



STRUCTURAL ENGINEERS OF COLORADO

NEWSLETTER

MARCH SEAC GENERAL MEETING

2016 SCHEDULE

Meetings

Loc: Renaissance Hotel
Time: Breakfast 7:30 a.m.
March 17
May 19
July 21
September 15

Fall Seminar

Loc: TBD
Date: TBD

Annual Meeting

Time and Location TBD

Board of Directors

Martin/Martin, Inc.
Time: 7:30 a.m.
January 7
February 4
April 7
June 2
August 4
October 6

Business Management Committee

Loc: Renaissance Hotel
Time: Breakfast 7:30 a.m.
February 11
April 14
June 9
August 11
October 13



Working with Multiple Generations

This session will host several panelists, each at a different stage in their structural engineering career. A moderator will lead the group with prepared questions directed at each panelist. The purpose of this session is to create a setting that will foster alternating dialogue between the panelists and the audience.

Today, people are living and working longer. A core challenge over the next decade will be to attract and retain a skilled work force as the labor market continues to tighten, technology continues to evolve, and the structural engineering profession continues to change. This situation is exacerbated as structural engineering firms find themselves managing four generations of American workers. Each group has its own distinct characteristics and values based on its generation's life experiences. Problems can arise from differing mindsets and communication styles of workers born in different eras. Inherent friction may be aggravated by new technology and work patterns that mix workers of different ages in ever-changing teams.

This session will explore topics such as changes in recruitment, benefits and salary motivations, employee engagement, work ethic and values, feedback, rewards, and motivation, leadership styles, mentorship, technology, workplace flexibility, work and family life, differences in preferred methods of communications, including verbal and written, email, telephone, fax and text, strategies for cross-generational leadership, and corporate culture. The aim is to explore differences and similarities between the various groups, ways to leverage the uniqueness of the generations, and suggestions for successful integration of a multi-generational workplace.

RSVP MARCH 2016 MEETING

Thursday, March 17, 2016

Breakfast at 7:30 a.m.

Renaissance Hotel, 3801 Quebec Street, Denver, CO 80207

RSVP by *Monday, March 14*, on the [SEAC website](#)



Bio: Emily M. Guglielmo, PE, SE

Emily Guglielmo, earned her Bachelor's Degree in Civil Engineering from UCLA, and her Master's Degree in Structural Engineering from UC Berkeley. She has over a decade of structural engineering experience, all with Martin/Martin, Inc. She began her career in their Denver, CO area office, and is currently a Principal with the firm, managing their San Francisco Bay Area office. A licensed SE, Emily has received a number of awards, including an ENR 20 Under 40 award in 2014, and most recently the Susan M. Frey NCSEA Educator Award, for effective instruction for practicing structural engineers.

BOARD OF DIRECTORS

Structural Engineers Association of Colorado



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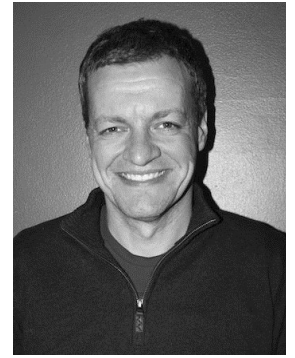
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We Want to Hear from YOU! The SEAC Board of Directors is interested in hearing your suggestions, comments, and ideas. Please feel free to contact a member of the BOD at any time. Thank you to all of our members who continue to support SEAC!

PRESIDENT'S MESSAGE

Structural Engineers Association of Colorado

Having two awesome little girls gives me the opportunity to occasionally watch cartoons. One of my favorites is Pixar's movie, *The Incredibles*. For those who don't know, it's a superhero story. The main supervillain is a mad scientist who calls himself Syndrome. Now, Syndrome invented gadgets, like rocket boots, to give himself super powers, sort of like Batman. Ultimately, Syndrome's evil plan was to develop gadgets and market them to ordinary citizens until everyone had super powers, and consequently, nobody was super anymore.

Personally, I see analogies between Syndrome's evil plot and real life. As an example within the context of our profession, during a recent project meeting, a client remarked to me that he works with lots of structural engineers, and in his experience, we are all the same. Translation— we all have the same degrees, credentials, and codes (a.k.a. “superpowers”), and price is the only significant distinguishing factor. Now, we have all heard of clients thinking this way, but this was the first time I had heard it so bluntly articulated. I was genuinely speechless for a few moments, but the experience caused me to revisit an old notion of mine about how structural engineers might beat that perception. I am no economist, but it seems logical to me that, in the fast-paced world we work in, a prospective client will seek the least expensive option from a group of capable engineers, unless there are other distinguishing factors on the table that the client cannot overlook. I believe the only way for structural engineers to break the perception that we are all the same, is to sell our distinguishing strengths, whatever they might be. Food for thought.

On a business note, the Board of Directors has been hard at work trying to improve your SEAC experience. One very positive change includes a new website that is currently in development. We are hoping to improve the website by providing scalability on hand-held devices, an up-to-date membership roster, pages dedicated to committees, and secure credit card payment options that don't rely on PayPal. Other improvements include efforts to improve the WebEx experience for our members outside of the Denver-metro area, and increasing the amount of administrative support for SEAC. The Board of Directors would welcome your input on these topics, or any other topic of interest.

Cheers,

A handwritten signature in black ink that reads "Bent Cook". The signature is stylized with a large, looped "B" and a long, horizontal stroke at the end.

Benton Cook, SEAC President

EMPLOYMENT OPPORTUNITIES

Structural Engineers Association of Colorado



Employment Opportunity for Engineer or Architect Specializing in Building Evaluations

BC&E, LLC is an engineering firm with expertise in evaluating and designing repairs for building envelope, structural/foundation, and construction materials problems in buildings and other structures for clients in Colorado and nationwide. Established in 2004, BC&E's services have primarily included the investigation and evaluation of existing buildings and structures, the design of repairs, and construction observation and administration services. In 2015, BC&E formed a strategic alliance with an architectural consulting firm with national offices and institutional clients who desire to utilize our building envelope and structural engineering expertise for their properties. Over the next five years, we seek to expand our Littleton, Colorado office, develop business and offices in other cities, and transition the present senior staff and management to the next generation.

BC&E, LLC is seeking an exceptional, motivated engineer or architect with a desire to develop specialized expertise in evaluating existing buildings and structures. This is a unique, career-advancing opportunity for the qualified candidate who strives for technical excellence and attention to detail, exercises a professional demeanor, and possesses an entrepreneurial spirit. The successful candidate will participate in business activities in our Littleton, Colorado office, including a mix of office and field work with some travel.

Specific Requirements

- Engineers must have B.S. in Engineering and a be Professional Engineer in Colorado (or ability to receive reciprocity)
- Architects must have B. Arch or M.S. in Architecture, NCARB certification, and be a Licensed Architect in Colorado (or ability to receive reciprocity)
- Minimum 5 years diverse experience in architectural or engineering practice, including design development and construction observation
- Excellent interpersonal, verbal, and written communication skills
- Proficient in Microsoft Office and working knowledge of AutoCAD
- Demonstrated capability to effectively work as a dependable, self-motivated problem-solver and a collaborative team player
- Proven skill to manage multiple projects simultaneously and coordinate work activities with positive, enthusiastic attitude
- Ability and desire to develop business opportunities and cultivate client base

BC&E, LLC offers a competitive salary with performance-based bonuses, paid medical and disability insurance plans, 401(k) plan with company match, and holiday and vacation benefits. Visit www.building-c-e.com for more information.

Qualified applicants should submit cover letter and complete resume in a single .pdf document to Ms. Linda McGowan, P.E., Principal, BC&E, LLC at linda@building-c-e.com.

ANNOUNCEMENTS

Structural Engineers Association of Colorado

Welcome to our Newest Members

Wayne Thompson (Professional Member)

CTL|Thompson, Inc.

Patrick Bair (Professional Member)

Jirsa Hedrick Structural Engineers

Paul McKinney (Professional Member)

Allen & Hoshall

Charlotte Van Voast (Affiliate Member)

Lopez Smolens Associates

Vanessa Werbylo (Affiliate Member)

Jirsa Hedrick & Associates

Luke Cronin (Affiliate Member)

Thornton Tomasetti

Adam Moore (Affiliate Member)

Wiss, Janney, Elstner Associates, Inc.

Samuel Harris (Affiliate Member)

Hilti

Jeffrey Schalk (Professional Member)

JVA Consulting Engineers

William Scott (Professional Member)

Peak Engineering, Inc.

Nathaniel Spangler (Professional Member)

Thornton Tomasetti

Kevan Thurman (Professional Member)

Burns & McDonnell

Joe Urnise (Professional Member)

JVA, Inc.

Sung Cho (Affiliate Member)

Peak Engineering, Inc.

Curtis Morse (Affiliate Member)

Anderson & Hastings Consultants, Inc.

Ibrahim AbdelMeguid (Affiliate Member)

Jirsa Hedrick & Associates, Inc.

ARE YOU AN AFFILIATE MEMBER OF SEAC WHO HAS RECENTLY BECOME LICENSED AS A PROFESSIONAL ENGINEER BY THE STATE OF COLORADO?

When you become licensed as a Professional Engineer by the State of Colorado and you wish to change your SEAC member category from Affiliate to Professional, the Bylaws require written approval by the Board of Directors. One way this can be done is to fill out the membership application form available on the website, indicate that you are currently an Affiliate member who wants to change your category to a Professional member, and submit it to the Membership Committee along with a copy of your resume.

ANNOUNCEMENTS

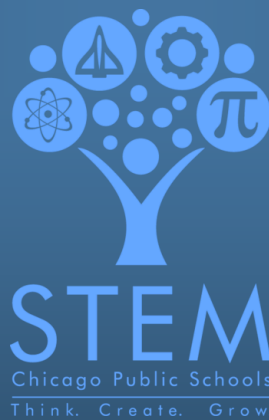
Structural Engineers Association of Colorado

GIRLS IN STEM

The SEAC Education Committee is looking for companies and volunteers who would be interested to participate in the student outreach opportunities for the “Girls in STEM” program.

They are currently looking for the following:

- Speakers to lead an interactive discussion with middle school and/or high school students.
- Engineering companies willing to host a tour with Q&A, rotations with high school students.
- Engineering companies willing to host high school students for job shadowing experiences.
- Engineering companies willing to host high school students for mentoring experiences.



If interested, contact us at EducationSEAC@gmail.com



SPONSORS!

Your Logo Could Go Here!

Do you know someone that would be interested in
sponsoring a SEAC Meeting?

Please contact Don Carroll, Past-President

561-226-1220 - DCarroll@wje.com

IS YOUR COMPANY HIRING?

Consider placing an ad in the bi-monthly SEAC newsletter to reach over 300 members, including professional engineers, architects, contractors, suppliers, and vendors.

To learn more, contact Michelle Mishkar (SEACNEWS@MartinMartin.com)



SEAC 2016 Proposed Budget and Year over Year Comparison

	2016	2015		2014		2013	
	Budget	Actual	Budget	Actual	Budget	Actual	Budget
Income							
Dues - Membership Dues							
Affiliate Members	4,500.00	4,132.82	4,000.00	3,874.35	4,000.00	1,240.00	5,420.00
Business Mgmt.	500.00	600.00	750.00	700.00	1,000.00	750.00	1,000.00
Professional Members	37,000.00	37,342.07	35,000.00	34,869.15	33,000.00	34,902.61	30,000.00
Student Members	0.00	0.00	0.00	0.00	180.00	0.00	120.00
Total Dues - Membership Dues	42,000.00	42,074.89	39,750.00	39,443.50	38,180.00	36,892.61	36,540.00
Annual Dinner Sponsor	1,000.00	0.00	1,000.00	1,000.00	1,000.00	0.00	1,000.00
Employment Advertisement	1,000.00	1,162.89	1,000.00	1,648.95	500.00	500.00	1,000.00
Fall Seminar	16,000.00	21,714.67	10,500.00	14,864.56	9,500.00	10,705.00	8,000.00
Fall Seminar Sponsor	1,000.00	970.70	1,000.00	970.70	2,000.00	1,500.00	2,000.00
Fees - Annual Meeting	1,500.00	712.18	1,500.00	1,350.58	2,000.00	960.00	3,000.00
Fees - Breakfast Guests	500.00	459.12	600.00	719.34	600.00	560.00	550.00
Interest Income	0.00	47.46	50.00	46.36	50.00	51.30	50.00
Miscellaneous Income	1,000.00	1,047.92	100.00	900.00	100.00	851.08	25.00
Sales - Breakfast Sponsors	2,000.00	1,000.00	3,500.00	1,941.40	3,500.00	3,750.00	4,000.00
Sales - Building Dept Survey	0.00	53.10	0.00	0.00	0.00	0.00	0.00
Sales - Snow Load Report	0.00	1,171.61	250.00	406.80	250.00	0.00	300.00
Sales - Std. of Practice	0.00	82.28	0.00	28.83	100.00	0.00	100.00
Transfer Savings to Checking	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Income	66,000.00	70,496.82	59,250.00	63,321.02	57,780.00	55,769.99	56,565.00
Expense							
Accountant	1,250.00	1,250.00	1,250.00	1,250.00	1,200.00	2,422.65	1,200.00
Awards	500.00	772.84	500.00	415.00	500.00	0.00	500.00
Bank Charges	25.00	0.00	25.00	107.00	25.00	0.00	100.00
Committee Expenses	1,500.00	1,379.42	1,500.00	743.73	2,500.00	1,243.44	4,000.00
Contract Labor	14,000.00	11,562.79	9,900.00	9,900.00	9,900.00	9,900.00	9,900.00
Conventions	3,250.00	3,858.52	3,250.00	3,123.44	3,000.00	1,516.88	3,200.00
Meetings - Annual Lunch/Diner	7,500.00	7,250.00	6,000.00	7,080.00	3,500.00	2,793.68	3,500.00
Meetings - Business Practice	1,500.00	1,908.35	1,500.00	1,084.74	1,500.00	1,666.00	1,300.00
Meetings - Fall Conference	9,000.00	8,200.32	9,000.00	9,304.17	7,000.00	8,627.86	6,000.00
Meetings - General Membership	17,000.00	17,105.18	14,500.00	13,543.17	14,500.00	14,299.08	14,000.00
Messenger Services	0.00	0.00	0.00		0.00	0.00	50.00
Miscellaneous	300.00	0.00	300.00	370.00	300.00	296.00	600.00
NCSEA Committees	0.00	0.00	0.00	37.50	0.00	0.00	600.00
NCSEA Dues	6,500.00	5,220.00	5,000.00	4,880.00	5,000.00	4,920.00	4,600.00
Office Supplies	300.00	0.00	300.00	32.04	300.00	263.79	200.00
Postage	25.00	0.00	25.00	0.00	100.00	22.00	100.00
Print/Postage New Mmbr. Binders	500.00	300.00	500.00	800.00	300.00	300.00	300.00
Gen Mtg Speaker Fees/Exps	500.00	0.00	500.00	0.00	1,200.00	2,312.20	
Webcast IT/Laptop	1,000.00	0.00	500.00	1,366.81	2,400.00	1,460.90	
Scholarship Fund Donation	1,000.00	832.01	1,000.00	4,832.01	1,000.00	1,000.00	1,000.00
Survey - Business Practice	500.00	0.00	500.00	500.00	500.00	500.00	900.00
Reimbursement (snow load reports)	1,171.61						
Web Site	8,100.00	940.20	3,000.00	3,260.00	3,000.00	1,247.75	4,000.00
Total Expense	75,421.61	60,579.63	59,050.00	62,629.61	57,725.00	54,792.23	56,050.00
Net Income	-9,421.61	9,917.19	200.00	691.41	55.00	977.76	515.00