

PUBLICATION DEADLINES

Publication deadline for the January, 2008 issue of the Phoenix Chapter Newsletter is December 21, 2007.

Articles and items of interest should be submitted to Darlene Moore at dablmo@hotmail.com or Alex Devereux at adevereux@itt-tech.edu.

We welcome member articles and ideas/suggestions.

INSIDE THIS ISSUE:

Chapter News	1
President's Message	2
Chapter Officer Contacts	3
The Code Corner	4
National CSI News	7
Board Minutes	8
The Reference Library	11
Committee News	11
Puzzle Solu-	11
Fun Page	12

CHAPTER NEWS



Knowledge for Creating & Sustaining the Built Environment
CSINet - Home of The Construction Specifications Institute



2007 Holiday

Come celebrate the holiday season "On the Links" at the 2007 CSI Phoenix Holiday Party to be held at the Moon Valley Country Club.

There will be no presentation this evening, so come, relax, have a drink and a great meal, and enjoy the company of great friends.

And the best part of the deal is that all CSI members can attend AT NO COST! There will be drawings held throughout the evening, so you just might leave with a little something extra!

We have reserved a private room for our event, so we are requesting that reservations be made on or before December 10th to ensure a properly sized room. RSVP to The Reference Library at 602-258-7499.

SPECIAL REQUEST:

We are seeking donations for gifts to be given away through a number of drawings to be held throughout the evening. These can be anything from bottles of wine, to gift baskets, to gift certificates. All donators will be given recognition at the time of drawing for their donated gift.

Date	Wednesday, December 12, 2007
Place	Moon Valley Country Club 151 West Moon Valley Drive Phoenix, AZ 85023 Phone: (602) 375-8174 Directions: Http://www.moonvalleycc.com/directions.php
Time	6:30 PM - Social hour 7:30ish to 9:00 PM - Dinner
Cost:	Members: FREE Guests: \$40.00

Visit the New Phoenix Chapter Website!!

We would like to thank James Motley for an outstanding job of revamping the Phoenix Chapter Website! If you haven't already done so, check it out at <http://csiphoenix.org>.

PRESIDENT'S MESSAGE

*Ronald L. Geren, CSI, CCS, CCCA, AIA, SCIP
RLGA Technical Services
Phoenix Chapter President*

The Chapter Holiday Party

It's hard to believe that we're approaching the halfway point of the Chapter's fiscal year. But, with this milestone is the Chapter's annual holiday party. This year we're continuing the party program we developed last year, which proved to be a great success. The schedule includes a cocktail hour and full dinner that will be momentarily interrupted to raffle off a myriad of donated party gifts. The event should be a time of social interaction with fellow members, their spouses and/or guests. See the program information about the details for time, location, and donations.

Membership

Over the past couple of years, the Chapter's membership has dropped over 10%. There is no clear reason at this point, but I hope to institute an exit survey that should reveal the reason(s) why a member decided to leave the Chapter. Knowing this information will, 1) allow us to address the immediate concerns of the departing member and see if there is a solution that will possibly change their mind, and 2) identify areas that need special attention to mitigate the departure of other members for the same reasons. Although this sounds great on paper, it may

take some time getting the program implemented and show any appreciable results. But there are a couple of things that current members can do to help the Chapter with its current membership woes.

The first is to let the Chapter leadership know about problems or issues that either you may have with the Chapter, or may have heard from a fellow member. Not every problem will have a quick and easy fix, or even a fix at all, but it is difficult to address a problem if the people responsible for fixing it don't know about it. When presented a problem, I can assure you that the Chapter Board will make every attempt possible to address it. However, to modify P.T Barnum's quote, *you can please some of the people all the time, and all of the people some of the time, but you can't please all of the people all of the time.*

The second is recruitment of new members. As CSI members, we're constantly interacting with other players in the construction industry; this interaction is an excellent opportunity to promote CSI. When I talk or meet with a new product representative, one of the first questions I ask is "Are you a CSI member?" And if the answer is "no," then I give them my CSI spiel (if I'm willing to hear their marketing information, they should be willing to hear to mine).

Members are the lifeblood of the chapter; it's not just the money from dues, but the participation, the exchange of information and new ideas, and the expansion of knowledge within the construction industry that come with membership that make the Chapter an active

Speaking of participation...

Board Elections

In March 2008, the Chapter will hold its elections for new board positions. This is an excellent opportunity for those members who have an interest in expanding their involvement in the Chapter. Positions that will be open for nominations are:

- 2nd Vice President (Open to Professional members)
- Secretary
- Treasurer
- Professional Director (2008-2010)
- Industry Director (2008-2010)

If you have an interest in a position, but would like additional information about what the position's duties entail, either contact the incumbent or me. A formal nomination committee will be established in January, so a decision to run for a position is not required immediately, but this is a good time to start thinking about it and become fully informed.

Continued on page 3

**Board Elections
are open for
nomination. A
formal nomination
committee will be
established in
January, 2008.**

President's Message (continued)

Continued from page 2

The date is set, and now, so is the location for the Region Conference

As previously reported, the Southwest Region Conference Committee set the dates for the conference for April 24th through the 26th. At its latest meeting, the committee has

selected the Tempe Mission Palms Hotel in Tempe, AZ to be the site of the conference. There is still much to plan and coordinate, but we ask that you set aside the dates and support the Chapter by attending the conference and take advantage of the many educational sessions that currently being developed.

Also, the committee will eventually be seeking sponsorships for many of the events, including the hospitality suite, trade show, awards banquet, and the show in general.

Chapter Officer Points of Contact

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FREE to CSI Leaders: NCS Version 4.0 Release

Dec 12, 2-3pm (EDT)

CSI leaders are invited to this FREE webinar to learn about the updated NCS Version 4.0, scheduled for release in January 2008.

Learn More: <http://www.mynewsletterbuilder.com/refer.php?s=106325553&u=17682121>

Register for this session: <http://www.mynewsletterbuilder.com/refer.php?s=106325553&u=17682122>

Webinar: How the Courts Interpret Specifications

December 18, 2-3:30 pm (EDT)

Specifications are contract provisions. Like any other portion of a construction contract that is unclear or unambiguous, a faulty specification often creates disputes, which then must be resolved by the courts according to basic rules of contract interpretation. Being familiar with these rules will not only help in understanding and using specifications, but will enable specifiers to do a better job of crafting clear, concise specifications and avoiding disputes.

Learn More: <http://www.mynewsletterbuilder.com/refer.php?s=106325553&u=17682126>

Register for this session: <http://www.mynewsletterbuilder.com/refer.php?s=106325553&u=17681826>

THE CODE CORNER

Where Have All The Specifiers Gone?

By Ronald L. Geren, CSI,
CCS, CCCA, AIA, SCIP

In 1961, folk singer and political activist Pete Seeger along with folk singer Joe Hickerson, adapted the words of a Ukrainian folk song to the tune of an old lumberjack song to create "Where Have All The Flowers Gone?" The cyclic lyrics lead to the death of soldiers in combat, and individual recordings of the song by the Kingston Trio and Peter, Paul, and Mary made it a popular anti-war song later in the same decade. But this article isn't about the politics of war, or even music for that matter. This article is about the apparent, and somewhat disturbing, decline in the number of experienced construction specifiers.

At the 2007 Specification Consultants in Independent Practice (SCIP) Annual Meeting just prior to the 51st Annual CSI Show and Convention, concern about the dwindling number of specification consultants was raised. A quick poll was taken by asking attendees to identify themselves within a certain age bracket. Most of the hands raised were in the 50-years-old and above categories. However, in the 35 to 49-year-old bracket, I could count the number on my hands (I include myself in that group...with a few years to spare). This disparity in numbers by age group either proves younger specifiers did not like Baltimore (the site of the meet-

ing), or there are fewer of them entering into this professional specialty. Risking displeasure of the Maryland Office of Tourism, I wish it were the former reason; unfortunately, it appears fewer people in the design industry are making the move to construction specifier, whether as an independent consultant or as a design firm employee.

But why the decline? Why are design professionals unwilling to move into this lucrative and highly satisfying career path? The answers are out there somewhere, but all we can do at this point is speculate. And until some hard data is collected and analyzed, the following theories will have to suffice.

Theory #1: Specification writing is viewed as boring technical writing, lacking the creativity inherent in building design. What nonspecifiers fail to comprehend is that the duties of a specifier extend well beyond the traditional role of technical writer. If you are a designer, a project architect or engineer, or a project manager, who do you typically go to for solutions to those tough technical problems? More than likely it is the specifier that you turn to. In a sense, any type of problem solving can be considered a creative process.

Theory #2: Design professionals do not want to limit themselves to a specialty. Many specifiers did not start their career writing specifications.

Generally, they began like most others as interns, drafting on the boards, coordinating document production, doing field observation, maybe advancing into project management, and somewhere along the way writing a few specifications. Specifiers have that well-rounded experience that gets them involved at all stages of a project--not just near the end of the construction documents phase when the specifications are usually written.

Theory #3: Specifiers do not earn the higher salaries or have the prestige that goes along with design or management. This is probably closer to being true than not. Some design firms hold their specifiers in high regard and compensate them accordingly. On the other end, some firms see the specifier's position as a necessary evil: sucking up overhead with little in return, but "hey, we gotta have specifications--it says so in our contract." And spread out somewhere in between lays the majority of the rest. However, the specifier can do more for the firm than just write specifications. In addition to tackling those hefty technical problems mentioned earlier, the specifier can assume many other roles, such as coordinator of in-house education and quality assurance manager. These additional duties take advantage of the specifier's experience and knowledge and apply them to the betterment of the employees

(Continued on page 5)

Why are design professionals unwilling to move into this lucrative and highly satisfying career path?

The Code Corner (continued)

(Continued from page 4)

and the firm. Of course, increasing duties without an equitable increase in salary is not going to make a happier specifier.

Theory #4: *The era of the specifier is coming to a close with the rise of Building Information Modeling (BIM).* The key to that fallacy is the “I” in BIM: information. Although still in its infancy, BIM is increasingly being promoted as a fully integrated system of software programs, capable of generating almost everything, including drawings, construction schedules, costs estimates, and, yes, specifications. The only difference between BIM and “Pre-BIM” is the timing of information integration. In Pre-BIM, the design begins by using 2D or basic 3D drawings; but as the project moves into the later phases of design, the specifier starts his task by filling in the blanks that designers have left until near the end. However, with BIM, many of those blanks need to be filled early in the process, otherwise a model can not be generated. Therefore, not only is the specifier still a vital part of the BIM team, but the specifier’s early involvement in the project increases significantly.

There are probably other theories in addition to those mentioned above, but these are the ones that appear to be the most discussed among online discussion groups, in meetings, and in general conversations among the participants in the industry. The next step in the process is to figure out how to change the situa-

tion. How do we get people in the current generation interested in the specifying profession so that there are replacements to fill the shoes of the older generation when they retire? The answer to that question involves design professionals as well as specifiers.

For employers, make the career path attractive. This is essential. Specifiers are definitely in need, and I know this as a fact. In the past two years I’ve been approached by five recruiting agencies representing architectural firms and three independent specifications firms about employment. Specifiers are busy, whether they are independent or in-house, so a market exists for full-time specifiers. However, successfully hiring an experienced specifier is great for the firm, and landing that ideal specification writing position is good for the specifier, but these matches will not solve the greater problem of a specifier shortage. Specifiers need to be grown from within the industry; and in order to do that, companies need to make the position of specifier something individuals want to do. As it currently stands, an experienced person with equal interest in specification writing or another firm position will likely go the way of salary, promotion, and recognition--and that is generally not the specification writer’s position.

For specifiers, make the most of the position you are in. Do not be the codger who sits all day in the back of the office amongst

shelves of catalogs and technical references. Get out and roam the office and see what is happening; mentor the interns, become indispensable as a resource during project development, be a leader in promoting quality construction documents. Once management sees value in the specifier and colleagues admire the specifier for his or her wealth of knowledge and experience, younger professionals will view the position of specifier as a respectable career path that they might consider.

For young design professionals, keep your options open. Few design professionals make it to the level of principal or owner of a design firm. For architects, even fewer attain status as a well known designer. For others, project management or a position outside of design (facility management, marketing, etc.) can be a suitable career choice. However, do not discount the specifier as a possible career move. Even if it does not suit your future goals, every design professional should spend some time writing specifications under the supervision of an experienced specifier--the successful architect or engineer is usually one with a well-rounded experience. Who knows, like “Mikey” in the cereal commercial, when you try it you might like it. And, as so many in-house specifiers have done, once they achieve that certain level of expertise, they start their own consulting businesses with great success.

(Continued on page 6)

The Code Corner (continued)

(Continued from page 5)

What makes a good specifier?

Well, the answer to that question is often debatable within the specifier community, but it can be boiled down to four general qualities:

Quality #1: Knowledge and understanding of what construction documents are. This can be acquired early on and throughout one's experience in the industry. The best place to start is working towards successful completion of the Construction Specifications Institute's (CSI) Construction Documents Technology (CDT) certificate exam. This certificate alone sets a solid foundation upon which one can build experience. This category includes understanding the purpose of construction drawings and specifications, being able to understand construction agreements and the roles and responsibilities of each party (legal issues), being familiar with document formats, and understanding the types and applications of the many project delivery methods.

Quality #2: Knowledge of how things go together, how they integrate, and how they work as a system. This can be acquired by working on the construction drawings, developing details and wall sections, as well as visiting project sites to see how buildings are really built. It is easy to specify this thing, that thing, and the other thing, but when you combine them into a building system, will they perform as they should? Will it keep water out? Will it save energy? Will it be low maintenance? Is it durable? Can the contractor build it?

Quality #3: Technical knowledge gained through an understanding of codes and standards and from skilled research. This can be acquired by working with the in-house or independent specifier and through continuing education. The construction industry is a developing and expanding realm. New materials, methods, and systems are constantly being introduced; codes and standards are regularly revised and updated; and roles and responsibilities change as insurers and lawyers meddle with the risk and legal aspects of the industry. The specifier is not a database that spits out information upon request--nobody can be a specialist in all the areas that a specifier must be familiar with--but they must know *how* and *where* to find the needed information.

Quality #4: Skill in writing and verbal communication. For a profession that focuses on writing, understanding the mechanics of grammar and spelling words correctly are basic characteristics. Unlike drawings, the specifications need to correctly and concisely describe project requirements in written form. Verbal communication is also elemental since much of the specifier's time is spent meeting with the designers to obtain the specific information needed to prepare the specifications, and to convey to them how the drawings and specifications need to be coordinated.

Those individuals who exhibit some tendency towards these qualities should be approached with the opportunity to assume the role of a specifier. I should emphasize that not all specifiers need to be degreed

architects or engineers. There is nothing mentioned in the four qualities above that indicates a degree is necessary--just a desire to learn what is necessary to perform the role, and to continue the learning process thereafter.

As the number of experienced specifiers continues to decline, the result will be deterioration in the quality of construction documents as inexperienced "specifiers" move in to fill the void. Unless design firms and other specifiers intervene and start nurturing the development of new specifiers, the final verse of that folk song--the one from which the title of this article is derived--will become very prophetic: "Oh, when will they ever learn?"

About the Author: Ronald L. Geren, CSI, CCS, CCCA, AIA, SCIP, is an Certified Construction Specifier, and is the principal of RLGA Technical Services located in Scottsdale, Arizona, which provides specifications and code consulting services to architects, engineers, owners, and product manufacturers. A 1984 graduate of the University of Arizona, Ron has over 23 years of experience with military, public, and private agencies. You can contact the author at ron@specsandcodes.com

NATIONAL CSI NEWS

Subject: **SpecGuy Announces CSI Certification Webinars**

Specification and education consultants **SpecGuy** announced they are launching a series of webinars to assist candidates preparing for Construction Specifications Institute certifications. These live web-based classes are intended for candidates who are not able to attend local CSI chapter review classes.

The **live weekly** webinar series:

- CDT One Week at a Time! - Starting January 7, 2008**
- CCCA One Week at a Time! - Starting January 15, 2008**

These webinars are in preparation for the national exams held at the end of March. Continuing education credit is available.

SpecGuy is an AIA/CES Passport Provider and an authorized MASTERSPEC® Trainer. They provide specification consulting and education program development to design firms and building product manufacturers.

For more information on SpecGuy's webinars: www.SpecGuy.com

For information and registration for CSI certification: www.CSINet.org

CSI to Offer CDT Exam Digitally

The Construction Specifications Institute (CSI) will begin offering its Construction Documents Technology (CDT) Certificate exam digitally in 2008.

“CSI is committed to providing quality certification programs to construction industry professionals,” said CSI Professional Development Director Peggy Kearney. “Moving to computer-based testing offers candidates increased scheduling flexibility and provides them with results before leaving the exam site.”

The CDT Program offers a comprehensive overview for architects, specifiers, contractors, contract administrators, manufacturer representatives and other industry professionals who write, enforce, manage or interpret construction documents. Certified CDTs can demonstrate their knowledge and understanding of the construction project cycle and the relationship between all members of the construction team.

CDT candidates will be able to choose from two exam timeframes in 2008: March 31-April 5 and September 22-27. Candidates will register for the exam through CSI (<http://www.csinet.org>) and then choose from approximately 400 test sites operated by Prometric in cities throughout the United States and Canada.

“Computer-based testing is now industry standard and offers many advantages over traditional paper and pencil exams—for both our chapters and the candidates,” said Kearney.

CSI plans to eventually offer all certification exams through computer-based testing, and to increase its online study resources. The CDT is a prerequisite for CSI's other certifications: Certified Construction Specifier (CCS), Certified Construction Administrator (CCCA) and Certified Construction Product Representative.

For more information or to register for the CDT exam, visit <http://www.csinet.org>.

BOARD MINUTES

MEETING MINUTES - Board of Directors

GENERAL

DATE: November 14, 2007
 TIME: 4:00 PM
 LOCATION: Airport Hilton, Phoenix

ATTENDANCE (P = Present; A = Absent)

COMMITTEE CHAIRPERSONS

Programs	Angie France	P
Membership	Alan Minker	P
Publications	Alex Devereux	A
Education	Joe Volinsky	P
Certification	Neil Davison	A
Technical	Tim Garver	P
Awards	Carlos Murrieta	A
Academic Liaison	Open	
Kenn Lockhart Fund	Neil Davison	A
Fundraising	David Spice	P
Imagination Cube	Tim Garver	P

OFFICERS AND DIRECTORS

President	Ron Geren	P
President Elect	Clark Benson	A
1st Vice President	Cary Stoneman	A
2nd Vice President	Andrea Grum	A
Secretary	Mary Grace Maglio	P
Treasurer	Teri Hand	P
Director P 06-08	Steve Smith	P
Director I 06-08	Tim Garver	P
Director P 07-09	Jorge Pierson	P
Director I 05-07	Bob Trimble	P
Past President	George Wadding	P

PROCEEDINGS

Meeting Opening: 4:05 PM by Ron Geren

Adoption of Agenda: Motion to accept by George Wadding, second by Teri Hand. Motion carried.

Minutes of Previous Meeting: Motion to accept October minutes by Teri Hand, second by Bob Trimble. Motion carried.

(Continued on page 9)

The next Board Meeting will be held on December 13, 2007 at 4:00 p.m. at The Reference Library.

Board Minutes *(continued)*

(Continued from page 8)

Treasurer's Report: Teri Hand

There are several stop payments outstanding for missing checks. These require an annual renewal at a cost of \$30. Checks are normally not honored after 30 days. Teri will check with bank as to their official policy for cashing outdated checks. Decision to renew stop payments will be deferred until that information is available. Motion to accept report by George Wadding, second by Bob Trimble. Motion carried.

Committee Reports

Programs: Angie France

Holiday party will be held at Moon Valley Country Club on December 14, cocktails at 6:30, Dinner at 7:00. Guest count is required 7 days prior; members will be free, \$40 for guests. The Airport Hilton is confirmed thru January.

Education: Joe Volinsky

Possible MasterFormat class in January, may keep as part of Conference program. Scheduling Let's Get Dirty program with Arizona Masonry Guild in spring.

Certification: Neil Davison (by Ron Geren)

Computer-based CDT testing will be held April 1; others will remain paper-based. Classes for CDT exam will be held prior to exam.

Fundraising: David Spice

We have a commitment from Vistal for the Golf Tournament if we want to return. Scheduled for the 3rd weekend in April. Will survey participants to determine whether there is interest in holding on Friday, rather than Saturday. Will donate some spots for sponsorship. Also looking at the Chili Appreciation Society of America for a fund-raising event.

I-Cube: Tim Garver

Have approached Tony Evans as a possible featured product sponsor.

Academic Liaison: Open

Looking for suggestions for person to fill chairmanship. Ron Geren will return to ASU to teach CDT. Possibility of a student chapter for ASU/ITT.

Membership: Alan Minker

Current membership is at 181, 1 new member. Looking to attract more architects and specifiers. Several committee members have moved on, need additional help.

Technical: Tim Garver

An email blast was done to solicit new members. Meeting had 5 new attendees, 4 solid participants. The "Heat Island Effect" will be profiled. The EPA and ASU websites have much information. The MVE Green Sheet will be promoted in the AIA Arizona "Just the Facts" publication.

(Continued on page 10)

Board Minutes *(continued)*

(Continued from page 9)

Awards: Carlos Murrieta (by Ron Geren)
The Outstanding Chapter Commendation for the past year is due January 15. At the last president's meeting with CSI directors, suggested that institute would like to see one nomination for a fellow from each chapter.

Publications: Alex Devereux (by Ron Geren)
The website is up and running, the newsletter is in process.

Kenn Lockhart: Neil Davison
No report.

Southwest Regional Conference: George Wadding
A decision on the venue will be made by next week. A tentative budget has been drafted. A 3-track program of CSI Boards/Committees, Technology and Project Management is planned for Friday and Saturday. A trade show will be scheduled for Friday from 12-5PM. Possible Product Rep Academy may be held. The chapters in the region are aware of the dates (April 24-26). Revenues will be split 50/50 with Institute. The Masonry Guild may conduct a Moisture and Masonry technical and hands-on workshop,

Old Business

Student/Retired Membership Dues – other chapters were surveyed for their fees. Will recontact Albuquerque with an active student chapter. A decision on fees will be tabled until next meeting.

NEXT BOARD MEETING

December 13 at 4:00 P.M. at The Reference Library.

Adjournment

Meeting adjourned at 5:30

Certification of Minutes

I certify that the Minutes presented here are a true and accurate representation of the proceedings to the best of my knowledge, information, and belief.

Respectfully presented

_____ Mary Grace Maglio, Secretary

END OF MINUTES

THE REFERENCE LIBRARY

The Reference Library conducts regular weekly breakfast and lunch meetings offering a wide range of information on various products and companies in the industry. Breakfast and lunch is provided and there is no charge for the seminars. Check out their website at <http://www.thereferencelibrary.com/main.htm> for more information. The Reference Library is located in Phoenix, Mesa, and Scottsdale.

Phoenix December Lunch Schedule:

December 5: Marshfield Doors, Dee Neuenschwander and Patrick Kennedy, will discuss Architectural Commercial Interior Doors including the basic door construction, specifying wood veneers and fire-rated doors.

December 12: ARXX Walls and Foundations, Beth Britt, will give an overview of the growth in the insulated concrete form industry. Special applications on local projects will be presented to identify the benefits of this construction method. ARXX provides a fast method of construction, the stay-in-place insulation performs up to an R50, and the quiet, clean environment provides a building envelope that meets Energy Star on residential projects and LEED points to the commercial building industry.

Mesa December Breakfast Schedule:

December 6: J. Hamilton Associates will conduct a discussion that includes the understanding of basic locking functions of architectural hardware and their applications; how to read and understand the hardware submittal; and a brief overview of the changes to NFPA80 2007.

Scottsdale December Lunch Schedule:

December 13: Formica, Nance Busboom, will discuss how to develop an understanding of Quartz Surfacing, while understanding the differences between engineered stone, natural stone, and quartz stone. This program will explore the historical development of quartz surfaces using modern technology, as well as the manufacturing process used. A review of the present industry standards as well as performance characteristics compared to other surfacing products will be included.

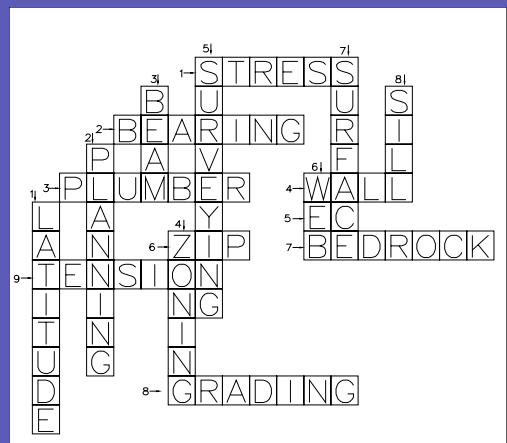
Monthly Technical Meeting

If you would like to join the CSI Technical Committee, their next meeting is December 13th from Noon until 1:00pm at FM Solutions; 4001 N. 3rd St., Ste. 250; Phoenix, AZ 85012; 602.824.5347. The topic of discussion is The Urban Heat Island Effect.

New Chapter Exam Study Courses Added

CSI members help their colleagues prepare for CSI's certification exams with study groups, classes and other support. [Click here](#) to see a list of courses members have reported to CSI.

Puzzle Solution from November Newsletter



HAVE A LITTLE FUN!

ARCHITECTURE
 CIVIL
 CODES
 ELECTRICAL
 ENGINEERING
 EXECUTION

FOUNDATION
 INFRASTRUCTURE
 MANAGEMENT
 MULTITASKING
 PLANNING
 SPECIFICATION

STRUCTURAL
 SURVEYOR
 ZONING

E	V	G	N	I	K	S	A	T	I	T	L	U	M	C
A	R	G	M	A	N	A	G	E	M	E	N	T	I	S
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C	G	E	T	I	S	J	D	V	U	Q	I	E	F	O
H	L	X	D	C	N	X	X	S	Y	L	C	J	G	U
I	A	E	G	A	U	O	H	D	G	I	X	P	N	N
T	C	C	C	S	G	R	Z	P	F	D	L	I	I	D
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T	T	I	I	G	K	A	Z	R	A	S	W	J	A	I
U	C	O	L	Y	T	X	V	G	I	R	E	D	L	O
R	E	N	U	I	W	X	N	S	Y	P	F	D	P	N
E	L	H	O	U	B	D	N	C	A	F	T	N	O	L
M	E	N	S	T	R	U	C	T	U	R	A	L	I	C
Y	S	E	N	G	I	N	E	E	R	I	N	G	F	V

Special Thanks
 to Tishiane
 Perto

Answers in
 January
 Newsletter