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# PEPP PROFESSIONAL DEVELOPMENT AWARD

The MSPE Private Practice Professional Development Award is presented to the nominated engineering firm that has made outstanding contributions to the advancement and improvement of the engineering professional through its employment policies and practices. The purpose of the award is to recognize those firms with the best engineering employment practices, and to encourage all firms to adopt progressive policies and practices.

**Award:** The award consists of an engraved plaque mounted on walnut.

**Qualifications/Method of Selection:** For purposes of this competition, a “private practice: employer is a for-profit firm or branch office of a firm, the primary function of which is to provide engineering design or consulting services for infrastructure, facilities, or processes to clients in accordance with applicable state law. Excluded would be firms that provide both design and construction services, wholly owned sub-organizations supplying design services to a single parent organization, and research and development organizations.

The following factors and rules should be considered in the completion of this form:

- Nominations for the award must be originated by local chapters or practice divisions of an MSPE-affiliated state society.
- A MSPE chapter may submit **only** one nomination for the MSPE Private Practice Professional Development Award.
- If the nominated firm has facilities in more than one location, the nomination may be submitted by any chapter in whose area

the firm has such facilities involving engineering.

- The size of the firm’s engineering staff will not be considered by the Awards Committee in its selection.
- All nominations must be submitted on the official form or a facsimile thereof. Incomplete forms may lead to disqualification or low rating of nominees. Applications submitted should contain precise and accurate data.
- All attachments must be on 8-1/2” by 11” sheets and clearly referenced to the application form.

***The committee also reserves the right not to select a recipient in a given year if, in its opinion, none of the nominations is of sufficient stature or quality to justify a state award.***

In ranking nominations, although not necessarily selecting the final winner, numerical points are considered. Nominations will be evaluated on the point system below. These points were established in accordance with the *Guidelines to Professional Employment for Engineers and Scientist*.

***The criteria are evaluated as follows:***

Engineering Personnel/	
Licensure Information	20 points
Recruitment	10 points
Employment	25 points
Professional Development	30 points
Special Employment Practices	<u>15 points</u>
<b>Total</b>	<b>100 points</b>

**Presentation:** The award is presented at the MSPE Annual Convention. A representative of the winning firm will be invited to receive the award at the MSPE Annual Convention. MSPE will send press releases about the winner to local media and trade publications.

**Nomination Format:** Must be submitted on the prescribed form.

**Please Email To:** [Bmurray@mspe.org](mailto:Bmurray@mspe.org)

**Deadline:** The original nomination form and all attachments must be submitted, no later than March 12 to the address listed below:

**Or Mail To:** 200 E. McCarty St. Suite 200  
Jefferson City, MO 65101

# **Private Practice Professional Development Award Form**

Please type (Section I must be completed by an MSPE representative or state chapter.)

## **I. MSPE Representative or Local Chapter Information**

MSPE Representative/Local Chapter: \_\_\_\_\_

Representative: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_

Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## **II. Firm Information (Section II through VII must be completed by a company representative.)**

Firm: \_\_\_\_\_

Year firm was established: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_

Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

President of firm (*indicate if a P.E.*): \_\_\_\_\_

Name of employee responsible for engineering: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_

Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Name of official responsible for branch office (if applicable): \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_

Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

1. For the purpose of publicity, please give the name(s) and address (es) of local paper(s):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. Describe principal services of firm, specialties, extent of market and scope of operations. Indicate what percentage of the firm's work is engineering, as opposed to architectural, surveying, materials testing, etc.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**III. Engineering Personnel/Licensure Information**

3. Total number of employees of the organizational unit nominated: \_\_\_\_\_

4. Total number of employees who are classified as engineers or engineering supervisors: \_\_\_\_\_

Total Classed as engineers included:

- a. Total number with Professional Engineer (P.E.) licenses: \_\_\_\_\_
  - b. Total number with Engineer-in-Training (E.I.T.) certificates: \_\_\_\_\_
  - c. Total number without P.E. licenses or E.I.T. certificates but who hold engineering degrees from ABET-approved institutions: \_\_\_\_\_
  - d. Total number without P.E. licenses, E.I.T. certificates, or engineering degrees from ABET-approved institutions: \_\_\_\_\_
  - e. Total of a through d (should be same as Question 4 above): \_\_\_\_\_
  - f. Of those in d, total number with a degree in an engineering-related field such as architecture, physics, geology, etc.: \_\_\_\_\_
5. Number of employees directly supporting engineers within the organizational unit nominated:
- a. Technicians certified by the National Institute for Certification in Engineering Technologies (NICET): \_\_\_\_\_
  - b. Technicians not certified: \_\_\_\_\_
  - c. Drafters: \_\_\_\_\_
  - d. Clerical and other support personnel under engineers' direction: \_\_\_\_\_
6. Total number of engineers hired in the past 12 months: \_\_\_\_\_
- a. Total number of engineer turnovers in the past 12 months: \_\_\_\_\_
  - b. Number of engineer turnovers during the past 12 months amounted to what percent of total classified as engineers? (Do not include retirement, promotions, or intracompany transfers.) \_\_\_\_\_
  - c. Number of engineer turnovers during the past five years amounted to what percent of total classified as engineers? \_\_\_\_\_
7. Licensure
- a. What percent of your firm's engineers hold current P.E. licenses or E.I.T. certificates in any state? \_\_\_\_\_%
  - b. Is P.E. or E.I.T. status mandatory as a condition of employment for positions with engineering titles?  
Yes: \_\_\_\_\_ No: \_\_\_\_\_
  - c. Are employees given time off with pay to take P.E. or E.I.T. examinations? Yes: \_\_\_\_\_ No: \_\_\_\_\_
  - d. Does your firm pay license renewal fees for all licenses? Yes: \_\_\_\_\_ No: \_\_\_\_\_
  - e. As a matter of policy, do engineers receive a salary increase or bonus in recognition of their licensure?  
Yes: \_\_\_\_\_ No: \_\_\_\_\_
  - f. Does your firm pay the cost of P.E. and E.I.T. refresher courses? Yes: \_\_\_\_\_ No: \_\_\_\_\_

g. Are licensed engineers encouraged to use the P.E. suffix or display licensure certificates?

Yes: \_\_\_\_\_ No: \_\_\_\_\_

8. Provide an 8-1/2" x 11" organizational chart to the committee. Identify which positions are filled by PEs and EITs.

9. Identify the number of other licensed professionals in your firm, including architects and land surveyors.

\_\_\_\_\_

#### **IV. Recruitment/Indoctrination**

10. Recruiting Practices

a. Does your company consider currently employed engineers for higher positions before seeking outside applicants? Yes: \_\_\_\_\_ No: \_\_\_\_\_

b. Does a job applicant talk to the potential supervisor as well as to the personnel interviewer?

Yes: \_\_\_\_\_ No: \_\_\_\_\_

c. Are travel and interview expenses paid for by your company even if the applicant is not hired?

Yes: \_\_\_\_\_ No: \_\_\_\_\_

If not, what costs are covered?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

d. Are policies, practices and fringe benefits as applied to engineers fully explained during the applicant's interview? Yes: \_\_\_\_\_ No: \_\_\_\_\_

By whom? \_\_\_\_\_

e. Does your firm make special efforts to recruit women and minorities? Yes: \_\_\_\_\_ No: \_\_\_\_\_

If yes, describe briefly:

\_\_\_\_\_  
\_\_\_\_\_

f. Does your firm offer a cooperative job program or summer employment to college engineering students?

Yes: \_\_\_\_\_ No: \_\_\_\_\_

#### **V. Employment**

11. *Professional Environment/Working Conditions*

a. Are titles denoting engineering status restricted to those who are licensed or who are graduate engineers?

Yes: \_\_\_\_\_ No: \_\_\_\_\_

- b. What percent of your firm's personnel having titles denoting engineering status are licensed or are graduate engineers? \_\_\_\_\_%
- c. What percent of your firm's engineers have private or semiprivate offices? \_\_\_\_\_%
- d. Are there enough support personnel so that engineers can restrict their activities primarily to professional activities? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- e. Is nontechnical administrative support readily available to all engineers as required?  
Yes: \_\_\_\_\_ No: \_\_\_\_\_
- f. Is a technical library maintained on the premises, available to engineers during working hours, which subscribes to professional or technical journals pertinent to engineers' fields? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- g. Does your firm assume 100% present and future responsibility for any claims and suits against the authorized work of professional employees done while in its employ? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- h. Is the engineer free from requirements to join a labor organization? Yes: \_\_\_\_\_ No: \_\_\_\_\_

12. Organization

- a. Is the performance of engineering employees formally evaluated at specific intervals and discussed with the employees involved? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- b. How often? \_\_\_\_\_
- c. Describe employee evaluation process:

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- d. Are the levels of responsibility and relationship of positions within your firm clearly defined and written down? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- e. Is this information communicated to the engineering staff? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- f. Does your firm have a written employee policy manual? Yes: \_\_\_\_\_ No: \_\_\_\_\_

**13. Compensation**

- a. Does your firm have a definite salary policy and progression path for engineers? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- b. Is salary administration related directly to individual performance? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- c. Is a performance and salary review discussed with each engineer at least annually?  
Yes: \_\_\_\_\_ No: \_\_\_\_\_
- d. Are engineers recognized specifically for superior performance or special accomplishments, such as published papers, major cost reduction work, etc.? (Year-end bonuses do not count.) Yes: \_\_\_\_\_ No: \_\_\_\_\_

e. What form does the recognition take (e.g., commendation, special bonus, etc.)?

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f. Is the salary schedule reviewed periodically by comparing it with local and national benchmarks?

Yes: \_\_\_\_\_ No: \_\_\_\_\_

g. Does your firm maintain reviews of local engineering rates to assure that it is aware of developing salary gaps? Yes: \_\_\_\_\_ No: \_\_\_\_\_

h. Are engineering salaries generally commensurate with the salary scales established in NSPE's Recommended Income Ranges? Yes: \_\_\_\_\_ No: \_\_\_\_\_

i. If an engineer desires to stay in the technical field rather than move into a supervisory (administrative/managerial) position, does your firm have a "dual ladder" promotion policy?

Yes: \_\_\_\_\_ No: \_\_\_\_\_

j. Does your firm have a profit-sharing or bonus incentive program? Yes: \_\_\_\_\_ No: \_\_\_\_\_

If yes, describe:

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k. Does your firm have a pension plan; life/health insurance plan or savings plan consistent with current business practices? Yes: \_\_\_\_\_ No: \_\_\_\_\_

If yes, describe your firm's benefits package, including insurance, pension, sick leave, vacation, holidays, etc.

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I. Are engineers compensated in any way for scheduled overtime? Yes: \_\_\_\_\_ No: \_\_\_\_\_

If yes, how?

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**14. Communication**

a. Are regular staff meetings of engineers held at which they have the opportunity to discuss with superiors company policy relating to both personnel matters and company business activities? Yes: \_\_\_\_\_ No: \_\_\_\_\_

b. If yes, how often are these staff meetings held?

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c. What other types of staff meetings are held? How frequently? Who attends?

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d. Is there a formal system for submitting suggestions? Yes: \_\_\_\_\_ No: \_\_\_\_\_

e. Does your firm publish a newsletter or bulletin that includes coverage of personnel matters and company business activities? Yes: \_\_\_\_\_ No: \_\_\_\_\_

**15. Termination/Transfer**

Note:

If not applicable to your firm (because of no terminations), answer on the basis of what your policy would be in the event of termination and transfer. Check if this is the case: \_\_\_\_\_

a. Does your firm conduct exit interviews to discuss the exact reasons for termination?

Yes: \_\_\_\_\_ No: \_\_\_\_\_

b. Are terminated engineers normally provided with severance pay? Yes: \_\_\_\_\_ No: \_\_\_\_\_

c. Are major employee protection plans (e.g., insurance) normally continued for some period following termination? Yes: \_\_\_\_\_ No: \_\_\_\_\_

d. As a matter of policy are efforts made to place terminated engineers? Yes: \_\_\_\_\_ No: \_\_\_\_\_

For Firms with Multiple Offices:

e. Are all formal transfer costs normally paid by your firm? Yes: \_\_\_\_\_ No: \_\_\_\_\_

f. Are unusual moving-expense reimbursement problems normally settled in a discussion between employee and employer? Yes: \_\_\_\_\_ No: \_\_\_\_\_

## **VI. Professional Development**

### 16. Continuing Education

- a. Does your firm have a formal, written continuing education policy? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- b. Is each engineer reminded at least annually, either verbally or in writing, that your firm's policy officially encourages continuing education through any means available? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- c. In the past year, has your firm sponsored or cosponsored an in-house school, seminar or lecture?  
Yes: \_\_\_\_\_ No: \_\_\_\_\_
- d. When business permits, is paid time off or leave of absence given for educational purposes?  
Yes: \_\_\_\_\_ No: \_\_\_\_\_
- e. In the past year, what percent of your firm's engineers have taken advantage of this paid time off or leave?  
Yes: \_\_\_\_\_ No: \_\_\_\_\_
- f. How much does your firm pay toward continuing professional education (e.g., registration, tuition, travel, lodging, texts, etc.)? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- g. What percent of your firm's engineers attended some form of continuing education courses during the past year? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- h. Are completed career-related courses recorded in the engineer's personnel file? Yes: \_\_\_\_\_ No: \_\_\_\_\_

### **17. Professional/Technical Society Activity**

- a. Does your firm formally encourage participation in technical and professional societies?  
Yes: \_\_\_\_\_ No: \_\_\_\_\_
- b. What percent of your firm's engineers belong to MSPE and what percent to other national technical or professional societies? MSPE \_\_\_\_\_ % Other \_\_\_\_\_ %
- c. Does your firm pay expenses for membership in professional or technical societies?  
Yes: \_\_\_\_\_ No: \_\_\_\_\_
- d. Are an individual's accomplishments in professional or technical societies recorded in his or her personnel file? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- e. Does your firm contribute or sponsor professional or technical societies in other ways? Please explain.

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### **18. General**

- a. What percent of your firm's engineers published professional or technical papers or made presentations of a professional or technical nature during the past year? Yes: \_\_\_\_\_ No: \_\_\_\_\_
- b. Are engineers offered clerical and editorial assistance in the preparation of papers or articles for publication or presentation? Yes: \_\_\_\_\_ No: \_\_\_\_\_

c. Does your firm formally encourage participation in civic organizations? Yes: \_\_\_\_\_ No: \_\_\_\_\_

d. Are engineers encouraged to represent your firm in speeches to civic and technical groups?

Yes: \_\_\_\_\_ No: \_\_\_\_\_

e. Is there a formal professional development program under which engineering employees' technical and professional development and employment experience are monitored in an effort to further the career goals of individual employees? Yes: \_\_\_\_\_ No: \_\_\_\_\_

f. Wherever possible, is a conscious effort made to rotate work assignments to broaden the engineer's experience? Yes: \_\_\_\_\_ No: \_\_\_\_\_

g. Does your firm consider the Guidelines to Professional Employment for Engineers and Scientists in administering professional employment practices? Yes: \_\_\_\_\_ No: \_\_\_\_\_

If yes, how?

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## **VII. Special Employment Practices**

19. Is there a program for continuation of the firm or transfer of management/ownership?

Yes: \_\_\_\_\_ No: \_\_\_\_\_

20. Please provide a narrative description of any special employment practices or professional development policies your firm uses to advance or promote the engineering profession. Provide attachments as appropriate. Transfer of management/ownership?

## **VIII. References**

Please list three (3) each with name, description of position or project and telephone number.

Employees

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Clients

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Please Email To: [Bmurray@mspe.org](mailto:Bmurray@mspe.org)

Or Mail To: 200 E. McCarty St. Suite 200, Jefferson City, MO 65101