

**Emerging Markets and Industry Trends
Breakout Sessions
March 30, 2006**

Tools for Recruiting the Future Workforce

In depth discussion of upcoming LMCC study on the industry's ability to attract and retain a skilled workforce. Projections show that approximately 42 percent of the Industry's workforce will retire within the next ten years. The study will focus on replenishing the supply of future workers into the industry, sources of potential new entrants, changing demographics of the workforce and generational workforce issues.

William F. Maloney, the Raymond-Shaver Chair Professor of Construction Engineering and Management in the Department of Civil Engineering at the University of Kentucky, earned a Bachelor of Mechanical Engineering and an M.B.A. from the University of Delaware. After five years as a field construction engineer in industrial process plant construction, he earned his Ph.D. in Business Administration with a specialization in Organizational Behavior and Industrial Relations at The University of Michigan. Dr. Maloney has taught and conducted research into construction engineering and management for twenty-nine years. He has served on the Civil Engineering faculties in the construction engineering and management area at the Ohio State University; The University of Michigan; and the University of Maryland at College Park where he held the A.J. Clark Chair of Construction Engineering and Management.

Professor Maloney's teaching and research has been in the area of organizational and employee performance. He received the American Society of Civil Engineers' Walter L. Huber Civil Engineering Research Prize in 1986 for his research into construction workers and their work environment. In 1990, his paper "Organizational Culture: Implications for Management" was selected as the outstanding paper published in the *Journal of Management in Engineering* in 1989. His current work focuses on continuous improvement through self-managing work teams, construction industry industrial relations, construction industry manpower issues and construction safety. He served as the Co-Editor and Associate Editor of the *Journal of Construction Engineering and Management* of the American Society of Civil Engineers for twelve years.

At Kentucky, he teaches undergraduate and graduate courses in construction engineering and management and a senior course for civil engineers in project development. In addition, Dr. Maloney serves as Director of the BS/MBA Program in which students earn a BS degree in engineering and an MBA. He holds a joint appointment as Professor of Management in the Gatton School of Business and Economics. He recently completed a six-month sabbatical leave in Glasgow, Scotland where he conducted research into construction health and safety.

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Dr. Andrea Mitnick is an experienced trainer in platform presentation skills, interpersonal communication skills, team skills, leadership development, and gender communication. She has conducted workshops for a variety of organizations, including ARCO Chemical, The Franklin Mint, Merrill Lynch, Morgan Stanley-Dean Witter, New York State Electric and Gas, ConEd ,and MichCon.

She is a Professor at Kutztown University of Pennsylvania teaching presentation skills, Public Relations Techniques, and Crisis Communication. Previously an Assistant Professor of Communication at Penn State University, she won the Outstanding Teacher of the Year Award in 1995. She received her Ph.D. in Rhetoric and Communication from Temple University, and her research on a wide range of topics has been published in both journals and textbooks.

A former Junior Olympic gold medalist in swimming, Dr. Mitnick now swims for pleasure, lifts weights, and walks. She has lived and taught in Switzerland, and continues to travel extensively in Europe, China and the Pacific Rim, and North America. In the fall of 2000 she served as a faculty member with the program Semester at Sea. She lived and worked on board the SS Universe Explorer, a floating University taking over six hundred students and 22 faculty around the world for 100 days. She taught Intercultural Communication, Public Speaking, and a Special Topics course on leadership development and strategic communication.