

Annual Report 2023



Table of Contents

Table of Contents	1
Message from the President	2
Board Officers and Directors	3
Committee Chairs	4
Advisory Board Members	5
2023 Corporate Sponsors	6
Treasurer's Report	8
Advisory Board	9
Communications Committee	10
Diversity, Equity, and Inclusion (DEI) Committee	11
Fundraising Committee	14
Golf Committee	15
Membership Committee	16
Mentoring Committee	18
Professional Development Committee	21
Programs Committee	24
Scholarships and Awards Committee	26
Special Projects Committee	27
Student Chapter Committee	29
Transportation YOU	31
WTS International, Northeast Region Council	33

Message from the President

Gina Solman

WTS-Boston President

I am pleased to continue my two-year term as WTS-Boston President, and am incredibly proud of all that we accomplished together in the past year.



2023 Year in Review – WTS-Boston:

- Delivered over 35 events. These events provide a forum for the public and private sectors to network, they support the advancement of women in transportation, and they help to build the future of our transportation industry.
- Provided topic-based professional development events with expert speakers on the hard and soft skills essential to our workplaces.
- Advanced the conversation on diversity, equity, and inclusion through speaker events and partnership with organizations such as COMTO.
- Offered mentoring programs to meet people where they have needs - as emerging professionals, with one-on-one formal mentoring matches, or through one-time peer group mentoring in our Management Networking Roundtable.
- Recognized 7 individuals, projects, and companies who demonstrated the vision and mission of WTS and awarded 4 scholarships to future leaders in the transportation industry.
- Ratified our second student chapter, to include Harvard University with our longstanding student chapter at UMass Amherst.
- Encouraged aspiring transportation enthusiasts through Transportation YOU's STEM activities geared towards youth.
- Our reach expanded through sponsorship, membership, social media, and email subscribers.
- Empowered volunteers through leadership opportunities.

Our sponsors allow us to offer this wide range of programming to advance the transportation industry, and our volunteers bring the energy that sustains our chapter and the profession. THANK YOU to all who have been generous to share your time and expertise with WTS-Boston. I am honored to work with each of you and look forward to all we will do in 2024! Feel free to reach out to me or any of WTS-Boston leadership if you have any questions or ideas you want to share with us.

Sincerely,

Gina Solman

WTS-Boston President

Board Officers and Directors

PRESIDENT

Gina Solman
Senior Policy Analyst
U.S.DOT/ Volpe Center
Gina.Solman.WTS@gmail.com

VICE PRESIDENT

Sarah D. Bergman, E.I.T
Sr. Consultant, Civil Engineer
WSP USA
Sarah.Bergman@wsp.com

PAST-PRESIDENT

Marie J. Sullivan, P.E.
Principal
Stantec
Marie.Sullivan@stantec.com

SECRETARY

Selma Mandzo-Prelidzic, P.E.
Senior Project Manager
VHB
smandzo@vhb.com

TREASURER

Alyssa Peck
Project Manager
Weston & Sampson
pecka@wseinc.com

DIRECTOR

(TransportationYOU, Membership)
Heather Audet
Senior Project Manager
GZA
heather.audet@gza.com

DIRECTOR

(Mentoring, Golf)
Lisa Juan
Transportation Engineer
Kimley-Horn
Lisa.Juan@kimley-horn.com

DIRECTOR

(Scholarship and Awards, Special Projects)
Victoria Palek
Senior Scheduler
Arcadis
victoria.palek@arcadis.com

DIRECTOR

(Professional Development, DEI)
Katie Kalugin
Programs Specialist
MBTA
kkalugin@mbta.com

DIRECTOR

(Programs, Student Chapter)
Lorraine McAteer
Vice President
Mott Macdonald
Lorraine.mcateer@mottmac.com

DIRECTOR

(Communications, Fundraising)
Kate Maker, P.E.
Deputy Director Civil Engineering
Toole Design
kmaker@tooledesign.com

Committee Chairs

Communications

Judith Gibson-Okunieff
MassDOT
judith.gibson-okunieff@state.ma.us

Kait Rimol
U.S. DOT/Volpe Center
kaitlyn.rimol@dot.gov

Golf

Marcia Kelly
Kleinfelder
MAKelly@kleinfelder.com

Monica Saideh
Nitsch Engineering
msaideh@nitscheng.com

Professional Development

Nancy LaFarge
HNTB
NLaFarge@HNTB.com

Jess Bowler, P.E.
Jacobs
Jessica.Bowler@jacobs.com

Special Projects

Jacqueline Davis
HDR
jacqueline.Davis@hdrinc.com

Arzu Kurkoglu Hemann
MBTA
ahemann@mbta.com

Diversity, Equity & Inclusion

Sydney Peterson
MBTA
speterson2@MBTA.com

Ali Mattson
HNTB
amattson@hntb.com

Membership

Alison Love, S.E. (Ali)
STV Incorporated
alison.love@stvinc.com

Adina Alpert, P.E., PTOE, ENV SP
Nitsch Engineering
aalpert@nitscheng.com

Programs

Kari Richards
City Point Partners
krichards@citypointpartners.com

Offi Adediran
Weston & Sampson
adediran.offi@wseinc.com

Student Chapter

Leah Grodstein
MassDOT
leah.grodstein@state.ma.us

Heather Moulton
STV Incorporated
Heather.Moulton@stvinc.com

Fundraising

Kathryn Eagan
BSC Group
keagan@bscgroup.com

Samantha Smithies
Stantec
Samantha.Smithies@stantec.com

Mentoring

Dieckmann Cogill, AICP
Jacobs
Dieckmann.cogill@jacobs.com

Sarah Davis
U.S. DOT/Volpe Center
sdavis.4497@gmail.com

Scholarships and Awards

Grace Lin, P.E., PTOE
Stantec
Grace.Lin2@stantec.com

Alexandra Kleyman, AICP
MBTA
akleyman@mbta.com

Transportation YOU

Sarh Kim
STV Incorporated
sarah.kim@stvinc.com

Chelsea Sadler
VHB
csadler@vhb.com

Advisory Board Members

ADVISORY BOARDCHAIR PAST-PRESIDENT (2021-2024)

Marie Sullivan, P.E.
Principal
Stantec
marie.sullivan@stantec.com

(2021-2023)
Theresa Carr
Principal
Nelson/Nygard
tcarr@nelsonnygaard.com

(2022-2024)
Claudia Smith-Reid
Manager
MBTA
claudia.smith-reid@state.ma.us

(2023-2025)
Paula Simmons
District Project Development
Engineer
MassDOT – District 2
Paula.Simmons@dot.state.ma.us

PAST-PAST PRESIDENT (2021-2024)

Sarah E. Dennechuk, P.E.
Senior Project Manager
Massachusetts Port Authority
sdennechuk@massport.com

(2021-2023)
Kristine Gorman
Sr. Client Account Director
Jacobs
Kristine.Gorman@jacobs.com

(2022-2024)
Allison Sweeney
Project Coordinator
MBTA
asweeney@mbta.com

(2023-2025)
Loretta Girard Doughty
Administrator, Bureau of
Bridge Design
NHDOT
Loretta.Doughty@dot.nh.gov

WTSI NORTHEAST REGION COUNCIL – Boston Representative

Lori Chicoyne

Weston & Sampson
lchicoyne@gmail.com

(2021-2023)
Christine Mizioch
Vice President
AI Engineers
cmizioch@aiengineers.com

(2022-2024)
Lisa Schletzbaum
State Traffic Engineer
MassDOT
lisa.schletzbaum@dot.state.ma.us

2023 Corporate Sponsors

EXECUTIVE LEVEL

AECOM
AI Engineers, Inc.
Arcadis
City Point Partners
Fuss & O'Neill, Inc.
GEI Consultants, Inc.
Green International Affiliates, Inc.
HDR
HNTB Corporation
Howard Stein Hudson
Jacobs

Kleinfelder
Mott McDonald
Michael Baker International, Inc.
Nitsch Engineering
Stantec
STV
The LiRo Group
VHB
Weston & Sampson Engineers, Inc.
WSP USA

PUBLIC PARTNERS

Massachusetts Bay Transportation Authority
Massachusetts Port Authority
MassDOT Highway Division

ASSOCIATE LEVEL

BETA Group, Inc.
BSC Group
Cambridge Systematics
CDW Consultants
Fennick McCredie Architecture, Ltd.

GPI
Kimley-Horn
McMahon Associates
Nelson\Nygaard
Tetra Tech

SUPPORTER LEVEL

Bryant Associates
Collins Engineering
Dewberry

GZA Environmental, Inc.
TranSystems

Treasurer's Report

Committee	2023 Income	2023 Expenses
<i>Chapter</i>	\$13,678.59	\$14,249.09
<i>Communications</i>	\$0.00	\$4,311.50
<i>DEI</i>	\$30.66	\$1,608.07
<i>Fundraising</i>	\$134,650.32	\$19,460.17
<i>Membership</i>	\$1,109.51	\$3,824.34
<i>Mentoring</i>	\$0.00	\$2,609.65
<i>Professional Development</i>	\$819.80	\$650.00
<i>Program</i>	\$34,828.09	\$37,633.94
<i>Scholarship & Awards</i>	\$0.00	\$1,958.09
<i>Special Projects</i>	\$27,038.01	\$65,143.99
<i>TransportationYOU</i>	\$0.00	\$1,773.30
<i>Student Chapter</i>	\$0.00	\$100.00
<i>Boston Charitable Fund</i>	\$0.00	\$34,750.15
<i>Total Gross</i>	\$ 212,154.98	\$188,072.29

Advisory Board

Chair - Marie Sullivan, Past-President



The WTS-Boston Advisory Board consists of nine members plus the WTS-Boston immediate Past-President, who is the Chair, and the immediate Past-Past-President. These are volunteer positions where experience and advice are sought on broad strategic issues as they relate to the Boston Chapter. The goal is to maintain involvement of members who have been active with the Boston Chapter and who will offer their expertise, insights and access to key people within the transportation industry.

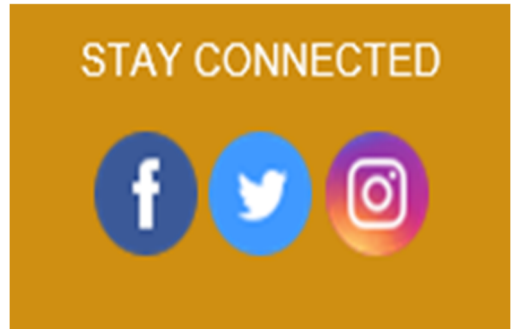
The Advisory Board met three times during 2023 and developed an updated format for the Annual Leadership Award nominations.

Communications Committee

Board Liaison - Kate Maker

Co-chairs - Kait Rimol and Judith Gibson-Okunieff

The Communications Committee is responsible for both internal and external chapter communications, including streamlining communication to the membership as well as heightening awareness of WTS-Boston by identifying opportunities for social media coverage of WTS-Boston programs and events.



The Committee is co-chaired by Kait Rimol of U.S. DOT/Volpe Center and Judith Gibson-Okunieff of MassDOT. In 2023, the Communications Committee maintained regular contact with all other WTS Committees in order to provide WTS-Boston members with timely access to speakers and information on important issues impacting our industry and chapter events.

The Communications Committee accomplishments in 2023 included:

- Drafted and published approximately 50 E-Blasts and over 100 Social Media posts to our various social media outlets.
- Maintained E-Blast distribution list with more than 1,000 active email addresses.
- Weekly scheduling phone calls with WTS-Boston President and Vice-President
- Maintained current content and published new weekly content on the WTS-Boston webpage.
- Coordinated with WTS-Boston Committees to update the website.
- Created four new permanent website pages and migrated the Public Art information to the WTS-Boston webpage.
- Created two new permanent WTS-Boston website pages for DEI and TransportationYOU
- Coordinated and maintained the WTS-Boston Job Posting webpage, including almost 100 job posts.
- Created a LinkedIn Company Page
- Prepared and presented a Social Media Presentation for the October Board Meeting.
- Provided social media support for committee events.
- Prepared online registration for the events across committees.

Diversity, Equity, and Inclusion (DEI) Committee

Board Liaison - Katie Kalugin

Co-chairs - Ali Mattson and Sydney Peterson

The Diversity Committee serves as an internal resource and guide for WTS-Boston Committees to use in a collective commitment to increase diversity, inclusion, equity, access, and representation within the organization, industry, and communities we serve.

Throughout 2023, the DEI Committee continued its **DEI-in-Motion monthly e-blasts** to provide the Chapter with the history and context of topics that fit within the theme of the month, including:

1. January - National Poverty in America Awareness Month
2. February - Black History Month
3. March - Women's History Month
4. April - Earth Day
5. May - Asian Pacific American Heritage Month
6. June - LGBTQ+ Pride Month
7. July - Americans with Disabilities Act (ADA)
8. August - Community Service
9. September - Hispanic Heritage Month
10. October- National Disability Employee Awareness Month
11. November - National Native American Heritage Month
12. December - World AIDS Day



Additionally, the DEI Committee partnered with WTS-Boston leadership and Communications Committee to publish a [Diversity, Equity & Inclusion](#) page on our Chapter's webpage to share our vision, goals, and DEI resources.

The DEI Committee organized and hosted/co-hosted the following events:

DEI Strategies for Attracting and Retaining Talent: Focus on the LGBTQ+ Community

For Pride Month, the DEI Committee partnered with the Professional Development Committee for a panel discussion on “DEI Strategies for Attracting and Retaining Talent: Focus on the LGBTQ+ Community” to provide attendees perspectives from DEI experts on accomplishments in advancing DEIB within the transportation industry and opportunities for action. The panel was held on June 15 and was moderated by Monica Tibbits-Nutt (Acting Transportation Secretary, MassDOT) and included Jabes Rojas (Assistant General Manager for Diversity, Equity & Inclusion, MBTA) and Beth Chandler (President and CEO, YW Boston).



Book Club: Hood Feminism

On April 26, the DEI Committee held a book club discussion of Hood Feminism by Mikki Kendall. The discussion centered on our perceptions of women with different experiences than ourselves, addressing questions like the relationship between white feminism and black feminism, what it really means to be an ally, and how to deal with feeling uncomfortable when confronting challenges to our thinking. The attendees shared personal experiences and how we can take the lessons from the book to our workplaces.

WTS-Boston & COMTO Networking

The DEI Committee partnered with COMTO's Boston Chapter to host a free networking event for members of both organizations on the evening of November 14. At this event, attendees learned more about each organization through presentations and materials and had the opportunity to network over light refreshments.



Fundraising Committee

Board Liaison - Kate Maker

Co-chairs - Kathryn Eagan

The WTS-Boston Fundraising Committee raises funds through its Annual Sponsorship Program to support scholarships and the operations of the Chapter. The 2023 Fundraising Committee was led by co-chair Kathryn Eagan, BSC Group.



The Fundraising Committee has built a long-term, sustainable program that is recognized throughout WTS International as a model for local chapter fundraising. Three levels of sponsorship allow for participation regardless of the size of the firm. Sponsor benefits range from corporate logos on the WTS-Boston webpage to tickets to specific annual events, depending upon sponsorship level. Sponsors can attend the New Year's Reception and the invitation-only Annual Leadership Breakfast in April free of charge. Additionally, a new benefit was offered in 2023, a 15% sponsorship discount for DBEs.

The **2023 Sponsors** included 21 at the Executive level, 10 at the Associate level and 5 at the Supporter level. WTS-Boston continued its **Public Sector Partnership Pilot Program** in 2023 for MassDOT, MBTA and Massport.

SPONSORSHIP BENEFITS	Executive (\$3,600)*	Associate (\$1,700)*	Supporter (\$1,000)*
Level of Sponsorship (Indicate by checking the box)	☐	☐	☐
Amount of sponsorship applied toward the WTS-Boston Scholarship Fund	\$500	\$250	\$150
Tickets to the 2023 New Year's Reception (Invitation-only event in January/February)	6	4	2
Tickets to the 2023 Leadership Forum Breakfast (Invitation-only event in April)	4	3	2
Tickets to the 2023 Awards and Scholarships Banquet (Dinner event in June)	2		
Company logo slide included at WTS-Boston events that feature a visual screen	+		
Company logo displayed on a banner stand for in-person special events where AV is not used	+		
Logos displayed on all Eblast Communication and on WTS-Boston Corporate Partners web page	+		
Sponsor spotlight with a logo and a website hyperlink featured in one of WTS-Boston's weekly emails	+	+	
Opportunity to display company information at in-person events	+	+	
Company recognition of support at luncheons and special events	+	+	+
Company listing on the WTS-Boston Corporate Partners page with website link	+	+	+
Free listings on WTS-Boston Job Postings web page	+	+	+
Featured in relevant WTS-Boston social media posts	+	+	+

The Fundraising Committee has updated their sponsor longevity tracking database that is populated with records going back over a decade. While some companies have been acquired and the industry has experienced periods of recession and growth during that time, the Boston chapter of WTS has continued to experience strong support from sponsor firms.

The Fundraising Committee coordinates with several other WTS-Boston committees including Communications, Special Projects, and Programs to ensure that the chapter supporters receive their valuable benefits.

Golf Committee

Board Liaison – Lisa Juan

Co-chairs – Monica Saideh and Marcia Kelly

The 31st Annual WTS-Boston Golf Outing held at Stow Acres Country Club on Thursday, August 24th was a great success! The weather was perfect with temps in the mid-70s and sunshine, and players that participated had a great time! From this outing, WTS-Boston raised just under \$20k for our Boston Chapter scholarships to help women pursue a career in transportation. The outing provided a fantastic opportunity for everyone to catch up with friends and colleagues, create new relationships, and help us sustain our Boston Chapter Scholarship Program!



WTS-Boston would like to extend a very special THANK YOU to the following event sponsors:



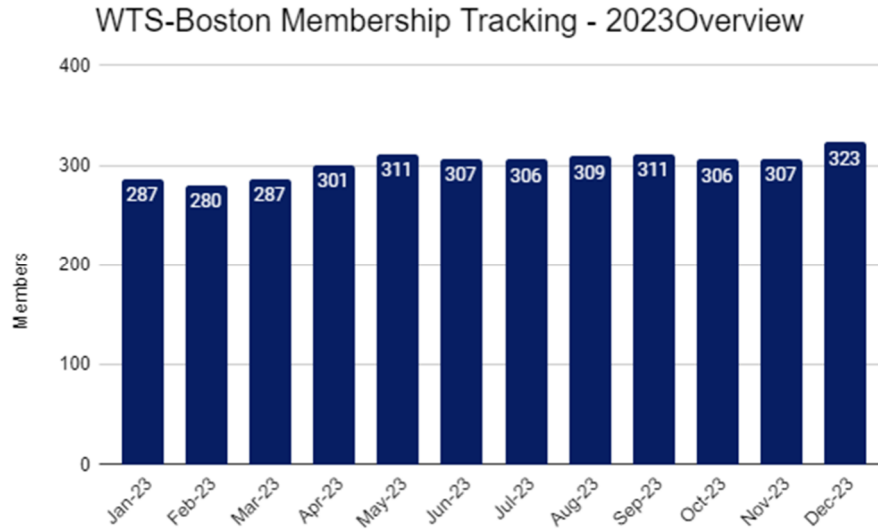
Membership Committee

Board Liaison - Heather Audet

Co-chairs - Adina Alpert and Ali Love

To increase membership numbers back to pre-pandemic levels, the committee focused on both ongoing tasks and individual events. Ongoing tasks included bi-monthly renewal reminders for members with recent or imminent membership expiration dates and welcome emails for all new members, plus answering questions from members and connecting them with WTS International as necessary. In addition to the continual tasks throughout the year, the committee hosted three evening membership events in addition to a WTS-Boston Membership Drive and supporting a WTS International Drive.

Membership Statistics as of December 31, 2023



Membership Types		
Regular	193	60%
Public Sector	54	17%
Students	56	17%
Executive Leader Public Sector	7	2%
Executive Leader	13	4%
Other	0	0%
Total	323	

Public Sector Breakdown		
MassDOT	13	21%
Massport	6	10%
MBTA	14	23%
US DOT/ Volpe	10	16%
Others	18	30%
Total	61	

Membership Events

New Member Orientation – May 17, 2023

The New Member Orientation was held at Nitsch Engineering. The event was set up like an expo, with tables for each committee staffed by co-chairs and/or board liaisons, allowing new members to walk around and learn about the committees after a brief intro by President Gina Solman. We served light refreshments brought in from a grocery store. There were 14 leaders, 12 new members from the last year or non-members looking to learn more, and 2 committee members looking to learn more about the other committees. This was a free event open to all members, with new members and leadership especially encouraged to attend.



Membership Mixer – June 28, 2023



This year's Membership Mixer was held at Blackmoor Bar and Kitchen in Charlestown. There was food, a cash bar, and informal networking. Rain forced us indoors for the second year in a row instead of enjoying the patio, but the 42 attendees, including members and non-members, enjoyed the event inside.

Membership Drive – October 1 – October 31, 2023

During this annual drive, the committee reached out to everyone whose membership expired over the past 5 years to win them back, encouraged current members to refer new members, and emailed a number of academic professionals at local universities. The chapter had 11 members join during the drive, which included 1 member who lapsed prior to 2023 who returned to WTS-Boston and 10 new members.

Membership Celebration – November 9, 2023

The Membership Celebration was hosted at Scholars Bistro & American Cocktail Lounge. Attendees enjoyed the food and a drink ticket good for beer or wine with their registration, plus raffles for new members, members who referred new members during the October drive, and one raffle for everyone in attendance. Everyone also received a media stand with the WTS logo on it. It drew 27 attendees out of 36 registrants. This was a members-only event.

Mentoring Committee

Board Liaison – Lisa Juan

Co-chairs - Sarah Davis and Dieckmann Cogill

In 2023, the WTS-Boston Mentoring Committee developed programming that supported mentoring at all career levels through Formal Mentoring, Management Networking Roundtable, and Emerging Professional programs.

2023 Formal Mentoring Program

The 2023 WTS Boston Formal Mentoring Program concluded in June with a graduation ceremony and behind-the-scenes tour of MassDOT's District 6 Vent Building. Led by Estey Masten, the program brought together 12 mentor and mentee pairs from across the transportation industry to support professional growth, leadership development, and meaningful industry connections.



Throughout the five-month program, participants took part in a series of group sessions focused on key career development topics, including bridging the wage gap, building confidence, working in management, and navigating career paths. Featured speakers included transportation leaders from NHDOT, MassDOT, WSP, and HDR, who shared personal experiences and practical advice with participants.

The graduation event featured remarks from MassDOT leadership, including Jonathan Gulliver, Carrie Lavallee, John McInerney, and Shirley Gibson, who spoke about the importance of mentorship in developing the next generation of transportation professionals. Following the recognition of the mentees, participants toured the District 6 Vent Building, where MassDOT staff provided insight into the critical systems that support safety and operations within Boston's tunnel network.

The program's success reflects WTS Boston's ongoing commitment to advancing women and underrepresented professionals in transportation through mentorship, leadership development, and industry engagement. WTS Boston extends its gratitude to the mentors, mentees, speakers, and volunteers whose contributions made the 2023 program a rewarding and impactful experience.

2023 Emerging Professionals

The 2023 WTS-Boston Emerging Professionals (EP) Program supported the growth of three outstanding early-career transportation professionals: **Angela Servello** (MBTA), **Zoe McAlear** (U.S. DOT Volpe Center), and **Sydney Peterson** (MBTA). Designed for women with five or fewer years of professional experience in the transportation industry, the program provides access to mentorship, leadership development, networking opportunities, and meaningful engagement with the WTS-Boston community.

Throughout the year, participants expanded their professional networks, connected with transportation leaders, and gained valuable exposure to the wide range of career paths within the industry. Through mentorship relationships, committee involvement, professional development events, and attendance at industry conferences, the EPs developed new skills and increased confidence as emerging leaders. Participants also contributed to WTS-Boston initiatives that advance women in transportation, including outreach, education, and diversity-focused programs.

Reflections from the 2023 cohort highlighted the program's impact on professional growth, leadership development, and community building. Participants credited the program with helping them strengthen communication and networking skills, engage more actively within the transportation community, and build lasting relationships with mentors and peers. Opportunities such as committee leadership, volunteer activities, and national conference participation provided valuable experiences that broadened perspectives and inspired continued involvement in the industry.

The Emerging Professionals Program continues to serve as an important pathway for developing future transportation leaders while fostering the supportive, inclusive community that defines WTS-Boston. The success of the 2023 cohort reflects the program's commitment to empowering women at the beginning of their transportation careers and encouraging their long-term engagement with WTS and the profession.

Management Networking Roundtable

Session 1: Managing for Your Personality Type

On January 19, 2023, WTS-Boston hosted a Management Networking Roundtable focused on helping participants better understand how personality impacts leadership and management styles. Facilitated by Teryne Alexander, Compensation Analyst at the MBTA, the session featured personality assessments and small-group discussions that encouraged participants to reflect on their strengths, communication preferences, and approaches to leading others.

The roundtable emphasized that effective management is not defined by a single personality type. Instead, participants explored strategies for leveraging their unique characteristics to become more effective leaders. Through engaging discussion and peer learning, attendees gained greater self-awareness and practical tools to adapt their management styles, strengthen workplace relationships, and grow as confident, authentic leaders.

Session 2: Leadership Vision and Building High-Performance Teams

On May 25, 2023, WTS-Boston hosted a virtual Management Networking Roundtable focused on Leadership Vision and Building High-Performance Teams. The interactive session brought together transportation professionals to share experiences, discuss leadership challenges, and exchange ideas on fostering strong, engaged teams.

Through peer-led discussion and networking, participants explored the importance of establishing a clear leadership vision, creating a culture of collaboration and accountability, and empowering team members to achieve shared goals. The roundtable provided a valuable forum for managers and

emerging leaders to learn from one another, gain new perspectives, and strengthen their leadership skills while expanding their professional networks within the transportation community.

Session 3: Power Skills for the Future of Work

On December 7, 2023, WTS-Boston hosted its third virtual Management Networking Roundtable, focused on developing the power skills that set professionals apart in today's evolving workplace. The session brought together transportation professionals to discuss the importance of skills such as emotional intelligence, communication, collaboration, and adaptability, and how these competencies contribute to long-term career success.

Participants reflected on their individual strengths, shared experiences and best practices, and explored opportunities for continued growth. Through interactive discussion and peer networking, attendees gained practical insights into developing the interpersonal and leadership skills that are increasingly critical for effective management and professional advancement. The roundtable provided a valuable forum for learning, collaboration, and strengthening connections across the transportation community.

Professional Development Committee

Board Liaison - Katie Kalugin

Co-chairs - Jessica Bowler and Nancy LaFarge

In 2023, the Professional Development Committee hosted eight events using a mix of virtual, in-person, and hybrid formats.

February 15, 2023 - Interview and Performance Review Prep Workshop

The PD Committee welcomed back Jillian Climie and Sophie Warwick from The Thoughtful Co. for a virtual session on “Interview and Performance Review Prep”. The speakers advised attendees to prepare for interviews and performance reviews in advance by itemizing your own strengths, prioritizing the various elements of your current role into the activities you love most, and examining your long- and short-term goals. They suggested that attendees should be open to the idea that one’s career path may not be linear; network with various groups of peers and seasoned colleagues to seek feedback on potential opportunities for growth; and investigate what skills you might need to work on to advance your goals.

March 1, 2023 - MEPA & EJ 101 – Crossing the Professional Threshold

The WTS Professional Development Committee partnered with the Environmental Business Council (EBC) on their webinar introducing new practitioners and professionals to the Massachusetts Environmental Policy Act (“MEPA”) and its recent incorporation of Environmental Justice (“EJ”) principles. The presentation, and subsequent question and answer session, was provided by the following panel: Tori Kim (Director of MEPA), Page Czepiga (Assistant Director of MEPA and Environmental Justice Point of Contact), Jonathan Schaefer (Partner at Robinson + Cole), and Stephanie Kruel (Senior Regulatory and Resilience Advisor at VHB).

March 30, 2023 - Exploring the Intersection of Climate Resilience and Transportation Equity

The PD Committee hosted Erica Blonde and Jeff Malloy from HNTB for a presentation on best practices around incorporating climate resilience and equity in transportation projects. Malloy and Blonde emphasized the importance of public outreach, and that factors such as environmental justice and public health need to be considered as part of a climate resilience plan while developing projects to ensure transportation equity, so that benefits and costs are shared fairly. The session concluded with discussion on opportunities to reconnect communities and promote resilient operations for transformative transportation.

May 4, 2023 - Electric Vehicle (EV) Infrastructure Toolkits and New EV Programs

The PD Committee hosted Amy Plovnick of the U.S. Department of Transportation Volpe Center for a presentation on electric vehicle infrastructure toolkits. Plovnick discussed goals for electric vehicle charging on the national level and related funding in the Bipartisan Infrastructure Law. The presentation explained differences between battery electric vehicles (BEVs) and plug-in hybrids

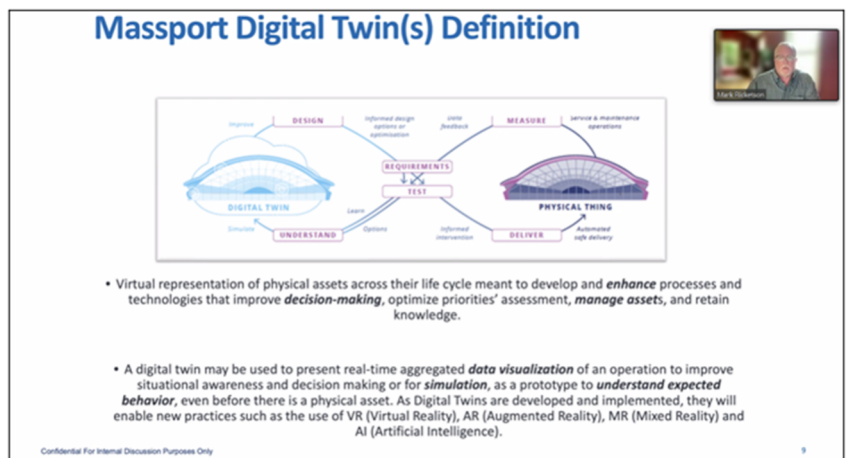
(PHEVs) and explored electric modes of transportation other than cars including transit buses, school buses, and electric bikes. Plovnick introduced two new toolkits – the US DOT Rural EV infrastructure toolkit and Charging Forward for urban communities.

June 15, 2023 - DEI Strategies for Attracting and Retaining LGBTQ+ Talent

For Pride Month, the PD Committee partnered with the Diversity, Equity, and Inclusion (DEI) Committee for a panel discussion on “DEI Strategies for Attracting and Retaining Talent: Focus on the LGBTQ+ Community” to provide attendees perspectives from DEI experts on accomplishments in advancing DEIB within the transportation industry and opportunities for action. The panel was held on June 15 and was moderated by Monica Tibbits-Nutt (Acting Transportation Secretary, MassDOT) and included Jabes Rojas (Assistant General Manager for Diversity, Equity & Inclusion, MBTA) and Beth Chandler (President and CEO, YW Boston).

July 10, 2023 - Digital Twin - Is it just a shiny object or is it a real thing?

The PD Committee hosted Mark Ricketson from the Massachusetts Port Authority to discuss Digital Twin, which is a digital version of reality. He explained that Massport’s definition of a digital twin is a “virtual representation of physical assets across their life cycle meant to develop and enhance processes and technologies that improve decision-making, optimize priorities assessment, manage assets, and retain knowledge”. Mark described the 6 different phases of the digital twin maturity model, which include reality capture, map/model, model/Building Information Modeling (BIM) data, real time data, 2-way integration, and autonomous Operations and Maintenance (O&M).



October 26, 2023 - Project Management Tips: Technical Topics (Part 1)

For part 1 of a Project Management series, the PD Committee organized a panel discussion on *Technical Skills* to identify strategies and tools for younger engineers to employ on their path to becoming PMs, including defining and managing project scope, staying on schedule and under budget, and resource planning and management. The panel included the following four professionals from the public and private sectors: Marie Sullivan, P.E., Principal; Past-President (Stantec) and Advisory Board Chair of the WTS-Boston Chapter; Maribel Kelly, Deputy Chief of Capital Delivery (MBTA); Mary Loden, PE, PMP, MBA and Senior Project Manager (Jacobs); and Guinevere Dunlevy, Senior Director, Capital Transformation (MBTA).

November 29, 2023 - Project Management Tips: Soft Skills (Part 2)

For part 2 of a Project Management series, the PD Committee organized a panel discussion on *Soft Skills* to provide younger PMs guidance on managing internal and external stakeholders, managing client expectations, and understanding client needs.

The panel included the following four professionals from the public and private sectors:

Leslie Merrithew, Boston Office Leader (Stantec); Sarah Lee, Manager of Transportation Planning (MassPort); Danielle Spicer, Stormwater & Permitting Group Leader (Green International); and Amanda DeGiorgi, Program Manager (HNTB).



Programs Committee

Board Liaison – Lorraine McAteer

Co-chairs - Offi Adediran and Kari Richards

The Programs Committee hosted two virtual and three in-person luncheon seminars and an in-person tour over the summer. A summary of our 2023 events and programs is provided below.

February 28, 2023 – February Virtual Luncheon Seminar – A Conversation with April Rai of COMTO

On February 28, 2023, WTS-Boston partnered with COMTO Boston to host a virtual conversation with April Rai, President and CEO of the Conference of Minority Transportation Officials (COMTO). Drawing on nearly two decades of leadership experience across the public, private, and nonprofit sectors, April shared her vision for advancing equity within the transportation industry. Attendees gained insights into the importance of inclusive leadership, workforce development, and creating opportunities that support a more diverse and equitable transportation future.

March 23, 2023 – March Virtual Luncheon Seminar - A White House Perspective on Implementing BIL

On March 23, 2023, WTS-Boston welcomed Samantha Silverberg, Deputy Infrastructure Implementation Coordinator at The White House, for a discussion on the implementation of the historic \$1.2 trillion Bipartisan Infrastructure Law (BIL). In recognition of Women's History Month, Samantha shared her experiences in public service and provided valuable insight into the federal coordination efforts underway to deliver transformational infrastructure investments. The event offered attendees a unique perspective on the opportunities and challenges associated with implementing one of the nation's most significant infrastructure programs.

August 10, 2023 – Summer Tour - North Washington Street Bridge Replacement Project

On August 10, 2023, WTS-Boston hosted its annual Summer Tour featuring the North Washington Street Bridge Replacement Project in Boston. Led by MassDOT Resident Engineer Sardar Jajan, participants received an exclusive behind-the-scenes look at the construction of this landmark project, which is replacing a century-old bridge with a modern, multimodal crossing designed to serve motorists, transit riders, cyclists, pedestrians, and the surrounding community. The tour highlighted the complexity of delivering major infrastructure projects in an urban environment while providing attendees with valuable networking opportunities.

September 14, 2023 – September Luncheon Seminar - MBTA General Manager & CEO Phillip Eng

On September 14, 2023, WTS-Boston welcomed Phillip Eng, General Manager and CEO of the MBTA, to discuss his vision for the future of the agency. Six months into his tenure, Mr. Eng shared his priorities for improving service, rebuilding public confidence, and addressing key operational and infrastructure challenges facing the MBTA. Drawing on nearly four decades of transportation experience, he provided attendees with insight into the agency's path forward and the critical role transportation professionals will play in shaping a stronger transit system for the region.



October 25, 2023 – Panel of the MassDOT District Highway Directors

On October 25, 2023, WTS-Boston hosted a panel discussion featuring the MassDOT District Highway Directors, moderated by Chief Engineer Carrie Lavallee. Representing districts across the Commonwealth, the panelists shared perspectives on delivering transportation projects, maintaining critical infrastructure, improving safety, and collaborating with local communities. The discussion provided attendees with a broad overview of MassDOT's priorities and challenges while highlighting the leadership and expertise driving transportation improvements throughout Massachusetts.



December 13, 2023 – December Luncheon and Annual Meeting - Joi Singh - FHWA Massachusetts Division Administrator



On December 13, 2023, WTS-Boston held its Annual Meeting and Luncheon Seminar featuring keynote speaker Joi Singh, Division Administrator for the Federal Highway Administration's Massachusetts Division. In her presentation, "Bending with the Curves: The Art of Navigating a Nontraditional Career Path," Joi reflected on her unique professional journey and shared lessons on resilience, adaptability, and embracing unexpected opportunities. The event also celebrated WTS-Boston's outgoing leaders and welcomed incoming board and

committee leadership, providing an opportunity to recognize the contributions of the chapter's dedicated volunteers and members.

Scholarships and Awards Committee

Board Liaison – Victoria Palek

Co-chair - Grace Lin and Ali Kleyman

The Scholarships and Awards Committee had another great year of recognizing those in our community who have or who will have a great impact on the transportation industry.

2023 WTS-Boston Award Winners

- **Rosa Parks Diversity Leadership Award:** Lidy Chan, MassDOT
- **Innovative Transportation Solutions Award:** MBTA Green Line Extension (GLX) Program, Alicia Gomes, MBTA
- **Honorable Ray LaHood Award:** Sam Sleiman, Suffolk
- **Employer of the Year Award:** Weston & Sampson
- **Member of the Year Award:** Jacie Davis Carver, HDR
- **Woman of the Year Award:** Betsy Taylor, MassDOT Board of Directors



2023 WTS-Boston Scholarship Winners

We received many applications for undergraduate and graduate scholarships, with highly motivated and qualified individuals from a diversity of universities and fields of study. The decision-making process is always very difficult and this year was no different.

- **Transportation YOU High School Scholarship;** Angelina Krikunova, Westfield Technical Academy
- **Jacquelyn R. Smith Memorial Undergraduate Scholarship;** Sarah Eagen, UMass Lowell
- **Ann M. Hershfang Graduate Scholarship;** Angelina Caggiano, UMass Amherst
- **Mary Jane O'Meara Member Graduate Scholarship;** Kaitlyn Rimol, Oregon State University



Special Projects Committee

Board Liaison - Victoria Palek

Co-chairs - Jackie Davis and Arzu Hemann

The Special Projects Committee had a busy year in 2023 as WTS Boston was able to successfully host both our notable events. The Special Projects committee was responsible for hosting three events in 2023:

- New Year's Reception on March 16, 2023
- Annual WTS Awards and Scholarship Banquet on June 6, 2023
- Annual Leadership Forum on November 2, 2023

New Years Reception

The Boston Chapter held its Annual Welcome Reception in person on Thursday, March 16, 2023, at the Courtyard Marriott Hotel in Boston. As a direct result of our members, leadership, and sponsors, Boston continues to be one the largest and most influential chapters in the overall WTS organization.

Gina Solman, WTS-Boston President, welcomed all 240 guests to the first major in-person WTS-Boston event in 2023. Before she welcomed our distinguished guests, she acknowledged and thanked our corporate sponsors, public agency partners, and the 2023 leadership. Without their support of WTS-Boston and our mission, Boston would not be as successful a chapter as we are, and we are truly grateful for this.



WTS-Boston was delighted to host and celebrate the new Massachusetts Secretary of Transportation Gina Fiandaca and Undersecretary Monica Tibbits-Nutt! It was an incredible and inspiring event where Gina shared the priorities of the transportation leadership at MassDOT and across the Commonwealth.

Thanks to all those who were able to attend in person to congratulate Secretary Fiandaca and Undersecretary Tibbits-Nutt on their new appointments. Congratulations, Gina and Monica!

2023 Annual Awards and Scholarship Banquet

The Annual WTS Awards and Scholarship Banquet was held on June 6, 2023, at the Royal Sonesta Boston in Cambridge MA. The event had a great turnout where attendees celebrated and recognized those in our community who have or who will have a great impact on the transportation industry. See Scholarships and Awards Committee for a list of winners.

Annual Leadership Forum

In 2023, WTS-Boston introduced a new format for its annual Leadership Award celebration, moving from the traditional spring breakfast to an evening reception held in the fall. The invitation-only event took place on November 2, 2023, at the Boston Courtyard Marriott and brought together transportation professionals and industry leaders to recognize excellence in leadership and service within the transportation community.

The **2023 WTS-Boston Leadership Award** was presented to **Victoria Sheehan**, Executive Director of the Transportation Research Board (TRB) of the National Academies of Sciences, Engineering, and Medicine. The Leadership Award recognizes a woman who has made significant contributions to the transportation industry, advanced opportunities for women and minorities, and strengthened the reputation and credibility of women in transportation through her leadership and career achievements.

Victoria was recognized for her distinguished career and lasting impact on the transportation profession. Prior to joining TRB, she served as Commissioner of the New Hampshire Department of Transportation and spent more than a decade with the Massachusetts Department of Transportation, where she led major strategic planning and infrastructure initiatives, including oversight of the Accelerated Bridge Program. She has also held numerous leadership roles within national transportation organizations, including serving as President of the American Association of State Highway and Transportation Officials (AASHTO) and contributing to the growth of WTS as a founding member of the WTS New Hampshire Chapter.



The reception provided an opportunity to celebrate Victoria's accomplishments, connect with colleagues across the industry, and recognize the importance of strong leadership in advancing transportation. The event's new evening format created a welcoming setting for networking and discussion while continuing WTS-Boston's tradition of honoring exceptional women leaders who inspire and shape the future of transportation.

All three of the Special Projects events were a success in 2023. Allowing WTS-Boston organization to come together and celebrate the accomplishments of their peers!

Student Chapter Committee

Board Liaison - Lorraine McAteer

Co-chairs - Leah Grodstein and Heather Moulton

The WTS Student Chapter Committee has had a record year! For the first time since UMass Amherst was established as a Student Chapter in 2010, we have formally established a new WTS-Boston Student Chapter at Harvard University, approved by a Board vote in September. As part of that effort, earlier this year, the committee established Chapter Formation Protocols as a way to formalize what was needed to create a Student Chapter recognized by WTS-Boston. The protocol has been used to help Northeastern begin compiling the required information as they progress in their effort to become a formal Student Chapter. Throughout the year, the Student Chapter Committee and its volunteers have worked closely with each university to conduct meaningful events and help spread awareness of the WTS organization on campus.

This year, the Student Chapter committee was able to kick-off the Connections Program with UMass Amherst during their Spring semester. In the program, students are paired with professionals in the industry and given about a month to meet one-on-one either virtually or in-person to discuss anything the student would like to know about the industry. After that month, the student is paired with a new professional, and this continues over the course of the program, ideally pairing each student with at least four professionals. In the Spring, we had nine student participants and twelve professionals, paired up over the course of three rounds. We are currently running the program again with the UMass Amherst Student Chapter, with a goal of at least four rounds of pairs over the course of the Fall 2023 and Spring 2024 semesters.

In addition to the Connections program, the committee worked with UMass Amherst to provide speakers for their Transportation Seminar Series. On May 4th, 2023, we brought Meredith Slesinger of MassDOT Rail & Transit (pictured to the right) to campus to present an overview of the Division's work including development of the East-West Rail which is of great interest to the UMass Amherst students. On November 10th, we brought Sarah Kim of STV to campus to talk about her experience going from a student at UMass Amherst to the industry as a Structural Engineer. These seminars were engaging and captured interest from students and academic professionals alike. By bringing industry professionals to campus, a symbiotic relationship is established between students/faculty and professionals.



On April 7th, 2023, the Committee assisted Harvard University GSD in hosting a virtual career panel event on Zoom centered on overall transportation career advice for students. The event featured Claire Wang of McKinsey, Peter Park, former Planning Director in Denver and Milwaukee, and Kate Fichter of Arup, and was moderated by Erica Blonde of HNTB. Panelists discussed their career paths and current topics in the world of planning. Students and faculty appreciated the insights gained from the variety of professional speakers.

During Northeastern University's Spring semester, the committee attended the Career Mixer on February 15th and an Interview Workshop on February 16th. The Career Mixer gave us an opportunity to introduce WTS to students to advance the goal of starting a WTS chapter on campus, and to reach graduating seniors who would soon be joining the workforce. The interview workshop was an opportunity for students to ask questions and participate in mock interviews in preparation for upcoming co-ops and jobs. It was staffed by Alaleh Chahargameh of STV, Andrew Brunn of HNTB, Joe Strafaci of HNTB, Hung Pham of MassDOT, Stephanie Upson of MassDOT and Peter Calves of Nitsch. WTS was invited to take part in the Fall Semester interview workshop hosted by ASCE with the Northeastern University Civil Engineering Alumni Association on October 12th, and Jeff Long of Mott MacDonald, John Buck of Mott MacDonald, and Lyris Liautaud of MassDOT attended.



On September 25th, Northeastern hosted the inaugural Collaborative Student Chapter Panel Event (pictured on the left). All four formal and pending Student Chapters collaborated to plan a panel event. The panel included Kayla Sousa of MassDOT, Maria Dulin of AECOM, Stephanie Galaitsi of Army Corps of Engineers, and Carole of Voulgaris of Harvard University. We plan to hold a similar collaborative event each year to

give the Student Chapters an opportunity to network with each other.

The UMass Lowell group began its trial semester in Fall 2023, so we planned an event to help introduce WTS and increase student interest in the group. We organized a site visit to the Lord Overpass Project in Lowell (pictured on the right) on October 18th with Stefanie Kizza of VHB, Camilo Espitia of the City of Lowell, Elizabeth Oltman of the City of Lowell, and Joshua Trearchis of VHB. The students were also able to participate in the Transportation YOU Summit which was hosted at UMass Lowell this year.



In this upcoming year, the Student Chapter Committee plans to continue to work with Northeastern and UMass Lowell on strengthening and formalizing their Chapter. The Committee will also work with Harvard University to continue to define what their chapter looks like. In addition, the Committee will continue to work closely with the well-established Chapter at UMass Amherst. In 2024, the Committee and its volunteers look forward to continuing to forge connections with local universities.

Transportation YOU

Board Liaison - Heather Audet

Co-chairs - Sarah Kim and Chelsea Sadler



The Transportation YOU Committee participated in the following seven in-person events: Burlington High School Career Fair (February 2nd), BPS STEM Fair (March 4th), Massachusetts Girl Scout STEM Festival (April 29), Explore STEAM Night (May 11th), BPS STEAMfest (June 10th), Girl's STEM Summit (June 11th) and Geek is Glam (October 14th). During each of these events, the Committee developed a hands-on activity called the Exploding Truss, where students had to create a popsicle stick truss and watch it unravel. Repeating this activity kept the amount of supplies needed to a minimum. The Committee capped the year by hosting its Transportation YOU Summit at the tail end of Massachusetts STEM week (October 28th).

Career Fair at Burlington High School

The career fair at Burlington High School was the first event of the year. Sarah Kim attended and handed out Transportation YOU and WTS giveaways to the students that stopped by our table. The high schoolers looking to go into transportation were interested in the organization and the upcoming TYOU Summit.

BPS STEM Fair at Northeastern University

The Committee led the Exploding Truss hands-on activity for students before and after their projects were judged. We handed out Transportation YOU and WTS giveaways to the students that stopped by our table and made an exploding truss. The Committee was represented by six volunteers. While not judges, volunteers were able to walk around the judging room and learn more about the student projects.

Girl Scout STEM Festival, Explore STEAM Night, BPS STEAMfest, & Girl's STEM Summit

- Girl Scout STEM Festival @ Girl Scout Campground - Waltham, MA
- Explore STEAM Night @ Wakefield Public Schools
- BPS STEAMfest @ Madison Park Technical Vocational High School
- Girl's STEM Summit @ Wentworth Institute of Technology (WIT)



The Exploding Truss activity was used at each of these events and we handed out Transportation YOU and WTS giveaways to the attendees. These were very successful events with a handful of

volunteers at each and many students enjoyed the workshops. After repeating the event a couple of times, we upgraded to colored popsicle sticks to make the activity more visually interactive and easier to assemble for the students.

Geek is Glam

A volunteer from the Transportation YOU committee teamed up with Boston Society Civil Engineer Section (BSCES) for the Geek is Glam event at Worcester Polytechnic University (WPI). The annual event is put on by the Girl Scouts of Central and western MA. They had three bridge activities in the morning workshops and used an arch bridge activity for the afternoon STEM expo. Approximately 370 girls attended the event.

Transportation YOU Boston Summit at UMass Lowell

The committee ended the year with the sixth annual Transportation YOU Boston Summit, which was held at UMass Lowell on October 28th. Planning for the event began earlier in the spring with a call for workshop volunteers.

The Summit ran from 10:00 AM to 2:00 PM, kicking off the day with an opening address by committee co-chair Sarah Kim and Past-President Marie Sullivan. The day included workshops hosted by three transportation firms covering planning, and geotechnical and



structural engineering. UMass Lowell Civil Engineering students showed off their steel bridge and concrete canoes.

After lunch, students had a chance to complete mini-activities, such as a multi-modal transportation board game, bridge construction, and environmental engineering field equipment. It was a fun-filled day that wouldn't have been possible without our volunteers and enthusiastic students!

We'd like to thank UMass Lowell for graciously allowing us to host our Summit on their campus, and for their volunteers as well as their steel bridge and concrete canoe labs, and the following firms for providing volunteers, material, expo activities, and workshops: McMahon, Stantec, HNTB, VHB, GZA, STV, Fuss & O'Neill, Kimley-Horn, and AECOM.



WTS International, Northeast Region Council

Boston Representative – Lori Chicoyne

“Impact of Regions: WTS International chapters are the association’s most important local delivery channel. By developing and organizing into regions, the bandwidth of WTS chapters is expanded.”

WTS International

WTS-Boston is a member of the Northeast Region, one of six regional councils within WTS International. Each region includes representatives from its member chapters who work together to support chapter leadership, share best practices, and strengthen collaboration across the organization.

As part of the largest WTS region, the Northeast Region brings together chapters from across the northeastern United States and Canada. Through regular meetings and ongoing communication, chapter representatives exchange ideas, discuss common challenges, and identify opportunities to support members and advance the mission of WTS.

Throughout 2023, the Northeast Region Council (NERC) continued to meet virtually on a regular basis to coordinate regional initiatives and provide a forum for collaboration among chapters. Discussions focused on topics such as membership engagement, leadership development, program planning, chapter operations, and sharing successful practices from across the region.

The Council also explored opportunities to connect chapter leaders through regional events, roundtables, and networking opportunities. These efforts fostered collaboration, encouraged knowledge sharing, and helped strengthen connections among WTS chapters throughout the Northeast Region.

Through its participation in NERC, WTS-Boston remained engaged with regional and international leadership while contributing to the continued growth and success of WTS and its members.