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SAME-MSP BOARD MEMBERS:

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SAME-MSP FEBRUARY MEETING: 02.26.2020

LEADING AN INTER-GENERATIONAL WORKFORCE

Melissa Meisgeier | Flint Hills Resources – Pine Bend Refinery
 Paul Schulz | Flint Hills Resources – Pine Bend Refinery

The world we live in today is changing quicker than ever before. Industry 4.0 and the connected world are among us. In addition to the large industrial revolution, our workforce population is also in the middle of a large transition. The workforce is evolving to where Millennials are becoming the largest workforce population. Millennials are stepping into leadership roles and are required to influence a multi-generational workforce amidst this technological revolution. Existing leaders are also adjusting to leading Millennials whose expectations are different than their own. All parties involved must understand how generational differences will affect their ability to advance their business or organization. Beliefs, leadership systems, knowledge processes, promotions, and technology to name a few are areas that are often underestimated as a company is going through this change.

Speaker Biographies:

Melissa Meisgeier is an Area Operations Manager at Flint Hills Resources' Pine Bend Refinery, where she manages operations for one-third of the facility that primarily produces gasoline range products, butane, and propane, as well as the steam generation and wastewater treatment facilities. Melissa graduated from Iowa State University with a B.S. in Chemical Engineering and Spanish. Melissa started her career as an operations engineer supporting the Alkylation, Dimersol, Polymerization and Caustic Regeneration units. Her career in operations leadership since then has given her the opportunity to lead and influence a diverse workforce including on-shift field operators, on-shift board operators and now frontline supervisors.

Paul Schulz is a Maintenance Superintendent at Flint Hills Resources' Pine Bend Refinery, where he oversees and leads the Refineries Instrumentation, Electrical, Analyzer, and LDAR execution teams. Paul graduated from University of Wisconsin – Stout with a master's degree in Risk Control after obtaining his bachelor's degree in Business Management and Communication. Throughout his career Paul has successfully led diverse teams ranging from new college graduates to forty-year veterans, across many disciplines including engineering, reliability craftsman and front-line leaders.

Meeting Details: Wednesday, February 26, 2020

Location: Black Dog Café (308 E. Prince Street, St. Paul, MN 55101)

Time: 11:30am-1:30pm, presentation starts at 12:30pm

RSVP: Wednesday February 19, 2020

UNSUBSCRIBE or **SUBSCRIBE** to the monthly newsletter

For more details and to RSVP, please use the following link:

<https://www.same.org/Get-Connected/Find-a-Post/MPLS-STPL/News-Updates/Monthly-Meeting>

UPCOMING CONFERENCES + EVENTS

Tis the season for conferences in Minnesota:

- ★ SAME and IFMA's **Facilities Management Workshop** call for abstracts are due February 14th for this year's workshop in San Antonio, TX
- ★ Get your nerd on and celebrate **Engineer's Week** February 16-20th!
- ★ Empower a young lady in your life on **Introduce a Girl to Engineering Day** on February 20th
- ★ The 2020 **Upper Midwest Stream Restoration Symposium** on February 23-26 in Stillwater
- ★ Planning on attending **Joint Engineer Training Conference and Expo** this year? Early bird rates end February 28th – sign up now! Learn how to win a free trip to this year's conference on page x.
- ★ The **Minnesota Transportation Conference** on March 3-4 in Saint Paul
- ★ Call for Proposals for the **2020 National Coastal and Estuarine Summit** in Providence, RI are due April 3, 2020

CONNECT WITH US!

In addition to revamping our newsletter and website, the Minneapolis-Saint Paul Post is now socially savvy! We encourage you to check out our Facebook and LinkedIn pages and stay up to date on the happenings at our Post.



<https://www.facebook.com/SAMEMSP/>



<https://www.linkedin.com/company/same-msp-post/>

SAME-MSP NEWS AND UPDATES

Mark your calendars, there are plenty of upcoming opportunities to get involved with the Minneapolis-Saint Paul Post!

HABITAT FOR HUMANITY SAVE THE DATE



We need volunteers to help us with our Habitat for Humanity Event (HFH) that will be held on Saturday, March 21, 2020, at an existing home at 144 Gresham Avenue North in Oakdale, MN (east of St. Paul). This is an existing home that is being rehabilitated by HFH for a family that has not yet be selected. You do not need to be handy with tools. The on-site HFH supervisor will teach you everything you need to know. We need volunteers for a variety of tasks many of which require no construction skills. The event runs from 8:30 AM to 4:00 PM, however, you can assist for as little as one hour or just stop by and visit the crew. This is a fantastic opportunity to give back to our community by assisting families who need help with a first home purchase. It is a rewarding way to spend a Saturday in March. If you want to sign up and/or would like additional information, please contact Kenton Spading, P.E. who is leading the efforts for this event. You can reach him at: kspading@comcast.net or text or call him at 651-272-7970.

You have the power to make a difference. Habitat for Humanities' mission is to eliminate poverty housing from the Twin Cities and to make decent, affordable shelter for all people a matter of conscience. Their vision is a Twin Cities region where families can own homes in healthy neighborhoods with access to jobs, transportation, and quality schools.

CENTENNIAL CELEBRATION

SAME, which was founded in 1920, is turning 100 this year. The stated goal in 1920 in part was and still is: "to promote solidarity and co-operation between engineers in civil and military life....and to preserve and maintain the best standards and traditions of the profession, all in the interests of patriotism and national security."

The Minneapolis-Saint Paul Post is 99 years old. The MSP Post Centennial Celebration Planning Committee is planning centennial events for our members. Stay tuned for upcoming announcements on how we plan to celebrate our centennial anniversary! If you have any questions or would like to get involved, please reach out to [Kenton Spading](#), [Peter Allen](#), [Jon Gustafson](#), or [Chris Erickson](#).

USACE ROCK ISLAND DISTRICT BUSINESS OPEN HOUSE

Join the Rock Island District on February 18th for their District Open House. The event is free to attend. To register or learn more: <https://www.eventbrite.com/e/us-army-corps-of-engineers-rock-island-business-oppopen-house-tickets-84761187995>

PRESIDENT'S UPDATE

For those of you who attended the January meeting, thank you! Unfortunately, I was unable to attend the January presentation, but heard that it was fantastic and great to learn about the international work the U.S. Army Corps of Engineers are involved in and to learn a few new words in Portuguese!

Next month, we will meet on our typical Wednesday (2/26) at a new location – Black Dog Café in Saint Paul's Lowertown. I am really looking forward to our upcoming speakers, **Melissa Meisgeier** and **Paul Schulz** from the Flint Hills Resources – Pine Bend Refinery. They will be speaking on managing an inter-generational workforce. Please join us at our next meeting to learn about how managing across generational divides.

The following upcoming opportunities are wonderful ways to get more involved with SAME:

★ **Habitat for Humanity**

Our Habitat for Humanity Event is coming up soon and will be held on March 21st, 2019. We are hoping to increase our participation this year, so please consider volunteering your time. This is a fantastic opportunity to give back to our community and a rewarding way to spend a Saturday afternoon in March. If you are interested and would like additional information, please contact [Kenton Spading](#) who is leading the efforts for this event.

★ **Chair of Continuing Professional Competency Committee**

We have been so blessed to have had Michelle Larson help us with our planning and execution of Professional Development Hours for our programs. However, Michelle will be leaving for a temporary duty assignment in Brazil this next year. This is her last month with our post! If anyone is interested in becoming more involved with our post, this is a great opportunity. Please feel free to reach out to me or [Michelle Larson](#) if you are interested. Michelle is more than happy to assist with the transition and would be happy to answer any questions that you may have.

Thank you for being a member and please join us for some of these exciting events and opportunities! If you have any suggestions for future events or meeting topics, please feel free to reach out to myself or anyone on the board!



Jane Flewellen
SAME-MSP Post President
Direct: 763.287.3464
Email: jane.flewellen@mortenson.com

WELCOME NEW MEMBERS!

The following individuals have joined the SAME-MSP Post this month – thank you for joining us and welcome to the Minneapolis-Saint Paul Post!

- ★ Mr. Perry Ryan, EVS, Inc.
- ★ Ms. Maren Hancock, Inter-Fluve
- ★ Mr. Mark Rivers, Burns & McDonnell



SAME-MSP POST SCHOLARSHIP APPLICATIONS

The 2020 Scholarship Application Forms are now available on the SAME-MSP [STEM Outreach](#) page, as well as via the links below. The SAME Minneapolis Saint Paul Post will be granting three scholarships: two (2) one-time \$1,500 scholarships and one (1) \$1,500 multi-year scholarship (\$6,000 max). The deadline for submitting scholarship applications is **Friday, April 3rd, 2020**.

If you know someone who is deserving of a scholarship, please urge the young person to apply for one the Post's scholarships. Applicants are rated in several areas including academics, school activities, and community activities. High school seniors and Post-secondary students are eligible if they are either:



- ★ **Children, grandchildren, or siblings, of members of the Minneapolis-Saint Paul Post.** Sponsoring members must be a SAME Minneapolis-Saint Paul Post member for the current year and have been a member of the Post for a minimum of at least one year prior to the current year.
- ★ **Student Members of the SAME Minneapolis-Saint Paul Post** who will be registered as full-time post-secondary students in the fall of the year of selection. Applicants under this category must be registered through SAME as a Student Member; student memberships are free for full-time undergraduates at an accredited college or university, or high school students.

Applicants must be registered as full-time post-secondary students in the fall of the year of selection and be majoring in an accredited engineering, science, math, or technology-related field and/or disciplines that will specifically support these fields of study.

A committee of Post members evaluates the applications. All applications are kept confidential, and only the winners are announced. For additional information, please contact Erin Krug at Erin.E.Krug@usace.army.mil or 651.290.5576. Scholarship Application Packages can be downloaded from the Post's website at: <https://www.same.org/Get-Connected/Find-a-Post/MPLS-STPL/STEM-Outreach>

SAME-MSP POST EDUCATION GRANT APPLICATIONS

The 2020 Education Grant Application Forms are now available on the [Grants & Scholarships](#) page of the web site, as well as via the contacts below. The SAME Minneapolis-Saint Paul Post is offering educational grants for up to \$3,000 for elementary and secondary schools for the upcoming 2020-2021 school year. Our fundamental goal of SAME is to "Promote and understanding of, and appreciation for, the engineering-related disciplines and to help the young people in our communities become better prepared to become our future engineers."

The Minneapolis-Saint Paul Post is requesting applications from schools and classroom teachers who are:

- ★ Committed to supporting the math and sciences that support future engineering-related career opportunities; and
- ★ Located within a 100-mile radius of Saint Paul, Minnesota.

Applications will be reviewed on the following criteria:

- ★ Creativity and quality of the proposed project;
- ★ Demonstrated demand or need for the project; and
- ★ Support of the Minnesota or Wisconsin math and/or science academic standards.



The deadline for submitting scholarship applications is **Friday, April 3rd, 2020**. For additional information, please contact [Chris Erickson](#) for more information.

FUTURE CITIES COMPETITION HIGHLIGHTS

The Minnesota Regional Future City Competition was held on Saturday, January 18, 2020 at the Dakota County Technical College in Rosemount, Minnesota for those who braved the snowy weather and difficult road conditions. The Minneapolis-St Paul post sponsored one of the special awards again this year. The special award was for the team that best addressed "Readiness for Natural and Manmade Disasters." The team that won the post's award was the **New London-Spicer Middle School** for their city named "**Wai Ma.**" Thanks to the four volunteers we had as judges, **Erin Krug, Kendra Eull, Terry Zien** and **Wayne Wambold**. Also, thank you to **Peter Allen** and **Nate Meisgeier** for coordinating with the Future City staff and obtaining prizes for the special award.



Congratulations to the New-London Spicer Middle School students for their comprehensive understanding of natural and manmade disasters, innovative ideas for protecting their city and citizens, and their enthusiasm with their presentation!

WIN A TRIP TO THE 2020 JOINT ENGINEER TRAINING CONFERENCE & EXPO!

The SAME-MSP Post has budgeted to send one of our young members to this year's [Joint Engineer Training Conference & Expo in Washington, DC](#) on May 27-29, 2020. SAME-MSP will cover the registration, 3 nights of lodging, and airfare (up to \$450) to and from the conference. All you need to do is send [Jane Flewelling](#) an email by **2/20/2020** indicating your interest and what you hope to learn from the event. We do ask that whoever is chosen will fulfill one volunteer shift at the conference and kindly attend the June or July monthly meeting and provide a brief overview for future participants.

SMALL BUSINESS CORNER: SADBOC GOVERNMENT PROCUREMENT FAIR

Mark your calendar for the **21st Annual SADBOC Government Procurement Fair** at the Earle Brown Heritage Center in Brooklyn Center on April 23rd. This annual trade fair is intended to provide opportunities and assistance to small businesses interested in pursuing Government contracts. Deadline for registration is **April 11, 2020** – for more information please visit: <https://minnesota.feb.gov/programs/sadboc>

JANUARY MEETING HIGHLIGHTS

Mr. Paul Dierking, past Post President and Water Business Group Leader at HDR, also provided a **Sustaining Member Business Brief** to kick off the meeting. HDR is a sustaining firm for several Posts, and locally has worked closely with the U.S. Army Corps of Engineers, St. Paul District on several navigation and flood risk projects. For more information, please turn to Page 7.

In case you missed our January meeting, we were honored to have **Mr. Brian Alberto** from the **U.S. Army Corps of Engineers, St. Paul District** present to our members on the **USACE-Brazil Partnership for Capacity Building and Inland Navigation**. He discussed how the U.S. Army Corps of Engineers became involved in work in South America through the Department of Defense's **Southern Command**, which has a broad and continuing mission to provide command and control in Central and South America during periods of war and peace. When the Brazilian National Department of Transportation and Infrastructure (DNIT) requested assistance in 2016 with providing safe and reliable year-round navigation in the Amazon, the Southern Command was the liaison between the USACE and DNIT.



Mr. Brian Alberto presenting on the Brazil-USACE Partnership at the January SAME-MSP meeting.

Mr. Alberto spent six months in Brazil last year working on the Madeira River Project – a feasibility study to evaluate existing navigation problems (such as sand shoals and bedrock outcrops during dry periods or lack of adequate signage for barge captains) and provide recommendations that would provide safe and reliable transportation throughout the year.

Thank you to Mr. Alberto for an engaging presentation and teaching the group a few words in Portuguese – we'll never be able to specify riprap without laughing again! If you missed his presentation, please consider joining our LinkedIn Group to have access to his slides and the Madeira River feasibility study.

SAME ENGINEERING & CONSTRUCTION CAMPS

SAME has been supporting science, technology, engineering, and math (STEM) events for over 30 years and conducting camps for almost 20 years. Our camps are world-class and feature a very impressive record of producing thousands of engineers and STEM leaders. They provide a rigorous experience for students interested in exploring STEM skills and careers. Campers gain a sense of what it takes to become a STEM professional and what options exist to explore that interest from high school to college and beyond. Each camp has a unique curriculum that generally features hands-on activities conducted in a competitive environment that promote teamwork, leadership, project management, and problem solving.

Campers are supervised by mentors made up of professional engineers, engineering students, military personnel, educators, and other STEM professionals. These mentors are committed to inspiring campers to pursue STEM in college. Mentors are also resources for the campers, providing long-term connections for our alumni.

Who may apply? At a minimum, students must meet the following criteria:

- ★ Be a U.S. citizen
- ★ Be at least 15 years old
- ★ Completed freshman year by the time they depart for camp.

Applications for SAME Engineering and Construction Camps are due by **March 16, 2020**. For more information and application forms, please visit <https://www.same.org/STEMCAMPS/Camps>

SUSTAINING MEMBER OF THE MONTH: HDR



Founded in 1917, HDR's 10,000 worldwide employees deliver engineering, architecture, environmental and construction services, bringing the top minds and resources to every project in 100+ countries. Annually, HDR's delivers \$200M in cost-effective, mission-critical services to Federal clients throughout the Upper Midwest and worldwide, shaping the communities in which we live and work, across a full spectrum of disciplines including:

- ★ Engineering
- ★ Architecture
- ★ Military planning
- ★ Conservation & Planning
- ★ Compliance & Restoration
- ★ Operations & Construction Services

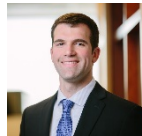
Federal agencies served by HDR include the U.S. Army Corps of Engineers (USACE), Veteran Affairs (VA), Navy Facilities Engineering Command (NAVFAC), Department of Homeland Security, and numerous others. Recent HDR Midwest Federal projects include:

U.S. STRATCOM Command and Control Facility – Offutt Air Force Base, Omaha, NE



Cedar Rapids Flood Risk Management – Cedar Rapids, IA

Paul Dierking, PE
MN/WI Water Business Group Leader
D 763.591.5473
paul.dierking@hdrinc.com



JOB NOTICES

Hanson Professional Services Inc. is seeking a Proposal/Pursuit Specialist, located in one of our Midwest offices, to support the Federal and Government Business Unit. This full-time position includes an excellent benefits/salary package and advancement opportunities for the right candidate. For more information and to apply, go to www.hanson-inc.com.

U.S. Army Corps of Engineers, St. Paul District is seeking a Senior Structural engineer to resolve complicated engineering problems and make decisions on the design, analysis, and evaluation of project features. These projects support inland navigation, flood risk management, environmental restoration, and emergency response to disasters. For more information and to apply, go to <https://www.usajobs.gov/GetJob/ViewDetails/547524600>. Please contact [Mike Dahlquist](mailto:Mike.Dahlquist) with any questions at (651) 290-5571.

THANK YOU!

Thank you to all our Sustaining Firms – SAME-MSP appreciates your support and want to make sure all our members know about it, too! Any firms interested in providing a business brief at our monthly meetings should contact [Dave Ausdemore](mailto:Dave.Ausdemore) to reserve a date.

- ★ AECOM
- ★ AMEC Foster Wheeler
- ★ Anderson Engineering of MN
- ★ Ayres Associates
- ★ Barr Engineering
- ★ Bergmann Associates
- ★ Burns & McDonnell
- ★ Cardno Inc.
- ★ CH2M Hill
- ★ Eaton Corporation
- ★ EMR Inc.
- ★ Hammel Green and Abrahamson
- ★ Hanson Professional Services
- ★ HDR Engineering
- ★ HNTB Corporation
- ★ Jacobs
- ★ Landmark Environmental
- ★ Mortenson Construction
- ★ Parsons
- ★ Quantum Spatial
- ★ Rani Engineering
- ★ RSP Architects
- ★ SEH
- ★ Stanley Consultants
- ★ Stantec
- ★ Weston Solutions

Have an idea for future meeting topics or tours? Please contact Matt Redington with your suggestions at matthew.redington@hdrinc.com or 763.591.5487!

same.org/mpls-stpl

