THE CHANGING FACE OF ITE
SUBMITTED BY: Rebecca L. Brown, PE, PTOE
Dear NEITE Members:

I hope that everybody is having a great summer across New England. In the past week, many from the Section attended ITE’s International Annual Meeting in Minneapolis. As a past attendee at several of the International meetings, it is a great opportunity to broaden the depths of knowledge for transportation planning, projects, and designs. It is not too often that we get to see transportation related concepts and solutions, from not only the rest of the United States, but the international transportation community. I encourage members to consider attending the International Annual Meeting in the future.

We as a Section would also like to congratulate the UMass Amherst ITE Collegiate Traffic Bowl team for their appearance at the ITE International Annual Meeting. In case you missed it, the Northeastern District Annual Meeting was held this past May in Lake George, NY. The meeting, like many in the past, was a tremendous success. Many from our New England Section were in attendance for the extensive technical and social programs. It is my honor to announce that the New England Section was awarded the Section’s Activities Award for the Northeastern District. The Board would like to thank Rebecca Brown, the 2017 NEITE President on her leadership and leading the Section to this award. We hope that we can keep up the great work and see this award stay in the Section for years to come.

Although the summer is full swing, we are fast approaching the final months of 2018 where we jump back into a more active ITE schedule. This upcoming month on September 20th, the Section will be meeting in Waltham, Massachusetts at the annual joint meeting with MAITE. I ask that members of the Section keep in touch with our website and emails for information on this and other upcoming events and meetings. In the upcoming months, we will be working as a Section to release more Section related information via our social media presence.

I noted back in the May Chronicle that the New England Section will be distributing a survey to the Section’s general membership. The survey will reach many different aspects of our organization and is aimed at identifying desires, challenges, and opportunities at the Section level of ITE; such as new professional development topics, Section meeting structure, and ways to garner membership participation. The survey is a little late, but I ask that you continue to keep your eyes open as we look to gain more information from our Section members.

As always, if you have any questions or suggestions, please contact me at (978) 794-1792 or at sgregorio@theengineeringcorp.com.

I hope to hear from you NEITE—Together we are the best!

Samuel W. Gregorio, P.E., PTOE
ITE New England Section President
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Useful Links

Institute of Transportation Engineers:
http://www.ite.org

ITE Northeastern District:
http://www.northeasternite.org

ITE New England Section:
http://www.neite.org

ITE Upstate New York Section:
http://www.ityenyupstate.org

ITE New York Metro Section:
http://ite-nmsection.org

Young Professionals in Transportation - Boston Chapter
http://www.yptboston.org/

Boston Society of Civil Engineers:
http://www.bsces.org

American Society of Civil Engineers:
http://www.asce.org

ASCE New Hampshire Chapter:
http://www.ascenh.org

ASCE Vermont Chapter:
http://sections.asce.org/vermont

ASCE Maine Chapter:
http://www.mainasce.org/maine

ASCE Connecticut Chapter:
http://www.csce.org

ASCE Rhode Island Chapter:
http://riasce.org

Urban Land Institute:
http://www.uli.org

MA Association of Consultant Planners:
http://www.macponline.org

The American Planning Association Northern New England Chapter:
http://www.nncapca.org

APA Massachusetts Chapter:
http://www.massapa.org

APA Connecticut Chapter:
http://www.ccapa.org

APA Rhode Island Chapter:
http://www.rhodeislandapa.org
Save the Date!

2018 NEITE Annual Meeting All-Day Training

Mark your calendars for December 3, 2018 as Sarah Scala of Sarah Scala Consultants joins NEITE for an exciting leadership development training opportunity. Objectives include developing presentation skills, building skills in coaching and listening as a leader, strengthening conflict management skills, and developing awareness of different leadership styles. This training has been approved for 6 PDH’s. Keep a lookout for additional details in the coming months.

As a dynamic consultant, executive coach, and educator, Sarah Scala has over 18 years of experience in supporting organization development, leadership, coaching, talent management, learning design, team effectiveness, and change management for diverse client organizations. Sarah brings high energy, optimism, and adaptability to new challenges. She has led talent development initiatives for start-ups to Fortune 100 companies as a partner and trusted adviser. She is passionate about creating solutions that strengthen interpersonal skills and support positive change with individuals, teams, and organizations.

Find The New England Section Online

The New England Section of the Institute of Transportation Engineers is tuning in to social media. In order to provide quick updates on events and notices, past and present, the Section is active on Facebook, Twitter, and LinkedIn.

Please remember to receive all your updates, news, and Section information at the New England Section website: http://www.neite.org

For those members of the New England Section that would like to be included on the Google Group Section email list, please contact Ariel Greenlaw, PE at agreenlaw@hntb.com.

The Editor’s Minutes

RACHEL A. DOOLEY, PE, PTOE
Transportation Engineer
VHB

Hello New England Section!

I hope all of you have been enjoying summer and have been able to squeeze in some vacation time. I personally had a nice beach vacation at the beginning of the month so this issue is coming out a little later than normal.

First and foremost, I wanted to say how great it was to meet so many members from across the Section and District at the 2018 Northeastern District Meeting in Lake George. The Local Arrangements Committee did a fantastic job organizing the many sessions, events, and vendors throughout the meeting. If you have never attended a District Meeting, I highly recommend it.

This issue’s feature article comes from our immediate past-president and the current Northeastern District Secretary/Treasurer, Rebecca Brown. Rebecca has provided us with a great breakdown of the One ITE initiative, the changes that are taking place on a national and local level, and what the New England Section is doing to enhance the ITE experience for all of our members.

Also in this issue, Mike Salatti gives us an insiders look into the One ITE initiative from the perspective of the International Board of Directors. His review provides a better understanding about why the One ITE initiative was created in the first place.

As summer is winding down, many of the fall ITE meetings are coming up including the joint meetings with the Massachusetts and Rhode Island chapters in September and November respectively. The NEITE Emerging Professionals Group is also working with the Rhode Island Chapter to provide a site visit of recently constructed interchange in Rhode Island with a social hour afterwards. See the Section Calendar for more information about upcoming events.

Looking farther ahead, you will find the save-the-date for the 2019 Northeastern District Annual Meeting in this issue. Every three years the New England Section hosts this meeting and next year the meeting will be in New Haven, Connecticut. As a member of the Local Arrangements Committee, I can tell you that we are all very busy planning a terrific meeting for the District and cannot wait for you to join us!

I would like to thank all of our sponsors for their continued support of the New England Chronicle. If you are interested in becoming a sponsor of the award-winning New England Chronicle, please contact Lisa Rutherford of Ocean State Signal (lrutherford@oceanstatesignal.com) or myself. I would also like to thank all of the contributors to this issue.

Finally, I would like to take this opportunity to welcome all within the New England Section to contribute their experiences, opportunities, challenges, and innovative strategies to the New England Chronicle. We would love to hear about what you are working on. I hope you enjoy the Summer issue of 2018!

Rachel A. Dooley, PE, PTOE
Chronicle Editor
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On the Front Cover:
Streetscapes in the Farnumsville Historic District in Grafton, Massachusetts
Photo Source: VHB ©

On the Back Cover:
Salisbury Beach Boardwalk in Salisbury, Massachusetts
Photo Source: VHB ©
The Changing Face of ITE

REBECCA L. BROWN, PE, PTOE
PROJECT MANAGER
GREENMAN-PEDERSON, INC.

The world around us is changing dramatically and technology is making leaps and bounds on a daily basis, particularly in the field of transportation. New technologies and business models are constantly surfacing, including the introduction of shared, electric, and automated vehicles. Transportation can no longer be placed in a box, but involves a network of systems working together. With all of these changes comes a need for ITE to evolve in order to remain relevant and sustainable. Over the last three years, the leadership of ITE has also seen drastic changes with the hiring of its first Chief Executive Officer (CEO) in over 30 years, adopting significant changes to its Constitution that redefined membership, and adopting a new Strategic Plan for 2018 – 2020 by the Board of Direction (IBOD). A significant goal of the Strategic Plan is to reexamine and redefine the District, Section, and Chapter (D-S-C) structure and operations to create a more consistent member experience. The development of the One ITE initiative is just one of the tools ITE is utilizing to improve its member experience.

Declining membership seems to have been the topic of discussion at ITE executive board meetings for over a decade. With the constant changes in technology, new professional organizations are emerging daily and competing for membership. Many of these organizations pride themselves on appealing to a diverse audience, which allows members to make connections with a wide array of professionals within a single organization. While ITE has long been the leading organization for transportation engineers, ITE has struggled to appeal to other audiences and make itself known outside of the transportation engineering field. ITE’s inability to establish an identify for itself in the world may stem partially from inconsistencies within the organization itself. The One ITE task force, being led by Dan Beatty, is aimed at eliminating such inconsistencies to build a strong identify for ITE that will carry our organization into the future.

Identifying Inconsistencies

In order to ensure the long-term success of ITE, all elements of the organization must operate in sync and support each other. However, the organization is currently riddled with inconsistencies in the size, governance structure, operations, membership categories, and dues within each District, Section, and Chapter. For example, Districts range in size from 700 to 4,000 voting members and may span hundreds or thousands of miles. District boards vary greatly in terms of size and membership representation. Although Section leadership is included on most District boards, this is not the case for all. While many members have a connection to a representative on the International IBOD, many do not. While some Sections cover multiple states and operate more similar to a District, others cover a very small area and struggle to attract members and leadership. Some Chapters operate identically to a Section while others serve as a subsidiary to the Section. Some student chapters are well-supported by their Sections and Chapters, while others have very weak connections. The opportunity to rise from local leadership to the IBOD varies from a few years to as many as 15 years. While some Sections and Chapters have a large number of “affiliate” members, many do not have any. There is also wide variation in the amount of dues collected by each Chapter, Section, and District, as well as inconsistency in how dues are collected. As a result of these inconsistencies, an ITE member in New England could have a drastically different membership experience than a member in California.

Opportunities for Improvement

The One ITE task force has identified a number of opportunities for improvement within the organization to meet the goals of the One ITE initiative. First and foremost, it is critical to clearly define and communicate the role of ITE International, as well as the Districts, Sections, and Chapters with clear distinctions between the functions of each layer of the organization. As part of this process, layers may be eliminated to improve efficiency and enhance connections between members, their IBOD representatives, and International ITE. Currently, many members are not aware of or do not understand the wide range of products and services offered to them as a benefit of membership. It will be important for ITE International and IBOD to work with D-S-C leadership to ensure that all members and prospective members fully understand the benefits and opportunities available to them through membership in ITE.

With the reorganization or leadership, the number and availability of leadership opportunities may be increased. Model board structures are being developed, which will enhance member representations and ITE HQ’s ability to support leaders and members at the D-S-C levels. As part of this effort, existing charters are being amended to ensure compliance with Constitutional changes and ensure consistency between D-S-C charters. Similarly, model bylaws are being developed to facilitate compliance with the Constitution. For further consistency, all dues will be collected by ITE International and distributed to each D-S-C at similar rates and levels.

As it has been said many times, the students represent the future of our organization. Therefore, a primary goal of the One ITE initiative is to strengthen support and relationships with student chapters. Creating this bond early will assist in developing life-long members in the organization. Additionally, no one is more in-touch with the changing tides of technology than students. By fostering connections with student chapters, ITE can ensure that its members remain informed and up-to-date on new technology and developing ideas.

Reorganization

In an effort to provide more consistency in the size and geographic coverage of each Chapter, Section, and District, ITE International has been examining each of the Districts to better understand how they operate. The One ITE task force has initiated discussions with the Florida, Western, Midwest, and Great Lakes Districts, as well as the MOVITE Section on realignment and reorganization of the Sections and Chapters. The goal is to develop a network of Chapters, Sections, and Districts similar in size, geography, and function to provide a consistent member experience throughout the entire membership.

As part of this proposal, the West District that currently makes up 13 states, 15 sections, 7 chapters, and contains nearly 3,700 voting members, would be divided into two districts: the new Western District with 5 states, 11 sections, 2 chapters, and contains nearly 1,600 voting members. The other district would be comprised of the Southern District with 8 states, 4 sections, and contains nearly 2,100 voting members.
When ITE was founded in 1930, it was originally why we have “associate” membership, which has been one of the most talked about components of the One ITE initiative, and the one creating the most concern. With ITE trying to become a more inclusive organization, it appears counter-intuitive to be eliminating any form of membership. However, to understand the discontinuation of associate membership, we must first understand why we have “associate” members at all.

When ITE was founded in 1930, it was originally known as the Institute of Traffic Engineers, and an individual was required to be a traffic engineer to become a member. Later, the organization became the Institute of Transportation Engineers to include all modes of transportation, but members still needed to be a transportation engineer to enjoy all of the benefits of membership. To increase involvement in ITE and participation at meetings and events, “associate” membership was developed to allow non-transportation engineers to participate in ITE and receive information about ITE events and meetings at a nominal cost. Over time, associate membership evolved into an opportunity for fully-qualified professionals to be a part of their local ITE Chapter and call themselves an Associate Member of ITE, but would receive none of the other benefits of membership, such as access to the ITE Journal or website and discounted pricing for ITE events at the Section level or higher. The impact of this type of associate membership is that it dilutes the ITE brand identity and results in Section and Chapter Affiliate Members being subsidized by those who are paying International Membership dues.

Recently, ITE decided to abolish the requirement of being an engineer to become a member and began to allow any professional in the field of transportation to become a member. ITE changed from the Institute of Transportation Engineers to a Community of Transportation Professionals. Because anyone fitting this category is welcome to become a full member, there is no longer a need for a separate category of associate membership. Therefore, the goal of eliminating associate membership is not to exclude anyone from becoming involved in ITE, but rather to offer all interested parties the opportunity to enjoy all of the benefits of full membership at an equal level.

There has been much concern, particularly at the Chapter level, that the elimination of associate membership will cause the Chapters to lose a significant portion of their membership and dues income, particularly within the more remote Chapters. The Vermont, Maine, and New Hampshire Chapters within our own Section have depended largely on associate membership in the past, as they are geographically separated from the rest of the Section and District. Many of their Chapter members do not see a benefit to becoming full members of ITE because they are not able to attend events outside of their own state, but are actively involved in their local ITE Chapter. There is a fear that these individuals will no longer participate at the Chapter level with the elimination of associate membership. However, with the new membership organization, these individuals would still be encouraged to be actively involved in their local chapters as what is being called a “Friend of ITE.” As a Friend, an individual would not pay dues to the organization as paying dues implies some level of membership. Instead, a Friend could be placed on the mailing list to receive information about upcoming events at absolutely no cost to them. However, when an event occurs, the Friend would be required to pay a price differential, while the ITE Member would pay a reduced price as a benefit of membership. This price differential is intended to allow Chapters to make up the loss of revenue from dues collected from associate members, while providing a pricing discount benefit to members. As most state Chapters within the New England Section collect dues of only $10 to $15 from “associate” members, the cost differential would be minimal.
Advertise Your Firm/Company and Sponsor the New England Chronicle Newsletter by being part of the Professional Services Directory

Why Sponsor and Place an Advertisement:

- The New England Chronicle reaches more than 700 ITE professional and student members within the New England Section and many other transportation professionals around the northeastern U.S.,
- Firms/Companies who advertise in the Chronicle can post job opportunities in both the Chronicle and on the New England Section website,
- Firms/Companies who advertise in the Chronicle are highlighted with an business card size ad in both the Chronicle and on the New England Section website’s home page and Chronicle page, and
- Advertisement/Sponsorships run for one (1) calendar year. That includes posting in the next four (4) New England Chronicle newsletters and one (1) year posting on the New England Section website.

How Do I Advertise?

- The cost of a one year business card size advertisement in the New England Chronicle’s Professional Services Directory is $150 per year (recently changed), payable to the New England Section of ITE. Notice to be given in early November to past sponsors.
- Business Card Size Advertisements should preferably be in PDF format.
- NOTE: NEITE Tax ID: 52-1326217

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Please send all calendar announcements, including the name of event, the contact person, event location, and date to New England Section webmaster Colin T. White, PE and Chronicle Editor Rachel A. Dooley, PE at cwhite@gpinet.com and rdooley@vhb.com.

Would You Like to Contribute to the New England Chronicle?

Would you like to contribute to an award winning New England Chronicle newsletter? The New England Chronicle’s Action Committee is seeking members (both professionals and students) who are interested to write both short and feature articles for publication in the upcoming New England Chronicle issues. Both short and feature articles should be about technical topics, professional matters, innovative projects, and cutting-edge solutions that affect transportation engineering and planning. We are also looking for pieces on transportation-related legislation.

Typically short articles would consist of 1,000 to 2,500 words and feature articles would consist of 2,000 to 4,000 words. Each article should include a head shot and bio of all participating authors. Further details for each article submission can be given upon request.

For more information on how you can become a New England Chronicle contributor contact the New England Chronicle Editor: Rachel A. Dooley at rdooley@vhb.com.
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this price differential does not need to be great to make up the difference. In fact, most Chapters already have a similar fee structure in which a non-member pays a slightly higher price to attend their first event of the year, which includes their “member” dues. This person would still pay the same price differential, but would no longer be considered a “member” and would need to pay a similar price differential for any future events.

The One ITE task force has developed a strategy for transitioning and eliminating affiliate membership, which will begin with an Affiliate Member Drive in 2019. Existing affiliate members who paid affiliate dues in 2018 and 2019 will be offered free ITE International dues for the remainder of 2019. This will ensure that there is no loss of dues revenue to Sections or Chapters in 2019. This will also offer affiliate members the opportunity to experience all of the membership benefits of an International dues-paying member. Such affiliate members will also be offered 50 percent off International dues for 2020. Sections and Chapters will receive full Section/Chapter dues for any affiliate member who remains an International member in 2020 to further ensure no loss of revenue to the Sections and Chapters. At the end of 2020, all affiliate members will have transitioned to either a full ITE International member or a Friend of ITE. From 2020 forward, Sections and Chapters are encouraged to offer differential pricing for attendance at events for members and friends of ITE. A separate price differential may be offered for public sector Friends of ITE.

Public Sector Members

Public sector members are a bit of an anomaly from the typical affiliate members. For example, while public sector individuals are likely to be qualified to become full members of ITE, employer restrictions often eliminate many of the benefits of becoming a member. For example, many public sector members are not able to travel outside of their own state to attend events, unless this is done on their own time. Some employers also will not pay for the employee’s time away from work, registration fees, and/or dues for participation in ITE. Therefore, the public sector employee may choose to pay only a small fee to become part of their local chapter and participate in local events only. To overcome this situation, ITE has been offering agency membership in which a public agency can pay a set fee to allow up to a certain number of employees to become full members of ITE. As was discovered recently in the New England Section, many public sector employees do not know that even if their agency is a member, they must still register themselves as a member to receive all of the benefits of membership and be counted as a full dues-paying member. The New England Section Executive Board reached out to several public agencies, including Massachusetts Department of Transportation (MassDOT) and Vermont Agency of Transportation (VTrans) to have these employers notify their staff of this policy when it was noticed that the number of full members from these organizations was declining. This type of outreach may be required for all existing and future public agencies with agency membership.

While agency membership assists many state employees with becoming members, the same is not true for municipal agencies. Municipal agencies typically only have one to three employees who would qualify for or be interested in becoming members of ITE. The cost of becoming a public agency member is often too great to justify for the low number of people who would participate. Therefore, this group of public sector employees is often left with little opportunity to participate in ITE outside of an affiliate membership without incurring a substantial personal financial burden.

To address the issues associated with public sector membership, ITE has adopted reduced membership dues for public sector employees who are not eligible to join as part of an agency membership. In addition, the One ITE initiative recommends implementing price differentials for attendance at District, Section, and Chapter events for public sector employees, regardless of whether or not they are a member. For example, a $50 discount could be set for public sector employees. If separate member and non-member fees have been established for the particular event, a public sector member would receive the $50 discount from the member price, while a public sector non-member or Friend would receive the $50 discount from the non-member price.

Student Members

Student members present their own set of unique challenges, because they are new to the field and organization and may not have the funds to become full members. For many students, their college or university will subsidize their registration fees for events and often membership dues; however, this is not true of all colleges and universities. In addition, most students are only just learning about ITE and may not be aware of its benefits. Therefore, there may be reluctance to pay membership dues to an organization without fully understanding what it’s all about. To combat this issue, ITE has allowed students to become a member for free for their first year in order to introduce them to all of the aspects of the organization without any risk. Students continuing on for a second year pay a very reduced student membership fee to remain a member of ITE International. Students are typically offered reduced-price registration at most events to encourage student participation.

As identified by Alyssa Ryan, President of the University of Massachusetts (UMass) Amherst Student Chapter, student chapters often struggle to attract and maintain members, particularly for undergraduate students, due to their unfamiliarity with the organization. Student chapters like this one allow anyone to become a part of the chapter, regardless of whether they are International ITE members, in an effort to encourage participation. In addition, this chapter strives to make students involved in the planning and organization of events, as well as chapter leadership, in order to bolster membership. They have discovered that students are more likely to stay involved with ITE if they feel they are able to make a difference and be an active part of the organization.

*“Asking new members to join with a task in mind for them keeps them involved in ITE; they are more likely to be a part of an event if they are responsible for a part of it or feel they have contributed to it.”*

- Alyssa Ryan, UMass Amherst Student Chapter President

Improving the Experience Locally

Consistent with the goals of One ITE, the New England Section has been considering ways to increase membership and improve the ITE experience for its members for the last several years. Recognizing that there is a strong interest from our
NEITE members at a PawSox game last summer

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membership in networking and professional development programs, the NE Section successfully hosted two social networking events in 2017, which occurred at a Pawtucket Red Sox game in Rhode Island and an NH Fisher Cats game in New Hampshire. Section leadership is considering opportunities for additional social and networking events in the future and welcomes recommendations from members. In addition, the Section has secured a speaker for the day-long workshop as part of the Annual Meeting in December to provide an interactive workshop on presentation skills. At the end of 2017, the Section also started a committee chaired by Kenneth Petraglia to evaluate the Section’s current membership, identify potential impacts associated with the elimination of affiliate membership, and consider alternatives for retaining existing and attracting new members.

In addition to introducing new programs and activities, the Section leadership has also looked for ways to improve the experience at its existing events. Discussions began at the end of 2017 about ways to improve the Annual Meeting, which have continued into 2018 with the development of an Annual Meeting Committee, led by Thomas Errico and tasked with identifying methods to enhance this event in both the short and long-term timeframes. This Committee held its first meeting in August 2018, where topics for discussion included modifying the program schedule, replacing or enhancing the gift raffle, and changing the date or venue.

The New England Section is constantly looking for ways to appeal to its younger members. As we have heard from student chapter leadership, one of the best ways to appeal to younger members is to get them involved. As Baby Boomers retire, millennials are rapidly becoming the majority in the workforce. The interests and values of millennials vary quite greatly from prior generations and in order to remain relevant in today’s marketplace, it is imperative for ITE to shift its focus and appeal to the nature of these individuals. For years, ITE has been a primary leader in providing continuing educations and networking opportunities for individuals in the transportation field. However, with online webinars and social media, there are plenty of alternative means for technologically-savvy individuals to obtain PDH credits and network with peers. In addition, with the rapidly growing number of professional organizations available from which to choose, it is critical that ITE provides additional benefits to its members above and beyond those that can be obtained elsewhere. One of the unique characteristics of millennials is that an overwhelming majority want to feel as though they are affecting the world in which they live. As a result, they are often actively involved in their communities and seek organizations that align with their personal values, even within professional organizations. To reach these individuals, ITE must find a way to be known and connect with a larger community of individuals.

In June 2018, the Section initiated a Community Outreach Committee, led by Rebecca Brown, to identify opportunities for the Section to become more involved in the community as a whole. One of the goals at the forefront of this committee is to initiate an ITE Gives Back program to provide members an opportunity to use their unique skills and knowledge to give back to their communities through fundraising and volunteerism. A wide variety of options are currently being considered and include:

- Initiating a GPI-sponsored, charity 5K run to:
  » Raise scholarship money for students entering a transportation-related field,
  » Raise money for a transportation-related cause or charity such as Meals-on-Wheels, and/or
  » Raise awareness of an important transportation issue.
- Implementing a series of bicycle education events in multiple communities throughout the Section.
- Working with municipalities to hold design charrettes to help communities to address a particular transportation-related problem. The municipality would provide the venue and invite the community, while ITE members would volunteer their time to hear community concerns and develop sketches or ideas for alternatives to address the issue.
- Sponsoring a Special Olympics, which could have activities geared toward transportation.
- Visit local elementary, middle, and/or high schools to educate children on the many employment opportunities that await them in the field of transportation.

“The Connecticut Chapter has been watching the One ITE initiative closely as it has developed and we look forward to incorporating some of its innovative ideas. Our chapter welcomes the call to connect more frequently with other state, region, and district chapters and collaborate to create more uniform membership retention and recruitment practices.”

- Matthew Skelly, Connecticut Chapter President

- Adopting a highway or landmark to beautify an area of transportation significance, and raise awareness of ITE.

The ITE Section leadership has also made a strong effort in the last couple of years to improve communication between the Section and Chapters and ensure Section leadership presence at all Chapter meetings. The Section has developed a new emailing system to notify members of upcoming events within each Chapter. The Section has also been in contact with Chapter leaders in the planning of events to provide assistance on identifying topics and scheduling the events. This coordination has ensured that Section leaders are able to actively participate in joint meetings with the Chapters and mingle with members, and has led to topics drawing larger audiences from multiple states.

What’s to Come

International leadership and the One ITE task force have not developed the principals of this program in a bubble. ITE’s President, Michael Sanderson, has been touring with other executive committee members and conducting Town Hall style meetings to gain feedback from ITE’s many members on various initiatives, including the One ITE initiative. These Town Hall meetings are expected to continue over the next year to allow International leadership to mold the organization to meet its members’ needs.

ITE International has been in the process of educating District and Section leadership on the One ITE program through a series of webinars, which will eventually become publicly available to all members. It is expected that full membership outreach will begin following the IBOD meeting in October, at which time members can expect to begin seeing information on the website and via email on One ITE.

Overall, initial feedback from Districts, Sections, and Chapters has been supportive of the One ITE initiative. This program will increase the consistency and quality of member experience, increase opportunities for participation in the organization and leadership, create a brand and differentiate ITE as an association of choice.
A Message from the Northeastern District

MICHAEL J. SALATTI, PE, PTOE
Senior Vice President
GPI

Dear Transportation Professionals,

Unless you are fairly disconnected from ITE, you must have at least heard whisperings or even perhaps rumblings about the One ITE initiative. The Institute and the International Board have been very hard at work to make this a central theme and mission over the course of this year and next, to internally examine and evaluate our member-centric organization. Recently, a webinar was offered on two July dates where ITE leadership across all districts and sections were invited to participate and get an introduction to what it is all about and what we hope to accomplish. In the coming months, you will see more information after the Annual International meeting in Minneapolis where we hope the IBOD will progress and vote on various pieces of the initiative and commence roll out to the membership. This article will give you a brief synopsis of the “whys” and “whats” it’s all about.

At the heart of the One ITE effort is an examination of the membership experience:

**Provide Effective Member Support**
ITE Headquarters should be providing our District-Section-Chapter leadership with frequent and consistent communication and working with them by providing our members with high-quality products and services. When there is a wide variation of sizes, structures, operational procedures, membership categories, dues, etc., among our subunits it makes it difficult for the HQ staff to provide effective member support.

**Deliver a Consistent Member Experience**
ITE members across the U.S. and Canada should receive a similar set of services and benefits and have a relatively consistent experience. With the variation in the size and structure of our various subunits, we have found that the quality and consistency of the ITE experience can vary widely. This inconsistency impacts the ITE “brand” and our ability to market ourselves to prospective members.

**Ensure long-term Viability of ITE**
ITE is in a competitive marketplace. There are many other associations competing in the same space. We need to be able to differentiate ourselves and to deliver on our brand promise. ITE has many positive qualities, but our ability to consistently deliver is compromised by the inefficiencies inherent in our current structure.

The following Board Actions to Date have been taken:

- Adopted new definitions for Districts, Sections, and Chapters.
- Adopted a new Canadian and International dues structure to create a more consistent overall dues framework.
- Charged ONE ITE task force and staff with initiating efforts to update D-S-C charts and bylaws to be in compliance with the current Constitution and adopted D-S-C definitions.
- Developed a proposal for an Affiliate Membership transition plan.
- Initiated efforts to create model D-S-C governance structures and bylaws.
- Initiated discussion with Florida District on reorganization of Sections and Chapters.
- Initiated discussion with Midwest and Great Lakes Districts and MOVITE Section on realignment.
- Initiated discussion with the Western District on realignment.

Yours truly is proud to be spearheading the development of the model bylaws which are to be adopted in Minneapolis and rolled out as a prototype to be adopted by the Districts later in the year. I naturally will gladly help guide and support the Northeastern District in the development of the updated bylaws when that time comes. Stay tuned!!

**Why Now?** – Our industry is in the midst of the most dramatic change since the dawn of the Interstate era more than 50 years ago. The increase and changes in transportation demand, the emergence of new technologies, and the creation of new business models and services are all fueling this change. Internally, ITE has undergone a dramatic transformation over the last three years. With a new CEO and strong, progressive IBOD leadership, many changes have been made in the types of services being delivered, the way these services are delivered, the relationships with volunteer leadership at all levels, and the level of communication with members.

The IBOD adopted a new strategic plan designed to position ITE for the future. A significant element of this plan is a reexamination of the ITE District-Section-Chapter structure and operations to create a more consistent member experience. Moving forward, we saw these areas as opportunities for improvement:

- Clearly Define the role of ITE International
- Redefine and clarify the role of Districts, Sections, and Chapters (D-S-C)
- Eliminate layers in the organization
- Increase number and availability of leadership opportunities
- Increase consistency in D-S-C charters.
- Create model board structures and bylaws
- Strengthen student chapter connections
- Have all dues collected by ITE International
- Transition away from Affiliate Membership

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News from ITE International

Traffic Calming Fact Sheets
August 7, 2018

The ITE International Board of Direction identified Smart Communities as a priority initiative area in January 2016 and created the ITE Smart Communities Task Force (SCoTF). ITE’s goal is to be a champion for a people-based approach that uses new and emerging technologies, such as the Internet-of-things, big data, and automated and connected vehicles as enablers to support livable, prosperous communities that provide opportunities for all citizens.

In support of this initiative, the Smart Communities Task Force, led by Yang Tao, has prepared a series of publications on various topics. You can visit www.ite.org/technical-resources/topics/smart-communities/ to read them all. The latest focuses on Traffic Calming Measures. A series of fact sheets providing an overview of several traffic calming measures are available here. A photograph of a typical application as well as a plan-view sketch are included within each fact sheet.

Four types of measures are summarized:

- Vertical deflections, horizontal shifts, and roadway narrowings are intended to reduce speed and enhance the street environment for non-motorists.

- Closures (diagonal diverters, half closures, full closures, and median barriers) are intended to reduce cut-through traffic by obstructing traffic movements in one or more directions.

New Road Safety Professional Certification

The Transportation Professional Certification Board (TPCB) in collaboration with a wide array of transportation- and safety-related organizations in the United States and Canada announces the upcoming availability of a new Road Safety Professional (RSP) Certification beginning in October 2018. The goals of the RSP certifications are to recognize road safety as a profession, to establish a recognized level of practice and knowledge, and to incentivize safety education.

The certification has two levels:

Those achieving Level 1 certification will have demonstrated proficiency in the foundations of road safety principles. The exam is for a broad audience of professionals who in the performance of their work make decisions or take actions that potentially impact the safety of the traveling public. This includes those in the engineering, motor vehicle, behavioral, law enforcement, and emergency response communities.

This certification is geared toward professionals whose primary job functions are directed at improving the safety performance of the surface transportation system. It is for professionals responsible for developing and implementing engineering or behavioral programs aimed at reducing the number of fatalities and injuries due to road crashes. Prospective certificants will select between a Level 2 certification with a “behavioral specialty” or Level 2 certification with an “infrastructure specialty.” The inaugural Level 2 Road Safety Professional exam period is scheduled for late 2019.

Be among the first to achieve the Road Safety Professional Certification! For individuals, the certification provides recognition of career accomplishment and a competitive advantage in career advancement. Additional questions? Check out these FAQs.

Scholarship Opportunities

2018 Thomas E. Desjardins Memorial Scholarship

Tom Desjardins was an active member of the section and was well-liked by his peers. He loved his family, his friends, and the engineering profession. His passing at such an early age left our members and families with a void that was hard to fill.

The idea of coupling Tom’s love of sports with support for engineering students led to the establishment of the Thomas E. Desjardins Memorial Scholarship Fund. The primary source of support for the Desjardins scholarships is derived from the annual summer golf tournament, which has become a New England Section tradition. It is followed in September by the awarding of two scholarships (one for undergraduate student and one for graduate student) to qualified transportation engineering students from the region.

The Thomas E. Desjardins Memorial Scholarship Fund was established by the New England Section of the Institute of Transportation Engineers, and to date, over $92,000 has been raised to honor Tom’s memory and support this scholarship program. Each year, we award a scholarship to one undergraduate and one graduate student in the field of transportation engineering. Full details and application can be found at: http://neite.org/desjardins-scholarship/

2018 RIITE Scholarship

Rhode Island ITE is happy to announce the opening of the 2018 application period for our Scholarship. With the intent to encourage education in Transportation Engineering, we are looking for candidates with a strong commitment to Transportation Engineering enrolled in an accredited Civil Engineering school in Rhode Island or enrolled in an accredited Civil Engineering school outside of Rhode Island and a legal Rhode Island Resident.

The submission deadline is Friday, October 12, 2018. The recipients will be announced at the RIITE Annual Meeting on November 8th. Full details and application can be found at: http://www.ri-ite.org/scholarship/
MAITE collaborated with a couple other transportation engineering professional groups recently for some great events. On May 30th, MAITE teamed up with New England ITS (NEITS) for the second annual Boston Traffic Management Center Tour. The free event was led by Don Burgess from BTD to show the intricacies of how BTD manages traffic through all of their signalized intersections. Due to the overwhelming demand and limited capacity of 20 people, MAITE and NEITS will be looking to do another facility tour in the upcoming future.

On June 14th, MAITE co-sponsored the Young Professionals in Transportation (YPT) Distinguished Speaker Event, held at the Wyndham Boston on Beacon Hill. The evening started with a social hour and featured Ruth Bonsignore as the distinguished speaker. Ruth spoke on her extensive background of 35 years of professional consulting experience in transportation planning and design, systems analyses and operations, and policy for federal, state and regional public agencies and private sector clients, as well as founding Fink Consulting and serving the Commonwealth as a member of the MassDOT Board of Directors.

MAITE is looking ahead toward the next set of events as well. The annual summer social will once again be a Red Sox game at Fenway Park, to be held this year on August 22nd against the Cleveland Indians, with a ping-pong social prior to the game at Game On which will include free appetizers. The annual joint meeting between MAITE and NEITE is also fast approaching on September 20th, held again at the Hilton Garden Inn in Waltham. Final details are being put together and a full schedule of events and registration will be going out shortly so keep your eyes open for that!

You can find us on the WEB at http://www.neite.org/MA/index.shtml and can be contacted by email at massitechapter@gmail.com. Speak to any of the officers or Directors for additional information about the organization or how to get involved. We look forward to seeing you at our upcoming events!

The Rhode Island ITE Chapter hosted a webinar on Uncontrolled Pedestrian Crossings on May 24th. We also hosted a webinar on the Introduction to Traffic Engineering Studies on July 19th. Both webinars were well attended and were followed by a great discussion.

Please be sure to read the information on the previous page regarding our 2018 Scholarship Opportunity and pass along the information to any eligible candidates that you may know.

Lastly, RIITE and the NEITE Emerging Professionals Group will be hosting a presentation and site walk of the new I-295 interchange at Route 5 (Greenville Avenue) in Johnston, Rhode Island. Senior Associate and Project Manager Bill McGrath, PE of Beta Group will be presenting on the project that was sparked by the development of new Citizens Bank headquarters just to the northwest of the interchange. Afterward, we’ll keep the discussions going and join the EPG for drinks and appetizers at a nearby location. Please keep an eye on your inbox for further details and to register. We look forward to seeing many of you there!
Employment Opportunities

Tetra Tech is a leading provider of consulting, engineering, and technical services worldwide. Our reputation rests on the technical expertise and dedication of our employees—16,000 people working together across disciplines and time zones to provide smart, sustainable solutions for challenging projects. We are proud to be home to leading technical experts in water, environment, infrastructure, resource management, energy, and international development. Tetra Tech combines the resources of a global, multibillion-dollar company with local, client-focused delivery in 400 locations around the world. We offer competitive compensation and benefits and are searching for innovative people to join our teams.

Transportation Engineer (Entry Level)
Marlborough, Massachusetts

We have a tremendous opportunity for a highly motivated candidate to work with a top-notch team of highway/traffic engineers and transportation planners. Develop your professional skills on a wide range of private development and high-profile public transportation projects, including international work. Learn, grow and succeed in a friendly, flexible and collaborative work environment. This full-time, entry-level position is located in our Marlborough, MA office, which is easily accessible from major highways. Site amenities include a café, fitness center, and walking trails.

Responsibilities include:
- Field work and data collection in a variety of environments
- Transportation studies, design reports, calculations and analysis
- Traffic modeling and simulations
- Traffic signal design and phasing/timing charts
- Pavement marking, signing plans and highway guide signs
- Intersection and roadway design
- Complete Streets, and pedestrian and bicycle design

The ideal candidate possesses:
- 0-3 years of experience
- Bachelor’s degree in civil engineering
- EIT certification preferred
- Strong written and verbal communication skills
- Experience with Synchro, HCS, Vissim, SignCAD, AutoTurn, etc.
- Beginner to intermediate AutoCAD/Civil 3D experience
- Ability to work in a team environment with staff from different disciplines and backgrounds

Transportation Engineer
Marlborough, Massachusetts

Due to continued growth, we are currently seeking a Transportation Engineer to support a wide range of private development and high-profile public transportation projects, including international work and sustainable development. This is a tremendous opportunity for a highly motivated candidate looking to take the next step in their career! Join a top-notch team of highway/traffic engineers and transportation planners in a friendly, flexible and collaborative work environment. This full-time position is located in our Marlborough, MA office, which is easily accessible from major highways. Site amenities include a café, gymnasium, and walking trails.

Responsibilities include:
- Transportation studies, design reports, calculations and analysis
- Traffic modeling and simulations
- Transportation planning, corridor and parking studies
- Pedestrian and bicycle infrastructure design
- Traffic signal design, coordinated systems, adaptive control
- Intersections and Complete Streets
- Traffic management plans (TMP) including staging plans
- Basic highway design and traffic calculations
- Technical writing and report documentation
- Inspection services and field work
- Client meetings and presentations

The ideal candidate possesses:
- 4-8 years of experience
- Bachelor’s degree in civil engineering (Master’s degree preferred)
- EIT certification (PE/PTOE preferred)
- Working knowledge of MassDOT, BTD and MUTCD standards
- Experience with AutoCAD/Civil 3D, Synchro, HCS, Vissim, SignCAD, AutoTurn, etc.
- Strong written and verbal communication skills
- Ability to work in a team environment with staff from different disciplines and backgrounds
McMahon Associates, Inc. specializes exclusively in transportation planning, traffic engineering and design with 15 offices located along the East Coast and a staff of over 160 employees. Our growing firm has an exciting opportunity for a Project Engineer in our Traffic Group. The ideal candidate would have the flexibility to work out of the Taunton, MA, Boston, MA, or Lincoln, RI offices.

Project Engineer—Traffic

**Primary Duties:**
- Use computer assisted engineering and design software to prepare engineering and design documents such as capacity, delay and queue analyses, trip generation and distribution and safety evaluation and analysis
- Assist in the monitoring and design of traffic signal systems
- Participate in field visits to assess roadway and traffic conditions
- Evaluate, select and adapt standard techniques, procedures and criteria to complete work on projects
- Assist in the preparation or modification of reports, specifications, construction schedules, environmental impact studies, permits and designs for a wide variety of public sector studies and private development projects
- Interpret guidelines, procedures and manuals from DOTs, MUTCD, FHWA, NCHRP, ITE, HCM, and HSM
- Draft transmittals, memos, and meeting minutes that effectively communicate key findings
- Assist in client contact and communication pertaining to projects and deliverables
- Provide technical support and guidance to Staff Engineers and Co-ops/Interns
- Assist in preparation of proposals including scope details and budgets
- Be aware of budget hours vs. time to complete tasks
- Work towards achieving a P.E. license

**Knowledge, Skills and Abilities:**
- Proficient knowledge of computer aided software such as Synchro, AutoCAD, MicroStation, VISSIM, SIDRA, BlueBeam, and HCS
- Knowledge of Federal and State ADA Standards and Guidelines
- Familiarity with New England Region DOTs policies and practices preferred
- Familiarity with traffic signal controllers and traffic signal operations preferred
- Ability to define problems, collect data, establish facts and draw valid conclusions
- Comfortable working in a collaborative environment
- Strong oral and written communication skills
- Strong organizational skills and attention to detail

**Education/Experience:**
- Bachelor’s Degree in Civil Engineering from an accredited four-year college or university
- 4+ years of experience in transportation engineering
- Active participation in at least one professional society/organization

**Requirements:**
- Bachelor of Science in Civil Engineering is required
- PE Registration in MA is required
- PTOE is preferred
- IMSA Traffic Inspection Certification is required
- Working knowledge of MassDOT requirements is preferred
- Proficiency with traffic analysis and modeling and knowledgeable about traffic signal equipment and controller menu
- Ability to perform on-site signal equipment operational diagnostic services
- 10 to 15 years of experience is ideal

For Detailed Employment Opportunity Information, please visit: [http://neite.org/job-opportunities/](http://neite.org/job-opportunities/)
Employment Opportunities

Milone & MacBroom, Inc. is a growing multidisciplinary engineering, landscape architecture, planning, and environmental science consulting firm. Our corporate office is located in Cheshire, Connecticut, with regional office locations in Maine, New York, New Hampshire, Massachusetts, and Vermont.

At Milone & MacBroom, we believe that respect for our communities, our clients, and our employees is a critical component to what we do. To that end, we work with our clients to achieve sustainable designs that meet the needs of the public for both current and potential future conditions. We are proud to be part of the future advancements of the communities in which we live and work.

Entry Level Traffic Engineer/Transportation Planner Cheshire, Connecticut

Milone & MacBroom, Inc. is seeking an entry level Traffic Engineer and/or Transportation Planner to join our transportation group in Connecticut.

The qualified candidate will be responsible for assisting senior staff in transportation planning, data collection and traffic analysis, parking studies, safety studies, bicycle and pedestrian studies and signal design. The candidate will prepare technical reports, plans, specifications and cost estimates for a wide range of transportation planning and traffic engineering related projects.

The candidate should possess the following qualifications:

- Bachelor’s Degree in Civil Engineering or Planning with a focus on Transportation
- Three plus years’ experience in some or all of the following areas: traffic impact and corridor studies, signal design, and bicycle and pedestrian facilities planning and design.
- Engineer in Training (EIT) certification or ability to obtain within one year
- Demonstrated working knowledge of AutoCAD and Microstation
- Familiarity with MUTCD guidelines, traffic analysis software such as Highway Capacity Software, SYNCHRO and/or VISSIM, and GIS
- Knowledge of state DOT/FHWA policies and procedures is a plus.
- Excellent verbal and written communicative skills

Welcome to the Newest ITE New England Section Members

Total NEITE Membership: 605 persons

Kurt P. Doherty (University of Massachusetts)  Ryan M. Case (University of Massachusetts Amherst)  Maribel Eneida Guzman
Asadul Hoque Tanvir (University of Connecticut)  Maribel Eneida Guzman
Jason Charest (Chittenden County Regional Planning Commission)  Jennifer Santos Conners (Vanasse & Associates, Inc.)  Richa Gotecha (University of Massachusetts)
Mitchell Page (University of Massachusetts Amherst)  Noah S. Morgan (Kleinfeld)  Nikone Soupharath (Commonwealth Engineers & Consultant, Inc.)
Samuel Gavin (University of Massachusetts Amherst)  Norman G. Hill, PE (Land Planning Incorporated)

For Detailed Employment Opportunity Information, please visit: http://neite.org/job-opportunities/

Excellent verbal and written communicative skills

This position has great potential for growth. Working with an experienced team of engineers and planners, the successful candidate will share in our efforts to expand the services offered by Milone & MacBroom, Inc. and expand the geographic reach of services that we currently provide.

Traffic Engineer Cheshire, Connecticut

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The New England Chronicle is interested in short articles on innovative projects and cutting-edge solutions. Please send articles, listings (ITE and other relevant), graphics and photographs to the Editor: Rachel A. Dooley, PE at rdooley@vhb.com.