Work Group Discussion

Sessions

Quick Review of Process and Conduct of the Workshop

Shobna Varma
WORKFORCE PLANNING AND DEVELOPMENT

UPDATE

MARY HARKER, IDAHO DOT

CHAIR, SUBCOMMITTEE ON PERSONNEL AND HUMAN RESOURCES
WORKFORCE PLANNING AND DEVELOPMENT

WORK GROUP PARTICIPANTS- PAM HUTTON (CHAIR)

- Pam Hutton, CE, Colorado DOT, SCOH, SOOH, SCOPM
- Neil Pedersen, Administrator SHA, Vice Chair, SCOH, Vice-Chair ASSETMGT
- Christina M. Reed, CE, Illinois DOT, SCOH
- Cristina Valencia, Colorado DOT, Subcommittee on HR
- Beverly Wyatt, Colorado DOT, Subcommittee on HR
- Shobna Varma, StarIsis Corporation
OBJECTIVE

- **AASHTO Goal 4**: Assist State DOTs with leadership and performance

- **AASHTO Strategic Objective 4C**: Assist states in addressing issues of workforce recruitment, retention, succession planning, core competencies and professional development in emerging areas

- **SCOH Strategic Objective 4C**: SCOH will support the states by leading initiatives to advance the knowledge and implementation of tools to address workforce planning and development (recruitment, retention, succession planning, core competencies and professional development) in highway-related disciplines (e.g. highway design, bridge engineering, construction, maintenance, traffic engineering, systems operations, right of way, utilities, etc.).
SEVEN ACTIONS PROPOSED

- **Action 1:** SCOH will
  - propose the creation of an AASHTO workforce planning and development working group that in cooperation with other relevant AASHTO committees will monitor and facilitate progress on workforce planning and development issues. SCOH members will participate as members of the work group.

- **Action 2:** SCOH will propose a
  - NCHRP study that will build upon existing NCHRP workforce planning and development data and reports, that will gather information on new, current and future DOT workforce challenges, best practices, and implementation strategies focused on highway-related disciplines.

  - The results of the study should be cataloged by success rate and workforce area (recruitment, retention, succession planning, core competencies and professional development) and delivered through a quick reference guide for use by SCOH members.
ACTION 3: SCOH will task each of its subcommittees

- to identify a set of high level core competency requirements and professional development needs that would be a universal expectation across all DOTs for entry level, fully operational, supervisory, and management levels by discipline for use by SCOH members and their departments.

- This will be created in collaboration with the AASHTO Subcommittee on Personnel and Human Resources, and the AASHTO working group on Workforce Planning and Development.

ACTION 4: SCOH, through its subcommittee structure, will

- identify priorities for current training needs, including the conversion or development of technical or professional development courses to web-based training or self-study programs.

- This will be created in collaboration with the AASHTO Subcommittees on Personnel and Human Resources, as well as Information Systems; FWHA; and the National Highway Institute (NHI).
**WORKFORCE (CONTINUED)**

- **Action 5:** SCOH will propose
  - that the NCHRP workforce toolkit website of the recruiting, retention, and succession planning best practices, related to highway disciplines, be updated and provided to SCOH members for use by their Departments.
  - This will be requested in collaboration with the AASHTO Subcommittee on Personnel and Human Resources.

- **Action 6:** SCOH will propose
  - a NCHRP study to survey, research and gather information on successful implementation of a corporate university concept for state DOTs.

- **Action 7:** SCOH will propose
  - the creation of a branded image for National TV spots for promoting the transportation profession, and for short clips that DOTs can place on their external employment websites.
  - This will be created and implemented in cooperation with the AASHTO Subcommittee on Personnel and Human Resources, as well as the AASHTO Subcommittee on Public Affairs.
CLIMATE CHANGE

UPDATE

PAULA HAMMOND, SECRETARY WSDOT,
Chair, AASHTO Climate Change Committee
Chair, National Marketing Task Force,
Chair, Subcommittee on Public Affairs
CLIMATE CHANGE

WORK GROUP PARTICIPANTS- KEVIN CHESNIK (CHAIR)

- Kevin Chesnik, Administrator, Wisconsin DOT, TIG, SCOH
- Paul Degges, CE, Tennessee DOT, SCOH, SSOM
- Dwane Kailey, Montana DOT, SCOH, WASHTO
- Margi Lifsey, Oregon DOT
- Cathy Nelson, CE, Oregon DOT, ASSTMGT, SCOH
- Bonnie Feggestad, Wisconsin DOT
CLIMATE CHANGE

Work Group Chair

Kevin Chesnik, Administrator, Wisconsin DOT
OBJECTIVE

- **AASHTO GOAL 1-** Re-establish transportation as a national priority

- **AASHTO STRATEGIC OBJECTIVE 1G:** Advocate transportation, energy and climate change policies that enhance the national and state economies, improve national security and reduce greenhouse gases

- **SCOH STRATEGIC OBJECTIVE 1G ON CLIMATE CHANGE:** Identify and distribute new and emerging practices, materials, and technologies related to climate change mitigation and adaptation. Evaluate and standardize policy development for highway infrastructure planning, design and development. Provide communication and educational resources that support state implementation of these approaches.
SEVEN ACTIONS PROPOSED

HIGH PRIORITY ACTIONS

- **Action 1:** Develop and disseminate new tools and practices for climate change mitigation and adaptation.

- **Action 2:** Evaluate the need for short-term infrastructure rehabilitation projects in response to climate changes in highly vulnerable locations.

- **Action 3:** Support reduction of Greenhouse gases and consideration of climate change in transportation development and operations planning.
LOWER PRIORITY ACTIONS

- **Action 4:** Support integration of transportation and land-use planning through the increased development of non-highway modes of travel.

**Actions That Need to be Addressed in Coordination with Other Work Groups**

1. **With Congestion Work Group**

- **Action 5:** Promote the development and implementation of traffic control strategies and devices that lower energy consumption, reduce congestion and reduce costs.
CLIMATE CHANGE (CONTINUED)

**LOWER PRIORITY ACTIONS**

2. With Research and Emerging Technology Group

- **Action 6:** Promote climate change as a priority in environmental research

3. With Performance Management Work Group

- **Action 7:** Support methods for measuring the results of climate change mitigation and adaptation efforts.
COMMUNICATING THE VALUE OF TRANSPORTATION

WORK GROUP PARTICIPANTS- JIM McMINIMEE (CHAIR)

- Jim McMinimee, Utah DOT, TIG, Highway Subcommittee on Design
- Richard Land, CE California DOT, SCOH, Vice Chair Highway Subcommittee on Design
- Dennis Baughman, Chief of Communications, Nevada DOT,
- Shane Peck, Missouri DOT, Secretary Subcommittee on Public Affairs,
- Linda Hull, Legislative and Communication Director, Utah DOT,
- Roger Healy, CE Alaska DOT, SCOH
- Shobna Varma, StarIsis Corporation
COMMUNICATING THE VALUE OF TRANSPORTATION

UPDATE

PAULA HAMMOND
SECRETARY WSDOT
CHAIR, NATIONAL MARKETING TASK FORCE,
CHAIR, SUBCOMMITTEE ON PUBLIC AFFAIRS

ADDITIONAL COMMENTS
SHERRY APPEL, AASHTO, MANAGER TRANSPORTATION MARKETING CAMPAIGN
COMMUNICATING THE VALUE OF TRANSPORTATION

Work Group Chair

JIM McMINIMEE, DIRECTOR OF PROJECT DEVELOPMENT, UTAH DOT
**OBJECTIVE**

- **AASHTO Goal 2:** Advocate and communicate to achieve AASHTO's goals

- **AASHTO Strategic Objective 2D:** Communicate the value of transportation to citizens, community, quality of life, and the economy

- **SCOH Strategic Objective 2D:** Contribute to the efforts of the AASHTO Board of Directors to secure national support for sufficient, sustainable ‘net new revenue’ through a diversified portfolio of funding sources, by communicating the value of transportation to quality of life, to citizens, to communities and to the economy.
FIVE ACTIONS PROPOSED

- **ACTION 1:** Consists of Actions 1.1 and 1.2. The work group proposes that Action 1.1 be drafted and circulated in early October 2009 and be discussed and approved at the October 24, 2009 SCOH meeting. Action 1.2 will then be the main action item that will continue through the life of the new SCOH strategic plan.

- **ACTION 1.1:** SCOH will propose a resolution to inform the Board of Directors formally that the Standing Committee on Highways is available and willing to serve as direct communicators or as technical advisors to their efforts of communicating the value of transportation to the citizens, the media and to legislators.

- **ACTION 1.2:** Assign three SCOH members to work with the AASHTO Board of Directors and the Subcommittee on Public Affairs to brand and translate AASHTO messages for communication at the SCOH, state and local level.

- **ACTION 1.3:** SCOH will collaborate with AASHTO and the Board of Directors to develop appropriate policy, programmatic and technical messages that are aligned to the AASHTO messages. SCOH will look at the 20-07 funds to support research efforts involved in developing these messages.
**ACTION 2:** SCOH will reach out to the Subcommittee on Public Affairs, National Transportation Public Affairs Workshop and the AASHTO Headquarters Office to ensure that they know that

- SCOH is available to provide technical expertise to its advocacy efforts.
- SCOH will work with the groups to identify, document and share state successes in delivering transportation projects that illustrate and communicate the value of transportation.
- Examples will include projects delivered using stimulus funds.

**Note:** Sherry Appel, AASHTO, explained that AASHTO has some messages that are currently available that SCOH could use at the state level. Many opportunities for collaboration exist and Sherry will share these at the Annual SCOH Meeting
**COMMUNICATING (CONTINUED)**

- **Action 3:** SCOH will *issue a periodic Chief Engineers Report* that will present information about present and future transportation trends and needs and the ability of our nation’s transportation infrastructure to meet those demands.
  - The Chief Engineers Report will include Board of Director strategies for meeting the current and future transportation needs.
  - SCOH will use the Chief Engineers Report and the AASHTO Campaign Toolkit as sources to support the Board of Director’s Strategic Plan and to communicate messages at the state and local agencies level.

- **First Deliverable:** Prepare 20-7 proposal for hiring a consultant to work on this action item for consideration and approval at the October 24, 2009 meeting.
COMMUNICATING (CONTINUED)

- **Subtasks-1 for Action 3:** SCOH will issue an RFP through NCHRP to define the details of the Chief Engineers Report.

- **Subtask-2 for Action 3:** Based on the deliverables of Subtask-1, the SCOH Chair/Vice Chair will meet with the Board of Directors to provide a briefing on the highlights of each report.

- **Action 4:** SCOH will set aside time on the SCOH meeting agenda at both the spring and fall meetings, to discuss the top three or four issues from the Chief Engineers’ perspective and recommendations on approaches, strategies, solutions and/or actions to address them. These top issues and recommended actions to address them will then be presented to the Board of Directors.

- **Action 5:** SCOH will coordinate with AASHTO and collaborate with Association of General Contractors (AGC), the American Road & Transportation Builders Association (ARTBA) and ACEC to share messages about the value of transportation.
PERFORMANCE MANAGEMENT

UPDATE

PETE RAHN, DIRECTOR, MISSOURI DOT
CHAIR, STANDING COMMITTEE ON PERFORMANCE MANAGEMENT
Performance Management

Work Group Participants - Paul Degges (Chair)

- Paul Degges, CE, Tennessee DOT, SCOH, SSOM
- Mara Campbell, Organizational Performance Director, Missouri DOT, SCOPM, Task Force Chair: Comparative Performance Measurement, Research Advisory Committee, Region 3 Chair RAC
- Tom Prestash, District Executive, Pennsylvania DOT, SCOPM
- D. W. Vaughn, CE, Alabama DOT, SCOH, SCOPM, Chair SCOHTS-SM
PERFORMANCE MANAGEMENT

Work Group Chair

PAUL DEGGES, CHIEF ENGINEER, TENNESSEE DOT
**Objective**

- **AASHTO Goal 1**: Re-establish transportation as a national priority

- **AASHTO Strategic Objective 1H**: Promote accountability through performance-based management to enhance the national transportation system, and work with strategic partners to develop a framework of goals, standards and metrics tailored to meet individual state needs.

- **SCOH Strategic Objective 1H**: Assist the Board of Directors and member states in the development of AASHTO’s position on Performance Management, in the dissemination of state best practices, and in the implementation of any national performance management framework, *particularly as it pertains to highway system condition, performance and operation.*
FOUR PROPOSED ACTIONS

**ACTION 1:** SCOH will actively support AASHTO’s efforts on performance management by being an on-going source of information, technical guidance, and policy advice as the association works with Congress, the Administration and the States to implement performance management.

- SCOH will accomplish this by writing to the Standing Committee on Performance Management and informing it of SCOH’s desire to assist with development of performance metrics, particularly as they pertain to highway condition, performance, or operations.

**ACTION 2:** SCOH will form a subcommittee which will be structured to act quickly in providing technical guidance to AASHTO as it negotiates a set of performance metrics and a performance management process with Congress and the Administration for the re-authorization legislation.

- SCOH will identify volunteers willing to serve on a quick-response team to represent SCOH in supporting AASHTO staff and other committees as they respond to evolving requests for information related to developing a national transportation performance management process.
**Action 3:** SCOH will provide leadership in developing common definitions and common data-collection processes which will be needed to support development of accurate, timely, and cost-effective highway performance measures.

**Action 4:** SCOH will actively support the Standing Committee on Performance Management in shifting from a process-oriented program and project delivery system to an outcome-based project and program delivery process.
RESEARCH AND EMERGING TECHNOLOGY

UPDATE

SUSAN MARTINOVICH, DIRECTOR, NEVADA DOT
CHAIR, STANDING COMMITTEE ON RESEARCH
VICE CHAIR, STANDING COMMITTEE ON HIGHWAY TRAFFIC SAFETY
Ken Sweeney, CE, Maine DOT, SCOH

Brian Blanchard, CE, Florida DOT, SCOH, TIG and NPHQ (National partnership on highway quality)

Sandra Larson, Iowa DOT, Chair, AASHTO, Research Advisory Committee, Vice Chair Standing Committee on Research (SCOR)

Mark Miller, Construction Management Director Indiana DOT, SCOH

Shobna Varma, Starisis Corporation
RESEARCH AND EMERGING TECHNOLOGY

Work Group Chair

Ken Sweeney, Chief Engineer, Maine DOT
**OBJECTIVE**

- **AASHTO Goal 3:** Provide world class technical services

- **AASHTO Strategic Objective 3A:** Identify, communicate and facilitate use of emerging research, technologies, materials, processes and programs.

- **SCOH Strategic Objective 3A Addressing Research and Emerging Technology:** Identify, develop and communicate standards, specifications, technical policies and other guidelines and facilitate use of emerging research, technologies, materials, processes and programs in order to have a world class transportation system that can meet the challenges of tomorrow.
FIVE PROPOSED ACTIONS

- **ACTION 1.1**: SCOH will annually identify and select two or three high payoff key topics and approve them for expedited and focused research.

- **ACTION 1.2**: SCOH will also select two or three practical, implementable, high payoff innovations to extend the life of bridges and pavements, improve safety, reduce fatalities and improve system efficiencies so that emerging technologies can be fast-tracked from research to implementation.
  - SCOH will drive the accelerated implementation of these high payoff innovations. Working with the Board of Directors, SCOH will select these two to three high payoff key topics and the implementation of high payoff innovations.

To effectively accomplish this, SCOH will develop and implement a formal relationship for collaboration and cooperation on these high pay off initiatives with the Standing Committee on Research (SCOR), Standing Committee on Highway Traffic Safety (SCOHTS), FHWA, NCHRP and SHRP 2.
  - SCOH will designate subject matter experts from SCOH or the appropriate SCOH subcommittees to coordinate with other groups to pilot the implementation and to market and train States on the use of the initiative. [Like TIG, this effort will need dedicated funding if there are to be pilot programs, marketing efforts, and training.]
**ACTION 2:** SCOH will ensure that for these selected projects that are implementable within its charge, including those by the subcommittees are piloted and the outcomes and results will be packaged for appropriate marketing that can be easily reviewed, understood and adopted by the states, such as short videos, technical briefs and other materials.

- SCOH will also ensure that training is developed and deployed to implement these innovative projects and solutions to foster integration into the normal operations of the State DOTs. Information will also be populated in the databases of TRIS and RIP as appropriate.

**Note:** The idea is to move the implementation of innovations to become part of AASHTO standard practices. AASHTO has a new studio that can be used to package material and to create the videos discussed in this Action Item.

**ACTION 3:** SCOH will task all of its subcommittees to review all their specifications, manuals and other documents and give a short report every year to SCOH. The report may indicate that there was no update necessary.
**Action 4:** SCOH will use an electronic ballot to approve technical memorandums that support the implementation of the key innovations drafted by the AASHTO engineering staff using the results of the research. This technical memorandum will be for the high pay off projects from Action item 1.

- These are projects that have been piloted and tested and are ready for implementation as identified by TIG and require changes to the specifications and manuals before they will be implemented by States.
- The list of projects will be those that will be beneficial for states to implement without having to wait for the technical revision or update to the book (green book, bridge book), guidelines or manuals.

**Action 5:** SCOH will document the current process of implementing improvements to AASHTO technical standards and have recommendations on options to accelerate updating of manuals. SCOH will accomplish this by creating a task force to work on the action item.

**Note:** Team felt that process improvements are best done by using an external organization or consultant.
Cut Fatalities by Half by 2030

Update

Susan Martinovich, Director, Nevada DOT
Chair, Standing Committee on Research
Vice Chair, Standing Committee on Highway Traffic Safety
**Cut Fatalities by Half by 2030**

**Work Group Participants—Khani Sahebjam-Chair**

- Khani Sahebjam, Minnesota DOT, *SCOHTS, SCOHTS-SM, SSOM*
- Ted Trepanier, Washington DOT, *SCOHTS, SCOHTS-SM, SSOM, Co-Chair Reliability and Technology Task Group, Subcommittee on Traffic Engineering*
- Vernon Betkey, Maryland DOT, Chief *Maryland Highway Safety Office*, *SCOHTS-SM, Chair GHSA*
- Bernie Arseneau, Minnesota DOT, *SCOHTS-SM, Subcommittee on Traffic Engineering*
- Troy Costales, Oregon DOT, Member *SCOHTS-SM, Chair SCOHTS-SM Task Force, Strategic Highway Safety Plan*
- Robert Hull, Utah DOT, *SCOHTS-SM, Subcommittee on Traffic Engineering*
- Jim Wright, AASHTO, *Intellidrive*
- Sue Groth, Minnesota DOT, *SCOHTS-SM*
- Shobna Varma, StarIsis Corporation
Cut Fatalities by Half by 2030

Work Group Chair

Khani Sahebjam, Minnesota DOT
- **AASHTO Goal 1**: Re-establish transportation as a national priority

- **AASHTO Strategic Objective 1D**: Cut fatalities in half by 2030

- **SCOH Strategic Objective**: Cut fatalities by half by 2030 with a vision towards zero fatalities.
SEVEN PROPOSED ACTIONS

- **ACTION 1:** SCOH will assign a liaison/representative(s) to coordinate between SCOH and the following groups, SSOM, SCOHTS, SCOHTS-SM and GHSA.
  
  - The coordination should happen at a minimum of once a year to update SCOH of activities to address the objective of cutting fatalities by half.
  
  - The liaison/representative(s) will also be responsible for ensuring collaboration on relevant projects between SCOH and these groups in addressing the goal of reducing fatalities.

- **ACTION 2:** SCOH will focus on establishing incremental two year goals for reducing fatalities, while using trend analysis, to ensure that the states are tracking toward halving fatalities while trying to achieve the vision of reaching zero fatalities.
  
  - SCOH will do this in collaboration with NHTSA and integrate the efforts from the DOT perspective with those of NHTSA.
CUT FATALITIES (CONTINUED)

- **Action 3:** SCOH, in partnership with other groups, will fund a project that involves identifying successful, proactive, low cost strategies and practices implemented by states to reduce fatalities on all public roads.
  - These in turn will be shared with all states. This includes identifying strategies for collaborating on the usage of the four E’s to address fatality reduction. SCOH will accomplish this by working with FHWA and NCHRP to fund an RFP to complete this project.

- **Action 4:** All states will consider local roads into their safety programs and utilize resources (high training, funds) to address reducing fatalities. SCOH will designate a SCOH member or an AASHTO staff to work with GHSA, SCOHTS-SM and SCOHTS to complete this action item and generate the deliverables listed as part of this action item.
**CUT FATALITIES (CONTINUED)**

- **Action 5:** SCOH will focus resources to use technologies including ITS and IntelliDrive in addressing collision and fatality reduction.

- **Action 6:** SCOH will focus efforts on data driven approaches to bring together information about crime fighting, traffic enforcement, crashes and traffic safety to strategically deploy resources and enforcement to reduce fatalities.
  - SCOH will do this in collaboration with NHTSA and the utilization of SHRP2 safety database to determine safety approaches.
**CUT FATALITIES (CONTINUED)**

- **Action 7:** SCOH members will identify, brand and package the information pertaining to safety so that messages can be communicated at the national, state and at the local level. SCOH will accomplish this by coordinating the effort with SCOHTS-SM and will work with the AASHTO Communications and Publications Division to package the material. The messages will,

  - Communicate and market the value of important safety initiatives to the public and share information on how these help in the reduction of fatalities and crashes. The information will also be included in the Chief Engineers Report and in the Safety Portal currently being developed by SCOHTS-SM, being managed by Robert Hull.

  - Raise understanding of legislators and new agency leaders by enhancing the Leadership Information Packet currently being developed by a task group within SCOHTS-SM managed by Ted Trepanier,

  - Show the progress of various safety initiatives with a focus on accountability and performance of states.
Lunch