

# NEWSLTR



Faith Group

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### TAKE IT ON FAITH: A FOCUS ON DIVERSITY

A message from Faith Varwig on the importance of Diversity, Equity, and Inclusion in the workplace, mentorship programs, and on project teams.

### IND DEVELOPS A SUSTAINABILITY MANAGEMENT PLAN

Faith Group is part of the team to develop a plan for IND Airport to continue their efforts to ensure that sustainability and initiatives are promoted, implemented, and maintained well into the future of the Airport.

### TECH UPDATE: TABLEAU BY BLOW ACCOUNT - USING TABLEAU AND POWER BI TO MANAGE DATA

Learn more about Tableau and Power BI and how they can be used to maximize data-rich environments for your business.



## University of St. Thomas

*Awarded LEED SILVER Certification*





## TAKE IT ON FAITH

### *A FOCUS ON DIVERSITY*

As Diversity, Equity, and Inclusion (DEI) are becoming more important in today's landscape, I can't help but to think back to my early days as a young female entering the male-dominated engineering world. Back then, DEI stood for "Dudes Entitled to Influence." This Diversity, Equity, and Inclusion movement, while started in the early 70's, has finally gotten the spotlight it deserves in today's corporate world. While much of the "old boys club" mentality is thankfully behind us (I hope) there is still a steep hill ahead until we truly meet the objectives of this more than 50 year quest. Faith Group continues to look at new ways to engage, celebrate, and inform its staff, partners, and clients surrounding DEI efforts. As a women-owned firm ourselves, we always look for opportunities to diversify our staff and business partners and ensure opportunity and pay scale equity and inclusion.

In an effort to bring DEI to the forefront, we will be introducing a bi-quarterly Diversity section in our client newsletter, starting with this month's feature profile of our Minneapolis Office Manager, Regina Bell. Future features will include industry trends, diversity goal success stories on projects, outreach & events, and stories showcasing our staff, partners, and clients diversity in leadership. However, in order to reach our DEI goals we must first be able to hire a diverse staff and this starts with STEM education and a commitment to mentorship programs. More on these topics in future editions.

In a team-oriented industry where we interact with a multitude of people every day with differing ideas, opinions, and backgrounds, everyone's voice matters, and we must all come together to deliver successful projects. As a wise person once said, "Alone we can do so little; together we can do so much."

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- Upcoming Conference Presentations
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## IN THE NEWS: WINS

- Public Address System RFP for Quad City International Airport as a subconsultant to Allliance
- Clinic Modernization for Edwards Air Force Base as a subconsultant to Mill Creek
- ACRP 01-46 A Guide for Geospatial Data Governance Policies and Procedures for the Airport Cooperative Research Program as a subconsultant to Woolpert
- MRO Complex for Cecil Airport as a subconsultant to Pond
- Cybersecurity Consulting services for Altus Air Force Base as a subconsultant to Benham InfoSec Manager for Philadelphia International Airport
- Safety Risk Assessment for TW H Reconstruction for San Antonio International Airport as a subconsultant to Atkins
- Technology Building Addition AV Systems Peer Review for University of Tampa as a subconsultant to Beck Group
- New Administration Building for Ellison Onizuka Kona International Airport as a subconsultant to Ronald Ho
- Sustainability Management Plan for Indianapolis International Airport as a subconsultant to C&S Engineers
- USACE Transatlantic Middle East District A/E Services for Independent Technical Review of Communications Designs at Al Dhafra, UAE as a subconsultant to Michael Baker



# PROJECT AWARDS

UNIVERSITY OF ST. THOMAS TOMMIE NORTH RESIDENCE HALL IS AWARDED LEED SILVER CERTIFICATION



Faith Group is proud to announce that our client, University of St. Thomas, achieved LEED (Leadership in Energy & Environmental Design) Silver Certification for its recently completed Tommie North Residence Hall!

Faith Group was a part of the Design-Build Team that led the First Year Dormitory - Tommie North Residence Hall project, on the beautiful 78-acre St. Paul Campus, for the University of St. Thomas, which was completed in the fall of 2020, in St. Paul, MN. The 5-story, 210,000 sf. Residence Hall houses 480 beds, a dining hall, with a full-service kitchen, as well as one-level underground parking garage with car and bike parking. Faith Group's engineer and design team's contribution to the project included mechanical, electrical, plumbing,

fire protection, IT, audio/visual, and security systems conceptual design and design-assist support services. The building utilized an active chilled beam and dedicated outdoor air system to provide heating, cooling, and ventilation for the residence rooms. The project also included a new chiller plant in the building that ties into the campus's upper quad chilled water loop, in addition to incorporating steam to hot water converters for heating from the campus's central steam system. Faith Group also provided energy modeling and managed the LEED certification process for the MEP/FP systems.

LEED Silver Certification is awarded when the applicant achieves 50-59 points across nine LEED rating system

*From 2015-2018, LEED-certified buildings are estimated to have generated as much as \$1.2B in energy savings, \$149.5M in water savings, \$715.3M in maintenance savings, and \$54.2M in waste savings (USGBC, 2021).*

requirement categories, as created and maintained by the U.S. Green Building Council. Those categories include:

- » Integrative Process
- » Location and Transportation
- » Sustainable Sites
- » Water Efficiency
- » Energy and Atmosphere
- » Materials and Resources
- » Indoor Environmental Quality
- » Innovation
- » Regional Priority Credits

"From the beginning, the University was very focused on the energy and sustainability goals and objectives for the project. Utilizing radiant heating/cooling and chilled beams was a project requirement for the HVAC systems. It was a breath of fresh air to work for a client that embraces innovation and sets the strategy right out of the gate," Ryan Walsh, Director of Engineering.



*As the Director of Engineering at Faith Group, Ryan Walsh leads the firm's LEED and sustainability efforts.*

## CALLING ALL ST. LOUIS AREA PARTNERS

**FAITH GROUP IS PARTICIPATING IN THE 9TH ANNUAL YWCA WALK A MILE IN HER SHOES. JOIN US FOR OUR WALK ON OCTOBER 21ST, 4PM AT OUR ST. LOUIS HEADQUARTERS. REFRESHMENTS PROVIDED.**



FOR MORE INFORMATION ON HOW TO PARTICIPATE, CONTACT LOREN BOYD AT [LOREN@FAITHGROUPLLC.COM](mailto:LOREN@FAITHGROUPLLC.COM) OR 314-991-2228.

# DIVERSITY



REGINA BELL, CCNA - PROJECT MANAGER

Up North in Faith Group's Minneapolis office is a woman who keeps the fires burning! This woman is the remarkable Project Manager - Regina Bell.

Regina brings 21 years of experience to her role as the Office Manager and Project Manager for the firm's MSP

Airport (MAC) project management office. Since joining Faith Group, she has also become an avid participant on the Leadership Team where she engages with the different company departments and contributes to decisions that impact the company's financial health and culture. "The consistency of putting our people first has been really cool. Yes, we look at the bottom line, but Faith (Principal) really puts all of us on top and in the forefront of every decision that they make, and that's been really fun to be a part of."

Being in a leadership role, Regina says that women are not always the top priority in the A/E industry, but Faith Group has given her the opportunity to continue to show her strengths as honestly as possible, and to grow and champion her career and position in the field.

Regina is a true leader, and when it comes to being mentored and receiving guidance, she turns to another female, Jennifer Zick of Authentic Brands. Regina looks to Jennifer, as both a

friend and a colleague, to help her do her best and for encouragement to go after what she truly wants in a job. Regina believes that some of the strongest, most capable women she has met have come from the A/E industry. "It's definitely not an industry for slackers," Regina commented.

Regina has worked on a multitude of high-end, complex projects, but one of the most memorable for her has been with Carlson Companies in Minnesota. She was a part of the succession planning process and was able to help stretch the capabilities of both the old and new technologies, while still allowing them to operate on a day-to-day basis. She was very proud of her work on that project and liked being involved on the bleeding edge of that process. Regina is also extremely happy with the relationships she's made with the staff of the MAC, where she says she spends 97.5% of her time!

Thank you, Regina, for maintaining our relationship with the MAC and for your leadership contributions. We look forward to all the success you'll bring Faith Group in the future.

## FOCUS: AVIATION

### FAITH GROUP ASSISTS INDIANAPOLIS AIRPORT IN DEVELOPMENT OF SUSTAINABILITY MANAGEMENT PLAN

The IAA is committed to elevating its current culture of sustainable airport development and operations. The Airport has already undertaken several initiatives such as incorporating electric buses into its existing fleet, achieving Airport Carbon Accreditation (ACA) for reducing greenhouse gas emissions, and operates the largest solar farm of any airport in the world. As a next step, the Airport is embarking on developing a Sustainability Management Plan to ensure that sustainability and initiatives are promoted, implemented, and maintained well into the future.

As part of the team, Faith Group is providing consulting and engineering expertise related to IT systems and networks. One of the most critical factors for any robust sustainability plan is the technology and infrastructure that supports the entire operation. From response, all the way through recovery, Faith Group is ensuring that the systems

and networks are robust, backed-up, and protected with cybersecurity considerations in mind.

- Dave Fleet, Director of Consulting



The implementation of the electric shuttle buses will reduce IND's carbon footprint by 15 million pounds and will save an estimated \$2M in operating and maintenance costs.

### SUSTAINABILITY MANAGEMENT PLAN VISION

- » Systematically examine, understand, improve, and manage sustainability initiatives and practices.
- » Integrate existing elements (policy, management systems, branding, communications, stakeholder engagement, report and associated indicators, programs, and teams) into a sustainability framework throughout the Authority.
- » Identify opportunities to become more resilient to man-made or natural occurrences adversely affecting airport facilities, infrastructure, and operations.
- » Outline processes for establishing targets and goals against relevant baselines, roadmap for achieving said targets, and processes for managing relevant performance metrics.
- » Develop a process for an Authority-wide tool for data management associated with sustainability performance.
- » Develop procedures for annual updates, reviews, and necessary assessments of plan objectives/long-term goals and targets.



Airport Losses										
Airside Driving										
Emergency Management										
Movement Area										
Non-Movement Area & Ramp										
Runway Safety										
Safety Management										
Terminal Safety										

# TECH UPDATE: TABLEAU BY BLOW ACCOUNT - USING TABLEAU AND POWER BI TO MANAGE DATA

As the use of technology for business continues to grow, so does the amount of generated data. Some of the issues and pain points that companies face with regards to analyzing big data, include aggregating data from different sources, lack of data visualization, inability to easily share data, and managers not being able to accurately measure the actions and results. Tableau and Power BI can be used to address each of these pain points. In this piece, we will explore the basics of each platform and how Faith Group uses both internally, as well as how the firm has helped one of its clients to improve their operations plan, showcasing their case study.

## What is Tableau?

Tableau is a leading analytics platform that is used for business intelligence and enhanced mass data analysis. It helps people to manage data, as well as to discover and share insights faster. The platform is designed to be more user-friendly for all end users. It allows the user to visually express data, by turning drag-and-drop actions into data queries, through an intuitive interface. This includes machine learning, statistics, natural language, and smart data prep. Through enablement resources, it helps a user to deploy and scale data or data-driven culture through powerful outcomes.

Faith Group utilizes Tableau to offer and employ scalable data management solutions, with a high degree of

customization, both in visual branding and analytic function.

## What is Power BI?

Power BI, a Microsoft platform, allows an organization to visualize data from many different sources, for greater business intelligence outcomes. It provides streamlined publication and distribution capabilities, as well as efficient integrations with other Microsoft products. With Power BI, datasets can be automatically updated and reflected in live dashboards, that can be customized to display insightful and vital information. Data can be collected from various sources, using different collection methods, including uploading a dataset from a desktop, Direct Query/ Live connections, and the Power BI Gateway.

Faith Group utilizes Power BI to join datasets efficiently and accurately, creating powerful KPI dashboards, to create a more efficient and effective workplace. With an estimated 2.5 quintillion bytes of data being generated every day, it is easy to imagine the headache an individual can get when analyzing data. For example, keeping track of licensing and certifications (which have varying expiration dates and identification numbers) can be difficult to maintain in traditional datasets like Excel; however, in Power BI, these licenses and certifications can be uploaded and maintained efficiently.

## Airport Cooperative Research Program (ACRP) Tableau / Power BI Case Study

On a recent project, Faith Group worked with the ACRP to develop a Research Roadmap on Safety Issues using Tableau, as well as by internally using Power BI. The overarching research objective was to identify gaps and address pain points in airport safety, specifically as it relates to a Safety Management System (SMS). The scope of the project included creating several variables of the roadmap, that were required to guide the audience through a complex presentation. The goal was to provide a research roadmap on safety issues, which gives the end user the ability to view and edit a series of overlapping steps, in an easy-to-read dashboard, drawing from live data. The result was a powerful communicative and presentation tool, in the form of a comprehensive interactive timeline that is sharable through a live web-link. Combined with Faith Group's critical subject matter expertise, the result was two on-line resources, specifically targeted towards airport management and operations. Those resources include a Safety Research Topics Database and a Visual Research Roadmap. According to Matt Mater, part of the digital and technology project management team, "What was nice about the Tableau roadmap, other than the interactive and graphic elements, is that it was easy to share as a webpage, which automatically updates based on inputs in an excel chart, which the end user can upload with ease."