

PEP TALKS

PROMOTING THE ENGINEERING PROFESSION (PEP)

INTERNS ENGINEERS SURVEYORS

Volume 1 / Issue 2 – March 2023

2022-2023 BOARD

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BOARD MESSAGE:

One of our goals at the Board of Licensure is to provide good service to licensees in an efficient manner. Several years ago, we were considering options for an independent review of our performance as an agency and Board and settled on using the PEER Committee for this purpose. PEER is an acronym for the Joint Legislative Committee on **P**erformance **E**valuation and **E**xpenditure **R**evue, a nonpartisan standing committee of the Mississippi Legislature.

In 2018, PEER conducted a review of the Board of Licensure and made several recommendations for improving our service capabilities, most of which have been implemented.

In addition to a few administrative items, the PEER recommendations included:

- updating the agency website ([completed in 2021](#))
- a continuing professional competence tracking system ([completed in 2019](#))
- moving to biennial renewal for licensure ([In process](#))
- de-coupling the Professional Engineering examination from the experience requirements for licensure ([completed in 2020](#))

The one item we are still working on is biennial renewal, which required changes to the engineering law, our renewal system, and our rules. We have completed the changes to the engineering law and are in the process of addressing the others. Biennial renewal should be established by the 2024 renewal cycle.



While we are in the process of revising the rules to accommodate biennial renewal, we are also looking at ways to streamline and align them with the National Council of Examiners for Engineers and Surveyors (NCEES) Model Rules. The NCEES alignment is long overdue. Our law and rules were based on NCEES Model Law and Model Rules when the board was founded in 1928. NCEES continually updates the Model Rules and Model Laws, but we have not kept up with all these changes.

Once we have draft rules prepared, they will be sent to the Secretary of State's office and made available for public comment in accordance with the Mississippi Administrative Procedures Act.

In addition to addressing the PEER items, we have also placed an emphasis on outreach through social media and conference attendance to start and maintain a dialogue with licensees. Whether you are applying for an exam, initial licensure, or comity, or simply renewing your license, please let us know your thoughts. We are always open to suggestions on how our agency and processes can be improved.



Steve Twedt, P.E.
Board Member 2022-2023
Board Committee – “Tackle the Tape” Initiative

Articles in this edition by contributors are not necessarily the viewpoint or opinion of the Mississippi Board of Licensure for Professional Engineers & Surveyors

Happy Retirement!

The Mississippi Board of Licensure for Professional Engineers & Surveyors learned at its December 2022 Board meeting that longtime agency investigator Jane Phillips would be leaving the agency for the “good life,” often referred to as “RETIREMENT.” Jane announced her retirement effective January 1, 2023. She was a valued part of the agency staff since 2007, having previously worked for the Board of Nursing. It is an understatement to say that she will be missed.



Promoting the
Engineering Profession

PEP Talks

Engagement for the next generation of Engineers



Congratulations to these successful examinees for the period of
July 1, 2022 through December 31, 2022

FUNDAMENTALS OF ENGINEERING

Stephen Ball
Margaret Britton
Xzavier Brown
Samantha Carley
Jordan Cockrell
Shea Cone
Nathaniel Cran
Jennie Daigler
Luke DeVore
Jacob Dillard
Kameron Flowers
Nicholas Fountain
Noah Gist
Joseph Gray-Lewis
Aaron Griffin
Lester Guttuso
Weston Hathorn
Ansley Hehir
Andrew Hodges
Hikmat KC
Shane King
Conley Kronenberg
Carly Little
Nathan Long
Zachary Lynch

Reed McNeal
Carlton McWilliams
Gregory Millender
Zachary Newman
John Perry
Brennan Power
Michael Pugh
James Reeves, Jr.
Miguel Rivera
Braxton Rose
Bill Rounsaville
Joshua Saralvarez
Michael Seignious
Christian Sheffield
Matthew Slavik
Lesley Smith
Charles Spain
Wilbert Spates
George Stubblefield
William Swort
Joseph Urbashich
Bailey Vaughan
Tyler Williams
Dakota Williams
James Windham
Yoman Yonjan

FUNDAMENTALS OF SURVEYING

Christopher Lee Bankston
Derek Alonzo Holder
John McFarland
Jereme Chad Smith



PRINCIPLES & PRACTICE OF ENGINEERING

Kyle Anderson
Mark Barry
Amanda Blankenship
David Boackle
Jordan Brown
Thomas Burke
Myers Carpenter
Dylan DeRosia
Andrew Harper
Thomas Hughes
Richard Jacobson
Grant Jones
Jared Locastro
Michael Mann
Peyton Neely

Cody Peak
Jesse Pearson
Carl Pittman
Jason Polite
Kie Purdom
Walker Sayle
Joachim Schmidt
Cade Scroggins
William Shumate
Hunter Simrall
William Stacy
Jesse Watson
Charley Warren
Sabrina Welch
Bryant Williams

PRINCIPLES & PRACTICE OF SURVEYING

Robert Wesley Burkett

MISSISSIPPI 2-HOUR PROFESSIONAL SURVEYING EXAM

Benjamin Blixit
Brad Dempster
Darren Forgy
Jason Gibson
Jason Greenwood
Benjamin Hoggard
Henry Marling
William McLaughlin
James Powers
Danny Rick
Janssen Robichaux
Thomas Young
Timothy Wiswell

The Engineering & Surveying Community

We are pleased to introduce a new segment meant to highlight the events, activities, schools, colleges, and universities that educate, celebrate, support, and promote engineering and surveying (both the education and profession) across the State of Mississippi.

Events & Activities

Pathways 2 Possibilities Career Expo (Gulf Coast, Central Mississippi, Mississippi Delta)
Mississippi Museum of Natural Science - Science Makers and Science Fest events
NSBE – Summer Engineering Experience for Kids (SEEK) program
United States Department of Agriculture APHIS - AG Discovery program
MDOT- Mississippi Summer Transportation Institute (MSTI) program

High schools with engineering clubs and/or programs

Jackson Public Schools (various campuses)
Madison Central High School – Academy of Engineering
Vicksburg Warren School District – Academy of Innovation

Colleges & Universities

Millsaps College
Mississippi College
Pearl River Community College
Mississippi Gulf Coast Community College
Northeast Mississippi Community College
Delta State University
Jackson State University
Mississippi Valley State University
Mississippi State University (various campuses)
University of Mississippi
University of Southern Mississippi (various campuses)
Belhaven University Dual Major programs with MSU and UM
Tougaloo College 3-2 program with MSU

If you know of other program, events, schools, colleges, or universities, please send us an email at information@pepls.state.ms.us and tell us all about it.



SCIENCE • TECHNOLOGY • ENGINEERING • MATHEMATICS

Image by brgfx on Freepik

Disciplinary/Legal Actions

The Board is authorized by state law to regulate the practices of engineering and surveying in the State of Mississippi.

If an unlicensed person practices engineering or surveying, the Board is authorized to pursue disciplinary action, and perhaps even legal action, against that person.



The Board is further authorized to pursue disciplinary action against a licensee for any violation of the licensure laws and the Board's rules and regulations, including, without limitation, the Code of Conduct, and the Standards of Surveying.

The Code of Professional Conduct is outlined in Part 901 Chapter 17 of our Rules and Regulations and can be accessed at the following link: <https://www.pepls.ms.gov/rules-regulations>

The Standards of Surveying can be accessed at the following link: <https://www.pepls.ms.gov/surveying-standards>

The Board's authority, however, does not extend to individual business matters such as contract disputes, disagreements regarding fees, boundary line disputes or financial damages that may be incurred because of an improper survey. Gross negligence in the performance of an engineer's or surveyor's work, though, may be actionable upon presentment of substantial evidence to the Board.

Provided below is a recap of the **Engineering complaints/disciplinary actions** that have occurred since October 2022:

- Case# 0222/30, possible Building Code Violations, case closed. No action taken.
- Case# 0123/01, Possible state bidding laws violation, In process
- Case# 0123/02, Possible violation, falsifying engineering report, In process

Number of Engineering cases resolved: 1

Number of Engineering cases still in process: 2

Provided below is a recap of the **Surveying Complaints/disciplinary actions** that have occurred since October 2022.

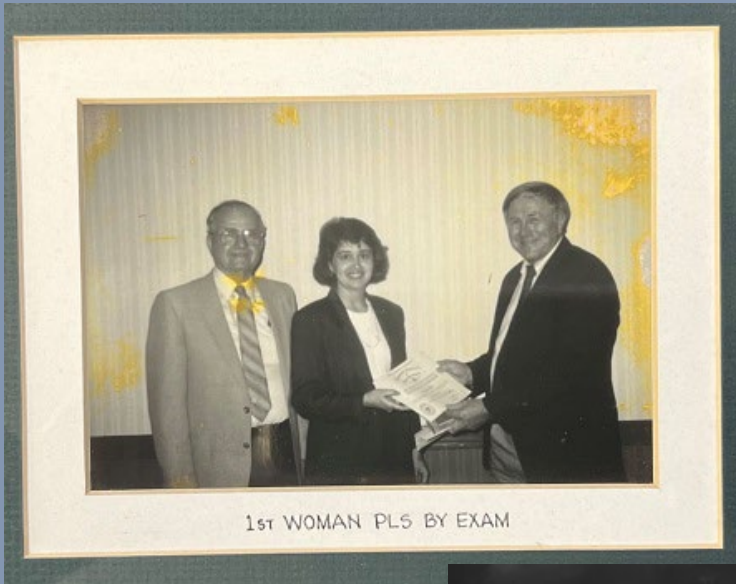
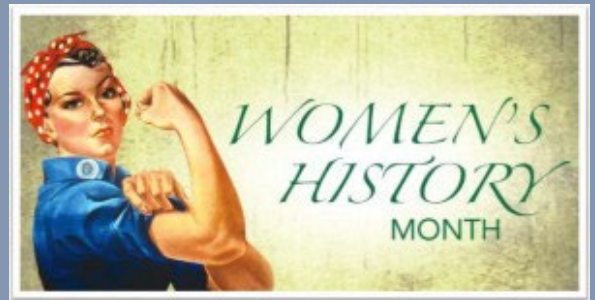
- Case# 1022/31, closed. Fine assessed.
- Licensee requested to voluntarily surrender license and remove set pins. Must comply by December 31, 2022, or license to be revoked.

Number of Surveying cases resolved: 1

Number of Surveying cases still in process: 0

March is Women's History month

To celebrate we are taking a moment to recognize **Women who did it 1st** as it relates to engineering, surveying, STEM and STEAM in the State of Mississippi.



Melinda McGrath, P.E.
1st woman to lead MDOT



Patricia Hemphill, P.E.
1st Woman to lead the
Programs & Project Management Division
USACE - Vicksburg District



Trudy Fisher, Attorney
1st woman to lead MDEQ



Sarah Tracy, P.E.
1st woman to serve as a PEpLS
Board Member and 1st woman
to serve as President of the
PEpLS Board

Mississippi Board of Licensure for Professional Engineers and Surveyors (PEpLS)

News you can use

NCEES Ambassador program coming soon!

NCEES has allocated funds for an FE Ambassador Program for five pilot schools. FE Ambassadors will be student leaders equipped to promote the FE exam on their campuses through campus events and social media. In the coming months, the groups will hold events across the country that highlight the value of engineering and public works careers to attract students and employees to these types of professional careers.

NCEES seeks input on the Practice of Mechanical Engineers

NCEES is seeking a cross section of licensed mechanical engineers to participate in an online survey for the PE Mechanical exams. The results of this online survey will be used to update the content of the PE exam. The survey must be completed by March 15, 2023. To participate follow the link below:

https://www.surveymonkey.com/r/NCEES_PE_MECHANICAL_Engineering_Survey_2022

NCEES seeks input on the PE Metallurgical and Materials exam

NCEES is currently seeking metallurgical and materials engineers to participate in a professional activities and knowledge study, or PAKS, for the PE Metallurgical and Materials exam. The results of this online survey will be used to update the content of the PE exam, which is used throughout the United States. If you are a licensed professional engineer, we would appreciate your input by completing an online survey. The survey will be open until May 8, 2023, and can be accessed at the link below:

https://www.surveymonkey.com/r/NCEES_PE_Metallurgical_and_Materials_Engineering_Survey_2022

Spring 2023 NCEES Pencil and Paper Exam dates

The spring pencil and paper exams will be administered on April 13th and 14th, 2023.

Mississippi Section Exam dates

The Mississippi Section exam for Professional Surveyors will be administered for eligible candidates on May 25, 2023, and September 28, 2023, respectively.

Mississippi's 2023 Legislative Session:

The last legislative session produced many prospective bills for legislative consideration with potential impacts to the engineering profession. Listed below are those that were still active as of February 2, 2023:

*HB 519 <http://billstatus.ls.state.ms.us/documents/2023/pdf/HB/0500-0599/HB0519IN.pdf>
Landscape architects; authorize to participate with multi-disciplinary architecture firms.

*HB 702 <http://billstatus.ls.state.ms.us/documents/2023/pdf/HB/0700-0799/HB0702IN.pdf>
Reverse Auction, revise method of receiving bids

HB 880 <http://billstatus.ls.state.ms.us/documents/2023/pdf/HB/0800-0899/HB0880IN.pdf>
Creates the Mississippi Consumer Privacy Act for State Agencies. Provides that any records containing the address, phone number, e-mail address, date of birth, or SSN of any licensee shall not be deemed public records, unless the licensee consents to the release of such records.

HB 1020 <http://billstatus.ls.state.ms.us/documents/2023/pdf/HB/1000-1099/HB1020CS.pdf>
Authorizes Capitol Complex Improvement District courts.

HB 1039 <http://billstatus.ls.state.ms.us/documents/2023/pdf/HB/1000-1099/HB1039IN.pdf>
Amends the Military Family Freedom Act to include military veterans and spouses and dependents of military veterans.

University of Southern Mississippi is ABET Accreditation hopeful!

The University of Southern Mississippi seeks ABET accreditation for its Ocean Engineering and Computer Engineering programs. ABET completed a review of these programs during the latter part of 2022.

Mississippi State University hosts 16th UESI/BAMI-I Utility Investigation School

The Buried Asset Management Institute –International (BAMI-I) & Mississippi State University (MSU) in conjunction with the ASCE'S Utility Engineering and Surveying Institute (UESI) have teamed to conduct the 16th ASCE UESI / BAMI-I UIS School from March 13th -17th, 2023. For more information contact Saleh Behbahani, sbهبaha@purdue.edu or Leonard Ingram, leonard@engconco.com, (334) 872-1012.

Alcorn sees close to 50% of students in STEM related majors

According to Mississippi Institutions of Higher Learning, close to 50% of students at Alcorn State University are in STEM related majors.

Jackson State CSET program ranked 7th nationally

According to Mississippi Institutions of Higher Learning, Jackson State University's College of Science, Engineering and Technology (CSET) is ranked 7th nationwide in producing African American engineering graduates.

Celebrate National Surveyors Week – March 19th – 25th, 2023

Fun fact: Former President Ronald Reagan proclaimed National Surveyors Week on February 13, 1984. The week is intended to educate the public about surveying through classroom contact, media, and visible public service.



The Surveying Moment

- An article written by Patrick Martino, PLS

According to the National Council of Examiners for Engineering and Surveying, the number of new Professional Surveyors is increasing. This is subject to vary in different regions; however, it is overall, very encouraging news, considering that in previous years, the numbers were substantially declining. Recently, the demand for Professional Surveyors has been on the rise, in part due to growing requests for new land transactions, developments, commercial lending, and residential home construction.

To keep up demand, we as professionals need to find ways to share the good news about this career opportunity with the next generation. To borrow a hashtag, we need **#PEPTalks** about surveying by Surveyors. Surveying is not as widely known about as many other jobs relating to development and construction, so we must consider various ways and methods to help us engage the next generation.

For example, when the opportunity arises, we can attend local Career Fairs to educate young individuals on what we do as a Professional Surveyors. Many students don't even know that surveying is a field of study, so this is a great way to share information about our profession. Employing young workers during their Summer break is also an excellent way to educate and train future surveyors.

In addition, attending local STEM meetings and providing information on the profession is a productive way to increase the public's knowledge about the surveying career field. New technologies involved in surveying, such as robotic total stations and drones, are also innovative ways, which could be useful in capturing the attention of new and prospective surveyors. In addition, many faculty members at schools enjoy helping students expand their knowledge and encourage them to explore their individual interests in consideration of their future. Sharing information about this career with local high school counselors and teachers, as well as expanding their awareness of the recent high demand for professional surveyors, is another great way to broaden the interest in this wonderful profession.

The daily experiences of a land surveyor can be very rewarding. Recovering monuments that were established back in the mid 1800's is just one example. Another benefit of the career is seeing a parcel of land go from a wooded plot to an entire neighborhood all due to the initial efforts of a professional surveyor. It is vital to not just show students the professional aspects of a job but also the impact it makes on society. Many people want their job to be something other than just a means of making money, and this is one way to convey that surveying is not just about receiving a paycheck.

Overall, surveying is crucial to society, and it plays a vital role in the future development of our nation's growth. It is essential that we convey this to the next generation, so that this profession can continue to grow and thrive to meet the rising demand.

About the Author: Patrick currently serves as a PEPLS Board member and is the owner of Martino Surveying.



2023 National Surveyors Week March 19-25

Global Surveyors' Day March 21



Download the Volunteer Kit

Get great ideas about activities to try in your region. Visit nsps.us.com and enter volunteer kit in the search bar.

Get Kids into Survey



Distribute posters! We have a variety available - just pay the postage. Order yours today at getkidsintosurvey.com

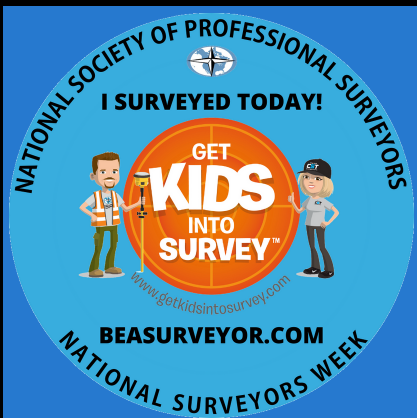
Distribute Brochures and Stickers

For a supply of surveying brochures and stickers, please email info@nsps.us.com



Try This in Your Region

- 1) Have a Survey Day at the Mall
- 2) Sponsor a Trig-Star Test
- 3) Conduct a Boy Scouts Merit Badge event
- 4) Obtain a proclamation from your state or local government
- 5) Organize Geocaching or Benchmark Hunting:
<https://geocaching.com/mark>
- 6) Try Surveying Mark Recon:
oceanservice@noaa.gov/education/for_fun/SurveyMarkHunting.pdf
- 7) Plan GPS Benchmarks:
<https://geodesy.noaa.gov/GPSonBM/>



Talk About Surveying

- Local civic clubs (American Legion, Elks, Grange, Kiwanis, Lions, Rotary, Ruritan, VFW, etc.)
- Professional organizations (realtors, attorneys, bankers, title agents, etc.)
- Teachers and School Counselors



NSPS

An Engineer is someone who...



An Engineer
is someone like you!

Top 5 Best Engineering Jobs According to US News Money report



Civil Engineer

👉 #1 in Best Engineering Jobs

From the street in front of your home to the Golden Gate Bridge, civil engineers are responsible for the design and maintenance of public works and facilities. Civil engineers are involved from start to finish in the process of constructing buildings, bridges and roads.



Mechanical Engineer

👉 #2 in Best Engineering Jobs

Someone with a mechanical engineering degree has many job options for his or her career path. The skills of a mechanical engineer are needed in many industries and on many types of projects, from vehicle manufacturing to nanotechnology. Mechanical engineers are involved in the production of mechanical instruments and tools from start to finish, and their work includes aspects of design, development and testing.



Petroleum Engineer

👉 #3 in Best Engineering Jobs

Petroleum engineers design equipment that extracts oil from reservoirs, which are deep pockets of rock that contain oil and gas deposits. They spend a lot of time gathering and analyzing data to extract the oil in the safest and most cost-effective ways possible.



Architect

👉 #4 in Best Engineering Jobs

An architect is involved in every step of a building's design and construction, from the foundation up.



Biomedical Engineer

👉 #5 in Best Engineering Jobs

Biomedical engineering allows for a variety of job opportunities, with positions available in industries ranging from medical equipment and pharmaceutical manufacturing to scientific research.

Familiar Acronyms

PLS – Professional Land Surveyor

COA – Certificate of Authority

CE – Continuing Education

CEU – Continuing Education Unit

CBT – Computer Based Testing

FIG – International Federation of Surveyors

PDHs – Professional Development Hours

NSPE – National Society of Professional Engineers

NSPS – National Society of Professional Surveyors

SWE – Society of Women Engineers

SHPE – Society of Hispanic Engineers

NSBE – National Society of Black Engineers

ASCE – American Society of Civil Engineers

ASME – American Society of Mechanical Engineers

ABET - Accreditation Board of Engineering and Technology

NCEES - National Council of Examiners for Engineering and Surveying



Promoting the
Engineering Profession

PEP Talks

Engagement for the next generation of Engineers

CONGRATULATIONS TO OUR 2023 GRANT WINNERS



The Board of Licensure for Professional Engineers and Surveyors ("Board") received legislative approval (See HB1690) to offer **one-time grants for state programs providing qualifying education in engineering and surveying leading to professional licensure**. In October 2022, the Board issued a call for grant applications for its 2023 award season. All colleges and / or universities actively operating in the State of Mississippi with a known, qualifying engineering and /or surveying program as of October 2022 were sent both Email and regular mail notice of the availability of grant funds and invited to submit grant applications accordingly. Ten grant applications were received for the 2023 awards season with nine of those being approved for reimbursement pending receipt of the applicable paid invoices.

The Mississippi Board of Licensure for Professional Engineers and Surveyors awarded the Engineering Technology Program at **East Central Community College** a **reimbursement grant of \$38,000.**

The Mississippi Board of Licensure for Professional Engineers and Surveyors awarded the Department of Civil Engineering at **Jackson State University** a **reimbursement grant of \$33,026**.

The Mississippi Board of Licensure for Professional Engineers and Surveyors awarded the Department of Civil and Environmental Engineering at **Mississippi State University** a **reimbursement grant of \$117,789.**

The Mississippi Board of Licensure for Professional Engineers and Surveyors awarded the Polymer Science and Engineering program at the **University of Southern Mississippi a reimbursement grant of \$49,335.**

The Mississippi Board of Licensure for Professional Engineers and Surveyors awarded the **University of Mississippi reimbursement grants totaling \$147,909** as indicated below:

- Department of Electrical Engineering for \$30,000
- Department of Geology & Geological Engineering for \$37,500
- Department of Mechanical Engineering for three separate reimbursement grants in the amounts of \$17,834; \$22,575 and \$40,000, respectively

Follow us on social media ([LinkedIn](#) and [Twitter](#)) and our website for details on future grant opportunities.



NATIONAL SOCIETY OF
PROFESSIONAL ENGINEERS

THE BEST ENGINEERS HAVE ONE THING IN COMMON...

A circular seal with a serrated edge, colored orange and green. The word 'Professional' is at the top and 'Engineer' is at the bottom, separated by a horizontal line.

Professional
Engineer

And it's worth looking for.



WHAT IS A PROFESSIONAL ENGINEER?

Professional engineers have fulfilled the rigorous education, examination, and experience requirements, which, under state licensure laws, permit them to offer engineering services to the public. And that's just the beginning--PEs must continuously demonstrate their competency, maintain and improve their skills, and adhere to a code of ethics. PEs hold paramount the public health, safety, and welfare.



QUALIFICATIONS THAT COUNT

In engineering, mistakes can cost lives. PEs have the experience, the specialized training, and the expertise required whenever precision analysis or design is important. In the US, only licensed PEs are permitted to direct engineering services, and many federal, state, municipal agencies, and even private corporations, require it for their own engineer hires.

FOR MORE INFORMATION VISIT US AT WWW.NSPE.ORG

HELP WANTED

- An article written by
Danny Cordell, P.E., P.S. Civil-Link



About the Author: Dan is the Managing Principal of Civil-Link.

Have you ever heard phrases like "good help is hard to find" or "this new generation doesn't want to work?" These are common complaints among employers, and they have only intensified since the start of the COVID-19 pandemic. As a small business owner, I know firsthand how challenging it can be to hire new employees. However, over the years, I've found two ways to help improve our industry's workforce pool and find talented young employees.

The first is an internship program that has helped Civil-Link find several long-term employees, and the second is career fairs that can help make young people aware of the various career possibilities. Let me start by sharing how my own lack of knowledge of career possibilities in my youth and my own experience with internships helped me figure out my career path.

I am from a small rural farming community. When I graduated from high school, the career options I knew of seemed limited, and I wasn't sure what I wanted to do. I had always had a strong mathematical aptitude and a natural inclination for disassembling and fixing things, so naturally, many people suggested engineering as a potential career for me. That Fall, I enrolled in pre-engineering at Mississippi Delta Community College. After completing my freshman year, I transferred to Mississippi State University to study Petroleum Engineering. Then, after interning with Taylor Energy Company and working offshore on one of their gas rigs in the Gulf of Mexico, I realized that Petroleum Engineering required more travel than I was comfortable with. That's when I decided to change my major to Civil Engineering.

Before the start of my junior year, I secured an internship with a local civil engineering and surveying company. I loved the type of work I experienced there, and that exposure solidified my decision to pursue a career in civil engineering and surveying. It also showed me the importance of securing both licensures to provide a complete package if I wanted to one day have my own firm. The individual who offered me that internship, G. Wayne Gardner, PE, PLS, became a vital mentor to others and me. Again, this internship opportunity solidified my commitment to pursuing a career in civil engineering and surveying.

Based on my positive experience with an internship and how it helped me discover my way through college to a career, I have made it a priority to hire and recruit high school and college interns every year. We believe that, by offering internships, we are making a small but important investment that pays off in the long run by developing a skilled workforce and increasing the labor pool for our industry. Because of this priority, Civil-Link has been successful in finding several long-term and highly productive employees. These hires have included engineers, CADD technicians, and surveyors, and they have come from all levels of education - from high school

graduates and community college graduates with associate degrees to major university graduates with Bachelor of Science degrees. By providing practical experience, training, and positioning our interns for a potential career with us, we have seen our interns turn into valuable team members who are able to hit the ground running.

Internship programs can provide benefits for both employers and interns. For employers, internships offer the long-term development of a larger skilled workforce pool for everyone, a cost-effective way to train potential employees, and a way to identify and recruit long-term hires. For the interns, internships offer valuable experience and exposure to potential career paths, allow them to see the practical applications of what they are learning in school, give them the opportunity to adjust their curriculum to what they are more interested in specializing in, and help with their college financial needs. In my experience, internships can be a win-win situation for everyone involved.

In addition to offering internship programs, it is also crucial for young people to be aware of the various career possibilities available to them. In Desoto County, the Desoto County Economic Development Council (DCEDC) has been participating in an interactive career fair called “**Pathways to Possibilities (P2P)**” since 2018. This two-day event reaches approximately 3,000 8th graders in the county and provides them with an opportunity to get hands on interactions with representatives and equipment across various career pathways.

Since that first year, Civil-Link has led the Engineering Pathway section of the P2P program by providing volunteers and activities to demonstrate common engineering and surveying principles such as:

- traffic signals and signage
- soils classification techniques
- the basic use of survey equipment and technology
- an interactive sand table depicting the illustration of contours
- certain effects of hydraulic principles visible in an acrylic flume.



In 2022, two Civil-Link employees, Chase Dabbs, PE, and Jessica Simms, EI, who were involved in that year's Leadership Program, were part of the team that modified and expanded the effort to reach out to high school students in the area. Their team built on the success of the P2P initiative with a four-year program called “**Bridging the Gap.**” The program creates an environment for DeSoto County students to experience and build career opportunities with occupational assessments in the 9th grade, a career expo in the 10th grade, and job shadowing, internships, field trips, and mentorships in the 11th and 12th grades. The aim is to promote a qualified and skilled labor force for local businesses and industries. In 2022, the DCEDC implemented the Bridging the Gap program, bringing the P2P career fair and the Civil-Link internship ideas together.

In summary, both internships and career fairs are mutually beneficial for students and our industry. By providing practical experience, training, and exposure to potential career paths, internships help cultivate a skilled workforce for our industry and pave the way for developing long-term employees for our firms. Meanwhile, career fairs such as Pathways to Possibilities offer a crucial platform to expand and nurture our skilled workforce for tomorrow by increasing career awareness and opportunities for young people. As business owners, we have a responsibility to invest in our youth and provide them with opportunities to succeed. I strongly encourage those who have not yet done so to start utilizing internship programs and participating in career fairs like P2P. With over 40 counties in Mississippi already taking part, it is clear that these initiatives are making a real difference. By joining in, we can help build the next generation of skilled workers, support our communities, and ensure a bright future for our industry.



FREQUENTLY ASKED QUESTIONS (FAQS)

In each newsletter we hope to share information on the most frequently asked questions.

1. How can I find out the status of my application?

To find out the status of your application send an email inquiry to information@pepls.state.ms.us. Include your name and the date your application was submitted either online or mailed to the agency. Also note your application type (i.e., initial, comity or comity with an NCEES record or if a COA).

2. May I have the FE exam waived?

Regardless of advanced education or experience or a waiver granted by another state, Mississippi law requires that BOTH the FE exam and the PE exam must be passed by all applicants for PE licensure, both initial applicants and comity applicants.

3. If I am applying with an NCEES record, what other documents am I required to submit for review?

You will need to submit our electronic application and the application fee and arrange to have your NCEES Record sent directly to our office. Other documents may be required, if the NCEES Record does not fulfill all of Mississippi's requirements: two examples are at least one reference must be dated within the past 6 months and PE supervisor verification of experience for comity applicants with less than 10 years of licensure. Portions of the application are not required if you apply with the NCEES Record; please follow the instructions.

4. If I am applying for PE Comity licensure, am I required to verify all experience?

Comity applicants with less than 10 years of licensure must verify at least 4 full years of experience by PE supervisor verification(s). Comity applicants with 10 years or more of licensure may verify experience with PE associates and peers.

5. Can I get a temporary license?

Mississippi law does not allow for temporary licensure or "one-project-only licensure."

6. How can I be listed as a Structural Engineer?

Mississippi does not license by discipline or areas of practice; the license title is Professional Engineer. The Code of Conduct requires the PE to restrict his practice to his area(s) of expertise which he obtained by either education, experience, or both.

More FAQ information can be found at the following link:

<https://www.pepls.ms.gov/frequently-asked-questions>

QUIET QUITTING

- An article written by Jennifer Sloan Ziegler, PhD, P.E.



I'm sure you've all heard the dreaded term *quiet quitting* by now (and I'm sure you either just thought of somebody you think has "quiet quit" or thought about something you quiet quit). It became a movement in the workplace after COVID-19, and a June [2022 Gallup poll](#) showed that over 50% of the U.S. workforce is made up of "quiet quitters" especially among younger millennials (27 to 34 years old) and Gen Z (26 years old and younger). Is the quiet quitting trend hitting the civil engineering industry? If it is, is this a problem and how do we address it?

I posit that yes, based solely on mathematics, the quiet quitting trend is alive and well in our industry. However, depending on how you define the term, I don't think it's a problem, but it might be the solution to an industry-wide crisis.

I personally define quiet quitting as establishing healthy boundaries around work, and I dive a little deeper into the controversial subject in this [Plot Points podcast](#). While many people may disagree with my definition (don't worry – my husband disagrees with me!) I ask you to examine the general trends we see in the industry year in and year out. In an industry that has come to expect 55+ hours of billable work a week, "only" working 40 to 45 hours can seem like you're doing the minimum. I want to challenge your thoughts on this issue.

Since when has fully committing to your job for 40 hours a week and upholding your obligations to your employer and clients ever been thought of as opting out? How good of a work product are you *actually* producing at hour 50? 60? 80? Think back to the last time you had a real vacation where you didn't check email, didn't answer work calls, didn't do any work – how did you perform the week after you got back to the office?

Have you ever stopped to think that maybe more time away from work can help you perform your job better and more efficiently? If you don't trust me, that's fine; [there are multiple studies](#) that show that working longer is detrimental to your health and your work production (both quality and quantity) and is leading to workforce turnover and burnout.



I even think overwork and burnout are resulting in the high attrition rates we're seeing in the civil engineering industry *and* consequently in the decreasing enrollments we're seeing in civil engineering programs across the U.S. So how do we address this concern?

Only you can answer that for yourself, but I can tell you some industry-wide changes I'd like to see:

1. More people setting healthy boundaries at work and working, on average, no more than 45 hours a week. This excludes *real* emergencies.
2. Employees not being penalized for setting boundaries, taking true vacations, and saying "I'll finish that tomorrow."
3. Better workforce management and planning. In no world can you make me believe scheduling somebody for 300 billable hours in a month with 160 billable hours in it is not the result of poor planning and workforce management.

4. [Increased engagement with our work](#). We need to feel passionate about our jobs to feel fully engaged. Sadly, many of us have lost the wonder that attracted us to the industry in the first place.

I hope this article will make you think and, perhaps, implement some changes in your life and in the way you manage and teach others. The only way we're going to see a change in our industry is if we lead by example.

About the Author: Jennifer currently serves as a Project Manager with Cypress Environment & Infrastructure.

MISSISSIPPI SPOTLIGHT FEATURES

The Mississippi Board of Licensure for Professional Engineers and Surveyors seeks to shine a spotlight on the licensed professionals who practice in the engineering and surveying professions in the State of Mississippi. One way we do that is through our Spotlight features. Provided below are the licensed professionals featured in the latter half of 2022. Learn more about these individuals on our website at the following link: <https://www.pepls.ms.gov> under the Community & Advocacy tab.



To nominate an engineer and/or surveyor or intern for the spotlight feature, please contact us at mgilmore@pepls.state.ms.us

Science is the universal language!

– An article written by Kayra N. Johnson, PE., BCEE



Science is a universal language. No matter where in the world you are, science is a constant that unites us all. The same is true when it comes to protecting the environment. We are no longer confined by borders when it comes to protecting the natural resources of the planet.

The first 25 years of my career, I very seldom had the opportunity to practice in my native language. My time working both in the public and private sector allowed me to learn many facets within the environmental field and to travel throughout the state and get to see the rich and valuable resources Mississippi has to offer.

Last year, I was offered the opportunity to apply my knowledge and skills as an environmental professional on a global scale. For the first time in my career, I would have the opportunity to use Spanish in my everyday work. While I was thrilled to be able to use both my native tongue and my expertise, I was a bit worried. I have spoken Spanish all my life, but just like in English, there's the everyday vernacular one uses in conversation, and then, there's the more technical one. How was I going to translate so many technical terms or interpret regulatory mandates into Spanish?



My position with the AES Corporation allows me the opportunity to interact with all our businesses in the US and abroad. Although most of the environmental professionals at our different locations are proficient in English, there are many in the operation of these facilities who may not have the level of mastery of the English language to understand the importance their roles have in ensuring compliance with both local environmental laws as well as with our company's environmental standards.

Countries around the world are enacting environmental laws to help protect the environment within their borders, and many of those countries look at US laws and regulations for guidance when drafting and enacting those laws. Both my experience and my mastery of the Spanish language allow me to provide support to our global businesses as they work to comply.

A typical day for me includes many meetings, some in English with people from the US and abroad, others in Spanish, and we have a few that start in one language and end with another. Hopefully in the not-so-distant future, I will also be able to conduct meetings in Portuguese with my Brazilian colleagues, who now join in our conversations in either Spanish or English.

Although my job may look a little different than before, the central theme is the same: protect the environment while we move forward into the future, bringing more innovation.

About the author: Kayra is a bilingual senior environmental Specialist in the Global Environmental Affairs unit of the AES Corporation.

Mississippi Engineers and Surveyors in the Local, State and National Spotlight



Kaitlyn Jackson represented Mississippi State University NSBE chapter at NSBE 48 conference



William "Gabe" Harris, P.E. , PMP receives the Blankenship Award



Harry Gong, P.E. named MES Engineer of the Year – Jackson Chapter 2022



Gwendolyn Sanders named ASCE Outstanding Civil Engineer – Louisiana Section, New Orleans Branch



Faith Haslebacher, P.E. named to Mississippi State University's 2023 The Reville 25



Sarah McEwen, P.E. named to Mississippi State University's 2023 The Reville 25



Ben Cox, P.E. named to Mississippi State University's 2023 The Reveille 25



Dennis D. Truax, PhD, P.E. featured on the Infrastructure Hot Seat Podcast



Jennifer Sloan Ziegler, PhD, P.E. named ASCE Outstanding Young Engineer in the Private Sector

2023 Engineering News Record - National Top 20 Under 40

Jennifer Sloan Ziegler, PhD, PE

CYPRESS
Environment & Infrastructure



Jennifer Sloan Ziegler, PhD, P.E. named to 2023 Engineering News Record – National Top 20 under 40



Mississippi Engineering Society (MES) Winter Meeting

State awards

Skylar B. Jones, E.I.

Young Engineer of the Year

Kelly R. Castleberry, P.E.

Government Engineer of the Year

Harry D. Gong, Jr., P.E., F.NSPE

Engineer of the Year

Janie M. Knight, P.E.

Government Young Engineer of the Year

Ross E. Henley, Jr., P.E.

Government Young Engineer of the Year

HDR, Inc.

Private Practice Professional Development Award

Reese Dunne

Outstanding Senior – Mississippi State University

Edalit Viveros

Outstanding Senior – Jackson State University

Kaylee Jones

Outstanding Senior – University of Mississippi

MES also awarded the following scholarships to students enrolled in engineering programs around the State of Mississippi. Scholarships are available for engineering undergraduate students who are within 3 semesters of graduation.

Keanna Abraham – Jackson State University

Edalit Viveros – Jackson State University

John Paul Allen – Mississippi State University

Cassidy Budgins – Mississippi State University

Anderson Crechale – Mississippi State University

August Fort – Mississippi State University

Jarred McCarty – Mississippi State University

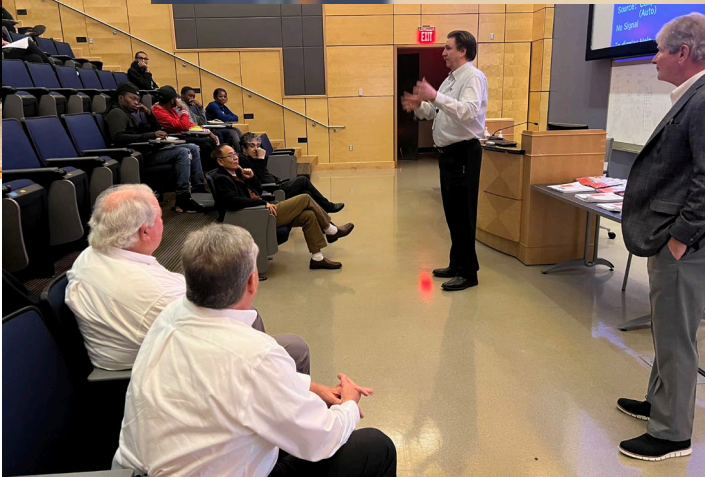
Claire Meeks – Mississippi State University

Madison Oglesby – Mississippi State University

William Quinlan – Mississippi State University

Learn more about the Mississippi Engineering Society and how you can get involved on their website at <http://msengsoc.org/>.

PEpLS in the community



PEP Talks - A newsletter from the Mississippi Board of Licensure for Professional Engineers & Surveyors



BOARD MEETING SCHEDULE

Tentative meeting dates for the remainder of 2023 are listed below:

April 5, 2023

June 7, 2023

August 2, 2023

October 4, 2023

December 6, 2023

*Dates and times subject to change.

Meeting location: Board Room, 660 North Street, Suite 400, Jackson, MS 39202. You can access the meeting minutes from prior board meetings on the agency website at the following link:

<https://www.pepls.ms.gov/board-meeting-dates-and-minutes>

Contact Us

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On LinkedIn: [Mississippi Board of Licensure for PEpLS](https://www.linkedin.com/company/mississippi-board-of-licensure-for-pepls)

Website: www.pepls.ms.gov

General correspondences can be sent to the agency at the following Email address:

information@pepls.state.ms.us

Have a news suggestion for us! Send your information along with your name and contact information by Email to mgilmore@pepls.state.ms.us

PEP Talks - A newsletter from the Mississippi Board of Licensure for Professional Engineers & Surveyors