

AIA Michigan



A Society of
The American
Institute of Architects

Bulletin
May, 1993

CURRENT GOVERNMENT AFFAIRS

Self Regulation -- This self regulation initiative is a joint effort by architects, professional engineers and professional surveyors consisting of 25,000 professionals. It is a result of numerous assaults upon the professions, including non-enforcement of existing laws by the State. The original strategy was to totally revise the existing law (Article 20), a single massive effort to push through the legislative process.

After extensive conferences and strategic planning sessions, the plan was revised. The total effort has now been broken down into three separate bills. They will be introduced at appropriate times and are based on priorities or essentials to be completed in logical order, thus accelerating the process. The three bills are: (1) Enforcement and Funding, (2) Continuing Education and Definition, (3) Create a Type I Board for the Professions.

At the most recent Joint Professional Licensing Committee meeting held April 21st in Lansing, the Committee was informed by their legal counsel that AIA Michigan has the support of State Representative Joe Young, Jr., and he will most likely be our sponsor for Bill No. 1. It may be put on the House Agenda during May 1993. If not, the Bill will be introduced in September 1993, after

Representatives return from summer recess. Also on the agenda at the Joint Professional Licensing Committee meeting was nomination of Chairperson. Ben Tiseo, AIA, was elected to serve as Chair through December 1993.

Board of Architects -- The Bureau of Occupational and Professional Regulation revised Board of Architects listing includes: Claybourne J. Adams (L.S.), James Blomquist, AIA (Arch.), Amarjit S. Chawney (Arch.), Norman L. Hamann, AIA (Secretary, Arch.), Rainy Hamilton, Jr., AIA (Chairperson, Arch.), Mary Kathryn Planck (Public), Daniel A. Redstone, AIA (Vice Chairperson, Arch.), Daniel P. Ryan (Public), and Charles R. Scales, Jr., P.E. (Eng.). The Board will meet in regular session during the remainder of 1993. All meetings are open to the public and are scheduled for June 3rd, August 19th, October 7th and December 9th. For more info., contact the Licensing Board at 517/335-1669.

And once again, to verify that an architect is indeed licensed, phone 900/740-6111. This 900 call is directed to the Architectural Registration Board in Lansing. In addition, AIA Michigan has a printout of licensed professionals which is current as of March 1993.

Qualifications Based Selection

(QBS) -- QBS is a national program supported by the national AIA Board of Directors. Components are encouraged to participate.

- QBS is a five-step process used to select a design professional. Using qualifications and ability to execute the design effort, an Owner can select the Architect and/or Engineer with the assurance that quality will be placed first. The QBS process is as follows:
 - a. Public notice or invitations to firms.
 - b. Submittal of qualifications.
 - c. Review of submittals.
 - d. Evaluation and ranking.
 - e. Negotiation of contract and fee.
- QBS began in 1972 with federal legislation intended to improve the design quality of governmental buildings. U.S. Representative Jack Brooks (D-Texas) sponsored legislation, now called the Brooks Act, Public Law 92-582, requiring federal agencies to use Qualifications Based Selection procedure rather than a low-bid system when choosing design professionals. Thirty-four (34) state governments have followed the federal model. A bill is currently being proposed by the QBS Coalition to State Legislature. Fee should not be the most important criteria when

selecting a design professional. A construction contract can be awarded to the lowest responsible bidder because all major aspects of the project are clearly defined, including the type and amount of construction materials required to complete a project. On the other hand, Architects and Engineers are retained to define scope and to take an Owner's ideas and given them definition in the form of plans and specifications.

- Maryland is the only state that has experienced a law requiring price as an evaluation factor. The difficulty in making meaningful price comparisons was experienced because of the fact that it is too early in the process for scope to be clearly defined. In 1985, having lived with the problems of price-based selection procedure for over ten years, Maryland established a statewide Qualifications Based Selection procedure because of its efficiency and benefits to the State in both cost and quality.

NEWS FROM HEADQUARTERS

Your assessment dollars are already busy working for you! As of this date, the **Minuteperson Program** is operational. A Lansing firm was hired to make every AIA Michigan member from our database part of the system. They matched (in most cases) your home address to your local representative or senator. This way we know immediately which members are in each district and can lobby more effectively. For those of you who completed the Minuteperson forms...thank you. Unfortunately, less than 20% of you returned the forms to us. However, we still plan to input the data submitted. Each Chapter has received this information in hard copy and WordPerfect 5.1, so Chapters also have access to this information.

Questions continually come into headquarters from members about

computers, and our expert is **Cathy Mosley**. She is responsible most recently for networking the headquarters computers (your dues dollars at work) and is learning the Novell Network system. We also have association software (Smith Abbott). This integrated system includes our database, accounting programs, events management and continuing education. All our staff members will be training on these new programs throughout 1993.

What else have we done for you recently? We have sponsored three major seminars with the Michigan Architectural Foundation (MAF).

The **Environmental Conference**, co-sponsored with The University of Michigan, attracted more than 50 AIA members and an additional 30 faculty members and students for a one-day seminar. Randy Case chaired this event and continues to chair the AIA Michigan Environmental Committee.

The **26th Annual Health Facilities Conference** was a huge success once again. Attendance at the Amway Grand Plaza in Grand Rapids was 275. This seminar attracts architects, facility engineers, hospital administrators, contractors, Dept. of Public Health officials, etc. It's the place to be if you're doing health care work.

Our newest seminar, the **First Annual Construction Industry Regulations Seminar**, was sponsored in conjunction with Henry Green, Executive Director for the Bureau of Construction Codes, Dept. of Labor, and the Construction Code Commission, along with several other associations. We had over 120 attendees (not to mention 5 inches of snow!) at Shanty Creek in Bellaire, Michigan a few weeks ago. The majority of the audience was made up of building inspectors (they were given 10 CEU's), with 20 architects in attendance.

Program evaluations were positive, and this looks like a conference that will continue to grow and help our overall Government Affairs efforts.

Another addition to the '93 line-up of seminars is the **Educational Facilities Conference** scheduled for October 18-19 again at Shanty Creek. This seminar promises to bring architects, clients and other professionals together with an agenda similar to the Health Facilities Conference. Every member will receive information on this event in the near future.

AIA Michigan also held the first annual **Design & Construction Expo 93** with CAM, CSI and a host of other organizations in February at Cobo Conference/Exhibition Center. There were over 10,800 in attendance, with 260 architects at the Business Meeting and nearly 300 at the seminar sessions. Planning is already underway for the 1994 Expo.

AIA Michigan's newest staff member is **Sherry Beaupré**. She joined us in January and has over 14 years experience with A/E firms in the marketing area in metro Detroit. Sherry is active with SMPS. Her duties include the newsletter and press releases, and assisting with the design award committees and conferences/special events. One of her main assets is she understands the business and knows the members.

Watch for more news next issue!

AIA MICHIGAN SEEKING SPEAKER FOR COMMUNITY APPEARANCE PROGRAM

AIA Michigan, the American Society of Landscape Architects (ASLA), the Michigan Society of Professional Engineers (MSPE), and the American Planning Association (APA) are joining together with the Michigan Society of Planning Officials (MSPO) to sponsor a one-

day seminar on community appearance. The seminar will be presented six times during 1994 around the state. The audience will be planning, zoning and other public officials and commissioners. AIA Michigan is seeking an architect who is a good speaker and has experience working with municipalities on beautification projects. Speakers will be paid for their effort. If you have an interest, contact Steve Vogel at 313/965-3100 before the end of May 1993.

NATIONAL AIA CONVENTION

The 125th Annual AIA Convention will coincide with the XVIII Congress of the International Union of Architects (UIA) in a 4-day summit in Chicago June 18-21, 1993. The World Congress of Architects will feature AIA Expo93 and will immediately follow NeoCon93. Contact your chapter president or AIA Michigan for more information ASAP.

AIA convention delegates are needed! If you are attending, consider representing your local chapter. Delegates elect national AIA officers and vote on resolutions that determine the Institute's internal and public policies. This is your opportunity to influence the direction and leadership of the AIA. Contact Rae Dumke at AIA if you want to be a Detroit Chapter delegate.

AIA DETROIT HOUSE TOUR

Mark your calendars. The 1993 AIA Detroit House Tour is scheduled for Sunday, September 19th. Committee members are finalizing their selections for new house or renovation projects in the Birmingham/Bloomfield/Franklin area. Call Nancy Lovaas at 313/740-1717 or 524-3222 with your suggestions ASAP.

FYI

Space is still available for the **Architectural Registration Exam (A.R.E.) Seminars**--it's not too late to sign up. Sessions continue through June 5th. For more information, contact Ken Herbart at 313/650-1300.

Due to budget constraints, there will not be a summer issue of **PLACE Magazine** for 1993. However, the fall issue is right on schedule with "Places of Industry, Corporate Headquarters and Facilities" as a focus. This is our big **Placemakers** issue . . . your chance to promote your firm to prospective clients. Watch your mail for more information and our request to you regarding the **Placemakers Directory**.

FIRM NEWS

Promotions and Appointments -- Corporate Design Group, Inc. of Ann Arbor announces the addition of a new partner, Robert Daverman, AIA...The new Board of Directors at **Giffels Associates, Inc.** in Southfield includes Harutun Vaporciyan, FAIA, James Graham, AIA, Loren L. Klevering, AIA. Officers include Robert J. Lefebvre, AIA, and James F. Meredith, AIA...**Quinn Evans/Architects** in Ann Arbor announces the promotion to Associate of Cheryl L. Jacobs, AIA, Jeffrey C. Luker, AIA, and Baird M. Smith, AIA...Also in Ann Arbor, **David W. Osler Associates, Architects**, announces that Betsy Williams, RA, formerly of U of M's College of Architecture and Urban Planning, has joined the firm...**BEI Associates, Inc.** of Detroit has promoted Benjamin C. Monacelli, AIA, Associate, to Senior Architect, and Donald E. Vroom, AIA, to Senior Vice President and member of the Board of Directors...**Campbell/Manix Associates, Inc.** of Southfield has appointed Gail D. Laurinec, Assoc. AIA, as Project Architect...**Siegal/Tuomaala Associates** in

Farmington Hills has promoted Martin J. Smith, AIA to Associate...**Integrated Architecture, P.C.** of Grand Rapids announces that Michael L. Perry, AIA, has joined the firm as Architectural Manager.

New Firms/Mergers/ Aquisitions -- Greiner, Inc., of Grand Rapids, announces that the Indianapolis architectural firm of **Group Eleven** has joined them. In addition, Greiner, headquartered in Irving, Texas and with Farmington Hills and Petoskey offices among 40+ across the U.S. and in Hong Kong, celebrates its 85th anniversary on May 1st...**Design Plus, Inc.** of Grand Rapids announces the signing of an agreement with **Criner & Wedeven**, a west Michigan mechanical and electrical engineering firm, to consolidate as a single company...Arnold Mikon, AIA, President of **The Smith Group**, announces the formation of a new subsidiary, **Premise Associates, Inc.**, a real estate consulting company providing economic consulting services for integrated real estate strategies. Katherine F. Beebe, PhD, has been named President, and offices are located at 150 West Jefferson Avenue, Suite 100, Detroit, MI 48226; phone 313/983-3970...

ArchiTECHS is a new architectural CAD consulting firm in Ann Arbor formed by Gintautas A. Gaska, AIA. Phone 313/677-3473...**Jeffery A. Scott Architects P.C.** announces the formation of his new practice at 31805 Middlebelt Road, Suite 305, Farmington Hills, MI 48334-2367; phone 626-0700; fax 313/626-0701...**A.M.D.G. Architects, Inc.** in Ann Arbor is the newly-formed architectural firm of Calvin C. Jen, AIA, at 2617 Sequoia Parkway, Ann Arbor, MI 48103; phone/fax 313/665-6501...**Fred L. Hall, AIA**, has opened a business as an architectural/technical consultant to the design and business community at 3329 Coit, Grand Rapids, MI 49505; phone 616/364-7967.

Rolodex Updates -- EBH Design, Inc., an architectural and urban design firm, has moved to: 1322 Broadway, Detroit, MI 48226-2202; phone 313/961-2300.

GRAPEVINE

Congratulations -- Effective May 17th, **Steve Vogel, AIA**, has been named Dean of the School of Architecture at the University of Detroit Mercy. Steve will continue to consult with Schervish Vogel Merz and its community-based clients...**Ken Czapski, AIA**, Associate and Senior Architect at BEI Associates, Inc., has been named Chairman of the Board of Directors of the Wyandotte Community Alliance for 1993...**Robert M. Beckley, FAIA**, of U of M, was elected Secretary of the National Architectural Accrediting Board (NAAB) for 1993...**Thom VanHattum, AIA**, Senior Project Architect with DesignPlus P.C. in Grand Rapids, has been selected by AIA Grand Valley as recipient of the 1992 Young Architect Award...The **Masonry Institute of Michigan** has returned Chairman Roy Seelbinder, Vice Chairman Mariano DiGiovanni, Secretary John Robovitsky, and Treasurer Charles Wilson to office for 1993...Keeping it in the family, Rossetti Associates Architects employees **Matt Rossetti, AIA**, Associate, and **Teri Brewer**, Marketing Manager, tied the knot February 28th in Aspen, Colorado. They celebrated with Matt's parents, **Gino Rossetti, FAIA**, and **Donna Rossetti**, and nearly 100 other family members and friends in attendance.

Awards and Honors -- The **Masonry Institute** recently honored several projects and firms for Excellence in Masonry Design at their 18th Annual Awards banquet. Those honored included: Ross Hilliard Building, Mason - Wigen, Tincknell, Meyer & Associates, Inc.; Michigan State Capitol Building, Lansing - Richard C. Frank, FAIA, and Quinn

Evans/Architects; Michael & Barbara Dennon Museum Center, Northwestern Michigan College, Traverse City - Architecture/Artistry/Interiors/Inc.; 110 Miller, Ann Arbor - Smith, Hinchman & Grylls Associates, Inc.; Providence Medical Center, Novi - Albert Kahn Associates, Inc.; St. Hugo of the Hills Church, Bloomfield Hills - Harley Ellington Pierce Yee Associates, Inc...The **Engineering Society of Detroit** has announced the winners of its 1993 Construction & Design Awards. They include: Chrysler Jefferson North Assembly Plant, Detroit - Albert Kahn Associates, Inc.; Detroit Bus Terminal, Detroit - William Kessler and Associates, Inc.; Masco Corporation Headquarters Addition/Renovation, Taylor - TMP Associates; NBD Bancorp Technology Center, Van Buren Twp. - Smith, Hinchman & Grylls Associates, Inc.; Providence Medical Center, Novi - Albert Kahn Associates, Inc.; Scientific Research Laboratory, Ford Motor Company, Dearborn - Harley Ellington Pierce Yee Associates, Inc.; Troy High School, Troy - Perkins & Will; W. K. Kellogg Foundation Headquarters, Battle Creek - Luckenbach/Ziegelman and Partners, Inc. The awards will be presented on Friday, June 4th at ESD's Annual Meeting at the Masco Corp. For more information, contact the ESD at 313/832-5400.

Bits 'n Pieces -- Gunnar Birkerts, FAIA, lectured on "An Architect's Perspective of Law School Building Projects" at the "Bricks II Conference" in March at Ohio State University. At LTU, Birkerts will lead the 1993 Reflective Practice Studio spring quarter...**Albert Wu, AIA**, formerly of Rossetti Associates Architects, is currently working in Taipei, Taiwan as a consultant with Fei, Cheng & Associates of Taipei. Albert still returns regularly to home and family in Grosse Ile...**Sheryl Maibach**, Director of Business Development at Barton Malow in

Southfield, has been selected as offering "the best of the best advice" for the building industry and professions to Capelin Communications, Inc. in New York. Capelin solicited "The Best Marketing Advice for the Clinton 90's" from marketers across the country. Produced in a 17" x 24" poster, the winning advice can be obtained by contacting: Ms. MH Flick, Capelin Communications, Inc., The Gramercy Park Bldg., 257 Park Ave. South, New York, NY 10010-7304; phone 212/353-8800...**Frank Z. Martin, AIA**, of Dorchen/Martin Associates in Southfield, has a patent pending to make life a little less confusing--an architectural/engineering triangular scale that can be read right-side up instead of up-side down! ScaleRite, designed for accurate and convenient use, will soon be available. He's interested in surveying your interest and opinion. Phone 313/557-1062...**Frederick H. Herrmann, AIA**, of Ann Arbor has donated a child-sized playhouse to Detroit Country Day School for their auction to benefit the students. Inspired by the character of Mad King Ludwig's Neuschwanstein Castle in Germany, which was also the inspiration for Walt Disney's Cinderella's Castle, the playhouse is complete with flat-topped turrets, battlements and a drawbridge.

OBITUARIES

Elizabeth Curtis Long Blessing, 78, wife of the late Charles A. Blessing, FAIA-E, passed away on January 15, 1993. Her death came less than one month after that of her husband, Detroit's chief planner for 24 years, to whom she was married for 52 years. Mrs. Blessing is survived by two sons, Bayard and Curtis, a daughter-in-law, Amanda Van Dusen, two grandchildren and a sister. Memorial contributions may be sent to: Van Dusen Compact College Fund, c/o Greater Detroit Chamber

of Commerce, 600 West Lafayette, Detroit, MI 48226.

Alfred C. Emmerling, AIA, 84, a past member of AIA Detroit since 1945 and AIA Mid-Michigan, passed away March 22, 1993. Mr. Emmerling graduated from Columbia College in New York and received his architectural education at Columbia University and The University of Michigan. He was employed by several firms during his career, including Talmage C. Hughes, Albert Kahn, C. Howard Crane & Associates, Giffels & Vallet, as well as his own practice, Emmerling, Spellicy & Hartman.

Clarke Edgar Harris, AIA, 86, a member of AIA Mid-Michigan, died February 4, 1993. A lifelong resident of the Lansing area, Mr. Harris graduated from The University of Michigan and practiced in Detroit and Oklahoma City before joining the Lansing firm of Warren S. Holmes Co., Architects and Engineers in 1935. He served the firm as Partner, President, and Chief Operating Officer until his retirement in 1973. Under his direction, the firm achieved outstanding growth and national recognition for its design of educational facilities. Mr. Harris served the AIA on many state and national committees relating to design and safety standards for schools. He was preceded in death by his wife of 57 years, Dora Clarkson, in December 1992. Mr. Harris is survived by his son, Clarke Edward Harris. Donations may be made to the Lansing Community College Foundation, 520 N. Capitol, Lansing, MI 48901 in memory of Mr. and Mrs. Harris.

Thomas F. Wikle, AIA, 51, a member of AIA Detroit since 1970, passed away on March 8, 1993. Most recently, Mr. Wikle served as Wayne County's Senior Architect. He was honored in 1991 by AIA Michigan with the Robert F. Hastings Award for nearly 20 years of service to the profession and the

community. A graduate of The University of Michigan, Mr. Wikle's accomplishments included the design of the Charles A. Blessing Exhibit and the creation of the Michigan Architectural Foundation's High School Design Competition. He served on the Board of Directors of The United Way and volunteered over 30 years of service to the scouting movement. He is survived by his father, Robert Wikle, a sister and brother-in-law, Linda and Harvey Feldstein, and a nephew, Ben Feldstein. Contributions may be made in Mr. Wikle's memory to the Michigan Architectural Foundation.

OPPORTUNITIES

Competitions -- The Interfaith Forum on Religion, Art and Architecture (IFRAA) announces its Call for Entries for the annual Architectural Design Awards Program for Religious Structures. Entry forms are due July 1, 1993 and submissions August 2, 1993. Contact: Doris Justis, Executive Secretary, IFRAA National Headquarters, 1777 Church Street, N.W., Washington, DC 20036; phone 202/387-8333; fax 202/986-6447...**AIA National** has announced its 1994 Honors and Awards Schedule. Entry and submission dates for the more than one dozen awards and recognitions can be found under **Calendar** of this issue of the Bulletin...**The Contemporary Art Institute of Detroit** is requesting slides from architects, designers and artists from the U.S. and Canada for its **1993 Windows Project**. Last year, **The Central Business District Association of Detroit** developed an Arts Window Project. Modeled after a 1990 Rochester, New York project, the effort was to clean up the vacant storefronts, windows and empty buildings in downtown Detroit. The 1993 competition will select ten or more professionals to complete site-specific works of art at vacant or under-utilized buildings. The organization is

especially looking for participation by architects this year. Stipends range from \$500 to \$1000. Entries must be received by May 28th. Call Sherry at AIA Detroit for more info.

Conferences/Workshops -- The Preservation and Conservation of Building Interiors is being presented by Michigan State University's Dept. of Human Environment and Design for architects, interior designers, preservationists and students May 14-15, 1993. Cost is \$125 for both days, \$75 for one day, \$25 for students. Deadline is May 5. Contact: Marla Goucher, MSU, Dept. of Human Environment and Design, 204 Human Ecology, East Lansing, MI 48824; phone 517/353-3054; fax 517/336-1058.

Other Opportunities -- The Hardwood Manufacturers Association is seeking professional photography showing use of solid U.S. hardwoods in flooring, furnishings, woodworking, etc. Requests from magazines and other periodicals often come into the Association's office for interior images. Here's your opportunity to get published! Full credit will be given to the designer. This is an ongoing program, but submissions would be appreciated by July 1993. Contact: Susan Regan, Executive Vice President, Hardwood Manufacturers Association, 400 Penn Center Blvd., Suite 530, Pittsburgh, PA 15235; phone 412/829-0770...**JHR Architects** is offering a "Michigan Barrier Free Design Graphics Manual." With the introduction of the State of Michigan's barrier-free design requirements in November 1992, their manual became obsolete; they have no current plans to update it. JHR's manual follows the premise of the State manual with additional code commentary as well as an item-by-item checklist. Cost is \$13/single copy with reduced rates for additional copies. Phone 517/321-0058 for more info...The

Great Lakes Ceramic Tile Council announces that free copies of the latest edition of the Tile Council of America's "Installation Handbook" are available now. Contact them at 313/476-5559.

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Contact: Office of Recruitment Services, M.L. 0566, Cincinnati, OH 45221-0566 or phone Marcia R. Bailey at 513/556-1225 or A. Yvonne Butler at 513/558-7159.

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**Tsk,
Tsk.**



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BECOMING A FELLOW

Advancement to the **AIA College of Fellows** is granted for significant achievement in various aspects of the profession, including design, preservation, education, literature and service, among others. In order to be considered for fellowship, an architect must have been a member of the AIA for a minimum of ten years and have made significant achievements within the profession. The Society's Fellows Committee is now accepting recommendations for fellowship. Candidates are considered by the Committee, which then forwards its nominations to the Board. The Fellows Committee recognizes that there are many worthy candidates whose achievements they may not be aware of and, therefore, encourages all members to bring these candidates to their attention. Letters of recommendation with a complete resume should be sent to the Fellows Committee Chair c/o AIA Michigan. **Submissions must be received by June 7th.** For more information, please contact Bob Ziegelman, FAIA, at 313/644-0600.

CALENDAR

MAY

- 14-15 Preservation and Conservation of Building Interiors - MSU (517/353-3054)
- 15 AIA Detroit Design & Recognition Honor Awards Program, 2:30 to 6:30 p.m. - Kingswood/Cranbrook
- 19 AIA Detroit, Firm Principals' Roundtable (by invitation only), 8:00 a.m. - Beaubien House
- 20 AIA Michigan Executive Committee Meeting - Kalamazoo
- 20-22 National IDP Committee - Dearborn
- 25 AIA Detroit Board of Directors Meeting, 8:00

- 28 a.m. - Beaubien House Contemporary Art Institute of Detroit, 1993 Window Project Competition (submissions due)
- 31 Memorial Day (observed) - Beaubien House Closed

JUNE

- 3 Board of Architects Meeting, 10:00 a.m. - Lansing
- 10 AIA Executive Committee and Board Mtg. - Lansing
- 14 1994 AIA Gold Medal (nomination postmark date)
- 15 AIA Detroit Board of Directors Meeting, 8:00 a.m. - Beaubien House
- 18-21 AIA National Convention - Chicago (313/965-4100)
- 25 Architectural CAD Directions Seminar & Show, 9:00 a.m. - Domino's Farms, Ann Arbor (phone ArchiTECHS at 313/677-3473 for more info.)

JULY

- 1 IFRAA Design Awards (entry forms due)
- 5 Independence Day (observed) - Beaubien House Closed
- 16 1994 AIA Gold Medal (submission binders due)

AUGUST

- 2 1994 AIA Honor Awards (entry postmark date)
- 2 IFRAA Design Awards submissions due)
- 5-8 AIA Michigan Mid-Summer Conference - Mackinac Island
- 19 Board of Architects Mtg., 10:00 a.m. - Lansing
- 30 1994 AIA Honor Awards (submission binders due)

SEPTEMBER

- 6 Labor Day - Beaubien House Closed
- 19 AIA Detroit House Tour

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* AIA member insurance evaluation & needs assessment study, wave #3.
Wiese Research Associates, October 1992.



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