

C O L U M N S



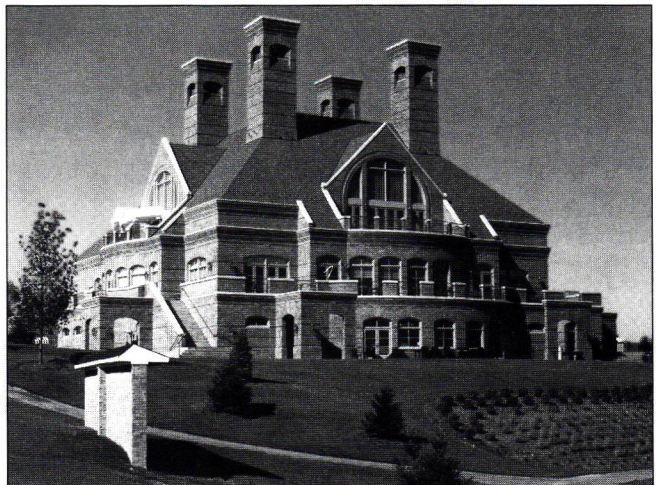
VOLUME 9, NO. 4

AIA PITTSBURGH, A CHAPTER OF THE AMERICAN INSTITUTE OF ARCHITECTS

APRIL 1995

Your clients depend on you to be knowledgeable of materials and techniques while still providing professional design expertise. You can depend on John Deklewa and Sons, Inc., for quality workmanship and professional management on all your construction projects.

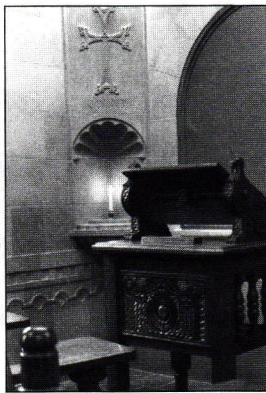
No area general contractor is better known or more respected than John Deklewa and Sons.



One of our recent projects, *The Clubhouse at Nevillewood* is now home to the *Family House Invitational Golf Tournament*.

Sweating The Details Is No Sweat

In the seventy-five years since our founding, we've produced some of the most dramatic and functionally well-integrated buildings in Western Pennsylvania, Ohio and West Virginia.

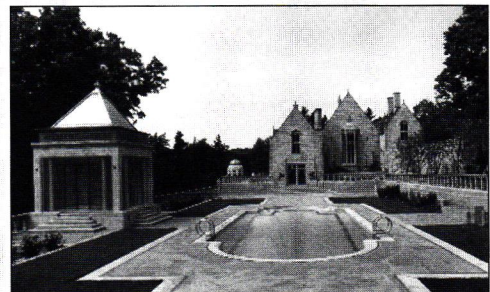


The Armenian room located on the third floor of the Cathedral of Learning at the University of Pittsburgh is the 22nd nationality room to be established at the university. The stone arched room copies the masonry techniques of church and monastery builders of the 11th century. This magnificent classroom was designed by Torkom Khrimiam who emigrated from Armenia in 1978.

We offer a full range of contractor services. Our pre-construction planning and value engineering, for example, can detect trouble spots early to help smooth out the production process. This insures your project comes in on time and on budget.

Whether you're considering renovation and retrofit of an existing structure or new construction, consult the experts at John Deklewa & Sons, Inc.

For a more detailed analysis of your specific needs, contact John E. Deklewa, President at 257-9000.



"Elm Court", a 9-acre private estate located north of Pittsburgh, involves unique additions and renovations. For example, the pool above is heated and has an ozone purification system. The deep blue water is surrounded by a granite surface edged in limestone. The pool is lined with hand made ceramic tile. On the left is a pool house sitting area. To the right is the "Fish Slide" built to hold two antique Indian carved marble panels giving the appearance of two carved fish swimming in the current of the fountain.

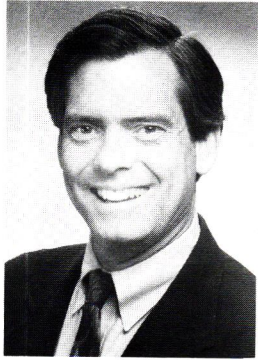
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GENERAL CONTRACTORS BUILDING SUCCESS

RK on EMP for AIA

by Roger Kingsland, AIA President



As of early March, a total of 21 firms representing approximately 220 architects (or 55% of our architect members) are members of EMP.

For some reason acronyms have become

an integral part of our society. Something starts out with a real name and evolves into initials. Upon achieving full acronym status, the name gains importance, mystery and exclusivity. The mystery fades, however, when people stop caring what the initials stand for—AT&T, IBM, SOL, etc. Of course, governmental agencies place a stronger emphasis on confusion than prestige and mystery; therefore, they seldom bother to name their acronyms for longer than the first six or eight hours of their life. Thereafter, it's anybody's guess what the acronym means and it probably doesn't matter anyway.

EMP

In December of last year, I started EMP (Employer Membership Program), a program whereby the principals of firms pay 100% of the AIA (American Institute of Architects) dues of their employees who choose to be involved with AIA. The objective of the program is to remove financial obstacles to membership, particularly for young practitioners, who are least able to afford AIA dues, but are one of our best resources. Our goal is not just to increase membership, but to increase member participation. To be eligible, firms pay the dues of only those employees who want to be involved. For example, our firm has set minimum involvement levels of attendance at half the AIA programs each year and active involvement in one committee.

So far, of the 25 AIA firms listed in the "PBT95BL" (*Pittsburgh Business Times 1995 Book of Lists*), "LPAAF" ("Largest Pittsburgh Area Architectural Firms"), 15 firms are currently part of EMP and four more are still considering the program. Some of those who have decided not to join the program already pay a portion of their employee's dues. I was pleasantly surprised to discover that many firms have a long-standing policy of paying AIA dues for their employees. For example, VEB (Valentour English Bodnar) not only pays AIA dues, but also the cost of specific programs and auto mileage, and gives their staff time off to attend AIA functions.

As of early March, a total of 21 firms representing approximately 220 architects (or 55% of our architect members) are members of EMP. On behalf of the BOD (Board of Directors) and everyone active in AIA, I would like to thank the principals of these firms for understanding the value of AIA as a long-term collective voice for our profession and demonstrating their leadership and financial commitment to helping us accomplish our goals.

- L.D. Astorino & Associates, Ltd.
- Apostolou Associates
- Ross Bianco Architects
- Douglas C. Berryman Associates, Architects
- Burt Hill Kosar Rittelmann Associates
- Celli-Flynn and Associates
- DRS/Hundley Kling Gmitter
- The Eckles Company Architects
- Foreman & Bashford Architects/Engineers
- Gardner+Pope Architects
- Johnson/Schmidt and Associates
- Kingsland Scott Bauer Havekotte Architects
- Lorenzi, Dodds & Gunnill, Inc.
- MacLachlan, Cornelius & Filoni, Inc.
- McCormick Architects, Designers & Planners, Inc.
- Poli & Cuteri Architects
- Reid & Stuhldreher, Inc.
- Ross Schonder Sterzinger Cupcheck
- Ruprecht Schroeder Hoffman Architects
- Sheehan & Holler Architects
- Valentour English Bodnar

If we have missed any other firms who already pay the dues of their employees, or if you would like your firm to be a part of EMP, please contact AIA Pittsburgh. 🏠

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On the cover: These grand columns, renovated by Celli-Flynn and Associates for the Duquesne Health and Fitness Center, once set the tone for shopping in Pittsburgh's Gimbels department store. Photo by Ed Massery.

AIA Pittsburgh serves 12 Western Pennsylvania counties as the local component of the American Institute of Architects and the Pennsylvania Society of Architects. The objective of AIA Pittsburgh is to improve, for society, the quality of the built environment by further raising the standards of architectural education, training and practice; fostering design excellence; and promoting the value of architectural services to the public. AIA membership is open to all registered architects, architectural interns, and a limited number of professionals in supporting fields.

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Opinions expressed by editors and contributors are not necessarily those of AIA Pittsburgh. The Chapter has made every reasonable effort to provide accurate and authoritative information, but assumes no liability for the contents.

Matchmaking AIA Style

by Anne Swager, Executive Director

Dating in mid-life requires accepting that

you won't be any better at it a second time around. In fact, if anything, you've gotten worse. My friend Caroline and I developed what we thought was a fail safe method of limiting our dating exposure to the wrong person.

Our method consists of a series of questions to be asked no later than 15 minutes into the first date. All the questions were designed to try to find out as quickly as possible whether there was a fatal flaw. Flaws come in a range. They can start with the merely annoying, like a guy who doesn't like chocolate cake, and proceed all the way to fatal. For me, the admitted grocery queen, fatal would be a guy with anorexia nervosa. The system worked reasonably well for Caroline, she's getting married in May, but I proved to be a hard study, especially in the beginning. Take Chuck. Here was a man who as a child learned to do everything forwards and backwards and for good measure, ambidextrously. He is very handy. Further, he taught himself to imitate every cartoon character ever broadcast in the 1950s and 60s.

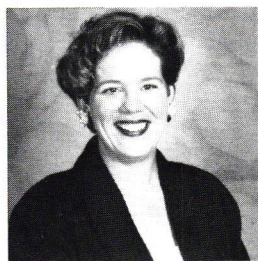
Bad enough to be dating Mr. Fixit who sounds like Elmer Fudd but it took several of his all-day cleaning binges to finally open my eyes. At last, I saw his predominant character trait—compulsion. Compulsion is not me, especially when it comes to a clean house! My living room often resembles the Texas dust bowl and I'd much rather walk the dog than clean the bathroom. Heck, even the dog didn't like Chuck!

Dating may be an art form, but you would think hiring the right person for a job would be easy. Ask them a few questions, tell them what you expect, and bingo you have a dedicated, hardworking, problem free employee. NOT! This is an endeavor you don't wish on your worst enemy. First of all, what's a right question? And then, where do you find a possible employee? Advertise? Word of mouth? Kidnapping? And then, there is the resume mystery. Has any-

one ever figured out how someone's personal interests relate to job performance or is that section there to give you something to talk about in the interview?

As part of our service to you, we have always maintained a resume file. At first this was easy. There were no jobs, lots of resumes, and no one ever came to look at them. Over the past year, the tide has turned. Job placement has become one of our busiest activities. The ever-able Susan Traub, one of my better employee picks in my lifetime, works with both job seekers and employers to try to ease this process. If you want to hire someone, you not only can see a slew of resumes but you can pick Susan's brain to find out lots of details about potential employees. Similarly, if you are looking for a job, Susan has a wealth of information on which firms have openings and for what kind of architects. But...watch out! She will often make you re-do your resume because it doesn't give enough information or simply because it doesn't fit in a standard size folder and cannot be xeroxed. While not a true job placement service, Susan's efforts can save both parties time. She has established a broad network of leads which take you beyond the immediate Pittsburgh market. We have resumes from architects living in Virginia Beach, Oregon, New York City, and Edinburgh, Scotland, to name a few. Similarly, there are job openings in Wilkes-Barre, Kansas City, and sunny Antiqua. If you are in the job or employee market, a phone call to Susan is a good place to start. After all, she has successfully placed 11 people in the past two months.

Susan's reputation as a matchmaker is beginning to take hold. Recently, someone asked her to help them compose a "tasteful" personal ad for *Columns*. We don't accept personal ads and as yet, we have not allowed Susan to branch out into the dating service business, even though she thinks she would be great at it. After all, she takes all the credit for lining me up with my favorite man, whom the dog loves and who's only apparent flaw is that he is an engineer. 🏠



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