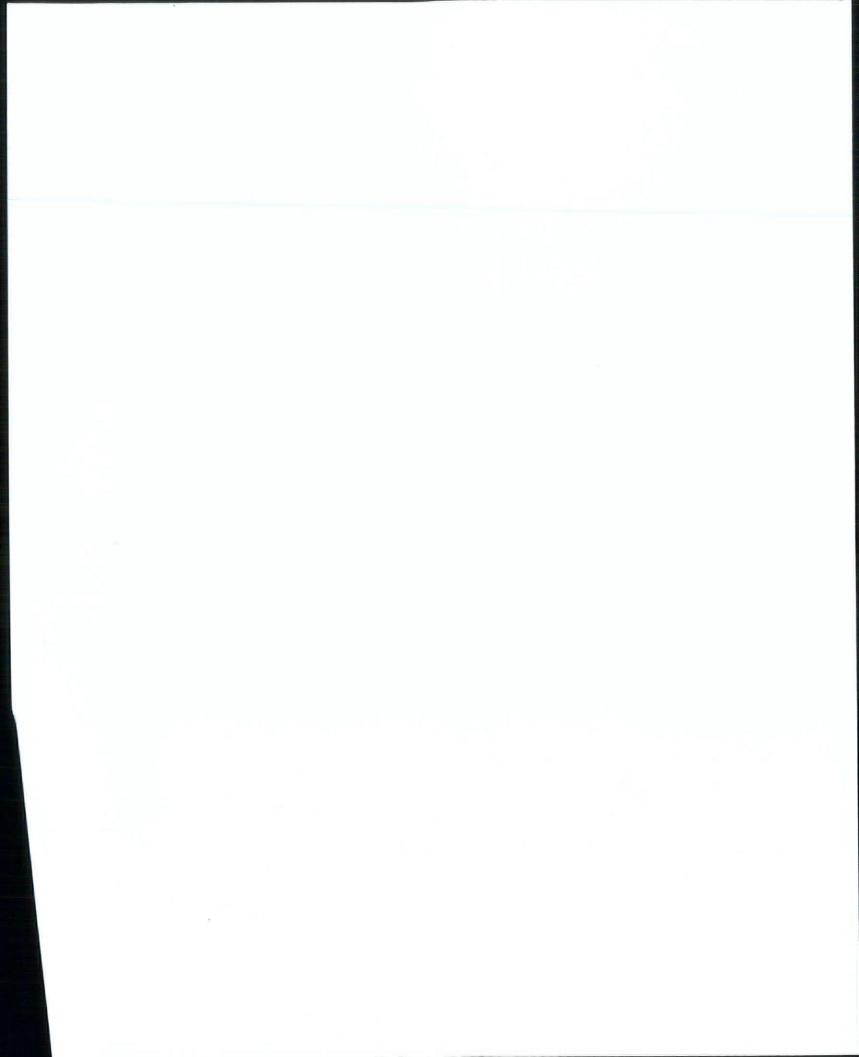
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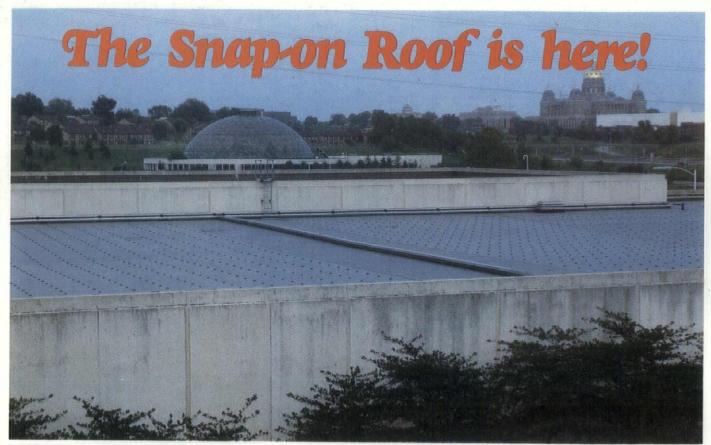
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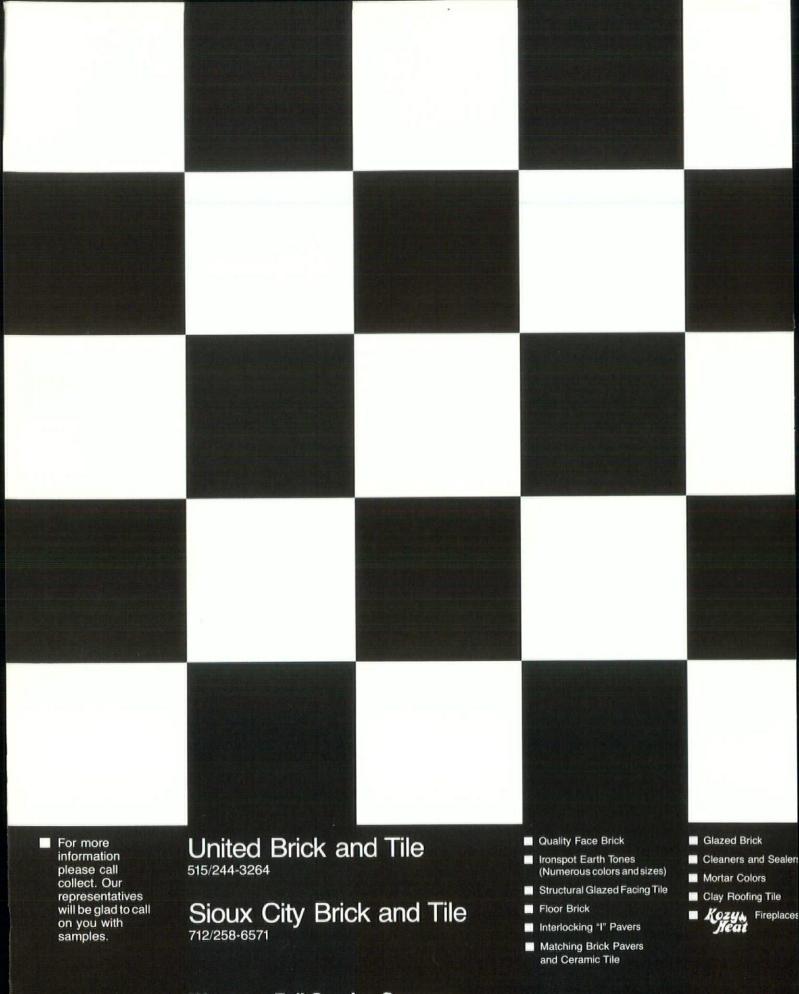
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Carver-Hawkeye Sports Arena, Iowa City, Iowa, one of the six 1984 AIA Midwest Regional Design Award winners featured in this issue.

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CRS/Caudill Rowett Scott The Durrant Group

#### Photography

Balthazar Korab

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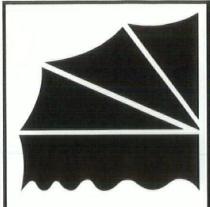
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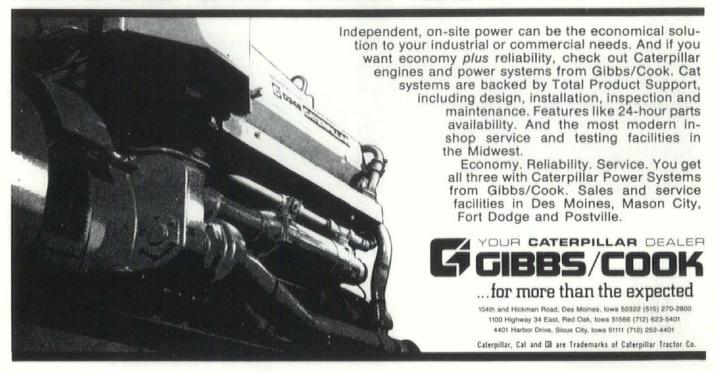
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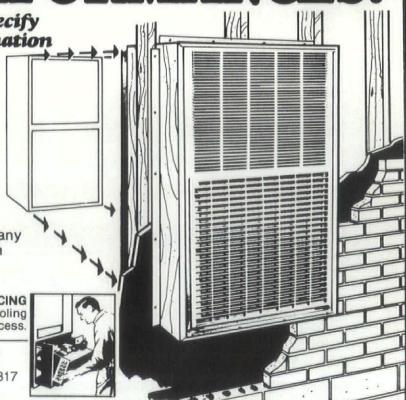
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#### First Annual Prestressed Concrete Awards Program

#### The Program

Champion prestressed concrete operations is sponsoring a competition program to encourage design excellence in architecture using Champion prestressed and precast concrete building systems.

#### Eligibility

Entries may be any work of architecture designed by and submitted by an lowa registered and lowa based architect. Projects must have been completed after October 1, 1984, and prior to October 1, 1985. An individual or firm may submit an unlimited number of entries for which authorship can be supported.

#### What Projects Qualify

Design award #1: Projects must incorporate Champion prestressed concrete walls, floors, roof units, columns and beams.\*

Design award #2: Projects must incorporate the use of Champion patented corewall wall panel system.

#### · Awards:

Design award #1: \$5,000.00

\*(Note: Design award #1 will be \$4,000.00 if cast-in-place columns and beams are used.)

\*(Note: Design award #1 will be \$3,000.00 if steel columns and beams are used.)

Design #2: \$2,500.00

Awards will be presented at the 1985 lowa AIA winter meeting.

#### The Awards Jury:

The jury will consist of five current members of the lowa AIA.

#### Submittals

Each project is to be submitted in a separate carousel slide tray; in addition each submittal must include a complete set of plans, specs and one  $8'' \times 10''$  color glossy photo.

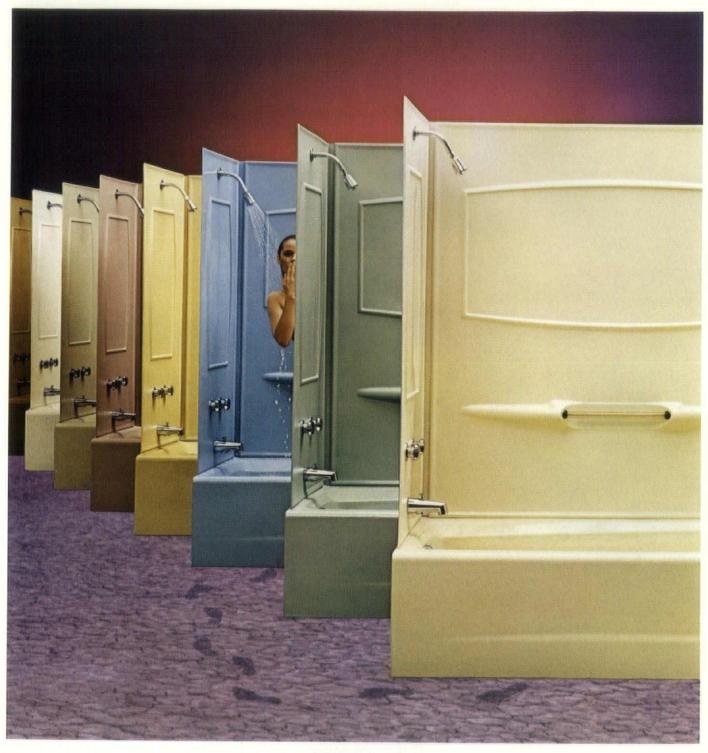
#### 1985 Champion Prestressed Concrete Awards Program

I/we plan to submit \_\_\_\_\_\_entries to the 1985 Champion prestressed concrete awards program. I/we understand the awards rules and deadline for receipt of this entry form in the Champion office, Box 518, Iowa Falls, Iowa 50126 is 4:00 P.M., Oct. 1, 1985.

#### **Entry Forms**

NAME		
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SIGNATURE OF PERSON RESPONSIBLE FOR ENTRY.



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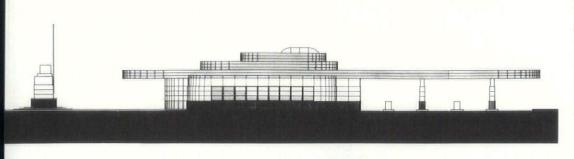
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#### Kids With a Wish Amusement Park

Stouffer and Smith Architects has designed a facility located south of Des Moines for Kids With A Wish Amusement Park. The design will integrate a museum, exterior bandshell, and a lake in a formal setting with Kids With A Wish floral clock as the focus. The park will be enjoyed by all, but especially handicapped children and adults. The park is scheduled to open in summer 1987.



#### **Portfolio**

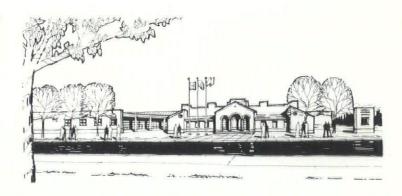
#### Valley National Bank West Des Moines, Iowa

Savage & Ver Ploeg Inc., Architects, are currently completing plans for the construction of a 5,000 square foot branch facility for Valley National Bank. The entrance, banking lobby, tellers, and drive-in are expressed with a continuous curved metal roof form that steps upward to a skylight over the teller stations. The building walls are curved at the corners and have a polished marble base with stepped limestone bands above with marble cap. The window areas are two tints of glass that also step. Construction is to begin in April and the completion date is to be August,

#### Carroll Campus Des Moines Area Community College

A thirties-era tile-roofed American Legion bathhouse will become the ocal point of the Des Moines Area Community College Carroll campus. Bussard/Dikis Associates, Ltd. will soon complete design for the 2,400 square foot structure's adaptive re-use as administrative offices and

campus bookstore. A new 17,600 square foot building will be linked to the administrative center, providing a learning lab/library, classrooms, and labs for building trades and powermechanics. The area between existing and new buildings is to be developed as a student courtyard/patio. A Spring, 1985 construction start is anticipated.



#### The Green Hills Community of Ames

The Green Hills Community of Ames, designed by Hansen Lind Meyer, is a planned area development consisting of a 175-unit condominium complex and four townhouses on 30 acres of rolling Iowa prairie. This unique project results from a collaboration between a private development firm—The Green Hills Company—and the Iowa State University Achievement Fund.

Unlike most retirement communities, residents here will purchase their units and so benefit from increasing property value.

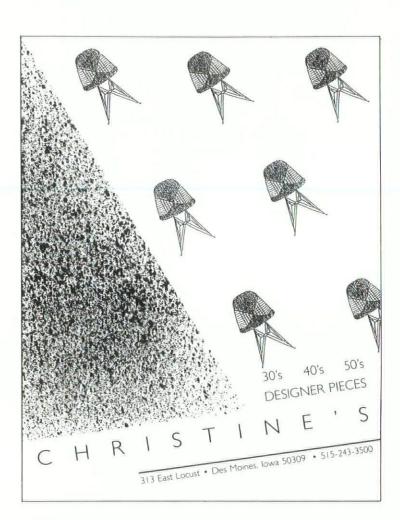
At the center of the community is the brick, midrise condominium complex in which owners may select from a number of options for their ndividual units.

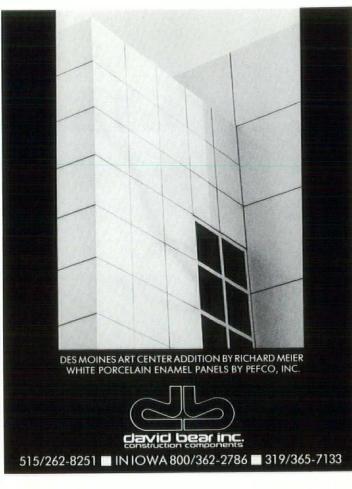


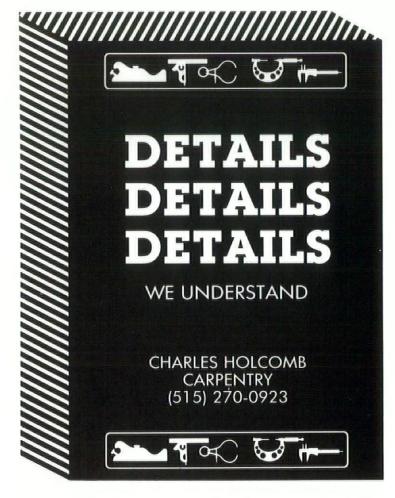


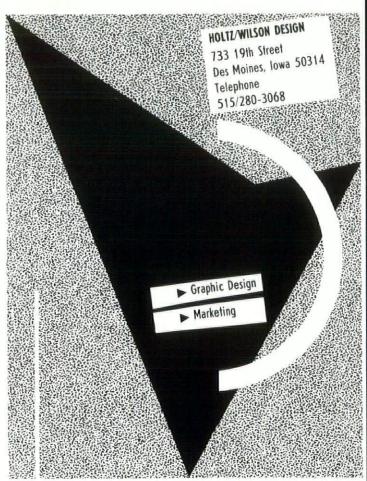
#### ■ The Waterford

Design of the Waterford is developing at Brooks Borg and Skiles. It is to be a 175,000 square foot apartment building with 5000 square feet of available commercial space. The design was selected last fall in a competition sponsored by the City of Des Moines, and will be located along the Des Moines River just south of the City Hall Building across the river from the Main Library. The project will be fast tracked and constructed by Neumann Construction Company. Construction is to start this March and is scheduled to be completed by June of 1986.









#### Zen and The Art of Music

That Windham Hill Records has made a mark on the American music scene is affirmed by a consistently admiring and sometimes incredulous string of reviews on the editorial pages of everything from GQ, Rolling Stone, Billboard, and BAM to the Wall Street Journal. Evolving from a

\$300 investment in 1976, the California based recording company has now exploded into a \$14 million dollar a year business.

While the success of its founder, 34 year old William Ackerman, and the relatively small group of artists he culled from listening to thousands

of demo tapes is easy enough to chronicle, the music itself defies neat categorization. Not jazz, classical, folk or rock, Windham Hill's singular sound represents the first demographic crossover music of the 80's. It is marked by at once innovative and refreshing free form instrumental music stripped of unnecessary musical clutter. What's left is lean and elegant. A pensive hybrid of jazz and classical with strong emotional content. Ackerman acknowledges its meditative aspect, "Ours is an intensely profound music that speaks to our audience with remarkable intimacy from the composer-musician to them. The theme of our label is a return to the natural, stable elements of life, not an examination of twentieth century tensions. I like to see our music not as an escape, but as a place to go for a while in order to return to the fight."

But more impressive, perhaps, than all the economic success or the music itself, is the way Windham Hill has been able to achieve success on its own terms. Ackerman's absolute, unswerving quest for quality and intense personal support of the talent he has assembled has prompted his studio to be held up as an audiophile beacon for the entire recording industry. "If you set yourself up as being the best, if you treat everything you do with pride, people will want to be associated with it." While that should be both quietly refreshing and a challenge to those who spend there lives creating for others, Rolling Stone asks a final, pragmatic question, "If these guys can make a profit on quality, what's stopping the conglomerates?" 

\*\*Erick Von Blunck\*\*



Darol Anger and Barbara Higbie Photo: Irene Young









Michael Hedges









### Mid-Continent Tower Tulsa, Oklahoma

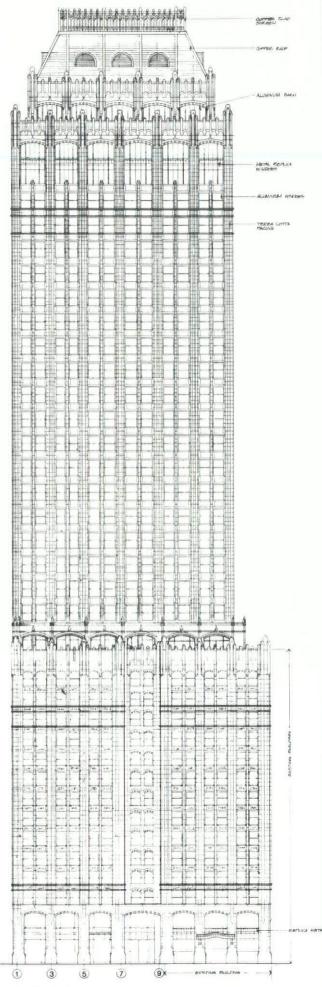
HTB, Inc. Architects Engineers Planners Tulsa, Oklahoma

1 9 8 4 Midwest Regional Design Award

"Things are not always what they seem," could not be a more apt description of the expansion to the Mid-Continent Tower in Tulsa, Oklahoma. For what first appears simply a very sensitive restoration of a remarkable Tudor Gothic structure is, in fact, a stunning exhibition of technical, structural and architectural virtuosity.

Initial investigation into expansion of the 16-story headquarters building, clad in terra cotta and listed on the National Register of Historic Places, revealed the building could not safely support additional floors. In response, HTB Architects designed a massive structural frame that rises sixteen stories from an adjacent 80 × 100 foot parking lot before turning to cantilever 40 feet above the existing 63-year old building. An ingenious system of trusses, each weighing over 230 tons, supports the resulting 20-story overhang and ensures the two buildings remain structurally independent.

Mid-Continent Tower's existing facade was duplicated by a California terra cotta manufacturer who, in association with the architects and contractor, developed an efficient and economical method of applying larger prefabricated panels. Steel-framed panels composed of fiberglass reinforced concrete were assembled, hoisted into place and welded to the structural framework in sections up to 8 × 16 feet. Consolidation of the over 90,000 handmade and machine extruded terra cotta elements contributed to significantly reduced costs and shortened construction time by nearly a full year.







#### Architect

HTB, Inc. Architects Engineers Planners

Tulsa, Oklahoma

#### Project Manager/Designer

Vic Thompson

#### Client

Reading and Bates Corporation

Tulsa, Oklahoma

#### **General Contractor**

Flintco, Inc.

#### **Project Size**

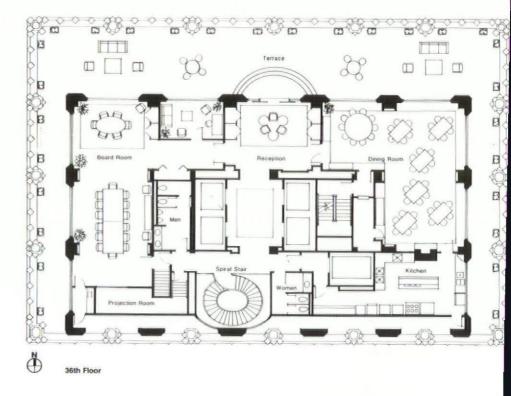
420,000 square feet

#### **Project Cost**

\$50 million

#### Photographer

Jon B. Peterson Photography, Inc.



The new addition features a two-story arched entrance colonnade at street level, while a faceted recess of Tudor arched windows visually links the new tower with the original design. The tower itself steps back 15 feet at the 16th floor (top floor of the original structure) making an exhilirating outdoor terrace overlooking the Oklahoma Plains. This set back at once provides visual relief to the building mass and cleverely conceals the cantilever structural design. A double band of terra cotta pinnacles

and a copper clad peaked roof housing new mechanical systems interrupt a skyline prev ously dominated by stoic, contemporary a chitecture.

The sheer technical feat evidenced by HTB solution cannot be overlooked. More significant, however, is the architect's success in it tegrating a major addition to an historic struture, creating a new building in which both of and new are well served.

Kirk Von Blunck



# Mast Advertising and Publishing Corporate Headquarters Overland Park, Kansas

PBNA Architects, Inc. Kansas City, Missouri

1 9 8 4 Midwest Regional Design Award



"I like that flagpole right in the middle." That, along with simplicity of plan and original use of materials, led the 1984 Central States Regional Design Awards jury to declare that this was the "best of the office buildings" submitted. This new corporate headquarters for Mast Advertising and Publishing of Overland Park, Kansas, was designed by PBNA Architects, Inc., of Kansas City, Missouri.

The project was designed to "convey strong corporate identity" and to "take a prominent place in an emerging skyline". Both the massing and materials of the building strive for a feeling of stability and permanence. A stout granite base, a repetitive midsection of curtain wall, granite, and precast panels and a contrastingly light and airy top floor with an overhanging roof give the building a classical tripartite design. The jury found overtones of Dutch architecture of the 1930's but were impressed by an originality that defies classifying the design with any current style or movement.

While designed to meet the specific program needs of the Owner and a tenant, the building functions much as a speculative office building by accepting change and continual internal modification.

In concept the building consists of two blocks of offices connected by a vertical circulation core.

#### Architect

PBNA Architects, Inc.

Kansas City, Missouri

#### **Project Architects**

Robert Berkebile, Thompson Nelson, Stephen McDowell, Michael Dattilo, James Thomlinson

#### Client

Mast Advertising and Publishing Inc.

Overland Park, Kansas

#### **General Contractor**

**Dasta Construction Company** 

#### Project Size

122,000 gross square feet

#### Photography

Don Wheeler







The core area is recessed behind the main facades, yielding more premium corner offices. At entry level the core serves as a reception area and control point. On typical floors a conference room and common library are within the core. The top floor contains tenant offices on one side, reception at the core, and executive offices surrounding a courtyard with a rolling skylight on the other side.

Planning of the site involved locating the building and 400 terraced parking spaces on a 9.4 acre site containing walnut, oak and Kentucky coffee trees from a former farmstead.

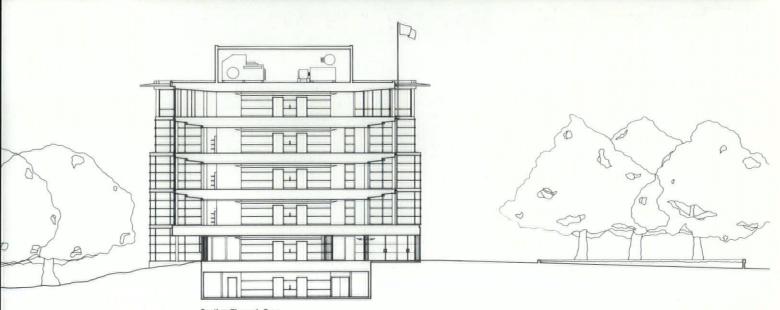
Much of the favorable reaction to the project is a result of the rich and varied use of materials and details to give "visual interest". There is a "complexity and contradiction" of which Venturi might be proud. Included are Stonewall granite at the base and for horizontal banding, precast spandrel panels with granite aggregate, special aluminum curtainwall with green solex glass, and our ubiquitous friend, glass block.

The jury praised the building for its extraordinarily simple plan, expressing an originality not built on cliche, an overall visual interest in the building without being busy through the interplay of texture, materials and form, as well as the sensitivity used in siting the project while protecting the existing plantings. 

\*\*J. Mark Schmidt\*\*







#### Keene Residence Crested Butte, Colorado

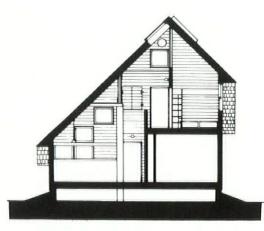
Bahr Vermer & Haecker Architects Omaha, Nebraska

1 9 8 4 Midwest Regional Design Award

Being contextural and still satisfying the contemporary needs of a family of six is a certain challenge. It is the success of meeting this challenge which sets the Keene Residence apart from so many of the residences being designed today.

This vacation house, designed to sleep twelve guests (in addition to the Keene family requirements) fits quite nicely in the historic district of Crested Butte, Colorado. The 45 degree gable roofs relate strongly to the existing skyline building profiles of this old mining town. The architects even went so far as to specify unfinished metal roofing to complete the relationship to the original tin roofs. The exterior is untreated cedar shingles, with eaves, soffits, and windows painted white, again echoing the towns historic context.

Where the house begins to depart from further, literal duplication of the existing vernacular is in the expression of the fenestration and the stepping back of the roof form. The recall of the "punched" window affect, expressed in earlier Crested Butte homes, is clear, but the organization of glass openings seems to have been created more from a







#### Architect

Bahr Vermer & Haecker Architects

Omaha, Nebraska

#### **Project Designer**

George Haecker

#### Owner

The Keene Family

#### **General Contractor**

John David Bennett

#### **Project Size**

2,248 square feet

#### **Project Cost**

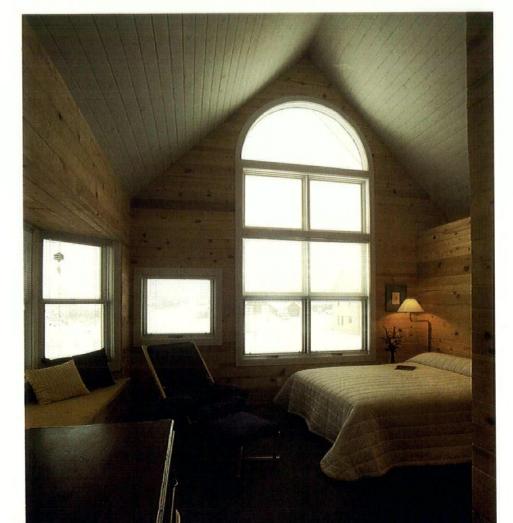
\$160,000

#### Photographer

Photographers Associated







desire to frame mountain views or collect the sun's heat rather than mime existing window patterns. Also, the stepped roof starts low at the street, keeping the scale down, and then rises to the high south facade, allowing greater exposure to the sun.

The living room is combined with the dining and kitchen to form the main living area of the house. The organization is lineal with an exposed wood truss running parallel to the ridge of the roof. "Tree trunk" columns support the truss in a few locations and are a featured design element. A long, galley-like hall parallels the truss at the upper level, giving access to the bunk rooms and sleeping quarters. Skylights provide light to most interior spaces. A small front porch overlooks the meadow to the north and a dining deck with a sauna views the adjacent stream and town to the south.

The house incorporates passive solar heat via a return air system high within the south bedroom ceiling, which is used as a heat sink. Heat which has risen from the kitchen, dining, and entire living area is also collected in the upper hallway ceiling. This air is recirculated through an electric furnace, which augments the wood stove in the living room.

The project has been praised for its ability to fit comfortably into its surroundings "without cloyingly being the same, maintaining its own identity." The interplay between the exterior form and the interior spaces was also noted by the Regional Design jury. The house deserves special recognition, for it has taken clues from the existing vernacular, and while not pretending to be exactly like its neighbors, it nestles in nicely with a distinct cabin-like quality. 

William Anderson







#### Boys Town of Missouri, St. James, Missouri

Ittner & Bowersox, Inc. Architects St. Louis, Missouri

> 1 9 8 4 Midwest Regional Design Award

Boys Town of Missouri provides a residential treatment program for urban delinquent youth in a picturesque, wooded area in the Missouri Ozarks. The setting is intended to provide a marked change of environment that will encourage desired changes of behavior in the boys. The simplicity of this sylvan setting masks the complexity of the design problem presented in this three-part project.

The owner's primary requirement was that each aspect of the project – the renovation of an existing 1920's stone structure as an administration building, the construction of a dining hall and the creation of a pedestrian mall to replace a gravel road running through the site – would reflect and strengthen the warmth, openness and stability that are underlying characteristics of the treatment program for boys with behavior disorders.

The architectural program for the 4200 square foot administration building, then in use for bulk storage, included a reception area, director's office and general offices, a flexible conference room for up to 30 people, a mail room and bathrooms. Since this building would be the first place where children and adults would have contact with Boys Town program and staff, light and warmth were particularly important. To accomplish this, welcoming wood porches were added to the stone building's exterior. Inside, portions of the second floor were removed to create a railed mezzanine, and openings were carefully carved through the numerous interior bearing walls. The result is an interior that is spacious and flooded with natural light. The feeling here, as well as in the new dining hall, is solidly contemporary without sacrificing the vernacular charm evident in the original structure.

The new dining hall required seating for 160 in a space that could be adapted for other large gatherings, as well as a kitchen, lounge and toilet facilities. Openness, in what to many serves as



#### Architect

Ittner and Bowersox, Inc. Architects

St. Louis, Missouri

#### Owner

Boys Town of Missouri

#### **Project Architect**

Bill Bowersox

#### General Contractor

Hogan Construction Company

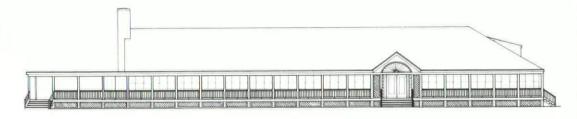
#### **Project Size**

Dining Hall - 6000 sq. ft.

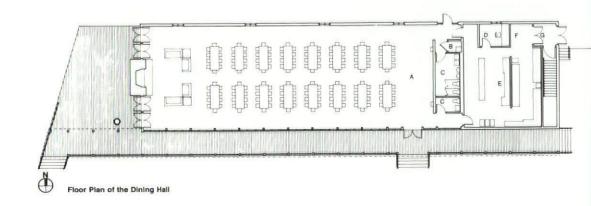
Administration - 4200 sq. ft.

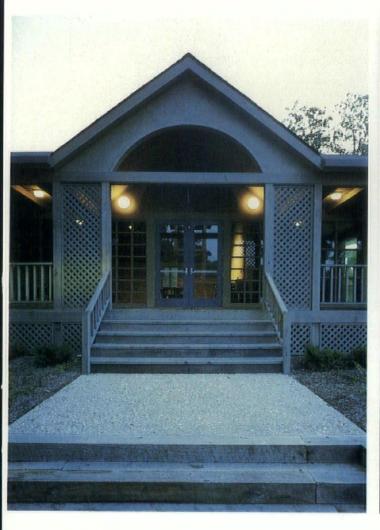
#### Photography

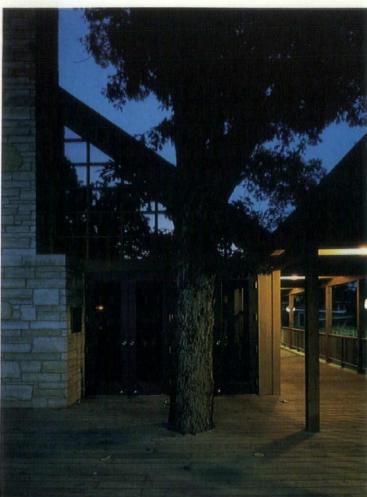
Christopher Lark

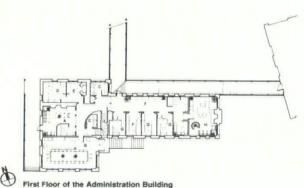


South Elevation of the Dining Hall









the heart of this complex, is achieved through the use of long porches, lattice work, a wood and glass curtain wall and a human-scale low profile on the outside, and an interior space open both to the ceiling trusses above and to the massive fireplace at one end. The window wall lets both natural beauty and light stream into the room; the long covered porch shields the windows from the heat of the Missouri sun in summer.

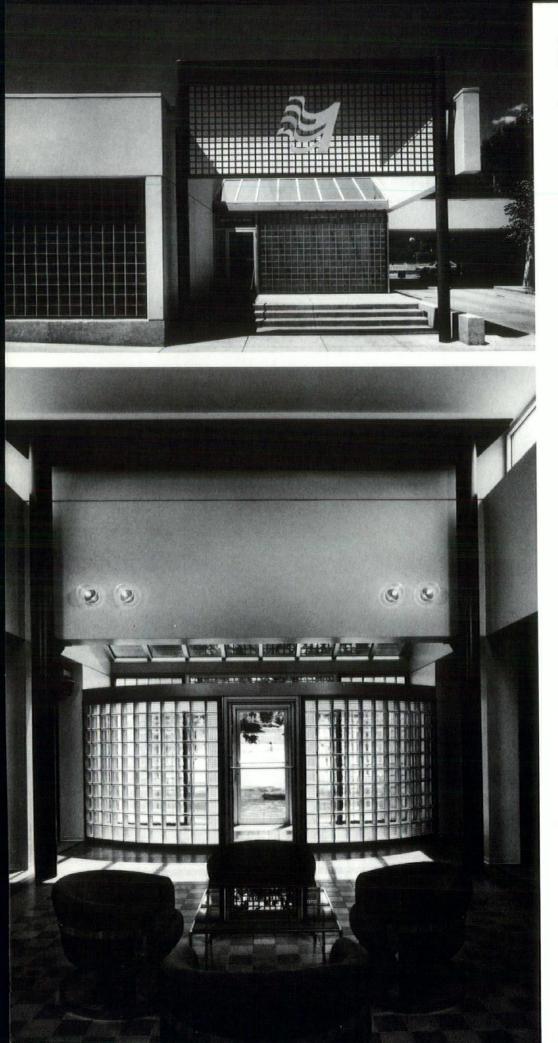
An existing gravel road was replaced by a pedestrian mall, the third part of the Boys Town project. The mall includes outdoor seating areas, blends in with both the wooded setting and the



North Elevation of the Administration Building

surrounding buildings, and is designed to encourage the orderly flow of large groups of people.

The care used by Ittner and Bowersox to create spaces which reinforce the social program is evident. Both new and renovated buildings are open to light and to nature. Details in all three parts of the project consciously relate to human scale and human needs. The straightforward color scheme of blue, red and white and the use of wood and stone furthers the non-institutional feeling, and makes spaces that are cheerful, warm and inviting to both the ever-changing residents and the Boys Town staff.



#### American Federal/ Ingersoll Branch, Des Moines, Iowa

Charles Herbert and Associates Architects Des Moines, Iowa

> 1 9 8 4 Midwest Regional Design Aw

American Federal Savings and Loan (see *lowa Architect* N/D, 1982) needed to accommodate a new vault and growing customer service functions. The result is a 2,200 sq. ft. addition that reflects the image of the original award-winning structure while requiring minimal reworking of the original.

The building was expanded to the east, creating a new skylit entrance in the extended, symmetric streetfront facade; the panelized plaster box character of the original was incorporated and elaborated upon in the addition. The solution is organized around a high central lobby, which due to adverse existing structural conditions, is supported by independent, exposed steel frames. Similar arches with infill grids of metal plate mark the entrances. Glass block provides natural illumination with required privacy.

The economy of expression used by the architects has resulted in an elegant building without being overbearing or presumptous. Its careful play of materials, appropriate scale to the street, and skillful use of exterior light and its relationship to the interior spaces are evidence that architectural restraint can still yield high dividends.

#### Project

American Federal Savings Ingersoll Branch, Des Moines, Iowa

#### Architect

Charles Herbert and Associates, Architects

Des Moines, Iowa

#### Client

American Federal Savings

#### Photography

Assassi

#### Carver-Hawkeye Sports Arena Iowa City, Iowa

CRS/Caudill Rowlett Scott Houston, Texas

The Durrant Group Dubuque, Iowa

9 8 4 west Regional Design Award

The Carver-Hawkeye Sports Arena (see lowa Architect M/J, 1982 or S/O, 1983) has achieved the remarkable feat of making a large-scale, 15,000-seat arena blend harmoniously into its wooded setting on the campus of the University of lowa. By placing the bulk of the structure underground in the contours of a natural ravine, the architects have retained a human scale on the surface and have reduced the intrustion of what would otherwise be a massive structure on the campus environment. The imaginative steel space-frame roof suspension system has two notable attributes. First, by suspending the roof from the bottom chord of the truss, leaving the primary roof support on the exterior, the volume of the arena is lessened, reducing energy consumption. Second, the lacy quality of the roof structure effectively evokes the natural setting, which, in combination with glass block walls, gives the arena a lightness and attractiveness rare in such large structures.

#### Project

Carver-Hawkeye Sports Arena Iowa City, Iowa

Architect

CRS/Caudill Rowett Scott

**Associate Architect** 

The Durrant Group

Dubuque, Iowa

Owner

University of Iowa

Photography

Balthazar Korab







David A. Stivers

#### For Love or Money?

The most frequent reason for lowa Architects to change jobs is the lack of potential promotion. This is according to a 1984 graduate research study conducted at the Graduate School of Business at Drake University, entitled "An Analysis of Factors Which Influence Mid-Career Job Changes in the Architectural Profession". The results also indicate that the most frequent reason for accepting a new position was the quality of the firm's design.

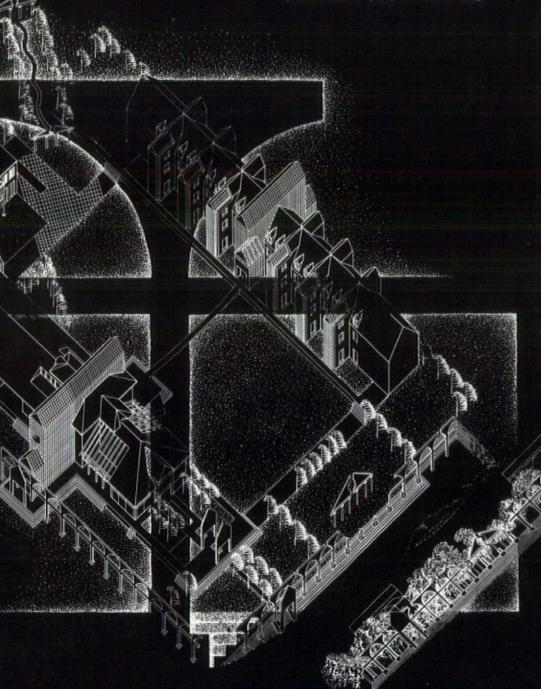
By gathering empirical evidence on staff turnover in architectural firms, the study identified and examined factors which influence architects' decisions to leave existing employers as well as factors used to select new places of employment.

Using the lowa Chapter AIA membership as the population, 150 members and associate members were randomly selected to receive mailed questionnaires. A total of 109 questionnaires were returned, representing a very significant response rate of 72.7%.

The respondents were presented a list of factors and asked to evaluate the degree to which each factor influenced their most recent job change on a scale of one to five. Using several common statistical techniques, the resulting data were analyzed for the group as a whole and across a variety of personal characteristics including age, education, size of firm where employed, and marital status. RESULTS

Of the 109 respondents, 66% made at least one job change in the last ten years, while 4% made 5 or more changes during the same period. About 35% of the respondents indicated that they do not intend to make a career with their present firm.

Presented below are the variables and the average (mean) level of importance that the respondents assigned to each factor on the scale of one to five, five representing very important. These findings suggest that as a group, architects are



#### Literature

A newly revised guide to steel framing components and accessories recently was published by United States Gypsum Company. The comprehensive 32-page booklet offers technical information on the complete line of U.S.G. components and accessories, including data on uses, installation, sizes, styles, packaging and weights of all products in the line.

For further information and a free copy of U.S.G.'s guide to steel framing components and accessories, contact United States Gypsum Company, Department 122-ZZ, 101 South Wacker Drive, Chicago, Illinois 60606.

Architects, engineers, specifiers and other design professionals will find comprehensive guidelines for selecting fire protection products in the new Fire-Rated Hollow Metal Doors and Frames manual published by the National Association of Architectural Metal Manufacturers (NAAMM), the national trade group based in Chicago.

The recently published second edition of this manual is now available and presents data on the latest in current fire-tested door and frame assemblies.

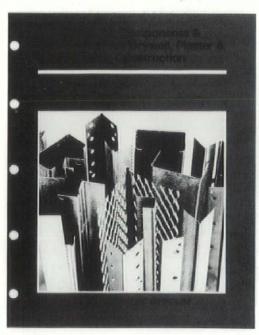
To order, send a check for \$15.00 plus \$2.50 to cover handling to: NAAMM Headquarters, 221 N. LaSalle St., Suite 2026, Chicago, IL 60601.

To help prepare internarchitects planning to take next June's Architect Registration Examination, NCARB will publish an all-new, two-volume A.R.E. Handbook. The information in these volumes has been organized to assist candidates of two types: those who will take all nine Divisions of the exam, and those who need or choose to take one or more particular Divisions.

Volume 1 concentrates on preparing examinees for the A.R.E.'s three design-related Divisions — Pre-Design, Site Design, and Building Design. Of special benefit will be the reproduction of a number of actual solutions from last year's Building and Site Design exams — together with crits of each by NCARB.

Volume 2 covers subject matter that will be encountered in the remaining nine Divisions — the three which deal with Structural Technology, and those covering Mechanical, Plumbing, Electrical, and Life Safety Systems; Materials and Methods; and Construction Documents and Services.

The two-volume set is \$60. Purchased separately, Volume 1 is \$45 and Volume 2 is \$25. Publication date is January 25, 1985. NCARB will accept orders after January 1 and process them for earliest delivery. Payment must be included with order, and mailed to: NCARB, 1735 New York Avenue, N.W., Suite 700, Washington, D.C. 20006.





#### "Tech Notes"

The National Park Service has announced a new publication series, Preservation Tech Notes, which will provide information on innovative techniques and practices for successfully maintaining and preserving America's cultural resources. Architects are invited to share their experience and expertise on rehabilitation projects and to suggest topics for future case studies covered in "Tech Notes." Contact: "Tech Notes," Preservation Assistance Division - 424, National Park Service, Washington, D.C. 20240.



A new, full color specifications guide which describes and illustrates the many features and benefits "sun spaces" offer for commercial, institutional and residential buildings, is now available. Produced by Sun System, a manufacturer of pre-engineered solar greenhouses and glass enclosures, the 12-page guide shows professionals and end-users the design flexibility, aesthetic and economic advantages greenhouses bring to all types of construction and remodeling projects.

The guide provides data on design features, thermal characteristics, technical support and specifications, and offers design, estimating and budgeting assistance. For your free specifications guide, write or call Sun System, 60 Vanderbilt Motor Parkway, Commack, NY 11725, 516-543-7600.

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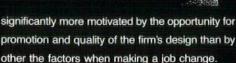
Stetson Building Products, Inc. has released a new, fully illustrated catalogue indexing their available products. To obtain a copy, contact: Stetson Building Products, Inc., 510 S.W. 9th Street, Des Moines, Iowa 50309, 515/243-6286 or 1-800-362-2181 or 2859 Wagner Road, Waterloo, Iowa 50704, 319/236-0574 or 1-800-772-2959.

Productivity is a new pamphlet available from the National Lighting Bureau. It is the first of a series designed to focus on particular lighting applications and the benefits which can be derived from a well-planned installation.

According to a Bureau spokesman, "Most industrial tasks are tied to visual performance. When better lighting is provided, details can be seen more quickly and more accurately. This speeds up performance while reducing the likelihood of errors. The value of increased productivity can easily justify spending more for a better lighting system. The fact is, however, productivity improvements frequently are derived from illumination systems which are less expensive to operate and maintain."

To obtain a free copy of Lighting and Industrial Productivity, contact the National Lighting Bureau at 2101 L Street, N.W., Suite 300, Washington, D.C. 20037; phone (202) 457-8437.





Previous research into motivation theory reveals that professionals tend to place a greater emphasis on intrinsic job motivations such as job satisfaction, self expression, autonomy, and responsibility. In contrast, non-professionals and employees in occupations requiring lesser skills place a greater emphasis on extrinsic factors such as pay, job security, and social relationships.

The data collected in this study indicate that architects, like other professionals, are motivated by intrinsic factors. This trend is particularly evident in the very high average level of importance placed on "the lack of potential promotion" in response to the question why the respondents left their previous job. Likewise, the high level of importance assigned to "the quality of the firm's design" when accepting employment also substantiates the importance of intrinsic motivators of architects.

In contrast to other professionals however, architects do place a heavy emphasis on pay, an extrinsic factor. This difference may reflect the fact that architects typically earn substantially less than other professionals and therefore pay is by necessity a more important factor. It should be noted that unlike "lack of potential promotion" the rank given to "pay" was not statistically significant at the 95% confidence level and thus may actually

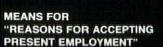


have less importance for the study population.

The relative importance of the variables listed above varies somewhat among subgroups of the architectural profession. For example, architects under the age of 31 appear to be motivated more by pay and less by promotional opportunities and design quality than older architects, particularly those over 40. This is consistent with existing research in other careers. It also appears that architects in firms with less than 20 employees seek more responsibility than those in larger firms.

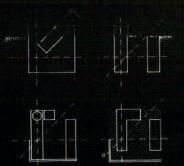
What implications do these findings have for architectural firms? Several conclusions are clear. First, firms experiencing lower levels of employee turnover will be the organizations which provide a clear path of promotion, and the opportunity to expand responsibility and ability. Second, a firm with a good reputation in design will be in a much better position to attract the employees that it wants. Third, pay is the one extrinsic factor that cannot be ignored.

When considering the costs of staff turnover one must include costs of hiring, retraining, project down time, staff adjustments to new personnel, losses of private company information to competitors, and the possible loss of clientele. It is, of course, a value judgement on the part of the employer to weigh the costs of keeping staff satisfied and well motivated against the costs of lowered productivity and staff turnover.



RANK	VARIABLE	MEAN
1	Quality of the Firms Design	3.9892
2	Opportunity to Design	3.4301
3	Geographic Location	3.4194
4	Pay	3.3548
5	Types of Buildings Design	3.2688
6	Size of Firm	3.0538
7	Fringe Benefits	2.8172
8	Only Available Work	2.215



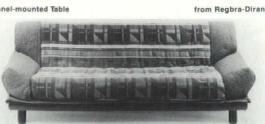


Drawings by Daman Herbert and Dante Domenella Iowa State University

#### **New Products**







#### Steelcase Offers New Panel–Mounted Tables

Steelcase has introduced a new series of panel-mounted tables that increase design options and worksurface flexibility in the modern, electronic office. The tables are additions to the company's 8000 Series line of contemporary, soft-styled tables. They mount directly on open office panels and are compatible with Steelcase Series 9000, Valencia and Movable Walls systems furniture. The tables will be available with either a 11/4" thick top with soft vinyl edge or a 13/4" thick top with a wood bull nose edge.

#### "MAD" Sofa From Regba-Diran

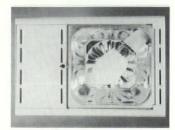
Leading the new wave of contemporary seating from Europe is this intriguing "Mad" sofa available from Regba-Diran, New York City. The ultimate in the high-fashion garbed look, the intricate quilted trampunta design is pictured. Other fabrics and color designs are available. Featuring a wood and metal structure, the "Mad" can be seen at Regba-Diran, New York.

#### **SPL Fixture**

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"MAD" Sofa



SPL Fixture

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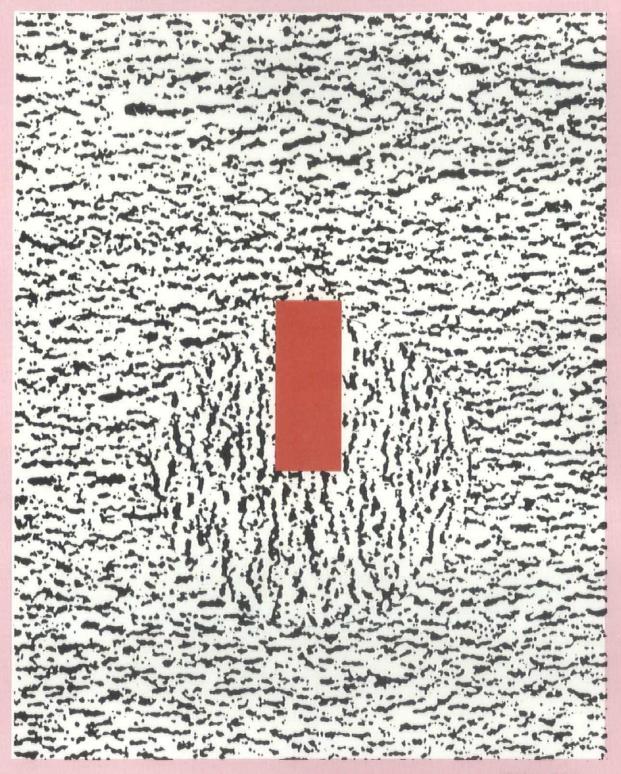
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## The American Institute of Architects Honors Media for Outstanding Coverage of Architecture

Two daily newspapers, two monthly magazines and a cable television network have been awarded citations by The American Institute of Architects for their outstanding coverage of architecture, urban planning and design.

The five media winners are the Christian Science Monitor, the Charlotte Observer, Arizona Highways, the Atlantic, and the Arts and Entertainment Network.

Throughout its 75-year history, the Christian Science Monitor has been committed not only to identifying architectural problems but also to promoting solutions. The Monitor's essays, special sections and articles have been especially thorough in discussing residential design, land use, city planning and special-use buildings. The AIA cites the Monitor as "an inspired advocate of quality affordable housing, enlightened urban design and the marriage of delight to invention in American.

The Charlotte Observer is being honored for providing a community forum on choices open to a rapidly growing city that values both "its architectural heritage and its emerging reputation as one of the brightest stars of the new South." The paper recently appointed Richard Maschal as its architecture writer, thus making the Observer one of the few newspapers in the South with an architecture critic.

The AIA cites Arizona Highways for its "eloquent chronicling of a special land and its diverse peoples, [which] bears witness to the power of the word to give a voice to the wonder of nature." Arizona Highway's June issue, written by architecture critic Larry Cheek, focused on the legacy and innovation of Arizona design and was published as the AIA held its annual convention in Phoenix last May.

The AIA is honoring the Atlantic for its September cover story, "The American House," a comprehensive article on the evolution and future of home-ownership in America. The story also showcases residential

design and varied solutions to the challenge of designing pleasing, functional and affordable homes.

The Arts and Entertainment
Network is being honored for its
90-minute broadcast in April of "The
Architecture of Frank Lloyd Wright."
This documentary, says the AIA's
citation, "brought a touch of genius
into the homes of millions of
Americans and demonstrated that
inspired entertainment can be
synonymous with art." The
documentary was narrated by
Wright's granddaughter, actress Ann
Baxter, and is considered one of the
most comprehensive "electronic"
biographies of a major architect.

#### Southwest Savors Striking Structure

Hodges Botantical Bridge, one of the most unusual conservatories ever created, dominates Oklahoma City's Myriad Gardens complex, and 11.3 acre botantical garden slated for early 1985 opening. Glazed internally with two types of EXOLITE, a double-skinned acrylic sheet produced by CYRO Industries, the \$5.2-million cylindrical greenhouse is a four-story structure that spans a lake teeming with fish. The New York firm, Conklin Rossant, created the unique design.



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#### Wright Home and Studio Tours

Steelcase Inc. is sponsoring complimentary tours of the Frank Lloyd Wright Home and Studio for architects, designers and design school faculty and students.

The Wright Home and Studio, located in Oak Park, Illinois, was the architect's residence, workspace and laboratory during the first twenty years of his career. Wright, one of America's leading architects, lived and worked there from 1889 to 1909. Twenty-four of the 125 buildings designed by Wright during that period are located in the Oak Park area.

Free tickets for guided tours of the Wright Home and Studio may be obtained by contacting any Steelcase Regional Office. (Offices

Frank Lloyd Wright Home and Studio, Oak Park, Illinois

are located in most major metropolitan areas.) Tours are offered at 1:00 p.m. and 3:00 p.m. weekdays and on the hour 1:00 p.m. to 4:00 p.m. Saturdays and Sundays. The Home and Studio is located at 951 Chicago Avenue in Oak Park.

The Steelcase relationship with Wright began during the 1930s when the company manufactured the innovative office furniture the architect designed for the S.C. Johnson and Son Administration Building in Racine, Wisconsin. That furniture is still in use today.

#### "High"-ly Edible Edifice Celebrates Museum's First Birthday

A 10-foot-high white chocolate and almond cream cake replica of

Atlanta's High Museum of Art was the center of attraction during a week's birthday celebration of the first anniversary of the Richard Meier-designed facility. The High Museum has received the national AIA Honor Award, the New York Chapter of the AIA Award, the Atlanta Urban design Commission Award, and Richard Meier was the recipient of the 1984 Pritzker Prize. Actress Sophia Loren was in Atlanta to blow out the single candle atop the cake to kick off the anniversary celebration week.



#### When Lighting Levels Drop, So Can Productivity!

The National Lighting Bureau (NLB) has released some data on the effects of lighting on employee productivity. The premise of their work is to show that sometimes the money saved with reduced lighting levels is more than lost by a decrease in employee productivity.

Reducing lighting to save money is often false economy. In a case cited, lighting levels in a Baltimore building were cut in half to save energy. After the cut, employee productivity fell by 28%. Depending on the labor-to-lighting cost ratio existing at the time, they might have lost \$194 for every dollar saved.

Lighting modification must be done with care and should always be preceded with a lighting energy survey, recommends the National Lighting Bureau. The organization also warns that in addition to productivity, lighting levels can affect errors, effectiveness of quality control, safety and security.

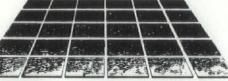
Cake replica of Atlanta High Museum of Art

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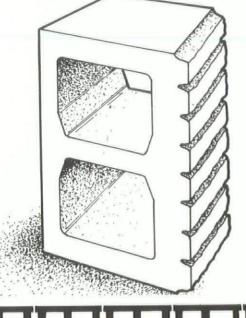
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The American Institute of Architects administers the award which each year confers an honorarium of \$25,000 and an original sculpture in aluminum.

Municipal Art Museum Moenchengladback, Federal Republic of Germany

#### Reynolds Memorial Award

Architect Hans Hollein, HFAIA, has become a two-time winner of the international R.S. Reynolds Memorial Award for distinguished architecture using aluminum. The Austrian received the 1984 award for his design of the Municipal Museum Abteiberg Moenchengladbach, a museum of modern art in the Federal Republic of Germany. In 1966, Hollein won for the design of a candle shop in Vienna.

Situated on the crest of the only

hill in Moenchengladbach, an historic town of 240,000 people, the museum is surrounded by a residential area that is dominated by medieval and baroque structures. The site topography and urban setting strongly influenced Hollein's modern design.

The 1984 Award Jury members were Robert Broshar, FAIA, Waterloo, Iowa; John Burgee, FAIA, John Burgee Architects with Philip Johnson, New York City, New York; and Georges Candilis, HFAIA, Paris, France and Athens, Greece.

#### Brendan Gill Appointed Secretary to the Jury for the Pritzker Architecture Prize

Brendan Gill, well-known author and Broadway drama critic for the *New Yorker* magazine, has been appointed Secretary to the Jury for the Pritzker Architecture Prize.

Gill is chairman emeritus of the Landmarks Conservancy of New York, and has also served as chairman of the board of directors of the Institute for Art and Urban Resources, the Victorian Society, the Municipal Art Society, and the Film Society of Lincoln Center.

The first Pritzker Prize Laureate was Philip Johnson. Luis Barragan of Mexico, James Stirling of Great Britain, and U.S. architects Kevin Roche, leoh Ming Pei and Richard Meier have been honored in subsequent years.

Nominations are currently being accepted from around the world for the seventh Pritzker Architecture Prize Laureate, who will be named in April of 1985.

◀ Brendan Gill

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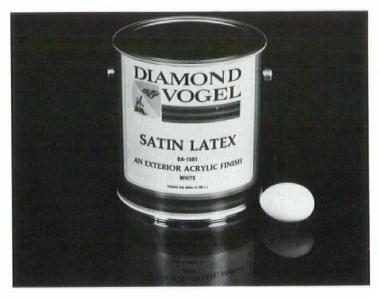
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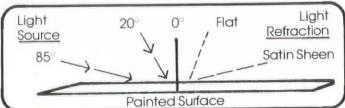
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