



CRITERIA FOR THE INDUSTRIAL PROFESSIONAL DEVELOPMENT AWARD OF THE TEXAS SOCIETY OF PROFESSIONAL ENGINEERS, PROFESSIONAL ENGINEERS IN INDUSTRY PRACTICE DIVISION

The selection of the TSPE PEI Practice Division's Industrial Professional Development Award will occur annually, with the decision to be made in April and the award to be presented at the TSPE Annual Meeting in June. Selections will be based on corporate professional engineering support, progressive employment practices, and social responsibility.

1 INTRODUCTION

- 1A Name of company (identify particular division of company, if applicable):
1B P.O. Box Physical Address:
1C Name and title of responsible officer of company or division nominated:
1D Name and title of official(s) responsible for engineering in company/division nominated:
1E Address if different from above: P.O. Box Physical Address:
1F Phone: Fax:
1G Name and title of person completing this form: Signature: Date: Typed: Title:
1H Phone: Fax:
1I Describe principal products/services, specialties, extent of market and scope of operations:
1J The above named corporation is a PUBLICLY or PRIVATELY held corporation doing business in Texas. I/we further assert that this corporation is in good standing in Texas.

(Initial)

2 ENGINEERING SUPPORT (40% weight)

- 2A Total number of employees at company or division nominated:
Employees classified as engineers/engineering supervisors:
2B Total number with highest degree of doctorate in engineering:
2C Total number with highest degree of master in engineering:
2D Total number with highest degree of bachelor of engineering:
2E Total number with a degree in an engineering-related field such as architecture, geology, physics, or other science:
2F Total number who have not yet earned any degree:



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2G Total classified as engineers (sum of 2B through 2F above): _____

2H Of the total classified as engineers (2G above)...
Total number with a Professional Engineer (P.E.) license: _____
Total number with an Engineer-In-Training (E.I.T.) certificate: _____

Employees directly supporting engineers:

2I National Institute for Certification in Engineering Technologies (NICET) certified technicians: _____
2J Non-certified technicians: _____
2K Designers: _____
2L Other: _____ (Specify) _____

2M Total employees supporting engineers (sum 2I through 2L): _____

Company incentives to encourage engineering licensure:

2N Licensed engineers are encouraged to use P.E. suffix in correspondence and display their licenses: Yes ___ No ___
2O Project plans and designs affecting public or employee safety are reviewed and signed by a licensed engineer: Yes ___ No ___
If "No," explain: _____

2P The engineers are given a salary increase upon obtaining their P.E. license:
Yes ___ No ___ If "Yes," amount: _____

2Q Engineers are given a bonus upon obtaining P.E. license: Yes ___ No ___
If "Yes," amount: \$_____

2R Company pays the initial registration costs: Yes ___ No ___

2S Company pays the examination costs: Yes ___ No ___

2T Company pays the exams' review costs: Yes ___ No ___

2U Company pays travel costs for the exams: Yes ___ No ___

2V Company pays for the time to take the exams: Yes ___ No ___

2W Company pays the annual renewal fees: Yes ___ No ___

2X Company assumes 100% present and future responsibilities for claims and suits against the authorized work of professional employees performed as part of their employment: Yes ___ No ___
If "No," explain: _____

3 EMPLOYMENT PRACTICES (40% weight)

3A Percent turnover rate among engineers (do not include retirements, promotions, or intra-company transfers) during the past calendar year: _____
Past five calendar years: _____



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- 3B Company considers currently employed engineers for higher positions before seeking outside applicants: Yes ___ No ___
If "No," explain: _____
- 3C Company's job advertisements and announcements contain all the pertinent facts about the job, including educational requirement, experience, job description, name and location of company: Yes ___ No ___
- 3D Job applicants talk to potential supervisor as well as HR interviewer: Yes ___ No ___
Describe the interview process: _____
- 3E Company pays travel/interview expenses, even if applicant isn't hired: Yes ___ No ___
If "No," what costs are covered: _____
- 3F The policy in 3E above is explained fully to the job applicant prior to expenses being incurred: Yes ___ No ___ Written: Yes ___ No ___
- 3G Technical-professional employees retain title to all patents & technical accomplishments, i.e. not required to assign patents to the company: Yes ___ No ___
If "No," review the patent policy: _____
- 3H Technical-professional employees are rewarded for patents, major cost reductions, published papers, etc.: Yes ___ No ___
If "Yes," describe the compensation method: _____
- 3I Company has cooperative job program for eng. students: Yes ___ No ___
Company has internship or P/T job program for local eng. students: Yes ___ No ___
- 3J Company has formal new employee indoctrination program: Yes ___ No ___
If "Yes," describe briefly: _____
- 3K "Engineer" title is restricted to licensed PEs or engineering graduates: Yes ___ No ___
If "No," explain: _____
- 3L Company has a publication with employment polices & practices: Yes ___ No ___
Professional employment is included in this publication: Yes ___ No ___
This publication is available to all professional employees: Yes ___ No ___
- 3M The company has a formal engineering classification system for titles and assignments: Yes ___ No ___
If "Yes," describe briefly: _____



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3N Company has dual ladder promotional plan allowing engineers to advance in a technical field rather than administrative and/or managerial positions: Yes ____ No ____
If "Yes," describe briefly: _____

3O Company has a definite salary policy for engineers: Yes ____ No ____
If "Yes," state what the policy is based on (e.g., length of employment, responsibility, performance, etc.): _____

If "No," state how salaries and progression rates are established: _____

3P The salary policy is available to all professional employees: Yes ____ No ____
If "Yes," state how it is made available: _____

3Q Job performance and salary reviews are discussed with each engineer at least once a year: Yes ____ No ____

3R Company has a 401(K) plan for engineers: Yes ____ No ____
If "Yes," describe plan eligibility, vesting, contributions, etc.: _____

3S Company has other retirement & savings plan for engineers: Yes ____ No ____
If "Yes," describe briefly: _____

3T Terminated/laid-off engineers are provided severance pay: Yes ____ No ____

3U Efforts are made to place terminated engineers: Yes ____ No ____

3V Company pays formal transfer costs from one location to another: Yes ____ No ____

3W Company has a formal educational assistance program: Yes ____ No ____
If "Yes," describe briefly: _____

4 SUPPORT FOR TSPE (10% weight)

4A Of the total classified as engineers (2G above), the total number who belong to the National and/or Texas Society of Professional Engineers: ____

4B Company allows engineers time off to participate in the functions of professional and technical societies: Yes ____ No ____



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4C Company pays for the following expenses by percentage:

| | <i>Annual Dues</i> | <i>Meeting Costs</i> |
|-----------------------------|--------------------|----------------------|
| Professional societies | _____ | _____ |
| Technical societies | _____ | _____ |
| Engineers clubs | _____ | _____ |
| Civic service organizations | _____ | _____ |

4D Company participates in NSPE-PEI Industry Advisory Group: Yes ____ No ____

5 SOCIAL RESPONSIBILITY (10% weight)

5A Engineers are encouraged to participate in the following:

| | |
|------------------------------------|------------------|
| <i>Civic service organizations</i> | Yes ____ No ____ |
| <i>Political organizations</i> | Yes ____ No ____ |

If "Yes," describe briefly: _____

5B Training courses are available in public speaking/writing: Yes ____ No ____

5C Engineers are encouraged to represent the company in presentations to civic organizations and technical societies: Yes ____ No ____

6 FINANCIAL SUPPORT FOR TSPE (10% bonus)

6A Company is a NSPE-PEI Sustaining Sponsor: Yes ____ No ____

6B Company advertises in the Texas Professional Engineer: Yes ____ No ____

6C Company's last financial contribution to TSPE and/or a local chapter: _____
(Approximate Date)