

# CMCI Contact

News from the Construction Manager Certification Institute

## Call for Nominations to the Institute's Board of Governors

The Institute's Board of Governors is accepting nominations for terms ranging from 1-3 years beginning in October 2008. Governors set policies and procedures for the Certified Construction Manager program as well as serve as application reviewers. They meet at the Association's Annual Conference



and the Leadership Forum. They also meet via conference call monthly.

Governors must sign a confidentiality agreement and indicate that a position on the Board of Governors presents no conflict of interest. All Governors serve on the CMCI Board's committees.

CCMs interested in serving as Governors should send an email outlining their qualifications as well as a current resume by July 1 to Jan paul Miller at

[jpmiller@cmaanet.org](mailto:jpmiller@cmaanet.org).

## CMAA Surpasses 1,000th CCM® Milestone

The Construction Manager Certification Institute certified its 1,000th Construction Manager on April 11, during its second online testing date in 2008. The total number of CCMs is now 1,017.

"It's a significant number to reach," said Rick Rye, the chair of the board of governors for CMCI. "More and more owners are asking for CCMs in their RFPs and CM professional want this des-

ignation."

The 1,000th CCM is Joseph Graf, CCM, of DMJM Management in Detroit.

"The CCM is a noteworthy accomplishment within the industry," Graf said. "I'm very happy to have that distinction attached to my name. It helps my company as far as me having that on my resume and it helps me personally."

## Surveys Find Broad Support for CCM® Program

Earlier this month, the Institute launched three surveys to gauge how representative populations view the CCM program. The groups surveyed consisted of CMAA members (excluding organizations), recently certified CMs and CM candidates who have not taken the examination.

Among the 310 CMAA member respondents, 172 indicated that they planned to become certified in the near future with 146 saying they planned to pursue the credential in the next year. The majority of respondents, 70 percent, work for companies/organizations that encourage individuals to earn their CCM. Company/organizational support took the form of pay raises, advancement and more interesting work among the majority of respondents.

Two-thirds of respondents agree that managing the CCM program is a critical function of CMAA.

Newly-certified CCMs were polled on their experience with the application process. The majority found the application easy to understand and the guidelines clear and helpful. While few had mentors, those who did found them within their organization/firm. As noted in the general CMAA population, 97 percent of the newly-certified CCMs' organizations/firms supported or encouraged them in the process with reimbursement of costs, time off for study and assistance from in-house CCMs being the three top responses. Advancement opportunities, more interesting work assignments, bonuses and pay raises were the most cited rewards for achieving the CCM.

All of the candidates who responded and have yet to take the examination say that they still are interested in becoming a CCM. Among this group, lack of time was

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# Commitment + Discipline = Celebration

By Mani Subramanian, CCM

Vanir Construction Management, Inc. has been the organization with the most certified construction managers for many years now. While we would like to hang on to this exalted position, we think it is important to share our approach with all of you. Our hope is that this information will be of use to some, resulting in many more construction managers getting certified, which is essential for the continued success of our industry.

There are two words to keep in mind to achieve success: commitment and discipline. Commitment starts at the top. In our case, Mansour Aliabadi, our President, decided in 2001 to get as many of our people certified as feasible. One of the first decisions we made was to get certified ourselves. Both of us successfully became certified in 2002. As you demand (yes, you must demand) that your employees get certified, we think it is critical that the company leaders, top down, get certified first.

The second part of our commitment is that being certified is one of the key criteria for promotions to positions as senior project manager, senior construction manager, or above. Everyone clearly understands that this is expected in order to advance in their career path. Those who are not certified make the commit-

ment to accomplish it within one year of their promotion.

The third part of our commitment is keeping our focus on it continuously. Employees who become certified are recognized in all company functions. Every year, we develop a 'class' that is guided through the certification process. Our passing rate is higher than the overall national average.

The discipline begins with the formation of a group of employees who sign up to become certified each year, after our annual company conference in November. Besides volunteers, those at the senior level positions who are not yet certified are also solicited to 'sign up.' The group facilitator is one of our Vice Presidents and last year's winner of the Distinguished Service Award from the CMAA National Board of Directors and the President's Special Service Award from the Southern California Chapter, Mehdi Heydari.

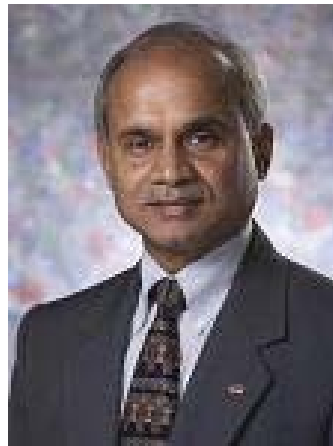
Mehdi establishes a schedule for everyone to get certified that includes a deadline for getting

the application completed, a timeline for group study sessions, and the date the exam will be taken. Everyone is expected to provide an update of their progress every week. Guidelines are provided to assist with getting the application completed. Once the application process is complete, the group study sessions will begin, with the intent to help everyone cover the study material for the exam, to foster discussions, and to answer any questions that will assist with the progress of everyone.

In the first year of our push towards certification (2002), we offered a reward of \$1,000 for the first 20 people to get certified. The reward was \$500 for the second year. We have always reimbursed the application fees upon acceptance and the exam fee upon successful completion. We provide all study materials and a paid day off from work for studying or taking the exam, and the group study hours are mostly on company time.

To summarize what it takes to achieve this success with your organization, you need to stay

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committed to a certification program and use a disciplined process (with set timelines) to guide the groups to work together and accomplish this goal each year. Finally, you need to celebrate their success every chance you get.

OK... now that our secret is out, and given the size of our organization when compared to many others, we hope it is just a matter of time before we are passed for the total number of certified construction managers. So, everyone, hurry up and try to be the first to pass us! But we intend to always have the highest percentage of employees who are certified construction managers.

You are most welcome to call me, Mansour or Mehdi, if we can help you in any way. Vanir encourages you to commit to it. Your industry needs it. You deserve it.

*Editors note: This article is the first in a series on "The Culture of Certification." If you are a CCM who*

## Leadership Forum Conference Testing Date Goes National

With computer-delivered testing available, testing at the Leadership Forum can now be

extended nationwide on May 18 and 19. For more information, please contact Kate Brundage, Certification Associate, at [kbrundage@cmaanet.org](mailto:kbrundage@cmaanet.org).

## Free Webinar on the CCM Application Process Scheduled

CMCI will present a free one hour Webinar on the CCM application process from noon to 1 p.m., Thursday, May 8. Hosted by Jan Paul Miller, VP Certification, the event provides a forum



to discuss the stages of the application process and to answer questions from participants. Registration is free but is needed to provide the dial in number and conference code. For further information, please contact Jan Paul Miller at CMCI.

## Chapter Certification Chairs Confer Monthly

In an effort to exchange information and expertise in promoting the CCM credential, Chapter certification chairs meet via conference call each month. The move allows smaller chapters or those chapters with new officers to become aware of ways to publicize the value of being a Certi-

fied Construction Manager. The CMCI Office has distributed a syllabus on the application process for comment by the chairs. Ultimately, it will contain the best practices of the chapters in identifying, recruiting, and guiding individuals from prospects to applicants.

## SOP Courses Announced

Four three day courses on the CMAA Standards of Practice have been scheduled for:

- May 28-30, New York, NY
- May 28-30, Phoenix, AZ
- June 4-6, Dulles, VA
- June 11-13, New Orleans, LA

Complete registration details can be found online at [http://cmaanet.org/pd\\_at\\_a\\_glance.php](http://cmaanet.org/pd_at_a_glance.php).

The Standards of Practice course provides a good review for candidates studying for the comprehensive examination. The Institute has arranged for special testing dates for these venues. Interested groups wishing to sponsor a Standards of Practice course should contact George Gehringer, VP, Professional Development at (703) 677-3367 or [ggerhinger@cmaanet.org](mailto:ggerhinger@cmaanet.org).



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the most frequently cited reason for not registering for the examination.

The results of the three surveys have prompted action to “front load” the application process.

“Our office receives high praise for support,” Jan Paul Miller, VP, Certification noted, “but we recognize that this group is involved in the process. What we want to do is to establish a relationship when people first become interested in our program and give them as much support as we can during the process.”

To this end, the Institute has developed a series of strategies to inform and guide individuals at first contact. The CMCI application web page now includes a mail link to Miller. Prospective applicants can indicate their inter-

est and provide contact information. Follow up calls are made to answer questions about the process.

Additionally, these individuals are subscribed to CMCI Contact and an online discussion group. Items of interest are posted on the online site to stimulate a discussion among group members. Prospective applicants can be matched with mentors to assist in the process of completing the application.

“In the case of prospects, we alert our Chapter certification chairs of their interest. They can follow up and provide additional support,” Miller said. “We have 30 individuals signed up for the discussion group with one or two prospects contacting us daily. It’s very encouraging.”

## Congratulations, New CCMs!

- **Daniel Adams**, CCM, Heery International, Inc., Los Angeles, CA
- **Lawrence Bacher**, CCM, Gilbane Building Company, Providence, RI
- **Stephen Berglund**, CCM, Hill International, Inc., Washington, DC
- **Larry Blackford**, CCM, Los Angeles Unified School District, Los Angeles, CA
- **Brian L. Clapp**, CCM, CEC, USN, PE, PMP, White House Military Office, Chesapeake Beach, MD
- **Joseph Graf**, CCM, DMJM Management, Detroit, MI
- **Kevin Hitchcock**, CCM, Jacobs, Houston, TX
- **Joseph Huggins**, CCM, Southern Management Group, Columbia, SC
- **Jeffery Johnson**, CCM, Richard Brady & Associates, Charlotte, NC
- **Craig E. Kulas**, CCM, Heery International, Washington, DC
- **Michael Lopez**, CCM, Jacobs Engineering, Golden, CO
- **Sanford Carlos Loy**, CCM, Constructibility Plus, Inc., Knoxville, TN
- **Robert Nash**, CCM, PE, RK&K, LLP, Baltimore, MD
- **James Peace**, CCM, The Morganti Group, Inc., West Palm Beach, FL
- **Edward Ransom**, CCM, AIA, LEED, AP, NOMA, PMA Consultants, LLC, Braintree, MA
- **Raymond Richards**, Heery International, Cleveland, OH
- **Maria Cristina Sabolcik**, CCM, Johnson, Mirmiran, and Thompson, Timonium, MD
- **Richard Sage**, CCM, Sound Transit, Seattle, WA
- **Jamil Soucar**, CCM, Turner Construction Company, Los Angeles, CA
- **Philips Vallakalil**, CCM, DeMaria Building Company, Inc., Farmington Hills, MI
- **Robert Vargo**, CCM, Malcolm Pirnie, Inc., White Plains, NY
- **Rebecca Yasky**, CCM, TJNAF, Newport News, VA

## CMCI Contact

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For general inquiries about the certification program, requirements or other related issues, please contact Tabitha Costello, Certification Associate, at [tcostello@cmaanet.org](mailto:tcostello@cmaanet.org) or 703.677.3374.

For information about the status of an application or re-certification, please contact Kate Brundage, Certification Associate, at [kbrundage@cmaanet.org](mailto:kbrundage@cmaanet.org) or 703.677.3372.

For all other inquiries, please contact Jan Paul Miller, Vice President, Certification, at [jpmiller@cmaanet.org](mailto:jpmiller@cmaanet.org) or 703.677.3364.

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