Mentoring Young Design Talent
Focus on Programs

President’s Letter

News Briefs

Cover Story

The Osmosis of Mentoring

Case Study

Berlin, Germany

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Feature

Are You Saving Enough for Retirement?

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2000 Professional Interest Areas

Corporate Architects
Robin Ellerhorpe, FAIA

Design
David Brininstool, AIA

Environment
Michelle Halle Stern, AIA

Health
To be announced

Historic Resources
Thomas Gentry, Assoc. AIA

Housing
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Meet the Planners: Ronald Thomas and John Paige
Wednesday, February 9, 12:00 noon
AIA Chicago
Sponsor: Planning and Urban Affairs PIA
Architect Ronald Thomas, new director of the Northeast Illinois Planning Commission (NIPC), and John Paige, NIPC’s director of transportation planning, are guests for the first in a series of conversations about a balanced transportation system for the Chicago region. These meetings will culminate in a symposium on regional transportation design late in the year. Bring your lunch; beverages are provided. 1 LU/1 HSW

Corporate Real Estate Outsourcing: The Demand Side
Wednesday, February 9, 5:30 p.m.
AIA Chicago
Sponsor: Corporate Real Estate PIA
A panel of corporate property owners — Ed Schauble, Waste Management; Tom Bergseth, AIA, Walgreen’s; and Walt Berger, Bank One — identify their outsourcing requirements for service providers and what services are typically outsourced. Where is outsourcing headed? How are architects impacted in outsourced service relationships? 1.5 LU

Leaving the Nest: The Ups and Downs of Starting Your Own Firm
Wednesday, February 16, 5:30 p.m.
AIA Chicago
Sponsor: Office Practice PIA
Discuss the successes and challenges offered by opening your own firm. Alan Madison, AIA and Anthony Akindele, AIA discuss their experiences. Karen Dilibert of AVA Insurance, Eric Singer of McBride Baker & Coles, and marketing consultant Barry Koren, AIA of Koren Network Ltd. offer their perspectives as well. If you have recently started a firm, have contemplated doing so, or are currently working for someone else after managing your own firm, join us and share your thoughts, questions and fears. 1.5 LU

Choosing the Right Window for Commercial Projects
Thursday, February 17, 12:00 noon
Chicago Bar Association
321 S. Plymouth Court
Sponsor: Technical Issues PIA
Using case studies from across the U.S., learn how four key criteria (aesthetics, cost, thermal performance, and environmental concerns) impact the design of wood and aluminum windows for applications as punched openings, storefronts, and curtain walls. Terry Zeimet, AIA, CSI, CDT, with Pella Corp., discusses the advantages and disadvantages of each. Lunch is available for $10 (purchase a ticket in the CBA Shop) or bring your own. 1 LU/1 HSW

Recent Changes to CES
As of January 1, AIA members are required to complete 18 learning units (LU) with eight health, safety and welfare hours per year. This is a change from the previous requirement of 36 LU. As well, LU now are calculated simply as the number of hours in a program or activity, rather than by multiplying the hours by a quality level.
Emerging Visions: Exhibit and Reception
Thursday, February 17, 5:30 p.m.
Knoll Inc., The Merchandise Mart, #1111
Sponsors: Design and Young Architects PIAs
The winners of the Emerging Visions competition, co-sponsored by AIA Chicago’s Young Architects and Design PIAs, Chicago Architectural Club, and Knoll Inc., will be announced at this exhibition and reception. Jurors Peter Exley, AIA; Eva Maddox, Assoc. AIA; and Ben Nicholson have been invited to speak. Prizes donated by Knoll will be presented.

Visioning
Thursday, February 24, 5:30 p.m.
OWP&P, 111 W. Washington St.
Sponsor: Interior Architecture PIA
Nick Luzietti, AIA, principal in charge of interiors at VOA Associates Inc., presents this method of thinking which fosters a highly collaborative client/designer relationship. He will engage participants in a visioning simulation. 1.5 LU

Check Your Transcript
www.e-architect.com

REITs 2000 and Beyond
Thursday, March 9, 5:30 p.m.
AIA Chicago
Sponsor: Corporate Architects PIA
The Corporate Architects PIA continues its examination of current real estate issues as they affect architectural practice. Paul Fisher, CFO and general counsel of Centerpoint Properties, discusses the current status of REITs in the Midwest. Where are REITs going? What are the characteristics of REIT deals? How do architects fit in? How do these trends affect corporate real estate development? 1.5 LU

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A Rare Opportunity

Thinking back to the opening of Chicago Architecture: The Art of the Long View, I am struck by how many firms participated and by the number of people who attended the opening. Eighty-two firms chose a single, recent Chicago-area project they felt best represented the firm at the turn of the century. And, over 400 people came to see their choices.

Cynthia Weese, FAIA, dean of Washington University’s School of Architecture and principal of Weese Langley Weese Architects Ltd., was invited to deliver the keynote address that night. Her take on the future was so thoughtful, I think it bears repeating. Therefore, excerpts from Weese’s speech are printed below for those who missed the opening.

If you haven’t seen the exhibit yet, you should. It’s on display through February 29 in the Atrium Gallery of the Chicago Architecture Foundation, 224 S. Michigan Ave. It is a rare opportunity to explore what architects in a city as vibrant as Chicago are concentrating on at this moment.

Cynthia Weese, FAIA
December 9, 1999

With the Art of the Long View, you are saying clearly as we move into the new millennium that it is important to take stock, to examine your work, individually and collectively, and to mark the state of architecture in Chicago. The work in this exhibit shows environmental awareness, technological sophistication, and a real concern for making architecture meaningful and useful to the people who inhabit it.

Assuming that this is the base for the future, what then does that future bring?

For the past two years, I have been fortunate to work with Fumihiko Maki on a Visual Arts and Design Center for Washington University. During a recent forum, someone asked, “Mr. Maki, you have built so many important buildings, what do you want to do in the future?”

“Thinner buildings and more silent spaces,” he answered enigmatically.

I believe his answer references two essential ingredients in architecture — the making of technologically responsible buildings and the nourishing of the human spirit.

The use of technology to make buildings that use resources more efficiently — Maki’s “thinner buildings” — will certainly be uppermost in architects’ minds. We need to think on a global scale as we use materials. Within the forthcoming millennium, certainly within the next century, as architects we will be forced to do this. In this exhibit, I see evidence of the recognition of this.

Chicago architects have always prided themselves on their knowledge of good building; the continuing challenge of conservation is one we will face and where I know we’ll succeed.

Maki’s “silent spaces” refer to the power which space and architecture have on everyone’s life. We all have great belief in the ability of architecture to transform and enrich human life and culture. There
has never been a time when the architect’s unique ability to integrate is more needed. In the centuries to come, architects can make great contributions; we can lead the many-sided and complex. It is important to be supple and fluid, to unite rather than separate, to listen to the heart as well as the mind. We need to meet not only the physical needs in a program, but the often unspoken ones as well.

I would like to add two more points to Maki’s:

First, it is important as we work that we look outside the property lines of our projects and consider the block, the neighborhood, the city itself. As architects and as citizens, we are responsible for the entire built environment. We are literally stewards of the built environment. No one else has the education, the experience, or the insight to do this as well as we do. If we don’t take part in the larger issues of shaping that environment, then we are to blame for its problems.

In conjunction, we must speak out. I’m proud to be from a family of activist architects. Ben’s and Harry’s objections to the destruction of Chicago landmarks helped create the preservation movement that has been so important to this city. Throughout the country and the world, there is a great deal to be done to make our urban and suburban developments better. Here in Chicago, we can draw sections through the entire metropolitan region, from east to west and north to south, and consider the issues that face our settlements. Our metropolitan areas pose a major challenge to us in the new millennium.

Finally, in the years to come, we need to continue to build on our architectural past. This is particularly important here in Chicago. The great architects of this century, including many from Chicago, were very conscious of the past. They used it and transformed it. This is one of the hardest issues we address as architects: How do we bring the past into the future in a meaningful way? This involves searching.

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Philadelphia Predicts Biggest-Ever AIA Convention and Expo

More than 15,000 architects and industry professionals are expected to attend the AIA Convention and Expo in Philadelphia on Thursday, May 4 through Saturday, May 6. The theme of Philadelphia 2000 is “New Century - New Vision: Livable Communities for America’s Future.” Speakers, experts, and attendees will share strategies for improving the livability of the nation’s communities.

Andrew Young, former U.S. Ambassador to the United Nations and mayor of Atlanta, will open the convention by addressing how we can adapt our sense of community to the rapidly changing urban and suburban lifestyle. Attendees can participate in more than 160 continuing education seminars and 20 half-day workshops. At the concurrent AIA Expo 2000, over 550 manufacturers and providers will exhibit a vast array of products and services in industry-specific pavilions and in a special center for new products.

For additional information on the AIA National Convention and Expo, please call the convention hotline at 202/626-7395.

New Uniform Application and Online Forms Help Speed NCARB Transmittal Process

Registered architects may now obtain registration instructions and submit transmittal request forms for 36 U.S. jurisdictions and all 10 Canadian provinces at the NCARB Web site: www.ncarb.org/forms/req_tran.html. Also, 17 states — Illinois is not one of them — have recently adopted the Uniform Application for registering architects, making it possible to use the same application form for each of those 17 states. In most cases, the transmittal process requires the completion of two forms: Request for Transmittal (Form 182) and the Uniform Application (Form 308) or the state-specific application. First, the applicant completes and submits the Request for Transmittal online. When NCARB receives the transmittal request information, the applicant’s Council Record is checked for accuracy and the applicant is promptly notified by e-mail of any problems, such as past-due fees.

While signature and notarization requirements make it necessary for the hard copy of the application forms to be submitted as well by regular mail, the new process should save time in at least three ways because applicants:

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Publisher Calls for Entries
The Taunton Press is looking for the best design examples for remodels, renovations and additions to bungalows, Cape Cods and ranches. North American projects of any complexity will be considered for a series of books to be published in 2001. Send before and after photographs (they don't have to be professionally shot) and simple floor plans and a brief description of the project to The Taunton Press, 63 S. Main St., P.O. Box 5506, Newton, CT 06470-5506 no later than March 31.

Online Publications Promise to be Valuable Resource for Architects
The first issue of ECOTECTURE: The Online Journal of Ecological Design hit the Internet on January 1. Published in electronic format only, the magazine's mission, according to founder and publisher Philip S. Wenz, is "to empower our readers to solve environmental problems by providing them with timely, mission critical information about the rapidly developing field of ecological design." To register for a free subscription, go to www.ecotecture.com.

Receive new F.W. Dodge project leads, job openings, and CMD leads immediately via e-mail with the Architects Channel, a service of e-Architect and AIA Online. Unique customization features allow you to select leads and jobs by project type and geographical location. To register for free project leads and job alerts, go to www.e-architect.com/archannel.

Eames House Turns 50
Throughout the year, Eames Office is offering seminars, an online video and a summer concert to celebrate the 50th anniversary of the Eames House, created for the renowned Arts and Architecture Case Study House Program. For details, visit www.eamesoffice.com or call 310/459-9663.

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The Osmosis of Mentoring

by Daniel Wheeler, FAIA

Design is a messy process that often wanders rather than charges straight ahead. So is mentoring, which happens as much by osmosis as by teaching. You can't take a pill for wisdom; it comes slowly, in many ways.

In today's overheated environment, attracting and keeping talented colleagues is a constant challenge. Financial compensation is only part of a complex equation in which the opportunities for learning, growth and recognition are equally if not more important. Each member of an office shares the responsibility for creating an atmosphere of respect and interest. I've been asked how we have tried to invest in such an environment at Wheeler Keams; this article describes our efforts.

Gloria Civantes (center) discusses ideas for a current project with (from left to right) Larry Keams, AIA, Joy Meeks and Michael Laird.
Design Integrity and Quality

We each lead by example, every day. Good architects are drawn to practices that hold design integrity and quality first and foremost, simple as that. If an architect sees another go the distance on each project, it raises her expectations for herself — or lowers those expectations if she observes a lack of care.

It boils down to this: Every action we take is either a commitment to or a distancing from a project’s potential. Do you show an interest in the details, even those as mundane as the placement and orientation of electrical outlets, or do you leave those decisions up to the contractor? Your colleagues are watching, listening and tracing your steps, even those you no longer think about consciously. Make your actions good ones.

Balance and Diversity

We contend a stimulating practice offers a diversity of projects, staff and resources. Wheeler Keams has purposely pursued projects of different types, scales and budgets, understanding certain projects may lose money but will provide a host of intangible benefits to the firm and its staff.

Diversity of employee viewpoints and backgrounds also contribute to the vitality of the practice. The firm’s library reflects this heterogeneity with a broad range of books, journals, and music. I think this diversity has helped inform our work, promoting curious anticipation of each new undertaking.

An Idea-Based Practice

We believe it is not his or her idea, but the best idea, that lives. Once you can separate the idea from the individual, you create more access to it and are able to improve upon it without the baggage of “it’s mine.”

Instead of the traditional managerial pyramid, our firm has chosen a flat organization that encourages everyone to be proactive, not awaiting the word from Mount High. This flat system has become particularly important in a time of rapid technological change, with young architects empowered to teach their thick elders e-mail, while the thick elders teach them about biscuit joints. Both make out for the better.

The upside to the young architect is this leverage of knowledge. But, as Deborah Doyle, AIA noted during a panel discussion at AIA Chicago’s 1999 Professional Development Conference, the downside is the closed nature of the screen, tending to eliminate discussion until the hardcopy. Hardcopy early and often. Don’t forget architecture is still a social art.

Open, regular communication is an essential aspect of an idea-based practice. At Wheeler Keams, we provide lunch each Friday and work through all the current design issues that have come up. We also discuss any technical/field issues that people may be grappling with. In this way the entire office can get involved with all the projects, which has several benefits. When a large group looks at something that has been developed by a few people, fresh ideas are brought in. Also, people who have been exposed to the project’s decision-making process early on have a much better

Continued on page 12
understanding of the key principles when they join the team later for construction documents. An additional benefit for younger staff is having the chance to present a project to others, so they can do the dry run amongst friends before making the more pivotal client presentations.

Optimism and humor are essential elements of a nurturing office environment. Architects should bring a critical optimism, rather than cynicism, to the office, their clients and the building process. Maintaining this positive outlook, along with a sense of humor, is vital at a time when everyone is stretched to the limit. Negativity is just negative. A wise old site foreman once taught me there are no problems, just challenges.

Each year, Wheeler Kearns staff and their spouses agree on a firm trip to an architecturally appealing location, such as New York, New Orleans or Pleasant Hill. Over the years these trips have built a common body of reference, both personally and architecturally. This is in addition to our annual year-end day trip to visit the firm’s own projects. Each of these events brings us together as a firm and provides time to reflect on our accomplishments and aspirations.

The Big Picture
Architectural practice entails so many day-to-day responsibilities that it is easy to lose sight of the broad perspective, both as architects and citizens. Teaching in a formal setting (where one is forced to articulate ideas) and being a student in some form of continuing education are two ways of improving skills. Each member of our staff is encouraged to teach and take classes of interest, and is also asked to become involved in some community or professional organization. In turn, this promotes a sense of responsibility and commitment to broader goals.

We have found two worthwhile ways to get critical outside perspective on our practice; one is informal and the other more structured. Informally, we invite several respected peers to come to our office one evening each year and

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Design for Learning: The OWP&P Model

Donnell Wicklund Pigozzi and Peterson Architects has implemented a Learning and Mentorship Program that is remarkable for its breadth, depth and innovation. Selected highlights of the program are described below.

Principal’s Developmental Partnering Program
A rotating, mutual mentorship process in which partners are paired for one-year periods to help each other achieve personal and professional growth. The firm-wide goal of this program is to foster greater communication, understanding and mutual respect among the firm’s 34 principals. In the future, the concept of pairing may be expanded to creating a team of three partners from different disciplines.

Mentoring/Protégé Program
Now in its third year, involves two-thirds of the firm’s employees, even though participation is voluntary. It is designed to reinforce the culture of a "learning organization" for all employees. Protégés are not only interns and junior staff but architects at all levels, including partners who can choose to be mentored by a more senior partner. The program has been expanded from a trial run in the architecture department to include the entire firm, allowing cross-disciplinary partnerships.

Intern Development Program
Facilitates interns’ efforts to fulfill NCARB requirements for licensure. To help navigate the complicated maze of national IDP, two of OWP&P’s interns proposed creating a database to track hours of experience by training area. As a result, the firm can strategically assign junior staff to projects that help them achieve their requirements. Quarterly seminars presented by senior staff expose interns to subject areas that are not typically included in daily project experience.

Continuing Education Program
Actively supports employees who seek to increase and improve their knowledge, skills and abilities. A database is being created to track attendance at seminars, determine further needs, and optimize training expenditures.

Laurie McGovern Petersen
AIA Chicago
Design Excellence Awards
Call For Entries

Distinguished Building Award
Interior Architecture Award
Unbuilt Design Award
Twenty-Five Year Award
DISTINGUISHED BUILDING AWARD

Purpose
To recognize significant achievements in the planning, design and execution of recent building projects.

Deadlines
Intent to enter: April 6, 2000
Completed submission: June 8, 2000

Fees
AIA Chicago members: $135
Non-members: $185

Categories
The entrant will select a category for the project: adaptive re-use, commercial, historic preservation, industrial, institutional, residential, or miscellaneous.

Submissions
Submissions will include building data, an architect’s statement of no more than 150 words, and no more than ten slides (historic preservation and adaptive re-use projects may include up to fifteen slides illustrating before-and-after conditions).

Jury
A jury of distinguished professionals from other cities will be selected.

Entries are limited to work by firms with offices in the counties of Cook, DuPage, Kane, LaSalle, and Porter counties in Indiana. Entries from firms in the local office. Projects must be designed and completed after January 1, 1999.

The intent of the Distinguished Building Award is to honor those firms and individuals who have distinguished themselves through their professional achievements. AIA Chicago has always honored other awards that have had a history of honoring the excellence in design, but this award is for the design of a project that the architect had primary responsibility for.

In situations where project responsibility is joint, the project must be treated as a single project with a number of components, all designed by the same architect or a team of architects.

The architect of a building or an interior architecture award is responsible for all aspects of the project, including the exterior and core elements of the interior. If the interior of a building is designed by another architect, its interior should not be included.

In the event a firm does not meet these criteria, the AIA Chicago reserves the right to review and determine the status of the entries. In the event of an appeal, the AIA Chicago reserves the right to review and determine the status of the entries.

Projects must have been completed before the entry deadline for the Distinguished Building Award. Projects that have received an AIA Chicago award in the past two years are not eligible for the 2000 awards.

Questions? Call AIA Chicago at 312-782-4343 or visit our website at information@aiachicago.org

INTERIOR ARCHITECTURE AWARD

Purpose
To recognize excellence in the unique discipline of interior architecture, defined as the design of space within a building envelope that includes finishes, lighting and furnishings.

Deadlines
Intent to enter: April 6, 2000
Completed submission: June 1, 2000

Fees
AIA Chicago members: $135
Non-members: $185

Categories
The entrant will select a category for the project: adaptive re-use, commercial/hospitality, commercial/office, commercial/retail, commercial/showroom, historic preservation, institutional, residential, or miscellaneous.

Submissions
Submissions will include building data, an architect’s statement of no more than 150 words, and no more than ten slides (historic preservation and adaptive re-use projects may include up to fifteen slides illustrating before-and-after conditions).

Jury
A jury of distinguished professionals from other cities will be selected.

In the event a firm does not meet these criteria, the AIA Chicago reserves the right to review and determine the status of the entries. In the event of an appeal, the AIA Chicago reserves the right to review and determine the status of the entries.

Projects must have been completed before the entry deadline for the Twenty-Five Year Award must be completed before the entry deadline for the Distinguished Building Award. Projects that have received an AIA Chicago award in the past two years are not eligible for the 2000 awards.

Firms are encouraged to re-enter projects for award. Projects that have received an Award in previous years are eligible for the 2000 awards.

Your Entry Form must be accompanied by a hard copy and fee, instructions for submittals number for each entry.

Questions? Call AIA Chicago at 312-782-4343 or visit our website at information@aiachicago.org
Chicago metropolitan area, defined as Henry, and Will in Illinois, and Lake and office firms are limited to work designed by registered architects.

and Interior Architecture Award of AIA is responsible for the submitted designs. members as part of the awards process.
ards that the primary actor receive the presentation that the submitting firm is be the case or the entry is not eligible
shared, the following are examples of

gible if by contract the architect has pri-
and Design Development. In a large architect may submit the portion of the pro-
responsibility. For example, the archi-
bilding may submit photographs of the

You are invited to participate in the annual Design Excellence Awards program of AIA Chicago. The Design Excellence Awards recognize the best contemporary architecture produced by Chicago area firms, within the Chicago area or elsewhere. This year’s categories for entries are: Distinguished Buildings, Interior Architecture, Unbuilt Design,* and Twenty-Five Year Award.

NOTIFICATION
The AIA Chicago office will notify winners immediately following the jury deliberations. No public announcement of any awards will be made prior to the awards presentation program in October 2000.

Looking for the Professional Excellence Awards? Guidelines for entering the Firm, Young Architect, and Distinguished Service awards competition will be announced in the April issue of Focus. As in 1999, intents to enter these competitions will be due in late June, with completed submissions due in late July.

RECOGNITION
The Design Excellence Awards will be presented at Designight 2000 on Friday, October 27, in the Grand Ballroom at Navy Pier. Awards and Citations will be given to the architect, owner, and contractor for each project at the awards presentation program. Winning projects will be documented in the November special edition of Focus: Architecture Chicago. These projects will also be highlighted in an electronic exhibit of all competition submissions on the AIA Chicago Web site.


* This category and the Divine Detail Award are offered in alternate years.
comment on a number of projects in varying stages. Everyone in the office participates and everyone learns, including our guests (fat from their free dinner!).

For a more thorough evaluation, focused primarily on the business aspect of our practice, we have had two reviews at five-year intervals through the Professional Engineering Peer Review Organization. Many insurance carriers pay for these reviews, during which two or more outside professionals interview everyone and take a detailed look at all aspects of the business. Both of these practices underscore our openness to constructive criticism and our intent for improvement on all levels.

Full Body Muscle Tone

Perhaps the most important lesson for young architects is the one we continually re-learn ourselves: risk-taking and individual responsibility lead to accomplishment and recognition. Doing one thing well has its merits but often leads to uneven muscle tone, boredom and complacency (lack of fear). I contend that fear is, in fact, an essential part of being an architect. It makes you alert and requires thoughtful decision-making. You grow up fast when you are responsible for something. Working through uncharted situations — working through the fear — builds critical self-confidence and self-worth. As colleagues, we should provide the environment for each of us to constantly test ourselves in unfamiliar waters, taking turns providing guard duty and awarding merit badges. Let’s not forget that each of us needs mentoring, in different ways, every day.

Dan Wheeler, FAIA is the founding principal of Wheeler Kearns Architects. The firm was recognized as AIA Chicago’s Firm of the Year in 1996. Dan and fellow Wheeler Kearns staff have taught at the University of Illinois at Chicago for seven years and remain involved in numerous organizations around town. This article grew out of his presentation at AIA Chicago’s 1999 Professional Development Conference.

Other Perspectives

What if your firm’s size or culture precludes following the models of either Wheeler Kearns or OWP&P? There are many other ways in which firms are meeting the needs of interns and younger architects as well as the continually evolving educational demands of the profession.

Young architects can learn easily at a small firm, according to Jonathan Fischel, AIA of Yas/Fischel Partnership, because “there are no layers. My partner and I often work one-on-one with staff, and we are always available for questions.” Lunches and informal socialization foster camaraderie, and a firm-wide meeting every Monday morning brings everyone up to speed on the current status of the firm’s projects. In an effort to maintain the office’s good chemistry, potential employees meet everyone in the firm during their interview, not just the partners.

One of the problems often faced by small firms is how to retain employees when all the key design work is handled by the partners. “You have to make each person feel valuable,” commented Julie Hacker, AIA of Stuart Cohen & Julie Hacker Architects. “The clarity of our design language makes it quite teachable, so people can do things at a higher level.” As at other small firms, the entire process is visible to all employees, making it easy for motivated learners to do so.

“I have worked on all aspects of a project from Day One,” said Helen Tsatsos of her job as an intern at Morris Architects/Planner, “and it’s easy to ask questions of both my boss and the consultants we work with.”

David Genc, an intern at the Aria Group, agreed that a small firm is a valuable training ground, especially if the firm’s philosophy and goals are clear at all levels.

Offering the perspective of an intern at a large firm, Judd Storey of Skidmore, Owings & Merrill LLP observed that he has experienced two kinds of mentoring — formal and informal. Upon joining the firm he was assigned a mentor who helped him decode how the firm works and what was important. Through working on project teams he also was able to develop informal relationships that fostered personal growth and professional learning.

Laurie McGovern Petersen
They All Got Jobs.

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Though the work of architects is exciting and challenging on a grand scale, inevitably enthusiasm for the profession wanes as you become entrenched in the repetitive tasks of the job. To counteract complacency, William Worn Architects P.C. decided on travel as a way to renew their excitement about building and the design process.

"We chose to visit Berlin because it has more building projects within its borders than any other city, with the world's best architects making their imprints on its reconstruction," said founding principal William Worn, AIA.

Employees who had been with the firm for at least six months were eligible, though attendance on the trip was optional and some staff stayed behind to cover the office. The firm paid for air fare, hotel and film and provided a stipend for meals and other expenses. In addition, employees were paid their usual salary for the week.

Visit the firm's Web site at www.wwapc.com for an itinerary and sketchbook from the trip.

Top left: A city tour lead by a practicing architect included quick entry into Sir Norman Foster's addition to the Reichstag (detail).

Bottom left: "We were completely blown away by the Nordic Embassies," said Kindon Mills. Designed by Alfred Berger and Tiina Parkkinese, the embassies are covered with pre-patinated copper fins.

Top right: Because the firm designs a lot of low-cost housing, the staff explored Berlin's innovative social housing. Above, a sketch of "the government housing snake."

Bottom right: Craig Eigenberg listens as a local architect explains the controversy surrounding the construction of new government and parliament district buildings.
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Are You Saving Enough for Retirement?

Cost of living increases silently eat away at the buying power of a retirement nest egg.

In the past, traditional employer-provided pension programs based retirement benefits on a set percentage of an employee's pre-retirement income. The employer took all the investment risk and was responsible for funding the calculated benefit at retirement. This open investment risk is a major reason for the decline of traditional pension programs and the increasing popularity of "defined contribution plans" such as a 401(k). According to Jim Lorenz of Euclid Insurance, while employees at one time could rely on their pensions, the defined contribution plan has altered the outlook for retirement. Lorenz compiled this advice for Focus readers. He can be reached at jlorenz@euclidinsurance.com

Don't be fooled into thinking you have a complete retirement strategy just because you contribute to a 401(k) at work. Most people have not saved effectively for their retirement, and even fewer have an understanding of their current investment options. Taking some time now to plan will make a world of difference when you decide to retire.

Consider the Cost of Living

The increased cost of living silently eats away at the buying power of any retirement nest egg. Most working Americans are not aware of this quiet culprit.

The cost of living rate is the rate at which your income needs to increase to keep pace with the increase in costs of goods and services. If your income does not keep pace with these changes, you will not be able to maintain your current lifestyle. A nest egg can be depleted quite quickly when the income needed to retire is much greater than expected.

Goal-Based Software Can Help

Software packages — offered by your investment provider or popular off-the-shelf programs — can help you get a handle on what you’ll need for retirement. The better ones take into account cost of living, life expectancy, current investment amounts, projected investment returns, current income, desired retirement income, and retirement age to determine what you need to save to meet your goals.

This basic analysis, part of your provider’s enrollment meeting, is a wake-up call to most people. I find that after goal-based planning has been offered to employees of architecture firms, participation in the 401(k) program increases dramatically. If you develop a saving strategy without goal-based software, you will have a difficult time meeting your monetary objective. With the proper tools and established goals, you should be able to plan for a comfortable retirement.
Allan H. Gold, AIA, an associate with the Chicago office of LZA Technology, has been named a fellow of the American Society of Civil Engineers.

David Woodhouse Architects’ award-winning Chapel of the Word at Divine Word Missionaries is featured in a new book entitled Architecture for the Gods: Recent Religious Architecture in the Americas by Michael J. Crossie. The book includes more than 40 projects representing a range of religious faiths and is available at the Prairie Avenue Bookshop.

DeStefano + Partners has announced the election of five new partners in the firm’s Chicago office. The new partners are architects Robert Bistr, AIA; Richard Parks, AIA; Mary Ann Van Hook; and Edward Windhorst, AIA; and the firm’s chief financial officer, Kathleen Fanning.

Gaute Grindheim, Assoc. AIA has joined the Chicago office of Hellmuth, Obata + Kassabaum, Inc.

Hendrickson the Care of Trees has been awarded Arthur Andersen’s prestigious Chicago Best Practices Award for motivating and retaining employees. The Best Practices program annually honors excellence in business practices; the jury is comprised of business experts from the University of Chicago Graduate School of Business, Northwestern University’s J.L. Kellogg Graduate School of Management, and Polestar Capital Partners. Hendrickson the Care of Trees provides total tree care for residential, commercial, institutional and municipal clients in Chicago, New York and Washington, D.C.

Matthei & Colin Associates has promoted Randall Bacidore, AIA; Lawrence Grube, AIA; Dean Hoppes; Joel Klein, AIA; and William Rudd, AIA to senior associate and Michael Garcia, AIA; Michael Hurt, AIA; Amy Kerkman, AIA; and Michael Przybylski, AIA to associate.

OWP&P recently promoted 14 architects to associate and senior associate. The new senior associates are: Scott Baker, AIA; John Braa, AIA; Kim Clawson, AIA; Crandon Gustafson, AIA; Joseph Hassel; Mark Hirons, AIA; Rosanne McGrath, AIA; and Michael Vinci, AIA. Promoted to associate architect were: Susan Boeman; Angela Furman; Paul Mahajan, AIA; Robert Plauth, AIA; and Joseph Stein.

Phillips Swager Associates has appointed Bruce Bartling chief electrical engineer in the Peoria office.

Richard Stuckey, AIA has joined ARC Inc. as an associate principal. Based in River North, ARC provides complete strategic planning, programming, architectural and project management services for healthcare clients.

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Eckenhoff Saunders Architects (ESA) has been selected to design two warehouse facilities in Chicago’s

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western suburbs. At Glen Pointe Business Park in Glendale Heights, the firm is designing a 70,000-square-foot speculative office and warehouse building for developer Nicholson, Porter & List. The building features 24-foot clear heights, six interior docks, two drive-in doors, and a 140-car parking facility. In Woodridge, ESA has designed a 45,000-square-foot storage facility for Boerman Moving & Storage, a 73-year-old, family-owned moving company. The facility is being constructed by the Missner Group and is scheduled to be completed early this year.

Fermi National Accelerator Laboratory has commissioned Holabird & Root LLP to renovate its office and research complex in Batavia. Located on a 6,800-acre site, the Fermilab complex includes laboratories, offices, cultural and education centers, residences, and wild prairie. Holabird & Root is upgrading Wilson Hall, a 17-story central laboratory built in the 1960s, to meet safety and accessibility requirements. Work includes the rehabilitation of Wilson Hall’s north and south glazed curtain walls and skylight, the reconfiguration of the entry plaza to prevent leakage and improve accessibility, and the conversion of office space to conference rooms.

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Lohan Associates has been selected to design a public library for Elmhurst. The 80,000-square-foot library will be located in downtown Wilder Park. Conceptual design began in January; a referendum vote will follow.

Phillips Swager Associates (PSA), in association with Clark and Post Architects Inc. of Lorain, OH, has been chosen as the architectural/engineering firm for a new city hall in Elyria, OH. The $7-million project is scheduled to be completed in 2002. PSA also is conducting a facility needs assessment for the city of Mason, OH in conjunction with Michael Schuster Associates of Cincinnati. Mason, a fast-growing suburb of Cincinnati, has commissioned this study in planning for a new city hall, municipal court and police department complex.

A groundbreaking was held in December for a new one-story, 60,000-square-foot office building in St. Charles at the corner of Illinois and 38th Avenue. The $2.2-million building was designed by Stephen Rankin Associates; completion is expected by June 1.

CALLS FOR ENTRY

The Palos Verdes Art Center in Los Angeles is holding an international design competition to solicit practical and/or theoretical design schemes for the renovation and expansion of the facility. Competition materials are available through February 15; entries are due July 1. Awards will be made in August. The competition includes cash prizes of $5,000 for first place, $2,000 for second place, $1,000 for third place, two honorable mentions at $500, and $1,000 for the best student entry. Detailed information is available at www.pvartcenter.org.
For the 2000 AIA Convention in Philadelphia (see story, pg. 8), the AIA's Young Architects Forum and Habitat for Humanity are sponsoring a competition focusing on the design of a new urban housing prototype for Pulaski Town, an area in the Germantown section of Philadelphia. The competition is open to licensed architects, interns and students; individual or teams may enter. The jury consists of Robert Al Busser, AIA; Michaela Pride-Wells, AIA; Frances Halsband, FAIA; and Michael Pyatok, FAIA. Prizes will be made in the amount of $2,000 for one excellence award and $500 for up to four merit awards. Winning entries will be displayed during the AIA convention at the Pennsylvania Convention Center from May 4 to 6. Registration deadline is March 1; submissions are due April 1. For complete details, including registration fees, visit www.e-architect.com/pia/yaf/.

The City of Chicago's Department of Buildings is sponsoring An Introduction to the City of Chicago's New Electrical Code. The seminar will cover new requirements for space around electrical equipment, branch circuits for dwelling use occupancies, and emergency lighting systems. It is being held at 8:30 a.m. on Thursday, February 3 in the City Council Chambers on the 2nd floor of City Hall, 121 N. LaSalle St. The seminar is free; however, you must pre-register by calling 312/742-2365.

Stein, Ray & Conway is holding its ninth annual Symposium for Design Professionals from 8:00 a.m. until 12:00 noon on Thursday, February 10 at the Chicago Hilton and Towers, 720 S. Michigan Ave. With an attendance of more than 500 in the past years, the Symposium is one of the largest meetings of design professionals in the Chicago area. Topics include a review of the “in use” 1997 edition of the B141 and A201; copyrights; disciplinary actions against architects and engineers; and protecting architecture fees. AIA members earn 4 LU for attending. The seminar fee is $100; all proceeds in excess of program costs will be donated to the Chicago Architecture Foundation. To register, call Eric Harstad at 312/541-3700.

Underwriters Laboratories Inc. (UL) and B & F Technical Code Services Inc. have developed Fire-Resistive Construction Requirements, a training course on how to utilize UL directories to determine the fire-resistive compliance requirements specified in the model codes.
building codes. UL is a private, not-for-profit organization that has been evaluating products, materials and systems since 1894. The two-day course, explaining the UL testing and certification process for fire-resistant assemblies, will be held in Arlington Heights on April 12 through 13. Register by March 22 by calling 800/232-5523 or at www.bftechcs.com. AIA members can self-report learning units from this seminar.

ISR is the first registered AIA/CES provider to offer a course on Residential Technology for architects. The four-hour seminar is a practical overview of systems, including climate/environment, lighting, security/access, audio/video/theater, phone/data networks and water management. The seminar qualifies for 4 LU and 4 HSW. The fee is an optional $25 donation per person to Habitat for Humanity. For information on this course for your firm, call Shannon Watts at 800/451-4370.

**VARIOUS MATTERS**

During “The City at the End of the Century,” a distinguished panel of architects and architecture scholars analyzes the city in view of the tremendous transformations urban environments have made in the last 20 years. Rem Koolhaas moderates a discussion among Zeynep Celik, Peter Cook, and Saskia Sassen. The symposium is being held at the Museum of Contemporary Art, 220 E. Chicago Ave., from 12:00 noon until 4:00 p.m. on Saturday, February 12. Admission is free, but reservations are required. Call 312/397-4010 for tickets.

Richard Meier, FAIA will deliver the Illinois Institute of Technology’s Mies van der Rohe Lecture on Tuesday, March 21 at 7:00 p.m. in Rubloff Auditorium at The Art Institute of Chicago. Entitled “Optimism and Architecture,” the lecture is co-sponsored with The Art Institute of Chicago’s Architecture & Design Society and Education Department. Admission is free. Advance seating reservations will not be taken. Meier is the architect of the prestigious Church of the Year 2000 for the Vatican, now under construction in Rome.

**NEW MEMBERS**

AIA

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**FEBRUARY 2000**

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**AIA**

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3 Residential Architecture. A special lecture in conjunction with The Art of the Long View. Speakers: Paul Florian, AIA; Neil Frankel, AIA and Cindy Coleman; Doug Garofalo, AIA and Julie Hacker, AIA. 5:30 p.m.; Chicago Architecture Foundation.

5 Facilities and Institutions for the New Century. Special tour includes Bronzeville Military Academy and the American College of Surgeons. 10:30 a.m. to 1:30 p.m.; Chicago Architecture Foundation Gift Shop, 224 S. Michigan Ave. Cost: $20; $14 for CAF and AIA members. RSVP: 312/922-3432 ext. 909.

9 Meet the Planners: Ronald Thomas and John Paige. Planning and Urban Affairs PIA. 12:00 noon; AIA Chicago. Bring your lunch; beverages are provided. 1 LU/1 HSW


Corporate Real Estate Outsourcing Part II: The Demand Side. Corporate Real Estate PIA. 5:30 p.m.; AIA Chicago. 1.5 LU

10 Chicago Plan Commission. Monthly meeting. 1:00 p.m.; City Council Chambers, 121 N. LaSalle St., 2nd Floor.

12 The City at the End of the Century. Moderator: Rem Koolhaas. 12:00 noon to 4:00 p.m. Museum of Contemporary Art, 220 E. Chicago Ave. Information: 312/280-2660.


17 Leaving the Nest: The Ups and Downs of Starting Your Own Firm. Office Practice PIA. 5:30 p.m.; AIA Chicago. 1.5 LU

18 Choosing the Right Window System for Commercial Projects. Technical Issues PIA. 12:00 noon; Chicago Bar Association, 321 S. Plymouth Court. Lunch is available for $10 (purchase a ticket in the CBA Shop) or bring your own. 1 LU/1 HSW

Emerging Visions: Exhibit and Presentation. Design and Young Architects PIAs. 5:30 p.m.; Knoll Inc., The Merchandise Mart, #1111.

24 Visioning. Interior Architecture PIA. 5:30 p.m.; OWP&P, 111 W. Washington St., #2100. 1.5 LU

26 New Projects for a New Goose Island. Special tour includes Republic Windows and Doors and the Sara Lee Bakery Headquarters. 10:30 a.m. to 1:00 p.m.; Chicago Architecture Foundation Gift Shop, 224 S. Michigan Ave. Cost: $15; $10 for CAF and AIA members. RSVP: 312/922-3432 ext. 911.
