

Directors Message by Lee Orosco  
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#### WHAT IF YOUR PAYCHECK STOPPED?

I believe that if you did not get paid for the work you do, you would stop doing it. CSI leaders are responsible for making sure that the volunteers receive the 'CSI paycheck.' What is it? It is recognition. Recognition can be anything from an informal phone call to say thanks to a formal award presented at chapter, region, or institute meetings. Have you been paying your people?

Institute awards submittals are due on December 1 and Fellowship nominations are due November 1. Take the time to do a thorough job by following the instructions to the letter. The Southwest Region is full of enthusiastic volunteers. Let's 'pay them'!

Region awards are given at the region conference in the fall but you can submit ideas for region awards ANYTIME! Drop a note or give us a call when you see someone doing a great job.

Chapter awards can be given at any monthly meeting or at the Annual Awards Meeting. Realtime recognition increases the impact...do it before the glow of success wears off of the volunteer's face.

#### DO YOU KNOW YOUR STUFF?

Have you ever had a new person on your 'team' and wondered if they "know their stuff"? You can eliminate those questions about you if you have CDT after your name. The Construction Document Technologist initials convey to others that you can talk about terms and understand the same meaning they do. Early Bird Registration for the CDT and other exams is due December 1 for the March 27, 2004 Exam Dates. This early registration gives you about 25% savings. Sign up to take the exam so you can show that "you know your stuff"!