



Columbus Engineer

Franklin County Chapter

A chapter chartered by the Ohio Society of Professional Engineers.

P.O. Box 69
Reynoldsburg, OH 43068-0069

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President's Message

Dustin Doherty, P.E., CPESC
– FCC President

I hope you are well and looking forward to the promise of relief around the next corner. I hope that you are enjoying your 2021! I would like to commend the time and effort that the Franklin County Chapter board members and the state level leaders that have invested to find a safe path toward to keep this organization operating effectively.

Today I feel a renewed sense of gratitude for the things so easily taken for granted in less trying times. I'm grateful for:

- The generosity of our members and the employers that support them.
- The love and support of family, friends and the comfort of community.
- The honor of serving in common purpose with passion to preserve and protect our precious planet.
- The faith that we will advance, adapt and learn as the unexpected result of unanticipated tragedy.

The past year was a busy one for advocacy at both the state and federal levels. Please tune into the regular NSPE updates that are sent directly to your email account for more information.

Additionally, for nearly 70+ years, Engineers Week has provided an avenue for engineers to educate, celebrate, and spread the word about the profession and its role in society. This year's EWeek celebration, February 22–26, focuses on the theme of engineers as "Imaging Tomorrow." Please take the time to advocate and promote this week in your circles.

Additionally, keep in mind the various conferences coming up in 2021, including the several virtual luncheon presentations.

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FCC-OSPE AWARD NOMINATIONS BEING ACCEPTED

-Previously Published in
January 2021 Columbus Engineer

Do you know a fellow PE colleague that has the characteristics of an “Uncommon Engineer”? Do you know a fellow PE colleague that exhibits exceptional Engineering Management skills? Do you know a member of either the Ohio House of Representatives or the Senate that supports the engineering profession? Consider making a nomination for these awards. Please send your nominations to Tina L. Sutermeister, P.E., F.NSPE at tlsuterm@embarqmail.com. Your nomination will be presented to the FCC-OSPE Board for consideration for the Franklin County Chapter award. And all FCC-OSPE Award recipients are then submitted for consideration for the State Level awards.

Don't Procrastinate – Make your Nomination Today!

Nominations are being accepted for the following awards:

**OSPE Uncommon Engineer Award
OSPE Legislator of the Year Award
OSPE Professional Engineering Management Award**

For details of each award requirements see the January 2021 Issue of the Columbus Engineer.



Joint Societies Meeting NSPE-FCC & IEEE Young Professionals

February 26 @ 6:30pm:
Improv Comedy Networking Night

Join the National Society of Professional Engineers (NSPE): Franklin County Chapter and the IEEE Young Professionals: Columbus Section as we celebrate the end of engineer's week with networking, comedy, and supporting our local businesses.

First, we'll gather together via Zoom to virtually network and enjoy some snacks via a local meal delivery service, then, we'll head over to the improv comedy virtual platform for the show.

Performers from Columbus's Nest Theatre will create improvisational comedy scenes based on suggestions from the audience (us!), so start thinking about the characters and situations you'd like to see come to life.

6:30pm-7:00pm Networking and snacking with young professionals from IEEE and NSPE

7:00pm-8:00pm Virtual improv comedy show with performers from The Nest Theatre

Come laugh with us! Space is limited, and GrubHub gift cards will be provided to the first 20 registrants, so **RSVP to reserve your spot today.**

<https://events.vtools.ieee.org/event/register/25864>

>>

If reservations are full. Don't fret. Send an email to Colleen and ask to be put on a Wait List!

Questions? Contact Young Engineer Trustee Colleen at ckonsavl@gmail.com





2021 CENTRAL OHIO ENGINEERS WEEK VIRTUAL LUNCHEON

Imagineering Tomorrow

presented by

Mandy Bishop, PE, SI, Smart Cities - The City of Columbus
&

Joanna Pinkerton, PE, The Central Ohio Transit Authority

Thursday, February 25, 2021

PROGRAM: 12:00pm-1:30pm

Virtual Luncheon

Registration – <https://attendee.gotowebinar.com/register/2407463583603025424>



Do You Know Burnout When You See It?

Uncertainty was a defining characteristic of 2020, and with it came it record-high levels of burnout. Failing to address burnout is costly for both individuals and organizations. In 2019, burned-out employees were 2.6 times as likely to be looking for other employment. Researchers also estimate that workplace stress accounts for 8% of the national budget in healthcare. Whereas most people understand that burnout is a state of emotional, physical, or mental exhaustion, many business leaders use flawed methods to identify it in their employees.

Organizations often attempt to gauge burnout with annual wellness surveys, which have several important limitations. First, these surveys only assess the passive forms of burnout and ignore the more active forms. Second, they capture a snapshot in time and may not be administered when employees are actually facing high burnout. Finally, we've observed that employees experiencing burnout often don't complete them.

Based on our research on employee well-being and conversations with over a hundred working professionals, we developed a more comprehensive model of burnout to help managers and their employees identify the early warning signs. This behavioral framework encompasses both the passive forms of burnout stemming from low-arousal emotions (such as sadness and fatigue) and the active forms driven by high-arousal emotions (such as frustration and distress). We also differentiate the internal symptoms that are trickier to spot from easier-to-observe external forms.

Passive Indicators of Burnout

There are two types of passive burnout: internal passive and external passive. The most common form, internal passive, is the hardest to see, which is why companies often use surveys to detect it. The early warning signs include weariness accompanied by feelings of inadequacy and sadness. Passive burnout can harm productivity by contributing to feelings of hopelessness and anxiety. We all have setbacks at work, but they can feel insurmountable and become internalized as personal failures for employees experiencing burnout.

These employees may disengage from work because they feel like a failure at everything they do, leading them to ask, why bother trying only to fail again? Be on the lookout for this despondency, which can manifest as gloominess, and for subtle clues in their language about their hopelessness or resignation — phrases that indicate acceptance of pain or an intolerable current state (“it’s just the way things are,” “working with them is like hitting your head against the wall,” “why bother?”) accompanied by a low tone, audible sighs, and slight head shaking.

External passive forms of burnout are easier to observe if you know what you’re looking for. Are your employees lowering their usual standards of performance, withdrawing effort, relaxing the rules, missing deadlines, or expressing more cynicism? These are side effects of burnout-related apathy. If allowed to fester, burnout can result in extreme avoidance behaviors, such as sidestepping interactions with coworkers, not speaking up when they have an idea or when something’s wrong, or letting problems slip by that they would usually address. Employees become dismissive as they become too burned out to help fix any more problems.

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Burnout – Continued from page 4



Active Indicators of Burnout

Burnout also lowers self-regulation. The resulting active behaviors are easier to notice if you pay attention to departures from routines.

Internal active forms of burnout include erosive behaviors — for example, using negative coping tactics like adopting unhealthy eating and drinking habits or neglecting healthy routines like workouts and hobbies. These behaviors are challenging to spot in most workplaces, but they can result in easier-to-identify mental and physical impairments and absences from work.

The warning signs of external active forms of burnout include being easily annoyed and expressing impatience and discontent. For some employees, these behaviors are standard fare, but they may indicate burnout in people who are usually patient and diplomatic.

If left unchecked, this can lead to more insidious behaviors like incivility and blaming and even explosions like angry outbursts and frequent, unprompted crying. Although it's natural to experience frustration at work, it's important to notice if your employees are losing their cool more frequently. People experiencing this form of burnout may speak up more often, as every mole hill feels like a mountain to them. Active external expressions of burnout, especially if they turn into explosions, can generate even more stress for colleagues, severely damage work relationships, hinder productivity, and lower team morale.

Managing Burnout

Avoiding burnout is often easier than bouncing back from it. The following strategies can help you identify it early, prevent it from getting worse, and remedy it if it's already taken hold.

As you embark on this process with your employees, be sure to put on your own oxygen mask first — if you're feeling crushed under your workload, it will be nearly impossible to effectively help others.

Spot the symptoms. Passive burnout often escalates into more active forms that exacerbate one another. For example, feelings of failure can lead to drinking, which leads to exhaustion, which leads to snipping at coworkers, and then finally to an office blow up. Be aware of the subtle indicators and know your employees well enough to be able to recognize when they're deviating from their norms. Periodically taking employees' temperature by simply asking them about the one issue that's stressing them out the most may relieve some pressure.

Reflect before you react. When you do notice a potential indicator of burnout, hit the pause button for yourself and your employees. Ask yourself: What just happened and why? Stop and reflect on what role you might be playing in their burnout. Maybe you've set unrealistic deadlines given the context, or your own burnout is resulting in a lack of patience and snippy responses. Then ask them: What just happened and why? What can I do to help? Take the time to respond to the small issues with more understanding to prevent the burnout from getting worse.

Practice and promote perspective-taking. Next, engage in perspective-taking. Pausing to see the big picture is paramount in determining which actions to take. It's easy to find yourself in the weeds, so take the time to assess which tasks and projects really matter and which are less important. Coach your employees on how to take perspective, reframe problems, and choose which requests they can say no to and which actions they can defer. Helping them develop this skill and giving them the freedom to do so gives them more control — the lack of which is a significant cause of burnout. – **Continued on page 6**

Burnout – continued from page 5

Support them in the struggle. Most solutions to burnout aren't one-size-fits-all. Knowing your employees well will help you work collaboratively to find ways to take the pressure off of them. Be creative. Maybe you can eliminate a particular source of stress, offload competing demands, offer suggestions for coping with pressure, or simply share a laugh about an issue that's stressing you out as well. In the cases where you're not able to take action, offer emotional support in the form of empathy and deep listening. Notably, genuine emotional support is required here. Well wishes like "have a nice weekend" and "get some rest" after you've just given them more work to do won't cut it — perceived inauthenticity of well wishes can actually heighten feelings of burnout.

Combat the culture of immediacy. Consider whether a tendency toward urgency or a focus on clock time may be creating unnecessary stress for your team. Maybe there are deadlines you can extend or projects you can defer. Can you create flexible schedules that relieve work and home-life conflicts? Can you rotate in staff to support overwhelmed areas and provide backup? Stepping back from the typical modes of operation and looking at the context with fresh eyes will help you identify specific actions that might make a difference for your employees' stress levels. Burnout isn't a new problem, but as the pandemic that made it worse continues into 2021, it's critically important that company leaders understand how to identify and mitigate it.

(Excerpted from NSPE DAILY DESIGNS, February 1, 2021)



REMINDER!

E-Week 2021 Information

The E-Week Luncheon "Imagineering Tomorrow" is scheduled for February 25, 2021. This will be a virtual luncheon hosted on "GoToWebinar". The E-week committee has scheduled presenters Joanna Pinkerton (COTA) and Mandy Bishop (COC – Smart).



Updates from the OSU President

By Tim McCarthy, PE

Due to a decrease in case numbers, Columbus Public Health and Franklin County Public Health last week (the first week of February) lifted the Stay at Home Advisory. With the advisory lifted, the university will begin allowing limited in-person gatherings for students at the Columbus campus.

Student organizations may resume in-person events of 10 or fewer people on and off campus beginning Friday, February 12. Following all safety and health protocols.

Despite this positive development, student organizations are encouraged to continue holding virtual and hybrid activities to ensure broad access to activities. The university will monitor positivity rates to determine if additional changes are necessary. To be clear, the student organization exception is limited. All other in-person events and gatherings — including those of 10 people or fewer — are prohibited for the safety of our community. Public events will resume using a phased-in approach as conditions allow.

In other OSU news: President Kristina M. Johnson will give the State of the University Address on February 18, 2021 to be delivered virtually in conjunction with the University Senate meeting.



Occupational Licensing Reforms Must Maintain Standards to Protect the Public

By Torey Carter-Conneen and Tricia Hatley (1)

NSPE President Hatley pens commentary on occupational licensing reforms - Proposals to recognize professional licenses across state lines are getting attention in legislatures. But worker mobility should not come at the expense of public health, safety and welfare.

As the United States works to reverse the economic downturn caused by the coronavirus pandemic, state legislatures will once again consider occupational licensing reform as a way to jumpstart the economy and get Americans back to work.

However, there is no silver bullet to this complex set of challenges.

Lately, anti-licensing groups have set their sights on so-called “universal licensing” (proposals from lawmakers that aim to allow states to recognize professional licenses from other states) as a way of enabling people to have more flexibility to move their careers from state to state.

Most people agree professionals should be allowed to move across state lines and earn a living with the least cost and hassle possible. Likewise, most people want to protect the public’s health, safety and welfare by ensuring they are being served by qualified professionals who have the knowledge, skills and experience for the job. This is especially true in highly technical, high-impact professions that the Alliance for Responsible Professional Licensing (ARPL) represents like certified public accountants (CPAs), architects, engineers, surveyors and landscape architects.

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Licensing Reforms – continued from page 7

Here comes the rub: many of the universal licensing proposals being pitched to state lawmakers, including those put forth by the American Legislative Exchange Council (ALEC) and in Arizona, tend to focus exclusively on the first point—improving mobility—while disregarding the second—ensuring standards necessary to protect the public.

In other words, universal licensing mandates don't consider the critical importance of substantially equivalent requirements between states. Instead, they dictate that states must accept a license issued by any state without regard for, understanding of, or any input in, the underlying minimum competency requirements behind the license.

The appeal of one-size-fits all “universal” proposals is understandable, but these proposals fall short on what is required to make interstate practice work. It's not enough to say, “accept any license from any state.” ARPL professions have learned from decades of experience that there are certain principles that must be preserved and certain pitfalls that must be avoided.

So, how to get it right and create a strong, sound interstate practice licensing model?

First, building trust in the quality and requirements behind a license from another state is the foundation for interstate practice. Therefore, the chief requirement for success is substantially similar licensing requirements within the profession or occupation. Case in point: during the pandemic, strong, smartly crafted licensing systems helped professionals go where their services were most needed. That was possible because states had trust that the underlying license requirements were similar and rigorous. Without these minimum basic standards and the trust they confer, the interstate

practice system would be degraded, placing the public's health and safety in jeopardy. As the old saying goes, a chain is only as strong as its weakest link. And we know from public opinion research that the issue matters to the 75% of consumers who believe it's important to ensure qualifications for professionals in certain industries.

Additionally, the one-size-fits-all approach of universal licensing can actually create new barriers to mobility. One example of this is the inclusion of minimum residency requirements, like we saw in a recent Arizona bill. Residency requirements create a licensing limbo for newcomers and put them at a distinct competitive disadvantage because they're arbitrary. In fact, professions like the ones represented by ARPL have license reciprocity systems that already work, so these types of provisions don't solve any workforce issues.

A license should be based on qualification to perform the work, not the number of days a person has lived in a state. The goal is to make it easier for people to work and move; however, residency requirements are often inconsistent to the point of undermining existing licensing models without such requirements for interstate practice, creating new hurdles for license holders and doing little to ensure the public's safety is protected. Plus, some professions have systems that have functioned and worked to protect the public for more than 100 years.

Finally, increasing mobility cannot come at the cost of oversight. If anything, there is a greater need to ensure clear jurisdiction and oversight and enforcement from professional boards. Accountability must be guaranteed regardless of where the license holder was licensed and where they practice. Current model legislation proposals do little or nothing to ensure accountability. In many states, guidance still hasn't been provided on what the process will be or what accountability will look like after the law has passed. – **Continued on page 9**

Licensing Reforms – continued from page 8

Creating sound interstate licensing models is much more complex than applying a one-size-fits-all approach across hundreds, if not thousands, of occupations and professions with widely divergent licensing systems and requirements. There are critical, nuanced elements that must be addressed if interstate practice is to serve the license holder and the public well.

Lawmakers should consider existing professional licensing models, like those used by CPAs, architects, engineers, landscape architects and surveyors, as examples of interstate practice systems that work. Indeed, the professional licensing systems represented by ARPL aren't in need of reform. They are a model for reform done right.

Supporting strong licensing systems is not, as some critics contend, a zero-sum game where lawmakers must choose between creating jobs in a difficult economic climate or protecting the public's physical and fiscal well-being. When done thoughtfully, good licensing does both.

(1) *Torey Carter-Conneen is the Chief Executive Officer of the American Society of Landscape Architects (ASLA). Torey has more than 25 years of experience and expertise in strategic organizational development, tactical implementation, financial stewardship and administrative leadership. Tricia Hatley is President of the National Society of Professional Engineering, and a Past President of the Texas Society of Professional Engineers.*

(Excerpted from NSPE DAILY DESIGNS, February 4, 2021, hyperlinks removed)



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Frame your license plate with a black frame and raised white letters. The frames are ideal gift for newly licensed Professional Engineers, or for a spouse, an associate, friend, son or daughter who is a Professional Engineer. This is also a great way to recognize the new Professional Engineer in your organization by presenting them with a Professional Engineer License Plate Frame.

These frames are available through the Franklin County Chapter of the Ohio Society of Professional Engineers, web site: www.fccospe.org/store/. Each frame requires a \$5.00 donation plus Shipping and Handling.

Chapter Area

The Franklin County Chapter has fourteen Counties in its Chapter Area.

Counties in the chapter Area:

- | | |
|-----------|-----------|
| Delaware | Marion |
| Fairfield | Morrow |
| Franklin | Muskingum |
| Hocking | Perry |
| Knox | Pickaway |
| Licking | Ross |
| Madison | Union |

Franklin County Chapter is one of the most active and largest Chapters in OSPE.



2020-2021 CALENDAR

DATE	TIME	DESCRIPTION
Sept. 4	10:00 a.m.	Deadline for September <i>Columbus Engineer</i>
Sept. 8	5:30 p.m.	FCC Board Meeting @ CEC, Inc. (Virtual)
Oct. 5	5:00 p.m.	Deadline for October <i>Columbus Engineer</i>
Oct. 6	5:30 p.m.	FCC Board Meeting @ CEC, Inc. (Virtual)
Oct. 15	11:30 a.m.	Program: No Program (Virtual)
Nov. 5-6		EFO Fall CPD Conference
Nov. 9	5:00 p.m.	Deadline for November <i>Columbus Engineer</i>
Nov. 10	12:00 p.m.	FCC Board Meeting @ CEC, Inc. (Virtual)
Nov. 19	11:30 a.m.	Program: No Program (Virtual)
Dec. 5	5:00 p.m.	Deadline for December <i>Columbus Engineer</i>
Dec. 8	5:30 p.m.	FCC Board Meeting @ CEC, Inc. (Virtual)
Jan. 11	5:00 p.m.	Deadline for January <i>Columbus Engineer</i>
Jan. 12	5:30 p.m.	FCC Board Meeting @ CEC, Inc. (Virtual)
Jan. 21	11:30a.m.	Program: TBD (Virtual)
Jan. 30	5:00 p.m.	Deadline for February <i>Columbus Engineer</i>
Feb. TBD	8:00 a.m.	Regional MathCounts Competition – (Virtual)
Feb. 8	5:00 p.m.	Deadline for March <i>Columbus Engineer</i>
Feb. 9	5:30 p.m.	FCC Board Meeting @ CEC, Inc. (Virtual)
Feb. 21-27		National Engineers Week (see www.eweek.org)
Feb. 24	8:00 a.m. – 3:00 p.m.	Engineer for a Day Program
Feb. 25	11:30 a.m.	Program: E-Week Luncheon: “Imagineering Tomorrow” (Virtual – GoToWebinar) Presenters: Joanna Pinkerton, Many Bishop
Feb. 26	6:30 p.m. – 8:00 p.m.	Joint Societies Meeting NSPE-FCC & IEEE Young Professionals
Mar. TBD	8:15 a.m. – 4:00 p.m.	Ohio MathCounts Competition (OSPE, see www.ohioengineer.com)
Mar. 9	5:30 p.m.	FCC Board Meeting @ CEC, Inc. (Virtual)
Mar. 18	11:30 a.m.	Program: TBD (Virtual)
Mar. 30	5:00 p.m.	Deadline for April <i>Columbus Engineer</i>
Mar. TBD		District Science Day @ CSCC
Apr. 13	5:30 p.m.	FCC Board Meeting @ CEC, Inc. (Virtual)
Apr. 14	5:00 p.m.	Deadline for May <i>Columbus Engineer</i>
Apr. 15	11:30a.m.	Program: TBD (Virtual)
May 11	5:30 p.m.	FCC Board Meeting @ CEC, Inc. (Virtual)
May 20	6:30 p.m.	Chapter Officer Installation/ Awards Dinner
May 24	5:00 p.m.	Deadline for June <i>Columbus Engineer</i>
June 8	5:30 p.m.	FCC Board Meeting @ CEC, Inc. (Virtual)
July TBD	(TBA)	FCC Budget Meeting - Location to be announced

Civil & Environmental Consultants, Inc.

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WHERE DO I GET MORE INFORMATION?

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OSPE-FCC WEBSITE:	www.fccospe.org	
OSPE WEBSITE:	www.ohioengineer.com	
NSPE WEBSITE:	www.nspe.org	
To volunteer to help with MATHCOUNTS :	benjamin_brown68@yahoo.com	(614) 519-8978
To volunteer to help with Science Day:	yogesh.rege@terracon.com	(614) 863-3113
To volunteer to help with OSU Student Chapter:	mccarthy.226@osu.edu	(614) 247-1561
To volunteer to help with Imagine Engineering:	devonseal1@gmail.com	(614) 221-0678
New Members / Membership Application	www.nspe.org or www.ohioengineer.com	(614) 223-1144



2020-2021 OFFICERS, TRUSTEES & COMMITTEE CHAIRS

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President	Dustin Doherty, PE, CPESC	614-310-2075 (w)	614-359-9321 (cell)	ddoherty@cecinc.com
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	Membership	Dustin Doherty, PE, CPESC	614-310-2075 (w) 614-359-6321 (cell)	ddoherty@cecinc.com
	Young Engineer Trustee	Colleen Konsavage, PE	614-758-3048 (cell)	Colleen.Konsavage@cai-engr.com
	Retired Engineers Trustee	TBD		
	PEHE Trustee	Tim McCarthy, PE	614-315-9551 (cell) 614-247-1561 (w)	mccarthy.226@osu.edu
	OSU - Student Chapter Liason	Tim McCarthy, PE	614-670-1175 (cell) 614-247-1561 (w) 614-670-1175 (cell)	mccarthy.226@osu.edu
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FIRST CLASS

**OHIO SOCIETY OF
PROFESSIONAL ENGINEERS**
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