

Portable Pension Plan Under Study

The Executive Committee of the National AIA last month authorized a study of the feasibility of an AIA-controlled, portable pension plan — which would permit an employee to retain his equity and future benefits, should he change firms.

Related NYC/AIA activity began in late 1972 in the Employee Benefits Sub-Committee of the Professional Practice Committee. A local survey showed that, although a significant number of architectural employees were participating in pension plans, the plans lacked uniformity and portability. Consequently, as employees change firms, many benefits cannot be transferred and are lost.

Concern within the NYC/AIA and subsequently other chapters across the country, particularly California, resulted in the formation of a National AIA Pension Plan Task Force. Task Force members include Frederick Frost, Jr., FAIA, and Richard Dickens.

After considering the possibilities of an AIA plan, the Task Force solicited feasibility study proposals from five firms and submitted its recommendations to the national Executive Committee, which made the final selections.

Richard Dickens, Chairman of the NYC/AIA Employee Benefits Sub-Committee, says the Task Force is confident an AIA plan with portability is possible and that it could be in effect early in 1975.

MP

Toward Better Employment Practices

Employers and employees have been working together for the last year as members of the new NYC/AIA Employer/Employee Relations Committee, Ralph Steinglass, Chairman. The long-range goals of the Committee have been to encourage a better professional environment within all architectural offices and to establish a dialogue between professionals, employers and employees alike, regarding inter-office policies, procedures, aims, communications and human relations.

As of this writing, the Committee has taken the following actions:

1. Proposed resolution to amend the scope of The Standards of Ethical Practice, so that all members of the profession might be included and so that areas of mutual obligations of employers and employees might be identified. Both the NYC/AIA Resolutions Committee and the Executive Committee have approved a draft resolution for presentation at the 1974 National Convention.

Unanimous endorsement has also come from the National AIA Committee on Personnel Practices.

2. Proposed AIA endorsement of "Guidelines to Professional Employment" (already endorsed by numerous professional engineering and scientific societies). This well-written, concise document goes a long way toward clearly defining the basic mutual responsibilities of employers and employees. Both the NYC/AIA Executive Committee and the AIA

Personnel Practices Committee are now reviewing the Guidelines.

3. Worked towards establishing a guide for an office manual responsive to both employer and employee needs. The present "AIA Guide to Personnel Practices" is generally considered to be unsuccessful in defining a professional relationship or mutual obligations and responsibilities which must exist within an office. (This work is progressing in committee.)

4. Proposed a framework for establishing an Employment Practices Sub-Committee within the Chapter's Ethics Committee, both to aid implementation of the Standards of Ethical Practice with specific regard to Employer/Employee obligations and to review particular problems stemming from employment policies which do not relate to the "Guidelines for Professional Employment". The draft proposal will be submitted to the Executive Committee.

It is the intent of the Committee to represent a fair cross-section of the profession: employers and employees from large, medium and small offices alike. Committee meetings are held mid-week during lunch hours, at Chapter Headquarters, two or three times a month. Those interested in learning more about the work of the committee or in participating in the committee's work should contact either Ralph Steinglass, at 751-1540, or George Lewis at the Chapter.

DVR

Executive Committee Actions

February 13, 1974

- Two candidates for Vice President of the Institute were invited to appear: Darrel Rippeteau of Water-town, New York, who was New York Regional Director for the past three years, and Robert Wilson of Stamford, Connecticut. Following their appearance a majority of the Committee voted to support Mr. Rippeteau.
- Approved resolutions to be submitted for consideration at the Institute Convention in May on the following subjects: Political Contributions, Employer/Employee Relations, Habitable Environment, Methods of Compensation and Institute Advertising. (The texts of the resolutions are being mailed to the membership).
- Noted a *Times* article Sunday, February 3 by Glenn Fowler on issues raised by City agencies, such as DPW, performing architectural work in-house as against retaining architectural firms. (This subject is high on the agenda of the Chapter's Public Agencies Committee.)

Kilham's Brunner Thesis Is Published

Walter Kilham, Jr. was the 1969 recipient of the Brunner Scholarship. His recently published book, *Raymond Hood Architect: Form Through Function In The American Skyscraper*, rewards us all with the results of his study.

The design preferences of a technologically advancing America are presented as a backdrop for the birth of the skyscraper and prologue to the contributions of Raymond Hood. Mr. Kilham concentrates on the man, his milieu, and his expressions in his medium. The text is non-technical;

the format largely anecdotal. And since as a young man the author worked for Hood and knew him personally, these insights are the most engaging part of the book. For example, because both Hood and he were involved in the Rockefeller Center project, Mr. Kilham is able to shed new light on the question of who was responsible for its design. The complexity of strong personalities working on this first of major urban renewal projects becomes clear, as does the influence contemporary critics had on the project. We also view the constant tug-of-war between the project's many architects and its developers and gain a new understanding of its final form.

Hood's career paralleled the development of the skyscraper as a distinct architectural type. The Daily News building and the American Standard building, both landmarks, are excellent examples of his work. They also evince Hood's tendency to treat every building in a different style. Sadly, according to Mr. Kilham, there is no common thread that runs through Hood's work except the uniqueness of each example. If a synthesis was yet to come, it was precluded by the leanness of the Depression and by Hood's early death. The McGraw-Hill building on West 42nd St. was the last of his large-scale projects.

It is unsure whether Raymond Hood was "the greatest architect in New York," but Mr. Kilham has given us the picture of a very worthy contender.

MES

Candidates for Membership

Information received by the Secretary of NYC/AIA regarding the qualifications of candidates for membership will be considered confidential:

Corporate

William Norton Bonham
Michael Paul Kolk
Etel Thea Kramer
Rory Yi-Shen Liu
Carl Spencer Muskat
Yin Hsuan Peng
Slobodan Saramadic
Roberto Velasco
Terrance Reynolds Williams
Carolina Ying Chi Woo

Associate

Narasinha Keshav Shenai

New York Chapter
The American Institute of Architects
20 West 40th Street
New York, New York 10018
212/565-1866
George S. Lewis, Executive Director

Executive Committee
T. M. Prentice, Jr., President
Herbert B. Oppenheimer, 1st Vice President
Samuel M. Brody, Vice President
Alexander Kouzmanoff, Vice President
Kurt Karmin, Secretary
James B. Baker, Treasurer
Louis P. Giacalone, Director
Anna M. Halpin, Director
J. Arvid Klein, Director
Bernard Rothzeit, Director
Walter A. Rutes, Director
LeRoy E. Tuckett, Director

Oculus Committee
David Paul Helpern, Editor and Chairman
Bonnell Irvine
Norman F. Jacklin
Carl Meinhardt
William B. North
Martin Pitt
Daniel V. Rodriguez
Margaret Esme Simon
Linda Yang

Student Affairs Shenanigans

The Student Affairs Committee (Sarelle Weisberg, Chairwoman) is swiftly scampering once again with its Spring Series of Saturday Seminars for secondary school students seeking the secrets of success in the study of architecture and urban design.

At the first spectacularly successful session on February 9, sited in the seraphic seclusion of Prentice & Chan, Ohlhausen's offices on the 59th floor of 500 Fifth Avenue, upwards of eighty ("sixty" would have been sublime for this sequence of sounds, but the argument may not be altered on account of alliteration!) spirited students, including several faculty members, from twenty-five high schools — public, private, and parochial — in all five boroughs of the City, attended.

Never has attendance soared to such heights before. It may be that, since this is the fourth series of seminars in the past three years, the sequence is becoming somewhat familiar, and therefore more widely publicized, within the Board of Education. The generally increasing concern with environmental matters may also be having an effect.

Remaining sessions scheduled in this series are as follows:

- March 2 — New York City Planning Department
- March 30 — Office of M. Paul Friedberg
- April 20 — Office of I.M. Pei and Partners
- May 11 — Construction Site (to be determined)
- May 18 — Bus trip to Philadelphia

Professionals and design students are encouraged to attend and chat with the high school students. Any professionals willing to volunteer their offices or construction sites for a Saturday morning tour during next year's series, please contact Sarelle Weisberg (466-7635) or Jerry Maltz (974-7153).

Remember, if we expect that there be a future to architecture and urban design (not to mention urbanity!) we must encourage these students. Let's hear from you!

Jerry Maltz

Like to Work with Young People?

In addition to the **Saturday Seminars** described above, the Student Affairs Committee conducts several other ambitious projects. Two of these need volunteers, according to Sarelle Weisberg, SAC Chairwoman.

One involves visiting high schools to speak to students, especially at their Career Day forums. A slide presentation is being organized for this, and will hopefully be available soon.

Also, students have asked the Committee in the past to place them in offices for limited periods of time as unpaid interns, to observe procedures and absorb knowledge.

If you are interested in helping, call Ms. Weisberg at 466-7635.

Learn to Conserve

With the forced recognition by the populace of an "energy crisis", awareness of man's wanton despoiling of natural (irreplaceable resources has become a legitimate, even fashionable, concern . . . at last!

Along with this, the idea of a design approach which conserves, rather than wastes, is finally receiving serious consideration by clients as well as architects.

In response, Pratt Institute is inaugurating a new course for professionals entitled: Architecture for Energy Conservation. The 12-lecture series, which will be conducted at Pratt's Manhattan Center at 46 Park Avenue, begins on March 19th, from 6:15 to 8:15 PM.

The course will cover such topics as designs which take maximum advantage of environmental factors, mechanical systems, lighting, interior transportation, building materials and the construction process itself.

These seminars will be conducted by Diane Serber and Carl Stein, two architects who have made grant-financed studies of the subject for the past two years.

The fee for the series, which is open to all members of the field, will be \$195. For additional information, contact the chairman of the Continuing Education Committee, Philip Dworkin, at 380-4649.

LY

Beame's "In-House" Work Policy Is Debatable

"Three weeks ago the head of a labor union representing 5,000 Civil Service workers stood up at a Board of Estimate meeting in City Hall and wrung from Mayor Beame and his top lieutenants a basic commitment.

"Henceforth, the board members promised, any city agency wishing to contract out architectural or engineering work to a private firm will have to explain why the work cannot be done by the agency's 'in-house' technical personnel."

So reported Glenn Fowler in an article that appeared in the Feb. 3rd *New York Times*, further noting: "It is not clear, as the Beame administration begins its second month in office, whether an increase in the City's force of technical personnel is in prospect."

The "in-house" architectural and engineering staff is a common adjunct of the large construction program, whether public or private. Purported savings in the cost of design are often cited as justification when employing staff in lieu of engaging a private architect.

In the case of the private corporation, only the management and stockholders need be convinced of the advantages of whatever use may be made of "in-house" design staff. A public agency, however, must satisfy not only governmental officials but also the general public with the logic of its procedures.

Are claims of the economy of government design operations valid? To determine this, any study of comparative costs must consider not only direct government salaries but all related expenses and overhead, such as the costs of owning or renting office space, of vacations and government pensions, and of carrying Civil Service workers during periods when specific project assignments are not available.

Also pertinent is accurately assessing the relative government staff costs added to private architectural fees — as well as to "in-house" work — for administration, review, and liaison.

One further question: Is the City depriving its citizens of "quality design" by going the "in-house" route? This should be the larger issue for the City, and not exclusively the cost of design services.

However, if we must hang on costs alone, let's get the real facts and figures, by a thoroughly professional cost analysis. The current Administration, headed by a former Comptroller, should be particularly interested in such an approach.

The Chapter is interested in members' views and is currently considering approaches to the City emphasizing the traditionally important role of independent firms.
WBN

200 Attend Seminar on Criminal Justice Architecture

Public officials, lawyers, concerned citizens, ex-prison inmates and architects met and exchanged viewpoints about criminal justice facilities February 20th and 21st in Albany.

Reinforcing the theme of the keynote address by Archibald Murray, Commissioner of the N.Y.S. Division of Criminal Justice Services (an agency that administers \$50 million a year), speaker after speaker identified the lack of comprehensive planning as the basic cause of most problems.

One participant went so far as to contend that the best criminal justice architecture was "no architecture at all". He urged that the recent Lasker decision that found confinement in New York City's Tombs to be a

violation of constitutional rights be studied by everyone involved in criminal justice, particularly architects.

Full utilization of alternatives to confinement, particularly for those awaiting trial, was also strongly recommended by the Prisoners' Rights Project of the U.S. Commission on Civil Rights.

Political realities were frequently mentioned. One professor noted that public agencies did not have the motivation to devote significant resources to planning since their survival was not at stake, while State Senator John Dunne challenged them to have the courage to resist community and official pressure to repeat past mistakes.

Dr. Sal Prezioso, Commissioner of the N.Y.S. Office for Local Government, pointed out that professional advice is often variable and generalized. Another claim was leveled by an organization that helps inmates and ex-inmates that professionals "rip off" society when they offer solutions to problems without assuming responsibility for failures.

The final session was devoted to regional workshops organized to permit contact between criminal justice professionals and architects on a continuing basis. The regional Committee will meet at Chapter Headquarters during March to begin developing information and to give the members an opportunity to become better acquainted. Chapter members who are interested can contact Committee Chairman John Doran, at 777-2090.

JD