

## LARRY SILVI

*Former Patron's Board Chairman, New Jersey Institute of Technology*

### **What is your involvement in the CIM program?**

I started the Northeast Patrons group as its chairman in 2003 and served in that position until 2008. As the chairman of the NEP Group, I was on the National Steering Committee, and I am still actively involved and serve on the Executive Committee.

### **Why did you get involved with the CIM Program, NJIT?**

I got involved with the CIM program because I firmly believe that as an industry, we need to attract a higher caliber of employee for middle management positions, who could be the future upper managers in time.

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

We have made a substantial commitment of time and money to the program because I see these graduates raising the level of professionalism for the whole industry. I feel that we will benefit in the long term by having increased profits, greater environmental stewardship, and a broader understanding of all aspects of the ready mix industry. We also will be hiring employees who want to be in and commit themselves to this industry.

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

I think these types of partnerships work best in that colleges are teaching with the involvement of the industry and not just from books. I think there will be a higher success and retention rate of students/employees because the students will have been involved with internships, and they will have made numerous contacts in the industry. There are not many industries that involve the students as much as this program does.

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

Companies in the concrete industry should get involved in the CIM program to have highly educated and motivated employees who can manage their area of responsibility with greater understanding than an employee who has been promoted through the ranks.

### **What is your vision for the CIM program?**

I see the program being financially self-sufficient by the amount of students being enrolled in the program. As more companies realize what a valuable source of entry-level management the CIM program affords them, more companies will be hiring from the program.



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