



Kiewit University Relations Kiewit Faculty Scholars Program Overview

Goal: The Kiewit Faculty Scholars Program's purpose is to provide faculty with opportunities to gain relevant experiences through internships at Kiewit that will lead to the enriched classroom experiences of construction and engineering students. This collaboration was developed through a need to continually support the education of students in this industry. New faculty may have little industry experience and senior faculty may want to refresh their curriculum by adding new projects to their courses. This program is an investment in the future of the construction industry, by connecting faculty to professionals and experiencing hands-on the skills needed for successful projects of today. The experience will enable the Faculty Scholar to intensify current curriculum by bringing new work experiences and relevant project materials into the classroom to enhance student learning. To help create faculty internships, the Kiewit University Relations Program has developed the Kiewit Faculty Scholars Program.

Overview: Each educator will spend their Scholar Period (typically 10 to 16 weeks during the summer) on a construction project site or within an office working in a Kiewit design or operations support function. Internships will be assigned based on the alignment of the Faculty Scholar's expectations and a District office needs. The faculty member must identify the specific skills and knowledge to be gained during the internship, recognize needed professional work experience, and obtain support from the faculty member's institution. University support refers to a letter of recommendation, and the approval of the activity to be part of the faculty's scholarly work. Detailed expectations of outcomes are outlined in the application process which includes the development of course materials as a deliverable during the internship. The Kiewit Faculty Scholars Program also benefits Kiewit by providing quality temporary help on projects and if desired, feedback on management processes.

Sample Experiences: These faculty internships created partnerships between educational institutions, influential faculty leaders, and Kiewit leadership:

- Faculty Scholar Chris Shearer, Assistant Professor South Dakota School of Mines and Technology worked with Jason Proskovec, Project Manager on the Paradise, KY Project for 2 weeks during the summer of 2015. From this experience, he developed 8 lectures that included videos, pictures, anecdotes, and design drawings (approved by Kiewit) in the classroom. These included reinforced concrete design, concrete finishing techniques, rebar placement challenges, concrete materials testing techniques, formwork estimation, mass concrete calculations and measurements, and curing practices.
- Kimberly Baylor Bivins, Assistant Professor Tuskegee University, worked with Jon Eggleston, Kiewit Power Estimating & Project Controls Manager during the summer of 2015. She visited multiple jobsites to better understand the use of scheduling best practices that she could integrate into her classroom.
- Mohammed Diab, Assistant Professor Minnesota State University-Mankato, worked on the Moosejaw Project in Minnesota for 10 weeks during the summer of 2016. His responsibilities included quality and inspection working with the Quality Central District Manager. He also reviewed submittals and worked with cost and scheduling to measure project progress. Goals which were fulfilled included the refresher of previous knowledge to enrich construction management knowledge; becoming familiar with best practices related to infrastructure project management, and bringing more hands on experience into the classroom.
- Daphene Koch, Associate Professor Purdue University School of Construction Management worked with Lauren Evans in University Relations for 14 weeks during the summer of 2016. Her accomplishments included standard operating procedures for programs including Kiewit Faculty Scholar Program and the development of learning modules. Daphene transformed materials from

Kiewit Building a Better Curriculum Workshops 2015 and 2016 into learning modules which aligned with student learning outcomes. These learning modules were then posted in the Kiewit Swithyard, (Yello) for access to all faculty. She developed assessment tools for faculty who have participated in Kiewit University Relations events and evaluated the University Relations Dashboard tool. She collaborated with professionals from Kiewit University, Kiewit University Recruiting, and other faculty to create accurate guidelines and assessments.

Timeline:

September 15-December 15	Interested faculty will apply for the Kiewit Scholars Program by December 15 th for work the following summer. Applications are processed through Kiewit's faculty switchyard, Yello.
December 16-January 1	Kiewit University Relations Manager will review all applications and match applicants with Kiewit employees who might be interested in working with the faculty scholar.
January 1-February 1	Faculty will interview with perspective employees in appropriate districts.
February 1	Faculty will be selected and notified.
March 1-15	Work plan development for faculty scholar and appointed manager.
March 16-May 1	Meeting with Kiewit Human Resources, University Relations Manager, Kiewit Faculty University Manager, Kiewit appointed manager to review and approve work plan and expectations of internship.
May-August	Internship period
June 1	Faculty Scholar post one (1) year review (Survey Monkey)
June 15	Faculty Scholar/Manager mid-internship review (Survey Monkey)
August	Faculty Scholar/Manager exit review (Survey Monkey)
September 15	Faculty Scholar Summary Report Due
October 15	Faculty Scholar Learning Modules Due

Contact: If you have questions after reviewing the application, contact the University Relations team at university.relations@kiewit.com.

Objectives: The Kiewit Faculty Scholars Program is designed to create opportunities for faculty to increase awareness of market and discipline diversity within the Construction and Engineering Industry that will be transferred to classroom experiences. To accomplish those objectives, the following expectations are provided as guidelines:

- 1) Kiewit Faculty Scholars are expected to:
 - a) Complete an online application in Yello.
 - b) Demonstrate their commitment to Kiewit and their learning through the development of curriculum related to their internship.
 - c) Learn from the areas they observe during internship and apply to course materials.
 - d) Display a professional and ethical demeanor.
 - e) Systematically think about their practice and gather information from their experiences.
 - f) Develop a Faculty Scholar work plan with Kiewit Manager for accomplishing stated objectives.
 - g) Be responsible for demonstrating the outcomes, professional skills and objectives of the internship experience.
 - h) Provide a written report to Kiewit University Relations Program within a month of completion of the internship. The report should detail the experiences, learning outcomes, and the value the internship will bring to his/her classroom.
 - i) Provide Kiewit University Relations with two (2) Learning Modules on technical topics from their Scholar Period which will be published in the Kiewit Switch Yard for use by other Construction and Engineering educators.
 - j) Complete midterm, final, and one year after experience evaluations.

- 2) Kiewit Directing Managers are expected to:
 - a) Work as a collaborative member on the Scholar team, representing Kiewit.
 - b) Develop with the Scholar a plan to accomplish the Scholar's learning objectives and assess performance.
 - c) Suggest ways to strengthen the Scholar's work skills and competencies.
 - d) Clearly communicate his/her expectations through regular conversations with the Scholar.
 - e) Orient the Scholar to workplace, staff and organization.
 - f) Complete midterm and final evaluations of the Faculty Scholars.

- 3) University Supervisors are expected to:
 - a) Support the faculty through reviewing work plan, outcomes and assessments of the program.
 - b) Provide feedback, if necessary, on the Scholar's work plan, learning objectives, and experiences.
 - c) Validate and record outcomes in evaluation/tenure documents.

Recipients will be required to submit a report to the Kiewit University Relations Program after the completion of the internship by September 15. The report is to describe the Faculty Scholar's professional experiences during the work period and how the internship will enhance their teaching responsibilities.

Specific Work Plan for Faculty Scholar: (to be developed jointly between applicant and industry mentor):

Approvals:

As the applicant for the Kiewit Faculty Scholars Program, the undersigned agrees to participate in the internship described in this application and provide a written report and learning modules through the leader of my academic unit to the Kiewit University Relations Program no later than October 15.

Name _____ Date _____

As the Kiewit Manager for the above named applicant, I will provide the experiences and opportunities during the work period described in this application.

Name _____ Date _____

Title _____

As the leader of the academic unit in which the applicant holds a faculty appointment, I agree to allow the applicant to participate in the Kiewit Scholars Program described.

Name _____ Date _____

Title _____