

APPENDIX C3: RESPONDENT COMMENTS

This selection (3 of 6) includes 164 individual comments on the American Institute of Architects (AIA), education, the future of the profession, mentoring, and previous careers.

"The AIA should do more to standardize the fee structure of the profession. Good work on bringing architecture to the front of the American consciousness - please continue!"

— 25-34 black male from Washington, DC, has a traditional architecture job, BArch, an Associate AIA member, has completed IDP, intends to become registered [208].

"Although I am an AIA professional member, registration fees are too expensive and prohibitive, especially when the state and city components are added to the mix. The benefits are not commensurate with the cost of AIA membership. Not all architects have the monetary sources to support AIA membership. I think fees should decrease significantly."

— 25-34 female from New York, in an allied field, MArch, a full AIA member, has completed IDP, already registered [323].

"I have taken 3 parts of the ARE and passed 2 but that is because I have not yet received results yet for the latest one. I expect that I will pass it. --- I was an AIA member because my previous firm paid my dues. I am currently considering whether my money would be better spent joining CSI or renewing my membership in the AIA. My current firm does not pay such dues. ---- I said that my firm does not pay for the ARE which is true, however they offer an incentive bonus of \$2000 to any one that gets licensed. ---- I was pleased to hear a nice radio ad on our local classical station (WRR 101.1 fm) by the AIA promoting architects to the general public. I think that was money well spent to promote the profession."

— 25-34 Caucasian male from Texas, has a traditional architecture job, BArch, not an AIA member, currently enrolled in IDP, intends to become registered [379].

"The AIA should aggressively pursue better pay for its profession and get over the 'Save the World' attitude. Get out of politics (thankfully, AIA has toned it down) and stay out of politics. Also, the leading edge, vogue design does little to help a profession struggling for respect. Good design should be love and commitment, long term. Not an overnight stand with some young whore. We need a steady commitment to folks who practice to make a living and raise a family, people that stay in a community and live with their designs. Let's see some appreciation for the really good \$80.00 /SF projects and less of the \$200.00 /SF wonders. Remember....you asked for my opinion."

— 35-44 Caucasian male from Utah, has a traditional architecture job, BArch, a full AIA member, has completed IDP, already registered [492].

"Locally we are trying to redefine the AIA. The common opinion about the organization is that it supplies a great magazine and lunch once a month otherwise there hasn't been much direct benefit that the architects can see to encourage them to join. It really is pretty weak here and people mostly join just so they can have AIA behind their name since the general public doesn't understand that you can be a registered architect without being a member of the AIA. Otherwise it is just an expensive magazine subscription."

— 25-34 Caucasian female from Idaho, has a traditional architecture job, B. Arch, a full AIA member, has completed IDP, already registered [498].

"In general there was very little if any mentoring support from the AIA when I attended NC State University as a masters student. I believe the profession is too narrowly defined. There should be alternative licensing categories i.e. facility planning, community planning, environmental research, etc. There are many areas of specialization that are ignored. There should be alternatives to achieving membership as an AIA member other than through the traditional methods currently required by IBD. For example, I am working on my Ph.D. in Community Design doing research that focuses on how the built environment affects people's health outcomes. Why would I want to spend 3 years laboring on construction documents, etc. Non-traditional architecture professionals are denied recognition and acceptance within the AIA. It is time to wake up and become part of the 21st century. ."

— 45-54 Caucasian female from North Carolina, currently unemployed, MArch, graduate non-architecture student, an Associate AIA member, is not enrolled in IDP by choice,, does not intend to be registered [532].

"IDP doesn't apply in California. Haven't heard anything good about it - just a pain in the a@@@ that gives firms a reason to not pay more because they are going to give you an IDP experience. My AIA chapter doesn't have any seminars that interest me or would even help me advance. Every so often there is a seminar or lecture that I want to go to. However, even though there would be ridiculous fees to join, I would still have to pay for the lecture. The AIA if it was really interested in the advancement of its members, would offer free classes/seminars related to prep for the ARE - however they charge us hundreds of dollars for these

classes/materials just so that we can go and pay huge amounts to take the test. And on an interns salary? Fortunately I'm at a firm that ACTUALLY pays my licensing fees (most firms say they do, but then pressure you to pay yourself out of your pocket)"

— 18-24 Caucasian male from California, in an allied field, BArch, not an AIA member, is not enrolled in IDP because state did not require it, intends to become registered [542].

"The computer knowledge gap between possible mentors and mentees has destroyed the knowledge base of the profession. Holistic design and organization of documents is neither taught nor learned. More young people than ever, who think they know how to be architects, in fact, do not."

— 25-34 Caucasian male from California, has a traditional architecture job, a full AIA member, is not enrolled in IDP because state did not require it, already registered [974].

"Because of the current economy, I would think that a lot of these questions would change if the threat of losing your job were not there. At the moment, most offices cannot afford to give ANY additional benefits to interns and cannot offer to pay for learning options or ARE options. Hopefully this will change in a better market."

— 25-34 Caucasian female from Oregon, has a traditional architecture job, BArch, not an AIA member, currently enrolled in IDP, intends to become registered [1038].

"I took all 9 exams over a 2-week period. I don't feel that architectural education provides even the minimal level of business knowledge required, nor does it provide adequate level of contract management, field knowledge, and project management. I believe the result of my criticism is the design-centric, low paying, low self esteem, under appreciated, profession that we have; even though we work like dogs. Sadly, this under appreciation is being promoted by a vast majority of the management in our profession. And, in turn this is leading to a dwindling scope of work or professional practice (interior design, construction management are two really good examples). We should take a survey on this subject. I doubt many people really understand what is happening."

— 25-34 Caucasian male from California, has a traditional architecture job, a full AIA member, is not enrolled in IDP by choice, already registered [1072].

,'Regarding NCARB's IDP: coming through school (both undergrad and grad at different schools), there was precious little information on the program itself, and how to get involved. The prevailing attitude seemed to be that those who were driven enough would take the initiative and do what needed to be done. The cost of enrolling in the program was difficult to bear at the time, and not set up to be an aid to career enhancement (see fines and additional fees for not staying on a prescribed schedule). Regarding the ARE: since interns typically complete IDP requirements sequentially, it makes complete sense to me that the corresponding ARE sections ought to be available to interns as those sections are completed. Regarding the Institutions of AIA and NCARB: I see very little value in what they do. NCARB makes it MORE difficult to gain eligibility for the exam than if I do it myself through the State of Georgia (which I intend to do), and the penalties for getting license reciprocity without having used NCARB are nothing but spiteful. NCARB acts more as a bully with a monopoly to exploit than an organization created to help interns take (and pass) the ARE. The AIA seems to be more concerned with image, prestige and preening egos than actually acting as an advocate for architects and promoting an intelligent, sensitive and functional built environment. I work with a community development corporation to revitalize distressed urban neighborhoods, and there is very little that I know of that the AIA does to support, encourage, or even recognize much, this kind of work. Too much press is devoted to architects with tightly buttoned black shirts and stylish spectacles, and as a result, we are frequently regarded by the public as a profession of prissy whiners who care more about design than client, make too much money, and gouge our clients whenever we can. Unfortunately many of us are just that, but most are not. The AIA does precious little to correct that misperception."

— 35-44 Caucasian male from Georgia, has a traditional architecture job, MArch, not an AIA member, is not enrolled in IDP by choice, intends to become registered [1123].

"The annual membership fee of AIA is too high."

— 25-34 Asian male from Texas, in an allied field BArch, graduate non-architecture student, a full AIA member, has completed IDP, already registered [1134].

"If my school had been more proactive in engaging me with networking activities, I would have certainly been more involved with our community. I feel more than blessed because I was able to find the perfect job only after being 2 weeks out of school. I just hope that I can become in touch with all of the resources you suggest above."

— 18-24 Hispanic female from California, has a traditional architecture job, BArch, not an AIA member, currently enrolled in IDP, intends to become registered [1155].

"The most difficult thing to achieve in the profession is diversity. There are also few opportunities for young, new and unknown firms to participate in and be finalists in competitions, or to gain professional exposure or recognition."

— 25-34 Caucasian female from New York, has a traditional architecture job, BArch, a full AIA member, is not enrolled in IDP because state did not require it, already registered [1175].

"I feel Associate Members should be divided into at least two parts, those who are in allied professions or jobs (like mine, architectural historian in an architecture firm), and those who are on track to become registered architects. I don't need to get all the mailings/e-mails about ARE exams, for instance."

— 45-54 Caucasian female from Hawaii, in an architecture-related job, an Associate AIA member, is not enrolled in IDP by choice, does not intend to be registered [1184].

"Why aren't the classes, seminars, presentations, etc, that we as AIA Associates attend, are not considered creditable towards the architectural certification?"

— 35-44 Caucasian male from California, has a traditional architecture job, an Associate AIA member, is not enrolled in IDP by choice, intends to become registered [1245].

"AIA dues are too expensive for continual membership for firms <20 architects. The firm receives no direct benefit for membership other than the assumption that the public thinks an AIA member is a licensed architect and a non-AIA architect is somehow not a real architect. Three firms I have worked for have dropped from AIA stating that the public no longer seeks the AIA association. After all the only requirement for AIA is a yearly fee (not years of experience, NCARB, good standing etc.)"

— 25-34 Caucasian male from Arizona, has a traditional architecture job, MArch, a full AIA member, has completed IDP, already registered [1421].

"Mentoring in our field is and has been severely lacking since my involvement in architecture for the past 23 years. Firms do not focus enough on the value of allowing individuals to advance within the firm, in order for them to be content. University education today does not focus enough on PRACTICAL design. I feel the computer in architectural school has 'Dumbed down' the students coming out of school - technically as well as design abilities."

— 35-44 Caucasian female from Delaware, in an architecture-related job an Associate AIA member, is not enrolled in IDP by choice, does not intend to be registered [1465].

"It should be the focus of the profession to increase the number of registered architects, but I don't get that impression. Furthermore, ArchVoices is a great forum to communicate with peers."

— 25-34 Hispanic male from Iowa, has a traditional architecture job, not an AIA member, has completed IDP, intends to become registered [1540].

"I pursued a degree in architecture because it would focus and develop my abilities to solve complex problems aesthetically and contribute to the human experience of art, science, technology, and beauty by creating works in many forms. It did just that. Sadly, there is little in the field of architecture that actually addresses, exploits, or rewards these abilities."

— 25-34 Caucasian male from Oklahoma, has a traditional architecture job, BArch, an Associate AIA member, has completed IDP, intends to become registered [1600].

"There takes too much effort by many graduates to discover information about testing and compliance with ARE and IDP guidelines. Mentors need more direction or organization between them so that the information is not handed out by 'word of mouth'. Can mentors choose to be added to a database so that any changes in IDP or ARE testing can be disseminated, via e-mail, to all interested parties? My mentor knew nothing about the ARE. He took his 'on the board' and was no help when it came time to know what was on the electronic version or what I was to expect. Knowing that the exam prices were changing (a few years ago) would have been good information also. I had to figure this out on my own. Lots of phone calls and time on the NCARB web site."

— 35-44 Caucasian male from Iowa, has a traditional architecture job, BArch, a full AIA member, has completed IDP, already registered [1782].

"Provide more benefits with AIA Associate members who are enrolled in the IDP program, there doesn't seem to be that much advantage to becoming a AIA member on a junior level. The membership fees don't seem to be that reasonable compared to its benefits."

— 25-34 Asian male from Colorado, has a traditional architecture job, BArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [1792].

"Employers, whether they want to or not, have to face the largest problem of their employees/students transitioning from school to the office. It is obvious that we students are not all knowing when we graduate. Employers need to facilitate the students with information and shortcuts necessary to excel. There is only so much self teaching one can do without a helping hand."

— 18-24 Caucasian female from Ohio, has a traditional architecture job, BArch, not an AIA member, currently enrolled in IDP, intends to become registered [2137].

"The local AIA office here in Seattle does an OUTSTANDING job! I would like to thank them for all of their hard work."

— 25-34 Caucasian male from Washington, has a traditional architecture job, MArch, an Associate AIA member, is not enrolled in IDP by choice, intends to become registered [2180].

"I have a hard time seeing the benefit of paying \$450/year for AIA membership. If my firm did not pay it, I would definitely not pay it. \$35/year subscription to Architectural Record is a better deal. However, I would like to see the AIA make the benefits of membership obvious."

— 25-34 Caucasian male from California, has a traditional architecture job BArch and MArch, a full AIA member, already registered [2262].

"I wish architectural interns had their own labor union. I envy those who build our buildings for their salary, overtime, employer respect, and ability to organize against their employer if necessary."

— 25-34 Caucasian male from Idaho, has a traditional architecture job BArch and MArch, not an AIA member, currently enrolled in IDP, intends to become registered [2270].

"Locally - I've been very disappointed with the AIA MS. There are rarely any continuing education classes. Most of the focus is on a summer convention that occurs in a different state where it really is a 'write-off' vacation for the partners of larger firms. It is too remote and costly for the average architect. Nationally - I feel very disconnected from the greater voice of National AIA. It seems to be more about marketing & business than building for a better future. I think the AIA is missing the point of its core focus. It is being lead by society not leading society."

— 25-34 Caucasian male from Mississippi, has a traditional architecture job, BArch, an Associate AIA member, has completed IDP, intends to become registered [2287].

"I feel that there should be some kind of internship placement program for all willing graduates in Architecture."

— 18-24 Caucasian female from Ohio, has a traditional architecture job, not an AIA member, is not enrolled in IDP by choice, intends to become registered [2503].

"It's hard to get a job when everyone only want full-time internships. There should be a summer job site where firms can seek out summer interns and make connections with students across the nation."

— 18-24 Caucasian male from Louisiana, currently unemployed, MArch student, not an AIA member, is not enrolled in IDP by choice, does not intend to be registered [2605].

"The education to become an architect these days at most schools succeeds only in depleting the student's natural intellect and abilities and produces drones of the professors who teach. The schools have padded the curricula with so much filler for the sole purpose of collecting dollars that I want to puke. WE ARE ARTISTS NOT SCIENTISTS!!! If I wanted to be an engineer, I would have committed suicide and went to hell. I am an excellent designer. My work works. I learned all I need to know from my father, who was an old school architect. There is no architecture program in my area. I have resolved to learn to better manage resources. That's what construction is all about and architects are in the construction business-in case they missed it. I manage construction. My projects are very successful and I always provide a project completed on time, on budget and beyond what anyone ever expected. I have built everything from homes to high-rises. I am currently managing 12 K-12 projects-all going well. Sure, I would love to be an architect. I just think the architecture education business has taken leave of the architecture community. I also wish the AIA recognized those of us who work in associated careers. I am a Construction Administrator. I am paid at the high end of the average for architects in the Chicagoland area and earn every bit of it. Please take care."

— 35-44 Caucasian male from Indiana, undergrad non-architecture student, an Associate AIA member, does not intend to be registered [2869].

"I believe that the AIA has worth, however, the AIA is loved by some and hated by many who think it is unfocused and self-serving. I have mixed feelings and my participation is limited based on previous <AIA> experiences of political manipulation and group pettiness. I was once refused info, for example, by the St Louis chapter because I wasn't a member <there>...I WAS a member in both FL and National...What nonsense is that? Aren't we ONE group?"

— 35-44 Caucasian male from Florida, has a traditional architecture job BArch and MArch, a full AIA member, has completed IDP, already registered [2975].

“I really look forward to receiving Architectural Record and will continue to subscribe after I retire.”

— 45-54 Caucasian female from Alaska, in an allied field, an Associate AIA member, has completed IDP, does not intend to be registered [3025].

“Those currently in positions of power in the architectural profession should embrace students as a viable investment for their practice. In times of economic crisis much talent is falling through the cracks as students who are graduating cannot find jobs and some firms (HOK, SOM, and Hilliar) don't even find their way to answering their phones.”

— 18-24 black female from Ohio, in an unrelated field, undergrad pre-professional student, not an AIA member, currently enrolled in IDP, intends to become registered [3058].

“Two areas of comment: 1) other advanced education, 2) relevance of internship and current employment 1) the survey did not include the opportunity to state that I have a graduate degree in another field that I believe complements my architectural training and experience. I have a M. Arts in Whole System Design from Antioch University. 2) I have been self-employed for almost fourteen consecutive years. I have been dedicated to creating opportunities for continual learning. These 'self-mentoring' endeavors have kept me in this career as well as enhanced it. The 'other' reason for deciding to complete my ARE is to better participate in the internship of the next batch of architects.”

— 45-54 Caucasian female from Oregon, has a traditional architecture job, BArch, an Associate AIA member, is not enrolled in IDP by choice, intends to become registered [3112].

“Make AIA compensation report more widely available to AIA members (less than \$200)”

— 25-34 Caucasian female from Louisiana, has a traditional architecture job, BArch, a full AIA member, has completed IDP, already registered [3168].

“IDP is over rated, and not a huge help. It's just more hoops to jump through. I find the AIA of little use. If my employer did not pay for my dues, I would not be a member. I can find 1001 other uses for \$600.”

— 25-34 Caucasian male from Michigan, has a traditional architecture job, BArch, a full AIA member, has completed IDP, already registered [3208].

“I would like to see some kind of mentoring program throughout an architect's career.”

— 35-44 Caucasian female from Colorado, has a traditional architecture job, an Associate AIA member, has completed IDP, intends to become registered [3384].

“I thought joining AIA would be a good networking opportunity, but so far I have been very disappointed with it.”

— 25-34 Caucasian female from Colorado, in an allied field, MArch, an Associate AIA member, is not enrolled in IDP by choice, does not intend to be registered [3437].

“AIA, to me, is basically a useless organization. Most in our firm are members only because the firm pays our dues. The AIA does not provide a beneficial service to the community at large or local professionals.”

— 25-34 Caucasian female from Ohio, has a traditional architecture job, MArch, a full AIA member, has completed IDP, already registered [3478].

“While these types of surveys may begin to help, I feel most of the problems with the profession and construction in general are so entrenched, that it will probably take decades to resolve!”

— 35-44 Caucasian male from Georgia, has a traditional architecture job, MArch, a full AIA member, has completed IDP, already registered [3780].

“My undergraduate program in architectural studies offered no guidance or information for licensure (i.e. IDP, graduate school, work experience). Various states with IDP have expanded their education requirements over the past few years, making it quite difficult to navigate down an ever-changing career path. In addition, the requirements for IDP have not been adopted by any of my past employers (in various states). Frankly, young employees lack the pertinent education and/or experience to fulfill many IDP requirements in the workplace. Active participation is costly and may be a liability to employers. The disconnect between education and profession has had a negative impact on defining my career path. Future architectural students should be aware of accredited programs and IDP as early as possible. In addition, if we choose to rely on education in the workplace then employers must be

viewed as educators, with accountability for our growth. Overall, it appears that IDP is not taken seriously in the profession. It is more of a burden, actually weakening rather than empowering the individual due to our lack of applicable skills when we enter the workplace and our lack of control while we reside there.”

— 25-34 Caucasian male from California, has a traditional architecture job, an Associate AIA member, is not enrolled in IDP because state did not require it, intends to become registered [3902].

“The AIA should be a leader in promoting architecture beyond the world of architecture. It should promote the profession and champion the benefits architects can bring to a greater society. It is way too internally focused. The old boys’ club mentality is a joke.”

— 25-34 Caucasian male from Colorado, has a traditional architecture job, MArch, an Associate AIA member, is not enrolled in IDP because state did not require it, intends to become registered [3921].

“Thanks for putting together this survey - I hope it'll get the point across to the powers that be that architecture school and the IDP process aren't all they're cracked up to be. IDP is a joke - I understand and support the premise, but the program is badly planned and poorly executed. Now that I'm licensed (and becoming a full AIA member, not just Associate), I'm wondering if I'll have even LESS contact with the organization...I'll no longer be part of the 'select' group of Interns. We'll see. I miss the contact and networking and coordination of AIAS (I was a Chapter president), but don't see anything even remotely similar available at the local, regional or national level that I can reasonably and feasibly be a part of. It's depressing at the very least. Is it normal to be this disgruntled and disappointed with the profession I chose as a child? I have a passion for the profession, but not for the job. The perfect job must be out there somewhere...”

— 25-34 Caucasian female from Illinois, has a traditional architecture job, BArch, an Associate AIA member, has completed IDP, already registered [4022].

“I moved from California and am still figuring out how that affects my internship, etc. I haven't heard anything from the local chapter but may have made contact with the President of the local unit.”

— 45-54 Caucasian female from Virginia, currently unemployed, BArch, an Associate AIA member, is not enrolled in IDP because state did not require it, intends to become registered [4105].

“I believe the Architecture profession needs a stronger lobbying organization backing the industry.”

— 25-34 Caucasian female from Georgia, has a traditional architecture job, BArch, graduate non-architecture student, an Associate AIA member, is not enrolled in IDP by choice, does not intend to be registered [4172].

“Would like to see stronger urging of firms by AIA to invest both time and financially in mentoring and IDP professionals. My firm does not place emphasis on providing opportunities for interns or in re-arranging man power to help fulfill requirements. A constant urging, pushing, etc. by the intern is required. Lacking even more is a strong emphasis, pride, priority, or support in employees doing community service, mentoring in schools, teaching at schools, or attending AIA committees and functions during company time(unless that person is a principal). I would like to see AIA and NAC emphasize the importance of young professionals, in particular, in mentoring others of our profession, providing community service, and in supporting the profession as a whole.”

— 25-34 Caucasian female from Minnesota, has a traditional architecture job, MArch, an Associate AIA member, has completed IDP, intends to become registered [4223].

“In general I think that very few firms take an active role or feel any sense of responsibility for training young interns. They put them in front of a computer and say 'start producing' but don't take the time to explain what the product is or why it is. Then five years later they say 'here now you do it' and then act exasperated at the lack of knowledge. I personally am so disgusted with the profession that I question how long I will continue to work within it- and trust me I am not alone. I have been very fortunate thus far. I graduated with a BA at the very top of my class. I have had praise and success at every job I have had since college and yet I still feel that huge gaps in my knowledge base exist and at every turn I am lecturing and/or begging for more mentoring for the younger interns in our office with no real outcome. What are they thinking? This profession currently provides nothing for young people! If anyone came up to me & told me that they were considering this as a profession, my one piece of advice would be 'be a lawyer - they get more respect. (At least in their own profession they do).’”

— 25-34 Caucasian female from Arkansas, has a traditional architecture job, BArch, an Associate AIA member, has completed IDP, intends to become registered [4470].

“There is often talk about the architecture schools and the need of more technical training to help the profession. I think the need is opposite, the profession needs more involvement with the architectural schools to help enrich the profession.”

— 25-34 Caucasian male from North Carolina, has a traditional architecture job, BArch, a full AIA member, has completed IDP, already registered [4496].

“The AIA yearly fees are OUTRAGEOUS. If we want more people to participate, something needs to be done about this. If we increase membership, then maybe we can have something approaching the professional clout that Doctors and Lawyers enjoy.”

— 25-34 Caucasian male from Florida, has a traditional architecture job, BArch, a full AIA member, has completed IDP, already registered [4608].

“I left the field for 2 years to work for state gov't in related field & after finding no one who could mentor in firms and they had no time to mentor interns. Two of three hired me as intern but wanted Project Mgr. Now my current job, when I need guidance they are usually too busy. Reviewing my drawings comes too late & then they seem upset that I'm not 'THERE'. This process is just TOO STRANGE. I get very fed up with it & feel that it's not worth the effort to pursue licensure. Too much pressure and not enough reward. It's doubtful if I make that goal, although I'd like to. I plan to seek out a woman mentor in another firm. Some other PROBLEMS: There is an expectation that I know more than I do. ALSO, I was not prepared due to the arch. program not providing enough 'practical' knowledge...more 'theory' and liberal arts focus plus egos. I am still overwhelmed by the amount that I do not know. Many I've spoken with feel the same way & reluctant to pursue ARE & licensure. I often think that I would have picked another career path if I'd known what this would be like.”

— 45-54 Caucasian female from Iowa, in an architecture-related job, MArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [4684].

“I have been a registered architect for almost three years now but only joined AIA at the insistence of the firm I currently work for. I find the AIA to not be of great benefit and had resisted joining for a long time because of the continuing education component. I learn something new every day on the job yet that increase in knowledge obviously doesn't count for the people who want us to pay for additional training from a source of their choosing. Can you say 'kick-back'? I feel that the continuing education requirements are intrusive and unnecessary. I really gain little benefit by being an AIA member other than being able to put three little letters after my name on communications and business cards. Anyone who really knows the profession knows that 'AIA' after your name really means very little about your abilities, more about the amount of B.S. you are willing to endure.”

— 35-44 Caucasian male from Iowa, has a traditional architecture job, BArch, a full AIA member, has completed IDP, already registered [4705].

“AIA fees are too high for such a low paid profession. I wouldn't be an Associate member except my company pays the fee.”

— 25-34 Caucasian male from California, has a traditional architecture job, MArch, an Associate AIA member, is not enrolled in IDP because state did not require it, intends to become registered [4897].

“I am disappointed by the lack of impact the AIA has on the larger community. Most lay people do not know it exists. The profession is largely ignored as a group or voice in the community. Our cities need better design. The problems are bigger than the project site boundary.”

— 35-44 Caucasian male from Florida, has a traditional architecture job, MArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [4941].

“The architecture profession is constantly overrun by the client. I sit in construction meetings where there are change orders. The CO may be \$30,000 for the sub's materials, labor and overhead and profit. The GC adds 8% for their overhead and profit. There should be a form that adds 8% for the Architecture overhead and profit. The amount of time I spend tracking contractor COs and verifying numbers and services is excessive. The requirement to ask the client for additional services in another form is clunky and not done very often. The AIA needs to create a new change order form for architects to allow for a percentage fee for EVERY change order.”

— 25-34 Caucasian male from Illinois, has a traditional architecture job, BArch, a full AIA member, has completed IDP, already registered [5061].

“I know many other professionals and other than Doctors I do not know anyone including Engineers and Accountants who have a more rigorous testing and licensing procedure. It takes a lot of work to become an AIA Architect and the monetary reward is not the end result as in other professions. The amount of work is disproportionate to the reward. I think internship should be interwoven into education so that students could take the exam immediately upon graduation as in most other professions. The profession needs to reach out to the schools and the schools to the profession to prepare the next generation of Architects.”

— 35-44 Caucasian male from Virginia, has a traditional architecture job, BArch, an Associate AIA member, has completed IDP, intends to become registered [5090].

"Still very frustrated with my compensation level as an intelligent professional with a Master of Architecture. I know it's an age old story with this career but why Why WHY is this profession so financially difficult?!"

— 35-44 Caucasian male from Texas, has a traditional architecture job, MArch, a full AIA member, has completed IDP, already registered [5162].

"My AIA membership is primarily used so that clients will recognize that I am licensed as an Architect, since the AIA has effectively caused and encouraged that perception among the public. Also, the best thing that I think the AIA could do for me is to develop a public awareness campaign for the general public to understand the need for and roles of an architect and how an architect could help them accomplish specific goals and projects. I do not see this level of public awareness, nor do I see any attempt to create it."

— 25-34 Caucasian male from California, has a traditional architecture job, BArch student, a full AIA member, is not enrolled in IDP because state did not require it, already registered [5195].

"I do not feel that the AIA is an effective advocate for our profession."

— 45-54 Caucasian female from Georgia, has a traditional architecture job, an Associate AIA member, is not enrolled in IDP by choice, does not intend to be registered [5201].

"AIA, particularly the Virginia chapter, could do a better job of organizing their communications. I'm daily interrupted with five or more 'reminder' or 'announcement' emails from them, which I feel to be an excessive lack of coordination. I understand the importance of communication, but I feel that such a barrage of emails is more annoying than informative."

— 25-34 Caucasian male from Virginia, has a traditional architecture job, BArch, an Associate AIA member, has completed IDP, intends to become registered [5238].

"I have only one comment regarding membership to the AIA -representation was left out of your choices. I think that the AIA as a group that represents architects and their interests to others is important and I believe that I cannot expect the AIA to represent me and my interests if I am not a member. I'm not sure how that fits into your survey but I think it should have been a category for that question. Thank-you."

— 25-34 Caucasian female from Connecticut, in an allied field, MArch, not an AIA member, is not enrolled in IDP by choice, does not intend to be registered [5353].

"Thank you for your sincere interest. I think that the survey did not ask me questions that tell you anything about my experience as an unregistered architect. That is because my career path has been defined by my gender and motherhood. I feel that the field should be open ended as to when you test for state license and that the internship program will not work in a bad economy. Mentorship is key to success but we all have to do things in our own time. The perfect mentor may never be there because an intern (adult with life) doesn't have the extra time to devote to a mentor. Working for free in exchange for years of experience so that you can fulfill requirements to be licensed will continue to be the economic reality."

— 45-54 female from California, in an architecture-related job, BArch, an Associate AIA member, is not enrolled in IDP because state did not require it, intends to become registered [5484].

"I find the AIA services, in general, to be expensive and inaccessible. The AIA should form a stronger political lobby to be more effective on the governmental level. To effect public policy, etc."

— 35-44 Caucasian female from New York, has a traditional architecture job, MArch, a full AIA member, is not enrolled in IDP by choice, already registered [5504].

"The profession needs to focus a lot more on getting students, as well as licensed architects, better knowledge of construction administration. Designers are a dime a dozen, but do any of them know how to put a building together? Better coordination and care should be taken in generating a set of construction documents. Today, too many Contractors are ready to jump at any deficiency in the documents - hence change orders."

— 35-44 Caucasian male from New Jersey, has a traditional architecture job, BArch, a full AIA member, is not enrolled in IDP by choice, already registered [5512].

"The AIA is much more expensive than it should be for the value it has offered me in the time I have been either in school or out. During my school years, I saw almost no AIA involvement at all and I still do not feel that the AIA is doing enough to get the mission and goals of 'Architects' out to the public."

— 25-34 Caucasian male from Georgia, in an architecture-related job, MArch, a full AIA member, has completed IDP, already registered [5543].

"The AIA is a waste of time and money. The only reason I joined was the public perception that AIA meant registered architect."
— 25-34 Caucasian male from Texas, in an allied field, MArch, a full AIA member, has completed IDP, already registered [5569].

"I do not know why architects spend more time in school and get less pay after graduation, compared to most other professions, (overworked and underpaid). The exams are way too hard. I have never heard any nurse out of school at least 2 years or 4 years call themselves 'Intern nurse' WHY us? I can see we trained in school for 5 years in school and still do afterward but always with the term 'Intern' . I do hope AIA would consider our standard and expectation. Thanks."
— 25-34 Asian female from Texas, has a traditional architecture job, BArch, not an AIA member, currently enrolled in IDP, intends to become registered [5597].

"I also have two degrees including a Bachelor of Engineering with High Distinction. Why am I allowed to call myself an 'Engineer' upon graduation but cannot call myself an 'Architect' upon graduating with an accredited Bachelor of Architecture degree? Why do 'intern' engineers make better wages than 'intern' architects with the same number of years of professional experience? (And architectural degrees take more years to complete!) Why are software engineers allowed to call themselves 'software architects'? Why has the profession allowed the term 'architect' to become bastardized? (actual example: sign on headstone store that reads 'Tombstone Architect'.) Why are companies allowed to put employees on salary and expect them to work 80+ hours per week with no compensation? (Speaking from experience.) Why is most of that time coordinating / correcting the work of the consultants who make more than the poor intern trying to make the deadline all the while knowing that he/she is expendable? Unfortunately, the prestige associated with the image of Architecture belies the realities of the profession itself."
— 35-44 Caucasian female from Nevada, has a traditional architecture job, BArch, not an AIA member, has completed IDP, intends to become registered [5658]

"I was unfamiliar with a few of the people involved with the IDP program and the National Associates Committee. I would like to learn more about those."
— 25-34 Caucasian male from Colorado, has a traditional architecture job, MArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [5688].

"It's about time :). If education does not prepare one well for the real world, why not make the internship as part of the education process such as in medical profession, instead of just leaving it at the mercy of each firm to decide."
— 25-34 Asian male from California, has a traditional architecture job, MArch, an Associate AIA member, is not enrolled in IDP by choice, intends to become registered [5765].

"I am sorry I did not answer this questionnaire earlier, but I value the AIA and all the related topics regarding our profession, I am very proud to belong to the AIA!"
— 35-44 Hispanic female from California, has a traditional architecture job, an Associate AIA member, is not enrolled in IDP because state did not require it, intends to become registered [5797].

"Hope this is not going to make it easier for future graduates, because I worked hard to be where I am today. I do not want someone to make it easier so that the prestige that comes with the hard work can be done away with."
— 25-34 Caucasian male from Arkansas, has a traditional architecture job, BArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [5798].

"My non-MArch degree is a post-professional MArch in architectural management, offered by the University of Kansas."
— 25-34 Caucasian male from Kansas, has a traditional architecture job, BArch, not an AIA member, has completed IDP, intends to become registered [5799].

"After 10 years in construction and 6 years working in an architecture firm and 3 years of college, I would think that I should be able to take the ARE. The requirement of an M of Arch degree is nothing more than a means to pad the coffers of the universities."
— 35-44 Caucasian male from Michigan, has a traditional architecture job, graduate architecture student, an Associate AIA member, is not enrolled in IDP by choice, intends to become registered [5824].

"The profession of architecture has been weakened by builders/ design build contractors that mass produce so called architecture."
— 25-34 Caucasian male from Texas, has a traditional architecture job, MArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [5826].

"I graduated with an AS in Architectural Technology, studied several years for a BA in Arch before settling with a BA in business in 1980 and have been in the Architectural profession since 1976. Being from California I was not required to have a BArch to take the Architectural Exam, which I took in 1986 (the licensing exam was not recognized by NCARB). I have made many personal changes within the profession, working overseas, doing freelance/ contract work, construction administration etc and find that my pay scale and active involvement in the profession today is the same and in some instances greater than a licensed Architect. The ARE is not as important today as it would be if I did not have the years of experience and diversification."

— 45-54 Caucasian male from Arkansas, has a traditional architecture job, an Associate AIA member, is not enrolled in IDP by choice, does not intend to be registered [5880].

"I feel that the NCARB and company do more for the internship experience and professional development than the national AIA. I have been VERY disappointed in the national chapter, and am sure that the only reason to join is that they are the 'Only game in town..'"

— 25-34 Caucasian male from Oklahoma, has a traditional architecture job, MArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [5930].

"I had no guidance in so far as an internship development. No firm I have ever worked for cared about exposing employees to experience beyond which they required to get the work done. OH WELL."

— 45-54 Caucasian male from Wisconsin, in an architecture-related job, an Associate AIA member, is not enrolled in IDP by choice, intends to become registered [5932].

"I would have liked to have better mentorship/advice before committing to my first job out of school. I know I can seek this out but it would be nice if there was an organized network in place (either school or AIA-local level) for help with this. Another thing is WHY CAN'T I TAKE THE ARE UPON GRADUATION??? I still need to finish IDP to be licensed and studying for the ARE and completing the IDP go hand-in-hand. Plus it would shorten the process and timeline for licensure."

— 25-34 Caucasian female from North Carolina, has a traditional architecture job, MArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [5974].

"AIA should use its resources to promote architecture in the public eye."

— 35-44 black male from Georgia, has a traditional architecture job, BArch, a full AIA member, has completed IDP, already registered [5987].

,"The AIA needs to become more politically active. NCARB is a joke; it does not relate to professional competence."

— 45-54 Caucasian male from Wisconsin, has a traditional architecture job, MArch, a full AIA member, has completed IDP, already registered [6015].

"AIA dues are way too expensive considering our professional salaries."

— 25-34 Caucasian male from California, has a traditional architecture job, BArch, a full AIA member, currently enrolled in IDP, already registered [6059].

"In my opinion, architecture is shrinking due to trends like design/build, overbuilding, firm mergers, and technology attracting away designers. Salary is not a draw to this field, but it could be if architecture offices had billable rates comparable to engineers and specialists--that's the fault of professional world. Unfortunately for me, I entered the field with a 4 year degree when states were adopting NCARB requirements for a 5 year professional degree and I have been unable to gain entrance to an accredited 'Plus One' program. I have been greatly discouraged by this and predict I will leave the field soon because I cannot become licensed without it."

— 25-34 Caucasian male from North Carolina, has a traditional architecture job, an Associate AIA member, is not enrolled in IDP by choice, does not intend to be registered [6109].

"I truly believe that my education will be of great use to me later in my career. However, as an intern, I find little of my architectural education to be of use to me at all, and I think that is a tragedy. I think schools do a poor job of preparing students (who will soon be interns) for the first 3-5 years of their professional life. I know that my career would have started off better with the appropriate preparation from school."

— 25-34 Caucasian male from Texas, has a traditional architecture job BArch and MArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [6157].

"IDP & NCARB are great organizations that were very beneficial for me. However, I am very disappointed by the AIA. I haven't experienced any benefit or support from them whatsoever. I don't know why I am a member."

— 25-34 Caucasian male from Colorado, has a traditional architecture job, an Associate AIA member, has completed IDP, intends to become registered [6183].

"I feel that the only reason for the AIA and the dues are to cover the expense of having an AIA Staff. This would be important if I saw a direct benefit. But I also need to become more involved in the AIA, although that typically costs more money to go to meetings and events. I find a lot of information at the Healthcare Seminars and events, although those are expensive as well, and are typically sponsored, so I feel that the expenses are somewhat serving the AIA to support itself not to accomplish very much. I will continue being a member, but would like some explanation of what the AIA does. I know that the forms and contracts are important, but the CSI offers those for a single fee for an example not continuing costs for upgrades and modifications. The AIA should offer a rebate for Associate members taking the ARE and pay for the exams, with the understanding of being a longtime member. It would go along way to promote the AIA as well as the idea of becoming a professional."

— 25-34 Caucasian male from Ohio, has a traditional architecture job, BArch, an Associate AIA member, has completed IDP, intends to become registered [6228].

"I am somewhat satisfied with my position at a large architectural firm, being that I have only a two year degree. I am given ample opportunity to 'spread my wings'. This however is still not enough. I find my job as designer/drafter particularly boring and don't believe more education in the field would change it. The co-workers that are on their way to being registered and some that are, complain of not being challenged as well. The biggest complaint is that most people have little interaction with the client and they feel they are chained to the computer doing AutoCAD. People who choose this as a career are just not the type of people who want to sit down and stare at a blinking box all day. That needs to be realized."

— 35-44 Caucasian female from North Carolina, not an AIA member, is not enrolled in IDP by choice, does not intend to be registered [6274].

"I know from experience that the profession is not in good standing. The clients have no idea as to the role of the design profession. The design profession has no idea as to how to deal with a client. Design concerns shadow the client's time and monetary expectations. The NCARB test is obsolete. It asks questions regarding structural design that I have not encountered in practice since I started my design firm in 1975. It is a silly outdated, out of step, elitist test to keep out individuals with certain learning abilities, such as math and structural engineering which I have not found any use for, in over twenty years."

— 55-64 Asian male from Connecticut, in an architecture-related job, MArch, an Associate AIA member, intends to become registered [6355].

,"Feel that the majority of architects continue to be too distant and remote from owner's true objectives."

— 45-54 Caucasian female from Ohio, has a traditional architecture job, BArch, an Associate AIA member [6403].

"Currently, although I am a member, I am not active in the AIA. I monitor local activities through the Boston Society of Architects and attend the BSA's annual 'Build Boston' event. I have been active at times in the past. I checked 'research' as both most and least important because I think it is potentially important but I don't think the AIA does/supports/publishes it to anywhere near an appropriate extent. I am active in the Construction Specifications Institute, Boston Chapter. Under 'how are you paid,' I checked 'other' because I get salary plus a bonus, and the bonus is significant. I attended school before AIAS and before internships - so these are irrelevant to my history. I think AIA should have a membership category for those practicing an 'alternative' career that does not require registration, but practicing at a full, professional level. I find being on the AIA mailing list for internship issues somewhat demeaning. Finally, this survey should have a 'clear' or 'undo' function, if one, on second thought, decides to leave a question unanswered."

— 55-64 Caucasian female from Massachusetts, in an architecture-related job, MArch, an Associate AIA member, does not intend to be registered [6425].

"I would not belong to the AIA if my firm did not pay my dues. The newsletters are uninteresting. The profession is losing any power to change the world, since all decisions are the owner's and owner rep.'s, and are usually bottom-line driven."

— 35-44 Caucasian female from New York, in an allied field, MArch, a full AIA member, is not enrolled in IDP because state did not require it, already registered [6437].

"I think that the NCARB criteria for accrediting architecture schools are close-minded and limits our field to buildings. Architecture should be about experimentation and invention. Standards, such as the NCARB, limit the creativity of the field and help keep architecture technologically and culturally behind other fields."

— 25-34 Caucasian female from New York, has a traditional architecture job, BArch, MArch student, not an AIA member, is not enrolled in IDP by choice, intends to become registered [6458].

"I have not yet received the results of the only exam I have taken. Some firms treat Interns like morons. I graduated at the top of my class from a highly rated grad school. Yet I was so bored the first couple of years out of school I occasionally fell asleep on the job and considered that becoming an architect was a mistake. I make significantly less money than men with similar or less experience, who take significantly less responsibility on the job than I."

— 45-54 Caucasian female from Illinois, has a traditional architecture job, MArch, an Associate AIA member, has completed IDP, intends to become registered [6476].

"I often do not feel the trouble it takes to become an architect is worth it."

— 25-34 Caucasian male from Maryland, has a traditional architecture job, BArch, an Associate AIA member, is not enrolled in IDP by choice, intends to become registered [6492].

"It was very hard to find a job right out of school. Employers want more work experiences. However, not enough time during school to work at a firm. Or not enough firms that want to take on school interns."

— 18-24 Caucasian female from Texas, has a traditional architecture job, BArch, not an AIA member, currently enrolled in IDP, intends to become registered [6588].

"AIA dues are too expensive & don't provide much value for the money....IDP is a waste of everybody's time - just another AIA money making scheme."

— 35-44 Caucasian male from Connecticut, has a traditional architecture job, BArch, an Associate AIA member, is not enrolled in IDP by choice, intends to become registered [6815].

"I do not feel that the AIA is very powerful. We need more skilled lobbyists. I feel as though architects are losing control of the built environment. AIA should do more to promote architects to all types of potential clients. AIA should survey its small firm members regarding compensation and typical fees. All communities should require stamped drawings for buildings. Professional liability insurance should be more affordable - or on a per project basis."

— 25-34 Caucasian female from Illinois, has a traditional architecture job, MArch, a full AIA member, has completed IDP, already registered [6823].

"My architectural education was a big disappointment. I am sorry I wasted my time in the program. (this is not to say I am disappointed with architecture programs or architects in general)"

— 18-24 Asian female from California, in an unrelated field, undergrad pre-professional student, not an AIA member, does not intend to be registered [6861].

"Our school requires us to do two 12-week summer internships, yet does little to nothing to help us find these jobs. Also many firms I do contact simply say they aren't hiring summer interns because of the economy. This is a very frustrating and stressful situation that I really don't have time to deal with in addition to my regular 18 hour course load. We're cheap labor and we desperately need these internship positions if we ever intend to graduate."

— 18-24 Caucasian female from Louisiana, currently unemployed, MArch student, not an AIA member, is not enrolled in IDP by choice, intends to become registered [6888].

"AIA Membership too costly & chapter too remote to attend meetings for 6 to 8 persons."

— 55-64 Caucasian male from Pennsylvania, has a traditional architecture job, BArch, an Associate AIA member, is not enrolled in IDP by choice, already registered [6891].

"AIA membership dues are terribly expensive when one considers them relative to the average architect's salary, and in comparison to other professional organizations such as the American Medical Association of the Bar. (Consider that the AMA dues are less expensive for a profession with a much higher mean salary level.)"

— 25-34 Caucasian male from North Carolina, has a traditional architecture job, BArch, a full AIA member, has completed IDP, already registered [6975].

"There is nowhere near enough focus on adequate compensations for interns and young architects. When other components of the building industry are raking in the cash (electrical/mechanical/civil engineers and contractors/subcontractors) for doing less work than the architectural profession and interns & young architects continually have to pinch their pennies just to squeak by. There just really needs to be more advocacies to adequately compensate in line with other peers in the building industry."

— 25-34 Caucasian male from New Mexico, has a traditional architecture job, BArch, a full AIA member, has completed IDP, already registered [7024].

"I am working toward my architectural degree because I want to affect change in the world. As a profession, I do not believe architects are vocal enough. We have the most profound responsibility to the survival and proliferation of our species. Literally, the universe is at our fingertips. I believe we are parents to society. We provide safe boundaries. We create the cradle. To succeed and ensure our future we need cooperation. We need teamwork to be practiced from project one. I believe we will be more successful as a trade if local professionals (architects, politicians, community activists, humanitarian organizations, etc.) took interest in the education of the students. Mentor programs and hands on construction will create a more rounded student. As well, the student will become more connected to the community in which they live and potentially will practice. It is a shame that we do not have more politically savvy architects. I believe Master Jefferson was the last architect that presided over our wonderful country. Even as an amateur architect (a term that meant much more in Master Jefferson's day) his impact on our country, our world, is irrefutably one of the most important contributions to humanity ever made. Perhaps the intent is for the insightful student to rise to the top, while those who haven't this knowledge will fall to the wayside. No more competition. Lou Tzu in the *Art of War* stated that we should only travel as quickly as our slowest feet will carry us. We should leave no one behind who wants to keep up. Even if the individual does not achieve the golden ticket they may still have profound contributions to make. It is the professional's responsibility to attempt to coax out this inner knowledge. Perhaps I am overly poetic, even unrealistic at times, but life is poetry and reality is less realistic the more we come to understand its nature. If all is connected than as we move we pull humanity in our wake. We need to begin creating that wave."

— 25-34 male from California, undergrad pre-professional student, not an AIA member, is not enrolled in IDP by choice, intends to become registered [7027].

"I am having a hard time finding a job and my school didn't give me any resources to do so during my last semester of college."

— 18-24 Caucasian female from Oklahoma, currently unemployed, not an AIA member, is not enrolled in IDP by choice, does not intend to be registered [7040].

"AIA does not seem to provide an adequate leadership role for the architectural community, e.g. setting compensation standards, or at least minimums, as well as pushing well-rounded intern training in firms. More interesting seminars, lectures, continuing ed."

— 25-34 Caucasian male from New York, in an architecture-related job, BArch and MArch, not an AIA member, has completed IDP, intends to become registered [7070].

"I think that the AIA is a money-extorting organization that anyone interested in practicing architecture is forced into with very little benefit or choice."

— 25-34 Caucasian male from Delaware, has a traditional architecture job, BArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [7147].

"It's really important for me to pass the ARE exams. I consider myself to be an intelligent individual. Yet, despite 7 years of schooling and endless nights of study, I found the first exam difficult and unrelated to the material I had been reading or working on at the office. When I inquired about tutors at the AIA office there were none available to help me get through the tests. And that's basically what all the interns that I have spoken to want. Just to get through. Licensure is the only way to feel that all that time put into school and profession has some meaning. But, if there are no comprehensive sources to help people know that the profession really wants you to succeed then what's the point? People who do not want a license have made that decision and or dropped out. So what about the rest of us who have made the commitment to stay in the profession? It's as simple as having courses that are two to three to four weeks in duration in each of the ARE sections specifically focused on getting through the exams. So far, all we get are these one-day sessions on several sections that become information overload. It's like pulling an all-nighter which personally, I have had enough of. You can offer them through the architecture schools in the area or through the local chapters. They can be held in the evenings like many courses offered at community colleges. In fact, I have taken structures courses, that are a semester long, at the local community college just to get a refresher on that portion of the ARE exams. The profession would be better served if more people were licensed unless that is not the AIA's role. If it is, then how will the AIA help us get there?"

— 35-44 Asian female from Colorado, has a traditional architecture job BArch and MArch, an Associate AIA member, has completed IDP, intends to become registered [7233].

"Request for information directed to 'younger architects' with perhaps fewer years of experience. We regularly bring in graduating/younger staff who usually stay a year and then move on to larger, perhaps more prestigious firms. The 'migratory nature' of this younger staff is a burden on our resources. We are therefore highly selective of potential applicants accepting only the very best with good skills 'ready' from university for employment."

— 55-64 Caucasian male from Florida, has a traditional architecture job, BArch, not an AIA member, has completed IDP, already registered [7295].

"I am very disappointed in the architectural profession as a whole - overwork, low pay, high stress, demanding and unappreciative supervisors, lack of social and environmental ethics, and lack of creative freedom. All of these items were 'promised' to us in school, but the reality is rather depressing."

— 25-34 Caucasian female from Colorado, in an allied field, not an AIA member, is not enrolled in IDP because state did not require it, intends to become registered [7299].

"Wish I could learn more about IDP at my school."

— 18-24 Caucasian male from Montana, in an allied field, undergrad pre-professional student, not an AIA member, is not enrolled in IDP by choice, intends to become registered [7385].

"Salary expectations are my biggest challenge vs. work hours/load and responsibility."

— 45-54 Caucasian male from Arizona, has a traditional architecture job, an Associate AIA member, has completed IDP, does not intend to be registered [7478].

"I feel very disconnected from the architecture profession and don't feel my education has prepared me for a job within the field. I am graduating with a B.S. degree in architecture in 2 months, but am unaware of what the IDP, ARE, and the state's requirements for licensure are."

— 25-34 Caucasian female from Minnesota, in an unrelated field, undergrad pre-professional student, not an AIA member, does not intend to be registered [7530].

"Schools need to emphasize the importance of the IDP program. I was president of AIAS last year here at UIC and I was surprised to learn so much about it and realize that many students have this huge gap between the educational, class room setting and the professional world of architecture. It's a shame, because they are similar in many ways BUT also VERY, VERY, VERY different."

— 18-24 female from Illinois, in an allied field, BArch student, not an AIA member, is not enrolled in IDP by choice, intends to become registered [7551].

"As this is a survey concerning the AIA, I would like to stress that the AIA is not currently advocating [in my belief] for the education of an architectural culture beyond practicality and contract documents. We need to engage the American public through both practice and theory, and the AIA is the voice that should be leading that, but currently is not! We are currently considered to be a dispensable [sic] profession that does not take responsibility for our actions beyond our egos."

— 25-34 Caucasian male from Oregon, has a traditional architecture job, MArch, a full AIA member, has completed IDP, already registered [7594].

"IDP seems to be mostly ignored by firms and nothing more than a paperwork nightmare for interns. AIA at both local and national levels seems to operate mostly to benefit the egos and personal agendas of those in charge at the expense of promoting and furthering the higher purpose of Architecture."

— 35-44 Caucasian male from Indiana, has a traditional architecture job, BArch, not an AIA member, intends to become registered [7700].

"You did not address the B.ENVD degree at all. I know it is not a professional degree, but it is an architecture degree as taught at CU-Boulder."

— 25-34 Caucasian male from Colorado, in an allied field, an Associate AIA member, is not enrolled in IDP by choice, intends to become registered [7722].

"I should have been a garbageman."

— 25-34 Caucasian male from Oregon, has a traditional architecture job, MArch, not an AIA member, currently enrolled in IDP, intends to become registered [7736].

"I wish I had more knowledge of the resources available to me."

— 25-34 Caucasian male from New York, has a traditional architecture job, BArch, not an AIA member, currently enrolled in IDP, intends to become registered [7879].

"I feel that it is next to impossible for someone who has not graduated with an architectural degree to achieve licensure. The whole procedure seems very long and the level of testing is quite extensive. From what I've learned the process of becoming a licensed engineer is quicker and easier. Positions in the engineering fields tend to pay more than those in architecture, especially starting out, and yet the schooling, internship and testing process is far more extensive and involved for architectural students. It is very discouraging."

— 35-44 Caucasian male from Delaware, has a traditional architecture job, an Associate AIA member, is not enrolled in IDP by choice, does not intend to be registered [7914].

"I feel that the AIA provides few ongoing benefits to the profession. Standardized contracts are a decent benefit. The lecture series is a good benefit. The AIA does very little to raise the profile and awareness of the important role of the architect in society."

— 35-44 Caucasian male from Oregon, has a traditional architecture job, an Associate AIA member, is not enrolled in IDP by choice, intends to become registered [7917].

"While the ARE tests are not necessarily difficult to study and master, the process is unbelievably limiting. High threshold of pain must be survived to achieve licensure. Benefits do not provide incentive....why do it? To be sued? Professional organization has not lobbied hard enough to differentiate our services from contractors / builders / decorators.....we are not rewarded or recognized for our expertise. Why go through the labor and effort?"

— 25-34 Caucasian female from Texas, a full AIA member, has completed IDP, already registered [7982].

"The ARE should be a BArch graduation requirement. If the BArch degree is a 'professional' degree, shouldn't we be professionals upon graduating? It follows however that an internship with a firm should be an intrinsic part of the educational process, along with some construction experience thrown in for good measure."

— 25-34 male from California, has a traditional architecture job, BArch, a full AIA member, is not enrolled in IDP because state did not require it, already registered [8194].

"I do think that mentoring and the investing in employees should happen more among firm principals. Principals should recognize that well educated and informed employees make a better firm. I think some of the 'Rites of Passage' need to be de-bunked. Like working 60 hours weeks your first 5 years out of school to pay your dues. I also think that the prevalent practice of hiring people on at a contract status and yet expecting them to act like employees should be discouraged. Almost every intern I know feels used or mistreated or unfairly compensated. This cannot be good for a profession."

— 25-34 Caucasian female from Minnesota, has a traditional architecture job, BArch, not an AIA member, currently enrolled in IDP, does not intend to be registered [8242].

"Our local AIA takes a lot of dues money and does very little for us."

— 25-34 male from California, has a traditional architecture job, BArch, an Associate AIA member, is not enrolled in IDP because state did not require it, intends to become registered [8248].

"I enjoy the field of architecture but disagree with their degree requirements. The fact that I couldn't afford a fifth year of school 20 years ago shouldn't restrict me from becoming registered in my state. I would have to quit my job to achieve a professional degree and since the pay isn't that great I would pursue my second BA degree in computer science before I would pursue Architecture any further."

— 35-44 Caucasian male from Iowa, has a traditional architecture job, an Associate AIA member, is not enrolled in IDP by choice, does not intend to be registered [8289].

"The major aspect of an architect's training that is missing both in school and during the internship is an understanding of business principles. I believe that the profession as a whole would benefit greatly if this area of the education process was expanded."

— 25-34 Caucasian female from Ohio, has a traditional architecture job, MArch, a full AIA member, has completed IDP, already registered [8402].

"Having lived in Washington DC for my entire professional life and worked with many different types of associations I think that the AIA is in the bottom 10% of Associations. I think that the AIA has done very little to advance the profession and the process by which one becomes an Architect is cumbersome and antiquated. Doctors are able to practice medicine right out of school, Attorneys have the bar and engineers can take their exams shortly after obtaining their degrees. Architecture is doing itself an enormous disservice. I could write for hours about what I think is wrong with our profession and why I think that the AIA is a poor advocate. But, I'm going back to work now. By the way, I pay my dues to maintain my standing, but not because I believe in the AIA."

— 35-44 Caucasian male from Washington, DC, graduate non-architecture student, a full AIA member, already registered [8450].

"IDP needs to be revamped. Currently it's a joke and not taken seriously by anyone. Thesis as it's run at my school is just a money making proposition for the school."

— 35-44 black male from Pennsylvania, has a traditional architecture job, BArch, student not an AIA member, has completed IDP, intends to become registered [8476].

"This profession is difficult for people with children, travel is often required. Creativity is most often utilized with problem solving rather than design and architecture."

— 35-44 Caucasian female from Virginia, has a traditional architecture job, MArch, a full AIA member, has completed IDP, already registered [8665].

"I feel strongly about the role of mass media (newspaper, magazine, broadcast, movie) in Architecture profession. Major architecture magazines in the US (Architecture and Architecture Record) are bad example of misdirect architects' impression toward mass media. One major misconception is reading magazine is 'copying' the style of the images contained. Other European magazines such as L'Architecture (as an example) are focusing not only on Architecture, but also architecture related. They don't do the 'show' and 'tell,' but analyze the work at a very high professional level both theory and architecturally. I hope to see more 'in depth' articles or issues that are well thought and well prepared prior to the public issuing. Invite more architecture authors such as Michael Benedikt or Peter Eisenman to share their thinking toward architecture issues that presently happen or thing that one could learn from the past. Lastly, thanks for allowing me to share my thought."

— 25-34 Asian male from Nebraska, has a traditional architecture job, BArch, MArch student, an Associate AIA member, currently enrolled in IDP, intends to become registered [8705].

"Among the most important reasons for the AIA and membership in it is the upholding of professional standards in the practicing of architecture."

— 35-44 Caucasian male from Illinois, currently unemployed, BArch, an Associate AIA member, has completed IDP, intends to become registered [8861].

"Re: NCARB - VERY difficult to contact/ receive reply regarding IDP issues. Re: AIA - current membership is expiring and am not going to renew due to high cost of dues/ misc. Expenses. AIA sold my and all of my small firm's employees' personal information to third party vendors immediately after we enrolled and after being asked on numerous occasions not to give out our information. We are a very small firm and have multiple copies of magazines/ newsletters/ solicitations from other companies who bought our information from AIA. I personally have been very upset with AIA's service and would not expect to pay such outrageous dues to an organization that is making even more profit by illegally soliciting my information."

— 25-34 Caucasian female from North Carolina, has a traditional architecture job, MArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [8919].

"Nothing published by the AIA, NCARB, ARE, etc. is easy to read, including this survey. For example, on the questions with 1, 2, 3. Is 1 the most important or 3 the most important? Hire a graphic designer. The publication materials are awful. They look like they are from 1973. The profession as a whole is in a miserable state. No one I know in architecture in the 28 to 35 age bracket likes their career. Of all my peers of that age maybe 2 or 3 are licensed. The AIA needs to be strong like the BAR association. Somehow, developers and builders have a seize on our profession. Architects are the most under appreciated people I've met. We work harder and are paid less than any other profession."

— 25-34 Caucasian female from Indiana, has a traditional architecture job BArch and MArch, not an AIA member, has completed IDP, intends to become registered [8974].

"A mentoring relationship works best when your employer is fully supportive of it."

— 25-34 Caucasian female from California, has a traditional architecture job, BArch, a full AIA member, is not enrolled in IDP by choice, already registered [9042].

"Regarding question 4A and 4b under Professional Development, I feel, as a young Associate member of the AIA, it is difficult to determine the benefits of being involved in the AIA. I am not aware of many of the 'benefits' listed and in many situations the items listed, especially if on a national scale (seminars, conventions, etc.), are cost-prohibitive. If I were not fortunate enough to be an employee of a firm that pays for professional affiliation, I would not be able to afford to be a member of the AIA."

— 25-34 Caucasian female from Illinois, has a traditional architecture job, MArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [9201].

"I feel the AIA is a good organization but its fees to join are EXCESSIVELY EXPENSIVE. In a career that pays \$25,000-\$50,000 for the first 7-10 years of work, the fees are not congruent with salaries paid. I am lucky enough that my firm pays me the penalty money they would otherwise have to pay to the AIA if I was not a member but registered and I have to make up the difference. This also seems unfair to me that my firm has to pay a penalty if I was not a member. This cuts my portion of the fees in half but they are still too much to bear for what I feel I get from the AIA and what I am paid."

— 25-34 Caucasian male from New York, has a traditional architecture job, BArch, a full AIA member, has completed IDP, already registered [9320].

"If I had known then what I know now, I probably would have chosen a different career."

— 25-34 Caucasian male from Texas, has a traditional architecture job, MArch, not an AIA member, has completed IDP, intends to become registered [9475].

"I find the AIA (Associate member) does not benefit me as much as I would like it to, especially for the fees/dues that are required ."

— 25-34 Caucasian male from New York, has a traditional architecture job, MArch, an Associate AIA member, has completed IDP, intends to become registered [9583].

"Thank you for this opportunity. After six years of school and two years of working in the field, this is the first time anyone has ever solicited my feedback via a legitimate survey. There could have been many more questions about the IDP and ARE. NCARB is killing our profession. To be honest, while I am an Associate member of the AIA, I was most encouraged to fill it out since ArchVoices was listed as co-sponsor. The AIA could learn a lot from ArchVoices, about honesty, consistency, and passion. Maybe more members would join the AIA if they somehow exhibited any one of those qualities."

— 25-34 Caucasian male from California, in an architecture-related job, MArch graduate architecture student, an Associate AIA member, is not enrolled in IDP because state did not require it, does not intend to be registered [9698].

"Architecture is the lowest paid professional in United States. AIA needs to do something to increase the salary and benefits of the architecture profession."

— 25-34 Asian male from Texas, has a traditional architecture job, BArch, an Associate AIA member, has completed IDP, intends to become registered [9716].

"I would not have joined the AIA had my firm not paid for it. The dues are expensive and the only useful benefit is that I get a discount on ARE prep class. And I think the class is too short to be effective. Since my firm does not provide ARE material, I suggest AIA local office provide a library where members can check out books, sample tests, prep.materials, etc. Thanks for listening."

— 25-34 Asian female from California, has a traditional architecture job, BArch, an Associate AIA member, is not enrolled in IDP because state did not require it, intends to become registered [9719].

"As an Associate, I feel there needs to be much better communication to new graduates. And I think there needs to be pressure put on NCARB to allow and use input from other areas (i.e. AIA, AIAS) regarding IDP and ARE."

— 35-44 Caucasian male from New Jersey, has a traditional architecture job, BArch, an Associate AIA member, has completed IDP, intends to become registered [9748].

"Please stop sending so much mail. If I want the info I will look for it. Thanks."

— 25-34 Caucasian male from Pennsylvania, has a traditional architecture job, BArch, an Associate AIA member, has completed IDP, intends to become registered [9799].

"I recently chose not to renew my AIA Associate membership because I have limited funds to pay for professional memberships. I'd rather be a member of organizations that better educate me and represent my interests, such as: The Institute for Classical Architecture, the Congress for New Urbanism, and the National Trust for Historic Preservation."

— 25-34 Caucasian male from Florida, has a traditional architecture job BArch and MArch, not an AIA member, is not enrolled in IDP by choice, intends to become registered [9891].

"AIA should be involved in lobby efforts to regain our jurisdiction over many aspects of the field. Contractors and others have taken from us the legal authority we should still possess."

— 45-54 Caucasian female from Arizona, currently unemployed, MArch student, not an AIA member, is not enrolled in IDP by choice, intends to become registered [9901].

"Greatly enjoy profession. Compensation is horrible relative to educational level & licensing requirements, responsibility, and hours worked."

— 35-44 Caucasian male from Wisconsin, has a traditional architecture job, MArch, an Associate AIA member, has completed IDP, intends to become registered [9978].

"I am skeptical of IDP and CE requirements—I am not sure of their effectiveness, but am sure of the increased costs and red-tape. Has anyone done a study to check 1) effectiveness and 2) costs? Is there a watchdog group to monitor the new bureaucracies that have arisen since the late-1980s? It now costs over \$4,000 to get registered (IDP, NCARB, ARE, review courses, etc.) and up to \$1,000/year to maintain registration (AIA fees, CE fees, licensing with states, business licensing). I know several architects who stopped practicing /stop being registered because of these fees."

— 35-44 male from Washington, DC, MArch, a full AIA member, has completed IDP, already registered [10035].

"There isn't enough collaboration and respect between the members of the profession, as I have experienced the working professional. It is too bad that we see each other as competition rather than potential collaborators on a constantly changing context. We forget that we have a great responsibility when designing."

— 35-44 Caucasian female from Florida, has a traditional architecture job, MArch, not an AIA member, has completed IDP, intends to become registered [10052].

"I haven't found a real compelling reason or benefit for the AIA. It seems very expensive with not much return. Seminars, conferences and continuing education are additional costs. Especially for a professional just out of school, or one who is an intern, it is a burden to try to budget the costs."

— 25-34 Caucasian female from Colorado, has a traditional architecture job BArch and MArch, an Associate AIA member, is not enrolled in IDP because state did not require it, intends to become registered [10070].

"I find the local Young Architect's Forum through Minneapolis AIA to be very useful. There have been a few programs that I have attended through this committee. What I find most useful is the topics of each program do not necessarily lead members down the path toward becoming an Architect practicing in a traditional setting."

— 18-24 Caucasian female from Minnesota, has a traditional architecture job, an Associate AIA member, currently enrolled in IDP, intends to become registered [10086].

"I am currently seeking an internship. I graduated with BArch in December, 2002, and have not interviewed once. A general format for a professional architectural resume would help insure I am on the correct path. Can AIA provide me with an example?"

— 45-54 Caucasian female from Texas, in an unrelated field, BArch, not an AIA member, is not enrolled in IDP because state did not require it, intends to become registered [10119].

"I'm very optimistic about this profession, but I do feel that changes need to be made. It appears to me that once an individual, after elevating their status in the profession—whether through hard work or through relationship, they seem to forget what it was like to get to that level and become disinterested in inspiring others. It has become more apparent to me that this field does eat its young, rather than mentor them."

— 35-44 Caucasian male from Michigan, has a traditional architecture job BArch and MArch, a full AIA member, has completed IDP, already registered [10228].

"Besides the AIA's conventions and seminars, what do you really provide architects? We (my co-workers) have found your resources and research one to two steps behind us. As for benefits, the AIA's benefits end up costing our clients and us more money. The one thing the AIA has going for itself is its selection of standard contracts."

— 25-34 Caucasian male from Tennessee, has a traditional architecture job, BArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [10436].

"I would like to see the AIA become more involved in promoting the profession (public awareness) in the media, television, radio, and magazines."

— 35-44 Caucasian male from California, has a traditional architecture job, MArch, a full AIA member, is not enrolled in IDP because state did not require it, already registered [10492].

"I would like to see mentorship opportunities for women and minorities to help them get into executive and leadership positions and/or start their own firms. Surveys show that for the past twenty years, enrollment by women has greatly increased, but there has not been a significant increase or similar ratio in the number of women executive or leaders in architecture."

— 35-44 Asian female from California, has a traditional architecture job, MArch, a full AIA member, is not enrolled in IDP because state did not require it, already registered [10500].

"I graduated from the college of Interior Architecture at Kansas State University. Learning how to be licensed as an Architect has been very confusing and difficult. We were not aware until late in the program the difficulties with architectural licensing. I wish that information was clearer and that more help could be provided to those of us who enjoy architecture and decide to be licensed. I also wish that the rules were more flexible. If those who take the ARE are knowledgeable enough to pass the test then their educational background should not be so important."

— 25-34 female from Kansas, has a traditional architecture job, an Associate AIA member, is not enrolled in IDP by choice, intends to become registered [10540].

"After almost 6 years and 3 jobs in this profession I am beginning to think of a career change. The profession of architecture seems to not be what I thought it was going to be. There are too many politics, favorites are made and too many lies are told. The age old story of being 'pigeon holed into a job type' still holds extremely true, especially in a company that is very busy and growing. The management is rarely interested in the development of an intern unless it is 'cost effective' to the firm. Very few firms seem to look at interns as 'investments' in their future and look at them as investments in the company's short term. Company loyalty is preached until there is no work and then it doesn't exist. I am not sure if all other professions are the same but it is a chance that I might have to take."

— 25-34 Caucasian male from North Carolina, has a traditional architecture job, BArch, an Associate AIA member, has completed IDP, intends to become registered [10566].

"'Prestige' as an option for wanting to be a member of AIA? That's a joke right? What a bunch of arrogant jerks. That's a big reason why I don't plan to renew my membership. I don't feel they do anything to further the cause of architecture. I plan on only jumping through the hoops necessary to acquire and maintain my license."

— 18-24 Caucasian male from Minnesota, has a traditional architecture job, BArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [10571].

"The AIA should engage in more marketing (i.e. mainstream commercials) and lobbying activities at federal and state levels to improve the average citizens opinion of architects. We NEED a strong advocate in the community that persuades people that we, Architects, add value to the built environment."

— 25-34 female from California, has a traditional architecture job, BArch, a full AIA member, is not enrolled in IDP because state did not require it, already registered [10622].

"Being a member of AIA would be more tempting if more benefits were available."

— 25-34 Caucasian female from Virginia, has a traditional architecture job, MArch, not an AIA member, has completed IDP, intends to become registered [10669].

"My school has done a better job of preparing students for architectural practice with technical skills of CAD since I was there, but it would be better for architectural students if a portion of the ARE were incorporated into curriculum. In order of sequence, I believe that one should prepare you for the next more than it did for me. School should give you a complete sense of theory and design, which is exactly what I obtained, although it should primarily prepare you for professional practice with the knowledge and guidance concerning architectural issues that are encompassed in the multiple choice sections of the ARE. These types of issues should be learned prior to embarking on a professional career. As expected, experience in the work place should prepare you to be able to address real design problems that are included in the graphic portion of the exam. Universities should be mandated to test (according to NCARB standards) the factual elements that define the multiple choice sections of the exam prior to graduation or even admittance into a Bachelor of Architecture program. This would grant some kind of significant architectural certification at the point of receiving a degree, rather than force theorists, who are at least inexperienced with professional practice or incapable of architecture, into the work place."

— 25-34 Caucasian male from New Jersey, has a traditional architecture job, BArch, an Associate AIA member, has completed IDP, intends to become registered [10673].

"I have always enjoyed my involvement with the AIAS and the AIA. I will continue to be involved and to promote our mission."

— 25-34 Caucasian female from Illinois, in an allied field, BArch and MArch,, an Associate AIA member, has completed IDP, intends to become registered [10709].

"The AIA is great for most, yet not immediately necessary for all. I have been fortunate to have found a great architectural information resource in my employer. If such a time comes when I do not have such accessibility to the knowledge associated with professional practice I will definitely depend more upon the AIA. For now, I appreciate the efforts of those who make events possible such as lectures and community service initiatives. Kudos!"

— 25-34 black male from Maryland, has a traditional architecture job, BArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [10729].

"I am annoyed that we have to pay for a detailed salary study and that it is not accessible via the AIA website."

— 25-34 female from Illinois, has a traditional architecture job BArch and MArch, a full AIA member, has completed IDP, intends to become registered [10741].

"I am currently leaving my job for another in another city that promises to provide me with the resources for obtaining my licensure. My current AIA chapter has been uneventful. My current firm has done nothing to further my development and my managing principal is the president of the local chapter. My experience with the profession and AIA has been difficult, but I thirst for architecture and will continue to work for it."

— 18-24 Caucasian male from Virginia, has a traditional architecture job, BArch, an Associate AIA member, currently enrolled in IDP, intends to become registered [10837].

"I can understand why more Architects are not members of AIA. The dues, for what you receive, are way too high. Many interns and Architects simply do not make enough money to warrant membership unless it is paid for by their firm. I do not believe I would be an AIA member if my firm did not pay my dues. As with many organizations there is too much AIA money spent on 'staff' and their perks and not enough on fighting for the profession. We are losing the war people. Contractors, engineers and interior designers have eroded, and are continuing to chip away at, the role of an Architect. 'Design Build' Contractors (Unless an Architect becomes a Design-Builder), 'Construction Management' Firms; and the latest gimmick 'CM at Risk' which is just licensed bid-shopping by a Contractor, have all taken away from the profession. The problem is the profession let them do it!! My guess is that within another 25 years we'll be lucky if there is such a profession as Architecture. We'll all just be paid employees of Contractors."

— 55-64 Caucasian male from Arizona, has a traditional architecture job, MArch, an Associate AIA member, is not enrolled in IDP by choice, intends to become registered [10854].