



National Associates Committee
American Institute of Architects

AIA NAC Advocacy Committee Update

March 05, 2013

Portfolio Members

Venesa Alicea, AIA; Advocacy Portfolio Director; **Melina Cannon**; Assoc. AIA; Texas RAD
Safiya Hodari, Assoc. AIA; Pennsylvania RAD; **Joseph Lai**, Assoc. AIA; Middle Atlantic RAD
Erin O’Keefe, Assoc. AIA; Illinois RAD; **Gregory Spon**, AIA; Ohio Valley RAD; **Amanda Harrell-Seyburn**, Assoc. AIA; Michigan RAD; **Adam Melis**; **Erin Murphy** AIA

Meetings

NAC AdCom conference calls are held the 3rd Friday of the Month from 1-2pm. Minutes from the NAC AdCom Conference Calls from Jan. 25, and Feb 22 are attached for your reference.

Short Term Goals (January – March)

NAC AdCom is working towards providing an update on the issues highlighted below at Grassroots, for RADs/ NAC to use as resources when talking to their regions. AdCom 2013 Goals are attached.

- **Unpaid Internships (EO, JL)**
Summary Document Presented at IDP AC Feb 28th
- **NAC Maps (SH)**
Intern Titling (MC) | IDP / ARE Concurrency (SH)
- **Grassroots Network (VA)**
Recommendations given to AIA National for proposed Grassroots Network
- **NAC ArchiPac (GS)**
NAC ArchiPac Chair – Gregory Spon and AdCom are committed to 100% Participation for NAC giving to ArchiPac at Grassroots
- **Associate Needs (AS)**
Review current programming / support geared towards Non-Traditional Career Path Associate AIA Members / Make recommendations
- **Value of Licensure (JL)**
Create Master List of Articles / Best Practices related to promoting Licensure / Value of profession

Encl. AdCom2013 Goals; Minutes 130125; Minutes 130222; Unpaid Internship IDPAC; NAC Maps



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ADVOCACY PORTFOLIO

2013 Goals

- begin an ongoing “Value of Licensure” campaign coordinate with KCom/CCom and AIA Council of Emerging Professionals
- bring awareness and help to address the issue of unpaid internships facing Associates, using NY as a starting point to educate other regions
- based on findings from past NAC studies advocate for revisions to ARE eligibility, perhaps a letter to the IDP Advisory Committee with support/recommendations
- make revisions to intern titling map based on findings from past NAC studies/ Knowledge Portfolio

2013 dates below represent in-person meetings (highlighted) and conference calls (circled)

S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
JANUARY							FEBRUARY							MARCH							APRIL						
		1	2	3	4	5						1	2	3	4	5	6	7	8	9		1	2	3	4	5	6
6	7	8	9	10	11	12	3	4	5	6	7	8	9	10	11	12	13	14	15	16	7	8	9	10	11	12	13
13	14	15	16	17	18	19	10	11	12	13	14	15	16	17	18	19	20	21	22	23	14	15	16	17	18	19	20
20	21	22	23	24	25	26	17	18	19	20	21	22	23	24	25	26	27	28	29	30	21	22	23	24	25	26	27
27	28	29	30	31			24	25	26	27	28			31							28	29	30				
MAY							JUNE							JULY							AUGUST						
			1	2	3	4	2	3	4	5	6	7	8	1	2	3	4	5	6					1	2	3	
5	6	7	8	9	10	11	9	10	11	12	13	14	15	7	8	9	10	11	12	13	4	5	6	7	8	9	10
12	13	14	15	16	17	18	16	17	18	19	20	21	22	14	15	16	17	18	19	20	11	12	13	14	15	16	17
19	20	21	22	23	24	25	23	24	25	26	27	28	29	21	22	23	24	25	26	27	18	19	20	21	22	23	24
26	27	28	29	30	31		30							28	29	30	31			25	26	27	28	29	30	31	
SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER						
1	2	3	4	5	6	7		1	2	3	4	5					1	2	1	2	3	4	5	6	7		
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28
29	30						27	28	29	30	31			24	25	26	27	28	29	30	29	30	31				

Proposed Portfolio Milestones:

- **January – March**
 - Update Intern Titling Map ; IDP / ARE Concurrency Map
 - Draft Letter for distribution to NCARB IDP Advisory Committee and Internship Committee in regards to Unpaid Internships; Through RADS / CACE bring awareness to Interns / Students / Firms / Components on the issue, coordinate with AIA / AIAS.
 - Begin to track articles in regards to Value of Licensure / Path to Licensure in a master list.
- **April - June**
 - Continue to research the unpaid internship topic, develop content for e-blast to all Associates and IDP Coordinators to bring awareness to topic.
 - Plan “Value of Licensure Campaign “ to Launch at Convention
 - Submit program for IDP Coordinators Conference
- **July - August**
 - Use data collected to put forth recommendation to the IDP Advisory Committee in regards to revising ARE Eligibility - use additional data from Career and Internship survey results
 - Prepare items in regards to Unpaid Internships / Value of Licensure to present for IDP Coordinators Conference
- **September - December**
 - Use data and information collected by KComm on regulations of intern titling to update NAC intern titling map in order to make recommendations to and share findings with IDP Advisory Committee
 - Plan for NAC 2014 Goals and Future of “Value of Licensure Campaign “



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Did You Know that Unpaid Internships do not count towards Internship Requirements?

A critical part of the path to licensure is Internship. Intern Architects, are a large part of the Associate Membership Category, which is represented by the National Associates Committee. In response to a series of articles, recently published highlighting the issue of Unpaid Internships, the NAC has developed the below resources to help in understanding the impact Unpaid Internships can have on Interns on the path to becoming Licensed.

Employers who allow unpaid interns to work in their office are violating a federal law and can face possible litigation and prosecution. The 1938 Department of Labor Fair Labor Standards Act clearly bans unpaid employment, unless the circumstances can meet all of the six criteria to prove that the intern is exempt from being compensated. Basically, one has to prove that the employment is for the employee's own benefit only, and is part of an educational environment.

Universities can become complicit in the illegal activity of unpaid internship if they promote unpaid internships.

In the AIA code of ethics – by which all members are held accountable- there is specific reference to avoiding the practice of unpaid internships. Architects who wish to take on leadership positions in the AIA (officers, board members, Fellows) must confirm that they do not employ unpaid interns – the same applies to anyone who wishes to receive an AIA award or speak at an AIA event. AIA also officially advocates against unpaid internship in their Public Policies documents. This is an issue that has already been addressed by the American Institute of Architects (AIA), and there are policies in place to deter this unfair and illegal practice.

NAC Recommendations

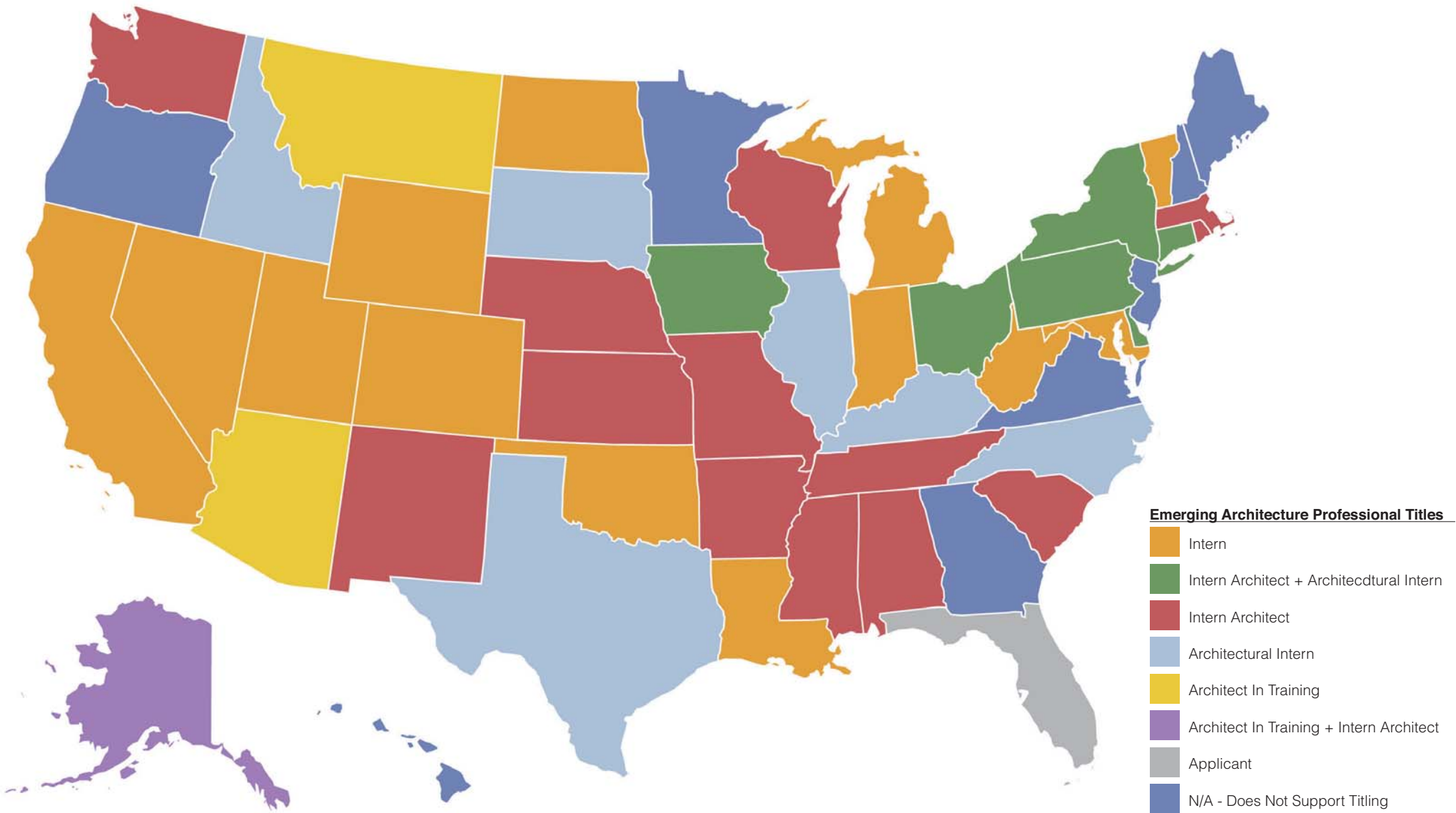
To AIA All AIA Members should confirm that they do not employ unpaid interns as part of the Membership Process, failure to do so would be going against the AIA Code of Ethics, so membership would be revoked.

Coordinate Email that Interns /Students that have Unpaid Internships will not be able to count the experience for IDP, if they are not getting school credit. Work with NCARB/ AIA/NAAB to send Informational Email out to Firms, Schools and Components.

To NCARB Update Website with a note in regards to Unpaid Internships
Coordinate Email that Interns /Students that have Unpaid Internships will not be able to count the experience for IDP, if they are not getting school credit. Work with NCARB/ AIA/NAAB to send Informational Email out to Firms, Schools and Components.

Emerging Professionals _Titling

Source: Katie Harms, AIA [http://info.aia.org/aiarchitecture/thisweek09/0522/0522rc_eptitling.cfm, 2010]



Emerging Professionals _ Titling + Concurrency

Source: ncarb.org [http://www.ncarb.org/en/ARE/Getting-Started-With-the-ARE/ARE-Eligibility-by-Jurisdiction.aspx] +

Source: Katie Harms, AIA [http://info.aia.org/aiarchitect/thisweek09/0522/0522rc_epitling.cfm, 2010]

State	ST	Title	State	ST	Title
Alabama	AL	IA	Nevada	NV	Intern
Alaska	AK	AIT + IA	New Hampshire	NH	N/A
Arizona	AZ	AIT	New Jersey	NJ	N/A
Arkansas	AR	IA	New Mexico	NM	IA
California	CA	Intern	New York	NY	IA + AI
Colorado	CO	Intern	North Carolina	NC	AI
Connecticut	CT	IA + AI	North Dakota	ND	Intern
Delaware	DE	IA + AI	Ohio	OH	IA + AI
Florida	FL	Applicant	Oklahoma	OK	IA + AI
Georgia	GA	N/A	Oregon	OR	N/A
Hawaii	HI	N/A	Pennsylvania	PA	IA + AI
Idaho	ID	AI	Rhode Island	RI	IA
Illinois	IL	AI	South Carolina	SC	IA
Indiana	IN	Intern	South Dakota	SD	AI
Iowa	IA	IA + AI	Tennessee	TN	IA
Kansas	KS	IA	Texas	TX	AI
Kentucky	KY	AI	Utah	UT	Intern
Louisiana	LA	Intern	Vermont	VT	Intern
Maine	ME	N/A	Virginia	VA	N/A
Maryland	MD	Intern	Washington	WA	IA
Massachusetts	MA	IA	West Virginia	WV	Intern
Michigan	MI	Intern	Wisconsin	WI	IA
Minnesota	MN	N/A	Wyoming	WY	Intern
Mississippi	MS	IA	Wash DC	DC	N/A
Missouri	MO	AI	Guam	--	
Montana	MT	AIT	Puerto Rico	PR	
Nebraska	NE	IA	Virgin Islands	VI	

Note:

NJ- No Titles, No Info abt Concurrency

GA- No Titles and No Concurrency

HI- No Titles and No Concurrency

ME- No Titles, No Info abt Concurrency

State	ST	Notes
Alabama	AL	Must Contact Board for Details
Alaska	AK	IDP/ARE Concurrency
Arizona	AZ	IDP/ARE Concurrency
Arkansas	AR	IDP/ARE Concurrency
California	CA	IDP/ARE Concurrency
Colorado	CO	IDP/ARE Concurrency
Connecticut	CT	No Info
Delaware	DE	No Info
Florida	FL	After 1880 hrs
Georgia	GA	No Concurrency
Hawaii	HI	No Concurrency
Idaho	ID	No Info
Illinois	IL	IDP/ARE Concurrency
Indiana	IN	IDP/ARE Concurrency
Iowa	IA	IDP/ARE Concurrency
Kansas	KS	IDP/ARE Concurrency
Kentucky	KY	After 1880 hrs
Louisiana	LA	IDP/ARE Concurrency
Maine	ME	No Info
Maryland	MD	IDP/ARE Concurrency
Massachusetts	MA	IDP/ARE Concurrency
Michigan	MI	IDP/ARE Concurrency
Minnesota	MN	IDP/ARE Concurrency
Mississippi	MS	After 1880 hrs
Missouri	MO	IDP/ARE Concurrency
Montana	MT	IDP/ARE Concurrency
Nebraska	NE	IDP/ARE Concurrency

State	ST	Notes
Nevada	NV	No Concurrency
New Hampshire	NH	Must Contact Board for Details
New Jersey	NJ	No Info
New Mexico	NM	IDP/ARE Concurrency
New York	NY	IDP/ARE Concurrency
North Carolina	NC	Must Contact Board for Details
North Dakota	ND	IDP/ARE Concurrency
Ohio	OH	IDP/ARE Concurrency
Oklahoma	OK	IDP/ARE Concurrency
Oregon	OR	IDP/ARE Concurrency
Pennsylvania	PA	IDP/ARE Concurrency
Rhode Island	RI	IDP/ARE Concurrency
South Carolina	SC	IDP/ARE Concurrency
South Dakota	SD	No Concurrency
Tennessee	TN	IDP/ARE Concurrency
Texas	TX	IDP/ARE Concurrency
Utah	UT	IDP/ARE Concurrency
Vermont	VT	IDP/ARE Concurrency
Virginia	VA	IDP/ARE Concurrency
Washington	WA	IDP/ARE Concurrency
West Virginia	WV	IDP/ARE Concurrency
Wisconsin	WI	IDP/ARE Concurrency
Wyoming	WY	IDP/ARE Concurrency
Wash DC	DC	IDP/ARE Concurrency
Guam	--	No Info
Puerto Rico	PR	Must Contact Board for Details
Virgin Islands	VI	No Info

TITLING

IDP/ARE Concurrency by State

Abbreviations

“Architect in Training”

Architect in Training (AIT)

Architectural Intern (AI)

“Intern...”

Intern Architect (IA)

Not Applicable (N/A)

No Industry-Specific Title

Title Unknown

CONCURRENCY

IDP/ARE Concurrency by State

Allows Concurrency after NAAB-Graduation

Allows Concurrency with Stipulations [as listed above]

Does Not Allow Concurrency// Does Not Plan to Allow Concurrency

Information Not Available