Why Training Means a Lot to Millennials

By: Evan Hackel

When baby boomers took their first “real” jobs upon entering the workforce, their demands and expectations were ridiculously low by today’s standards. On their first day on the job they got an employee handbook that they took home and scanned while eating dinner or watching TV. Company training, if there was any, was minimal.

For the most part, they accepted the idea that it was normal to feel ignorant and unskilled in the first weeks or months on a new job. They expected to “learn the ropes” by making mistakes.

When it came to promotions, most boomers were equally willing to proceed by trial and error. Nobody told them, “Here is just what you need to do to get ahead in our company . . . here is the next position we’ll be considering you for.” One day in the hazy future, they hoped that their bosses would call them in and say, “We just gave you a promotion . . . you may leave early and take the family to dinner to celebrate.”

Was there feedback? Of course, there was. There were quarterly, semiannual, or yearly job reviews that usually followed the script, “Here’s what you’ve been doing wrong, here’s where you need to improve—so do it, session over.”

In short, many baby boomers were happy to toil away in black boxes, learning jobs and building careers in a loose way that would seem absurd to the members of today’s younger millennial workforce.

Millennials Have Far Different Expectations and Demands

Boy, have things changed. Today, most millennial workers would object strenuously to the same kind of conditions that baby boomers (and members of the generation that preceded them) thought normal. If today’s millennials start new jobs and discover conditions like those in a new workplace, they are going to start looking for new jobs in a matter of hours.

Ample research documents that millennial attitudes are different. One major study from Gallup, “How Millennials Want to Work and Live,” reports these findings:

60% of millennials say that the opportunity to learn and grow on the job is extremely important. In contrast, only 40% of baby boomers feel the same way.

50% of millennials strongly agree that they plan to remain in their jobs for at least the next year. That might sound like a big percentage, but 60% of members of all other groups plan to stay in place for at least a year. Baby boomers and others are planning on sticking around, while millennials are weighing their options.

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Learning and Training Are Key to Retaining Millennials and Maximizing their Productivity

Findings like those – and you can easily find more – document that millennials are more likely to be engaged and to stay on their jobs if they have opportunities to plan their career paths and learn.

Here are the trends:

- **Millennials like to feel capable and confident in their jobs.** Millennials do not like to feel like rookies. Many think of themselves as leaders – or as leaders who are waiting to be discovered. They want to look good, and thrive on being able to confidently contribute from the first day they arrive on the job. The right kind of training—both for new and current millennial employees—makes that happen.

- **Millennials are usually skilled students.** They like to apply the learning skills they built while they were in school. To them, learning feels as natural as eating three meals a day. As the Gallup study found, they are eager to learn. In contrast, getting baby boomers to believe in training can be a harder sell. They tend to view training as a burden, something they have to endure. Millennials say, “Wow, when can I start?”

- **Millennials are tech-friendly.** Most of them love to be trained on their mobile phones and tablets, which are the most powerful training options available to many companies today. The result is better knowledge transfer, even to groups of employees who work in multiple or far-flung locations. Baby boomers, in contrast, are more tech-resistant. They are likely to freeze and resist when they hear they are going to be taking company training on their smartphones.

Training Is the Place to Build Millennial Productivity and Retention

A lot of training focuses on teaching needed skills. It should. But training can accomplish a lot more than that, if you use it to establish some of the following things that many millennials are looking for:

- **Mentoring relationships with their supervisors.** Gallup found that 60% of millennials feel that the quality of the people who manage them is extremely important. With that in mind, your training for new employees can set up mentoring, not reporting, relationships between them and their managers. Explain how often check-ins and job reviews with their managers will happen, and what they will cover. And schedule frequent check-in rather than “on the calendar” pro-forma reviews that both managers and the people they manage find boring, or worse.

A sense of belonging on an energized and innovative team. This is a bit of a contradiction, but at the same time millennials think of themselves as individualist entrepreneurs, they also expect to be part of an interesting team. Letting millennials get to know their teammates during training, and fostering a sense of team/group identity, can help convince them that they have joined the right organization.

A well-defined career path. Consider creating a personalized career development plan for all new employees (the exception being seasonal or other short-term workers who will probably not remain with your company for long). Another idea? Enroll new employees in management training programs from their first days on the job. In retail, for example, you can enroll them in training that will enable them to manage their own stores in two years, or after another stated period. Millennials like to know their next steps as they build their careers, and training is a fine place to explain them.

Yes, training is important to millennials. They are the most energized, skilled and capable generation ever to enter the workforce. Train them well and they will become your organization’s brightest future.

About Evan Hackel. Evan Hackel is CEO of Tortal Training, a firm that specializes in developing and implementing interactive training solutions for companies in all sectors. Evan created the concept of Ingaged Leadership and is Principal and Founder of Ingage Consulting, a consulting firm headquartered in Woburn, Massachusetts. To learn more about Ingage Consulting and Evan’s book Ingaging Leadership, visit Ingage.net.

Do you have millennials on your GIS team? Support their professional development. Send them to GIS-Pro 2017 in Jacksonville where we have focused content to support young GIS professionals. URISA understands the importance of supporting our next generation of leaders!

“As a young professional, GIS-Pro allowed me to network with a variety of professionals in my field as well as creating opportunities for me to volunteer, present, and get involved in ways I couldn’t have imagined. I would not be where I’m at, in my career, without GIS-Pro and the URISA community!” – Kari Chael, Valparaiso, IN

Also, encourage your emerging GIS superstars to apply to URISA’s Vanguard Cabinet of young professionals and support their participation in a URISA GIS Leadership Academy!
Esri released version 2.0 of ArcGIS Pro at the end of June. For those that might not know, ArcGIS Pro is Esri’s newest desktop GIS application which will ultimately be replacing ArcMap®, ArcCatalog®, ArcScene® and ArcGlobe®. ArcGIS Pro is built on a 64-bit architecture which allows it to make use of all the hardware you can throw at it and has a completely new modern ribbon interface.

When will this replacement happen? That is a good question. Sadly, I don’t have an exact answer. It seems to depend on who you talk to at Esri. I have heard anything from 2 to 7 years. You can see the transition is already starting by going to Esri’s product page on their website. You will see that it lists ArcGIS Pro as their lead desktop platform. You have to dig a bit to find any mention of ArcMap or ArcCatalog.

What I do know is that Esri is putting almost all their desktop development efforts into ArcGIS Pro. So, don’t expect any new functionality of any significance to be added to the traditional ArcGIS Desktop platform.

What’s in ArcGIS Pro 2.0

What can you expect to see in this new version of ArcGIS Pro? Esri continues to push toward parity with ArcMap. The former version, 1.4, went a long way in this regard. It added a lot of functionality so that if you primarily use ArcMap to create maps, perform simple GIS analysis or edit data using basic tools or even topologies, you may be able to switch to ArcGIS Pro now.

ArcGIS Pro 2.0 continues this trend of adding even more functionality. Here are some capabilities and changes which are included in ArcGIS Pro 2.0:

1. Support for Geodatabase Annotation is now included. However, it still does not support map annotation or graphics. Those can only be added directly in a layout.
2. Allows multiple Instances of ArcGIS Pro to be running at the same time on the same computer
3. The Project Pane will be renamed to the Catalog Pane
4. Will remember folder and database connections between projects through the use of favorites.
5. Adds grids for layouts
6. Charts are now supported in Layouts. These will be dynamic charts that update as your data changes

These are some pretty big improvements.

Joins and Relates in ArcGIS Pro

This past week, I stumbled on something interesting with ArcGIS Pro when working with table joins and relates. Not sure when this was added or if it has always been there, but it may make life a little easier for users. In the past with ArcMap, the type of cardinality determined whether you should perform a join or relate to link two tables together. For one to one or many to one, you should use a join. For a one to many or many to many, you should use a join.

In ArcGIS Pro, this not the case as long as the two databases you are trying to link are in the same geodatabase. If the two tables are in the same geodatabase, you can always use a join regardless of the cardinality. If the cardinality is a one to many or many to many, it will display all the records associated with the selected feature or record. It does this by creating virtual records for each match between the two tables. This is illustrated below.

You can see a single parcel has been selected (look at the lower left corner where it says 1 of 11602 selected). However, 5

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records are being displayed in the table view. That is because the parcels have been joined to a sales table which contains 5 records for sales of the selected parcel.

If I was doing this in ArcMap, I would have had to linked the tables using a relate. In ArcGIS Pro, I can do this with a join. This also means I can label the parcels with the sales information which you cannot do with a relate. The join provides greater functionality.

This does only work with tables in the same geodatabase. If you are linking shapefiles to a table or tables in two different databases or formats, the old rules about when to use a relate and a join still apply to ArcGIS Pro.

What might be coming in ArcGIS Pro 2.1
Of course, Esri is already planning for the next version. So, what might be included in the version that follows 2.0? Here are a few things we believe will be included:
1. Construct Polygon tool from ArcMap Advanced Editing Toolbar
2. Copy Parallel Editing tool
3. Support for the new Utility Network
4. Reports
5. Support for Representations
6. Spatial Adjustments

For more information about what you can see in ArcGIS Pro 2.0 or later versions click on the links below:
- ArcGIS Pro: What’s new in 2.0
- ArcGIS Pro Version 2.0 Release Notes
- ArcGIS Pro Roadmap

Here are some links to a couple free recorded webinars I have done on ArcGIS Pro which you might also find useful:
- Introducing ArcGIS Pro
- Managing Projects with ArcGIS Pro
- Creating 3D Maps with ArcGIS Pro

If you have not already been looking at ArcGIS Pro and evaluating it, now is the time. As we mentioned, it will be replacing ArcMap and ArcCatalog. It is time to start planning your migration since it is not a matter if, but when, you will need to do so.
The International Conference for Free and Open Source Software for Geospatial (FOSS4G) was held in Boston, August 14-18, 2017. This annual international event is facilitated by OSGeo. Over 1,300 people were in attendance from all over the world including Europe, Asia, Africa, South America and many areas in between. The weeklong conference included 2 days of preconference workshops and 3 days of intense sessions, each with its own base interest, such as PostGIS, R, and QGIS.

There were over 55 pre-conference workshops from which to choose. Most were half day workshops. On Wednesday, the conference transitioned to approximately 255 half-hour sessions over a 3-day period. The topic range encompassed New Technology, Business, Government and Science. Highlights from the sessions included, increasing citizen engagement, the use of drones in disaster response and management, leveraging the Internet of Things, monitoring climate and environment, measuring energy and natural resources consumption, and managing agriculture and forestry. There was clearly a full variety of topics being presented and thoroughly discussed.

Most of the attendees seemed very enthusiastic about the subject matter and drew inspiration from the dynamic energy of the conference. Of interest were the many vendors promoting open source geospatial solutions.

As a community partner, URISA and its local chapter, NEURISA, were represented at the conference. URISA Board member, James Armstrong of Spatial Relationships, LLC represented URISA, while Geoffrey Tapalu of Bryant University and Justin Bousquin of the US EPA represented NEURISA, the New England Chapter of URISA. During the conference, a fair number of folks dropped by the booth to chat and to find out what more about URISA. Most folks had heard about either URISA and/or NEURISA, but many did not know the actual mission of the organization. After hearing that URISA focused more on developing soft skills and leadership qualities, visitors acknowledged the value of joining. The conversations generally continued with some relatable personal examples by visitors. Everyone seemed to agree that URISA’s involvement and advocacy in the geospatial industry was of direct importance to them.

Attending a GIS open source conference can be an exciting experience. Many may look at the open source community as being on the fringe of the main stream industry. However, countless times, new ideas and concepts found in mainstream GIS stemmed from code work in the open source environment. The open source community is alive and thriving. In many ways, it continues to lead the way and open doors for the rest of us. URISA and its chapters proudly support open source GIS efforts and continues to promote the whole geospatial community. For more information on URISA, please go to www.urisa.org. Come join us and see what we can do together!

The next International FOSS4G conference is slated to be held in Dar es Salaam, Tanzania.
In the first article of this series, we discussed what the GMI can do for your organization; in the second article, we reviewed how to get started.

In this third article of the series, we describe what happens after the initial assessment.

You now have some data collected about areas of your GIS program that might not have been given proper attention in the past. While completing the GISCMM, you may have thought deeper about your program than before, and this could bring realizations of how it has matured or how much work remains for the future. Your next task is to concentrate on the benefits of interpreting your results for yourself, taking action in weak areas, building on strengths, and comparing your improvement over time.

Once completed, celebrate those areas for which you received high scores and then review lower scores to identify areas in need of improvement. Visualize survey results using the spider web diagrams - one each for Enabling Capability, Execution Ability, and the Geospatial Management Competency Model (see example diagram below). Compare your agency results to the results of an average of agencies with comparable characteristics through the subscription service.

In which areas does your organization excel? Can you describe your practices in this area and identify aspects that might work for other agencies? If so, write a short description and submit it to the URISA GMI for inclusion in the best practices. These best practices are being collected to develop a library of solutions and suggestions that will be used to help guide others looking to improve their programs.

Consider using the areas where there are lower scores to justify your resource needs and include them in your strategic plan. Completing the assessment before the budget planning cycle begins allows the results to support justification needed for resources and set program goals for the next year.

Completing the GISCMM Assessment can provide valuable performance measures and metrics for your GIS. Among the benefits, the GISCMM can:

• Help program managers develop and communicate program accomplishments to upper management and create program “champions” within your agency.
• Determine where improvements and investments are needed.
• Provide input to program planning.
• Communicate needs for GIS investments (and support future budget requests).
• Realign operations and services as needed.
• Improve communication and collaboration within your GIS team and other departments.

Now that you have completed the GISCMM, build a work plan for the next year (or more) around maintenance or improvements needed. Set a date to revisit your progress and evaluate if you have reached a milestone where you can improve your score. You can then compare the results of your agency to your previous years’ results to track progress and highlight achievements.

What Are Others Saying?

“The GMI assessment tool provides Forsyth County with a means to assess our systems across a wide range of characteristics which are key to organizational success. We can easily visualize areas where we are falling short and track progress over time.”

– Joseph Sloop, GISP, Geographic Information Officer (GIO), Forsyth County, NC
**Call to Action!**
With these components in mind, we suggest a call to action for the GIS community. Please consider carving out time in your busy schedules to complete this program assessment soon. There will be great value to you and your organization. Also, the subscription option offers additional value with a comparison of your organization to that of other peer groups with similar characteristics. By starting now, you can be prepared to contribute to the overall GIS community in the future when using the subscription.

This is just the beginning of what the GISCMM and the GIS Management Institute can do to help you and your organization improve your GIS operations and highlight successes. Be sure to check out the next article in this series in the next issue of *The GIS Professional!*

**GIS Management Institute (GMI)**
**GIS Capability Maturity Model (GISCMM)**

If you would like to share your GMI experience, please contact URISA at info@urisa.org to submit a short case study. You could be highlighted in a future issue of *The GIS Professional!*

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**GAURISA Student Competition Winners Announced**
The chair of *Education and Outreach for Georgia URISA* recently announced the winners of the 2017 Online Map Competition for Students:

- First Place: Ma Yuqi (Georgia Tech)
- Second Place: Caitlin Mildner (Georgia Tech)
- Third Place: Robert Phillips (Kennesaw State University)

Tripp Corbin, URISA President, was at GAURISA’s monthly luncheon on August 8, 2017 and was pleased to recognize the participants.

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**ERDAS APOLLO**
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Mike worked for a medium-sized business and went to work every day happy to have a job. But he wasn’t too enthused about his work environment. Employee morale was so-so because most long-time employees were merely going through the motions.

Greg was a friend of Mike’s from college. They both went to work, but in different industries. They stayed in touch on social media and decided to get together for lunch.

Mike picked Greg up at his work place. He felt inspired when he entered Greg’s building. There was an energy that was hard to describe. It was definitely not the same as at his company. He was warmly greeted by the receptionist and waited in the pristine lobby for Greg.

At lunch, Mike asked Greg about his job and what he liked about working there. Greg mentioned that the company has a management philosophy that every employee is important, like the links in a chain. They believe in sharing information that reinforces that message.

Every employee plays a role in the company’s performance. It is important that they know their role. This gives them a sense of purpose. It answers the question, “Why does it matter?” Some people always take great pride in their work. They know it reflects on them. Some people only push themselves when others are relying on them to do their part. Sharing the big picture helps to get the most out of these people. Getting the small things right leads to bigger success.

Here are five different strategies a leader can use to foster a workplace where every employee feels valued and can contribute to the overall vision of the company.

1. Include all employees in strategy meetings
To the extent possible, involve employees in strategy meetings. When you are contemplating a change in the company’s direction, modifying one or more processes or seeking new methods to improve delivery, involve the people who perform the tasks before decisions are finalized. They are liable to push back. When they do, use your wisdom and judgement to determine if the push back is valid. If it is valid, figure out a better path forward. This will prevent mistakes that save time and reduce waste. If it is the natural reaction to resist change, deal with it now. You will avoid passive-aggressive behavior that will sabotage the path forward. Done right, you will earn the respect and buy-in of your team members. However, things like impending job actions (layoffs, promotions, transfers) must never be shared until it is time. When you are otherwise open, the need for discretion will be respected.

2. Stress the importance of every position
A good leader knows how every employee contributes to the overall performance of the company. Some employees interface with customers. Others provide a clean and safe work environment. Some create the finished product. All the employees play a part in the success of the company. Good leaders praise the individuals and the teams, both in public and in private, for the significant contribution they make to success of the organization. This is important. Over time, people who don’t deal with the finished product may forget the significance of their role. They need to be reminded.

3. See the Big Picture
There is a common fallacy in the workplace that one job contributes more than others to the success of the project or company. It is a great thing when employees realize that what they do is important. It is not so good, however, when the needs of the other employees and other affiliated organizations are discounted. Local optimization can result in less than optimal total performance. Explain to your teams the bigger picture. Look at the needs of the other teams and individuals. Understand the other’s position. Explain your organization’s role and the roles of your internal suppliers and internal customers. Keep focused on the end-to-end process, not only your link in the chain.

4. Your Business Story
The most powerful story for any business is the story of why the company exists. Who founded the company? What problem did the company originally solve? How did the company evolve into its current state? This works for businesses of all sizes. This is effective in external sales presentations. It is also effective in keeping employees motivated. When that story is known and repeated, employees will realize that they are part of growing or preserving a legacy.

5. Maintain an open-door policy
When you involve employees in strategy, communicate the importance of the roles of each employee and see both the big picture of the company and the reason why the company exists, your employees will see you as someone who not only talks communication, but communicates. You can further enhance that relationship by having an open-door policy. Set boundaries and let people know, but invite people to approach you with their concerns or questions. Maybe they come to you. Maybe you walk around and catch them doing things right.
When you share the big picture, every employee feels valued. They know they play a role in the success of the company. Job satisfaction increases. It costs little to do this and brings back big returns.

Driving back to work, Mike realized that this aspect of work culture was missing from his company. He thought about his role and how it fit into the bigger picture. He felt better about his job. He vowed to look for ways to help his fellow employees understand their roles in the bigger picture, as well.

ABOUT THE AUTHOR:
Walt Grassl is a speaker, author, and performer. He hosts the radio show, “Stand Up and Speak Up,” on the RockStar Worldwide network. Walt has performed standup comedy at the Hollywood Improv and the Flamingo in Las Vegas and is studying improv at the Groundlings School in Hollywood. For more information on bringing Walt Grassl to your next event, please visit www.WaltGrassl.com.
Hello once again my fellow URISA Members and GIS Professionals. This year has been flying by. School has already started back for many of your kids which means summer is coming to a close.

This has been a very busy year for URISA and it doesn’t look like it is slowing down anytime soon. We have recently finished yet another very successful Leadership Academy in Providence, Rhode Island. This amazing program continues to exceed attendees’ expectations and provide upcoming leaders with the skills they need to be effective. Thanks to the New England URISA Chapter for hosting a networking event at one of the downtown watering holes! And thank you to our instructors who are so dedicated to this program: Ashley Hitt, James Armstrong, Brett Horr, Allen Ibaugh and Rebecca Somers.

Here are the happy graduates in Providence!

We may be offering a third ULA later this year (likely Dallas during the first week of December… we’re reviewing venue proposals now.). Keep checking the URISA website and social media accounts for more information.

Legislative issues have also kept us hopping. As many of you know URISA came out against some of the language found in Senate Bill 1253, the Geospatial Data Act, joining the America Association of Geographers (AAG). We opposed language in Section 11 subsections b and c which we felt would adversely impact our profession and those we provide services and products too. You can read more about URISA’s position on this bill and other important issues by going to http://www.urisa.org/main/advocacy-find-your-voice/.

Since URISA issued its statement, several other geospatial organizations have joined us. Both the GISCI and GITA have issues similar statements in opposition to the bill’s wording. Also, the House has put forward an identical bill.

URISA’s voice is being heard and having an impact!! I am very excited to say that Senator Orrin Hatch’s staff has invited members of the Coalition of Geospatial Organizations (COGO) to work with them on the bill’s wording. Glenn O’Grady will be going to represent URISA. Once again keep an eye on URISA’s website and social media for more information on this very important issue.

Of course, we continue to work on several great conferences. We have GIS in Transit coming up on September 6-8 in Washington DC. This really is a must for anyone working in planning and public transit. We have a great program in store for all attendees. Then coming in October, we have our annual GIS Pro conference in Jacksonville Florida. If you are interested in NextGen 911, UAVS/UAS/Drones, Asset Management, GISP Certification, and Building a Successful GIS Career, then this is the conference for you. We have some amazing presentations and workshops that will expand your knowledge and skills.

One of the biggest items that has really been keeping us busy is the new OneURISA initiative. So, what is OneURISA you say? Well OneURISA will provide the structure that empowers all of our members, chapter members and international members alike, by making them part of the same organization. Currently, it is possible to be a member of a chapter but not a member of URISA International or a member of URISA International but not a member of a chapter. This often causes confusion for the members and the community. OneURISA will eliminate this confusion and provide more value to URISA members.

To call it a new initiative is not really true. This has been something in the making for over 15 years. I personally remember first discussing the idea of creating a unified membership back when I was the Vice President of the Georgia
URISA Chapter in 2007 while attending meetings of the Chapter Relations Committee which was the forerunner to the Chapter Advisory Board (CAB). Since then it has been a topic at every Chapter Leaders’ Forum at the GIS-Pro conference and at each one of those meetings, all Chapters and the URISA Board have all agreed it was a great idea if we could only make it happen.

Well thanks to the hard work of several individuals over the last few years, it looks like it might actually happen. Four and a half years ago the Board asked the Chapter Advisory Board to review the current membership model, how chapters operate and how URISA operates to develop a plan to create the unified membership model we had all been discussing and thought was a great idea. The Board further set a 5-year deadline for the development of this proposed plan.

Why five years? Well that is a good question. First the board knew this would not be an easy task. We had been talking about it for over 10 years at that time with no forward movement even though it was agreed that it was the direction we all wanted to go. If it was easy we would have already done it. So the board wanted to provide enough time to thoroughly review the current status quo and how to best achieve a unified membership in a way that caused the least disruption to everyone involved. Second, since we had already been talking about for over 10 years, the Board did not want to see this important step in URISA’s evolution to continue to go nowhere. So, some time limit had to be set and held too if we ever hoped of achieving the goal.

So now that initial 5-year deadline is almost upon us, where are we now? Well we have made tremendous strides in the right direction. The CAB developed a basic framework for what OneURISA hopes to be. The Board took what the CAB developed and adopted an initial Draft of the OneURISA blueprint earlier this summer. This blueprint outlines what we hope to create under the new OneURISA Model. It includes a list of proposed services and benefits for members, chapters and URISA which we hope will be provided under OneURISA.

What are next steps? Another great question. Currently the members of the CAB and URISA Board are conducting a financial analysis and trying to get as much information about OneURISA out as possible. This includes:

- A review of current systems which URISA uses (member and event management database, etc.) and how they will be able to support OneURISA
- Possible costs for any new systems or solutions we will need to implement to provide proposed services and benefits
- Conducting a survey of Chapter members to evaluate proposed services and benefits to ensure they are indeed things the members want

- Setting up an informational page, http://www.urisa.org/chapters/oneurisa/, for everyone to use to access information about OneURISA. Currently this includes my letter announcing OneURISA. We hope to add more very soon such as a recorded message from myself, an FAQ, History of OneURISA timeline, and more.

So, what does OneURISA mean for URISA members? It will mean a stronger organization which will be able to provide you with better tools for growing within the GIS Profession, expanding your professional network, access to more information on new technology, responding to challenges to our profession and more. The entire goal of OneURISA is to make being a member even more valuable because without our members there is no URISA or any Chapters. Benefits and services, we hope to offer to members under OneURISA include:

- All URISA Members will be a member of their local chapter if one exists and all Chapter Members will become URISA International Members. So, we will be OneURISA.
- Being able to vote in URISA International elections, run for office, and serve on committees.
- Receiving URISA International publications such as the GIS Professional and Digest.
- Receiving discounts on URISA events such as GIS Pro, Leadership Academy, and specialty conferences.
- Having a voice on the international, national and local stage through URISA International and our affiliations with groups such as Coalition of Geospatial Organizations (COGO), the United Nations, National States Geographic Information Council (NSGIC), and others to address issues facing the profession.
- Being a member of a stronger organization with a louder voice to address issues important to the profession and community. There is power in numbers and we are facing many challenges to the practice of GIS on several fronts.
- Access to a larger professional network.
- More contribution opportunities to earn GISP points.
- One stop shop for membership sign-up, renewal and information.

Please keep checking the OneURISA page on the URISA website for more information about this big step forward for URISA. Chapter members should expect to receive a message from their Chapter very soon with a link to the survey we are conducting on OneURISA benefits and services.

Well I think that about does for this column. As always, my door is open. Please feel free to contact me at tcorbin@egisassociates.com if you have any questions or concerns about URISA or the GIS Profession. Don’t forget to get registered for the GIS in Transit and GIS-Pro conferences!
Mobile Government Strategy: Take GIS to the Field and Back

Turn a routine data collection expedition into a data goldmine with GIS. From the very moment that your crew heads into the field, geo-powered data guides and simplifies their tasks. Data collection is exact and instantly useful back in the office. A perfect suite of apps, all working together to make your field operations smooth and efficient. Next time, send your field crew out with ArcGIS, the mapping and analytics platform with a mobile strategy built in. Learn more about building a government strategy with GIS at go.esri.com/URISA-mobile.
Turn a routine data collection expedition into a data goldmine with GIS. From the very moment that your crew heads into the field, geo-powered data guides and simplifies their tasks. Data collection is exact and instantly useful back in the office. A perfect suite of apps, all working together to make your field operations smooth and efficient.

Next time, send your field crew out with ArcGIS, the mapping and analytics platform with a mobile strategy built in. Learn more about building a government strategy with GIS at go.esri.com/URISA-mobile.

Welcome New URISA Members

Justin Abart, GISP—SSR-Inc.—Memphis, TN
Patrick Alexander—Houston, TX
Anna Austin, GISP—EcoSouth GIS, LLC—Sylvania, GA
Matthew Betts—Walton County Board of County Commissioners—DeFuniak Springs, FL
Harold Bigham—Walton County Board of County Commissioners—DeFuniak Springs, FL
Kristina Bonfils—Gainesville, VA
Catherine Boush—Roanoke, VA
Ian Bruce, GISP—Heyl & Irwin, Inc.—Crockett, CA
April Cansler, GISP—First Utility District of Knox County—Knoxville, TN
Joanny Castro—Collier County Government—Naples, FL
Jeffrey Comstock, GISP—CSI Water Solutions, Inc.—Portland, OR
Christina Culbert—Woolpert, Atlanta, GA
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Since 1969, Esri® has been helping organizations map and model our world. Esri’s GIS software tools and methodologies enable them to effectively analyze and manage their geographic information and make better decisions. They are supported by our experienced and knowledgeable staff and extensive network of business partners and international distributors.

A full-service GIS company, Esri supports the implementation of GIS technology on the desktop, servers, online services, and mobile devices. These GIS solutions are flexible, customizable, and easy to use.

Esri software is used by hundreds of thousands of organizations who apply GIS to solve problems and make our world a better place to live. We pay close attention to our users to ensure they have the best tools possible to accomplish their missions. A comprehensive suite of training options offered worldwide helps our users fully leverage their GIS. Esri is a socially conscious business, actively supporting organizations involved in education, conservation, sustainable development, and humanitarian affairs.

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Hexagon Geospatial helps you make sense of the dynamically changing world. Hexagon Geospatial provides geospatial technology products and platforms to our customers, channel partners, and Hexagon businesses.

Gold Corporate Partners

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Email: usa@cyclomedia.com
www.cyclomedia.com
www.thedrivingdutchman.com

Cyclomedia is the market leader in systematic imaging of large-scale environments from cities to complete countries. Cyclomedia’s smart imagery solution creates Cycloramas – 360-degree panoramic photos – with high accuracy, providing current and clear views of street-level environments.

The Cyclomedia recording system is like no other. It uses patented technology to determine the exact position and orientation of every picture taken. By creating a dense network of geometric street images, Cycloramas are always focused on the correct address or feature from multiple vantage points.

Our solution revolutionizes the way asset and property assessment is managed and reported. It reduces field visits and provides accurate feature measurements with convenient spot-checking. It simplifies maintenance and controlled processes. It also saves valuable resources while simplifying the decision-making process, improving operations and increasing efficiency.

We provide ready-made solutions throughout Europe, North America, and Asia. Our technology is widely used in government GIS, public safety, and security markets, as well as in construction, infrastructure management, and insurance.

We provide a full range of services related to 3D mobile mapping. Data is captured and delivered worldwide.

Our primary market segments include:
• Property Taxation, Appraisal, and Building Inspection
• Transportation and Infrastructure Management
• Public Safety and Homeland Security
• Engineering and Construction Planning

Cyclomedia offers the following licensed products:

Content
• Cycloramas – Seamless, accurate 360° panos taken at street-level with our patented recording technology.

Viewer Software
• GlobeSpotter – Our feature-rich web app for viewing Cycloramas that runs on any browser supporting Flash.
• GlobeSpotter for ArcGIS Desktop – The power of GlobeSpotter inside Esri’s leading GIS software.

Hosting Solutions
• GlobeSpotter Cloud – Secure, scalable hosting service managed by Cyclomedia that’s free to customers.
• GlobeSpotter Server – Locally hosted option supporting all Cyclomedia’s content and software.

Developer Tools
• GlobeSpotter API – Integrate GlobeSpotter components into your user’s existing business workflow.
• Panoramic Rendering Service – Extract pictures for reports and texture map buildings with Cycloramas.

For information about URISA Partnership, please visit:
http://www.urisa.org/about-us/become-a-urisa-partner/ or contact Wendy Nelson at URISA Headquarters.
Michael Baker International

Since 1940, Michael Baker International has built its global legacy – and full continuum of solutions – on a diverse culture of innovation.

Solving our clients’ most complex challenges often requires new ideas, new processes, new technologies – new solutions where none existed previously. Our success always has drawn on the collaborative creativity of our dedicated employees, who leverage our diverse backgrounds, expertise, experience and can-do attitudes to make the communities we serve safer, more accessible, more environmentally sustainable, and more livable.

The result: a growing portfolio of exclusive innovations at Michael Baker that add significant dimension and value to our ability to deliver our full continuum of solutions. Michael Baker innovations – and the innovators behind them – serve as game-changing differentiators in the industry and demonstrate once again how We Make a Difference for our clients and the communities we serve.

- A suite of products and services to support the NG9-1-1 call-routing environment
- Michael Baker International’s DataMark suite of software solutions and services support public safety answering points (PSAPs) and their GIS stakeholders in this mission critical transition. DataMark solves upgrade challenges, helps improve public-safety communications and ensures the data meets the precise NG9-1-1 requirements. The software considers all aspects of the data that is provisioned to a NG9-1-1 system (data creation, clean up, quality and maintenance workflows). With extensive expertise in GIS and public safety, Michael Baker can help GIS departments determine what they need to do in order to support NG9-1-1.
- GIS-based mobile app for managing infrastructure assets

Michael Baker International engineers created a mobile phone-based computer software platform, MICAP (Mobile Infraction Capture) to collect and analyze data and images over broad geographic areas to help monitor utility equipment for changes and compliance problems. The GIS-based MICAP platform provides access to licensed data, as well as the collection and analysis of new data and images, delivering an improved workflow interface for managing assessments, repairs, and geographic changes to infrastructure assets. It is designed for state agencies, municipalities, utility companies, land developers and other engineering firms that need to effectively monitor and manage utility poles, underground cables, utility pipelines, bridges, runway infrastructure and other assets. MICAP is free and available via the App Store and Google Play.

- Local watershed assessment at the push of a button

iWATR (Integrated Watershed Assessment Tool for Restoration) is a mobile app-based innovation developed by Michael Baker International’s water services team to add speed, capability – and value – to provide an easy-to-use assessment tool for any city, county or state planner across the U.S. to develop or better manage local land. The app combines GPS features and data from the U.S. Environmental Protection Agency and other government sources, to compile local data at the push of a few buttons. It tabulates a comprehensive assessment, and provides several solution options with cost estimates to solve specific water quality-impairment problems in watersheds areas.

- Analyzing bridge data with ease

iUSBridges, is a geographic information system (GIS)-based app that allows users to locate nearby bridges, explore details of those bridges, save information on favorite bridges, and share feedback. iUSBridges uses data retrieved from the Federal Highway Administration’s (FHWA) National Bridge Inventory. State departments of transportation provide updated bridge information on a cyclical basis to the FHWA.

For more information, click here.
Planning, budgeting, managing assets and data, and optimizing resources are critically important in today’s global economy. At GeoDecisions, we provide the data management and mapping technology tools and products that help clients successfully navigate change. Our geospatial information technology (IT) offerings empower organizations to make more informed business decisions and improve their bottom line.

Partnering with industry leaders such as Esri, our turnkey approach encompasses strategic planning and implementation design all the way through system integration and testing. Our foundation for success is based on the belief that the true power of GIS lies in the integration of diverse information technologies, data formats, and systems. From cloud computing and mobile technologies to Software-as-a-Service (SaaS) offerings built on the Esri® platform, our location-based IT solutions provide next-generation reporting, visibility, and analytics.

GeoDecisions believes that all IT projects require vision and considerable leadership to be completed successfully, on time, and on budget. By championing a philosophy vested in partnering, collaboration, and shared goals, GeoDecisions’ staff makes every effort to work with all parties who will use a system. We strive to recommend the best-fit solutions for our clients, based on the balance of available funding and personnel versus desired functionality.

GeoDecisions is ISO 9001:2008-certified and employs more than 80 IT and geographic information system (GIS) professionals operating out of 9 offices. Our staff is engaged in IT consulting and in the design, development, and deployment of data repositories and geospatial and Web-enabled information management systems. GeoDecisions IT solutions are flexible, scalable, and reusable.

Our business specialties benefit the logistics and fleet management, insurance and financial, municipal and facility asset management, transportation, and utility markets.

Our team includes subject matter experts with advanced certifications who keep their fingers on the pulse of geospatial technology. Through industry leadership, ongoing training, and a unique blend of talent, GeoDecisions professionals work to exceed client expectations every day. Our vision identifies and mitigates risk, resulting in more effective project collaboration, on-time delivery, and success.

K2 Geospatial
Since 1995, K2 Geospatial has been committed to bringing spatial information and analysis tools within everyone’s reach by developing software solutions that provide effective visual aids to decision-makers.

K2 Geospatial’s solutions connect, consolidate, and publish data that is often managed and stored in silos throughout different systems. Employees and citizens can easily access the information and analyze it in real time to make informed decisions. Our solutions are used by municipalities, regional governments, ports, airports, road authorities, railways, public utilities, and natural resource companies.

K2’s solutions are powered by JMap, a map-based integration platform designed to connect silos and offer user-friendly interfaces destined to non-technical users. JMap is deployed and used by hundreds of organizations in North, South and Central America as well as in Europe.

Valtus Imagery
245 Aero Way NE
Calgary, Alberta, Canada, T2E 6K2
Phone: (403) 295-0694
info@nwgeo.com

At Valtus, our focus - and our passion - is the storage and online distribution of large imagery and LiDAR datasets. Yes...our passion. Nowhere will you find a group of technicians more committed to (and enthusiastic about) the prompt and seamless delivery of imagery that brings value to customers’ businesses.

As pioneers of industry leading Content as a Service (CaaS) and Cloud Solutions, our passion for providing Internet access to imagery has been growing strong since 1995. Valtus is part of Hexagon (Nordic exchange HEXA B; www.hexagon.com), a leading global provider of design, measurement and visualisation technologies that enable customers to design, measure and position objects, and process and present data.

VESTRA
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As a leader in GIS/IT, Environmental Solutions, Engineering, and Surveying, VESTRA has the depth of know-how and experience to help clients achieve success. VESTRA, an employee-owned corporation dating back to 1988, prides itself on our local presence and commitment to the community. Our mission is to be our clients’ most-valued consultant by providing cost-effective, innovative, and technically superior project solutions. Whatever your current or future needs, VESTRA’s full-service resources are available to support you on your next critical project.

Business Partners

Applied Ecology, Inc.

Located in Brevard County, Applied Ecology is knowledgeable and experienced in working with clients in the central and south Florida area. Our location has allowed us to be highly involved in the Indian River Lagoon TMDL process, and preserving some of the most precious natural resources of the Tampa Bay and Indian River Lagoon estuaries. We serve municipalities and other businesses that cater to public clients and are experts in their fields.
Applied Ecology, Inc. is a small, woman-owned business with 40 years of combined specialized experience in:

- GIS
- Remote sensing
- Project management
- Complex data and database management
- Statistical analyses
- Software tool development

We focus on serving public clients in:

- Environmental resource management
- Ecological studies
- Water resources
- Stormwater management
- Utilities

AEI has the experience and skills to plan studies that cross multiple disciplines. Please see the key staff qualifications and project examples to see the level of expertise a small team can provide.

Data management
- Custom programming
- Database creation
- High-level spatial and statistical analyses
- Report writing

We take pride in being a highly responsive business that delivers quality products on-time!

**Bad Elf**

**AFFORDABLE GPS SOLUTIONS. COMPREHENSIVE INDUSTRY SUPPORT.**

Bad Elf specializes in the design and manufacture of affordable and reliable high-performance GNSS receivers for GIS mapping and field data collection. All of our products are lightweight, portable, and provide a battery life of twenty-four hours for a full day of data collection activities. Our complete product line offers a range of capabilities and accuracy (from 2.5 meters to 1 meter) to match your requirements.

Bad Elf products work seamlessly with most GIS and mapping apps in the iTunes App Store or the Google Play Store. Bad Elf also supports Android and Windows devices, providing streaming location data in standard NMEA sentences.

Our Bluetooth GNSS Surveyor provides high-accuracy (~1 meter), multi-constellation support (GPS, GLONASS, QZSS), SBAS (WAAAS/EGNOS/MSAS), and universal Bluetooth connectivity (iOS, Android, Windows). The free Bad Elf Utility app for iOS includes DGPS and post-processing workflows.

We are forging strong relationships with GIS app developers taking advantage of our products’ advanced hardware features thru our Bad Elf Developer program. There are no restrictions on how you use your data. We believe in open standards. Any device that can connect to a Bad Elf GNSS receiver via Bluetooth will be able to consume data directly from our GNSS accessories. Your data. Your way.

**Geocove**

**Geocove helps agencies solve the problem of where.** Geocove provides spatial technology solutions to government agencies and utilities to help them collect, manage, visualize and share information. We provide insight into problems and solutions for decision makers, users and the public. We also make seriously cool map apps. So how does your GIS program work for you? info@geocove.com.

**GeoTechVision**

With offices in Kingston, Jamaica (876-970-5686) and Georgetown, Guyana (592-227-0433) www.geotechvision.com

GeoTechVision focuses on “Delivering Value through Innovative Solutions!” We have been assisting Caribbean Businesses, Agencies and Government Ministries to develop and effectively use spatial intelligence in critical decision making! We are very involved with establishing Geographic Information Systems, GPS and Mobility products and solutions, as well as marketing our own “Geo” brand tablet. We consider Human Capacity Building as very critical - right from the classroom to the work environment. Hence our Classroom Management Solution and our strong focus on Training and Development in all our engagements. Our other consulting services include Project Management, Information Security Advisory, Process Audit and Assurance, Business Analysis and Enterprise GIS solution planning and implementation.

**Infrastructure Mapping and Autonomy**

We leverage technology developed by our autonomous vehicle mapping partner for rapid LiDAR processing and map production.

Infrastructure Mapping and Autonomy was created out of the Heavy Industry of Civil Maps an industry-leading artificial intelligence company, providing LiDAR processing and feature extraction services. Our technology was first developed to meet the high accuracy, 3D mapping needs of the autonomous vehicle industry. IMA is now bringing this technology to the engineering and infrastructure industries.

Our technology allows us to scan, map and report on assets or asset areas at a rapid pace and affordable cost not possible before. Leveraging our proprietary artificial intelligence, patented cloud based processing technology, and global relationships for LiDAR collection and processing and quality control, we can generate data sets, models and change detection reports 10x faster than with traditional methods.
By creating HD 3D maps in the earliest stages of projects, our clients are able to increase the NVP of projects by lowering the time to completion and reducing and deferring survey programs until the later stages of a project. Additionally, clients with existing assets to manage benefit from our centralized on-line business-to-business services to manage their rapid feature extraction and mapping programs. Eliminating the inefficient traditional person to person sales and manual data handling processes. Our al-a-carte on-line tools allow asset owners to individually direct and manage their mapping projects, resulting in quicker turnaround times and lower costs overall.

MGP
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www.mgpinc.com

MGP is an information systems services company that specializes in geo-spatial solutions. Our comprehensive range of geographic, data modeling, and business process solutions provide you new opportunities to find a better way. We believe that innovation creates opportunity and collaboration breeds success. MGP was formed as a shared business model in which clients are partners. This philosophy enables significant cost savings and makes it possible for any client, regardless of size, to get where they need to go. MGP is the managing partner of the GIS Consortium.

Planning Communities, LLC
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Planning Communities, LLC provides a wide range of multi-disciplinary planning services for local, state and federal agencies, tribal nations and community organizations. Community, transportation, environmental and GIS services include local/regional planning, visioning/scenario planning, land use, socioeconomic, market and cost-benefit analysis, community asset mapping, tool/application support and development, process improvement/integration, consensus-building and facilitation.

Headquartered in Raleigh, North Carolina, Planning Communities has additional offices in Charlotte (NC) and Seattle (WA). Planning Communities is a North Carolina certified Small Professional Service Firm (SPSF) and is certified as a DBE in North Carolina, Tennessee, Florida and Delaware.

Spatial Relationships, LLC
800 Boylston St #990756
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(857) 400-8920
Contact:
Kathryn Brewer
James Armstrong

Spatial Relationships, LLC is a consulting firm that provides on-demand teams of expert Geospatial Professionals to ensure organizations have the capability to deliver on existing and future goals, manage business risk, and increase profitability.

Think of us as your geospatial concierge. Our “concierge services” provide resources and solutions for planned or abrupt disruptions as well as future projects. These can include:

• Being a key person down – planned leave or unexpected departure
• Technical requirements – fill skills, knowledge and training gaps

Synergy Systems & Services
Synergy is an Asian American owned MBE with an excellent track record of government contracting. Established 2002 and based in Maryland we have come a long way from providing data support services at Maryland State Highway Administration to providing services such as Database Management, GIS Data Creation, GIS application development and support, Software Engineering and Business Process Consulting to its distinguished clients in various Government Agencies. We take pride in all our work and take every effort to ensure the satisfaction of our clients.

Temporal Geo Analytics
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Temporal Geo Analytics, Inc. (TGA) is a Land Use and Environmental Litigation consulting firm. We have expertise in using Geographic Information Systems (GIS) to develop, manage, and distribute complex spatial databases, as well as creating the presentation-quality visualizations and graphics needed for natural resource litigation and land use projects.

TGA specializes in the analysis of multifaceted land use issues and environmental impacts over time. TGA is expert at acquiring and integrating historic and current spatial data to build the critical information you need to represent your case.

Using GIS, we transform complex issues into defensible, authoritative, and easily understood maps and graphics. Our clientele consists primarily of natural resource and environmental attorneys, oil and gas companies, mining companies, and land developers.

Leveraging GIS for Environmental, Natural Resource, and Land Use Planning is our core expertise. Geographic Information Systems (GIS) integrate and overlay unlimited
layers of themed spatial and tabular data to illustrate and reveal patterns, context, and the intrinsic qualities of any location. A GIS is also a powerful analysis tool capable of querying data for location and its relationship to overall context. At TGA, we have an intimate understanding of these tools and their capabilities.

Working with you and other experts, we build a completely defensible, dynamic analysis data platform with interactive visualizations and related tables that clearly represent the qualities of your project and its relationship to larger political, environmental, and regional contexts.

Wellar Consulting
Ottawa, ON Canada
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wellarb@uottawa.ca

Wellar Consulting services include design and evaluation of education and training courses and curricula for GIS-Systems and GIScience programs; advice and workshops on the development of quantitative measures to assess information system and transportation system performance; critical reviews of IS and GIS RFPs; seminars on the safety and security aspects of interdependent infrastructures; professional opinion on land use planning and zoning issues; and, expert opinion on liability for safety-related incidents involving pedestrians, cyclists, and motor vehicle operators.

Educational Institution Members

USC Spatial Sciences Institute
Since its founding in 2010, the USC Spatial Sciences Institute has been using the power of spatial thinking and literacy — the ability to connect place and space — to help address global challenges, including those connected with population growth, urbanization, environmental sustainability, and human well-being. Through its innovative academic programs, the Spatial Sciences Institute educates and trains today’s leaders capable of deploying the “science of where” in every possible discipline and industry. Members of our internationally-recognized faculty contribute to the rapidly-evolving body of geospatial knowledge. From our home base in the USC Dornsife College of Letters, Arts and Sciences, we collaborate with faculty colleagues throughout the University of Southern California and with other prestigious institutions around the world on funded research that links SSI faculty and students with decision makers and citizens and knowledge with action. We promote the analysis, modeling, and visualization of location-based data through interdisciplinary use-inspired and integrated research and teaching.

Roster of Academic Programs:
- B.S. in GeoDesign
- Spatial Studies minor
- Human Security and Geospatial Intelligence minor
- Online Graduate Programs in Geographic Information Science and Technology
- Graduate Certificate in Geographic Information Science and Technology
- Graduate Certificate in Geospatial Leadership
- Graduate Certificate in Geospatial Intelligence
- M.S. in Geographic Information Science and Technology
- M.S. in Spatial Informatics
- Ph.D. in Population, Health and Place

Temple University, Fox School of Business - Philadelphia, PA
Increase your capabilities with the Fox Master of Science in IT Auditing and Cyber Security and gain the knowledge to assess and control organizational cyber risks and protect data and information assets. Learn from experts in the field through our industry-proven curriculum, featuring built-in preparation for Certified Information Systems Auditor (CISA) or Certified Information Systems Security Professional (CISSP) certification. Flexible class formats enable you to choose the option that works best for you: online, face-to-face, or a hybrid of both.
- Master of Science in IT Auditing and Cyber Security
- Graduate Certificate in IT Auditing and Cyber Security

North Carolina State University - Center for Geospatial Analysis
- Master of Geospatial Information Science and Technology (MGIST)
- Graduate Certificate in Geospatial Information Science (GIS)

Auburn University
- Bachelor of Science in Geographic Information Systems
- Master of Science in Geographic Information Systems

Lakeland Community College — Kirtland, OH
- Geography and Geospatial Technology - Associate of Applied Science and certificate programs

RFP Distribution

URISA members, remember that URISA will distribute your RFP/RFQ announcements to our corporate and business members at no charge. Simply email your announcement to info@urisa.org (Subject: RFP Service) and we’ll send it right out for you!
Don’t Miss the 10th National GIS in Transit Conference

The National Center for Transit Research, URISA and the Transportation Research Board invite you to the 10th National GIS in Transit Conference*, taking place September 6-8, 2017 in Washington, DC.

Four preconference workshops (both full and half-day):
- Asset Management: Planning, Strategy and Implementation
- Using GTFS Data in ArcGIS
- Lead or Leading: Leadership Development for GIS/Transit Professionals
- GTFS & GIS 101: Introduction to GTFS Data Feeds and How to Use Them

Fifteen can’t-miss breakout sessions with nearly 60 speakers:
- Advanced Development: TOD Real Estate, Analysis-Visualization, and GIS-Train Control
- Leveraging Data: Modeling and Planning for Transit Mobility
- Transit’s Impact on Property: Value, Use, and Opportunity
- Minding the Gap? Designing Transit Services to Fill Gaps and Enhance Access
- Planning to Plan? Various Techniques for GIS-Enhanced Planning
- Staying on Track? State of Good Repair and Railroad/Project Management
- Apps to Evaluate Apps? Mobile Development, App Analysis, and Visualization
- Safe Transit? Accident Hot Spots, Youth, and Safe Stops
- Tough Cookies? Accessibility, Simplifying Data, TNC vs Paratransit
- Better Links: Improving Services for Riders On-and-Off Transit
- Putting Transit on the Map: National Transit Map Backend, Multi-Modal Performance Measurement, GTFS Implementation in Small/Rural Areas
- Use Your Data: Applying Big Data, GIS/ITS/CAD, Bottled Fleet
- A Thorough Tour of GTFS: Creating, Improving, Sharing, Finding
- America’s Next Stop Model: Better Ridership Forecasting Using GIS, GTFS, and Public Data
- There’s an Index for that: Developing Effective Transit Using Geoanalytical Insights

Top that off with keynote speakers and an Exhibition featuring the companies that can help your agency work more effectively!

Continuing Education: The educational content qualifies for GISP education points and was approved for 46.5 AICP CM credits.

* Note that the GIS in Transit Conference is only offered every other year, so don’t miss the opportunity to attend in 2017.
Mark Your Calendar!

September 6-8, 2017
10th GIS in Transit Conference
Washington, DC

October 23-26, 2017
GIS-Pro 2017: URISA’s 55th Annual Conference
Jacksonville, Florida

December 2017
URISA GIS Leadership Academy in Dallas in December 2017? Stay tuned.

March 19-22, 2018
2018 GIS/CAMA Technologies Conference
Houston, Texas

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URISA is a non-profit professional and educational association that promotes the effective and ethical use of spatial information and information technologies for the understanding and management of urban and regional systems. It is a multidisciplinary association where professionals from all parts of the spatial data community can come together and share concerns and ideas.

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GIS-Pro & CalGIS 2018
October 8-11, 2018
Palm Springs, California

Save the Date!