

ANNUAL REPORT 2022-2023



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MESSAGE FROM THE EXECUTIVE DIRECTOR

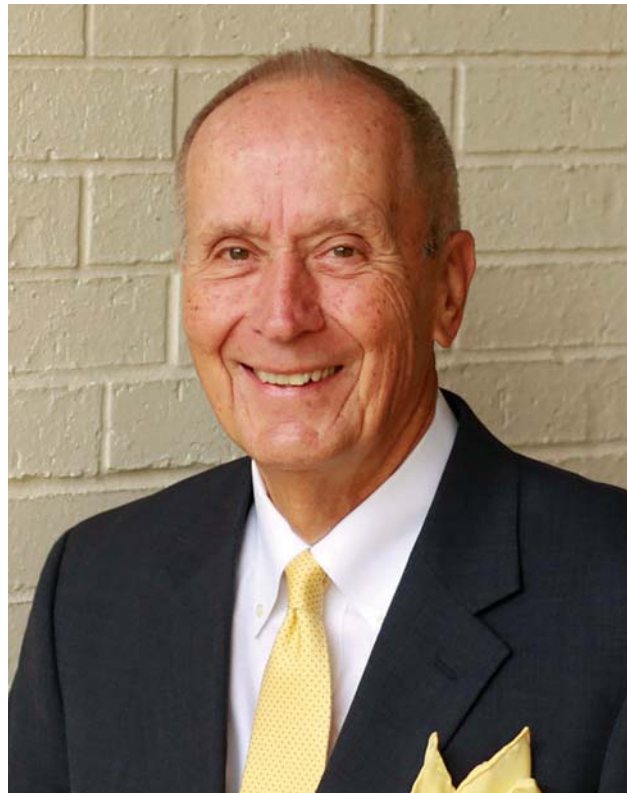


WELCOME to the Concrete Industry Management (CIM) program! The following pages tell wonderful stories of students, graduates, program directors, faculty and staff in the CIM programs at Middle Tennessee State University, New Jersey Institute of Technology, California State University – Chico, Texas State University and South Dakota State University. You will also meet some of our Patrons; concrete industry leaders who volunteer their time, talent and resources to our universities or as members of CIM's National Steering Committee (NSC). We are also fortunate to have more than a dozen concrete associations contributing to the learning environment on campus and providing current research and technology advances to the curriculum to ensure it is contemporary. Together, these individuals and groups comprise a most unique, high-quality bachelor's degree program.

In this report, you will learn why the concrete industry has chosen to generously support the CIM program for more than a quarter of a century. You will also read about our Patrons hands-on involvement through mentoring students, providing insights about the growing concrete industry, providing paid internships to every student, helping students perform community service projects and conducting plant tours for students to see technology at work.

You will discover why students have chosen the CIM program as their major area of study and learn how the scholarships are provided by the concrete industry, Patrons and the NSC help make a quality education affordable. In this report, you will learn why CIM graduates are in high demand. Most graduates of the CIM program have multiple job offers with substantial salaries and benefits prior to graduation. In addition to the academic rigor of the curriculum, upon graduation, our students have completed at least one internship in the concrete industry, interacted with numerous executives and concrete experts in their classes and have attended several national and regional concrete association events.

This report will also introduce you to a few CIM graduates whose lives have been forever changed by pursuing a professional career in the concrete industry. Since the inception of the CIM program, nearly 80% of our graduates remain active in the concrete industry today. Finally, you



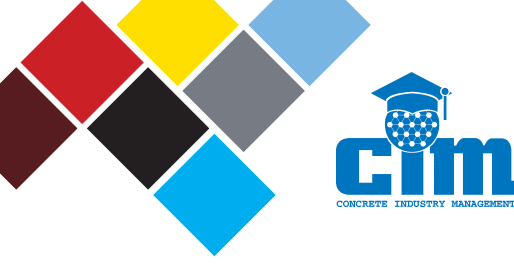
will learn how the NSC's Marketing Committee, to build awareness of CIM and enhance recruitment to meet the increasing demand for CIM graduates, developed and executed its first digital advertising campaign.

If you are in the concrete industry, we encourage you to get involved with CIM. There are many opportunities to serve in a Patrons group or in the NSC. We also ask that you share this report with someone interested in a college education that will prepare them for management career opportunities for a lifetime!

Sincerely,

Dr. Rex L. Cottle

Executive Director, CIM National Steering Committee



MESSAGE FROM THE CHAIRMAN OF THE BOARD



LEADERSHIP MATTERS.

It matters in our homes, our places of worship, our communities, our companies and the CIM community.

This year has been a year where leaders in the CIM community have made a meaningful and lasting difference.

Each of the program universities were given more autonomy, more resources and they collectively created a five-year strategy to dramatically increase the number of students matriculating through the five schools. Each program is executing on that strategy and you will see in this report the details behind what they are doing. We now have outstanding program directors at each school, Patron boards that are either being reinvigorated or continuing to set the benchmark and an Auction Committee that miraculously sets new records every year. We have everything in place to drive success.

It has been clear from the inception of the first CIM program that finding a home for our students was never going to be a problem. The demand has outstripped supply the past 26 years. Success is satisfying that demand with exceptional graduates. While we still have a long way to go, I am happy to report that our enrollment is up 50 percent from the fall of 2021 to the fall of 2023. While this is a team effort, the lion's share of the credit goes to the local Patron boards and the program directors. The passion they have for the industry and the students is both palpable and admirable.

We still have a long way to go to satisfy the demand, but we have momentum, enthusiasm, and most importantly, leadership to continue to increase the graduates necessary to perpetuate and grow this wonderful industry.

Sincerely,

Karl Watson

Chairman, CIM National Steering Committee

EDUCATION COMMITTEE REPORT



IT HAS BEEN A PRODUCTIVE YEAR for the NSC Education Committee!

Curriculum Updates – The Committee held a virtual trade association webinar to hear from their staff about the most current educational offerings both in print and online. Each association spent time discussing scholarships, research and events that students could take part in as well. Eight associations participated and the takeaway was a comprehensive list of updated resources that will benefit our five schools.

The Student Learning Outcomes (SLO) were reviewed by the NSC and approved with commentary for further action. Four takeaways came from that effort including reviewing sustainability, operations and sales topics and increasing soft skill development in the classroom. A thorough crosswalk of existing sustainability topics was accomplished and several gaps were identified. A team of educators and industry members will pull resources together to ensure those gaps are addressed. Each school has a different set of operations courses with required topics sprinkled into various courses. It was determined that a fresh look at how we teach operations for all market sectors was timely. Sales has been an ongoing discussion since so many of our graduates pursue sales opportunities. Each school has found ways to increase sales exposure for students, but it is not consistent amongst the group. A concerted effort to lean on Sandler training as we have done in the past and on a much smaller scale was agreed upon. Work is being done over the summer in 2023 to determine sales training options for all our interested students

through this platform.

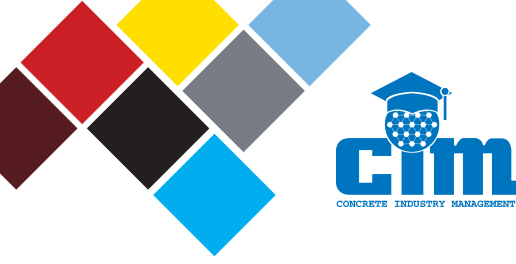
One of our SLOs is focused on engagement in professional development. This has been what has long separated CIM from other college majors. Our students get to see the real-world aspects of the concrete industry from the first day they declare their major. In return, companies are eager to meet the students due to their career readiness. Every cycle of students brings new challenges and it was recognized that additional efforts in developing soft skills may be necessary coming out of post-pandemic life. The skills discussed include career fair engagement, dress code, mock interviewing, social etiquette and preparing an elevator pitch for themselves. The committee continues to look for best practices to share and discussed creating a video series that can be shared on social platforms for students to have in preparation for their big moment. If your HR department utilizes some unique tools for soft skill development, please share.

The last exciting update includes pilot programs being launched by South Dakota State University (SDSU) in 2023. They will offer a CIM minor to junior and senior non-majors in hopes of spreading the good news about the major and attracting more students to the industry. Secondly, they will offer an online CIM undergraduate degree to working professionals who want to pursue the degree but cannot relocate to SDSU or attend class during traditional hours. There will be bootcamp in-person labs and presentations to ensure they have some face-to-face time. We are all excited about the new educational offerings to grow the CIM brand awareness and increase CIM alumni!



DR. HEATHER J. BROWN

Chair
*Education
Committee*



FINANCE COMMITTEE REPORT



NICOLE R. MAHER
Chair
Finance Committee

THE FINANCE COMMITTEE is pleased to report that the 2022-2023 fiscal year was another phenomenally successful one for the National Steering Committee (NSC) and CIM. The primary driver of the organization’s revenues was the record-breaking auction held at World of Concrete (WOC) that recorded gross receipts of more than \$2.1 million. This record was aided by the repeat donation of a concrete pump to our auction, which accompanied our other major items including two ready mixed concrete trucks, a laser screed, cement lots, admixture packages, equipment parts credits and more than 200 other items from our very generous donors.

Because of the continued financial support of the CIM program by the industry, the NSC was able to distribute nearly \$1 million to the CIM program universities. Of that total, \$500,000 was directly distributed as program support with \$100,000 to each of the five program universities. This support funding is primarily used to offset the unique aspects of the CIM program in supporting the CIM faculty and students’ expenses to interact with the concrete industry at concrete industry events such as the WOC, CONEXPO-CON/AGG and national concrete industry association events. In addition to the support payments, more than \$220,000 was distributed to the programs in the form of scholarships. The scholarship funding is vital to assisting the universities in their recruitment of new students into the CIM program. Ever since the industry has recovered from the great recession, the demand for graduates by the industry has exceeded the current number of annual graduates and the increased number of scholarships available for new students has greatly helped grow CIM student enrollment. To support this goal, this fiscal year also saw the Board of Directors approve funding to support full-time recruiters at each

university. The initial \$50,000 per school payments were issued in the spring and future years will have two payments per year totaling \$100,000 per school.

The NSC Board of Directors made its final \$100,000 payment this fiscal year in support for the capital campaign for the new Concrete and Construction Management building on the campus of CIM’s flagship university Middle Tennessee State University (MTSU). The building opened in Oct. 2022. The Board of the NSC believes this building is an important testament to the success of the CIM program since its humble beginning in 1995, and so pledged a total of \$500,000.

All of 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. Each program university continues to supply the CIM program with the requisite administration, program director, faculty, classrooms, and laboratories. The three-way partnership between the universities, the local Patrons and the NSC is the financial model that was established for each CIM program at the program’s inception, and it has and continues to work well.

In addition to the major disbursements to the program universities, the NSC total expenses were slightly lower than our original budget. Of the roughly \$800,000 remaining in expenses, two categories were the most significant. The marketing committee expense of approximately \$300,000 was used to promote the various initiatives of NSC committees, expand our digital marketing outreach for recruitment of students and to keep the concrete industry informed of the progress of CIM. The activities of the marketing committee are detailed in the Marketing Committee’s section of this report. The other major operating expense was for auction and meeting expenses.

The following are the audited financial highlights of the 2022-2023 fiscal year. The NSC is well positioned financially to continue to carry out its mission

	BUDGET	ACTUAL
Total Revenue	\$2,067,500	\$2,177,697
Total Expenses	\$2,159,500	\$2,013,679
Increase/Decrease in Cash	(\$92,000)	\$164,018

Un-audited net assets as of 6/30/23 = \$3,452,699

AUCTION COMMITTEE REPORT



THE 2023 Concrete Industry Management (CIM) Auction was once again held in conjunction with World of Concrete (WOC) on Jan. 18, 2023. For the past four years, we have been extremely fortunate to break records, and this auction followed that trend by breaking the \$2 million barrier for the first time ever.

For the second consecutive year, Alliance Concrete Pumps, NORCAL Kenworth and Kenworth Truck Co. donated a brand-new truck-mounted concrete pump. In addition, thanks to donations from Peterbilt and Contech, we were able to offer a second concrete mixer truck. We were once again fortunate to receive donations of a concrete mixer truck from Mack® Trucks, Inc. and McNeilus® as well as an S-485 Laser Screed® from Somero Enterprises, in addition to many other items targeted specifically for the concrete industry.

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.

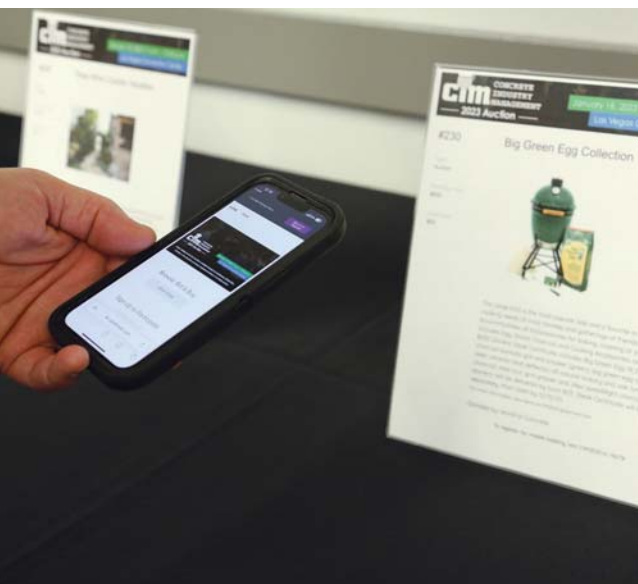
The 2023 silent auction also brought in record proceeds for CIM. Donated items included cement, fly ash, aggregate, concrete saws, drills, safety equipment, training sessions, reference books and software subscriptions, laptop computers, sports travel packages and golf and vacation travel packages and much more.

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

We are already in preparations for next year's Auction, scheduled for Jan. 24, 2024. We are anticipating another lively event in conjunction with WOC and early indication from our donors continues to be encouraging. We are excited to be able to provide the much-needed funds for this great program.



BEN ROBUCK
Chair
Auction Committee





**BRIAN
GALLAGHER**
Chair
*Marketing
Committee*

THE PRIMARY OBJECTIVE of the CIM Marketing Committee is to tell the story of CIM, while concurrently spotlighting the accomplishments of our program universities, students, faculty, alumni, Patrons and other significant contributors and supporters of our programs. The committee undertakes the responsibility of enhancing brand recognition, advocating for CIM initiatives and supporting the annual CIM Auction at World of Concrete.

Year after year, our CIM programs have realized significant achievements and accomplishments and fostered intriguing concepts, while cultivating the future leaders of our industry. Furthermore, entities such as the National Steering Committee (NSC) and Patrons Groups, among others, provide valuable leadership and support to the CIM program.

In addition to building concrete and construction industry awareness of CIM, the Marketing Committee focuses on enlightening prospective students and influential individuals about the abundant educational and career prospects within the concrete industry. Throughout the 2022-2023 academic year, we have maintained a synergistic relationship with the Recruitment Committee to formulate a suite of tools and resources designed to enhance the visibility and appeal of the CIM program.

Key CIM Marketing Committee successes include:

Digital Marketing Recruitment Campaign: The Committee successfully conceived and executed a pilot digital advertising campaign with a dual focus: enhancing CIM brand awareness and boosting student recruitment. The campaign was initiated as a pilot project to test the efficacy of digital advertising as a tool for increasing program visibility and facilitating student recruitment in collaboration with local universities. In collaboration with Advancing Organizational Excellence (AOE) and B Media, the Committee designed and implemented a creative strategy to promote the concrete industry as a career and the CIM program as an option for students.

The inaugural campaign's primary aim was to generate awareness about CIM as a prospective academic field,

stimulate traffic to the CIM campaign microsite and encourage school visits. The campaign utilized an array of ad platforms with a focus on creating awareness and triggering specific actions. The demographic targeting was meticulously designed to focus on geographies near program universities and incorporated a wide spectrum of search terms and phrases. Spanning 70 days, the campaign significantly exceeded analytical expectations and provided valuable insight into the behavior of CIM's target audience. The entire campaign, which included strategy formulation, creative design, microsite development, market research, video creation and media purchases, reached more than 28 million people and provided valuable insights on how digital marketing can support the program branding and student recruitment process.

Concrete Legacies Program: The Concrete Legacies program was conceived as a strategic initiative to further advance recruitment for the CIM program among individuals already engaged in the industry. Our research data indicates a considerable proportion of our students and alumni possess familial ties to the industry, which affirms the substantial influence and reach within this specific community. The central aim of the program is to shed light on the myriad opportunities that CIM provides. By doing so, we aim to inspire those active in the industry to urge their family members to consider pursuing a degree in CIM, thus preserving and extending this legacy within the industry.

The campaign adopts a comprehensive multi-faceted approach, employing a blend of digital marketing techniques, trade show banner graphics and an assortment of collateral materials. The use of these different platforms is aimed at not only widening the visibility of the CIM program, but also demonstrating the tangible benefits and career opportunities a CIM degree can offer. It reinforces the program's commitment to nurturing the next generation of industry leaders and maintaining strong connections within the industry family networks.

The implementation of the Concrete Legacies program is not a solitary venture, but rather a

MARKETING COMMITTEE REPORT



collective effort in collaboration with various associations and trade groups that are integral parts of the CIM community. By leveraging these relationships, the program enhances its reach and influence, fostering a deeper understanding of the potential of CIM degrees within the industry's community. This collaboration further demonstrates CIM's commitment to working in partnership with industry stakeholders to foster a vibrant, sustainable and innovative concrete industry.

Website and Digital Media: Our digital communication strategy relies significantly on the ConcreteDegree.com website and our presence on LinkedIn. We persistently refine our website, prioritizing enhancements in navigation, mobile and search engine optimization (SEO), as well as incorporating compelling graphics, visuals and videos. Our fundamental objective is to deliver expansive and valuable information to students and those who influence them. As we progress, the website will continually evolve, exhibiting growth in content, traffic and user engagement.

Our digital media endeavors primarily emphasize content marketing and social media engagement, with a focus on platforms such as LinkedIn, Twitter and Facebook. In our pursuit of superior student interaction, we have devised strategies for more youth-oriented social platforms like Instagram and Snapchat. These efforts underscore our commitment to utilizing every viable channel for communication and engagement with our diverse audiences.

CIM Auction Support: The CIM Auction has once again exceeded expectations and set new records. We were fortunate to receive generous donations from our steadfast CIM supporters as well as from first-time donors. The inclusion of two concrete mixer trucks and a concrete pumper truck significantly contributed to our record-breaking achievement. The Marketing Committee was instrumental in ensuring the success of the CIM Auction, employing a diverse array of solicitation materials, promotional tools such as advertising, digital media, press releases, collateral materials, videos, graphics and articles to further bolster the event's reach and impact.

Recruitment Materials: Maintaining an intimate working relationship with the Recruitment Committee remains a key focus for the Marketing Committee. In addition to the digital marketing campaign and the Concrete Legacies program, we have created numerous resources to connect with students and those who influence them, such as specific updates to the website and tailored recruitment materials. We are also in the process of drafting a digital marketing strategy specifically designed to engage high school students. The aim is to elevate awareness about the industry, the diverse career prospects it offers and the role of the CIM program within this landscape.

Collateral and Promotional Materials: The Marketing Committee created an array of promotional items such as brochures, presentations, graphics and other supporting materials. Additionally, the committee was instrumental in crafting the Annual Report and Executive Summary, providing stakeholders with comprehensive updates on national and institutional activities.

Public Relations, Advertising and Content Marketing: CIM collaborates with AOE to enhance our public relations endeavors. Employing public relations, advertising and content marketing as key tactics, we aim to optimally promote the CIM brand. Our CIM e-newsletter, dispatched six times annually, has a robust readership base of more than 3,300 subscribers. In addition, we engage in strategic partnerships with concrete industry trade associations, further magnifying our reach through print and digital advertisements while simultaneously disseminating our news and updates. The efficacy of our efforts was evident in the past year, with a notable achievement being the circulation of eight press releases and the successful publication of more than 32 articles in various industry-specific publications.

Events: The 2022-2023 year included CIM exhibits at World of Concrete, ConcreteWorks, The Precast Show, CONEXPO-CON/AGG and the American School Counselors Conference.





**PAULA
DUNN**
Chair
*Recruitment
Committee*

THE RECRUITMENT COMMITTEE has gone through some exciting changes in the 2022-23 academic year. With the continued challenge the universities have been experiencing in overall lower enrollment and declining levels of high school graduates attending college, the board made a big decision in July 2022 to financially support a dedicated recruiter for each of the five universities. We are happy to announce that each of the universities now has a fully dedicated staff position that will focus on recruiting. We are excited to welcome them to the team!

Nicole Green, who served as committee chair for many years, has taken on a new role at Middle Tennessee State University (MTSU) and has decided to make room for another leader as her new role has less of a focus on new student recruitment. We thank Nicole for her hard work and dedication to the committee.

I have now assumed the role as committee chair. In addition to the recruiters from each school, others from producer companies and various association members have joined the committee to help strengthen the efforts of the schools. We now have a large group of dedicated committee members to develop initiatives, drive programs, share best practices and measure effectiveness.

After our meeting in January 2023, the committee discussed our charter and key areas of focus. Simply put, our charter is to increase enrollment. We separated

our objectives into short and long term and agreed that it should be a balance of autonomy and collaboration between the universities and the marketing efforts of the National Steering Committee. For the 2023-24 school year, our key objectives are to:

- Coordinate recruitment tracking between schools to set base lines and gain critical intel of incoming students.
- Determine methods to facilitate communication and share best practices connecting the universities.
- Create “playbooks” for selected best practices.
- Get producers, suppliers, associations and alumni involved.

In addition, we have selected a few longer-range objectives. Some creative ideas include identifying unique ways to increase awareness at the high school level like bringing them to industry conferences, creating student competitions or working with outside vendors that have numerous connections to teaching opportunities. We will continue to evaluate metrics to streamline information and provide recommendations to the board. Lastly, the committee will support national and school campaigns.

Please consider joining a committee. We have exciting things coming down the pike. It is a great opportunity to get involved, even if for one project.

WELCOME OUR STRONG TEAM OF RECRUITERS:

Sally Victory, MTSU; Nicole Soto, NJIT; Jennifer Heller, South Dakota State University;
Shirley Hall, Chico State University; Tyler Key, Texas State University

EXECUTIVE MBA DEGREE IN CIM PROGRAM UPDATE



THE CIM EXECUTIVE MBA degree program is designed to expand the industry/academic partnership by bringing CIM to the business world through an executive-type MBA. It stands alone with 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 in as little as 15 months or stretched out to accommodate a busy lifestyle. Many students are averaging 18-24 months currently. 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

ENROLLMENT DATA

Fall 2022	6
Spring 2023	7

GRADUATES

Summer 2022	1
Fall 2022	2
Spring 2023	3



JON HUDDLESTON
CIM Director
Middle Tennessee State University

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

Marketing and Industry Outreach

In our continued effort to reach management development groups and associations to create awareness in the industry about the CIM MBA, the following events were marketing presentations about how the CIM MBA can prepare a candidate for job advancement in their own company as well as the benefits a graduate will offer to their employer:

Tennessee Concrete Association (Feb. 9, 2023). Jon Huddleston spoke about the MTSU CIM and CIM MBA programs.

Cement Employers Association (April 6, 2023). Jon Huddleston presented about tuition reimbursement programs and investing in your current employees.

Master Builders Solutions – Concrete Fundamentals Course (April 17, 2023). The

presentation focused on advancing your career with a CIM MBA program.

How is your Company Competing in the Job Market?

When I am contacted by a potential CIM MBA candidate, I am usually asked questions about the courses, job advancement potential and cost. However, until the past year, I had never been contacted by an employer. This year has been far different. We have seen unprecedented increases in wages and salaries across the industry coupled with a new generation that wants more out of their career than a paycheck. Potential employees are looking beyond the salary to see how the employer will invest in their future.

The answer to this question is a Tuition

Reimbursement Program (TRP) and it is surprising how many companies don't offer tuition reimbursement or don't advertise their TRPs. More than 80% of employees now consider tuition assistance an important factor in their job search right behind healthcare, and more than 25% of employees quit their jobs each year because of a lack of career development.

Companies across multiple industries have seen a significant return on investment from their TRPs and that's due to several factors such as reduced employee turnover, tax savings to the employer, talent development and increased employee engagement. So the next time an employee asks you about tuition reimbursement for the CIM MBA, ask yourself if you can afford to not offer a TRP and invest in your own workforce.





THE CONCRETE INDUSTRY MANAGEMENT PROGRAM 2022-2023

A YEAR IN NUMBERS

Enrollment/Student information

294+

Total number of students
enrolled in CIM programs

Number of
graduates

63



1,586+

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

80 percent Industry retention rate

Auction information

RECORD BREAKING AUCTION!

More than **\$2.1 million** in gross revenue
raised at annual auction at World of Concrete

TWO CONCRETE MIXERS
AND ONE CONCRETE PUMPER DONATED BY:



McNeilus



Con-Tech
MANUFACTURING, INC.



ninety-two Number of students who
completed internships



\$750
THOUSAND

Amount
distributed to
CIM program
universities



46 graduates
since 2014

National Steering Committee

6
committees



Education



Marketing



Finance



Auction



Recruitment



Long-Range
Planning



California State University **Chico**

400 West First Street | Chico, CA 95929-0722
530.898.4428 | 800.542.4426

California State University, Chico is home to high-value programs, an active community, and engaging faculty who empower students to Do and Dare in their careers and lives. Better known as Chico State, we are a Hispanic-Serving Institution proud of our active and engaged student body and our strong connection with the local community and the state of California.

STAFF/FACULTY UPDATES

- Shirley Hall was hired as the CIM program recruiter in the Fall 2022 semester.
- Mohammed Albahtiti was promoted to associate professor in Spring 2023.



NICK STEINBERG
CSUC CIM
Program Director

ACCREDITATION UPDATE

- **ATMAE Accreditation:** Chico State's CIM program has been awarded ATMAE (Association of Technology, Management and Applied Engineering) accreditation. This accreditation signifies that the CIM program has met certain standards of quality set by the organization and ensures that the program's curriculum, faculty, facilities and resources are aligned with industry needs and best practices. ATMAE indicates that graduates from accredited programs are well prepared for professional practice in the industry.

RESEARCH AND/OR PUBLICATIONS

- Dr. Mohammed Albahtiti received additional funding from the National Precast Concrete Association/Precast/Prestressed Concrete Institute (NPCA/PCI) for the continuation of the collaborative precast class he teaches with Dr. Kimberly Kramer of Kansas State University.

STUDENT PROJECTS

- **NPCA Competition:** Chico State's CIM program won first place in the 2023 National Precast Concrete Association Student Design Competition in Columbus, Ohio. The students presented a precast concrete solution to modern issues and earned the top prize of \$7,000.
- **Women in Concrete (WIC) Event:** The WIC club hosted their second annual Women in Concrete Day. Alumni and industry professionals, including Mary Teichert, joined us in Chico to discuss their experiences in the industry and connect with students.
- **ACI Golf Tournament:** The American Concrete Institute (ACI) student chapter hosted their 11th annual golf tournament at Bidwell Golf Course in Chico. Alumni and Patrons were invited

to play and network with our current students. This has been the highest grossing golf tournament for the chapter to date.

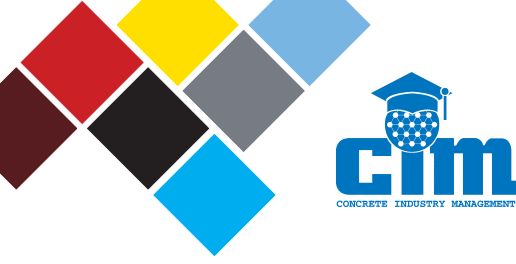
- **Islamic Center Project:** CIM students took the lead on a community service project at the City of Chico's Islamic Center. With the help of Professor Albahtiti and industry support for the materials needed, the CIM students were able to manage, plan and construct a new 13,000-square-foot parking lot.

STUDENT AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

- **Weatherston Award:** Three Chico State CIM students participated in the Bob Weatherston Award presentation at World of Concrete in January 2023. All three were awarded prizes. Maria Navarro and Mohammed Mirza were each awarded \$1,000 and Yanetli Navarro-Hernandez was awarded the top prize of \$2,500.
- **2023 Lt. Rawlins Merit Scholarship:** Yanetli Navarro-Hernandez was chosen to receive the prestigious Lt. Rawlins Merit Scholarship. Yanetli represented the College of Engineering, Computer Science and Construction Management. This scholarship is one of the largest and most prestigious awards on campus as it celebrates scholarship, extracurriculars and outstanding academic and professional accomplishments. Only one representative from each college is chosen.
- **College of Engineering Outstanding Student Leader and Graduation Reflections Speaker:** Yanetli Navarro-Hernandez represented the College of Engineering, Computer Science and Construction Management as the outstanding student leader and the commencement reflections speaker. The dean of each college selects one student who best exemplifies dedication to the principles and virtues of the collegiate mission. This is the highest honor given to a graduating senior.
- **ACI Award:** Chico State's ACI Student Chapter was awarded the 2022 Excellent University Award and the Certificate of Appreciation. At the ACI convention, our students hosted a student and young professional networking event with more than 300 attendees. Leaders and executives from the concrete industry also attended.

CORPORATE NETWORKING AND OUTREACH

- Two successful student/Patron networking socials were held, one per semester. The socials give students an opportunity to network with the Patrons and distribute resumes or business cards.



ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2022-2023



California State
University **Chico**

**PROGRAM
ENROLLMENT**

50

Fall 2022

47

Spring 2023

GRADUATES:

3

Fall 2022

12

Spring 2023



216

Number of graduates
since program's
inception



Percentage of
graduates who had
jobs waiting upon
graduation



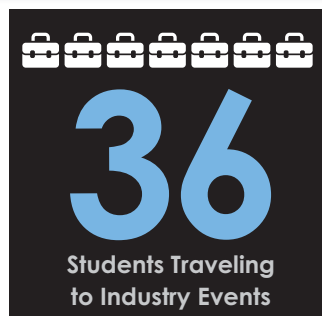
Number of students who had internships
during the 2022-23 school year.

12

20

Number of students participating in
unofficial internships (not for credit).

\$50K
Scholarship and
Award Money
Distributed



36

Students Traveling
to Industry Events

K-12 STUDENT OUTREACH

- The CIM Ambassador Team set up tables for recruiting on campus more than 25 times throughout this academic year. Significant interest was expressed by many Parents and prospective students who visited campus for the Choose Chico event.
- **College and Career Fairs:** Throughout the academic year, our CIM recruiter visited 15 college and career fairs in various California locations. Some of the events were trades- and construction-specific. Email addresses of potential students were collected for future outreach.
- **High School Presentations:** Our CIM recruiter also made presentations to classes that align with the CIM program curriculum at 16 high schools. The classes included welding, career technical education, construction and Advancement Via Individual Determination (AVID). Our CIM ambassadors also participated in a few of the presentations. To date, our recruiter has visited more than 35 cities in California.
- **Events:** Our first ever 'Concrete Day' event was a huge success. CIM hosted more than 65 high school students who visited the campus, toured our labs and learned more about the CIM program. It was a day full of demonstrations and hands-on activities. We were fortunate to have a group of alumni and Patrons in attendance who introduced the students to the concrete industry.

PATRONS GROUP ACTIVITIES

- Our Fall and Spring CIM Chico Patrons meetings were two of the highest attended meetings in program history. The local Patrons group is dedicated to the growth and development of the program.
- The CIM Chico Patrons group presented the Chico State University Advancement with a \$1 million endowment check. The endowment is currently 85% funded.
- The Chico CIM Patrons continue to thrive and grow and continue to add contractors and new concrete and material companies to their ranks.

INDUSTRY RELATIONS/ STUDENT TRAVEL

- **ACI Fall Convention 2022:** Five students attended the ACI Convention in Dallas, Texas, to compete in the previous concrete cylinder student competition.
- **World of Concrete: January 2023:** 12 of our CIM students, including three who participated in the Weatherton Award presentations, attended the convention.
- **National Precast Concrete Association (NPCA):** Professor Mohammed Albahtiti and Program Director Nick Steinberg, accompanied six students to the NPCA conference in Columbus, Ohio.

ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2022-2023



- **ACI Spring Convention 2023:** 13 CIM students attended the ACI Convention in San Francisco, California. Five students competed in the international fiber-reinforced concrete bowling ball competition.

ALUMNI INVOLVEMENT

The CIM alumni group has been working with the CIM director to establish opportunities for collaboration and mentoring with current students. In May, the alumni held a networking and professionalism event which was open to all CIM students.

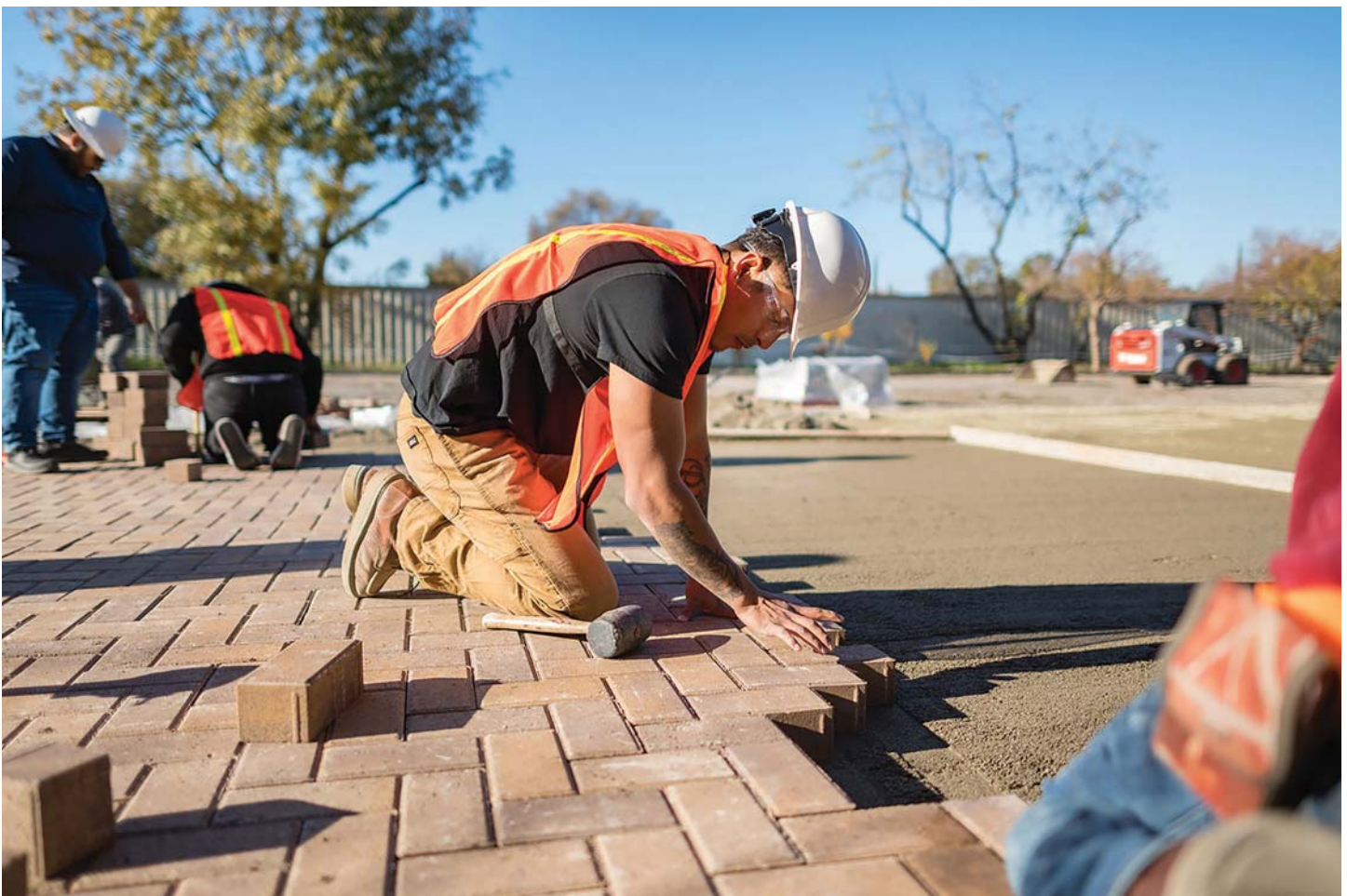
CURRICULUM UPDATES

After evaluating areas for opportunity within the current curriculum, we are working on several courses that will be introduced to the curriculum committee this fall, including a project management course specific to the concrete industry. Next, we are looking to add an upper division course that focuses on sales and financial considerations for managers.

FINANCIAL INFORMATION

INCOME	Chico State CIM Patrons: OE, Scholarships, Salaries	\$150,000
	National Steering Committee	\$150,000
	Total Income	\$300,000

EXPENSES	Salaries	\$115,000
	Student and Faculty Travel/ Professional Development	\$50,000
	CIM Scholarships	\$50,000
	Recruiting/Marketing, Events, Promotional Items	\$35,000
	LAN and Other Operating Expenses	\$20,000
	Endowment Fund	\$30,000
	Total Expenses	\$300,000





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MIDDLE TENNESSEE STATE UNIVERSITY

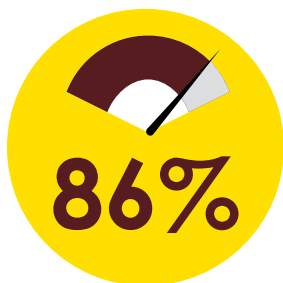
**PROGRAM
ENROLLMENT** **133** **126**
Fall 2022 Spring 2023

GRADUATES:

2 Summer 2022
9 Fall 2022
19 Spring 2023



1,109
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
2022-23 school year.

34

14%
Enrollment Increase
from 2022

\$116K
Scholarship Money Given



160

Concrete and Construction
Companies on Campus
for Student Networking

STAFF/FACULTY UPDATES

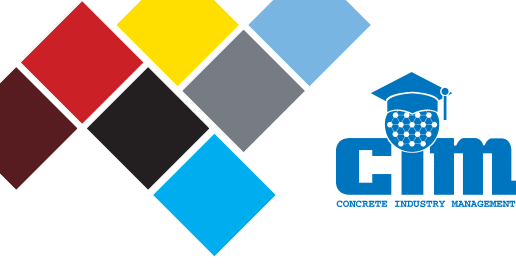


JON HUDDLESTON
MTSU Associate
Professor & CIM
Program Director

- Six faculty teaching CIM courses include Dr. Kelly Strong, Dr. Marcus Knight, Dr. Zhifu Yang, Jon Huddleston, Kevin Overall and Dr. Heather Brown.
- Five staff members who support CIM in our department are: Sally Victory, Nicole Green, Brittany Shelton, Melissa Burnett and Kevin Overall.
- Three faculty who were recognized as Faculty Who Make A Difference by the CIM student body include Dr. Zhifu Yang, Jon Huddleston and Kevin Overall.
- Jon Huddleston has been designated a STEM Community Partner with two Middle Tennessee elementary schools and one middle school.
- Dr. Strong and Dr. Knight have been working with industry partners and trade associations on workforce development programs to improve capabilities in the concrete and construction industries.
- New lab manager Cannon Lamb, a 2020 CIM graduate, joined us on May 30, 2023.

RESEARCH AND/OR PUBLICATIONS

- Dr. Kelly Strong, Dr. Jake Avila and Jon Huddleston are completing year two of a sponsored research project in partnership with Drake State Technical and Community College in Huntsville, Alabama. Funded by the National Aeronautics and Space Administration (NASA), the project aims to improve technical skills with additive manufacturing using cementitious materials. One of the main goals of the research is to develop pathways for Drake State students to continue into the CIM program after completing their associates degree.
- Dr. Blake Whitman completed a partnered study with Auburn University on a water quality and stormwater management research project for highway construction. The project was an erosion and sediment control project for the U.S. Department of Agriculture.
- MTSU CIM serves as advisors to the printed lunar concrete structures research ongoing at Marshall Space and Flight Center.
- Dr. Kelly Strong, Dr. Blake Whitman, Kevin Overall and Jon Huddleston completed several small applied research projects, in conjunction with industry partners in the concrete industry, that examined subjects such as lightweight concrete, Type 1L cement and concrete sealers.



ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2022-2023

STUDENT PROJECTS

- The ACI student club held nine meetings, with each featuring one guest speaker/industry partner.
- The Spring CIM 3050 class poured a 35-foot sidewalk for the CIM visitors parking at the new building.
- The Fall CIM 3050 class poured pad for the student recreation area at the new SCCM building for placement of a concrete cornhole court and concrete ping pong table. The project gave students the opportunity to practice flatwork finishing techniques.
- The ACI student club participated in the concrete puzzle box competition with the other CIM schools and placed second with their puzzle box design.
- The CIM 4800 class poured, polished and stained the concrete ping pong table and cornhole boards.
- The CIM 4800 special problems class competed in the ACI Bowling Ball Competition in San Francisco, California.

AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

- American Society of Concrete Contractors Scholarship – one student
- Master Builders Scholarship – one student
- CIM National Steering Committee Scholarships – 30 students

- Concrete Cares Scholarship – six students
- Concrete Supply Co. Ready Mixed Scholarship – one student
- Earl Keese Scholarship – one student
- Elton Cook Scholarship – three students
- FRCA Scholarship – two students
- J.W. “Red” Victory Memorial Endowed Scholarship – one student
- Heidelberg Scholarship – two students
- SCPA Scholarship – 30 students
- Sika Scholarship – three students
- Tennessee Concrete Association – two students
- William Avery Scholarship – one student
- Woods Davenport Scholarship – one student

CORPORATE NETWORKING AND OUTREACH

The School of Concrete and Construction Management (SCCM) held 14 socials during the Fall of 2022 and 14 socials during the Spring of 2023. In addition to socials, the SCCM hosted a Fall networking event with up to 100 employers.

K-12 STUDENT OUTREACH

High School Age Prospective Student Engagement: Between September 2022 and April 2023, our team was busy engaging with high schools and parents of prospective students. We had a total of 47 interactions, including a CIM presentation at Midway High School with 150 students.

PRINT AND DIGITAL MARKETING/ RECRUITING/COMMUNITY INTEREST GROUPS/INDUSTRY/ELEMENTARY- MIDDLE SCHOOL OUTREACH

We held multiple events between August 2022 and April 2023. Some of our larger initiatives included:

- A concrete presentation to MCS Discovery School third grade with 60 students.
- A Christian Middle School presentation to 320 students about resilient concrete.
- The Academies of Nashville Career Expo (more than 2,000 metro students).
- Sending CIM postcards to 300 admins, undeclared admins and ACM undeclared admins.
- Sending NSC/CIM marketing material packets to all state associations in the MTSU region.



ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2022-2023



PATRONS' GROUP ACTIVITIES/ ALUMNI INVOLVEMENT

CIM Patrons Group maintained its fundraising efforts with two full flights of 31 teams, raising \$116,500 from the Spring 2023 fundraiser. The Fall 2022 Skeet Shoot and silent auction raised another \$16,000 to start the academic year on the right foot.

INDUSTRY RELATIONS/ STUDENT TRAVEL

- 2023 World of Concrete, Las Vegas, Nevada– 15 CIM students and three faculty/staff.
- American Concrete Contractors Society (ASCC) annual meeting – five CIM students and one faculty/staff.
- CONEXPO CON/AGG, Las Vegas – five students.
- National Ready Mix Concrete Association Fall meeting, San Antonio, Texas – six CIM students and one faculty/staff. Five CIM students and one faculty/staff traveled to the Spring meeting.
- Two faculty and two CIM students participated in the AGC of Middle Tennessee golf fundraiser.
- The CIM 4060 cement class toured Buzzi Unicem's Signal Mountain Plant in Chattanooga, Tennessee.
- Women in Concrete and Construction luncheon.

CURRICULUM UPDATES

- MTSU CIM completed our ATMAE accreditation process with the final unanimous vote at the annual ATMAE conference in Louisville, Kentucky, in November 2022. The accrediting board voted to let MTSU CIM forgo the four-year initial accreditation and instead be accredited for six years to match the schedule of the other programs in the SCCM.
- Successfully managed a mid-semester move into our new 54,000 square-foot classroom, laboratory and office building with the largest attended (more than 500 guests) ribbon cutting in university history.
- Brought more than 160 concrete and construction companies to campus to network with our students (the most ever in program history).
- Revised the CCM 1010 Introduction to Concrete and Construction class to focus on career discussions with a goal of improved retention.
- Handed out safety kits to all SCCM first year students in CCM 1010.
- Increased CIM enrollment by 14%.
- Increased scholarships awards by approximately \$25,000.
- Expanded hands-on learning opportunities in the laboratories in the new SCCM Building through:

FINANCIAL INFORMATION

National Steering Committee	\$150,000
CIM Patrons Income	\$78,691.12
Total Income	\$228,691.12

EXPENSES	NSC Approved Expenses	
	MTSU Administrative Travel	\$10,375.12
	Student Travel	\$52,375.30
	Lap Equipment/ Curriculum Updates	\$3,554.34
	Marketing/Recruiting/MBA	\$23,310.79
	Research/Industry Projects/ Dept. Intern	\$3,100.00
	NSC Meetings	\$1,690.06
	Scholarships	\$50,000.00
	Operating	\$41,200.00
	Total Expenses	\$185,605.61

EXPENSES	Patrons Approved Expenses	
	CIM Building	\$99,750.00
	Operating	\$3,000.00
	Accounting	\$3,300.47
	Goodwill/Auction	\$14,511.91
	Skeet Shoot	\$8,115.63
	Patrons Meeting	\$1,046.26
	Scholarships	\$66,000.00
	Golf Expenses	\$18,447.94
	Total Expenses	\$214,172.21

- A formwork demonstration (Gates Concrete Systems).
- A robotic inspection dog demonstration (Trimble and Boston Dynamics).
- A concrete printer demonstration (Arc ventures).
- Developed a suite of STEM outreach activities to allow for efficient, quick responses to invitations from area K-12 programs interested in STEM partnerships.
- Added significant building information modeling software capabilities.
- Added Augmented Virtual Reality capabilities.
- Participated in several True Blue Tour stops.
- Participated in several Promise Tour stops.
- Revised articulation agreements with the top five community college feeder programs.
- Gave numerous building tours to university, community and industry groups as well as many students/families interested in our program.



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ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2022-2023



STAFF/FACULTY UPDATE

- Jake Ables, who is the Pennsylvania Regional Sales Manager for Silvi Group, is the new chairman of our local Patrons group.
- Nicole Soto is our new recruiter. She started at NJIT on October 3, 2022.
- Professor of Practice, Dr. Omran, left on December 31, 2022, after serving his three-year term.
- We have posted a position for a full-time lecturer (CIM and CET). We are still interviewing candidates.
- On July 1, Dr. Johan Pelesko began as the new NJIT provost.



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

chapter in Lightweight Concrete book submitted on May 1, 2023 to Whittles Publishing, England. 22 pages.

Refereed Conference Papers

- Riether, G., and Mahgoub, M., (2024) (abstract accepted). Challenges and Advantages of Precast Concrete for 5-over-1s. Seventh Residential Building Design & Construction Conference (RBDCC), Pennsylvania Housing Research Center, March 27-28, State College, Pennsylvania, USA.
- Riether, G., and Mahgoub, M., (2023). Housing and Concrete, a Design Build Studio. Building Technology Educators' Society (BTES) Conference, June 1-3, Phoenix, Arizona, USA.
- Riether, G., and Mahgoub, M., (2023). Optimizing Precast Concrete for Micro Housing. Architectural Research Center Consortium (ARCC) International Conference, April 12-15, Dallas, Texas, USA.

PROGRAM RECOGNITION

- Named 2022 ACI Excellent University.
- Started a new PCI Student Chapter, only the second in United States.
- Three concrete-related student chapters: ACI, ICRI and PCI.
- Free ACI and ICRI certifications for CIM students at NJIT.

RESEARCH AND/OR PUBLICATIONS

Funded Active Research Grants

- One NSF National I-Corps Grant: Measuring Fine Contents in Sand (\$50,000).
- Three NSF Local I-Corps Grants: Measuring Fine Contents in Sand, Using Biochar in Concrete and Structural Health Monitoring of Buildings and Bridges (\$9,000).
- PCI/NPCA Precast Concrete Undergraduate Curriculum Grant (second year of the four-year program), (\$160,000).
- NJDOT: Extended Service Life of Concrete Bridge Decks with Internal Curing (first year of two years), (\$400,000).
- New Jersey Commission on Science, Innovation and Technology, Implementation of Biochar in Concrete for New Jersey's Infrastructure: A Parametric Approach to Optimize Utilization in Ready-Mix Concrete (\$25,000).
- NJDOT Grant: On-call Team (\$1,000,000).

Pending Grants

- Qatar Research, Development and Innovation Council: Developing Digital Twin Technologies for Infrastructure Asset Management using Smart Sensor Networks (\$750,000).

Book Chapter (Pending):

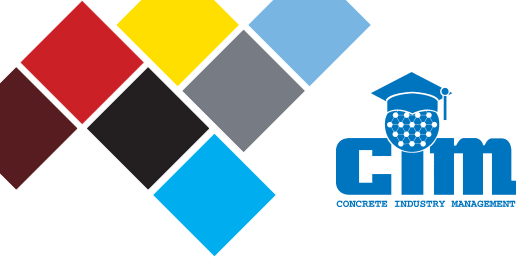
- Mousa, A.; Hussein, M.; Mahgoub, M. Merits and Future of Lightweight Concrete: Insights from USA Construction Market

STUDENT PROJECTS

- Using Biochar in Concrete
- Automation of Concrete Products

FINANCIAL INFORMATION

INCOME	National Patrons	\$100,000
	National Patrons (scholarships)	\$50,000
	Local Patrons	\$100,000
	Local Patrons (scholarship match)	\$50,000
	Total Income	\$300,000
EXPENSES	Travel by program director, faculty, staff, students	\$70,000
	Guest speakers, field visits, seminars, workshops, local events	\$8,000
	Undergraduate research	\$20,000
	Concrete laboratory	\$30,000
	Recruitment, CIM promotion/marketing, fundraising	\$50,000
	Socials	\$10,000
	Student competitions	\$12,000
	Supplies (copying, printing, stationery, etc.)	\$5,000
	ACI and ICRI student chapters	\$15,000
	Local Patrons' meeting	\$15,000
	Salaries	\$10,000
	Scholarships	\$55,000
	Total Expenses	\$300,000



ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2022-2023



**PROGRAM
ENROLLMENT**

62

Fall 2022

52

Spring 2023

GRADUATES:

2 Fall 2022

4 Spring 2023

2 Summer 2023



140

Number of graduates
since program's
inception



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



**Number of students who had
internships during the 2022-23
school year.**

11

Note: At NJIT, approximately 25% of undergraduate students are working part-time and full-time which does not count for internship credit.

\$55K

**Scholarship and
Award Money
Distributed**



CAREER GOALS

20

Career
Fairs

31

Companies
Attended

- Structural Health Monitoring of Buildings and Bridges
- Precast Mix Design and Cost Estimate of Retaining Walls of Interstate Bridge Ramp
- Measuring Fine Contents in Sand

AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

Awards

- CIM students Maria Wagner-Gomez, Armin Saadeh-vaziri, Sean Rancapan and Robert Mazzilli received second place in the NPCA Competition at The Precast Show in Columbus, OH, February 23-25, 2023. NPCA awarded \$300 to each student and donated \$4,000 to the CIM program.
- Armin Saadeh-vaziri was also part of the People's Choice team in the PCI Project Precast competition. The four-member team, which consisted of students from four different universities, received \$2,000.
- CIM student Ariel Majano received the Richard D Stehly Memorial ACI Scholarship in the amount of \$5,000.

Scholarships

- \$50,000 in NSC scholarships were distributed to newly enrolled CIM students for this academic year.
- \$5,000 in local Patrons scholarships were distributed to active students for this academic year.

Recognition

- The NJIT CIM program is spending the summer preparing for ATMAE accreditation. We are collecting materials and holding interviews with CIM seniors, graduates and Patrons. Working with a consultant, we will apply in October 2023.

Free Certification Programs

- NJACI and ICRI Metro New York (NY) chapters offer their certificates to our CIM students free of charge. We are truly grateful as some of these certificates cost \$1,000.

CORPORATE NETWORKING AND OUTREACH

- The CIM NE Patrons Fall Meeting was followed by a small job fair on December 15, 2022. Approximately 100 attended with 12 companies interviewing the students.
- CIM NE Patrons Spring Meeting was followed by mini job fair on May 4, 2023. We had approximately 100 attendees with an all-time high number of companies (19) interviewing the students. .
- CIM students were invited to all NJACI, ICRI Metro NY and ICRI Delaware Valley chapter gatherings where they network with concrete industry leaders and other university students.
- We held one virtual social with CEMEX on November 10, 2021.

ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2022-2023



RECRUITING

College fairs

- New Jersey National Association for College Admission Counseling (NJ NACAC) National Fair, Edison, NJ.
- Five NJ NACAC county fairs in Warren, Essex, Passaic, Burlington and Sussex counties.
- Rutgers Engineering Career Day – Rutgers University, Bush Campus, New Brunswick, NJ
- Pennsylvania Association for College Admission Counseling (PACAC) National Fair - Villanova University
- Total of college fairs by location: New Jersey – 12; Pennsylvania – 6; New York – 2
- NJIT Events: Career fair, campus tours, Winter Open House, Discover NJIT's Makerspace, Experience Day, NJIT College Days, Spring Open House

CIM Information Sessions

- We held 11 informational Zoom sessions to introduce families and students to the CIM program. Our discussion included student success stories and descriptions of career paths available to CIM students. We also discussed resources available on the concretedegree.com website including recruitment brochures, career overviews and student projects.

Admission Guidance

- Involvement with admissions applications for students interested in engineering and construction management. Students received phone calls and emails to introduce them to the CIM degree opportunities at NJIT.

PATRONS GROUP ACTIVITIES

Examples of Patron support include:

- Providing scholarships for CIM students including the Silvi Scholarship, Sika Scholarship and CIM Northeast Patrons Endowed Scholarship.
- Providing students with field visits, socials, mentoring and serving as guest speakers.
- Providing internships, co-ops and full-time job opportunities.
- Mentoring students, keeping them engaged and guiding them as they progress through their studies.
- Providing supplies, donations and guidance for undergraduate concrete research projects.
- Organizing the biannual (Fall and Spring) CIM Northeast Local Patrons meetings.

INDUSTRY RELATIONS/STUDENT TRAVEL

- PCI committee meetings, Rosemont, Illinois, September 20-24, 2022.
- National Ready Mix Concrete Association (NRMCA), ConcreteWorks, Aurora, Colorado, September 29 to October 3, 2022.

- American Concrete Institute (ACI) Fall Convention, Dallas, Texas, October 22-26, 2022.
- International Concrete Repair Institute (ICRI) Fall Conference, Atlanta, Georgia, November 7-9, 2022.
- ATMAE Conference, Louisville, Kentucky, November 9-11, 2022.
- New Jersey Concrete and Aggregate Association (NJCAA) Annual Meeting, Atlantic City, New Jersey, October 27, 2022.
- World of Concrete, Las Vegas, Nevada, January 15-19, 2023.
- The Precast Show, Columbus, Ohio, February 23-25, 2023.
- NRMCA and CONEXPO-CON/AGG, Las Vegas, Nevada, March 11-19, 2023.
- ACI Spring Conference, San Francisco, California, April 1-6, 2023.
- ICRI Spring Conference, Vancouver, British Columbia, Canada, April 16-20, 2023.
- Precast/Prestressed Concrete Institute, PCI Professors Workshop, Miami, Florida, May 16-22, 2023.
- ACI Professors Workshop, Farmington Hills, Michigan, July 25-26, 2023.
- Mid-Atlantic Membership Meeting, Annapolis, Maryland, August 3-4, 2023.

INDUSTRY-SPONSORED AND CIM GRADUATES GUEST SPEAKERS

We invited 20 industry leaders to speak to CIM classes during the 2022-2023 academic year, including the following companies: Silvi Group, Weldon Materials, Master Builders, High Concrete, Garden State Precast, NPCA, Adtech, Dobco, Vulcan Materials, Euclid, Sika

ALUMNI INVOLVEMENT

We continue to be grateful for our CIM alumni who return to campus to help current students. Examples include:

- For the second year, Lauren Rose, class of 2017, supervised a team of 20 students from CIM, School of Applied Engineering and Technology and School of Architecture to cast a precast concrete panel at High Concrete in Denver, Pennsylvania.
- Nikolaos Benyamin and Mohamed Hassan, both from the class of 2021, helped the two precast teams that participated in both Precast Show competitions (NPCA and PCI) in Columbus, Ohio.
- Several alumni were invited as guest speakers to provide information to our students about their experience after graduation and work in the concrete industry.

CURRICULUM UPDATES

- We added Concrete Plant Business Plan to our independent Studies and Special Projects classes.
- We are updating all our curriculums to get ready for ATMAE accreditation.



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ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2022-2023



STAFF/FACULTY UPDATE

- One Program Director/Assistant Professor of Practice
- One Assistant Program Director/Recruiter (began 6/13/23)



**TIMOTHY
HOSTETTLER**
SDSU CIM
Program Director

CURRICULUM

- Fall 2022 - CIM 101, CIM 120, (Introduction to Industrial Safety)
- CIM 210/210L (Fundamentals of Concrete, Performance and Testing/ Lab)
- Spring 2023 - CIM 101, CIM 125 (Plans and Specifications), CIM 230 (Concrete Construction Systems)
- Fall 2023 - CIM 101, CIM 120, CIM 210/210L, CIM 310 (Management of Concrete Facilities) and CIM 370 (Concrete Production and Strategy)
- Spring 2023 - CIM 101, CIM 125, CIM 230, CIM 440/L (Advanced Concrete Material and Lab) and CM 350 (Concrete Applications and Testing)
- We are currently working with the foreign language department to create a "Spanish for the Construction Industry" GE class. Our plan is for the course to be available by Spring 2024.
- An online/hybrid version of the CIM program, targeting individuals already in the industry, should be available starting Fall 2023.
- A minor in Concrete Materials Science, consisting of five CIM classes and one CM class, will be available starting in Fall 2023.

OTHER PROGRAM UPDATES

Five freshmen students participated in ACI Field Testing technician certification sponsored and hosted by the South Dakota Ready Mix Concrete Association. All three sophomores passed the ACI Flatwork Finisher Certification.

RECRUITING/PROMOTIONAL EFFORTS

June 2022

- Minnesota Concrete and Masonry Contractors' Association Golf Tournament - Student ambassadors set up a CIM booth on the golf course. As the golfers played through, our ambassadors talked with them about the CIM program.
- South Dakota State University Upward Bound High School Summer Camp – weeklong summer camp for first generation

college students. The camp hosted 45 students for a concrete fundamentals presentation, lab demonstration and tours of local ready-mix plants, cement terminal, aggregate plants and construction sites.

July 2022

- South Dakota Ready Mix Concrete Association Golf Tournament – Student ambassador Emma Roth set up a CIM booth on the golf course. As the golfers played through, Emma talked with them about the CIM program.
- Farm Fest, Minnesota- We shared a booth with Cemstone and talked to event attendees about the CIM program.

September 2022

- Cemstone "Dig In" Community Interaction Event- We set up booth and visited with attendees.
- We presented on concrete industry opportunities to two different undeclared student groups.
- We provided a program presentation to American Institute of Architects (AIA) symposium in Sioux Falls, South Dakota.

October 2022

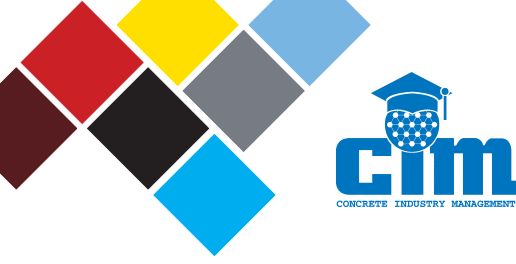
- We gave a presentation on concrete industry opportunities for undeclared students in GE class.

FINANCIAL INFORMATION

	Revenue	\$300,000.00
	Balance Forward	\$85,891.00
	Total Income	\$385,891.00
EXPENSES	Salaries (all) <i>Includes program director, recruiter (5 months in 2022) and student ambassador</i>	\$106,628.23
	Benefits	\$22,754.00
	Travel: Admin and Promotional	\$4,612.53
	Travel: Student	\$21,012.61
	CIM Apparel	\$2,956.50
	Promotional and Office Supplies	\$8,590.92
	Scholarship	*
	Lab Expenses	\$663.21
	Total Expenses	\$167,218.00
	Balance**	\$218,673.00
	NSC Scholarship Reserves	\$75,000.00
	Available Operational Balance	\$143,673.00

*\$50,000 in scholarship money from NCR paid directly to students

**\$75,000 of available funds set aside as NSC scholarship reserves



ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2022-2023

- CIM student Josue Mendez presented a concrete placement demonstration at the Lake Area Technical College Career Fair.
- We set up a booth and talked with students about the benefits of the CIM program at the d Construction Technology School Career Fair (Sioux Falls, South Dakota).

November 2022

- We presented an overview of the CIM program at the Concrete Promotional Group Holiday Party (Kansas City, Kansas), the Associated General Contractors (Sioux Falls, South Dakota) And the Aggregate and Ready-Mix Association (Minneapolis, Minnesota).

February 2023

- We presented an overview of the CIM program to students at the South Dakota Concrete Conference (Deadwood, South Dakota). We participated in High School Junior Day, South Dakota State University.
- We provided an overview of the CIM program with a student panel at the Concrete Association of Wyoming Convention (Gillette, Wyoming).
- We shared a booth at the High School Career Fair (Worthington, Minnesota) with Cemstone and met high school students and discussed the benefits of the CIM program.

March 2023

- We presented an overview of the CIM program to the Wisconsin Ready Mix Concrete Association (Appleton, Wisconsin), a student panel at the Iowa Concrete Convention (Riverside, Iowa) and an undeclared class in GE at the High School Career Fair (Windom, Minnesota). We attended Jackrabbit receptions for high school students in Rapid City, South Dakota, and Sioux Falls, South Dakota



**SOUTH DAKOTA
STATE UNIVERSITY**

Concrete Industry Management

INDUSTRY RELATIONS/ STUDENT TRAVEL

- Aggregates and Ready-Mix of Minnesota Convention (Minneapolis, Minnesota) – The program director and six students attended.
- World of Concrete (Las Vegas, Nevada) – The program director and eight students attended.
- South Dakota Ready Mix Concrete Association Convention (Deadwood, South Dakota) – The program director and five students attended.
- CONEXPO-CON/AGG (Las Vegas, Nevada) – The program director and five students attended.
- Concrete Association of Wyoming Annual Convention (Gillette, Wyoming) – The program director and five students attended.
- Iowa Concrete Convention (Riverside, Iowa) – The program director and five students attended.
- Wisconsin Ready Mix Concrete Association Convention (Appleton, Wisconsin) – The program director attended.
- Newsletters were created in Fall 2022 and Spring 2023 and distributed to Patrons and other industry groups.
- Sophomores were proctored for two South Dakota Ready Mix Concrete Association ACI Field Testing certification courses.

**PROGRAM
ENROLLMENT**

8

Fall 2022

12

Spring 2023

**Number of students who
had internships during
the 2022-23 school year.**

8

**More than ...
\$56K
Scholarship and
Award Money
Distributed**



CAREER GOALS

11

Field
Trips

7

Travel to
Industry Events



Field Trips

- GCC Cement Plant and Terminal
- Ash Grove Cement Plant
- GCC
- Buffalo Ridge and Pete Lien Ready-Mix Plants
- Gage Brothers Precast Plant
- Cemcast Pipe Plant
- Minnesota Department of Transportation Interstate Mainline Paving Project
- L.G. Everist, Inc. Aggregate Plant
- TCC Materials Bagged Product Plant
- AMCON Distributing Company Block Plant
- Brookings Fire Department Safety Class (live fire extinguisher training)

AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

Following the successful completion of their first CIM class, each CIM major is awarded \$3,000 in tuition assistance (scholarships)

and an additional \$2,000 per semester thereafter, providing the student maintains a B average and continues to work towards graduation. These funds are provided by the North Central Region Patrons group.

In addition, the following students received external scholarships:

- Emma Roth - Carbon Cure (\$2,000) and South Dakota AGC (\$1,500)
- Josue Mendez - Nebraska Concrete and Aggregate Association (\$3,000)

PATRONS' GROUP ACTIVITIES

- 1st Annual North Central Region (NCR) CIM Patrons/Student dinner and golf tournament (August 2022)
- Patron/Student lunch and scholarship check distribution (April 2023)



TEXAS STATE UNIVERSITY[®]

601 University Drive | San Marcos, Texas 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. Yoo Jae Kim

University service:

- Leader of Family Campaign (Feb. 2022 - Present)
- Committee member for Construction Management Graduate Program Admission (March 2022 - present)
- Chair of search committee member for CIM Director position
- Serving as search committee member for CIM Recruiter position (spring 2023)

Awards:

- Honorary Professor of International Studies awarded by the Center for International Studies Texas State University



RYAN PENLERICK,
MA, CPC
*Texas State
Program Director*

Dr. Anthony Torres

University service:

- Promoted to full professor
- Promoted to assistant director of the Materials Science, Engineering, and Commercialization (MSEC) Doctoral program

Departmental:

- Developed a student summer internship opportunity with the Space Force
 - Space Scholar program (the most prestigious DoD internship program)
- Developing the first ever ET Study Abroad Program
- Research Enhancement Program Department Representative 2022/2023

Dr. Carlos Moro

Professional Organization/Committee Membership and Service:

- Materials and Structures Best Reviewer Award 2022
- Presenter at Low Carbon Seminar. University of Jinan (China). Dec. 5, 2022.

University Service:

- Advisor of a poster at the 2023 Sustainability Exposition

Ryan Penlerick, MA, CPC

- Faculty advisor for CIM ACI student chapter competition

- Travel with students to World of Concrete, NPCA Precast Show, ACI Spring Convention
- Advisor and mentor to Texas State's New Ventures/Innovation Series

Program Recognition:

- CIM students won first place in the academic division of the Innovative Concrete Competition at the Texas Aggregates and Concrete Association.
- CIM students won first place in the ACI Student Chapters competition among the CIM programs with their concrete puzzle-piece box.
- Awarded first place in the 2023 Sustainability Exposition at Texas State University. The title of the poster was "Effect of Dual CO₂ Technologies on the Properties of Mortars with Slag Cement". Two undergraduate students, Joe Grout and Baxter Gonzalez, were involved in the project.

PROGRAM RECOGNITION

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

RESEARCH AND/OR PUBLICATIONS

Dr. Yoo Jae Kim

Grants

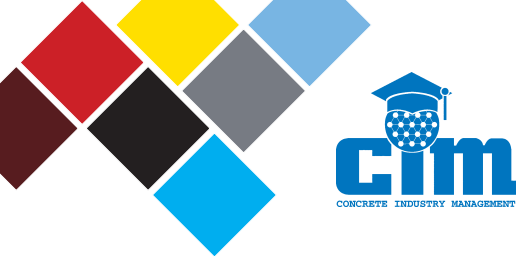
- Meeram Construction Co., 2022, PI, "The Development of AI-Based Self-Driving Disaster Vulnerable Personal Evacuation Device". in the amount of \$4,000. April 1, 2022 – June 31, 2023.
- Honorary Professor International Studies Research Grant, "Center for International Studies at Texas State University", Amount: \$500, SP 2023, Grant.

Dr. Anthony Torres

Planned Refereed Journal Article Submissions:

Submitted Journal Articles

- a. Torres, A., "Using Project Based Learning to Improve Student Comprehension of Sustainability in Concrete Technology" Journal of Construction Education, Submitted July 2022.
- b. Talley, K., S.*, Ivey, J., Talley, A., Smith, S, Torres, A, "Managing the Making: Developing Makerspace Management Software to Efficiently Improve Access and Safety" To be Submitted to the International Journal of Academic Makerspace and Making, Submitted December 2022.



ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2022-2023



PROGRAM ENROLLMENT **31** **39**
Fall 2022 Spring 2023

GRADUATES:

4 Fall 2022
6 Spring 2023
0 Summer 2023



121
Number of graduates
since program's
inception



Percentage of
graduates who had
jobs waiting upon
graduation



Number of students who had
internships during the 2022-23
school year.

7

Note: The numbers above are for students officially taking the "internship" class, but almost all had summer jobs in the industry.

\$90K+
Scholarship and
Award Money
Distributed



CAREER GOALS

2

Career
Fairs

20

Outreach
Events

Student Research

Undergraduate Student Research Supervisor:

Date	Student Name	Project Title
Feb. 2022-Present	Joni McCawley	Low Carbon Footprint Concrete
Feb. 2022-Present	Drew Cope	High Early Strength High Strength Concrete
Sept. 2021-Present	Luke Cantu	High Early Strength High Strength Concrete
Sept. 2021-Present	Paola Huynh	Assisting with RSHC Project

Dr. Carlos Moro

Research Projects/Grants/Awards:

- Moro, C. (PI), "Active Carbonation of Cement-Based Materials to Enhance Global Sustainability". Research Enhancement Program (REP), Texas State University, January 2023 – May 2024. Awarded: \$8,000.
- Torres, A. (PI), Aguayo, F. (co-PI), Shi, X. (co-PI), Moro, C. (co-PI), Espinoza, W. (co-PI), "Developing a Performance-Based Concrete Overlay Mix Design for Improved Resistance to Early-Age Cracking and Increased Durability", Texas Department of Transportation, Awarded: \$700,371 for a three-year project.

Student Projects:

- The Effects of Various Proportions of Limestone Powder as a Partial Replacement for Cement
- Utilizing Polystyrene in Concrete and the Effects on Compressive Strength
- Silica Fume Replacement in Concrete

AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

Texas State CIM Program Awards:

Leadership, Service and Research awards recipients:

- Luke Cantu (Class of 2023)
- Everett Haymond
- Drew Cope (Class of 2023)
- Brock Jensen (Class of 2023)
- Ethan Rodriguez
- Flynn Krueger
- Joseph Grout
- Rylie McKinney

Academic Excellence award recipients:

- Luke Cantu (Class of 2023)
- Flynn Krueger
- Drew Cope (Class of 2023)
- Matthew Pasemann
- Marcus Geypens
- Joseph Walston (Class of 2023)
- Jonathan Hayes
- Sam Zuehlke

CORPORATE NETWORKING AND OUTREACH

- Semi-annual Concrete and Construction Career Fair on Texas State campus. More than 100 companies attended with interest in CIM as well as construction management students. These are held in September and February each year.
- CEMEX Happy Hour at Ivar's River Pub with CIM students.

ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2022-2023



Ryan Penlerick was guest speaker/presenter at the following:

- Texas Aggregates and Concrete Association (TACA) Committee Days in Marble Falls, Texas.
- TACA Short Course.
- Precast Concrete Manufacturer's Association Winter Meeting.
- Hosted Texas Concrete Pipe Association Urban Drainage and Stormwater Workshop continuing education seminar at STAR Park.
- Add Ten Gallons Concrete Podcast.
- Concrete Logic Podcast.
- CIM "Lunch and Learns" with university advisors and College of Science and Engineering advisors.

K-12 STUDENT OUTREACH

- Katy Independent School District (ISD) College and Career Fair.
- Edgewood ISD College and Career Fair.
- Brazosport ISD CTE, presentations at two district high schools.
- Career and Technical Association of Texas (CTAT) Winter Conference exhibitor.
- Austin ISD Career and Technical Education (CTE) presentation.
- San Antonio Construction Careers Academy high school on-campus lab tour/visit.
- Smithson Valley High School CTE
- Helping Youth on the Path to Employment (HYPE) College and Career Fair.
- Comal ISD College and Military Fair.
- Lone Star State School Counselor Association Conference.
- STRIDE Academy
- Hosted various 1-on-1 CIM facility tours with high school students and transfer students.

PATRONS GROUP ACTIVITIES

- Patron's Meetings – September 2022, February 2023, May 2023 and the NSC spring meeting (hosted).
- Meeting with Texas State University President Dr. Damphousse and Provost Dr. Bourgeois, November 2022.
- CIM course and ACI student chapter meeting guest speakers (Fall 2022 and Spring 2023):
 - Chase Carter – TAS Commercial Concrete (TXST CIM Alum)
 - Cole Stapp – Centex Materials (TXST CIM Alum)
 - Pierre Villere – Allen Villere Partners
 - Stephen Wild – Heidelberg Materials
 - Amanda Angelo – Sika (MTSU CIM Alum)
 - Lance Larson – Flintco
 - Mark Robertson – Doka
 - Brandon Salinas – Ranger Concrete
 - Heath Henderson – Ranger Concrete

Bobcat's Back event attended by students/faculty and Patrons' board members, January 2023.

FINANCIAL INFORMATION

INCOME	National Steering Committee: Operating	\$100,000
	National Steering Committee: Recruiter Support	\$50,000
	National Steering Committee: Scholarships	\$50,000
	Texas State Patrons Other Donations	\$9,031
	Texas State Patrons Scholarships	\$29,300
	Other	\$15,916
	Total Income	\$254,247
EXPENSES	Faculty and Student Travel	\$79,714
	Program Director/Recruiter Travel	\$18,845
	Recruiting/Promotion/Marketing	\$15,771
	Recruiter Payroll/Benefits (Note: no recruiter from Jan.-April 2023)	\$41,772
	Meeting Expenses (NSC/Patrons)	\$4,612
	CIM Laboratory Expenses	\$9,123
	Miscellaneous Expenses	\$5,757
	Scholarship Expenses	\$90,100
	Total Expenses	\$265,694

INDUSTRY RELATIONS/STUDENT TRAVEL

Students attended the following conferences with faculty:

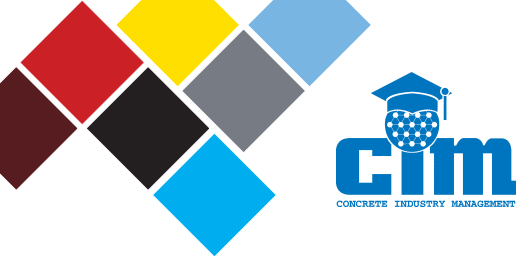
- NRMCA ConcreteWorks, Denver, Colorado.
- ASCC Conference, Cleveland, Ohio.
- American Concrete Institute Fall Convention, Dallas, Texas.
- World of Concrete, Las Vegas, Nevada.
- NPCA Precast Show, Columbus, Ohio.
- American Concrete Institute Spring Convention, San Francisco, California.
- National Concrete Consortium, Savannah, Georgia.
- ICRI Convention, Vancouver, British Columbia, Canada.
- AmeriTex Pipe plant tour, Seguin, Texas.
- Centex Materials plant tour, Buda, Texas.
- Texas Lehigh Cement plant tour, Buda, Texas.
- Martin Marietta Hunter Stone quarry tour, New Braunfels, Texas.

ALUMNI INVOLVEMENT

Alumni continue to be involved in the Patrons group. Griffin Taylor (BS CIM, 2011) with Holcim is serving as the chairman of the Texas State CIM Patrons board, Andrew Mouser (BS CIM, 2014) with TAS Commercial Concrete is the vice chairman and Hunter Robb (BS CIM, 2017) is the secretary/treasurer.

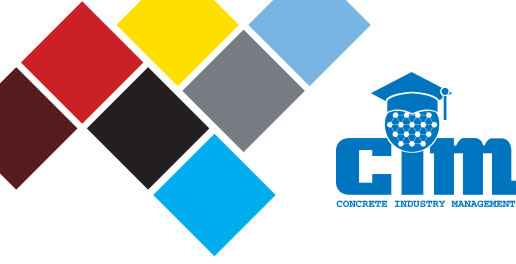
CURRICULUM UPDATES

No changes proposed for the 2023-2024 academic year.



YEAR IN PICTURES 2022-2023





CIM offered me many ways to be a leader, multiple career options, 100% job placement, student travel, competitions and various chances to network with industry leaders. The scholarships were also a major reason why I chose CIM because my goal was to graduate from college debt free."



YANETLI NAVARRO HERNANDEZ

CALIFORNIA STATE UNIVERSITY, CHICO

Class of 2023

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

I graduated from the California State University, Chico in May 2023. It only took me three years to graduate the CIM program post-high school.

Why did you choose this university and the CIM program?

I chose this university solely for the CIM program. CIM offered me many ways to be a leader, multiple career options, 100% job placement, student travel, competitions and various chances to network with industry leaders. The scholarships were also a major reason why I chose CIM because my goal was to graduate from college debt free.

What advice would you give to other current CIM students?

My advice to current CIM students is to try to do things they wouldn't typically see themselves doing. Trying new experiences and learning new things can open your eyes to opportunities that were not being explored before. Do not limit yourself to a certain location or line of work and be open to trying all parts of the industry. This will allow you to see where you excel and what you love to do. Try to get as many internships as possible and in different sectors of the industry.

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

Yes, I had three internships during my time in the program. During my first internship, I was a quality control technician at Mathews Ready Mix LLC and was responsible for laboratory and field testing. For my second, I was a field engineer at PCL Construction. I worked on the Los Angeles Chargers new football training facility. My responsibilities included doing concrete takeoffs, ordering and scheduling concrete and overseeing the pours. My third internship was as a quality control inspector at Willis Construction Company, Inc. I was responsible for doing pre-pour and post-pour inspections of architectural wall panels. I am proud to say that I accepted a full-time position with Willis as their quality control manager for all three of their plants!

JOSEPH GROUT

TEXAS STATE UNIVERSITY

Anticipated Graduation Date: May 2025

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

There is a seemingly endless number of opportunities to connect with the industry. The opportunity to participate in industry conferences, the many industry speakers who come to our school, industry support as we participate in competition and the many opportunities to participate in internships.

What advice would you give to other current CIM students?

Get involved! Classes are important. They get the degree, but getting involved outside the classroom is what makes the degree truly valuable. Get involved with research and competitions as they can provide opportunities to get more hands-on experience.

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

Which events have you been able to attend?

Our ability to travel to industry events and network with industry leaders is such an important part of the CIM program. I have been fortunate to attend the American Concrete Institute's (ACI) 2022 Fall Convention in Dallas, Texas, the American Society of Concrete Contractor's 2022 Annual Conference in Cleveland, Ohio, World of Concrete 2023 in Las Vegas, Nevada, ACI's 2023 Spring Convention in San Francisco, California and the NC2 National Concrete Consortium.

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?

In conjunction with the U.S. Space Force, I am participating in the Space Scholar program (the most prestigious Department of Defense internship program) working with graduate students on furthering ideas with lunar concrete and 3-D printing technology. Thanks to Dr. Torres for helping make this internship happen!

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

The Patron's involvement keeps the program connected to how a degree in CIM can be used after graduation. I have had the opportunity to sit in on Patron board meetings and our Patrons have attended quite a few events including ACI meetings.

“ In conjunction with the U.S. Space Force, I am participating in the Space Scholar program (the most prestigious Department of Defense internship program) working with graduate students on furthering ideas with lunar concrete and 3-D printing technology.”





The industry leaders that I have had the opportunity to meet are happy to impart their extensive business knowledge to us as they realize that CIM graduates are the next generation to lead this important industry."

MARIA WAGNER

NEW JERSEY INSTITUTE OF TECHNOLOGY

Class of 2024

Where are you from originally?

I am originally from Cali, Colombia.

Why did you choose this university and the CIM program?

The first four semesters of my undergraduate studies were spent pursuing a chemical engineering degree. Professor Saleed introduced me to the CIM program when I returned to school after taking some time off. We discussed the opportunities the concrete industry offers, not just for me as a woman but also as a professional seeking a long-term career path. And I chose NJIT as it is the only university in New Jersey that offers CIM.

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

It has helped expose me to the terminology and various concepts/ tests that are used in the field. For example, I have performed cylinder, slump and volumetric tests in lab and on job sites across New York and New Jersey. I have also been exposed to the business side of concrete management and took part in student competitions.

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

I have attended Patrons' meetings, ACI dinners, New Jersey ACI awards dinners, the ACI golf outing and various competitions. These events have allowed me to build relationships with leaders in the industry. They are happy to impart their extensive industry knowledge because many of them have worked in it for more than 30 years and they realize that the concrete industry needs a new generation to take the reins as leaders.

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?

Yes! I had the opportunity to intern at Essex Cement and learn from some of the best in the business. As a result of my hard work, I was offered and accepted a full-time position to work at Essex. As an intern, I was in the sales department learning specifically about the cement industry. Joe Tedesco, the sales manager at Essex, showed me the big picture of selling, marketing and developing professional relationships with customers in New York and New Jersey. In my current position, I am learning about the logistics side of the cement business including how important vessel schedules and procedures are to the business.



ANTHONY VALLAND

SOUTH DAKOTA STATE UNIVERSITY

Anticipated Graduation Date: Spring 2026

Why did you choose this university and the CIM program?

I chose SDSU because it was close to home and I knew I would be able to grow academically as well as socially in Brookings. It was a bit of a last-minute decision to join the CIM program, but, thanks to a little bit of recruiting from another CIM student as well as our program director Tim, I made the decision to join and I'm extremely happy that I did.

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

So far, CIM has taught me a lot about what to expect in this large and always-changing industry. A major takeaway from my first year is the ability to be comfortable with change. Coming to a new school and learning about something that I had such little knowledge of, I had to learn right away to get comfortable with being uncomfortable.

What advice would you give to other current CIM students?

Soak up as much as you can. This is a great opportunity for us as students to learn about a great industry and it won't go unnoticed when you graduate. With CIM being so niche, it makes for a great chance to dial in on specifics and to master as much as you can, but also have as much fun as you can while you're here.

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?

I'm presently working as an intern in Sioux Falls and I'm doing everything I can to apply the knowledge I've learned in class to my work. I am fortunate enough to have the chance to observe all aspects of the industry including aggregates, plant operation, sales and quality control.

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

Our regional Patrons have made great efforts to connect with students and we have been very lucky to interact with them in many different ways. My first week in Brookings last fall, I had the opportunity to meet our Patrons, have lunch and join in a golf tournament! All of us at SDSU are extremely grateful for the investment they have made in us and we know this wouldn't be possible without them!

“ I'm presently working as an intern in Sioux Falls and I'm doing everything I can to apply the knowledge I've learned in class to my work. I am fortunate enough to have the chance to observe all aspects of the industry, including aggregates, plant operation, sales, and quality control.”





One of the program's draws for me was the likelihood of finding employment after graduation, which seemed better than with some other degrees. The curriculum also caught my attention because of the smaller class sizes."



KEVIN SU

TEXAS STATE UNIVERSITY

Class of 2013

What is your current position and responsibilities at Continental Engineering Corporation?

I am currently a senior project engineer in the technical department at Continental Engineering Corporation in Taipei, Taiwan. In this role, I am responsible for overseeing all temporary work on various projects throughout Taiwan, including civil and building projects. Additionally, I have the opportunity to provide my expertise and recommendations for any issues that arise during the course of the projects.

Why did you choose this position and this company?

I chose to work for Continental Engineering Corporation in Taipei, Taiwan, because I have always dreamed of working overseas and experiencing the differences in construction practices outside the United States. The offer from Continental Engineering Corporation, considered one of the top general contractors in Asia and Taiwan, was simply too good to pass up. During the interview process, I was particularly attracted to the opportunity to bring my ideas and knowledge from my previous work with other top general contractors.

I decided to take this position because I wanted to explore new opportunities, as most of my career had previously been focused on fieldwork. Additionally, I was excited about the company's emphasis on incorporating more technology on their project sites, which is relatively uncommon in Asian countries. I saw great potential and innovation within the company and wanted to be a part of that growth.

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

The CIM program provided me with a solid foundation of knowledge and skills that I will continue to utilize throughout my career.

Why did you choose the CIM program?

I was a transfer student majoring in electrical engineering when I bumped into Chase Carter, a former high school classmate and an alumnus of the CIM program. He told me about the program and, considering I was having difficulties in a larger class environment, I decided to explore the CIM program due to its smaller class sizes. Additionally, one of the program's appealing factors was the job placement opportunities it offered upon graduation, which seemed more promising compared to some other degrees.

CLAY KARSNER

MIDDLE TENNESSEE STATE UNIVERSITY

Class of 2023

What is your current position and responsibilities at Gray Construction?

I am a field engineer with Gray Construction. I assist in layout of building items, procurement of construction materials and scheduling of construction activities. In addition to auditing quality of work, I also review, understand, assimilate and log shop drawings and submittals.

Why did you choose this position and this company?

I count myself lucky to have had three internships with Gray. I was given a variety of responsibilities during those, which allowed me to develop my skill sets. The family-owned nature of Gray's firm is immediately reflected in the atmosphere at work. While working as an intern, I formed several wonderful ties with the teams at my site. During my time as an intern, I immediately started to see where I fit into our industry.

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

The CIM program more than prepared me for my current job responsibilities. During my time on campus, my classes provided hands-on experience for many of the things that I am working on daily. Plan reading, scheduling and construction methods were some of the many classes that I apply to my daily work responsibilities. CIM provided many opportunities to participate in competitions that forced me to think differently about problems that might come up on the jobsite.

Why did you choose the CIM program?

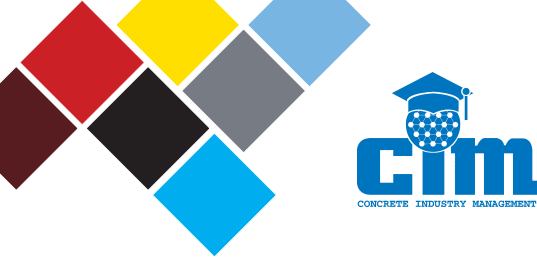
I grew up around the construction industry and have always desired to take part in the creation of new projects; CIM provided me with the ideal opportunity to do so. The curriculum provides an excellent opportunity to establish yourself in the industry as well as build strong relationships. CIM does an outstanding job putting students in touch with alumni and leaders in our industry so they can converse and gain knowledge from these experts. That also makes internship chances available, gives you a taste of the industry and aids in guiding you in the direction that is best for you.

What advice would you give to current CIM students?

The best piece of advice I can offer is to get as involved as you can in the program. During my four years in the program, I was able to get involved with the ACI student chapter, go on many student trips and participate in national competitions. These prepared me for the concrete industry and set me up with many connections in different aspects of our industry.

CIM does an outstanding job putting students in touch with alumni and leaders in our industry so they can converse and gain knowledge from these experts. That also makes internship chances available, gives you a taste of the industry and aids in guiding you in the direction that is best for you."





“ I chose the CIM program because of the job placement opportunities. Upon graduating, it felt like I could really go anywhere and do anything I wanted. The scholarships available for CIM students helped me tremendously as I was able to graduate debt free which was very important to me.”



CODY KONKLE

MIDDLE TENNESSEE STATE UNIVERSITY

Class of 2023

What is your current position and responsibilities at Heidelberg Materials?

I work at Heidelberg Materials as a technical service engineer. It is my responsibility to provide our cement customers with value wherever I can. This could involve anything from paying a visit to establish a relationship to spending weeks in a lab working through a technical issue.

Why did you choose this position and this company?

I chose to work at Heidelberg because of the people and the opportunity this company provides. I completed a number of internships before graduating from the CIM program and I gave great consideration to my future plans. I believed Heidelberg Materials offered me the leadership and learning opportunities I needed to succeed in the future.

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

The CIM program does an incredible job introducing its students to the concrete industry. If I had to pick, I would say that the ACI certifications have proven to provide valuable knowledge that I will continue to build upon throughout my career.

Why did you choose the CIM program?

I chose the CIM program because of the job placement opportunities. Upon graduating, it felt like I could really go anywhere and do anything I wanted. The scholarships available for CIM students helped me tremendously as I was able to graduate debt free which was very important to me.

What advice would you give to current CIM students?

Take advantage of every internship opportunity you can. Even if you dislike it, you've learned what you don't like and you can move forward to the next opportunity. I believe that if you take risks and try as many things as you can, you will be more equipped for the future and may, perhaps, surprise yourself with what you do like.

CHELSEY ELLINGTON

SALES/DIGITAL LEAD, HEIDELBERG MATERIALS

Executive MBA Class May 2022

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

I am currently working in central Alabama in the southeastern ready-mix division at Heidelberg Materials. In my role, I support our evolving digital toolkit from phone applications, mobile ticketing, online HUB, QR codes, tablet support and probes that read plastic properties of concrete in real time. This involves implementing and educating employees and customers about these digital applications.

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

I knew I wanted to continue my education to further my career within the industry. Graduating from Middle Tennessee State University's (MTSU) CIM program gave me insight to the MBA program and its unique courses that are offered. The flexibility and the fast-paced atmosphere of online courses was convenient for my demanding work schedule. I was able to cater the program to suit my learning needs.

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

Overall, the MBA program has provided me with a broader perspective of business. It has assisted in refining my leadership skills, allowing me to refresh my knowledge and build upon my expertise. My company has given me opportunities to participate in new initiatives on a greater scale as a result of my leadership roles.

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

MTSU's program has allowed me to push past barriers I previously encountered. It has given me the expertise and confidence to partake in new opportunities within our industry. Additionally, being able to build my network of industry professionals has been incredible.

What advice would you give to others who may be considering the CIM Executive MBA program?

Earning your CIM Executive MBA is a great way to gain valuable knowledge and skills in business management, as well as help build your network within the industry. The program will be challenging at times but well worth the reward. Don't delay, take the opportunity, discover the next level you can unlock and what waits for your career.

“Earning your CIM Executive MBA is a great way to gain valuable knowledge and skills in business management, as well as help build your network within the industry, ... Don't delay, take the opportunity, discover the next level you can unlock and what waits for your career.”



“ CIM students, alumni and the companies who employ them will find themselves on the forefront of a changing industry, from the way materials are produced, delivered and implemented to the way construction projects are completed, commissioned and operated. The future is exceptionally bright for CIM programs!”



RYAN PENLERICK

PROGRAM DIRECTOR AND PROFESSOR OF PRACTICE

Texas State University

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

What sets the CIM program apart from other degree programs? First, the concrete industry is not as niche or small as it might initially sound and the idea of specializing within a sector of the construction industry is something that should be looked upon favorably. Second, the industry support of this degree program provides students with opportunities that they won't find with any other degree program. College scholarships, student travel to industry conferences, paid internships, work on cutting-edge research as an undergraduate student and the family culture among CIM students and faculty are all found in the CIM program.

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

The career opportunities are as diverse as the students within the program. Our students have gone on to succeed in ready-mix and precast operations, concrete contracting, specialty contractors like shotcrete, aggregate and admixtures production and sales, and concrete pumping. And some have even gone on to be homebuilders. We even have an alumnus working as a technical senior project engineer in Taipei, Taiwan!

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

There are many great reasons to be involved with the CIM program. With industry involvement, we have the opportunity to keep our curriculum modernized and relevant based on trends in the concrete and construction industry. Helping to make sure that the graduates of the program are well-versed in the construction industry, modern trends and advancements in technology only benefit the corporations who support the program.

What is your vision for the CIM program?

CIM is a model for specialization within the construction industry. As construction projects get more complex and more regulations are placed on the construction process, specialization in smaller sectors of the industry will become necessary. CIM students, alumni and the companies who employ them will find themselves on the forefront of a changing industry. The future is exceptionally bright for CIM programs!

NICK STEINBERG

PROGRAM DIRECTOR

California State University - Chico

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

My involvement with Chico State and the CIM program is a full circle experience: I graduated from the program in 2011. I went to work in the industry and, as time went by, I became interested in helping prepare the next generation of industry professionals. I began lecturing at Chico State in 2016 and was named program director in 2022.

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

I believe any student with an interest in construction, business, mining or engineering should look at CIM. This field combines the best of everything - construction and materials certainly, but also sustainable building techniques and the use of sophisticated technology. It is broad and it all has an underlying focus on management principles.

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

The partnership between CIM and its industry partners is critical to the success of what we do. Education cannot succeed in an academic vacuum. It is imperative that we are connected to industry to jointly pursue best practices and new ideas. Academic programs must understand the needs of industry and its fast-changing landscape. Our collaboration allows the CIM program to stay on the forefront of the industry's growth.

What are your thoughts about the partnership between CIM and its Patrons?

Through guest lectures, socials and other networking opportunities, the Patrons drive the message that there is a need for our students in the concrete industry. The Patrons hire our students, provide training and hands-on experience and give students confidence that they have an important, progressive career ahead of them with substantial opportunity for growth.

What is your vision for the CIM program?

My vision for this program is to grow its enrollment through recognition and reputation. I feel that we currently have all the pieces, they just need to be aligned. We have an extensive and practical curriculum, unrivaled industry support, intelligent leaders and boundless opportunity. There are very few programs like CIM in the world of higher education, which is why we can serve as a template for a successful industry/academia partnership.

“Academic programs must understand the needs of industry and its fast-changing landscape. Our collaboration allows the CIM program to stay on the forefront of the industry's growth.”





For the same reason
Major League

Baseball has minor league teams for player development, businesses in the concrete industry and those in the inputs sector should get involved with the CIM program. The minor league system that our sector sorely needs is CIM.”



JACOB ABLES, MBA

PENNSYLVANIA REGIONAL SALES MANAGER

Silvi Materials

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

I am currently chairman of the NJIT Patrons association, replacing Frank Flatch in early 2023. Prior to that, I was a member of the MTSU Patrons association and continued my involvement through the completion of the CIM Executive MBA in 2021. I joined the NJIT Patrons after moving to Philadelphia because I think it is essential for present industry professionals to support the advancement of future industry professionals.

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

Silvi Materials was one of the driving forces behind the CIM program coming to NJIT. The Silvi family has a strong commitment to CIM and frequently employs interns and graduates from the program. Silvi is dedicated to the program’s sustained success and know we will continue to benefit from the highly qualified graduates the program produces.

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

The partnership between academia and industry is paramount to the success of the CIM program. Our strength is the way we incorporate both classroom and experiential learning. This results in a workforce that is well-rounded and equipped to perform well both in front office and field responsibilities. CIM is special because of the synergistic link between academia and industry.

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

For the same reason Major League Baseball has minor league teams, businesses in the concrete industry and those in the inputs sector should get involved with the CIM program. Simply put, it boils down to talent development. Our modern economy’s rapid growth and evolution have diverted talent that could have otherwise gone in other directions. The people and skill sets we need must be developed from scratch by the industry. The minor league system that our sector sorely needs is CIM.

What is your vision for the CIM program?

I would like to see the CIM program become the industry standard for upper management in the industry. The CIM degree should be viewed as a prerequisite for industry leadership and management.

JOHN CUNNINGHAM

EXECUTIVE DIRECTOR

Aggregate & Ready Mix Association of Minnesota

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

I became involved with the CIM program in response to Minnesota's need to attract younger and more diverse workers into our industry. It's been a profound blessing for me to have been part of the concrete industry in the Midwest for more than 20 years, and I want more young people to have the opportunity for a career like mine.

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

The Aggregate & Ready Mix Association of Minnesota (ARM) represents the aggregate and concrete industries in our state. A large part of our mission is focused on education. Additionally, it becomes more apparent every day that our industries flourish when we increase everyone's level of knowledge. Minnesota and the Midwest are home to some of the best concrete experts in the world, and we want to see that continue to be the case well into the future.

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

The CIM Program, especially at SDSU, is going to continue to grow and turn out students with a fundamental knowledge of business in the concrete industry. We all have direct and indirect reasons for wanting that to happen. On the broader level, the more knowledgeable our industry leaders are, the farther we will all go. At the company level, being one of the Patrons and getting involved with the program gives one the opportunity to connect directly with the best and brightest future industry leaders.

What is your vision for the CIM program?

Personally, I'd like to see the CIM program open the door for us with a much broader cross-section of potential leaders. The CIM program, across the country, is well known for developing excellent leaders and well-prepared professionals. My vision for the future is that this reputation would be held by far more than just industry insiders.

“The CIM program helps tie together all the disciplines that are needed to run a business that is reliant on technological expertise, environmental understanding, transportation logistical knowledge and much more. CIM grads are starting from a higher base of knowledge that will take them to an ultimately higher level, along with their companies and coworkers.”



DAMIAN BONIS

WHEN

WE WERE FIRST INTRODUCED TO DAMIAN BONIS IN the 2017-18 CIM annual report. At that time, he was a student in the CIM program at California State University - Chico. We asked him a few questions about his experiences while in the CIM program.

Why did you choose California State University - Chico and the CIM program?

I chose Chico State, specifically, because it offered the CIM program and was close to home. I first learned of the major while in high school through a family connection. As someone who loves architecture and history, I was greatly interested in the idea of concrete repair and restoration.

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

The CIM program does a good job teaching students the basics of concrete science and technology, as well as business fundamentals through its curriculum. The emphasis on building relationships and networking with industry professionals through the Patrons group of sponsor companies and various industry associations sets students up for success after graduation.

What advice would you give to other current CIM students?

My advice for current students is to be involved. In my opinion, the biggest advantage the CIM program provides to students is the ability to interact with people from the concrete and construction industries and form connections early in their careers. Not many university students can say that their major offers such opportunities, so make the most of it! The CIM program works with businesses in providing summer internships.

Have you been able to take advantage of internship programs or any other special program to develop your industry knowledge?

I have been fortunate enough to have had three distinct internships during my time in the CIM program. In summer of 2016, I was a volunteer with the Concrete Preservation Institute (CPI) on Alcatraz Island in the San Francisco Bay. Along with



a group of other CIM students, I analyzed and evaluated the integrity of concrete structures, performed repairs to damaged or deteriorated concrete and learned about the decorative aspects needed to maintain a historic look and texture. In 2017, I interned with BASF Master Builders Solutions at the Research and Development headquarters in Beechwood, Ohio. I worked on new product development in their lab and provided technical support for admixture systems (AS). I spent some time with the marketing group as well, doing market research and business case evaluation for proposed new products. And finally, over the summer of 2018, I was again offered an internship with BASF MBT, this time in Mannheim, Germany. Working with strategic marketing, I conducted data analysis and performance benchmarking for AS product lines.



TODAY, DAMIAN IS A QUALITY CONTROL SUPERVISOR at CEMEX. We recently caught up with him to find out what he's been up to since graduating from the CIM program in 2019.

What is your current position and responsibilities at (your current company)?

I work as a quality control (QC) supervisor for Cemex's ready-mix operations in Livermore, California. My primary responsibilities include designing and optimizing concrete products, new product testing at the concrete testing lab, reviewing project specifications and investigating customer issues.

Why did you choose this position and this company?

I started with Cemex in its Talent Development Program (TDP), which is a yearlong training for recent college graduates in either the cement, aggregate or ready-mix divisions of the company. As part of the ready-mix track, I had the opportunity to learn all facets of the business. The program consisted of rotations of various lengths in everything from strategic planning to field operations. At the end of the TDP, I had an in-depth understanding of how the different functions work together to keep the business running. I was offered the position in the quality control department—the best fit with my set of skills and abilities.

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

The CIM program gave me a practical understanding of concrete and its constituents to select mix designs for projects and answer technical questions. It also afforded me the

business knowledge to make sense of financial documents and assess the profitability of the division. The pairing of these two disciplines has enabled me to manage all aspects of the QC team and be comfortable with contributing to discussions about how the ready-mix business should be run.

Why did you choose the CIM program?

The CIM program creates value for students with its practical curriculum and industry connections in a way that few undergraduate majors do. CIM was born from a need for people with a passion for learning and a solid grasp of concrete technologies. Unlike other impacted engineering fields, CIM encourages prospective students to join and boasts a 100% job placement for graduates. The program offers many unique opportunities for students to gain exposure to the industry. Internships, professional guest speakers, company site visits, industry association conferences, student competitions and ample scholarship opportunities are a few of the benefits provided to CIM students.

What advice would you give to current CIM students?

I want to emphasize the importance of getting involved in extracurricular events. Like most things in life, you only get as much out of something as you are willing to put into it. Passively moving through the program might earn you a degree, but no one will be waiting at the finish line to hand you a job. Invest in your future career by taking advantage of networking opportunities and connecting with peers and industry professionals. Not only will this give you an advantage when applying for jobs, but it forms lasting relationships that you can rely on as you move through your career.

CLAUDIA MARTINEZ

WHEN

WE FIRST MET CLAUDIA IN THE 2014-2015 CIM annual report. At that time, she was a student in the CIM program at California State University - Chico. We asked Claudia a few questions about her experiences as a CIM student.

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

I am currently attending California State University Chico. This fall is my first semester as a sophomore and I am expected to graduate in May of 2018.

Where are you from originally?

I was born in Michoacán, Mexico, but moved to the United States at the age of five. I was raised in a small agricultural town in northern California named Live Oak. Located about an hour north of Sacramento, Live Oak is a small town, rich in diverse cultures.

Why did you choose this university and the CIM program?

I chose Chico State because it's known to have one of the best nursing programs in California. I began as a pre-nursing major and within a semester, I determined it was not meant for me. I later chose to pursue a major where I could make a difference. I first heard about the CIM program through my advisor after a career fair held on campus. I was enthusiastic by all the program had to offer. I finally came to a decision and changed my major to Concrete Industry Management. I was even more excited to know I'd be one of the few girls in the program and with that came a passion to recruit more girls to the program. As a woman, I feel privileged to be in a major where women are a minority. We may be a minority, but I am proud to say that so far, I have been treated with the same respect a man in the industry receives.

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

The CIM program began preparing me for my entrance into the business world since my freshman year. Through the program, I have been able to network and meet the individuals I know



today. Every time I attend a conference, I have met someone new, which is something I am grateful for.

What advice would you give to other current CIM students?

The number one piece of advice that I'd give to other current students would be to stay involved and make yourself known. Make yourself known amongst your peers, as well as professional staff because at the end of the day it's who you know that will help you get to the peak of your career. I would also recommend that CIM students join clubs and attend conferences. I personally have met a few people, who I now consider close, at an ACI convention in Missouri. It was through networking that our connection began.



NOW

FAST FORWARD NINE YEARS since we first met Claudia. We recently asked her a few questions about her career after graduating from the CIM program.

What is your current position and responsibilities at Teichert?

As a project engineer, I work alongside a superintendent in our grading department. In this role, I support our field crews with issues that arise on our jobsites to ensure they are set up for success. I am also responsible for scheduling equipment and crews and help plan for future jobs to ensure we meet our budgets. Also, while a job is active, daily cost tracking is also my responsibility.

Why did you choose this position and this company?

I chose to work for Teichert because I wanted to stay close to my family in northern California. I also wanted to work for a company where I would be challenged to step outside my comfort zone and, with Teichert, I've achieved that.

Why did you choose the CIM program?

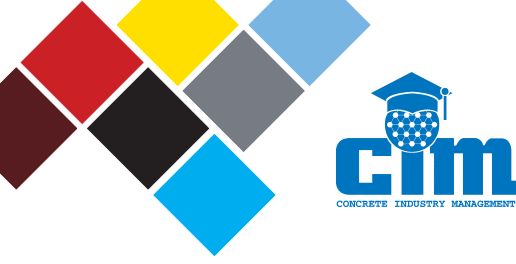
I chose the CIM program mostly because of the job placement rate and the scholarship opportunities. Putting myself through college was difficult and I knew that I wanted a well-paying job upon graduation. With CIM's help, I was able to secure my position at Teichert. I also appreciated the staff and their commitment to students. The camaraderie among my peers and the staff was like no other on campus.

Why should prospective students consider the CIM program as a major area of study?

The CIM program should be considered because there are many employment opportunities within different sectors of the concrete and construction industries. It's also a unique program offering financial support for its students who are willing to work for it.

What advice would you give to current CIM students?

I would advise any current CIM student to take on as many internships as possible. Start early in your college career because it's never too early to gain experience. You truly won't know what you enjoy doing until you try it. Internships are also a great way to narrow down what role you may want to pursue upon graduation.



ASSOCIATIONS



PROVIDING THE MEANS TO ADVANCE CONCRETE CONSTRUCTION

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

American Concrete Institute (ACI) Foundation

American Concrete Pavement Association (ACPA)

American Concrete Pipe Association (ACPA)

American Society of Concrete Contractors (ASCC)

American Society for Testing and Materials (ASTM)

Concrete Reinforcing Steel Institute (CRSI)

Federal Highways Administration (FHWA)

Hanley Wood

International Concrete Repair Institute (ICRI)

Concrete Masonry & Hardscapes Association (CMHA)

National Precast Concrete Association (NPCA)

National Ready Mixed Concrete Association (NRMCA)

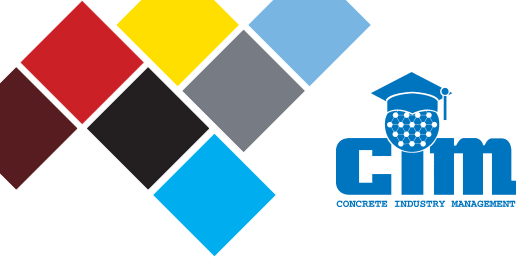
Portland Cement Association (PCA)

Precast/Prestressed Concrete Institute (PCI)

The Masonry Society (TMS)

The Post-Tensioning Institute (PTI)

Concrete Advancement Foundation (CAF)



CIM BACKGROUND

Advancing the Concrete Industry by Degrees

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

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



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Vice Chairman



Michael Schneider
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2022-2023 NSC Leadership

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

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

The National Steering Committee

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

The NSC Board of Directors includes the leadership of long-standing CIM financial supporters Concrete Advancement Foundation (CAF) 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), Concrete Masonry & Hardscapes Association (CMHA), International Concrete Repair Institute (ICRI), National Precast Concrete Association (NPCA), Precast/Prestressed Concrete Institute (PCI) and American Concrete Institute (ACI) Foundation.

For more information, visit www.concretedegree.com.

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