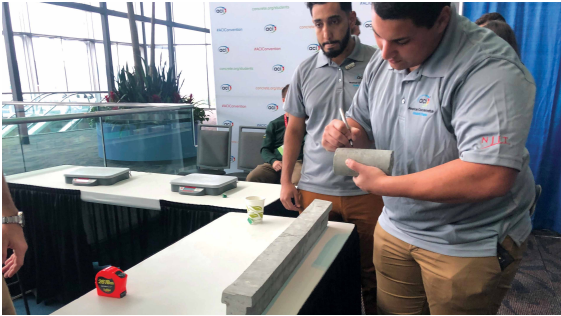




# ANNUAL REPORT 2020-2021



<b>3</b>	Introduction from Executive Director – <i>Eugene Martineau</i>
<b>5</b>	Message from the Chairman of the Board – <i>Mike Schneider</i>
<b>6</b>	Education Committee Report – <i>Dr. Rex Cottle</i>
<b>7</b>	Finance Committee Report – <i>Nicole R. Maher</i>
<b>8</b>	Marketing Committee Report – <i>Brian Gallagher</i>
<b>9</b>	Auction Committee Report – <i>Ben Robuck</i>
<b>10</b>	Recruitment Committee Report – <i>Nicole Green</i>
<b>11</b>	Membership Committee Report – <i>Steve Cox</i>
<b>12</b>	Long-Range Planning Committee Report – <i>Randal M. Beard</i>
<b>13</b>	MBA Update – <i>Jon Huddleston</i>
<b>14</b>	California State University – Chico Report
<b>18</b>	Middle Tennessee State University Report
<b>22</b>	New Jersey Institute of Technology Report
<b>26</b>	Texas State University Report
<b>30</b>	The Year in Numbers
<b>31</b>	Student Profiles
<b>34</b>	Graduate Profiles
<b>37</b>	Executive MBA Profiles
<b>38</b>	Faculty/Staff Profiles
<b>39</b>	Patron Profile
<b>40</b>	Where Are They Now Profiles
<b>44</b>	Associations
<b>45</b>	CIM Partners
<b>46</b>	CIM Background
<b>47</b>	Board of Directors



## INTRODUCTION FROM THE EXECUTIVE DIRECTOR

FISCAL YEAR 2020-2021 was unlike any other year due to the pandemic that gripped the nation. Our CIM program was not immune from the effects of COVID-19. Like every organization, the NSC had to learn to cope without the ability to have in-person meetings of its various committees. All our program universities were faced with the same challenge with all classes being conducted virtually.

However, despite the disruption of the pandemic, the following highlights of the results of the National Steering Committee's (NSC) program of work, is a testament to the commitment of the concrete industry to the continued development of CIM.

As you review the committee reports you will recognize a common theme. In addition to advancing their various initiatives as best they could, they used this unusual time to review their objectives and to plan to make alterations and adjustments that will pay dividends when more normal times return.

The pandemic affected every industry. Fortunately, the concrete industry fared better than most. Consequently, the demand for CIM graduates remained strong. As has been the case in recent years, our program universities have not produced enough graduates to satisfy the industry's demand. The NSC and the CIM programs have increased their efforts to alleviate this supply and demand issue. For their part, the CIM programs that previously did not have a dedicated CIM recruiter have each, with the assistance of local Patrons and the NSC, employed one. The NSC has established a recruitment committee and, like all our committees, recognizes that an important aspect of their program of work is to be a clearinghouse for best practices. Since the new recruiters' in-person activities have been limited due to COVID-19, the virtual meetings being held by the recruitment committee have been beneficial in helping them be as productive as possible. The marketing and education committees have been actively engaged with the recruitment committee, developing additional generic CIM outreach promotional literature that all the programs can utilize. In reviewing this annual report, you will see that student recruitment is a priority for all our CIM programs and the NSC.



One initiative that will have an impact on the number of graduates our CIM programs will produce is expansion. Our past chairman, Wally Johnson of U.S. Concrete, has continued to pursue his objective of establishing a new program in the North Central Region of the country. Wally's efforts came to fruition primarily due to the recruitment of Thor Becken of Cemstone Materials in Minneapolis, Minn., to lead a Patrons organization initiative assisted by the NSC. Under Thor's leadership, the North Central Region (NCR) Patrons was successfully established, startup funding pledged and a university search committee formed. Assisting Thor were many of the region's concrete associations' executive directors. The search committee, chaired by Art Thompson of the North Dakota Concrete Council, was comprised of industry executive directors who, after visiting six schools in the region, identified two potential schools. A committee comprised of NCR leadership and NSC executive committee representatives visited the two schools and selected South Dakota State University (SDSU). A detailed Memorandum

## INTRODUCTION FROM THE EXECUTIVE DIRECTOR

of Understanding (MOU) was endorsed by SDSU, the NCR Patrons and the NSC. The MOU clearly establishes each of the entities in this Private Public Partnerships responsibilities and commitments.

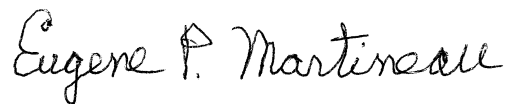
Thanks to past NSC Chairman Johnson, NCR Chairman Becken, NCR Executive Committee member Thompson, Education Committee Chairman Cottle and the NSC Executive Director, CIM now has a fifth program university. SDSU has already employed a program director and is currently conducting a search for a dedicated recruiter. All of this has been accomplished despite the pandemic.

Another exceptional accomplishment was that of the auction committee under the leadership of Ben Robuck of Cemex. Normally, the auction is held in conjunction with World of Concrete (WOC). This year, due to the COVID-19 pandemic, it was deemed that WOC would most likely not be an in-person event if it was held at all. A special thanks to our great partner, Informa WOC and the show manager, Jackie James, who were both determined to hold a live event. Be sure to read Chairman Robuck's report on how the auction

committee working closely with our partners, WOC and Ritchie Bros., and turned a lost year into a great success.

As you review the entire report, you will see many additional ways our program universities, local Patron groups and the NSC worked at carrying out our mission of "advancing the concrete industry by degrees."

Sincerely,



**Eugene Martineau**

Executive Director, CIM National Steering Committee





## MESSAGE FROM THE CHAIRMAN OF THE BOARD

WELCOME TO THE 12TH ANNUAL REPORT of the CIM program which gives our industry supporters an update of this past year's activities and accomplishments and shows the status of our four CIM program universities. Each institution report shows enrollment information, faculty updates/research, student activities/service projects, Patrons' group activities and program financial information. The report also shows the effort and work product of the CIM committees which allow the program to remain unique within our industry.

This past year, we celebrated the 25th anniversary of CIM with a banquet at Middle Tennessee State University (MTSU), CIM's flagship university. Many original founders of the program, alumni and industry supporters attended. The CIM program has certainly come a long way in the past 25 years and, since its inception in 1996, has graduated more than 1,500 students.

This year also saw the announcement of a fifth CIM program university. After an intensive selection process, the North Central Region (NCR) Patron's Group and the National Steering Committee (NSC) selected South Dakota State University in Brookings, SD. Congratulations and thank you to Thor Becken (Cemstone Products Co and North Central Region Patron's Chair) for his vision and hard work in making this a reality.

The Education Committee (Chair Dr. Rex Cottle) had a productive year. Texas State University was the first program university to successfully go through the ATMAE accreditation process. MTSU is scheduled to go through this process in 2022. The Membership Committee (Chair Steve Cox) is analyzing the industry demand for more CIM graduates. Currently there is more demand than there is supply for our graduates. Promotional materials are being developed for use by parents, employers, and students to further promote the tremendous opportunities that are currently available in our industry.

The Marketing Committee (Chair Brian Gallagher) continues to do an outstanding job keeping our industry informed about the many great things going on with CIM. Social media activity has been particularly helpful in keeping people aware of the most recent CIM news. The Finance Committee (Chair Nicole Maher) is responsible

for leveraging the financial support which our industry generously provides to CIM.

Increasing the number of students in each of our universities is critical to help us meet the industry demand for qualified graduates and the Recruitment Committee (Chair Nicole Green) is developing a toolbox of best practices that can be used by all programs universities. The Long-Range Planning Committee (Chair Randy Beard) continues to work on strategies that will help us fulfill the mission of CIM.

World of Concrete and Ritchie Bros. continued their support of the annual CIM Auction. The Auction Committee (Chair Ben Robuck) held the auction in June 2021 as the WOC was re-scheduled due to COVID-19. Despite lower attendance at WOC than in previous years, the auction still had tremendous industry support and raised more than \$1.150 million.

The local Patron groups continue to be the backbone of CIM. These groups provide guest lecturers, sponsor field trips, hire interns and graduates and provide financial support that matches or succeeds that of the NSC. One of the most exciting things about the Patron groups is the growing leadership role which is being provided by CIM alumni.

Thank you for your support and commitment to the CIM program. Please review this report and feel free to share it with others. Any suggestions and comments are welcome.

Sincerely,



**Mike Schneider**

Chairman, CIM National Steering Committee





**DR. REX COTTLE**

**Chairman**  
Education  
Committee

A QUARTER OF A CENTURY AGO, local concrete leaders met with Middle Tennessee State University (MTSU) to establish a new unique educational partnership between industry and academia. Their passion and “can do” attitude kindled the “CIM Spirit.” Now, 25 years later, the CIM Spirit has produced the following: five bachelor of science degree programs at distinguished universities, one Executive MBA in CIM degree program at MTSU and more than 1,500 graduates. What a legacy for the CIM founders!

As a result of the Covid crisis, enrollment in universities has declined as it has in our CIM programs. The Education Committee is working closely with the Recruitment Committee to reverse the temporary decline in majors. We are doubling our efforts in areas proven successful in past. Each CIM program has hired a full-time recruiter, enhanced student ambassador initiatives, pursued articulation agreements with community colleges and increased joint scholarship offerings by the CIM National Steering Committee (NSC) and local Patrons to help students fund their educational expenses. We are experimenting with new social media platforms to test their effectiveness in contacting potential students about CIM as career.

The CIM Education Committee conducted an extensive review of the entire CIM curriculum. We focused primarily on CIM core courses, which were revised to incorporate the newest information provided by concrete industry associations and by best practices of industry experts. We also reviewed elective CIM courses and courses offered in the business and marketing minors. This continuous

improvement process ensures that our students are receiving a contemporary education and that graduates from all CIM programs receive a comparable educational experience.

Because a significant number of CIM graduates pursue marketing and sales opportunities during their careers in the concrete industry, we are assessing options to incorporate industrial sales into the CIM curriculum. One option is a one-day industrial sales course by Sandler, which was offered to CIM students this year. Attendees and faculty gave it high marks. We will continue to review other options.

The fifth CIM program has become a reality at South Dakota State University (SDSU)! The North Central Patrons was formed two years ago to search for a university to host a CIM program in the north central region of the U.S. After an extensive search, SDSU was chosen and approved by the CIM NSC Board. We are honored to have a land grant university join our CIM family.

Last year, the CIM NSC signed a memorandum of understanding with the Association of Technology Management and Applied Engineering (ATMAE) to accredit CIM programs. Texas State University's CIM program has become the first CIM program to receive ATMAE accreditation. The faculty, administration and Patrons are to be commended for the quality self-study and for hosting the ATMAE visitation team.

CIM is truly advancing the concrete industry by degrees!



## FINANCE COMMITTEE REPORT

THE FINANCE COMMITTEE is pleased to report that the 2020-21 fiscal year, the 25th anniversary of the CIM program, was another very successful one for the National Steering Committee (NSC) and CIM.

The primary driver of the NSC's revenue is our annual fundraising auction. Given the constraints of COVID-19, we were unsure what form and extent the auction could take and so presumed a reduced auction at budget time. We were overwhelmed by the strong support from industry, with item donation values on par with prior years. While the 2021 auction was delayed to maintain its connection to World of Concrete (WOC) and all bidding was conducted through electronic means instead of having a live auctioneer, the proceeds were just shy of \$1.2 million, very close to our record.

This year's net was significantly higher than budgeted, revenues once again neared last year's record and, due to excellent control of actual versus budgeted expenses, the increase in net earnings was a new record.

With the continued financial support by the industry, the NSC was able to distribute more than \$700,000 to CIM program universities. Of that, \$100,000 was directly distributed to each of the four program universities (\$400,000 total). This funding is primarily used to support aspects of the program like CIM faculty and student expenses to interact with the concrete industry at national association events like WOC, CONEXPO-CON/AGG and others. In addition to support payments, more than \$200,000 was distributed in scholarships (\$50,000 per university.) Scholarship funding is vital to assist program universities in their recruitment of new students into the CIM program. As the demand for graduates by the industry has

exceeded the current number of annual graduates, the increased number of scholarships available for new students, has greatly helped grow enrollment.

Two years ago, the NSC board of directors approved a \$500,000 capital contribution to a new concrete and construction management building on the campus of Middle Tennessee State University (MTSU). To our knowledge having a building with the lead name "concrete" at a four-year university will be unique to MTSU. The board of the NSC believes this is a significant validation of the success of the CIM program. Consequently, the NSC made a third \$100,000 pledge payment to the building fund during this fiscal year.

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

In addition, NSC total expenses were slightly under budget. Aside from general overhead and contract wages, two categories were the most significant. The marketing committee expense of approximately \$73,000. was used to promote the various NSC initiatives and keep the concrete industry informed about CIM. These activities are detailed in the marketing committee's section of this report. The other major operating expense, auction and meeting expenses, was also approximately \$73,000.



**NICOLE R. MAHER**  
**Chairman**  
*Finance Committee*

**The following are the audited financial highlights of the 2020-2021 fiscal year. The NSC is well positioned financially to continue to carry out its mission**

	BUDGET	ACTUAL
Total Revenue	\$875,000	\$1,242,145
Total Expenses	\$1,053,100	\$1,021,921
Increase/Decrease in Cash	(\$177,300)	\$220,224
Retained Earnings June 30, 2021		\$2,653,897



**BRIAN GALLAGHER**  
**Chairman**  
Marketing Committee

EACH YEAR, the CIM programs achieve amazing things developing the next generation of leaders for the industry. In addition, the National Steering Committee (NSC), Patrons groups and many others are leading and supporting the CIM program. The role of the CIM Marketing Committee is to tell the CIM story and share the successes of our students, faculty, universities and others involved in our programs by building brand awareness, promoting CIM programs and promoting the annual CIM Auction at World of Concrete. The key goals of the Marketing Committee are to inform and educate prospective students and influencers about educational and career opportunities in the concrete industry. During the 2020-2021 school year, we worked very closely with the Recruitment Committee to develop a range of tools and resources to help promote the CIM program.

Key CIM Marketing Committee successes included:

**Website and Digital Media:** During 2020-2021, the committee made significant updates to the ConcreteDegree.com website. These included improving the navigation of site, optimizing for mobile and search engine optimization (SEO) and more graphics, visuals and videos. Our goal is to provide more information to students and student influencers. As we move forward, the site will continue to grow in terms of content, traffic and engagement. Our digital media efforts have focused on content marketing and social media, primarily LinkedIn, Twitter and Facebook.

**CIM Auction Support:** Despite the challenges of the COVID-19 pandemic, the Marketing Committee played a significant role in the promotion of

the successful CIM Auction in June 2021. The committee promoted our live and silent auction items through a series of videos, graphics and articles. In addition, the committee managed activities including organizing auction item solicitation tools, developing and distributing press releases, promotional materials, videos, advertisements and executing on digital strategies.

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

**Recruitment Materials:** We collaborated with the Recruitment Committee to develop and update several items to reach students and student influencers, including CIM website updates with specific paths for students and student influencers, and recruitment materials.

**Public Relations, Advertising and Content Marketing:** To help tell the CIM story, the committee partners with Advancing Organizational Excellence (AOE) on our PR efforts. 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. Last year, our efforts resulted in the distribution of eight press releases and placement of more than 33 articles in industry publications, such as *Concrete Products*, *Concrete Construction*, *ForConstructionPros.com*, *Concrete Décor*, *World of Concrete 360* and more.





## AUCTION COMMITTEE REPORT

THE 2021 Concrete Industry Management (CIM) Auction was once again held in conjunction with World of Concrete (WOC) on June 9, 2021. Although we didn't exceed last year's record, the \$1.175 million raised was incredible considering the continued concerns of COVID-19, a reduced crowd due to obvious factors and especially the need to change our auction formatting given travel restrictions. The auction's success continues to emphasize the tremendous support for the program and continued interest from the concrete industry.

The 2021 CIM Auction featured a 2021 Mack® Granite® donated by Mack Trucks and equipped with a McNeilus® FLEX Controls™ Bridgmaster® mixer. Other big-ticket items included a Line Dragon® donated by Somero Enterprises, Inc., a Load and Go Ready Mix Truck Wash® system donated by Shumaker Industries and a COMMANDbatch System donated by Command Alkon.

In addition to the above-mentioned big-ticket items, we were pleased to have donations from industry leaders like CEMEX, LaFargeHolcim, Lehigh Hanson, Inc., Argos Cement, St. Marys Cement, Inc., Roanoke Cement Company, GCC, Martin Marietta as well as admixture donations from CHRYSO, Inc., Master Builders Solutions, Sika USA, Euclid Chemical, GCP Applied Technologies and CarbonCure Technologies, Inc. Due to COVID-19 restrictions, the auction was conducted entirely using Ritchie Bros. Auctioneer's Timed Auction System.

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

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

In preparing for the 2022 auction, scheduled for Jan. 19, 2022, we are still mindful of the COVID-19 pandemic and how it could impact the participation at WOC. Regardless of the auction's eventual format, we are very excited to possibly add several new large items that should generate even more interest. The early indication from existing donors continues to be positive despite having had only six months in between events. What we do know is that the pandemic has not reduced the need to continue promoting the program and raise needed funds. Therefore, we will once again be relying on the industry for your continued support.



**BEN ROBUCK**  
**Chairman**  
*Auction Committee*





**K. NICOLE GREEN**  
**Chairman**  
Recruitment  
Committee

THE RECRUITMENT COMMITTEE has used the 2020-21 academic year to get back to basics. The COVID-19 pandemic thwarted many of the direct recruiting efforts, including high school visits, college fairs and most on-campus recruiting events. Virtual connections were becoming less well-received with Zoom-fatigue setting in for most, especially high-schoolers. With two new recruiting coordinators at Texas State University and New Jersey Institute of Technology as well as two more expected in the upcoming year at South Dakota State University and California State University, the committee itself has been recharged with fresh ideas and skill sets.

The school recruiters used Zoom and phone calls to share ideas and best practices often over the last year. Connections were built or maintained with secondary schools anywhere they were available, mostly later in the spring of 2021. Most notably, Texas State connected through Skills USA with a group of teachers and Middle Tennessee State University (MTSU) spoke for the fifth year, this time virtually, to more than 60 career and technical education teachers across the state. Working through university admissions departments, CIM schools used a variety of methods to connect and draw in applicants and admits this year. Email campaigns, postcards and CIM interest packets with t-shirts were distributed.

On campus, in-person visits and campus tours were put on hold, so CIM recruiters turned their attention toward working behind the scenes to create or update articulation agreements and transfer pathways for area community colleges or technical schools. MTSU had some great results working through other campus resources including college advisors, freshmen and transfer admissions counselors, and by presenting to MTSU tour guides on “How to Concrete Up Your Campus Tours”. Plans are also in place at Chico State and Texas State to utilize student ambassadors in the upcoming year to assist in recruiting efforts.

Increasing the virtual presence of CIM to reach a younger generation was a prior goal and the COVID-19 pandemic really forced the issue. Creating videos and online content with the goal to attract prospective students has proven to be valuable in reaching the appropriate audiences, drive traffic to our websites and generate a buzz. Short videos and candid content will continue to be a focus in the future. Websites are also being adjusted to be more mobile-friendly by moving to a long-scroll format. In addition, tracking outcomes of visits and events will be a goal of the upcoming year to focus efforts to get the most students.

Join us at a committee meeting or reach out with your ideas on how we can promote CIM and attract students to our universities!





## MEMBERSHIP COMMITTEE REPORT

THE DEMAND FOR CIM graduates continues to outpace the supply, and that gap will only increase when the proposed federal infrastructure bill is approved and funded. Many of your companies drive that demand by hiring these well-trained and highly motivated students. My question to you is, “How many companies can honestly claim they invest in encouraging prospective students to join the program?”

I am not suggesting that your role as an industry leader is to go out and recruit at high schools and the like. Most of our CIM programs do that for us. I am proposing that you should make every effort to

educate yourself and your valued employees on the benefits to their children and grandchildren of our specialized hands-on, four-year business management degree.

So please get engaged with CIM at the national or local level and learn more about this great program. Then, make it a point to share your knowledge with your employees. In doing so you will be helping our industry, your company and your company’s employees!

Take the first step today by visiting: <https://www.concretedegree.com/>



**STEVE COX**  
**Chairman**  
Membership  
Committee





**RANDAL M.  
BEARD**  
**Chairman**  
*Long-Range  
Planning  
Committee*

THE VISION OF THE CIM PROGRAM is to be an industry recognized resource of future leaders to the concrete industry. The goal is to provide staff who have ground-level technical and business acumen to be an immediate productive resource. The Long-Range Planning Committee established key goals in 2017 that encompass the overall plan and vision for the CIM program. This plan has been used to list previous goals/strategies/action items that have been completed or are continuing. These goals are discussed at board or virtual meetings and adjusted to accommodate issues that impact our industry. Key strategic goals of the plan include:

### **Goal 1 - CIM Critical Issues Identified by Monitoring the Needs of the Concrete Industry**

- Provide sustainable initiatives that can be brought into the CIM brand which address the growing impacts on recruiting for industry, concrete production and construction industry.
- Improve the outreach of CIM at the state and regional level as well in the construction industry. Improve concrete industry participation, develop participants and continue to implement action on tasks and assignments.
- Update the branding message through marketing that assists university recruitment, improves NSC membership initiatives and reflects evolution of future industry initiatives that provides collaborative concrete industry messaging.
- Reflect the evolving graduate employees and student values pertaining to sustainability and environmental protection.
- Provide faculty support to match the growth of CIM.
- Support and promote Research Committee initiatives.

### **Goal 2 – Sustainable Initiatives**

We are raising awareness and identifying sustainable

practices that are aligned with the CIM mission statement. With the collaboration within CIM/industry networks, we are incorporating similar goals and messaging to successfully promote CIM, the program universities and Patrons. We are providing strategies and actions that promote CIM in the public domain and enhance the value and integrity of the CIM brand.

### **Goal 3 - Student Recruitment/ Patron Membership Initiatives**

Using the CIM university and Patron networks, we are conducting long-term research and collaborative activities to benefit the program and industry. We are implementing both industry and graduate employee surveys to identify industry trends and conditions and promote awareness of CIM. Fall 2022 has been identified to both implement, analyze data, and promote the results of the surveys to the CIM program and the concrete industry through marketing committee efforts. We are also developing strategies to incorporate graduate employees to participate on both the local, regional and NSC levels.

### **Goal 4 – Finances**

We are facilitating the generation and appropriate allocation of NSC and Patron funds in support of the CIM program. This is being accomplished by establishing one year of operational funds held in reserves, developing strategies for recruiting auction vendors and incorporating the use of current students completing promotional tasks at industry events.

### **Goal 5 – NSC, University Programs and Industry Awareness/Outreach**

Events of the past year have necessitated an increased focus on sustainable technologies, improved recruitment of students for current and future university programs and recruitment of support members within the local and Patrons groups. This will ensure that the NSC is configured and operated to lead and provide the continued success of CIM.



## EXECUTIVE MBA DEGREE IN CIM PROGRAM UPDATE

THE CIM EXECUTIVE MBA degree program is designed to expand the industry/academic partnership by bringing CIM to the business world through an Executive-type MBA. It stands alone in its focused curriculum on the concrete production and concrete construction industries. The program—offered through the Jennings A. Jones College of Business at Middle Tennessee State University (MTSU)—is the result of many years of close collaboration between MTSU, the CIM National Steering Committee and companies in the concrete industry. The four CIM intensive courses range from Sustainable Construction, Troubleshooting Concrete Construction, Concrete and Construction Finance, and Project Scheduling and Management.

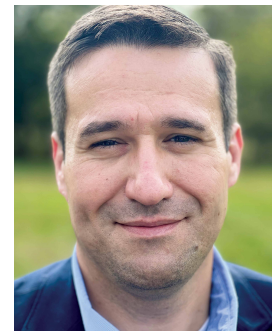
The program now allows for entry in any semester and is combined with the MBA Flex program to keep many options for courses available to students. The program can be completed as fast as 15 months or stretched out to accommodate a busy lifestyle.



Currently, many students are averaging 18-24 months. The format includes distance learning, webinars and one on-campus visit to MTSU. The distinctive partner structure is designed for networking and sharing experiences, while fostering a collaborative learning environment. 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:

**Jon Huddleston, CIM Director**  
**[Jon.huddleston@mtsu.edu](mailto:Jon.huddleston@mtsu.edu)**



**JON  
HUDDLESTON**  
**CIM Director**  
*Middle Tennessee  
State University*







## California State University **Chico**

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

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

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



## STAFF/FACULTY UPDATES

Chico State's recruitment for a new CIM Program Director was delayed due to the Coronavirus pandemic. A new search began in the summer of 2021. We hope to have a new director with industry and academia experience in place in October 2021.



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

## OTHER PROGRAM UPDATES

- Launched a national advertising campaign with spots purchased in prominent market locations. Take a look at the completed project: <https://youtu.be/4efR46TSC4o>
- Introduced the Laptop Lending program to assist students through remote learning.
- CIM Virtual Event celebrated our recent graduates. Spring and fall graduates were invited to attend, along with staff, faculty, and leadership for the college. A slideshow highlighted the students' many accomplishments during their time at Chico State. We also were able to send out graduation gifts to all our graduates.
- Thanks to the generosity of our Patrons group, we were able to cover the cost of the ACI Field Testing for all our students in the CMT 231 class this year. With Dr. Albahtiti's help, we had an almost 100 percent pass rate for this test.
- **CIM 10-Year Program Review:** The program review process is a framework for quality management as we embrace an organizational learning approach in which the program regularly and systematically assesses its own performance and uses the assessment information to foster collective learning and improve the program's capacity for educational effectiveness. Dr. Heather Brown agreed to be the external reviewer and conducted the 10-Year Program Review interviews. In her report she stated, "The reviewer found that the program aligns very well with the mission of the College of ECC and of Chico State as a whole and there is great interest in ensuring continued success of the CIM program." Also, she concluded, "The virtual Chico State campus visit by the external reviewer in April 2021 confirmed not only the validity of the self-study report, but also the universal enthusiasm among students, faculty and staff for everything CIM." We are thankful for Dr. Brown's time and commitment to CIM.

## RESEARCH AND/OR PUBLICATIONS

- Published one peer-reviewed journal paper: Ataie FF. Utilization of Treated Agricultural Residue Ash as Sodium Silicate in Alkali Activated Slag Systems. Materials. 2021; 14(2):329
- Dr. Mohammed Albahtiti received funding from the Federal Railroad Administration in collaboration with four universities across the U.S. to establish a Rural Railroad Safety Center.
- Student Aubrey Miller and Dr. Albahtiti working on the use of recycled toothbrush fibers as a method to control shrinkage in concrete.
- Dr. Albahtiti to collaborate with Mathews Ready Mix on testing recycled aggregate replacement from returned concrete.
- Dr. Albahtiti was selected to participate in the 2021 ASCE EXCEED Teaching Workshop.

## RESEARCH GRANTS RECEIVED

- Utilization of Almond Shells in Concrete - funded by ARI- \$21K
- 2-Utilization of Walnut Shells as Internal Curing Agents in Concrete - funded by Walnut Board of Calif. \$27,000
- Mohammed received \$200,000 NPCA/PCI funding to optimize the existing precast class and develop a cross campus collaborative prestressed precast concrete design class between civil engineering, architectural engineering, and construction science departments at CSU Chico and Kansas State University.

## STUDENT PROJECTS

- The CIM program at CSU Chico had a successful second biannual virtual career fair with plans to continue toward an even bigger third virtual career fair.
- CSU Chico NPCA team won the first place in the 2021 NPCA Foundation Student Competition.
- ACI Student Chapter started the CIM ACI Student competition between all CIM schools with funding from the Patrons. Our team won the first place with Texas State winning second and Middle Tennessee taking third place.

## STUDENT AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

- Tanner Olsen received the Lieutenant Robert Merton Rawlins



California State  
University **Chico**

**PROGRAM  
ENROLLMENT** **78** **72**  
Fall 2020 Spring 2021

## GRADUATES:

**6** Fall 2020

**10** Spring 2021



**180**

Number of graduates  
since program's  
inception



Percentage of  
graduates who had  
jobs waiting upon  
graduation



Number of students who  
had internships during the  
2020-21 school year.

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

**15**

**\$63K**

Scholarship and  
Award Money  
Distributed



**CAREER GOALS**

**2**

Career  
Fairs

**21**

Industry  
Partner  
Presentations

Merit Scholarship.

- Aubrey Miller received a \$2,500 scholarship from the NPCA Foundation.
- Eliana Aguilar and Luke Rath received \$5,000 scholarships from ASCC.
- Moises Mendoza was selected to work as an intern on the Habitat for Humanity project in Paradise funded by the CIM Patrons.
- Jackie Flores received the newly established CIM Wildcat Spirit Award.

## CORPORATE NETWORKING AND OUTREACH

- We hosted two virtual career fairs. The October 2020 event included nine industry partner presentations and resulted in multiple group and one on one interviews with our students for both permanent employment positions and available internships. The April 2021 event included 12 industry partner presentations and resulted in multiple group and one on one interviews with our students for both permanent employment positions and available internships.
- Chico State Giving Day - March 3, 2021 – our program raised \$4,100 through this campaign.

## K-12 STUDENT OUTREACH

- Dr. Seema Schrawat and the CIM Ambassador team successfully hosted four virtual recruitment events with invitations sent to community college counselors and high school advisors.
- CIM Ambassador Aubrey Miller made four visits to local high schools to present information regarding our CIM program.
- As part of Chico Preview Day, CIM hosted a breakout program information session.
- Participated in the virtual Choose Chico event and hosted individual sessions for incoming or interested students.

## PATRONS GROUP ACTIVITIES

- Fall 2020 and Spring 2021 Chico CIM Patrons meetings were held virtually in conjunction with the career fair.
- Patrons continue to thrive and grow with more than 80 companies and 40 individuals making up the Chico CIM Patrons.

## INDUSTRY RELATIONS/ STUDENT TRAVEL

- Due to the Coronavirus pandemic, all travel was prohibited through May 2021.
- World of Concrete (June 2021) Acting Program Director Seema Schrawat and ECC College Dean Blake Wentz attended.

# ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2020-2021



## ALUMNI INVOLVEMENT

- Jaymi Fridley presented about Networking in the Virtual Environment during CIM All-Major-Meeting in Spring 2021.

## CURRICULUM UPDATES

CIM courses (including CIMT 231, 389, and 453) were modified to meet the new style of virtual teaching. These courses are being offered and taught as synchronous courses with the students joining a live course meetings online. As for the CIMT 231 lab, initially, the plan was to teach it in-person, but unfortunately, we had to switch to an online lab as our campus went completely virtual. With some modification and implementing a new face-to-face plan, we were able to get university approval to have one-on-one sessions in the lab with each student. This is crucial hands-on learning for the students to obtain the experience they need for their future career and to prepare for the ACI Field Tech Grade I certification exam.

## FINANCIAL INFORMATION

Chico State CIM Patrons: Scholarships, Equipment, Recruitment, etc.	\$113,000
<b>Total Income</b>	<b>\$113,000</b>

EXPENSES	Student and Faculty Travel/ Professional Development	\$8,000
	General CIM Scholarships	\$54,000
	CIM WildCat Spirit Award	\$4,000
	CIM Habitat for Humanity Internship Award	\$5,000
	Research: Lab Equipment and Student Payroll	\$11,000
	Student Laptop Loan Program and Faculty Technology	\$28,548
	Gift Fee and Other Operating Expenses	\$4,500
	Recruitment/Digital Marketing/ Student Engagement, Committed for AY 20-21	\$20,000
<b>Total Expenses</b>		<b>\$113,000</b>







# MIDDLE TENNESSEE

---

## STATE UNIVERSITY

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

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



## MIDDLE TENNESSEE STATE UNIVERSITY

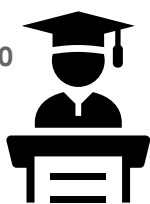
**PROGRAM ENROLLMENT** **155** **120**  
Fall 2020 Spring 2021

### GRADUATES:

**4** Summer 2020

**14** Fall 2020

**23** Spring 2021



**1,056**

Number of graduates  
since program's  
inception in 1996



Percentage of  
graduates who had  
jobs waiting upon  
graduation



Number of students who  
had internships during the  
2020-21 school year.

**47**

**15** Scholarships  
Available

**\$101K**  
Scholarship Money Given

Scholarship  
Recipients **35**



**CAREER FAIR**

Attended by:

**28** **50+**

Employees : Students

## STAFF/FACULTY UPDATES



JON HUDDLESTON  
MTSU Associate  
Professor & CIM  
Program Director

- Five faculty teach CIM courses: Dr. Marcus Knight, Dr. Zhifu Yang, Jon Huddleston, Kevin Overall and Dr. Heather Brown. Five staff support CIM in our department: Sally Victory, Nicole Green, Brittany Shelton, Melissa Burnett and Kevin Overall.
- Dr. Brown, SCCM Professor, was awarded the Joe W. Kelly Award by the American Concrete Institute.
- Dr. Brown and Huddleston were recognized as Faculty Who Make A Difference by the CIM student body.

- Dr. Blake Whitman, SCCM Assistant Professor, was awarded the Technical Paper of the Year by the International Erosion Control Association.

## RESEARCH AND/OR PUBLICATIONS

- Dr. Dr. Zhifu Yang and Dr. Heather Brown continued work on their externally funded TDOT project "The Use of Recycled Concrete Aggregate in TDOT mixtures".
- Dr. Brown continued 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.

## STUDENT PROJECTS

- ACI student club held 5 meetings with one guest speaker/industry partner after COVID-19 student club meeting moratorium was lifted.
- Jon Huddleston's CIM 3050 class poured a 35-foot sidewalk at the MTSU Child Development Center.
- CIM 3050 class poured three 10-foot by 10-foot picnic table pads for MTSU student commons area as a part of green energy initiative. The tables established on the pads provide solar powered charging for laptops and mobile devices.
- CIM 3050 class poured a 100-foot ADA sidewalk at MTSU's Chris Young Café.
- ACI student club participated in Tensegrity Table competition with other CIM schools, placing 3rd.
- CIM 4800 decorative concrete class cast benches for the Patron's silent auction.

## CORPORATE NETWORKING AND OUTREACH

- CCM hosted 35 socials (same number as in 2019-20). Events were held virtually and safely in small groups to connect students with employers.

- Spring Interview Days were also adjusted to be three weeks of both virtual and in-person to accommodate connections safely, masked and at a distance. For the CIM week, 16 total companies participated.

## K-12 STUDENT OUTREACH

- Virtually presented about programs and majors to:
- Putman County 8th graders (4 weeks in summer 2020)
- MTSU Tour Guides
- Blackman Collegiate Academy
- Participated in seven Saturday CBAS Preview Days, hands-on demonstrations and programs with each department and drove attendance through social media ads and marketing campaigns to all admits and undeclared students.

- Reviewing and/or creating articulation agreements with local and regional community colleges and trade programs (Hiller Total Tech program, Motlow State Community College, Nashville State Community College).
- Created major-specific cards to advertise individual programs and benefits to prospective students, counselors and parents.

## PATRONS' GROUP ACTIVITIES/ ALUMNI INVOLVEMENT

- Spring 2020 Golf Tournament in September 2020, raised \$69,500.
- Fall 2020 Skeet Shoot raised \$15,965.
- Hosted third golf fundraiser in Spring 2021, raised more than \$101,800.





## INDUSTRY RELATIONS/ STUDENT TRAVEL

### Dr. Marcus Knight

- Examiner for the American Concrete Institute Concrete Flatwork Associate, Finisher, Advanced Finisher and Concrete Field-Testing Technician - Grade I examinations.
- Developed a training program for staff of Thompson Machinery-Caterpillar in Laverne, Tenn. Training program was related to basics of land surveying. Training consists of 6 - 2.5 hour lecture and hands-on field training sessions.

### Dr. Kelly Strong

- Vice President of the South Central region of Design-Build Institute of America.

### Dr. Blake Whitman

- Member of the Standards and Practices Committee of the International Erosion Control Association charged with updating standard practices (e.g., silt fence design) associated with managing construction site stormwater runoff.
- Member of National Academy of Science Transportation Research Board Standing Subcommittee AKD50 on Hydrology, Hydraulics, and Stormwater of the Washington, DC.

### Jon Huddleston

- Member of the American Concrete Pipe Association Impartiality Committee and participates in ACPA's concrete pipe plant certification program (QCast) which is accredited via ANSI per ISO/IEC 17065. One of the requirements of this standard is for ACPA to have an "Impartiality Committee" that will be responsible to safeguard the impartiality of the program, i.e. not giving priority to members vs. nonmembers, big plants vs. small plants etc.

### Dr. Jacob Avila

- Serves as Accreditation site team evaluator for the Association of Technology, Management, and Applied Engineering and the Accreditation Council for Business Schools and Programs.
- Faculty sponsor for the Appalachia Service Project, Race to Build in Bristol, Tenn.

### Dr. Heather Brown

- Member of American Concrete Institute Committee 550 Foundations Certification charged with review and implementation of certifications for concrete foundations and a member of ACI Committee 544 Pervious Concrete Committee charged with overseeing building code standards for pervious concrete. She is also a voting member of the ACI Scholarship and Fellowship Committee.
- Member of the Music City Grand Prix Advisory Board, Nashville, Tenn.
- Member of the Board of Directors of the American Concrete

## FINANCIAL INFORMATION

National Steering Committee	\$151,000
CIM Patrons Income	\$239,106
<b>Total Income</b>	<b>\$390,106</b>

EXPENSES	NSC Approved Expenses	
	MTSU Administrative Travel	\$1,844.74
	Student Travel	\$1,221.50
	Lap Equipment/ Curriculum Updates	\$6,727.15
	Marketing/Recruiting/MBA	\$17,020.67
	Scholarships	\$50,000.00
	Operating	\$9,500.00
	<b>Total Expenses</b>	<b>\$86,314.08</b>

EXPENSES	Patrons Approved Expenses	
	CIM Building	\$170,000.00
	Accounting	\$2,480.96
	Goodwill/Auction	\$12,987.98
	Skeet Shoot	\$4,845.92
	Scholarships	\$51,841.00
	Golf Expenses	\$13,479.79
	Operating	\$3,500.00
	<b>Total Expenses</b>	<b>\$259,135.65</b>

Institute and the American Society of Concrete Contractors.

- Member of the Rutherford County Construction Council, the Concrete Industry Management Auction and Education Committees and the Nashville area Habitat for Humanity Construction Committee.

COVID-19 travel restrictions were finally lifted at the end of the Spring term which allowed six students, one faculty and one staff member to attend the rescheduled World of Concrete June 7-10, 2021.

## CURRICULUM UPDATES

- Adjusted to a fully online course schedule in light of the COVID-19 virus and added in hands-on opportunities and laboratory experiences in a safe manner, as needed to prepare students for the industry.
- Work through ATMAE Accreditation review and visit.
- Add in formalized steps to course curriculum to integrate career planning into key places in curriculum.
- CIM 4060 implementation of ASTM Compass training modules for cement testing.



# NJIT



## New Jersey's Science & Technology University

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

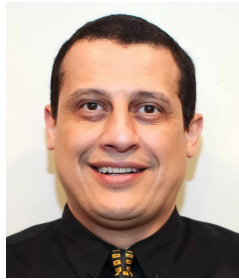
One of only 35 polytechnic universities in the U.S., New Jersey Institute of Technology (NJIT) is a top-tier research university that prepares students to become leaders in the 21st century. Located in the University Heights district of downtown Newark, the NJIT's campus provides 45 acres of innovation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



# ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2020-2021

## PROGRAM RECOGNITION

- Named 2020 ACI Excellent University.
- Our ACI Student Chapter was named Best Student Chapter of the Year by Newark College of Engineering.
- CIM students at NJIT are getting free ACI and ICRI certification.



DR. MOHAMED  
MAHGOUR  
NJIT CIM  
Program Director

## RESEARCH AND/OR PUBLICATIONS

### Active Research

- 90-Minute Rule of Ready Mixed Concrete
- Precast Concrete

### Book Chapter (pending)

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

### Journal Papers (published)

- Mohab Hussein, Mohamed Mahgoub and Ahmed Mousa, "Is Lightweight Concrete a Viable Option," Concrete International magazine, June 2021, American Concrete Institute (ACI).

### Conference Papers (published)

- 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, Oct. 25, 2020.

## STUDENT PROJECTS

- No experimental projects were allowed since concrete labs were closed.
- All senior project and independent studies students developed a ready-mix business plan.

## AWARDS, SCHOLARSHIPS, AND GRANTS

### Awards

- Second place in NPCA Competition (Mohamed Hassan and Nikolaos Benyamin), The Precast Show, New Orleans, La., May 17-23, 2021.
- NPCA donated \$3,000 to the program.

### Scholarships

- Scholarships from CIM's National Steering Committee (NSC) in the amount of \$33,000 were distributed to the students this academic year.
- CIM student Osama Mahmoud was selected for a \$3,000 scholarship from the New Jersey ACI Chapter.
- Sika and Silvi continue to provide annual scholarships to CIM undergraduate students.

### Active Grants

- NSF I-Corps "90 Minute Rule" (\$50,000)
- NSF Undergraduate Seed Grant - Concrete Slump Test (\$2,000)
- NSF Undergraduate Seed Grant - Application for Bridge Inspection (\$3,000)
- NJDOT Grant On Call Team (\$1 million)
- PCI/NPCA Precast Concrete Grant (\$160,000)

## FINANCIAL INFORMATION

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

EXPENSES	Travel by program director, faculty, staff, students	\$10,000
	Guest speakers, field visits, seminars, workshops, attending local events	\$0
	Undergraduate research	\$0
	Concrete laboratory	\$0
	Recruitment, CIM promotion/marketing, fundraising	\$0
	Socials	\$15,000
	Student competitions	\$0
	Supplies (copying, printing, stationery, etc.)	\$0
	ACI and ICRI student chapters	\$0
	Local Patrons' meeting	\$5,000
	Salaries	\$10,000
	Scholarships	\$25,000
	<b>Total Expenses</b>	<b>\$65,000</b>





**PROGRAM ENROLLMENT** **125** **125**  
Fall 2020 Spring 2021

## GRADUATES:

**0** Fall 2020

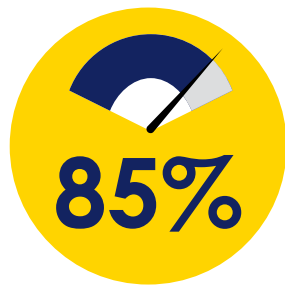
**5** Spring 2021

**2** Summer 2021



**120**

Number of graduates  
since program's  
inception



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



Number of students who  
had internships during  
the 2020-21 school year.

**Five**

**\$33K**

**Scholarship and  
Award Money  
Distributed**

**CAREER GOALS**

**2**

Career  
Fairs

**12**

Companies  
Attended

## Pending Grants

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

## CORPORATE NETWORKING AND OUTREACH

Due to the Coronavirus pandemic, our campus was closed and all organizational meetings were postponed.

## K-12 STUDENT OUTREACH

Due to the Coronavirus pandemic, our campus was closed and all organizational meetings were postponed.

## ON-CAMPUS RECRUITING

Due to the Coronavirus pandemic, our campus was closed and all organizational meetings were postponed.

## PATRONS GROUP ACTIVITIES

- Provided scholarship programs for CIM students including a Silvi scholarship, a Sika scholarship and CIM Northeast Patrons' Endowed scholarship.
- Provided internships, co-ops and full-time job opportunities to CIM students.
- Mentored students, keeping them engaged and guided them as they progressed through their studies.
- Provided supplies, donations and guidance for undergraduate concrete research projects.
- Organized the biannual CIM Northeast Local Patrons virtual meetings in Dec. 2020 and May 2021 which included virtual job fairs after the meetings. Twelve companies took part in the job fairs.

## INDUSTRY RELATIONS/ STUDENT TRAVEL

Due to the Coronavirus pandemic, NJIT put student travel on hold.

## INDUSTRY-SPONSORED AND CIM GRADUATE GUEST SPEAKERS

During the 2020-2021 academic year, 20 speakers participated virtually as guest speakers in our classrooms including the following companies:

- Silvi Group
- Weldon Materials

- NRMCA
- Sika
- Solidia

## ALUMNI INVOLVEMENT

CIM alumni have always given back to our program. Unfortunately, all activities were put on hold due to the Coronavirus pandemic.

## CURRICULUM UPDATES

We have updated CIM upper-level elective classes including:

- Blueprints
- Forms and shoring
- Codes regulations
- Precast
- Concrete estimating and bidding







# TEXAS STATE<sup>®</sup> UNIVERSITY

*The rising STAR of Texas*

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

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



## STAFF/FACULTY UPDATES

### Dr. W. James Wilde

- Serves as a member of Texas Aggregates & Concrete Association's (TACA) Education Committee.
- Serves as vice president on the Board of Directors for the ACI San Antonio Chapter.
- Spoke at TACA's Annual Short Course.
- Traveled with students to the NPCA Precast Show in New Orleans, La. and World of Concrete in Las Vegas, Nev.



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

### Dr. Fred Aguayo

- Serves as a member of TACA's Specifications Committee.

### Dr. Yoo Jae Kim

- Participated in the PCI Convention/committee meetings at Dallas/Fort Worth, Texas (March 3-5, 2020).

### Dr. Anthony Torres

- Was on sabbatical in fall 2020 and spring 2021. Worked remotely with LaFarge Holcim researching low carbon concrete mixtures.

### Christina Luna

- Serves as a member of TACA's Industry Promotion and Marketing Committee.
- Writes quarterly "CIM Corner" articles for the TACA Conveyor magazine.
- Traveled with students to World of Concrete in Las Vegas, Nev., June 2021.

## PROGRAM RECOGNITION

- In fall of 2020, the CIM program was accredited by The Association of Technology, Management, and Applied Engineering (ATMAE).
- Dr. Wilde and Christina Luna traveled to College Station for the TACA Short Course Conference in February. Dr. Wilde presented a program update to the TACA attendees.
- Josh Leftwich, president of TACA also presented an update on the CIM program at the TACA annual conference in June.

## RESEARCH AND/OR PUBLICATIONS

### Dr. Kim

- J. P. Mitchell, Bum-Yean Choo, and Yoo-Jae Kim, "Analytical Model of Two-Directional Cracking Shear-Friction Membrane for Finite Element Analysis of Reinforced Concrete," Materials,

Vol. 14, No 6, 2021, pp. 1-20. DOI.org/10.3390/ma14061460.

- 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," KSCE Virtual Conference on Jeju, South Korea, Oct. 22-24, 2020.

### Dr. Torres

- Torres, A., Aguayo, F., Alena, S., (2021) "The Effect of Various Polynaphthalene Sulfonate Based Superplasticizers on the Workability of Reactive Powder Concrete," Journal of Building Material Science, 2(1).
- Torres, A., Sriraman, V., & Ortiz, A. (2021). "Comprehensive Assessment of a Project Based Learning Application in a Project Management Course," International Journal of Instruction, 14(3), 463-480.

## 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.
- Developing low carbon content concrete mixtures using central Texas materials.
- Developing an alternative hardened air void characterization technique for durable highway concrete.
- The ACI Student Chapter competed in the 2021 First Annual ACI/CIM Student Chapter Competition, hosted by California State University, Chico. This was the first nationwide competition since the start of the Coronavirus pandemic.
- ACI Student Chapter participated in the ACI Houston Chapter Clay Shoot. Four members competed in a fundraiser hosted by the ACI Houston Chapter in spring 2021.

## AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

- Korea Agency for Infrastructure Technology Advancement (KAIA), 2019, CoPI, "Development of IoT-based Asphalt Pavement Quality Control Technology", Amount: \$88,574, April 2019 – December 2021.

## TEXAS STATE CIM PROGRAM AWARDS

The following students received leadership, service and Research awards:



## TEXAS STATE UNIVERSITY®

*The rising STAR of Texas*

**PROGRAM ENROLLMENT** **45** **37**  
Fall 2020 Spring 2021

### GRADUATES:

**1** Summer 2020  
**5** Fall 2020  
**7** Spring 2021  
**1** Summer 2021



**107**  
Number of graduates  
since program's  
inception



Percentage of  
graduates who had  
jobs waiting upon  
graduation



Number of students who  
had internships during  
the 2020-21 school year.

**Nine**

Note: This reflects students officially taking the internship class.  
Almost all students had summer jobs in the industry.

**\$48.5K**  
Scholarship and  
Award Money  
Distributed

**CAREER GOALS**

**2**  
Career  
Fairs

**21**  
Companies  
Attended

- Luke Cantu
- Devon Guerrero
- Brandon Chenault
- Tyler Dement
- Trevor Reisz
- Zachary Duncan
- Gavin Hargues
- Hollis Eppes
- Zenon Flores

The following students received academic excellence awards:

- Brandon Chenault
- Judson Coward
- Zachary Duncan
- Hollis Eppes
- Zenon Flores
- Gavin Hargues
- Zachary Hertenberger
- Eric Thomas
- Trevor Reisz
- Chris Soto
- Zeke Wood
- Nathan Zermeno

## CORPORATE NETWORKING AND OUTREACH

- Semi-annual Concrete and Construction Career Fair on Texas State campus. More than 70 companies attend, most with interest in CIM as well as construction management students. These are held in September and February each year. The fall 2021 Concrete and Construction Career Fair is scheduled as an in-person event.

## K-12 STUDENT OUTREACH

- Christina Luna presented the CIM program to teachers across Texas at the Industrial Minerals Conference, July 2021.
- Christina Luna presented CIM to the Round Rock Independent School District CLASS Conference, August of 2021.
- Christina Luna visited Comfort High School and has plans to attend fall 2021/spring 2022 college and career days. May be a virtual or in-person event.

## PATRONS GROUP ACTIVITIES

- Two CIM Patrons meetings on Jan. 13, 2021 and April 28, 2021.

# ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2020-2021

- Plan to resume on-campus meetings with student lunch and site tour on Sept. 22, 2021.
- Many Patrons group members mentored seniors throughout the fall 2020 semester on their capstone projects.
- Capstone course guest speakers and topics (fall 2020 and spring 2021):
  - o Lisa Horton, Lithko, Resumes and Interviewing Skills
  - o Brian Carson, Osburn Contracting, Project Scheduling
  - o Josh Leftwich, TACA, Industry Relations and Professional Development
  - o Joel Galassini, Cemex, Market Analysis
  - o Matt Young, Bill Spitzer & Associates, Business Negotiations
  - o Isaac Cedillo (TXST CIM 2013), Lithko, Project Estimating
  - o Sandler Training

## INDUSTRY VISITS AND DEEP DIVE INTO BUSINESS PRACTICES

- Les Garrett, Five Star Concrete
- Chase Coleman, Yarrington Road Materials
- Amy Jimenez (Texas State CIM graduate 2015), Raba Kistner
- Larry Miller, Heldenfels Precast
- Greg Odenthal
- Pierre Villere, Allen Villere Partners
- Dustin Kleider and Justin Dickey, Tex-Mix Concrete

## INDUSTRY RELATIONS/ STUDENT TRAVEL

Students attended the following conferences with faculty:

- 2021 Precast Show, New Orleans, La.
- World of Concrete, Las Vegas, Nev.

## ALUMNI INVOLVEMENT

- Alumni continue to be involved in the Patrons group. Griffin Taylor (2011 CIM graduate) with LafargeHolcim is now serving as the vice chairman of the Texas State CIM Patrons Board and Andrew Mouser (2014 CIM graduate) with TAS Commercial Concrete is the new secretary/treasurer.

## CURRICULUM UPDATES

- New online master's degree in construction management. Approved at Texas State and began fall 2020.
- Dr. Kim is developing a new course: Decision making in construction management (CSM 5364), which will be available to CIM students.

## 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.	\$126,000
	<b>Total Income</b>	<b>\$276,000</b>

RESERVE	Personnel: Full-time recruiter	\$100,000
	<b>Total Income</b>	<b>\$100,000</b>

EXPENSES	Scholarships	\$48,500
	Student and Faculty Travel	\$16,922
	Recruiting and Marketing Travel	\$3,463
	Research: Undergraduate Student Researchers	\$4,136
	Personnel: Full-Time Recruiter	\$66,159
	<b>Total Expenses</b>	<b>\$139,180</b>





# THE CONCRETE INDUSTRY MANAGEMENT PROGRAM 2020-2021

## A YEAR IN NUMBERS

### Enrollment/Student information

**400+**

Total number of students  
enrolled in CIM programs

Number of  
graduates

**78**



**1,500+**

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

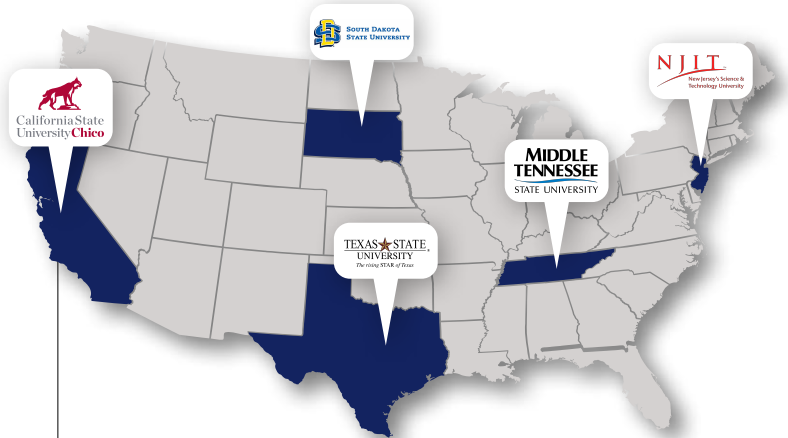
**80 percent** Industry retention rate

### Auction information

#### ANOTHER SUCCESSFUL AUCTION!

More than **\$1.15 million** in gross revenue  
raised at annual auction at World of Concrete

ONE MIXER TRUCK GENEROUSLY DONATED BY:



**ninety-one** Number of students who  
completed internships



**\$700**  
THOUSAND

Amount  
distributed to  
CIM program  
universities



**40 graduates**  
since 2014

### National Steering Committee

**seven committees**



Education



Marketing



Finance



Membership



Auction



Recruitment



Long-Range  
Planning

# LEIGHA JENSEN LAFFERTY

## MIDDLE TENNESSEE STATE UNIVERSITY

Anticipated Graduation Date: December 2021

### **Why did you choose MTSU and the CIM program?**

As a non-traditional student returning to college, I put a lot of thought into what was going to provide a good living for my family and be something I'd enjoy.

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

Our CIM program has provided invaluable real-world knowledge, both in the classroom/lab and out of it. The CIM program at MTSU has provided invaluable real-world knowledge, both in the classroom/lab and out of it. Every one of our professors and staff are invested in helping their students get the best education and experience possible from the program. MTSU CIM provides multiple opportunities to attend industry conferences (I attended World of Concrete and the NRMCA ConcreteWorks Conference) and they bring companies right to us to discuss internship/career opportunities.

### **What advice would you give to current CIM students?**

Take every opportunity to get to know your professors and staff. Not only are they your starting point for and house a wealth of knowledge regarding networking and potential employers, but they will also become your biggest advocates.

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

Yes! I obtained a 2021 summer internship with Vulcan Materials in Birmingham, Ala. I gained extensive new knowledge and on-the-job experience. I was also able to utilize all aggregate knowledge I received at MTSU, especially in Vulcan's quality control lab.

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

I have met numerous CIM Patrons during my time in the program through attending outings like the golf tournament and skeet shoot, as well as the groundbreaking ceremony for MTSU's new CIM building. We have also had some Patrons attend classes to speak on their experiences.

“The CIM program at MTSU has provided invaluable real-world knowledge, both in the classroom/lab and out of it. Every one of our professors and staff are invested in helping their students get the best education and experience possible from the program.”







The wide variety of experience I have received through my summer internships has provided me with a well-rounded view of the concrete industry and has helped me develop what I want from my future career."

# AUBREY MILLER

**CALIFORNIA STATE UNIVERSITY, CHICO**

Anticipated Graduation Date: May 2022

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

The combination of many technical classes our program provides paired with the opportunity for internships helps prepare us for life after college as we enter the concrete industry. Real-world skills we learn through our program include estimating and concrete testing in lab as well as learning about the chemistry of cement and everything that goes into concrete.

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

Yes! So far, I have completed three internships, one for each summer that I've been in school. At the end of my freshman year, I worked for a ready-mix company that taught me how to test concrete which helped me receive my ACI Grade 1 Field Testing certification. My second summer was spent as an admixture systems intern with BASF in Seattle and Portland, and my final summer was spent as an independent sales intern with MasterBuilders Solutions.

## **Have you been able to interact with the CIM Patrons at Chico State? If so, in what capacity?**

I interact with many of the CIM Patrons in a variety of settings. I meet most Patrons in my classes where they are guest speakers. I also interact with them during our Patrons' meetings held twice every school year. At these informational sessions, we learn more about their company and their industry, as well as find out what they look for in new hires.

## **What advice would you give to other current CIM students?**

Be friendly and bond with your other classmates! They become your network in the future. Also, beginning your freshman year, do as many internships as you can. To get a complete view of the concrete industry, make sure to mix things up and do a variety of internships.



# OSAMA MAHMOUD

## NEW JERSEY INSTITUTE OF TECHNOLOGY

Anticipated Graduation Date: May 2022

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

I really love the world of construction. I started my career when I enrolled in the architecture school, however, I still felt that the construction piece was missing. That is when I found the CIM program. The combination CIM degree with an architecture degree is exactly what I was looking for!

### **What advice would you give to other current CIM students?**

Love what you do and never stop improving as a professional. Seek out and attend industry events. Better yet, try to be a presenter if the opportunity is available. Your knowledge doesn't have to be limited to the classroom. Read as much as you can about what is happening in the concrete industry and check out concrete projects around you. There is always an opportunity to learn something new!

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

Through CIM, I was able to create a network of industry professionals. Through that association, I was able to secure an internship as an AutoCAD draftsman with a construction company where I got great experience in construction drawing.

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

The NJIT CIM Patrons have always been supportive and willing to help answer our questions and help with our projects. They have been extremely supportive of the ACI Student Chapter at NJIT. I have been fortunate enough to receive several scholarships from them for which I am very thankful.

“ Love what you do and never stop improving as a professional. Seek out and attend industry events. Better yet, try to be a presenter if the opportunity is available. Your knowledge doesn't have to be limited to the classroom.”





“After a few years spinning my wheels and switching majors, I found the CIM program. I thought to myself, ‘Why expend time, money, and energy into a degree that ‘may’ get me a job? Instead, why not invest my resources into a degree that is in demand just about everywhere?’”



## CODY STAUFFER

**CALIFORNIA STATE UNIVERSITY, CHICO**

Class of 2018

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

I work for Dave Humphrey Enterprises, Inc. We are an exclusive dealer of CON-E-CO concrete batch plants, Pearson Water Systems, Command Alkon batch controls, WAM Inc. parts and equipment, and many more. I support all the accounts in our southwest region (Arizona, southern California and southern Nevada). At DHE, I wear many hats. I am responsible for sales, our company’s social media presence, sales development, and much more.

### **Why did you choose to work with DHE?**

I met owner and President Scott Humphrey while pursuing my CIM degree at Chico State. Scott was looking for a CIM student intern to work as a booth attendant at World of Concrete (WOC) for one of DHE’s product lines. I jumped at the opportunity! I enjoyed it so much that I volunteered to work for DHE again at the 2018 WOC show - a year in advance. At WOC 2018, DHE, Inc. extended a job offer. It was a tough decision as it required me to move 500 miles away from my friends and family. I took a chance, jumped into the unfamiliar and moved to Los Angeles. I’ve never looked back!

### **Why did you choose the CIM program?**

Simple - return on investment (ROI). After a few years spinning my wheels and switching majors, I found the program. I thought to myself “why expend time, money, and energy into a degree that ‘may’ get me a job? Instead, why not invest my resources into a degree that is in demand just about everywhere?”

### **What advice would you give to current students?**

Opportunities are your friend. I tend to say “yes” to all available (within reason) and have had great results. Join all the clubs, go on all the trips and show up to class. Organize your peers, make study groups, keep each other accountable, etc. The camaraderie may have been the best part of the entire experience. And don’t be afraid to take a job away from home. I miss my grandma, but it’s awesome to experience new places. We live in Arizona and love it, which I never would have predicted as a woods-loving student at CIM.

# JOANNE STAUFFER

**CALIFORNIA STATE UNIVERSITY, CHICO**

Class of 2017

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

I began working for Vulcan Materials Company in 2017 as a sales trainee and after a year, moved into my current position as a sales analyst supporting all our central and northern California operations. I am responsible for maintaining an understanding of our cost inputs, production/logistical capabilities and market conditions to provide pricing guidance to the sales teams that aligns with our overarching market strategy.

### **Why did you choose to work with Vulcan?**

I chose Vulcan because of their sales trainee program. I was unsure which path I wanted to follow when it came time for graduation and the trainee program allowed me to continue learning about the industry from inside the business. I spent my first year rotating through all different departments from sales to production to quality control and the knowledge/relationships I built during that time continue to contribute to my success daily.

### **How has CIM prepared you for your current job responsibilities?**

CIM truly provided a solid foundation. The wide range of knowledge and experience gained through curriculum and internships has added value to my personal and career growth. Learning the industry language, experiencing different facets of the industry firsthand and interacting with industry professionals has all prepared me to do the one thing that I believe has contributed to my success: asking good questions.

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

Yes! I participated in internships every summer, joined and directed industry-student associations (i.e., ACI), networked and volunteered whenever possible. I took advantage of all opportunities that CIM offered and I encourage all students to do the same. Internships allow you to do a trial run at a company or in a position that interests you. This may help answer the question “what do you want to do when you grow up?”

### **What advice would you give to current students?**

The best advice I could give is to be curious, ask questions and LISTEN! Not only will you learn from others’ experiences, but this will help you build strong, lasting relationships. Get to know your peers. Once you all graduate and spread into different parts of the industry, you will have many great resources in each other on a personal and professional level.

“CIM truly provided a solid foundation. The wide range of knowledge and experience gained through curriculum and internships has added value to my personal and career growth.”





“ This program helped me grow into a smart, confident and strong woman in the concrete industry. I graduated with seven job offers and became a motivational speaker. Having a strong knowledge base and a passion for concrete has taken me far in my short five-year career.”



## NATALIE MARTIN

### TECHNICAL SALES MANAGER

Cresset Chemical Company

#### Which CIM program did you graduate from and in which year?

I graduated from the CIM program at Middle Tennessee State University in 2016. I am currently a technical sales manager at Cresset Chemical Company and serve as the vice president of the CIM Patrons board as well as the chair for the CIM outreach committee. I also speak at high schools in Tennessee to recruit new CIM students.

#### How did you get involved with the CIM program?

I was a nontraditional student at a local community college when I met Dr. Heather Brown. With her encouragement, and after meeting Sally Victory and Nicole Green, I knew I would get the support I needed to succeed in the CIM program. This program helped me grow into a smart, confident and strong woman in the concrete industry. I graduated with seven job offers and became a motivational speaker. Having a strong knowledge base and a passion for concrete has taken me far in my short five-year career.

#### Tell us about your first job experience after graduation.

The first company I worked for after graduation was Stalite Lightweight Aggregates and I was their third CIM hire. They knew that our knowledge base of concrete mix design and quality control certifications would make us great technical sales representatives. From day one, we were able to help customers in their labs and on jobsites.

#### What benefits do you think CIM graduates bring to companies?

From my experience, I was very quick to learn company products, organize customer lists, build relationships, and make sales. My current employer, Cresset Chemical Company, has also benefitted from the networks I built as a student with associations like ACI, NRMCA and ASCC.

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

I am so proud that the industry started and continues to strongly support the CIM program. This goes further than raising funds. Any CIM student or graduate can contact an industry leader for advice and support no matter who they work for. When I graduated, I had a list of Patrons and industry people to contact if needed. To this day, anytime I need help solving a problem, I reach for my CIM contact list to get the assistance I need. I don't know many degree programs and industries that continue to support you after graduation.

# GUY CHALEUNSINH

## PROJECT DIRECTOR, FLUOR

May 2019 Graduate of CIM MBA program

### **Where are you currently working, what is your position and what are your job responsibilities?**

I am currently working in Saudi Arabia as a program director, managing mining capital projects for a tier 1 client. In this role, I am primarily engaged in management activities that establish the direction of business functions or projects. I perform all project management responsibilities on large to mega-sized and high-risk engineering, procurement, fabrication, and construction/construction management projects. This includes management of technical and commercial proposals, project planning, means and methods of project execution and strategy, schedule preparation, cost estimating, and more.

### **Why did you choose to enroll in the CIM Executive MBA program?**

The MBA program had the right balance of theoretical and practical knowledge that I felt was relevant to the industry I am currently involved in. The hybrid program also worked well with my busy schedule.

### **How has the CIM Executive MBA program allowed you to impact your business and your current job responsibilities?**

Moving into a leadership role, the program provided me with the theoretical knowledge and an understanding of business principles, which allowed me to analyze and evaluate complex business issues objectively, hence more informed decisions.

### **How did the CIM Executive MBA program allow you to advance your role in the concrete industry?**

The program applies theoretical concepts to real-world situations, so the knowledge learned during the MBA program was quickly adopted into my day-to-day activities.

“If you are ever wondering how decisions are made at a management and leadership level, then this is the right program for you. The CIM MBA program will expose you to concepts and strategies utilized in global business, tailored for the concrete and construction industries, making complex theories relevant and easy to understand.”





“Students will never find the same support structure that CIM offers. The concrete industry funds scholarships and fosters a first-class learning environment which includes daily interaction between students and industry professionals.”

# JON HUDDLESTON

## ASSOCIATE PROFESSOR, CIM DIRECTOR CIM MBA DIRECTOR

Middle Tennessee State University

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

I became the director of the CIM program at MTSU in August 2020 and the CIM MBA Director in August 2021. My primary responsibilities include program and building fundraising as well as an owner representative, CIM accreditation and promoting the CIM program to both the concrete industry and prospective students.

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

I was originally recruited to the CIM program as a prospective student in 2001. I was amazed at what the program had to offer and the level of industry involvement. I earned my degree in CIM in 2006. While working on my MBA, I offered to help teach labs for the CIM program and there I found a true passion for teaching. I moved from a teaching assistant to lab manager role and in August 2014, I joined the faculty as an assistant professor.

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

Students will never find the same support structure that CIM offers. The concrete industry funds scholarships and fosters a first-class learning environment which includes daily interaction between students and industry professionals.

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

The numerous career opportunities for graduates range from sales/technical sales, plant management, supply chain management, information technology and quality control. The list of career paths is truly infinite. We are seeing alumni become regional managers, vice presidents, as well as becoming business owners.

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

MTSU CIM has traditionally focused on the ready-mix sector and will continue to do so. However, we are seeing a great deal of growth in our market from the manufactured concrete products sector and we would like to expand our academic reach into that area. Also, once we complete the new building in August 2022, we plan to start introducing new experiential learning opportunities for students and would like to see a new project opportunity come online every five years to help continue interest in the program and keep it at the forefront in a recruit's mind.



# JESSIE ANNA BOONE

**SENIOR NATIONAL  
SPECIFICATIONS MANAGER**  
Carbon Cure

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

I am currently the MTSU CIM Patron's President as well as a voting board member. I work along side the CIM professors, staff and other CIM alumni in promoting, fundraising and advancing the CIM program.

### **Why did you get involved with the program?**

My involvement started as a student in 2006. I had just dropped out of college after a failed attempt at some of my pre-dental requirements when a friend from high school told me about the concrete program at MTSU. She was a CIM major and was thrilled with the job opportunities available to her. I made an appointment with the CIM administration office and the rest is history.

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

The concrete and construction world is ever changing and the CIM program needs industry insight to keep up with what's new in technology and materials. Through our partnerships, some CIM graduates have segued into career paths that are industry related but not exactly concrete. The CIM program sees this as growth and a huge selling point to a student that wants to be in the industry, but not fully on board with working in ready mix. Partnerships are lucrative, both for the company and for the CIM program because it's the best way to broaden our reach to find the next generation of leaders.

### **How can other companies get involved in the CIM program?**

The easiest way is to contact the CIM director and ask if you can line up a social or come to campus and conduct interviews. Professors also encourage guest speakers, plant or facility tours and field training. Each program has a Patron's group that meets regularly, and we appreciate industry involvement to further our traction in the industry.

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

It is clear that we are not keeping up with industry demands when it comes to the number of graduates each year. I would like to see the number of CIM declared majors double in the next few years. I would also like to see more females graduating with a CIM degree. It's relatively easy to get the guys to look at CIM, but not so much for the ladies. If we start building our student body with more females, that will help grow the industry.

“ I would like to see the number of CIM declared majors double in the next few years. I would also like to see more females graduating with a CIM degree. It's relatively easy to get the guys to look at CIM, but not so much for the ladies. If we start building our student body with more females, that will help grow the industry.”





# ALEX BURKHART

## WHEN

WE FIRSTS MET Alex Burkhart in the 2014-2015 CIM annual report. At that time, he was a student at Texas State University and we talked with him about his internship experiences.

### **What was your internship position and responsibilities?**

I worked for Smith-Midland as a project manager. I oversaw handling one project that included everything from working with production to schedule when panels would be produced, checking drawings from engineering, working with the customer, and scheduling deliveries with the shipping department.

### **What skills and concepts did you learn about the concrete industry?**

At Smith-Midland, we focused a great deal on lean manufacturing and continuous improvement on the process. I learned how important it is to plan up front on a project and to follow the plan. I also learned how to work with multiple departments to make sure we are working for the best interest of our customers. Finally, I have a much better understanding of how the precast process works from start to finish.

### **Through this internship experience, did you learn anything new about yourself?**

I discovered that I have a lot to learn still and that the older generation wants to help me learn from the mistakes they made so that I don't make them. I also discovered that I should not worry what my coworkers might think of my suggestion, that I might have an idea that they haven't thought of and that it might be a better idea.

### **What advice would you give to current CIM students who are looking to apply for internships?**

Companies want to bring students into their place of business to show them what they do and want to form a relationship with them. This way they are in a better position to potentially hire the student when they graduate. This is a benefit to the intern also because they are familiar with how the company works, and if they have impressed the company during the internship, the company could likely offer them a position.





WE RECENTLY ASKED ALEX, a 2016 graduate of the CIM program at Texas State University, a few questions about what he has been up to since her graduation more than five years ago.

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

I am currently a projects manager at Smith-Midland Corporation. I manage a variety of project types from specialized concrete barrier used at the White House to projects that use our architectural cladding system, SlenderWall, and everything in between. As a projects manager, I'm involved with projects from start to finish, which includes project development, engineering and submittals, manufacturing, shipping and erecting the project, closeout and warranty. I'm responsible for meeting the schedule and keeping the project on budget.

#### **Why did you choose this position and this company?**

In this role, I have the opportunity to work with every department and everyone at the company. This means that every day is different and brings different challenges to overcome. It also allows for travel to the different jobsites to see the challenges that contractors in the field have and what I can do to help overcome these challenges. Why did I choose Smith-Midland? They are an innovative company in the precast industry and they

push the boundaries of what precast can do. I could see that I could be an asset to them.

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

The CIM program gave me a solid concrete foundation to build from. Any new employee goes through on-the-job training that is specific to that position in a company. However, the deep knowledge base the CIM program provided put me steps ahead and allowed me to be an immediate asset to my company.

#### **Why did you choose the CIM program?**

I grew up in a precast family which allowed me to see that the concrete industry had a bright future and I wanted to be part of it. I knew the CIM program would give me the foundation that I needed to get started in my career. The Texas State program particularly is in an ideal location with a large variety of concrete industry-related companies a short distance away. That local industry supports the program at Texas State by hiring graduates and sponsoring scholarships.

#### **What advice would you give to current CIM students?**

CIM is a great program, but you'll only get out of it what you put into it. If you slack off and only put in minimal effort, your return will be minimal. Put in the effort and be involved with the program. This will provide you the opportunities to travel to industry-related events, to see the industry and make those contacts that will pave the way to a successful career in the industry. Apply for the many scholarships that are offered. This will not only help pay for your education, but will get your name out in the industry, setting you apart from others. The education the CIM program provides is in demand and the concrete industry is great to be a part of with endless possibilities.



# ERICA JOHNSON

## WHEN

WE FIRST MET Erica Johnson in the 2014-2015 CIM annual report. At that time, she was a student at New Jersey Institute of Technology and we talked with her about her internship experiences.

### **What is your current internship position and responsibilities?**

I am the Sika Concrete and Waterproofing marketing intern. I have assisted in the transition of all our documents into the Global Harmonization Standard which was mandated by OSHA. I work with tradeshow logistics, website administration and overall graphic needs for the concrete and waterproofing division. Originally planned as a summer internship which began in June, 2014, I have been fortunate to continue with it for the past year and plan to continue it into the fall of my final semester.

### **Why did you choose this internship?**

I choose Sika because of their well-respected reputation, as well as its strong foundation in the construction industry, which has now spanned more than 100 years.

### **What advice would you give to current CIM students who are looking to apply for internships?**

Go out there and dive right in. If you are willing to put yourself out there and are open to learning, people in this industry are willing to help. It's not about how much you already know, but how willing you are to be taught.

### **What skills and concepts did you learn about the concrete industry during this internship?**

I have learned how to handle myself in a business setting and have seen parts of the industry I would have never experienced in a classroom setting. I have been able to sit in on target market meetings, trade show planning meetings and worked on various projects that helped the sale of our products.

### **How did your internship experience help you develop a career in the concrete industry?**

It really helped me understand how much work this industry does. People in the concrete industry work long, hard hours to ensure their products meet and exceed consumer expectation. Without my internship experience, I would not have been able to comprehend that.





WE RECENTLY ASKED ERICA, a 2015 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 six years ago.

**Where are you working and what is your position and responsibilities?**

I am the online sales manager at Sika Corporation located in Lyndhurst, NJ. I have been in this role for more than two years but have been with Sika Corporation for the last seven years working in various roles. My current job responsibilities include managing Sika's pure online sales accounts and growing this business across the company. This role has challenged me in the best ways. It has required me to further build out many of the business skills I learned originally in my time at NJIT in the CIM program.

**Why did you choose this position and this company?**

The opportunity to become Sika's online sales manager was not something I originally envisioned for myself, yet I am beyond grateful that it is where my career has taken me so far. If you had asked me where I saw myself 5+ years following my time at NJIT, I would not have imagined my answer would be "in the eCommerce/online sales world." But I am so thankful to have been given the opportunity to take on this challenge and make this job my own. And specifically, if you were to ask me "Why Sika?" its two driving

reasons: the people and the opportunities. I have been so privileged to work with and learn from some truly incredible professionals and teams during my time here. Additionally, I have been offered various opportunities to grow and develop myself within the company while having a direct impact on Sika Corporation's success.

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

CIM prepared me for my current role in many ways. It requires a variety of skills and CIM gave a foundation in many of them. From the required business minor courses to support a well-rounded understanding of business, to the soft skills such as communication and the ability to present ideas effectively, CIM prepared me for the real world.

**Why did you choose the CIM program?**

I chose the CIM program originally with the thought of rounding out my architectural education with a hands-on specialty in construction materials. Little did I know the CIM program would be the driving force in my career. One of the most unexpected things looking back about the CIM program is and was the active industry involvement and passion of the supporting staff, who truly care about student success.

**What advice would you give to current CIM students?**

My advice for current students would be to do as much as you can within the industry while you have the opportunity. Join the student chapters of ACI, ICRI, and the various young professional groups the CIM program has to offer. Being involved in those organizations will give you so many skills that will translate much further than you could ever expect.





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)

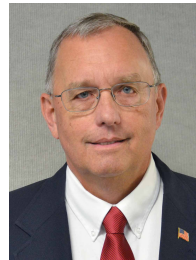
The Post-Tensioning Institute (PTI)



## 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.



**Michael Schneider**  
Chairman



**Nicole R. Maher**  
Treasurer/Secretary



**Steve Cox**  
Vice Chairman



**Wally Johnson**  
Immediate Past Chairman

## 2020-2021 NSC Leadership

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

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

## The National Steering Committee

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

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

For more information, visit [www.concretedegree.com](http://www.concretedegree.com).

## BOARD OF DIRECTORS



**Bruce Christensen**  
*Senior Vice President*  
Master Builders Solutions



**Steven Cox**  
*Vice President – Customer Success*  
Command Alkon



**Frank Flatch**  
*Vice President, Human Resources  
& Corporate Council*  
Silvi Group Companies



**Julie Garbini**  
*Executive Director*  
RMC Research & Education Foundation



**Beverly Garnant**  
*Executive Director*  
American Society of Concrete Contractors



**Jamie Gentoso, PE**  
*Global Head of Solutions & Products Business Unit*  
LafargeHolcim



**Douglas Guerrero**  
*Chairman*  
CIM Patrons of California State University, Chico



**Marti Harrell**  
*Vice President, Technical Services  
& Professional Development*  
NPCA Foundation



**Scott B. Harrison, PE**  
*Senior Associate*  
Construction Insight DC, LLC



**Michael Ireland**  
*President and CEO*  
Portland Cement Association



**Wally Johnson**  
*Retired*  
U.S. Concrete, Inc.



**Nicole Maher**  
*Chief Operating Officer*  
Ready Mix Concrete Association



**Eugene Martineau**  
*Executive Director*  
CIM National Steering Committee



**Paul Ozinga**  
*Executive Vice President*  
Ozinga RMC, Inc.



**Mark Peabody**  
*Vice President, Human Resources*  
U.S. Concrete, Inc.



**Ben Robuck**  
*Vice President, Infrastructure & Direct Work*  
CEMEX



**Mike Schneider**  
*Vice President & Chief People Officer*  
Baker Concrete Construction



**Aaron Snowdon**  
*Senior IT Manager*  
Lehigh Hanson



**Karl Watson, Jr.**  
*Chief Executive Officer*  
Forterra, Inc.



**Rick Yelton**  
*Editor-at-Large*  
Informa

**\*NSC Directors as of December 1, 2021**





# ANNUAL REPORT

*"Advancing The Concrete Industry By Degrees."*

[www.concretedegree.com](http://www.concretedegree.com)