, the current Program Director for the CIM program at South Dakota State University (SDSU), a few questions about his current role and the newest CIM program.

As the Program Director for CIM's newest program university what are your main responsibilities?

I'm still trying to figure that out!! As we begin our second year as a CIM program, I'm pretty much a one-man band at this point, but have great support from our local Patrons group, our local industry promotional groups and university personnel.

Why did you choose to leave your previous position at Master Builders Solutions to head up the CIM program at SDSU?

The Master Builders experience was terrific for me. I learned a tremendous amount about the industry, the local players and concrete technology in general. The company was good to me and they have been supportive of my new position as well. While I enjoyed working for Master Builders, I missed teaching and working with the students. I never dreamed that a CIM program would end up in my new adopted home state, but when it did, it seemed like it was just destiny. It was something I had to do.

In your opinion, what is something the CIM program offers that no other programs in the country do?

There are many! No other program or major has the industry connections we do. I can

bring in people who work in the industry to talk about their specialties. Nothing brings instant credibility like someone who does it for living. Our field trips, hosted by industry professionals, work the same way. The opportunity for students to travel to industry events like World of Concrete and CONEXPO-CON/AGG is unique. Finally, the warm, welcoming, family-like atmosphere of the industry towards CIM students never fails to impress them.

What is unique about the concrete industry? What makes this industry a good career choice?

Concrete will always be relevant. It is the most used, most versatile and longest lasting building product that exists. As long as we keep building, we will continue to need concrete and need smart, young people to move this industry in the future.

What advice would you give to a student who is considering enrolling in the CIM program?

CIM is the fast track to a management position in the concrete industry. We will teach you how to become an expert in your field. We will show you how to become an asset to your company and your customer and we will help you build your network. All you need to bring is a desire to build things and the ability and drive to work hard.

What advice would you give to a graduating senior who is about to enter the working world?

You could not have picked a better time to be in this industry! The concrete industry is universal – any town with a stoplight has a batch plant and a concrete contractor. Pick an area where you want to live, research companies in that area and go visit! Decide on a company that has similar values to yours.

LAUREN ROSE

WHEN

WE FIRST MET LAUREN ROSE IN THE 2016-2017 CIM ANNUAL REPORT. At that time, she was a student in the CIM program at New Jersey Institute of Technology (NJIT). We asked her a few questions about her experiences as a student of the CIM program.

What made you decide to join the CIM program?

When I first started at NJIT, I was a student studying just architecture. During my second year, I knew that while I was very passionate about design and buildings, I wasn't getting the hands-on exposure I really wanted. My sorority sister, who was already involved in the CIM program, encouraged me to join. I wasn't sure at first how studying a material in college would help me further my connections and studies, but I haven't regretted a moment.

Did you participate in any internships during your time at NJIT?

I have been fortunate enough to have three different internships at two companies. After my first semester in the CIM program, I had an internship at Hyde Precast, a small concrete company in Maryland. The following December, I presented at the annual Patrons' meeting at NJIT about the concrete bookshelf I designed and made while at Hyde Concrete during my summer internship. After the presentation, the president of High Concrete gave me his business card and told me to investigate High for a future internship. That summer I worked at High in the quality control department. They asked me to stay with them during the year to do some work remotely. The following summer I worked at High again in the project management department. Before I left my internship, High Concrete offered me a full-time job upon graduation.

How has CIM prepared you for working in the concrete industry?

The CIM program is so unique compared to programs in other colleges. The students of CIM are constantly afforded opportunities to network with professionals and gain first-hand experience in the industry. I've had the privilege of traveling across the country with my peers, working on national competitions and speaking at major conferences.

What is something you've learned from the program that will stick with you long after you've graduated?

It's okay to fail. Concrete fails every day — which is why we test it. We test methods, we test results, and we test strengths. We do this to reassure that projects will be structurally sound and to ensure the quality of our concrete. We shouldn't be afraid of failure, because it helps us aim toward success and teaches us more about our process. We should strive to learn as much as we can all the time, pushing the boundaries of our knowledge and striving for success to achieve more.





NOW

IN 2017, LAUREN GRADUATED FROM NEW JERSEY INSTITUTE OF TECHNOLOGY with a dual degree in Concrete Industry Management (CIM) program and Architecture. We asked Lauren a few questions about what she has been up to since her graduation from CIM five years ago.

Lauren, where are you currently working and what are your main responsibilities?

I currently work at High Concrete in Denver, Pa. where I am a design team leader (DTL). I oversee an engineering team that designs precast structures. As a DTL, it is my responsibility to ensure that the precast design team communicates effectively with all trades, follows the schedule, problem solves engineering issues and provides the best design services and solutions to our customers. With the help of my team, we have built several precast parking garages, medical facilities and schools.

Why did you choose this position and this company?

During my last semester at NJIT, High Concrete offered me a full-time position after I graduated. I previously interned with HCG (High Concrete Group) in the quality control and project management departments and, after, having wonderful experiences interning at HGC the summers before, I knew that I wanted to work there after graduation. I

accepted their offer and joined the engineering department as a design team assistant. Since then, I was promoted to associate design team leader and then to design team leader. Upon graduation, I knew I wanted to work for a company where I felt challenged to take on exciting projects, supported in the things I was learning and valued for my contributions. HCG was the best place to find all of that.

How has the CIM program prepared you for your current job responsibilities?

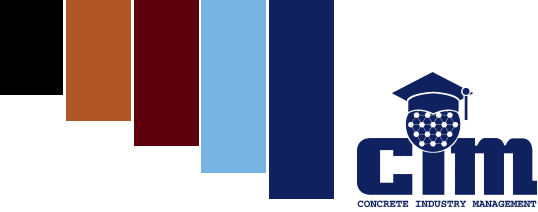
The CIM program introduced me to so many opportunities in the precast industry. During my time at NJIT, I attended conferences, committee meetings, met many industry professionals and learned about various concrete businesses. This exposure broadened my understanding of the precast world by showing me the many uses of precast in construction and its versatility in design.

Why did you choose the CIM program?

I chose to join the CIM program due to its efforts to help students learn about the industry and connect with professionals. It was a great opportunity to learn about what it would be like to work in precast post-graduation. I would encourage any student who is considering the CIM program to get involved.

What advice would you give to current CIM students?

Ask questions. Everyone you meet has different experiences and skills. Learn as much as you can from everyone to broaden your knowledge and network. Talk to anyone you can about what they do and never stop learning.



ASSOCIATIONS



PROVIDING THE MEANS TO ADVANCE CONCRETE CONSTRUCTION

The following resources are a vital part of the curriculum in all of the CIM universities. Association publications and websites play a huge role in developing and maintaining the program — they allow our curriculum to be current and relevant.

American Concrete Institute (ACI) Foundation

American Concrete Pavement Association (ACPA)

American Concrete Pipe Association (ACPA)

American Society of Concrete Contractors (ASCC)

American Society for Testing and Materials (ASTM)

Concrete Reinforcing Steel Institute (CRSI)

Federal Highways Administration (FHWA)

Hanley Wood

International Concrete Repair Institute (ICRI)

National Concrete Masonry Association (NCMA)

National Precast Concrete Association (NPCA)

National Ready Mixed Concrete Association (NRMCA)

Portland Cement Association (PCA)

Precast/Prestressed Concrete Institute (PCI)

The Masonry Society (TMS)

The Post-Tensioning Institute (PTI)

Advancing the Concrete Industry by Degrees

Recognizing the need for people with enhanced technical, communication and management skills, the Concrete Industry Management (CIM) program was developed in 1996 at Middle Tennessee State University (MTSU). The individuals graduating from this program have the skill set necessary to meet the growing demands of the progressively changing concrete industry of the 21st century. It is a business intensive program, providing solid management skills that can be used in any industry, but has been developed specifically for the concrete industry. The program gives students many advantages including entering the concrete work force with exposure to the industry early in their careers, unlike others coming in with generic business degrees.

The goal of the program is to produce broadly educated, articulate graduates grounded in basic business management, who are knowledgeable of concrete technology and techniques and can manage people and systems as well as promote products or services related to the concrete industry. It entails a broad range of courses, from English and history to science and mathematics. A series of required business courses such as finance, marketing, management and business law are also taken throughout the length of the program. The concrete-specific courses teach the fundamentals of concrete, properties and testing, concrete construction and more. All these courses provide much more than what is simply in the text – they emphasize problem solving, quality assurance and customer satisfaction. They utilize practical case studies and an internship to make sure the student obtains real-world experience essential to starting a successful career.



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2022-2023 NSC Leadership

The need for such a program was recognized and put into action by the concrete industry. The end-result was a partnership between the concrete industry and MTSU to develop the CIM program, implementing it with its first two students in 1996. Available at MTSU, California State University, Chico, the New Jersey Institute of Technology, Texas State University, and South Dakota State

University beginning fall of 2021, the program has been successful for both the industry and the graduates.

The National Steering Committee

Administrative bodies were needed within the concrete industry to manage participation, guidance, and other forms of support related to the program. A grassroots advisory group, the CIM Patrons, was formed to raise funds, promote the program, recruit and mentor students, and provide guest lecturers for classes. A National Steering Committee (NSC), made up of pioneering concrete industry executives, was established to provide oversight to the CIM curriculum and supply guidance for general program direction from a national perspective.

The NSC Board of Directors includes the leadership of long-standing CIM financial supporters RMC Research & Education Foundation (RMCREF) and the Portland Cement Association (PCA). They have been joined by the National Ready Mixed Concrete Association (NRMCA), American Society of Concrete Contractors (ASCC), The American Concrete Pipe Association (ACPA), National Concrete Masonry Association (NCMA), International Concrete Repair Institute (ICRI), National Precast Concrete Association (NPCA), Precast/Prestressed Concrete Institute (PCI) and American Concrete Institute (ACI) Foundation.

For more information, visit www.concretedegree.com.

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