

HOOSIER SURVEYOR

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LAND SURVEYORS

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Issue 50.4 (Q2)
Published: June
Content & Advertisements due: 5/1/2024

Issue 51.1 (Q3)
Published: September
Content & Advertisements due: 8/1/2024

Issue 51.2 (Q4)
Published: December
Content & Advertisements due: 11/1/2024

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COVER IMAGE

Ryan Selby, 2024 President of ISPLS, presents outgoing President Vincent Barr with the ceremonial gavel in thanks for his service as the Society's president in 2023.



Submit Content for the Hoosier Surveyor Publication

If you have an article to share or a story to tell, we want to hear from you!

Please submit content to our Communications Coordinator via email (kanderson@ispls.org).

The Hoosier Surveyor is published quarterly by the Indiana Society of Professional Land Surveyors to inform land surveyors and related professions, government officials, educational institutions, libraries, contractors, suppliers and associated businesses and industries about land surveying affairs.

Articles and columns appearing in this publication do not necessarily reflect the viewpoints of ISPLS or the Hoosier Surveyor staff, but are published as a service to its members, the general public and for the betterment of the surveying profession. No responsibility is assumed for errors, misquotes or deletions as to its content.



PRESIDENT'S MESSAGE

Ryan Selby, PS, ISPLS President



Well let's see, where to begin? First off, THANK YOU!! Thank you for starting my year as president off with a great conference. I am writing this message at the end of January, so the conference is still fresh on my mind. We had a larger than expected attendance this year. We had planned on 400-420 attendees and ended up with a total of 515 with all the presenters and vendors. It made for some tight seating in some of the sessions, but we had some really great speakers which created some amazing energy for those three days. There are 772 licensed surveyors in Indiana as of 2023 and ISPLS has 583 members, so to have an event that educates that high of a percentage of our Indiana surveyors shows me that we are doing a pretty good job of accomplishing one of the primary missions of ISPLS.

Also, and maybe more importantly for me to express, thank you for trusting me to steer this ship for a year. It is an honor and a responsibility I do not take lightly. As last year came to a close and we began discussing my plans for this year, the importance of this position became clear.

We have had some great leadership over the last few years, and they have implemented some strong initiatives that I want to see continue and grow over the next year. The pressure is on now.

In this first message I want to take some time to recap the key goals I outlined at the conference banquet and business meeting for those that may not have been there to hear them in person. It is important that we are all on the same page and moving in the same direction as we work together to make the society and the profession stronger. Communication over the next year will be key. I am going to strive to communicate well with the membership and keep everyone as up to date as possible with the direction we should be heading and the items the board will need help with.

I am giving the membership a charge this year to become more active with the society. Throughout the year, the board sees many opportunities that require volunteers to complete. The most obvious and maybe one of the most important are workforce development and outreach events. Rodney Kelly and the others on that committee have made some key partnerships with some great organizations which have provided us with some great opportunities for outreach. Those outreach opportunities require volunteers willing to step up and support the events. If we are all willing to give a couple hours of our time this year, we can make these events happen with ease.

I understand the typical surveyor may not be as extroverted as I am and talking in front of a crowd can create some anxiety. I will work this year to identify and communicate other volunteer opportunities that may not require such a commitment. There are a lot of tasks that happen behind the scenes that would benefit from some additional volunteers. If you see a committee that interests you or if you have a passion that you think will help the society, please reach out and let me or another member of the board know.

PRESIDENT'S MESSAGE

The next two key items on my agenda for this year, I believe, go hand in hand with each other. One is to reignite our Young Surveyors Network and the other is involvement of our associate members. We had some great momentum for a couple of years with our YSN activities and then seemed to slow down a little last year. I want to see this group have a couple of events this year and start developing a long-term plan to bring more young surveyors into the society. If we are going to ask for more involvement from our associate members, we need to make it attractive to be involved and give them activities that welcome them to the society.

Our Young Surveyors Network can create that energy and provide that welcoming environment for those members who may feel intimidated about coming to a chapter event or getting involved in other society functions that are attended by our more senior members. To be clear, by senior members, I don't just mean in age but also in status within the organization and their respective companies. I was able to identify a few young members of the society that are willing to step up and be involved in this group but could always welcome more. Again, please reach out if this is something that interests you.

As we have stated over and over, the number one priority of the board right now is workforce development. I am sure many of you are tired of hearing it at this point, but it is one of the key tenets of ISPLS's mission.

As a not-for-profit service organization, we seek growth and development of our profession. Our primary mission is to provide our membership a professional identity, professional guidelines and direction, educational services and to promote the interests of the profession.

The philosophy of ISPLS is to encourage all who are in the surveying profession to value professional ethics in thought and deed, to maintain competency in performance of duties, to insure trustworthiness, to provide quality in work, and to constantly protect the public interest.

In order to provide that growth and development we need all members of the profession involved, not just the current Professional Surveyors.

I ask all of you that manage non-licensed members of the profession to encourage those individuals to get involved. If your company is a firm member of ISPLS, it is free for them to sign up.

One event that I am excited about, and I believe will create a great opportunity for this involvement, is the Surveyor Olympics we are planning for August 31st. Keep an eye out for more information, but it will be a fun day for us to come together, have some spirited competition and maybe learn a little bit from one another.

Again, thank you for the opportunity to lead this year and please don't hesitate to reach out if you have any questions or suggestions this year. My email address is rselby@structurepoint.com or you can email info@ispls.org and the message will get to me that way as well.

Also, for those that are not aware, board meetings are the third Friday of even numbered months from 9 a.m. to noon. The board meets in person at ISPLS's headquarters, but space is limited. A virtual option is available to those guests that want to attend and listen in to the discussion.

If you would like to be a guest at a meeting, please reach out to info@ispls.org and let Brian know so he can get you the appropriate information for the call or ensure we have enough room for you in-person.



SCHOLARSHIP WINNERS

*Better E. Johnson Memorial Scholarship
presented by the Hoosier Hills Chapter*



Scholarship winner, Monica Collins with Eric Meeks

*Peggy Archer Memorial
Scholarship*



*President, Ryan Selby with recipient,
Cory Abell*

Central Indiana Chapter Scholarships



*President, Ryan Selby with recipient,
Laude Gill*



*President, Ryan Selby with recipient,
Jona Odell*

*IPLSF Benchmark
Scholarship*



*President, Ryan Selby with recipient,
Monica Collins*



AWARDS

Atlas Award



2023 President, Vincent Barr presenting the award to Jessica Hess

President's Awards



2023 President, Vincent Barr presenting the award to 2024 President Ryan Selby



2023 President, Vincent Barr presenting the award to Eric Meeks



Judith Best accepts posthumously for David B.H. Best from 2023 President, Vincent Barr

Indiana Society of Professional Land Surveyors

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2024-2025 ISPLS Board of Directors

*(back row: Jessica Hess, Carol Morman, Ryan Selby, Vincent Barr, Eric Meeks, Steve Maxwell;
front row: Alex Daugherty, Jacob Hoffman, Ryan Swingley, Rich Hudson, Don Williams, Zach Beasley)*

Save the Date!

The Indiana Society of Professional Land Surveyors Board of Directors is excited to invite you to 73rd Annual Convention! The ISPLS 2025 Annual Convention will be held from January 15th to January 17th, 2025 in Evansville, IN.



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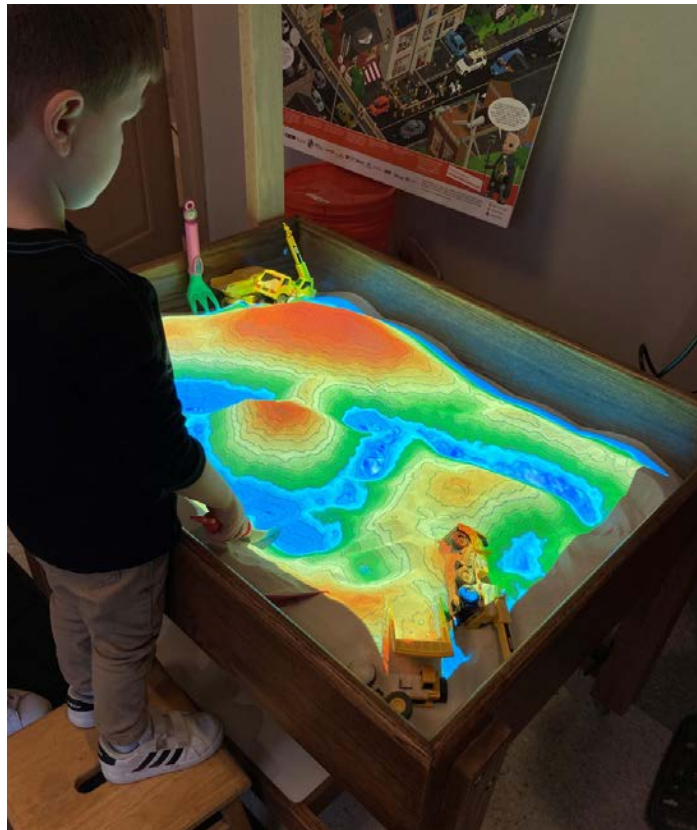
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ST. JOSEPH VALLEY CHAPTER & NORTHWEST CHAPTER

Science Alive Exhibitor Summary 2024

After a year of discussion, securing grant money from the IPLS Foundation, and the building of an augmented reality sand table, two northern ISPLS chapters are declaring “Game on!” to Workforce Development. The Northwest Chapter and the St. Joseph Valley Chapters of ISPLS have combined efforts to build a table that will be shared between the two chapters until another table can be built. Glen Boren organized the building of the table with employees of DVG Team Inc., who volunteered their time to see it to completion.



The newly built sand box has a 5200 lumens projector, creating vibrant colors and projections without dimming the lights or covering it with a canopy.

Doug Rettig was responsible for the construction of the table and Kyle McNeil oversaw the electronic and computer aspects.

With the table complete just in time, both chapters came together to be exhibitors at Science Alive in downtown South Bend, Indiana at the St. Joseph County Public Library on Saturday, February 10, 2024. This is the 32nd year of Science Alive program with the purpose of providing interactive exhibits and activities from local science-related organizations, which now includes surveyors! The event is free and open to the public. There were approximately forty exhibitors with over 200 children browsing through exhibits. The library graciously gave the group a cove in the lobby with optimal space to accommodate the sand table, the children, and adults as well. Although this event was intended for elementary school age children, the chapter members were able to make some connections with parents, grandparents, and even a few teenagers.



Glen Boren and Rich Hudson wait for the crowds to arrive as Levi Rednour's wife and son become the first testers of the table.

ST. JOSEPH VALLEY CHAPTER & NORTHWEST CHAPTER

Science Alive Exhibitor Summary 2024

Thank you to Rodney Kelly who provided an abundance of giveaways. He also was able to secure additional “Get Kids Into Survey” posters and stickers from Trent Keenan and Heather Keenan of Diamondback Land Surveying from Las Vegas, NV. Diamondback is an owner of a “West Coast-Get Kids into Survey” franchise.



Sampling of giveaways

Thank you also to all our volunteers who helped to make this a success: Glen Boren, Rich Hudson, Levi Rednour, Michelle Slack, Jamie Poczekay, Mike Rozycki, Aaron Blank, Rebecca Dunbar, Vianela Berra, and Chris Marbach.



Vianela Berra and Rebecca Dunbar



Levi Rednour, Aaron Blank, Mike Rozycki, Glen Boren, Rich Hudson, and Michelle Slack



Chris Marbach



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LEGAL SURVEYS

Bryan F. Catlin, PS

The goal of this column is to provide brief summaries of recent Indiana Court of Appeals and Supreme Court opinions involving topics related to surveying practice, certainly not to provide legal advice. I use Google Scholar to search for Indiana cases. Once cases are found, I search for a case by a party's name or case number on the Indiana site to obtain a more conveniently formatted document at www.in.gov/judiciary. Comments or suggestions for future columns are welcome by email to: Bryan.Catlin@indy.gov.

This begins my thirteenth year writing this column. I came out of the 2012 ISPLS Conference after attending another of Gary Kent's sessions where he again made the point that we should perform surveys that are supported by common law. I thought that it would be great if someone reported what current Indiana cases were saying and eventually decided that "someone" might be me. Now you know who to blame. I turned 65 last summer, and while I have no immediate plans to retire, I would like for this column to continue once I do. If you, or several of you, are interested in helping that happen, please get in touch with me.

Interestingly, Thomas DeCola appears for the fourth and fifth time in this column based on 2023 opinions alone.

LBL Development, LLC, v. St. John Plan Commission, Town of St. John, Indiana, Indiana Court of Appeals Case No. 22A-PL-2973, October 23, 2023

Here the St. John Town Council enacted an ordinance in 2009 stating that all land shall be annexed to the Town with an R-1 residential single-family zoning designation unless the Town Council unanimously assigns the annexed land to a different zoning classification at the time of annexation. In 2019, LBL petitioned to annex about 40 acres to the Town, and an annexation ordinance was passed which would zone the property RC-2 PUD. But the Town Council vote was split. LBL filed an application for approval of its proposed plat using RC-2 PUD standards with the St. John Plan Commission. The Commission denied LBL's application because it did not meet R-1 zoning requirements and LBL sought judicial review.

The Lake Superior Court affirmed the Commission's denial and LBL appealed. LBL basically argued that the Commission usurped the Town Council's role by determining zoning. But the Court of Appeals disagreed and affirmed the trial court ruling.

City of Carmel, v. Barham Investments, LLC, Marion County Treasurer, and Coast to Coast Carmel Corporation, Indiana Court of Appeals Case No. 22A-PL-2399, October 30, 2023

Here Carmel used eminent domain to convert the intersection of Keystone Avenue and 96th Street into a roundabout. Barham Investments owns a four-story, glass-enclosed car showcase with a main entrance on the former Threel Road (a road in the County Line Commercial Park) which was affected by this project. Eventually Carmel filed a condemnation complaint for 0.017 acres in fee simple, an access-control line, and 0.0111 acres in a temporary right-of-way for construction. Barham objected, arguing Carmel did not identify all ownership interests being extinguished.

LEGAL SURVEYS

Namely, easement rights Barham had in Threel Road. However, Carmel had already condemned Threel Road in a separate cause.

Eventually the Marion Circuit Court authorized Carmel's acquisition and three appraisers assessed total compensation to Barham to be \$163,000.00. Barham objected that this was too low and asked for a jury trial. Carmel moved for partial summary judgment, arguing Barham was not entitled to compensation for loss of access to Threel Road, but the court denied that, finding there were genuine issues of material facts that remained unsolved. The jury eventually awarded Barham \$2.4 million in damages.

On appeal, the court found Barham had only had easement rights in Threel Road, which were extinguished when Carmel acquired Threel Road in the earlier project. So, the trial court erred by denying Carmel's motion for partial summary judgment on the issue of whether Barham was entitled to compensation for the loss of access to Threel Road. The judgment of the trial court was reversed, and the appeals court remanded the case with instructions to grant Carmel partial summary judgment on this issue.

FED Investments, and Carolyn and William Moore, v. Paula Basch-Austin, and Bruce Austin, Indiana Court of Appeals Case No. 22A-PL-3070, October 18, 2023 - MEMORANDUM DECISION - not regarded as precedent

Here all the parties own at least a part of a lot in Geist Pointe which has covenants and restrictions that only allow one detached single-family dwelling not to exceed two and one-half stories in height and residential accessory buildings, which must be approved by the Indiana Department of Natural Resources.

In addition, the accessory buildings must be of a residential type construction and conform to the general architecture and appearance of the residence. Part of Lot 1 was sold to the Tamenend Boat Dock Association, which provides a dozen boat docks to neighborhood residents, before FED Investments bought the rest of Lot 1. The Moores own Lot 3. In 2019, the Austins filed a temporary plat permit with the Fishers Department of Planning and Zoning seeking to subdivide Lot 2 into two lots and build an additional residence on the property.

Before any government agency acted on the proposal, FED Investments and the Moores (the Owners) filed a complaint in the Hamilton Superior Court seeking a preliminary injunction to prevent the Austins from building an additional residence and sought an order compelling the Austins to remove an existing shed because the structure does not conform to the general architecture and appearance of their residence, and DNR never issued approval for the shed's placement or construction. The Austins filed a motion to dismiss the action for failure to state a claim. The trial court granted the motion to dismiss all claims other than the injunction seeking removal of the shed. The trial court determined the Owners claims were "premature, failing to plead the present existence of an actual threat in that the City of Fishers has not granted relief to the Austins' pending petitions" and that "only if the Austins' petitions are granted will the details be known as to how the Austins' then approved plans might violate existing covenants and restrictions." Ten days later, the Owners moved for a change of judge which was granted. The Owners filed an amended complaint for injunctive relief and declaratory judgment, again requesting a halt to the construction of a second residence on the Austins' lot and for the removal of the shed. The Austins filed a counterclaim, alleging the Owners' amended complaint amounted to frivolous and baseless litigation because the circumstances had not changed since the dismissal of the original complaint.

LEGAL SURVEYS

After a two-day bench trial, among many other things, the court found that the Owners had unclean hands as they had not challenged the non-residential boat docks. The requests for a preliminary injunction, declaratory judgment, and counterclaim for an injunction were all denied, but the counterclaim for frivolous, baseless, and unreasonable litigation was granted, and a hearing was set to determine what damages, if any, the Austins have suffered. The Owners appealed.

The Court of Appeals now affirms the trial court, and the judgment was remanded for further proceedings. The court noted the Owners had refused to wait for an actual controversy and had compelled the Austins to defend a four-year-long action the Owners had prematurely pursued against them.

Thomas DeCola, v. Stephan Paul & Jean Tamara Moore (personally and as trustee), James B. and Anita J. Piper, Zion Temple of Michigan City, Inc., and Joe Ann Johnson, Indiana Court of Appeals Case No. 23A-PL-609 December 20, 2023 - MEMORANDUM DECISION - not regarded as precedent

Here Thomas DeCola had purchased two parcels of formerly abandoned CSX Transportation property at an October 2018 tax sale which still were titled in the name of CSX. Only one of these parcels was the subject of this appeal. For the parcel in question, it had previously been determined that CSX only had an easement interest in the parcel and the adjoining landowners' claim of title was superior to CSX's. In October of 2019 DeCola provided notice to CSX, but not to the adjoining landowners, that he had filed a petition for the issuance of a tax deed in the LaPorte Superior Court which issued an order to issue the deed in December 2019.

The county auditor issued the tax deed to DeCola in January 2020. In June 2020, DeCola filed a complaint in the LaPorte Circuit Court to quiet title to the parcel against numerous parties including the adjoining landowners. The adjoining landowners filed a motion for summary judgment citing a 2003 declaratory judgment that their title was superior to CSX's and that they had not been provided any of the three required notices related to the tax sale. The trial court eventually held for the adjoining landowners and DeCola appealed.

The appeals court affirmed the trial court judgment.

Jeanette E. Robbins and Leslie Lorraine Woodward, v. Thomas J. Leffel and Denise K. Leffel, Indiana Court of Appeals Case No. 23A-PL-1008, December 27, 2023 - MEMORANDUM DECISION - not regarded as precedent

This case from the Franklin Circuit Court concerns landowners who differ about what they believe they own after two surveyors agreed the descriptions for their properties were not accurate. There were many other issues raised but a fence existed west of the driveway that provided the only access to the Leffel barn and house immediately south of the disputed area, and the Leffels had mowed the grass on both sides of the drive up to the fence, maintained the drive and paid to have gravel added twice since 1998 when they bought their property. The trial court eventually determined the Leffels had established title by adverse possession to the location of the fence which had been removed by that time. On appeal, this judgment was affirmed.

LEGAL SURVEYS

Thomas DeCola, v. State of Indiana Department of Natural Resources, Starke County Commissioners and Auditor thereof, The World et al. Unknown (assigns, heirs, agents, etc. thereof), Indiana Court of Appeals Case No. 23A-PL-1926, December 28, 2023 - MEMORANDUM DECISION - not regarded as precedent

The following opening summary to this decision pretty much explains this case from the Starke Circuit Court.

“Thomas DeCola, a veteran pro se litigant, sued Starke County, the State of Indiana, and ‘the World’ to quiet title to a parcel of land he purportedly owned.

“As an affirmative defense, the State claimed an interest in the land and asserted that DeCola’s lawsuit was barred by an Indiana statute prohibiting adverse possession claims against State properties.

“After giving DeCola months to cure defects in his lawsuit and to counter the State’s statutory defense, the trial court ultimately dismissed his lawsuit when he failed to comply. DeCola appeals, claiming the dismissal violated his constitutional rights. We conclude DeCola’s claims are unmeritorious or waived and therefore affirm.”

Bryan F. Catlin, PS has been registered as a Land Surveyor in Indiana since 1991. He holds B.S. Land Surveying Engineering and M.S. Engineering (Geodesy) degrees from Purdue University.

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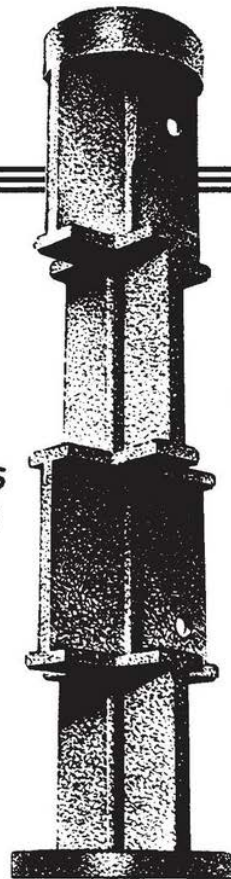
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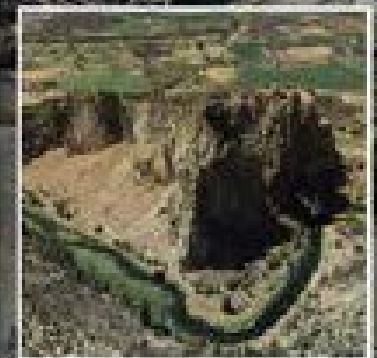
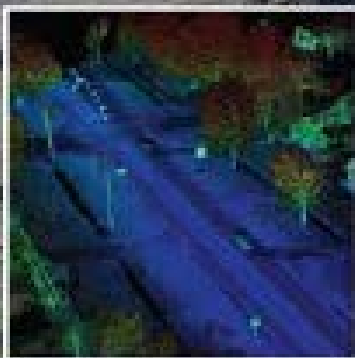


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HIGHLIGHTS OF WOMEN SURVEYORS SUMMIT 2023

Michelle M.G. Slack, PS

As a female surveyor starting my career in 1992, I can assure you there were many times when I was the only woman in the room. And except for a few women on field crews when I started out in Ohio, my entire career has been completely influenced and molded by males. I never had a female role model. But last October, in Stillwater, Minnesota, at the 4th annual Women Surveyors Summit, I was not even remotely special, and there were many females willing to be role models. It felt good to not stand out for once.

The idea of the Women Surveyors Summit was sparked in 2016 by Anna Rios from Texas and Virginia Winberg from Minnesota. Anna and Virginia met while attending the International Federation of Surveyors (FIG) Young Surveyors Network North American meeting in Minnesota. Anna was impressed with how the group of female surveyors in Minnesota were so connected, unlike what she had experienced in Texas.

Anna was so intrigued with the connections, she wanted to create the opportunity for all female surveyors to provide support and space for women to network and bond in an environment that is not intimidating, and where “you are not the only one in the room.” Thus, the Women Surveyors Summit was born.

The summit opened the evening of Thursday, Oct. 19, with a welcome reception and event check-in. The swag bag received was unlike any from a state society conference I had attended in Ohio, Michigan, or Indiana. The topographic contour socks provided by SAM were a hit with everyone.

We were treated to an open bar and a fine spread of heavy hors d’oeuvres at this meet and greet. It was here where you could make introductions to any female within your vicinity . . . not a single male in sight!

It was here that I met Amy from Pennsylvania who started her own business after her children were grown, and she has been successfully operating it for the past 6 years.



Women Surveyors Summit 2023 group photo

HIGHLIGHTS OF WOMEN SURVEYORS SUMMIT 2023

I met Beth Anne from Virginia who also owns a surveying firm with around 20 employees. She attended the summit with three of her female employees who all seemed excited about being surveyors.

Friday morning started with some opening speeches and statistics, where I learned that this was the third in-person women's summit. The first summit, held in Austin, Texas, had only 65 attendees. COVID year was skipped, followed by a virtual summit. The 2022 summit was held in Virginia. This summit in Minnesota was the largest to date with 120 registered women, representing 30 states. At one point, the organizers called out each state's name and had the women from each state stand. Some states, like Alaska, had only 1 attendee, but the state of Texas had over 25. It was here that I realized I was not the only Indiana resident in attendance!

At the break, I made my way to meet two women from Indiana, faces I had never seen at our state convention: Erika and Ellie who work for Civil & Environmental Consultants Inc. out of Indianapolis (CEC happened to be a sponsor of the summit). The reason I had never seen them is because both are new to the surveying world. (Welcome to surveying, Erika and Ellie. We hope you stick around.)

Friday's sessions covered a wide array of topics: how a title insurer uses an ALTA/NSPS survey; history on the development of the land of Minnesota along with an in-depth explanation of the Torrens system; and legacies of racially restrictive covenants in Minnesota. The final session of the day covered promoting a land survey career - from a female perspective of course!

Friday evening began with free drinks and appetizers at a Sponsor Happy Hour.



Gift bag goodies

HIGHLIGHTS OF WOMEN SURVEYORS SUMMIT 2023



Indiana attendees: Erika Hinshaw and Ellie Wind from Civil & Environmental Consultants, and Michelle Slack, author

Some of us then participated in a Survey Poker Run, where teams of 6-10 members played various games for a chance at winning up to 10 cards, 5 of which would be used to create your poker hand. This was a great ice-breaker exercise that allowed us to get to know our teammates. Our team was made up of two Ohio surveyors, one of whom most Indiana surveyors know well: Carol Morman, who is Cincinnati State Land Surveying Program chair, and her daughter Cara Tryling. Carol has a doctorate in education and is a success in her own right, but I was also delighted to learn that Cara is working on her master's degree, all while recently becoming a new mom. This is no small feat. We were joined by a Kentucky surveyor, Emily, and her husband Ethan, also a surveyor. Because of our close geographic locations, we found out that we had both at different times worked with the same fellow surveyor, bringing our worlds a little closer together.

Our team was rounded out with Marissa from Missouri, who is originally from the Philippines and has been in the United States for five years.

Marissa discussed some of her personal and work adjustments to the U.S., also mentioning that she is still working in the metric system in her head! For those of you working in Indiana in the late '90s/early 2000s, I am sure you can recall how hard it was to switch from imperial system to metric . . . then back again. It's no easy task.

That night we ventured out on the town. Stillwater has a budding nightlife with great places to eat and drink, along with live music. It is at one of those places that I met another group of surveyors from Texas: Robert, who owns a surveying company along with his wife Brynda who runs the business but is well-versed in all things surveying; Brittany, his daughter who is working on her surveyor license; and a future son-in-law that is heading down that same path. The reason I bring up this group is that Robert, in his Texas drawl, poignantly told me that he thinks women are better suited for surveying than men. That they are better organized, more detail oriented, and have great communication skills. He was there to support his wife and daughter at the conference and said he wouldn't want to be anywhere else. That's the kind of support we should always give each other.

Saturday sessions were short-lived with topics covering ethics, hydrographic surveying on Lake Superior, and a panel discussion on the differences in working in various aspects of surveying, with panel participants ranging from a sole proprietor to a top executive, all female of course. My table was complete with older women who have been in the surveying profession for at least 25 years. We all had an opinion about something because we have worked long enough in the business to earn those opinions!

HIGHLIGHTS OF WOMEN SURVEYORS SUMMIT 2023

I met Christina from Wisconsin who is licensed in six states and is CFedS certified to boot. I met Jeannie from Idaho who worked for the DOT but is now working as an assistant professor hoping to positively impact future surveyors. I also spent some time with Amy from Pennsylvania who discussed how she has slowly grown her business from one to five people. Sometime during the Saturday sessions, I stumbled upon Shaaden, who is originally from Canada but is now working for a surveying equipment company in the United States. One of her goals at the summit was to touch base with women to see what, if any, issues they may have with field equipment. With her background in geomatics, her job in market acceptance testing is to improve the field experience. Shaaden is clearly passionate about all things survey. Saturday's sessions had me surrounded by very impressive and highly successful women!



Panel discussion

By 3 p.m. Saturday we were on a paddle wheel boat taking a cruise along the St. Croix River, where we could mingle some more and say our final good-byes. Back at my hotel, last but not least, I met Gwen, all the way from Alaska! I was quite curious to what it was like to survey in Alaska.

Gwen's job involves creating new borough boundary limits where there is still land that has yet to be surveyed. (This is highly unlikely to happen in Indiana.) My inquiry led to wildlife and the dangers of surveying in the wild. She said she had to be on the lookout for moose and bear, but the most dangerous part of her job would be accessing remote sites by helicopter. (Not too many Indiana surveyors will ever encounter this mode of travel.) Gwen shared with me that of the 20 staff members on her team, 6 of them are female, with 5 of those being licensed. She said Alaska is a welcoming environment for female surveyors, especially if they are looking for adventure.

The summit was a great place to meet new people, learn about other parts of the United States and connect in ways I am unable to in Indiana. Below are some of my takeaways. These are observations that got us all thinking and talking about awarenesses that can help to make the surveying profession stronger:

- Women can't pee standing up! As obvious as that sounds, sometimes it is taken for granted. Women know it's not always easy to make it to a bathroom while working in the field. And most women have no problem doing our business outside. But it's trickier for women and involves exposure of skin that we don't want to have seen. At a minimum, everyone should make going to the restroom as normal as taking a break from the heat/cold or taking a break for food. All surveyors have to "go," so it is not a big deal. No one should feel awkward having to ask, or even needing a lookout. With that said, it would be best if no one used the bathroom outside on client's property, unless there is no other option. Keep in mind that anyone with a cell phone could make a "biological break" more than just that.

HIGHLIGHTS OF WOMEN SURVEYORS SUMMIT 2023

- Women have “other” reasons for needing a restroom based on the difference of anatomy. Which means sometimes cleanliness and the need for a bathroom comes more frequently with females than with males. That in no way diminishes a women’s ability to work in the field. It’s just something that needs to be considered and no one should be uncomfortable with it. That does not mean men are required to have detailed conversations about what a female co-worker is doing in the restroom. This is just a matter of awareness, trying to remove the awkwardness and stigma that women have endured for years over normal bodily functions.
 - It is NEVER OK to put your arm around your co-worker. It is NEVER OK to make bad jokes regarding females, males, race or ethnicity. It is NEVER OK to incessantly hit on someone. “No” really does mean NO!
 - Some women are not as physically strong as men and need to do things differently in the field. It’s OK for a male to give a female guidance and make suggestions. But remember, what seems easy to a man, with better upper arm strength, may not be easy for a woman.
 - Since there are very few women surveyors, and we are spread across the nation, it is hard to get advice from each other. Oftentimes, women are left to figure out a lot of stuff on their own, even when a man is standing right next them.
 - Women are very oriented to detail and want to prove our worth through our work. When women are starting out in the profession, that characteristic can translate into being slow. But when given time to absorb the information, no one will regret how detail-oriented women are!
- (I heard from two business owners that this translates to less trips back to the field, hence their desire to wanting to hire women for field work.)
- There was an overwhelming consensus at the conference that men have welcomed women into the surveying profession. Not only that, but there were several individuals who said the men they worked with went out of their way to help them succeed. I can personally vouch for that in Indiana.
 - The summit was NOT a man-bashing session . . . see above.
 - It was fun to talk “shop” with other women. There are very few people in my inner circle of female friends and family that I can talk about work with. They have no idea what I do and don’t even bother to ask. On the flip of that, I know women that are bankers, teachers, nurses, veterinary assistants. Because their jobs are so common and influence my personal life, I am very interested in what they do. We can, and do, talk about their professions all day long! It was a nice change of pace to talk with other women about surveying when they knew what you were talking about. We could make inside jokes and get laughs instead of blank stares!
 - Need advice on how to pee in the field? This is the place. Need advice on how to open a manhole using mostly your leg strength? This is the place. Want to talk about how to raise a family while working in the field? This is the place. Need advice on where to purchase field gear that fits the female shape? This is the place.

HIGHLIGHTS OF WOMEN SURVEYORS SUMMIT 2023

- All women come from different backgrounds, have different styles, different home lives and took different paths to become surveyors. However, sometimes women can be extremely judgmental of each other. There is constant pressure for women to be perfect in everything we do, and that makes the world competitive for us, even between us. I can reassure you that the Summit is not the place for that! I saw the gamut of styles: sandals, boots, heels, blue hair, green hair, head scarf, gray hair, plaid shirts, dresses, pants, jeans, sweatshirts and T-shirts. I met all types of females: young ladies and older women; single ladies and married ladies; mothers, those that want to be mothers, and even those who don't. And all of this is OK. The summit is a place to be accepted for who you are and where you are in life, as it is an ever-changing world for the female, especially the working mom/wife/daughter. The summit is a place to be accepted for who you are and where you are in life, as it is an ever-changing world for the female, especially the working mom/wife/daughter. The summit is a place where you can be YOU!

In addition to the list above, I observed a few other things that make men and women even more alike. Women can drink and swear just like men. Women have a passion for history and old records and the smell of courthouses, just like men. Finally, I observed that most of us are extremely outdoorsy with similar interests. Gone are the days of women being pigeonholed to do only "lady" things. I met hikers, swimmers, campers, cavers, hunters, and trap-shooters - all activities that we can enjoy together.

I hope this summit promotes more interaction amongst female surveyors, no matter how far apart we are geographically.

If you would like more information on how the story of the Women Surveyors Summit started, follow this link to a podcast interview:

<https://www.youtube.com/watch?v=g7z7B1nlaJQ>

I encourage the women surveyors of Indiana to join the private Facebook group - Women Surveyors Summit Group:

<https://www.facebook.com/groups/womensurveyors>

You can make connections with female surveyors from the United States, as well as across the world, and keep up on current events. The next Women Surveyors Summit will be held Aug. 1-4, 2024, in Pittsburgh, Pennsylvania. Road trip anyone?

Michelle Slack is a licensed land surveyor from Mishawaka, Indiana. She is currently taking a break from her 30-year surveying career to spend some time with family, preparing to adjust to the next phase of her ever-changing world.

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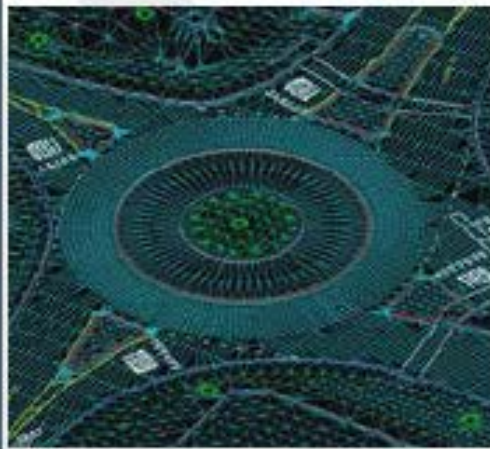
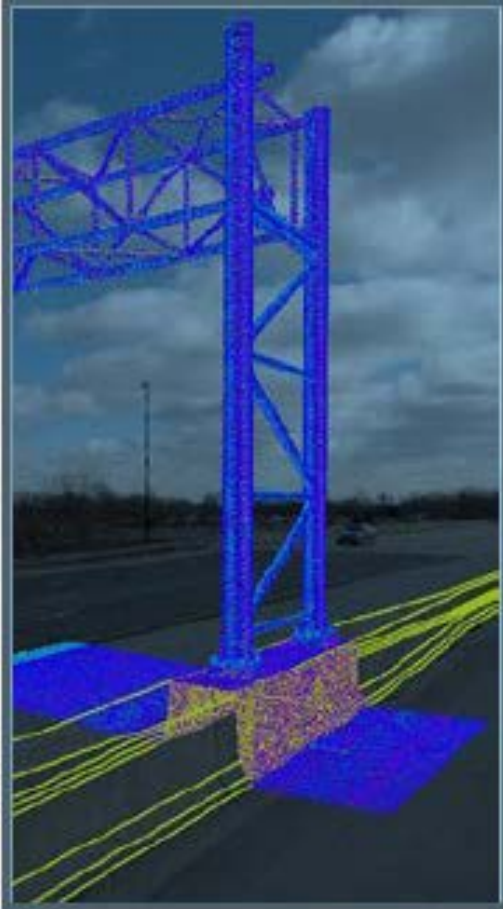
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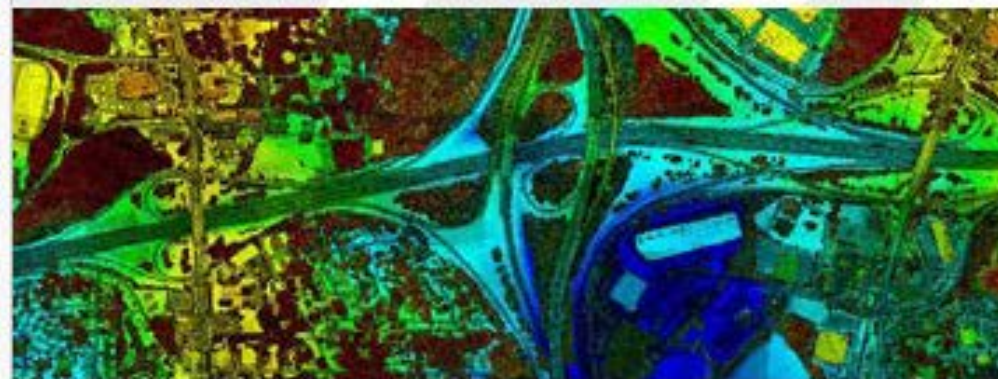
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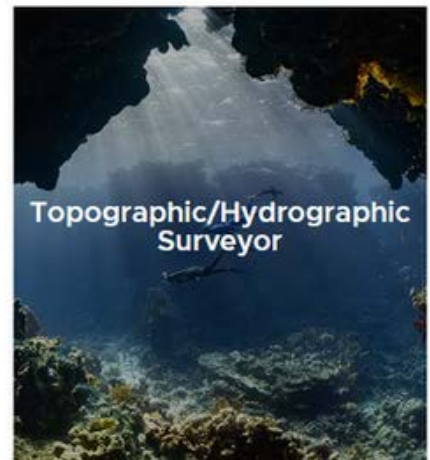
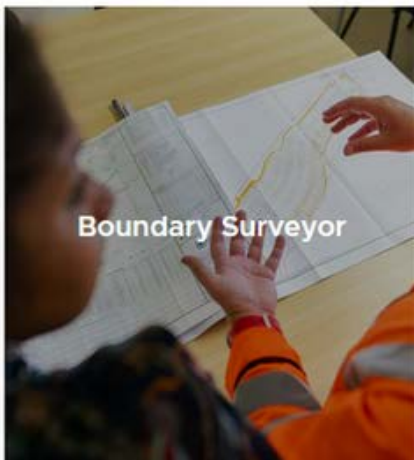
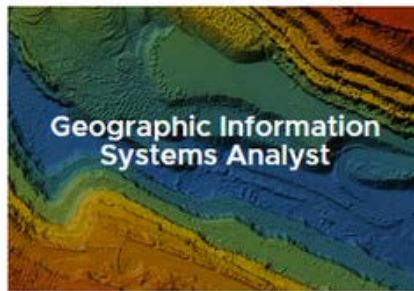
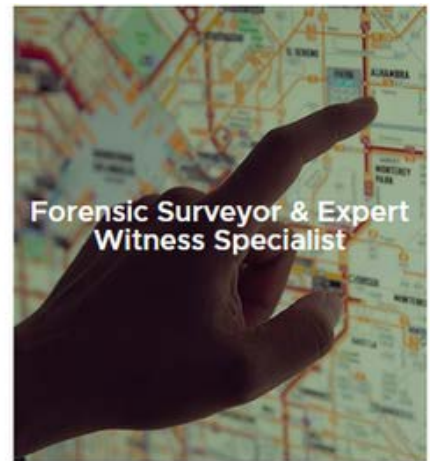
New Website for Surveying Education and Outreach

The NSPS has launched a new website for surveying education and outreach!

Be A Surveyor is a resource hub, helping introduce the surveying industry like never before.

There are many ways to get involved in outreach efforts for the surveying profession! You can give a presentation to high school students, be at a table at a career fair, give a technical demonstration, lead a classroom activity, or help a scout troop earn their surveying merit badge.

Committee Leaders and Chapters of ISPLS are encouraged to sign up for the outreach fulfillment center to order outreach materials, such as brochures, small giveaways items, activity materials, even exhibit materials, like banners and table drapes!



REMEMBERING OUR MEMBERS

Eric Paul Seiler Sr.

March 1, 1928 - January 7, 2024



Eric Paul Seiler Sr., loving husband and father and retired CEO of Seiler Instrument, passed peacefully in his home on Jan. 7, 2024. Eric was born to Eric H. and Dora Seiler on March 1, 1928, in St. Louis, Missouri. He will be deeply missed by all who knew him. He was 95.

Eric loved deeply and fiercely. He loved the mountains and being in the country. He loved Germany and traveling, salting his food and a good glass of wine. He loved playing golf. But most of all, he loved his family.

During his life, Eric had many achievements. For over 50 years he was a member of Webster Groves Presbyterian Church. He was also proud to carry his father's legacy at Seiler Instrument Company and build up the business from struggling to thriving, then write the company and family history in a book titled "Precision." For his two tours of duty in 1946 and 1953, he was given the opportunity to go on an Honor Flight with his grandson Kurtis as thanks for his service. He finished his service in 1955 honorably as a Staff Sergeant.

Eric would leave us with these words that he penned in "Precision":

"We must always be on guard for the unexpected, remembering that the only thing for certain is change itself. To be successful, we must anticipate changes and be ready for them. If we do this, we have a wonderful opportunity to leave a legacy to our children in the form of a company that thrives on vision, integrity, skill, hard work, and a spirit of service (xii)."

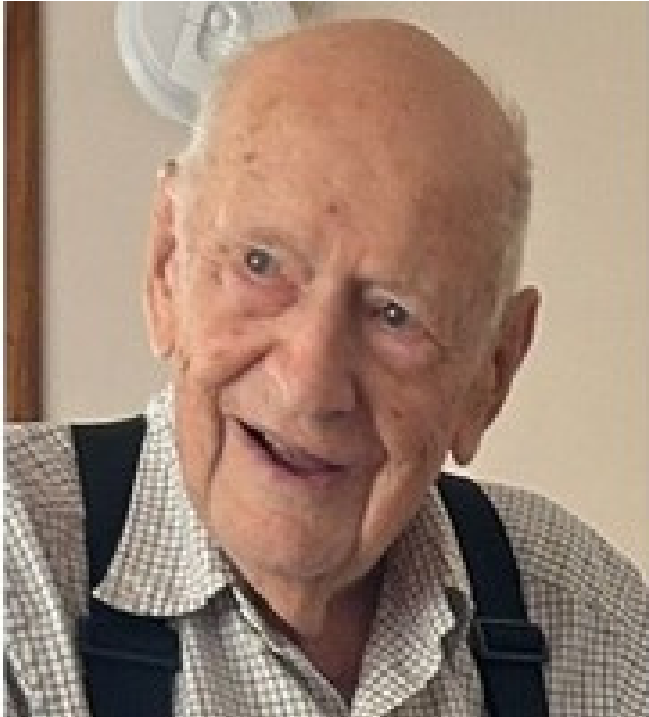
Understanding the man that he was is understanding that his legacy isn't only found within his company, but in the way he inspired his children and grandchildren to improve upon the world that he has left behind.

It is with great sadness that we share the loss of Eric P. Seiler Sr. He was a bright light in the ISPLS community and beyond, spreading kindness wherever he went.

REMEMBERING OUR MEMBERS

James L. “Jim” Milligan

April 5, 1928 - August 10, 2023



James L. "Jim" Milligan, 95 of Monticello, Indiana, died August 10, 2023, in the IU Health Arnett Hospital with his family by his side.

Jim was born on Thursday, April 5, 1928, in Saratoga, Indiana, to Orla Lowell and Cordelia E. (Barber) Milligan. They both preceded him in death. Jim moved to Monticello in 1941, graduating from Monticello High School in 1945. During his early years of employment, he worked on farms as well as serving 6 years in the National Guard. In the mid-1950s he began working in the White County Surveyor's Office, and he was elected County Surveyor in 1962. He served in that capacity until 1994.

At the beginning of 1995, he opened Milligan Surveying, where he went to work almost daily until the day before his stroke. Jim was a member of the First Christian Church of Monticello for more than years.

Jim was a quiet man, but his love of family and friends and his God made him a man whose presence brought a big bang to many lives.

Memorials may be given to the Monticello Christian Church or Kiwanis Club, both of Monticello, or can be mailed to Miller-Roscka Funeral Home, 6368 E. U.S. 24, Monticello, IN 47960, C/O Milligan Family.

Jim was a lifetime member of ISPLS, and we are deeply saddened by his passing, His memory will live on in the hearts of everyone who knew him.

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Last year, we launched a new project called the, “Hoosier Surveyor Podcast.”

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Listeners can expect episodes that provide ISPLS updates, conference news, surveyor news, and so much more!

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Catch Up & Listen



2023 Podcast Episodes:

- Episode 13: ISPLS 2024 Convention Preview
- Episode 12: Summer Recap
- Episode 11: One the Road - TU23
- Episode 10: Deep Dive w/Norm Hiselman, Pt. 2
- Episode 9: Deep Dive w/Norm Hiselman, Pt. 1
- Episode 8: February Board Recap, March 2023
- Episode 7: Hoosier Surveyor Podcast, Gary Kent Pt. 2
- Episode 6: ISPLS 2023 Convention Recap
- Episode 5: Hoosier Surveyor Podcast, Gary Kent Pt.

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