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*A Newsletter written by Fellows of CSI for Fellows of CSI*

*Publisher: Gilman Hu, FCSI*

*Editor: Richard A. Eustis, FCSI*

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## **The CSI College of Fellows was approved by the Institute Board at their June 2003 Meeting**

**Now comes the task of implementing the bylaws in a way that will make us all proud. The first step in this process is the election of College Officers. The ballot for this election is found later in this Newsletter. (See page 6)**

### **Editorial:**

By: Your Editor

On behalf of those of all of the Fellows, I want to express our appreciation to the CSI Board for the approval of this new “College” that is intended to be a benefit for the entire organization

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We realize that many Fellows were not able to attend the CSI University during this past June. There will be some repetition in these reports but they were all written starting from a different point of view. This issue of the Fellows newsletter also contains message from our new Institute President, Edith Washington, FCSI, CCS and our new Institute Executive Director, Karl F. Borgstrom, Ph.D.

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As was reported in the June 2003 Fellows newsletter, Gregg Borchelt, FCSI, CDT has been serving as the “Nominating Committee” for the first set of officers for the new College of Fellows. Gregg received a few nominations at the last Fellows Workshop and Fellows Meeting and was able to complete the list of nominations based on the response to the request in the June Fellows Newsletter. Later in this Newsletter, you will find the ballot for the election of officers for the College. Gregg has two Fellows listed for each position. It is now up to the fellows to cast their ballots. Remember, as a Fellow of CSI, you are eligible to vote even if you are not a member of CSI at this time. I can not overly stress the importance of this first election. This first set of officers has the opportunity to set our long-term direction.

### **A Letter from our President – Edith Washington, FCSI, CCS**

Dear Fellows:

Many of you have called to offer me your support and assistance. I truly appreciate those offers. That is why I am writing this letter. Because I know the vast array of talents this group possesses, I am indeed counting on you. As John Foster Dulles said “A capacity to change is indispensable. Equally indispensable is the capacity to hold fast to that which is good”. In recent years CSI has experienced much focus on change. During my term, I hope to support the changes that have been positive and make sure that we do indeed “hold fast to that which is good”.

Over the years, as I served in various CSI offices, several of you have been there when I needed information, advice, or just someone to be a sounding board for an idea. During the coming year I hope you will share your knowledge of CSI and your considerable business acumen for the good of our organization by:

- Continue to attend chapter meetings and support and mentor chapter leaders. Please be on the look out for potential leaders and show them how to become involved.

- Help orient new chapter members and let them know how CSI membership has benefited you personally and professionally.
- Promote CSI's Certification programs.
- If you are active at the national level of another design and construction industry association, please let me know. CSI cannot accomplish its mission, if we do not have effective liaisons with other organizations.
- If you have influence with any construction materials manufacturers, encourage them to exhibit at the CSI Convention and Show.
- Catch somebody doing something right. Let members and leaders at every level (local, regional and national) know when they've done something that you think is praiseworthy. Compliments from a respected source really provide inspiration and motivation.

I know that some of you are already doing all of the above and more. Please feel free to email or call me with your ideas, suggestions and concerns. For your information:

- **Inside Tracks: Even if you're not an active leader any more you can be "in the know". To get the facts read Inside Tracks.** This area of our website is reserved for explanation of issues and initiatives. It can be access by clicking on "**Resources**" in the menu on the left hand side of the csinet.org homepage. **The goal of "Inside Tracks" is to provide all members with concise accurate information.**  
*<http://www.csinet.org/csiresource/insidetracks/insidetracks.htm>*
- **Improving Customer Service: Customer service had been contracted out. We terminated the contract and took it back.** Our customer service people are again our direct employees, including two we rehired.
- **Improving our website: Our** website will become more user-friendly. The site will be updated by this fall. I've appointed task team of six (internet-savvy) CSI members, to make sure the update is state-of-the-art, reflects member needs, and is user friendly. In the mean time we have a wonderful staff member named Carrie Conrad, who is making small necessary changes to tide us over until the update is complete.
- **We recognize that CSI needs and deserves more industry recognition.** We are

keeping our public relations consultant Potomac Group; however, Karl Borgstrom our new director is working with them directly and expectations have increased. Karl has also personally taken on the issue of improving communications.

- **Our Convention is not split:** This message didn't get out to all members last year and some the people, who really spend time with our exhibitors, were not present. I'm sure exhibitors felt the impact. Many of you know that the show and convention represents a significant part of our annual income. I hope all you will work with us to make sure that we increase member attendance in 2004. Because of contractual obligations with cash penalties, we must keep the CSI Show and Convention in Chicago through 2005. After that we'll be selecting first-tier cities. *We are doing everything we can to make 2004 an absolute success, and satisfy the expectations of our exhibitors and members. Promotional materials for the upcoming 2004 convention will clearly identify the CSI Show and Convention.*
- **CSI University was a success.** Over the last decade, I've visited just about every region in the country and I've learned that the quality of leadership training varies greatly from region to region. CSI University is far more expansive than "MegaWeekend" (the program used for several years to train region education, certification, technical and membership chairs). At least 300 people attended CSIU. That number is in no way exaggerated. This event provides consistent training that is open to all CSI members, not just region leaders. Speakers and trainers included outside experts, as well as CSI leaders.
- **CSI's Budget:** As discussed by our Treasurer, Ed Soenke in previous issues of the Fellows newsletter, we will be operating on a tight budget this year. Rest assured we took the common sense approach of using conservative income projections and cutting costs wherever possible.

Well, Fellows that's all for now. I'll keep you posted.

Enthusiastically yours,

Edith Washington, FCSI, CCS

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## **Our CSI Executive Director speaks to the Fellows** By Karl F. Borgstrom, Ph.D

I welcome this opportunity to directly address this select group of industry practitioners on whom the Institute has bestowed the designation of Fellow. That recognition identifies you as someone who has demonstrated a commitment to excellence in the profession and to the Institute. You have set a high standard to which all of your CSI colleagues should aspire.

Fellowship, in my mind, is more than a recognition or reward. It is also a responsibility. Your experience, perspective, and knowledge are invaluable assets to the Institute as well as to our members who are advancing in their practice and seeking leadership roles in CSI at every level. Mentoring these rising practitioners, to help them attain, in their own right, the designation of Fellow of the Institute, is an opportunity you should welcome. It will reward you personally and continue your contribution to the improvement of the industry.

There is another level at which your collective wisdom will be most welcome. CSI, and indeed the specifications function, are both undergoing transitions in their roles and positions within the AEC industry. Transitions mean change, and every change has two dimensions, each of equal importance. First there is a starting point--in effect the history of how and why we got to this moment. Second is the direction in which we are headed and the objective which we hope to attain. As Fellows you know and understand the starting point better than anyone; you have participated in getting there. That understanding needs to be an active element of where we are going in the future. Your up-and-coming colleagues are the future of the industry and CSI, but their needs, driven by a relatively limited perspective, cannot define the future alone. That future needs the benefit of your participation as agents of change to facilitate the transition.

The opportunity is here and now! In the next several months CSI will be engaged in a strategic planning process that will take the long-range plan developed in 1999 and define how we are going to achieve our broad goals in the next 3-5 years. It will describe the next step in the Institute's progression toward becoming an integrator of the industry and a gateway to professional development and information. Included in the planning process will be a window of opportunity, from October through February 2004, for Chapters and their members to review the draft objectives developed by the Board. In effect, each Chapter will have the task of acting as a focus group to validate, modify, or recommend going back to the drawing board. Your participation, both in encouraging these discussions in

your Chapter and in actively contributing to the debate, will be an invaluable contribution to the future of the Institute.

As most of you know, I came to this job with broad experience in the AEC arena, but limited specific knowledge of CSI beyond its excellent reputation in the industry. More than 50 years of history makes for a steep learning curve; your ideas and suggestions are, and will always be, most welcome.

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## **CSI U Annual Conference – Success Story** By Lee Orosco, FCSI, CDT (Lee received her

Fellowship in June 2002 at the Las Vegas Convention. She is currently an Institute Director from the Southwest Region and she served on the Institute Leadership Development Council that helped create the CSI University program.)

If you were in Philadelphia at CSI University Annual Conference, you have been telling others they should get tapes of the speakers and they need to make plans to go to San Antonio next year. If you weren't there, you are wondering what makes people say that CSI University Annual Conference was a success. I will give you my definitions of success.

There were 344 attendees!!! This number is not the end of the story. The mix of attendees was rich with representatives from throughout the spectrum: CSI novices and CSI veterans, young and old, east and west, north and south, designers and contractors, manufacturers and product reps, sole-practitioners and large corporation executives, as well as many more.

Thursday events started with a strong showing of candidates sitting for each of the CSI certification exams. Most conference attendees began with the late afternoon Conference Orientation where they were congratulated for being an active participant in this first Annual Conference and told 'what to expect' over the next few days.

The time each attendee invested gave valuable returns. Getting the most from the structured education sessions presented by national caliber speakers was made easier by the fact that the slides, handouts, and other presentation materials for each session was included in the Final Program Book given to each registrant at the conference. Having the handouts was an aid to deciding what session to attend, as well.

The educational sessions were packed with people. The speakers gave appropriate attention and time to questions. At the close of the talks, attendees clamored around the speaker to give feedback and ask more

personal questions. I noticed that the session attendance was steady, even in the late afternoon when I have traditionally seen a drop.

The social interaction was a highlight in that there were various opportunities to mingle informally. All the sessions were in one area of the hotel, so the central mezzanine was a natural gathering area. While networking with a product rep, I learned that he has been delivering operation and maintenance manuals electronically rather than hardcopy. We have been looking for examples of this at my office so now I have one!

The whole 'flavor' of the weekend was around preparing ourselves for the future. It was a logical segue at the Presidential Luncheon for Phil McDade to pass the torch to Edith Washington, as our future leader. Edith's address was a call to action accompanied by the musical theme from 'Rocky'!

There were conversations about whether 'university' was the correct name to use. Others debated the merits of having this event separated from the CSI Show. The interchange felt like healthy questioning and refining of this embryonic idea but did not detract from the success of the weekend. I sensed, in the passionate interchanges, a sincere desire to improve CSI's future, rather than a refusal to let go of the past.

Positive, upbeat, usable education and networking with excellent role models is what made the CSI University Annual Conference a success for me, my chapter, region, and institute friends. There is room for improvement and I am convinced that CSI leaders will work toward that goal.

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## **A CHAPTER PRESIDENT'S VIEW OF CSI UNIVERSITY**

By David E. Lorenzini, FCSI, CCS - President, Northern Virginia Chapter CSI FY03 (Dave received his Fellowship in 1991 at the San Diego Convention)

Philadelphia was the site of the first university in the United States, founded in 1749 by Benjamin Franklin. Here I was, back in the city of that institution where I graduated many commencement addresses ago, with a preconception of what CSI University would be like. After all, I attended 20 national conventions, 19 region conferences, and three mega-weekends. I knew the routine of seminars, coffee breaks, and meeting friends from around the country. These were all valuable, rewarding, and worthwhile reasons for making the effort to attend. What I hadn't counted on was the spirit and inspiration that I would bring back to my chapter in Northern Virginia. Those qualities surpassed the excellent programs, technical tours, pleasant

hardworking staff, and camaraderie of other CSI members.

The weekend began with walking tours of center city Philadelphia, including a tour of the City Hall restoration project and a tour of the Kimmel Center for Performing Arts. The guides were volunteer members of Walk Philadelphia, and they were excellent.

### **ACTIVITY CENTER**

The main activity center was on the balcony level of the hotel. There were large signs with the three-day schedule, a long registration desk staffed by attentive Institute staff, and Philadelphia Chapter members who processed requests for registration kits very efficiently. A large supply of badge ribbons were available just like at the annual convention. In addition, there was a second long table filled with new books for sale on every conceivable topic related to leadership. In short, the setup was like a mini-convention.

### **ORIENTATION**

The first activity was an orientation presented by members of the Task Team who had been planning CSI University for four years. Included on the welcome panel were several Fellows: Kathy Proctor, Lee Orasco, Carol Shaufmeister, and Joe Dworkin. Attending CSI University were Institute officers, the new Executive Director, CSI staff, Institute Directors, and many faces we haven't seen in all our years of attending conventions. CSI University had succeeded in attracting new blood!

Following the orientation, every one moved back out into the balcony area for a Welcome Reception. The registration desk stayed open an extra hour to get everyone registered. There was plenty of time to renew old friendships and make new ones. Everyone made plans for dinner and then scattered for the evening.

### **DAY TWO**

Day Two opened with a welcome by Executive Director Karl Borgstrom and CSI President Phil McDade, who recognized the staff members as well as the large number of students in attendance.

The opening keynote address was presented by Mark Levin, B.A.I., Inc., an internationally recognized motivational speaker, who provided so much insight to the leadership challenge that it alone would have been worth the trip. After covering the purpose of an association and how to overcome member apathy, he launched into Five Steps to Greater Member Involvement, How to Recruit Volunteers, How to Use Technology Effectively, Show Appreciation, and Giving the Gift of Leadership.

Following this call to action, a series of presentations were organized in three tracks. There were enough topics on the subjects of leadership and personal

development that everyone wished they could be in three places at the same time. Fortunately, all sessions were being taped, and that provided an opportunity to bring CSI University back to the Chapter to train those officers and committee members who were not able to attend. Additionally, staff had collected in advance all the speaker handouts and assembled them in a single well-prepared spiral-bound volume. The handout also contained the weekend schedule in three levels of details--an at-a-glance schedule, a brief description of each session, and a third schedule giving a complete description of the goals and objective of each session.

My first observation was that there were a large number of attendees who I had never seen at an Institute function. Inviting the incoming Chapter Presidents and Presidents-Elect was a great way to expose the chapter's leaders to the essence of CSI.

As chapter president myself, I could relate to their interest and wonder of what the upcoming year would be like. (Note that I was actually attending in my capacity of Region Certification Chair.) At the Day Two luncheon, President McDade awarded plaques to five outstanding Chapter Presidents. These honorees exemplified the extraordinary efforts to accomplish significant results in their respective chapters.

### DAY THREE

But the best was yet to come. At the Presidential Luncheon on Day Three, CSI had re-staged the Awards Banquet held at the convention each year. This time, everyone was invited and all 300+ attendees including the students, were witnesses to one of the most amazing displays of enthusiasm.

President McDade gave an inspiring talk with his typical brand of Southern humor, and awarded two President's plaques that were reserved from the convention in Chicago three months ago. These awards are the most cherished because there is no way to apply for them--they are solely up to the President to recognize those who have contributed unselfishly during the past year, or over a number of years.

### EDITH ROCKS

There were numerous standing ovations during the presentations and all were well deserved. However, nothing prepared us for the climax of the event. To the theme of Rocky (remember that we were only several blocks away from that memorable scene in the movie at the top of the steps at the Philadelphia Museum of Art), Edith Washington entered like a gladiator from the back of the salon to the cheers and rousing applause of the entire audience!

After receiving the President's medal from Phil McDade, Edith gave her second dynamic speech in three months. It was an explosion of ideas, energy, and inspiration that encouraged the audience to return to

their chapters and connect with their members and the whole construction industry. The impromptu standing ovation in the middle of the speech was a testimony to the faith and trust the members have in their new president to lead the Institute to a new stature as the leader in the multi-disciplines of the construction industry. As her final comment, she drew from her past and encouraged her audience to heed the Nike ad and "Go do it!"

As a past chapter president, I can leave office knowing that new chapter officers are better prepared and better motivated due to CSI University, Phil McDade's leadership, and Edith Washington's challenge.

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## **CSI University: Fulfillment of a**

**Dream** By Ross Spiegel, RA, FCSI, CCS, CCCA (Ross received his Fellowship in 1993 at the Houston Convention. He served on the Institute Executive Committee during the entire period the CSI University was being developed and completed his term as Immediate-Past President in June 2003. He is currently the Chapter president of the Housatonic Chapter)

The first CSI University held this past June in Philadelphia, PA was the realization of a dream born several years ago by the CSI Board of Directors who recognized the need for more consistent and complete training of leadership at all levels of the Institute, from the chapter level to the Executive Committee.

First as a chapter leader and then a region leader I participated in many different forms of training. My first training came from the chapter leaders who preceded me at the chapter level. I in turn passed this information on to whoever was following me into the particular office I was vacating. My training at the region level was no different. The major problem with this method of training was that the consistency of information and quality of training that you received was dependent upon the quality of training that your predecessor received. The quality also varied widely from year-to-year, chapter-to-chapter and region-to-region.

When I began my third year the Southeast Region education committee chairman, the Institute offered its first Region Chairman Orientation for members of the Institute Certification, Education, and Technical Committees as well as their respective region chairman. For the first time, leaders at the region level were given a regimented and planned amount of training prior to starting their jobs. It was intended that they would then pass this gained wisdom on to the leadership at the chapter level during their next region leadership or region conference. Once again there was

disconnect in the chain of training since many chapter leaders were unable to attend their region conferences.

This resulted in chapter and region leaders whose abilities varied widely. CSI University was designed to bring consistency to this haphazard training. From my perspective as a former chapter, region and Institute leader it exceeded these expectations. I believe that as more and more of our future leaders participate in this program the skills and abilities of our member-leaders will improve. As leaders progress through the chairs up to the Board and beyond the level of excellence of our leadership will grow. Imagine future leaders at the chapter, region and Institute levels whose abilities to serve the membership and promote CSI's programs are so finely honed that the program will be sought after by other organizations as a model for their own training programs. The success of CSI University is a validation that the Board's vision for leadership training was correct. I only regret that I did not have the opportunity to participate in this program as I made my way from chapter leader to President of the Institute.

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## College of Fellows – the next step

By your Editor

For more than 2 years a small group of dedicated Fellows have been working towards the development of a CSI "College of Fellows". Many more participated through discussions and comments at the Annual Fellows Meetings and the Fellows Workshops. Over 40 % of the Fellows responded to a questionnaire that was distributed to determine interest in the College. As a result of this work, the CSI Board, at their June 2003 Meeting "approved and endorsed" the College. Since June, Gregg Borchelt has prepared a set of nominations for our new organization. Now it is time for the Fellows to elect the first set of Officers for the new College. The Fellows that are elected will have the opportunity to set the direction of the new College and create an organization of which we can all be proud. The first set of officers will have a short term, as the next election will occur at the CSI Show in April 2004.

We had over 40% of the Fellows respond to the questionnaire, now will this same number complete a ballot. I would urge you all to take a few minutes and complete the following ballot. Let's demonstrate that being a Fellow is an indication of a long-term interest in the best construction related organization that exists.

Remember, the College of Fellows consists of all CSI Fellows, even if they are no longer members of CSI. Now is your chance to vote in this first election.

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# CSI College of Fellows Ballot – August 2003

## Instructions

- Please vote for only one Fellow in each position in a method that makes your intent clear, either an "X" before the name or by highlighting your choice. (Names are listed in alphabetical order)
- Print your name at the bottom of the ballot.
- Send your completed ballot to Grant Easterling by one of the following:

e-mail: geasterling@ci.tulsa.ok.us

fax: 918-699-3324

US postal: Grant Easterling; PO Box  
702463; Tulsa, OK 74170-2463

**Ballots must be received by Grant prior to midnight  
Thursday, September 18, 2003.**

## Chancellor

- Jane Baker
- Ross Spiegel

## Vice Chancellor

- Jerry Alciatore
- Sheryl Dodd-Hansen

## Secretary (2 year term)

- Weldon Nash
- William Pegues

## Bursar (one-year term, elected for 2 years in 2004)

- Gregg Borchelt
- Mike Chambers

## Immediate Past-chancellor

- Don Fowler
- Mike Gibbons

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

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## **Last Year's Member Sponsorship Campaign** By your Editor

We do want to make a special note and congratulate Lee Kilbourne, FCSI, CCS, FAIA for sponsoring 18 new CSI Members in last years "Member Sponsor a Member Campaign". If the rest of us had done half as well, membership in CSI would have skyrocketed. Lee was the winner of the campaign. Three Fellows, Jo Drummond, Paul Bertram, and Larry Brooks, each sponsored 3 new members. Eight Fellows sponsored 2 members each and 13 Fellows sponsored one each. This suggests that only 25 Fellows participated in this new member-recruiting program.

The July issue of the CSI News Digest contained a message from President Edith Washington. In it she challenged every member to recruit one new member and as soon as that has occurred to e-mail her indicating the success in recruiting. Let's fill Edith's mailbox with e-mail from Fellows.

### **FY 2004 Jury of Fellows**

Grant R. Easterling, FCSI, CCS, CCCA, AIA – Chair  
Chris G. Bushnell, FCSI, CCS, AIA  
Jonnie Cox, RA, CSI  
George Merges, Jr., CSI  
David Metzger, CSI, FAIA, SCIP  
Ross Spiegel, RA, FCSI, CCS, CCCA

Terry E. Lunn, PE, FDCSI, CCS – Executive Committee Mentor/Liaison

Jennifer Gorrie – CSI Staff Liaison

### **Wanted – Dead or Alive - Information, that is.** By: Gilman Hu, FCSI, your Publisher

The average mailing list changes approximately 15% each year due to the mobility of this generation. This includes Fellows members.

If your expertise is in internet searches, or if you know the status of the persons listed below, please contact us with whatever leads you may have.

We'd like information such as dead or alive, current mailing address, phone, fax or e-mail address of the following Fellows:

Curtis Lee, FCSI – San Diego CA  
Ralph G. Lane, FCSI – Downey CA  
William P. Vickers, FCSI – Brooksville FL  
Edwin J. Johnson, FCSI – Dallas, TX

These newsletters are distributed by either e-mail or US Postal Service. The majority of the distribution is

by e-mail as it is less expensive. Each issue sees a few copies returned with no information on forwarding. In some cases a current address can be located while in other cases, the Fellow just does not receive this newsletter.

### **HELP WANTED**

We are also looking for a person who has the interest to maintain the Fellow's mailing list (electronic and snail). If you would like to volunteer, please contact: gilmanhu1@cs.com

### **Brothers, Can You Spare a Dime, or more?** By Gilman Hu, FCSI, Publisher

Two years ago, three generous Fellows - Joe Kassimer, FCSI, Knox Tumlin, FCSI, and Jim Chaney, FCSI, donated a total of \$300 to fund the distribution of this newsletter.

*The Fellows* have been the communication link between all Fellows of CSI. It started with 100% snail-mail and currently; the ratio of e-mail/snail-mail is 66/33 percent. Postage and printing costs average \$50 per issue. All other work involved with the creation of this independent newsletter, editorial, publication, and other contributions, depended on volunteers. We have no advertising.

Our funds are now down to the point that we are now asking for additional contributions, in any significant amount, to help us maintain this effort. If you have received value and want to contribute to our efforts, this is the time to let us know.

Mail your contributions to:  
Gilman Hu  
833 Ilaniwai Street, 2<sup>nd</sup> Floor  
Honolulu HI 96813-5222

Please do so ASAP.

**All Opinions expressed in the articles in this newsletter are those of the author and the opinions do not represent the Construction Specifications Institute, the Editor or the Publisher.**

TO:

First Class Mail

The FELLOWS  
% Gilman K.M. Hu, FCSI  
833 Ilaniwai St., 2nd Floor  
Honolulu, HI 96813-5222

**Purpose**

This newsletter was originally conceived as was way of providing a communications link between the Fellows and to encourage Fellows to remain active in CSI at one or more levels in the Institute. The communications link comes through individual Fellows taking the time to author article of interest to the other Fellows or by providing information that may be of interest to Fellows.

There are many ways for Fellows to have “Future Continued Service to the Institute”. Earlier in this newsletter it was suggested that Fellows might take a more pro-active position in recruiting new members. Several Fellows are serving on Institute Committees, as Region Committee Chairs or as Chapter Committee Chairs. Several Regions will be selecting new Institute Directors in this next election. The June issue of this newsletter contained a request from Phil McDade to

help find and mentor future Institute Directors. Fellows are the living history of the organization. Share your knowledge of our past with those that will direct our future. Be active and **remember to vote**.

**SPONSORS**

We want to acknowledge and thank our financial sponsors.

- James A. Chaney, FCSI**
- Joseph H. Kasimer, FCSI**
- Knox H. Tumlin, FCSI**

We welcome other sponsors. For details, contact our publisher, Gilman Hu, FCSI

**NOTE:** All previous editions of the Fellows newsletters including the “Coconut Wireless” are available on the web at [www.mecsi.org/fellows.htm](http://www.mecsi.org/fellows.htm) .