



ANNUAL REPORT

2019-2020



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INTRODUCTION FROM THE EXECUTIVE DIRECTOR

AS YOU REVIEW the highlights of the Concrete Industry Management's (CIM) National Steering Committee (NSC) for 2019-2020 in this annual report, I am sure you will be impressed. Through the efforts of the many concrete industry professionals who serve on the NSC, each program university's local Patrons' group and the four program universities, CIM continues to "advance the concrete industry by degrees". Highlights in this report include:

- Record revenues primarily driven by a record-setting Auction at World of Concrete (WOC).
- Increasing number of program graduates with multiple job opportunities upon graduation.
- Strong financial support to program universities in the form of pledge payments, scholarships, and funding capital projects.
- Details of activities from each program university.
- Progress toward CIM program expansion.

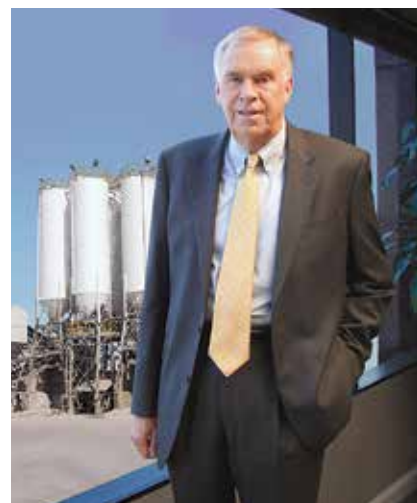
For the third consecutive year, the NSC held a record-breaking Auction at WOC. The success of the Auction was no small accomplishment given WOC was competing with CONEXPO-CON/AGG, held one month later. The 2020 Auction success reflects the support of our partners WOC and our auctioneer Ritchie Bros.

The COVID-19 pandemic severely impacting the last quarter of our fiscal year, forcing the NSC to make changes to our schedule of activities. We held our first ever virtual annual members and board of directors' meetings. Attendance for these virtual meetings was outstanding and all necessary business was accomplished, including electing a new slate of industry executives to join the NSC board. The commitment and participation by industry leading producers and national concrete industry associations' executives is a testament to the value the industry places on the CIM program.

An ad hoc expansion committee, under the leadership of past chairman Wally Johnson, worked with local concrete industry leaders to establish the North Central Region Patrons (NCR). Their goal is to establish a new CIM program university in a nine-state upper Midwestern portion of the country. The process necessary to establish a new CIM program university involves many steps, including securing a commitment of time, talent, and treasure from the regions' concrete industry. Under the leadership of Thor Becken of Cemestone Products Co, the

NCR Patrons have secured the required critical mass of industry leading individuals, along with their financial commitment to begin the process of identifying candidate universities. A subcommittee has been established and the search process of identifying a new CIM program university has begun.

The expansion initiative, along with the increased marketing and outreach efforts of the Recruitment Committee were on track to increase the number of CIM students. Those activities are discussed further in the Recruitment section of this report. Unfortunately, due to the pandemic, those efforts may experience delays in achieving the desired results. However, this committee, the local Patron groups, and the program universities' pledge to continue their efforts to increase the number of CIM graduates to keep up with industry demand.



During the year, the Education Committee finalized the details of an agreement with the Association of Technology, Management and Applied Engineering (ATMAE) for accrediting CIM programs. Education Committee chairman Dr. Rex Cottle presented the details to the NSC board of directors which voted unanimously to enter into the agreement with ATMAE. This is an important step for the future of CIM and details are included in the Education Committee's section of this report.

The marketing committee has once again been instrumental in many successes this year. A prime example is the quality of the content of this report which provides a comprehensive review of the CIM program. I hope you enjoy the report and continue to support CIM.

Sincerely,

Eugene Martineau

Executive Director, CIM National Steering Committee



WELCOME TO THE National Steering Committee's (NSC) 2019-2020 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 four CIM program universities. Each institution report shows enrollment information, faculty updates/research, student activities/

academic year, CIM graduates were heavily recruited and ultimately employed by the local concrete industry. Until the pandemic is controlled, there will be challenges that CIM will have to deal with, however, with the industry's collective support, any setback in the continued progress is only temporary.



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 is problematic for students attending classes remotely, or at best, in social distancing laboratory settings. For the remainder of the 2019-2020 academic year, programs were forced to make on the fly adjustments. Further uncertainties will have to be dealt with in the 2020-2021 academic year, however, we believe this will be a temporary setback.

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 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

An indication of the strength of the industry's demand for graduates is the development of a new CIM program in the North Central Region (NCR) of the country which encompasses Michigan, Indiana, Illinois, Wisconsin, Nebraska Iowa, Minnesota, North Dakota and South Dakota. NCR leaders have developed a strong Patrons group of industry members who have committed their time, talent and treasure to grow the NCR. Consequently, NCR Patrons have formalized their status as a 501C3 IRS designated entity and have begun the process of identifying universities that meet the requirements of hosting a CIM program.

Initially the new program was scheduled to begin during the 2021-2022 academic year, however, due to the uncertainties surrounding COVID-19, the start has been postponed to the 2022-2023 academic year. Although the delay is unfortunate, the development of the new program will benefit from the extra time to gain more industry commitment and provide for a thorough selection process of the university. If you and your business are located within this region and would like to participate with the program development, please contact Thor Becken of Cemstone Products Co at thorbecken@cemstone.com.

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

Chairman, CIM National Steering Committee



EDUCATION COMMITTEE REPORT

IN THE 2019-2020 FISCAL YEAR, Education Committee finalized two long run initiatives. First, for several years, the National Steering Committee (NSC) for CIM has searched for a nationally recognized accrediting association with a quality academic reputation and compatible with the CIM mission. The Association of Technology, Management and Applied Engineering (ATMAE) was chosen. The NSC entered a memorandum of understanding that will enable CIM programs to be accredited by ATMAE now and in the future. Going forward:

1. ATMAE agrees to accredit only CIM programs sponsored by NSC for CIM.
2. Each CIM program sponsored by the NSC is required to apply for accreditation by ATMAE.
3. NSC will sponsor one of its members to serve on the ATMAE Board of Accreditation and one NSC member to serve on each ATMAE accreditation visitation team for CIM program institutions if CIM degree programs are accredited by ATMAE.

Texas State University (TSU) began the formal accreditation by completing its self-study report and undergoing an ATMAE visitation team review this spring. The self-study report was a comprehensive assessment of the CIM program since its inception. The self-study used the student outcomes and competencies jointly developed by the CIM program directors, Patrons from our universities and the NSC.

The visitation team spoke with university administration, faculty, staff, students, and Patrons to supplement the self-study. The visitation team prepared a report on their findings and forwarded it to the ATMAE Board of Accreditation for a final decision in the fall of 2020.

The Education Committee will use the ATMAE accreditation process to help drive continuous improvements in our CIM programs. Concrete industry executives, serving on the NSC and in our Patron organizations, have provided a futuristic view of where the concrete industry is moving. The

ATMAE visitation teams will offer an additional perspective to assist our programs in providing a contemporary education for students.

Second, student recruiting has continued to be our focus. Starting this summer, all four programs will have a full-time student recruiter. New Jersey Institute of Technology (NJIT) added a student recruiter thanks to the financial support from the NJIT Patrons. With funding support from the NSC and the TSU Patrons, the CIM program at TSU added a student recruiter this summer. Middle Tennessee State University (MTSU) and California State University – Chico (CSUC) have successfully utilized student recruiters for years. Full-time recruiters are knowledgeable about the unique aspects of CIM, the extremely close relationship between the program's academic faculty and the industry executives that comprise the Patrons.

Looking ahead, the Education Committee will be working on a broad range of strategic topics, including:

1. Assist CIM program directors meet the challenges of educating students during an extended coronavirus pandemic, provide support for internet courses, help faculty acquire distance learning skills, and ensure companies provide safe internships for CIM students.
2. Evaluate courses offered in the business minor at our institutions.
3. Continue to offer Sandler's industrial sales course to students at all our institutions and to incorporate industrial sales concepts in relevant courses.
4. Re-assess how the NSC can best support each CIM program to increase majors and graduates.
5. Work closely with the NSC to expand the number of CIM programs in regions with strong growth potential.
6. Look for ways the CIM program could possibly serve students in foreign countries.

While the CIM program has completed a quarter of a century of providing future leaders to the concrete industry, we continue to improve the academic experience universities are providing to our students.



DR. REX COTTLE

Chairman
*Education
Committee*



**NICOLE R.
MAHER**

Chairman
Finance Committee

THE FINANCE COMMITTEE is pleased to report that the 2019-20 fiscal year was another overall phenomenally successful one for the National Steering Committee (NSC) and CIM. This year, revenues neared last year's record and, due to excellent control of actual versus budgeted expenses, the increase in net earnings was a new record.

The primary driver of the excellent revenues was the auction held at World of Concrete (WOC) that recorded gross receipts of \$1,225,000. Unfortunately, primarily due to COVID-19, not all revenues have been collected as of the writing of this report. However, we do not expect that there will be significant uncollectable auction receivables when final tally of accounts is presented to our auditor. As of the end of the fiscal year, we have received \$1,217,016 in auction receipts and we are confident that the final amount will exceed \$1,223,000.

Because of the continued industry financial support of the CIM program, the NSC distributed more than \$700,000 to program universities. Of that total, \$400,000 was distributed as program support with each program university receiving \$100,000. This funding is primarily used to offset the unique aspects of the CIM program in supporting faculty and student expenses to interact with industry professionals at national concrete industry association events. In addition to the support payments, more than \$200,000 was distributed in scholarships (\$50,000 per university). The scholarship funding is vital to assisting the program 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 student enrollment.

Last year, we reported that the NSC board of directors had approved a \$500,000 capital contribution to a new Concrete and Construction Management building at Middle Tennessee State University (MTSU). To our knowledge, having a building with "Concrete" in the lead name at a four-year university will be unique to MTSU. The NSC board believes this is a significant verification as to the success of the CIM program. Consequently, during the fiscal year, the NSC made a second \$100,000 pledge payment to the building fund.

All NSC disbursements of funds in the form of support payments, scholarships or for capital projects to program universities are matched by our partners, the 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, local Patrons and the NSC is the financial model that was established at the inception for each CIM program and continues to work well.

In addition to the major disbursements to the program universities, the NSC total expenses were slightly under budget. Of the approximately remaining \$300,000 in expenses, two categories were the most significant. The Marketing Committee expense of approximately \$90,000 was used to promote the various initiatives of NSC committees and keep the concrete industry informed as to the progress of CIM. The other major operating expense for the auction and meeting expenses was approximately \$87,000.

The following are the unaudited financial highlights of the 2019-2020 fiscal year. The NSC is well positioned financially to continue to carry out its mission.

	BUDGET	ACTUAL
Total Revenue	\$1,060,000	\$1,241,420
Total Expenses	\$1,035,500	\$1,032,108
Increase/Decrease in Cash	\$24,500	\$209,312
Retained Earnings June 30, 2020		\$2,444,930



MARKETING COMMITTEE REPORT



THROUGH A VARIETY of integrated efforts, the CIM Marketing Committee aims to tell the CIM story and share the successes of our students, faculty, universities, and others involved in our programs. We achieve this by building brand awareness, promoting CIM programs and promoting the annual CIM Auction at World of Concrete. The committee's key goals are directed at informing and educating prospective students and influencers about educational and career opportunities in the concrete industry. In 2019 and 2020, we worked very closely with the Recruitment Committee to develop a range of tools and resources to help promote the CIM program.

Key Marketing Committee successes include:

CIM Auction Support: The Marketing Committee played a significant role in the promotion of the annual CIM Auction. The committee promoted our live and silent auction items through a series of videos, graphics, and articles. The committee managed activities including organizing auction item solicitation tools, press releases, distributing promotional collateral, developing ads and digital strategies.

Collateral and Promotional Materials: We produced promotional assets including brochures, graphics, and other materials. In addition, the committee produced the Annual Report with Executive Summary and updated stakeholders on national and institutional activities. The committee has been supporting program expansion efforts with collateral materials, presentations, and graphics.

Recruitment Materials: In 2019-2020, we collaborated with the Recruitment Committee to develop several items to reach students and student

influencers. This included a student recruitment sheet, a Guidance Counselor flyer, and a career path tool. In addition, several enhancements were made to the CIM website.

Public Relations, Advertising and Content Marketing: Public relations, advertising and content marketing are important strategies to promote CIM. The CIM e-news reaches more than 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. CIM works with Advancing Organizational Excellence (AOE) on a proactive public relations campaign that has resulted in the distribution of ten press releases and placement of more than 37 articles in industry publications, such as ForConstructionPros.com, Concrete International, Construction Equipment Guide Online, Modern Contractor Solutions Online, Concrete Products Online, Concrete Décor Online, Equipment World and Concrete Construction Online.

Website and Digital Media: ConcreteDegree.com remains the go-to resource for information on CIM programs. The site continues to grow in terms of content, traffic, and engagement. Our digital media efforts have focused on content marketing and social media. During the last year, we focused on using more graphics, visuals and videos to promote the CIM programs.

Events and Trade Shows: CIM participated in numerous industry events in 2019-2020. Included were World of Concrete, The Precast Show, NRMCA's Concrete Works, ACI's convention, ICRI's annual meeting to name but a few.



BRIAN GALLAGHER
Chairman
Marketing
Committee





BEN ROBUCK
Chairman
Auction Committee

THE 2020 Concrete Industry Management (CIM) Auction was once again held in conjunction with World of Concrete (WOC) on Feb. 5, 2020 and set a record with \$1,225,000 gross revenue raised! This is especially significant considering WOC shared the industry stage with CONEXPO-CON/AGG a month later. We feel this incredible turnout and support continues to highlight how our industry feels about CIM's successes and future.

The signature item for this year's event was a Mack Granite Boost-A-Load truck chassis mounted with a McNeilus 11-Yard Flex Control Bridgmaster mixer. We were also fortunate to have a Somero S-485 laser screed as well as a number of new items including a Load-And-Go truck washing system donated by Shumaker Industries, a Roxor Off road Vehicle, courtesy of Mahinda Automotive North America and a compact excavator donated by Volvo Construction Equipment. Continued strong support from our industry's cement producers allowed us to realize another incredible total raised from donated material.

In addition to the live Auction, we also held a silent Auction at the same time. Online participation was made available for both. Between these two formats, we auctioned concrete saws, admixtures, software packages, drills, vibrators, safety equipment, earth

moving and on-site equipment, training sessions, iPads and laptops, sports and entertainment packages and much more. Strong support from donors is greatly much appreciated, many of which repeat and add to their prior year's gifts.

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 World of Concrete, Informa, Ritchie Bros. Auctioneers and Give Smart. These organizations continue to be strong partners of the program.

As we begin to prepare for the 2021 Auction, we are trying to anticipate the impact the COVID-19 pandemic might have on both attendees and financial participation. At the time of publishing this annual report, the NSC has decided to hold the CIM Auction during the rescheduled World of Concrete show which will be held in June 2021. Early interest from donors is positive. Due to uncertainty resulting from COVID, we realize the need for program support will be even greater than prior years. Therefore, we will once again be relying on the industry for your continued support.





RECRUITMENT COMMITTEE REPORT



THE RECRUITING COMMITTEE has worked closely with other committees this year, as the goal to increase the number of students in the Concrete Industry Management programs has become priority in recent years. Some CIM schools are reporting up to three times the number of jobs than graduates and well over double the number of companies recruiting on campus than they had graduates last year. In addition, the job outlook shows faster than average growth in the industry through 2028, according to the Department of Labor, through 2028. While COVID-19's impact on the industry is unknown, we anticipate demand for CIM students to be strong.

Working through Brian Gallagher and the Marketing Committee, the Recruiting Committee helped develop materials targeted toward school counselors and another toward parents of prospective students. In addition, a summary of career paths in the industry

is now available to show prospective students the variety of potential jobs resulting from a CIM degree. These materials are available on the CIM website and were printed and disseminated through CIM program universities as well as at trade shows with CIM representation.

Partnership with the Membership Committee has identified several employer supporters to pilot a program to distribute CIM program information to their employees and families. The goal is to ensure all industry constituents are aware of the opportunities within the industry resulting from a CIM degree and to connect them with the local CIM program for information on scholarship opportunities and application. If your company can help spread the message about the value of the CIM program and the graduate opportunities, contact us to find out how you can be a partner!



K. NICOLE GREEN
Chairman
Recruitment
Committee





STEVE COX

Chairman
Membership
Committee

“HELP US HELP YOU” was the message the Membership Committee delivered at NRMCA’s annual board meeting held in Las Vegas at the height of the COVID-19 outbreak in March. The underlying premise of the presentation was that the demand from the concrete industry for CIM’s graduates far surpassed supply. In hindsight, the message around this supply/demand imbalance for graduates was on target but poorly timed as the pandemic led to the highest industry uncertainty since the Great Recession over a decade ago.

Today, there are glimmers of hope that the pandemic is subsiding and the one thing (it appears) that politicians seem to agree on is the need to upgrade our nation’s infrastructure. The only question is

how much they will invest. From a glass-half-full perspective, we will see rapid industry growth from this investment and must continue to feed our CIM programs with future industry leaders.

As we did last year, we are asking you to “HELP US HELP YOU” by making sure all your employees are aware of the opportunities at our CIM programs. Your current employees deserve to know about the abundant opportunities a CIM degree provides for their family members’ future. Please make every effort to promote CIM within your company. In doing so, you might not only help a family with an important life decision, but you might also help your company with a future leader as well!





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.

This customized MBA is a degree program that thrives on diversity of cultures with mutual benefit to participants and sponsoring companies. Its major themes are globalization, leadership, strategy, and execution. The 15-month-long program is administered in 7-week blocks and includes distance learning, webinars and on-campus visits to MTSU. The program, which began in the fall of 2012, takes participants beyond basics to a true understanding of forces that will shape the concrete and construction industry and will impart the skills necessary for leadership and team building, as well as the motivational skills to create synergy.

One of our 2019 CIM MBA graduates, Daniel Bentz, recently said “After graduating the CIM MBA program last spring, I was hired by CHRYSO admixtures and made the move from Colorado to the headquarters



in Texas. I was initially brought on as the regional sales manager, but I have since become the U.S. vice president of sales and marketing. Honestly, having the MBA under my belt was a major reason that I was given the opportunity to be considered for the position. So long story short, thank you for helping to facilitate my success!”

Students can apply and enter the program any semester and a custom plan will be designed based on your desire to complete the degree in 15 months or longer. The distinctive partner structure is designed for networking and sharing experiences, while fostering a collaborative learning environment. In addition, the cost for the program is \$25,000 per participant. This fee represents the total academic cost of the program per participant, except for books.

Interested in learning more about the CIM MBA? Visit our website or contact me:

heather.brown@mtsu.edu
(615) 904-8060.



**DR. HEATHER
BROWN**
**School of Concrete
and Construction
Management
Director/Professor
MTSU CIM**





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Today, CSU, Chico is a comprehensive university serving not only the local region, but also the state, the nation, and the world, through instruction, research, and public service.



FERAIDON ATAIE
CSUC CIM
Program Director

ENROLLMENT DATA

Program Enrollment:

Fall 2019: 95 students
Spring 2020: 86 students

Graduates:

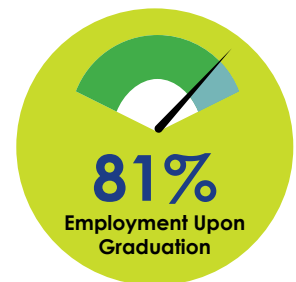
Fall 2019: 12 graduates
Spring 2020: 16 graduates
Total graduates to date: 164

INTERNSHIPS DURING 2019-2020

Seven students enrolled in the summer internship program. There are dozens of students, at all class levels, participating in unofficial internships (does not count for credit).

STAFF/FACULTY UPDATES

- Dr. Feraidon Ataie promoted to Associate Professor.
- Lisa James hired to support the CIM program.



19% are actively job hunting and adjusting during these unique times,



ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2019-2020



- Program began a virtual format mid-March 2020 due to COVID-19.
- Approved hire of a new CIM Program Director with industry and academia experience.

OTHER PROGRAM UPDATES

- Sandler Sales training for CIM seniors via Zoom.
- CIM Virtual Graduation Celebration: Due to the pandemic, the Chico State CIM program came together to celebrate our recent graduates in a virtual send-off which included staff and faculty. A slideshow was prepared and revealed to the seniors during this event.

RESEARCH AND/OR PUBLICATIONS

- Albahtiti, M. T., Ghadban, A. A., Riding, K. A., & Lange, D. A. (2019). "Effects of prestressing and saw-cutting on the freeze-thaw durability." *Cement and Concrete Composite*, Volume 104, November 2019, 103418.
- Albahtiti, M., "Cow manure ash as a cementitious material," 10th Advances in Cement-Based Materials, University of Illinois at Urbana-Champaign, Urbana, IL, June 16 - 18 (2019).
- Ataie, Feraidon F. "Influence of Cementitious System

Composition on the Retarding Effects of Borax and Zinc Oxide." *Materials*, 12(15), 2340 (July 2019)

- Thomas L. Attard and Feraidon Ataie, "Initial Investigation of Cured Decorative Concrete via Surface Abrasion and Water Absorption Testing" *Concrete International*, August 2020

STUDENT PROJECTS

- Concrete shelf project is in new CIM display cases.
- ACI Student Chapter facilitated practice sessions and assisted with the ACI Field Technician Grade 1 certification, a requirement for CIMT 231 course
- The Women in Concrete Club hosted professional development sessions
- Department of Mechanical Engineering Students designed and assembled equipment for CIM lab.
- Autogenous shrinkage measurement equipment - used to measure autogenous shrinkage of concrete.
- Isothermal calorimeter for concrete cylinders - used to measure heat of hydration of cement in concrete using large 4x8 concrete cylinders.

STUDENT AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

- CIM students won second place in the 2020 NPCA Foundation Competition.
- Two students received scholarships from ASCC.
- Eliana Aguilar was selected to represent CIM and the College of Engineering as our Outstanding Student of the Year.

RESEARCH GRANTS

- "Rural Railroad Safety Center," Funded for \$3,621,477 by the Federal Railroad Administration and matched funding to the Rural Railroad Safety Center Consortium. Project Duration: 3 years. PI: Mohammed Albahtiti.
- "Evaluating Curing Techniques for Decorative Concrete" Funded by American Concrete Institute (ACI). PI: Feraidon Ataie
- "Utilization of Almond Shells in Concrete" funded by CSU Agricultural Research Institute (ARI). PI: Feraidon Ataie

CORPORATE NETWORKING AND OUTREACH

- Company information sessions and Interview Days.
- More than 12 industry members were guest lecturers in our CIM classes.





- Due to COVID-19, we hosted a Virtual Career Fair and several companies participated.
- Chico State Giving Day - March 4 - <https://vimeo.com/388128172>

K-12 STUDENT OUTREACH

- Chico Preview Day (Fall)
- The CIM Ambassador team visited more than 40 high schools and several community colleges.
- Promotion for Chico's 2+2 program has increased as community college in the state of California is incredibly low-cost or free.
- High school visits to campus with presentations and hands-on tours of our program.
- Several families visited Chico's State's CIM program.
- Participated in several "Career Days" throughout Northern California.
- Participated in a virtual "Choose Chico" event and hosted individual sessions for incoming or interested students.
- Participated in a virtual College of Engineering event and hosted a CIM breakout session.
- Connected existing students with future students for meet and greet sessions.

PATRONS GROUP ACTIVITIES

- Student social hosted by Chico CIM Patrons.
- Fall Chico CIM Patrons meeting on Chico State's campus.
- New lab facility - fall ribbon cutting and celebration.
- Amanda Muller and Chico CIM Patron members presented at the Colorado Ready-Mix Association to discuss involvement and benefits of program.
- Patron and industry representatives shared real-world related knowledge in CIM classes.
- The Chico CIM Patrons now include more than 40 companies and 25 individuals.

INDUSTRY RELATIONS/ STUDENT TRAVEL

- Northern California and Western Nevada ACI "Chico State Night" and meeting
- World of Concrete
- ASCC
- ACI
- NPCA
- ConcreteWorks

ALUMNI INVOLVEMENT

- Alumni from SoCal gathered in the fall to discuss increased program involvement.
- Jerry Xiong (2018 graduate and quality control supervisor at Jensen Precast), presented to CIM students about quality control in the precast industry and how to achieve NPCA plant certification.
- Several alumni offered guest presentations in CIM classes.

CURRICULUM UPDATES

- CIMT 363 was updated to be a writing intensive course and to include more updated topics.
- Because of COVID-19, only half the students enrolled in an internship course were able to secure an internship. Therefore, CIMT 389 (Internship) is being updated to include special topics to provide students with an alternative.
- All CIMT courses are shifting to an online and/or hybrid mode of teaching to adjust for COVID-19.

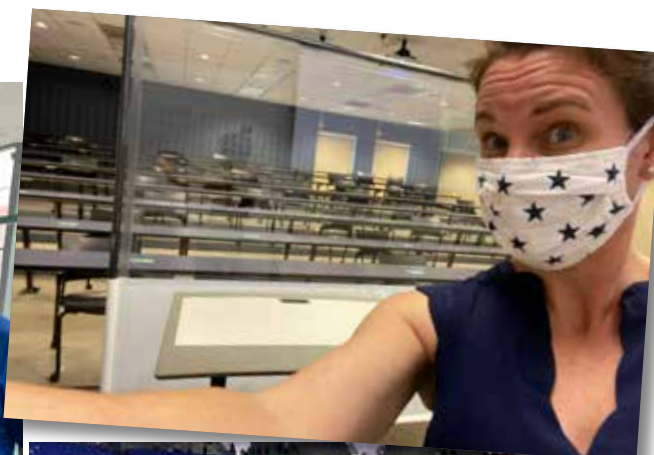
FINANCIAL INFORMATION

INCOME	National Steering Committee: Operating	\$100,000
	National Steering Committee: Scholarships	\$50,000
	Chico State CIM Patrons: Scholarships, Equipment, Recruitment, etc.	\$175,000
	Total Income	\$325,000

EXPENSES	Student and Faculty Travel/ Professional Development	\$41,741
	Scholarships	\$71,000
	Recruiting/Marketing, Special Events and Promotional Items	\$107,883
	Research: Lab Equipment and Student Payroll	\$26,310
	Student Laptop Loan Program and Faculty Technology	\$28,548
	Gift Fee and Other Operating Expenses	\$24,518
	Recruitment/Digital Marketing/ Student Engagement, Committed for AY 20-21	\$25,000
	Total Expenses	\$325,000



ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2019-2020



MIDDLE TENNESSEE STATE UNIVERSITY

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

Located in Murfreesboro, MTSU is the oldest and largest institution in the Tennessee Board of Regents system. With an enrollment of about 23,000 students, it is the No. 1 producer of graduates for the Greater Nashville economy.



**DR. HEATHER
BROWN**
MTSU CIM Department
Chair & Professor

ENROLLMENT DATA

Program Enrollment:

Fall 2019: 204 students
Spring 2020: 170 students

Graduates:

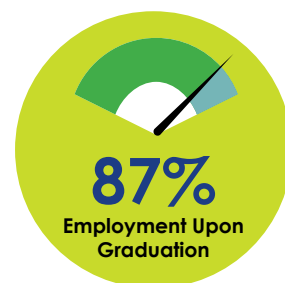
Summer 2019: 4 graduates
Fall 2019: 23 graduates
Spring 2020: 26 graduates
Total graduates to date: 1,015 graduates

INTERNSHIPS

59 students had internships for the 2019-2020 school year.

STAFF/FACULTY UPDATES

- We have five faculty who teach CIM courses: Dr. Marcus Knight, Dr. Zhifu Yang, Mr. Jon Huddleston, Mr. Kevin Overall and Dr. Heather Brown
- We have five staff who support CIM in our department: Mrs. Sally Victory, Mrs. Nicole Green, Ms. Brittany Shelton, Mrs. Melissa Burnett and Mr. Kevin Overall





- Dr. Brown received the Tennessee Women In Green Sustainability Award sponsored by TN USGBC chapter for educating young women in the value of green practices.
- Mr. Jon Huddleston was promoted to Associate Professor
- Dr. Zhifu Yang was promoted to Full Professor
- Dr. Brown continues her service on the Board of Directors for ACI (3rd year) and ASCC (2nd year).

RESEARCH AND/OR PUBLICATIONS

- Dr. Zhifu Yang and Dr. Heather Brown continue work on their externally funded TDOT project “The Use of Recycled Concrete Aggregate in TDOT mixtures.”
- Dr. Heather Brown continues her work on externally funded TDOT project “The Use of Full Depth Reclamation in Tennessee” which is a joint venture with University of Tennessee Chattanooga.
- Jon Huddleston completed research in integral and topical sealers for a local company.
- Dr. Heather J. Brown was published in the Toxics journal supporting the use of concrete pipe in areas of the country where fires are more prevalent.
- o Ngee-Sing Chong, Saidi Abdulramoni, Dwight Patterson,

Heather Brown, “Releases of Fire-Derived Contaminants from Water Pipes Made of Polyvinyl Chloride Polymer” 2019, Toxics.

STUDENT PROJECTS

- Student team submitted abstracts that were accepted for presentation at the TLSAMP Annual Conference in Knoxville (canceled in Spring 2020.)
- Took the CIM 4050 class and ACI student club on a tour of the Cemex Cement plant in Knoxville, TN., 40 students attended.
- CIM 3050 completed an 80 ft. sidewalk as a service-learning project for the MTSU School of Music.
- CIM 4400 poured decorative concrete water fountain pads and handicap access ramps at Bark Park for the city of Murfreesboro.
- Hosted a Surveying Merit Badge workshop for Tennessee Boys Scouts.
- ACI student club held ten meetings with two quest speakers/industry partners.
- ACI student club repaired concrete sidewalks for Feed America First in Murfreesboro, TN.
- Team formed for Appalachia Service Project to compete in-house building in April 2020 – event was ultimately cancelled.

AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

- Entered the ACI student Fiber-reinforced Polymer competition and placed 27th out of 63 schools from around the world.
- Assisted with the ACI student Concrete Construction Competition with Mr. Buell’s class; finished in first place.
- Entered the ACI Student Bowling competition and completed bowling balls. Unable to compete due to COVID-19 cancellation of the competition and conference.

CIM SCHOLARSHIPS

- Fourteen different scholarships went to 42 CIM students.

CORPORATE NETWORKING AND OUTREACH

- Hosted annual networking event with 69 employers and 220 students in attendance. New this year, new employer luncheon with 11 companies, the Director, select faculty and student leaders.





ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2019-2020



- Spring Interview Day had morning rounds for internships in which 44 students interviewed for 9 minutes with 16 companies. The afternoon was for seniors for full-time employment and had 13 companies and 29 seniors participating in 65 total interviews.

K-12 STUDENT OUTREACH

- Presentation on majors to MT Tour Guides.
- Arkansas Ready Mixed Concrete Association (ARMCA) recruiting partnership developed.
- Blackman Collegiate Academy on-campus lab tour.
- Putnam County 8th Grade Career Academy Fair table; included 2,000 students from 7 counties.
- RSCC Transfer Fair materials developed and delivered through MT Admissions.
- Natalie Martin (CIM alumna) spoke to Oakland Middle School.

PATRONS' GROUP ACTIVITIES/ ALUMNI INVOLVEMENT

- CIM Skeet Shoot
- CIM class visits
- CIM Patrons Fall Social: September in Chicago, IL
- CIM Patrons Spring Social: February
- CIM Patrons sponsored Fall scholarship luncheon

INDUSTRY RELATIONS/STUDENT TRAVEL

- ASCC
- NRMCA
- World of Concrete
- NRMCA/CONEXPO/CON-AGG - Administered ACI certifications for Concrete Field Testing Technician, Aggregate Testing Technician, Strength Testing Technician, Special Inspector, Flatwork Certification and Transportation Inspector to 174 industry professionals.

CURRICULUM UPDATES

- Two new CIM MBA courses are being developed. Will have a total of four CIM courses as part of the MBA program. Concrete Construction Cost and Controls and Concrete & Construction Project Management are the two new courses to be developed and delivered by Spring 2021.

FINANCIAL INFORMATION

National Steering Committee	\$151,000
CIM Patrons Income	\$126,000
Total Income	\$277,000

EXPENSES	NSC Approved Expenses	
	MTSU Administrative Travel	\$22,773
	Student Travel	\$40,901
	Lap Equipment/ Curriculum Updates	\$7,457
	Marketing/Recruiting/MBA	\$6,427
	Research/Industry Projects/ Dept. Intern	\$12,244
	Scholarships	\$33,000
	Operating	\$10,000
	Total Expenses	\$122,802

EXPENSES	Patrons Approved Expenses	
	CIM Building	\$80,000
	Accounting	\$2,930
	Goodwill/Auction	\$5,383
	Skeet Shoot	\$6,458
	Patrons Meeting	\$1,437
	Golf Expenses	\$110
	Operating	\$10,280
	Total Expenses	\$229,400



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

ENROLLMENT DATA

Program Enrollment:

Fall 2019: 100 students
Spring 2020: 125 students

Graduates:

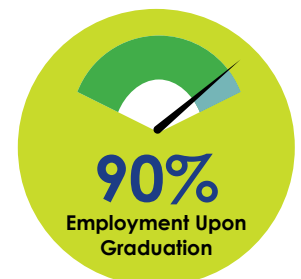
Fall 2019: 0 graduates
Spring 2020: 6 graduates
August 2019: 5
Total graduates to date: 113 graduates

INTERNSHIPS

Students with internships in 2019-2020: 15

STAFF/FACULTY UPDATES

- Dr. Ahmed Omran, CIM Professor of Practice (hired Nov. 4, 2019)
- Lucy Watt, CIM Recruiter (hired April 14, 2020)





ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2019-2020



PROGRAM RECOGNITION

- 2019 ACI Excellent University.
- CIM graduate, Jerhard Evangelista was one of the International Concrete Repair Institute's (ICRI) 40 Under 40 Award winners.

RESEARCH AND/OR PUBLICATIONS

Active Research

- 90-Minute Rule of Ready Mixed Concrete
- Using Flowable Fill as a Sub-base

Book Chapter (pending)

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

Report (published)

- Mohamed Mahgoub, Ahmed Omran and Mohab Hussein, "Impact of Extended Time to Discharge on Concrete Durability and Performance," Ready Mixed Concrete (RMC) Research & Education Foundation and Portland Cement Association (PCA), May 29, 2020.

Journal Papers (pending)

- Mohamed Mahgoub, and Amin Jamali, "Seismic Properties of Recycled Aggregate Concrete," Special Publication, American Concrete Institute (ACI) Committee 555, Concrete with Recycled Materials.

Conference Papers (published)

- Ahmed Omran and Mohamed Mahgoub, "Performance of Concrete Containing Water-hyacinth Ash (WHA) as Cement Replacement," American Concrete Institute (ACI) Convention, Cincinnati, OH, October 23, 2019.

Conference Papers (pending)

- Ahmed Omran, Nancy Soliman and Mohamed Mahgoub, "Performance of Concrete Containing Water-hyacinth Ash (WHA) as Cement Replacement- Resistance to Elevated Temperature and Seawater Exposures," American Concrete Institute (ACI) Convention, Raleigh, NC, October 25, 2020.

STUDENT PROJECTS

- Ready mixed concrete plant business plan
- Effect of confinement on concrete
- Recycle the recycled concrete
- Effect of aggregate blending in concrete
- Ultra-high-performance concrete
- Effect of freeze-thaw cycles on concrete

- Concrete shrinkage
- 90-minute rule of ready mixed concrete
- Using flowable fill as a sub-base

AWARDS, SCHOLARSHIPS, AND GRANTS

Awards/Scholarships

- Kelly O'Brien received the Weatherton scholarship at 2020 World of Concrete.
- Mohamed Abdelrahman, Mohamed Hassan, Louay Serour and Nikolaos Benyamin received first place in the National Precast Concrete Association (NPCA) competition at The Precast Show.
- NSC scholarships, totaling \$25,000, were distributed to students.
- Reem Dewedar received a scholarship from the American Arab Association of Engineers and Architects (AAAEA).
- CIM undergraduates continue to receive annual scholarships from Sika Corporation and Silvi.

Active Grants

- NSF I-Corps "90 Minute Rule" (\$50,000)
- NSF undergraduate seed grant: "The 90-Minute Rule of Ready Mixed Concrete," (\$2,000)
- NSF undergraduate seed grant: "The Mold Method of Soil Percent Fine Determination," (\$2,000)
- NJDOT Grant On Call Team (\$1 million)

Pending Grants

- NSF teaching grant about structural health monitoring with seven other universities (\$1 million)

CORPORATE NETWORKING AND OUTREACH

- CIM students distribute brochures and CIM annual reports to interested students.
- New Jersey ACI Student Chapter held a four-day event to increase awareness of CIM. ACI members volunteered to educate incoming freshmen, transfer and all students about the opportunities available in the CIM program.
- NJIT ACI Student Chapter fundraising efforts included sales of concrete skulls during Halloween and the student chapter sold concrete hearts for Valentine's Day.
- Displayed tabletop concrete projects and video clips about CIM student activities.

Hosted three socials by two companies and attended by 100 students. These socials included:



- MAPEI's business leaders hosted an informational session.
- Silvi Group held an all-day recruitment event, interviewing more than 20 students.
- Paula Dunn of BASF Corporation visited NJIT to meet with CIM students.

ON CAMPUS RECRUITING

The following companies met with our students on the NJIT campus.

- Silvi Group
- Garden State Precast
- Solidia Technologies
- Beyond Concrete
- BASF/Master Builders
- PANYNJ
- Northeast Precast

- MAPEI
- Advance Testing Company, Inc.
- GCP Applied Technologies
- LafargeHolcim
- ULMA Constructions
- Vortex Companies
- High Concrete Group
- U.S. Concrete
- Laticrete International
- PULLMAN

PATRONS GROUP ACTIVITIES

- Annual fundraising dinner raised approximately \$125,000.
- Provided internships, co-ops and full-time employment opportunities.





ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2019-2020



- During conferences, socials and organizational activities (three socials and one mini job fair), Patrons provided students with opportunities to network.
- Provided supplies, donations and guidance for undergraduate concrete research projects.
- Hosted plant tours, field visits, held socials and served as guest lecturers.
- Organized the biannual CIM Northeast Local Patrons meetings.
- Sponsored CIM students at NACI, NYACI (CIB), NYICRI, and EPDACI chapter dinners.

INDUSTRY RELATIONS/ STUDENT TRAVEL

- ConcreteWorks
- ACI Fall Convention
- Garden State Precast field visit
- ICRI Fall Convention
- World of Concrete 2020 Convention
- The Precast Show
- CONEXPO-CON/AGG

INDUSTRY-SPONSORED AND CIM GRADUATE GUEST SPEAKERS

- Mark Bishop, Weldon Materials
- Frank Flatch, Silvi Group
- Ricardo Arocha, Weldon Materials
- Zach Rich, Silvi Group
- Ken Justice, NRMCA
- Danny Wilk, Concrete Systems
- Mike Martin, Eastern Concrete

CURRICULUM UPDATES

We are in a process of adding some new CIM upper-level elective classes including blueprints, forms and shoring, codes and regulations, precast and concrete estimating and bidding.

FINANCIAL INFORMATION

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

EXPENSES	Travel by program director, faculty, staff, students	\$35,000
	Guest speakers, field visits, seminars, workshops, attending local events	\$5,000
	Undergraduate research	\$15,000
	Concrete laboratory	\$10,000
	Recruitment, CIM promotion/marketing, fundraising	\$25,000
	Socials	\$4,500
	Student competitions	\$15,500
	Supplies (copying, printing, stationery, etc.)	\$3,000
	ACI and ICRI student chapters	\$7,000
	Local Patrons' meeting	\$25,000
	Salaries	\$10,000
	Scholarships	\$25,000
Total Expenses		\$180,000



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With an enrollment of more than 36,000 Bobcats, Texas State University is the fourth-largest university in Texas and our outstanding faculty are recognized at the highest state and national levels.



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

INTERNSHIPS

Students with internships in 2019-2020:
10 students

STAFF/FACULTY UPDATES

Dr. W. James Wilde

- Serves as a member of TACA's Education Committee
- Serves on the Board of Directors for the ACI San Antonio Chapter
- Spoke at TACA's Annual Short Course
- Wrote several quarterly "CIM Corner" articles for the TACA Conveyor magazine

ENROLLMENT DATA

Program Enrollment:

Fall 2019: 54 students
Spring 2020: 46 students

Graduates

Fall 2019: 10 graduates
Spring 2020: 6 graduates
Total graduates to date: 93





ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2019-2020



Dr. Fred Aguayo

- Serves as a member of TACA's Specifications Committee

Dr. Yoo Jae Kim

- Promoted to full Professor
- Participated in the PCI Convention/Committee Meetings in Dallas/Fort Worth

PROGRAM RECOGNITION

- Christina Luna joined Texas State CIM as the full-time recruiter
- Student Chapter named "2019 ACI Outstanding University"
- Dr. Wilde and Christina Luna write the "CIM Corner," a quarterly article for the TACA Conveyor magazine.
- Association of Technology, Management, and Applied Engineering accreditation visit for the Texas State CIM program was held in May 2020. We hope to become an accredited program after the ATMAE Board meeting in October 2020.

RESEARCH AND/OR PUBLICATIONS

Dr. Kim

- Dayananda Shah, James Wilde, Heping Chen, and Yoo-Jae Kim*, "Ternary Mix design assessment of Ground Granulated Blast Furnace Slag (GGBFS) and limestone powder infused concrete using Gaussian process regression.", Korean Society of Civil Engineer Conference

Dr. Torres

- Aguayo, F, Torres, A., Kim, Y.J., Thombare, O., "Accelerated Carbonation Assessment of High-Volume Fly Ash Concrete" 2020, Journal of Material Science and Chemical Engineering, V8, pg. 25-38
- Torres, A., Aguayo, F., Gaedicke, C., Nerby, P., Cavazos, M., Nerby, C., "Developing High Strength Pervious Concrete Mixtures with Local Materials" 2020, Journal of Material Science and Chemical Engineering, V8, pg. 20-24
- Torres A., Aguayo F., Allena S., Ellis M. (2020) The Effect of Various Superplasticizers on Ultra High Strength Concrete. In: Martirena-Hernandez J., Alujas-Díaz A., Amador-Hernandez M. (eds) Proceedings of the International Conference of Sustainable Production and Use of Cement and Concrete. RILEM Bookseries, vol 22. Springer, Cham
- Aguayo F., Torres A., Thombare O., Drimalas T. (2020) Evaluating Carbonation-Induced Corrosion in High-Volume SCM Mixtures Through the Square Root Model. In: Martirena-Hernandez J., Alujas-Díaz A., Amador-Hernandez M. (eds) Proceedings of the International Conference of Sustainable Production and Use of Cement and Concrete. RILEM

Bookseries, vol 22. Springer, Cham

STUDENT PROJECTS

- Ternary Mix design assessment of Ground Granulated Blast Furnace Slag and limestone powder infused concrete using Gaussian process regression.
- Rheological properties of Ground Granulated Blast Furnace Slag and Limestone powder cement paste.

AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

- Korea Agency for Infrastructure Technology Advancement (KAIA), 2019, "Development of Internet of Things (IoT)-based Pavement Quality Control Technology", Amount: \$88,574, April 2019 – December 2021, Continued.
- Texas State REP, "Ternary Mix Design for Concrete containing Ground Granulated Blast Furnace Slag and Limestone Powder", Office of Sponsored Programs (OSP), Texas State University, San Marcos, TX. Amount: \$8,000, January 2019 – December 2020, Continued
- Texas State CIM Program Awards
 - o Leadership, Service, and Research awards bestowed: 9
 - o Academic Excellence awards bestowed: 12

CORPORATE NETWORKING AND OUTREACH

- Semi-Annual Concrete and Construction Career Fair on Texas State campus. Over 70 companies attended. Held in September and February each year.

K-12 STUDENT OUTREACH

- A half-day on campus learning about the CIM program was enjoyed by 25 students from Cigarroa High School in Laredo, Texas. They were able to visit the concrete lab and tour the laboratory renovation / construction project in the building. They also were able to ask questions of current CIM students in a student panel and then toured campus.

PATRONS GROUP ACTIVITIES

- Top Golf fundraiser was held in Houston in October 2019.
- CIM Patrons Meeting – November 13, 2019, April 24, 2020
- NSC meeting at Texas State University –November 14-15, 2019
- Many patrons group members mentored seniors throughout the Fall 2019 semester on their capstone projects.
- Capstone course guest speakers and topics (Fall 2019):



- o Jerry Gaubert, Custom-Crete (US Concrete) – Reading the financial statements
- o Leo Fellin, Martin Marietta – Using data to help make business decisions
- o David Dyson, Ash Grove Cement – Sales and Marketing
- o Brian Carson, Osburn Contractors – Project Scheduling
- o Mark Gaskamp, Wortham Insurance – Insurance in the Concrete Industry
- o Marvin Bragewitz, Texas Lehigh – Managing Sales and Making Contacts

INDUSTRY RELATIONS/ STUDENT TRAVEL

- ASCC Conference, Chicago, IL
- NRMCA ConcreteWorks, Orlando, FL
- ACI Fall Convention, Cincinnati
- ICRI Convention
- World of Concrete
- NPCA Precast Show, Fort Worth, TX
- WJE lab, Cedar Park, Texas

Dr. Wilde gave a CIM program update to attendees at the TACA Short Course in March 2020

ALUMNI INVOLVEMENT

- Griffin Taylor (BS CIM, 2011) with Lafarge Holcim is now serving as the Vice Chairman of the Texas State CIM Patrons Board, and Andrew Mouser (BS CIM, 2014) with TAS Commercial Concrete is the new Secretary/Treasurer.

CURRICULUM UPDATES

- New online master's degree in construction management was approved to begin fall 2020.
- Dr. Kim is developing a new course: Decision making in construction management (CSM 5364).

FINANCIAL INFORMATION

INCOME	National Steering Committee: Operating	\$100,000
	National Steering Committee: Support for Recruiter	\$50,000
	Texas State Patrons: Scholarships, Research, Pledged Recruiter Support, etc.	\$113,000
	Total Income	\$263,000

EXPENSES	Scholarships	\$48,500
	Student and Faculty Travel	\$35,396
	Recruiting and Marketing Travel	\$2,947
	Research: Undergraduate Student Researchers	\$7,623
	Personnel: Full-Time Recruiter	\$29,768
	Total Expenses	\$170,232



THE CONCRETE INDUSTRY MANAGEMENT PROGRAM 2019-2020

A YEAR IN NUMBERS

Enrollment/Student information

478

Total number of students
enrolled in CIM programs

Number of
graduates

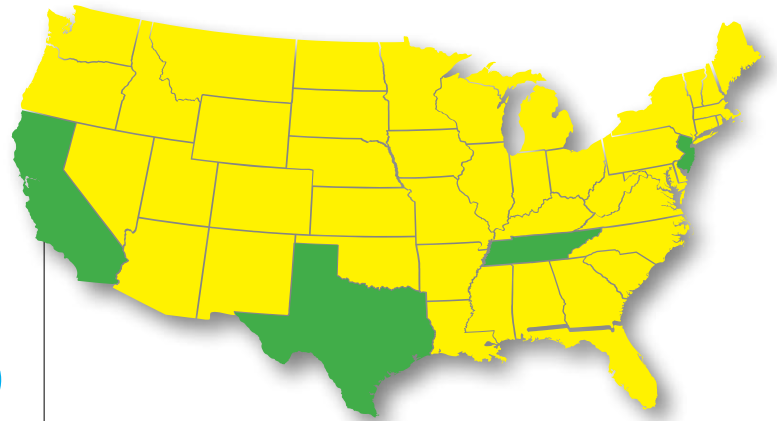
133



1,385

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

80 percent Industry retention rate



ninety-one Number of students who
completed internships



Auction information

RECORD-BREAKING AUCTION!

More than **\$1.2 million** in gross revenue
raised at annual auction at World of Concrete

\$700
THOUSAND

Amount
distributed to
CIM program
universities



40 graduates
since 2014

ONE MIXER TRUCK GENEROUSLY DONATED BY:



National Steering Committee

six committees



Education



Marketing



Finance



Membership



Auction



Recruitment



ELIANA AGUILAR



ELIANA AGUILAR,
CALIFORNIA STATE
UNIVERSITY, CHICO

ELIANA AGUILAR, a senior from Oxnard, CA., plans to graduate from the CIM program in Dec. 2020. She chose California State University, Chico because of its beautiful campus and physical distance from her hometown. She originally entered Chico State in the fall of 2016 as a psychology major, later changing her major to social work. After a conversation with a campus outreach specialist, she enrolled in “Introduction to Concrete” and later officially declared CIM as her major course of study. Since then, Eliana has taken every opportunity to get and stay connected with her peers, faculty and leaders in the concrete industry.

The CIM program works with partners in the concrete industry providing summer internships for students. During Eliana’s time at Chico State, she has had the opportunity intern with PCL Construction in Los Angeles, which included working on a project at UCLA Southwest campus apartments. “The combination of both classwork and my internship experiences

has given me a great deal of insight about the concrete and construction industries,” commented Eliana. I have really enjoyed seeing both the management side of the job as well as experiencing the actual construction on the site.” During the summer of 2018, she also had the opportunity to work with Dr. Mohammed Alabahtiti researching the effect of biomass ash and cementitious replacements on air content in concrete. Through this research, she learned how to mix and perform several tests on concrete.

Aguilar’s leadership and her passion for work in the concrete industry has opened doors for her future. She was one of three Chico State students selected to speak about her internship at World of Concrete, the commercial construction industry’s largest annual international event for concrete and masonry professionals, allowing her to expand her professional network and experience further.

“The combination of both classwork and my internship experiences has given me a great deal of insight about the concrete and construction industries.”

ELIANA’S ADVICE:

“Get involved and do not be afraid to ask questions. A goal of mine this coming academic year is to make underclassmen feel welcome and encourage them to get involved from the very beginning.”



KELLY O'BRIEN

“This program allowed me to learn concepts but did not require that I sit in a classroom all day. CIM was a perfect combination of classwork and hands-on experience, which is a good introduction to the concrete industry.”



KELLY O'BRIEN,
NEW JERSEY INSTITUTE
OF TECHNOLOGY

CIM students to Pullman as well, some of which have taken internships with us,” said Kelly. “The CIM program helped me further my career by giving me the opportunity to prepare and schedule for an ACI certification. I am currently a certified ACI concrete field-testing technician thanks to my CIM courses and professors.”

Students of the CIM program often travel to industry events and/or association conventions. Kelly was no exception. “I am the NJIT ICRI Student Chapter President and have attended both their speaker presentations and dinners this past year. I was also chosen to attend the 2020 World of Concrete where I competed against 11 other CIM students for the Weatherton Award, a scholarship that honors Bob Weatherton and his many contributions to the concrete industry. For my presentation, I received a \$2,500 scholarship!”

AFTER SPEAKING WITH a New Jersey Institute of Technology (NJIT) Patron and hearing how highly she spoke about the program, Kelly O'Brien, a Central New Jersey native, chose to continue her education at NJIT in the CIM program.

When asked how the CIM program has prepared her for the real-world, Kelly mentioned that since the program is a hands-on, it has given her the opportunity to “walk-the-walk”. “This program is flooded with highly respected speakers from the concrete industry and countless opportunities for first-hand experiences (active job sites, labs, testing facilities, industry conferences, etc.). I was working as an assistant project manager in the concrete industry when I began the program and, since then, both my knowledge and confidence have grown as a direct result.”

Kelly, who plans to graduate with a degree in CIM during the spring of 2022, is one busy student! During the day, she works with Pullman SST, Inc. (NYC Branch), a specialty contractor and attends school in the evening. “I have introduced other

KELLY'S ADVICE:

“Network, network, network! You have worked hard to get to where you are today, so take every advantage this program has to offer. Make business cards, join every club you can, go to the conferences and competitions and walk up to the guest speaker to introduce yourself. Take this time to get your name out there, because when its time to take the next step into a company, your foot will be in the door as the face they remember.”



MICHELLE AHOLA GARCIA



**MICHELLE AHOLA
GARCIA,**
CALIFORNIA STATE
UNIVERSITY, CHICO

at the Alcatraz Field School, a 10-week summer program to evaluate, preserve and repair deteriorated concrete structures at Alcatraz Island. "This experience helped me gain a lot of concrete repair knowledge that I still use today," said Michelle. Her second internship was with Oldcastle Precast where she learned about precast operations. "I still enjoy seeing their products on my jobsites," commented Michelle.

When Michelle was asked how the CIM program prepared her for her current job responsibilities, she responded "the program gave me the concrete-specific knowledge that others don't quite get in other construction management programs. Because of this, I can get more in-depth with issues and try to resolve them. The program also taught me how to network to gain contacts at many companies which is a great asset to have."

MICHELLE'S ADVICE:

"If possible, try different types of internships each summer. This will help you gain a variety of knowledge and help figure out what role in the industry you like the best. Also, industry relationships are very important. Network as much as you can!"

“The program has markedly improved my business expertise and allowed me to more effectively assess, then address, the daily challenges that arise while managing an organization and have more meaningful and impactful conversations with my customers.”



SOURIWONG KAYASITH

“This program allowed me to learn concepts but did not require that I sit in a classroom all day. CIM was a perfect combination of classwork and hands-on experience, which is a good introduction to the concrete industry.”



SOURIWONG KAYASITH,
MIDDLE TENNESSEE
STATE UNIVERSITY

concrete industry.” Continues Kayasith, “I was further drawn to the program because the professors and faculty are so passionate about the subject.”

When asked how the CIM program prepared Kayasith for his current job responsibilities, he replied, “CIM gave me a strong, solid foundation in concrete. Once I had field experience, I was able to use the background knowledge I learned from my coursework and apply it which allowed me to grow in my role at my job. Along with hard work and dedication, I was able to move up to where I am today.”

SOURIWONG KAYASITH is a graduate of the CIM program at Middle Tennessee State University in 2013. As a superintendent at Hilcon, LLC – a concrete subcontracting firm servicing Charlotte, NC – Souriwong is responsible for managing commercial projects including strip malls, grocery stores and hotels. His varied and diverse duties include manpower and material management as well as scheduling concrete deliveries. He is also responsible for predicting work for the week as well as tracking time and cost. “Hilcon is a smaller, growing company,” said Kayasith. “I know the owners personally and this has allowed me to have a voice in the management of the company. I chose to work for Hilcon because I genuinely enjoy construction. I love seeing a structure become an actual building. This gives me a sense of accomplishment and satisfaction.”

“I chose the CIM program primarily because I am someone who loves to work with my hands,” said Kayasith. “This program allowed me to learn concepts but did not require that I sit in a classroom all day. CIM was a perfect combination of classwork and hands-on experience, which is a good introduction to the

SOURIWONG'S ADVICE:

“Work hard and apply what you learn in class, but also listen to those around you. In this industry, the education never stops.”



BEELY BOUNEDARA



**BEELY
BOUNEDARA,**
MIDDLE TENNESSEE STATE
UNIVERSITY

hit the ground running upon graduation.”

When Beely was asked if he was able to take advantage of the CIM summer internship program, his response was – ABSOLUTELY! “During my junior year, I interned for Wayne Concrete,” commented Beely. “The experience I gained working for Wayne was invaluable. For me, it was when things started to come together. Everything I had learned in the program started to “click”. I cannot stress enough how important it is for future graduates to take advantage of the internships. If I could go back in time, I would have tried to intern every year.”

A GRADUATE of the CIM program at Middle Tennessee State University (MTSU) in 2013, Beely Boundedara currently serves as a quality control/project coordinator for Cowtown Redi Mix. His job responsibilities include mix design submittals, mix design management, lab testing, on-site quality and batch system maintenance. He also utilizes his other skills to assist the company with their IT needs, including networks, servers, batch/dispatch software. etc.

When asked why he chose this position, Beely mentioned that he was offered a position with Cowtown to manage a project for American Airlines in Texas and felt that it was a once in a lifetime opportunity to be part of something exciting. He also felt that the opportunity to work with the company’s quality control department head provided great hands-on experience.

“The CIM program has definitely prepared me for my current job responsibilities,” said Beely. “The program provided me with the foundation, tools and knowledge of what I needed to

“Concrete construction is everywhere. I knew this degree would give me the opportunity to travel and work almost anywhere. I am thrilled to be part of this large industry and help build the infrastructure we live in today.”

BEELY'S ADVICE:

“Get involved! Do more than just go to class. Attend as many socials as you can, join and attend any clubs you can, volunteer for any opportunities to learn more about concrete. Build lasting relationships with fellow students. Talk to the professors and listen to their stories - they are a wealth of knowledge. I promise that you will get more out of the program by getting involved.”



JACOB ABLES

“The Patrons are a crucial part of continuous development and a great resource for CIM students and graduates who are seeking to advance in the industry. They help students thrive.”



JACOB ABLES,
SENIOR SALES
REPRESENTATIVE
ARCOSA LIGHTWEIGHT

JACOB ABLES is a Senior Sales Representative at Arcosa Lightweight, the largest producer of rotary kiln expanded shale and clay lightweight aggregate in North America. He is a 2016 graduate of the CIM program at Middle Tennessee State University and will graduate from the CIM Executive MBA program in May 2021.

“I chose MTSU and the CIM program because of the excellent job placement percentages,” said Jacob. “The job market that recent, and soon to be graduates are facing is fiercely competitive and the CIM program enables students to be directly inserted into an industry that has a need for a younger workforce.”

According to Jacob, the specialization of the CIM program gives its graduates an insider’s perspective. “You can take these skills and pursue anything you wish,” he said. “The construction industry is worth \$1.3 trillion in the United States. An industry this large requires consulting firms, political lobbying, banks, environmental regulations, R&D, etc. Having a specialization in this industry makes you the authority on the subject.”

When asked how the CIM program prepared him for life after graduation, Jacob responded “the program prepared me for the professional world in two ways. The first way was the requirement of an internship before undergraduate studies are completed. The internship forces students to adapt to real world conditions and think critically. The second way was the combination of classroom knowledge and obtaining certifications. Once I achieved my initial ACI certifications, I began working for ECS, a testing laboratory, in Franklin, Tenn. I was able to apply my classroom knowledge with work experience simultaneously.”

JACOB'S ADVICE:

“Think outside the box regarding potential employment and try to reframe your thinking around the program itself. The degree is a business degree, not a concrete degree. The curriculum is teaching you to manage the business of concrete, not only to produce concrete. The basic skills needed to run a business are the same.”



DAN BENTZ



DAN BENTZ, VICE PRESIDENT OF SALES AND MARKETING CHRYSO

arise while managing an organization and have more meaningful and impactful conversations with my customers.”

The MBA program has also allowed Dan to advance his role within the concrete industry. “After years in this industry, I knew I had a strong technical background,” said Dan. “It was clear, however, that elevating my credentials, personal marketability and level of business expertise was necessary to advance my career. An MBA seemed the obvious choice to accomplish my goals and I can wholeheartedly state that earning my MBA from MTSU’s CIM Executive program was one of the determining factors for the elevation to my current role.”

DAN'S ADVICE:

“If you are considering pursuing your MBA, stop putting it off and do it! Earning your MBA will be a challenge, but MTSU's CIM Executive program is very manageable. Don't waste any more time. Commit to earning your degree and take your career to the next level.”

DAN BENTZ is the Vice President of Sales and Marketing at CHRYSO, a global leader in innovative chemistries and services to enhance the performance of cement and concrete. Currently based in CHRYSO’s U.S. headquarters in Rockwall, Texas, Dan is responsible for managing all brands and promoting sales growth and customer satisfaction for CHRYSO Inc throughout North America.

Dan graduated from CIM’s Executive MBA program in May 2019. According to Dan, he researched many MBA programs across the country and determined that MTSU’s CIM Executive MBA program rose above the crowd as the best combination of value, industry credibility and level of accommodation for his demanding career and family life.

When asked how the CIM Executive MBA program impacted Dan’s current job responsibilities, he responded “the program has markedly improved my business expertise and allowed me to more effectively assess, then address, the daily challenges that

“The program has markedly improved my business expertise and allowed me to more effectively assess, then address, the daily challenges that arise while managing an organization and have more meaningful and impactful conversations with my customers.”



FRANK FLATCH

“We recognize that talented people entering the concrete field, whether with Silvi or a competitor, is a win for the entire industry. Like most industries, we cannot grow without a constant influx of diverse employees that push the industry forward with new and more efficient ways to do business. CIM students are uniquely positioned to fill that role.”



FRANK FLATCH,
VICE PRESIDENT OF
HUMAN RESOURCES &
CORPORATE COUNSEL
SILVI GROUP COMPANIES

AS THE NORTHEAST PATRONS CHAIR and a member of the CIM NSC Board of Directors, I am fortunate to see firsthand the benefits the CIM program brings to the concrete industry. This program is by far the most efficient way for us to recruit, hire and retain the top talent needed to be successful. With graduates of the CIM, we know we are getting someone with a base of knowledge and interest in the industry that cannot be matched by graduates of standard degree programs.

CIM's unique industry/academic partnership

The industry/academic relationship is the “it” factor for our program. It distinguishes us from virtually every other degree program prospective students will see. By inviting industry stakeholders to help shape the coursework and directly interact with students, the universities prepare the students to immediately add value to their organizations in a way that typical degree programs do not. The partnership also allows students to experience various aspects of the industry during their studies. By the time students graduate, they have the peace of mind of knowing what part of the industry is the best fit for them.

How CIM benefits the concrete industry

The CIM program excels at drawing in diverse students that might never have considered a career in concrete. With an industry as old as ours, new perspectives and ideas are the keys to developing better and more efficient ways to do business. The fact that Eugene Martineau and others who created the program recognized this more than 25 years ago is a testament to their forethought and proof they have created something that will help sustain our industry for years to come.

Get involved!

How can your company get involved? Student engagement is the place to start! Consistently participate at the local Patrons level by going to Patrons' meetings, attending CIM career fairs and scheduling information sessions with CIM classes (bring pizza!). And “consistently” is the keyword. After their first CIM career fair, new Patrons often lament that they are losing candidates to other Patrons. What they do not realize is that many of our Patrons have used the program to engage with a graduating student three to four times a year since they were freshmen. Active Patrons know the students on a first-name basis and have followed them throughout their college careers. The opportunity for the students to get to know the Patrons (and vice versa) is not something I have seen in any other academic program.



FREDERICO “FRED” AGUAYO, PH.D.



**DR. FREDERICO
“FRED” AGUAYO,**
TEXAS STATE UNIVERSITY

FOR THE LAST FOUR YEARS, Dr. Federico “Fred” Aguayo, Ph.D, has served as a tenure-track, assistant professor at Texas State University. He has many responsibilities including teaching several CIM courses related to concrete materials, durability and repair, serves as a faculty supervisor to undergraduate and graduate researchers and primary investigator (PI) for the Infrastructure Materials Research Laboratory. Dr. Aguayo also advises students with their coursework, serving as the faculty advisor for the American Concrete Institute (ACI) Student Chapter and supports the CIM program and Patrons’ Board.

When asked the question “why should students” get involved in the CIM program,” Dr. Aguayo notes that the reasons are many. “Students in the CIM program gain some of the best technical knowledge, experience and training in “concrete science” as well as a robust business education that serves them well in any industry,” commented Dr. Aguayo. “In addition, this is a very hands-on type of degree so there are many exciting opportunities to receive training including teaching lab sections,

undergraduate research experiences and summer internships. Not to mention the career opportunities are endless within this industry.”

The career paths for CIM graduates are many. “During my time at Texas State,” continued Aguayo, “I have seen many graduates pursue various career paths including quality control managers, concrete testing technicians, project managers or engineers and concrete materials researchers. Other career opportunities include materials sales managers, project coordinators, client relations, etc. The CIM program offers a blend of career opportunities. Most unique about this program, though, is that it offers the managerial and business skills necessary to succeed regardless of the positions they pursue.”

Dr. Aguayo emphasizes that one of the best features of the CIM program is the partnership between CIM and its industry partners. Having support from the concrete industry sets the tone on how important it is to develop strong, technical, and business professionals in our industry. Their contribution, whether monetary, serving as an advisory board, or simply volunteering their time to CIM students has a huge impact on the success of the program.

“Students in the CIM program gain some of the best technical knowledge, experience and training in “concrete science” as well as a robust business education that serves them well in any industry.”

DR. AGUAYO'S ADVICE:

“The students of the CIM program are like no other. The CIM program provides companies with well-rounded students full of technical concrete knowledge with a robust business background – a rare feature most four-year programs do not have.”



CHRISTINA LUNA

“The support of the industry partners is a phenomenal aspect of the CIM program. This shows students that there are leaders in the concrete industry who value the students and their work.”



CHRISTINA LUNA,
CIM MARKETING
COORDINATOR/RECRUITER
TEXAS STATE UNIVERSITY

AS THE RECRUITING AND MARKETING COORDINATOR at Texas State University, Christina Luna's primary responsibilities include recruiting new students into the program, increasing awareness among high schools and community colleges, and coordinating events with students and industry professionals. "The CIM program stood out to me when I learned how small, yet effective it is," said Luna. "My goal is to be part of a program that produces tangible results for college students that can lead them to their desired career. I look forward to taking part in planning the growth and expansion of the CIM program here at Texas State."

When asked why incoming students should consider CIM as a major course of study, Luna noted "The biggest benefit of the CIM program is that it builds a career path for its graduates. Students gain industry experience, meet employers, and can network their skills. Also, due to its size, students have the opportunity to develop personal relationships with their professors and director."

IN MY ROLE AS THE CIM PROGRAM RECRUITER at NJIT, I advise prospective students about our program and support the university's enrollment, retention and graduation goals. I promote the CIM program to prospective applicants and their parents and assist them with the application process. In addition to working with students, I am also responsible for developing and maintaining relationships with partners in the concrete industry and our university Patrons to enhance the recruiting process.

The easiest question for me to answer is why should I consider a major in CIM? CIM is supported by networks of local, state and regional concrete industry producers, suppliers and contractors as well as industry associations that pledge their time to support the development of our program. This unique partnership provides a direct link between the industry and our university. This network of industry leaders provides CIM students opportunities for internships, mentoring and career development and scholarships. In addition, the program offers opportunities for students to network with company leadership. Some students have received job offers because of these meetings!



LUCY WATT,
RECRUITER
**NEW JERSEY INSTITUTE OF
TECHNOLOGY**

“CIM is supported by networks of concrete industry leaders that pledge their time to support the development of our program. This network provides CIM students opportunities for internships and networking ...”

LUCY WATT



WHERE ARE THEY NOW?

DONIA ABDELMOTAAL

THEN

WE FIRSTS MET Donia Abdelmotaal in the 2015-2016 CIM annual report. At that time, she was a student at New Jersey Institute of Technology. We asked her a few questions about her experiences as a student of the CIM program.

What school are you currently attending and when is your intended graduation date?

I am currently attending New Jersey Institute of Technology. I will be graduating in May of 2017.

Why did you choose this university and the CIM program?

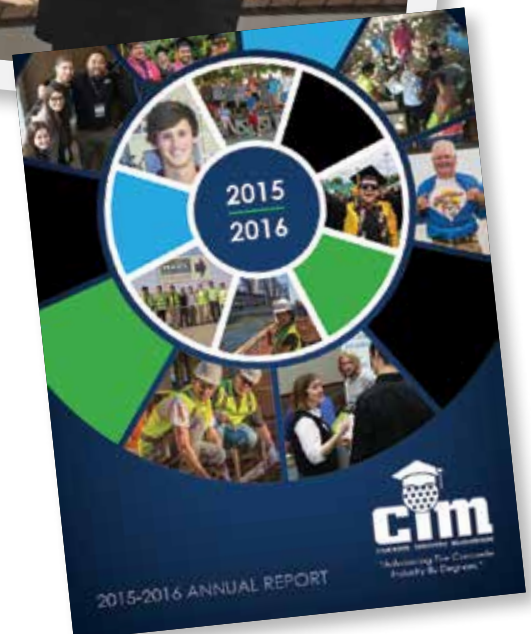
I chose NJIT because it is known to have one of the best engineering and architecture programs in the tri-state area. I began as a civil engineering major, but within a semester, I decided it was not for me. I transferred to the architecture program, with an environmental and sustainability studies minor. Halfway into the architecture program, I heard about the CIM program and found it to be different and interesting. I reached out to Dr. Mahgoub and immediately became part of the NJIT CIM family, while continuing my five-year architecture program.

How has the CIM program prepared you for your upcoming graduation and entrance into the business world?

The CIM program helped me from the beginning. All the courses are taught by individuals that are heavily involved in the concrete industry. The program is a mixture of hands-on and book knowledge. Engineering programs do not always offer that, which I personally think is important.

Did you take advantage of the CIM's summer internship program?

Last summer, I was fortunate to intern at the Port Authority of New York and New Jersey (PANYNJ) in the materials department. I shadowed numerous engineers and technicians in the concrete department inside the lab and out in the field. The experience taught me so much and I was easily able to apply the knowledge I learned at school. I am still interning with PANYNJ and working in the World Trade Center construction department.





WHERE ARE THEY NOW?



WE RECENTLY ASKED DONIA, a 2017 graduate of the CIM program at New Jersey Institute of Technology, a few questions about what she has been up to since her graduation more than three years ago.

Where are you currently working and what are your main responsibilities?

I am currently working for the Port Authority of New York and New Jersey (PANYNJ). I am in the major capital projects department. As a senior project engineer, my job is to oversee construction from start to finish. My job is heavily field-based and I work closely with contractors to ensure the job gets done correctly.

Why did you choose to work with PANYNJ?

I chose to work for PANYNJ because I have a love for public service, and I have a passion for “paying it forward.”

How has CIM prepared you for your current job responsibilities?

CIM gave me the hands-on experience I need to tackle my current fieldwork.

Why did you choose the CIM program?

In the beginning, I was in NJIT’s five-year architecture program. I often heard that students were doubling up CIM with architecture majors. So, I thought, “why not me too?” I joined CIM and graduated from NJIT with both a Bachelor of Science degree in both CIM and architecture. I am beyond thankful I made the decision to do so. Fast forward three years later and I now also have my Master of Construction Management degree from New York University Polytechnic School of Engineering.

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

Yes! I was fortunate that a professor at the time was pairing us with mentors to interview and discuss career paths. I knew I wanted to be paired with the Chief of Materials at PANYNJ. That same summer, I landed an internship in the materials department. Four years later, I work full-time for PANYNJ. I completely believe that my chance of getting accepted into the Port Authority internship program would have been a lot slimmer if I had not been enrolled in the CIM program.

What advice would you give to current students?

Believe in yourself, work hard, stay consistent no matter how you feel, and do not let anyone bring you down.

“Believe in yourself, work hard, stay consistent no matter how you feel, and do not let anyone bring you down.”



WHERE ARE THEY NOW?

SANTOS VERDIN

THEN

IN THE 2013-2014 CIM Annual Report, we met Santos Verdin, a student at Texas State University. At that time, we asked him a few questions about his experiences as a student of the CIM program.

What school are you currently attending and when is your intended graduation date?

I am currently attending Texas State University and intend on graduating December 2014.

Why did you choose this university and the CIM program?

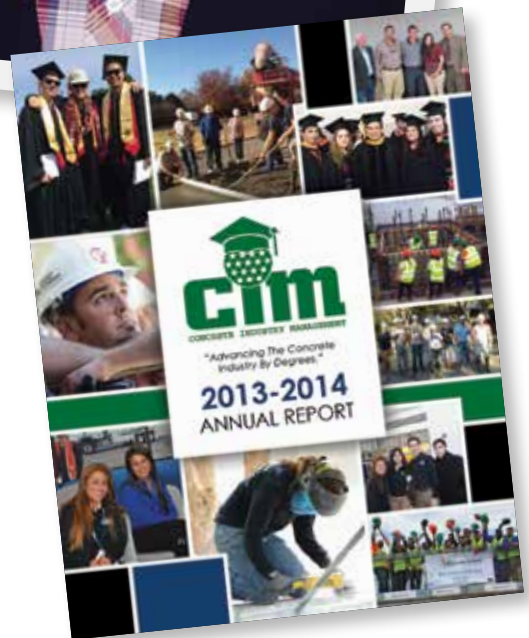
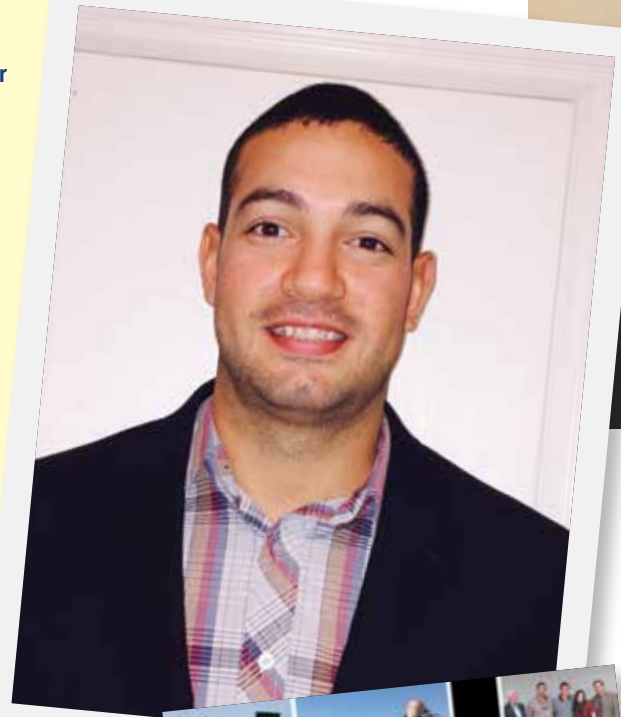
I chose Texas State because of the great environment it offers. The San Marcos River flows right through campus. That's hard to beat. Plus, I love the Hill Country. I had an interest in the CIM program because of the specialization it offers in concrete, the most utilized material in the world. I plan on working in construction so I figured this specialization would give me an advantage.

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

The summer of 2013 I interned with TAS Commercial Concrete out of Houston. I learned a lot about concrete construction that summer. Had a chance to work on everything from pouring drill shafts to lifting tilt wall panels. It made learning in the classroom much easier because I had witnessed the things we were talking about out in the field. I have also been interning with Austin PreStress since October 2014. There I am the assistant production manager. This internship has taught how to make business decisions and manage employees.

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

The Texas State CIM Patrons have always been supportive and willing to help with questions or projects students are working on. They make all the out of class activities possible. They have been extremely supportive of the ACI Student chapter here and helped with putting on the first inaugural clay shooting tournament fundraiser. I have been fortunate enough to receive several scholarships from them and I am very thankful.





WHERE ARE THEY NOW?



WE RECENTLY ASKED SANTOS, a 2014 graduate of the CIM program at Texas State University, a few questions about what he has been up to since his graduation six years ago.

Where are you currently working and what are your main responsibilities?

I am a project manager for Hellas Construction Inc. We build sports facilities like synthetic turf football fields, tracks and tennis courts. I manage jobs that our company has been awarded in the San Antonio area from start to finish which includes coordinating with the owner, subcontractor, inspectors and field personnel throughout the project. I am also responsible for managing budgets.

Why did you choose to work with Hellas Construction Inc.?

I have always been interested in sports and construction, so this seemed like a great combination for me. It was also a great opportunity to move forward in my career as a project manager

after a few years of field experience. Hellas is a growing organization with great opportunities.

How has CIM prepared you for your current job responsibilities?

So much of construction involves concrete, so the concepts I learned in the CIM program has given me an advantage. Planning for big concrete pours requires an understanding of concrete that many people do not know coming out of college. When working with field personnel who have been around concrete their entire career, it helps to have a background in concrete as well. I believe this knowledge and background has helped propel me to the position I have today.

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

I was fortunate to have two internships while I was a student at Texas State. One was with TAS Commercial Concrete in Houston. I spent a summer there working with them on tilt-up wall projects. The other was with Austin PreStress (APS) in Austin. At APS, I interned during the semester and not just during the summer. I was responsible for coordinating deliveries of precast deck panels to each jobsite throughout Texas. APS is owned by J.D. Abrams, which is where I started my career after I graduated. This program was extremely helpful in gaining experience prior to graduation.

What advice would you give to current students?

Focus on your problem-solving skills. Construction is all about problem-solving and people who can solve problems are the most successful in this industry. Also, take advantage of job fairs and talk to as many companies as possible. Meeting people already in the industry and getting your name out there will help tremendously. Finally, start your internships as early as possible to gain as much hands-on experience as you can.

“So much of construction involves concrete, so the concepts I learned in the CIM program has given me an advantage. ... When working with field personnel who have been around concrete their entire career, it helps to have a background in concrete as well.”



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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Chairman

2019-2020 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, and Texas State University, 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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