Romancing the Architect
How Employers Attract and Retain Their Employees
- Architect vs. Architect  
  Tues., April 8, 6:00 p.m.; Teng & Associates, 205 N. Michigan Ave.  
  Sponsor: Corporate Architects PIA  
  A lively panel discussion of how traditional architects and corporate architects view each other. 3 LUs.

- Health Care Facilities  
  Wed., April 9, 5:30 p.m.; Perkins & Will, 330 N. Wabash Ave.  
  Sponsor: Architecture for Health PIA  
  A review of current health care projects by Perkins & Will. 3 LUs.

- The Expanded Loop TIF  
  Wed., April 9, 5:15 p.m.; Chicago Cultural Center, 78 E. Washington St.  
  Sponsor: Planning & Urban Affairs PIA  
  Michael Mettler, Department of Planning and Development, and Jack Pettigrew of Trkla, Pettigrew, Allen and Payne lead a workshop explaining Tax Increment Financing. 3 LUs.

- Masonry Restoration  
  Thurs., April 10, 5:30 p.m.; AIA Chicago  
  Sponsor: Historic Resources PIA  
  The first in a series on materials for restoration and conservation. 3 LUs.

- The Good, the Bad, and the Ugly: The Transformation of North Michigan Avenue  
  Wed., April 16, 5:30 p.m.; Chicago Cultural Center, 78 E. Washington St.  
  Sponsor: AIA Chicago  
  John Buenz, FAIA and Lucien Lagrange, AIA discuss their firms' roles in developing the Magnificent Mile.

- Integrating Sustainability and Architectural Education  
  Tues., April 22, 6:00 to 8:00 p.m.; Palmer House Hilton, 17 E. Monroe St.  
  Sponsor: Environment PIA  
  As part of the Affordable Comfort conference, a panel of architects discuss how sustainability can be integrated within architectural education. Moderated by Michael Iversen, AIA. $10 (students free). 4 LUs.

- CSI’s Green Products Night  
  Tues., April 22, 3:00 p.m.; IBM Building, 330 N. Wabash Ave.; Cost: $5  
  Co-sponsor: Environment PIA  
  The sixth annual exhibition of environmentally responsive construction products. For information, call CSI at 312/641-5986.

- Flush Wood Doors  
  Thurs., April 24, 12:00 noon; AIA Chicago  
  Sponsor: Technical PIA  
  Eric Ekstrom, of the National Wood Window and Door Association, presents a program on flush wood doors. 3 LUs.

- Winning Young Architects  
  Wed., May 7, 6:00 p.m.; AIA Chicago  
  Sponsor: Young Architects PIA  
  1996 Young Architect Award winners—Eric Davis, AIA; Peter Exley, AIA; and David Jennerjahn, AIA—present their work and discuss what inspires them. 3 LUs.

- Fort Sheridan Master Plan  
  Thurs., May 8, 5:30 p.m.; AIA Chicago  
  Sponsor: Historic Resources PIA  
  William Tippens, Assoc. AIA presents design and preservation guidelines for the historic former military base. Co-sponsored by the Planning & Urban Affairs 3 LUs.
**Tour: The New Post Office**

Sat., May 10, 10:00 a.m.;
433 W. Harrison St.
Sponsor: Corporate Architects PIA

Fred Gleave, AIA of the U.S. Postal Service leads a tour of the new Chicago facility. Meet at the lobby escalator. 3 LUs.

**Environmental Field Trip: Swallow Cliff Woods**

Sat., May 17, 10:00 a.m.;
Sponsor: Environment PIA

Timed to occur during peak wild flower bloom, this trip includes discussion of savanna restoration. Call AIA Chicago for directions. 4 LUs.

**Tour: Eckenhoff Saunders Architects Inc.**

Tues., May 27, 5:30 p.m.; 700 S. Clinton St.
Sponsor: Design PIA

Tour of the firm, including a presentation of recent work. 3 LUs.

**Interior Architecture for Health Care**

Wed., May 14, 5:30 p.m.;
AIA Chicago
Sponsor: Architecture for Health PIA

A discussion led by Jocelyn Stroupe and Gary Bell of OWP&P on how hospital interiors convey the corporate image. 3 LUs.

**Learning Las Vegas**

Thurs., May 22, 5:30 p.m.;
AIA Chicago
Sponsor: Interior Architecture PIA

The speakers for this titilating discussion of casino design are Laurie Miller, AIA, Lucien Lagrange, AIA, and Richard Tomlinson, AIA. 3 LUs.

**The Place Where We Live: New Views of Urban Housing**

Wed., May 21, 5:30 p.m.; Chicago Cultural Center, 78 E. Washington St.
Sponsor: AIA Chicago

As part of AIA Chicago's lecture series, Peter Landon, AIA, Frank Christopher Lee, AIA, and James Nagle, FAIA discuss moderate-income housing in the city.

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Having spent the past 25 years immersed in the practice of architecture, it was refreshing and sobering recently to host at my office 12 students from the architecture schools at IIT and UIC. I volunteered to be the guinea pig for the first “Dinner With an Architect” program sponsored by the Chapter’s Education to Practice Task Force. I was assisted by Rob Hunter, a young intern at my firm, who I depended on to fill the generation gap and provide anecdotal experiences about starting out in The Real World.

Do you recall the moment you realized the line you were drawing across that clean, white sheet of paper was no longer a design concept but actually was going to be built? That line would be analyzed by building officials, paid for by owners, built by contractors, and experienced by users. I know that school alone did not prepare me for that moment.

The transition from student to practitioner can be a confusing and anxious period for young interns who have never had the opportunity to spend time in an architect’s office. This gap in our professional development recently has been analyzed in a special report by the Carnegie Foundation. Entitled Building Community and authored by Ernest Boyer and Lee Mitgang, this study was conducted over a 30-month period. It explores the relationship between an education in and the practice of architecture.

“The truth is that architecture has serious, unsolved problems compared with other fields when it comes to supplying on-the-job learning experiences to induct students into the profession on a massive scale,” report Boyer and Mitgang. “The architecture profession must support a required system of internship prior to licensure in an industry that has neither the financial resources of law nor medicine, the stability and public support of teaching, or a network of locations like hospitals or schools where education and practice can be seamlessly connected. And many employers acknowledge those problems.”

I highly encourage all AIA Chicago members to get a copy of Building Community (Orders: 800/777-4726; $18.75). It challenges all of us who have been fortunate enough to build a bridge across the gap to reach back to help the next group.

The students I met at “Dinner With an Architect” were bright adults who were ready to hear from Real World architects. This includes those of us in traditional practices as well as those in other industry-related careers.

AIA Chicago is lucky to have Doug Garafalo, AIA and Lee Waldrep, Assoc. AIA, as co-chairs of our Education to Practice Task Force. They have worked hard to create opportunities for practitioners and students to meet. I would like to invite all of you to contact Doug and Lee to find out how you can help the next generation of architects and AIA members make this critical transition.

W. Stephen Saunders
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AIA Chicago Members Named Institute Fellows

The AIA has elevated seven Chicago members to its prestigious College of Fellows, an honor awarded to members who have made significant nationwide contributions to the profession.

The following members will be awarded Fellow standing: Roula Alakiotou of Roula Associates Architects Ltd.; Howard Decker of DLK Architecture Inc.; Andrew Metter of A. Epstein & Sons; Frederic Moyer of Moyer Associates Inc.; Werner Sabo of Sabo & Zahn Attorneys at Law; Sam Scaccia of Murphy/Jahn Inc.; and James Stevenson of Perkins & Will.

With the exception of the Gold Medal, fellowship is the highest honor the AIA can bestow on a member. There are less than 2,000 AIA members recognized out of a membership of over 58,000.

The new Fellows, who are entitled to use the designation “FAIA” following their names, will be invested in the College of Fellows at the 1997 AIA national convention in New Orleans on May 17.

National Convention Positions Itself as Perfect Place for Learning

With the AIA’s Continuing Education System now a reality, the 1997 national convention has repositioned itself as the ideal place to quickly and easily accrue learning units. By attending, members can be well on their way to fulfilling the Institute’s continuing education requirements. And, all credits will be electronically recorded immediately.

The convention is divided into two program types: pre-convention workshops and scheduled seminars. Three full-day ($90 each) and 14 half-day ($50 each) workshops are being offered on Thursday, May 15. More than 83 seminars are scheduled during the convention. Each is one-and-a-half to two hours long and open to 50 to 200 participants.

The deadline for hotel reservations is April 17. Convention pre-registration closes on April 24. For more information, call 202/626-7395.

AIA Chicago Seeks Delegates to National Convention

The interests of AIA Chicago are represented at the AIA’s national convention by delegates elected by the Chapter Board of Directors. Members who will be attending the 1997 convention in New Orleans and who are interested in serving as delegates should contact Alice Sincic, executive director of AIA Chicago, at 312/670-7770, no later than April 21.

Chapter delegates must attend a pre-convention delegates meeting at 5:00 pm, Wednesday May 7, and the candidate speeches and regional caucuses at the convention on Friday morning, May 16.

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Firm principals want to keep staff happy. They want to keep their best architects on board. What moves do they make to communicate this and satisfy employees?

By Randall Deutsch, AIA

Hit less hard in the early '90s, Chicago has benefited from stronger growth and construction than either of the Coasts. But has this translated into increased salaries and better benefits for area architects? Has it led to greater incentives and job security?

"In the past six months I've seen salaries jump by 10 to 15 percent due to a shortage of qualified people," says Bob Robicsek, AIA, a principal of Environ Inc. Robicsek believes compensation charts, like those printed in the 1997 AIA report Compensation at U.S. Architecture Firms, are within "five to eight percent of Chicago architects' compensation." But he feels there is a disparity at the younger architect's level and is concerned about recent articles on architects' compensation.

"These articles are giving architects the wrong idea. Employees read them, put them up on the bulletin board. They create huge problems for firm principals," says Robicsek, who was particularly annoyed at one smart-alecky employee who scrawled on an article entitled "Compensation is on the Rise" for Architects the words "Not at this place!"

"They don't think about their personal qualities and skills," says Robicsek, "only that they're not paid enough according to some list pinned up in the office kitchen."

To test the AIA chart (see page 11), Chicago-area architecture firms—large, medium and small—were asked what salary they would offer an architect with a professional degree, CAD ability and three to five years experience. Larger firms, on average, predictably offered the most, $32,000 a year, while medium and small firms between $28,000 and $31,000.

But surprisingly, several principals indicated that senior architects in their firms were making nearly as much as the principals. Tom Jaeger, AIA of Jaeger, Nickola & Associates, admits "if we were to put everyone's salary on a chart, yes I think there would be some surprises."

Yet, Jaeger has nearly done just that. His firm's policies are "open book," including management and fee structures for interns to the highest paid employees. "We apprise staff of everything we know," says Jaeger. "It sets a tone we want to carry into every aspect of our relationships with employees."

Urban Works Ltd. is another firm where the guiding principle is the open book theory of management, where the inner workings of running the business are made known to employees so there is little going on that they don't know about. "Even salaries are set based on job title so everyone knows how much the others earn," says principal Lisa Willis-Brown, Assoc. AIA.

Admittedly, open book management is not for the faint-hearted. Though being "in" on pertinent information can be perceived as a morale booster for staff, is it really a good idea to inform staff about the monetary value of their benefits and other out of pocket costs for items paid for on the employee's behalf? Tom Humes, AIA of Solomon Cordwell & Buenz Associates Inc. answers with a resounding "yes," as does Robicsek of Environ. "Most younger staff have no idea that their benefits may total five to 20 percent of their base compensation. They take benefits for granted," says Robicsek.

But too much openness has its downside, as Robicsek learned when his employees requested an organizational chart to know where they each stood within the firm. "Many were surprised to learn where they stood, some unhappily," says Robicsek. "Since then, we've decided to withhold this from employees. They're absolutely happier not knowing."

Who Benefits?

In a job market without loyalty or permanence, has the industry-standard benefit package become a dinosaur? In firms with high turnover rates, is profit...
sharing that doesn’t kick in until after several years a token gesture? Firms offer three weeks vacation, but who stays five years anymore? For many, just finding and keeping a job is benefit enough.

“As soon as the market takes a downturn, employees will feel fortunate to have a job and will be willing to accept little or no benefits,” predicts Robicsek. “Even in this boom market there are a lot of firms that are ‘outsourcing’ to consultants and temp staff to which they do not have to pay benefits. I believe this trend will continue and gain more favor.”

Many architects don’t realize that benefits are 100 percent voluntary. In an effort to keep overhead down, some architecture firms offer below the industry standard. There’s no obligation to offer benefits, paid time for holidays or vacations. Employers do so to help the firm attract potential candidates and to retain those already onboard. So, an increasing number of benefit packages reflect the diverse needs, interests and age groups of a firm’s employees.

“Our benefits package came about as we made choices about who we could hire,” says Willis-Brown. “We attempted to design a benefits package that would service the unique needs of each individual. The result is more of a custom package.” Urban Works offers full AIA dues or $100 toward another professional organization, and their vacation policy includes the employee’s birthday. “Part-time employees get generous benefits too,” she adds.

Solomon Cordwell & Buenz offers 10 vacation days plus two personal days, parking spaces for associates and above, and AIA dues paid in full, and Humes predicts that there will be more employee perks in the future.

“We’re seeing an increased concern by current and prospective staff members about benefits that affect their future, including 401(k) programs, professional development programs and challenging career opportunities,” says Bob Clough, FAIA of Loebl, Schlossman & Hackl/Hague Richards. “We seek to offer a package that is better than industry standard to attract and keep staff.” His firm pays 60 percent of the cost of AIA dues “to encourage staff to participate in all the Chapter offers.” It also offers an athletic club membership at an attractive rate.

More RAM

Just as important are intangible incentives, the myriad ways in which architects are rewarded by non-monetary means.

“We’re very high on intangibles,” says Jonathan Fischel, AIA of the Yas/Fischel Partnership, a small firm in Evanston. “We care about people, and we’d like our employees to see us as a business family, people who will be fair, reasonable and help them succeed.” Fischel and partner, Stephen Yas, AIA, take employees out, “to touch base, break down the partner/staff relationship,” he says.

In addition to covering AIA dues, Urban Works offers employees a $250 professional development allowance, “to encourage employees to expand their knowledge,” says Willis-Brown, “but interestingly no one takes advantage of it on their own. We started out suggesting programs that should be attended, and now we tell people to plan on attending programs.”

Another incentive, being invited along to meetings, is a perk for the uninitiated, but a liability for those who could do with fewer meetings. As you grow in your career, what motivated you last year may not work for you this year. And the bar keeps rising.

Tom Jaeger is always looking for ways to keep his employees “sharp and whole,” recently investing in three months of in-house CAD training for all employees. “If you don’t invest in employees,” he says, “it’s back to the Sunday Tribune and 95 resumes you don’t want to see.”

Today’s perquisites may include a company Visa card, parking space, use of a company car, and club memberships. Some firms offer nightly dinners in exchange for working late. Jordan Mozer will bring a masseuse into the office the night before a deadline for staff massages. Ten years ago, the declaration “we bought more RAM and it helped morale” would have meant nothing to either employer or employee. Today, hi-Pentium computers with large monitors can help retain employees.

“It’s a morale issue,” says Robicsek. “Everyone has one so no one has to scrounge around for one.”

Yas/Fischel recently moved into new offices. Though the principals got their first private offices, the staff benefited with new workstations and by not having the principals looking over their shoulders all the time. “Let’s design a better...
Through the years new wall systems periodically appear on the construction scene. All of them seem to boast economy, speed and durability. But all too often, years down the road, owners and specifiers come to the sad realization that the new systems just haven't lived up to expectations and claims.

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workspace for our employees,” said Fischel. “After all, isn’t that what we’re selling to our clients?”

Loebl, Schlossman & Hackl/Hague Richards acknowledged a need for employees to balance work and home obligations. “This makes accommodations like flexible working hours a necessity, along with the need to recognize that the staff member who has to leave everyday at a certain time is no less dedicated than the staff member who’s home obligations provide more flexibility,” Clough says. “It’s an issue of both balancing schedules and an interest in having a life outside the office.”

But there is only so much an employer can do. “A firm can offer greater responsibility and opportunity, along with the support to succeed through education and mentoring,” says Clough. “But ultimately, it is the individual’s sole responsibility to take advantage of what is offered.”

Coming to Grips

“Today’s staff wants to know what their job description is, and what it takes to advance to the next level,” says Clough.

“The qualities I look for and strive to develop in a potential or veteran employee have to do with how strongly you feel about architecture, and what you want out of working with us,” says Jaeger. “Could this person be a partner of mine or take on a management role? One person answered an ad for an architect with three to five years experience who turned out to be just a student. We made a position for him, and he’s become one of our most valuable staff members who has to leave everyday at a certain time is no less dedicated than the staff member who’s home obligations provide more flexibility,” Clough says. “It’s an issue of both balancing schedules and an interest in having a life outside the office.”

But there is only so much an employer can do. “A firm can offer greater responsibility and opportunity, along with the support to succeed through education and mentoring,” says Clough. “But ultimately, it is the individual’s sole responsibility to take advantage of what is offered.”

In addition to authoring this article for Focus, Randall Deutsch, AIA contributed the cartoon on page 10. He is an architect with Chicago-based Jordan Mezer & Associates and a member of AIA Chicago’s board of directors.
Reinstating AIA

Stevem Blye, Phillips Swager Associates; Robert Surman, Graham Anderson Probst & White

Associate AIA
Kristin Hargrove, Holabird & Root LLP; Fritz Hengge, Mark Hurtubise, NWS Architects Inc.; James Petrakos, Legat Architects; Scott Polit; Susan Rolander, Michael Siciliano, Jeff Sommers, Elva Rubio, Rubio Durham Architects;

Emeritus
Robert Vagnieres, Sr., Jupiter Realty Corp; Robert Anovitz, Perkins & Will

Transfer to AIA Chicago

Students
Erie Bilbridge, Harold Washington College; Leander Cuasay, University of Illinois at Chicago; Ellen Pumo, Harold Washington College

Grund & Riesteer Architects Inc., has relocated to the Civic Opera Building, 20 N. Wacker Drive, Suite 2418.

Legat Architects, with five offices in the Chicago area and one in Florida, has launched an international division. Jeffrey Sronkoski, AIA heads the newly formed division from the firm's Oak Brook office.

Loeb Schlossman & Hackl/Hague Richards has announced the following changes to their staff: Armando Gallardo, AIA, a former vice president of RTKL, has joined the firm as an associate principal; Catherine D’Hooselaere and Robert Wootton, AIA were promoted to associate principals; and Csaba Szekelyhidi and Gary Betts, FCII were named senior associate principals.

OWP&P recently signed a lease for 59,000 square feet of office space on the top three floors of the Burnham Center at 111 Washington St., marking the largest trans-
action in the past 15 months involving a suburban company moving to the Loop. The firm's move from Deerfield to Chicago is scheduled for September. It will consolidate 80 people from OWP&P's downtown office with 145 people from its suburban location.

Philips Swager Associates (FSA) recently announced the following appointments in its Naperville office: Mark Balasi, AIA to senior associate and Todd Eicken, AIA to associate. Both architects are an integral part of PSA's healthcare and library markets.

AWARDS
In February, Anthony Belluschi Architects received three awards for two recently completed projects. Park Meadows Retail Resort in Littleton, Colorado—a new 1.5 million-square-foot retail village 15 miles south of Denver—won two awards, one from SADI and the other from the Design-wise Competition. In addition, SADI honored the firm's University Shopping Center in Tampa. The redevelopment of the Center included the creation of a new logo and marketing identity, the renovation of existing common areas, the construction of a new Dillard's Department Store, and the remodeling of the old department store into small shops, a food court, and a new theater complex.

Acoustical consultants Kirkegaard & Associates of Downers Grove are part of the design team awarded a 1997 National Award for Interiors for a restoration of Dillingham Hall at the Punahou School in Honolulu. New York architects Hardy Holzman Pfeiffer Associates lead the team, with Fischer Dachs as theater consultants. Among technical changes to this historic hall are the improvement in reverberation by the removal of absorptive ceiling tiles, better sight lines by the reduction of audience seating to 630, a reconfigured orchestra pit for 80 musicians, and a new stage shell.

NEW PROJECTS
Harry Weese Associates, in collaboration with Joe Karr & Associates, has been commissioned to design a new national cemetery on the grounds of the old Joliet arsenal southwest of Chicago. The cemetery is one phase of an overall plan to convert the 23,500-acre site to civilian use. The largest parcel, approximately 19,000 acres, will be converted to a natural tall grass prairie. The cemetery will comprise 925 acres and will be situated immediately adjacent to the prairie and another historic natural environment called Hoff Woods. Plans also call for a commercial/industrial area on the site. The commercial section will be separated visually and will not intrude on the cemetery or the other nature areas. The design of the cemetery is very simple and scarcely alters the existing landscape. The materials used on the low-lying cemetery buildings will be primarily of limestone which abounds in the area.

Holabird & Root LLP, in association with Environmental Systems Design and Pepper Construction Co., has been selected to renovate the International House of Chicago, having completed the master plan for the facility. Originally designed by

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Holabird & Root in 1932, the International House of Chicago is the University of Chicago's largest residential facility. The building's interior will be transformed into a modern facility featuring state-of-the-art security and electrical systems. Enlarged residential rooms will incorporate custom-designed furnishings, storage units and bathrooms. Community spaces will include study rooms, 24-hour computer facilities, a fitness center, and music rooms.

VOA Associates Inc. recently was selected as the design architect, with Baxter Hodell Donnelly Preston as architect of record, for a $72 million university center for the University of Cincinnati. The center will consist of a 185,000-square-foot conference center with guest lodging, a class "A" office building of approximately 175,000 square feet, a 550-car parking garage, and extensive site landscaping. Located between the west academic campus and the east medical campus, the center will functionally and symbolically unite the two campuses. It also will provide the architectural backdrop for University Commons, an adjacent open space being developed as part of the University's master plan.

**PROFESSIONAL DEVELOPMENT**

PSMJ Resources Inc. is sponsoring a conference to help with the complexities of business ownership transition. The "Ownership Transition Conference" is slated for Thursday and Friday, April 3 and 4 at the Hyatt Regency O'Hare in Rosemont. For information, call 800/537-7765 or e-mail to psmj@tiac.net.

The Chicago Department of Buildings is offering "The Permit Process Revisited" on recent changes to the permit process including: certificate of occupancy, workflow automation, electrical permit into building permit, and electrical code changes. It is scheduled for Tuesday, April 22, 8:30 to 10:00 a.m. (registration begins at 8:00 a.m.) in the council chambers on the second floor of 121 N. LaSalle St. Registration fee is $5. Faxed registrations to Builders Association of Greater Chicago, 708/409-0977.

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Chair, 1904, by Charles Rennie Mackintosh. Ebonized oak, reupholstered with horsehair. Collection of the Glasgow School of Art. Courtesy of the Art Institute of Chicago.

learning units; Won-Door will report credits automatically for participants. It is being offered May 13, 14 and 15 in Chicago and outlying areas. There is no charge; however, space is limited. Lunch included. For an invitation, call Corinne Bodeman at 630/653-7889.

“Waterfront Parks and Pathways: Design, Funding and Operation” is being sponsored by The Waterfront Center on Friday and Saturday, May 16 and 17 at the Omni Netherlands Plaza Hotel, 35 W. 5th St., Cincinnati. For information, call 202/337-6356.

VARIous MATTERS

“Charles Rennie Mackintosh” is in full swing this month at the Art Institute of Chicago. The exhibit includes drawings, room settings, furniture, decorative arts, models and watercolors and runs through June 22. For details, call 312/443-3600.

The Graham Foundation for Advanced Studies in the Fine Arts is sponsoring “Modern Athens: Planning the Myth,” a lecture examining how 19th century planning and civic architecture were instrumental in forging the identity of the modern Greek nation. Eleni Bastea, an architectural historian, is the keynote speaker. The lecture is scheduled for 6:00 p.m., Wednesday, April 2 at 4 W. Burton Plano. Seating is limited to 150. For information, call 312/787-4071.

The Women’s Architectural League is holding its annual scholarship dinner at 6:30 p.m., Friday, May 2 at The Cliff Dwellers, 200 S. Michigan Ave., 22nd floor. During the celebration, scholarships for architecture students at UIC, IIT and UIUC will be awarded. For information, call Angela Turley, 773/281-1864.

The College of Design at Iowa State University is holding a reception during the AIA convention for all alumni of the department of architecture. The reception takes place on Saturday, May 17 from 5:30 to 7:00 p.m. at the New Orleans Hilton Riverside. For information, call Stacy Cullison at 515/294-6804.

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Corporate Architects PIA. Architects vs. Architects. 6:00 p.m.; Teng & Associates, 205 N. Michigan Ave., #8000. 3 LUs.

Architecture for Health PIA. Designing Health Care Facilities. 5:30 p.m.; Perkins & Will, 330 N. Wabash Ave., #3600. 3 LUs.


Planning & Urban Affairs PIA. The Newly Expanded Loop TIF. 5:15 p.m.; Chicago Cultural Center, 78 E. Washington St., fourth floor conference center. 3 LUs.

Historic Resources PIA. Masonry Restoration. 5:30 p.m. (meeting), 6:00 p.m. (program); AIA Chicago. 3 LUs.

Young Architects PIA. Award-winning Young Architects. 6:00 p.m.; AIA Chicago. 3 LUs.

Planning & Urban Affairs PIA. Monthly meeting. 5:00 p.m.; AIA Chicago. 3 LUs.

Architectural Flush Wood Doors. 12:00 noon; AIA Chicago. 3 LUs.

Builders Association of Greater Chicago. The Challenge of Bidding. 8:00 a.m.; Holiday Inn O'Hare, 5440 N. River Road, Rosemont. $30/BAGC members; $30 non-members. Reservations by April 25: 708/409-0806 (phone); 708/409-0977 (fax).

Historic Resources PIA. Fort Sheridan Master Plan. 5:30 p.m. (meeting), 6:00 p.m. (program); AIA Chicago. Co-sponsored by the Planning & Urban Affairs PIA. 3 LUs.

Corpor ate Architects PIA. Tour of the New Central Post Office. 10:00 a.m.; U.S. Post Office, 433 W. Harrison St. Meet at the lobby escalator. 3 LUs.

Planning & Urban Affairs PIA. Monthly meeting. 12:00 noon; AIA Chicago. 3 LUs.

Architectural Health PIA. Interior Architecture for Health Care. 5:30 p.m.; AIA Chicago. 3 LUs.

Government Affairs PIA. Monthly meeting. 12:00 noon; AIA Chicago. 3 LUs.

Environment PIA. Spring Field Trip to Swallow Cliff Woods. Call Chapter for directions; 10:00 a.m. 4 LUs.

Construction Industry Affairs Committee. Monthly meeting, 8:30 a.m.; AIA Chicago. Cost: $5.

AIA Chicago. The Good, the Bad, and the Ugly: The Transformation of North Michigan Avenue. 5:30 p.m.; Chicago Cultural Center, 78 E. Washington St.

Government Affairs PIA. Monthly meeting. 12:00 noon; AIA Chicago.

Construction Specifications Institute. Green Products Night. 3:00 to 6:00 p.m. (exhibits), 6:15 p.m. (keynote speaker); 330 N. Wabash Ave., second floor. Information: 312/641-5985.

Education PIA. Monthly meeting, 5:30 p.m.; AIA Chicago.

Environment PIA. Integrating Sustainability and Architectural Education. 6:00 to 8:00 p.m.; Palmer House Hilton, 17 E. Monroe St. $10. 4 LUs.

Technical Issues PIA. Architectural Flush Wood Doors. 12:00 noon; AIA Chicago. 3 LUs.

Builders Association of Greater Chicago. The Challenge of Bidding. 8:00 a.m.; Holiday Inn O'Hare, 5440 N. River Road, Rosemont. $30/BAGC members; $30 non-members. Reservations by April 25: 708/409-0806 (phone); 708/409-0977 (fax).

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