Jamaican Entrepreneur Valrie Grant is the Winner of the 2015 Commonwealth Women Entrepreneur of the Year Award

Please join us in congratulating Valrie Grant, URISA Board member and Caribbean Chapter President, as the recipient of the “2015 Commonwealth Women Entrepreneur of the Year” award at the first ever Commonwealth Women’s Forum.

The award was presented on Monday, November 23, 2015 during the first Commonwealth Women’s Forum being held in tandem with the Commonwealth Business Forum in Malta. The Commonwealth Businesswomen’s Network is an accredited organization which focuses on women’s economic empowerment and is recognized by 53 countries across five continents.

The ‘geodriven’ entrepreneur, whose company GeoTechVision has been assisting Caribbean businesses, agencies, and government ministries with GIS and GPS products and solutions, was given the accolade by the Commonwealth Businesswomen’s Network (CBW).

“Ms. Grant impressed the judging panel for several reasons, including the fact that she owns and operates her business successfully internationally in a male dominated field. She supports other female entrepreneurs helping them to see how they too can strive to be better. She is always striving to innovate and she is truly passionate about what she does,” said Arif Zaman, CBW Executive Director.

The award was made in one of nine categories which recognized entrepreneurs and business leaders from across the Commonwealth. Grant was one of four finalists invited to attend the inaugural women’s forum, which was held during the Commonwealth Heads of Government Meeting. The other finalists were from Malta, South Africa and Tonga. She will now act as a Brand Ambassador for Commonwealth Businesswomen until the
Valrie Grant continued from page 1

Commonwealth Heads of Government Meeting in Vanuatu in November 2017 and will join the Judging Panel for the next Award.

For more info
MNI Alive.com
The Commonwealth

Valrie has been a major reason for the success of URISA’s Caribbean GIS Conference, participating as a conference committee member and leader since the first conference, held in Jamaica in 2001. She will certainly be front and center in Barbados next September for the 8th URISA Caribbean GIS Conference. Join us! Abstract submissions are due January 15.

Make plans to participate in the URISA Leadership Academy in 2016
Five Days of Targeted GIS Leadership Training...Taught by GIS Leaders

ULA 2016
August 1-5, 2016
Chicago, Illinois
Register by December 31, 2015 to save $$$

“Most of us spend a good bit of time and effort to hone and update our technical skills as we progress in our GIS careers. We take classes on how to build GIS databases or geocode addresses or maintain parcels or create python scripts and so on. We work in a technology driven field so it makes sense we place our focus on these types of skills.

That is until you find yourself managing a project or team or department. Then all that technical training only covers a portion of what we are required to deal with. Suddenly you are having to develop budgets, calculate ROI, handle HR issues and so on. All of these your technical training has not prepared you for. The ULA is a great program for overcoming that gap many of us have in our education and unlike other management training programs it was built by GIS Professionals who know our industry and the issues we face.

I hope everyone will take advantage of this great opportunity URISA is providing and attend the ULA. I really wish this had existed when I first moved up into management.” - Tripp Corbin, MCP, CFM, GISP, Chief Executive Officer, eGIS Associates, Inc.
A city steeped in history has a responsibility to tell its stories. The City of Marietta, Georgia, USA - a pre-Civil War suburb of Atlanta and home to almost 60,000 people - recently fulfilled its story-telling responsibility by choosing to improve its grave marker data and highlight the lives of those buried in its local cemetery. With 4,500 grave markers to improve and plenty to highlight, Marietta’s GIS staff faced a grave challenge: They needed to find a way to add recent burials, increase grave marker location accuracy, and attach photos to an existing grave marker layer, all while removed from WiFi and cellular connections.

Nothing Set in Stone
The GIS staff’s first attempt at overcoming the location-accuracy- and photo-attachment-challenges of this undertaking revolved around geotagging - the act of attaching geographical coordinates to digital images. Mobile devices capable of geotagging were readily available, so the staff wasted no time in testing geotagging on a few grave markers. Unfortunately, two deal-breaking complications arose from the tests. One, the accuracy of the resulting geographical coordinates was not high enough to differentiate between each grave marker. And two, the coordinates only wrote to images when a WiFi or cellular signal was available. Since a WiFi signal did not exist at the Cemetery, and a cellular data plan exceeded the project’s scope, the staff buried the possibility of geotagging. It was time to regroup.

A Solution Appears
Just like the original sculptors of the Cemetery’s ornate grave markers, Marietta GIS needed to use all available tools to accurately improve their grave marker data. Rather than stone, chisels, brick, and mortar, the staff gathered tablets, the Collector for ArcGIS mobile app, offsite WiFi, and an ArcGIS Online organizational account. It was not until this inventory was gathered that a mobile-editing workflow began to materialize. ArcGIS Online could host the existing grave marker layer and an aerial image of the Cemetery. Before leaving the range of City Hall’s WiFi signal, editors could use the Collector app to generate an editable, offline map of grave marker points and aerial imagery on each tablet. Editors could then perform the following tasks at the Cemetery without a WiFi signal: add new grave markers, move existing grave markers to more accurate locations (based on the aerial image), take photos of each grave marker, attach those photos to each grave marker point, and temporarily store all collected data on each tablet. Lastly, editors could return from the Cemetery, connect back to City Hall’s WiFi, synchronize their collected data with the hosted data on ArcGIS Online, and ultimately polish off a solid mobile-editing workflow using all available tools.

Collection Commences
With a mobile-editing workflow in place and six editors on the team, trips to the Cemetery began right away. The transition from the bustling, air-conditioned, WiFi-accessible offices of City Hall to the quiet, humid, disconnected grounds of the Cemetery required only a fraction of the toughness and grit that the buried individuals exhibited over their lifetimes. Each editor trod lightly among his or her offline cache of grave marker points and aerial imagery. Photos of each grave marker were taken reverently and with the perspective of surviving family members, genealogical explorers, and historical researchers in mind. While processing at around 35 graves-an-hour, the team made short work of the data collection, and the synchronized data began to fill in on the hosted ArcGIS Online grave marker layer. With the majority of the data collected, it was time to start highlighting some of the special stories from Marietta’s past.

Telling a Story Map
Having ArcGIS Online host data not only made mobile editing possible, it also allowed the staff to easily build a hosted web application, one capable of publicly broadcasting the Cemetery’s stories electronically. Esri’s Story Maps technology brought together the team’s newly-collected data with an existing stack of historical narratives and vintage photographs. Only a few hours were needed to create and publish a Story Map that looked and performed at a professional level. Stories began to take form, like the one of Mary Garrett - whose sister walked in mourning attire from Atlanta to Marietta to visit her grave so often in 48 years that the locals referred to her as the “Lady in Black.” Moreover, people could now find out that Steadman V. Sanford - namesake of the Georgia Bulldog football stadium - and Alexander Stephens Clay - first United States Senator of the area - were both buried in the Marietta Cemetery. Even extraordinary tree specimens - those quiet witnesses of history - could be emphasized, like the long-armed Water Oak that boasts the Cemetery’s largest canopy of over 86-feet! All of these

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stories fit well into the finalized Story Map, titled “Marietta Cemetery: Places of Grave Interest,” which was exactly what the City needed to present the Cemetery’s fascinating history in an electronic format.

When an End Is Not the End
Since the City of Marietta places great value and respect on the breadth of history surrounding it, the decision to improve and highlight aspects of its cemetery was easy; the challenges came when determining how best to bring the stories of the past further into the modern, technological world. Marietta’s GIS team faced these challenges head-on and successfully deployed a host of Esri tools and offline functionality to achieve their goals. As new history is made by those living today, Marietta can build on its revamped technological foundation and continue to accept its storytelling responsibility to keep the past alive.

About the Author
Ross Brewer, GISP, is a GIS Analyst for the city of Marietta and has been in local government GIS for eight years. He can be reached at RBrewer@mariettaga.gov

“Marietta Cemetery: Places of Grave Interest” can be found at http://arcg.is/1JQkEcg

Support URISA’s GISCorps with an End-of-Year Charitable Donation

URISA’s GISCorps, founded in 2003, provides volunteer GIS support for underdeveloped countries and to support disaster recovery efforts. GISCorps supports humanitarian relief, emergency response, health and education, local capacity building, and community development. Donations support outreach efforts, clerical assistance, and technology support. For more information about GISCorps’ missions and impact, visit www.giscorps.org

Donate online with a credit card today: https://donatenow.networkforgood.org/URISAgiscorps

Contributions to URISA’s GIS/Corps are tax deductible.

CalGIS 2016 Conference Presentations Invited

URISA’s California Chapters and the California Geographic Information Association are pleased to announce the Call for Presentations for the 22nd California GIS Conference taking place in Anaheim, May 10-12, 2016. Presentation proposals are due by January 15.

The conference is organized by a committee of California GIS professionals, who dedicate considerable time and energy to developing an important educational program. The Committee welcomes the submission of traditional presentations, panel discussions, maps, posters, and lightning talks. All submissions received will be reviewed and considered for the conference program.

For conference details and an online submission form, visit www.calgis.org

Conference Sponsors:
Southern California Chapter of URISA
Northern California Chapter of URISA
Central California Chapter of URISA
BAAMA - Bay Area Automated Mapping Association
California Geographic Information Association (CGIA)

Be sure to follow @CalGIS on Twitter.
Toronto. Where will it take you?

Picture this. It’s early evening and you’re looking for a place to eat. Something different. Something new. Something inspirational. Your sense of creative adventure compels you to catch a taxi bound for the heart of Chinatown. Everything you see along the way inspires the photographer in you. Suddenly, you discover a friendly little restaurant and duck in for authentic Vietnamese cuisine. That’s when you realize you’re in Toronto, a million miles away from the ordinary, where anything is possible.

GIS-Pro 2016: URISA’s 54th Conference
Join us in Toronto for GIS-Pro 2016! The conference will take place October 31-November 2, 2016. Visit www.urisa.org or www.gis-pro.org
Join URISA and IAAO for the 20th Anniversary of the GIS/CAMA Technologies Conference

February 22-25, 2016 • Hyatt Regency Savannah - Savannah, Georgia

We’re going back to the ‘birthplace’ of this conference to celebrate the milestone 20th anniversary! This annual conference and exhibition is cooperatively presented by URISA and the International Association of Assessing Officers. This conference is designed to foster collaboration and integration of data, technology and functionality.

Check out the substantial education on the program: http://giscama2016.sched.org/

**Full-day workshops:**
- Deploying Mobile GIS
- Introduction to Valuation & Spatial Analysis
- Using GIS and CAMA Data to Support Emergency Management

**Afternoon workshop:**
- Basics of the R Statistical Software

**Opening Keynote Address from Mike Vaquer and Keith Cunningham**

**Eighteen Breakout Sessions with 75 Presenters:**
- Easy Ways to Share Public Assessment Data
- Big City Valuations
- Future of Valuation
- Improving our Practices: Better Ways to Understand Each Other and Explain Our Work
- Modern Parcel Maintenance
- Commercial Valuations
- Integration of GIS and CAMA: Sharing Ideas and Then Telling Your Story
- Technology for Damage Assessment
- Improving Assessment Records Using Modern Technologies
- Using Your GIS Technology for Improving Operations
- Data Creation, Verification and Integration
- Models, Models, Models!
- Unlocking Powerful Data for Diverse Business Needs
- Super Models!
- Using Advanced Technical Tools for Deploying GIS and CAMA
- Learn from History, Prepare for Future
- Location Matters

**GIS/CAMA 2016 Parcel Jeopardy**

**Featured Sessions:**
- Perspectives and Encouragement on 20 Years from Pioneers, Mavericks & Renegades
- Land Records and GIS Integration: Has the Time Come?
- Building a Multi-Jurisdictional GIS: From Concept to Funding

**Esri Hands-On Learning Lab**

**Packed Exhibit Hall**

**… and Optional Evening Ghost Tours!**
One day, during lunch break, a construction worker opened his lunchbox, pulled out two sandwiches, hoisted them aloft, and cried to the heavens in anguish, “Not peanut-butter sandwiches again!”

The next day, he opened his lunchbox, peered inside, and wailed in agony, “Not peanut butter sandwiches again!”

Day after day, the same scene played out: open lunchbox, extract contents, “Not peanut-butter sandwiches again!”

Finally, after thirteen days of unchanging lunchtime drama, his coworker said, “Say, mister, if you don’t like peanut-butter sandwiches, why don’t you ask your wife to make you something else?”

“You leave my wife out of this,” he replied. “I MAKE MY OWN LUNCH!”

We all make our own sandwiches and too many of us make sandwiches that we don’t like to eat. Negative elements often take root in our lives because we allow ourselves to get caught up in an endless cycle of excuses instead of taking action. Here are a few ways to take control of what’s in your lunchbox.

Prune the word but from your vocabulary: It’s just as important to weed your mind as it is your physical surroundings, and the most powerful and effective way to accomplish this is to prune the word but from your vocabulary. Excuses are mental weeds that strangle any chance of new growth regardless of how many seeds you plant. Excuses are virulent vines that strangle everything in their vicinity. Excusatory words can be just as venomous as accusatory ones. Steer clear of both. They are two strains of the same weed.

When you expunge but from your vocabulary an amazing thing happens: where you used to see unfairness and lost chances you will find fortune and opportunity. What you say and what you think affects your circumstances in a very real way. Changing what comes out of your mouth—and what you say to yourself in your head—is the key to breaking the cycle of negative thinking. You have the power to control your words and thereby control the direction of your life.

Don’t be an excuse enabler: Excuses come in two categories. The first derives from things we will not do despite the direct negative impact of inaction, such as developing a healthier lifestyle or pursuing a more fulfilling career. These buts are insidious and pervasive when you just don’t care enough about yourself to take action. If you want it bad enough you’ll find a way; if you don’t you’ll find an excuse. The second category derives from things we will not stop doing. It could be an addiction, or allowing negative people to stay in your life. This but thrives on the guilt-and-fear excuse and an enabling personality. As much as we like to blame others, the fact is that you are the master of what goes on in your own head. That’s right, YOU. It’s that simple, and it’s that difficult.

There is nothing positive or productive to be gained by making excuses or by repeating them. Repetition gives them credibility and allows them to continue to drain you and others. Let’s face it; life is tough, even for the healthiest and wealthiest of us. Making excuses exiles you to a perpetual rut, while choosing to take responsibility for your happiness and your attitude frees you to move on to bigger and better things.

Learn to recognize cognitive dissonance: Oftentimes the only way to get off your but is when the results become so positive or so painful that you are forced to take action. Psychologists refer to this as the Cognitive Dissonance Theory: either something brings you so much joy or causes you so much pain and sorrow that you have no choice but to change your behavior. If you keep repeating the same excuses rather than taking action then you aren’t at this point yet. It’s that simple. Benjamin Franklin said, “He that is good for making excuses is seldom good for anything else.” And you definitely don’t want Excuse Master on your headstone.

The endless cycle of repeating excuses could be described, in the words of Alan Watts, as “all retch and no vomit.” How grossly appropriate! When we allow ourselves to associate with thankless, negative, or even unethical people we become poisoned by them. It’s not their fault; it’s ours. When we lack the discipline or self-esteem to break a negative habit, instead clinging to our big buts, we poison ourselves. Better to be silent than to regurgitate the same old thing over and over. Albert Einstein defined insanity as “doing the same thing over and over again and expecting different results.” This includes making excuses. For things to change, first you must change, so eliminate the three letter “b” word from your vocabulary because a big but doesn’t look good on anybody.

About the Author:
Tracey C. Jones is a US Air Force veteran, entrepreneur, speaker, and publisher. She speaks to audiences across the nation on leadership, accountability, business success, and other topics. Her latest book is “Beyond Tremendous: Raising the Bar on Life.” To learn more visit www.TremendousTracey.com.
Eight Steps to Maximize Your Managerial Delegation Effectiveness

By: Eric Bloom

One of the great things about being a manager is that you can delegate various types of tasks to other people instead of having to do them yourself. This may sound like a rather cavalier statement, but it’s true. As a manager, to do your job efficiently and effectively, you must delegate various types of tasks to your staff. If you don’t delegate, you will be overworked and your staff will be underutilized. In fact, you do a disservice to your staff if you don’t delegate because this inhibits your staff’s ability to learn new things and grow as professionals.

Like all management activities, delegation must be done in a thoughtful, ethical and forward-thinking manner. To that end, consider the following tips when delegating tasks to your staff, contractors, vendors and others.

1. Clearly define what can and cannot be delegated
   As a manager, be mindful of what should and should not be delegated. For example, specific tasks may contain proprietary information that should not be shared at your staff’s organizational level. There are also tasks that your team members may not be qualified to perform, thus setting them up for failure. Lastly, don’t just dump unwanted activities onto your staff to get them off your plate. Your team will eventually figure this out and it will hurt your credibility as their manager.

   Delegation is a powerful tool to maximize your team’s productivity, enhance their skill set, help them grow professionally and free you up to perform higher level tasks. All that said—make sure that you are delegating the right tasks for the right reasons.

2. Create a prioritized delegation plan
   Now knowing what to delegate, your next step is to develop a plan outlining what tasks should be delegated to which staff member. When determining who gets which tasks, you should consider the following:
   • Who is fully qualified to perform the task
   • Who could perform the task with proper instruction and mentoring with the goal of enhancing their skill set
   • Who should not be given the task because of their professional weaknesses and/or specific political situations/reasons
   • Who deserves the task based on seniority, past performance and relevant considerations
   • The visibility and importance of the task to your department and/or company

   Delegating the right tasks to the right people is not always easy or popular, but if you do it with transparency, fairness, consistency, and for the good of the company, your staff will learn to respect your decisions.

3. Provide clear instructions and define specific expectations
   There is nothing worse than being delegated a task, not given instructions on how the task should be performed, not told what is expected, working diligently to complete the task, and then being told it isn’t what they wanted. Give specific instructions as to what needs to be done and your expectation of the ending result. This combination of instructions and expectations provides the correct delegation framework and establishes criteria as to how your employee will be judged when the task is completed.

4. Provide a safety net
   When delegating tasks—particularly if it’s a new experience for the employee being assigned the task—as the manager, you must be willing to provide an appropriate level of management support to help assure success, for both the employee and the task.

   A safety net is an environment of help and protection by:
   • Providing the needed resources and training
   • Allowing time to properly perform the delegated tasks
   • Helping employees navigate company politics
   • Provide instructions on how tasks should be performed

5. Let go and allow people to do their work
   If you delegate a task and then micro-manage it to the extent that you have actually performed the task yourself, it’s not delegation. Neither should you totally divest yourself from the delegated task because, as the manager, you are still ultimately responsible for all work performed within your department. The trick is to walk that fine line between being overbearing and non-participatory.

6. Be mentoring and instructive
   This step provides direct instruction and advice to the person performing a specific delegated task. This type of task-based instruction is a “learning moment,” namely, just in time training on how to perform a specific task or how to deal with a specific situation.
The level of instruction and advice to be provided should be based on the combination of the person’s specific experience and the task difficulty and political ramifications.

7. Give credit to those doing the work
As a manager, you should adhere to the philosophy of “it’s the team’s success or my failure.” This philosophy causes you to raise the visibility of your staff’s good work within the organization which is motivating them and helps instill loyalty in your staff toward you. This approach also helps remind you that you are ultimately responsible for both your team’s growth and your department’s productivity and performance.

8. Actively solicit feedback from your team
Asking the members of your team if they believe you have delegated the right tasks to the right people has the following advantages:

- Helps you grow as a manager by learning how you are perceived as a manager
- Helps improve your team’s performance by providing you with insights on better ways to delegate and support your staff

For those not comfortable delegating tasks to others, be willing to go outside your comfort zone. Your willingness to take this leap will enhance your department’s productivity, enhance your managerial ability, and help your team expand their knowledge and skill.

ABOUT THE AUTHOR:
Eric P. Bloom is the President and Founder of Manager Mechanics LLC, a nationally recognized speaker and author of the forthcoming book Productivity Driven Success: Hidden Secrets of Organizational Efficiency. He is also a nationally syndicated columnist, certified executive coach, and an Adjunct Research Advisor for IDC. He is also a past president of National Speakers Association New England. For more information on Eric Bloom please visit: www.ManagerMechanics.com and on Twitter at @EricPBloom.

The 2016 Washington State GIS Conference planning committee is hard at work on plans for the 2016 conference, May 23 – 25 at the Greater Tacoma Convention and Trade Center, Tacoma, WA. We would like to share the following conference news with you.

Abstracts
Abstracts for the 2016 program are currently being accepted. This is your chance to be a part of the program, receive a $60 conference discount and earn professional certification credits.

Click here for the Call for Abstracts. All abstracts are due March 14th, 2016.

Richard “Dick” Thomas Memorial Student Presentation Competition & Award
WAURISA announces the 10th annual Richard “Dick” Thomas Award. This award was established to honor Washington State GIS pioneer and mentor Richard ‘Dick’ Thomas, who passed away in 2006. The intent of this award is to honor Dick by continuing his work of encouraging students to excel in their studies and to transition successfully into careers in the field of GIS.

Please see www.waurisa.org for more information on how to enter the competition.

The Summit Award
The Summit Award is presented during the annual Washington GIS Conference for highest contributions by an individual to the Washington State GIS Community. WAURISA is now accepting nominations for The Summit Award. The deadline to submit a nomination is April 11th, 2016.

Please visit The Summit Award Nomination page to review the criteria and make a nomination.

More information
More information is coming soon for vendors, registration, the poster contest, and social events. Be sure to check out WAURISA’s website.

Click Here to Join WAURISA
Presentation Proposals Invited for GIS-Pro 2016

GIS-Pro 2016: URISA’s 54th Annual Conference
October 31-November 3, 2016
Toronto, Ontario

Deadline for Abstract Submissions: March 1, 2016

The GIS-Pro 2016 Conference Committee invites your presentation proposals for URISA’s 2016 Conference in Toronto. This year’s conference will once again bring together an international audience of your peers to present, discuss, analyze, and share their experiences, insights, solutions and yes, frustrations in the geospatial arena. Help us get the dialogue going. Presenting at GIS-Pro is rarely a one-way process… your presentation will just be the start of the discussion.

We all know that securing approval for funding and time to attend conferences is frequently a difficult process, so we must make sure that every presentation includes ‘takeaways’ for the audience; lessons learned to apply back at the office to save time, money, and frustration.

Why should you present at GIS-Pro 2016?
- Get recognized for your achievements and enhance your professional profile.
- Increase the visibility of your organization and your project.
- Help somebody else who is facing similar challenges.
- Receive valuable points toward your GISP certification or renewal.
- Practice your presentation skills … discuss your work in a meaningful way to a variety of individuals.
- Receive valuable feedback from your peers. Are you on the right track?

Presentation Topics to Consider

The Conference Committee has provided the following list to consider as possible presentation topics. The list is not meant to be restrictive, but is provided to stimulate ideas. Feel free to think outside the box. Consider innovations, trends, technical, and management topics. Propose ideas geared to GIS beginners, mid-career managers or the leaders in the field. All proposals received will be reviewed and considered for the conference program.

- Addressing
- Advocacy
- Aerial Photography, Remote Sensing, & LIDAR
- Agency Collaboration
- Application Development
- Architecture & Integration
- Best Practices, Certifications, & Continuing Education
- Big Data
- Capital Asset Management
- Career Advancement
- Cartography & Map Design
- Census
- Civic Engagement & Public Participation
- Developing quality RFPs and measuring ROI
- Education, particularly K-12 and post-secondary
- Emerging Technologies and the Cloud
- Environmental Conservation and Management
- First Nation GIS
- GeoDesign
- GIS and 911; Emergency Response; Hazard Mitigation, Fire Management; Earthquake or Flood Response
- Map Publication Systems and Applications
- Mobile Applications & GPS
- Natural Resource Management
- Open Data
- Open Source GIS
- Private Sector Innovations
- Program Management & Planning
- Projects, Implementations, & Strategies
- Public Health
- Renewable Energy & Climate Change
- Smart Cities
- Soft Skills Development
- Surveying
- 3D GIS
- Transportation and Transit
- Urban Planning
- Utilities – Water, Wastewater, Electrical, Gas, Stormwater, Phone, Broadband, etc.

Please Note: Presentations cannot be sales pitches or commercials. Presentation submissions by industry representatives must include a co-presenter who is a user. The focus must be on education and not selling a product or a service.

Presentation Formats

There are numerous presentation formats to fit your style...from formal speaking slots and panel discussions to casual luncheon presentations and IGNITE talks. Please indicate the presentation format that is best suited for your proposal when you submit your abstract (note that the committee may ask you to reconsider your preferred format to fit the program needs).
**Full Session**: A 60-90 minute comprehensive session with collaborative problem solving and knowledge sharing. Indicate learning objectives, skills gained, takeaways, and research cited. Action plan for follow-up after the conference would be well-received.

**Individual Presentation**: Each presenter is allotted 20 to 30 minutes, plus 10 minutes for questions. Presentations of this type will be scheduled with one or two other presentations to form a cohesive session of 60 or 90 minutes in length.

**Panel**: A 60-90 minute presentation which encourages interaction and discussion between the panelists and the audience. Panel presentations should include at least three panelists all speaking on different aspects of a particular topic.

**Luncheon Presentation**: Individual presentations (15-20 minutes in duration) are made a bit more informally at a lunch table instead of at a podium. The format offers the opportunity for in-depth discussion, questions, and answers about the topic being presented. (Luncheon presentations will be held on Tuesday, November 1.)

**Poster Session**: Students and professionals are asked to share their research work or their cartography skills through posters and/or maps of their work. Any subject is acceptable as long as the entry contributes to the GIS profession and GIS is used in some form as part of the poster and/or map design.

**IGNITE Presentation**: A big hit every year, IGNITE presentations (also known as lightning talks) are limited to five minutes (20 slides auto-advanced at 15 seconds each). The best presentations are both educational and entertaining!

**Presenter Suggestions & Expectations**
As stated above, presenters are encouraged to incorporate specific ‘takeaways’ and lessons learned to make the attendees’ experience as valuable as possible. Consider alternative ways of delivering information, perhaps incorporating audience activities and discussion, peer to peer sharing and other ways to promote active learning.

PowerPoint presentations are an effective tool for sharing data, key points and storytelling. But do you really need slides? Steve Jobs once said, “People who know what they’re talking about don’t need PowerPoint.” If slides don’t add value to your overall message, don’t use them. Take some time to consider some interactive presentation ideas like these:

- Forbes - Five Easy Tricks to Make Your Presentation Interactive
- YouTube: How to Avoid Death by PowerPoint

Submission of a proposal implies availability to attend the conference. All accepted presenters must register for the conference and pay the conference registration fee.

Also:
Presentations that market specific products and services are not acceptable at the conference. Exhibiting/sponsoring opportunities to promote your company’s products and services will be abundant at the conference. All accepted presenters must submit either a formal paper (preferred but not required) or presentation with notes (i.e. PowerPoint/Prezi) during the conference for inclusion in the conference proceedings.

**Schedule**
Deadline for Submission: March 1, 2016
Acceptance Notification: April 1, 2016
Conference: October 31-November 3, 2016

Link to Online Submission Forms:
Submission Form for Full Session (more comprehensive to include learning objectives, case studies, etc.)
Submission Form for All Other Presentation Formats
President’s Column

URISA Rolls into 2016

URISA is its members. We provide value, change direction, and grow the GIS profession based on everyone’s input and collaboration.

This year, URISA developed a new Vision and Mission statement:

- **Vision**: URISA connects people and resources in the geospatial community.

- **Mission**: URISA is a multi-disciplinary geospatial organization that provides professional education and training, a vibrant and connected community, advocacy for professionals throughout their careers.

This statement emphasizes that the value of participating in URISA is multi-faceted. Although people may initially be seeking specific information, they find that getting more involved in URISA activities brings many more benefits.

- **Improving your skills.** URISA’s informational and professional education resources provide important sources and tools for improving your skills and your career. URISA’s offerings are unique—developed and provided by GIS professionals who continually address new challenges on the forefront of professional practice. Learning first-hand from these GIS leaders is an invaluable opportunity.

- **Interaction and networking.** Meeting and sharing information with your peers increases value for everyone. It provides you with needed information, insights, and resources, as well as a network of peers to tap when you face professional challenges. The URISA network extends beyond URISA itself, as URISA volunteers and groups work with other geospatial professional organizations. In addition, participating in URISA committees and groups provides valuable leadership development opportunities. Over the decades, individuals repeatedly refer to the lasting relationships they have formed within URISA.

- **Shaping the GIS profession.** URISA volunteers have a distinguished history of shaping the GIS profession, developing many important initiatives and standards, including the initial GIS professional certification program, GISCorps, the URISA Leadership Academy, and most recently, the GIS Management Institute. All of these ideas were raised by URISA volunteers, and working together, developed into important elements of the GIS profession. We’re working on new ideas, but we don’t even know what some of them may be yet—they come from you, so we’re eager to hear them.

Our key focus areas are:

- Personal and career development
- Evolving and sustaining the profession
- Engaging and mentoring young and new professionals
- Incubating and innovating ideas
- Influencing policy
- Promoting, encouraging, and practicing social responsibility

In the past year, URISA has also streamlined the organization, to make goals and activities clearer, and to make it easier to work together to achieve our goals.

Early in 2016, the committees will be announcing their goals and work plans, as well as their volunteer opportunities. These will include expansion of workshops, policy advocacy, GMI, ULA, and new professional educational materials.

The coming year should be very productive and exciting, and we are looking forward to working with everyone.
Welcome New URISA Members

Ann Aler—Skokie, IL
David Alford, GISP—Environmental Science Services, Inc.—Denham Springs, LA
Carlin Andrus, GISP—Northern Middlesex Council of Governments—Wayland, MA
Rachel Applebaum—Amherst, PA
Jennifer Bailey, GISP—Government of the Northwest Territories—Spruce Grove, AB Canada
Adam Benjamin, GISP—University of Florida—Fort Lauderdale, FL
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Mark your calendar for the 8th URISA Caribbean GIS Conference!
September 5-8, 2016 - Barbados Hilton
Submit your abstract by January 15, 2016

URISA is thrilled to be heading back to Barbados for the 2016 URISA Caribbean GIS Conference. Barbados was the site of our second conference in 2004. The conference is organized by a committee of Caribbean GIS experts, who dedicate considerable time and energy to developing an important educational program. The conference features an Exhibition and a number of professional development and networking opportunities.

“Attending the URISA Caribbean GIS conference always proves to be an exhilarating, learning experience, well worth the time with great networking opportunities available. I think this geospatial event is a great use of money by any GIS professional seeking to perfect their craft in the Caribbean. There’s always a wide spectrum of attendees, presenters, keynote speakers, etc. to interact with, who represent a wide cross-section of public and private industries, agencies and academic institutions not only from the Caribbean region but as far as North America and Europe. I am always excited about walking away with ideas, insights and information on how to implement world-class GIS business models for my organization better and more efficiently each and every time. DON’T MISS THE CARIBBEAN’S PREMIER GIS CONFERENCE!” - Fidel Omar-Ali, Telecommunications Services of Trinidad & Tobago Limited (TSTT)

Call for Presentation Proposals
Why should you present at URISA’s Caribbean GIS Conference?

• Get recognized for your achievements and enhance your professional profile.
• Increase the visibility of your organization.
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• Practice your presentation skills … discuss your work in a meaningful way to a variety of individuals.
• Receive valuable feedback from your peers. Are you on the right track?

The Conference Program is developed through a Call for Presentation Proposals. The Committee welcomes the submission of individual papers, complete sessions, panel discussions and lightning talks. Consider the following list of suggested topics for consideration (note that all abstracts received will be reviewed and considered for the conference program regardless of the list below):

• National SDI implementation
• Mobile technology and field data collection
• Climate change
• Collaboration, coordination and cooperation across departments, agencies, ministries, regions
• GIS management challenges and best practices
• Sustainable capacity building
• Water resources
• Standards, Policy
• Modern Geodetic Framework
• Big data to support planning and development
• Web solutions
• Business intelligence and analytics
• GIS in support of economic development
• GIS in public safety, emergency response and disaster management
• Improving addressing
• Landuse planning
• Coastal and marine spatial planning
• Environmental monitoring and analysis
• Commercial applications including retail, insurance, manufacturing, financial services
• The use of location technology
• Land/Parcel management
• GIS in the ‘Cloud’
• How to prepare/use Census GIS
• Citizen’s use of GIS - web access
• Aerial imagery and LiDAR
• Use of drones/UAVs for collecting imagery
• Innovative health GIS applications
• Crowdsourcing
• Oil and gas
• Enterprise GIS trends
• Open Source GIS
• PPGIS - community participation
• Developing GIS leaders in your organization
• Data management challenges
• Standards implementation issues and experiences
• Data sharing, open data
• Creative funding solutions
• Other topics
Abstract Submissions are due by January 15, 2016.

Presentation Format: When you submit your abstract, please indicate the presentation format that is best suited for your proposal (note that the committee may ask you to reconsider your preferred format to fit the program needs).

- **Complete Session**: Usually 60-90 minutes, complete sessions offer detailed learning objectives and information/skills for participants to put into action back home.
- **Individual Presentation**: Each presenter is allotted 20 to 30 minutes, plus 10 minutes for questions. Presentations of this type will be scheduled with one or two other presentations to form a cohesive session of 60 or 90 minutes in length.
- **Panel**: A 60-90 minute presentation which encourages interaction and discussion between the panelists and the audience. Panel presentations should include at least three panelists all speaking on different aspects of a particular topic.
- **IGNITE Presentation**: A big hit at URISA conferences each year, the IGNITE presentations (also known as lightning talks) are limited to 5 minutes (20 slides auto-advanced at 15 seconds each). The best presentations are both educational and entertaining!

Please Note:
- Presentations that market specific products and services are not acceptable at the conference. Exhibiting/sponsoring opportunities to promote your company’s products and services will be abundant at the conference.
- All accepted presenters must submit either a formal paper (preferred but not required) or presentation with notes (i.e. PowerPoint/Prezi) during the conference for inclusion in the conference proceedings.
- All accepted presenters must register and pay the regular conference registration fee. Acceptance as a presenter does not register you for the conference — registration fees are required.

Abstract Submissions are due by January 15, 2016.

**Online Submission FORM**

**Presenters’ Calendar**

- Notification of acceptance status by February 1, 2016.
- Presenters confirm participation by March 1, 2016.
- Presenters must register for the conference by April 1, 2016 to secure their participation.
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Hexagon Geospatial provides geospatial technology products and platforms to our customers, channel partners, and Hexagon businesses.

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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.

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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:
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- Transportation and Infrastructure Management
- Public Safety and Homeland Security
- Engineering and Construction Planning

Cyclomedia offers the following licensed products:
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**North West Group**
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Part of Hexagon, North West Group is comprised of North West Geomatics Ltd. (NWG) and Valtus Imagery Services. NWG is a leading aerial data acquisition company, dedicated to producing high-quality digital aerial imagery and related spatial data, while Valtus provides an easy and reliable storage, management and distribution solution for imagery data.

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2015 Partner Directory (continued)

and solutions. Contact us today (marketing@geographit.com) if you are looking to start GIS or improve the efficiency of your legacy GIS and IT systems.

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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.

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**Temporal Geo Analytics**

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September 5-8, 2016
URISA’s 2016 Caribbean GIS Conference
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