

# *ACEC Minnesota*

## Engineering, Go Figure



**Rock Leaf Water  
Environmental:  
“Industrial Beauty”**

**Photographer - Nicole Nuetzman:**

A Rock Leaf Water Environmental technician removes residual transformer oil from inside an industrial frac tank. The turquoise pop of color contrasts the messy job, a delightful reminder that beauty exists everywhere if we take the time to find it.

**2024 WINTER NEWSLETTER**



# 2024 WINTER NEWSLETTER

## INCLUDED IN THIS ISSUE:

- Get Involved: Engineering Education Foundation of America
- New Education Series - Smarter NOT Harder: Management Development
- Minnesota Transportation Conference & Expo
- Engineering Excellence Awards Gala Preview
- Workforce: ACEC Research Institute - Diversity Roadmap
- Society of Women Engineers - Advocates 4 Empowerment
- Spotlight: Risk Management Committee
- ACEC Life/Health Trust
- Fall Welcome
- Upcoming Events

## **ACEC/MN**

Wells Fargo Place, Suite 2725

30 East 7th Street

St. Paul, MN 55101

952-593-5533

[www.acecmn.org](http://www.acecmn.org)

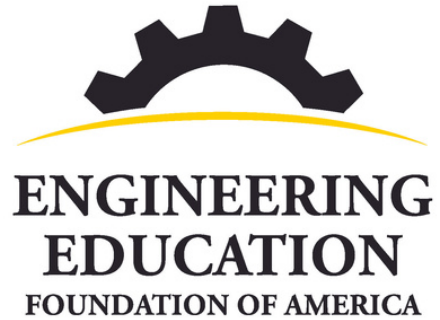
Need assistance with your membership?

Contact Kelly Smeltzer at [kelly@acecmn.org](mailto:kelly@acecmn.org)



## GET INVOLVED

The Engineering Education Foundation of America (EEFA) celebrated its first anniversary in December. The Foundation, a 501(c)(3) charitable organization, was created by ACEC Minnesota to accelerate its workforce development initiatives and promote the engineering profession through charitable investments in education. Since its incorporation, the Foundation has:



- Established a governing board.
- Engaged over 50 volunteers.
- Supported K-12 STEM education.
- Developed relationships with post-secondary engineering programs across the upper Midwest.
- Raised funds for engineering scholarships.

There are many opportunities to get involved in EEFA's mission and the Foundation is always looking for more volunteers. If you have a passion for workforce development and engineering education, [you can sign up here](#) (see the form at the bottom of the page) and we will be in touch. You may also reach out to Brett Burfeind, the Chair of our Workforce Development Committee, at [bburfeind@alliant-inc.com](mailto:bburfeind@alliant-inc.com).

EEFA is proud of its accomplishments to date and looks forward to accelerating its mission of workforce development in 2024. To learn more about the Foundation, [please click here](#) or visit <https://engineeringfoundation.org/>.

Much of the Foundation's success in 2023 was made possible through the support of industry partners. The Foundation would like to thank the following sponsors for their generous donations:



### DONATE TODAY:

In addition to our growing list of corporate sponsors, EEFA depends on you! All contributions, regardless of size, are meaningful. Your generosity promotes the future of the engineering profession and is tax deductible!



### Improve Workflow with Process Mapping

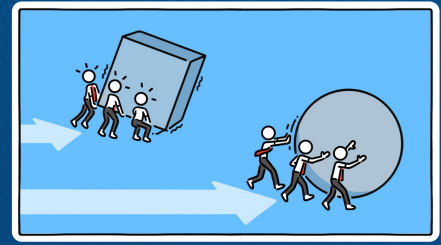
Tuesday, February 6, 2-4PM, 2PDH/CEU

Wells Fargo Place, First Floor Training Room (in-person only)

30 7th Street East, St. Paul, MN 55101-4914

\$50 ACEC/MN members, \$60 nonmembers

- Includes validated parking at World Trade Center Ramp



This session will focus on Process Mapping:

- Learn the basics of visualizing our workflows and why it matters to see our work
- Develop a process map using a standard template that can be repeated for any project or process
- Explore the challenges teams face when visualizing work and how to overcome them
- After mapping, what's next? Identify ways to work smarter

Each session in the **Smarter Not Harder** series is designed for direct application of lessons - take it back to your workplace and use it right away.

With the right information and tools, you can get better at managing your team's work systems to make sure good people stay engaged and thriving.



**Terri Erickson, PE, SE**  
Masters of Engineering Management

Terri is managing principal of Kata Consulting LLC, working to improve the delivery process of construction projects and the teams who deliver them using lean and continuous improvement thinking

Talent burnout and disengagement are on the rise. Bad managers, work overload, and lack of structure are just some of the top reasons people are leaving their jobs - or the industry. 80% of managers are promoted with little or no training.

**We can do better.** The **Smarter Not Harder** series is designed to fill this gap. When we work smarter not harder, team members are more engaged, satisfied, and empowered.

**Differentiate your company by working smarter not harder.**

# MTCE &

MAY 29-31

2024

## MINNESOTA TRANSPORTATION CONFERENCE & EXPO

Join us in 2024 for  
Minnesota's premier transportation conference  
Wednesday, May 29th - Friday May 31st

Sign up to attend or sponsor  
at [mtcexpo.com](https://mtcexpo.com)



# ACEC Minnesota 2024 ENGINEERING EXCELLENCE AWARDS

Join us at  
 **A'BULAE**  
 In Downtown St. Paul  
 for an amazing  
 EEA Gala!

We're so excited to announce  
 this year's musical act -  
 get ready to blast off with the  
 dueling pianos of Rock It Man!

**ROCK IT MAN**  
 entertainment



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# Workforce: Diversity Roadmap



The ACEC Research Institute, in partnership with Zweig Group, released its first-ever Diversity Roadmap presenting the state of diversity, equity, inclusion, and belonging (DEIB) in the engineering industry and identifying opportunities for improvement as firms work toward their DEIB goals.

Nearly 200 ACEC member firms have participated in the Roadmap which offers engineering firm executives a comprehensive, data-driven tool that assesses the maturity of a firm's DEIB program and provides actionable suggestions on how firms can make further progress.

The report is now available for download, but the Roadmap is still available for firms to use to assess their own DEIB programs.

The Research Institute will be joining us here in Minnesota on April 18th to present as part of the ACEC/MN Leadership Breakfast series.

[Please click here to download the report or learn more about the Roadmap](https://program.acec.org/diversity-roadmap-acec-research-institute) (or visit <https://program.acec.org/diversity-roadmap-acec-research-institute>).

[Watch the Future of Engineering Roundtable Session: Diversity Roadmap Benchmarking Result](https://youtu.be/dCXsd7XOvQ0) (<https://youtu.be/dCXsd7XOvQ0>)





## Become an A4E Champion ...

*... and take action towards creating a more inclusive workplace for women in engineering and technology.*

Join the Society of Women Engineers' **Advocates for Empowerment (A4E)** program and become part of an exclusive group of organizations committed to supporting and advancing women.

### **As an A4E Champion, you'll have access to:**

- Actionable performance information for workplace improvement
- Public recognition for commitment to gender parity and equality
- Networking opportunities with other organizations
- Sharing of best practices
- Identification of impactful diversity initiatives

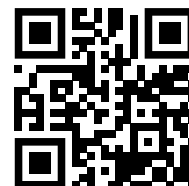
***Together, we can create a stronger and more diverse and inclusive industry!***

**2023 CHAMPIONS**



Life Is On | **Schneider**  
Electric

Visit [a4e.swe.org](https://a4e.swe.org) or scan the QR code to learn more about the **A4E Program**.



# Spotlight: Risk Management Committee

ACEC/MN continues to revamp and relaunch programs and committees in this post-COVID environment and we are pleased to announce the return of the Risk Management Committee on January 18th, 2024.

At our January meeting, **Committee Chair Brian Kampf of Kraus-Anderson Insurance** will lead a discussion panel on **Enterprise Risk Management (ERM)**. ERM is a Strategic Approach that helps organizations identify risks that could impact their objectives and overall performance, and in worst case scenarios, risks that could put them out of business. It involves a systematic process of identifying potential risks, analyzing their potential impact, and implementing strategies to manage and mitigate those risks.

Please join us for this informative and exciting conversation January 18th, 12-1:30PM at ACEC/MN's St. Paul Office, located at [30 East 7th Street, St. Paul, MN 55101](https://www.acecmn.org/locations/st-paul). This meeting will be held in the First Floor Training Center Board Room. [Please use this link to RSVP for this committee meeting](https://business.acecmn.org/events/details/acec-mn-risk-management-committee-enterprise-risk-management-1-18) (<https://business.acecmn.org/events/details/acec-mn-risk-management-committee-enterprise-risk-management-1-18>).

If you have suggestions for topics or speakers for future Risk Management Committee meetings, please feel free to reach out by email to [john@acecmn.org](mailto:john@acecmn.org), or bring your great ideas to our January 18th meeting.







# Now Available in Minnesota

- Take advantage of our fully insured plans administered by UnitedHealthcare
- Utilize the United Healthcare Choice Plus network
- Fully insured, underwritten rates backed by the financial strength of the ACEC Life/Health Trust

Contact us for a no-obligation quote at [sales@aceclht.com](mailto:sales@aceclht.com)

[ACECLifeHealthTrust.com](https://www.ACECLifeHealthTrust.com)



# ACEC Minnesota Fall Welcome

On November 9th, ACEC/MN members gathered for the 2023 Fall Welcome event with special guest speaker Tom Hauser from KSTP-TV.

After a greeting from ACEC/MN President Katie Toghradjian of Isthmus Engineering and a Workforce & Advocacy update from Executive Director Jon Curry. Tom Hauser treated our audience to a deep dive on the 2023 Legislative Session and insights on where we're headed in 2024. Congratulations to our lucky attendee who won a signed copy of "Inside the Ropes with Jesse Ventura" with the answer to this question: what was Jesse's favorite soap opera?\*

We also got a great update on the [ACE Mentor Program](#) from John Nordby of Kraus-Anderson Construction Company. This program engages, excites and enlightens high school students to pursue careers in architecture, engineering and construction through mentoring and supports their continued advancement in the industry.

Thanks also to our lobbying team from Poul Haas for their assistance with this event and to Tom Poul for his great introduction for Tom Hauser.

\* It was the *The Young and the Restless* - the former Governor had a recurring role on the soap in 1999.





# ACEC/MN Events and Education

We've got some exciting new additions to the calendar as we turn the page to 2024! Coming up in the next few weeks we have the return of the Risk Management Committee on January 18th, as well as a brand new "Smarter NOT Harder: Manager Development Series" on February 6th

You also want to make sure to attend our Leadership Breakfast on Visas & Immigration on January 16th or the spectacular Engineering Excellence Gala at A'BULAE on February 23rd.

Grab that calendar to save the date(s) for all the great events below! And as always, keep an eye on our [calendar page](#) - new events are added all the time. Looking forward to seeing you soon!



## **January 16th, 2024**

Leadership Breakfast: Visas & Immigration  
Presented by Nilan Johnson Lewis Law Firm

## **January 18th, 2024**

Risk Management Committee:  
Enterprise Risk Management

## **February 6, 2024**

Smarter NOT Harder:  
Manager Development Series -  
Improve Workflow with Process Mapping

## **February 23rd, 2024**

Engineering Excellence Awards Gala  
At A'BULAE in Downtown St. Paul

## **March 5th, 2024**

ACEC/MN Day at the Capitol

## **March-April 2024**

Spring Emerging Leaders Training Series

## **April 16th, 2024**

Smarter NOT Harder:  
Manager Development Series -  
Push, Pull ... Balanced Flow: An Operations  
Mindset

## **April 18th, 2024**

Leadership Breakfast: ACEC Research  
Institute

## **April 22, 2024**

Women In Engineering: Engineers of the  
Future Panel discussion

## **April 2024**

Engineering Ethics  
Presented by Kristine Kubes,  
Kubes Law Office

## **May 9, 2024**

ACEC/MN Annual Meeting  
Como Zoo & Conservatory

## **May 29-31, 2024**

MN Transportation Conference & Expo  
RiverCentre

## **June 10, 2024**

ACEC/MN & EEFA Scholarship Golf  
Tournament  
Oak Marsh Golf Course

## **June 2024**

County Forecasting Seminar (virtual)