
NOMINATION FORM - MES INDUSTRIAL PROFESSIONAL DEVELOPMENT AWARD

1. Name of Company _____

2. Name and title of individual completing form, including signature and date:

Name _____

Title _____

Date _____

Signature _____

3. President of Company (indicate if a P.E.)

Name _____

Address _____

City _____ State _____ Zip _____

4. Name of official responsible for engineering in company:

Name _____

Title (indicate if a P.E.) _____

Address _____

City _____ State _____ Zip _____

Daytime Phone _____ Ext. _____ FAX _____

1. For the purpose of publicity, please give the name(s) and address(es) of local paper(s):

2. Describe principal products or services, specialties, extent of market and scope of operations:

III. Engineering Personnel/Licensure Information

3. Total number of employees of the company unit nominated: _____

4. Total number of employees classified as engineers or engineering supervisors: _____
 Within total classed as engineers, list:
 - a. Total number with Professional Engineer (P.E.) licenses: _____
 - b. Total number with Engineer-in-Training (E.I.T.) certificates: _____
 - c. Total number without P.E. licenses or E.I.T. certificates but who hold engineering degrees from Accreditation Board for Engineering and Technology (ABET)approved institutions: _____
 - d. Total number without P.E. licenses, E.I.T. certificates, or engineering degrees from ABET-approved institutions: _____
 - e. Total of (a) through (d) (should be same as Question 4 above): _____
 - f. Of those in (d), total number with a degree in an engineering-related field such as architecture, physics, geology, etc.: _____

5. Number of employees directly supporting engineers: _____
 National Institute for Certification in Engineering Technologies (NICET) certified technicians: _____
 NICET certified technologists: _____
 Other: _____
 (Specify non-certified technicians, drafters, estimators, etc.)
 Total: _____

6. Engineering Licensure

- a. Does your company encourage engineering licensure? Yes: _____ No: _____

If yes, how is this done and with what results?

- b. Are licensed engineers encouraged to use the P.E. suffix and display their licenses? Yes: _____ No: _____

- c. Are all project plans and designs affecting public or employee safety reviewed and signed by a licensed engineer? Yes: _____ No: _____

If no, explain:

- d. Which of the following licensure costs are paid for by your company?

Registration: Yes: _____ No: _____

Exam costs: Yes: _____ No: _____

Review courses for exam: Yes: _____ No: _____

Travel cost for exam: Yes: _____ No: _____

Annual renewal fee: Yes: _____ No: _____

Paid time off to take exam: Yes: _____ No: _____

- e. Are engineers given a salary increase upon obtaining P.E. licenses? Yes: _____ No: _____

What other incentives are provided for licensure?

- f. Does your company assume 100% and future responsibilities for any claims and suits against the authorized work of professional employees performed as part of their employment? Yes: _____ No: _____

If no, explain:

IV. Recruitment/Indoctrination

7. Percent turnover rate among engineers (do not include retirements, promotions, or intracompany transfers) during the past year: _____%

Past five years: _____%

8. Recruiting Practices

a. Does your company consider currently employed engineers for higher positions before seeking outside applicants? Yes: _____ No: _____

If no, why?

b. Do your company's job advertisements and announcements contain all the pertinent facts about the job, including educational requirement, experience, job description, name and location of company? Yes: _____ No: _____

c. Does a job applicant talk to the potential supervisor as well as to the personnel interviewer? Yes: _____ No: _____

Describe interview sequence:

d. Are all travel and interview expenses paid for by your company even if the applicant is not hired? Yes: _____ No: _____

If not, what costs are covered?

e. Is the policy in (d) above explained fully to the applicant before such expenses are incurred? Yes: _____ No: _____

f. Do your company's technical/professional employees retain title to all patents and technical accomplishments (i.e., not required to assign patents to the company)? Yes: _____ No: _____

If no, please explain patent policy:

g. Does your company offer a cooperative job program for engineering students? Yes:_____ No:_____

h. Does your company make special efforts to recruit women and minorities? Yes:_____ No:_____

If yes, describe briefly:

9. Indoctrination

a. Does your company have a formal new employee indoctrination program? Yes:_____ No:_____

If yes, describe briefly:

b. Does your company have a current publication containing your company's employment policies and practices? Yes:_____ No:_____

Does the publication relate to professional employment? Yes:_____ No:_____

Is the publication available to all professional employees? Yes:_____ No:_____

c. Does your company have regularly scheduled meetings to inform engineers of policies, economic conditions and other factors affecting the employees? Yes:_____ No:_____

d. Does your company review ethical practices with all professional employees or have a published statement regarding professional ethics? Yes:_____ No:_____

If yes, describe briefly:

V. Employment

10. Physical Environment

- a. What percent of engineers have private or semiprivate office facilities? _____%

Describe facilities briefly:

- b. List the available type of technical support facilities and equipment provided for engineers:

11. Utilization

- a. Provide an organizational chart showing utilization of engineers. Denote positions held by PEs or EITs.

- b. Are engineers exempt from time reporting other than for project or profit center accounting? Yes: _____ No: _____

- c. Are "engineer" titles restricted to licensed professional engineers or engineering graduates? Yes: _____ No: _____

If no, explain title policy:

- d. Does your company have a formal engineering classification system for titles and assignments? Yes: _____ No: _____

If yes, please describe:

- e. If an engineer desires to stay in the technical field rather than move into a supervisory (administrative/managerial) position, does your company have a "dual ladder" promotion plan? Yes: _____ No: _____

12. Compensation

- a. Does your company have a definite salary policy for engineers? Yes:_____ No:_____

If **yes**, on what is the program based (e.g., length of employment, responsibility, performance, etc.)?

If **no**, how are salaries and progression rates established?

- b. Are all of your company's engineers familiar with the salary policy? Yes:_____ No:_____

What is the familiarization method?

- c. Is a performance and salary review discussed with each engineer at least once annually? Yes:_____ No:_____

- d. Is the salary policy reviewed periodically by comparing it with local and national benchmarks? Yes:_____ No:_____

- e. Are engineers rewarded for patents, major cost reductions work, published papers, etc.? Yes:_____ No:_____

If yes, describe compensation methods:

- f. Does your company have a pension plan for engineers? Yes:_____ No:_____

If yes, describe plan eligibility, vesting, contributions, etc.:

- g. Does your company have any other savings or investment plan for employees? Yes:_____ No:_____

Describe briefly:

- h. Are engineers compensated in any way for scheduled or excessive overtime? Yes:_____ No:_____

13. Termination/Transfer

- a. Does your company conduct exit interviews to determine reasons for termination? Yes:_____ No:_____

- b. Are terminated or laid-off engineers provided with severance pay? Yes:_____ No:_____

- c. Are terminated or laid-off engineers allowed paid time off to seek other employment? Yes:_____ No:_____

- d. Are efforts made to place terminated engineers? Yes:_____ No:_____

- e. Are all formal transfer costs from one location to another paid for by your company? Yes:_____ No:_____

VI. Professional Development

14. Professional Development

- a. Does your company encourage participation in technical-professional societies? Yes:_____ No:_____

If yes, how is this done?

- b. What percent of your company's engineers belong to NSPE and what percent to other national technical or professional societies? NSPE _____% Other_____%

c. What percentage does your company pay for the following expenses?

	Annual Dues	Meeting Expenses
Technical Societies:	_____ %	_____ %
Professional Societies:	_____ %	_____ %
Engineers Club:	_____ %	_____ %
Community Service Club:	_____ %	_____ %

d. Does your company have a formal continuing education program?

Yes:_____ No:_____

e. What percentage does your company pay for the following out-of-plant education for engineers?

	Credit	Noncredit
Engineering Courses:	_____ %	_____ %
Liberal Arts Courses:	_____ %	_____ %
Books and Materials:	_____ %	_____ %
Travel and Expenses:	_____ %	_____ %
Technical Seminars:	_____ %	_____ %

f. What percent of your company's engineers participated in continuing education during the past year?

_____ %

g. Does your company sponsor in-house workshops, seminars, lectures, etc.?

Yes:_____ No:_____

h. Are paid time off and leave of absence given for education purposes?

Yes:_____ No:_____

i. Are engineers encouraged to broaden their background in business administration, law, economics, etc.?

Yes:_____ No:_____

What is the form of encouragement?

j. Are engineers encouraged to participate in:

Civic organizations:

Yes:_____ No:_____

Political organizations:

Yes:_____ No:_____

What is the form of encouragement?

k. Are training courses available in public speaking and writing?

Yes:_____ No:_____

l. Are engineers encouraged to represent your company in speeches to civic and technical organizations?

Yes:_____ No:_____

VII. Special Employment Practices

- 15.** Please provide a narrative description of any special employment practices or professional development policies your company uses to advance or promote the engineering profession. Provide attachments as appropriate.

MES INDUSTRIAL PROFESSIONAL DEVELOPMENT AWARD RECIPIENTS

1977 Mitchell Engineering Company, Columbus
1978 Mississippi Power & Light Company, Jackson
1979 Masonite Corporation, Central Hardboard Division, Laurel
1980 Mississippi Chemical Corporation, Engineering Division, Yazoo City
1981 Mitchell Engineering Company, Columbus
1982 Mississippi Chemical Corporation, Engineering Division, Yazoo City
1983 South Mississippi Electric Power Association, Hattiesburg
1984 Mississippi Power Company, Gulfport
1985 NO AWARD
1986 Mississippi Power Company, Gulfport
1987 Mississippi Power & Light Company, Jackson
1988 Mississippi Power Company, Gulfport
1989 South Mississippi Electric Power Association, Hattiesburg
1990 Mississippi Power Company, Gulfport
1991 Entergy Operations, Inc., Jackson
1992 NO AWARD
1993 Mississippi Power Company, Gulfport
1994 NO AWARD
1995 Singing River Electric Power Association, Lucedale
1996 NO AWARD
1997 NO AWARD
1998 South Mississippi Electric Power Association, Hattiesburg
1999 Pearl River Valley Electric Power Association, Columbia
2000 Ceco Building Systems, Southern Region, Columbus
2001 South Mississippi Electric Power Association, Hattiesburg
2002 NO AWARD
2003 NO AWARD
2004 Baxter Healthcare Corporation