

SEA-MW

STRUCTURAL ENGINEERS ASSOCIATION OF METROPOLITAN WASHINGTON

2022-2023 Board of Directors

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Meeting Minutes - #228

January 11, 2023

In-Person Meeting
Clyde's – Washington DC

Meeting Agenda:



9:00 AM – Business meeting called to order by Michael Zajac

9:15 AM – Presentation: Bridging the Gap: What Young Engineers Envision vs. What Leadership & Ownership Expect

10:30 AM - Adjourn

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Item 1: December 2022 Main Organization meeting minutes unanimously approved.

Item 2 - Financial Committee:

- MO balance - \$90,000.
- YMG balance - \$6,600.

Item 3 - NCSEA: Michael Zajac

- Will discuss updates within the other items.

Item 4 - Awards and Gala Committee:

- 2023 Gala will be February 25, 2023
- The Venue is St. Francis Hall (similar to 2020 format)
- Individual ticket sale email recently sent.

Item 5 - Communications Committee: Joe Spaziani

- Michael Zajac looking to increase LinkedIn presence and creating SEA-MW LinkedIn a page.

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Item 6 - Code Committee:

- No update

Item 7 - SE3: Jen Greenawalt

- Shadow day with DC high schools, looking for volunteers
- Book club starts next week (Jan 18)
- Save the date for March 30 (6-7:30pm), first in-person SE3 event (free dinner) “The Role of Mentors and Feedback in Career Advancement”
- Brief Discussion/Presentation by Sean Augustino – Indigenous Peoples and Structural Engineers
 - Engineers have typically been engaged to advance colonization
 - Projects often built on sacred land/sites, divert resources from native populations, and materials used in construction can harm indigenous land
 - Discussed three (3) projects; dam in WA/OR, telescope in HI, water intake in VA

Item 8 – Rebuilding Together: Kellie Farster

- Rebuilding Together is back after COVID and will occur during the last week in April.
- Email for signing up will be sent soon.

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January 11, 2023 Program:
**Bridging the Gap: What Young Engineers Envision vs.
What Leadership & Ownership Expect**



SPEAKERS:

- Gary Strand – Simpson, Gumpertz, & Heger
- Christian Parker – A+F Engineers

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January 11, 2023 Program:

Bridging the Gap: What Young Engineers Envision vs. What Leadership & Ownership Expect

PROGRAM HIGHLIGHTS:

- Brief backgrounds given for Gary (30 years experience) and Christian (4 years experience)
- Changes in the Industry:
 - Previously no email, no cell phones, no internet, mylar/paper ruled the day, paper mailed back and forth, fax machines used for RFI responses, slower overall process, in by 8am and out by 5pm, shirt and tie, organized your personal life around deadlines

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January 11, 2023 Program:
**Bridging the Gap: What Young Engineers Envision vs.
What Leadership & Ownership Expect**

PROGRAM HIGHLIGHTS (continued):

- Changes in the Workforce:
 - Previously standard work environment (everyone the same), but now a more individualized work environment is preferred.
 - Gen Z is more comfortable changing jobs, mental/physical health more important, global pandemic and concerns about economic future, prefer more work/life balance, sustainability,
- Work-Life Balance
 - Previously no cell phones – personal time was yours
 - with cell phones and internet – work/life blurred
 - balancing act of limiting employee turnover and profitability
 - Young folks typically quit due to; pay, burnout, work/life balance

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January 11, 2023 Program:
**Bridging the Gap: What Young Engineers Envision vs.
What Leadership & Ownership Expect**

PROGRAM HIGHLIGHTS (continued):

- Work Flexibility
 - Young engineers may want different things, but ultimately want a choice
 - Balance of turnover and profitability
- Feedback
 - Young engineers typically want more frequent feedback
 - Recent grads have been in school for essentially 18 years, with constant feedback on performance (grades provided on assignments and exams)
 - When providing negative feedback, start with positives
- Communication
 - digital natives may not prefer all digital communication
 - “tech fatigue” is something that young folks deal with

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January 11, 2023 Program:
**Bridging the Gap: What Young Engineers Envision vs.
What Leadership & Ownership Expect**

PROGRAM HIGHLIGHTS (continued):

- Digital Technology
 - Managers should understand software before assigning tasks
 - Software verification is a weak point for young engineers (Junk In = Junk Out)
- Career Development/Advancement
 - Requirements for advancement may be different
 - Only 50% under 25 want to be principal, due to other priorities
 - Not everyone has the same career goals
 - Instant career advancement is often expected with new grads
- Ask for what you want, communicate, develop career path, keep an open mind, stay curious, be available, learn from young and old
- The floor was opened up for Q&A

Program concluded at 10:30 AM.

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