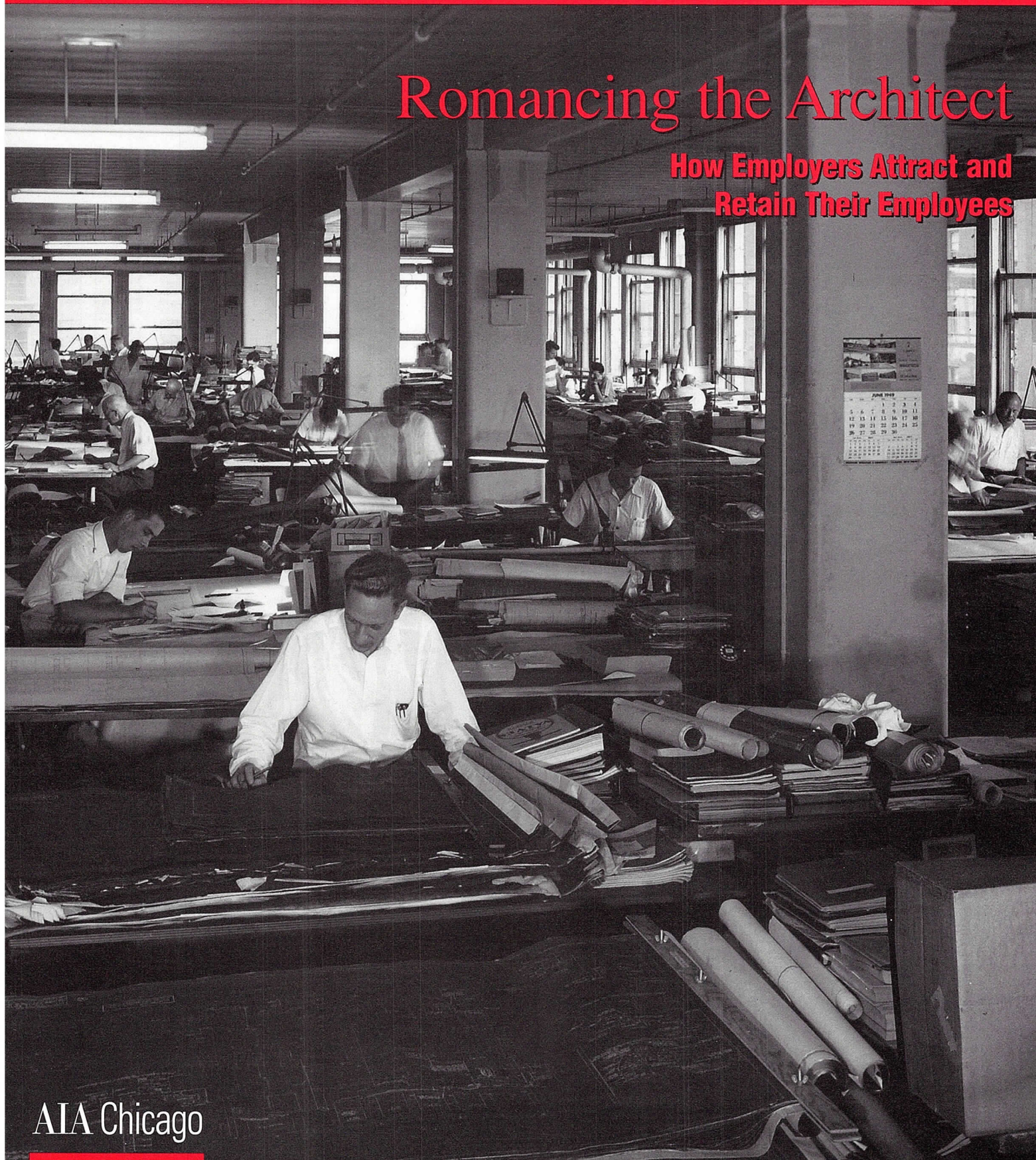
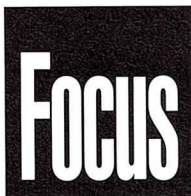


## Romancing the Architect

How Employers Attract and Retain Their Employees





**3**  
Focus on Programs

**5**  
President's Letter

**7**  
News Briefs

**10**  
Cover Story  
*Romancing the Architect*

**14**  
Notebook

**20**  
Calendar

**April 1997**

**Editor**

Susan Nelson

**Focus Advisory Board**

William Bradford, AIA  
Randall Deutsch, AIA  
Deborah Doyle, AIA  
Peter Exley, AIA  
W. Stephen Saunders, AIA  
Merritt Seymour, IDSA, CMG  
John Syvertsen, AIA  
Thomas Zurowski, AIA

FOCUS (ISSN 1071-3700) Vol. 17, No. 4, is published monthly except May and October, with a combined issue June/July, by AIA Chicago, 222 Merchandise Mart Plaza, Suite 1049, Chicago, Illinois 60654-1001. \$20 of each member's dues are allotted as a subscription. Periodicals postage paid at Chicago, Illinois. POSTMASTER: Send address changes to Focus, AIA Chicago, 222 Merchandise Mart Plaza, Suite 1049, Chicago, Illinois 60654-1001.

For advertising rates and schedules, call 312/670-7770.

© 1997 The American Institute of Architects Chicago. All rights reserved. Reproduction in whole or part without permission is strictly prohibited.

AIA Chicago on the Internet: [www.aiachicago.org](http://www.aiachicago.org)  
AIA Chicago e-mail: [aiachgo@mcs.com](mailto:aiachgo@mcs.com)

# AIA Chicago



A Chapter of The American Institute of Architects

**1997 Board of Directors**

**President**

W. Stephen Saunders, AIA

**President-Elect**

Deborah Doyle, AIA

**Vice Presidents**

Thomas Fridstein, FAIA  
Thomas Zurowski, AIA

**Secretary**

T. Gunny Harboe, AIA

**Treasurer**

James Jankowski, AIA

**Directors**

Hill Burgess, AIA  
Randall Deutsch, AIA  
Jonathan Fischel, AIA  
Doug Garofalo, AIA  
Harold Olin, FAIA

**AIA Regional Director**

Gaines Hall, FAIA

**AIA Illinois Director**

Holly Gerberding, AIA

**Associate Director**

Lee Waldrep, Ph.D.

**Professional Affiliate Director**

Merritt Seymour, IDSA, CMG

**Past President**

John Syvertsen, AIA

**1997 AIA Illinois Delegates**

Thomas Braham, AIA  
Kenneth Crocco, AIA  
Dirk Danker, AIA  
Richard Fencel, AIA  
Janet Hahn Lougee, AIA  
William Worn, AIA  
Kevin Hall, AIA (alternate)  
Arthur Salzman, AIA (alternate)

**Chapter Staff**

**Executive Director**

Alice Sinkevitch

**Membership Coordinator/Assistant to the Director**

Anna Andrews Smith

**Program Director**

Joan Pomaranc

**Focus Editor**

Susan Nelson

**Financial Manager**

Crystal Gagler

**Public Information Receptionist**

Margie McArdle Smith

**Documents Clerk/Office Assistant**

Ryan Peterson

Cover Photo: The office of Holabird & Root LLP in the late 1940s. Photo courtesy of the firm.

**Architect vs. Architect**



Tues., April 8, 6:00 p.m.; Teng & Associates, 205 N. Michigan Ave.  
Sponsor: Corporate Architects PIA

A lively panel discussion of how traditional architects and corporate architects view each other. 3 LUs.

**Health Care Facilities**



Wed., April 9, 5:30 p.m.; Perkins & Will, 330 N. Wabash Ave.  
Sponsor: Architecture for Health PIA

A review of current health care projects by Perkins & Will. 3 LUs.

**The Expanded Loop TIF**



Wed., April 9, 5:15 p.m.; Chicago Cultural Center, 78 E. Washington St.  
Sponsor: Planning & Urban Affairs PIA

Michael Mettler, Department of Planning and Development, and Jack Pettigrew of Trkla, Pettigrew, Allen and Payne lead a workshop explaining Tax Increment Financing. 3 LUs.

**Masonry Restoration**



Thurs., April 10, 5:30 p.m.; AIA Chicago  
Sponsor: Historic Resources PIA

The first in a series on materials for restoration and conservation. 3 LUs.

**The Good, the Bad, and the Ugly: The Transformation of North Michigan Avenue**

Wed., April 16, 5:30 p.m.; Chicago Cultural Center, 78 E. Washington St.  
Sponsor: AIA Chicago

John Buenz, FAIA and Lucien Lagrange, AIA discuss their firms' roles in developing the Magnificent Mile.

**Integrating Sustainability and Architectural Education**



Tues., April 22, 6:00 to 8:00 p.m.; Palmer House Hilton, 17 E. Monroe St.  
Sponsor: Environment PIA

As part of the Affordable Comfort conference, a panel of architects discuss how sustainability can be integrated within architectural education. Moderated by Michael Iversen, AIA. \$10 (students free). 4 LUs.

**CSI's Green Products Night**

Tues., April 22, 3:00 p.m.; IBM Building, 330 N. Wabash Ave.; Cost: \$5  
Co-sponsor: Environment PIA

The sixth annual exhibition of environmentally responsive construction products. For information, call CSI at 312/641-5986.

**Flush Wood Doors**



Thurs., April 24, 12:00 noon; AIA Chicago  
Sponsor: Technical PIA

Eric Ekstrom, of the National Wood Window and Door Association, presents a program on flush wood doors. 3 LUs.

**Winning Young Architects**



Wed., May 7, 6:00 p.m.; AIA Chicago  
Sponsor: Young Architects PIA

1996 Young Architect Award winners—Eric Davis, AIA; Peter Exley, AIA; and David Jennerjahn, AIA—present their work and discuss what inspires them. 3 LUs.

**Fort Sheridan Master Plan**



Thurs., May 8, 5:30 p.m.; AIA Chicago  
Sponsor: Historic Resources PIA

William Tippens, Assoc. AIA presents design and preservation guidelines for the historic former military base. Co-sponsored by the Planning & Urban Affairs 3 LUs.

**Sign Me Up!**

- 4/8 Architect vs. Architect
- 4/9 Designing Health Care Facilities
- 4/9 The Newly Expanded Loop TIF
- 4/10 Masonry Restoration
- 4/22 Integrating Sustainability
- 4/24 Flush Wood Doors
- 5/7 Winning Young Architects
- 5/8 Fort Sheridan Master Plan
- 5/10 Tour: New Central Post Office
- 5/14 Interior Architect for Health Care
- 5/17 Field Trip to Swallow Cliff Woods
- 5/22 Learning Las Vegas

Name \_\_\_\_\_

Office \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

Phone \_\_\_\_\_

Fax \_\_\_\_\_

All programs listed above are free or as noted for AIA Chicago members. Non-members will be charged \$10 per program or as noted.

**Method of Payment**

- Check
- American Express
- Visa
- Mastercard

Credit Card No. \_\_\_\_\_

Expiration Date \_\_\_\_\_

Name on Card \_\_\_\_\_

Signature \_\_\_\_\_

Mail or fax to:  
**AIA Chicago**  
222 Merchandise Mart Plaza, Suite 1049  
Chicago, Illinois 60654  
Fax 312/670-2422

■ **Tour: The New Post Office**

Sat., May 10, 10:00 a.m.;  
433 W. Harrison St.

Sponsor: Corporate Architects PIA

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



■ **Environmental Field Trip: Swallow Cliff Woods**

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

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



■ **Tour: Eckenhoff Saunders Architects Inc.**

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

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



■ **Interior Architecture for Health Care**

Wed., May 14, 5:30 p.m.;  
AIA Chicago

Sponsor: Architecture for Health PIA

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



■ **Learning Las Vegas**

Thurs., May 22, 5:30 p.m.;  
AIA Chicago

Sponsor: Interior Architecture PIA

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



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

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

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



**EUCLID**

**AIA Chicago 401(k) and Profit Sharing Association Plan**

IRS compliance is a key factor in the cost of pension plan administration costs. By combining smaller firms together in a larger group, the costs will be lower. That is exactly what the AIA Chicago 401(k) and Profit Sharing Association Plan did. Euclid and Hinz Consulting Services developed a plan that will allow smaller employers to offer the same options as their larger counterparts. These charges include everything for a "turn-key" pension plan... filings, 5500's testing, investing, reporting, bookkeeping...

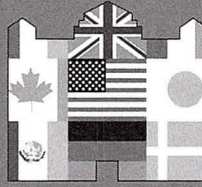
For more information, please contact :  
**Jim Lorenz at 630 833-1000**

**Euclid Pension Services, Inc.**  
977 Oaklawn Avenue, Elmhurst, IL 60126

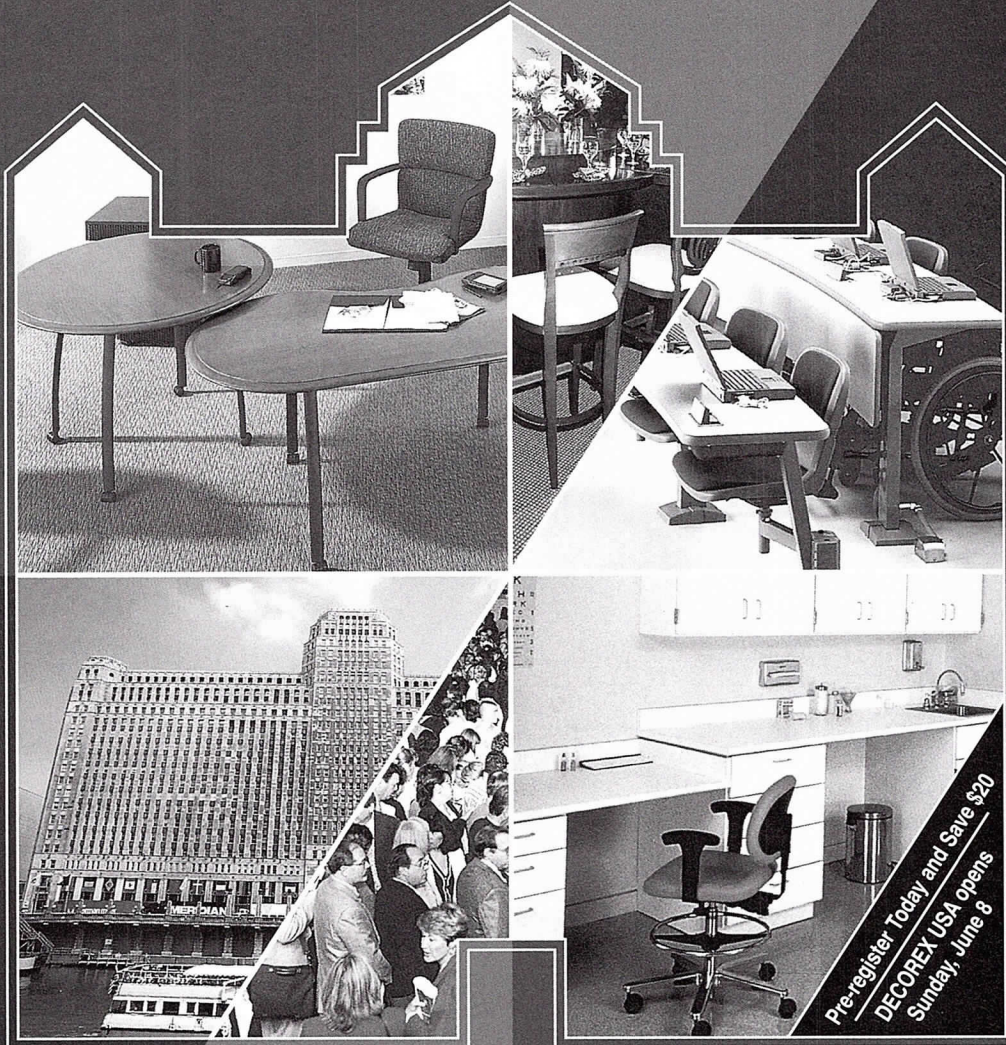
**We have Big Plans for your Small Firm**

# NeoCon® 97

World's Trade Fair



featuring  
NeoCon, **Buildings Show**,™ **DECOREX**™ USA, **BPIA** MarketPlace, **NEW** Hospitality, TechnoCom™



Pre-register Today and Save \$20  
DECOREX USA opens  
Sunday, June 8

## Where the Who's Who in the Interior Design & Facilities Management Industries Meet

### Discover:

- 6 shows in one
- Interior furnishings, facilities construction and management products and services for all types of interior environments, including office, residential, health care, hospitality, retail and institutional
- 800+ exhibiting manufacturers
- 140+ CEU-accredited seminars, 23 association forums
- 20+ participating associations
- 33,000 attending interior designers, architects and facilities managers

To register or for more information, call 800/565-3697 or 312/527-7600.

To receive exhibiting information, call 312/527-7598.

June 9-11, 1997

The Merchandise Mart • Merchandise Mart ExpoCenter™ • Chicago, Illinois, USA • [www.neoconwtf.com](http://www.neoconwtf.com)



## “Dinner With an Architect” Satisfies Student’s Hunger for The Real World



Having spent the past 25 years immersed in the practice of architecture, it was refreshing and sobering recently to host at my office 12

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

Do you recall the moment you realized the line you were drawing across that clean, white sheet of paper was no longer a design concept but actually was going to be built? That line would be analyzed

by building officials, paid for by owners, built by contractors, and experienced by users. I know that school alone did not prepare me for that moment.

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

“The truth is that architecture has serious, unsolved problems compared with other fields when it comes to supplying on-the-job learning experiences

to induct students into the profession on a massive scale,” report Boyer and Mitgang. “The architecture profession must support a required system of internship prior to licensure in an industry that has neither the financial resources of law nor medicine, the stability and public support of teaching, or a network of locations like hospitals or schools where education and practice can be seamlessly connected. And many employers acknowledge those problems.”

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

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

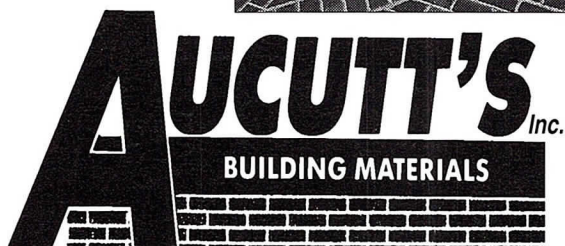
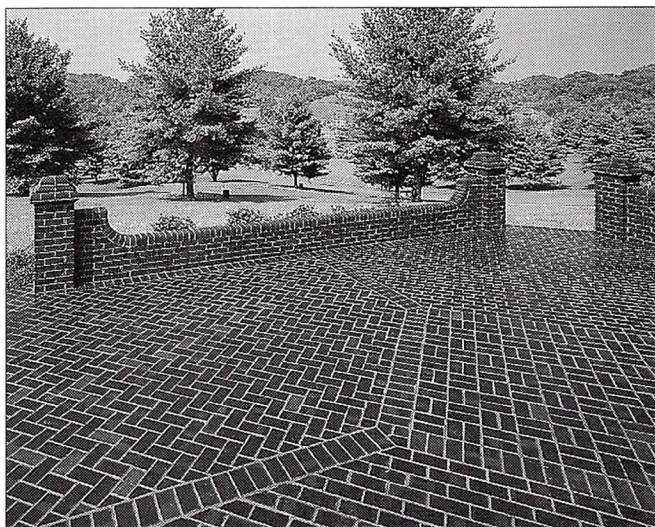
AIA Chicago is lucky to have Doug Garafalo, AIA and Lee Waldrep, Assoc. AIA, as co-chairs of our Education to Practice Task Force. They have worked hard to create opportunities for practitioners and students to meet. I would like to invite all of you to contact Doug and Lee to find out how you can help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

W. Stephen Saunders  
President

## Clay Pavers *For Strength and Functional Beauty*

Choose from a Wide Selection of Colors and Patterns from General Shale Brick and other Clay Paver Manufacturers.

For Use in New Applications, Restoration and Renovation Projects



HEADQUARTERS/SHOWROOM

1975 Aucutt Road  
Montgomery, IL 60538

Phone (630) 897-7922

Fax (630) 897-7923

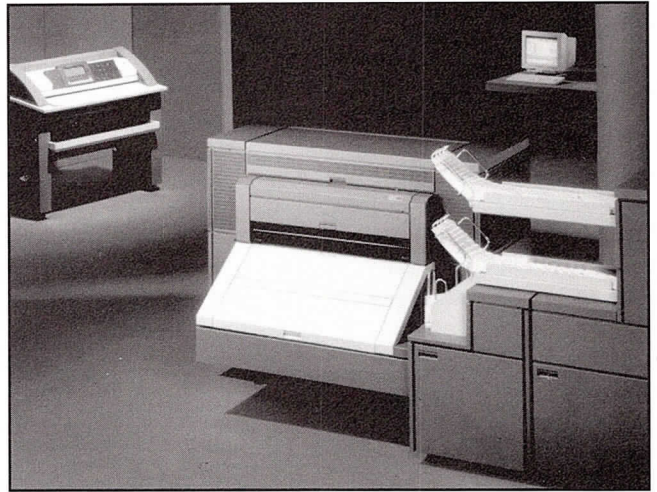
To volunteer as a sponsor for a “Dinner With an Architect” program—it’s as easy as ordering a few pizzas, buying some soda, and putting some slides in a carousel—or one of the other Education to Practice initiatives, call Doug Garafalo, AIA at 773/975-2069 or Lee Waldrep, Assoc. AIA at 312/567-8835.

# New

# High-Speed Digital Blueprinting

High speed digital printing from scanned originals or prints and CADD plot files. Copies may be reversed (negative to positive) mirror imaged and stretched along with standard enlargements and reductions from 25% to 400%. We would prefer HP/GL2 files with pen weights set.

For more than 70 years, Mossner has provided the latest and fastest high-production equipment available. And now Chicago's first state-of-the-art Oce 9800 for Digital Blueprinting is here!



- **Pick-up and Delivery**
- **Fast Service**
- **Print Scanned Originals**
- **Print HP-GL, HP-GL/2, HPRTL, TIFF<sub>5.0</sub>, CALS<sub>1</sub> Files**
- **Print Collated Sets Fast**

## BOND PAPER DPB

Total Sq. Ft. per order	Price per Sq. Ft.
1 to 49	.50
50 to 74	.35
75 to 99	.25
100 to 199	.20
200 to 499	.19
500 to 999	.18
1000 to 1999	.17
over 2000	.15

Minimum Charge \$25.00  
\$2.00 per scan, \$1.00 per CADD File

## VELLUM PAPER DPV

Total Sq. Ft. per order	Price per Sq. Ft.
1 to 49	2.75
50 to 74	2.50
75 to 99	2.25
100 to 199	2.00
200 to 499	1.75
500 to 999	1.50
1000 to 1999	1.40
over 2000	1.35

Minimum Charge \$25.00  
\$2.00 per scan, \$1.00 per CADD File

# Mossner (312) 372-8600

THE REPRODUCTION PEOPLE • LARGEST IN THE MIDWEST  
Mossner Building • 137 North Wabash at Randolph (across from Marshall Field's), Chicago, IL 60602





Roula Alakiotou, whose firm designed the Division XI Maximum Security Detention Facility in Chicago, is among seven Chapter member elected this year to the AIA's College of Fellows.

Don Dubroff

### AIA Chicago Members Named Institute Fellows

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

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

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

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

### National Convention Positions Itself as Perfect Place for Learning

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

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

convention. Each is one-and-a-half to two hours long and open to 50 to 200 participants.

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

### AIA Chicago Seeks Delegates to National Convention

The interests of AIA Chicago are represented at the AIA's national convention by delegates elected by the Chapter Board of Directors. Members who will be attending the 1997 convention in New Orleans and who are interested in serving as delegates should contact Alice Sinkevitch, executive director of AIA Chicago, at 312/670-7770, no later than April 21. Chapter delegates must attend a pre-convention delegates meeting at 5:00 pm, Wednesday May 7, and the candidate speeches and regional caucuses at the convention on Friday morning, May 16.

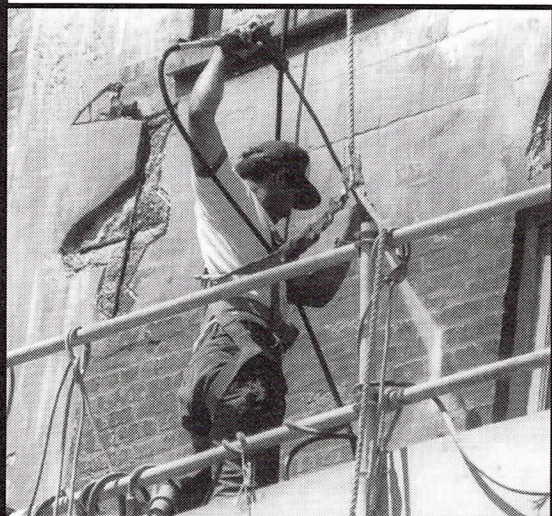
- University of Illinois Library
- Reliance Building
- The Drake Hotel
- DePaul University
- Monadnock Building

# Keeping Chicago Restored

Since 1898

THE TUCKPOINTING INDUSTRY PROMOTIONAL TRUST

☎ 773 247 4204 ☎



Photos: Sourilis Masonry Restoration, Inc.



**Skilled Union Craftsmen Make the Difference**

# Romancing the Architect

## How Employers Attract and Retain Their Employees

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

By Randall Deutsch, AIA

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

"In the past six months I've seen salaries jump by 10 to 15 percent due to a shortage of qualified people," says Bob Robicsek, AIA, a principal of Environ Inc. Robicsek believes compensation charts, like those printed in the 1997 AIA report *Compensation at U.S. Architecture Firms*, are within "five to eight percent of Chicago architects'

[compensation]." But he feels there is a disparity at the younger architect's level and is concerned about recent articles on architects' compensation.

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

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

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

medium and small firms between \$28,000 and \$31,000.

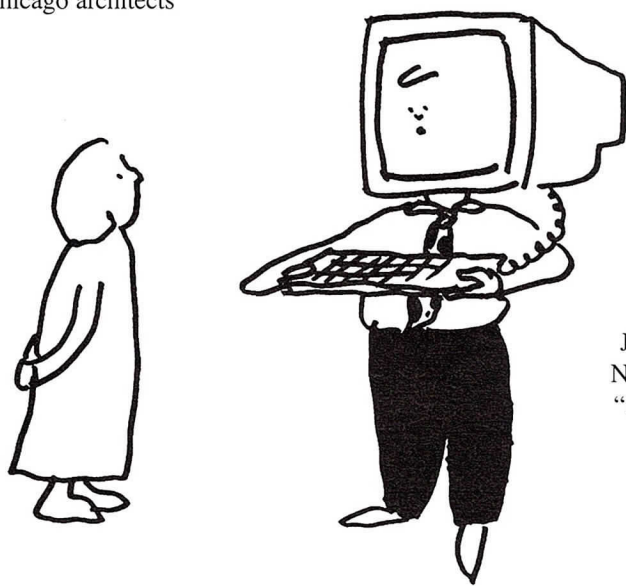
But surprisingly, several principals indicated that senior architects in their firms were making nearly as much as the principals. Tom Jaeger, AIA of Jaeger, Nickola & Associates, admits "if we were to put everyone's salary on a chart, yes I think there would be some surprises."

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

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

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

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



ALL I SAID WAS "MR. JOHNSON,  
I WANT TO KNOW WHERE I STAND  
ON THE FIRM'S ORGANIZATIONAL CHART."

### Who Benefits?

In a job market without loyalty or permanence, has the industry-standard benefit package become a dinosaur? In firms with high turnover rates, is profit

Survey respondents were asked to report total annual compensation, including bonuses and/or profit sharing for employees. The complete compensation report is available from AIA Chicago.

## Median Compensation by Position

	1996 National	1996 Chicago
Associate	\$ 55,000	\$ 56,200
Manager	50,000	55,000
Architect III	45,000	42,000
Architect II	38,000	38,000
Architect I	33,000	32,000
Intern	27,000	26,000
Interior Designer	35,500	50,000
CAD Operator	28,000	27,500
Drafter	28,000	20,000

sharing that doesn't kick in until after several years a token gesture? Firms offer three weeks vacation, but who stays five years anymore? For many, just finding and keeping a job is benefit enough.

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

**"If you don't invest in employees, it's back to the Sunday Tribune and 95 resumes you don't want to see."**

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

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

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

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

### More RAM

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

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

In addition to covering AIA dues, Urban Works offers employees a \$250 professional development allowance, "to encourage employees to expand their knowledge," says Willis-Brown, "but

interestingly no one takes advantage of it on their own. We started out suggesting programs that should be attended, and now we *tell* people to plan on attending programs."

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

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

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

"It's a morale issue," says Robicsek. "Everyone has one so no one has to scrounge around for one."

Yas/Fischel recently moved into new offices. Though the principals got their first private offices, the staff benefited with new workstations and by not having the principals looking over their shoulders all the time. "Let's design a better

Continued on page 13

# ALL-MASONRY GIVES YOU ALL THE ADVANTAGES.

Through the years new wall systems periodically appear on the construction scene. All of them seem to boast economy, speed and durability. But all too often, years down the road, owners and specifiers come to the sad realization that the new systems just haven't lived up to expectations and claims.

But with all-masonry walls you get exactly what you specify and buy—time-tested construction. There's never a need to worry if the system will work the way you expect it to.

During construction, you work with proven methods for flashing, weepholes, expansion joints and ties and anchors—time-tested methods for preventing and solving problems.

After construction, all-masonry walls provide an enclosure that saves energy.

Masonry "mass" reduces heat loss in winter and heat gain in summer.

Few building systems can rival the strength and performance of all-masonry construction. None can claim lower maintenance costs.

And masonry is a naturally fire-resistant material. It won't burn, melt or give off dangerous toxic fumes.

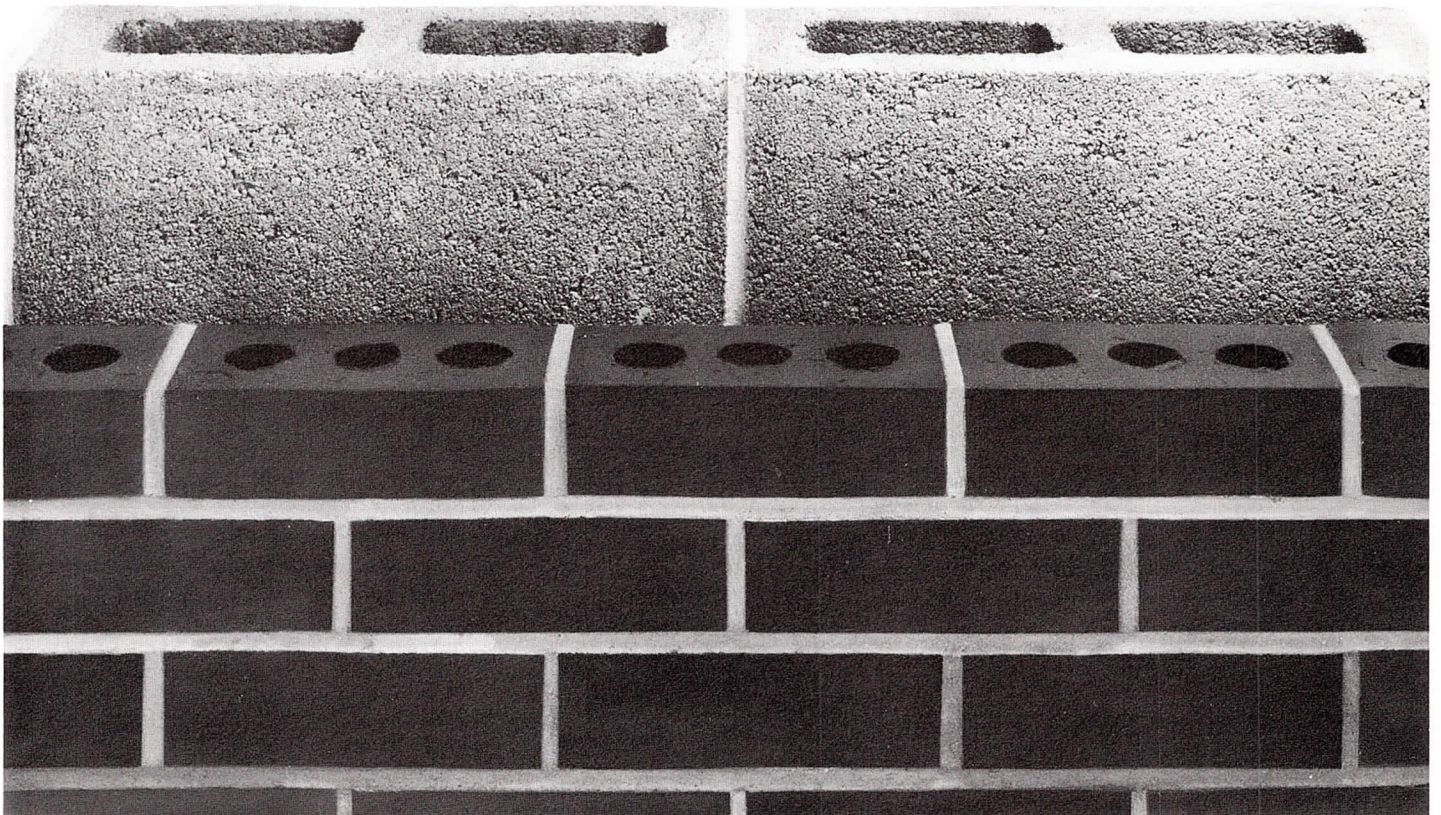
So choose masonry-on-masonry for worry-free construction, higher energy efficiency and greater building life expectancy.

And, above all, for peace of mind.



**MASONRY ADVISORY COUNCIL**  
1480 Renaissance Drive, Suite 401, Park Ridge, IL 60068  
(847) 297-6704 • fax (847) 297-8373 • <http://www.maconline.org>

**BUILD IT FOR KEEPS WITH MASONRY.**



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

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

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

## Coming to Grips

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

"The qualities I look for and strive to develop in a potential or veteran employee have to do with how strongly you feel about architecture, and what you want out of working with us," says Jaeger. "Could this person be a partner of mine or take on a management role? One person answered an ad for an architect with three to five years experience who turned out to be just a student. We made a position for him, and he's become one of our most valuable and enjoyable employees."

"Most architects have a hazy understanding of their role within the firm," says Robicsek. "They have an incredible naiveté about what's important to a firm. Before we bring you up in the ranks — unless you are a rainmaker or can do something especially well — we'll

look at your personal image, ability to communicate, and personality," says Robicsek

Robicsek has four questions every architect should ask themselves before asking for a promotion or raise. "These are what it boils down to, no matter how talented you are," he says. "Can you bring work in? Can you do the work in a profitable manner? Can you get along with people? Do you give off a professional image?"

"I think the recipe for happiness in architecture is to make sure that you enjoy what you are doing," adds Robicsek. "Understand what you are good at and work to develop those skills. Come to grips early with what the profession can and cannot offer, and avoid obsessing over what you cannot achieve. And don't look for your employer to change your life!"

"What you are looking for has to be well-defined," says Willis-Brown. "Research potential employers and stop accepting positions simply to get the experience and for the sake of name appeal. Interview current and past employees to determine their satisfaction levels. And don't settle for a position that doesn't provide the quality of work environment you need to be productive. If it doesn't exist when you accept the position make sure providing such is a short term priority of the owners."

Willis-Brown believes there is a connection between happy employees and quality design. "Quality implies care, care requires comfort, and comfort of employees, both physical and psychological, is important to the wise employer," she says. "If we, as owners, exhibit care toward employees and make them happy we will get the same in return, in most cases." ■

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

## "It's Not the Money"

Prudential Insurance recently launched a series of advertisements promoting their "Financial Architect" services, a contradiction in terms to clients who believe that budgetary stewardship is our least credible claim. Architects are credited with bringing creativity and imaginative solutions to the building process: many consider it our core competency. So why are so many such poor designers when it comes to overseeing their own financial situations?

Michael Buckley, writing in the *Journal of Real Estate Development*, explains "Designers are not motivated by financial concerns...Most have a moderate to poor level of financial sophistication, particularly in connection with their own businesses."

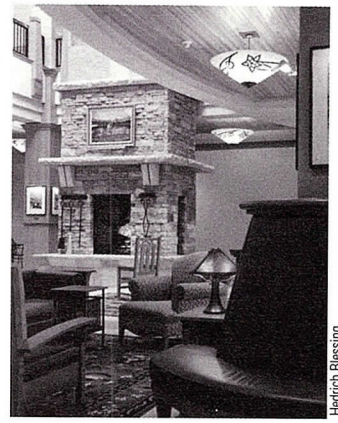
Though want of work and inadequate compensation have always been a part of this profession, for every architect who feels he is underpaid there is another who can't believe she's being paid to render, design, or (fill in the blank). So what is the architect's "currency?" How is an architect really rewarded?

Buckley lists reputation, lifestyle, prestigious commissions, publication, and public speaking opportunities, but he's perhaps most accurate when he writes "simply seeing the finished building in its environment."

"Staff working on professionally rewarding projects will generally be happier, even if their compensation is average or below average," says Bob Robicsek, AIA of Environ Inc.

"It's not the money, it's the work," says Jonathan Fischel, AIA. The Yas/Fischel Partnership is a small office where design and project responsibilities are defined by the partners. "You do what you're given direction to do," says Fischel. "Anything beyond that, if time and budget allow, you go for it."

Park Meadows Retail Resort in Colorado, a 1.5 million-square-foot retail village designed by Anthony Belluschi Architects, recently has won several design awards.



Hedrich Blessing

NEW MEMBERS

**AIA**

**Suzanne Astra**, Hahn Lougee & Associates; **Abraham Farhi**, Delta Architects Inc.; **Keith Ginnodo**, Brininstool & Lynch Ltd.; **Thomas Kikta**, Legat Architects; **Steven Kuchera**, Park Avenue Investors Inc.; **Fernando Madlanscay**, Bank of America; **Alison Miller**; **Alexander Polichuk**, Atelier 7 Inc.; **David Steele**, Muller & Muller Architects P.C.

**Reinstating AIA**

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

**Associate AIA**

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

**George Beach III**, Skidmore, Owings & Merrill LLP; **Cheryl-Lynn Craigo**, Espo Engineering; **Robert DeRose**, Eastlake Studio; **Timothy Meana**, FM Custom Design Inc.

**Emeritus**

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

**Transfer to AIA Chicago**

**Terry Adams** from AIA Northeast Illinois, Phillips Swager Associates Inc.

**Students**

**Eric Burbridge**, Harold Washington College; **Leander Cuasay**, University of Illinois at Chicago; **Ellen Pumo**, Harold Washington College

PEOPLE

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

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

**Loebl Schlossman & Hackl/Hague Richards** has announced the following changes to their staff:

**Armando Gallardo, AIA**, a former vice president of RTKL, has joined the firm as an associate principal; Catherine D'Hoostelaere and **Robert Wootton, AIA** were promoted to associate principals; and Csaba Szekelyhidi and Gary Betts, FCSI were named senior associate principals.

**OWP&P** recently signed a lease for 59,000 square feet of office space on the top three floors of the Burnham Center at 111 Washington St., marking the largest trans-

# ARCHITEMPS, INC.®

**ARCHITEMPS, INC.® -- the Architectural & Interior Design staffing specialists, serving greater metropolitan Chicago since 1986.**

**Quality staffing, service and solutions:**

- Design/Production Drafters
- Facility Planners
- CAD Architects/Interior Designers
- Project Managers

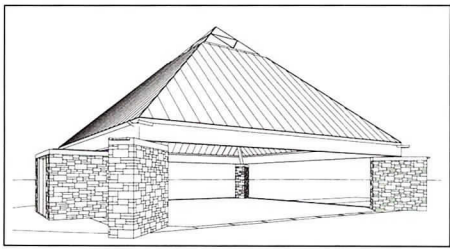
**Our billing includes all employer liability:**

- Payroll Administration
- Employee Benefits
- Government Compliance
- State & Federal Tax Remittance
- Workers' Compensation Coverage

**Architectural, interior design and facility planning personnel on a per-project basis. Customized employee leasing, permanent conversion and direct placement available. Call today for information on our staffing services or employment opportunities.**

**ARCHITEMPS, INC.®**  
**1050 North State Street**  
**Chicago, Illinois 60610.1043**

**Tel: 312.649.0912**  
**Fax: 312.649.1667**  
**ARCHITEMPS@aol.com**  
**http://www.architemps.com**



Harry Weese Associates has been hired to design a new national cemetery on the grounds of the old Joliet arsenal. The low-lying buildings will be built primarily of limestone which is abundant in the area.

Harry Weese Assoc.

action in the past 15 months involving a suburban company moving to the Loop. The firm's move from Deerfield to Chicago is scheduled for September. It will consolidate 80 people from OWP&P's downtown office with 145 people from its suburban location.

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

**AWARDS**

In February, **Anthony Belluschi Architects** received three awards for two recently completed projects. Park Meadows Retail Resort in Littleton, Colorado—a new 1.5 million-square-foot retail village 15 miles south of Denver—won two awards, one from SADI and the other from the Design-Wise Competition. In addition, SADI honored the firm's University Shopping Center in Tampa. The redevelopment of the Center included the

creation of a new logo and marketing identity, the renovation of existing common areas, the construction of a new Dillard's Department Store, and the remodeling of the old department store into small shops, a food court, and a new theater complex.

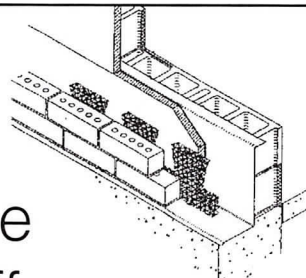
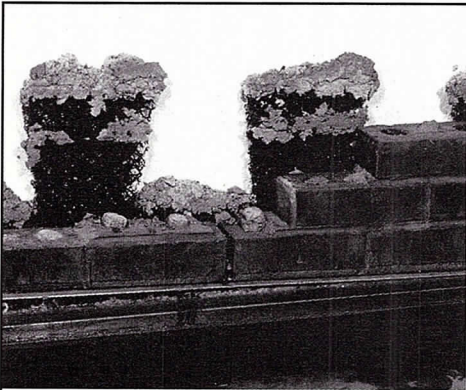
Acoustical consultants **Kirkegaard & Associates** of Downers Grove are part of the design team awarded a 1997 National Award for Interiors for a restoration of Dillingham Hall at the Punahou School in Honolulu. New York architects **Hardy Holzman Pfeiffer Associates** lead the team, with **Fischer Dachs**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

**NEW PROJECTS**

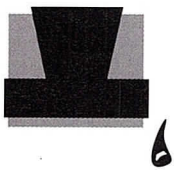
**Harry Weese Associates**, in collaboration with Joe Karr & Associates, has been commissioned to design a

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

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



The Difference is in the Cut.



**Mortar Net**™  
USA, LTD

TO ORDER MORTAR NET™ CALL  
SEALANT ENGINEERING ASSOCIATES AT

**6 3 0 8 6 0 7 8 7 8**

FOR TECHNICAL DATA AND A FREE  
SAMPLE KIT OR TO ORDER  
MORTAR NET™ CALL

**8 0 0 6 6 4 6 6 3 8**

Mortar Net's patented dove tail cut keeps weep holes open— collects mortar droppings inside masonry cavity walls.

Fast, Easy Installation— requires no fasteners or adhesives, no special skills or tools

5' long sections in 4 nominal sizes:  
10" high x 2", x 1", x 0.8" or x 0.4" thick and  
16" high x 1" thick

**PROJECT CONTROL INC.**

*A Professional Service Organization  
Established in 1974*

**PROJECT/CONSTRUCTION MANAGEMENT**

- Project Delivery Management
- Construction Management
- Cost Estimating
- CPM Scheduling
- On-Site Management

**PROFESSIONAL CONSULTING**

- Feasibility Studies
- Loan Management
- Property Inspections
- Litigation Support
- Maintenance Reports

**PROJECT CONTROL INC.**

411 South Wells Street, Suite 902  
Chicago, Illinois 60607  
Tel: 312/922-5151  
Fax: 312/922-6858

VOA Associates Inc. is the design architect for a \$72 million university center for the University of Cincinnati.



Steinamp/Ballogg

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

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

for University Commons, an adjacent open space being developed as part of the University's master plan.

**PROFESSIONAL DEVELOPMENT**

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

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

The School of Architecture at the University of Illinois at Chicago and the Graham Foundation for Advanced Studies in the Fine Arts are presenting **"Landscape Urbanism,"** a three-day event to present contemporary examples of landscape as an element of urban infrastructure. The symposium takes place on April 25, 26 and 27 at the Graham Foundation, 4 W. Burton Place. The event includes a keynote lecture by Ian McHarg on Friday at 6:00 p.m., and a full slate of paper sessions beginning at 9:00 a.m. on Saturday and Sunday. In conjunction with the symposium, an exhibition of recent work by an international group of architects and landscape architects will be on display at the Graham Foundation, April 25 to May 10. For information, including a list of participants, call 312/996-3268.

The Won-Door Corp., manufacturer of Fireguard, the horizontally sliding, accordian-type fire door, is hosting **"Sliding Doors as a Means of Egress: An Analysis of Recent Changes to the Model Codes."** The seminar is accredited with 15 AIA/CES

**Are you one system crash away from crisis?**

**KRISTINE FALLON ASSOCIATES, INC.**

You know us as the experts in CAD systems planning and automating A/E work processes. Now we're there for the follow through with:

**On-Site Technical Support Services**

Think of us as your computer support staff who doesn't need office space. Call on us to:

- Develop procedures for optimal systems operation
- Inventory and maintain your hardware and software
- Troubleshoot systems problems

For planning and support, call:

**KRISTINE FALLON ASSOCIATES, INC.**

30 E. Adams Street, Suite 600  
Chicago, IL 60603  
312.641.9339  
72073.557@compuserve.com

Division 7

**Architectural Representative**

630.668.1551  
Telephone



630.668.1672  
Facsimile

COATING SALES LTD.

Representing Manufacturers of Quality Construction Materials Since 1977

Koppers Industries

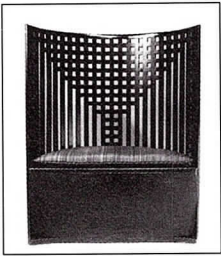
- Coal Tar Built Up Roofing Systems*
- Fume Recovery System-FRS 6000
  - Proven Materials
  - Quality Manufacturer
  - Warranty

Ludowici Roof Tile

- Clay Roof Tile Systems*
- Historic Preservation
  - Proven Materials
  - Quality Manufacturer
  - Fine Home Construction

*Long-term, Effective Solutions to Your Roofing Needs*





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

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

**“Waterfront Parks and Pathways: Design, Funding and Operation”** is being sponsored by The Waterfront Center on Friday and Saturday, May 16 and 17 at the Omni Netherlands Plaza Hotel, 35 W. 5th St., Cincinnati. For information, call 202/337-0356.

#### VARIOUS MATTERS

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

The Graham Foundation for Advanced Studies in the Fine Arts is sponsoring **“Modern Athens: Planning**

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

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

The **College of Design at Iowa State University** is holding a reception during the AIA convention for all alumni of the department of architecture. The reception takes place on Saturday, May 17 from 5:30 to 7:00 p.m. at the New Orleans Hilton Riverside. For information, call Stacy Cullison at 515/294-6984.

**Crosstree**  
INC.  
ARCHITECTURAL METALWORK

CUSTOM ARCHITECTURE INTERIOR FURNITURE IN METAL

**FREE Portfolio**  
Call 312.733.1234  
to receive our portfolio and see for yourself what we could do for your custom metal fabrication needs.

500 West Cermak Rd. Box 25 Suite 815 Chicago, Illinois 60616  
Tel: 312.733.1234 Fax: 312.733.1207 E-mail: crosstree@www.com

**CIVIL ENGINEERING**  
Planning • Zoning • Engineering

Call Ed Resner  
630-289-4029



**COMMUNITY DEVELOPMENT INCORPORATED**

**INSURANCE SPECIALISTS FOR**  
Architects • Engineers • Land Surveyors

## AVA Insurance Agency, Inc.

- Professional Liability
- Commercial

- Special Programs
- Group Health

*Serving You*  
*Since*  
1979

One Tower Lane, Suite 1440, Oakbrook Terrace, IL 60181  
(708) 571-4500 Fax (708) 571-4518 E-Mail: INFO@AVAINS.COM

**Signs Today**  
295-A N. Northwest Hwy., Palatine, Illinois 60067  
Phone: (847) 934-9777, Fax (847) 934-9965

**LARGE & SMALL OUTDOOR SIGNS**  
(Lighted, if you like)

**CHANNEL LETTERS**

**BANNERS**  
Exterior and Interior

**MONUMENTS ASSORTED MATERIALS**

Complete Line of Indoor, Real Estate, and Neon Signs !!!  
Estimates & Repairs  
Delivery Available

# Sabo & Zahn

Attorneys at Law  
Werner Sabo, AIA James Zahn, AIA

Copyrights for architectural works, litigation, arbitration, contracts, real estate construction attorneys.

**We've moved!**

8620 Sears Tower  
Chicago, IL 60606

(312) 655-8620  
Fax: (312) 655-8622

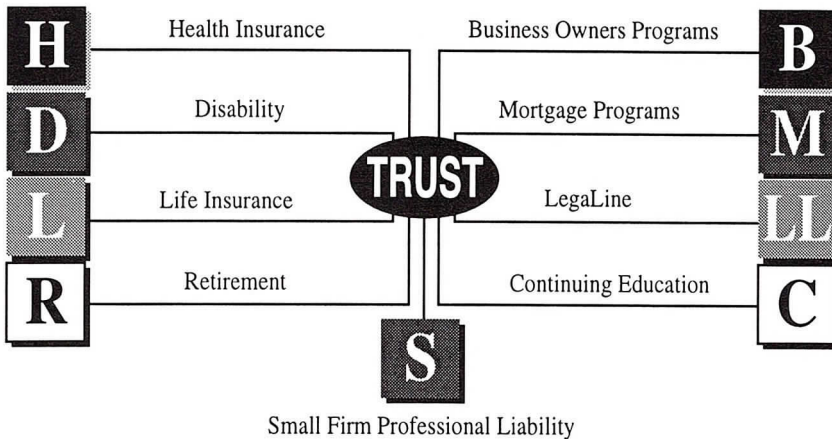
<http://www.sabozahn.com>

**Botti Studio**  
of Architectural Arts, Inc.  
919 Grove St., Evanston, IL 60201  
847/869-5933 • Fax 847/869-5996  
800/524-7211 • Botti@ix.netcom.com

Designers/Fabricators • Stained and Faceted Glass  
Beveled Glass • Sandblasted • Stained Glass Restoration and Conservation • Protective Glazing • Wood and Metal Frame Restoration • Sculpture • Bronze • Metal • Marble Mosaic • Interior Renovation • Woodwork • Murals  
Painting and Decorating • Custom Sanctuary Furnishings  
Stained Glass Consultants to Architects and Churches

**Field Representatives Nationwide**  
Studios: San Diego • Chicago • Sarasota  
619/753-0705 • 847/869-5933 • 941/951-0978

[www.teleport.com/~aiatrust](http://www.teleport.com/~aiatrust)



**T**he AIA Trust is on the web! Copies of the AIA Trust's Self Assessment Tests can be returned to the Trust. With follow-up you can earn one AIA CES Learning Unit.  
Try it. Mail, fax, or e-mail the ones you missed in AIArchitect.

### But that's not all!

**I**nformation about all of the AIA Trust's plans and programs including Health Insurance, Small Firm Professional Liability Insurance, the AIA Trust HOME Mortgage Program, the AIA Members Retirement Program, Life, Health, and Disability Insurance is just a click away.

**AIA Trust**  
1-800-552-1093

### DO YOU NEED INFORMATION OR ASSISTANCE WITH ANY OF THE FOLLOWING?

- Ornamental Plaster
- Interior Gypsum Plaster
- Portland Cement Plaster
- Spray Fireproofing
- Gunite Rock Work
- Stucco Work
- Scagliola
- E.I.F.S.
- Sgraffito
- Cast Plaster
- Racquetball Courts
- Hydronic Heat in Plaster
- Electric Heat in Plaster

**Just give us a call. We will be happy to serve you.**

## CHICAGO PLASTERING INSTITUTE

6547 N. Avondale Ave.  
Chicago, IL 60631  
(773) 774-4500

### The Law Offices of Cooke & Whitcomb

TIMOTHY P. MORGAN, ESQ, AIA OF COUNSEL  
Twenty years experience as a practicing architect.

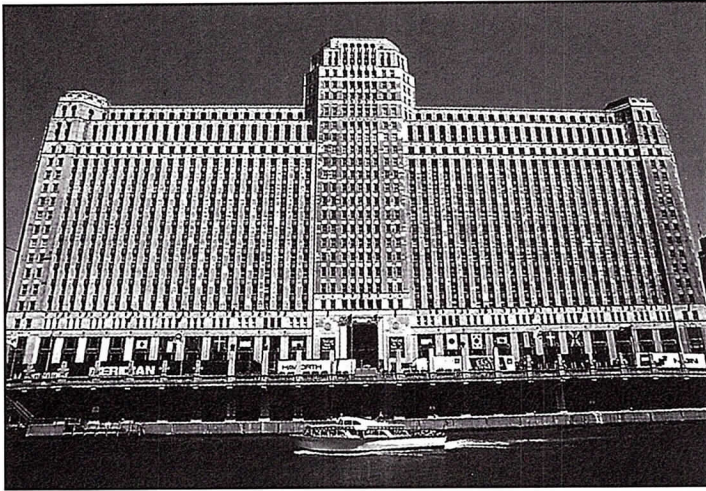
A Business Transactional Practice. Contracts. Strategies. Financing.  
Commercial & Residential Real Estate. Construction. Arbitration. Litigation.

111 E. Wacker Dr.  
Suite 3021  
Chicago, Illinois 60601

TLPH (312) 240-9002  
FAX (312) 240-9007  
E-MAIL: Garycooke2@aol.com



## Premier Training Center



The Merchandise Mart, Chicago

### Why The CFA/CADD Training Center™ for CAD?

#### Award Winning ATC

- **Curriculum:** Autodesk ranked our curriculum, which is written specifically for architects and A/E/C professionals, "number two" in the country. Higher than any other licensed AutoCAD training center in Illinois.
- **Group of Instructors:** Autodesk ranked our group of instructors, all of whom are architects or design professionals, "number two" in the country. Higher than any other licensed AutoCAD training center in Illinois.
- **Individual Instructor:** Autodesk ranked our head trainer, Michael Horta, the "ninth best AutoCAD trainer" in the country. Higher than anyone at any other licensed AutoCAD training center in Illinois. He oversees the training at each CFA location.

#### Exceptional Learning Environment

- **Small Class Size:** An average of 4-6 students per class in an intimate learning environment • Taught by state-licensed instructors • Curriculum supports design and construction professionals including architects, engineers, interior designers and the building trades.
- **Design, Production, and Multimedia:** Autodesk's AutoCAD™, DataCAD, AutoVision, 3D Studio, form Z, Lightscape, Microstation™, MiniCAD, ARCH T, Auto-Architect and many others • DOS, WINDOWS, MAC
- **Flexible Schedules and Locations:** Morning, afternoon, evening and weekend sessions at your office or our convenient state-of-the-art downtown classroom facility. Handicapped and L accessible, and parking is close by.

- **Customized Training:** Our instructors are all current practitioners • Hands-on curriculum based exclusively on professional practice methods • Optional training by-the-hour
- **Accelerated Instruction:** No need to wait one year, or even one semester, to become more productive • Learn basic CAD in twenty hours • One- three- or five-week programs available • Intermediate, advanced and management courses also available • Ask for our full catalog
- **3 Months Free Lab Time:** Each class includes practice time in our completely updated computer lab • Reinforce what you have learned, or prepare a project for a job interview.
- **12 Free Seminars:** Once a month *The CFA/CADD Users Group* sponsors a free evening seminar on a CAD software application. These are not sales demo's, these are 12 free training seminars.

#### Superb Educational Credentials

- **Autodesk Premier Training Center:** As the producer of AutoCAD, the world leader in computer-aided design software, Autodesk Training Centers maintain the most rigorous and comprehensive educational programs; providing training of the highest quality for the widest range of professionals within the design industry.
- **Licensed by The State of Illinois:** The CFA/CADD Training Center™ is fully accredited as a private school. Our facilities and instructors must comply with strict standards of excellence, audited and monitored on an annual basis.
- **AIA/CES Provider:** Our program meets AIA/CES Quality Level 3 criteria • Participants earn 60 LU's (learning units) for each 20-hour course.

#### Convenient Chicago Location:

Consulting For Architects, Inc.  
The Merchandise Mart • Room 1049A • Chicago, IL 60654  
Tel: 312-822-0338 Fax: 312-822-0342

VISIT A CLASS IN PROGRESS!

**Reserve your classes now.**  
**Call The CFA/CADD Training Center™**  
**at 1-800-599-8882**  
**and ask for Harry Lane**

- 2 Illinois Institute of Technology.** Modernism: The Ghost Walks. Bertrand Goldberg, FAIA, lecturer. 5:30 p.m.; S.R. Crown Hall, 3360 S. State St. Information: 312/567-3230.
- 8 Corporate Architects PIA.** Architects vs. Architects. 6:00 p.m.; Teng & Associates, 205 N. Michigan Ave., #3600. 3 LUs.
- 9 Architecture for Health PIA.** Designing Health Care Facilities. 5:30 p.m.; Perkins & Will, 330 N. Wabash Ave., #3600. 3 LUs.
- Illinois Institute of Technology.** Modernisms: Fables of Participation. Bertrand Goldberg, FAIA, lecturer. 5:30 p.m.; S.R. Crown Hall, 3360 S. State St. Information: 312/567-3230.
- Planning & Urban Affairs PIA.** The Newly Expanded Loop TIF. 5:15 p.m.; Chicago Cultural Center, 78 E. Washington St., fourth floor conference center. 3 LUs.
- 10 Historic Resources PIA.** Masonry Restoration. 5:30 p.m. (meeting), 6:00 p.m. (program); AIA Chicago. 3 LUs.
- Young Architects PIA.** Happy Hour. 6:00 p.m.; Kasey's Tavern, 701 S. Dearborn St.
- 16 Construction Industry Affairs Committee.** Monthly meeting. 8:30 a.m.; AIA Chicago. Cost: \$5.
- AIA Chicago.** The Good, the Bad, and the Ugly: The Transformation of North Michigan Avenue. 5:30 p.m.; Chicago Cultural Center, 78 E. Washington St.
- 17 Government Affairs PIA.** Monthly meeting. 12:00 noon; AIA Chicago.
- 22 Construction Specifications Institute.** Green Products Night. 3:00 to 6:00 p.m. (exhibits), 6:15 p.m. (keynote speaker); 330 N. Wabash Ave., second floor. Information: 312/641-5986.
- Education PIA.** Monthly meeting. 5:30 p.m.; AIA Chicago.
- Environment PIA.** Integrating Sustainability and Architectural Education. 6:00 to 8:00 p.m.; Palmer House Hilton, 17 E. Monroe St. \$10. 4 LUs.
- 24 Technical Issues PIA.** Architectural Flush Wood Doors. 12:00 noon; AIA Chicago. 3 LUs.
- 27 Builders Association of Greater Chicago.** The Challenge of Bidding. 8:00 a.m.; Holiday Inn O'Hare, 5440 N. River Road, Rosemont. \$50/BAGC members; \$90 non-members. Reservations by April 25: 708/409-0808 (phone); 708/409-0977 (fax).
- 7 Young Architects PIA.** Award-winning Young Architects. 6:00 p.m.; AIA Chicago. 3 LUs.
- 8 Historic Resources PIA.** Fort Sheridan Master Plan. 5:30 p.m. (meeting), 6:00 p.m. (program); AIA Chicago. Co-sponsored by the Planning & Urban Affairs PIA. 3 LUs.
- 10 Corporate Architects PIA.** Tour of the New Central Post Office. 10:00 a.m.; U.S. Post Office, 433 W. Harrison St. Meet at the lobby escalator. 3 LUs.
- 14 Planning & Urban Affairs PIA.** Monthly meeting. 12:00 noon; AIA Chicago.
- Architecture for Health PIA.** Interior Architecture for Health Care. 5:30 p.m.; AIA Chicago. 3 LUs.
- 15 Government Affairs PIA.** Monthly meeting. 12:00 noon; AIA Chicago.
- 17 Environment PIA.** Spring Field Trip to Swallow Cliff Woods. Call Chapter for directions; 10:00 a.m. 4 LUs.
- 21 Construction Industry Affairs Committee.** Monthly meeting. 8:30 a.m.; AIA Chicago.
- AIA Chicago.** The Place Where We Live: New Views of Urban Housing. 5:30 p.m.; Chicago Cultural Center, 78 E. Washington, second floor theater.
- 22 Interior Architecture PIA.** What We Learned from Las Vegas. 5:30 p.m.; AIA Chicago. 3 LUs.
- 27 Design PIA.** Tour of Eckenhoff Saunders Architects. 5:30 p.m.; 700 S. Clinton St., #200. 3 LUs.

# AIA Chicago



A Chapter of The  
American Institute of Architects  
222 Merchandise Mart Plaza  
Suite 1049  
Chicago, Illinois 60654  
312/670-7770  
312/670-2422 (fax)  
e-mail: aiachgo@mcs.com  
www.aiachicago.com

Periodicals