



NATIONAL ACADEMY
OF CONSTRUCTION
25TH SILVER JUBILEE



ANNUAL REPORT 2024

Honoring the Best and
Sharing Our Knowledge

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WHAT WE DO

NAC is the only organization in the United States honoring outstanding individuals across all sectors of the design and construction industry.

NAC OFFICERS

CHRISTINE KEVILLE, NAC CHAIR

ckeville@keville.com

SAM SLEIMAN, NAC 1ST VICE CHAIR

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EDD GIBSON, NAC PRESIDENT/CEO

GEdwardGibsonJr@utexas.edu

NAC AT A GLANCE

NAC is the only organization in the United States honoring outstanding individuals across all sectors of the design and construction industry.



OUR MISSION

We honor outstanding construction industry leaders and share our collective experiences and expertise to help the nation by improving the construction industry.

OUR VISION

To drive improvement in the construction industry through sharing our collective knowledge and expertise.

OUR GUIDING PRINCIPLES

- Conform to the highest ethical and safety standards.
- Place the highest value on integrity and excellence.
- Establish relationships that are collaborative, creative, and innovative.

WE MEET OUR MISSION THROUGH A VARIETY OF MEANS SUCH AS:

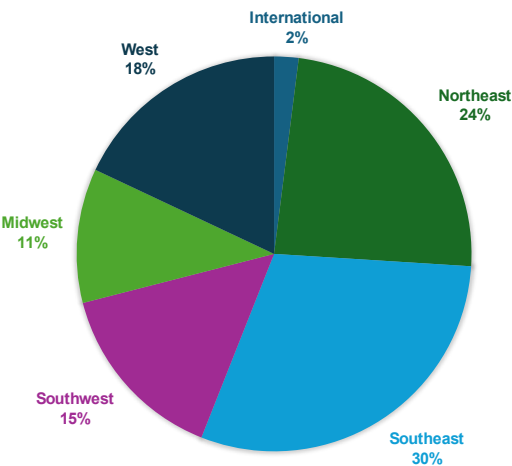
- Seven Ask Me Anything webinars were conducted in 2024, involving seven NAC members.
- Thirty-one new Executive Insights were published in 2024 representing 14 different authors. Twenty-five “Get the kNACK” podcasts were released in 2024, which included 26 different NAC members and six outside guests.
- A new “Construction Legends” podcast series was released with two offerings in 2024. These podcasts highlight career insights from some of our early members.
- NAC awarded scholarships to 20 students in 2024, representing over \$93k. Cumulatively since the scholarship program began in 2020, NAC has awarded over \$251k in scholarships to 91 students from 69 universities.
- Planned, and are in the process of implementing, our Embedding Safety Culture in Undergraduate Education symposia series in Spring 2025.
- Completed a very active year working on a variety of issues such as workforce, contracting, safety and leadership with our seven Collaborative Partners.

NAC AT A GLANCE

OUR MEMBERS

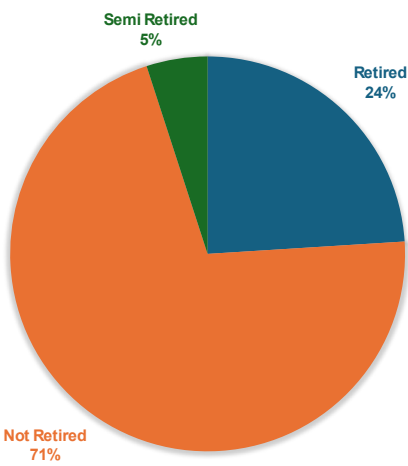
- 474 total members
- 43 new members inducted in October 2024
- 435 regular members, 40 emeritus members.
- 144 members plus 102 guests/visitors attended the NAC 25th Silver Jubilee Annual Meeting in San Antonio, TX, in October 2024.

GEOGRAPHY



NAC members reside in 47 U.S. states and four foreign countries.

ACTIVITY



NAC members represent a mixture of those working and retired.

OUR COLLABORATIVE PARTNERS



MESSAGE FROM CHAIR



2024 was a year of record-breaking achievements, strategic growth, and meaningful engagement within our industry.

Christine Keville

It is my privilege to lead the National Academy of Construction in its 26th year, building upon the remarkable foundation laid by our founders and past leadership. Under the stellar leadership and outstanding guidance of Chair Riverso, 2024 was a year of record-breaking achievements, strategic growth, and meaningful engagement within our industry.

Among our many successes, we hosted our most well-attended Annual Meeting to date, awarded generous academic scholarships to support the next generation of leaders, and celebrated unprecedented membership growth, welcoming our largest class of inductees to date.

We are especially proud of our efforts to expand knowledge sharing initiatives, including Executive Insights, Ask Me Anything webinars, Get the kNACk, and our Construction Legends podcast series. Our Safety Culture Symposiums received strong recognition from both industry professionals and academia, while our growing social media presence helped amplify our reach and impact. Additionally, we broadened our network of collaborative partners to include the American College of Construction Lawyers (ACCL) and the Construction Industry Institute (CII) - a testament to our commitment to advancing industry excellence.

A special highlight of 2024 was our Annual Meeting in San Antonio, which was an unbelievable success thanks to the dedication and hard work of Co-Chairs Sandy Hamby and Paul Foster. Their meticulous planning resulted in an event that was both informative and inspiring. We were honored to recognize Mike Loose with our prestigious Ted C. Kennedy Award and Medal, celebrate Lillian Borrone with the Richard L. Tucker Outstanding Service Award, and present the NAC Recognition of Special Achievement Award to the U.S. Army Corps of Engineers and their contract team for their work on the Isabella Dam Safety Modification Project. It was especially rewarding to see so many spouses and partners joined us in San Antonio to celebrate these achievements.

One of the most memorable moments of the year, (and my personal favorite), was our 25th Silver Jubilee Celebration. It was truly inspiring to hear from our Academy's Founders,

who reflected on the NAC's early years and the vision that has propelled us to where we are today. Their founding mission – to honor the best and serve the industry and nation - has guided NAC's remarkable growth and impact over the past quarter-century. A special thanks to Edd, Sandy and their team for leading so many of the positive changes and initiatives that have strengthened our organization.

As we celebrate our past successes, we must also turn our focus to the future. Our Strategic Plan continues to guide us, ensuring we remain committed to our core values and performance metrics. One of the most exciting new initiatives underway is our Next Gen Initiative, led by Ad Hoc Committee Chair Paul Schmall. This effort is designed to engage and collaborate with emerging industry leaders, fostering fresh perspectives and innovative ideas to shape NAC's next chapter.

None of our success would be possible without our dedicated members, who continually give their time, talent, and resources to support NAC's mission. We are also incredibly grateful to our NAC Sponsors, whose financial support enables us to pursue impactful initiatives. Most importantly, we extend our deepest appreciation to our 24 original Charter Members, whose vision and leadership over a quarter-century ago laid the foundation for all that NAC has become.

As we look ahead, let's continue the momentum of championing diverse and sustainable growth, expanding our outstanding service to the industry, and empowering the next generation of leaders to take NAC to even greater heights.

CHRISTINE KEVILLE
Chair, 2025-2026

MESSAGE FROM CEO/PRESIDENT



We truly have outstanding and eminent members.

— G. Edward Gibson, Jr. —

It has been my honor to again serve as your President/CEO for the past year. The Academy achieved many milestones in 2024 that reflect the engagement and generosity of our 474 members. And we were able to hold our largest Annual Meeting in Academy history in San Antonio, celebrating our Silver Jubilee with many Founders and past Chairs. During 2024, because of your generous support we:

- Welcomed 43 outstanding new inductees.
- Worked on a number of joint initiatives with our collaborative partners.
- Awarded scholarships to students at 19 universities.
- Held a very successful Annual Meeting in San Antonio, celebrating our 25th Silver Jubilee.
- Ramped up the NAC knowledge-sharing activities through our Executive Insights, Ask Me Anything webinars, and the Get the kNACk podcasts that are reaching thousands. Prototyped and released our Construction Legends podcast series.
- Significantly updated our outreach and presence on social media.
- Planned, and are in the process of implementing, our Embedding Safety Culture in Undergraduate Education symposia series in Spring 2025.

During 2024, many of you have worked with our collaboration partners, improving our industry through various joint initiatives. We added the Construction Industry Institute (CII) and the American College of Construction Lawyers (ACCL) as collaborative partners. We are formulating

and executing a new communication plan. And we are solidly into the Academy's 26th year that will culminate with our Annual Meeting in Colorado Springs this coming October.

Sandy and I are constantly amazed with you, our Academy members. Your accomplishments and passion for our industry is remarkable. Without your volunteer time, we would not be able to do what we do. Thank you so much for your efforts in 2024.

I also want to personally thank the members and industry partners who supported NAC financially during 2024. Over 100 NAC members and 31 industry partners participated in supporting NAC beyond dues. Our 2024 NAC Distinguished Contributors, both individual and industry, are contained in this Annual Report.

In 2024, about 19 percent of NAC revenue came from dues, so your contributions above dues and volunteer hours are obviously essential in helping us to pursue opportunities and to advance the Academy. Again, thank you.

I look forward to working with each of you in 2025. If you would like to get involved, please reach out to any of our Committee Chairs or me.

G. EDWARD GIBSON, JR.
President/CEO

SHARING OUR KNOWLEDGE

Celebrating 25 Years of Excellence: NAC's Silver Jubilee

This year, the National Academy of Construction (NAC) marked its 25th Silver Jubilee by celebrating a quarter-century of excellence. Held in grand style, the jubilee event honored the visionaries who founded NAC, welcomed a new class of inductees, congratulated award winners, and hosted a memorable auction to benefit future initiatives. This special evening not only highlighted NAC's rich history and accomplishments but also set the stage for an exciting future of continued growth and success.



A day before the annual meeting officially began, many members met at the lovely Hotel Emma to pay a heartfelt tribute to NAC's founders—individuals whose leadership, dedication, and foresight were instrumental in the creation and growth of our organization. As the spotlight turned to these trailblazers, attendees reflected on the remarkable journey of NAC from its humble beginnings to its current position as a leading institution in the construction industry.



Founding member and first Secretary, Doy Cole, who unfortunately was unable to attend, provided a video-toast for the occasion: "I raise this toast in celebration for this tremendous success and growth of this organization in its first 25 years, and dedicate it to the 24 Charter Members in the name of our bigger than life founder, Richard Tucker. And not without forgetting, his faithful and supporting wife, Shirley, inducted in 2019. All honor to their names."

Unfortunately, not all surviving founding members could attend, but we were fortunate to welcome in attendance Jimmy Slaughter, JJ Suarez, Gary Oberlender, John Mihm, Dave Nash, Jim Porter, Mike Johnson, and Edd Gibson. A highlight of the evening was the tribute ceremony, where these founding members of NAC were recognized for their monumental contributions, said a few words about their recollections and feelings for the Academy, and were adorned with the NAC Founders Medal.

The founders were met with a standing ovation, a fitting tribute to their leadership and vision. Their enduring legacy is evident in the thriving NAC community.



SHARING OUR KNOWLEDGE

■ Celebrating 25 Years of Excellence: NAC's Silver Jubilee

Past NAC Chairs in attendance were also recognized and included Jimmy Slaughter, John Mihm, Jim Porter, JJ Suarez, Dave Nash, Dominick Servedio, Maggi Walker and Milo Riverso. Each provided outstanding leadership in their time as Chair and was given a silver “past chair” lapel pin. In addition, all three of the senior administrative staff members who have held that position during our 25 years were in attendance, Heather Wesling past NAC Program Coordinator, Alicia Zapata past NAC Program Coordinator, and Sandy Pittman the current NAC Senior Administrative Support, and each was recognized and received a bouquet of roses. Incoming Chair, Christine Keville, led the audience in singing happy birthday as an NAC-themed birthday cake was cut and shared with all.



SHARING OUR KNOWLEDGE

Wisdom of the Masters



In celebrating its Silver Jubilee, the National Academy of Construction has recorded and released a new podcast sequence as part of its Get the kNACk series. NAC members Jerry Eyink and Sue Steele conducted a series of interviews focused on leadership with six recipients of NAC's prestigious Ted C. Kennedy and Richard L. Tucker awards. The Kennedy Award honors outstanding career achievement that immeasurably improves the design and construction industry. The Richard L. Tucker Outstanding Service Award honors dedicated, continuous service, and support to NAC over a sustained period. Those interviewed in the podcast series in 2024 and links to podcasts include:



- [Tom Gilbane](#) (2023 Ted C. Kennedy Award); [Podcast](#)
- [Dave Nash](#) (2016 Ted C. Kennedy Award); [Podcast](#)
- [Jim Porter](#) (2014 Ted C. Kennedy Award and 2023 Richard L. Tucker Award); [Podcast](#)
- [Dominick Servedio](#) (2023 Ted C. Kennedy Award and 2021 Richard L. Tucker Award); [Podcast](#)
- [Chuck Thomsen](#) (2019 Ted C. Kennedy Award Award) [Podcast](#)
- [Jan Tuchman](#) (2020 Ted C. Kennedy Award) [Podcast](#)



Each of these outstanding podcasts sheds a light on each of these recipient's thoughts about leadership. Listening to them can provide a broader perspective into your career.



In addition, a new Executive Insight "Learn from NAC Masters — Leadership in Construction Summary" was developed based on these interviews. This Executive Insight shares key points, common themes, and individual leadership perspectives from these six notable NAC members.



SHARING OUR KNOWLEDGE

Construction Legends — A New Podcast Series from NAC



Pat Galloway



Ken Stinson

What is a Construction Legend and an Oral History you may ask? “A Construction Legend is an individual who is famous and admired in the construction industry and has left behind an unforgettable impression on others. They are eminent, they found their role in the industry, followed it, and touched other’s lives around them. They improved our industry, they did something extremely well, and they’re remembered and cherished.” We think all our NAC members are construction legends!

Recorded oral histories are invaluable for preserving the collective memory and experiences of our Construction Legends. These podcasts capture recollections and lessons from a lifetime of excellence. The intent in the long term, if the resources are found, is to capture oral histories from all NAC members who are interested, ensuring that our shared experiences are not lost. At some point these oral histories can provide a rich source of research into our industry’s history and shared characteristics of excellence.

The first of these podcasts, with Ken Stinson, has been uploaded to our NAC Knowledge portal on our web page. We think you will enjoy listening to Paul Giroux chatting with Ken Stinson, CEO emeritus of Kiewit, as he takes you through a snapshot of his extraordinary career. The second with Jorge Vanegas chatting with Pat Galloway (1957-2024) gives a poignant view of her life and career. [Check these out under NAC Knowledge on our website.](#)

A Concise History of NAC



Edd Gibson, with input from several sources, penned a concise history of NAC during its first 25 years of existence since its founding on August 13, 1999. This history can be accessed [here](#). The document gives an overview of the growth of the Academy along with significant milestones. Enjoy reading about our history.

SHARING OUR KNOWLEDGE

■ Collaboration Committee Participates in SAME Workshop on Leadership

The National Academy of Construction (NAC) provided a panel presentation entitled “Leading People: Essentials for Small businesses to Thrive and Grow” at the Society of American Military Engineers (SAME) annual Small Business Conference in New Orleans in November 2024. The NAC presentation was part of a collaborative partnership between NAC and SAME, two organizations whose purposes include advancement of the state of knowledge and



practice in the construction and associated industries for the benefit of the Nation. The NAC has established collaborative partnership with SAME. In particular, the NAC and SAME collaboration seeks to enhance the ability of the construction industry to meet challenges and to foster the capability of the industry to serve the needs of our Nation.

Learning objectives for the session included understanding the strategic relationship of leadership and team development to a thriving business, leadership keys to business success, and sources for continued leadership development. The NAC panel included David Nash, Bob Prieto, and Mark Handley, with Lloyd Caldwell as moderator. (Picture of Nash, Prieto, Handley and Caldwell) The panel provided a rich discussion on leadership, particularly within the construction industry, featuring insights that emphasized the importance of continuous growth, mentorship, and sharing of knowledge. The speakers provided a wealth of leadership advice grounded in real-world experiences, and shared personal experience with practical advice aimed at fostering effective leadership in organizations, especially small businesses. The sources recommended for follow-up included the NAC website where the NAC knowledge-sharing initiatives of “Ask Me Anything” webinars, “Executive Insights”, “Get the kNACK” podcasts, Safety Symposia, and more are available. The feedback from the session attendees was excellent with one commenting that the session was inspiring. A summary of the session was developed by Bob Prieto and will be published as a NAC Executive Insight on in early 2025.

The November panel was the first educational session which NAC has presented at an SAME national conference, and NAC intends to collaborate with SAME for other panels in the future. For instance, at the SAME Joint Engineer Training Conference in May 2025, NAC will present panels on Knowledge Sharing Sources and on Design-Build Experience.

SHARING OUR KNOWLEDGE

■ NAC Continues its Work on Safety Culture

Safety culture is defined by NAC as “an all-employee system of shared beliefs, practices, and attitudes in an organization that shape behavior and drive the way in which all work is performed.”

To continue strengthening this effort, NAC has expanded on the topic of safety culture with a series of 19 [Executive Insights](#), as well as six “[Get the kNACK](#)” podcasts (Season 3, Episodes 4, 5, and 23; Season 2, Episodes 5, 6, and 16). Each of these resources are free to the user and provide critical advice concerning how to improve safety and how to build a safety culture both within an organization as well as on construction projects.

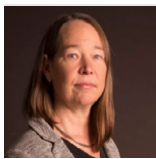
The Safety Committee will be conducting additional university workshops and pursuing other means to get the word out to academic and industry leadership in 2025.



SHARING OUR KNOWLEDGE

■ Ask Me Anything, 2024

During 2024 NAC offered seven Ask Me Anything webinars for students and young professionals with an interest in the design and construction industry. The theme for Spring 2024 was “sustainability resilience, and the use of new technologies in construction” and for Fall 2024 was “entrepreneurship in the design and construction industry”. These webinars featured seven NAC members who have been influential in our industry in terms of sustainability, resilience and technology implementation, or incredibly successful as entrepreneurs in our industry. Participants during these sessions had the unique opportunity to engage with these pioneers, gaining invaluable insights into their journeys and receiving expert career advice. Guests to the webinars included:



Sarah Slaughter, *President and CEO, Built Environment Coalition*
January 9



Marjorie Perry, *President and CEO, MZM Construction and Management*
September 25



Khaled Naja, *CEO, Cruise Terminals International*
February 13



Marco Campos, *Founder and Executive Chairman, Campos Holding Company*
October 22



Luciana Burdi, *Director of Capital Programs, Massachusetts Port Authority*
March 5



Paul Foster, *President and CEO, Foster CM Group*
November 19



Doug Morton, *Associate Vice Chancellor, Facilities, North Carolina State University*
April 2

Each session attracted approximately 100 live participants who could submit questions. After the sessions were complete, each was uploaded to our NAC YouTube channel and have garnered almost 1,500 views in the short time they have been available. Dr. Burcin Becerik-Gerber from the University of Southern California and Dr. Susan Bogus from the University of New Mexico moderated these sessions. The National Academy of Construction thanks the University of Colorado Boulder, Arizona State University, and the University of Florida for graciously underwriting the Ask Me Anything webinar series for 2024-25

SHARING OUR KNOWLEDGE

■ Looking forward to our next 25 years

August 13th, 2024, marked a quarter century of bringing together exceptional leaders, fostering innovation, and shaping the future of construction. As we move into 2025, we celebrate NAC as we continue to work through our Silver Jubilee year.

We extend our heartfelt gratitude to the Academy's members, partners, and supporters who have made this 25-year journey possible. Their passion and dedication fuel NAC's ability to thrive and continue making a difference. To the leaders who paved the way and the visionaries shaping its future, thank you for your enduring commitment to excellence.



NAC has remained steadfast in its mission to honor outstanding construction industry leaders and share their collective experiences and expertise to help the Nation by improving their industry. The Academy's commitment to advancing professional excellence has had a profound impact, influencing industry standards, mentoring future generations, and addressing some of its most complex challenges. Over the years, NAC members have exemplified the values of integrity, collaboration, and leadership serving as aspirational role models for future generations. Their contributions have not only elevated construction practices but have also inspired a shared vision of resilience and sustainability. Whether tackling workforce development, improving safety standards, or embracing technological advancements, NAC has been at the forefront of progress.

As we look ahead to the next chapter, let us celebrate this milestone with pride and optimism. Together, we will continue to uphold the values that define NAC and ensure its legacy for generations to come. Here's to 25 years of excellence—and to an even brighter future!



SHARING OUR KNOWLEDGE

■ Leaders Among Leaders

Over the years, in addition to NAC members' positions at the top of their organizations, many have been elected and participated at the highest levels of professional and civic associations, thus giving back to the design and construction industry and to society. Currently, many members are influencing the industry through their service. Just a sampling is indicated below:

Elected Officers of Associations in 2024:

- **Sandra Benson**, Treasurer, National Institute of Building Sciences (NIBS)
- **Luciana Burdi**, Treasurer, Lean Construction Institute (LCI)
- **Paul Schmall**, President of the Moles
- **Jesus de la Garza**, Chair, Board on Infrastructure and the Constructed Environment, National Academy of Engineering
- **Tom Foley**, Chair, Design Build Institute of America
- **Evelyn Fujimoto**, Secretary, National Institute of Building Sciences (NIBS)
- **Tom Groark**, Treasurer, the Moles
- **Deb Grubbe**, President of United Engineering Foundation (UEF)
- **Mark Hastak**, President of CIB (International Council for Research and Innovation in Building and Construction)
- **Maria Lehman**, Vice Chair of the President's National Infrastructure Advisory Council
- **Deryl McKissick**, Chairwoman of the Construction Industry Round Table
- **Chris Mossey**, Chair of NAE's Federal Facility Council (FFC)
- **Khaled Naja**, Immediate Past Chair of the Construction Management Association of America (CMAA)
- **Feniosky Peña-Mora**, President of the American Society of Civil Engineers
- **Mary Teichert**, Past-President of the Beavers
- **Jan Tuchman**, Chair, American Society of Civil Engineers Industry Leadership Council (ILC)
- **Dave Zanetell**, Vice Chair At-Large, American Road and Transportation Builders Association

Association Executives in 2024:

- **Stephen T. Ayers**, Interim Executive Vice President and CEO, American Institute of Architects
- **Mike Bellaman**, CEO of the Associated Builders and Contractors
- **Tim Byers**, President of the Society of American Military Engineers (SAME) Foundation
- **Mark Casso**, President of the Construction Industry Round Table
- **Edd Gibson**, President/CEO, National Academy of Construction
- **Kevin Hilton**, CEO, Ironworkers Management Progressive Action Co-operative Trust (IMPACT)
- **Ann McNeill**, Board Chair (and Founder), National Association of Black Women in Construction (NABWIC)
- **Pat Natale**, Executive Director of UEF
- **Steve Sandherr**, CEO of the Associated General Contractors
- **Tom Smith**, Executive Director, ASCE
- **Lisa Washington**, Executive Director/CEO of the Design Build Institute of America
- **Dave Woods**, Executive Director of the Beavers

HONORING THE BEST

The National Academy of Construction Awards 2024



Mike Loose

Ted C. Kennedy Award and Medal

The National Academy of Construction awarded Michael K. Loose as the fourteenth recipient of the Ted C. Kennedy Award at its Annual Meeting in San Antonio. The Executive Committee has affirmed that he meets or exceeds all criteria for the Academy's highest honor and the accompanying medal.

As the Commander of the Naval Facilities Engineering Command (NAVFAC) and Chief of Civil Engineers, Mike reshaped NAVFAC's civilian workforce to execute an annual \$2B workload increase. He significantly enhanced the leadership team's competencies and ownership of community management and the personal, professional, and career development of their employees through a comprehensive, deliberate process. He markedly improved recruiting quality, diversity, retention, career development, succession planning, morale, innovation, and productivity.

After retiring from the Navy as a vice admiral, Mike joined the Parsons Corporation to lead the Infrastructure & Environmental Division. He focused on the personal, professional, and career development of the division's employees. He continuously coached, mentored, challenged, and stretched employees and increased their confidence, bold decision making, and capacity. The I&E Division enjoyed the highest morale, retention, and recruiting success in the Parsons Government Services Business Unit. After retiring from Parsons, Mike volunteers to improve the U.S. military engineering profession and to coach, mentor, and inspire future engineering leaders. Mike is a past president of the Society of Military Engineers (SAME), chair of the SAME Senior Executive Group, and served on the SAME National Board of Direction. Mike is a member of the National Academy of Engineering, a Fellow in SAME and a Distinguished Member of ASCE.



Lillian Borrone

Richard L. Tucker Outstanding Service Award

Lillian Borrone was awarded the 2024 Richard L. Tucker Outstanding Service Award in San Antonio at the Annual Meeting. She is past chair of the Eno Center for Transportation in Washington, D.C., a retired member of the STV Board of Directors, and retired assistant executive director of the Port Authority of New York and New Jersey. This award is presented to an individual whose support over a sustained period has enabled NAC to grow and prosper. The Academy named the award in honor of Richard L. Tucker, its founder.

Borrone, elected to the Academy in 2016 for excellence in management, policy formation, planning, and intergovernmental and community relations, is past chair of the Awards Committee and a past member of the Executive Committee. She currently serves on the Development Committee. She was instrumental in the establishment of NAC's Recognition of Special Achievement Award. Borrone has been active in nominating new members and serving as a reference for nominees as well. She is a member of the National Academy of Engineering and serves as a liaison for NAC to the NAE. She has served on the boards of several public and private companies and is a member of the National Academy of Public Administration and the Maritime Association Hall of Fame.

HONORING THE BEST

The National Academy of Construction Awards 2024

Recognition of Special Achievement Award



From Left to Right: Victor Ozuna, Resident Engineer (USACE); Stephen Martinez, Program Manager (USACE); David Serafini, Lead Engineer (USACE); COL Chad Caldwell, District Engineer and Sacramento District Commander; Elizabeth Salyers, Deputy District Engineer for Programs and Project Management; Mike Costa, Sr. VP, Flatiron Construction Corp.; Manuel Morejon, Project Manager (Dragados); Dan "Fitz" Fitzgerald, VP of Operations for HDR; Joshua Graham, Project Manager (HDR); Kenny Simmons, Chief of Construction (USACE).

U.S. Army Corps of Engineers Isabella Dam Safety Modification Project

The National Academy of Construction selected the U.S. Army Corps of Engineers (USACE) Sacramento District's Isabella Dam Safety Modification Project as the recipient of the Academy's 2024 Recognition of Special Achievement Award. "This award highlights and celebrates innovation, safety, and resourcefulness in planning and solving design challenges," said Edd Gibson, NAC president/CEO. "The team for this project included international practitioners in the engineering, design, and construction industries, and the Sacramento District's project delivery team excelled in all criteria for the award."

Prior to the project, USACE dam safety experts considered Isabella Dam to be one of the highest-risk dams in the USACE portfolio for failure or overtopping. The \$650 million modification project addressed several deficiencies by raising the main and auxiliary dams 16 feet and creating a new emergency spillway with an iconic labyrinth weir to greatly lower flood risk for more than 400,000 people downstream of Isabella Lake.

The project team had logged over 2.6 million exposure hours with no significant accidents or injuries—an achievement that speaks to a sustained safety culture. The COVID-19 pandemic and destructive, drought-induced wildfires in California presented additional hurdles to overcome. The project was overseen by the USACE Sacramento District and its construction management consultant for the project, HDR, Inc. The joint venture construction team consisted of Dragados USA, Flatiron Construction Corp., and Sukut Construction.

HONORING THE BEST

Class of 2024 Inductees



Mohamed Al-Hussein

Academic

Professor, University of Alberta

"Outstanding contributions to research, education and the industry in the area of modular and offsite construction."

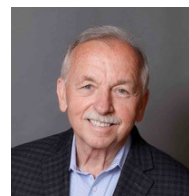


Gary Almeraris

Contractor

Vice President Operations, Skanska

"Outstanding Industry leadership and mentoring and a recognized global expert in the field of tunneling."



Newell Arnerich

Designer

*Co-Founder and CEO
AD Architects International, Inc.*

"Respected decision maker administering the construction phase of highly complex projects in the highway and interstate system across the country."



Bernita Beikmann

Designer

Executive Vice President and Chief Process Officer HKS, Inc.

"Highly regarded transformational leader in lean integrated project delivery, particularly focusing on its design impact, while also sharing knowledge and experience generously."

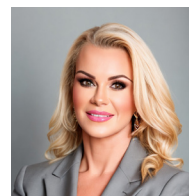


Mike Bellamy

Owner

*Vice President of Facilities
Yale University*

"Outstanding executive-level leadership in public sector project and program management, with extensive domestic and global experience across diverse project types and stakeholders."



Sandra Benson

Service

VP and Global Head of Industry Transformation Procore Technologies

"Distinguished engineer and construction industry leader, driving impactful technological change."

HONORING THE BEST

Class of 2024 Inductees



Don Bergman

Designer

Chief Process Officer and Executive
Vice President COWI North America

"Respected global leader in long-span bridge design and construction engineering."



Michael Blount

Designer

Senior Vice President
AECOM

"Recognized thought leader with impactful experience spanning the owner, designer and construction sectors in both public and private works."



Marco Campos

Service

Founder and Managing Principal
Campos EPC

"Recognized for exceptional efforts in expanding participation within the design and construction industry through engineering, entrepreneurship, and philanthropy."



Arturo Chavez

Designer

Senior Principal and Board of
Directors Page

"Executive who exemplifies team leadership in design and construction by leading major projects globally, advancing technology use, and fostering team leaders."



Mike Choutka

Contractor

Chairman and CEO
Hensel Phelps

"Exemplary leader with significant contributions to project delivery, safety, labor relations, workforce development, and technology in the industry."



Ken Colao

Contractor

President and CEO
CNY Group

"Transformative executive leader, pioneering construction practices, advocating for sustainability, and driving impactful education initiatives in the industry."

HONORING THE BEST

Class of 2024 Inductees



Tim Green

Owner

*Director, George H.W. Bush Combat
Development Complex
Texas A&M University System*

*"Superb executive leadership and
technical excellence in both the
military and private sectors."*



Kate Harris

Service

*Chair, CEO, and President
Stanley Consultants, Inc.*

*"A recognized international
engineering business leader driving
business innovation, client and
community excellence, and the vital
role of the AEC industry."*



Elizabeth Hausler

Contractor

*Founder and CEO
Build Change*

*"Recognized executive leader and
change agent making a difference
in resilient housing for communities
around the world."*



Raymond Issa

Academic

*Distinguished Professor
University of Florida*

*"Recognized global leader in
research, education, and practical
application of artificial intelligence
(AI) and building information
modeling (BIM) in the construction
industry."*

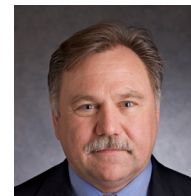


Richard Kaiser

Designer

*President
Black and Veatch*

*"Superb executive leadership and
technical excellence in both the
military and private sectors."*



Eric Keen

Designer

*Chairman and CEO
HDR*

*"A champion of innovation who has
made positive impact on numerous
innovative projects across various
sectors over his career."*

HONORING THE BEST

Class of 2024 Inductees



Theresa Kern

Contractor

*President
MA Rebar Services, Inc.*

"Dedicated contractor who has given significant time to advancing women in construction through ownership and the trades."



James Koch

Contractor

*Executive Vice President and COO
Michael Baker International*

"Significant leadership contributions to the industry, notably in consulting engineering and the federal sector, leading major programs worldwide."



SangHyun Lee

Academic

*Professor and Associate Department
Chair of Research
University of Michigan*

"Impactful scholar whose work encompasses automation and social psychology contributing to the improvement of productivity, safety, and ergonomics, as well as job site cultures."



Michael Mooney

Academic

*Professor and Bruce E. Grewcock
Distinguished Chair
Colorado School of Mines*

"Significant contributions to tunnel and earthwork construction technology, process improvement, and recognized leadership in underground construction R&D, education, and outreach."



Gary Moore

Owner

*City Engineer (ret.)
City of Los Angeles*

"Recognized leader in the public infrastructure community, widely acknowledged for his service by designers, constructors, and the public."



James Moore

Contractor

*Vice President
Greenman-Pedersen, Inc.*

"Outstanding executive leadership as an advocate and exemplar of construction and design principles while advancing innovative management and contracting methods."

HONORING THE BEST

Class of 2024 Inductees



Lucian Niemeyer

Service

CEO

Building Cyber Security

"Superb executive leadership and technical excellence in both the military and private sectors."



Nancy Novak

Contractor

Chief Innovation Officer

Compass Datacenters

"Recognized executive leader who has made contributions to the construction industry through peer and media recognition, board and advisory positions, and roles as a panelist and speaker."



Henry Nutt

Service

Preconstruction Executive

Southland Industries

"A critical role model in the industry, advocating for training, diversity, and inclusion of tradespeople, and equipping newcomers with essential life lessons and lean practices."



Doug Omichinski

Contractor

Corporate Manager of Construction and Principle Vice President

Bechtel

"Outstanding contributions to the implementation of best practices and technological innovations in the construction industry."



Luisa Paiewonsky

Owner

Director, Center for Infrastructure Systems and Technology

U.S. Department of Transportation

"Distinguished leader in public sector infrastructure planning, design and construction at both the regional and national level."



Marjorie Perry

Contractor

President, CEO, and Owner

MZM Construction and Management

"Creative problem solver in business development and management, serving as a role model for women and people of color, with excellent presentation and communication skills."

HONORING THE BEST

Class of 2024 Inductees



Bruno Ramos

Designer

*Founder and President
BEA Architects Inc.*

"Executive leader who has transformed the design and operation of ports and cruise ship terminals globally through highly innovative designs."



Valerie Roberts

Contractor

*Chief Business Officer
Longview Fusion Energy Systems, Inc.*

"Outstanding leadership in project development and management of highly complex, large-scale nuclear facilities, alongside mentoring and developing diverse talent."



Maja Rosenquist

Contractor

*Senior Vice President
Mortenson*

"Extraordinary leadership in the design-build construction industry and advocacy for a more robust, diverse, and equitable workforce."



Bradford Russell

Designer

*Director of Architecture/Engineering
BR Architects, Inc.*

"Pioneering executive leadership as an architect, engineer, and patent-holding inventor improving the construction industry."



Paul Sarlo

Contractor

*COO
Joseph M. Sanzari, Inc.*

"An accomplished professional engineer, construction executive, and public official focused on infrastructure projects including highways, roads, bridges, and utilities."



Jerald Schnoor

Academic

*Professor and Allen S. Henry Chair in
Engineering
University of Iowa*

"A distinguished academician/researcher and engineer, globally recognized for contributions to Civil and Environmental Engineering."

HONORING THE BEST

Class of 2024 Inductees



Carey Smith

Designer

*Chairman, CEO, and President
Parsons*

"A visionary leader strategically utilizing technology to advance critical infrastructure globally while fostering professional growth within the industry."



Les Snyder

Contractor

*Executive Vice President,
Infrastructure Construction
Brightline West*

"An accomplished executive leader and advocate for alternative project delivery methods and developing talent for next generation leadership and workforce."



Laura Stagner

Owner

*Principal
Stagner Consulting*

"Distinguished executive career as one of the most senior women in public/government design and construction who has driven numerous contributions to the industry."



Jack Toellner

Owner

*Manager
Toellner Consulting, LLC, Exxon/
Mobil (ret.)*

"Outstanding and innovative owner-focused executive-level safety leadership in project and program management at one of the largest corporations in the world."

HONORING THE BEST

Class of 2024 Inductees



Luis Tormenta

Contractor

*Principal Partner
Laland Baptiste, LLC*

“Highly accomplished leader in large public and private design and construction industry agencies and firms, recognized for his consistent contributions and commitments to the industry.”



Wendy Venoit

Service

*Member and Shareholder
Cozen O’Conner*

“Acknowledged visionary legal expert and educator, who contributes expertise to various industry organizations and higher education.”



Gina Walsh

Service

*Deputy Director
International Association of Heat & Frost Insulators LMCT*

“Industry trailblazer with significant impact as a tradeswoman and public official.”

HONORING THE BEST

NAC 2024 Academic Scholarships, Supporting Our Next Generation of Leaders

For the fifth consecutive year NAC has awarded academic scholarships to deserving students. The past year also represents the third time NAC has partnered with the ACE Mentor Program to provide additional scholarships to ACE student participants. The Scholarship Committee oversees both the NAC and the ACE scholarship selections.

NAC SCHOLARSHIP RECIPIENTS



Aidan Behilo

Worcester Polytechnic Institute,
Wayne A. Crew NAC Scholarship



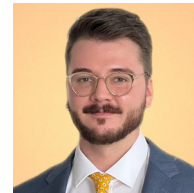
Larissa Cavalcante

New Jersey Institute of Technology,
Paul Boulos NAC Scholarship



Justice Flora

Pennsylvania State



Chad Holobetz

Manhattan University



Kiana Mokrian

Stanford University



Alexa Rademacher

University of Wisconsin Madison



Mackenzie Schmader

Arizona State University



Elise West

University of Florida

NAC/ACE SCHOLARSHIP RECIPIENTS



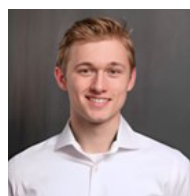
Viviana Alatorre

City College of New York



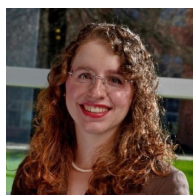
Henry Conde

Rowan University



Arkin Si

Rice University



Cate Stinger

University of Toronto

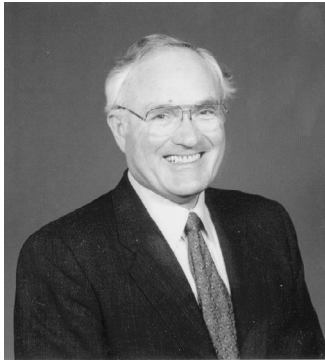


Adeline Leung

Stanford University

HONORING THE BEST

Remembering and Celebrating the Individuals and Careers of those Members Who Departed in 2024



Walt Bell
(Inducted 2003)



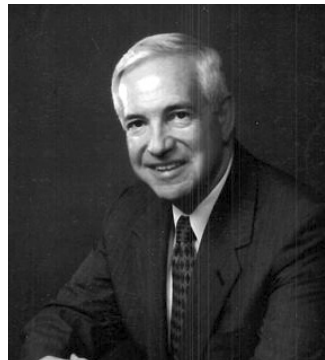
Lou Cabano
(Inducted 2016)



Keith Dodson
(Inducted 1999 Charter Member)



Pat Galloway
(Inducted 2005)



Gary Jones
(Inducted 1999 Charter Member,
Past Chair)



Dick Kibben
(Inducted 2000)



John Kolaya
(Inducted 2018)



Ed Smith
(Inducted 2021)

NAC COMMITTEE REPORTS



ASK ME ANYTHING WEBINAR SERIES

BURÇIN BECERIK-GERBER & SUSAN BOGUS

The purpose of the Ask Me Anything (AMA) webinar series, led by Burçin Becerik-Gerber and Susan Bogus, is to transfer the career knowledge of NAC members to the next generation of construction leaders. Drs. Becerik-Gerber and Bogus serve as moderators of the series.

Arizona State University, the University of Florida, and the University of Colorado-Boulder graciously sponsor the series. Through the first 46 AMA webinars, the program has created 3,343 unique connections (each connection can host multiple viewers) and over 6000 views on NAC's YouTube channel, including over 1,500 in 2024.

Each webinar features an NAC member who highlights her/his career and then answers questions from the student attendees. Featured NAC members in Spring 2024 (with the theme "Sustainability") and Fall 2024 (with the theme "Entrepreneurship") included Sarah Slaughter, Khaled Naja, Luciana Burdi, Doug Morton, Marjorie Perry, Marco Campos, and Paul Foster.

Each webinar provides the opportunity for one participating student to be awarded a \$500 scholarship. To be considered for the scholarship, the student must submit a question to the featured speaker. Scholarships were awarded to students at University of Colorado at Boulder, Oklahoma State University, Purdue University, University of New Haven, Rutgers University, Pennsylvania State University, and Catholic University of America.

Attendee registration for each webinar has consistently grown since the series inception. Over 3,500 registrants currently receive information each about upcoming Ask Me Anything webinars. Multiple faculty members have used the AMA webinar archive recordings to assign homework and for professional development of university students. The AMA webinars are available on the [NAC YouTube channel](#).

NAC COMMITTEE REPORTS



AWARDS COMMITTEE

JAMEY BARBAS, CHAIR

The NAC Awards Committee selected and presented the Ted C. Kennedy Award and Medal, the Richard L. Tucker Outstanding Service Award, and the Recognition of Special Achievement Award at the Annual Meeting in San Antonio.

The Academy established the Ted C. Kennedy Award and Medal in 2011. The highest honor NAC bestows, it recognizes an individual for outstanding contributions over a career that have immeasurably improved the design and construction industry. Ted C. Kennedy, the award namesake, was an Academy charter member. The award criteria are based on his character, and includes a recipient's measure regarding people, ethics, innovation, education, generosity, and local and national involvement. This year NAC recognized Michael K. Loose with the award. Mike is retired and previously worked for Parsons as the Corporate Operations Officer and earlier oversaw Parsons' global infrastructure and environmental services for federal government clients. Vice Admiral Mike Loose had a long and distinguished career in the U.S. Navy. His final assignment was as Chief of Naval Operations for Fleet Readiness and Logistics.

The Richard L. Tucker Outstanding Service Award has been presented since 2020 to an individual whose support of NAC over a sustained period has enabled the Academy to grow and prosper. It is named in honor of NAC's founder, Richard Tucker, who personally led the establishment of NAC in 1999. This year NAC recognized Lillian C. Borrone. Lillian is past chair of the Eno Center for Transportation in Washington, D.C. She retired from the Port Authority of New York and New Jersey as assistant executive director, where she advised the Authority on international trade and development, real estate from maritime, aviation, and mixed-use development projects, and transportation capital management. She has served on the boards of several public and private companies and is a member of the National Academy of Public Administration and the Maritime Association Hall of Fame.

The recognition of Special Achievement Award is in its third year. The Academy presents the award to highlight creativity, innovation, vision, and accomplishments to practitioners in the engineering, design, and construction industries. The award demonstrates NAC's commitment to build and grow broad public knowledge and support for special project achievements and their effects on the built environment and safety. The Academy selected the U.S. Army Corps of Engineers (USACE) Sacramento District's Isabella Dam Safety Modification Project as the recipient of the Academy's 2024 Recognition of Special Achievement Award.

NAC COMMITTEE REPORTS



COLLABORATION COMMITTEE

MIKE LOOSE, CHAIR

The Collaboration Committee is a great Team and worked hard in 2024. They were creative, readily shared their perspectives and ideas, challenged each other, and quickly came to consensus to operationalize the NAC Mission and Vision to share NAC's collective knowledge, experiences, and expertise to help the Nation by driving improvements in the Construction Industry and to increase the visibility and strategic impact of our Collaboration Partners.

The Committee deepened its relationships and robust network of collaboration partners through the outstanding leadership of Pete Marshall with the National Academy of Public Administration (NAPA); Mark Handley and Heather Wishart-Smith with the Society of American Military Engineers (SAME); Mike Loose and Terry Neimeyer with the American Society of Civil Engineers (ASCE); Edd Gibson with the National Academy of Engineering (NAE)/Board on Infrastructure and the Constructed Environment (BICE); Richard Anderson with the Chartered Institute of Building (CIOB); Howard Ashcraft with the American College of Construction Lawyers (ACCL); and Carlos Caldas with the Construction Industry Institute (CII).

Some notable 2024 successes include:

- Strongly promoted NAC Knowledge throughout our Collaboration Partners' organizations
- Assisted NAPA in the development of the report entitled Disaster Resilience: Addressing Modern Housing and Infrastructure Resiliency Challenges
- Established proactive relationships with SAME Construction and Young Professional Communities of Interest
- Supported ASCE's Board of Direction, Industry Leaders Council, Committee on Sustainability, and Construction Institute
- Strengthened partnership with NAE, BICE, and the Federal Facilities Council (FFC). Seven NAC members are on the BICE and an NAC member is the Chair of the BICE and of the FFC.
- Supported CII to update its zero accident techniques

In 2025, Mark Handley will serve as the Vice Chair. We will accelerate our collaboration engagements and support NAPA in their Phase II Studies; support SAME at their major conferences and serve on their Executive Advisory Group; serve on the Engineering Workforce Consortium led by ACEC, ASCE, and APWA; BICE and the FFC will host one of NAC's Safety Symposia; and several ACCL and CII initiatives.

NAC COMMITTEE REPORTS



COMMUNICATION & MARKETING COMMITTEE

SANDY HAMBY, CHAIR

Led by Chair Sandy Hamby and Vice Chair Palmina Whelan, the committee expanded its membership and made significant strides in long-term planning and short-term implementation. A key achievement was the adoption of Touchplan for the NAC Calendar, providing a centralized platform for all committees to organize events. Following training in November 2024, all committees are now utilizing Touchplan.

The committee also continued to work with NAC staff to enhance LinkedIn® as a communication tool, resulting in steady growth and demonstrable results. With support from the Committee, NAC purchased Animoto® to help with marketing and graphics in this regard.



NAC COMMITTEE REPORTS



DEVELOPMENT COMMITTEE

MAGGI WALKER, CHAIR

NAC had an outstanding year of development as a result of generous donors, ambitious fund raisers, and clear support opportunities. Each of the NAC standing committees delivered against their strategic initiatives, which gives the Development Committee much to share and connect with possible donors. The work of the Development Committee is fundraising in support for the NAC strategic plans (excludes funds raised from dues and fees paid for events). Development is shifting from year to year giving towards building relationships to provide a more sustainable ongoing fund-raising culture. Much appreciation goes to the donors and the fundraisers who achieved our 2024 outcomes.



NAC COMMITTEE REPORTS

FUNDRAISING GOALS 2025

SOURCE	2023	2024	2025 GOAL
GENERAL	\$129,062	\$86,448	\$130,000
ANNUAL SPONSORS	125,000	99,500	465,000
ANNUAL MEETING	35,000	106,646	50,000
AUCTION (NAC PORTION)	\$247,053	268,101	330,000
SCHOLARSHIP	5,000	75,305	25,000
TOTAL FUNDS RAISED	\$541,115	\$636,000	\$1,000,000

Operational execution in 2024 included:

- Training of fund raisers
- Documenting of fundraising processes
- Implementing creative ways to connect with members (touches) to demonstrate what NAC is doing and the impact that work is having on industry and the country
- Implementing a membership database (NEON) to support members and fundraising
- Creating specific opportunities to give

Our focus in 2025 is to:

- State a more compelling case for support
- Engage a broader group to fund raise
- Segment our membership to better target value for giving
- Deliver a successful auction

None of what has been accomplished is done without you. We want to take this opportunity to show appreciation of the great work done by NAC members and staff whether it be reaching out to members for donations or contributing financially in support of the NAC strategic plan.

NAC COMMITTEE REPORTS



ENDOWMENT FUND INVESTMENT COMMITTEE

RICH SCHRADER, CHAIR

The Endowment Fund Investment Committee welcomed two new committee members in 2024, Sandra Benson and Mike Blount. Greg Gidez agreed to replace Steve Thomas as Vice Chair; Steve will remain on the Committee and Rich Schrader will continue as Chair.

The Committee finalized its Investment and Operating Statement which was approved and adopted in May by the Executive Committee. The Committee continued to monitor Merrill Lynch on the self-managed part of the NAC portfolio. The Committee made minor adjustments during the year in asset allocation. Overall, the Merrill Lynch portfolio represents a posture of moderate risk combined with future growth potential.

Edd and Rich also approached the Austin Community Foundation to gain more flexibility in directing its asset allocation and income distribution. Additional efforts will be made in 2025 with ACF to achieve that goal.

Account balances reflect the beginning balance on January 1, 2024, and ending balance on December 31, 2024.

ACCOUNTS	MERRILL LYNCH	ACF - NAC01	ACF - NAC02	TOTAL
BEGINNING BALANCE	\$432,497.81	\$457,779.53	\$ 144,023.65	\$ 1,034,300.99
FEES	\$ (4,700.45)	\$ (4,060.91)	\$ (1,277.47)	\$ (10,038.83)
WITHDRAWALS	\$ -	\$ (19,100.00)	\$ (6,000.00)	\$ (25,100.00)
INTEREST/DIVIDENDS	\$23,602.11	\$ 12,418.16	\$ 3,907.02	\$ 39,927.29
GAINS/LOSSES	\$20,654.98	\$ 28,764.98	\$ 9,048.39	\$ 58,468.35
CASH DEPOSITS	\$50,000.00	\$ -	\$ -	\$ 50,000.00
ENDING BALANCE	\$522,054.45	\$475,801.76	\$149,701.59	\$ 1,147,557.80

NAC COMMITTEE REPORTS



EXECUTIVE INSIGHTS

JERRY EYINK, CHAIR

The Executive Insights Program captures the knowledge, experience, and wisdom gained through individual NAC members in their leadership roles in the construction industry. In essence, the Executive Insights Program “looks into the head of experienced construction industry decision makers.” Sue Steele serves as vice chair of the committee as we move into 2025. The Executive Insights Program execution plan for 2024 included three main areas of focus:

1. Quality content that is relevant. Total published “Executive Insights” and released “Get The kNACK” podcasts grew to 260 during 2024. This includes 204 Executive Insights and 56 “Get The kNACK” specific Insights.
2. Expand the authors of NAC Knowledge, to represent the diverse wisdom of NAC membership, which includes stakeholders from all areas within the construction industry. To date, 81 NAC members have shared their wisdom by being Executive Insights authors or “Get The kNACK” podcast guests.
3. Expand NAC Knowledge distribution. NAC Knowledge needs to be shared with NAC’s collaboration partners, the academic community, industry organizations and the general industry. Members can also share through their personal networks and organizations.

The Executive Insight Program is providing very positive momentum for the NAC brand and the program continues to grow. This momentum is demonstrated by three key Executive Insights metrics:

- 112% growth of “Get The kNACK” podcast downloads for Year 2024 Program to-date compared to Year 2023 Program to-date.
- In October, “Get The kNACK” reached a milestone, celebrating its 5,000-podcast download.
- “Executive Insights” have exceeded 15,000 reads on select Insights, with many Insights having over 1,000 reads.

New NAC members are challenged to share one key insight that helped drive their career success. We never know how important these insights can be on someone, or which one will have the power to change someone’s career (or life) for the better.

Please contact Committee Chair Jerry Eyink (jerryeyink@sbcglobal.net) or another committee member to get additional information on the Executive Insights Program or on NAC Knowledge.

NAC COMMITTEE REPORTS



FINANCE COMMITTEE

SAM SLEIMAN, CHAIR

The calendar year (CY) 2023 audited financial statements are included at the end of this annual report. The complete audit report can be obtained by contacting the NAC office. For CY 2023, Total Revenues were just over \$1,130,000 while Total Expenses totaled \$1,126,000 for a net gain of about \$4,000. Total assets increased by almost \$44,000 driven largely by gains in NAC’s investment accounts as well as the small net operating gain for the year. The three-year average for sources and uses of funds is given below.

Sources and Uses of Funds, three-year average, 2021-2023

SOURCES	\$	%	USES**	\$	%
ANNUAL MEETING CONF. FEES	\$263K	29.3	PROGRAMS	\$706k	77.8
AUCTION*	\$241K	26.8	G&A	\$176k	19.4
DUES	\$150K	16.6	DONATIONS	\$26k***	2.8
INDUSTRY SPONSORSHIP	\$130K	14.4			
INDIVIDUAL GIFTS	\$92K	10.1			
INVESTMENT	\$25K	2.8			
TOTAL	\$901k		TOTAL	\$908k	

* Auction includes 27% restricted scholarship funds
** Includes allocated salary and expenses
*** Donations to organizations like ACE Mentor Program for Scholarships

CY 2024 was more robust than 2023. The introduction of a new development plan/activities, focus on strategic planning, strong leadership for the Annual Meeting in San Antonio, increased focus on communication and marketing, and stronger economy were positive influences on growth in CY 2024. The new full-time President/ CEO moved into his second year and brought more time and new energy toward fundraising and programs. Expenditures increased as the Academy celebrated its 25th Silver Anniversary and added staff and program expenditures. Contributions from the NAC membership in 2024 exceeded the previous year and investments showed an increase of \$141,000, which resulted in an unaudited year-end net income of \$46,900.

Thanks to the members of the Finance Committee for their work in 2024. We will miss Pat Galloway as a member.

NAC COMMITTEE REPORTS

Unaudited year-end 2024 financial results (approximate)

2024 REVENUE (UNAUDITED)	SOURCE	AMOUNT
	MEMBER DUES	\$226,500
	MEMBER CONTRIBUTIONS	\$86,400
	CORE PARTNERSHIPS	\$84,500
	CORPORATE PROGRAM SPONSORS	\$126,700
	AUCTION	\$268,100
	ANNUAL MEETING REGISTRATION	\$298,300
	INVESTMENT AND REFUNDS	\$28,900
	TOTAL	\$1,119,400
2024 INVESTMENT INCOME (UNAUDITED)		\$141,000
EXPENSES	SOURCE	AMOUNT
	BUSINESS EXPENSES	\$22,100
	CONTRACT EXPENSES	\$67,800
	OPERATIONS	\$2,200
	PROGRAM	\$93,100
	DONATIONS	\$13,500
	UT EXPENSES (INCLUDES SALARIES)	\$516,500
	TRAVEL	\$5,300
	ANNUAL MEETING	\$405,000
	TOTAL	\$1,125,600
2024 INVESTMENT EXPENSES (UNAUDITED)		\$87,900
NET INCOME (UNAUDITED)		\$46,900

NAC COMMITTEE REPORTS



MEMBERSHIP COMMITTEE

BILL SEED, CHAIR

The Academy inducted its largest class of 43 new members into NAC at the 2024 NAC Annual Meeting on October 10 in San Antonio, TX. Maintaining the rigorous process to ensure that only the “best of the best” are inducted, membership to the Academy begins when a current member submits a prospect for consideration or a nomination to the membership committee. Following a thorough review and vetting, including solicitation of comments from all Academy members, initially at the subgroup level, the NAC Membership Committee then selects final candidates for the annual ballot. The election is made by the general membership.

Special thanks go to Membership Committee chair, Bill Seed, and vice chair, Chris Burke, and especially subgroup leaders, Monisca Alcantara, Manish Kothari, Christine Merdon, Maria Guy, and Chimay Anumba for the committee’s thoughtful and complete candidate analysis. Their work with staff simplified and improved the nomination process and led the Academy’s prospects into the election process.

It is the obligation of each Academy member to participate in the identification of potential new members. A member recommending a prospect to the Academy will provide, at a minimum, the reason(s) the prospect should be considered for membership and a two-page resumé. Prospects are then considered by the Membership Committee’s five subgroups: Owners; Designers / Architects / Engineers; Contractors / Construction Managers; Services (consultants, labor, attorneys); and Academics/Researchers.

Subgroups use the submitted information initially to rank prospects against 9 specific criteria. Nomination packages are then secured for the top prospects along with comments from the general membership. With the official nomination, references, and comments, the subgroups then complete final rankings. Generally, the top ranked prospects in each subgroup are moved to the ballot. The remaining slots on the ballot are filled by agreement among the full Membership Committee.

As stated in the NAC By-laws, Section 3.6, membership qualifications are:

- Industry leaders whose present or past professional careers over a period of years have demonstrated outstanding contributions to the effectiveness of the industry.
- A demonstration of high personal integrity and wide recognition of the person’s work by their industry peers.
- Achievements may be in productivity, technology, academic excellence, safety, executive leadership, working relationships, communications, labor relations, and other industry areas

NAC COMMITTEE REPORTS



SAFETY COMMITTEE

TONY LEKETA, CHAIR

The Safety Committee continued its work to organize and conduct a second series of "Embedding Safety Culture in Undergraduate Education" symposia in 2025. The second round of symposia will be conducted at four universities led by members of NAC (University of Southern California, Oregon State University, Purdue University, and North Carolina State University), with a fifth symposium to be conducted in conjunction with the Board of Infrastructure for the Constructed Environment (BICE) of the National Academy of Engineering and led by Cameron Oskvig with sponsorship by Virginia Tech. This symposium is a logical follow-on to the Committee's work engaging NAE and BICE on safety culture concepts.

The Committee experienced positive outcomes from the first round of symposia, which concluded in 2023. Two institutions have taken action to create programs focused on construction safety (a minor at NJIT and a degree program at Virginia Tech), and a third inviting NAC to speak at a meeting of students, faculty and department head advisers on the subject of "Safety Culture." In December, ENR published an article on the symposia and follow-on activities by educational institutions.

Working with the Communications and Collaboration Committees, the Safety Committee is looking for opportunities to advertise NAC's work in safety. With leadership by the Safety Committee, NAC took a position supporting replacing hardhats with helmets, endorsing an industry-wide shift from hardhats to helmets by publishing a letter to the editor for an edition of ENR devoted to the subject. This effort was followed by an additional Viewpoint article in ENR from Ken Arnold focused on "Safety Culture." Another major emphasis area for the Committee was "Mental Health and Suicide Prevention" in the construction industry. In 2022, there were more than 6000 deaths by suicide among construction workers. A subcommittee led by Christine Merdon is determining a course of action for NAC with the potential for a joint NAC-NAE workshop late in 2025.

Other on-going initiatives by the Safety Committee included:

- Continued publication of Executive Insights in the Safety Culture Series (thanks to David O'Connor and authors).
- Determining an appropriate approach to providing academic institutions case studies for their use in emphasizing the importance of safety culture (led by Ken Arnold).
- Creating a "Safety Moment" repository (led by Deb Grubbe).

The Safety Committee had three excellent speakers at their meetings last year:

- Dan Johnson, NAC, CEO Mortenson – "2024 Construction Safety Week"
- Dan Wakerley, CEO, Pillar – "Impact of Fatigue in Construction"
- Cal Beyer, Sr. Director SAFE Workplaces – "Major Mental Health Initiatives in Construction"

Tony Leketa will continue to serve as chair in 2025 and Deb Grubbe will serve as Vice Chair.

NAC COMMITTEE REPORTS



SCHOLARSHIP COMMITTEE

MIKE GARVIN, CHAIR

NAC's members continue to make a difference in students' lives as they pursue their degrees in construction related fields and graduate to begin a career in the construction industry. In 2024, 17 members of the Scholarship Committee improved the application and selection process for NAC scholarships. The committee selected eight outstanding NAC scholarship awardees, including the Wayne A. Crew Scholarship and the Paul F. Boulos NAC Scholarship awardees, for the 2024-25 academic year. This year's NAC Scholars were once again well rounded, and each received a scholarship award of at least \$5,000 with all awards totaling \$60,000. Seven of the eight recipients attended the NAC Annual Meeting in October in San Antonio, TX.

The committee also worked with the ACE Mentor Program to select and administer \$30,000 in scholarship funding to students actively involved in ACE. Six additional 2024 NAC-ACE scholarship recipients were selected to receive this funding. This was the final year of the NAC-ACE partnership, and this relationship has proven very effective and productive.

My thanks to the members of the Scholarship Committee for their engagement and commitment to the success of the committee and the impact that they have on the student applicants who are rising leaders in the construction industry. I would particularly like to thank Andy Ciancia for serving as vice chair. Andy and I will continue in these roles in the 2024-2025 academic year. I would also like to recognize Sabrina Kanner for multiple years of dedicated service to the committee as she rolls off the committee this year. Also, thanks to member John Kolaya who served many years on the committee before his passing in early 2024.

The Scholarship Committee looks forward to another successful year as we identify the next cohort of scholarship recipients.

NAC COMMITTEE REPORTS



STRATEGIC PLANNING COMMITTEE

JIM PORTER, CHAIR

2024 was a busy year for your Strategic Planning Committee (SPC). The 2023 Update process was completed and NAC's strategic planning process formalized and initiated. Process health and continuous improvement checks are being made several times a year and positive impacts on operational effectiveness and focus are being realized.

The industry survey process to identify NAC impact opportunities was finalized and piloted. The pilot identified 3 primary areas as more likely to offer focused improvement opportunities in the next 3-5 years: Workforce development, all categories; Laws and Regulations; and Speed of execution. They are being processed for baselines and input to the formal process launch planned in 2025. An over-the-top influence of AI was noted.

A new process was added in 2024 to have the SPC co-chairs meet regularly with the chairs of each committee to identify how the planning process was working within the committee and to gain valuable feedback.

Pat Natale and Jim Porter continue to co-lead the committee which welcomed 7 new members in 2024.

STRATEGIC PLAN

MISSION

The Academy honors outstanding construction industry leaders and shares their collective experiences and expertise to help the Nation by improving their industry.



VISION

To drive improvement in the construction industry through sharing our collective knowledge and expertise.



10YR VISION

NAC Knowledge used industry-wide
NAC financially sustainable

YEAR 1 PLAN AND ACTIONS:

- Identify most valued participation opportunities
- Prepare and implement formal business and fundraising plans
- Continue establishing collaborative, innovative relationships
- Understand how to improve NAC's visibility, image and brand
- Design process to identify transformational opportunities
- Formalize strategic planning and metrics processes

3-5 YEAR PLAN AND ACTIONS:

GROW:

- Membership and Participation Opportunities
- Financial Support Base
- Industry Presence/Impact

CREATE & LEVERAGE:

- Construction Safety Culture
- NAC Knowledge
- Capability to Convene National Interfaces

INCREASE:

- Future Industry Leaders Support
- Organizational Breadth and Diversity
- Awareness of NAC Brand and Programs
- Financial Sustainability

STRATEGIC PLAN

GUIDING PRINCIPLES

The Academy will:

- Conform to the highest ethical and safety standards.
- Place the highest value on integrity and excellence.
- Establish relationships that are collaborative, creative, and innovative.

PERFORMANCE METRICS

- Membership growth, breadth, and diversity
- Member participation
- NAC Knowledge reach
- Scholarships awarded
- External exposures
- Financial sustainability
- Progress toward the vision



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2023 FINANCIAL AUDIT

NATIONAL ACADEMY OF CONSTRUCTION STATEMENTS OF FINANCIAL POSITION DECEMBER 31, 2023 AND 2022

	<u>2023</u>	<u>2022</u>
ASSETS		
CURRENT ASSETS		
Cash and Cash Equivalents (Note 2)	\$ 235,666	\$ 325,022
Accounts Receivable, Net of Current Expected Credit Losses of \$5,000 and \$7,000 for 2023 and 2022, respectively	22,750	24,698
Prepaid Expenses	15,115	7,274
TOTAL CURRENT ASSETS	<u>273,531</u>	<u>356,994</u>
INVESTMENTS		
Endowment Fund (Note 3)	432,498	337,012
Beneficial Interest in Endowment Fund Held by Community Foundation (Note 3)	457,780	417,263
TOTAL INVESTMENTS	<u>890,278</u>	<u>754,275</u>
TOTAL ASSETS	<u><u>\$ 1,163,809</u></u>	<u><u>\$ 1,111,269</u></u>
LIABILITIES		
CURRENT LIABILITIES		
Accrued Salaries and Benefits	\$ 9,253	\$ 7,378
Unearned Income	\$ 6,250	\$ -
TOTAL CURRENT LIABILITIES	<u>15,503</u>	<u>7,378</u>
TOTAL LIABILITIES	<u>15,503</u>	<u>7,378</u>
NET ASSETS		
Without Donor Restrictions:		
Undesignated	293,001	344,147
Board Designated	365,456	310,412
With Donor Restrictions	489,849	449,332
TOTAL NET ASSETS	<u>1,148,306</u>	<u>1,103,891</u>
TOTAL LIABILITIES AND NET ASSETS	<u><u>\$ 1,163,809</u></u>	<u><u>\$ 1,111,269</u></u>



2023

FINANCIAL AUDIT

NATIONAL ACADEMY OF CONSTRUCTION STATEMENT OF ACTIVITIES FOR THE YEAR ENDED DECEMBER 31, 2023

	December 31, 2023		
	Without Donor Restrictions	With Donor Restrictions	Total
REVENUES AND SUPPORT			
Donations and Sponsorships	\$ 239,062	\$ 7,500	\$ 246,562
Annual Meeting Registrations	295,615		295,615
Fundraising	282,054		282,054
Membership Dues	204,000		204,000
Investment Income(loss)	75,765	40,517	116,282
Other Revenues	25,962		25,962
Expiration of Use Restrictions	7,500	(7,500)	-
TOTAL REVENUES, GAINS, AND OTHER SUPPORT	<u>1,129,958</u>	<u>40,517</u>	<u>1,170,475</u>
EXPENSES			
Program Services			
Annual Meeting	502,162		502,162
Membership	188,800		188,800
Donations	106,935		106,935
Management and General	169,089		169,089
Fundraising Expense	159,074		159,074
TOTAL EXPENSES	<u>1,126,060</u>	<u>-</u>	<u>1,126,060</u>
CHANGE IN NET ASSETS	3,898	40,517	44,415
NET ASSETS			
BEGINNING OF YEAR	<u>654,559</u>	<u>449,332</u>	<u>1,103,891</u>
END OF YEAR	<u>\$ 658,457</u>	<u>\$ 489,849</u>	<u>\$ 1,148,306</u>



2023

FINANCIAL AUDIT

NATIONAL ACADEMY OF CONSTRUCTION STATEMENT OF ACTIVITIES FOR THE YEAR ENDED DECEMBER 31, 2022

	December 31, 2022		
	Without Donor Restrictions	With Donor Restrictions	Total
REVENUES AND SUPPORT			
Donations and Sponsorships	\$ 205,413	\$ 10,000	\$ 215,413
Annual Meeting Registrations	259,527		259,527
Fundraising	270,052		270,052
Membership Dues	129,000		129,000
Investment Income(loss)	(43,260)	(96,396)	(139,656)
Other Revenues		60	60
Expiration of Use Restrictions	(75,953)	75,953	-
TOTAL REVENUES, GAINS, AND OTHER SUPPORT	<u>744,779</u>	<u>(10,383)</u>	<u>734,396</u>
EXPENSES			
Program Services			
Annual Meeting	438,605		438,605
Membership	113,800		113,800
Donations	85,504		85,504
Management and General	216,497		216,497
Fundraising Expense	118,695		118,695
TOTAL EXPENSES	<u>973,101</u>	<u>-</u>	<u>973,101</u>
CHANGE IN NET ASSETS	(228,322)	(10,383)	(238,705)
NET ASSETS			
BEGINNING OF YEAR	<u>882,881</u>	<u>459,715</u>	<u>1,342,596</u>
END OF YEAR	<u>\$ 654,559</u>	<u>\$ 449,332</u>	<u>\$ 1,103,891</u>



2023

FINANCIAL AUDIT

NATIONAL ACADEMY OF CONSTRUCTION STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

	<u>2023</u>	<u>2022</u>
CASH FLOWS FROM OPERATING ACTIVITIES:		
Increase in Net Assets	\$ 44,414	\$ (238,705)
Adjustments to Reconcile Change In Net Assets to Net Cash Provided by Operating Activities:		
Gain (Loss) on Investments	(95,486)	38,961
Change in Beneficial Interest in Endowment Held by Community Foundation	(40,517)	96,396
(Increase) Decrease in Operating Assets:		
Accounts Receivable	1,948	10,302
Prepaid Expenses	(7,840)	21,695
Increase (Decrease) in Operating Liabilities:		
Accrued Salaries and Benefits	1,875	(11,014)
Unearned Income	6,250	-
TOTAL ADJUSTMENTS	<u>(133,770)</u>	<u>156,340</u>
NET CASH FLOWS FROM OPERATING ACTIVITIES	<u>(89,356)</u>	<u>(82,365)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
NET CASH FLOWS FROM INVESTING ACTIVITIES	<u>-</u>	<u>-</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
NET CASH FLOWS FROM FINANCING ACITIVITIES	<u>-</u>	<u>-</u>
NET DECREASE IN CASH AND CASH EQUIVALENTS	(89,356)	(82,365)
BEGINNING CASH AND CASH EQUIVALENTS	<u>325,022</u>	<u>407,387</u>
ENDING CASH AND CASH EQUIVALENTS	<u>\$ 235,666</u>	<u>\$ 325,022</u>
SUPPLEMENTAL DISCLOSURE OF CASH FLOW		
Interest Paid	<u>\$ -</u>	<u>\$ -</u>

2023 Audited Financial Statements
Valentine and Associates, CPAs, PLLC



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