

Newsletter of the Structural Engineers Association of Oregon

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CONNECTIONS

September 2020 Volume 20 Issue 7

Upcoming SEAO Meetings and Events:

Wednesday, September 30, 2020: SEAO Chapter Virtual Meeting

Topic: Not Your Rectangular Building: A Story About PDX's Concourse E Expansion Project Speakers: Jim Vodden, Katie Ritenour, & Shannon Lee—KPFF Consulting Engineers

Time: 11:45 am to 1 pm

Link to Access Meeting: Register online at https://www.seao.org/node/1444 and a link to

the meeting will be sent via email the evening of September 29.

Cost: \$25 member, \$35 non-member

PDH: 1 Hour

See page 3 additional meeting information.

Note: The Awards Program has been moved to January, 2021. See Page 8 for Info.

Wednesday, October 28, 2020: SEAO Chapter Virtual Meeting

Save the Date

Topic & Speaker: TBD

Time: TBD

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4

5

6

7

Cost: \$25 member, \$35 non-member

PDH: 1 Hour

Wednesday, November 4—6, 2020: NCSEA Virtual Structural Engineering Summit

Visit http://www.ncsea.com/events/annualconference/ for more information.

The Structural Engineering Summit draws the best of the structural engineering field together for the best practical education. Registration includes:

- 26 hours of Available Education
- Easy virtual access to the Trade Show
- Captivating Keynote Addresses by Expert Speakers
- Unique Networking Opportunities

Cost: \$495 Member (\$545 After October 13)

(Note: SEAO members are automatic members of NCSEA)

\$695 Non-Member (\$745 After October 13)

2020-2021 SEAO BOARD

The following members have been elected to this year's Board and will be installed at the virtual September Chapter meeting:

President:Dusty AndrewsVice President:David LintonSecretary:Alexandra StroudTreasurer:Mike Daily

Directors: James McPherson (2nd Year of 2-Year Term)

Eric Davis (1st Year of 2-year Term)

Past President: Steve Trautwein

Congratulations and many thanks to the incoming Board for the time and efforts they will provide over the course of the next year. We would also like to thank our outgoing board members, Norm Faris and CJ Marquardt, for their time and support of SEAO!

CONNECTIONS is a monthly publication of the Structural Engineers Association of Oregon, published to disseminate current news to our membership and others involved in the profession of structural engineering. The opinions expressed reflect those of the author and, except where noted, do not represent a position of SEAO.

Send membership inquiries to:

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BOARD OF DIRECTORS

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PRESIDENT'S MESSAGE BY: STEVE TRAUTWEIN, P.E., S.E.

As I sit down to compose my last President's Message, I find myself in a much different position than what I envisioned a year ago. 2020 has seen unforeseen and unprecedented challenges to our Association and our profession. In March, when we first realized that the pandemic could not be ignored, I don't think any of us thought we'd still be held in the grip of the virus in September. Myself, I figured it would be a few weeks, two months tops, and we'd be back to normal. Now we are six months in, and there's no way of knowing when we'll truly be safe to go back to being the social animals we are.



There's no question our society and our economy have been impacted, but the impacts to SEAO are significant as well. One of the main benefits of being a member of SEAO are the continuing education opportunities afforded through monthly Chapter Meetings

and seminars hosted by SEAO. With the safety concerns for large group gatherings, the SEAO Board has chosen to move to virtual meetings for the time being. September's Chapter Meeting will see the installation of our new board members via Zoom. We'd like to meet again in person for the October Chapter meeting, but it's still too early to make that decision. If Covid numbers don't start to improve, or if there's another spike now that schools are restarting, we may need to continue to hold our Chapter Meetings by Zoom. We do know how important continuing education is to our members, and we are committed to figuring out the best way to keep on providing that service to you, even as Covid keeps most of us at home.

On a personal note, one of the things I wrote about in the President's Message in May was that as working from home starts to become the new normal, the need to live in the same city as your office may start to change. I speculated that some people may want to move to Banff or Mazatlán to work remotely. Ironically, in July, my wife and I decided to move to Arizona. We made our exit earlier this month, just as wildfires engulfed our beautiful state. I will miss Oregon, it's been my home for almost all my life. And I will return frequently, as my main office is still in Portland, as well as many family members and friends. I plan to continue to be involved in SEAO from my home office, wherever that home office might be.

Before I sign off, I'd like to thank the people who have helped me over the last year. Norm Faris, last year's President, was a great help providing continuity and guiding the board through the year. Dusty Andrews, our Vice President and now President-elect, has more recent history on the board than I do, and has also provided continuity while starting to shape the direction of the Association for the coming year under his presidency. His upbeat and positive attitude have kept us in good spirits in our board meetings, and we are in good hands next year as he takes the reins later this month. Alex Shroud, our Secretary, has kept our correspondence straight, and she has also volunteered to extend in her role for another year, which is greatly appreciated. Mike Daily, our Treasurer, has kept our books in order and has also volunteered for another term in that position. Rounding out the Board, our directors CJ Marquardt and James McPherson represented the membership and were always willing to step up to volunteer for a needed task.

Outside of the board, there are many people contributing to what we do. A few notable members include JoMarie Farrell, our Newsletter Editor and Awards Committee co-chair. In addition to all her great work, both with the newsletter and the Awards Committee, I want to thank her for her patience with me for all the newsletter deadlines I stretched. David Terries continues to put in a lot of time as our SEER committee chair. Seth Thomas balanced his responsibilities as a new dad with getting the new website up and running. Amit Kumar represents SEAO as our primary delegate to NCSEA, WCSEA (Western States), and NWC (Northwest Council).

SEAO COMMITTEES

CODE ADVISORY COMMITTEE

Seismic *Reid Zimmerman* reid.zimmerman@kpff.com

Wind *OPEN CHAIR*

Snow Load Andy Stember andy@jasenginc.com

Code Eric Watson eric@miller-se.com

Vintage Building Jennifer Eggers jennifer.eggers@holmesstructures.com

Special Inspections Eric Watson eric@miller-se.com

Mass Timber Eric McDonnell Eric.McDonnell@holmesstructures.com

STRUCTURAL ENGINEERS EMERGENCY RESPONSE (SEER) David Tarries

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David.tarries@portlandoregon.gov

PROGRAM COMMITTEE Monthly Meetings

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Awards Brynn Adkins badkins@tmrippey.com

Golf Tournament Stephen Stenberg steez07@yahoo.com

Conferences *Kevin McCormick* kevin@miller-se.com

ADVOCACY COMMITTEE Website

Website
Seth Thomas
seth.thomas@kpff.com

Engineers Week Michelle Juarez michelle@miller-se.com

Young Member Forum Sarah Johnson sjohnson@dci-engineers.com & Nisarg Mehta nmehta@dci-engineers.com

CONTINUING EDUCATION COMMITTEE

Seminars Andy Stember andy@jasenginc.com

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Newsletter

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NCSEA & WCSEA/NWC

Amit Kumar amit.kumar portlandoregon.com

Steve Trautwein (Alternate) steve.trautwein@jacobs.com

SEPTEMBER CHAPTER VIRTUAL MEETING WEDNESDAY, SEPTEMBER 30, 2020, 11:30 AM-1:00 PM

Topic: Not Your Rectangular Building: A Story About PDX'S Concourse E Extension Project

Description: If you like PDX now, wait till you see PDX Next. Come learn about the first phase of the Portland International Airport's expansion: the Terminal Balancing Concourse E Extension Project. KPFF will share how a strong vision, creativity, and team collaboration delivered a resilient building with a unique shape.



Speakers:



Jim Vodden, PE, SE

Jim has been working on projects at the Portland International Airport at KPFF for the past 20+ years. Jim's ability to lead projects with complex design and coordination is exemplified in his work. His design knowledge, friendly character, and dedication to building strong relationships have earned him the repeat client business as demonstrated by this long-term involvement at the airport.

Katie Ritenour, PE, SE

Katie has over 13 years of structural engineering experience and places ultimate value on team collaboration. She has worked with a widerange of materials and produced an array of successful systems for many building uses, including office, university, and 24/7 facilities. Since 2014, Katie has been involved in the airport expansion designs, beginning with the Terminal Balancing Concourse E Extension.



Shannon Lee, PE

Shannon has served as a design engineer working for several highprofile projects in Oregon since beginning her career at KPFF, including the Concourse E expansion. She enjoys design that involves thinking through complex problems and finding innovative solutions while maintaining architectural intent.

Date: Wednesday, September 30, 2020

Time: 11:45 am—1:00 pm

Sign-up: Register at https://www.seao.org/node/1444 and meeting link will be provided the evening before the meeting for signing into the meeting

Cost: \$25 member, \$35 non-member

PDH Credit: 1 PDH is recommended for this program.

Questions: Contact Jane Ellsworth at jane@seao.org

AD HOC RESILIENCY COMMITTEE UPDATE & REQUEST BY: ERIC MCDONNELL

In March of this year, SEAO formed an Ad Hoc Resiliency Committee to help educate the membership on strategies to reduce the carbon footprint of the built environment. The hope is that by providing this information to the membership, the collective engineering community will make smarter choices and drive towards achieving the SE2050 Challenge (https://se2050.org/).

While the emergence of COVID has slowed our progress, we have completed the development of an online concrete mix survey. The purpose of this survey is to gauge the "state of the industry" in terms of the Global Warming Potential (GWP) of concrete mixes used in the Portland Metro Area. We also received a letter of support from the City of Portland for this effort, and indication that they may use the results of the survey to help establish a GWP threshold for concrete mixes used on future City owned or solicited projects, which is intended to go into effect in January of 2022.

The survey is intended to be used to collect concrete mixes used on construction projects in the greater Portland Metro Area in the last five years, and perform a life-cycle assessment (LCA) on the each mix to quantify its environmental impact. With this database, the committee can determine where the industry average is in the Portland Metro Area currently, and explore the factors affecting environmental performance of concrete in our region. The committee will compare the various impacts, including Global Warming Potential (GWP) of the concrete mixes collected with the NRMCA national averages published in 2016 that summarizes the impacts of mix designs collected from 90 different concrete suppliers and 2,800 plants across the U.S. We will then share this information with the membership. Similar efforts have been completed in San Francisco Bay Area, Los Angeles, and Seattle with some very interesting results.

For the survey to be successful we need your help in collecting data. Please take the time to the time to fill out the survey with the requested data from the mix designs from your latest projects. The more the better! We have aimed to make supplying this information as painless as possible.

Survey Link: https://forms.gle/pDVg3vEuXjj7r9eg9.

In the future, look for more information from the Committee on Carbon Reduction Strategies and education on items such as Environmental Product Declarations (EPD's).

We also continue to look for individuals interested in joining the committee.

Thank you in advance for your help.

Contact: eric.mcdonnell@holmesstructures.com.

SEAO YMF UPDATE By: Nisarg Mehta

In June the SEAO Young Members Forum (YMF) organized a university outreach event in the form of a virtual Q&A session for university seniors, graduate students, and recent graduates in an effort to navigate them through the unique time in which they find themselves entering the workforce.

YMF reached out and invited the students of OSU, PSU, and OIT to be a part of the event and submit their questions for our panelists to answer.

The panel featured the past chairs of YMF, Seth Thomas and Deanna Kuhlman, and the current outreach officer of YMF, Emma Olds. The panel brought varying years of experience and answered all the questions with a range of insights and perspectives about the industry. The event also encouraged the students and recent graduates to join SEAO YMF and be a part of the structural engineering community!

YMF is also planning on organizing virtual happy hours in the coming months. The dates and time remain to be determined, but check the SEAO website for updates at https://www.seao.org/committees/advocacy/young-members-forum.

CITY OF PORTLAND TITLE 24.85 UPDATE

BY: AMIT KUMAR

ENGINEERING SUPERVISOR, BUREAU OF DEVELOPMENT SERVICES, CITY OF PORTLAND

The Bureau of Development Services (BDS) administers Portland City Code (PCC) Title 24, Building Regulations, including PCC Chapter 24.85, Seismic Design Requirements for Existing Buildings.

This City Title is the primary document used for determining when seismic upgrades are required for existing structures within the jurisdiction of City of Portland and specifies standards for seismic retrofits, among other things.

Title 24.85 currently references the American Society of Civil Engineers (ASCE) publication ASCE 41-13 as the standard for seismic evaluation and retrofit of existing buildings.

Bureau of Development Services has recommended that Title 24.85 be updated to reference the latest edition of ASCE-41 which is the 2017 edition of ASCE 41 (ASCE 41-17). Portland City Council was expected to adopt the update on September 16, 2020, with an effective date 30 days later. It is therefore expected that starting October 16, 2020 ASCE 41-17 will be the governing standard for seismic upgrades to existing buildings within the City of Portland.

As part of the process in adopting these changes, BDS worked with Structural Engineers Association of Oregon's

Seismic and Vintage Building subcommittees. In addition, the proposed change was vetted through BDS's Structural Advisory Committee. Both bodies recommended that Title 24.85 be amended and updated to reference ASCE 41-17.

You can find a summary of the major changes to ASCE 41 from 2013 edition to 2017 edition in the paper "A Summary of Significant Updates in ASCE 41-17", by Robert Pekelnicky, SE; Garrett Hagen, SE; and Dave Martin, PE. This paper can be found at the following link:

https://cdn.ymaws.com/www.seaoc.org/resource/resmgr/Convention_Proceedings/2017/14_PAPER_Hagen.pdf.

I would like to highlight one item from Title 24.85 that amends ASCE 41. The updated Title 24.85 retains the current provisions that limits the reduction of ground motions associated with BSE-1E and BSE-2E. Title 24.85 requires that BSE-1E and BSE-2E acceleration parameters cannot be taken less than 75% of BSE-1N and BSE -2N accelerations respectively. This is what is currently required by Title 24.85 and is being carried forward.

If there are any questions, please email me at amit.kumar@portlandoregon.gov.

SEER COMMITTEE UPDATE BY: DAVID TARRIES, PE, SE

There is a free webinar by NCSEA helping engineers understand more about engineering after a disaster and how to get involved. It will be held on October 7, 2020, at 10 am. The speaker will be David Troxell, PE, SE, Co-Chair of the NCSEA SEER Committee. Please see the description and link below if you are interested. You may need to create a login to the NCSEA website if you do not already have one.

As a Structural Engineer, what opportunities are available to you to give back and assist communities impacted by disaster? Structural Engineer Emergency Response (SEER), originating from the engineering community's response to 9/11, has a mission to assist communities impacted by disasters by performing building assessments. We have a unique skillset that can be used to help impacted communities recovery quickly. The various trainings, deployment options, and options for how you can get involved will be presented in this informational webinar.

Register at: https://www.pathlms.com/ncsea/courses/23034/webinars/13962

SPECIAL INSPECTION COMMITTEE UPDATE

The special inspection committee has updated the special inspection matrix for the 2019 OSSC requirements and has posted the spreadsheets to the SEAO website for the membership's use.

The Guidelines for the Special Inspection, Testing and Structural Observation Program Based on the 2019 OSSC (SI/T/SO) was prepared by the Structural Engineers Association of Oregon. The intent of this document is to provide a guideline for the structural engineer and/or registered design professional (RDP) to meet the minimum requirements of the 2019 OSSC. The special inspection, testing and structural observation sections have been interpreted from the code, and through consensus of several stakeholders have been provided as a general guideline for the structural engineer, registered design professional, and building official. All projects will have some variation which may or may not be in the realm of the guidelines. The guideline is provided to give the code minimum general requirements of project testing, special inspection, and structural or other professional observation.

It is the responsibility of the structural engineer and/or the RDP to review and modify the guidelines for their specific project. The spreadsheets in the guideline provide the special inspections and testing that are required by Chapter 17 of the 2019 Oregon Structural Specialty Code. Additional requirements may be added by the registered design professional. It is recommended that the RDP customize the SI/T/SO programs to include only the specific requirements for the project under consideration. Boilerplate plans and programs should not be used, since they may cause confusion and may lead to unnecessary expenditures.

Additions or deletion of items in the guidelines are at the discretion of the registered design professional in cooperation with the owner and the building official. Many methods or materials will have more than one item for testing and/or inspection.

To download the updated matrix from the SEAO website, visit: https://www.seao.org/committees/technical/special-inspections.

PHOTO CONTEST: CALL FOR PHOTOS OF YOUR HOME OFFICE

SEAO is holding a photo contest of scenes from your home offices. As the pandemic has resulted in most of us working from our homes, we want to see photos of your offices. Humor will be considered a bonus and staged photos are encouraged. We will include monthly winners in our newsletters.

We can all use some smiles!! Please consider participating in this light-hearted event.

Send your photos to Jane at jane@seao.org in either jpg or pdf format (jpg is preferred format).

PRESIDENT'S MESSAGE (CONT.) BY: STEVE TRAUTWEIN

Ed Quesenberry continues to be involved at the national level and is currently the Vice President of NCSEA. It's great to have Oregon represented at the national level, and I appreciate Ed's welcoming me into the NCSEA realm in my role as alternate delegate these last two years. As I said last September, our future lies in our younger members, and our new Young Member Forum co-chairs have stepped up this year with a variety of activities, moving to virtual events with the onset of Covid. Thank you, Nisarg Mehta and Sarah Johnson. There are dozens of other active members who play roles in keeping our group running; I wish I was able to mention everyone. Know that your efforts are valuable to all of us and greatly appreciated.

Finally, our Executive Secretary, Jane Ellsworth, continues to be indispensable to the functioning of our organization. Many, many thanks Jane. Without your guidance, support, and coercion, we would not be able to continue to do what we do year after year.

As I turn over the leadership of SEAO to Dusty, I look forward to seeing our Association and our profession continue to grow and make essential contributions to the safety of our society. It has been an honor to serve as your President. Thank you for the opportunity. I'll close by sharing a few words of wisdom from CH2M co-founder Jim Howland: "Do good work. Make a profit. Enjoy life." Words for any engineer to live by.

SEAO SCHOLARSHIP FOUNDATION 2020 WINNERS

The Structural Engineers Association of Oregon is pleased to announce our scholarship recipients for the 2020-2021 academic year. The SEAO Scholarship Foundation Board dispersed a total of \$10,000 this year. The \$3,500 Don Kramer Memorial Scholarship was awarded to Vlad Slivkov and the \$3,500 Susan M. Frey Scholarship was awarded to Elizabeth Rainville. One At-Large \$3,000 scholarship was awarded to Quaid Ebanks. Once again, the generosity of our membership, combined with the success of the annual Trade Show continues to keep our scholarship program strong and allow this level of giving. Thank you to all our donors, the Trade Show vendors, and the SEAO membership for your support of the Foundation.



The recipient of the Susan M. Frey Memorial Scholarship is Elizabeth Rainville. Elizabeth is a senior at George Fox University. She is a member of the Society of Women Engineers and has served as both the secretary and vice-president. She started

and led the first peer-mentorship program within the College of Engineering, where freshman students were paired with upperclassmen mentors from whom they could both learn and connect. She has also been on the Engineering Student Advisory Board, a group of 25 students from the College of Engineering that represent the student body in recommending changes to the program, updates on progress, and voicing of other concerns. Elizabeth has had internships with PBS Engineering and Environmental and Century West Engineering.

The Don Kramer Memorial Scholarship winner is Vlad Slivkov, Vlad is a graduate student at Oregon State University and is a member of student chapters of the American Public Works Association, the American Society of Civil Engineers,



Associated General Contractors of America, and the Institute of Transportation Engineers. Vlad has worked as a student intern at the Bonneville Power Administration in the Transmission Services Department and has assisted in graduate research on monotonic and cyclic testing of Cross Laminated Timber. In addition to this scholarship, Vlad is an International Baccalaureate Diploma recipient, an Oregon State Seal of Biliteracy Award recipient, and a member of the OSU Dean's List for four semesters.

The sole at-large scholarship recipient is **Quaid Ebanks**. Quaid is a senior at Oregon State University. He is a member of the student chapter of the Earthquake Engineering Research Institute where he served as the treasurer. He is also a member of the student chapter of the American Society of Civil Engineers. (ASCE). As a member of ASCE, Quaid has served as treasurer and as the team construction coordinator and the co-lead for the aesthetics and safety of the concrete canoe team. Quaid is a member of Tau Beta Pi Engineering Honor



Society and has been recognized on OSU Dean's List, President's List, and Honor Roll. He has worked as a field engineer for Stellar J Corporation.

2020 SEAO AWARDS UPDATE

AWARDS HAVE BEEN POSTPONED

The Awards program has been moved to the SEAO Chapter meeting in January 2021 to allow for an in-person Awards program. At this time Multnomah County remains in Phase 1 status, which limits gatherings to not more than 10 people. SEAO will also look at options for how we might present the Awards virtually should it look like progress has not been made toward a Phase 2 opening by January.

Deferring the Awards program to accommodate an inperson meeting will allow SEAO the time to present each project submitted and the time for speeches from Award winners. The meeting will focus solely on the Awards program, celebrating our membership's projects submitted for Awards consideration.

Judging is currently underway and will be completed this month.

Projects are being judged on innovative design, engineering achievement, and creativity.

Awards will be presented in the following categories:

- New Buildings Under \$20 Million
- New Buildings Over \$20 Million
- Renovation/Retrofit
- Special Use Structures
- Jurors' Favorite

Want to get involved? The Awards Committee is looking for new members. Email Brynn Adkins at badkins@tmrippey.com.

WEBSITE UPDATE

SEAO's new website is up and running. It is more user-friendly and up-to-date.

One new feature is each member's ability to track their PDHs and upload PDH certificates to their personal profiles (even for non-SEAO PDHs).

Check it out at seao.org.

ASK A QUESTION, GET AN ANSWER

Do you have a code question you would like to ask the Wind Committee or Snow Committee? SEAO is pleased to announce a simple way for Q&A's with technical committees. Email questions to jane@seao.org, and SEAO will direct your question to the appropriate committee chair for a response. Questions and their answers will be made anonymous and available to the membership on the website www.seao.org.

Committees include: Seismic, Wind, Snow, Code, Vintage Building, and Special Inspections.

SE REFRESHER & EXAM REVIEW COURSE On-Line & On-Demand

NCSEA's SE Review Course is completely on-demand. Review course materials and watch the recordings when it is convenient for you for an entire year. Plus, attendees have access to virtual classroom to ask the instructors questions whenever they arise. The NCEES PE Structural Exam Prep Course allows you to study at your own pace but with instant access to the material and instructors. All lectures are up-to-date on the most current codes.

The Virtual Classroom provides you an on-line chat room for course discussion with all the instructors and the students. In addition, students can email instructors directly with questions.

The Course includes:

- 30 Hours of Instruction (8 Vertical Sessions + 10 Lateral Sessions)
- Exam Preparation Tips
- Problem-Solving Skills to Pass the Exam
- Handouts & Quizzes
- The Virtual Classroom
- Exam Study Guide

Cost for NCSEA/SEAO Members: \$495

Non-Members: \$695

Group rates: See http://www.ncsea.com/education/

sereview/

NCSEA DIVERSITY, EQUITY & INCLUSION WEBINAR SERIES BROUGHT TO YOU BY THE NCSEA FOUNDATION & THE NCSEA SE3 COMMITTEE



In accordance with the <u>Call to Action</u> released earlier this year, NCSEA is working to identify and eradicate behaviors that perpetuate racism and inequality within our profession. We recognize that in order to create change, we must provide useful tools to our members. To that end, NCSEA has partnered with a strategic diversity and inclusion practitioner to develop a series of webinars to introduce attendees to diversity, equity, inclusion, and speak to creating a multicultural organization via inclusive policies, programs, and practices.

Session 1: September 29, 2020 | 12 PM CENTRAL | Session 2: October 13, 2020 | 12 PM CENTRAL

Cultural Humility & the "You" in Unity

This session will introduce participants to cultural humility and its role in creating intentionally inclusive environments. Through interactive activities, participants will identify their own dimensions of diversity and consider their role in the "platinum rule." Through the exploration of individual perceptions, experiences, and interactions and the needed mindsets to practice cultural humility for an inclusive organization, participants will be primed for deeper dives into topics such as bias and equity.

Bias Awareness and Socialization

Using the Harvard Implicit Association Test, this session will introduce participants to biases, how they are developed through socialization, and the role of internalized oppression in authoring identities. Through an exploration of the *Cycle of Liberation*, participants will consider steps towards intergroup coalition building to address systemic inequity.



* Sessions 1 & 2 will be recorded and available after each live event. *

FREE to attend. These two 90-minute sessions are part of a 3-part series. *No continuing education credits will be awarded.* The third session "How Do We Progress Towards Racial Equity in the Structural Engineering Community?" will take place on November 5, 2020, at the 2020 Virtual Summit, and requires registration to the NCSEA Structural Engineering Summit. *All sessions should be viewed in chronological order to maximize their value.*



Shani Barrax Moore (she/her/hers) will lead the first two sessions. Shani is a strategic diversity and inclusion practitioner with 20 years of experience in training and development, strategic planning and change leadership, and coalition building. Shani currently serves as the Director of Diversity and Inclusion at the University of North Texas (UNT) in Denton where she leads a learning and development team, executes planning and delivery of the Equity and Diversity Conference, and develops strategic partnerships for the university.