2025
SAME
STRATEGIC PLAN

Securing America’s Future, Together

SOCIETY OF AMERICAN MILITARY ENGINEERS
Dedicated to National Security – Since 1920
BUILD AND SUSTAIN RESILIENT COMMUNITIES
Lead efforts to prepare communities to absorb, recover, and adapt from natural and man-made threats; fortify our nation's resolve directly where people work and live.

OBJECTIVES:
- Leverage local, regional, national, and international partnerships to educate and train members and stakeholders on infrastructure risks, mitigation efforts, and joint response strategies to natural and man-made events.
- Utilize SAME's multidisciplinary network to connect and educate stakeholders on new and existing technologies and to develop solutions to problems across critical infrastructure sectors.
- Promote partnerships and collaboration supporting the needs of military installations in pursuit of mission assurance and readiness (such as energy, water, and cyber security).
- Utilize SAME's national relationships and local Posts to furnish vertical collaboration between all levels of government and private business.
- Lead collaboration to advocate for streamlined acquisition and implementation of resilience solutions.

STRENGTHEN INDUSTRY-GOVERNMENT ENGAGEMENT
Lead efforts to foster communication and build relationships among military, public, private, academic, and professional organizations; further collaboration to identify issues and develop solutions in support of national security.

OBJECTIVES:
- Ensure SAME's Industry-Government Engagement Plan promotes multidisciplined industry-government collaboration and adds value to shared efforts to improve America's infrastructure, with the Society recognized by all stakeholders as the platform for industry-government engagement.
- Develop Strategic Partnerships to identify focus areas, challenges, opportunities, and potential solutions, integrating mutual expertise to achieve greater results.
- Ensure SAME's Communities of Interest serve Posts and national entities as subject matter experts, leveraging the Society's broad technical diversity to advance knowledge, standards, and best practices.
- Develop a portfolio of professional communications to inform, educate, and reinforce SAME's impact to the nation; provide a repository of industry-government engagement tools, resources, and lessons learned on the SAME national website.
- Promote inclusion of stakeholder interests at the Post, regional, and national levels through meetings, workshops, symposiums, and conferences.

GOAL 1

MISSION
Build leaders and lead collaboration among government and industry to develop multidisciplined solutions to national security infrastructure challenges.

VISION
Serve our nation as the foremost integrator for leadership development and technical collaboration within the A/E/C profession.

2025 STRATEGIC OUTCOME
Set the industry standard for active membership that creates lasting impact at the local and national levels.
The 2025 SAME Strategic Plan is the result of a year-long inclusive effort that collected input and perspectives from all demographics across our Society. Contributions from Posts and Regions, Strategic Partners and Communities of Interest, Young Members and Fellows, and stakeholders throughout government, industry, academia, and the military were carefully blended to ensure that every member can see themselves in the plan and knows how they can contribute.

Our mission to “build leaders and lead collaboration among government and industry to develop multidisciplined solutions to national security infrastructure challenges” is woven all throughout the five goals and 25 objectives.

The plan is lofty and deliberate. SAME leadership realizes not all Posts will achieve every goal and objective. Posts are encouraged to select the areas where they can provide the greatest impact and best serve their members. When we combine our vast network of local, regional, national, and international relationships reaching across the profession, we are confident the Society will successfully achieve these goals and objectives collectively.

For 100 years, SAME has been dedicated to patriotism and national security. As we start our second century, we hope you are inspired to further advance these aims of service through building leaders and leading collaboration across the spectrum of our involvement.

**GOAL 3**

**Develop Leaders for the Profession**

Lead efforts to enhance leadership development and cultivate the talent necessary to address the nation’s grand challenges; ensure the enduring stewardship of the A/E/C profession.

**OBJECTIVES:**

- Execute leader development programs at the Post, regional, and national levels and ensure their long-term viability.
- Promote a structured mentoring continuum, highlighting growth and leadership opportunities for members at all levels.
- Support and promote the SAME Foundation in fostering engineering leadership for the nation.
- Increase participation and partnerships with academic institutions and college students at the local, regional, and national levels.
- Utilize SAME Fellows to assist Posts in building engagement, identifying and developing volunteer leaders, and establishing succession plans.

**GOAL 4**

**Enrich the STEM Pipeline for the Nation**

Lead efforts to inspire, encourage, and enable youth to pursue STEM careers; help develop the technical capacity that our nation needs to remain globally competitive.

**OBJECTIVES:**

- Become a leader in STEM initiatives by leveraging national partnerships and connecting with locally relevant organizations focused on advancing STEM.
- Grow prospective members of the Society through K-12 outreach, scholarships, sponsorships, and engagement of college students.
- Grow participation in existing, and create new, Post and national STEM camps and initiatives; develop programs to motivate members to serve as mentors.
- Align students with mentors to enhance learning and long-term commitment that leads them into STEM professions.
- Enhance college outreach by collaborating nationally to help define the effective and unique role of Student Chapters.

**GOAL 5**

**Prepare Servicemembers and Veterans for the A/E/C Industry**

Lead efforts to fully integrate military and government members into the A/E/C industry; support training, credentialing, and networking initiatives that build, maintain, and translate skills to meet current and future needs.

**OBJECTIVES:**

- Provide technical and joint training, industry best practices, and networking opportunities to servicemembers at the Post, regional, and national levels.
- Provide servicemembers and veterans access to the full spectrum of credentialing for licensed professionals, skilled labor certifications, and other A/E/C qualifications.
- Sponsor leader development, networking, mentoring, and job fair opportunities for transitioning servicemembers that connect them to trade labor unions, industry organizations, and other professional resources.
- Operationalize the Post sponsorship model, where SAME Posts coordinate to welcome servicemembers/civilians and their families upon transitioning to new locations.