

iowa | kansas | missouri | nebraska | oklahoma

**REGIONAL ASSOCIATE DIRECTOR 2007**

**National Associates Committee**

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**REGIONAL ASSOCIATE DIRECTOR 2008**

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**SEPTEMBER 2007-tulsa**

**CENTRAL STATES REGION** – emerging professionals committee  
**EMERGING PROFESSIONAL CHARRETTE SUMMARY**

**CENTRAL STATES REGION** – emerging professionals committee  
**EMERGING PROFESSIONAL CHARRETTE SUMMARY: TULSA 09\_13\_07**

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The following is a summary of the Emerging Professionals charrette in Tulsa, Oklahoma on September 13-15, 2007.

In September 2006, the Central States Region board of directors voted unanimously to use surplus budget to support the needs of Emerging Professionals. Combined funding from the region, anonymous donors in Tulsa, OK, and individual firms allowed for more than twenty Associate AIA and recently licensed architects to come together to spend the afternoon discussing issues that face young professionals in the Central States Region, to share ideas that individual components have found successful in supporting Emerging Professionals, and to plan for the inaugural Emerging Professionals conference to be held in conjunction with the Central States Region Conference in Kansas City in 2008.

Regional leaders including Wendy Ornelas, FAIA (Kansas State University), Tom Laging, FAIA (University of Nebraska), Ed Vidlak, AIA (Nebraska), Daryl Bray, AIA (Oklahoma), Erin Olson-Douglas, AIA (Iowa), Dawn Kirkwood (AIA Kansas City), Katie Harms, Associate AIA (Iowa) and others helped guide an invigorating discussion about the future for young architects in the Central States. Topics of interest included ARE+IDP, how to entice young talented architects to stay within the Central States after graduation, and how to communicate among components in a spread out region. The attached documents were ideas that came from the work being done by motivated Emerging Professionals within each of the components. Our hope is these thoughts and initiatives will assist Emerging Professionals in providing a rich and varied set of experiences for others in their components to develop their ideas and enthusiasm!

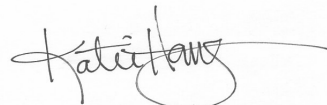
The suggestions and ideas from the charrette are being taken very seriously by the planning committee for the 2008 Central States Region Conference in Kansas City. A high energy, youth-oriented program of events is being planned, including a regional version of the popular Monsters of Design Competition which is open to young designers in architecture, environmental graphics, industrial design, and engineering.

We want to thank all that were able to make this charrette happen. We received great feedback from the participants and other members of firms and chapter leaders. It is a great draw for the younger members in our profession to have a specific focus that relates so closely to what we are all facing and doing as young members.

Sincerely,



Katie Trenkle, AIA  
2007 Regional Associate Director



Katie Harms, Associate AIA  
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## GENERAL DISCUSSION

**IDP/NCARB** NCARB is currently revising their system to allow for on-line submittals and updates for IDP candidates and mentors.

**IDP + ARE:** At the June 2007 National Council on Architectural Registration Board's (NCARB) Annual Meeting, licensing boards from throughout the country gathered in Denver, Colorado. Two of the proposed resolutions were directly related to the timing, or succession of the Architectural Registration Exam (ARE) relative to the requirement of earning training units as part of the Intern Development Program (IDP):

- Resolution 07-8 proposed allowing all ARE candidates to begin taking their exams upon completion of a NAAB-accredited degree program once a candidate has enrolled in IDP. No minimum training units were to be required prior to the start of exams; however, two exams would have been held back until candidates completed all required training units. In addition, the wording of the proposed resolution included a change to the Handbook for Interns and Architects, which, had it been adopted, could have prohibited reciprocity between states.
- Resolution 07-9 proposed that candidates, though still required to obtain a NAAB-accredited degree, did not require training units prior to beginning the ARE and no tests were to be held back prior to IDP completion.

**Result:** NCARB (54 licensing jurisdictions throughout the US states and territories) voted to amend Resolution 07-8, making all sections of the exam accessible to candidates as follows: *To begin taking the ARE an applicant shall have fulfilled all requirements for eligibility established by his or her jurisdiction and shall have enrolled in IDP by establishing a Council record.*

### **Registration Rules/Update per State Jurisdiction (CSR):**

1. IA. Direct Registration State\*
2. KS. Regulating State Board. (State board automatically adopts NCARB's position on ARE+IDP)
3. MO. Direct Registration State\*
4. NE. Regulating State Board. (Effective September 19, 2007, the ARE can be taken concurrent with IDP)
5. OK. Regulating State Board. (Pending approval of motion to allow concurrent exam for all sections except 2 – Building Design & Construction Systems and Construction Documents & Services. Agenda item for scheduled BoG meeting Dec. 5. AIA OK continuing to push for full concurrency)

\*Direct Registration State: NCARB manages all candidate eligibility and score reporting processes. The ARE will be able to be taken concurrently with IDP upon the roll-out of ARE 4.0 in July 2008.

**ARE 4.0:** In July 2008, ARE 4.0 will replace the existing ARE 3.1. The new exam will have seven sections that combine multiple choice and graphic problems. Candidates who have not completed all divisions of ARE 3.1 by July 2009 will transition to ARE 4.0. Please refer to <http://www.ncarb.org/are/ARE40Article.pdf> for more information.

**NAC/YAF**

National Associates Committee (NAC) Planning for 2008.

1. Recognize leadership.
2. Address pro-bono/practice opportunities
3. Recognize IDP outstanding firm awards within CSR.
4. Grassroots programs that support associates and emerging professionals.
5. Support and advocate for AIA's recommendation on ARE timing

**YAF Summit (Grassroots 2007):**

Top Five Questions of Gen-X and Gen-Y's young architects from recent YAF Summit regarding emerging professionals within firm practices:

1. What do you want me to do?
2. Why do you want me to do this?
3. How do you want me to do it?
4. How will I know whether I'm doing this right?
5. What is in it for me?

**Top Ten Issues among young architects (from YAF Summit; Grassroots 2007):**

1. Mentorship
2. Human Capital
3. Leadership
4. Practice Management
5. Increased Credibility
6. Respectability of the Architect
7. Outreach
8. Work-Life Balance
9. Integrated Practice
10. Technical Skills

For more on the YAF Summit, please refer to attached PDF.

**Internship in the CSR**

Training of the future generation in the Central States is of utmost importance for appealing to and retaining young talent within the Central States. The training begins within the schools of architecture. By making a stronger tie between education and the profession, students are educated about opportunities within the region and are encouraged about opportunities within the region. Educators need to make a conscience effort to encourage talented students to practice regionally. The following ideas were discussed in relation to "maintaining relevance" in the Central States:

- leadership opportunities for Emerging Professionals are more available in the midwest states than coasts
- "marketing" the Central States
- Technology and communications



- Regional firms are doing national and international work > the opportunities are there.
- Respect for generational differences
- Reverse the talent drain, real or perceived within the Central States
- Strengthen communication and collaboration between components within the region.
- Encourage and celebrate multi-disciplinary collaboration -- common interests within the design professions. For example MOD-2006 program in Kansas City (Monsters of Design). Invites all designers regardless of profession. Good design is good design.
- What is the draw to keep interns in the CSR?
  - a. Market ourselves and our work – Iowa Architect magazine is a great example
  - b. Firms be competitive
  - c. Highlight opportunities – what are the opportunities?

**Central States Emerging Professionals Committee:**

The AIA Central States Board developed the emerging professionals committee to address the needs of emerging professionals within the region. The committee surveyed all the unlicensed architects within the region and concluded that the following would be the priorities for 2007:

- Focus on Licensure with a special emphasis on graduates prior to 2000 and students.
- Focus on Mentorship and Firm Education.
- Emerging Professional Track at CSR Conference in Tulsa.
- Increase Communication among Emerging Professionals within the region.

For the survey and results, please refer to attached document.

**Proposed or Ongoing Emerging Professionals Activities per State:**

**IOWA:**

- EA Task Force
- AIA board retreat (Dec. '06)
- Internship guidelines based on National AIA Teaching Firm (firm awareness!!!)
- Road map – path from education to practice (info for students and interns)
- ARE success teams
- Laddership Mentoring
- Beyond firm
- X Generation
- ISU Discussion
- IDP intro
- Practice-based internships
- State convention
  1. IDP boot camp
  2. Speed mentoring



IOWA (BEAT THE HAWKS!)

- EA TASK FORCE**
- AIA Bd. RETREAT (DEC. '06)
  - INTERNSHIP GUIDELINES [AWARENESS!]  
FOR FIRMS (BASED ON 'TEACHING FIRM' - NAT'L AIA)
  - ROADMAP - PATH FROM EDU. TO PRACTICE
  - ARE SUCCESS TEAM [INFORMATION]  
FOR GRADUATES, INTERNS
  - LADDERSHIP
    - BEYOND FIRM
    - X GENERATION
  - ISU DISCUSSION
    - IDP (INTRO)
    - PRACTICE-BASED INTERNSHIPS
  - STATE CONVENTION
    - IDP BOOT CAMP
    - SPEED MENTORING
    - PARA PANEL - CONVEN. COIT.

3. FAIA panel – career continuum

KANSAS:

- Monthly Wednesday Meetings for young arch's/E.P.'s
  1. Q&A for IDP & NCARB ... essentially a friendly "nag" committee, encouraging and supporting associates to progress through exams.
- Hosts movie series appealing to young arch's/E.P.'s. (i.e. My Father the Architect, Sketches of Frank Gehry)
- Pub crawl
- Lectures geared toward EPs sponsored by local components
- AIA150
  1. transportation hub
  2. riverfront development
  3. Greensburg
- Structures seminars – September 28-30 in Wichita
- ARE seminars
- AIA KS conference – lecturer and workshop geared towards EP's
- *Goals in KS:*
  1. Firm support for ARE and licensure
  2. website/blog for EP's to connect since our EP's our geographically spread out through 5 major cities.

KANSAS

CURRENTLY:

MONTHLY MEETINGS - LUNCH & DISCUSSION  
LOCAL EP'S

PUB CRAWL

IDP/NCARB/ARE Q & A ONCE A MONTH

MOVIE SERIES

LECTURE'S geared towards EP'S

AIA150 TRANSPORTATION HUB  
 RIVERFRONT DEVELOPMENT  
 GREENSBURG

STRUCTURES SEMINARS - SEPT. 28-30  
WICHITA

ARE SEMINARS

AIA KS CONF TRACK - seminar & workshop

CALLS/REQUEST  
 AR 34  
 EGB

\* FIRM SUPPORT FOR ARE & LICENSURE

AIA KS CONF. WICHITA

MISSOURI:

- Recognition of IDP Friendly Firms and AIA Teaching Firms. Must meet prescribed criteria to be designated an IDP Friendly Firm or AIA Teaching Firm.
- Host design competition appealing to EP's (i.e. Design for recycling receptacles for downtown streetscape/downtown Springfield, MO).
- St.Louis EP's:
  1. Developed a unique brand identity appealing to young arch's.
  2. Created online discussion group on Yahoo for local young arch's.
  3. "Eye Candy" postings encouraging awareness by members of cool firm web sites.
  4. Post job opportunities
  5. Maintains their own budget and planning.
  6. e. "Naked Snowflake Party" -- very popular, not limited to young arch's.
  7. Funds are used to support an ARE library. Resources are kept current and available to everyone, not just AIA members.



- Pillars Leadership Program (KC)
- EP Happy Hour – camaraderie, networking (KC)
- YAF (Springfield)
  1. All Associate members
  2. Design competition
  3. Social events
- YAF (KC)
  1. Monsters of Design
  2. Lectures
- Women in Design (KC) Women in Design. Promotes mentorship, relevant programs, networking opportunities, and support among women within the profession.
  1. Mentorship
  2. Programs
  3. Includes other professions
- ARE/IDP task force (KC)
  1. Study sessions, firm presentations University connections
  2. IDP Firm of the Year, board award
  3. Announce/recognize licensure
- YAF (STL)
  1. Branding (graphic design competition)
  2. Yahoo group for communication, resources, job opportunities, forum
  3. Just Do It
  4. Monthly tours – under construction, built work, historic
  5. Twice yearly FAIA meeting
  6. Social networking with other groups
  7. Associates, licensed, non-members
  8. Eye Candy – weekly email links to cool stuff
  9. Lecture series, exhibitions
  10. Naked Snowflake – social event
  11. Biannual ARE celebration
- ARE study guide library at AIA STL, good resource for members and non-members

# MISSOURI

- <sup>MAAC</sup> <sup>ANNUAL</sup> **IDP FRIENDLY + TEACHING FIRMS**
- <sup>MAAC</sup> **PILLARS LEADERSHIP PROGRAM** - young leader development associates + non members
- <sup>MAAC</sup> **EP HAPPY HOUR** - CAMARADERIE-CONNECT
- <sup>MAAC</sup> **YAF-MOD** - LECTURES
- <sup>MAAC</sup> **WIDKC** - mentorship - program - other professions
- <sup>MAAC</sup> **YAF** - all AIA members - Design Competition - Social Events
- <sup>MAAC</sup> **ARE/IDP TASK FORCE** - Study Sessions - Firm Presentation - University Connections
- <sup>MAAC</sup> **ARE Study Group** - licensed prof. lead - coordinated by YAF
- <sup>MAAC</sup> **IDP Firm of the Year** - Board Award - Announce/Recognize Licensure
- <sup>MAAC</sup> **YAFSTL** - branding (graphic design competition) - monthly tours - under construction, built work, historic - 2x year FAIA meeting - social networking w/ other groups - associates, licensed, non members
- <sup>MAAC</sup> **YAHOO GROUP** - resource, job opportunities, forum
- <sup>MAAC</sup> **Eye Candy** - weekly email links to cool stuff
- <sup>MAAC</sup> **Naked Snowflake** - social
- <sup>MAAC</sup> **Bi Annual ARE Celebration**
- <sup>MAAC</sup> **ARE Study Guide Library @ AIA STL** (good resource)



## NEBRASKA:

- 2-way mentoring for E.P.'s and firm principals
- Educate firms
- Invite leaders
- Improve educational/social opportunities among E.P.'s
- Take advantage of concentration of E.P.'s among eastern part of the state
- Develop Laddership Program (multi-firm/multi-generational)
  1. Principal
  2. Recently Licensed
  3. Completing Licensure/ARE
  4. Middle ARE
  5. Starting ARE
- ARE test prep classes (AIA)
- State board pays NCARB fee
- IDP Bootcamp presentations, YAF and university
- Governor celebrates new licensees
- Educate firms and young emerging architects
- 2 way mentorship!
- Localized efforts (Lincoln/Omaha/west)
- AIA NE web page for EPs

## NEBRASKA (GO BIG RED!)

- # ARE TEST PREP CLASSES (AIA)
- # STATE BOARD PAYS NCARB FEE. \*\*\*
- # IDP BOOTCAMP PRESENTATIONS - YAF & UNIV.
- # GOVOR CELEBRATES NEW LICENSEES.

## GOALS:

- # EDUCATE FIRMS & YOUNG/EMERGING ARCHITECTS
- # 2 WAY MENTORSHIP!
- # LOCALIZED EFFORTS. (LINCOLN/OMAHA/WEST)
- # AIA NE WEB PAGE FOR E.P.'S
- # INVITE NAT'L LEADERS TO TALK



## OKLAHOMA:

- ARE Success Groups. Counters the consequences of breaking the exam down from one effort into 9 exam sections. Each office takes turns hosting these study sessions.
- More involvement
- More value
- Mentorship
- Statewide communication and collaboration

### Central OK:

- EP Symposium
- Bus stop competition
- ARE seminars

### Eastern OK:

- Success Groups (study for exams)
- 2<sup>nd</sup> Thursday - Firms rotate hosting a 2nd Thursday of each month social/educational event covering various EP topics.
- Associate site visits
- Bus stop competition

## OKLAHOMA

### CENTRAL OK

- EP SYMPOSIUM
- BUS STOP COMPETITION
- ARE SEM.

### EASTERN OK:

- SUCCESS GROUPS
- 2<sup>ND</sup> THURSDAY
- ASSOCIATE SITE VISITS
- BUS STOP COMPETITION
- MORE INVOLVEMENT
- MORE VALUE ↗
- MENTORSHIP
- STATE WIDE COMMUNICATION & COLLABORATION



## CSR 2008

### Kansas City

The Central States Conference will be held in Kansas City, October 23-27, 2008. The goal is to attract emerging professionals and others to the conference by creating a conference that celebrates the city. The conference planning committee will rely throughout the year on the Central States Emerging Professionals Committee for recommendations, to help market the conference, and to help spread the word regionally.

#### Why Kansas City in 2008?

- The Anti-Conference
- More “outside” activities
- More buses -- get out of the conference rooms
- More lectures/panel discussion from Y.A.’s or E.P.’s talking about their experiences with high profile work within the CSR. Let the local EPs talk about challenges, rewards, scope
- Start planning right now
- Graphics and promotional material should appeal to E.P.’s and Y.A.’s (generational)
- E.P.’s must want to go
- Experience the city - get to know the culture unique to KC
- MOD party - Regional submissions
- Regional charrette opportunities
- Consider “speed lectures” -- 20 minute educational lectures
- Architectural Scatter
- Round-table/panel discussions
- E.P.’s are not as concerned with generating CEU’s ... more concerned with relevant content and opportunities for E.P.’s
- On the streets! (see the city in all its aspects – architecture, parks, boulevards, restaurants, bars, shopping, etc.)
- No stuffy rooms
- Make tours part of the overall fee and not separate
- Tours (begin with presentations in a conference room, then go to sites)
- See the city – be out and about
- Meet at architectural offices
- Competition tied to marketing of the conference - interactive, each component sends their winners?
- Interactive, component based
- Build camaraderie
- Round table section BYOBI (bring your big idea)
- See the city “hot spots”
- Have great volunteers and a great planning committee!
- Title = content (... is a Great title)
- Design charrette at the conference on local/regional topic
- Converge then disperse
- Letter from ED worked
- Individual invitation – makes it personal
- Involve students?

- Component encourage collaboration
- Cost crucial for EPs (partial scholarships? Each AIA registrant gets free AIA registration? Licensed members provide individual scholarships?)
- Cost? What gets waived?
  1. Firm leaders sponsor (1) employee to come
  2. Sponsors, regional vendors
  3. Scholarship program
  4. Focus on EP at conference
- Marketing CSR
  1. promote young talent (come see what the young people are doing)
  2. identify key firms across the region and make personal contacts
  3. market to the media in cities throughout the region
  4. appeal to allied professions
  5. get sponsorships from regional vendors for tours and scholarships
  6. begin “teaser” marketing promo in the next few months
  7. component collaboration
  8. letters / marketing pieces to firm principals
  9. Firm recognition – competition
  10. Logo – imaging
  11. Individual invitations
- Have individual components provide EP scholarship support
- Involve the architecture schools throughout the region

