Appendix Q

Undergraduate Degree Program Three Year Out Alumni Survey Results
1. On a scale from 1-5 with "1" being very low and "5" being very high, please assess the following skills based on your preparation at KSU.

1) Estimate construction project implementation costs.*
2) Produce construction project implementation schedules.*
3) Carry-out construction project management related tasks.*
4) Demonstrate people skills to function as a team player.*
5) Demonstrate communication ability with construction project team members.*
6) Demonstrate capability to pursue advanced degree programs.*
7) Analyze process materials and methods of construction from an ethical, social and environmental responsible perspective*

8) Conduct research and disseminate findings through publications.

Note: * indicates Undergraduate Program Learning Outcomes
2. What is the title of the position you currently hold?

Program Associate
Project Manager
Project Manager
Estimator
Assistant Project Manager
Project Engineer
Project Engineer
Project Engineer
Architect/Asst. Construction Manager
Implementation Specialist
Assistant PM
Project Engineer
Office Engineer
Office Engineer
Project Engineer for Archer Western Contractors
Masters in Construction Management
Project Engineer
Project Manager
Office Engineer
Office Engineer
Sr. Vice President
Estimator
Estimator
Project Manager
Teacher
Assistant Project Manager
President
Resident Engineer
Currently I am ending my third year as a PhD student for environmental geography at Texas State University - San Marcos.
I am the Assistant Director of Construction and Special Projects for Georgia Perimeter College. I am also the Owner and Partner of Patrick Investment Enterprise, LLC. (A real estate investment & development Company).
Federal Reporting Compliance Specialist
Senior Project Manager
Sr. Project Manager
Project engineer
president
Sr Business Analyst
Lead Project Engineer
GM / Senior PM
Project Manager
Senior Project Manager
Assistant Project Manager
Director of Preconstruction
Sales mgnt
Project Manager
Currently own two companies.
3. Please identify which areas best describes the type of firm that you currently work for? Please check more than one relevant area if it is applicable to you.

Others:

State Government
owner/consultant
none of the salaries are low enough for mine
Currently unemployed and actively seeking employment. I have not been able to acquire a full time paying job since graduation.
Risk Management Consulatation
Integrated design/build (in-house developme/architecture/construction)
Multifamily Renovations
Distinguished transport
Construction Consulting acting as client representatives
Insurance company
Environmental Engineer
Civil Engineering/Construction Management
Construction Material Supplier
Modular buildings manufacturer
Consulting Engineer with Contractor license
US Army, US Army Corps of Engineers
Government is a State Agency within State of Georgia
Crane Rental/Heavy Lift Specialist
Structural Engineering firm
Construction Management Firm
Construction Cost Management Consulting Firm & BIM Construction Software Development
I currently work in the heavy highway and civil division. I am currently working on a bridge project.
High School
K12 Educational
Owner Representative/ Construction Management
Please see above. Previous construction industries worked over 27 years have included specialty contractor (stucco) in both residential, commercial, and industrial markets.
State Government
Government/Owner
Program/Project management
Commercial Subcontractor (not-MEP)
Construction Manager @ Risk

4. Please specify your current salary range? (please check the appropriate range)

Please specify your current salary range? (please check the appropriate range)

- $40-49,000
- $50-59,000
- $60-69,000
- $70-79,000
- $80-89,000
- $90-99,000
- $100-109,000
- $110-129,000
- $130-149,000
- $150-169,000
- $170,000 or above

5. Identify the program you graduated from.
6. What year did you graduate from KSU? (MM/DD/YYYY)

- 05/12/2011
- 05/21/2006
- 07/21/2011
- 08/22/2008
- 07/23/2007
- 05/10/2012
- 05/01/2005
- 06/30/2012
- 12/21/2008
- 11/21/2010
- 05/01/2006
- 05/12/2009
- 12/12/2002
- 08/01/2010
- 05/09/2009
- 07/30/2011
- 12/17/2012
- 05/15/2006
- 08/04/2009
- 08/01/2009
- 12/09/2009
- 07/29/2010
- 08/04/2012
- 08/16/2008
- 12/14/2008
- 08/02/2008
- 12/15/2012
07/01/2010
05/27/2011
05/05/2011
07/31/2010
07/30/2011
12/18/2010
05/04/2007
07/30/2007
12/01/2004
05/03/2012
08/17/1984
08/04/2012
12/21/2010
05/08/2010
12/01/2011
05/08/2010
05/01/2009
08/15/2011
04/04/2012
05/12/2012
12/17/2011
07/30/2010
08/15/2013
05/07/2005
08/04/2012
05/10/2010
12/15/2012
12/12/2012
12/10/2011
05/31/1990
05/05/2008
08/15/2013
05/01/2001
06/14/1989
12/10/1995
05/10/2000
08/04/2012
05/05/2007
05/07/2005
05/07/2011
12/18/1999
08/05/2008
08/31/2008
09/30/2003
06/15/1998
06/01/1993
05/01/2007
12/15/2007
05/03/2006
05/01/2005
7. Have you earned additional degrees or certifications since leaving KSU?

If "yes" specify degrees or certifications earned

- LEED
- LEED Green Associate
- Masters of Business Administration and graduated in 2012
- LEED GA
- LEED Green Associate
- CSST
- Certified Rigger
- NCCER Rigging Instructor
- MS Urban Policy
- Low Voltage License
- The Certified Building Commissioning Professional
MBA
CMIT, LEED Green Associate, OSHA 10 Hr.
CCC (Certified Cost Consultant)

RIB iTWO BIM 5D Consultant
MASTERS, EROSION CONTROL

2. Certified Advanced Work Zone Traffic Control Course
Master of Education in Instruction Technology
Currently I am ending my third year as a PhD student for environmental geography at Texas State University - San Marcos. I attribute my interest in pursuing my PhD to Dr. Khalid Siddiqi's influence. My expected graduation will be May 2014.

Completed MBA in management at KSU 08/2008.
I am a Georgia State Licensed General Contractor
Working on a Masters of Historic Preservation at the University of Georgia
DBIA
NPDES Blue Card
Certified Construction Manager (CCM)
Currently working on MBA
8. Rank your importance to pursue continuing education or certifications in the following areas in order to stay current with changing trends in the industry?
9. Did your employer reimburse you for professional development courses?

10. Have you taken any professional development or continuing education courses since graduation from KSU
Accessibility and Energy Conservation
Certified Energy Manager
Qore of Engineers QC/QA
Construction Leadership Training SIU
LEED Training
ASHRAE and LEED
Six sigma, OSHA 30 hour, graduate school,
The Certified Building Commissioning Professional
Real Estate Courses
CMIT, LEED, OSHA
RIB iTWO BIM 5D Consultant
CONCRETE PAVING PRACTICES, EROSION CONTROL, ETC.
Walsh/Archer Western Training
MBA with a concentration in Project Management
Actually, will take LEED Green exam very soon.
Contractor Continuing Ed Courses
PMP and LEED
LEED GA
continuing education to maintain LEED-AP
Green Certified, BIM-CM
Certified Healthcare Contractor, LEED AP BD&C
I am currently enrolled at GA State pursuing an MBA
Multiple through various associations such as CMAA
Real Estate Sales Person Training
LEED, Green & Building Commissioning Coursework
11. Have you served on any industry or educational advisory groups since graduation from KSU?

AGC
ASHRAE
AGC Young Leaders
AACE International both in the national level as well as in local section.
American Concrete Pavement Association- GA, SE and National Boards

Florida Transportation Builder's Association- Board

KSU CIAB

American Segmental Bridge Institute
KSU Construction department advisory board
RCI - an international association of building consultants.
DBIA - Locally and Nationally

KSU CM advisory board
AGC Young Leadership Program Council
ABC BOD, ABC Membership Development, ABC Workforce Development
KSU Alumni Board Association
CMAA, ASPE, Mechanics Institute NYC
KSU CMIAB.
Founding Member & Past Vice President of the SE Regional Chapter Building Commissioning Association

Past Board Chair of the KSU Construction Advisory Board

Chairman of the Winter|CEFCA Southside Partnership, Winner of Community Connection Award from Atlanta Partners for Education and CEFCA Visionary Leader Award
12. Based on your experience, do you feel that your KSU education has adequately prepared you to address ethical challenges?

We didn't go thru ethical dilemmas in the manner in which I feel would best prepare one for those situations in the real world. An entire class and exam should be dedicated to ethics. Should have been more "real world" practice in the industry. But overall, I do think that KSU CM Program prepared my for the industry. Ethics were rarely talked about in class. I feel the only class that touched on ethical issues within the construction industry was project management. There are other areas that can raise ethical questions such as accounting/budgeting and even estimating. Ethics were never discussed in relation to those skill sets, but I feel they should have been. There was no real focus on ethical challenges presented in the construction industry. Importance of ethical behavior in an academic setting was stressed however none assoicated with the many grey areas in our profession.
13. Did the skills/knowledge that you acquired at KSU help you obtain your first employment after graduation?

I have not acquired a construction management position yet nor have I acquired a full time job since graduation. Having a degree from a respected University helped.

BIM, Scheduling
Knowing contractors in the area
Was hired by my Capstone reviewer.
Estimating, Finance & Feasibility, Construction Law, Scheduling, Construction Safety
Internship
AutoCAD, Revit, P6, BTM-3 (basic MEP knowledge), OSHA 30 hour safety certification, project management knowledge, ability to contribute as part of a team.
Estimating, Design-Build MEP
I already had a job in the construction industry
I joined the Army in 2008 based on my application and not my technical skills from KSU. My degree has helped me since then while working as a Technical Engineer.
People and Communication Skills
Crane instruction was not something that was highlighted during my tenure at KSU - Estimating

- Scheduling
- Materials and Methods
- Business Law and ethics
BIM
LEED
Commissioning
Estimating, Project Management
1. State-of-the-art Building Information Modeling (BIM) technology to create solutions for design, visualization, simulation and collaboration of information in an intelligent model using latest Autodesk and Google software.

2. Reading, reviewing, and interpreting construction plans and specifications.

3. Develop construction schedules and quantity take-off using latest software.

4. Field engineering assignments involving the development, execution, supervision, and coordination of all technical aspects of a construction project.

Already employed in the industry before starting in KSU program. Actually, I brought in more KSU students as intern to our company.

Yes the program was helped me obtain my first employment opportunity, the heavy civil construction competition team was a massive learning experience.
- teamwork

- not only book knowledge but also practical knowledge

Team building, operating under pressure (from competition teams), and understanding cost - including the true cost of project and corporate overhead, labor burden, and project cash flow

Construction take-offs, understanding a schedule and the knowledge to create a schedule.
The knowledge and skills that were acquired through the classes and competitions were the most beneficial to me. Those skills included scheduling with real world problems arising as well as learning to work with a project team.
Strong quantity takeoff & estimating skills.

Organization
Started out in the homebuilding field.
Construction management courses, Specialty courses, Sustainable class... While attending school I worked as Engineering Technician the certifications required for the position helped me because of the inspection background. Inspections are very important part of my daily work load. There were several classes that Dr. Mench taught which he showed the basic operation and or explained the operating concept of systems(very helpful). The hands on approach of KSU helps blend academics to the real world. Knowing why and how components/systems are used in the building process produces confidence in the field. Learning about the management side of the construction process in school will and has aided in my career advancement(time wise).

Project management, estimating, scheduling.
All courses associated with my degree already employed.
Personal dedication, work ethic, personality, drive.
KSU instilled a broad base knowledge of a project from start to finish. I knew enough about various aspects of a project to have a starting off point when I was faced with different questions/issues when I first started out. I might not have always known the answer, but I knew how to obtain the answer which, in my opinion, is what is really important in real world settings.

Organization behavior / management

Time management
Technical Writing
Cost Control
Accounting

I worked full time while at KSU and continued with my employer after graduation.
The work with the ASC Competition teams helped develop my skills as a team player and prepare me to be able to handle pressure situations and be successful.

14. Would you recommend the KSU CM program to a young student who expressed an interest in pursuing a career in construction?

If "no" why not?

It has its problems but every school does, with that said it has a great teaching staff that cares about the future of the students and they are continuing to strive for their future. I would because it is a good program and I am sure it is a good field to get into. It depends on the situation, but the way things ended for me I would not. I spent a long time completing my education and it did not end well at KSU. I went through the construction program without a hitch and completed all the courses accordingly. The final senior capstone project was not run well and there was a lot of structure that lead to confusion in a lot of areas. I put together my capstone project throughout the semester and made all the checkpoints necessary and did not have any issues. When it came time to defend my project I was in the room for approximately 30 min. I was asked several questions that I had questions that I had all the answers too except one, but left feeling good that I was able to defend my project. With all the work that went into that project, the countless hours put in for the capstone project alone, even a sleepless night trying to get everything perfect for the final, and I received a below average grade, a D, and basically was without any reason why. When I received my grade I thought someone was playing a joke on me, it took about 10 minutes before I realized it was not a joke. I talked to the capstone professor at the time and the response I was given was "It is just a grade, you can move on". There was no explanation for the low grade, I was even told that one industry professional even gave me a failing grade. I received an A in process simulation from the hardest professor at the time, Dr John Mench, the previous semester, so I knew how to complete the capstone project. I went and talked to the program head at the time and I was told that years later down the road I would forget about it and come back to KSU and give money back to the program. When I left, it felt like that as long as I graduated and brought money back to the program, that was the important part to the staff personnel. I worked my tail off for years to finish a degree that was very important to me and some problems came up with my grading and there was not a process for me to resolve what was a huge issue for me. The entire last semester really put a bad taste in my mouth with the school and the program because I was told the program was going to be and act a certain way and it did not. Also, that money going back into the system was more important than me at the time.
Personally, the current program teachers seem too diverse in their backgrounds and I question their knowledge about current construction practices in the United States. I hear a lot of concern from current students who has difficulties with their teacher's accents.

15. From an overall perspective how would you compare yourself with other CM school graduates who work for your firm in the following key areas? (Estimating, scheduling, project management/leadership, safety planning, accounting/finance, computer applications & use, blueprint & spec reading)

![Bar Chart](image-url)
16. Based on your observation, please rank areas where you perform Better/Worse/Equal to your colleagues from other Construction Management Schools.

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<thead>
<tr>
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<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
</tr>
</thead>
</table>

I have the ability to perform better on an assigned task than others, such as preparing a bid package. Remember that I bring several years of experience with me, but graduated 2012. Not fair for me to answer. I've been in the software industry for the past 16 years.
17. From the following list, rate the importance of the skills to obtain employment in your organization?

<table>
<thead>
<tr>
<th></th>
<th>Skill</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Estimating</td>
<td>2.50</td>
</tr>
<tr>
<td>2</td>
<td>Scheduling</td>
<td>2.75</td>
</tr>
<tr>
<td>3</td>
<td>Project Management/Leadership</td>
<td>2.25</td>
</tr>
<tr>
<td>4</td>
<td>Accounting/Finance</td>
<td>2.50</td>
</tr>
<tr>
<td></td>
<td>Safety Planning &amp; Management</td>
<td>2.50</td>
</tr>
<tr>
<td>5</td>
<td>Computer Applications &amp; Use</td>
<td>2.25</td>
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<tr>
<td>6</td>
<td>Blueprint &amp; Spec</td>
<td>2.50</td>
</tr>
<tr>
<td>7</td>
<td>Understanding Materials &amp; Methods</td>
<td>2.25</td>
</tr>
<tr>
<td>8</td>
<td>Understanding Structures</td>
<td>2.50</td>
</tr>
<tr>
<td>9</td>
<td>Writing Skills</td>
<td>2.50</td>
</tr>
<tr>
<td>10</td>
<td>Oral Presentation Skills</td>
<td>2.25</td>
</tr>
</tbody>
</table>
18. Looking to the future of the construction industry, what skill sets do you believe are the most important as it relates to future graduates being competitive and successful in the construction industry? Rank the following skills on a scale from 1-5 with “1” being very low and “5” being very high.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Skill Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Communication Skills</td>
</tr>
<tr>
<td>2</td>
<td>Computer based project management applications Skills</td>
</tr>
<tr>
<td>3</td>
<td>Design Build</td>
</tr>
<tr>
<td>4</td>
<td>Building Information Modeling (BIM)</td>
</tr>
<tr>
<td>5</td>
<td>Computer based estimating Skills</td>
</tr>
<tr>
<td>6</td>
<td>Computer based scheduling Skills</td>
</tr>
<tr>
<td>7</td>
<td>Understanding &amp; applying LEED principals Skills</td>
</tr>
<tr>
<td>8</td>
<td>Financial Planning Skills</td>
</tr>
<tr>
<td>9</td>
<td>Leadership/Management Skills</td>
</tr>
<tr>
<td>10</td>
<td>Marketing Skills</td>
</tr>
<tr>
<td>11</td>
<td>Risk Management Skills</td>
</tr>
<tr>
<td>12</td>
<td>Business Operation Skills</td>
</tr>
<tr>
<td>13</td>
<td>Other (please specify)</td>
</tr>
</tbody>
</table>
As a note I have noticed LEED certification start to phase out. However, people are now starting to incorporate the practices without seeking certification through the USGBC.

Comprehensive thinking in terms of various trades and how they work together is an extremely important skill in our profession. I was not exposed to this in school. Need to be able to start somewhere but have the necessary skills to promote up and out into GM/VP level, ie: deep knowledge of business leadership and finance/accounting Dispute resolution skills; Negotiating skills; Construction Law skills; Government skills; Specific skills relative to role of state and local procedures, responsibilities and management in state construction projects;

My email: bell@beezleymanagement.com

404-549-1843

Ronald Bell
I suggest more experience during school: internships, volunteer builds (Habitat), and mentoring with a business professional.
19. In context of the following Learning Outcomes please identify areas you recommend improvement in KSU's Construction Management program as we begin our strategic planning for the next decade?

1) Estimate construction project implementation costs.*
2) Produce construction project implementation schedules.*
3) Carry-out construction project management related tasks.*
4) Demonstrate people skills to function as a team player. *
5) Demonstrate communication ability with construction project team members.
6) Demonstrate capability to pursue advanced degree programs.*
7) Analyze process materials and methods of construction from an ethical, social and environmental responsible perspective. *
8) Conduct research and disseminate findings through publications.

Note: * indicates Undergraduate Program Learning Outcomes