

**FALL 2019**

**CONSTRUCTION MANAGEMENT  
TECHNOLOGY INDUSTRY  
ADVISORY MEETING**

November 15, 2019 | 11:00 am  
Tarrant County College – South Campus  
Center of Excellence for Energy Technology Building –  
SETC 1206



**Construction Management Technology  
Advisory Committee Meeting – Fall 2019  
Friday, November 15, 2019 – 11:00am**

Welcome

Dr. Peter Jordan, President  
Dr. Shannon Ydoyaga, VP Academic Affairs  
Ernest Gines, Jr., Dean of Business/Technology

Introductions

TCC Administrators and Faculty  
Advisory Committee Participants

Call to Order

Dr. Rebecca Burleson, Committee Chair

Approval of Minutes

Committee Members

Program Updates

James Howard, Coordinator

1. Overview of Program Curriculum
2. Student Enrollment and Achievements
3. Accreditation Update
4. Scholarship Funding Update
5. National Housing Endowment Grant Update
6. Student Job Fairs / Internship Opportunities
7. 2019 Builder Show and Residential Management Competition

New Business

Committee Chair, Member Discussion

8. Review of Key Themes from Last Meeting
9. New Craft Certificate Initiatives

- a. Synergistic Opportunities
  - b. Resource Constraints
  - c. IAB Response
10. Committee Formation
- a. Membership/Recruitment (awareness, IAB Membership, H.S. visitation)
  - b. Student Engagement (speakers, field trips, job fair, competitions, internships)
  - c. Curriculum (accreditation, classroom experience, student interviews, crafts)
11. Open Forum
12. Next Meeting Schedule

Adjourn

**Construction Management Technology  
Advisory Committee Meeting – Fall 2019  
Volunteer Committee Interests**

Name: \_\_\_\_\_

Company Affiliation: \_\_\_\_\_

Best Contact Information: \_\_\_\_\_

If there is a service committee in which you would be willing to serve, please indicate by checking the box.

**Membership/Recruitment:** Committee will assist with construction program awareness, IAB membership growth and diversity, High School visits, and program advocacy.

**Student Engagement:** Committee will support program initiatives for student enhancement activities such as class or evening speakers, field trips, job fairs, competitions, internships, etc.



**Curriculum:** Committee will support accreditation processes and compliance, enhancing classroom content or resources, recommend program improvement opportunities, conduct student exit interviews, craft certificate cooperation, etc

If there is an industry peer or firm you would like to recommend for IAB membership, please provide information below.

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CHAIRPERSON: Becky Burleson		
MEETING DATE:	MEETING TIME:	MEETING PLACE:
RECORDER:		PREVIOUS MEETING:

MEMBERS: (P = Present)

OTHERS PRESENT:

(P?)	Name and Title (List all members)	Business Affiliation	Name and Title

AGENDA

Agenda Item	Action, Discussion, Information	Responsibility
Approve Minutes from Last Meeting		
Old Business:		
New Business:		
Curriculum Decisions:		
Other:		

MINUTES

Key Discussion Points	Discussion
Old Business:	
New Business:	

SUSAN: Starting at a comprehensive high school. So, it would be a school within a school model. It would include construction and logistics. We are currently seeking out any partners, industry partners who would be interested in being in on that planning process, and possibly helping us plan, and then also partnering in the future.

What that would entail for a P-Tech partner is basically you sign on, you help us plan, advisory committees. Now, that doesn't mean you have to sit on a committee, but it could be somebody from your company. And as we plan, what P-Tech does is we give the students the course work, so they will be taking the college coursework, they would be getting hands on soft skills directly from our partners, from the college, and from us at the high school level. And then the goal is to get them work ready by the time they graduate high school or getting them ready to go on to their four-year degree plan, so, they would be getting their associate's degree plus credentials plus certifications while they're still in high school and be able to hit the ground running once they graduate.

So, what I'm going to do is I'm going to leave a stack of my business cards here, and here we're just seeking some partners or a partner who might be interested in filling this out and jumping on board and starting a planning here. Now, basically, what that means is that we would plan during the 2019-2020 school year to open in the 2020-2021 school year. So, we would have a year to plan and can get everything all logistically correct. So again, not putting anybody on the spot, but I'm going to leave my cards. And so if you have any interest, or if anyone from your company has any interest, if you'll just please reach out to me, and I can share that with our leadership.

JAMES: The time commitment, it is just as if you'll get ready for a major project (00:01:48 Inaudible) is very incremental, so it's not time intensive taking away for 5 hours or something like this. So, again, it's burden without having sat in, especially if we want to take risk, I can attest to that one.

SUSAN: We usually meet for about an hour-and-a-half once every month, once a month, and sit and plan and just gather the information and then we do work groups. And so, we have people from the industry who come in who might not be you, but it might be someone who works with your company come in and help us design the curriculum, help us design the partnership, the marketing, and those pieces. I'll leave my cards. Thank you so much for your time.

JAMES HOWARD: Thanks folks. Thanks James.

JAMES: Thank you much. Take care, Susan.

(Talking in the background)

JAMES HOWARD: Call to order. Thank you for re-signing . The thing is -- we want to have our own separate thing. But call of order -- so this is the advisory meeting for construction management on November 9, 2018. We did not have one last spring due to time constraints, so this will -- our last minutes are from 2012, basically almost a year ago today. It was November 11th of last year.

So, I want to basically introduce myself, I am James Howard. I am the coordinator for construction management. I took over from **(00:03:33 Inaudible)** you recall last year. And Keith Thomas, he became a new full-timer last September. So, it's almost a little over a year ago. And now, our initial chair was Bob Benda (phonetic) and he resigned. He said he had too much. He had been the chair for almost five years. Now, I have requested -- it's up to you guys, and I've requested Becky BURLESON (phonetic) to become the new chair right now at least for a couple of years.

BECKY BURLESON: That explains why the Dean kept talking about Bob Benda, looking and smiling at me and I'm thinking he's a great guy. He's a great guy.

(Chuckles)

JAMES HOWARD: Through that, I am going to let everybody introduce themselves. Start with Victoria here. Victoria is one of our students. She is the Senator in our student organization, and she's also one of the competitors in the NHAVE student competition this year. So, she's got her hands full. Awesome.

>> **(00:04:53 Inaudible)** What did you do?

VICTORIA: Okay. So, I should be graduating --

>> (Whispering) stand up.

>> I should --

(Chuckles)

VICTORIA: -- in the fall and everything, accordingly it happens and the process and all that good stuff -- just in case I'm taking a new method class. I want to be a general contractor with my dad and **(00:05:16 Inaudible)** somewhere. I'm looking at him right now. And I have a cat. And eventually, I want to go back to become a teacher because that is what I think I can do the best. So, yes, thank you.

LIONEL MERES: My name is Lionel Meres (phonetic) I work for Michael Baker International. I came -- I graduated school

from TCC this December of last year. I was the President for construction management, and I'm a construction inspector at Michael Baker. We are -- I'm currently in the project of **(00:05:53 Inaudible)** beside American Airlines in Dallas, and probably be with them for the next three years hopefully, if everything goes well.

JAMES: **(00:06:09 Inaudible)** John's one of the **(00:06:10 Inaudible)** western contractor's senior President and manager of the firm, looking on a couple of different projects right now and helping with procuring the work.

JAMES NORWINE (PHONETIC): I am with Key Construction. I also graduated from TCC here with construction management. So, I'm a project manager with Key Construction. We do commercial hospitals, ad centers, schools, hotels, things like that.

CHRIS JORDAN: Chris Jordan with Electroacoustics. We do large scale audio/video lighting systems, like **(00:06:46 Inaudible)** arena, PG stadium, stuff like that.

BECKY BURLESON: I'm Becky BURLESON, Vice President from Flimbeth (?) Construction here in Ft. Worth. And happy to start -- well enough for five years --

>> No.

>> (Chuckles)

BECKY BURLESON: -- put a box around that.

BRIAN RICHARDS: I'm Brian Richards. I'm Vice President of Balfour Beatty construction. I run the Tarrant county Ft. Worth district.

HEELY JONAS (PHONETIC): I'm Heely Jonas. I'm with David Weekley Homes, and I'm our career specialist.

ADAM: And I'm Adam Ponet (phonetic), and I'm with David Weekley Homes as well.

BLAKE CHRISTIAN: Blake Christian with Archer Western. I'm leading up our Texas office.

NICK SPENCER: And **(00:07:33 Inaudible)** Nick Spencer, Consultant Management Office for Ft. Worth district. Also adjunct professor here and construction management with James. Been here 10 years as far as doing consultant management.

JAMES HOWARD: So, at that, I am going to let Becky take over.

BECKY BURLESON: What?!



(Chuckles)

JAMES HOWARD: No, I will help, I'll guide this --

BECKY BURLESON: Sure!

(Chuckles)

JAMES HOWARD: I will guide this through it for this time.

BECKY BURLESON: Yeah, that would be great.

JAMES HOWARD: This is not -- it's not mine. This is -- we'll have for next week -- next spring, we'll have you handle it.

BECKY BURLESON: You bet. I'll call it commentate.  
(Chuckles).

JAMES HOWARD: So, what we got now is we're going to -- about the minutes of the last meeting in the back of the advisory planning. Um, and I have passed this on to Bob for his approval. I think he sent it back, and I unfortunately have not read it. But this one -- this was the meeting from last fall. There are a few things we have gone through and we're going to catch that in bulk business but I'm asking for **(00:08:49 Inaudible)** approval of the meeting minutes from last fall -- if you got -- I'll give you a couple of things -- and I will get this to you.

Since I got all your e-mails for now for this theme, once we get the new meeting minutes done, I will send you to Becky for her review, and then send them on to everybody else. So, we don't -- so everybody will be aware of this and inform them into the advisory meeting.

We had planned this advisory meeting to be about a month ago, but we haven't been able to get space for it. I know it's very popular here. Do I have approval for the minutes of the meeting from last semester? Or last meetings? Any seconds? Seconds? Thank you.

So, officially, we'll set the minutes of the last meeting. So, now we can go on to part four of this whole business and solve issues. **(00:10:28 Inaudible)** I had asked -- once I found out that Bob was resigning, I had -- I knew Becky very well. She'd been here for -- I asked her to take over Bob's spot. And this -- and I don't plan on being here for five years. Because I like to have people change names so we get new ideas, new blood, new people and things.

What I want this to be is we got -- we had -- in one meeting minutes, we talked about the work force branch that we've got. That is actually finished and over. Unfortunately, for

us, they did not get a lot of people in on it. So, we're -- I don't know if they're going to try it again, but it did not proceed as they told me it would. I'll just to let you know. But it is now finished.

The job fair. Job fairs -- I'm going to change this so we can see. Job fair, we started -- it was a recommendation. We had two a year. A little bit of some length of this year, but we did have one this last fall, or this fall, and we're scheduling our next one of, and that we will lock that down before the semester is over. So, it should be in April of 2019 for the next job fair, and we will maintain that annuals -- and by the end of January -- by the end of -- middle of next year, by next semester, we will schedule the next job fair.

BECKY BURLESON: This is with the intention that those will be twice a year?

JAMES HOWARD: Twice a year. More for different groups -- I know you said from last time, you would like to get the short-term contractors that hire short-term -- they need it faster to be here in the spring and also for the internships for the summer for those groups. And then in the fall, we would look at the large construction companies for long-term -- in term for the next -- coming up for the next year.

NICK SPENCER: Now, let me ask, as far as kinds of a heads up that we're having them, I mean, they need six weeks? Four weeks ahead of them?

JAMES HOWARD: More the better.

NICK SPENCER: The more the better. Yes.

BECKY BURLESON: Expanding that two years out?

JAMES HOWARD: Okay, planning two years out.

BECKY BURLESON: That is how they're all done. When you get your teams lined up where you're going and April is late.

JAMES HOWARD: April is late? What would you prefer? March?

BECKY BURLESON: February.

JAMES HOWARD: February? Okay. But since our school starts now, we start -- actually, we used to start right after Martin Luther King, but we actually now start a week before. So, our schools start a week early.

NICK SPENCER: And that would be good because I think we've run two of them, and we haven't given them enough notice, be it to the students or to the potential employers, and it just, it's been

real choppy the last two times and we want to correct that.

BECKY BURLESON: It just needs to have a standard -- get into a standard rhythm, and then people know what to expect, and I can always -- our college recruiting so maybe there's a timing different for industry. We have made our intern offers and acceptances. We are holding one for TCC because it was out of sequence with everything else, so we just put a fork in one, but yet, they're done. Because the students need to know where they're coming and they may or may not stay locally, which jumps that they're going to -- we have to get a head count of how many we're going to take on in a region and then fill this, and get the best students that we can get. Last February --

JAMES HOWARD: For us, that means, it's going to be, you said, February. So, we're looking at September/February.

BECKY BURLESON: Okay.

NICK SPENCER: I agree.

JAMES HOWARD: September and February. So, September ones, we're going to look for people in terms for spring. February, it'll be summer and fall internships.

NICK SPENCER: Like I said, the interns that are going out are actually getting hired by the companies. We had some EPR because we've had some **(00:14:55 Inaudible)**. I can't think some of the others. But we need to get more of the home builders in too because we don't want that to be short, and the home builders are a big supporter of the program --

JAMES HOWARD: Yeah, so as the HAV.

NICK SPENCER: Yeah, we need to work in-house how we can make that happen more for both the industries.

BECKY BURLESON: It's funny **(00:15:20 inaudible)**. I wouldn't say they typically run from the beginning of February to the middle of March. Maybe the third week of March, but it's pretty --

JAMES HOWARD: We'll get -- probably middle of February again. That'll give us enough time to do everything. Soon we're back into the classes we already started and then we can get the thing going.

So, for us, well, we can put out the notice, as soon as we get back from first week, second week of school.

NICK SPENCER: The right person is here in the room (Chuckles).

VICTORIA: I heard that.

Chuckles)

JAMES HOWARD: So, that's what we'll do then. That's what we'll set up the schedule then. Then speakers' series, which we've been doing. We've been bringing in things both commercial and residential speakers to meet with the student organization. Usually, we do it at night sort of thing. Something I think we may want to look at is actually we're having a line up over time period for a year of speaker series. We can get the people to set up so we can create posters and get them out, and put them out to everybody. I'm looking at what the four-year college is doing; they'll have a speaker series out way before the school starts.

So, that's where we're standing on that. So, we have started a good speaker series, and that has been working very well. The new businesses are our ACCE conference. We are in the beginning -- basically starting our reaccreditation. We are accredited by the ACCE, which is the American Council of Construction Education. So, we'll go through our site, our on-site visit is in the fall of next year. No date yet, but it'll be then.

One of the things we will probably do is we'll be asking you to come here for an interview; the site team. They will go -- they go and talk to people.

And then we got student enrollment statistics. Mine are from way -- from all the way from -- all the way from the summer this last year --

BECKY BURLESON: Hey again, can I put a quick ACCE plugin for you?

JAMES HOWARD: Yeah.

BECKY BURLESON: That is a national accrediting body of construction programs. They're probably six 2-4-year institutions, and not as many maybe 20-30 two-year construction institutions. That organization de facto -- its headquarters is wherever its President is. And for the last 15 years, the President of ACCE has been a gentleman named Mike Holland, and he was a retired steel executive out of San Antonio, and he's been the national President of ACCE. He has retired and they're currently doing a search. Their preference is for an industry person to run that organization. And so, if you go online, you'll see their job advertisement soliciting for folks. If you know of anybody who's looking, they would be responsible for the accreditation operations but also the outreach. All those programs that the accrediting body serves. And the office goes to whoever they want it. It moves to them. So, if they hired someone from Louisiana, the office is going to move to Louisiana, and they get to set up and hire that group.

So, if you know someone to do that, encourage them to go look at [acce-hq.org](http://acce-hq.org), which you can -- American Council for Construction --

JAMES HOWARD: For Construction Education.

BECKY BURLESON: -- and you'll see that on their line. And we'd love to get a really strong leader and preferably keep it as Texas (00:19:13 Inaudible). That much being said, their February meeting is in Houston, and in every spring meeting they have the Wednesday first day is the industry advisory council day. So, industry advisory councils from all over the country come together and kind of share best practices. And if you have a day that you can spare to go down to Houston -- it's close to us this time. It moves all over the country, but it's going to be here in our backyard. So, I would probably -- I know Keith said he's going. I would be there and serve on the board, and maybe we can get somebody else who's interested and just coming and seeing what other program councils are doing, the two-year and four-year guys generally get together, have a break out session and can swap and share ideas as well. So, if you're interested in maybe seeing what others are doing, let me know.

CHRIS JORDAN: That includes a home (00:20:14 Inaudible) pursuit. Not just commercial.

BECKY BURLESON: Yes, absolutely. And some of the programs are, in fact, predominantly residential/corporate.

JAMES HOWARD: Thank you. Student enrollment statistics, real quick. This is has been for the last almost five years. You can see the overall for architecture for CMB, we had 235 in '16, 243 in '17 spring, and then the summer was 23 students -- or, 31 students. So, any graduates, now, we don't have any graduates statistics for 2017-18, but we're 262. We've been having a steady increase overall for the -- every year, and hopefully, the more we get, try to get the ACCE revision team saying, we need a third full-time because we're getting to that point. We're really swamped this year; the classes we didn't have enough enrolled. We've increased or increasing our adjunct staff. I think we had four and we're now at six, and it'll be seven by the end -- by the beginning of spring. And I'm (00:21:36 Inaudible) to add more to that.

NICK SPENCER: In the beginning and end of that, we had senior day last week where all of the seniors from the local high schools come in and kind of look at the different programs on campus, and actually Victoria was in that too, but actually, we ran out of fliers in that program. So, we got a lot of seniors that are interested in the program coming in. So, we're kind of anxious to see what the reflection of that is as far as students in the program. But we had a really good turnout at the senior day.

JAMES HOWARD: Well, I compliment that, I'll jump down to dual-prep program. As they're mentioning in here, we are now -- we have embedded instructors at Mansfield, and we have it at Lake Worth. We have embedded instructors for the beginning classes. We also got, this semester, PT dual credit courses here on campus for OEY. And so we're -- literally, it's dual credits coming in. So, we got seniors, high school seniors, that are coming in and taking courses with us now. So, we're getting them ready so they'll be able to pursue this career.

NICK SPENCER: Excuse me, James?

JAMES HOWARD: Yes?

NICK SPENCER: Are we still looking at doing an infomercial for the program for the program for us getting the (00:22:59 **Inaudible**)?

JAMES HOWARD: Yeah, we're trying to get that. Right now, it's kind of on the back burner at the moment. But still we're looking at how are things starting to increase ourselves now, and we starting to look at in and out until, at least the school, we need to get it out into the other -- into all the high school population.

BECKY BURLESON: How many full-time equivalents do you have teaching those 263 construction students? I know you have two full-time faculty, but you're adding your adjuncts --

JAMES HOWARD: The adjuncts --

BECKY BURLESON: What's the FTE, the full --

JAMES HOWARD: Except these four, five -- about five -- we got -- I got six adjuncts right now. And me and Keith, Keith is sitting at 24 hours credit hours. I'm at 22. So, you're looking at max, for 15 of us, so I'm saying we're offering -- I'm trying to think of how we can say -- you've got two classes, you're (00:23:24 **Inaudible**).

NICK SPENCER: (00: 23:53 **Inaudible**)

JAMES HOWARD: And that's 12, 17, 20, let's see -- at least four, four-and-a-half. And we can't increase the -- we cannot increase the population of students until -- unless we get more people to teach because it limits us to a number of classes it can help. The adjuncts are held at 9 hours max and we are held at actually 21. About 15, 21 with permission by the President, and then 24 with permission of the chancellor. So, they limit us how many hours we can teach. Normally, we go up to 21. That's almost a give me, if we want to do it. But that's a lot for people who are also trying to run the program. It swamps, yeah.

BECKY BURLESON: Has the request for an additional faculty position already been made? Is it in the process?

JAMES HOWARD: No, it has not. Usually, what we had done was -- I think the last time we were doing our accreditation, it was one of the recommendations by the accreditation committee; is they added -- that's how I ended up getting fired. They added -- they required to add a second person. And we were not even at that 260. We were just over 200 at that time and that was a committee. That gave enough strength to the President to say, okay, we'll do it. Because it goes through him first, and we'll just have to create -- we're going to have to get the data there for him to say, hey, yeah, we need that third person now. They will look at the overall --

But in contract hours, meaning hours spent, we're at about four-and-a-half. And if I get one person, we've already got people, one surveying class, filled within three days of -- and I got like at least 6 to 7 people that I want to take in the next class. So, if I had another class, I could literally increase -- enough people, I could increase that class load, and I could increase all the other class loads.

We're limited here in this building to a certain number of people per class. All the labs have a set number of people that can be in the class based off of the fire marshal requirements. So, our labs are max at 18. Some are 18, some are 15; it depends on what room it's in. This room, all the classrooms are limited to like 30 people.

Student employment update: that is where we've got Keith --

NICK SPENCER: Yeah, I think missed some of the companies earlier but we've --

JAMES HOWARD: These are people that have been hired after class. So, we have a pretty good hiring record from the students up here.

NICK SPENCER: Yeah, I think -- you know, the program is turning over students that are really valuable to the industry. I think the issue still we have in Tarrant County College's office is not a lot of people know that we're here. You know, there's a lot of companies. I mean, I went to Ft. Worth Women in Construction meeting, and a third of the folks there really didn't know that Tarrant County College was here yet except a couple of students. Again, I got to say again, this was women -- and I don't like to say it wrong, Becky, women in construction. There were some -- the board was young women and there was a young lady from Boston commercial, a lady from Thomas S. Byrne, BSNF -- I can't remember the other girl, but, you know, being a dad with a daughter in construction, these young women really

impressed me. And I wish I could join the organization, I was so impressed by them but they --

(Chuckles)

(Talking over each other)

NICK SPENCER: -- yeah, but I don't think they were saying everything they wanted to say because there were some men in the room (Chuckles) but I -- you, know, and again, I have two children. I have a son that works for DPR as a young engineer, and I have a daughter that's a project manager to the children's hospital for DPR. So, when I met these women in Ft. Worth, women in construction, you know, they were very impressive. I said, man, my daughter **(00:29:03 Inaudible)** but, and I told Becky, if you have women in your organization, there's two books that they should be -- they should read. One is called *Lean In*, and the one other is --

JAMES HOWARD: Plan B.

NICK SPENCER: Option B.

BECKY BURLESON: Not Plan B. That's a different thing (Chuckles)

(Talking over each other)

NICK SPENCER : Option B. They're **(00:29:24 Inaudible)** from Austin Convergint. she told one about her. She is -- she is the compliance officer within the company. and she has to fly across the company straight to these old **(00:29:34 Inaudible)** superintendent's house (Chuckles) So. she's a pretty tough little girl. But she talked about how these two books helped her in developing her personality within the company. And I would recommend them to any of the young ladies, and of the older ladies that are in your organization, in dealing with construction, you know, with the guys in the field. And it's changing; we're not the same way we used to be.

I think, my background, I worked 34 years with Linbeck out of college, and worked there until I've had this great opportunity to come to the campus. So, in -- you know, I was impressed. That's all I can say. But invite them to that book. And I'm not saying carry a set of books too.

BECKY BURLESON: Okay. Good thing. (Chuckles)

NICK SPENCER: So, this one, I may be way off track, but I just wanted to share that with everybody.

JAMES HOWARD: So, as this -- we talked about -- adjunct hiring; what we've been doing. And -- yeah, we've talked some



things now. Becky kind of caught my ear when she mentioned some of these things about committees. We're looking at people for student involvement. We got student involvement organization which is the ACMS, which is the Association of Construction Management Students. And they've been pretty good. We'll work with it -- actually, what I've done this year is a thing called how many -- we've got -- most of the officers are women this year.

VICTORIA: Uh-huh.

JAMES HOWARD: They've got -- we've got the Vice President, the President, the Senator are all women. and we have our --

VICTORIA: Vice President, the treasurer, the photographer and --

JAMES HOWARD: Yeah, and the historian --

VICTORIA: The historian, yes.

JAMES HOWARD: (00:31:35 Inaudible) the photographer.

VICTORIA: Oh, right on.

JAMES HOWARD: Yup. So, we've got -- it's pretty good. So, with this -- actually then is they're taking -- and what I've done is kind of shifted that burden to them. It's the student's organization, it's not mine, and I want them to take over and handle everything. So, they've been working on getting the speakers out here for the student clubs and everything.

Scholarships. We have -- we're looking at -- now, we got Linbeck's, got Bafford Bailey. We've got Westwood Construction, their scholarships. I think, in the last phase --

NICK SPENCER: NAHB.

JAMES HOWARD: NAHB, yeah. National Association of Home Builders scholarships. Now, we have an overall award from the NHAB -- or actually, the National Housing Endowment Organization, which is separate from NHAB -- gave us a more -- we went through our second year reviews last January, when they had the NAHB vision in January. And we got our -- they came in for -- because there was a change in with the people working here. They came -- they held off on our check for that year, and they came in and interviewed us. And we were really worried about our next check. It was a \$75,000 grant that we used to help promote the school, and then we got our second installment. And this coming February is running for the third installment. It's a five-year grant, up to \$75,000, and they take a look to see where you're at and they'll award accordingly to that decision. So, we're in that part. We also applied for the travel scholarship from them

this year, and we actually got a \$1,500 travel scholarship.

BECKY BURLESON: James, when that group came, they had some specific things they wanted to see done before the next visit and installment, and one of the challenges will be -- we needed more of these folks here to help do that. Is there any specific action we need to do as a committee that supports you in ensuring that the third installment is successful?

JAMES HOWARD: Yes, actually, that's what we've been looking at; looking at getting groups of here. Now, this is -- at one time, I think we had something like 40 people in the advisory committee, but what I would like to see is I want to try to get more residential people here. As you can see, practically everybody's commercial except for new guys. And I need to get more residential involved. I've been working with the NHA -- the Ft. Worth Greater Home Builders Association before, and they're very responsive -- we're still having -- it's still not a smooth transition with us right now. So, I'm trying to get that established. **(00:35:06 Inaudible)** you may want to talk -- do you work with the Greater Home Builders Association?

ADAM: I don't remember.

JAMES HOWARD: You don't remember? So, we may want to try to get -- to see if we can get -- I talked with -- what's her name? Huh?

ADAM: Kimberly Bradford? (phonetic).

JAMES HOWARD: Kimberly, yes. I talk with her empirically. I talk with her.

BECKY BURLESON: And I'm just working off memory, but it seems to me one of the things that that group -- because it's a national plant that's been given, what they really wanted to see was that the -- some of the students are, in fact, a pipeline of employees in this core home building industry. So, they were specifically looking for placement statistics: how many of your students have entered into the home builders' industries? So, they -- it didn't have to be a general home builder, it could have been a specialty trade contractor that does residential work. But that is something that I think they're going to expect organize an actual data, and part of that led to the -- we need to invite more of the home builders to understand that the students run two career fairs and there are folks working. And I would hate to miss the opportunity to get that third grant installment. Because they came, they were a little concerned about the change in leadership. It was a good meeting; James did a great job with faculty and the students who came in were -- and they were lights out. It was pretty awesome watching those (Chuckles) students talk about their program, and they said, "We're satisfied." Congratulations getting that second payment. But I don't want to minimize what

they were looking for. They want to see how that grant is helping to connect that pipeline of students to home builder industry, and I think we owe it to them to have some good, clear information and --

JAMES HOWARD: Some data.

BECKY BURLESON: -- data and some real presence that we can show. So, there's a knowledge problem that this program is here, but the students also need to know just how robust the home building industry is in the DFW airport; what the range of opportunities are there. Not that I'm looking to take them out of the commercial sector, but we've taken money --

CHRIS JORDAN: Maybe (Chuckles)

BECKY BURLESON: Maybe? (Chuckles) maybe, maybe, but I think there's a balancing act. They were very generous and very supportive and very impressed with what's going on here, but they were also very clear. It's like you can see results (Chuckles).

ADAM: Is it one of those things that from -- you know, obviously when you're looking residential looking at home builders like us, and/or other builders. The last time -- last year, we had groups of lady **(00:37:57 Inaudible)** here, and I saw Avery was on here too, but he's really involved with Home Builders Association. But is it -- is supposed to be just home builders? Do we need some support industry residential construction, i.e. some of the -- whether it is HAC electrical but they do predominantly residential work or labor perspective when it comes to some of our labor vendors? Or larger ones? Or is it?

BECKY BURLESON: This group was open to counting all of that. All of that feeds that residential sector. So, if there's any sort of student engagement, they were looking for student projects that could have happened. So, maybe like -- I know we do a lot of families from Cook, their kids go home and they don't have ramps. Now they're permanently disabled, and our interns and people who go build ramps for people who build ramps. And there is a steady stream of people who always need that. So, it can be community service projects, it can be internships where they have an opportunity to work. Whether it's in those fields, it can be guest speakers. They were looking to see any of those things that happen in an educational -- that's it's reflective guest speakers, internships, career fair. There's four home builders here, there may be 15 GCs or specialty guides.

But they wanted to see that it's represented, and I think we probably ought to map that and start plugging those holes so when they show back up again, they see that there's starting to be a **(00:39:38 inaudible)**. That's really what they wanted this grant to do, was to get it started, and that's what their money was for.

JAMES HOWARD: Well, that's basically it. And we started -- the speakers -- basically all of our speakers in the last of -- since that -- has all been residential speakers.

BECKY BURLESON: Well, yeah, except two.

JAMES HOWARD: Yeah.

(Laughter)

JAMES HOWARD: But yeah, that's what -- because of the grant, we've focused on residential speakers.

BECKY BURLESON: Yeah, right.

JAMES HOWARD: Let them go through them and get to understand where they're at, what they have to do, their outcomes. As a matter of fact, there was a speaker this last Monday who was -- he's been -- I think three times President of the NHAB, or the Ft. Worth Home Builders Association. And the students just stuck like mad, they're listening and listening and getting information and everything else they could from him. Because a lot of them are the small builders, you know, the one man, the one man office. They don't have a whole a lot of -- they don't have a lot of big staff. So, more harder to get them to have interned with these guys.

ADAM: You have a very low involvement of sizable builders with the greater Ft. Worth Home Builders Association. There's memberships that most of them have this kind of like flag in the wall or what not. But that's about as much involvement most of your companies that are 100 plus units a year. They don't engage it because it doesn't make it into their business model for a time. So, there're a few that occasionally have been and what not.

JAMES HOWARD: Well, I think it's just for our committees for like since you're all (00:41:34 Inaudible) getting the committees -- getting the group together so they can say, hey, we need help us get these speakers. Help us get who's involved -- who can take on interns? That's important. Who can take on the interns, and then we can get the students that fit that matching, so that it works best for you.

BECKY BURLESON: Where do you guys do your internal training and development of your people? Do you -- is it AGC, ABC? More so than the home builders? Or do you really have to be self-contained within David Weekly homes? You have internal programs that grow -- pretty self-contained?

ADAM: Ours is internal -- I mean, a lot of our vendors will do their own things or our subcontractors carry partners, but for us, it is internal; we do internships. But we'll do that and stay internal;

kind of our own program (00:42:29 Inaudible) hire excellent (00:42:35 Inaudible) this semester.

JAMES HOWARD: Whoever mentioned, even says the size of the home builders issue is recognition, the traits, the people you actually come into contact with that work with the same -- what would they need, what then could -- as we look at a lot of the notes, this construction management goes everywhere. It's not limited to just the hard contractor itself, but there's subs and everything like that. And so, just control, that's it. The more we can get help, and I would like to see things the best we could get. Basically, as you -- I looked at Orlando. It was a one-man army, and he did everything. But, unfortunately, that's not happening with me. So, I've never been quite as much as he is. He's impressive, but I'm going to need help. And then he says, "I'll try to see if we get your help, and see if we are going in the right way: are we -- do we need to make some corrections with what we're doing?" And some things we can get help with internships, help with involvement with the home builders a lot more than you have. We've always had a great group of commercial involvement, but it's the -- I'm trying to get the home builders involved and who to contact.

NICK SPENCER: Now, let me add to you. You know, in the subject of diversity we talk with students with what they're doing out there. So, it says a lot of our students are working in the (00:44:10 Inaudible) classes. But if you actually hear that (00:44:14 Inaudible) interns, but you may know some of your trade partner or your subcontract partners that may be looking for trade partners -- I mean, for internships or new hire, that's beneficial too.

I got one student, Justin, and actually I just kind of watched him grow over the last a couple of years. You know, he told me he started out sweeping floors of the warehouse. And then, he lives up and then -- then he actually started working for a high-end custom cabinetry where he designed the closet and things -- first architecture and put it in. And now he's had the opportunity to go in and work with Huff Core to actually do their production scheduling, you know, and I think Huff Core's gone through some reorganization. And he's part of that new ground floor and his -- found himself, with his education and what we've been able to show him, to actually go in and almost start to manage the production scheduling, you know, these hats off projects and we got (00:45:17 Inaudible) we have.

So, there's a lot of different things that are going on out there with the students and what they do, and I got to admit -- we got to find a better way to find out what they're doing, who they're working with and where they want to go because they got to work and they're going to work for somebody. But they're always looking to do that project management type of position that they have in their head as they come through the program.

So, there're opportunities that may not be with you that will help you grow; you may end up actually having them come back to you at some point in their educational careers.

JAMES HOWARD: I think it's something that we can, you know, we'll set up a meeting and say, hey, this is what we're -- the committee -- this is what we're looking for, this is what we need and everything. Now, we're not using -- like the internships, we're looking at groups that said you may not -- this is training period for them. You may like 'em, you may want to keep 'em or say, hey, thank you, we appreciate your work you've done, and you let 'em go. I mean, it's not -- it's not saying you have to commit for them forever, it's just a short term -- our practical requirements for the spring and this fall are 20 hours a week. About 20-21 hours a week. For the summer, well, actually, it's for the fall and spring, it is 15-16 hours a week. For the fall -- or for the summer, summer 1 and 2, it's 20-22 hours to meet that minimum requirement. They need about 230 hours that they have to have to meet their requirement by class.

The more we can get them out into the world -- we have backups, but I would prefer for them to be out into the job so they understand what's going on out there. And that's what we're looking for on that.

NICK SPENCER: And (00:47:20 Inaudible) backups, we had a couple of opportunities. We have actually had Habitat for Humanity --

JAMES HOWARD: Yeah.

NICK SPENCER: -- does internships, non-paying internships.

JAMES HOWARD: And TCC does.

NICK SPENCER: TCC does internships.

JAMES HOWARD: I think TCC doesn't like to call it an "internship". They call it -- it's a training -- it's the training. They're not there for an internship. They're not paying -- it's a non-paid position, but they dig the opportunity to actually deal with small projects throughout the entire five campuses. So, it gives them (00:47:51 Inaudible).

But I would like to get more involvement of the community, not rely on TCC for -- to cover that. So, we have a lot of students who said they're already working, and they can then get their company to help them through that. So, it's those students that do not have positions. And usually, I would say we try to get them to work with the company they're already working for because, Jodi, you said one time, you got to quit, and you got to find another job. It just doesn't -- I don't think -- it doesn't meet their -- you know, you don't get any help out there.

BECKY BURLESON: Can I make a plug on scholarships?

JAMES HOWARD: Sure.

BECKY BURLESON: I know -- Linbeck, as I'm sure many of you do -- recruited a lot of the universities, and the scholarships here are modest but meaningful and really impactful. So, they have -- you can set up an endowed scholarship here that will live forever. For \$30,000, I don't know if you've tried to do an endowed scholarship at Texas A&M or University of Texas, (Chuckles) but it's not \$30,000.

But they also have what's called name scholarships. And the name scholarship program, all you have to do is get \$5,000 in that account, and then it's annualized, you replace it. So, the students are paying, I think, \$69 a credit hour or something like that?

JAMES HOWARD: Uh, \$60 per credit hour.

BECKY BURLESON: \$60 of credit, \$50 -- yeah. And it's very modest. So, a \$500 scholarship makes a big difference for these young people who are paying and putting their way through school. And what is happening right now, downtown is all the scholarship -- the scholarship recognition dinners are being -- if you get a chance to go to that, listen to the young people talk about what those relatively small dollars mean to them trying to advance their careers and trying to -- it is a different body of people than what you see in these big major universities. And a small amount of money can have really big impact in lives.

So, if you're interested, I will totally mangle. (?) but I have all the paperwork with Becky Free (Phonetic) who keeps me flying, right? (Chuckles) And Becky Free, the woman who helped us set it up. It really -- it can be paid in over time. We went to that name scholarship first, and we just replenish it every year. And I'm still working through our company to get an endowed scholarship but, you know, it's a process wherever you are. But it really does make a difference. And they do a terrific job of telling you who your student is, you get to meet them, you have people who are buyers.

JAMES HOWARD: Yes, they do. They really push hard.

BECKY BURLESON: And they do a really great job.

JAMES HOWARD: And they push to get those scholarships awarded. They don't just set them -- well, no one wanted this year. They fought. We had that with AMU actually set the criteria for the scholarship. And Westwood scholarship is really struggling to get them. Normally, they have a time period when it opens and closes. But they will open it up just to make sure

that they're awarded.

BECKY BURLESON: Yeah, you can structure it the way you want it. Ours is fairly opened. They just have to be in construction students. And other than that, we really didn't put any strains on them. But you can customize those, and they've -- I've been super impressed with the communication from the campus people that administer that, having keep you connected, and we've had some really great recipients, and they're down there at the main campus giving those scholarships out. It was a launch event today as well.

So, a little bit of money does go a long way, and that easy entry point is \$5,000, and if they award 1,000 then -- and you just replenish back to 5. And as long as you replenish, it stays a name scholarship in the program, and if you ever decide that's enough, then they just burn it off and then it goes away. And it'll stay name until those funds are depleted. So, it's pretty easy in, easy out. You can keep it in the program or put rules on there. But it's --

BRIAN RICHARDS: And I did once, just like Balfour Beatty, they had an addition to exposure; they had an internship to it.

BECKY BURLESON: Oh, so they get the job (00:52:19 **Inaudible**)?

BRIAN RICHARDS: Yes.

BECKY BURLESON: Oh, wow! That is nice. Okay (Chuckles).

BRIAN RICHARDS: The lady who got it this year, she is head over heels when she finds it. It sets them up already. That means their path is already set forth.

BECKY BURLESON: Right.

BRIAN RICHARDS: And it makes a big difference. I said, "I got to get a job." She said, "I have to get a job." And one of them said, "Can you do it sooner?" (Chuckles).

BECKY BURLESON: That's great.

CHRIS JORDAN: In addition to that, I started a committee for the fourth (00:52:49 **Inaudible**). In the past, they've had four-year scholarships, but here had only two-year of trade scholarships. So, our committee this year started a trade scholarship. We got five scholarships to one -- award one to one certificate that -- you know, so we can work on that.

JAMES HOWARD: Yeah, that would be a nice thing. And looking at more scholarships and internships maybe tied but scholarships are great. The students really do appreciate -- you'd



be surprised how this thing has made their lives so much easier.

CHRIS JORDAN: So, what Rotary will pay for the first year. Tarrant County College will then match that, and Rotary district will then match that, and TCC will match that again.

BECKY BURLESON: Wow.

CHRIS JORDAN: So, it's a four to one deal. So, it's a lot.

JAMES HOWARD: And given in our vicinity, we're talking about the \$75,000 grant we got. It includes scholarships in there. For our entrepreneur, we've had what people don't realize, we have an entrepreneur certificate. So, after you've gotten your Master's degree, two year degree, you have to take up about another 9 hours, basically another semester, of business classes: accounting, business, marketing, so that you know the legal side of what you do to run your own business.

So, it gives the student a really full round body. So, we can always teach them the trade, but they know that it's no matter what it is, you're not taught how to run a business, and that's a really important part, I think, too: to helping you guys -- helping you guys and then you got a guy that comes in to understand the business side of it not just the trade side of it. So, I always find that's the weakness of the professional: architects, engineers, doctors, lawyers. They never talk about how to run a business, and you can tell it a lot of times too.

And so that's the thing is -- if we can, I said get with me, if you like, on scholarships, on internships, on bringing more of the home builders in, who you think is even the large ones or small and supporting you guys to get that filled -- like to me and Keith, either one of us. Keith, your phone number is (817) 515 -- do you remember what it is?

NICK SPENCER: 545?

JEFF: No, I know it's not that.

NICK SPENCER: Actually, (817) 454-8201. That's my cell phone number. Yeah, (817) 454-8201.

JAMES HOWARD: And my, actually, my cell number is (817) 456-6813. If you call me, leave a voicemail (Chuckles). I get about ten -- I get about ten robocalls, a minimum, a day.

VICTORIA: (00:56:20 inaudible).

JAMES HOWARD: And so, I mean, while we were just -- this last hour, I think I've got 5 this last -- since this morning. So, I don't answer phone calls if I don't recognize the names of them. Or you can call me at my office, which is (817) 515-4746.

BECKY BURLESON: Someone else should repeat that cell number, please.

JAMES HOWARD: Yes. (817) 456-6813. Oh, and Keith's office number --

NICK SPENCER: I got it.

JAMES HOWARD: You got it? It's 515 -- (817) 515-4525. That's his office number. Any one of us, any time, give me a call. And if you leave a voicemail on my office number, I get it on my phone, and I can hear it, and then I'll call back.

NICK SPENCER: Yeah, I'd like to ask this, is there anything that James and I can do for you in regard to helping our students? You know, as your advice and getting your advice from the industry. Because you know, our students want to shine for the industry, and we need to know what to do to make them shine.

You know, when I came to the campus, oh, man, we're going to learn Microsoft project, we're going to learn CPro, we're going to learn BlueThink, and I've learned through my scheduling class -- well, there's so many scheduling programs out there -- okay, let's set them aside, we'll do that, but hey, class, we're going to learn about theory scheduling and the logic of scheduling. And I've never heard so much wining in a class.

(Laughter)

But they're going to learn the theory of it instead of just picking up the program and putting the activities in there and moving them around. And Victoria, she's suffering through it. Have you picked up on that, Victoria? That you're going to learn the theory of scheduling rather than just --

VICTORIA: The theory of scheduling is at about -- 40 times this semester.

NICK SPENCER: Yeah.

BECKY BURLESON: It matters.

NICK SPENCER: So, I want to know what we need to do for you guys to make sure that our students -- will they come out of this program that they're ready to move into your organization? Any suggestions?

CHRIS JORDAN: Yeah, in addition to the programs, communication and leadership, to bring a guy in where he's going to work with the engineer, you know, the people in the field, and he's going to run that meeting. He has an agenda, and he's going to start it on time, he's going to stop it on time, he's got to be

certain that we know the important parts. He's got a checklist to know how to take control and run that meeting and not allow the meeting to run him or to deal with distractions; deal with people who don't talk to people who talk too much.

JAMES HOWARD: I mean, there's something then that we can actually modify -- well, teaching, we'll state in our group what we can -- our assignments; how we deal with our assignments to get that part -- get that team leadership and control and understanding how to run that thing.

BECKY BURLESON: You know, whether it's in a model, Keith, or in a drawing and a spec, a traditional drawing spec, I just feel like such an old woman saying this, it seems a generational thing. The actual patience to study the drawings, not just to go look find any answer, but to look and study the drawings where you can go, wow! Nobody ever thought about this. How do you think it's going to go together? You have to study a set of plans and specs before you absorb it and specs and specs and... specs (Chuckles)

JAMES NORWINE: And the contract.

BECKY BURLESON: And the contract. Thank you, you know? And that routinely, routinely. I'm talking qualified, capable, great, project managers that you might be the only one that's sitting on the contract and you have to remind them, "Did you look?" It takes patience to fair out -- it's part of looking far enough ahead. You have to study to see what's going to cause your team problems, to see what's going to cause and we get them looking ahead in time, scheduled, but not in problems.

JAMES HOWARD: Right.

BECKY BURLESON: It's like the problems still catch them off guard; "Oh! Do you know what happened today?" It's like --

JAMES HOWARD: Yeah, and I agree with you there. It's teaching them --

BECKY BURLESON: To be patient and study.

JAMES HOWARD: -- to study the plans, to -- and what we call to interpreting the plans. To understand and going through and say, "Oh! Ah!" and you just aren't certain a mistake or problem here. Not saying a mistake, but it's a -- maybe we got a problem here, and I need to know how to solve it.

BECKY BURLESON: Or I can't visual that, and you realize there's no detail, and then you realize there's no detail because they don't know how it goes together either (Chuckles).

NICK SPENCER: And there's a big value in studying the private diseases. You know that can be a whole course in itself.

BRIAN RICHARDS: I had -- I wouldn't completely agree with that. I know it does. The projects that we win are the ones would be asking those questions. It's simply -- if you don't have a question about a project -- about a construction project (01:02:24 **Inaudible**) you have a question that just lets me know -- like that's one person -- we had our subs, and we interviewed them. I said, "How are you going to handle this project with your questions?" and they had zero questions. That tells me they haven't looked at the plans.

JAMES HOWARD: Yeah. And they don't know what's going on.

BRIAN RICHARDS: Going through this and you want to say, "Refer to this." did you actually go to and are referring to it? You know, you realize it's either not there or when you refer to it, it's something different. So, it solves a lot of headaches and the projects we've had where, like one I was on, there was no drawing for any fire sprinkler. But there was one note, the front, that says building sprinkler, yes.

(Laughter)

BECKY BURLESON: Yeah, in the code review, "fully sprinkled" in Class B (Chuckles).

BRIAN RICHARDS: So, I'm going. okay? Well, then why is there no utilities, there's no -- there's nothing going in, and so it raises a big question.

JAMES HOWARD: Was it supposed to be a new building?

BRIAN RICHARDS: It was a new building.

JAMES HOWARD: Oh, (Chuckles) and no fire sprinkler drawings from this -- no fire sprinkler contractor.

BRIAN RICHARDS: Correct. So, of course, when you put out to bid, it's missed because there is no spec on it. There's nothing.

LIONEL MERES: And you say, okay, with the specs. I know I would -- we had problems wearing 'em. We being out there in our project with the contractor and our subs, they don't -- some of them have no idea that there's new specs come out, they've been revised, they've been thrown out. They're with the new spectrum from TX Dot, and they're like, "Oh, we can't do this." Yes, you can. The new spec says you can. We know these specs are made by the general contractors, so they should know this stuff but they don't.

JAMES HOWARD: So, at some days you got to be trying -- you got to teach the students. I think this is what I tell them is don't

let the -- a lot of -- we found students get overwhelmed. When you take a book and specs and going across the board, it's like "Oh, my God! No, no." You look ahead where your schedule is going, and you start looking at everything that's related to that, and you pull it in. And that's where you stay. Then you move on and go on.

BECKY BURLESON: You gotta eat the elephant one bite at a time. So, you know, if a student is -- nope. Monday, why don't you walk us through the site utilities in which you understand and give us all a 12-minute briefing, and 15-minute briefing on site utilities? Now, they have to go find that stuff, and they realize there is no fire loop connection. I don't even have specs here. And somebody else could have to give the briefing on foundation, the briefing on internal worker. You know?

But the process of rummaging around in drawings, plans, and specs, and contracts, thank you (Chuckles) to find out what our obligations are, it's that process. It's not that they have to know a whole building or the whole overpass or the whole 3-mile highway, but the process of seeking out that which you don't know. You have to find out what you don't know to be able to manage and get ahead of it. And that's --

JAMES HOWARD: And there's also going to be big questions out there. I don't care architects, engineers, they're always going to miss something. I mean, I'll admit that I miss stuff, but I'm a detailed hound. I go over details like mad.

BLAKE CHRISTIAN: Your kind of a complimentary view, I think, but we really need help with students coming out with some better people skills. People that like the technology or like the industry and building often times are very introverted, very reserved -- be reserved, kind of shy away from interactions. They need help with small group communications, how to present themselves, how to interview. They need just help with communications and conflict resolution --

JAMES HOWARD: In campuses, we have that -- we have organizations here on campus that actually deal with this. Bob, you've been, I mean --

BLAKE CHRISTIAN: We don't mind teaching the technical things, and the comments you made about contracts and documents, those are very real things, but the process part and the technology part and the technical aspects of construction, those are the things we're better at teaching. I think we can help them understand initiative --

BECKY BURLESON: That's true.

BLAKE CHRISTIAN: -- and being able to go out and, you know, if we have a problem with somebody, how do we talk

about or get to a resolution? Not just cause it to blow up.

JAMES NORWINE: Patience and perseverance.

JAMES HOWARD: Patience, perseverance.

BLAKE CHRISTIAN: Yeah, it's kind of counterintuitive, I think. For the students. From their perspective they think they're learning a technical degree, which is true, but they forget this is big business, it's people business, it's relationship business. If they want to go very far, they need all those skills and attributes.

CHRIS JORDAN: Pardon the phrase, but you need the course and give a shit.

(Chuckles)

JAMES HOWARD: I think that's a good one.

BECKY BURLESON: Yeah, some ownership, ownership.

CHRIS JORDAN: That's right.

BECKY BURLESON: It only goes well if I cause it to go well for my team. Me, personally. Someone's got to own it, not just, oh, bad stuff happened out there. You got to own -- you have to own the leadership position.

ADAM: Ours is a lot the same is what you were saying is well. Effective communication is one of the things that early in the digital world the more we get, you know, people in the oh, --

JAMES HOWARD: I had one heck of a hard time. And I've seen this in dual credit class is that phone is like a -- I want to call it --

>> (01:07:56 Inaudible)

BRIAN RICHARDS: -- it's more than, it's like (01:08:01 Inaudible) it's an addiction.

ADAM: It is actually. I mean, there're articles that got it right to say that your phone was in your pocket, it's the same effect as certain psychotropic drugs almost, and what it does to you, both your psyche and your heart rate. But the -- we don't live in a world where we can communicate everything we need via emoji. And as easy as that may seem, I don't think everybody actually realizes that. How the presence that they have inside of a group setting, the way that they are perceived by both with their subcontractors, with their superiors, whether it's superiors, you know, anybody into the homeowners, their professionalism in those settings is incredibly important. And it's from a company that cares about a brand. It affects brand especially when it

comes to the customers and with their subcontractors.

So, their ability to effectively communicate both their professionalism, our mission, and what we're trying to accomplish is huge. And, I think, we're in a day where there's a higher prevalence of perceived acceptable short hand, and things of that nature that, you know, the quality of e-mails that come out of people, I mean, it's almost -- we have may be a little video **(01:09:17 Inaudible)** an effective e-mail, which you shouldn't have to do. But you know, it's simple little things like that that really make a big difference in how well they do in their professional environment.

JAMES NORWINE: And they're not using the phone as a phone.

CHRIS JORDAN: No. **(01:09:36 Inaudible)** you can call it. You never answered my e-mail.

BRIAN RICHARDS: Our e-mail went down this morning so everyone was on the phone, which was kind of weird.

(Laughter)

JAMES HOWARD: (Inaudible) conversations.

BRIAN RICHARDS: Sorry, our e-mail is down. I had to call you.

JAMES HOWARD: Well, the thing is you rely on e-mails a lot and you shouldn't. It's that personal one-on-one contact that will make a difference. And I think for the homeowners, it gets -- or for the home builders, it gets really -- really being able to communicate with the homeowner because that can make a great job or one lousy job. Because you constantly fight the same error and it spreads like matter --

ADAM: It's their loss. For the home owner; how well you can make it.

JAMES HOWARD: And then they -- and then, if, you said it affects your brand. I mean, bad side can really spread like wildfire while the good stuff doesn't. And it just takes one really nice job.

BRIAN RICHARDS: I think it's important to note that it goes all the way down to the guys in the field. It's not just if you're in a supervisor role, foreman role, management role because most of the people that we deal with are those in the field. You know, like the homeowners. We had our house built, so when we went and visited the lot, and the guys in the field working had an impact on my view of the company as a whole.

JAMES HOWARD: I think I had a speaker at the last

homeowners -- speaker of home builders said he gives an incentive to his subs to say the homeowner that remembers you is positive, I give an extra \$300 to them. So, they go out of their way to make sure that they're friendly and they're helping the homeowner as much they can. Without, of course, doing work for free (Chuckles). Promising something that it's not for the job.

But, I think, oh, now, this is -- this one is being directed to the homeowner builders, if you can help us. As it says, we got our \$1,500 grant from the housing development for the competition. We're still raising money for travel to the competition. If you can get a head into anybody who would like to donate some money, anything is appreciated for that.

BECKY BURLESON: Is that the only team you're going out this year?

JAMES HOWARD: Yes, we're going to home team.

BECKY BURLESON: Just the home owner team?

JAMES HOWARD: Yeah.

BECKY BURLESON: Is that because they're just -- we didn't have time to pull others --

JAMES HOWARD: We actually, normally we -- normally we only had one team, but this year, we did something we've never done. It was one of the things that the homeowner -- the team came out this year, is we actually have class that is dedicated just to that competition, and we're going to keep that going every single fall now.

BECKY BURLESON: Didn't you guys do the roofing contract as well? It seems to me there were others, airline flight.

JAMES HOWARD: I'm not sure. Orlando may have, but we've never directed that toward **(01:12:46 Inaudible)**.

CHRIS JORDAN: What's the goal to raise in order to build?

JAMES HOWARD: Right now, we're looking at \$4,000 total what we'll need for travel: airfare and hotel fare.

ADAM: And it's \$4,000 in addition to \$1,500 there?

JAMES HOWARD: No, it's up to. So, we're looking at about at least another \$1,200 to \$2,500.

BECKY BURLESON: And that's to get the students to the competition and get their hotel.

JAMES HOWARD: Get their hotel and get them to the



competition.

BECKY BURLESON: Which is where this year?

JAMES HOWARD: Las Vegas.

BECKY BURLESON: Vegas.

(Chuckles)

NICK SPENCER: Quick 10-minute explanation of what it is. Is the National Homeowners' Association, if I say it right, had sent out a simple drawing of residents that is in south --

JAMES HOWARD: (01:13:33 **Inaudible**) South Carolina.

NICK SPENCER: (01:13:35 **Inaudible**) South Carolina. And so the students are charged with putting an estimate together for this project, putting a schedule for this project, completing the drawings with complete details --

JAMES NORWINE: Working drawings, a full set of working drawings.

NICK SPENCER: -- a detailed takeoff. Not using CSI or UniFormat. So, they have to do an actual take off of material and material count, and then put a proposal together, and then present -- have four students present this project. And then actually at the competition, there's a question and answer --

JAMES HOWARD: Session.

NICK SPENCER: -- session from the judges to answer specific questions about this project to ensure that they kind of really dug into the project and looked at some of the issues. You know, we had the recent hurricane down in that area. Knowingly, there were high cross lined in that area, high water table. So, they had to design and research all of this information.

JAMES HOWARD: One of the third -- it's had the third largest earthquake in the country was within (01:14:38 **Inaudible**) labor and second month and second -- it's like being in California.

NICK SPENCER: So, you don't know that until you start digging in this area?

(Talking over each other)

JAMES HOWARD: Charleston had the earthquake back in the 1860s of 8 point something. It rang the bells in New York City.

NICK SPENCER: So, this is the competition they're going.

BECKY BURLESON: I know that we budget every year in our TCC, and I have a small bucket ticket to you, but I recall that it was trickier to give you money than I thought. Who that check needs to be made to somebody specific and routed to the students specifically?

JAMES HOWARD: Yeah, it can made out to us or to -- you can make it actually to the student organization.

BECKY BURLESON: Which is what?

JAMES HOWARD: Which is the ACMS.

BECKY BURLESON: Okay.

JAMES HOWARD: Association of Construction Management Students.

BECKY BURLESON: Okay.

JAMES HOWARD: And you can then -- and if you want to specify, you can specify, "For competitions." So, it allows us to use that money for that. If it's general fund, I know you can't use travel -- you can't use it for travel. But as long as it's in our system, you can drop it into the bucket, and that's where we fund everything out of. TCC is very tight on money. They want to make sure it's being used exactly what it's supposed to be using for because they taught everything, which is understandable.

BECKY BURLESON: And there's really no such thing as undesignated giving?

JAMES HOWARD: No.

BECKY BURLESON: (Chuckles) Yeah, okay.

JAMES HOWARD: If I get -- help with that, and talk to the groups and different things, I would really appreciate it. And we'll get that. And I think I got to talk with the greater Home Builders Association home meeting. I know they don't have a fund --

BECKY BURLESON: We're needing Bob to pass around the offering plate and it's going to cause great consternation (Chuckles).

JAMES HOWARD: But something that will help your organization is the funds to say, hey, how about funding the student organization -- the student competition once a year? And it's just enough money so that we can -- basically, we're looking at just getting to this competition. They switch cities every two years. So, this last year it was in Orlando, Florida. This year it's in Las Vegas. Next year, it will be Las Vegas, and from my

understanding, after that we'll go back to Orlando, Florida for two years.

But last year, although we had -- we did not compete, we did get to go, and it was an eye-opening experience for those students that get there. It really really made a difference. It was one of them, we got another one that's actually going this year -- he was their last year. He's going to this year too.

BECKY BURLESON: What was eye-opening? To see the students compete? To see what they were --

LIONEL MERES: Uh, for me, personally, it's the -- I guess, when you're like -- for us, that we're here in Texas, or someone that's somewhere else, and you're doing the project in another state where codes are different, specs are different, like they said you got to dig into it. And you're like, well, you know, people who live closer to that area have more advantage than us students that live far away. We don't know much about there. We don't know about climate, we don't know about this. But it just shows that you got to -- being far away from that area, you got to look into it more, maybe have communication with connections that are around that area in order to do the stuff. And, I mean, going to this competition to me meant a lot. Because even though I didn't participate, it gave me the insight of causing you home-building opportunities that are coming up, you know? All the new technologies, all the new materials, and how the things are progressing throughout from how it used to be.

JAMES HOWARD: The builder shows is pretty great. It's one of the biggest for home builders right now, and that's good. I like that.

BECKY BURLESON: What did you think of your peers? Watching your peers present, compete, and speak? Was it inspiring? Did you even see it that way? Those are the people I can compete with for jobs?

LIONEL MERES: Yeah, I mean, you're -- you go get people and you're like other students, and you're like, man, that's what you got to go against. Not only in the school level but out in the business level. You got people that you get to thinking, I didn't know that way he did it. So, it's like, if I bided and all that and I went and interviewed where he was there too, he would have got the job and I wouldn't. So, it kind of gets you thinking of how you can make yourself better more and learn more about the industry, you know, get deep into it.

JAMES HOWARD: If that's the case, then we will -- we're done for the day. We're -- we'll hear a proposal for adjournment. Is there a second? Unless you guys want to keep on going? Is there a second? Keith, you want a second?

	<p>NICK SPENCER: I second (Chuckles)</p> <p>BECKY BURLESON: Okay, we're done. Okay, right.</p> <p>JAMES HOWARD: Thank you guys. I appreciate your help and get your insights and suggestions.</p> <p>(Conversations off record from here)</p> <p>[End of Session]</p>
Curriculum Decisions:	
Other:	

CHAIRPERSON SIGNATURE (or designee):	DATE:	NEXT MEETING:
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CHAIRPERSON: James Howard		
MEETING DATE: November 15 <sup>th</sup> , 2019	MEETING TIME: 12:00 - 2:00	MEETING PLACE: SETC - South Campus
RECORDER: Anna Hargett		PREVIOUS MEETING:

MEMBERS: (P = Present)

OTHERS PRESENT:

(P?)	Name and Title (List all members)	Business Affiliation	Name and Title
	Becky Burelson	Vice President, Linbeck Group, LLC	
	Vivian Smith	TCC CTE Advisor	
	Bob Benda	Westwood Contractors	
	Andy Bohon	Westwood Contractors	
	Keith Thomas	Instructor Tarrant County College	
	James Howard	Coordinator for construction management	

AGENDA

Agenda Item	Action, Discussion, Information	Responsibility
Approve Minutes from Last Meeting		
Old Business:		
New Business:		
Curriculum Decisions:		
Other:		

MINUTES

Key Discussion Points	Discussion
Old Business:	
New Business:	

BECKY BURLESON: We'll do introductions. That'll help you a lot.

JAMES HOWARD: James Howard. Coordinator for construction management.

BECKY BURLESON: Becky Burleson. Vice President with Linbeck and Committee Chair of the Industry Advisory Council.

BOB BENDA: Bob Benda with Westwood Contractors.

ANDY BOHON: Andy Bohon with Westwood Contractors.

KEITH THOMAS: Keith Thomas. Instructor at Tarrant County College.

VIVIAN SMITH: Vivian Smith. CTE Advisor.

BECKY BURLESON: We will officially call this meeting to order, and we're going to approve the minutes from last meeting. I don't think we can correct any mistakes if there were any. There was couple of people, but they weren't on a sign in sheet. I'll touch base with some of the themes that came out of this meeting. It reads fairly well now, and unless there are objections, we can just have a motion to approve.

JAMES HOWARD: Aye.

BECKY BURLESON: James moves.

JAMES HOWARD: Moved to approve the minutes of the last meeting.

KEITH THOMAS: I second.

BECKY BURLESON: And we'll give some time for discussions and questions. If you see anything that's wrong, I can correct the official record here. Anybody remember Susan or Victoria? Victoria was a student.

JAMES HOWARD Flores is her last name.

BECKY BURLESON: And then Susan? She came in and introduced us to the early high school program.

JAMES HOWARD: I'll find out for you.

BECKY BURLESON: I'm okay with putting in the record no last name given. It's not incorrect. Okay. Any comments or corrections that you all have? Okay. Well, all in favor of approving, we have a motion to second.

Any opposed? Okay. We'll let them stand. I've signed them and you can get the signature copy. Why don't you share with us the

Curriculum Decisions:	
Other:	

CHAIRPERSON SIGNATURE (or designee):	DATE:	NEXT MEETING:
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