



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, or for their sabbatical tenure) 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.

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 on kiewitjobs.com.
- 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 the 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. See sample work plan below.
- g) Be responsible for demonstrating the outcomes, professional skills and objectives of the internship experience.
- h) Provide Kiewit University Relations with two (2) Learning Modules on technical topics from their Scholar Period which will be published in the Kiewit Professor's Portal for use by other Construction and Engineering educators.
- i) 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.

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 job sites 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.

Action Items:

- To learn about the program and explore opportunities that fit your learning goals, complete the University Relations [interest form](#).
- Application information will be sent by the University Relations team to review the opportunities - University Relations will provide the link
- Once an opportunity has been identified:
 - Apply for the position posting through kiewitjobs.com
 - Receive written approval from academic leadership via the form below
 - Interview with Supervisor
 - Complete offer letter and on-boarding paperwork
- Develop work plan in collaboration with Kiewit Manager
- Complete Scholar/Manager mid-internship review
- Complete Scholar/Manager exit review
- Create two learning modules to share in your class and with Kiewit.
- Complete one year post review

Timeline :

| | |
|---------------------------------|--|
| End of November-December | Interested faculty will apply for the Kiewit Scholars Program to work the following summer. Applications are processed through Successfactors |
| January-February | Faculty will interview with perspective employees in appropriate districts. |
| February – March | Faculty will be selected and notified. |
| Early March | Work plan development for faculty scholar and appointed manager. |
| Mid-March-April | 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 |
| Mid-June | Faculty Scholar/Manager mid-internship review (Survey Monkey) |
| August | Faculty Scholar/Manager exit review (Survey Monkey) |
| Mid-September | Faculty Scholar Summary Report Due |
| Mid-October | Faculty Scholar Learning Modules Due |
| Early June | Faculty Scholar post one (1) year review (Survey Monkey) |



Kiewit Faculty Scholars Program 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 _____

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



University Relations – Kiewit Faculty Scholar Work Plan

Faculty Scholar:
Scholar Period:
Project Assignment:
Project Sponsor:

Project Manager:
HR Manager:
Work Plan Created by:
Reviewed by:

Objective: The objective of the Kiewit Scholars Program is to enrich the classroom experience of construction and engineering students by providing opportunities for selected faculty members to gain relevant construction experience by interning with Kiewit. Participating in this program is an investment in the future of the construction industry, because current professional experience will enable the Faculty Scholar to be more effective in the classroom by being able to share recent and relevant work experiences.

| Faculty Scholar Objectives | Owner | Experiences/Activities | Equipment/Access | Training: (Mhs) | Travel: (Location) | Weeks | Were the objectives accomplished? Y/N Notes: |
|---|-------|---|------------------|-----------------|----------------------------|-------|--|
| 1) Experience preconstruction phase in the estimating department, including estimate development at different design details levels (conceptual versus detailed). | | 1. Shadow estimator 2. Assist in project estimate development <i>Outcome:</i> Develop a learning module that incorporates best estimating practices, as well as an example project estimate to be incorporated into the estimating class (includes plans and sample estimate worksheet) | | | | 1-2 | |
| 2) Experience both PE and Project Manager discipline work week to include quantity tracking, cost control, compliance, documentation, scheduling, and project communications. | | 1. Shadow project PE & PM <i>Outcome:</i> Develop a learning module on <i>the</i> change process, with sample changes including plans showing change, as well as the impact on cost and schedule. | | | None expected at this time | 3-6 | |
| 3) Experience Procurement/Contracts/ Negotiation department, including bid preparation (not sure of the exact name of the department) | | 1. Shadow Procurement/ Contracts Manager <i>Outcome:</i> Develop a learning module that incorporates an example on the development of a subcontractor bid package, encompassing scoping the work. | | | None expected at this time | 7-9 | |

Kiewit Faculty Scholars are expected to:

1. Demonstrate their commitment to Kiewit and their learning.
2. Learn from the areas they observe.
3. Display a professional demeanor.
4. Systematically think about their practice and learn from their experiences.
5. Develop Scholar Period work plan with Kiewit Manager for accomplishing stated objectives.
6. Be responsible for demonstrating the outcomes, professional skills and objectives of the internship experience.
7. Provide Kiewit University Relations with 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.

University Supervisors are expected to:

1. Review the Scholar's work.
2. Review and provide feedback on the Scholar's work plan, learning objectives, and experiences.
3. Provide feedback and record outcomes in evaluation/tenure documents.

Kiewit Directing Managers are expected to:

1. Work as a collaborative member on the Scholar team, representing 1Kiewit.
2. Work with the Scholar to develop a plan to accomplish the Scholar's learning objectives and assess performance.
3. Suggest ways to strengthen the Scholar's work skills and competencies.
4. Clearly communicate his/her expectations through regular conversations with the Scholar.
5. Orient the Scholar to workplace, staff and organization.
6. Complete a Mid-Term and Final Scholar Evaluation



University Relations – Kiewit Faculty Scholar Work Plan

Additional Notes: