

2023-2024 ANNUAL REPORT





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MESSAGE FROM THE EXECUTIVE DIRECTOR



WELCOME to the Concrete Industry Management (CIM) program! The following pages share the wonderful stories of CIM – our students, graduates, program directors, faculty and staff 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 the concrete industry leaders who volunteer their time, talent and resources to our universities as members of local Patrons Groups or as members of CIM’s National Steering Committee (NSC).

We are also fortunate to have nearly a dozen concrete associations contributing to the learning environment on campus and providing current research and technology advances to the curriculum to ensure it stays on the cutting edge of the modern concrete industry. Together, these individuals and groups sustain and grow our 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 provided by the concrete industry Patrons and the NSC help make this quality education affordable.

You will learn why CIM graduates are in high demand, with most having multiple job offers prior to graduation. In addition to the academic rigor of the curriculum, 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 share the stories of several 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 members of the NSC’s Marketing, Recruitment, Auction and Education Committees are hard at work to ensure there are a growing number of graduates with the state-of-the-art concrete education and business acumen needed to become the next leaders of our industry.

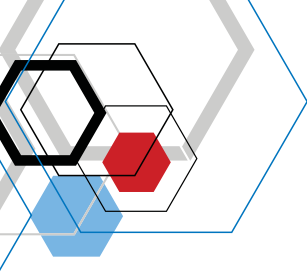
So please dive in and discover what’s happening with CIM. And if you are in the concrete industry, we encourage you to get involved. There are a host of opportunities to serve in a Patrons group or in the NSC. We also ask that you share this report with friends, family and employees who might be interested in a college education that will prepare them for management career opportunities for a lifetime!

Sincerely,

A handwritten signature in black ink that reads 'Nicole R. Maher'. The signature is written in a cursive, flowing style.

Nicole R. Maher

Interim Executive Director, CIM National Steering Committee



MESSAGE FROM THE CHAIRMAN OF THE BOARD



THANK YOU for taking the time to read the 2023-2024 CIM Annual Report.

Before talking about the exciting things that are happening at all our schools, I want to thank Dr. Rex Cottle for his more than 15 years of service to the Concrete Industry Management National Steering Committee (NSC) and even more profusely for the last two as the Executive Director. Rex has the unique perspective of being a former university president as well as an industry veteran. His ability to understand issues from both the academic and industry perspective was invaluable over the many years of his involvement and his insight and leadership will be missed.

With Rex's retirement, we have asked Nicole Maher to act as our interim Executive Director. Nicole has been involved with CIM from the very first day and has acted as the NSC Secretary/Treasurer for the last 11 years. After leaving the National Ready Mixed Concrete Association after a storied 34-year career, we are blessed to have her deep industry connections, prodigious work ethic and passion for our industry brought to bear on increasing the effectiveness of the National Steering Committee.

A couple of years ago, a group of us met in Orlando to discuss the future of the CIM and set some five-year objectives and the strategies and tactics to achieve them. The primary objective was to increase the number of students entering the five CIM programs so that we had 850 matriculating through the programs at any time. In order to do that, the National Steering team has increased its funding to the schools by 116%. This increase was for dedicated recruiters, local marketing and discretionary spending for each program. This could not have been achieved without the outstanding work of our auction committee led by Ben Robuck (and before him Mike Philipps) and the generous donors who have supported us for so many years. Without our generous and faithful donors, the programs would not exist. We can never thank them enough.

We are now two years advanced towards our five-year goals and I am happy to say we are making progress. As of the fall of 2024, we have approximately 560 students matriculating through the program. This is an increase of 63% percent from the fall of 2022. We still have a long way to go, but I am convinced that with the structure we have in place, the resources we have to deploy, and the leadership we have at each of our schools, we will exceed our five-year objective of 850 students in the programs.

Thank you for all your support. It is greatly appreciated.

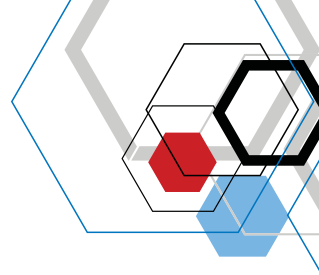
Sincerely,

Karl H. Watson

Karl Watson

Chairman, CIM National Steering Committee

EDUCATION COMMITTEE REPORT



THE NATIONAL STEERING COMMITTEE (NSC) Education Committee continues its efforts in ensuring the schools are connected to the industry through its curriculum and resource support. Time was spent outlining new sustainability topics last year, and energy has shifted to both sales and operations topics. Training videos are being created to help augment the courses with salesmanship strategies. With nearly one-third of alumni ending up in a sales-related profession, the importance cannot be overlooked. Operation topics can extend across all concrete market segments so that a deeper review of various facilities can take shape in the curriculum.

Practical, hands-on research has always been a part of the curriculum for CIM. If there are small studies that associations or companies need executed, there is a CIM school willing to assist. Hands-on research is a wonderful supplement to the internships, community projects and student

competitions that are alive and well at all the institutions.

I am happy to announce that all CIM schools are ATMAE accredited and that those approvals last for six years. We'd like to thank Dr. Rex Cottle and Mr. Gene Martineau for serving on the ATMAE review panel and board to ensure CIM was a well-understood major throughout the ATMAE network of reviewers and collaborative institutions.

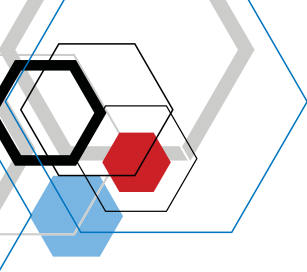
The scholarship funding that NSC provides to all the schools has resulted in enrollment increases this past school year. These funds continue to provide a critical level of support when directors and recruiters are promoting the CIM program.

I am honored to serve as the Education Chair for the National Steering Committee and look forward to another great year of building the next generation of concrete professionals.



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 2023-2024 fiscal year was another successful one for the National Steering Committee (NSC) and CIM. The primary driver of the organization’s revenues continues to be the annual auction held at World of Concrete (WOC). This year’s event recorded gross receipts of over \$1.8 million. This success was aided by the 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 more than \$1.5 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 events such as World of Concrete, CONEXPO-CON/AGG and national concrete industry association events.

As industry demand for graduates continues to exceed the current number of annual graduates, scholarship funding is vital to assisting the universities in their recruitment of new students into the CIM program. Additionally, having a dedicated recruiter working to attract new students has been shown to be critical to growth. In the 2023-2024 fiscal year, \$250,000 was distributed to the programs in the form of scholarships, and another \$500,000 was distributed to help offset the costs of having recruiters on campus.

The following are the unaudited financial highlights of the 2023-2024 fiscal year. Despite the expected deficit, the NSC continues to be well-positioned financially to carry out its mission.

	BUDGET	ACTUAL
Total Revenue	\$2,018,500	\$2,253,127
Total Expenses	\$2,104,600	\$2,456,709
Increase/Decrease in Cash	(\$86,100)	(\$203,582)

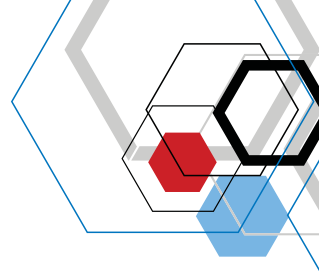
Beginning this fiscal year, the NSC Board of Directors approved a new funding stream for the programs of up to \$350,000, designed to provide additional marketing funding for the programs to use at their discretion. This pool of funding is set up slightly differently than others, in that a portion of the money is given as a “flat” amount, and the remainder is distributed based on the number of majors enrolled at the beginning of the fall semester. The addition of this funding did create a budgeted deficit for the fiscal year, but the Board concurred with the programs that this funding was needed to maximize the value of the scholarship and recruiter funds.

The NSC’s disbursement of funds to the program universities in support payments and scholarships are matched by our local Patrons Group partners, in addition to other funding and in-kind support they provide to their respective programs. Each university continues to supply the CIM program with the requisite administration, program director, faculty, classrooms and laboratories. This three-way partnership between the universities, the local Patrons and the NSC continues to work well as a strong financial model that ensures commitment and engagement from all partners.

In addition to the funding streams above, NSC’s total expenses were slightly lower than our original budget. Of the roughly \$800,000 remaining in expenses, two categories were most significant. The marketing committee expense of approximately \$250,000 was used to promote the various initiatives of NSC committees, expand our outreach for recruitment of students and keep the concrete industry informed of the progress of CIM. The activities of the marketing committee are detailed in that section. The other major operating expense was for auction and meeting expenses.

Un-audited net assets as of 6/30/24 = \$3,325,584

AUCTION COMMITTEE REPORT



THE 2024 CIM AUCTION was held on Jan. 24 in conjunction with World of Concrete. Even though we didn't continue the trend of exceeding the prior year's proceeds, we were still very pleased with the \$1.8M in gross proceeds! We continue to be very blessed with the incredible support of Alliance Concrete Pumps/Pape Kenworth/Kenworth Truck, Mack Trucks and Revolution Concrete Mixers, Peterbilt Motors Co. and Con-Tech Manufacturing Inc. and Somero Enterprises, Inc. The supplier industry continues their strong support with more material donations coming from Cemex, Holcim, Heidelberg Materials North America, Argos Cement, St. Mary's Cement Inc. (US) a Division of Votorantim Cimentos North America, Roanoke Cement Company, LLC/a Titan America Business, Martin Marietta, Mitsubishi Cement, CRH, CalPortland, Continental Cement, GCC, Saint-Gobain Construction Chemicals (GCP/Chryso), Master Builders Solutions, Sika Corporation, and Euclid Chemical, just to name a few.

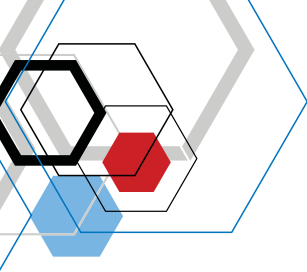
The Silent Auction was another resounding success with items including vacation packages, more materials, drills, safety equipment, training, laptops, sporting events and so much more. All of this could not be accomplished year after year without the dedicated CIM Auction Committee which consists of more than 30 industry leaders. We also never tire of thanking World of Concrete, Informa, and Ritchie Bros. who all go above and beyond every year and 2024 was no exception.

Our next Auction will be held on Jan. 22, 2025, again in conjunction with World of Concrete. We have already begun the planning and anticipate the same strong support from industry leaders along with some large new players! We intend to solicit more from our industry trade associations this year as the CIM program generates quality graduates that serve all of us and the needed monies to identify, recruit, and educate these talented young people needs broader support. Join us!



BEN ROBUCK
Chair
Auction Committee





BRIAN GALLAGHER
*Chair
Marketing
Committee*

THE PRIMARY OBJECTIVE of the CIM Marketing Committee is to effectively communicate the story of the CIM program while highlighting the achievements of our partner universities, students, faculty, alumni, Patrons and other key supporters. The committee is dedicated to enhancing brand recognition, advocating for CIM initiatives and supporting the annual CIM Auction at the World of Concrete event.

Annual Accomplishments

Year after year, our CIM programs achieve significant milestones and generate innovative concepts, shaping the future leaders of our industry. Key entities such as the National Steering Committee (NSC) and Patrons Groups provide essential leadership and support to the CIM program.

Focus Areas

Industry Awareness and Recruitment:

The Marketing Committee aims to increase awareness about CIM within the concrete and construction industries while educating prospective students and influencers about the numerous educational and career opportunities available. During the 2023-2024 academic year, we collaborated closely with the Recruitment Committee to develop a suite of tools and resources designed to elevate the CIM program's visibility and appeal.

Brand Refresh Initiative:

A key new initiative this year is the comprehensive refresh of the CIM brand messaging, images and value proposition. This foundational effort aims to modernize and align all marketing activities with a cohesive and compelling narrative. By refining our brand identity, we intend to enhance our outreach and engagement, ensuring that our messaging resonates with a broader audience and effectively communicates the unique benefits and

opportunities of the CIM program. This initiative will serve as the cornerstone of our marketing strategy, supporting all future campaigns and outreach efforts.

Key Successes

Digital Marketing Recruitment Campaign:

The Committee continued a pilot digital advertising campaign with dual objectives: enhancing CIM brand awareness and boosting student recruitment. The campaign, executed in collaboration with Advancing Organizational Excellence (AOE) and B Media, aimed to generate awareness of CIM as an academic field, increase traffic to the CIM campaign microsite and encourage school visits. The campaign utilized various ad platforms, focusing on specific actions and demographics near program universities. After a planning session at South Dakota State University (SDSU), the Marketing Committee recommended that the NSC focus be primarily on promoting the CIM program to industry, and the schools be accountable to managing local recruitment-focused campaigns.

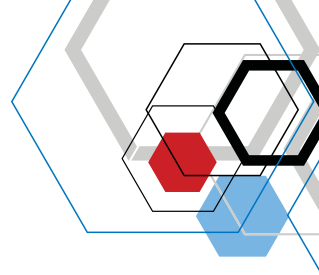
Concrete Legacies Program:

The Concrete Legacies program was designed to advance recruitment for the CIM program among individuals already engaged in the industry. Research indicates that many students and alumni have familial ties to the industry, underscoring the influence within this community. The program aims to highlight the opportunities CIM provides and inspire industry professionals to encourage their family members to pursue a CIM degree. This initiative employs digital marketing, trade show graphics and various collateral materials to demonstrate the tangible benefits and career opportunities of a CIM degree.

Website and Digital Media:

Our digital communication strategy heavily relies on the ConcreteDegree.com website and our LinkedIn

MARKETING COMMITTEE REPORT



presence. We continuously enhance the website, focusing on navigation, mobile optimization, SEO, and incorporating compelling visuals and videos. Our goal is to provide extensive information to students and influencers. Additionally, our digital media efforts emphasize content marketing and social media engagement on platforms like LinkedIn, X, Facebook, and Instagram. In the spring of 2024, we began the process of redeveloping our website with the help of AOE and Cultivate. Our goal is to launch the new website by the 2025 World of Concrete event.

CIM Auction Support:

The CIM Auction once again exceeded expectations. Generous donations from both long-time and new supporters, including two concrete mixer trucks and a concrete pump, contributed significantly to this success. The Marketing Committee played a crucial role in promoting the auction through various materials, advertising, digital media, press releases and videos.

Recruitment Materials:

Maintaining a close relationship with the Recruitment Committee, the Marketing Committee has developed numerous resources to connect with students and influencers. These include updates to the website and tailored recruitment materials. We are also drafting a digital marketing strategy specifically designed to engage high school students, aiming to elevate awareness about the industry and the CIM program.

Collateral and Promotional Materials:

The Marketing Committee has produced various promotional items, including brochures, presentations, graphics and supporting materials. Additionally, we crafted the Annual Report and Executive Summary to provide stakeholders with comprehensive updates on national and institutional activities.

Public Relations, Advertising and Content Marketing:

In collaboration with AOE, we have enhanced our public relations efforts, employing advertising and content marketing to promote the CIM brand. Our CIM e-newsletter, distributed six times annually, reaches more than 3,000 subscribers. We also engage in strategic partnerships with concrete industry trade associations to amplify our reach through print and digital advertisements and disseminate our news and updates.

Events:

In the 2023-2024 year, CIM exhibited at key industry events, including World of Concrete, ConcreteWorks, The Precast Show and the American School Counselors Conference.

The CIM Marketing Committee continues to play a pivotal role in advancing the visibility and reputation of the CIM program. Through strategic initiatives and collaborative efforts, we aim to foster a deeper understanding of the potential of CIM degrees and contribute to the sustainable growth and innovation of the concrete industry.





EXECUTIVE MBA DEGREE IN CIM PROGRAM UPDATE



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

THE CIM EXECUTIVE MBA degree program is designed to expand the industry/academic partnership by bringing CIM to the business world through an executive-type MBA. It stands alone in its focused curriculum on the concrete production and concrete construction industries. The program – offered through the Jennings A. Jones College of Business at Middle Tennessee State University (MTSU) – is the result of many years of close collaboration between MTSU, the CIM National Steering Committee and companies in the concrete industry. The four CIM intensive courses range from sustainable construction, troubleshooting concrete construction, concrete and construction finance and project scheduling and management.

The program now allows for entry in any semester and is combined with the MBA Flex program to keep many course options 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 collaborative learning environment.



**Interested in learning
more about the CIM MBA?**

Scan this QR code or contact
Jon.Huddleston@mtsu.edu



ENROLLMENT DATA

Fall 2023	12
Spring 2024	10

GRADUATES

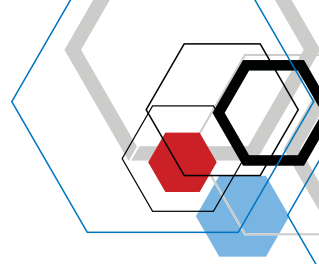
Summer 2023	1
Fall 2023	1
Spring 2024	1

Have you already attained an MBA and looking for additional graduate education in the concrete industry?

We have the answer for you!

We have been contacted by many people who have an MBA and are looking to continue their education, specifically in the concrete industry. To answer this need we have introduced a graduate certificate.

The Concrete Industry Management (CIM) graduate certificate was approved by the Tennessee Higher Education Council (THEC) in the spring of 2024. The program provides advanced study beyond the Concrete Industry Management and Construction Management baccalaureate degree programs and is intended as both professional development and as an intermediate step toward a desired graduate degree in the Concrete Industry Management Master of Business Administration (MBA) or as an addition to another graduate degree at MTSU or another academic institution. The certificate program is now accepting applicants. The program is 12-credit hours and is comprised of four courses covering topics in sustainability, project management, concrete construction troubleshooting, and cost and controls.



THE CONCRETE INDUSTRY MANAGEMENT PROGRAM 2023-2024

A YEAR IN NUMBERS

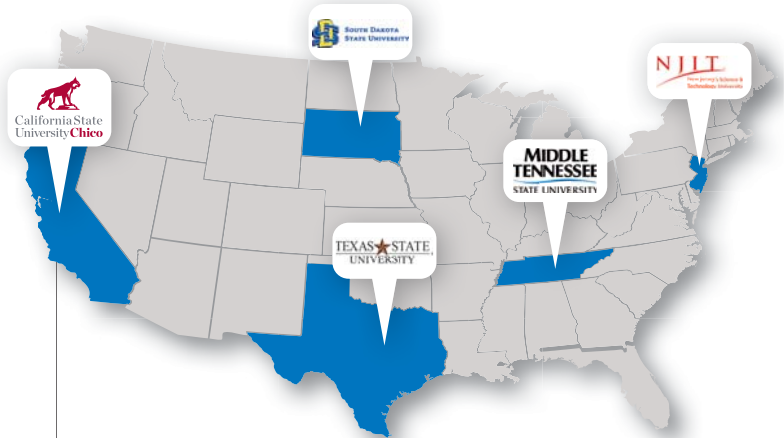
Enrollment/Student information

412+

Total number of students enrolled in CIM programs

Number of graduates

56



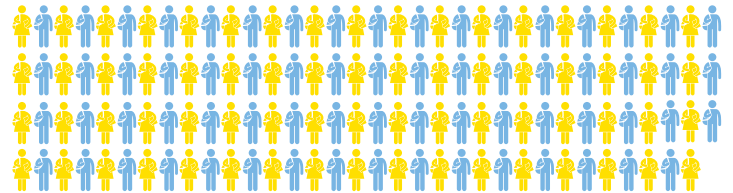
1,640+

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

80 percent Industry retention rate

one hundred thirty five

Number of students who completed internships



\$1.566 MILLION

Amount distributed to CIM program universities



49 graduates since 2014

NSC HOLDS SUCCESSFUL AUCTION AT WORLD OF CONCRETE!

More than **\$1.8 million** in gross revenue raised at annual auction at World of Concrete

TWO CONCRETE MIXERS
AND ONE CONCRETE PUMPER DONATED BY:



National Steering Committee

5
committees



Education



Marketing



Finance



Auction

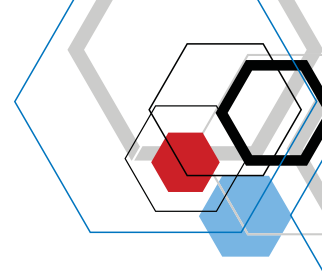


Recruitment



California State University **Chico**

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



ACCREDITATION UPDATE

- **ATMAE Accreditation:** Chico State's CIM program has been awarded ATMAE (Association of Technology, Management and Applied Engineering) accreditation. A progress report is to be submitted in spring 2025.



NICK STEINBERG
CSUC CIM
Program Director

RESEARCH AND/OR PUBLICATIONS

- Dr. Mohammed Albahtiti has a trio of grant proposals submitted to the National Science Foundation focused on workforce development and emerging technologies. Along with a team from the College of Engineering, we are working on a preliminary grant proposal with NSF for Regional Innovation Engines. The mission of NSF Engines is to accelerate the development of sustainable, inclusive, and geographically diverse regional innovation eco systems that advance key technologies and address pressing regional, national, societal, or geostrategic challenges.

STUDENT PROJECTS

- **NPCA Competition:** Chico State's CIM program won third place in the 2024 National Precast Concrete Association Student Design Competition in Denver, Colorado. The students presented a precast concrete solution to modern issues.
- **Women in Concrete (WIC) Event:** The WIC club hosted its third annual Women in Concrete Day. Alumni and industry professionals 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 its 12th annual golf tournament at Bidwell Golf Course in Chico. Alumni and Patrons were invited to play and network with our current students.
- **ACI Conventions:** CIM students traveled to both the fall and spring ACI conventions. Our students competed in a competition at each convention, showcasing their knowledge of mix design and sustainability.

STUDENT AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

- **Weatheron Award:** Three Chico State CIM students participated in the Bob Weatheron Award presentation at World of Concrete in January 2024. Two of our students, Daniel Perez and Aaron Rodriguez, were awarded \$1,000 each.

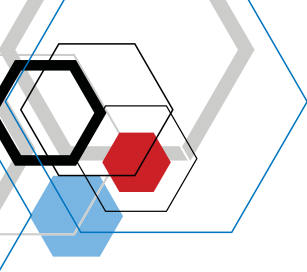
CORPORATE NETWORKING AND OUTREACH

- Two successful student/Patron networking socials were held, one per semester. The socials allow students to network with the Patrons and distribute resumes or business cards. During this upcoming academic year, we will be holding company-specific informational sessions in addition to our student/Patron socials with the intent of increasing student visibility and networking opportunities.

K-12 STUDENT OUTREACH

- The **CIM Ambassador Team** set up tables for recruiting on campus more than 20 times throughout this academic year. Significant interest was expressed by many parents and prospective students who visited campus for the Choose Chico, Wildcat Preview and other campus-wide events.





California State University Chico

PROGRAM ENROLLMENT

42

Fall 2023

52

Spring 2024

GRADUATES:

2

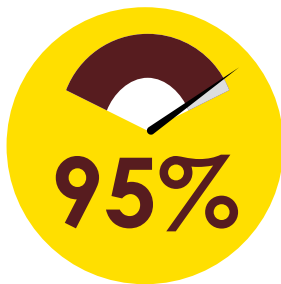
 Fall 2023

10

 Spring 2024

228

Number of graduates since program's inception



Percentage of graduates who had jobs waiting upon graduation



Number of students who had internships during the 2023-24 school year.

10

18

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

\$53K

Scholarship and Award Money Distributed



- **College and Career Fairs:** Throughout the academic year, our CIM recruiter visited more than 50 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 31 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:** We held our second and third Concrete Day events last academic year. One was held in the fall semester and one in the spring semester. 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 helped introduce the students to the concrete industry and the career opportunities that exist.
- **SharpSpring CRM:** We implemented the use of SharpSpring to assist in social media and other marketing output and tracking. This allows for analysis of productivity of messaging per topic, engagement, region etc. We will utilize this software to strategize our marketing efforts.

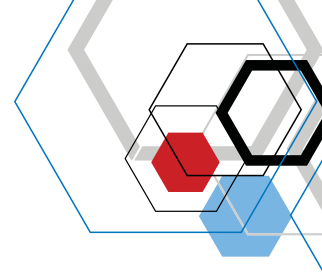
PATRONS GROUP ACTIVITIES

- 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 spring ACI Student Chapter Golf Tournament raised \$20,000 for the club.
- Our Patrons group has committed to hiring a marketing and communications agency to drive content creation, social media management and engagement.
- The Chico CIM Patrons continue to thrive and grow and continue to add contractors and new concrete and material companies to their ranks. At our spring meeting, we had six new companies attend and commit.

INDUSTRY RELATIONS/STUDENT TRAVEL

- **ACI Fall Convention 2023:** Five students attended the ACI Convention in Boston, Massachusetts to compete in the Fiber Reinforced Polymer Beam student competition.
- **World of Concrete: January 2024:** 10 of our CIM students, including three who participated in the Weatherton Award presentations, attended the convention.

ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2023-2024



- **National Precast Concrete Association (NPCA):** Professor Mohammed Albahttiti accompanied six students to the NPCA conference in Denver, Colorado.
- **ACI Spring Convention 2024:** Five CIM students attended the ACI Convention in New Orleans, Louisiana. Five students competed mortar workability competition taking 11th place overall.

ALUMNI INVOLVEMENT

Chico State CIM alumni are involved in guest lecturing and participating in recruiting events. The CIM Alumni Association board recently went through a turnover, and a plan to incorporate alumni into recruiting and promotional efforts is underway.

CURRICULUM UPDATES

Development of a new course incorporating concrete project management and scheduling is being created. We plan to have the class available for the F25 semester. An additional course relating to sales and customer management is next on the list. Currently, an outline for topics correlating to the CIM Student Learning Outcomes exists and curriculum buildout has started.

FINANCIAL INFORMATION

INCOME	Chico State CIM Patrons: OE, Scholarships, Salaries	\$150,000
	National Steering Committee	\$172,500
	Total Income	\$322,500

EXPENSES	Salaries	\$120,000
	Student and Faculty Travel/ Professional Development	\$60,000
	CIM Scholarships	\$53,000
	Recruiting/Marketing, Events, Promotional Items	\$40,000
	LAN and Other Operating Expenses	\$19,500
	Endowment Fund	\$30,000
Total Expenses	\$322,500	





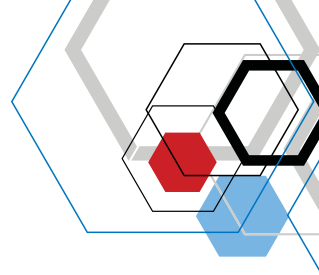
THE LADY RAIDERS
HAVE LED THE CONFERENCE IN
ATTENDANCE EVERY YEAR IN THE
COACH INSELL ERA.
WOMEN'S BASKETBALL

Home
Guests
period

MIDDLE TENNESSEE

STATE UNIVERSITY

1302 East Main Street | Murfreesboro, TN 37132
800.331.MTSU | 800.433.MTSU



MIDDLE TENNESSEE

STATE UNIVERSITY

PROGRAM ENROLLMENT **164** **142**
Fall 2023 Spring 2024

GRADUATES:

0 Summer 2023
20 Fall 2023
9 Spring 2024



1,138
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 2023-24 school year.

37

19%
Enrollment Increase from 2023

\$135K
Scholarship Money Given



180

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. Tom Nicholas.
- Five staff members who support CIM in our department include Sally Victory, Nicole Green, Brittany Shelton, Erika Warfield and Cannon Lamb.
- Four faculty who were recognized as Faculty Who Make A Difference by the CIM student body include Dr. Zhifu Yang, Dr. Marcus Knight, Jon Huddleston and Kevin Overall.

- Jon Huddleston was promoted by the MTSU Board of Trustees and Dr. Sydney McPhee to the rank of Full Professor.
- Dr. Tom Nicholas was hired as the new Director (Chair) for the School of Concrete and Construction Management in August 2023.
- Dr. Knight has been working with industry partners and trade associations such as Skills USA on workforce development programs to improve capabilities in the concrete and construction industries.

RESEARCH AND/OR PUBLICATIONS

- Dr. Kelly Strong, Dr. Jake Avila and Jon Huddleston are completing year three 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 associate degree.
- MTSU CIM continues to serve as advisor 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.

STUDENT PROJECTS

- The ACI student club held 10 meetings, with each featuring one guest speaker/industry partner.



- The fall CIM 3050 class poured a 70-foot sidewalk for ADA access at the MTSU Bragg Mass Communications Building, and the spring CIM 3050 class poured a 16'x16' stamped pad for a precast firepit that was constructed by the spring CIM 4800 class.
- The ACI club competed in the Concrete Beam competition in Boston, Massachusetts and the Mortar Workability competition in New Orleans, Louisiana.
- The CIM 4010 Field Management and Supervision class competed in the ASC Competition in Atlanta, Georgia.
- The ACI student club completed a Habitat Build in partnership with MTSU student clubs.

AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

- American Society of Concrete Contractors Scholarship – one student
- Master Builders Scholarship – one student
- CIM National Steering Committee Scholarships – 38 students
- Earl Keese Scholarship – one student
- Elton Cook Scholarship – four students
- FRCA Scholarship – two students
- J.W. “Red” Victory Memorial Endowed Scholarship – one student
- Heidelberg Scholarship – three students
- SCPA Scholarship – 38 students
- Sika Scholarship – two students
- Tennessee Concrete Association – one student
- William Avery Scholarship – one student
- Woods Davenport Scholarship – one student
- Jim Speakman Scholarship – one student
- CIM Patrons Scholarship – one student

CORPORATE NETWORKING AND OUTREACH

The School of Concrete and Construction Management (SCCM) held 14 socials during the fall of 2023 and 16 socials during the spring of 2024. In addition to socials, the SCCM hosted a fall networking event with 115 employers as well as Spring Tabling Days in the SCCM building that saw an additional 60 employers.

K-12 STUDENT OUTREACH

High School Age Prospective Student Engagement: MTSU CIM hosted more than eight high school tour groups which include: Eagleville High School, Creekwood High School, Putnam County High School, Riverdale High School, Cannon County High School, Cane Ridge High School, Community High School, Blackman High School, MTSU Raider Round-Up (various high school FFA programs in Tennessee). Additionally, MTSU CIM visited more than 20 college and career fairs across the southeast and hosted more than 30 family tours for prospective students.

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

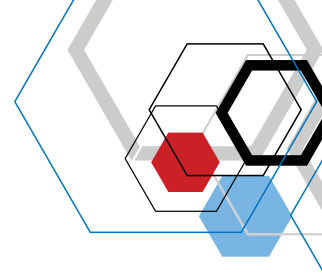
MTSU CIM started running digital ads, boosting posts and posting Facebook reels. As a result, we have seen our digital interactions increase from 7,500 monthly to more than 100,000 interactions monthly.

We held multiple marketing events between May 2023 and April 2024 for high schools and industry associations. Some of our larger initiatives included:

- ASCA Conference
- Music City Grand Prix
- Tennessee Community College Transfer Advisor Tour
- Dubai Delegation Tour
- Hosted University Tour Guides to explain what makes CIM unique
- Club Marvel (Murfreesboro City Schools)
- FRCA Meeting
- MTSU homecoming float and eight trucks and equipment
- MTSU CBAS Girls in STEM
- Rutherford County Guidance Lunch
- Southeast Construction Owners and Associates
- Marketed at five MTSU True Blue Tours across Tennessee, Alabama and Kentucky
- Motlow State Community College
- Hosted two MTSU True Blue Preview Days



ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2023-2024



- We hosted MTeach Ag Demonstration
- Spoke about CIM to the Rutherford County Chamber of Commerce
- Spoke about CIM to the Smyrna Rotary Club
- Sponsored FFA Mentored Research that won state and moved on to nationals
- Hosted Iraq Research and Infrastructure Delegation at WOC
- TCA CIM Program Update
- Master Builders Customer Training
- Sika Customer Training
- Hosted the Cement Employers Association
- Hosted the Women in Concrete Experiential Workshop which brought more than 220 7th-12th grade students to the CIM labs
- Sent CIM postcards to more than 400 admits, undeclared admits and ACM undeclared admits
- Continued sending NSC/CIM marketing material packets to all state associations in the MTSU region
- Sent more than 700 CIM information packets to high school guidance counselors and CTE directors across Mississippi, Alabama and Georgia

PATRONS GROUP ACTIVITIES/ALUMNI INVOLVEMENT

The CIM Patrons Group maintained its fundraising efforts with two full flights of 31 teams, raising \$121,000 from the Spring 2024 Jim Speakman Memorial Golf Tournament fundraiser. The Fall 2023 Skeet Shoot started the academic year on the right foot at a new location (The Nashville Gun Club). The new venue allowed us to double our attendance and increase annual event fundraising from \$16,000 to \$48,000.

INDUSTRY RELATIONS/STUDENT TRAVEL

- Meva Formwork Demonstration - CIM 3080 students
- Wirtgen Manufacturing site tour - CIM 4050 students
- MTSU SCCM Student Awards Banquet - 200 guests and graduates attended
- USDOT FHWA Concrete Tech Center Trailer Demonstration to all CIM classes
- Cement Employer Association student roundtable with CIM capstone course students
- ACI Mortar Workability Competition in New Orleans, Louisiana -11 students attended
- NRMCA, Tampa, Florida - 8 students attended
- The Precast Show, Denver, Colorado - 11 students attended
- World of Concrete, Las Vegas, Nevada - 18 students attended
- ASC Competition, Atlanta, Georgia - 6 students attended
- ACI Beam Competition, Boston, Mass. - 8 students attended

FINANCIAL INFORMATION

NSC Income	\$307,000
CIM Patrons Income	\$139,444.97
Total Income	\$446,444.97

NSC Approved Expenses	
MTSU Administrative Travel	\$14,678.49
Student Travel	\$68,372.39
Lap Equipment/ Curriculum Updates	\$5,224.75
Marketing/Recruiting/MBA	\$38,562.67
Research/Industry Projects/ Dept. Intern	\$8,084.75
NSC Meetings	\$1,576.17
Scholarships	\$50,000.00
Operating	\$9,952.63
Total Expenses	\$196,451.85

Patrons Approved Expenses	
CIM Building	\$80,000.00
Operating	\$1,000.00
Accounting	\$3,509.43
Goodwill/Auction	\$27,957.04
Skeet Shoot	\$16,772.81
Patrons Meeting	\$1,241.68
Scholarships	\$38,000.00
Golf Expenses	\$27,698.91
Total Expenses	\$196,179.87
Total All Expenses	\$392,631.72

- NRMCA, Nashville, Tennessee - 8 students attended
- ASCC Conference, Grand Rapids, Michigan - 1 student attended

CURRICULUM UPDATES

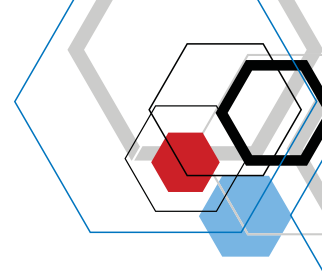
The Concrete Industry Management (CIM) graduate certificate was approved by the Tennessee Higher Education Council (THEC) in the spring of 2024. The program provides advanced study beyond the Concrete Industry Management and Construction Management baccalaureate degree programs. It is intended as both professional development and as an intermediate step toward a desired graduate degree in the Concrete Industry Management Master of Business Administration (MBA) or as an addition to another graduate degree at MTSU or another academic institution. The certification program is now accepting applicants.



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STAFF/FACULTY UPDATE

- New full-time lecturer (50% CIM and 50% Construction Engineering Technology) Melissa Valoura started fall 2023.



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

PROGRAM RECOGNITION

- Named 2023 ACI Excellent University
- Three concrete-related student chapters: ACI, ICRI and PCI.
- CIM students at NJIT are getting free ACI and ICRI certifications.

RESEARCH AND/OR PUBLICATIONS

Funded Active Research Grants

- New Sustainable Concrete Type. PI. Sponsor: New Jersey Commission on Science, Innovation and Technology, CSIT. June 15, 2024-June 15, 2025. Amount: \$40,000.
- Six local NSF grants, \$3,000 each: Hempcrete, Concrete RFID, SlumpSmart, Concrete Sensors AI, Egg Shelled Concrete and Pyramids Concrete. PI. Sponsor: National Science Foundation, NSF Local I-Corps. March 1, 2023- June 30, 2024. Amount: \$18,000.
- Soil Fines Content Measuring Device. PI. Sponsor: National Science Foundation, NSF National I-Corps. May 1, 2023-November 1, 2024. Amount: \$50,000.
- Extended Service Life of Concrete Bridge Decks with Internal Curing. Co-PI with Dr. Hani Nassif, Rutgers University. Sponsor: New Jersey Department of Transportation. March 21, 2023-March 21 2025. Amount: \$400,000.
- Implementation of Biochar in Concrete for New Jersey's Infrastructure: A Parametric Approach to Optimize Utilization in Ready-Mix Concrete. PI. Sponsor: New Jersey Commission on Science, Innovation and Technology, CSIT. October 15, 2022-April 1, 2024. Amount: \$25,000.
- Creating a Precast and Prestressed Concrete Learning Laboratory at NJIT in the Mid-Atlantic Region. PI. Sponsors: Precast/Prestressed Concrete Institute and National Precast Concrete Association. September 1, 2021-September 1, 2025. Amount: \$120,000.

Published Journal Papers

- Mahgoub, M., Hussein, M., and Mousa, A. (2024). "Extended Discharge Time of Ready-Mixed Concrete: A Myth or Necessity?" June 3. Journal of Construction and Building Materials, Elsevier. Vol 437, (<https://doi.org/10.1016/j.conbuildmat.2024.136913>).

Published Refereed Conference Papers

- Riether, G., and Mahgoub, M., (2024). "Challenges and

Advantages of Precast Concrete for 5-over-1s." Seventh Residential Building Design & Construction (RBDCC), Conference, Pennsylvania Housing Research Center, March 27-28, State College, Pennsylvania.

Professional Presentations

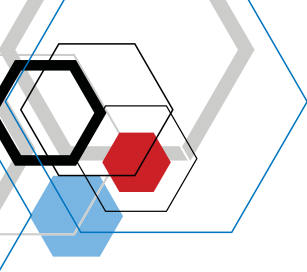
- Mahgoub, M., (2023). Virtual. "The 90 Minute Rule: Past and Present." December 5. University of Nottingham, Ningbo, Zhejiang, China.
- Mahgoub, M., (2023). "Using Biochar in Concrete. October 31. American Concrete Institute," ACI Convention. Boston, Mass.
- Technical Sessions Moderator: Three technical sessions for ACI Conference, October 31, Boston, Massachusetts. With 15 technical papers presented.

STUDENT PROJECTS

- Using Biochar in Concrete
- New Sustainable Concrete Type
- Pyramids Concrete
- Extended Service Life of Concrete Bridge Decks

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	\$80,000
	Guest speakers, field visits, seminars, workshops, local events	\$9,000
	Undergraduate research	\$20,000
	Concrete laboratory	\$20,000
	Recruitment, CIM promotion/marketing, fundraising	\$50,000
	Socials	\$10,000
	Student competitions	\$15,000
	Supplies (copying, printing, stationery, etc.)	\$4,000
	ACI, ICRI, PCI student chapters	\$15,000
	Local Patrons' meeting	\$15,000
	Salaries	\$12,000
	Scholarships	\$50,000
	Total Expenses	\$300,000



AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

Awards

- **NJIT is Excellent University of the Year:** NJIT was named a 2023 Excellent University of the year by the American Concrete Institute (ACI).
- **NPCA Competition:** CIM students won the first place by the National Precast Concrete Association (NPCA) Competition at the Annual Precast Show February 8-10, 2024.
- **PCI Project Precast Competition:** CIM students won the People's Choice Award by the Precast/Prestressed Concrete Institute (PCI) Project Precast Competition at the Annual Precast Show, February 8-10, 2024.
- **Weatheron Student Presentation Competition:** CIM students placed second and fifth at the Weatheron Student Presentation Competition, World of Concrete, January 22, 2024.
- **Big Beam Student Competition:** Participated in the PCI Big Beam Competition, June 14, 2024 with Jersey Precast.

Scholarships

- \$44,000 NSC scholarships were distributed to newly enrolled CIM students for this academic year.
- \$6,000 Local Patrons scholarships were distributed to active students for this academic year.

Recognition

- **ATMAE accreditation:** The CIM program had the first ever accreditation visit on April 1-3, 2024 by The Association of Technology, Management, and Applied Engineering.
- **Free Certification Programs:** NJACI and ICRI Metro New York Chapters offer all their certificates to our CIM students free of charge.

CORPORATE NETWORKING AND OUTREACH

- The CIM NE Patrons fall meeting was followed by a mini job fair (approximately 100 attendees and 18 companies interviewed the students), December 14, 2023.
- CIM NE Patrons spring meeting was followed by a mini job fair (approximately 120 attendees and 20 companies interviewed the students, an all-time high record), May 2, 2024.
- **CIM Media:** started new CIM LinkedIn and Instagram pages (beside the existing Facebook page) in spring 2024.
- **Professional Meetings:** Attended five NJACI Chapter dinner meetings with 20 CIM students: September 28, 2023, November 9, 2023, January 17, 2024, April 18, 2024 and May 9, 2024.
- **Students Field Visits:** Garden State Precast, October 4, 2023 and June 9, 2024; High Concrete, October 12, 2023, and April 11, 2024; and Silvi, May 17, 2024.
- **Socials:** Cemex, February 12, 2024, and MAPEI, April 29, 2024.


PROGRAM ENROLLMENT

64 Fall 2023 **64** Spring 2024

GRADUATES:


5 Fall 2023
4 Spring 2024
1 Summer 2024

150
Number of graduates since program's inception



100%

Percentage of graduates who had jobs waiting upon graduation



Number of students who had internships during the 2023-24 school year.

11

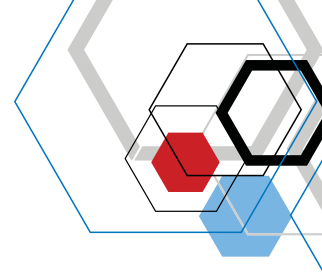
Note: At NJIT, approximately 25% of undergraduate students are working part-time and full-time which does not count for internship credit.

\$100K
Scholarship and Award Money Distributed

27
Career Fairs Attended



ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2023-2024



- **CIM IAB Board:** starting the first ever NJIT CIM Industry Advisory Board.
- **CIM Benefit Dinner:** Participated in the organizing committee of the highest-in-record CIM fundraising benefit dinner on February 17, 2024. Approximately \$200,000 was collected.
- **Industry Feedback Visits:** Arranged three industry feedback visits with Dr. Sam Lieber and Professor Melissa Valoura to update the CIM curriculum: Silvi Materials, November 30, 2023, Jersey Precast, December 7, 2023, and Sika Corporation, June 13, 2024.
- **Exit Surveys for CIM Employers, graduates and senior students:** Carried out these surveys during fall 2023 and spring 2024 by email, phone and in person in preparation for accreditation. The response rate was 100% for the exit surveys, 70% for the employer surveys and 50% for the graduate survey.

RECRUITING

College fairs

- New Jersey National Association for College Admission Counseling Five County Fairs: Warren, Essex, Passaic, Burlington, Sussex and Ocean, New Jersey
- Rutgers Engineering Career Day, New Brunswick, New Jersey.
- New Jersey Construction Day
- Pennsylvania Association for College Admission Counseling National Fair: Villanova University

NJIT Involvement

- CIM Freshman Welcoming
- Career fair
- Major/Minor fair
- Winter Open House/Spring Open House, Experience Day, NJIT College Days, Discover NJIT's Makerspace
- Fall Patrons Meeting/Spring Patrons Meeting
- The Silvi Experience

CIM Information Sessions

- 23 CIM information sessions were provided to families by Zoom or face-to-face to introduce the degree.

PATRONS GROUP ACTIVITIES

- Provided scholarship programs for CIM students: Silvi Scholarship, Sika Scholarship and CIM Northeast Patrons Endowed Scholarship.
- Field visits, socials, mentoring and guest speakers.
- Made available to CIM students: internships, co-ops and full-time job opportunities.
- Mentoring CIM students.

INDUSTRY RELATIONS/STUDENT TRAVEL

Conferences, Workshops and Seminars

- National Ready Mixed Concrete Association (NRMCA)

ConcreteWorks Annual Convention, September 30-October 2, 2023. Nashville.

- International Concrete Repair Institute (ICRI) Semi-Annual Conference, October 16-19, Tampa.
- The Association of Technology, Management, and Applied Engineering (ATMAE) Annual Conference, October 25-27, 2023, Atlanta.
- American Concrete Institute (ACI) Fall Conference, October 27-November 1, 2023, Boston.
- CIM National Steering Committee Meetings, World of Concrete, January 21-24, 2024. Las Vegas.
- National Precast Concrete Association (NPCA) and Precast/Prestressed Concrete Institute (PCI) Annual Precast Show, February 8-10, 2024. Denver.
- American Concrete Institute (ACI) Spring Conference, March 24-27, 2024. New Orleans.
- International Concrete Repair Institute (ICRI) Semi Annual Conference, April 22-24, Boston, Massachusetts.
- Precast/Prestressed Concrete Institute (PCI) Foundation Professor's Workshop, May 28-30, 2024. Philadelphia.
- ACI Professor's Workshop, July 23-24, 2024. Farmington Hills, Michigan.

INDUSTRY-SPONSORED AND CIM GRADUATES GUEST SPEAKERS

Twenty speakers were invited to CIM classes during 2023-2024 academic year, including the following companies: Silvi Group, Sika Corp., Weldon Materials, Master Builders, High Concrete, Garden State Precast, NPCA, Adtech, Dobco, Vulcan Materials and Euclid.

ALUMNI INVOLVEMENT

- Lauren Rose, class of 2017, supervised a team of 12 students from CIM, School of Applied Engineering and Technology and School of Architecture, to cast a precast concrete panel at High Concrete.
- Armin Saadeghvaziri, 23, helped the two precast teams that participated in both Precast Show competitions on February 8-10, 2024.
- Several alumni were invited to our classes as guest speakers teaching our students about their experience after graduation in the concrete industry.

CURRICULUM UPDATES

- **CIM Classes Updates:** Effective fall 2024, the CIM classes will be switched from three-hour lectures to two-hour lectures and a two-hour lab, except for the senior project class (CIM 410). This is to expose the students to more hands-on experience. The NJIT Committee on Undergraduate Education (CUE) has already approved this requested change.



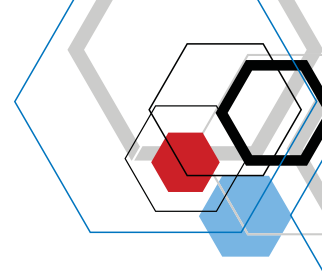
**SOUTH DAKOTA
STATE UNIVERSITY**

Concrete Industry Management

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605.688.4121 | 800.952.3541

ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2023-2024



STAFF/FACULTY UPDATE

- One Program Director/Assistant Professor of Practice
- One Assistant Program Director/Recruiter
- One adjunct instructor (an MTSU CIM Alumni) to teach CIM 480 fall 2024



TIMOTHY HOSTETTLER
SDSU CIM
Program Director

CURRICULUM

- **Fall 2023:** CIM 101 (live and online), CIM 120 (Introduction to Industrial Safety), CIM 210/210L (Fundamentals of Concrete, Performance and Testing/Lab), CIM 310 (Management of Concrete Facilities), CIM 370 (Concrete Production and Strategy)
- **Spring 2024:** CIM 101 (live and online), CIM 125 (Plans and Specifications) (live and online), CIM 230 (Concrete Construction Systems), CIM 350 (Concrete Applications and Estimating), and CIM 440/Lab (Advanced Concrete Materials)
- **“Spanish for the Construction Industry”:** GE class taught for the first time in spring 2024
- An online/hybrid version of the CIM program, targeting individuals already in the industry, began in fall 2023. Currently we have six students in the online/hybrid program.
- A minor in Concrete Materials Science, consisting of five CIM classes and one CM class, began in fall 2023. We have two students enrolled, one civil major and one agriculture communications major.

OTHER PROGRAM UPDATES

- **ACI Field Testing technician certification:** 12 students participated and passed (9 sophomore and 3 freshmen).
- **ACI Flatwork Finisher certification:** 9 of 10 sophomores passed.
- First program graduate Brittany DeGroot (May 2024). Emma Roth and Josue Mendez will graduate in December 2024.

RECRUITING/PROMOTIONAL EFFORTS

June 2023

- Minnesota Concrete and Masonry Contractors’ Association Golf Tournament
- South Dakota State University Upward Bound High School Summer Camp
- Iowa Ready Mix Association Golf Outing
- Cemstone meeting (Minnesota)

July 2023

- South Dakota Ready Mix Concrete Association Golf Tournament
- Farm Fest (Minnesota)
- Knife River, Ace Ready Mix (LG Everist) and Geotek, Inc.
- Vistage Group (Iowa)
- Job Foundation Networking Meeting (Iowa)

August 2023

- Iowa State Fair Booth
- Welcome Information Booth in Student Union
- NCRPG Fall Meeting, dinner and golf outing
- ARM of Minnesota CIM Student of the Month recognition and subsequent promotion (for months including August, September, October, November, December, January, and April).

September 2023

- Cemstone “Dig In” Community Interaction Event
- Presentation to the American Institute of Architects (AIA) symposium in Sioux Falls, South Dakota.
- Albers Concrete Construction (Iowa)
- Denver Community School (Colorado)
- AISES/Native American Elder (Colorado)
- Danfoss HR meeting (Iowa)
- Rotary of the Cedar Valley (Iowa)

FINANCIAL INFORMATION

	Revenue	\$392,787.50
	Balance Forward	\$201,453.53
	Total Income	\$594,241.03
EXPENSES	Salaries (all) <i>Includes program director, recruiter and student ambassador</i>	\$193,211.00
	Benefits	\$49,113.10
	Travel: Admin and Promotional	\$17,513.52
	Travel: Student	\$12,785.16
	CIM Apparel	\$1,845.50
	Promotional and Office Supplies	\$17,978.38
	Scholarship	\$44,149.00
	Lab Expenses	\$4,185.67
	Total Expenses	\$340,781.33
	Balance**	\$253,459.70
	NSC Scholarship Reserves	\$80,851.00
	Available Operational Balance	\$172,608.70

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

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



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October 2023

- Construction Technology School Career Fair (South Dakota)
- CIM student Josue Mendez presented a concrete placement demonstration at the Lake Area Technical College Career Fair.
- Ames High School
- Ozinga
- Manatts - Introductory meeting and discussion about becoming a Patron
- Catholic Schools (Waterloo)
- Denver High School

November 2023

- Presented to the Concrete Promotional Group Holiday Party (Kansas), the Associated General Contractors (South Dakota) and the Aggregate and Ready-Mix Association (Minnesota).
- ARM of Minnesota Annual Convention - CIM presentation and student panel.
- SDSU vs. NDSU Tailgate
- Sioux Falls Middle School Academic Fair
- Ames High School hosted an informational booth during lunch periods.
- Hoover Middle School counselor meeting and participation in student mock interviews.
- CAPS Network introductory meeting to discuss alignment to promote CIM in free pilot program areas in Minnesota - Duinick/NW MN and Cemstone/MN Metro.
- CAPS Network director meeting presentation - Promote CIM program.

December 2023

- Pathful K-16 Workforce Readiness Platform introductory meeting to discuss free pilot in the spring to show results of platform on CIM recruitment for SDSU.
- Schwing America (Minnesota) HR visit
- Pathful Online CIM Promotional Session #1
- Grow Cedar Valley (Iowa) economic development group
- West Dubuque High School parent (PTA member)

January 2024

- South Dakota Concrete Conference
- Concrete Association of Wyoming Convention
- High School Career Fair (Minnesota) with Cemstone
- Pathful Online CIM Promotional Session #2
- CVSBA introductory meeting
- Brookings High School introductory visit
- CAPS Network online meeting to connect with directors in Kansas, Missouri, Minnesota and others

February 2024

- Columbia High School Career Fair (Nebraska)
- Junior Day at SDSU - Academic and Resource Fair
- Worthington High School Career Fair (Minnesota)
- Pathful Online CIM Promotional Session #3
- CAPS Network and Duinick meeting
- Pathful Career Prep High School Classroom online presentation
- SDSU AISES Chapter meeting presentation

March 2024

- Wisconsin Ready Mix Concrete Association (Wisconsin), a student panel at the Iowa Concrete Convention and an undeclared class in GE at the High School Career Fair (Minnesota).



SOUTH DAKOTA STATE UNIVERSITY

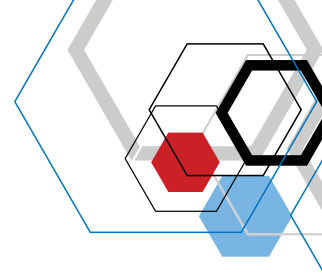
Concrete Industry Management



More than ...
\$142K
 Scholarship and Award Money Distributed



ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2023-2024



- Bismark Career Academy introductory meeting with counselors.
- Bismark Career Academy presentation to students.
- Dickinson High School introductory meeting with counselor.
- CTE Dickinson Tour of their facility and discussion on alignment to promote the CIM.
- Contracting in southeast Iowa by way of meeting at IRMCA event.
- SDSU Middle School Career Fair.

April 2024

- Western Region DOT Leadership Conference to speak on “Generations in the Workplace”.
- Davies High School, Fargo West High School, Shanley Catholic High School, Fargo North High School (North Dakota) career counselor introductory meeting.
- Spring Patron Luncheon and Meeting
- Aberdeen Boys and Girls Club (South Dakota) Concrete Experience Kit activity sponsored by Patron GCC.
- Build My Future Event (Iowa) - outreach to 7,200 students.
- SWMN Lac Qui Parle Career Fair (Minnesota) booth.
- TriDistrict CAPS Network (Minnesota Metro) introductory meeting.
- St. Thomas Academy High School, Visitation High School, Trinity High School (Minnesota) - introductory visit with career counselor.
- Shakopee CAPS Location introductory visit with CTE CAPS counselor.
- Bethany Global University Private High School and Academies of Shakopee Private High School (Minnesota) introductory visit with career counselor.
- Build My Future Event #2 (Iowa) booth with IRMCA to promote to 4,600 students.

May 2024

- Urbana High School, Saydel Private High School, Grandview Christian High School, Holy Family Middle School, Dowling Catholic High School (Iowa)
- Northland Career Center CTE (Missouri)
- Summit Technology Academy (Missouri)
- Andover CAPS (Missouri)
- Andover High School (Missouri)
- Wichita Collegiate Academy Private High School (Kansas)
- SDSU Career Center podcast interview/recording for future airing to promote the program
- TriDistrict CAPS (Minnesota) - Presentation with Cemstone team

INDUSTRY RELATIONS/STUDENT TRAVEL

- Aggregates and Ready-Mix of Minnesota Convention (Minneapolis, Minnesota) - Faculty and 6 students attended.

- World of Concrete (Las Vegas, Nevada) - Faculty and 8 students attended.
- South Dakota Concrete Convention (Deadwood, South Dakota) - Faculty and 5 students attended.
- Concrete Association of Wyoming Annual Convention (Cheyenne, Wyoming) - Faculty and 3 students attended.
- ICRI Mega Demo (Minneapolis, Minnesota) - Faculty and 5 students attended.
- Minnesota Concrete Council “Big Shoot” - Faculty and 2 students attended.
- PCI Convention (Denver, Colorado) - 2 students attended.
- NRMCA Concrete Works (Nashville, Tennessee) - Faculty and 6 students attended.
- NRMCA Convention (Tampa, Florida) - Faculty and 6 students attended.
- MCC Little Shoot (Wisconsin) - Faculty and 4 students attended.
- Newsletters were created in fall 2023 and spring 2024 and distributed to Patrons and other industry groups.

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
- L.G. Everist, Inc. Aggregate Plant
- TCC Materials Bagged Product Plant
- AMCON Distributing Company Block Plant
- Brookings Fire Department Safety Class (included live fire extinguisher training)

AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

Each CIM major is awarded \$2,000 in tuition assistance (scholarships) and an additional \$2,000 per semester thereafter, providing the student maintains a B average and continues to work toward graduation. These funds are provided by the North Central Region Patrons group and the National Steering Committee.

In addition, several students received external scholarships.

PATRONS' GROUP ACTIVITIES

- 2nd Annual North Central Region (NCR) CIM Patrons/student dinner and golf tournament, coinciding with fall NSC meeting (August 2023)
- Patron/student lunch (April 2024)



How Support the Need for Building Concrete

UNDERG

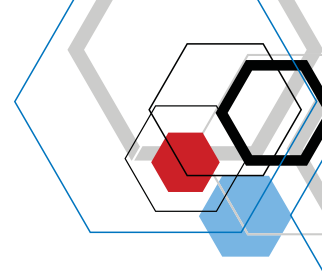
Jo

CO-AUTHORS:
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DR. ANTHONY TORRES
DR. JEFF GANLEY

OC
Spring 2024
Joe Grout, LA
Member
Joe Grout
Joseph Grout
Texas State University, San Marcos
San Marcos, TX
STUDENT
SPRING
CHAPTER PRESIDENT
YOUNGER MEMBER

TEXAS  STATE[®]
UNIVERSITY

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STAFF/FACULTY UPDATES

Dr. Yoo Jae Kim

University Service:

- Alternate College Review Group for Tenure and Promotion
- Leader of Family Campaign (Feb. 2022 - Present)
- Library Representative for the Department of Engineering Technology (2017 - present)

Departmental:

- Chair of the Departmental Undergraduate Scholarship Committee (Nov. 2015 - present)
- Committee member for Construction Management Graduate Program Admission (March 2022 - present)



RYAN PENLERICK,
PH.D., CPC
*Texas State
Program Director*

Dr. Anthony Torres

Professional Organization/Committee Membership & Service:

- American Concrete Institute (ACI) Committee 555 - Concrete with Recycled Materials - Voting Member
- ACI Committee 2390F - Sustainability of Ultra High-Performance Concrete - Voting Member
- Special Guest Editor - Education Sciences - Challenge-Based and Community-Based Teaching and Learning in Engineering and STEM Education
- Special Guest Editor - Journal of Buildings Construction Science
- Advisory Board Member - International Journal on Engineering Structures and Materials

University Service:

- Led Construction Management and Engineering Management doctoral proposals through Texas Higher Education and Coordinating Board and The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) reviews.

Departmental:

- Research Enhancement Program Department Representative (2022 - present)

Awards

- Presidential Distinction Awardee for Service
- Honorary Professor of International Studies awarded by the Center for International Studies at Texas State University

Dr. Carlos Moro

Professional Organization/Committee Membership & Service:

- ACI Committee 130-H: Climate Change Impacts on the Sustainability of Concrete - Voting Member

- Technical Advisory Panel for the project “Reducing Embodied Carbon with Mineral-Blended Polymeric Microspheres” in the National Road Research Alliance (NRRA)
- Speaker at ACI Convention in New Orleans

University Service:

- Member of the Sustainability Council
- Attended STAR Showcase - MSEC program
- Attended faculty mentoring workshop

Ryan Penlerick, PH.D., CPC

- Appointed to Board of Directors, American Institute of Constructors (AIC)
- Advisor for Nu III Chapter of the Sigma Lambda Chi International Construction Honor Society
- Faculty advisor for CIM ACI student chapter competition
- ASC Region 5 student competition advisor

PROGRAM RECOGNITION

- First place in the academic division of the Innovative Concrete Competition at the Texas Aggregates and Concrete Assn.
- Seventh place in the ACI Mortar Workability competition (spring 2024). Highest placing U.S.-based university.
- CIM students won second place in the ASC Region 5 student competition Concrete Problem.
- Full accreditation for a period of six years from ATMAE.

RESEARCH AND/OR PUBLICATIONS

Dr. Yoo Jae Kim

Grants

- Texas State REP, 2024, PI, “Carbon Fiber Grid Composite Insulated Wall Panels - Differential Equation Method for Computing Deflection, Moments, and Shears,” Office of Sponsored Programs (OSP), Texas State University, San Marcos, TX. Amount: \$6,086
- Refereed Journal Articles and Conference Proceedings:
 - J. P. Mitchell, Seung-Un Chae, and Yoo Jae Kim, “Finite Element Analysis Using the Crack Strain Separation Model for Reinforced Concrete Membrane,” Buildings 2023,13, 1896. <https://doi.org/10.3390/buildings13081896>.
 - Yoo Jae Kim and James Wilde, “Influence of Limestone Filler on Concrete Mechanical Properties,” Korea Society of Civil Engineers Annual Conference, Under Review.
 - Yoo Jae Kim and James Wilde, “Rapid-Fire Protection of Confined Carbon Fiber Concrete: Enhancing Fire Resistance with Ground Granulated Blast Furnace Slag and Limestone Powder,” Civil Engineering Conference in the ASIAN REGION (CECAR10), Under Review.



TEXAS STATE UNIVERSITY

PROGRAM ENROLLMENT

81 Fall 2023 **95** Spring 2024

GRADUATES:

- 0** Fall 2023
- 4** Spring 2024
- 0** Summer 2024



125

Number of graduates since program's inception



Percentage of graduates who had jobs waiting upon graduation



Number of students who had internships during the 2023-24 school year.

32

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

\$141K
Scholarship and Award Money Distributed

CAREER EVENTS

2 Career Fairs

20+ Outreach Events

Dr. Anthony Torres

Grants

- Torres (PI), Trueba, L., Espinoza, W., "Remote Assessment of Austere Landing Sites - Phase 1 (Proof of Concept)," AFRL Minority Leaders Research Collaboration Program, Awarded \$225,000, September 1, 2024 - August 31, 2026.
- Shi, X., (PI), Moro, C., Torres, A. (Co-PI), "Cracking-resistant Concrete for Durable Coastal Structures," 2024 CREATE University Transportation Center, Awarded \$92,181, March 2024 - July 2025.
- Moro, C (PI), Espinoza, W., Torres, A. (Co-PI), "Refinement of Reinforced Concrete Box Culvert Installation Guidelines," South Dakota Department of Transportation, Awarded \$125,000, March 2024 - March 2026.
- Shi, X., (PI), Zhe, W., Aguayo, F., Torres, A. (Co-PI), "Alkali-Silica Reactivity and Mitigative Measures," New Mexico Department of Transportation, Awarded \$399,451, March 2024 - March 2028.
- Torres, A. (PI), Moro, C., Shi, X., Espinosa, W., "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, September 1, 2023 - August 31, 2026.

Dr. Carlos Moro

Research Projects/Grants/Awards:

Grants:

- Moro, C. (PI), Torres, A., Espinoza Chavez, W., "Refinement of Reinforced Concrete Box Culvert Installation Guidelines," South Dakota Department of Transportation, Awarded: \$125,000. 1.5-year project.
- Shi, X., Torres, A., Moro, C. (co-PI), "Cracking-resistant Concrete for Durable Coastal Structures," CREATE Tier 1 UTC Pre-Proposal Form, Requested \$92,181, 1.5-year project.

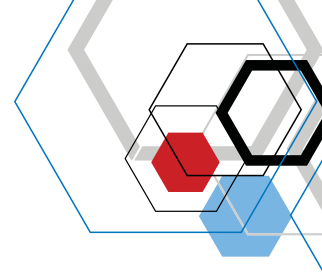
AWARDS, SCHOLARSHIPS, GRANTS AND RECOGNITION

Texas State CIM Program Awards

CIM ISSF scholarship recipients:

Nick Garcia	Walker Mitchell	Tyler Black
Piper DeWitt	Mackenzie Averett	Anthony Pelzer
Ashley Gonzalez	Evan Almeida	Dylan Kirchof
Pierce Hayes	Brandon Wenzel	Carter Killion
Parker Crockett	Ayden Thissen	Jacob Gordon
Diego Gray	Kayla Harris	Brayson Bussell
Cody Kirchof	Jayce Reyna	Hagan Boyesen
	Javi Ramirez Siliezar	

ANNUAL INSTITUTIONAL CIM PROGRAM REPORT 2023-2024



CIM Patrons Board scholarship recipients:

Evan Almeida	Ethan Rodriguez	Kaid Nygren
Hagan Boysen	Jonathan Hayes	Sam Zuehlke
Joseph Grout	Flynn Krueger	Tyler Black
JP Kock	Cole Thomas	Marcus Geypens
Daniel Strickland	Sergio Ayala	Dylan Kirchhof
Mackenzie Averett	Jaime Garcia	Matthew Pasemann
	Cody Kirchhof	Sergio Zuniga-Pedraza

CORPORATE NETWORKING AND OUTREACH

- Semi-annual Concrete and Construction Career Fair on Texas State campus. More than 130 companies attended with interest in CIM as well as construction management students. Held in September and February each year.
- Concrete Day was held on campus in April 2024, more than 250 high school/community college students in attendance.

Ryan Penlerick was guest speaker/presenter at the following:

- Texas Aggregates and Concrete Association (TACA) Short Course
- Precast Concrete Manufacturer’s Association Fall Meeting
- Associated General Contractors (AGC) of Texas monthly meeting
- AGC San Antonio, Austin, Texas Building Branch
- Precast Concrete Industry (PCI) Professor’s Conference

K-12 STUDENT OUTREACH

- Lee College
- Construction Careers Academy High School
- LaPoynor Independent School District (ISD)
- TACA Teacher Workshop
- Klein, Alvin, Pearland ISD
- Katy ISD College and Career Fair
- HYPE Career Expo
- San Marcos, Comal, New Braunfels ISD

PATRONS GROUP ACTIVITIES

- Patrons’ Meetings – September 2023, February 2024
- TXST CIM Patrons’ Scholarship Gala held in April 2024
- CIM course and ACI student chapter meeting guest speakers (fall 2023 and spring 2024):
 - Amy Jimenez – Raba Kistner (TXST CIM Alumnus)
 - Superior Construction Services, Cemex
 - Baker Construction, Master Builders Solutions
 - Kent Companies, White Cap
 - Five Star Ready Mix, LLC, Legacy Precast, LLC
 - Romco Equipment Co.
 - Tate Talamini – Alleyton Resource (Summit Materials)
 - Precast Concrete Manufacturers Association (PCMA)

FINANCIAL INFORMATION

INCOME	National Steering Committee: Operating	\$125,000*
	National Steering Committee: Recruiter Support	\$100,000
	National Steering Committee: Scholarships	\$90,500**
	Texas State Patrons Other Donations	\$25,000
	Texas State Patrons Scholarships	\$47,800
	Other	\$15,916
Total Income		\$404,216

EXPENSES	Faculty and Student Travel	\$103,920
	Program Director/Recruiter Travel	\$28,127
	Recruiting/Promotion/Marketing	\$25,192
	Recruiter Payroll/Benefits	\$78,363
	Meeting Expenses (NSC/Patrons)	\$720
	CIM Laboratory Expenses	\$7,564
	Miscellaneous Expenses	\$16,634
Scholarship Expenses	\$141,300	
Total Expenses		\$401,820

*Includes \$25,000 to operations from \$60,500 in added funding received January 2024

**Includes \$40,500 to scholarships from \$60,500 in added funding received in January 2024

INDUSTRY RELATIONS/STUDENT TRAVEL

Students attended the following conferences with faculty:

- ASCC Fall Convention, Grand Rapids, Michigan
- PCI Committee Days, Tampa, Florida
- NRMCA ConcreteWorks, Nashville, Tennessee
- PCMA Fall Meeting, Santa Fe, New Mexico
- ACI Fall Convention, Boston, Massachusetts
- World of Concrete, Las Vegas, Nevada
- Precast Show, Denver, Colorado
- AGC Annual Convention, San Diego, California
- ACI Spring Convention, New Orleans, Louisiana
- ICRI Spring Meeting, Boston, Massachusetts

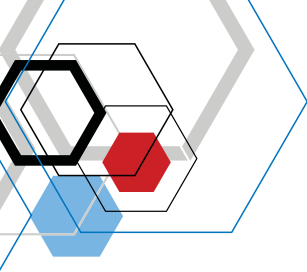
ALUMNI INVOLVEMENT

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

TXST CIM has added two new courses for the 2024 academic year:

- CIM 3350: Precast/Prestressed Management – Materials and management processes for the precast concrete industry.
- CIM 4350: Advanced Concrete Technology – Hands-on laboratory-based concrete materials technology.



The CIM program offers remarkable networking opportunities for students and these experiences in professional environments have helped me learn how to network with industry leaders, creating essential connections for building my career.”



MATTHEW PASEMANN

TEXAS STATE UNIVERSITY

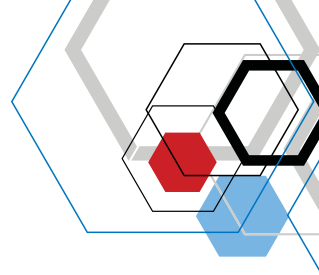
Class of 2026

I’m originally from San Marcos, Texas and I chose Texas State University and the CIM program because of its unique curriculum that covers all aspects of the concrete industry, which aligns perfectly with my interest in concrete and construction. Additionally, the CIM program offers remarkable networking opportunities for students, such as conference travel, which aren’t typically available in other majors.

During my time in the CIM program, I’ve had the opportunity to attend numerous industry events and association conventions, including the American Concrete Institute’s (ACI) Spring 2023 Convention in San Francisco, Fall 2023 Convention in Boston, Spring 2024 Convention in New Orleans, and NRMCA’s Spring 2024 Convention in Tampa. These experiences in professional environments have helped me learn how to network with industry leaders, creating essential connections for building my career.

Currently, I’m working as a summer intern for Baker Construction. Opportunities like this are preparing me for working in the “real world” after graduation.

What is my advice to current and future CIM students? Take full advantage of everything the CIM program offers. The numerous opportunities for travel and scholarships provide the flexibility to explore different internships and career paths.



HAILEY MONDELLI

MIDDLE TENNESSEE STATE UNIVERSITY

Class of 2026

My journey at Middle Tennessee State University has been transformative, showcasing the importance of finding the right academic path. Set to graduate in spring 2026, I chose MTSU not only for its proximity to home but also for its impressive scholarship opportunities. Inspired by my mother, a project manager, enrolling in the Concrete Industry Management (CIM) program felt right.

The CIM program has equipped me with essential skills through a challenging curriculum that emphasizes critical thinking and technical abilities. Regular interactions with industry professionals have enhanced my networking opportunities and students graduate American Concrete Institute (ACI) certified—a fantastic advantage.

Beyond academics, I've encouraged my peers to build relationships, ask questions and join clubs like ACI for professional growth. I've attended various industry events, such as the NRMCA convention in Tampa and traveled to Savannah, Georgia and Columbia, South Carolina, broadening my understanding of the field.

One standout experience was my summer internship with NASA, where I worked on projects vital to their mission, significantly expanding my knowledge. My time in the CIM program has shown me what passion and dedication can achieve, and I hope to inspire others to fully engage with the program.

“ The CIM program has prepared me for the real world as we are given many opportunities to speak with companies, allowing us to network and meet people we may work with in the future.”





The CIM program has been instrumental in preparing me for the real world. It has equipped me with the technical skills necessary for my field and emphasized the practical application of abstract concepts. Challenging assignments sharpened my problem-solving abilities, mirroring real-world scenarios."



RACHAEL PALILIO

NEW JERSEY INSTITUTE OF TECHNOLOGY

Class of 2025

I am currently attending the New Jersey Institute of Technology (NJIT), with an expected graduation date in May 2025. I am originally from New Jersey but my parents are from the Philippines.

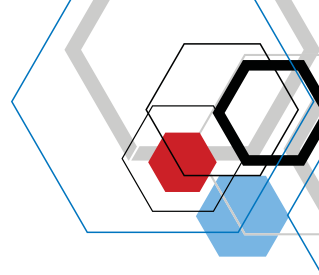
I chose NJIT for its stellar engineering programs and the many opportunities it offers, such as internships. Specifically, I was drawn to the CIM program for its comprehensive approach to understanding the construction industry, from project management to fieldwork.

The CIM program has been instrumental in preparing me for the real world. It has equipped me with the technical skills necessary for my field and emphasized the practical application of abstract concepts. Challenging assignments sharpened my problem-solving abilities, mirroring real-world scenarios. Additionally, exposure to industry trends and networking opportunities has deepened my understanding of current practices and expectations. The program also underscored the importance of professionalism, communication and teamwork in navigating workplace dynamics.

To other CIM students, I'd advise developing strong organizational skills and effective time management strategies to balance coursework and extracurricular activities.

Through the Patron's meetings, I secured my first internship with Pullman SST, where I learned about the bidding process and project estimation. Currently, I'm interning with Citnalta Construction Corporation in New York City, focusing on project management tasks like scheduling, change orders, takeoffs and quality control.

Engaging with the CIM Patrons at school has been encouraging. They invest significant time and effort into the program and are receptive to student feedback on future improvement. It is this kind of engagement that makes me feel like an important part of the program.



GRACE JENSEN

SOUTH DAKOTA STATE UNIVERSITY

Class of 2026

I am a student at South Dakota State University (SDSU) and I'm set to graduate in December 2026. Originally from the small town of Glenwood in west central Minnesota, I chose SDSU for its commitment to providing real-world experiences alongside education. I discovered the CIM program through a friend and quickly realized it was a hidden gem of opportunity.

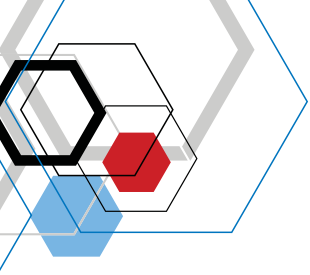
The CIM program has taught me the importance of balancing knowledge with a strong network. I've attended various industry events, including the NRMCA Convention, PCI Convention and World of Concrete, which have broadened my understanding and connections. My advice to fellow CIM students? Say yes to every opportunity!

Last summer, I interned with Duinick Concrete, applying my classroom knowledge to real-world sales and estimating tasks. The experience was invaluable, allowing me to work on job sites, interact with customers and handle bids and quotes.

I'm grateful for the strong involvement of our CIM Patrons. Through golf tournaments, banquets and various events, I've formed meaningful connections with many of them. Their support and confidence in us students is truly remarkable and I feel blessed to be part of such a supportive program.

“ The advice I try to tell every freshman I encounter is “Say yes to all the opportunities that you can!” There is no possible way to be an expert at every aspect of the concrete industry but there are so many events and chances to learn.”





Be proactive about reaching out to people currently in the industry and make as many connections as you can, you never know where they might lead.”

ANTHONY MCDERMOTT

CALIFORNIA STATE UNIVERSITY, CHICO

Class of 2024

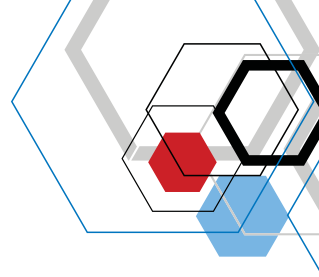
I am a student at California State University, Chico, set to graduate in December 2024. I'm from El Dorado Hills, California, with roots in the East Bay Area. Chico State was my top choice for its vibrant culture and unique CIM program, the only one on the west coast. The program offers numerous opportunities for those ready to engage, and it's been rewarding to connect with faculty, students and industry Patrons.

Through the CIM program, I'm preparing for the "real world." I'm required to complete at least one internship, but I'll finish four by graduation, gaining invaluable hands-on experience. My advice to current CIM students? Get involved! Participate in competitions, assist with research and network with industry professionals.

I've attended several industry events, including ACI Conventions in San Francisco, Boston and New Orleans, where I led our student competition teams. My internships in the ready-mix concrete sector have provided insights into how different departments collaborate to produce quality products. Engaging with CIM Patrons during social events has also helped me build valuable relationships within the concrete industry.

As I look forward to graduation, I am excited about the opportunities that lie ahead and the potential to make a meaningful impact in my field. I encourage fellow students to seize every opportunity, learn from each experience and actively engage with the industry to pave their own paths to success.





ARMIN VAZIRI

NEW JERSEY INSTITUTE OF TECHNOLOGY

Class of 2023

I graduated from the New Jersey Institute of Technology (NJIT) in December 2023 with a degree from the CIM program. Today, I serve as a quality engineer at Northeast Precast, where my responsibilities mainly include concrete testing and mix design.

I chose this position and this company because of their impressive innovative work with precast concrete. The role truly aligns with my passion for continuous improvement, lean thinking and concrete mix design.

The CIM program was instrumental in preparing me for my current responsibilities. It offered an invaluable blend of construction and business knowledge, hands-on lab experience, and networking opportunities. Participating in student competitions further honed my skills and provided real-world insights.

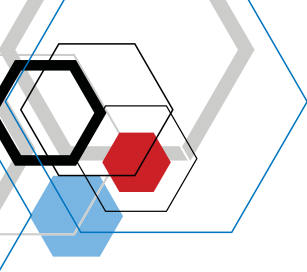
Originally, I pursued electrical engineering, but my father introduced me to the CIM program. Meeting Dr. Mahgoub solidified my decision to switch. The program's comprehensive approach, combining construction and business elements, excited me about the industry and its opportunities.

During my time at NJIT, I took full advantage of the summer internship program, working at Garden State Precast. This experience allowed me to apply classroom learning in a practical setting, rotating through different departments and understanding the intricate workings of the construction industry.

My advice to current CIM students is to stay engaged. You are the future of this industry. Concrete is the second most used product in the world after water for a reason. It's a great product with a long lifecycle and plenty of room for innovation.

“ Stay engaged. You are the future of the industry. Concrete is the second most used product in the world after water for a reason. It's a great product with a long lifecycle and plenty of room for innovation.”





I chose the CIM program because it offers a unique blend of technical knowledge and practical experience tailored specifically to the concrete industry. The program's focus on hands-on learning through extensive labs and internships was particularly appealing, as it ensures that I gain real-world skills alongside theoretical understanding."



MOHAMMED MIRZA

CALIFORNIA STATE UNIVERSITY, CHICO

Class of 2024

I am proud to be a member of the Class of 2024 at California State University, Chico. Currently, I work in ready-mix sales for Holliday Rock in the central coast region of California. My role allows me to engage with multiple departments, fostering a comprehensive understanding of our operations. I assist batch men and drivers with batching processes, accompany sales representatives on job walks, prepare quotes and coordinate with various departments to ensure smooth order shipments. Additionally, I participate in order taking, dispatching, quality control and lead market analysis for the central coast.

I chose this position because it offers hands-on experience across multiple departments, enabling me to grasp the business's full scope. Holliday Rock's reputation for innovation and commitment to excellence, combined with its collaborative culture, makes it the perfect fit for my career aspirations. The emphasis on quality and customer satisfaction aligns with my values, reinforcing my decision.

The CIM program at Chico has been instrumental in my career preparation. It provided a blend of technical and managerial expertise, practical lab experiences, and internships that equipped me with essential skills. I have completed internships at Holliday Rock and Marr B. Olsen Inc, which broadened my industry perspective.

To current CIM students, I advise making the most of hands-on experiences and internships. Network actively, seek mentorships, stay curious and balance technical expertise with communication skills. Special thanks to Geoff Hollingshead for his mentorship; his guidance has been pivotal in my professional growth.

MATTHEW YOUNG

INSTRUCTOR

South Dakota State University

I am engaged with three different universities' CIM programs, holding various leadership roles. At Middle Tennessee State University (MTSU), I serve as a Patrons board member, at Texas State University, I'm on the curriculum committee and at South Dakota State University (SDSU), I helped create and teach the CIM 480 Industrial Sales and Marketing course.

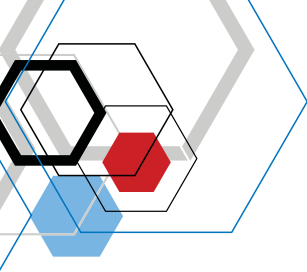
My journey began when Dr. Heather Brown spoke at my freshman class at MTSU. A fraternity brother, Zach Langford, recommended the CIM program and I've been involved ever since. After graduating, I attended graduate school and became the first CIM graduate to earn a doctorate. I moved to Texas and sought ways to give back to the program that shaped me.

The concrete industry is fascinating, resistant to offshoring and evolving with new technology. It offers diverse career paths, from civil engineering to supply chain management and space construction. The CIM program's required internships and ACI certifications prepare students for immediate impact post-graduation. Our industry partnerships provide internships and a global network of employers.

Companies engaging with the CIM program benefit from a highly trained workforce. My vision for the CIM program is continued growth, reaching workers already in the industry through our online degree and diversifying into specialized fields. I look forward to contributing to its success.

“ The concrete industry is fascinating, resistant to offshoring and evolving with new technology. It offers diverse career paths, from civil engineering to supply chain management and space construction. The CIM program's required internships and ACI certifications prepare students for immediate impact post-graduation. ”





Beyond the exceptional starting salary, which is nearly double the state average, and the virtually guaranteed job offers upon graduation, the CIM program at MTSU fosters a unique and supportive learning environment.”



CANNON LAMB

LAB MANAGER

Middle Tennessee State University

I am the lab manager for the CIM program at Middle Tennessee State University (MTSU). I oversee our laboratories, ensuring they are well-stocked and ready for diverse activities while supporting faculty research and student tours.

I joined the CIM program as a student in 2016, drawn by positive testimonials from local alumni. Throughout my academic journey, I actively participated in various student organizations. Last year, our students excelled in projects like the ACI mortar flowability and concrete beam competitions and prepared for the concrete canoe competition, offering hands-on learning experiences.

The CIM program at MTSU provides excellent starting salaries and strong job placement upon graduation. We foster a close-knit community with personalized mentorship, preparing students for successful careers in construction. Our graduates pursue diverse paths in production, contracting, corporate roles and more, benefiting from comprehensive training and projects.

The partnership between the CIM program and industry leaders creates a pipeline of skilled graduates ready to address industry challenges. Companies in the concrete sector should engage with us to access this talented workforce. My vision for the CIM program is to be a hub of growth and innovation, nurturing lifelong learners to tackle complex industry challenges.



SHIRLEY HALL

MARKETER AND RECRUITER SPECIALIST

California State University, Chico

I am a marketer and recruiter specialist for the CIM program at California State University, Chico. Being a Chico native, it's a privilege to work in my hometown and contribute to a program that is shaping the future of the concrete industry.

At Chico State, I'm responsible for recruiting students into the CIM program and I'm proud of the hands-on, engaging curriculum we offer. This past school year, our students have been involved in exciting projects for the American Concrete Institute (ACI) and National Precast Concrete Association (NPCA) competitions, showcasing their talents and dedication.

Why choose CIM? Our program stands out due to its strong industry connections and the high demand for our graduates who earn competitive salaries. Students can look forward to diverse career paths, including roles in quality control, operations, sales and marketing.

One unique aspect of our program is the immediate industry-specific knowledge and connections our students gain upon joining. This is complemented by our industry partnerships, which offer invaluable networking opportunities and ensure our curriculum aligns with industry needs.

Our Patrons provide extensive resources, including internships, equipment and funding, enriching the student experience.

For companies in the concrete industry, involvement in the CIM program ensures a steady flow of skilled professionals and drives innovation. My vision is to foster an educational environment that prepares students to lead and innovate, thus benefiting the concrete industry through talented, well-prepared graduates.

“The CIM program plays a crucial role in advancing the concrete industry by providing a pipeline of talented professionals who are ready to lead, innovate, and ensure the continued success and sustainability of the industry.”





I strongly encourage other companies in the concrete industry to get involved with the CIM program. With their involvement in the CIM program, they have access and opportunity to hire newly educated and highly trained talent for our industry.”



THOR BECKEN

CIM NORTH CENTRAL REGION PATRONS GROUP CHAIR

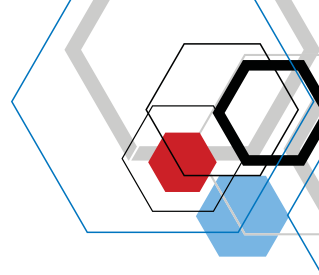
South Dakota State University

As the current CIM North Central Region Patrons Group Chair for South Dakota State University, I've seen firsthand the significant need for a program in the midwest to retain talented students in our trade. My involvement stems from a deep belief in the CIM program and the remarkable results I've witnessed from students entering the industry. CIM-educated students are well-prepared, bringing a skilled workforce to the table and reducing training costs for employers like us at Cemstone and TCC Companies.

The commitment from Cemstone and TCC to the CIM program is driven by the clear benefits we foresee. Interning students, who later join our companies, possess a comprehensive understanding of the concrete industry and advanced skills. This industry-academic partnership between CIM and our Patrons is robust and continually evolving. It provides a fantastic platform for industry professionals to engage with students directly, whether through teaching classes or offering field trips to our facilities. The more exposure students have, the higher the likelihood they will pursue careers in our industry.

I strongly encourage other companies in the concrete industry to get involved with the CIM program. Becoming a Patron allows access to highly trained talent and opens avenues for collaboration and relationship-building with educational institutions. By working closely with the program director at SDSU or other universities, companies can significantly contribute to and benefit from this initiative.

My vision for the CIM program is long-term sustainability and growth, with industry partners continuously enhancing the program's appeal and relevance. I also hope to see the introduction of graduate certificate programs across several schools. The CIM program not only attracts new talent to our trade but ensures a steady flow of future industry leaders, thus preserving and advancing the legacy of the concrete and aggregates industry.



GRIFFIN TAYLOR

CHAIRMAN OF THE PATRONS BOARD

Texas State University

I am honored to serve as the Chairman of the Patrons Board for Texas State University (TXST) and to be deeply involved with the Concrete Industry Management (CIM) program. My journey began in 2008 during the mortgage crisis, when visionary leaders in the concrete industry recognized my potential. This field offered not just job security, but also fulfilling career opportunities.

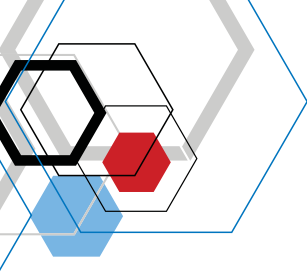
Holcim, where I currently work, has been a steadfast supporter of the TXST CIM program. My late mentor, Tim Mummey, introduced me to this program, which prepares students for real-world challenges, ensuring that we hire well-prepared talent.

The partnership between CIM and its Patrons is vital, with the industry actively supporting students through scholarships, career fairs and internships. I encourage more companies to get involved, as hiring CIM graduates streamlines the recruitment process and attracts top talent.

My vision for CIM is ambitious: to have it universally recognized within the industry, supported by a strong network of students and professionals. As we bring in more skilled individuals, our competition and innovation will thrive, making the CIM program a catalyst for growth in the concrete industry.

“ My vision is a future where the CIM acronym is universally understood within our industry. I hope to see a robust network of students, graduates, and professionals that spans the country.”





WHERE ARE THEY NOW?

NIKOLAOS BENYAMIN

WHEN

WE FIRST MET NIKOLAOS BENYAMIN in the 2017-2018 CIM annual report. At that time, he was a student in the CIM program at New Jersey Institute of Technology (NJIT). At that time, we asked Nikolaos a few questions about his experiences as a CIM student.

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

I am attending New Jersey Institute of Technology and plan to graduate in May, 2020.

Where are you from originally?

I am from Garfield, New Jersey.

Why did you choose this university?

I knew I wanted to be an engineer at a very young age and NJIT had a variety of engineering majors. In addition, once my sister Narguis, a 2014 CIM graduate, told me about this program, I knew I wanted to major in CIM along with construction engineering technology. Since NJIT is the only university to provide CIM in the northeast region, I knew NJIT was the right school for me.

Have you taken part in any internship programs during your first two years at NJIT?

During the summer of 2017, I had a 10-week internship at Garden State Precast. During that time, I was able to work in specific departments such as sales and estimating, production, quality control, etc. At the end of my internship, I received an official job offer from Garden State for a quality control technician. I now work as a technician/scheduler for Peerless Concrete Products Co.

How has CIM prepared you for working in the concrete industry?

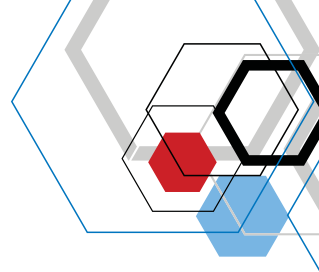
CIM is the reason why I am prepared to work in the concrete industry. Many CIM classes are hands-on which provides students with actual industry experience. Also, through the CIM program, I became the president of NJIT ACI Student Chapter which provided networking opportunities and



American Concrete Institute (ACI) competitions require us to use out-of-the-box thinking to compete against other college teams. Once I graduate from the CIM program, I will also have a minor in business which will help with managing work efficiently and productively.

What meaningful or exciting experiences have you had in the program?

Through the program and the ACI Student Chapter, I have traveled many times to compete in competitions and to attend conventions, such as The Precast Show. These experiences not only provide a better insight into the industry, but also provide networking opportunities. The reason why I work in the precast industry is because of my trip to The Precast Show.



NOW

FAST FORWARD SEVEN YEARS since we first met Nikolaos who is currently employed as a production scheduler at Peerless Concrete Products Co. We recently asked him a few questions about his career after graduating from the CIM program.

In your role as a production scheduler at Peerless Concrete Products Co., what are your job responsibilities?

My responsibilities include scheduling approved jobs for production, which can range from single structures to over 100 different ones. Once these structures are ready for shipment, I handle their delivery scheduling. Additionally, I manage supply orders for the crews involved in building and pouring these structures. Alongside scheduling, I'm also involved with inside sales.

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

The CIM program provides a comprehensive education, covering not only concrete but also management. Through CIM, I acquired both managerial and business skills, as well as specific knowledge about concrete and its properties. This hands-on major equipped me to efficiently manage my time and work with the computer programs used in precast. Additionally, I gained insights into concrete mix designs and the precast process even before entering the industry. CIM truly lays the groundwork for success in any concrete-related field.

Why did you choose the CIM program?

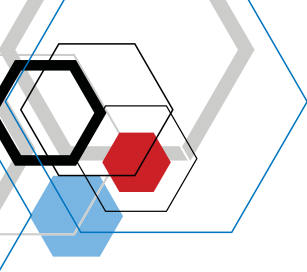
I've always been drawn to the construction industry because of its hands-on nature. When my sister, who is also a CIM graduate, told me about the program, I thought it would be a perfect fit. The bonus of a business minor with CIM made it even more appealing. Additionally, I combined CIM with CET (construction engineering technology) to gain a comprehensive understanding of concrete and its applications in construction.

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

CIM offered several opportunities for students to engage with the industry. Twice a year, there were Patron meetings where industry professionals could visit and observe what students were learning. These meetings also facilitated summer internships. It was during one of these gatherings that I secured my first internship. Additionally, the program participated in numerous networking events, allowing students to directly connect with business owners and managers.

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

Concrete, along with steel, is a fundamental building material in construction. Choosing a major that covers both the technical aspects of construction and provides opportunities to learn about the business side is a significant advantage. With this knowledge, you'll be well-equipped to handle any aspect of the industry you choose to pursue.



WHERE ARE THEY NOW?

ROGER INSYXIENGMAY

WHEN

WE FIRST MET ROGER INSYXIENGMAY in the 2015-2016 CIM annual report where he was featured as a student enrolled in the CIM program at Middle Tennessee State University. At that time, we had the opportunity to interview Roger and gain insights into his journey as a CIM student.

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

I am currently a senior at Middle Tennessee State University and intend to graduate in May 2017.

Why did you choose this university?

I chose MTSU because the facilities here for my major are second to none. I grew up in middle Tennessee and consider myself very fortunate to be a local resident to the oldest and largest CIM program in the country. MTSU was a no-brainer decision for me because the CIM program has a great reputation within our town.

What made you decide to join the CIM program?

I joined the program because I've always been fascinated with infrastructure. The concrete industry sparked my interest when I realized that there will always be a demand for concrete and it's used in everything around us. CIM was also recommended by my sister, mentor, and friends who are all alumni of the program and spoke highly of the close-knit family environment.

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

I'm currently at my two-month summer internship at Nael in Dubai, UAE. Nael has several different plants which include ready-mix, precast, pre-stressed hollow core slabs and cement. In the ready-mix plant, I worked in quality control and was given the task to test materials and create various mix designs. In the precast and cement plants, my responsibilities were to improve the production and operation management in the facilities.

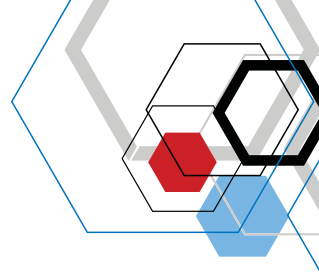


Have you had any particularly meaningful or exciting experiences in the program?

My favorite experience is the coral reef restoration project in the Dominican Republic. MTSU's CIM program spent two consecutive summers to help rehabilitate the small fish population. We completed 19 concrete prisms the first year and 26 the second year to help benefit the environment.

What advice would you give to someone considering joining the CIM program?

My advice would be to join the program without any hesitation. The program will get to know you on an individual basis and help you be successful in life. CIM will teach you how to be a professional, connect you with industry leaders and allow you to have fun while enjoying what you're doing.



NINE YEARS HAVE PASSED since we first met Roger. Presently, he's employed as a specifications analyst at Ozinga. We had the chance to pose a series of questions to Roger about his career progression post-graduation from the CIM program.

In your role at Ozinga, what are your responsibilities?

I primarily work with Ozinga's Midwest Ready-Mix division to provide our customers with mix designs during the bidding and construction process. My responsibilities include reviewing drawings and specifications and submitting Ozinga's mix designs for engineer approval. While still meeting project requirements, our team aims to provide our customers with mixes that are economical, practical, optimal and sustainable.

Why did you choose this position and this company?

When I initially came onboard at Ozinga, I started out as a technician in the R&D lab. Over the course of a few years, I gained interest in switching to the production side of Ozinga which led me to my current position. I chose Ozinga because of the values they instill as a company. Being family-owned, the company puts an emphasis on making sure everyone feels like family, which ultimately creates a culture that is unparalleled. They are also constantly innovating, implementing new technology and materials in efforts to reach their sustainability goals of being net-zero.

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

I was green when I joined the program with no prior experience in the concrete industry. CIM has provided me with a foundation to enter the industry with knowledge and experience that I was only able to gain through the program. Daily, I put into practice what I learned from courses such as plan reading, fundamentals of concrete and applications of concrete construction.

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

Absolutely! I interned with Turner Construction and Master Builders during my senior year. With those experiences, as well as my time with Ozinga, I could see how all the pieces of the puzzle fit together in a project. I was also fortunate enough to travel abroad for a coral reef rehabilitation project in the Dominican Republic, Constructionarium program in the United Kingdom and an internship in the United Arab Emirates (UAE).

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

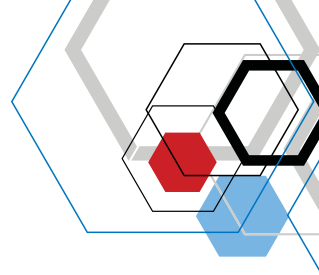
I feel prospective students should consider CIM if they enjoy seeing an idea turn into reality. CIM provides students with an opportunity to be a part of industry where they will work with different teams and complete projects through proper planning, budgeting and teamwork. With these acquired skills, they can take that with them in their careers.



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)



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.

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, the program has been successful for both the industry and the graduates.



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Vice Chairman



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2023-2024 NSC Leadership

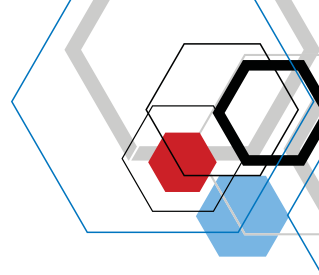
The National Steering Committee

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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