



Emerging Professionals Committee

October 16th, 2025
12:00 p.m. – 1:00 p.m.
Virtual
MINUTES

Participants:

Brad Domasky, KL, Chair
Amaya Ibanez-Baldor
Shelly Harris, KL
Emily Harrison, JT
Austin Kaszubski
Macen Leonardi, MSA

Riley Smeaton, JT
Mike Statz, MSA, Board Liaison
Harry Tran, EMCS
Kelly Veit, ACEC WI
Izzy Verdugo, Holmes Murphy

1. Call to Order & Housekeeping
 - a. Request Note Taker
 - b. Agenda Overview
 - c. [Conflict of Interest](#)
 - i. No Conflicts of Interest
 - d. Review and approve [09.18.25 EP Minutes](#)
 - i. Motion to approve by Macen, Second by Shelly
2. Icebreaker
 - a. Group talked about their favorite Halloween candy
3. EP Committee Welcome/Overview
 - a. Introduction of new faces: Riley & Izzy
4. Diversity & Inclusion Moment
 - a. March 10th was World Mental Health Day. Kelly shared a short presentation on how to recognize and support team members that may be feeling anxiety or depression. Additional resources can be found at [mentalhealthfirstaid.org](https://www.mentalhealthfirstaid.org)
5. Committee Representative Updates
 - a. Transportation Partnering Meeting/TSC – Jessica
 - i. Discussed contracting feedback and curb ramp improvements
 - b. Marketing & Communications Committee – Cassie
 - i. Committee is working on a strategic plan, communication plan, and brainstorming virtual forum topics
 - c. TIC Planning Committee – Nick
 - i. Planning for TIC
 - d. Civil3D Workshop Committee – Brad



- i. Event went well. Talks of potentially changing the date for next year so that construction staff can attend.
 - e. Other Committee Updates?
 - State Facilities- Macen
 - i. Committee is preparing for DFD
- 6. EmPower: Learning Series
 - a. Next Session – [“Looking Under the Hood,” Understanding What Drives Firm Finances](#)
 - i. 11/20/25 from 12-1PM
 - b. [Topic & Speaker Idea List](#)
- 7. ACEC WI Civil3D Happy Hour Debrief
 - a. How can we drive attendance at a wider variety of firms?
 - i. Milwaukee had good attendance and Milwaukee had good attendance, but Madison had less variety in firms.
 - ii. Izzy suggested inviting affiliate members
 - iii. Noted that there was no WisDOT presence
 - iv. Mike suggested increased shoulder tapping within firms
- 8. Transportation Partnering Meeting Happy Hour Debrief
 - a. 12-15 people in attendance – Erins Snug Pub
- 9. [DFD Conference](#) – Madison – November 4th
 - a. Happy Hour Location Brainstorming
 - i. Young Blood Brewing is popular and has been successful in the past
- 10. 2026 TIC Session Planning Kickoff
 - a. March 10th-11th
 - b. Brainstorm ideas for EP Session
 - i. How to bridge generational differences
 - ii. Documentation – legality, risk management
 - iii. Career Development
 - 1. Imposter Syndrome
 - iv. AI
 - v. Any of the above as a panel
- 11. Upcoming Events
 - a. Energy Committee – 10/23
 - b. Government Affairs Committee – 10/24
 - c. Diversity & Inclusion Committee – 10/28
 - d. DFD Conference – 11/4
 - e. EmPower Learning Series – 11/20



f. State Facilities Committee – 12/9

12. Next Meeting

- a. EmPower Series – Replace November Committee Meeting
- b. December 18th, 2025, 12:00 p.m. – 1:00 p.m.
 - i. Discuss 2026 Committee Goals
 - ii. Discuss Legislative Days Happy Hour
 - iii. Discuss TIC Event

13. Adjourn – **Motion by Shelly, Second by Emily**

Reference Documents

- [EP Committee Structure](#)
- [EP Goals](#)
- [ACEC Wisconsin Strategic Plan](#)