

MOTION | AIA Virginia Board of Directors
FRI 26 APR 2024

Item

Mid-Career Professional Program Task Force

Background

AIA Virginia continues in its desire to establish a leadership development program for Mid-Career Professionals (MCPs). This program has been described as a complement to the successful and well-celebrated Emerging Leaders in Architecture (ELA) program, and there has been a series of discussions and activities concerning an MCP Program. The discipline, organization, and achievements of these activities have varied widely. This action attempts to direct these activities towards a more focused and conclusive purpose by establishing a Task Force to develop actionable recommendations for the MCP Program.

The content of the MCP program will address topics and themes relevant to both professional practice and leadership development, such as:

- corporations and business models
- ownership structures
- contracts: AIA contracts, alternate delivery methods
- finances and financial statements/accounting
- professional liability insurance
- conflict resolution and negotiation
- team science, feedback, mentoring

As the MCP Program is intended to be revenue-generating and be offered at a cost commensurate with competing programs (e.g., ACEC Enhanced Leadership Institute, the Christopher Kelley Leadership Development Program, LEAD or CIVIC Leadership programs), the Task Force should also make recommendations concerning the budget, revenue, fees, and expenses of the program.

The Task Force is also to make recommendations on the modality of the program: how the content is encountered/consumed, how/how often the cohort convenes, etc.

Action:

Scope

The Task Force will be charged with developing a leadership development program for MCPs in consideration of the thoughts offered above, background information that might be recovered from previous activities, benchmarking against other existing leadership development programs, and discussions with interested/knowledgeable parties including potential participants in the program.

Invitations to participate will be extended to:

Erin Agdinaoy, AIA
Scott Campbell, AIA
Rob Comet, AIA
Lynden Garland, AIA
Lori Garrett, FAIA
Meagan Jancy, AIA
Kurt Keesecker, AIA
Christopher Kehde, AIA
Jeremy Maloney, AIA

*Caitlin Morgan, Assoc AIA
Shawn Mulligan, AIA
Carrie Parker, AIA
Nea Poole, AIA
Gina Robinson, AIA
Delaney Ogden, AIAVA Liaison
Dan Zimmerman, AIA*

Shawn Mulligan, AIA will serve as Chair

Schedule

The Task Force will endeavor to provide a Preliminary Report to the Board of Directors at/before the August 2024 Board Meeting. And then present a Final Report, complete with specific recommendations, at/before the October 2024 Board Meeting.

It is expected that the program be announced and promoted Fall 2024, that candidates might be selected into the inaugural cohort soon thereafter, and that the program might commence First Quarter 2025.

Motion:

That a Task Force be commissioned to advise on the development of a professional development program for Mid-Career Professionals. That the individuals listed in this document be invited to participate in the Task Force. And the Task Force be charged with performing its duties according to the Scope and Schedule described in this document.