



The *Interior* angle



Kentucky Association of Professional Surveyors

Spring 2020 Issue 1



Interior

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The Interior Angle is the official publication of the Kentucky Association of Professional Surveyors (KAPS). It is published quarterly to communicate with the professional surveying community as well as those in related professions and others with an interest in surveying. The Interior Angle is financed primarily by membership dues, although advertisements are welcome from service and product industries relating to the needs and activities of the profession. The Interior Angle is provided to KAPS members and similar organizations on a complimentary basis.

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Louisville, KY 40221

Letters must be signed and include a daytime telephone number. The name of the letter's author may be withheld if requested. Letters may be edited for clarity and length.

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KAPS 2020

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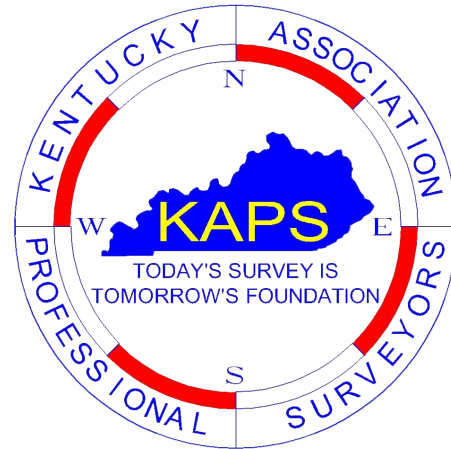
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PLEASE NOTE: Due to limited office hours, email is the best way to reach us! Jackie@KAPS1.com
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Boundary Stone	Mike Ladnier, PLS
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Featuring:

Gary Kent & Jennifer DiBona

2021 KAPS Conference 2/11—2/13

Clarion, Lexington, Kentucky

The Interior Angle, Spring 2020



Greg Barker, PLS

2020 President, Gbarker@vioxinc.com, 859-727-4500

From the President's Desk



Greetings KAPS Members, Supporters, and Vendors,

The very successful 2020 conference has come and gone. Thank you to all who attended and to all our vendors who supported the event. We appreciate the support of you, **Precision Products, Geo-Tronics, Hayes Instrument, Hall & Company, The Underground Detective, Javad Authorized Representatives, Leica Geosystems, U.S. Army Corps of Engineers, GRW, Carlson Software, Skytec, LLC, & Cincinnati State.** You are the groups, companies, and individuals who make this effort worth it. Your support, encouragement, and constructive criticism is sought and needed. Our conference committee worked very diligently to secure a wide range of topics and speakers. We are very fortunate to have KAPS members who are willing take the time, effort, and expense to put a program together for the benefit our fellowship. As an organization we are grateful for these Professional Surveyors and professionals who are willing to help: **Mike Wilson, Nick Jerdon, Jason Graves, Jon Payne, Mathew Clark, Justin Drury, Tim Tong, Ben Shinabery, Jeff Clark, Josh Ayoroa, Stephen Chino, Christina Groves, Laura Ledbetter, and Stephen Chino.**

We are currently reaching out to speakers for 2021.

If you have a topic you are interested in, please reach out to me or KAPS Executive Director, **Jackie Hawkins.** KAPS is constantly searching for new topics of interest, and enthusiastic speakers. No experience required; just a topic of expertise and a willingness to teach. Jon Payne is leading our education committee this year, and has created some helpful tools to help new teachers prepare their classes, and each region has a dedicated mentor to help you through the process. There has never been a better time to learn how to teach a class!

Golf Outing Scholarship Fundraiser will be held at the Old Kentucky Home State Park in Bardstown. June

12th will be here before you know it, so now is the time to start pulling your team together for a great time raising money for a wonderful cause! It's only \$75 per player (4-players per team). If you can't hit a golf ball to save your life, you can still support the fundraiser by being a Golf Hole Sponsor! KAPS Family Picnic to immediately follow!

New licensees Congratulations to these three new licensees: **Ryan Stevens**, PLS 4293, of Frankfort, **Justin Wilnot**, PLS 4318, of Lancaster, and **Nathan Johnson**, PLS 4305, of Virgie. Welcome to the ranks of Professional Surveying, gentlemen. I look forward to meeting all of you at the annual KAPS conference.

COVID-19 is bringing new challenges to all of us. Many of us are doing as much office work as we can at home. Those who are working on two person crews are being asked to drive in separate vehicles. We're caring around hand sanitizer, wet wipes, and thoughts of viruses jumping on us from all directions. Working as a surveyor out in the open country never felt so good. We are blessed. Don't take this stuff for granted, please. Be safe, take precautions, and stay healthy. May God bless you, and keep you and yours healthy, safe, and sane.

Sincerely,

Greg Barker, PLS

KAPS President



Certified Survey Technician Program: *An underutilized program from NSPS*

During a recent KAPS board meeting, held prior to our annual Conference in February, the topic of the CST Program came up. Until this point, I was unaware of the CST program. For the better part of my career, I operated without employees or office staff. The need for a career ladder or evaluation tool for non-license track employees, just wasn't on the radar. Apparently there has been a spike in interest in this program. Not only as a resume builder for companies seeking contracts, but also as an incentive program for employee advancement and compensation. This topic seemed to fit well with the poll about career expectations, we put together and distributed to the attendees at the conference. So, I decided to educate myself about the CST program. Here is what I found.

The program has two main tracks. An office track and a field track. The office track being your various office software technicians. The field track being for those that perform surveying duties in the field. Each track has four levels. Each level builds upon a base set of knowledge and skills, while adding components oversight and management. At the culmination of level four, NSPS CST Program Book states "The Board recognizes that in many Surveying and Mapping firms the principle/professional performs the tasks and functions of a chief of parties/office manager. However, in many other firms those tasks are performed by technicians. The purpose of this exam (Level IV), is to test and certify those individuals."¹

Another key topic from this KAPS meeting

was a report from the Kentucky State Board of Licensure, that a majority of recent Professional Surveying Licenses, are from out of state reciprocity applications, and not newly licensed individuals. No matter how you land on this topic, the numbers are trending toward a negative balance in attrition among licensed professional surveyors in the state. Without going down the rabbit hole of what factors attribute to this trend, I suppose we take a collective look at a viable "alternate path" to certify those individuals that contribute to and are representative of our profession, but are not on a tract to getting a Professional Surveying License. I'm sure we all have that trusted crew chief and employee, that has "done this for years." They have same experience and knowledge that any licensee does to perform surveys, collect data, layout for construction, interpret plans and records, and represent our firms to the public. I believe there is one key difference. Boundary analysis. It takes four years of school, eight years of experience, and the passing two exams to get your PLS. This is what it takes to ensure an individual has the knowledge, experience and skill to properly acquire and apply measurement data to boundary principals when determining lines of ownership. This in turn protects the public.

Alternately, there is what I like to refer to as a "spatial expert." One familiar with the tools, procedures, and all other aspects of collecting and validating spatial data. I think this umbrella falls nicely over both tracts of the CST. The proper collection and validation of data for all types of

(Continued on page 7)



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surveys and yes even boundary related, is what the four levels of the CST certify for in the field tract. Geospatial coordination and proper drafting are certified in the office tract. In our ever-evolving world of 3D scanning, Point Clouds, UAV Photogrammetry, LiDAR, 3D modeling, high accuracy GIS, what it means to be a Professional Land Surveyor, is also evolving into two distinct tracts. There is the traditional licensed professional that has a state certification to determine bounds of ownership, and what could essentially be CTS Level 4, or spatial expert.



Much like the subdisciplines in the Civil engineering profession, a boundary (PLS) and non-boundary (CST) specialization, are possible under the surveying discipline. With wider acceptance and utilization of the CST certification, it will begin to reflect the professional value those individuals that are not on the traditional licensing track bring to the table. The best news is the CST program is already in place and has been for long time. There is some onus on NSPS to continuously evaluate the certification material, to reflect modern equipment and procedures. I have reviewed the study guides and materials list for all four levels on the NSPS site, and feel the material is current without just being an evaluation of if one can operate the latest equipment.

Currently, it takes four years of education, passing of two exams and four years of work experience, to obtain a professional surveying license in the State of Kentucky. And, that's ok. This maintains the integrity of the profession. It certifies those individuals that are determining lines of ownership, have proven a knowledge of properly applying boundary principles. Now let's think about all the other work we do that would fall into the "spatial expert" category. Control networks, coordinate systems, 3D model validation, 3D layout, Photogrammetry, Lidar mapping, just to name a few. Could the CST evolve into a professional certification for those that can show an expertise in these operations? Let's face it, our support staff is no longer just chopping line and packing stakes and rebar. They are performing highly technical field operations, with ever evolving, state of the art equipment and software. Does KAPS have room to be Kentucky Association of Professional Surveyors and Certified Survey Technicians? Food for thought. I look forward to thoughts and comments. Please feel free to reach out at editor@kaps1.com

1. "CST Program Book." Cst, NSPS, 18 Dec. 2018, cstnsps.com/cst-program-book.

Justin Drury, PLS, TIA Editor & Contributor, teaches surveying seminars on cemetery law.



2020 KY State Board of Licensure Board of Directors

The Kentucky State Board of Licensure for Professional Engineers and Land Surveyors (KYBOELS) was established by the General Assembly in 1938 to protect the public health, safety and welfare. This is accomplished through the licensing and monitoring of individuals and firms deemed qualified to practice.

Among the services KYBOELS provides to engineers and surveyors and the public are licensure, reciprocity, examinations, and investigations and regulatory compliance. KYBOELS is not associated with the Kentucky Society of Professional Engineers; however, KYBOELS resides in the Kentucky Engineering Center as a leasee of KSPE.

Statutes and regulations regarding engineering and surveying law in Kentucky are available on the KYBOELS website, <http://kyboels.ky.gov>. If you have specific questions not addressed here, please contact the board office at 800-573-2680 or 502-573-2680.

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Kentucky State Board of Licensure Calendar of Events 2020

April 17	Paper and Pencil PE & STR Vertical Exams	Louisville KY
April 18	STR Horizontal Exam	Louisville KY
April 16	Committee Meetings	Frankfort KY
April 17	Board Meeting	Frankfort KY
April 23-25	NCEES Joint Western/Southern Zone Mtg.	Houston TX
July 30	Committee Meetings	Frankfort KY
July 31	Board Meeting	Frankfort KY
August 26-29	NCEES Annual Meeting	Chicago IL
October 22	Industrial & Fire Protection PE exams (First Computer Based Administration)	Select Pearson Testing Centers
October 22	Committee Meetings	Frankfort KY
October 23	Board Meeting	Frankfort KY
October 23	Paper and Pencil PE & STR Vertical Exams	Louisville KY
October 24	STR Horizontal Exam	Louisville KY

2020 Chapter Chairs

Audubon



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Barren River



Chris Higgins, PLS
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Bluegrass-Capital



Tim Tong, PLS
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Falls of the Ohio



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Green River



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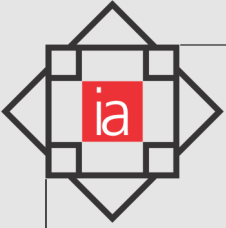
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The Board of Licensure Report

January 2020

Computer Based Testing - Update

The conversion to computer based testing is going well and is on schedule. With the elimination of the state specific surveying exam in late 2018, the entire exam process for land surveyors is now completely computer based.

For engineers, we are still in a period of transition. At this time, the fundamentals exams for all disciplines of engineering are computer based. The principals and practice exams, which are discipline specific are being transitioned to the computer based format a few at a time. As of now, the PE exams for Chemical, Nuclear, Environmental, and Petroleum Engineering are computer based. The last “paper and pencil” exams for Mechanical Engineering were given last fall. All three options of Mechanical Engineering exams will be available for Computer Based testing sometime around April 1.

Due to the fact that there is a relatively small number of examinees for Industrial and Fire Protection, these exams will be given only one day a year. This is the case for all of the exams with a relatively small number of examinees and is necessary to maintain the psychometric integrity of the exams. This year’s test date for Industrial and Fire Protection is October 22, 2020.

Other disciplines will be converted according to the timetable below.

- 2021 – Electrical, Agricultural, Mining
- 2022 – Software, Naval Architecture
- 2023 – Civil
- 2024 – Structural

Late Firm Renewals - Reminder

Any firm that missed the December 31, 2019 deadline to renew its Firm Permit (also known as Business

Entity Permit) may still renew its permit online for up to a year from the date of expiration. The system will calculate a 10% per month late renewal penalty.

A word of caution however; the late renewal provision notwithstanding, the offering or providing of professional services through a firm having an expired permit is prohibited and can result in disciplinary action.

You can check the license/permit status of any person/firm using our online searchable roster...
<https://elsweb.kyboels.ky.gov/kweb/Searchable-Roster>.

If after checking the roster you are still uncertain as to the status of an individual or firm, contact our office for assistance.

Calendar of Events 2020

- | | |
|--------------|--|
| April 17 | Paper and Pencil PE & STR Vertical Exams, Louisville KY |
| April 18 | STR Horizontal Exam, Louisville KY |
| April 16 | Committee Meetings, Frankfort KY |
| April 17 | Board Meeting, Frankfort KY |
| April 23-25 | NCEES Joint Western/Southern Zone Mtg., Houston TX |
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| October 23 | Paper and Pencil PE & STR Vertical Exams, Louisville KY |
| October 24 | STR Horizontal Exam, Louisville KY |

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ENFORCEMENT ACTIONS SUMMARY
For The Period
October 26, 2019– January 31, 2020
Kyle Elliott, Director of Enforcement

FRANKLIN BLAKE ADAMS, PE, PLS

In 2017, the Board of Licensure received a complaint regarding two surveys by Mr. Adams. A Board investigation found that in 2012 Adams had surveyed land of the complainant and had provided a Plat of Survey of his property. However, Adams was of the opinion that the lines he marked on the ground and on the plat were not an accurate location of the property boundaries. Adams did not sign or seal the plat, nor did he identify the plat as work that did “not represent a boundary survey and is not intended for land transfer”. In 2016, the complainant filed a civil suit against his neighbor, in which he represented Adams’ plat as the authoritative location of the boundary lines. During the course of the civil litigation, the complainant agreed in court to a resolution of the disputed boundary, by agreeing that the opposing party hire Mr. Adams to resurvey the disputed lines, with the resulting location to be accepted by the Court as the true location of the lines. Adams resurvey differed significantly from his earlier survey, and the Court accepted the later survey as the location of the lines. In 2012, when Adams presented the first plat, which did not meet the requirements of Section 13 of the Standards of Practice, to his client with every indication that it was a boundary survey, he violated both the Standards of Practice and Section 3 of the Code of Professional Conduct, which requires a licensee to “*issue all professional communications and work product in an objective and truthful manner*”, and specifically requires that all material facts shall be included. The investigation also established multiple violations of the CPD requirements as set out in 201 KAR 18:192 and 196, and other violations of the Standards of Practice, all of which subject Adams to disciplinary actions under KRS 322.180. To resolve the Board’s disciplinary matters, Mr. Adams agreed to enter into a Consent Decree wherein he acknowledged the violations and agreed to: (1) have his professional land surveying license suspended for six months; (2) pay a \$3,000.00 fine; (3) complete two continuing professional

development courses in the Standards of Practice, Code of Conduct, and KRS 322; (4) take and satisfactorily complete the 60 professional development hour correspondence course in Engineering Ethics, by Texas Tech University; (5) make up his deficient CPD hours; (6) automatically be audited for his CPD obligations for his next renewal period; and (7) be on probation for two years during which time he will submit to a quarterly review of both his land surveying and engineering work. The Board accepted the Consent Decree on January 31, 2020.

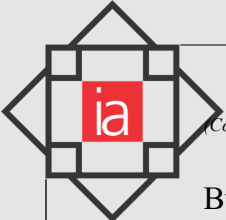
EDGAR L. COX, PLS, PE (inactive)

In July of 2018, the Board received a complaint against Edgar Cox regarding the location of complainant’s boundary lines on two of Mr. Cox’s surveys. A Board investigation found that in 2014 Mr. Cox had completed a survey for the complainant of their property in Green County. Later in 2017, Mr. Cox revised his plat of survey for the project and located some boundary lines in different locations. The investigation did not substantiate any of the allegations made in the complaint. However, the investigation did reveal some violations of the Standards of Practice on the 2017 survey, in that Mr. Cox failed to set at least four property corner monuments as required by 201 KAR 18:150. Additionally, Mr. Cox used the post-nominal letters “PE” and the title “Consulting Engineer”, on the 2017 plat, despite having elected in 2015 to place his Kentucky PE license in an “inactive” status, in violation of KRS 322.020. To settle the Board’s investigation, Mr. Cox agreed to enter into a Consent Decree with the Board whereby he acknowledged the violations and agreed to the following penalties: (1) a Letter of Reprimand; (2) a fine of \$1,000.00; and (3) a probation for two years during which time he will submit to a quarterly review of his land surveying projects. The Board accepted the Consent Decree on January 31, 2020.

JOSEPH MARK BURNETT, PE

In September of 2019, the Alabama Board of Licensure for Professional Engineers and Land Surveyors took disciplinary action against Mr.

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(Continued from page 13)

Burnett for violating their standards of practice of engineering by misrepresenting both the nature of, and actual status of work performed on a project, which was submitted to a local governmental regulatory agency. That Alabama disciplinary action resulted in a stayed suspension of Mr. Burnett’s engineering license and a fine. The violations found by Alabama, and the penalties imposed by the Alabama Board, constitute a violation of Kentucky law, KRS 322.180 (11). Mr. Burnett elected to resolve the Kentucky Board of Licensure investigation by immediately surrendering his Kentucky PE license. The Board accepted the surrender of license, in the form of a Consent Decree on January 31, 2020.

Enforcement Statistics

Calendar Year 2019

Beginning of year complaint files active	56
Complaint files opened (33 engineering 23 surveying)	50
Investigations completed/ complaint files closed	56

Year-end complaint files active	50
Complaints closed with no action warranted	20
Admonishments	13
Agreed injunctions / orders (unlicensed practice)	3
Reprimands, fines, probation, etc.	9
Suspensions ¹	3
Revocations / surrenders ²	5
Licenses Retired or Inactive ³	4
Other	2
Total Resolutions	59

1. Includes suspensions of licensees who failed to comply with terms of a prior Consent Decree.
2. Includes revocations of licensees who failed to comply with terms of a prior Consent Decree.
3. Includes licensees who had failed to comply with CPD requirements and elected to retire their license.
4. Total number of resolutions does not match total number of cases closed (56) because licensees who were suspended and/or revoked due to failure to comply with terms of a prior Consent Decree are included in the number of total resolutions.

The Measuring Woman

The story of Alice Fletcher, the first American woman surveyor and her years allotting Indian lands in the mid-1800s.

In my ongoing research on the history of surveying, I have often wondered who the first woman surveyor was and what role she played in our history. I was not thinking of someone who surveyed town lots or subdivisions, but someone who left a lasting impact on surveying history. A number of times I have run across the name the “Measuring Woman,” a title the Native Americans bestowed on a woman named Alice Fletcher. I knew there had to be a story behind this title, so I got my hands on as much information as I could about this pioneer of surveying history. Following is the story of Alice Fletcher, the Measuring Woman.

Cunningham after her mother’s girlhood friend. Despite any improvement in her father's health, the family returned to their home in New York in the summer of 1838. They shortly thereafter rented a farmhouse in Morristown, N.J., where Alice’s father died in November of 1839 at the age of 38. He left behind his widow, a nine-year-old stepson, and Alice, who was 20 months old. Alice’s mother, Lucia Adeline, settled in Brooklyn Heights where she enrolled Alice in a pioneering educational venture called the Brooklyn Female Academy. The school was founded to afford young ladies the same facilities for acquiring a good English and classical education as was provided for young men at the best collegiate institutions.



Alice Fletcher surveying in Omaha; photo taken by E. Jane Gay.

From Girl to Ethnologist

Alice Cunningham Fletcher was born March 15, 1838 in Cuba, where her father had gone for health reasons. She was named Alice after her grandmother and

Between 1853, when the Brooklyn Female Academy burned to the ground and was rebuilt as the Packer Collegiate Institute, and 1876, Alice spent most of her time teaching and developing her leadership skills. A driven and passionate woman, Alice was active in the



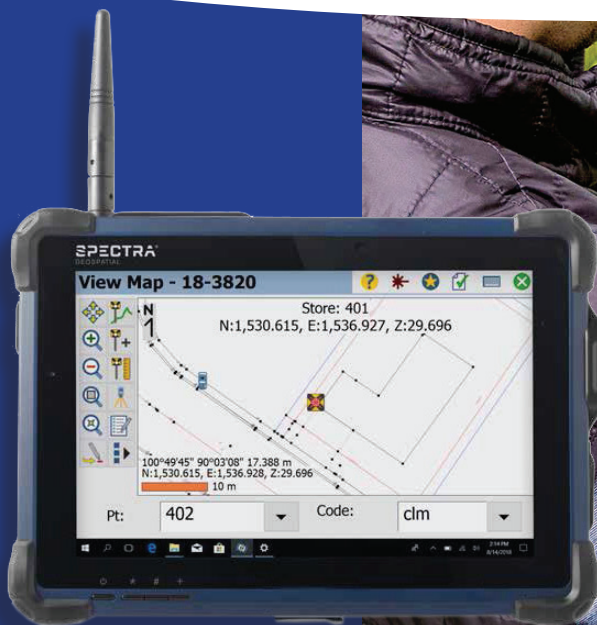
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The Measuring Woman (continued)

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temperance, anti-tobacco and

feminist movements. It was the need to earn her own living that propelled her into her first career as a public lecturer and later into anthropology in her forties. While gathering material for her "Lectures on Ancient America," Alice Fletcher met Frederic W. Putnam, the director of the Peabody Museum of Archaeology and Ethnology in Cambridge, Massachusetts. With

Putnam, Fletcher informally studied archeology. In 1881, her interests turned to contemporary Indians when she met two young Omahas, Suzette and Francis La Flesche, in Boston. Alice later arranged to travel with the La Flesches to Nebraska, where she would camp and observe Indian life. This was the first taste of life among the Native American people for Alice and it would change her life forever.

Surveying Indian Lands, Cementing A Life's Work

Over the next several years Alice Fletcher blossomed into a professional anthropologist. Putnam taught her the importance of scientific study in archeology, which to him meant painstaking and thorough excavation of bones and artifacts with detailed recordkeeping. Fletcher transferred Putnam's emphasis on getting the facts to a new field, ethnology. She invented a new approach to the subject: the rigorous, first-person study, which came to be called fieldwork. As she



Camp on Craig Mountain; photo by E. Jane Gay.

traveled among the Plains Indians, she participated in their life and took detailed notes on their customs and ceremonies. Throughout the 1880s she presented papers based on her observations at the meetings of the American Association for the Advancement of Science and had them published in the annual reports of the Peabody Museum.

"She became a leader in the growing campaign for the reform of the reservation system. Fletcher had met Suzette and Francis La Flesche while they were on a speaking tour in the East with Standing Bear, the Ponca chief, protesting the removal of the Poncas to Indian Territory and calling for the extension of citizenship to Native Americans. When she got to Nebraska, Alice Fletcher learned that the Omahas were afraid they too might be banished from their homes. Joseph La Flesche, Susette and Francis's father, and some of the other leaders of the tribe had built frame houses and begun to farm on the reservation, but they were afraid that the government would abolish their reservation and move them elsewhere to keep them

The Measuring Woman (continued)

away from white settlers. The Indians wanted individual legal title to their farms, just as the white men had. Alice Fletcher listened sympathetically to their story and took up their cause. She lobbied in Washington for the passage of a special act, which provided for the division of the Omaha Reservation into individual allotments of land. When the Omaha allotment act was passed in 1882, she was sent by the Bureau of Indian Affairs to Nebraska to implement it.”*

This experience was the start of her work in surveying. Her first try at land allotments almost cost her her life—not only did she have to try to convince the Omaha that having an allotment to farm was a good thing, she was exposed to the elements of the field while living in an Indian tent. Fletcher worked herself to exhaustion for weeks, during times of torrid heat and terrible storms. After being drenched in a storm, she continued to work in wet clothing and was soon suffering from a severe chill. She became so ill that she was transported 30 miles to the Omaha mission. For three weeks, no attempt was made to change her bed linen. It took Alice Fletcher eight months to recover. By 1884, however, she had allotted 75,931 acres in 954 allotments to 1,194 Omaha people. Her work was so thorough that the Bureau next hired her to make a nationwide survey of all the Indian reservations, their histories, current situations and the educational facilities available on each for helping the Indians toward “civilization.” With the completion of that report, Fletcher began to be recognized as one of the foremost authorities on Indians in the country.

She continued to lobby in Washington for a general allotment act. She also raised money for Indian education and home building and took an active part in the annual meetings of the Lake Mohonk Friends of the Indian, a reform group that urged the government to abandon the reservation system and

promote the rapid integration of Indians into white society. When the Dawes Act, a ruling that converted all Indian tribal lands to individual ownership, was passed in 1887, Fletcher was sent to make the land allotments to the Winnebagos, a small group situated near the Omahas in Nebraska. Then came the more difficult assignment—to go to the more numerous Nez Perces in Idaho.

This project was harder than Alice Fletcher could have anticipated, as shown in a letter to Putnam. She writes:

“I have been working harder than ever before in my life... My honor is involved in getting this done. I dare not resign until it is completed, I will not bore you with all I have fought thro. But I have had the worst struggle of my life. I never met such greed, such a determination to rob a people, as I have found here in Idaho. One would think these Indians had hardly a right to live, and not a right to possess their land. There has been a running fight upon me, because I am determined to do justice and give these Indians a chance. I have not had any one here to help me, but every one to oppose me. The Indians cling to me like children, and I must protect them... Well, Professor, I am getting thro. If the sun will only shine so that the Surveyor can use his solar instrument for the next month all will be done. A compass is useless here. The needle hugs the plate and will not point. There is so much metal in the mountains.”



Alice Fletcher; portrait by E. Jane Gay

The Measuring Woman (continued)

The surveyor she is referring to in the passage is Joe Biggs, a trained eastern surveyor she hired to ramrod (oversee) the fieldwork. The work on the surveys was very complex and difficult, highlighted by this reference to doing some of the work: “Her Majesty [Alice] would follow in the buggy, measuring the distance by counting the revolutions of the hind wheel, one of which was marked by a handkerchief tied about a spoke.”** This method was only used when the land was level and allowed the wagon to be used on other areas of the reservation. Indians that had been trained as chainmen were used to do the fieldwork. The Indians wanted their better lands for farming layed out in metes and bounds, but Alice insisted it be done as the Government Land Office (GLO) required, by sectionalizing the land into North, South, East and West.

“Her Majesty”

Alice Fletcher became good friends with Chief Joseph and was beloved by the Indian tribe. She was named “Her Majesty” in letters written by long time friend and housekeeper Jane Gay. She was called “Her Majesty” by her friends because of her resemblance to Queen Victoria but also perhaps as a humorous way of acknowledging the great respect, approaching awe they were beginning to feel toward her. The Indians knew her as the “Measuring Woman.” When the work on the Nez Perces Reservation was completed she had allotted and surveyed 179,000 acres of land. Throughout the remainder of her life she continued to work for Indian causes and document Indian ways as an anthropologist. Alice Cunningham Fletcher died on Aug. 23, 1923 after suffering from grippe and a stroke. She was working at the Bureau of American Ethnology in Santa Fe, N.M.

In my book, Alice Fletcher qualifies as the first American woman surveyor.

For more on Alice Fletcher, visit <http://lcweb2.loc.gov/ammem/omhtml/omhoim2.html>

References:

* Written by Frederick Hoxie and Joan Mark, authors of work about Alice Fletcher.

** With the Nez Perces. Alice Fletcher in the Field, 1889-1892.

With the Nez Perces By E. Jane Gay

University of Nebraska Press

ISBN 0-8032-3062-1

A Stranger in Her Native Land

(Alice Fletcher and the American Indians)

By Joan Mark

University of Nebraska Press

ISBN 0-8032-3128-8

ISBN 0- 8032-8156-0 (pbk.)

Photos added to the story by Jackie Hawkins used with permission from:

Persistent Link <https://nrs.harvard.edu/urn-3:RAD.SCHL:744844>

Description Jane Gay Dodge Papers, 1861-1951. A-20.

Schlesinger Library, Radcliffe Institute, Harvard University, Cambridge, Mass.

Repository Schlesinger Library on the History of Women in America

Institution Harvard University

Accessed 30 March 2020

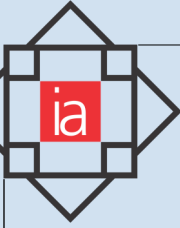
Originally published in *Point of Beginning*, November 25, 2002, <https://www.pobonline.com/articles/86743-the-measuring-woman>; reprinted with permission.



Milton Denny, PLS, the owner of Denny Enterprise, LLC, is licensed as a surveyor in seven states. He has written and provided seminar services on business and marketing topics for the surveying and mapping community nationwide for 40-plus years. He can be contacted at mdenny5541@aol.com.

Saturday, December 7, 2019 at 10 a.m.

Kentucky Engineering Center, 160 Democrat Drive, Frankfort, KY 40601



KAPS Board of Directors

CALL TO ORDER

KAPS 2018-2019 President-Elect Greg Barker Called the meeting to order

PROXY VOTES

None

MEMBERS PRESENT

Greg Barker – President, Josh Calico – Past-President, Jason Graves – Director/Secretary, Tom Bushelman – Director, Jonathan Payne – Director, Justin Drury – Director, Curtis Felts – South-East Chair, Kevin Phillips – Vice-President of Internal Affairs, James Mayo – Director/Treasurer, Mike Billings – Falls of the Ohio Chair, Tim Tong – Bluegrass/Capital Chair, John St. Clair – Scholarship Committee Chair, Bob Smith – Vice-President of External Affairs, Rich Murphy – Director

STAFF PRESENT

Jackie Hawkins – Executive Director

GUESTS PRESENT:

Kyle Elliot – KYBOELS Director of Enforcement

MEMBERS ABSENT

Johnny Justice – Highlands Chapter Chair, Mike Ladnier – Audubon Chair, Matthew Clark – Jackson Purchase Chair, Chris Higgins – Barren River Chair, Craig Palmer – NSPS Director/KAMP Liaison, Randy Long – Northern Kentucky Chair

PRESIDENT'S WELCOME

President Greg Barker welcomed everyone to the meeting and thanked them for making their effort to make the meeting. Introductions were made.

ADDITIONS OR REVISIONS TO THE AGENDA

Kyle Elliott Speaking
Sunset Clause

REVIEW AND APPROVAL OF BOARD MEETING MINUTES

The minutes of the September 14, 2019 meeting were reviewed. Tim Tong made a motion to approve the minutes. Joshua Calico seconded. Motion carried.

KAPS OFFICER REPORTS

President's Report – No Written Report – Thanked everyone involved with getting the Fall Seminars together.

President Elect's Report – No Report

Treasurer's Report – Jackie has attached a Balance sheet and Profit/Loss report.

Administrative Assistant's Report – Submitted

OLD BUSINESS

a) Next KAPS Board Meeting, December 7th, 2019 at Kentucky Engineering Center

b) Need volunteers for Kentucky Construction Career Days

c) Need volunteers for Junior Achievements INSPIRE

d) Pre-Approval of course – Jon Payne wanted KAPS to consider to stop getting pre-approval for coursework, due to time constraints for presenters. Jason Graves suggested an internal review and potentially offering “KAPS Approved” courses. – No vote was made.

e) With the recent adding of online courses to the KAPS continuing education offerings, the use/allocation of funds from said seminars needs to be discussed since no chapters will be offering these courses. Jon Payne made a motion to the following: First use the funds to cover any and all costs (as a percentage) associated with presenting the course (website fees, paying course developer, certificates, mailing, etc.); Second use of funds is to cover any deficit which may exist in KAPS general fund; Third use of funds is to pay for the raffle item used for the scholarship fund (\$2500.00); and Lastly place any remaining funds into the annual scholarship fund. Jason Graves seconded. Motion Carried

NEW BUSINESS

a) Next KAPS Board meeting – Wednesday, February 5, 2020 & Thursday February 6, 2020 at The Clarion in Lexington at the Conference

b) Fall Seminar proctor packages – EVERYTHING NEEDS TO BE EMAILED (NO NEED FOR MAILING PAPER PACKETS TO PROCTORS)

c) Better definition of membership levels (IE: Do business memberships include a full membership?) NO

d) Associate memberships are supposed to be 50% of full membership prices. – TOM BUSHELMAN MADE A MOTION FOR ASSOCIATE MEMBERSHIP COST TO BE HALF OF THE COST OF FULL MEMBERSHIP PRICE, LESS NSPS DUES, JASON GRAVES SECONDED, MOTION CARRIES (FULL MEMBER COST, LESS NSPS DUES AND DIVIDE BY 2).

e) Internal review of continuing education courses offered by KAPS – A NEW COMMITTEE WILL BE FORMED TO REVIEW COURSEWORK. THE COMMITTEE WILL CONSIST OF JON PAYNE, JOSH CALICO AND JASON GRAVES

f) Honoring Doug Comer for his many years of contribution to KAPS, but more particularly for his time as Editor of The Interior Angle (TIA). – IT WAS AGREED THAT DOUG COMER WOULD BE A GUEST OF HONOR AT THE 2020 CONFERENCE (ALL FEES WAIVED) AND WOULD RECEIVE A PLAQUE AND SPEAK AT THURSDAY LUNCH.

(Continued on page 21)



(Continued from page 20)

EX-OFFICIO DIRECTORS REPORTS

GIAC Liaison – no written report. There will be 7 zones within the new Kentucky Coordinate System, in addition to 1600 (Single Zone).

KAMP Liaison – no report

KY State Board of Licensure Liaison – no report

KSPE Liaison – no report (seat is vacant)

NSPS Director – no report

Professional Development Chair – no report (Mike Ladnier is resigning this seat)

CHAPTER REPORTS

Audubon – no report

Barren River – no report

Bluegrass-Capital – no report (Christmas dinner will be on 12/12/2019 at Malone's)

Falls of the Ohio – Report submitted

Green River – no report

Highlands – no report

Northeast (inactive) – no report

Northern Kentucky – no report

Purchase – no report

Southeast – Report submitted

COMMITTEE REPORTS

Annual Conference – No written report

Annual Golf Outing and Picnic – no written report; Golf Outing will be on June 12, 2020 in Bardstown, KY

By-Laws – no report

County Surveyors – no report

Education – no report

Ethics and Professional Practice – no report

Finance – no report

Legislative – no report

Membership – no report

Nominating – no report

Past Presidents – no report

Policy Manual – no report – Tom Bushelman said he will update by April meeting of 2020.

Public Relations – no report

Publications / Newsletter – no report

Scholarship – Report submitted

SPECIAL COMMITTEE REPORT

KY / TN State Line Monument – no report

Board of Licensure Nominations – no written report - Bill Bowie's seat is up for reappointment. Don Pedigo, Jon Payne and Josh Calico are all submitting their names.

State Plane Coordinate Committee – no report – Committee is no longer needed. Committee will dissolve after this meeting.

ADJOURNMENT

Jason Graves made a motion to adjourn. James Mayo seconded. Motion carried. Meeting adjourned.

Submitted by Jason Graves, PLS, Secretary



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Friday, February 08, 2019, 1:00 p.m. est

Holiday Inn East, Louisville, KY

KAPS GENERAL MEMBERSHIP MEETING

CALL TO ORDER

Greg Barker, KAPS 2019 President-Elect, called the February 08, 2019 KAPS General Membership Meeting to order.

PROXY VOTES / QUORUM

President-Elect Barker entertained no proxy votes and affirmed a quorum.

MEMBERS PRESENT

Tim Thompson, Daryn Bernard, William Gibson, Dave Cox, Chris Gephart, Fred Eastridge, Wayne Doller, Russell West, Larry Heinsohn, Brian Bewley, Doug Comer, John St. Clair, Scott Shufflebarger, Chris Higgins, Thaddaeus Lucas, Shaun Foley, Andy Ament, Rodney, McGaughen, Jason Theis, David Ruckman, William Ruberry, Jason Graves, Clayton Baylor, Josh Calico, Eric Spurrier, Doug Johnson, Bill Schroll, Jim Riney, John Napora, Hugo Endris, Tyler Wells, Kevin Phillips, Tim Tong, Walter Bowman, Bobby Upchurch, James Mayo, Richard Nunan, R. Baldwin, Heather Baldwin, Adam Schmeing, Curtis Felts, James Knoth, Andrew Baxter, Chuck Kluener, Justin Drury, Stephen Chino, Craig Palmer, Greg Larison, Greg Barker, Randy Long, William Bowie, Bob Smith, Tom Bushelman & Jeff Jalbrzkowski (Guest)

OFFICE STAFF PRESENT

Jackie Hawkins – Administrative Assistant

PRESIDENTS WELCOME RECOGNITION OF GUESTS

President-Elect Greg Barker welcomed everyone to the 2019 General Membership Meeting. He expressed his appreciation for KAPS members and their attendance at the conference.

RECOGNITION OF GUESTS

President-Elect Barker had each of our VIP Guests briefly address the KAPS membership.

REVIEW AND APPROVAL OF BOARD MEETING MINUTES

Upon review, Jason Graves made a motion to accept the February 16, 2018 General Membership Meeting Minutes. Jim Riney seconded. Motion carried.

KAPS OFFICER REPORTS

Finance Committee Report – Upon review of the proposed 2019 Budget, Justin Drury made a motion to accept. Tim Tong seconded. Motion carried.

OLD BUSINESS

None

NEW BUSINESS

Next KAPS Annual Conference – President-Elect Barker invited everyone to attend the next KAPS Conference on February 2020 at The Clarion in Lexington, KY

Next KAPS General Membership Meeting – Friday, February 7, 2020 at The Clarion in Lexington, KY

COMMITTEE REPORTS & UPCOMING KAPS EVENTS

KET / KAPS Telefund – President-Elect Barker asked for volunteers to assist in the KET Telefund on Tuesday, March 12, 2019, 6 p.m. – 11 p.m. at the KET Studios in Lexington, Kentucky.

National Surveyor's Week – President-Elect Barker announced that National Surveyor's Week is March 17 – 23, 2019.

Annual Golf Outing & Picnic – President-Elect Barker announced that the golf outing & picnic will take place on June 14, 2019 at My Old Kentucky Home in Bardstown, KY.

ADJOURNMENT

Jason Graves made a motion to adjourn. John St. Clair seconded. Motion carried. Meeting adjourned.

Respectfully submitted by

Jason Graves, PLS, Secretary



Falls of the Ohio Chapter

Serving Breckinridge, Bullitt, Grayson, Hardin, Henry, Jefferson,
Meade, Nelson, Oldham, Shelby, Spencer & Trimble Counties
Email: kaps.foto@gmail.com

Chapter Report (February 2020 – April 2020)

February 5-8, 2020 – No formal Chapter meeting was held. The Annual KAPS Conference was considered as our February Chapter meeting.

March 17, 2020 – No formal Chapter meeting was held. Chapter meeting was cancelled due to the Coronavirus (COVID-19). Meeting was to be held at Fish House Bar & Grill in Shepherdsville. Tentative meeting agenda was to be as follows:

1 – Circulation of sign in sheet for meeting attendance for drawing at December KAPS meeting.

2 - Felicia Harper, Director of Bullitt County Joint Planning Commission and Joint Board of Adjustments, has been invited as a guest speaker.

3 – Jason Graves – report on on-going state activities.

4 – Tim Gehlhausen – Financial Report.

5 – Reminder for everyone to renew their KAPS membership for 2020.

6 – Scott Shufflebarger - Discussion on attending meeting with Southern Indiana ISPLS chapter. Any updates. We plan to hold a joint chapter meeting with ISPLS for our April meeting.

7 – Discussion on FOH fall seminar location and classes.

8 – General discussion.

9 – April Chapter meeting will be a joint meeting with ISPLS. Date, Time, and Location to be determined.

10 – FYI – The 2020 KSPE Annual Conference is scheduled for Monday July 13th – Wednesday July 15th at the Lexington Griffin Gate Marriott Resort and Spa. Survey Ethics & Standards of Practice and Code of Professional Conduct is being presented by John Hays and Jackson Kelly on Monday July 13th from 10:00 am to 2:40 pm with lunch from noon to 1:00 pm. See website: kyengcenter.org to register.

April 11, 2020 – KAPS State meeting. Meeting is scheduled for 10:00 am EST. Meeting will be a virtual meeting held via the Zoom Meeting App.

April 21, 2020 – Next regularly scheduled Chapter meeting. Chapter meeting status is still up in the air due to the Coronavirus (COVID-19).

Respectfully Submitted,
Michael P. Billings, PE, PLS
Chapter Chair
Falls of the Ohio Chapter

Southeast Chapter Report

March 27, 2020

The Southeast Chapter continues to work on the The Cumberland Gap Project formerly the Thomas Walker Project. The Southeast Chapter is working on increasing membership within the Southeast Chapter. The checking account for the chapter ending balance as of February 28, 2020 is \$7,021.01 dollars.

Continued successes,

Southeast Chapter Chairman

Mr. Curtis J. Felts, PLS

E-mail: curtisfeltspls@windstream.net

Telephone: 606-864-5472

2020 KAPS Annual Conference



2020 KAPS Board of Directors



President Greg Barker and Surveyor of the Year, Jon Payne.



Doug Comer, recognized for 15 years of service as the editor of The Interior Angle



Past Presidents from left to right: Josh Calico, Jim Riney, Jason Graves, Greg Barker, Wm. Ralph Paris, Jon Payne, & Joe Mylor.



NSPS President, Lisa Van Horn's, personal collection of Surveyor Memorabilia



Mr. & Mrs. Meunier



Special Guest, Bill Orsinger, WVSPS President-Elect



2020 KAPS BOD Swearing in from left to right: Mike Billings, Curtis Felts, Jon Payne, James Knoth, Justin Drury, Rich Murphy, & Bob Smith



Bud Salyer, Esq. teaching a packed class



Richard & Steven Matheny



The Carr Family



Mrs. & Mr. Paris

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Comedian, Tim McLendon, was a fantastic success with the help of Nolan Mark, Doug Comer, & Greg Barker



John St. Clair with scholarship recipients from left to right: Sarah Knoth, Steven Matheny, Grace Billings, Ethan Carr



Conference was hilarious thanks to comedian, Tim McLendon!



Jon was not happy to see the KAPS machete going back to Indiana with Nolan.



Comedian & doctor of Psychology, Street Russell, got the crowd warmed up for Tim.



James Knoth with his daughters, Sarah & Jacy.



It's always a pleasure seeing old friends at conference! From left to right: Mr. & Mrs. Barbelross, Mr. & Mrs. Bertram, & Mr. Barker



KAPS VENDORS



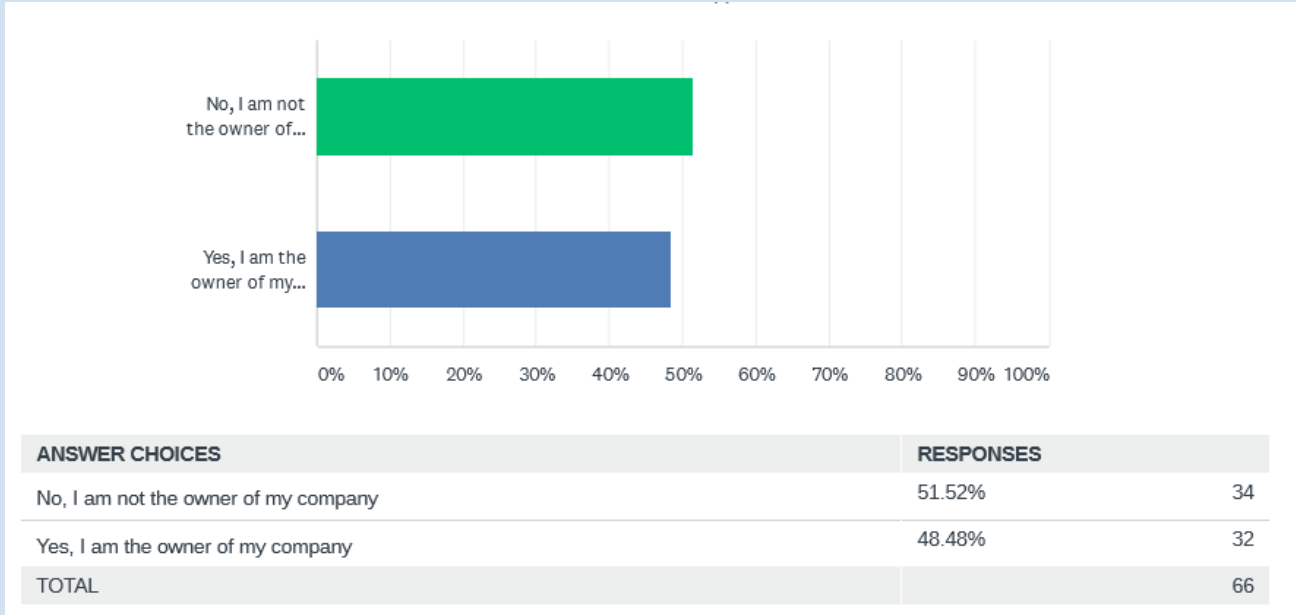
KAPS Conference 2020 Poll Results:



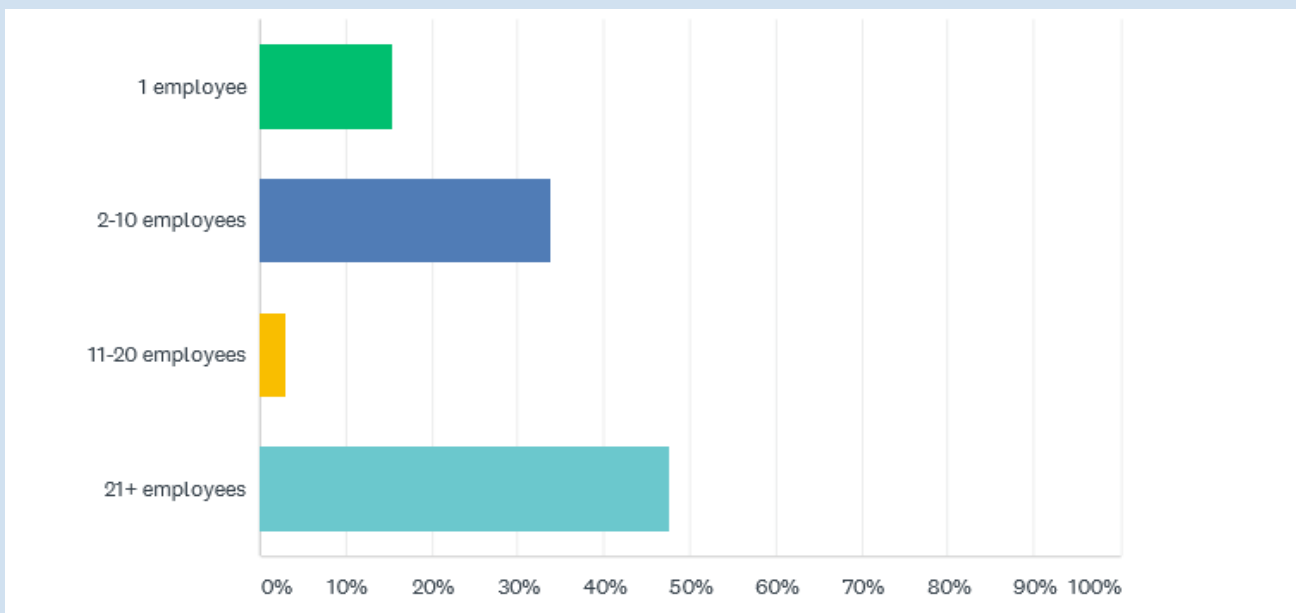
A look at the current state of recruitment efforts and career expectations for those entering the Surveying Profession.

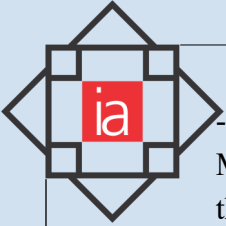
One of the most important KAPS directives, is the representation and promotion of the profession, at High School and other career events. Those members that have manned the KAPS booth at these events, report that the very first question they get asked is “how much will I make?” This prompted the request for some actual hard data on what someone entering the profession could expect, as far as; salary, benefits, and license acquirement incentives. So the Interior Angle Staff, took advantage of having a captive audience at our recent conference, and had you, the surveying community, provide data to us in the form a survey handed out during classes. And here is what we found.

-The breakdown of respondents was almost even between owners and employees.



-The graph below gives and idea of company size for each respondent

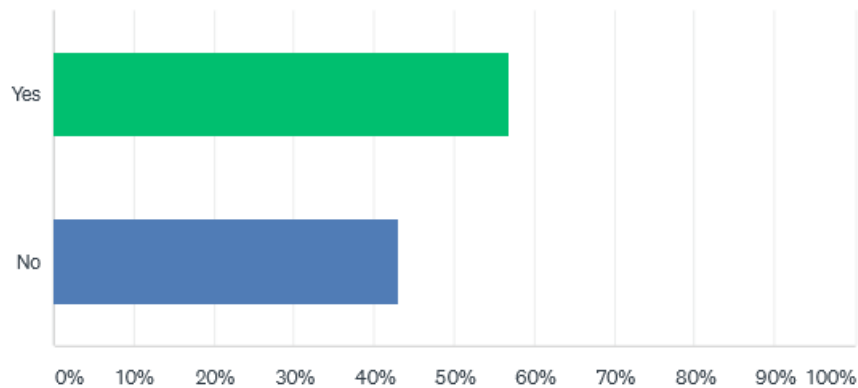




- Incentives ranged from paying application fees, to flex time for classes and paying tuition. Many respondents reported higher salary and promotions for getting a Professional License. Here are the results of those that offer some form incentives verses none at all.

Q4 Does your company offer incentives or programs for non-licensed employees to obtain a Professional Land Surveyor's License?

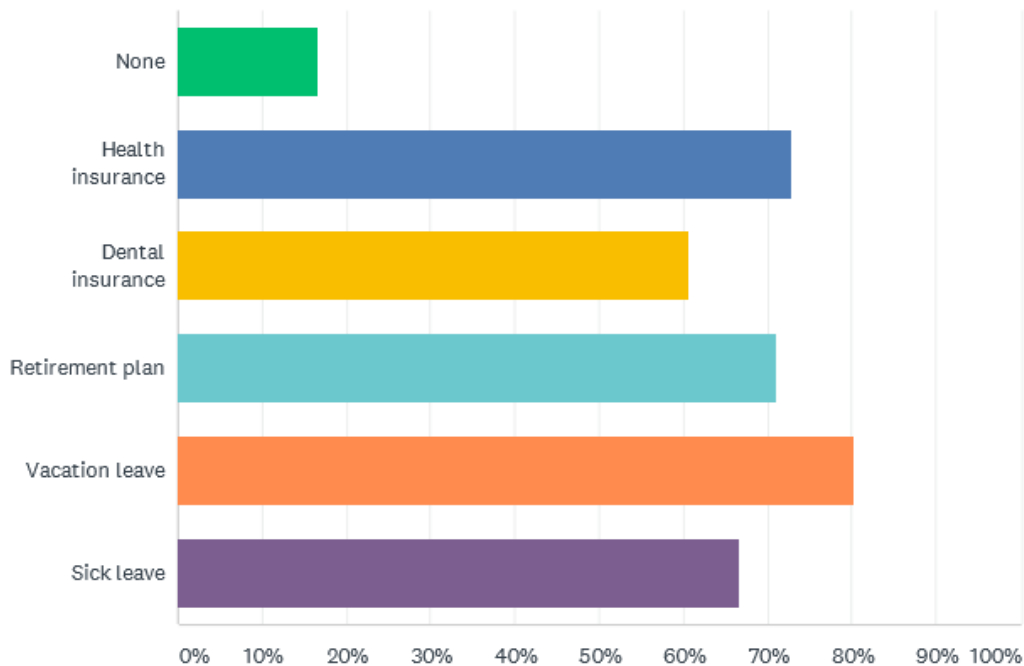
Answered: 65 Skipped: 1

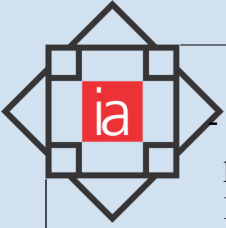


ANSWER CHOICES	RESPONSES
Yes	56.92% 37
No	43.08% 28
TOTAL	65

- According to Bureau Of Labor Statistics <https://www.bls.gov/news.release/pdf/ebs2.pdf>

The results of the poll closely reflected the national trend for benefits offered.

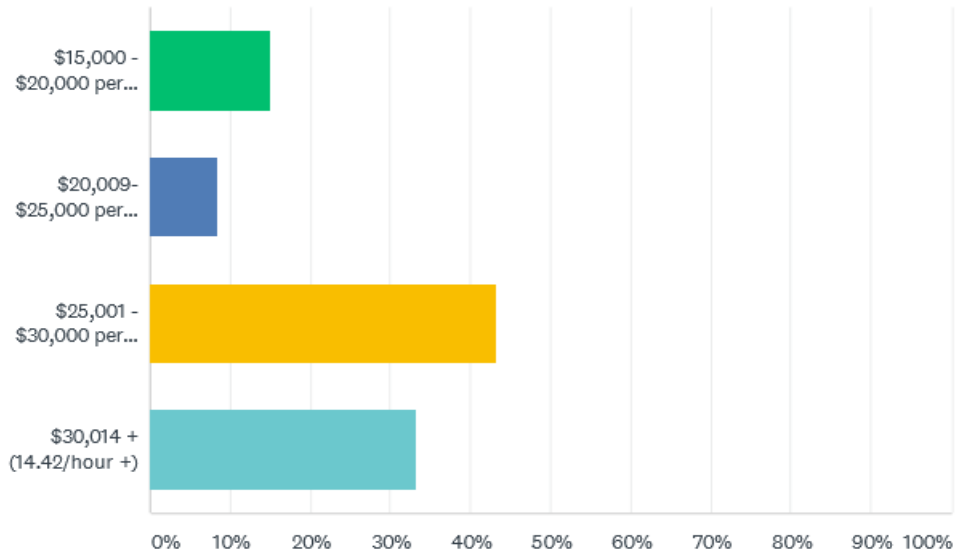




Bureau of Labor Statistics also states the Annual Mean Wage for all levels of Surveying and Mapping Technicians (this does not include license professionals), for the state of Kentucky is \$38,960. Here is what our poll concludes entry level applicants could expect for a starting salary.

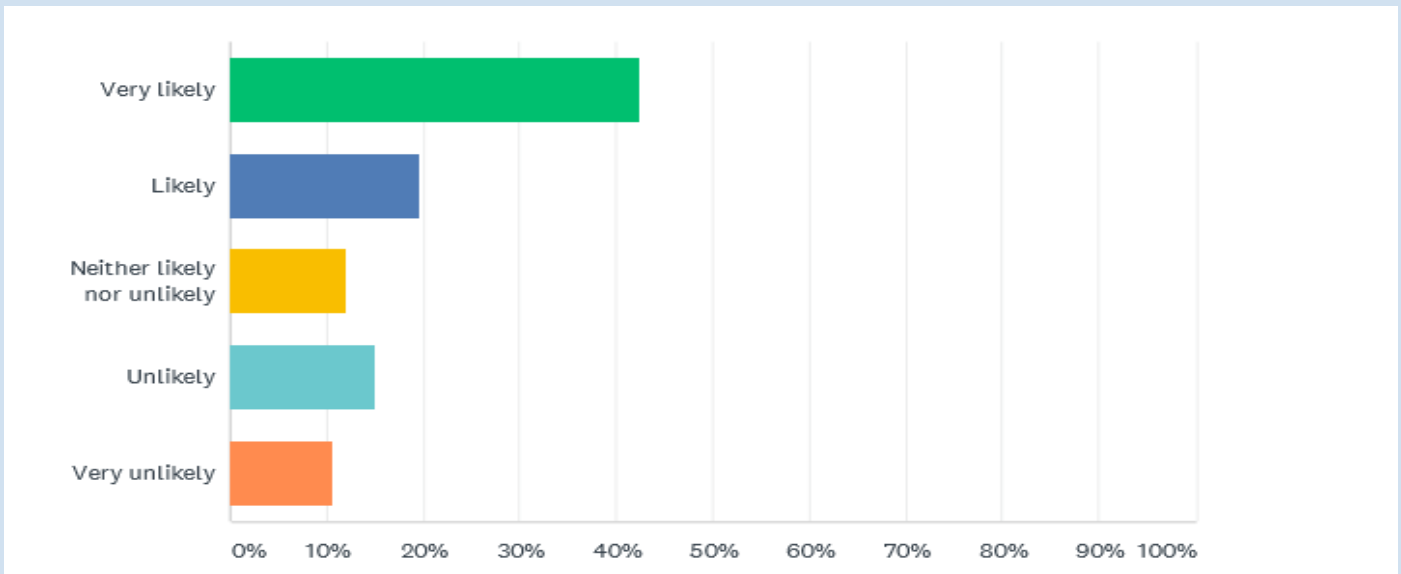
Q6 If your company were to hire a non-licensed, entry level employee, what starting salary would you offer?

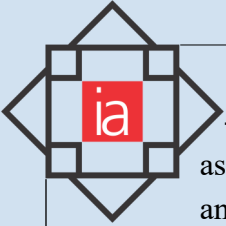
Answered: 60 Skipped: 6



ANSWER CHOICES	RESPONSES	
\$15,000 - \$20,000 per year (minimum wage-\$9.61/hour)	15.00%	9
\$20,009- \$25,000 per year (\$9.62 - \$12.01/hour)	8.33%	5
\$25,001 - \$30,000 per year (\$12.02 - 14.42/hour)	43.33%	26
\$30,014 + (14.42/hour +)	33.33%	20
TOTAL		60

-Along with the majority of respondents being very likely to hire in the next two years.





- Just of those likely and very likely to hire in the next two years, entry level wages tend to be higher as in the graph below. Also, these companies are more likely to offer incentives for getting licensure and employee benefits. Health insurance offerings reported at 80% for just these companies looking to hire in the next two years.



In conclusion, the staff of *The Interior Angle* would like to thank those that took the time to take our survey. The data collected will aide those promoting our profession by providing them with real world information of what to expect upon entering the surveying profession. Land surveying is an attractive and promotable profession, and we have the data to prove it. There are competitive wages, opportunity for promotion, and benefits similar to national averages. The surveying profession is projected to grow 5% for technicians and 6% for licensed professionals in the coming years. As a community, we can all help to promote surveying by educating friends and family, sharing our career at schools, and explaining what we do to our clients.

Justin Drury, PLS, is The Interior Angle Editor, a frequent contributor, teaches surveying seminars on cemetery law, & runs his own business.



2020 KAPS Golf Scramble

My Old Kentucky Home State Park
668 Loretto Rd, Bardstown, KY 40004-0323

TBD September, 9:30 a.m. EST

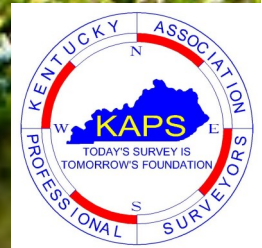
\$75.00 per player • no refunds
(18 hole-greens fees, cart & lunch included)
1st, 2nd & 3rd place prizes awarded

Register as four person team or individually
Deadline for registration: TBD, 2020

Please return registration form to:
KAPS, P.O. Box 211418, Louisville, KY 40221
Or email to jackie@kaps1.com

*Sponsorship Benefits the KAPS Scholarship Fund

KAPS Family Picnic to immediately follow!



Player 1 _____ Avg. Score _____ Player 2 _____ Avg. Score _____

Player 3 _____ Avg. Score _____ Player 4 _____ Avg. Score _____

Address _____ Phone _____

Check Cash Email for invoice: _____

Payment by credit card/online will incur an additional fee.

Contact Bob Smith, 270.566.0567 or bsmithpls@yahoo.com for more information.

2020 KAPS
GOLF HOLE SPONSORSHIP

TBD September
9:30 a.m. EST



My Old Kentucky Home
State Park

668 Loretto Road
Bardstown, KY 40004

PLEASE RETURN FORM & SPONSORSHIP TO:
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or jackie@kaps1.com

***Sponsorship Benefits the KAPS Scholarship Fund**

Select sponsorship choice:

- KAPS Hole Sponsor Sign - \$100 (sponsor sign)
- KAPS Hole Contest Sponsor - \$200 (sponsor sign near contest)
- KAPS Major Sponsor - \$250 (sponsor sign; half page ad in *The Interior Angle*)
- KAPS Bronze Sponsor - \$350 (sponsor sign; 4 person team)
- KAPS Silver Sponsor - \$500 (sponsor sign; 4 person team; hole contest sponsor)
- KAPS Gold Sponsor - \$1,000 (sponsor sign; two - 4 person teams; hole contest sponsor; listing as major sponsor at outing)

Name for Sign _____

Address _____ Phone _____

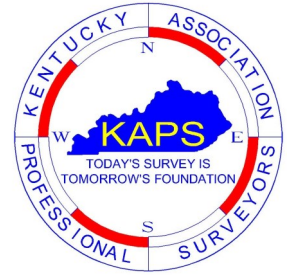
Check Cash

Email Invoice for Online/Credit Card Payments (additional fees apply):

Contact Bob Smith, 270.566.0567 or bsmithpls@yahoo.com for more information.



2020 KAPS PIC-NIC



**TBD September 2020
3:00 p.m. EST**

**My Old Kentucky Home State Park
668 Loretto Road
Bardstown, KY 40004**

Fees cover lunch, optional competitions, & door prizes (please bring your own cooler & lawn chairs)

Planned activities include but are not limited to: Compass & Chain Challenge, Timed Survey Events, Pacing, & Survey Instrument Setups

Family events include:
games, corn hole, & kids activities

Please register by TBD September

Make checks payable to:

Name _____

Address _____

City, State, Zip _____

Adult (13 & up) #: _____ x \$17 = _____

Children (under 13) #: _____ x \$0.00 = \$0.00

Kids 17 & under names & ages:

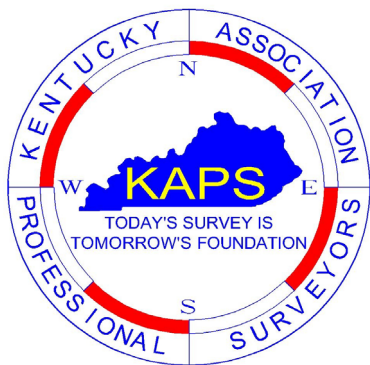
Check Cash

Email for Invoice: _____

credit card & online payments subject to additional fees

**Contact Bob Smith, 270.566.0567 or bsmith-
pls@yahoo.com for more information.**

For Accommodations Visit: <http://www.visitbardstown.com/tourism/hotels-motels.html>



KAPS 2020 MEMBERSHIP APPLICATION

Please send completed form to: Email - jackie@kaps1.com
 USPS - KAPS • P.O. Box 211418, Louisville, KY 40221
 Register online at www.kaps1.com

Name _____ Spouse _____

KY County _____ Chapter _____ KY PLS # _____ Birthdate _____

Home Address _____ City _____ State _____ Zip Code _____

Email Address _____ Highest Degree _____

Home Phone _____ Cell Phone _____

If you are NOT a resident of Kentucky, are you a member of your state survey association? YES NO

Business Name _____

Address _____ City _____ State _____ Zip Code _____

Business Website _____ Business Phone _____

Notification Preference: Email USPS to Home USPS to Business

Information to be included in the KAPS directory: Email Cell Address Business Info Name only
 All of your information will be included in the KAPS directory if nothing is checked.

I HEREBY CERTIFY THE STATEMENTS MADE ON THIS APPLICATION ARE CORRECT AND THAT, IF ELECTED, I AGREE TO BE BOUND BY THE CONSTITUTION AND BY-LAWS OF THE ASSOCIATION.

Signature _____ Date _____

CLASSIFICATION OF MEMBERSHIP

- Associate Member \$ 97.50
- Business Member \$ 390.00
- Corporate Member* \$ 390.00
- First Licensed Year Mbr \$ 0.00
- Full Member (Jan – Dec) \$ 220.00
- Lifetime Full Member \$4,400.00
- Student Member \$ 0.00
- Other: _____ \$ _____

<input type="checkbox"/> Check Enclosed or <input type="checkbox"/> Invoice Me at _____	
Email Address (Please do not include your credit card number on this form) _____	
<small>There is an order fee added to all credit card and PayPal payments. Save money by sending a check!</small>	
For Office Use Only	
Check # _____	Amount Paid: \$ _____
Date Paid: _____	Staff Rcvd: _____
Name if different than Registrant: _____	



“FULL” AND “LIFETIME FULL” KAPS MEMBERS WILL AUTOMATICALLY BE MEMBERS OF NSPS (National Society of Professional Surveyors).

***Descriptions taken from the KAPS By-Laws / Article III / Section 2 Classifications and Qualifications**

FULL MEMBER: Full Membership shall be granted, upon application to the Board, to any person licensed to practice land surveying in the Commonwealth of Kentucky. Except as otherwise hereinafter provided, such membership shall continue, as long as the person's rights to practice land surveying is maintained. A Full Member shall enjoy all rights and privileges of membership in KAPS.

- **LIFETIME FULL MEMBER:** Lifetime Full Membership shall be granted upon conditions listed above with one lump sum payment equal to 20 years of the current Full Member dues rate.
- **FIRST LICENSED YEAR:** KAPS offers Full Membership free of charge to newly licensed individuals.

ASSOCIATE MEMBER: Any person who is non-licensed but has an interest in land surveying shall be eligible for Associate Membership in KAPS. Associate Membership shall be granted upon recommendation by a Full Member and application to the Board. An Associate Member shall have all rights of Full Membership except the rights to vote and hold office.

CORPORATE MEMBER: Any firm or organization engaged in the practice of land surveying shall be eligible for Corporate Membership provided that either a principal of the firm or a person in responsible management position of surveying for the firm is a Full Member of KAPS. Corporate Membership shall be granted upon application to and majority approval by the Board. Corporate Members shall only have such rights or privileges as may hereinafter be provided or which may be accorded at the discretion of the Board. Corporate Members may enroll full-time employees as KAPS members under the appropriate category at a 20% discount from the full price.

BUSINESS MEMBER: Any firm or organization who is non-licensed but has an interest in land surveying shall be eligible for Business Membership in KAPS. Business Membership shall be granted upon recommendation by a Full Member and application to the Board. A Business Member shall only have such rights or privileges as may hereinafter be provided or which may be accorded at the discretion of the Board. Business Members may enroll full-time employees as KAPS members under the appropriate category at a 20% discount from the full price.

STUDENT MEMBER: Any full-time student with an interest in the profession of land surveying shall be eligible for Student Membership. Membership shall be granted upon application and approval of the Board of Directors. Student Members shall have all rights of membership except the rights to vote and hold office, except within a Student Chapter.