



### SECTION MEETING SCHEDULE 2020-21

The Section Meeting program for the upcoming season continues as a work in progress. Our meeting program committee is busy lining up speakers and topics for what we hope will be an interesting and informative series of meetings. With the unusual situation we all face this year, virtual meetings will be offered for the remainder of this year, and we await updated guidance for those in 2021. Our experience with virtual meetings thus far, which includes three Section meetings since May as well as the Welcome Back Fall Social and several Technical Group and Younger Member Forum events, has been very positive and well-received, and we thank our members for their flexibility in helping this to happen. This allows us to have a meaningful program for our members despite the restrictions, and we intend to move forward with our usual full complement of both Section meetings and Technical Groups.

We do know that the main drawback of virtual meetings is the inability to interact and network as we would all do at in-person meetings. On the “plus” side, it has allowed many of us to more easily schedule to attend meetings as no travel is needed and many of us have done this sitting at our desks or our dining room tables. Also, we are recording the meetings when we are able and the presenters are in agreement, thus one can view them at a later date as well. (More information will be coming on this.)

The information we have at this point is provided below for your planning purposes. We would suggest that you use this to mark your calendar at this time and hold the dates.

In coming issues of *THE NEWS*, this information will be “fine-tuned” to provide updates as they are available. We also suggest you visit the Section website for the latest changes in our meeting program. As we have done, each month’s edition of *THE NEWS* will feature detailed information on that month’s meeting along with as much information as is available for the following month’s meeting, and the “look-ahead” schedule will show details that are available at that time for your advance awareness. E-mail blasts will be sent out on a regular basis to advise and remind of upcoming events and registration deadlines.

We also note the advantage of joint meetings with other societies and will schedule these as we can.

## NOVEMBER MEETING THURSDAY, NOVEMBER 12, 2020

MEETING PRESENTATION – 7:00 PM to 8:30 PM

**SUBJECT: Pennsylvania Turnpike All-Electronic Tolling Effort**

**SPEAKER: Robert Bistline, PE**, Vice President, HNTB

**RESERVATION DEADLINE – WEDNESDAY, NOVEMBER 11.** There is no cost for ASCE members to attend this presentation. Non-ASCE members will be charged \$15. When registering, please have your ASCE ID number available. Your membership will need to be current for you to be able to register for the event as a member.

Reservations can be made through our website ([www.asce-philly.org](http://www.asce-philly.org)) and paid via PayPal or by check as applicable. Checks, made payable to “Philadelphia Section ASCE”, can be mailed as instructed when you register. After you register you will receive information and instructions on how to access this meeting on your computer or device.

The Pennsylvania Turnpike Commission has begun an era of cashless/all-electronic tolling as a result of the current virus situation. The Turnpike had long-range plans to move to this method but decided to limit the in-person contact of toll collectors with Turnpike users when the pandemic shutdowns and restrictions were put into effect last spring. Since then, tolls are collected either through users’ EZ Pass transponders or, for those who do not have these, license-plate photos are taken at entry and exit tollbooths without drivers having to stop and take tickets or pay tolls.

Mr. Bistline’s presentation will explore the concept of cashless tolling and consider its merits as well as the challenges of conversion of the existing Turnpike toll system to a cashless one. There are implications and changes that will be needed to implement this in the Turnpike’s civil infrastructure, toll systems, operations, revenue, public outreach and education, workforce impacts and legislation. The ongoing conversion to the cashless program, occurring with new toll plazas and changes in interchanges, such as the recently-opened I-95 connection, which effectively made the Turnpike toll-free east of the “gateway” toll plaza in Bensalem, will be spotlighted.

This presentation is eligible for one Professional Development Hour (PDH).

## DECEMBER MEETING MULTI-SOCIETY JOINT MEETING

More information and details on the event will be provided in the December edition of *THE NEWS*.

These are our meetings for 2021:

### 2021

**January 20** (Wednesday) – joint meeting with American Society of Highway Engineers, Radisson Hotel, Valley Forge

**February** – to be determined

**March 11** – Maggiano’s, Center City

**April** – to be determined

**May 13** – Spring Social, Tendenza

### ASCE VISION

*Civil Engineers are global leaders building a better quality of life.*

### ASCE MISSION

*Provide essential value to our members and partners, advance Civil Engineering, and serve the public good.*



## PRESIDENT'S MESSAGE

What a start to the new ASCE year! The Section hosted our first ever virtual "Welcome Back Social and Awards Ceremony" in late September that was open to the membership and it was a blast as seen by the screen shot below!

We honored our **2020 Award Winners**, which hopefully you have been seeing on your social media feeds these past few weeks, we... wait, you haven't seen these social media posts?! Are you following us on Facebook and LinkedIn? If the answer was "no," take a moment to hop over to your social media accounts

and like our **Facebook page (@ASCEPhilly)** and **LinkedIn page (ASCE Philadelphia Section)**.

Ok, so where were we? Right, we spent an evening outlining the upcoming ASCE year (which you will read some more about) and virtually socializing with some friendly faces that we have not seen in a while. Thank you to everyone involved in planning, facilitating, participating, and following up with the event via those social media posts.



We also held our October Virtual Meeting on the Manayunk Canal history and recent projects. If you attended this meeting, or have seen our last couple of email blasts, you have heard us talk about or have seen a Webinar Library being advertised. This is a new member benefit we are rolling out this year to provide viewing of our webinars at your leisure for PDH credit. We understand that everyone's schedules are a bit different this year so you might not be able to make one of our technical meetings, but you still need your PDHs for license renewal. We will be providing access to these recorded webinars for free for dues-paying Section members. Section members will be receiving two emails from **teachable.com** in the next few weeks stating that you are enrolled and confirming your account. During the confirmation process, you will create a password for your account. What if you are not sure if you are a Section Member? What if you have issues logging in? What if you get the email from **teachable.com** and forgot what to do next? There will be a FAQ link in these emails, and on our website, to assist you with any of these, and more, questions. The timing of this benefit aligns with membership renewal. So be sure to renew and make sure to select Philadelphia as your local Section!

As always, please let us know if you have any suggestions or feedback on our year thus far! Hope to "see" everyone at our upcoming meetings. Stay happy and healthy!

Best,  
Jen Reigle, PE  
President, ASCE Philadelphia Section  
jreigle@pennoni.com | 215-254-7723

## PA REPORT CARD UPDATE STARTING

As you may be aware, the ASCE Pennsylvania Infrastructure Report Card is updated on a four-year cycle, with the next edition scheduled to be released in 2022. While we are still hearing good things about the 2018 Report Card and it remains accurate and timely, we will, as we have done since 2006, conduct a reassessment of the various categories of infrastructure and provide revised and updated grades of each category.

We are currently in the process of enlisting volunteers to help assemble the Report Card, as the update process will begin shortly. The effort will be led by two co-chairs, as was done for the 2018 edition, and these volunteers are in place and beginning their duties (they will be identified shortly). Positions that will need to be filled include category champions for each of the infrastructure categories that will be assessed (this will be determined as the effort gets underway – last time, 18 areas were assessed and graded) and support volunteers for each category to help obtain and gather data and write the narratives. For the last update, we had over 75 volunteers assisting the effort and this level of participation was definitely reflected in the overall quality and information gathered and provided for both the Report Card and its supporting materials.

If you have an interest in being part of this, or would like to get more information on the volunteer positions and how you can help, please advise **Cricket Schreppler** at [cricketeschreppler@gmail.com](mailto:cricketeschreppler@gmail.com).

**Remember in elementary school, you were told that in case of fire you have to line up quietly in a single file line from smallest to tallest. What is the logic in that? What, do tall people burn slower?**

– Warren Hutcherson

## ASCE, PHILADELPHIA SECTION OFFICERS AND BOARD OF DIRECTION—2020-21 SEASON

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*\*In accordance with our Constitution and Bylaws, only the immediate Past President will serve on the Board, and only for a one-year term. We show the most recent three Past Presidents as has become our tradition.*

### Contact Us:

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## PUBLICATIONS COMMITTEE

### Editor of THE NEWS

Robert Wright

### Section Outreach Coordinator

Jeanien Wilson

### Staff Writers

Assunta Daprano, Lindsay Chateauvert

### SEND COPY TO:

ASCE, c/o Urban Engineers, Inc.  
530 Walnut Street  
Philadelphia, PA 19106

**COPY DEADLINE FOR  
DECEMBER 2020 ISSUE  
NOVEMBER 13, 2020**

## YOUNGER MEMBER FORUM NEWS

**Assunta Daprano**, Forum Editor

**Katrina Lawrence**, Forum President 2020-21

McCormick Taylor

kalawrence@mccormicktaylor.com

We managed to run out of space for the October YMF report and were not able to provide the photos and full report for events that happened earlier this summer. Here is a recap with this information.

### D&I TRIVIA NIGHT

JULY 13



YMF's **Diversity and Inclusion Task Committee** conducted its first event, hosting with the Philadelphia Chapters of the **National Society of Black Engineers (NSBE)**, the **Society of Women Engineers (SWE)**, and the **Women's Transportation Seminar (WTS)**.

Attendees were randomly

placed into teams of 3 to 4 people for virtual networking with online trivia. The event alternated between the full group and small break out rooms where teams could deliberate over trivia questions. "The Trivia Experts" came out victorious and won gift cards.

Please feel free to contact **Kirsten Brown (kirstenbrown55@gmail.com)** with future diversity and inclusion task committee events!

### THE PAVILION CONSTRUCTION TOUR & TECHNICAL PRESENTATION

SEPTEMBER 15

YMF hosted a virtual construction tour and technical presentation of the Pavilion at Penn Medicine. **Ed Hanzel**, Senior Project Executive, along with many of his project managers from LF Driscoll presented project highlights and gave a virtual walk-through of the construction site. More information was provided on this in the October edition of *THE NEWS*, but the accompanying photo was not included due to space limitations and is provided here.



We would like to thank Ed Hanzel and his project team for virtually hosting and presenting, and the more than 40 attendees who joined us for participating!

### K-12 OUTREACH WITH CENTRAL PA YMG

OCTOBER 2



YMF, joined by the **Central Pennsylvania Section's Younger Members Group (YMG)**, hosted (virtually) their first K-12 Outreach Event for the 2020-21 school year. K-12 Outreach Co-Chairs, **CJ Medora** and **Christian Antisell**, were

joined by Central PA YMG President **Danielle Schroeder** of Pennoni, **Dustin Black** of Michigan DOT, **Sam Schneider** of Saint-Gobain, and **Emily Bernzott Emm** of NTM for the event.

The volunteers spoke to students across all grade levels about the Civil Engineering profession. Afterward, Mr. Medora instructed virtually for the "Fireworks in a Jar" activity. The YMF/YMG would like to thank its volunteers for taking the time out of their Friday morning to assist us. If interested in volunteering at a future outreach event, please contact our K-12 Outreach Team at [ASCEPhilaYMFk12@gmail.com](mailto:ASCEPhilaYMFk12@gmail.com).

## SECTION COMMITTEES

Our Section runs very well and it is mainly a result of the dedication and service of our many volunteers, both our Officers and Board Members as well as our various Committees. While many of you know the former group well, you may not be all that aware of the latter. Our Committees address many of our regular and ongoing issues and keep our Section vibrant and in the forefront of service to our membership. A list of our Committees, chairs and members for this season is provided below. We would like to thank all of these folks for their contributions and diligence in helping our Section do what it does.

Additionally, if you have a particular interest in helping the Section as a Committee volunteer, please reach out to us at [info@asce-philly.org](mailto:info@asce-philly.org) or through our Section Secretary, **Jesse Gormley** (contact information is provided on page 2).

**Audit** – Mohamed Elghawy

**Awards** – Bob Wright

**Engineers Week Hall of Fame Recognition** – Ruben David

**Budget and Finance** – Joe Natale

**Civil Engineers in Government** – Jeanien Wilson

**College Scholarship** – Scott Cepietz

**Communications** – Jesse Gormley

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**Newsletter** – Bob Wright

**Sponsorship** – Bob Wright

**Continuing Education** – Mohamed Elghawy

**Humphrey Fund** – John Zarsky

**Membership** – Andrew Bechtel

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**Program** – Briana Earle

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**Region 2 Younger Member Representative** – Joe Natale

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**Spring Social** – Troy Illig

**Subsidiary Groups** – Mohamed Elghawy

**Construction Management** – Bob Wright

**Delaware Valley GeoInstitute** – Russ Preuss

**Environmental and Water Resources** – Eric Lindhult

**Structural Engineering Institute** – James Deeney

**Transportation & Urban Development** – Bill Thomsen

**Younger Member Forum** – Katrina Lawrence

**The people who gave us golf and called it a game are the same people who gave us bag pipes and called it music.**

– Johnny Carson

## OCTOBER SECTION “VIRTUAL” MEETING

October 8, 2020

By Robert Wright, Editor

### *Manayunk Canal History and Recent Restoration Projects*

At the kickoff of our 2020-21 season, with social distancing and related restrictions still in effect, our usual season-opening meeting was a little different, being on a computer screen instead of around friends and colleagues at Maggiano's. There may have been individual happy hours to make up for the usual pre-dinner social hour, which is fine (and we're certainly not judging...). We made do, however, as we have for our last two meetings and our "Spring" Social, with a virtual/Zoom event, nowhere near as good as being there in person, but it's what we have. Thus, at the end of a nice early fall day, we gathered in front of our video screens to participate in our Section meeting and open the season. Our panel of four knowledgeable speakers were ready to tell us everything we didn't know about the Manayunk Canal (which, as it turned out, was quite a bit – even this author, who thought he knew just about everything there was to know about the Canal learned a few things) as we looked forward to learning about this somewhat hidden "gem" in Northwest Philadelphia.

President **Jen Reigle** opened the session and welcomed roughly 70 participants with a few announcements and orders of business. She turned the "podium" to the **Drexel University Student Chapter**, the evening's featured group, and Chapter President **Josh Perez** and Event Coordinator **Elvira-Marie Mikhael** filled everyone in on what the Chapter has been doing recently, with operating virtually given the shutdown of the Drexel campus and classes being on-line.

President-Elect **Briana Earle** introduced the panel and brought up their respective presentations for viewing. **Rob Armstrong** of the City's Managing Director's Office, where he serves as Trails and Transportation Program Manager, gave a historic overview of the Canal's construction and the current efforts to restore facilities in the area for their new purposes. He noted that the Manayunk railroad arch bridge, the neighborhood's "signature" landmark, which now accommodates a pedestrian/bicycle trail, will gain lighting and some related improvements in a project that is going to bids later in October. There are additionally efforts on the Lower Locks to repair the Canal walls and the locks on the river side, and the final bid package is anticipated to be ready in 2021. Several permit issues and negotiations with the Norfolk Southern Railroad, which owns the out-of-service rail line on Venice Island, need to be addressed before the work can move to the bid phase.

Next up was **Katherine (Kay) Sykora**, formerly of the Manayunk Development Corporation, who has been involved in numerous programs and efforts on the Canal throughout her career and who remains active in the Manayunk community. She dove a little deeper into the Canal's history and noted that it had served as a source of water power for adjacent industries and

mills longer than it provided a transportation function, with some facilities drawing power from it until the 1950's. Ironically, this industrialization was counter to the benefits of the watershed. Venice Island, adjacent to the Canal, was eventually created from the Schuylkill River wetlands and silt deposits, and flooding related to the silting managed to contribute to the demise of the canal as a water transportation facility. She noted that parts of the Canal were filled beginning in the early 1970's to create the recreational towpath and trail, with additional access provided to nearby Main Street in the 1980's and 1990's. More recently, with the addition of the Cotton Street bridge and better access to Venice Island, a stormwater storage facility, rain gardens, and a theater/performance center were provided as part of the City's stormwater diversion program and related recreation efforts. Thus, Manayunk evolved into its current state as a popular restaurant and nightlife attraction over the past 20-30 years partly due to the success of the repurposing and rehabilitation of the Canal and creation of the towpath and trail.

The next presenter was **Lance Butler**, who serves as an Environmental Scientist with the Philadelphia Water Department. He described ongoing efforts on the Flat Rock Dam at the head of the Canal. There are structural concerns with the dam and it is in need of repair. There are related water quality and aesthetics issues as the intake area and entry into the Canal have become completely silted. From an ecological standpoint the Schuylkill River and the Canal support large populations of fish, birds, reptiles and macroinvertebrates, with 13 species of fish identified. With the poor water quality, which creates a low gradient ecosystem, the fish are in a stressed state. Frequent algal blooms also result from this, which further degrades the water quality and affects aquatic organisms. He described efforts intended to increase the dissolved oxygen content of the water in the Canal, as there is nearly daily hypoxia in the summer, and provide flow augmentation to achieve this as well as to reduce sedimentation. The proposed measures will enhance biological health, reduce stagnation, and offer benefits to fishing and rowing downstream, as well as allow restaurants and establishments along the Canal to offer desired outdoor seating toward the waterway instead of away from it. Another idea being investigated is the reintroduction of mussels to provide natural water treatment.

Last to present was **David Weld**, who directs the canal improvements program for the Philadelphia Water Department. He noted that the effort spans two decades of planning and engineering design on the Flat Rock Dam and adjacent gatehouse for the Canal. These facilities are in deteriorated and vandalized condition. The purpose of the improvements is to both address dam safety compliance and restore the historic elements of the gatehouse and upper segment of

the Canal. As Mr. Butler described, silting is a major issue that must be addressed and the level of sedimentation is such that water cannot enter the Canal from the Schuylkill River, thus the lack of water movement. Mr. Weld showed renderings of the proposed work, which will unfortunately require removal of part of the historic elements of the structures to provide. He noted that access for construction equipment is extremely hindered and a large part of the project will be focused on provision of access paths and roads, which will be used in the finished product for both public access and maintenance. The "drivers" for the improvement effort are construction access, affordability, sustainability and regulatory compliance, and the existing conditions must be taken into account in how the work can be accomplished. Overgrown vegetation obscures and in some cases damages the features, and the structural integrity of the features must be restored. The remaining historic elements that can be preserved will be rehabilitated. The design of this work is complete and is anticipated to move to the bidding stage in spring/summer 2021. The anticipated cost is \$15 million and the project will take two years to complete.

A number of insightful questions were submitted through the Q & A feature of the presentation and ably handled by the presenters.

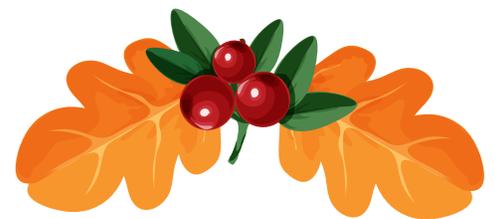
President Reigle wrapped up the informative session and thanked the speakers for their commendable effort and time. And then the attendees departed for their short trips "home".

## THANKS TO OUR SPONSORS

Our Section Sponsorship program is off and running once again, with 13 firms participating at this early point in the season. We extend our special and collective THANKS to each sponsor for their financial commitment and support.

Sponsor logos are displayed in a special Sponsors section of our website. Additionally, we provide direct links to sponsors' own websites so prospective employees can review all available and up-to-date positions. We also offer sponsors the opportunity to have a "spotlight" article in an edition of *THE NEWS* as well as service as a sponsor of one of our monthly dinner meetings.

If you have an interest in joining our sponsorship program, there's still time to be part of this season's group. Please contact **Bob Wright** at [newseditor@asce-philly.org](mailto:newseditor@asce-philly.org) for more details.



# N-ASCE\*

## HERE'S WHY INTROVERTS PASS UP LEADERSHIP OPPORTUNITIES AT WORK — AND HOW THEY CAN START TAKING THE LEAD

It's probably never been a better time to be an introvert, with the restrictions and social distancing requirements in place as a result of the pandemic. Some people, oddly enough, are likely enjoying this. For a change, being a hermit is a good thing in many ways. (With the mask mandates, your Editor is enjoying working on his ventriloquism skills...) And, as we know, engineers tend to be introverts. And, as we've seen often, introversion may hold one back from "going for it" at work sometimes. As it turns out, science may know why.

A study published in the journal *Personality and Individual Differences* nearly three years ago found that "introverts fail to emerge as leaders as often as extraverts because they engage in higher levels of forecasted negative affect and that these forecasts impede their emergent leadership potential." In other words, they tend to predict that group experiences will be harder for them than they might actually be, so they don't try to take control during "informal leadership opportunities," according to a writeup in *The British Psychological Society Research Digest*. Putting things in simpler terms, the writeup breaks down what the researchers mean by "emergent leadership" in the study, writing that it's "when someone takes charge in a team without a formal hierarchy."

Here are some of the findings from the research, plus what you can do to feel more empowered as an office introvert.

The researchers took a look at how much 184 business students acted like leaders during an unstructured group task. Before doing the group activity (developed by NASA), participants described how they thought they'd fare. Then they assessed others' leadership performance afterward. It's clear that introverts can express their personal leadership through things like personal branding, but in the study, they reportedly didn't demonstrate their leadership skills as frequently as the extraverts during the activity—and also predicted it being more unpleasant beforehand. Although the research couldn't conclusively prove that introverts' predictions prevented them from being leaders, the evidence seemed in line with the concept. These two factors seemed to be related. When fully accounting for any differences in participants' negative expectations, introversion was no longer associated with less emergent leadership.

It looks like introverts who experience this have an opportunity to change on their hands. We know that introverts have the power to get ahead and express themselves at work, but here's another possible way to do so. The research says that "if introverts can develop strategies to more accurately forecast their enjoyment of behavior more conducive to emergent leadership, then it is

## TIME TO PAY YOUR DUES (AGAIN...)

It's that time again—by now you should have received reminders in your e-mail in-box for payment of your dues for 2021. Even though it probably seems as if you just paid this, it's renewal time once again. Either way, please don't forget to pay your ASCE and Philadelphia Section dues (both are due on January 1, with some incentives currently being offered for early renewal).

Keep in mind that your membership entitles you to be eligible for ASCE Member Advantages. These encompass benefits in several member discount programs including professional liability insurance, life insurance, credit cards and banking services, and rental car discounts. ASCE always looks to negotiate the best deal for members. Similarly, when members save through these programs, ASCE earns revenue that helps keep your dues rates as low as possible. Please check [asce.org](http://asce.org) for the details on these offers and programs.

There are additionally a number of free eLearning Webinars available to help you develop critical career skills, with topics covering a broad range of technical interests, leadership development tools, and key member programs. Many of these offer professional development hour (PDH) credit that you may need for your license renewal. Often these PDH's are valid in states such as Florida and New York, which are not all that easy to obtain given those states' pre-approval requirements. You are able to take up to 10 free PDH courses at your convenience, so this is indeed a valuable benefit.

Your dues are vital to the support of our Section's activities. We appreciate your ongoing support.

possible that such individuals will be on a level playing field with extraverts in relevant social situations." Other research shows that when introverts act extraverted, they like it more than they predicted.

Stephanie Peterson, co-founder of free profile photo testing tool [PhotoFeeler.com](http://PhotoFeeler.com), offers her perspective on this in *The Muse*, writing that "next time you're thinking of saying no to an opportunity under the guise of being an introvert, pause and think about the real reasons behind your decision. If it's all dread or disinterest, then you're probably right to skip out. But if fear is suggesting you run away from something with clear potential to enrich your career, consider rising to the challenge."

Being an introvert doesn't mean you have no insight to offer. *Reader's Digest* features advice from communications expert, author, and coach Kristi Hedges. "It can benefit introverts to think ahead and have a plan. Challenge yourself to put your ideas on the table in the first few minutes, and at a minimum, get your voice in the room. The vibe of the meeting is set early, and by contributing then, you're establishing yourself as an active participant. As an added bonus, people may refer back to your comments and offer additional ways for you to get heard." *Reader's Digest* goes on to suggest that if that doesn't

## HOLD THESE DATES

### ENGINEERS WEEK EVENTS SCHEDULED

The **Engineers' Club of Philadelphia**, through its **Delaware Valley Engineers Week Committee**, will cite **Engineers Week 2021** from **February 18 through February 27**. We have traditionally extended our local celebration beyond that recognized by **National Engineers Week** to include our kickoff event.

Engineers Week in the Delaware Valley will officially begin with the **Engineers Week Opening Dinner on Thursday, February 18** (two days before National E Week begins). At this event, we will introduce and formally induct the **Delaware Valley Engineer of the Year** and **Delaware Valley Young Engineer of the Year**, as well as highlight the various contributions of Engineers and Engineering students. All Engineers Week award and scholarship recipients will be cited at the Dinner.

The **Young Engineers Social** will be conducted on **Tuesday, February 23**. This is a networking and social event to cite the newly-inducted **Delaware Valley Young Engineer of the Year**.

Please note this information in your calendar and plan to participate. More details on venues and pricing will be included in future updates. It is intended to conduct these events as in-person activities and this will be subject to restrictions and guidelines on social distancing as they are in effect at the start of 2021. A decision will be made at that time and information will be provided on the events accordingly.

Please visit the Engineers' Club website, [www.engrclub.org](http://www.engrclub.org), for more information and updates.

work for you, "start speaking these calming phrases to yourself before meetings."

Rey Castellanos, Founder and CEO of Feed Your Wolf and host of the podcast *We Fail Forward* (presented by the company), told *Forbes* about how introverts can do this. "Introverts have a knack for going deep quickly, so you should leverage this strength to build deep lasting relationships with the people in your world. Learn to work smarter, not harder. Focus on what you are good at and build meaningful relationships everywhere you go, even if it's only one at a time. We all crave deep and authentic connections, and introverts excel in this arena."

Introverts, you have more power at work than you might think. After all, you do bring a lot to the table.

Thanks to *Ladders* for this information.

\*N-ASCE – Not always something concerning Engineering...

**We judge ourselves by what we feel capable of doing, while others judge us by what we have already done.**

— Henry Wadsworth Longfellow

**LOOKING TO REFER A NEW MEMBER? OR SOMEONE WHO'S NOT AN ENGINEER?**

ASCE's Member **Get A Member** referral program is a good way to refer prospective new ASCE members to our society. For each new member you refer, you can receive a **\$50 Amazon gift card** when they join. You can refer up to five colleagues at a time. More details are available at [asce.org](http://asce.org).

Also, please keep in mind that ASCE isn't just for Civil Engineers. While you may be surprised to learn this, ASCE allows Non-Engineers to be members as well, with a specific grade of membership – the Affiliate Member grade – available for this purpose. While those with Civil Engineering degrees and backgrounds can usually join ASCE right out of school as Associate Members (and are eligible for reduced levels of dues if they have been Student Members), the Affiliate Member grade is available to anyone having “an interest in the advancement of the purposes and objectives of the Society”, as stated in the definition provided in the ASCE Register, who may not have been eligible for Student Membership and/or do not meet the criteria for Associate Membership.

Thus, the Affiliate Member grade is ideal for those who work in related fields who may have an interest in Civil Engineering but do not have a Civil Engineering degree. Affiliate Members enjoy the same benefits and perks of ASCE membership as do other member grades above Student. Additionally, you may want to let some of your colleagues and friends know about this so they can consider ASCE membership and you can get some cash for the referral.

At the other end of the “spectrum”, for those of you more senior and experienced members, the Fellow grade of membership is worth consideration. This is the highest level of membership one can attain on one's own and is a laudable and esteemed achievement. The specific requirements for application for this grade of membership are listed on [asce.org](http://asce.org).

**TECHNICAL GROUPS IN THE NEWS**

**T & UD NOW TDI**

Our Section's **Transportation and Urban Development (T & UD) Technical Group** is in the process of becoming an Institute—the Transportation and Development Institute (TDI). The process is underway, after a bit of work to present this to both ASCE National and the National TDI organization, but it's looking like this will be getting approved this year. This will be our Section's third Technical Group to reach Institute status, in addition to the **Delaware Valley Geo-Institute** and the **Structural Engineering Institute**. Thanks to Past President **Kazi Hassan**, who spearheaded this effort, and Technical Group Chair (and Past President) **Bill Thomsen**, for making this happen.

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