

Dear AIA Board of Directors,

04 April 2024

Questions and serious concerns have arisen recently in various quarters about multiple issues within the AIA. We write to request that the Board of Directors examine these matters thoroughly and report their findings to the membership. We recognize such examinations may require time but members should begin hearing from the Board on these matters beginning with the Town Hall meeting scheduled for May 1, 2024 with additional information presented at the Annual Meeting June 5, 2024.

In addition to concerns about finances and management, claims are circulating about potential misspending, nepotism, cronyism, and the pursuit of personal gain.

The undersigned make no such allegations or claims, but express profound concern that speculation of this kind could stain the reputation of the organization, its members, and the profession itself. Clarification of these matters in the near term is essential.

Institute Finances.

Public records, such as ProPublic's *Nonprofit Explorer*, show that the Institute has been operating at a significant deficit and may continue to do so in coming years. The members, as represented by their delegates to the Annual Meeting, need a clear and explicit accounting of the reasons for these deficits and plans for how the AIA at the National Component will resolve them while minimizing any financial impacts on other levels of the organization. This includes an accounting of steps being taken or contemplated to increase revenues and to reduce costs, and the gist of any expert advice the AIA may have received from outside financial consultants or advisors.

Requested action: We ask the Board to direct an examination of the AIA's current financial situation, and specifically with respect to the \$13.5 million deficit recently identified in remarks made to George Miller by leadership. This examination should be conducted by an independent auditor working with the AIA's Chief Financial Officer and its General Counsel, the two staff professionals who have independent fiduciary obligations to the organization and will report their findings to the Board. We also ask the Board to direct an independent analysis of the AIA's options to address its deficits, with such analysis conducted by a financial expert appointed by the Board to work with the Chief Financial Officer and the General Counsel, who shall report their findings directly to the Board, who shall also report such findings to the membership.

Staff Retreat Abroad.

Members have expressed astonishment and even outrage upon learning of a large staff retreat this year involving travel to a resort and casino complex outside of the United States. Please explain the decision to incur such expenditures during a stated period of financial difficulty. Beyond the costs of holding such a retreat, we note that the AIA strategic plan calls for full-force efforts to address global climate challenges. What is the justification for the "carbon footprint" associated with such travel? Members must be confident that policies and disciplines are in place to conserve financial resources and to abide by the AIA commitments to responsible environmental stewardship.

Requested action: We request that the Board direct the CEO to provide to them contracts, agreements, and payments made for the March 2024 staff retreat in Punta Cana, Dominican Republic. This should include hotel contracts, flight and transportation reimbursements, and passport renewal reimbursements. Included should be the number of actual staff that attended the retreat. We also request that the Board direct the CEO to provide all contracts, agreements, and payments made for each of the quarterly staff meetings held in the District of Columbia in 2023, separated by meeting date.

Proposed Membership Initiative.

Proposals to amend the AIA bylaws and change membership categories signals a significant shift and a departure from its core mission: ". . . to unite in fellowship the Architects of this continent, and to combine their efforts to promote the artistic, scientific, and practical efficiency of the profession."

Members are concerned that the further the AIA moves away from meeting the needs of practicing architects, the more it deviates from its basic purposes and from serving the interests of most members. The proposed approach to membership categories poses additional problems. Offering membership to people qualified in interior design and engineering is inappropriate when members are engaged in ongoing conflicts with those same professions over the right to practice architecture.

Separation of "academic" members from architect members is divisive and unlikely to achieve the unity of purpose our profession needs. Furthermore, the AIA has tried this approach in the past, without meaningful changes in membership or revenues. There is no reason to believe this time will be any different.

Requested action: Please share information on how the proposed new member categories have been evaluated from financial and policy perspectives, so members can evaluate whether these changes are appropriate and likely to deliver significant advantages to the AIA. This should include an assessment of the implications for the state and local components including their costs of attracting and servicing new members.

Management and Staffing.

Several employees of the national staff with substantial institutional experience and knowledge have departed in the past year or so. Members should be made aware of the qualifications, experience, and skills brought by new senior employees. In addition, members have expressed concerns about people now in senior AIA positions who have had or may still have business relationships with the CEO. Hiring must result from an open, transparent recruiting process, a clear understanding of needs and qualifications, and a thorough evaluation and resolution of any conflict-of-interest issues.

Action requested: Please direct the CEO to inform members about who is responsible for what at senior levels, and to introduce new employees filling senior positions, their backgrounds, their functions, and their value to the Institute.

Stipends for Senior Officer.

Except for the very last individual to join our ranks, every former AIA president has served on an entirely voluntary basis, with reimbursement, at cost, of travel and lodging expenses. Some of us support providing a financial stipend and a blanket expense allowance to senior elected officers, but this decision and the sums involved have never been presented or debated in an open member forum.

Furthermore, this step raises at least the *potential* implication of personal interests for those who chose to run for office and now hold office; they knew when they ran that there was no compensation and even if they recused themselves from a direct vote, they nonetheless *appear* to have awarded themselves a stipend.

Action requested: Please slate this matter for presentation, discussion, and possible further action during the Institute's annual business meeting.

Legal Dispute with Elected Officer.

Members report having learned that the Board was engaged in a dispute with an elected officer involving legal proceedings. This matter deserves elucidation to the fullest degree possible and assurances that all issues have been resolved to the complete satisfaction and protection of the interests of all involved.

Action requested: We request that the Board, in executive session, receive an oral report from the AIA General Counsel regarding any such matter. No other AIA employees should be included in this executive session, but the elected officer(s) who were affected should be in attendance.

Sale of Contract Documents Business.

Multiple questions have arisen from members about the sale of the AIA's contract documents business. We understand that this is a *fait accompli* and was completed after deliberations and due diligence by a former Board. Nonetheless, members should receive a report on the reasons for the sale of this asset, disposition of any lump sum payments received, any ongoing income from the sale and its implications for future budgets.

Renovation of the Headquarters Building.

1735 New York Avenue NW is the Institute's greatest financial asset and a flagship for the profession. Members have profound interest in the building and should receive a detailed report on the status of the schedule and the budget for its renovation, planning to retire any debt resulting from the renovation, as well as plans for its re-occupation and use after completion of the work. Additional questions have been raised regarding the potential designation of the Headquarters Building as historic structure or district. An explanation of decisions made to forgo such designations and their potential benefits should be provided to the members.

Disappearance of Magazine.

The publication *Architect* was among the benefits of AIA membership, serving as a vehicle for news of the profession, articles on topics of professional interest, and a showcase for architectural design. Once billed as the AIA's official publication, it now seems to have disappeared, without explanation. Members have asked if dues will be adjusted for this and should be informed of what to expect.

In closing, we wish to emphasize that no one among us disputes or wishes to usurp the operational and fiduciary responsibilities invested in the people elected and employed to fulfill them. However, these questions and concerns clearly show that members need to hear more frequently and in greater detail and transparency from the AIA Board and staff leadership.

All AIA members have a right and a duty to examine—and in some instances to debate and vote upon—any significant developments or proposed steps that affect their professional interests and the stature of their association. These rights and responsibilities cannot be completed without accurate and timely information.

Thank you for your time and consideration. We trust you know that our concerns and requests are submitted in good faith, with respect, and with certainty that the Board will take all steps needed to maintain the AIA's good name and its members' confidence.

Sincerely, [former Presidents agreeing to sign]

George Miller FAIA Chair, Council of Former Presidents

Randly Vosbeck FAIA

Donald J. Hackl, FAIA

Sylvester Damianos, FAIA

Jim Lawler, FAIA

L. William Chapin, II, FAIA

Raymond Post Jr., FAIA

Michael J. Stanton, FAIA

Ronald L. Skaggs, FAIA

Gordon H. Chong, FAIA

Thompson E. Penney, FAIA

Eugene C. Hopkins, FAIA

Douglas L. Steidl, FAIA

Katherine Lee Schwennsen, FAIA

RK Stewart, FAIA

Clark D. Manus, FAIA

Jeff Potter, FAIA

Helene Combs Dreiling, FAIA

Elizabeth Chu Richter, FAIA

Russell A. Davidson, FAIA

Thomas Vonier, FAIA

Carl Elefante, FAIA



AIA College of Fellows

COF Council of Former Chancellors - AIA Council of Former Presidents - COF Executive Committee – COF Council of Regional Representatives

17 April 2024

2024 AIA National Council of Architectural Component Executives (CACE)

Dear CACE Members,

On behalf of our colleagues from the Former Chancellors, the College of Fellows Executive Committee, AIA Former Presidents, and the Council of COF Regional Representatives, we want to make you aware of a Bylaw Amendment that AIA is proposing that effects advancement to Fellowship.

Some of you may be aware of the AIA Bylaw Amendment to Article 2.42 that would allow officers of the Board (President, President-Elect, Secretary and Treasurer) to be automatically advanced to Fellowship without formal submissions or vetting by a Jury of Fellows. This amendment is scheduled to be voted on by the Board at their 8 May 2024 meeting and if 2/3 of the Board vote in favor, it will be instituted without bringing it to the full membership at AIA'24.

We cannot let this happen!

The proposed amendment has generated widespread opposition from the Former Chancellors of the College, Former Presidents of the AIA, the COF Executive Committee, the Council of COF Regional Representatives, and numerous components from across the country.

Attached are the letters of opposition from our four groups and following is a listing of salient points from those letters that are associated with this initiative:

- Advancement to Fellowship involves a very rigorous process that includes a detailed submission and subsequent vetting by a distinguished Jury of Fellowship.
- Currently, recipients of the coveted Gold Medal, Kemper Award and Whitney Young Award are all eligible for direct advancement to Fellowship. These three award categories are based on superior career achievements of an architect and are the result of a very rigorous peer review process which is very similar to submissions for Fellowship – these individuals are certainly worthy of being automatically elevated to Fellow.
- Conversely, being an officer on the Board is certainly an important achievement but does not include the rigorous submission process as the above-mentioned Award recipients and should not entail automatic advancement to Fellows solely because of a position on the Board.
- Officers on the Board should go through the traditional submission process for Fellowship and if their career achievements rise to a certain level (beyond a Board position) the Jury will then have the opportunity to seriously consider advancement.
- Elevation to the College of Fellows has a clear and incomparable distinction from being elected to an office. Fellowship is a distinction that is achieved based on clear impact and “ripple effect” originating from the architect candidate and resonating through the profession or society bringing about solid and meritorious results. Serving as an officer may create such a ripple effect, but being elected does not.
- The proposed amendment would bypass the existing procedure evaluating candidates based on their extraordinary achievements by an established and highly regarded jury of their peers. The procedure that currently is in place is appropriate and should remain without change.



CACE Executives
17 April 2024
Page 2

- Although there certainly may be warranted slight adjustments to the Fellowship program and or Jury objectives, a thorough evaluation of this should occur with the assistance of the College of Fellows Executive Committee, the Former COF Chancellors, the Former AIA Presidents, the COF Regional Representatives, and a select group of former Jury Chairs. Prior to any changes, a comprehensive, transparent, diverse, and inclusive process to review any revisions to Article 2.42 must be undertaken across all strata of the AIA.
- The existing amendment was initiated without any of the above scrutiny and should be immediately removed from consideration!

As you can see by these comments and the full language in the letters, the opposition to this amendment is universally wide-spread and to further this opposition we now need your help:

- Please contact the members in your region/component to make them aware of the proposed Bylaw Amendment to Article 2.42 and alert them to the wide national opposition.
- Ask them to contact you with their opinion on this amendment....and if the majority are also opposed, please craft a simple email stating this and transmit to us so that we can use this information to further support our unified opposition.
- Additionally, you also can send comments directly to the AIA Board through Kimberly Dowdell, AIA (AIA President) and/or Britt Lindberg, FAIA (AIA Secretary) but because they have already received numerous communications on this, it is best to just transmit comments to us.

A big thank you for your immediate help with defeating this amendment as the Board is scheduled to vote on 8 May 2024. With you and your members' additional opposition, we are hopeful that the Board will simply remove it from consideration.

Please feel free to contact us if you need any additional information or details.

Best regards,

John J. Castellana, FAIA
Chair, Council of Former Chancellors

George H. Miller, FAIA
Chair, Council of Former Presidents

Ronald B. Blich, FAIA
Chancellor, College of Fellows

Stuart Pettitt, FAIA
Chair, Council of COF Regional Representatives



AIA
College of Fellows

The American Institute of Architects
1735 New York Ave NW
Washington, DC 2006-5292

Attn: Britt E. Lindberg, FAIA
Institute Secretary

Re: College of Fellows – ExCom Position on Proposed By-Law changes

Dear Britt:

The Executive Committee of the College of Fellows opposes the proposed Bylaw changes to grant Fellowship automatically to elected officers of the Institute, bypassing the existing path to Fellowship. Other major AIA awards (Kemper, Whitney, and the Gold Medalist) that grant Fellowship to the awardee go through a rigorous peer-reviewed process similar to the current Fellowship process.

We firmly believe that this matter warrants a comprehensive discussion involving diverse perspectives within the Institute. Rushing into such changes without thorough evaluation, involving every member of AIA and the College of Fellows, would be imprudent.

Yours very truly,

Ronald B. Blitch, FAIA
2024 Chancellor

Kate Schwennsen, FAIA
Vice Chancellor

Jeanne Jackson, FAIA
Bursar

Steven Spurlock, FAIA
Secretary

Cc: AIA Board of Directors
George H. Miller FAIA, Chair, AIA Past Presidents Council
John J. Castellana FAIA, Chair, Former College of Fellows Chancellors Council

AIA College of Fellows

1735 New York Avenue NW
Washington, DC 20006-5292

T (800) 202 3837
F (202) 626 7547



AIA College of Fellows

25 March 2024

Kimberly N. Dowdell, AIA, NOMAC - President
The American Institute of Architects
1735 New York Avenue NW
Washington, DC 20006

Dear Kimberly,

On behalf of the Former Chancellors of the College of Fellows, this letter confirms our majority position that the proposed Bylaw Amendment that revises Article 2.42 should not be approved by the Board at the 8 May 2024 meeting and should not be presented to the membership at AIA'24. (See endorsement list that follows).

We understand that there was disappointment in the recent results of the College of Fellows Jury but to totally revamp automatic advancement to Fellowship for officers of the Board appears to be an overreach.

Currently, recipients of the coveted Gold Medal, Kemper Award and Whitney Young Award are all eligible for direct advancement to Fellowship provided that they have been AIA Members for at least 10 years. These three award categories are based on superior career achievements of an architect and are the result of a very rigorous peer review process which is very similar to submissions for Fellowship – these individuals are certainly worthy of being automatically elevated to Fellow.

Conversely, being an officer on the Board is certainly an important achievement but does not include the rigorous submission process as the above Award recipients (and also Honorary and International Fellows) and should not entail automatic advancement to Fellow solely because of a position on the Board.

Two members of our Former Chancellors, however, support the potential inclusion of only the AIA President to have the opportunity to be automatically advanced to Fellowship, but all are totally opposed in including other officers of the Board. We are unified that officers should go through the traditional submission process for Fellowship and if their career achievements rise to a certain level (beyond a Board position), the Jury will then have the opportunity to seriously consider advancement.

Being a Fellow of the American Institute of Architects is an extremely humbling and important milestone in the career of an architect. Being recognized by a Jury of Fellows for achievements related to one of six Objects as outlined in a comprehensive submission package maintains the integrity and tradition of this tremendous honor.

Opening up advancement strictly based on merely being elected to a leadership position is not enough of a reason to alter the present Bylaw and **we strongly recommend that the Board reject the Bylaw amendment as presently written and remove it from consideration.** We further question the lack of transparency if the AIA Board modifies the Bylaws at a Board meeting even if legally allowable by the Bylaws or Rules of the Board.

Our Former Chancellors stand ready to have an open conversation with the Board about this and help reach a consensus opinion as to whether the Bylaw (in the future) should be slightly altered or stay untouched.

One other consideration about the Jury of Fellows process – if the Board feels that the current process needs to be strengthened, as a Former Jury Chair in 2015, I am happy to organize a group of other Former Jury Chairs to partner with you to discuss potential improvements. Again, we stand ready to help!

Best regards,

A handwritten signature in black ink, appearing to read 'John J. Castellana', written over a circular stamp or seal.

John J. Castellana, FAIA
Chair – Former Chancellors of the AIA College of Fellows

cc: Britt Lindberg, FAIA – AIA Secretary
Former Chancellors
College of Fellows Executive Committee
George Miller, FAIA – Chair, Former AIA Presidents



AIA
College of Fellows

Endorsement by the following Former Chancellors:

L. Jane Hastings, FAIA
1992

Ellis W. Bullock Jr., FAIA
1996

Robert A. Odermatt, FAIA
2000

C. James Lawler, FAIA
2002

Sylvester Damianos, FAIA
2003

Betsey Olenick Dougherty, FAIA
2004

Ted P. Pappas, FAIA
2006

Carole J. Olshavsky, FAIA
2008

Donald J. Hackl, FAIA
2009

Edward J. Kodet, FAIA
2010

Ronald L. Skaggs, FAIA
2013

William J. Stanley III, FAIA
2014

Albert W. Rubeling, FAIA
2015

John R. Sorrenti, FAIA
2016

Lenore M. Lucey, FAIA
2017

Raymond G. Post Jr., FAIA
2018

Peter G. Kuttner, FAIA
2020

John J. Castellana, FAIA
2021

Roger Schluntz, FAIA
2022

Frances Halsband, FAIA
2023

AMERICAN INSTITUTE of ARCHITECTS
Council of Former Presidents

The American Institute of Architects
1735 New York Ave. NW
Washington, DC 2006-5292
Attention: Britt E. Lindberg, FAIA
Institute Secretary
March 25, 2024

Re: Proposed Bylaws Changes Article 2.42

Dear Secretary Lindberg and Members of the AIA Board of Directors,

The Former Presidents of the AIA have received and reviewed the proposed changes to the AIA's Bylaws Article 2.42. We are writing to oppose the revision that would automatically elevate the elected officers to the College of Fellows.

This proposal would bypass the existing procedure of evaluating candidates based on their achievements by an established jury of their peers. We believe the procedure that currently is in place is appropriate and should remain in place. While we recognize that those holding elected offices are competent in their roles, they should all follow existing submission requirements and apply for advancement to the College following the established submission process which places emphasis on a candidates accomplishments.

We understand that the Board will be discussing this revision during their upcoming meeting on May 8th. We join with the Executive Committee of the College of Fellows and the Former College of Fellows Chancellors Council in opposing this revision. We stand ready to review this proposal with the Board at their convenience.

Thank you for this opportunity to express our views on this significant and consequential matter.

With best regards and appreciation for your service,

AIA Former Presidents Council

George H. Miller FAIA, Chair

**Former AIA Presidents in Support of the March 25th letter
to AIA Secretary Lindberg**

John McGinty
R. Randall Vosbeck
Donald Hackl
Ted Pappas
Sylvester Damianos
James Lawler
Susan Maxman
L. Willam Chapin
Raymond Post
Ronald Altoon
Michael Stanton
Ronald Skaggs
Gordon Chong
Thompson Penney
Eugene Hopkins
Douglas Steidl

Katherine Schwennsen
R. K. Stewart
George H. Miller
Clark Manus
Jeffery Potter
Mickey Jacob
Helene Dreiling
Russell Davidson
Elizabeth Chu Richter
Thomas Vonier
Carl Elefante
William Bates
Jane Frederick
Peter Exley
Daniel Hart
Emily Grandstaff-Rice

March 25, 2024

April 18, 2024

President Kimberly N. Dowdell, AIA, NOMAC
American Institute of Architects
1735 New York Ave NW
Washington, DC 20006

Dear President Dowdell:

We have long appreciated your leadership and your partnership. Today, with respect and recognition of our shared purpose, we are reaching out on behalf of all four chapters of AIA in Minnesota to express growing concern about activities, and decisions of AIA national that have been brought forward in widely circulated letters and posts.

We urge immediate communication to state and local leadership (staff and volunteer) to affirm that various letters and posts have been brought to the board's attention, that the questions and concerns they contain are being taken seriously, and that a third-party investigation will be conducted to determine what is factual, what is untrue, if anything is concerning from a nonprofit best practices perspective, whether any corrective action is needed, and what repair is necessary.

Some of the questions and concerns we are aware of (addressed in recent letters sent to the AIA Board of Directors from past AIA presidents and members of the Council of Fellows), about which we particularly look forward to communication from the Board once more is known, include:

- A recent trip to the Dominican Republic for a large number of staff members and related financial questions;
- Accusations of nepotism and lack of qualifications for senior leaders;
- Very high turnover of staff over the past two years;
- Current and recent staff allegedly experiencing an organizational culture where questioning and disagreement with leadership is not tolerated;
- The employment status of AIA's General Counsel; and
- A proposal that would make significant bylaws changes (elevating AIA officers to Fellowship) without substantive engagement with the College of Fellows or the broader membership.

Taken together, these questions and concerns rise to a level where the judgment of the staff and elected leadership is being called into question – not just by more senior members of the AIA but also by members of the Young Architects Forum and Emerging Professionals. We are concerned

that reputational risk is growing with each passing day, as individuals are increasingly sharing what they are hearing and their thoughts about it (informed or not) on social media, by email, and in-person among national, state, and local volunteer leaders, to the broader membership, and to the broader public.

Immediate and succinct communication from the AIA Board of Directors is needed to convey that the Board is actively reviewing the questions and concerns raised, and working to evaluate and determine remedies. Once more answers are known, a more detailed communication should also be shared. We are concerned that the longer there is no communication from the Board on these matters, the longer that staff and volunteer leaders at all levels of the AIA – including those at lower ranks throughout AIA national – are left guessing and filling in blanks with rumor, and that they are susceptible to negative perceptions that will be difficult to undo.

Third-party review based on nonprofit best practices is crucial, as are corrective efforts necessitated by any findings. In addition, we also recognize that repair will be needed no matter what the outcome of such an investigation might be. Regaining trust will be tantamount for there to be respectful and effective working partnerships with the EVP/CEO, to inspire confidence in board governance and use of financial resources, and to reinforce the member-driven nature of the organization through transparent and member-engaged processes.

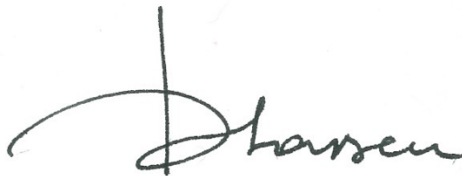
We are hopeful that your efforts will result in the ability of AIA staff leaders to engage in their roles cleared of any wrongdoing, supported in their work, and with the opportunity to reset, repair, and move forward in partnership with the volunteer leaders, staff, and membership of the AIA at all levels.

Thank you for hearing our concerns. While we do not seek a direct response to this letter, we do urge communications to state and local component leaders, Strategic Council members, and YAF and STAR representatives – both immediately and in the near term.

Sincerely,



Amy Kalar, AIA
President
AIA Minnesota



Dagmara Larsen, AIA
President
AIA Minneapolis



Kevin Holm, AIA
President
AIA Northern Minnesota



Dantes Ha, AIA
President
AIA St. Paul



Karen Lu, AIA
Minnesota Strategic Council Representative
Representative



Kyle Palzer, AIA
Minnesota Young Architects Forum



Nicole Bauknight, Assoc. AIA
Minnesota State/Territories Associates Representative

cc:

Evelyn M. Lee, FAIA
AIA 2024 President-Elect

Colt Montgomery Brock, Assoc. AIA
AIA 2024 Student Director

Britt E. Lindberg, FAIA
AIA 2023–2024 Secretary

Amber Kidd Lombardo
AIA 2023–2024 CACE Director

Heather Philip-O'Neal, AIA
AIA 2024–2025 Treasurer

Carole Wedge, FAIA
AIA 2024 Director

Illya Azaroff, FAIA
AIA 2023–2025 At-Large Director

Winston Yeo, AIA
AIA 2024 Director

Anne Hicks Harney, FAIA
AIA 2024–2026 At-Large Director

Lakisha Ann Woods, CAE
EVP/Chief Executive Officer

Latoya Nelson Kamdang, AIA
AIA 2024–2026 At-Large Director

Kevin M. Holland, FAIA, NOMAC
AIA 2022–2024 At-Large Director

Laura Lesniewski, FAIA
AIA 2022–2024 At-Large Director

Korey D. White, AIA
AIA 2023–2025 At-Large Director

Tannia Chavez, Intl. Assoc. AIA
AIA 2024 Associate Director

AIA 2024 Jury of Fellows

April 2, 2024

To: AIA Delegates

Re: Proposed Revision to AIA Bylaws

We, the members of the 2024 AIA Jury of Fellows, all consider our service one of the highest honors in the Institute to be tasked with the responsibility to review each prospective candidate's submission and determine whether it supports elevation. As per clause 2.41 of the AIA Bylaws, the longstanding foundation for consideration of elevation by the jury is demonstration of whether candidates have *"contributed notably to the advancement of the profession of architecture."* Clause 2.42 allows for automatic elevation, without jury review, for those who have been awarded the Gold Medal or Edward C Kemper Award; both awards whose process involves a separate intensive jury review.

In January 2024, the Board of Directors approved a series of revisions to the Bylaws, to be considered for incorporation by the 2024 Conference delegates. Included is a revision to clause 2.42 that would award automatic elevation to all duly elected officers of the Board (President, President-elect, Secretary, and Treasurer). Given the historical standards that the Institute has maintained for elevation to Fellow, the 2024 Jury of Fellows does not support this proposed revision to the Bylaws for the following two reasons:

1. Elevation to Fellow has historically been based on professional achievement and positive individual impact made. Participation in signature projects, holding positions of importance, or simply doing your job well is not enough. Candidates must demonstrate how they leveraged their positions to further the profession and/or society. Elevating officers automatically to Fellow would create an imbalance where elevation is awarded solely on being elected to a position, irrespective of achievements or impact.
2. Serving on the AIA National Board, and in particular as an officer of the board, is a significant commitment of time and effort. Those members who seek to serve the Institute in this unpaid capacity do so as a commitment to professional service. Should this service result in achievements and a positive impact to the Institute and profession, members are often later acknowledged accordingly through elevation to Fellow. Should the proposed revision to clause 2.42 be passed, it risks attracting candidates to run for board officer positions to achieve elevation without demonstrating achievements, or going through the intensive Fellows application process, including review by a jury of their peers.

We have no objection to the addition of the Whitney M. Young Award to the Gold Medal and Edward C. Kemper Award for automatic elevation, as this is also a jury-reviewed award based on achievements, and not a popular vote.

We hope you consider our above concerns when reviewing the proposed Bylaw revisions and factor it into your vote.

Regards,

2024 Jury of Fellows

Lisa Lamkin, FAIA, Chair, Brown Reynolds Watford Architects, Inc., Dallas
Carl D'Silva, FAIA, Perkins + Will, Chicago
Sanford Garner, FAIA, NOMAC, RGCollaborative, Indianapolis
Margaret McFadden Carney, FAIA, Cornell University, Ithaca, N.Y.
Pamela Rew, FAIA, KSS Architects, Princeton, N.J.
Anne Schopf, FAIA, Mahlum, Seattle
Lourdes Solera, FAIA, MCHarry Associates, Miami



AIA College of Fellows

April 8, 2024

Kimberly N. Dowdell, AIA, NOMAC - President
The American Institute of Architects
1735 New York Avenue NW
Washington, DC 20006

Dear President Dowdell,

On behalf of the Regional Representatives of the College of Fellows, this letter presents our overwhelming opposition to the proposed Bylaw Amendment that revises Article 2.42. This proposal should not be approved by the Board at the May 8, 2024 meeting and should not be presented to the membership at AIA'24. (See the Regional Representatives signatory list that follows).

Elevation to the College of Fellows has a clear and incomparable distinction from being elected to an office. Fellowship is a distinction that is achieved based on clear impact on the profession aligned with one of the Objects for Fellowship. It is the "ripple effect" originating from the architect candidate and resonating through the profession or society bringing about solid and meritorious results that elevates a candidate to this high honor bestowed on a very small percentage of architects. When a successful candidate for office is elected, they are on the precipice of achieving these results - the impact of their elected service is yet unknown and the ripple is not yet resonating but with high hope that it will. Thus, that necessary effect for the designation as a Fellow is not yet known or earned, at least not on the merits of that election alone. Nor should Fellowship be on the merits of this one act of service or achievement. Therefore, it is unconscionable to automatically declare an elected officer a Fellow only on this basis. Of course, many elected officers have had great success with significant impact and may pursue Fellowship. We encourage them to do that and we are here to help them.

As Regional Representatives to the College of Fellows most of us have worked with many Fellowship candidates in their endeavor to develop their submission. We jury pin ups, offer advice, and counsel them. Many of us have been references and sponsors. By this immense experience we know that it is not unusual for a candidate who served their chapter through the ranks of Board member and subsequently holding each and every office until they become Chapter President. This could be 5 to 10 years of consecutive service in an elected capacity. In every case like this we break it to them that holding an office alone is not sufficient. It is what you achieved and its resonating impact. Usually that elected service, while important, is a relatively minor factor for successful candidates. Similarly, it is very true with holding national office. This by itself is not enough until the rippling outcome of that service is known.

The Regional Representatives of the College of Fellows from every College of Fellows Region, including our International Region, stand united in opposition to this proposed bylaw change making any elected national officer automatically elevated to the College of Fellows. This is not the path that should be desired by these individuals or any other candidate. The process for College of Fellows elevation is proven. It should not be altered by selection, by election, or by popular preference. We strongly urge that this be defeated by the AIA Board of Directors on May 8, 2024, and not allowed to become a debate at the floor of the upcoming A'24 Business Meeting.

We stand open to supporting any of these elected individuals in their work toward elevation to the College of Fellows through the normal process just as we would be for any other candidate.

Thank you for your thoughtful consideration of this action with expectation and hope it brings you to vote down this proposal. In the future, we also encourage and welcome interface with the leadership of the College of Fellows in any matters affecting the College of Fellows.

Sincerely,

A handwritten signature in blue ink that reads "J. Stuart Pettitt".

Stuart Pettitt, FAIA
2023-25 Chair of the COF Council of Regional Representatives

cc: Britt Lindberg, FAIA – AIA Secretary
John J. Castellana, FAIA - Chair – Former Chancellors of the AIA College of Fellows
College of Fellows Executive Committee
George Miller, FAIA – Chair, Former AIA Presidents



Endorsement by the following Regional Representatives:

California Region

*Joyce Polhamus, FAIA
Aaron Hyland, FAIA
Michael Enomoto, FAIA
Robert L. Ooley, FAIA*

Central States Region

*James Walbridge, FAIA
Wendy Ornelas, FAIA*

Florida Caribbean Region

*Nathan Butler, FAIA
Martin Diaz-Yabor, FAIA*

Gulf States Region

*Kenneth Schwartz, FAIA
David Powell, FAIA*

Illinois Region

*Holly Gerberding, FAIA
John Syvertsen, FAIA*

Michigan Region

Elisabeth (Lis) Knibbe, FAIA

Middle Atlantic Region

*Jon Penndorf, FAIA
Suzanne Frasier, FAIA*

New England Region

Emily Grandstaff-Rice, FAIA

Northwest & Pacific Region

*Roderick Ashley, FAIA
Mary Johnston, FAIA*

Ohio Valley Region

*Bruce Sekanick, FAIA
Lisa Gomperts, FAIA*

Pennsylvania Region

Christine Mondor, FAIA

South Atlantic Region

*James Gantt Fausett, FAIA
Walton (Walt) Teague, FAIA
Tom Savory, FAIA*

Texas Region

*Wendy Dunnam Tita, FAIA
Gregory Ibanez, FAIA
Norman Alston, FAIA*

The Virginias Region

Jane Cady Rathbone, FAIA

Western Mountain Region

*Gregory Friesen, FAIA
Jon Sparer, FAIA*

International Region

*Steven Miller, FAIA
George Kunihiro, FAIA
Sherif Anis, FAIA*

6 April 2024

Britt Lindberg, FAIA
Institute Secretary, 2023-2024
britt.arch1@gmail.com

Subject: Bylaws Proposal & Advancement to AIA Fellowship

Dear Britt,

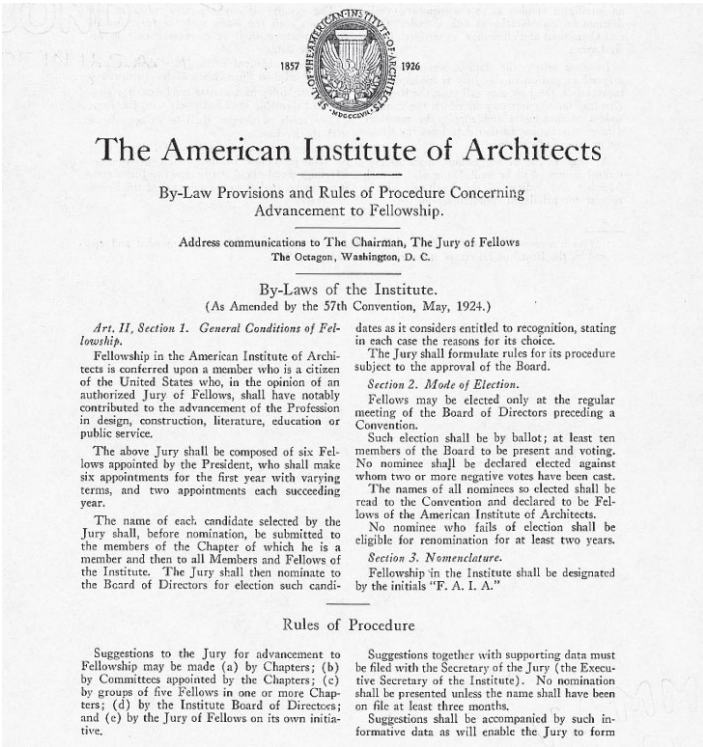
In the process of reviewing the draft bylaws proposal, I've reread both the 2017 and 2023 College of Fellows History & Directory (aka COF Red Book). The 2023 version can be found online: https://issuu.com/aiacollegeoffellows/docs/2023_faia_ebook_f

The Board would find value in reading the full Red Book, however one purpose of this memo is to frame several details more succinctly for your and the Board's benefit, as you discuss the draft bylaws amendment on automatic advancement for officers.

History of Advancement

The Red Book explains this in narrative well. An executive summary in chart form is below:

1857 - 1898	The title Fellow was generally self-initiated, with the Institute originally having two membership classes: Professional and Associate. Professional membership required an application to and election by the Board. The title "Fellow" appears to have been used interchangeably with "Professional Member." Note: This period pre-dates architect licensure, which was being adopted at the state level. Illinois being first in 1897. CA and NJ in 1901 and 1902. NY in 1915. NCARB being founded in 1919 as reciprocity was already an issue.
1889 *	Western Association of Architects (WAA) merged into AIA. All WAA members (they used the title Fellow) were allowed to retain that title as they became AIA members. To offset this imbalance, all Associate AIA members were elevated to Fellow (again this generally pre-dates architect licensure). The 1889 class size is noticeably larger than other years, and included Louise Blanchard Bethune, FAIA, who was elected to WAA Fellowship in 1885.
1898	Bylaws were revised to require 10-years of practice while an Associate member, and a Board approved nomination submitted by a chapter for fellowship. The Board would advance selected candidates for "consideration" (election) by members at convention meeting.
1919	Around this year member concerns were building that the Board was restricting the number of candidates to be advanced to fellowship by not presenting nominees to membership or holding them to review for an excessive period.
1920 - 1921	Due to concerns with the fellowship election process, no Board nominations were presented to membership during these years, resulting in no new fellows.

1922 – 1935	A Jury of Fellows was created to select nominated candidates to be presented to membership for election at convention.
1924 *	Bylaws from this year (image cited from Red Book, page-18) shows the 1924 process somewhat differently than described above. The Jury of Fellows presents candidates to both chapters and convention. The Jury then nominates candidates to the Board for election. The board votes to elect members to fellowship. Ten board members are needed to approve a nomination; nomination fails if 2 or more no votes are cast. Failed nominees need to wait 2 years before being voted on again. An interesting note is the Board voted, 100-years ago, at least until 1935. 
1935	Jury of Fellows authorized to make the sole decision on fellowship.
Pre-1951 note	“In special cases, the AIA bylaws grant Fellowships automatically. Recipients of the AIA Gold Medal and of the Kemper Award for service to the profession who are not already Fellows or Honorary Fellows receive the appropriate Fellowship honor without application to the Jury of Fellows. “For a number of years, the Institute extended similar recognition to the presidents of the Royal Architectural Institute of Canada and the Federation of Colleges of Architects of the Mexican Republic. This tradition has been discontinued.”
1952	Bylaws amendment to create the College of Fellows

1954	Honorary Fellowship member category created (for non-citizen/resident architects practicing outside of the domain of the Institute).
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* = Date is within a bracketed period immediately above

Questions & Suggestions for Future Research

When did automatic fellowship begin for the Gold Medal? Note: The AIA website does not include FAIA after Wright in 1949 and Maybeck in 1951.
When did automatic fellowship begin for the Edward C. Kemper Award? Note: Kemper was Executive Director from 1914-1948.
What is the history on the fellowship extension to presidents of the Royal Architectural Institute of Canada and the Federation of Colleges of Architects of the Mexican Republic? Who was elevated? Were they made fellows or honorary fellows? Was it for the year of their service only?
A detailed review of membership numbers for each year could be identified, charted, and included in future Red Books. Specifics on total membership with breakdown of total number of fellows and non-fellows, and fellowship percentage of total membership would be helpful. Seeing these numbers in context with the number of architect members (when architect categories exist) and fellowship percentage to that total would also be helpful. Numbers in the current Red Book could be used, however some of this data may be consolidated elsewhere already. I would be interested in assisting in this endeavor, but don't want to duplicate efforts.

Findings

For the first half of the Institute's history, a board vote played a role in fellowship advancement. Fellowship however has changed dramatically since 1924 or 1935, particularly due to distinct fellow and architect member categories likely I surmise because of the introduction and success of architect licensure in every U.S. jurisdiction.

Juried fellowship advancement has been standard practice for 89 years, since 1935 – just over half of the Institute's existence. The Institute's Jury of Fellows is the primary path to elect individual architect members nominated by a chapter to fellowship.

Automatic advancement coupled with receiving a juried award is relatively limited (Gold, Kemper and Whitney), but in those instances the jury is nominating individuals for Board election. In recent years this election has been a shared responsibility of the Board and Strategic Council.

- I personally disagree with the Council voting on these awards; I would argue this authority was primarily given to the Council during repositioning as a sweetener to create the council and shift existing regional directors off the Board. The council's role should be reevaluated in future years.

- The bylaws only allow for advancement to fellowship for the Gold Medal and Kemper. The current practice of advancing Whitney Young recipients, as allowed for by the rules of the board, is in nonconformity with the bylaws; I question where the board authority for this nonconformity derives. Fortunately, I've only heard consensus in supporting adding the Whitney Young award to the bylaws to correct this lack of express authority.

Automatic advancement coupled with a political election would be a new approach altogether, and one many members disagree with, myself included.

An alternative pathway for officers could be an individual board vote, with some guardrails. An express vote by the Board on advancement for individual officers based on personal merit, would be more judicious than automatic officer advancement coupled with one's political election at convention and it would be in greater alignment with juried Institute tradition. The board acting as a jury will not be satisfactory to those who only support a Jury of Fellows approach, but this type of bylaws modification should be member implemented and not made by the Board alone.

Implementation via Bylaws Amendment

Parts 1 and 2 below could be separate motions, or one combined motion.

- Part 1 addresses Whitney M. Young Jr. Award and improves text readability.
- Part 2 provides an alternative board juried approach with some guardrails in lieu of the draft automatic advancement approach. The guardrails of 2/3rd vote (currently 10/15 board members) in favor and not 2 in opposition align in spirit with the 1924 bylaws.

Part 1	Revise existing 2.42 as follows: 2.42 <u>Election of Fellows.</u> 2.42.1 Authority of the Jury of Fellows. The Jury of Fellows has the authority and power to advance or deny advancement to Fellowship, except <u>as otherwise provided in these Bylaws.</u> 2.42.2 Automatic Advancement. that an An Architect member who wins the Gold Medal, <u>Whitney M. Young, Jr.,</u> or the Edward C. Kemper Award of the Institute shall automatically be elevated to fellowship, without regard to the above qualifications.
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Part 2	Add following paragraph: <u>2.42.3 Election by the Board. An Architect member duly elected as an officer as provided in Section 6.1, may be elevated to fellowship by two-thirds (2/3rds) affirmative vote of the Board's membership, provided a negative vote of two (2) or greater is not received. Abstentions shall not be counted as a negative vote.</u>
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Let me know if you have any questions. Depending on how this develops, I may be making one or both motions to amend at the 2024 business meeting when the bylaws proposal is pending.

Best Regards,
Jonathan M. Taylor, AIA 
AIA Rhode Island

Member: Strategic Council, SAC, Resolutions Committee
AIA Richard Upjohn Fellow
AIAri Morse Stone Fellow

cc. Secretary's Advisory Committee
2024 Board of Directors, via Institute Secretary
Ronald B. Blicht, FAIA – 2024 Chancellor, College of Fellows
Lisa Lamkin, FAIA – 2024 Chair, Jury of Fellows



2024 Resolution Submittal

TITLE: GOVERNING BODY AMENDMENT

SPONSOR: AIA CONNECTICUT

INTENT OF RESOLUTION

To expand the Board by elevating nine members of the Strategic Council to voting Board Members. These nine members shall be selected by the Strategic Council and chosen evenly from small, medium, and large State memberships across the geographic United States. The nine Strategic Council members shall serve only so long as they are members of the Strategic Council. The resulting Board of Directors then becomes a direct reflection of the members, broadening member representation in AIA governance.

TEXT OF RESOLUTION

WHEREAS. The American Institute of Architects is a membership organization and deserves elected representation at the Board.

WHEREAS. The AIA is a bottom-up organization, not a top-down organization; its strength emanates from the Components.

WHEREAS. The limited number of members on the Board of Directors is not representative of the membership at large, does not foster transparency, and restricts Components' representation and influence on matters of governance.

WHEREAS. The Strategic Council's purpose is to serve as "the member's voice in the national AIA conversation."

WHEREAS. The AIA leadership should require a team that can effectively advocate for the Components and their members.

WHEREAS. Member participation at all levels, including at the Annual Conference, is critical for a healthy membership organization.

WHEREAS. The term on the Strategic Council is three years. For the initial terms of the nine members selected to serve the first year this is enacted, five members would be selected for a two-year term and four members for a one-year term, with rolling reselection of two-year terms thereafter.

NOW, THEREFORE LET IT BE RESOLVED. That AIA policy be amended to incorporate the intent of this resolution as quickly as possible after this Conference.

NOW, THEREFORE, LET IT BE FURTHER RESOLVED. That the AIA Board of Directors directs the AIA Secretary to prepare amendments to the Bylaws and Rules of the Board to accommodate these changes.

NOW, THEREFORE LET IT BE FURTHER RESOLVED. That the Board of Directors and the AIA Secretary present such amendments for action by delegates at the 2025 AIA National Conference.



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James D. Tittle, FAIA Emeritus

Sponsor contact authorized to answer questions and approve changes suggested by the Resolutions Committee:

Name: Susan Wyeth, AIA
Telephone: 860-227-9304
Email: swyeth@centerbrook.com

Person completing this form:

Name: Gina Calabro, Executive Director, AIA Connecticut
Email: gcalabro@aiact.org