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2025 AIA Fellowship

Candidate Karen Lu
Organization Snow Kreilich Architects
Location Minneapolis, Minnesota
Chapter AIA Minnesota; AIA Minneapolis

Category of Nomination

Object 2 (Practice Management, Technical Advancement) > Practice (Management)

Summary Statement

Karen Lu elevates excellence in architectural practice through her values-based leadership. She actively cultivates equity in the profession while advancing and expanding the impact of design excellence in the built environment.

Education

Harvard University, Graduate School of Design, 1994-1998, Master in Architecture Professional Degree
University of Pennsylvania, The Wharton School, 1986-1990, Bachelor of Science in Economics
University of Pennsylvania, College of Arts and Sciences 1986-1990, Bachelor of Arts

Licensed in:

Minnesota

Employment

Snow Kreilich Architects, 2017-present
HGA Architects and Engineers, 2014-2017
VJAA, Inc., 2001-2014
Selldorf Architects, 1999-2001

September 30, 2024

Carl D'Silva, FAIA, Chair
2025 Jury of Fellows
The American Institute of Architects
1735 New York Avenue, NW
Washington D.C. 20006-5292

Re: Fellowship Nomination for Karen Lu, AIA

Dear Chair D'Silva and the College of Fellows Jury:

Karen Lu has been an incredible mentor to me in the 10 years I have known her, and I am very honored to have been asked to sponsor her for consideration as a Fellow in the American Institute of Architects. Karen has made a uniquely valuable impact on our profession through her insights into how our practice has needed to evolve, and she is eminently qualified for Object Two: Practice Management. As is clear in her summary, Karen understands how to integrate and connect the complexities of architectural practice to have a deep and genuinely positive impact on the communities she serves at multiple scales. Internally, she has elevated the importance of the culture in her firms' practices that has guided an incredibly consistent level of design excellence in her projects. Externally, through her leadership in the AIA and her engagement in higher education, Karen has had a broader and much-needed impact on our profession.

During her three years at HGA, Karen understood and helped guide the need for a more inclusive and equitable design process well before the reckoning of our profession in 2020. On the St. Paul Academy and Summit School, she led a process of engagement with students and teachers that helped us see the need to integrate spaces for serendipitous collaboration in between classrooms and offices – a need that has become a standard expectation of our education clients. The value of that broader and deeper level of engagement was immediately apparent and we began to apply it to other projects. While it was sad moment for my firm, I admired Karen's vision for her career in her decision to join Snow Kreilich Architects. We have maintained a friendship, and I have been able to observe the incredible impact she has had there as HGA has partnered with Snow Kreilich on multiple projects.

As you look at Karen's submission, it will be important to see the connection between her impact on practice to the inspiring work that has resulted. One example from her Exhibits List is the relationship between how she advances studio culture with the design process and the resulting impact of the Salt City Market project. Located at the intersection of underserved neighborhoods in Syracuse, the beautiful Salt City Market does not gentrify the area; rather, it brings economic opportunity to the diversity of residents in a way that has made it a destination. In speaking with Karen's colleagues, the success of this project was rooted in how she led a more inclusive process that brought together residents and city leaders.

The exhibits in Karen's portfolio demonstrate how her contributions to our profession transcend so many traditional boundaries to the measurable benefit of so many people – across her colleagues, her clients, and the communities she serves. She embodies the AIA Framework for Design Excellence and will be an influential addition to the College of Fellows. I enthusiastically recommend that Karen be elevated as a Fellow in the Class of 2025.

Sincerely,



E. Tim Carl, FAIA

1.1 SUMMARY OF ACHIEVEMENTS

Karen Lu elevates excellence in architectural practice through her values-based leadership. She actively cultivates equity in the profession while advancing and expanding the impact of design excellence in the built environment.

EXCELLENCE IN PRACTICE

Karen's love of architecture is rooted in its complexity. She believes excellence in practice, like excellence in design, requires multiple measures of success and multiple points of influence. Many varied approaches are also required to make actionable progress. Karen leads with her values and actively cultivates equity in all aspects of her work. **She believes that excellence in architectural practice is the foundation for design excellence in the built environment.** Karen's influence is felt locally and nationally through her values-based leadership; her service to the AIA, academia, and the community; as well as her built work. Karen advances high standards for practice and shares them broadly.

LEADING WITH VALUES & ADVANCING STUDIO CULTURE

Over her 25-year career, Karen has contributed her leadership skills to three award-winning Minnesota practices—two of them national AIA Firm Award recipients. Her values of authenticity, collaboration, and equity have been influential, resulting in meaningful change at the places she has worked. Through her leadership in design, project management, and practice management, she has elevated studio cultures to new heights and shepherded impactful, award-winning projects. **Under Karen's leadership at Snow Kreilich, the studio was one of the first in Minnesota to adopt intercultural development training for all studio members and obtain an International Living Future Institute Just Label, setting a new standard for inclusivity in the profession.**

As an architect and a leader, Karen brings these values-based approaches to her volunteer work with the AIA and to the greater community. Karen has presented at schools of architecture and AIA chapters nationwide. In addition to speaking about design, she is often asked to discuss synergies in studio culture between design, sustainability, equity, and social impact goals—how to integrate the best ideas effectively and efficiently. The combination of exceptional accomplishment, outstanding analytical skills, and deep integrity makes Karen's perspective highly sought-after for regional and national presentations, juries, and search committees. **Significantly, Karen was selected to represent local practitioners on searches for the heads of Minnesota's two NAAB-accredited architecture schools, the University of Minnesota (as well as their Design Justice Collective faculty) and Dunwoody College.**

CULTIVATING EQUITY & EXPANDING SOCIAL IMPACT

Karen has impacted professional culture widely by emphasizing equity in practice and projects to promote a holistic understanding of design excellence. She advocates for equity at every opportunity: working with public and private clients, representing practice in academia, supporting emerging professionals, and envisioning the future of architectural practice. She believes that only from diversity, equity, and inclusion within firm culture, firm policies and practices, and firm members' engagement with community members can excellence in design and practice be achieved.

Karen's longstanding involvement in AIA Minnesota has centered on work to shape practice. **Her firm leadership has informed and influenced AIA Minnesota's strategic priorities, and her AIA Minnesota leadership has informed and influenced her firm leadership. This centering of practice has had a flywheel effect, catalyzing change within her own firm and many others.**



While serving as AIA Minnesota president in 2020, Karen led the local professional community through the pandemic of COVID-19 and was a leading voice during the worldwide reckoning with systemic racism ignited by the murder of Mr. George Floyd in Minneapolis. During this time, Karen advocated for equity and social justice with renewed urgency. Also, Karen led a years-long effort to strengthen awards programs to align with core values and the AIA. **Under her leadership, the AIA Minnesota Honor Awards adopted the Framework for Design Excellence and Common App, and the number of Minnesota 2030 signatory firms increased by 26%. AIA Minnesota launched a new bi-monthly online publication focused on shaping a better built environment, and the Culture Change Initiative focused on changing mindsets in the profession. In addition, AIA Minnesota became the first AIA organization to hold a Just 2.0 Label.** Karen shares this work broadly through her engagement at the national level through juries, the AIA Strategic Council, and various groups focused on equity in architecture with the purpose of empowering colleagues to elevate practice standards in the profession.

Karen believes excellence in architectural practice is the foundation for design excellence in the built environment.

Karen's focus on equity and design excellence applies to her roles as a studio leader, project manager, architect, and designer. Karen brings an equity lens to her built work as she continues to work on diverse project types, from non-profit emergency housing to large, complex public projects. Karen's strengths in synthesizing ideas, sharing knowledge, and connecting people raise the bar and advance the collective profession, all in service to architectural practice.

2.0 CURRICULUM VITAE

PROFESSIONAL EXPERIENCE

Snow Kreilich Architects, Minneapolis, Minnesota	 2018 AIA Firm Award
Design Director	2023-present
Associate Principal	2022-present
Senior Associate	2017-2021
HGA Architects and Engineers, Minneapolis, Minnesota	
Associate Vice President	2017
Senior Associate	2014-2017
VJAA, Inc., Minneapolis, Minnesota	 2012 AIA Firm Award
Senior Associate	2009-2014
Associate	2007-2009
Designer	2001-2007

REGISTRATIONS & AFFILIATIONS

Lambda Alpha International (LAI)	2022-present
National Organization of Minority Architects (NOMA)	2016-present
American Institute of Architects (AIA)	2009-present
Minnesota Licensed Architect	2009-present

EDUCATION

Harvard University Graduate School of Design Cambridge, Massachusetts Master in Architecture Professional Degree	1994-1998
University of Pennsylvania Philadelphia, Pennsylvania Dual Degree Program; Magna Cum Laude The Wharton School Bachelor of Science in Economics College of Arts and Sciences Bachelor of Arts	1986-1990

ADDITIONAL PRACTICE RESPONSIBILITIES

Snow Kreilich Architects
Studio Leadership
Design Leadership
Equity Focus Group Leader
HGA Architects and Engineers
National Design Council Chair, Member
National and Minneapolis Design Review Coordinator
Women in Architecture
Public Corporate Employee Advocate
VJAA, Inc.
Fiscal Management and Administration

PROFESSIONAL DEVELOPMENT

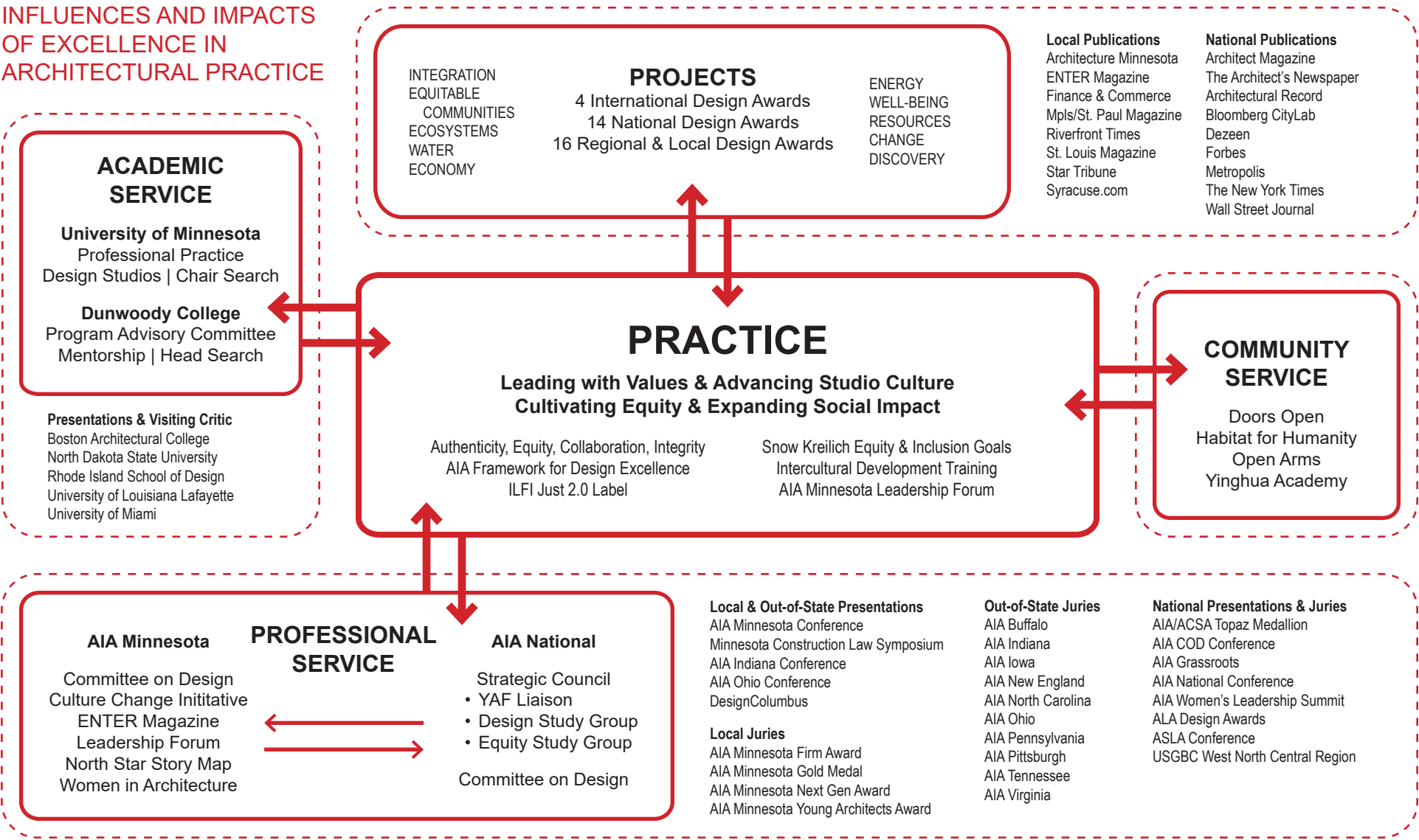
AIA Minnesota Community of Practice for Culture Change. 2021-present.
AIA Minnesota Foundations for Intercultural Development. 2020.
Master of Science in Research Practice Intercultural Leadership Workshop.
AIA Minnesota and University of Minnesota School of Architecture. 2018.
Leadership Twin Cities. Minneapolis Regional Chamber of Commerce.
2015-2016.
AIA Minnesota Leadership Forum. Inaugural Cohort. 2010.



Karen Lu, AIA, NOMA
Associate Principal
Design Director
Equity Lead
Snow Kreilich Architects

2.1 SIGNIFICANT WORK | DIAGRAM & TIMELINE

INFLUENCES AND IMPACTS OF EXCELLENCE IN ARCHITECTURAL PRACTICE



PRACTICE TIMELINE



2.1 SIGNIFICANT WORK | SELECT PROJECTS



Lakewood Welcome Center
Minneapolis, Minnesota
2024 | Snow Kreilich Architects

Role of Candidate: Design Director & Design Project Manager

Karen led the programming, masterplanning, and design of the **net-zero facility** with Design Principal Matt Kreilich, FAIA. She worked closely with the Lakewood leadership team to determine the best solutions for their near-term and future needs and to develop ambitious project goals that reflect the cemetery's core **values of welcome and stewardship**. Karen also led presentations to neighborhood groups to solicit feedback and introduce the project to the local community.

The result is an unprecedented facility that offers a robust array of services to families and mourners beyond its immediate clientele to engage the larger community. The Welcome Center will inspire and set new standards in the industry.

See Exhibit 3.9



1950 Olive Parking Garage
St. Louis, Missouri
2023 | Snow Kreilich Architects

Role of Candidate: Design Lead

Karen led the design of the **all-electric facility** with Design Principal Julie Snow, FAIA. She worked closely with the client to ensure the design-forward parking garage functioned as an extension of the Stadium District in built form and in spirit, an **infrastructural element that becomes civic space**. On the main level, a series of bi-fold doors open to a plaza facing the stadium, creating a multi-use space for events or pop-up retail. Rain gardens and planting areas support native and pollinator-friendly plants.

A processional stair travels up the south side of the building, encouraging active movement and providing panoramic views. Designed to complement the stadium and district, the garage will serve practical needs and delight visitors.

See Exhibit 3.7



CITYPARK Stadium
St. Louis, Missouri
2022 | Snow Kreilich Architects

Role of Candidate: Project Designer, Interiors/Site

Karen led the design of the MLS stadium's interior and exterior public spaces intended for **year-round use by the greater community** with Design Principal Julie Snow, FAIA.

Situated in the heart of St. Louis, CITYPARK defies convention by participating in city life, attracting visitors all year long. It distinguishes itself by **prioritizing equity and belonging**. By reimagining the relationship between the stadium and its community, CITYPARK charts new stadium design possibilities.

2024 Prix Versailles, World's Most Beautiful Sports Venues List
2024 Rethinking The Future Awards, Sports & Recreation
2024 WAN Americas Award, Publicly Accessible
2023 AIA St. Louis Honor Award

See Exhibit 3.6



Salt City Market
Syracuse, New York
2020 | Snow Kreilich Architects

Role of Candidate: Design Lead & Design Project Manager

Karen led the design of the mixed-use facility's massing and envelope with Design Principal Julie Snow, FAIA. She worked with the client to celebrate the significant site located at the convergence of several diverse neighborhoods and to **showcase underrepresented populations and their cuisine** in downtown Syracuse. The building follows a rotational geometry that allows independent floor plates size and orientations, providing view corridors and circulation specific to each use.

2021 Community Development QLICI of the Year Real Estate Award
2021 Downtown Committee of Syracuse Urban Innovation Award
2022 AIA Central New York Award of Excellence

See Exhibit 3.5

2.1 SIGNIFICANT WORK | SELECT PROJECTS



St. Paul Academy and Summit School
Upper School Addition & Renovation
St. Paul, Minnesota
2019, 2018 | HGA

Role of Candidate: Project Designer &
Project Architect, Interiors

Karen led the programming, planning, and material development of the Upper School Addition and Renovation interiors with Senior Project Manager Jim Moore. She worked closely with the client and design team to develop a cohesive approach to classrooms and their support spaces: clusters of faculty offices and private study spaces woven together by circulation that strategically widens to provide **collaboration and community gathering areas**. The result is an inspiring environment that supports students' development as individuals and within a larger community.

2021 Illuminating Engineering Society
(IES) Award of Merit
AIA 2020 AIA Minnesota Honor Award

See Exhibit 3.4



Derby Line Land Port of Entry
Derby Line, Vermont
2019 | HGA

Role of Candidate: Project Designer &
Project Architect

2021 Chicago Athenaeum American
Architecture Award
AIA 2019 AIA Minnesota Honor Award



African Art Galleries Reinstallation
Minneapolis Institute of Arts
Minneapolis, Minnesota
2013 | VJAA

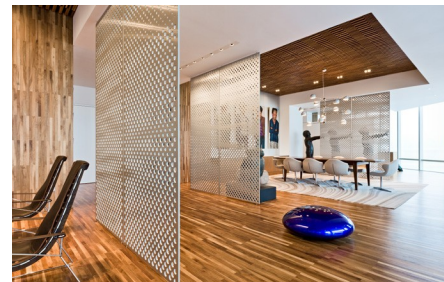
Role of Candidate: Design
Collaborator, Project Architect &
Project Manager



Private Residence
Minneapolis, Minnesota
2013 | VJAA

Role of Candidate: Design
Collaborator, Project Architect &
Project Manager

2024 Minneapolis Preservation Award
2015 RAVE Award, Remodel/Addition
more than 3,500 SF, 1st Place



Urban Penthouse
Chicago, Illinois
2009 | VJAA

Role of Candidate: Design
Collaborator, Project Architect &
Project Manager

AIA 2013 AIA Honor Award for Interior
Architecture
AIA 2011 AIA Minnesota Honor Award



Charles Hostler Student Center
American University of Beirut
Beirut, Lebanon
2008 | VJAA

Role of Candidate: Design
Collaborator & Project Team Member

Karen worked on the planning and detailing of interior social gathering spaces for students and faculty at the Charles Hostler Student Center. Multiple building volumes provide radial passageways oriented toward the sea. The spaces between volumes are shaded exterior courtyards that allow for the circulation of people and seafront breezes. The project **integrated goals for community activities, human comfort, reduced energy use**, and local construction methods.

AIA 2009 AIA Honor Award
AIA 2009 AIA/COTE Top Ten Green Project
Award
AIA 2008 AIA Minnesota Honor Award
2006 Progressive Architecture Award
2002 American University of Beirut
Design Competition 1st Place

2.1 SIGNIFICANT WORK | SELECT PROJECTS

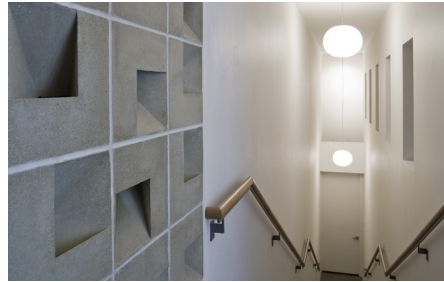


Abbey Church Pavilion
St. John's Abbey
Collegeville, Minnesota
2007 | VJAA

Role of Candidate: Design
Collaborator & Project Team Member

Karen worked on the programming, planning, and massing of the Abbey Church Pavilion. The project's primary goal was to renovate the original chapter house meeting space and **provide an accessible entrance** to Marcel Breuer's 1961 Abbey Church. The addition, providing new connections to both upper and lower levels, was surgically woven into the existing church fabric with new materials and detailing. A new stair brings light to the lower level addition, which includes a gallery, much-needed restrooms, and a dressing room for wedding participants.

- AIA 2013 AIA Honor Award for Interior Architecture
- AIA 2009 AIA Faith & Form/IFRAA Award
- AIA 2007 AIA Minnesota Honor Award
- 2007 Minnesota Preservation Award



Abbey Guesthouse
St. John's Abbey
Collegeville, Minnesota
2007 | VJAA

Role of Candidate: Design
Collaborator & Project Manager
(Schematic Design & Design Development)

Karen worked on the programming, planning, and massing of the guesthouse and managed meetings with the client. The Abbey requested the guesthouse be designed to reflect the Benedictine Rule by **extending hospitality and accommodating visitors** seeking to experience the spirituality of monastic life. The building is organized into zones with different functions and levels of activity. The public, most active spaces are located on the main level with a large exterior courtyard terrace. The upper level of the guesthouse includes guest rooms and suites with lake views. The lower level, nestled in the forest, is intended for retreatants only.

- AIA 2009 AIA Housing Award
- AIA 2008 AIA Minnesota Honor Award

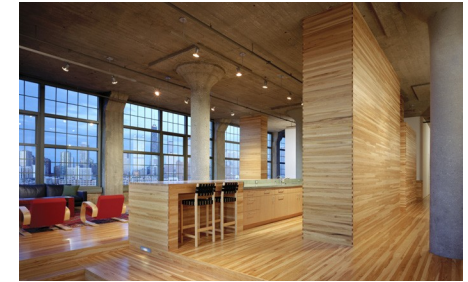


Lavin-Bernick Center
Tulane University
New Orleans, Louisiana
2007 | VJAA

Role of Candidate: Design
Collaborator & Project Team Member

Karen coordinated the planning and detailing of the Lavin-Bernick Center interiors. The existing building was an environmental bubble, sealed off from the exterior and compartmentalized into discrete, programmatic spaces. The renovation and addition **extend periods of thermal comfort** using low-energy, traditionally regional methods such as shading, fans, chilled-water surfaces, and a porous envelope. Layered programmatic spaces allow for collaboration, flexibility of use, and the ability to **limit the area of more energy-intensive spaces**, including a lecture hall, bookstore, and food service.

- AIA 2009 National AIA Honor Award
- 2009 Green Good Design Award
- AIA 2008 AIA/COTE Top Ten Green Project Award
- AIA 2007 AIA Minnesota Honor Award



Chicago Loft
Chicago, Illinois
2005 | VJAA

Role of Candidate: Design
Collaborator & Project Manager

- 2007 Wood Design Award
- AIA 2005 AIA Minnesota Honor Award



Longitudinal House
Southwestern Michigan
Unbuilt | VJAA

Role: Design Collaborator & Project Coordinator

- 2002 Progressive Architecture Award

2.1 SIGNIFICANT WORK | PROFESSIONAL SERVICE

Karen’s long-standing service to the AIA is a testament to her values of authenticity, collaboration, and equity. Her committee work, leadership, and influence are felt locally and nationally as she educates and empowers colleagues to elevate practice standards in the profession and increase awareness and appreciation for the profession in the greater community.

AIA AIA NATIONAL SERVICE

AIA Strategic Council	
AIA Minnesota Representative	2022-present
Equity in Education and the Workforce Study Group	2024
AI and the Architecture Profession Study Group	2023
Equity and the Architecture Profession Study Group	2022
Young Architect Forum Liaison	2022-2023
AIA Committee on Design	
Incoming Awards Committee Chair	2024-present
Minneapolis and St. Paul Conference Planning Liaison	2021-2023

AIA AIA MINNESOTA SERVICE

ENTER Advisory Committee (Print Annual)	2021-present
2020 AIA Minnesota President	2019-2021
EVP Performance Review & Compensation Committee	
Executive Committee	
Finance Committee	
Government Affairs Committee	
Nominating Committee	
Center for Architecture / North Star Story Map Task Force (Collaboration with the Minnesota Historical Society)	2019-present
Culture Change Resource Team	2019-2020
Architecture Minnesota Branding Task Force	2019
Women’s Leadership Summit Task Force	2019
Committee on Design, Member	2017-present
Committee on Design, Co-chair	2017-2018
Leadership Forum Advisory Committee, Co-chair	2017-2018
Strategic Resource Team	2016
Women in Architecture Committee	2014-present
Leadership Forum Advisory Committee, Member	2010-present

AIA AIA MINNESOTA PROJECTS

Honorary Membership Nomination. Pam Nelson, Hon. AIA MN. 2022.
Reworking of EVP Evaluation Process and Assessment Instrument (Lead). 2021.

AIA AIA MINNESOTA ACTIVITIES & EVENTS

North Star Story Map Volunteer. Mill City Museum. 2024.
History, Hopes, and Hurdles (Equity in the built environment effort in the areas affected in the civil unrest). Interviewer. 2022.
Women in Architecture Mentoring Event. 2021.
Close to the Edge: The Birth of Hip-Hop Architecture. Volunteer. 2019.
Homes by Architects Tour Volunteer. 2018-present.

AIA AIA ALLIANCE ORGANIZATIONS SERVICE

University of Minnesota NOMAS. Portfolio Review. 2024.
Dunwoody College NOMAS. Mentor. 2020-present.
MSP NOMA.. Student Portfolio Review. 2020.
MSP NOMA. Board Adviser. 2019-2023.
MSP NOMA. DesignSHOP Mentor. 2018.
MSP NOMA. Board Secretary. 2017-2018.
NCARB. AXP/IDP Supervisor. 2014-2017.

“Karen has demonstrated extraordinary leadership in practice. She has advanced a strong case for racial equity in the profession through her leadership at AIA Minnesota and on the AIA Strategic Council. Karen represents a new model of an architectural leader, advancing equity within the association and transforming a national AIA Firm Award recipient into a practice that pushes the boundaries of not only design but of a culture that is inclusive of diverse viewpoints.”

Nathan Johnson, FAIA, NOMA
Principal, 4RM+ULA
2021-2023 Bush Foundation Fellow
2020 AIA Minnesota Gold Medal
2018 AIA Minnesota President
2003 AIA Minnesota Young Architect Award

2.1 SIGNIFICANT WORK | PROFESSIONAL SERVICE



2023 Strategic Council Design/AI Study Group Report

Strategic Council Artificial
Intelligence Report
2023 | AIA Strategic Council

Role of Candidate: Chair, Design/
Artificial Intelligence (AI) Study Group

Karen led the first Strategic Council study group focused on Artificial Intelligence and its impact on architectural practice. She structured the report into three categories: immediate action, longer-term action, and future Strategic Council study.

The 2024 Design/AI Study Group adopted these recommendations for immediate study: working to form an AI Industry Consortium and a shared architecture Data Repository, developing alternative compensation models, and considering a recalibrated definition of “Health, Safety, and Welfare.”

As a result of this work, Karen was invited to present at the AIA Minnesota conference and the Minnesota Construction Law Symposium on the ethics and risks of Artificial Intelligence in architectural practice.

Young Architects Forum

Young Architects Forum Advisory
Committee
2022-2023 | AIA Strategic Council

Role of Candidate: Strategic Council
Liaison

As the Strategic Council Liaison on the Young Architects Forum (YAF) Advisory Committee, Karen advocated for inviting Young Architect Representatives to join Strategic Council Study Groups to provide a valuable and necessary perspective on the future of the profession.

Karen’s advocacy resulted in a YAF representative joining the Design/AI Study Group. The following year, the Strategic Council invited YAF members, National Associates Committee (NAC) members, and students to **participate and provide their valuable, diverse perspectives** on the state of architectural practice.

During Karen’s tenure on the Strategic Council, **she advised and mentored multiple Young Architects that were elected to AIA Board and Strategic Council leadership positions.**



AIA Minnesota EVP Support & Evaluation Committee

EVP Evaluation Process and
Assessment
2021 | AIA Minnesota

Role of Candidate: AIA Minnesota
Past President & Author

During a period of tremendous social and financial instability, Karen updated and formalized the AIA Minnesota Executive Vice President (EVP) evaluation process to support and strengthen the relationship between multiple boards and the EVP.

Karen conducted research to implement best practices for nonprofit board governance. She established an evaluation timeline, drafted assessment instruments tailored to five boards, incorporated staff input, and created a **framework for setting annual organization and leadership performance goals.**

Karen’s proposal for a bylaws amendment to change the committee’s name to reflect ongoing support of the EVP, add the Treasurer to strengthen the connection between performance and compensation, and appoint the Immediate Past President as chair was approved.



AIA Minnesota SYSTEMS THINKING FOR CULTURE CHANGE

Culture Change Initiative
2019-present | AIA Minnesota

Role of Candidate: AIA Minnesota
President & Resource Team Member

Karen was a member of the Culture Change Resource Team, which provided input on the current state of the culture of the profession in order to define the desired culture and accelerate progress toward achieving that culture.

The resulting Culture Change Initiative highlighted mindsets accelerating an **Authentic, Equitable, and Collaborative culture in architectural practice.** She has shared the presentation broadly with firms across the country, schools of architecture, other AIA chapters, and the AIA Strategic Council.

Since 2021, Karen has belonged to the Community of Practice for Culture Change, a group of professionals from around the country who apply the learnings, share perspectives, and continue to refine their approaches.

See Exhibit 3.1

2.1 SIGNIFICANT WORK | PROFESSIONAL SERVICE



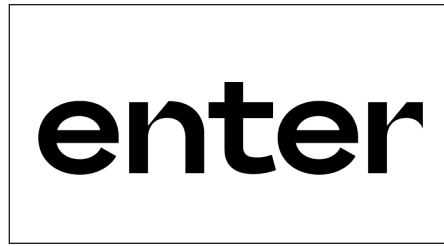
North Star Story Map
2018-present | AIA Minnesota &
Minnesota Historical Society

Role of Candidate: AIA Minnesota
President & Task Force Member

As President-elect, Karen was
appointed to the Center for
Architecture Task Force to pursue
a more **accessible, welcoming,
and public-facing space** for AIA
Minnesota.

The pandemic required the task force
to pivot from envisioning a physical
center to devising an online project
with the same goal of engaging the
public. The North Star Story Map, a
collaboration between AIA Minnesota,
Mill City Museum, and the Minnesota
Historical Society, launched in April
2023.

AIA Minnesota has brought the
storytelling site to venues from Doors
Open Minneapolis to the Minnesota
State Fair, captivating children and
adults alike. As a volunteer, Karen
has **collected stories, photos, and
drawings of people's experiences
with Minnesota's built environment.**



ENTER
2019-present | AIA Minnesota

Role of Candidate: 2019 AIA
Minnesota President-elect,
Architecture Minnesota Magazine
Branding Task Force Member &
ENTER Committee Member

In 2019, Karen served on the
Architecture Minnesota Magazine
Branding Task Force to develop a
financially viable replacement for
AIA Minnesota's bi-monthly print
magazine. The work led directly to
ENTER, an online monthly and annual
print publication aimed at a **wide
public audience, with its five content
pillars: climate, equity, experience,
economy, and innovation.**

Following the redevelopment, Karen
has continued to work with ENTER
as an Advisory Committee Member,
which has given Karen opportunities to
connect with a wide audience aligned
with the mission of the publication.
The print annual also highlights
AIA Minnesota Honor Award
recipients and includes a directory of
architecture firms and consultants.

See Exhibit 3.2



Committee on Design
2017-present | AIA Minnesota

Role of Candidate: Co-chair, Member

As Co-chair, Karen began a
continuous and comprehensive
process of evaluating and improving
AIA Minnesota awards programs with
respect to sustainability and equity.

Karen championed incorporating
the **AIA Framework for Design
Excellence**, which addresses multiple
measures of design success, into
the Honor Awards. The program now
requires submission of the **Common
App** and adds a **new "Commendation"**
recognition for projects that excel in a
particular measure of the Framework.

She also engaged the committee
in a thorough review of the Young
Architects Award process, which led
to providing support for interested
candidates; changes in evaluation
criteria, jury composition, and
submission requirements; guidance to
jury members; and greater definition
of staff roles, which has informed AIA
Minnesota's other honors and awards.

See Exhibit 3.2



Leadership Forum Advisory
Committee
2010-present | AIA Minnesota

Role of Candidate: Co-chair, Member

Karen has served on the AIA
Minnesota Leadership Forum
Advisory Committee since she
completed the program's inaugural
session in 2010.

As Co-chair, Karen **increased the
participation of women and people
of color in the leadership program:
people of color by 71%, women in the
facilitator role by 32%, and women in
the program by 23%.**

The advisory committee continues to
fine-tune and evolve the curriculum
based on feedback to address the
changing needs of the profession.
Content in recent years has focused
on advocacy and intercultural
development training. Karen's
advocacy for equity resulted in the
program eliminating licensure
as a requirement for application,
increasing cohort diversity.

See Exhibit 3.1

2.1 SIGNIFICANT WORK | PROFESSIONAL SERVICE

Karen's practice leadership, advocacy for equity, and exceptional design work make her perspective highly sought-after for national, regional, and local professional honors and design awards juries.

AIA NATIONAL JURY SERVICE

AIA Pennsylvania COTE Awards. 2024. Jury: Patrick Thibaudeau, Assoc. AIA, LEED Fellow (Chair); Marc Slood, AIA; Malini Srivastava, AIA

AIA New England Design Awards. 2024. Jury: Gabe Hodge, AIA (Chair); Robert Miller, FAIA; Quncie Williams

AIA Ohio Design Awards. Chair. 2024. Jury: Noah Marble, AIA; Satoshi Teshima, AIA; Jennifer Park, AIA

AIA Virginia Design Awards. 2023. Jury: Ray Calabro, FAIA (Chair); Jennifer Devlin-Herber, FAIA; Omar Gandhi, FRAAC

AIA/ACSA Topaz Medallion for Architectural Education. Chair. 2023. Jury: Illya Azaroff, FAIA; Colt Brock (AIAS); Elizabeth Danze, FAIA; Bradford C. Grant. [See below.](#)

AIA/ACSA Topaz Medallion for Architectural Education. 2022. Jury: Kirk Narburgh, FAIA (Chair); Igor Marjanovic; Cooper Moore, Assoc. AIA; Jennifer Yoos, FAIA. [See below.](#)

AIA Indiana Design Awards. Chair. 2022. Jury: Tim Carl, FAIA; Damaris Hollingsworth, AIA, NOMA; Malini Srivastava, AIA, NOMA

AIA Tennessee Design Awards. 2022. Jury: Sara Lundgren, AIA (Chair); Maya Bird-Murphy, Assoc. AIA; Meryati Blackwell, AIA; Joy Meek, AIA; Lindsay Smith, AIA; Tricia Anne Stuth, AIA

AIA North Carolina Design Awards. 2021. Jury: Jennifer Yoos, FAIA (Chair); Trevor Bullen, AIA; Richard Graves, FAIA; Amy Williams, AIA

AIA Iowa Impact Award. Chair. 2021. Jury: Natasha Espada, AIA, NOMA; Brien Graham, AIA, NOMA; Greg Novicoff, AIA

AIA Buffalo Design Awards. 2020. Jury: Kelly Martinez, AIA (Chair); Stephanie Howe, AIA; Derek McCallum, AIA; Eric West, AIA

AIA Pittsburgh Design Awards. 2016. Jury: Bill Baxley, AIA (Chair); Nathan Johnson, FAIA

AIA MINNESOTA JURY SERVICE

AIA Minnesota Next Gen Award. Inaugural Chair. 2022. Recipient: Nicole Bauknight, Assoc. AIA, NOMA

AIA Minnesota Gold Medal Award. Chair. 2020. Recipients: James Garrett, Jr., FAIA, NOMA; Nathan Johnson, FAIA, NOMA. [See below.](#)

AIA Minnesota Firm Award. Chair. 2019. Recipient: Perkins and Will Minneapolis

AIA Minnesota Gold Medal Award. 2018. Recipient: John Cuninghame, FAIA

AIA Minnesota Young Architects Award. 2016. Recipients: Johnathan Bartling, AIA; Angela Wolf Scott, AIA; Christopher Strom, AIA

ADDITIONAL JURY SERVICE

Association of Licensed Architects (ALA) Design Awards. 2023.

Thomas F. Ellerbe Scholarship. Minnesota Architectural Foundation. 2021.

Creative Crash Course. Step Up Program for High School Youth. 2018.

RAVE (Residential Architects Vision and Excellence) Awards. Mpls. St. Paul Magazine. 2010.



Karen chaired the jury that selected 2023 AIA/ACSA Topaz Medallion Recipient Elizabeth Plater-Zyberk, FAIA; and served on the jury that selected 2022 AIA/ACSA Topaz Medallion Recipient Dr. Sharon Egretta Sutton, FAIA



Karen chaired the jury that selected 2020 AIA Minnesota Gold Medal Recipients James Garrett Jr., FAIA, NOMA & Nathan Johnson, FAIA, NOMA

2.1 SIGNIFICANT WORK | ACADEMIC SERVICE & EXPERIENCE

Karen has fostered a close relationship between architectural practice and academia for almost twenty years. She advocated for the new NAAB-accredited architecture program at Dunwoody College and has participated in professional practice panels, head search committees, and nationwide design reviews.

ACADEMIC SERVICE

Dunwoody College School of Design	
Minneapolis, Minnesota	
Architecture Chair Search Committee	2020-2021
Professional Advisory Committee	2019-present

University of Minnesota College of Design	
Minneapolis, Minnesota	
Design Justice Architecture Faculty Search Committee	2021-2022
School of Architecture Head Search Committee	2020-2021

ACADEMIC EXPERIENCE

University of Minnesota School of Architecture. Minneapolis, Minnesota	
Adjunct Assistant Professor with Jim Moore, AIA	2016-2017
“Practice Culture WELL: EXPO 2023.” Graduate Architectural Design III.	
Adjunct Instructor. “Site: Quarry Park.” Undergraduate Architecture Studio.	2005

PROFESSIONAL PRACTICE PANELS & PRESENTATIONS

University of Minnesota School of Architecture. Minneapolis, Minnesota
Lakewood Welcome Center with Justin Wang, AIA. Professional Practice in Architecture with Professor-in-Practice Nathan Knutson, FAIA. Fall 2024.
Professional Practice Panel. Assistant Professor-in-Practice Gabriel Cuellar. Dec. 2022.
Steinberg Pavilion with Jason Dannenbring, AIA. Professional Practice in Architecture with Assistant Professor-in-Practice Gabriel Cuellar. Oct. 2022.
Professional Practice Panel. Adjunct Assistant Professor Catherine Malmberg. Guest Lecturer. Oct. 2020.
Advanced Inclusive Professional Practice Panel with Renee Cheng, FAIA; Nathan Johnson, FAIA. Instructor Paola Sanchez, Assoc. AIA. May 2020.

VISITING CRITIC

Rhode Island School of Design. Providence, Rhode Island. Spring 2022.
North Dakota State University School of Design, Architecture and Art. Fargo, North Dakota, Spring 2021.
Boston Architectural College. Boston, Massachusetts, Spring 2020.
University of Miami School of Architecture. Miami, Florida, Fall 2020.
Dunwoody College School of Design. Minneapolis, Minnesota, 2017-present.
University of Minnesota College of Design School of Architecture. Minneapolis, Minnesota, 2005-present.

ADDITIONAL ACADEMIC ACTIVITIES

Capstone Advisory Panel. Sonali Devarajan. University of Minnesota Master of Landscape Architecture Program. 2021.
BIPOC Student Cipher. In Response to the Murder of Mr. George Floyd. University of Minnesota, Dunwoody College. Summer 2020.
Design Summer Camp. University of Minnesota College of Design. 2019.



Building a Lego scale model of Wounded Knee Memorial Center by Tamara Eagle Bull, FAIA, the first Native American woman to become a licensed architect, 2019 University of Minnesota Design Summer Camp.

“Karen’s service to academia is well known throughout the professional community, and she can be relied upon for support in countless ways. In 2019, she led an impactful experiential-learning exercise for underrepresented 6-12th graders at the summer camp I developed.”

Dr. Ambimbola Asojo, PhD, FAIA, NOMA
Dean, Morgan State University
School of Architecture and Planning

2.1 SIGNIFICANT WORK | COMMUNITY SERVICE

Karen’s leadership at Yinghua Academy, a local Chinese immersion K-8 school, is a model for the broad value of skills developed in architectural practice to make a positive impact. She engaged in collaborative leadership, financial stewardship, strategic planning, and a physical expansion of the nationally-recognized school. Karen shares this experience with architecture students in professional practice as an example of using architecture to advance the public good and shape the next generation of diverse leaders.

COMMUNITY SERVICE

Yinghua Building Corporation, Inc.
Minneapolis, Minnesota
Board Secretary 2019-present

Yinghua Academy
Chinese Immersion Public Charter School
Minneapolis, Minnesota

Board Chair	2014-2016
Board Secretary	2011-2013
Governance Committee (Chair, 2013)	2013-2017
Nominating Committee Chair	2013
Personnel Committee	2011-2016
Academic Committee	2015-2016
Finance Committee	2011-2018
Facilities Committee	2008-2018

“Karen creates an organizational culture of high expectations with emphasis on mutual respect and collaboration, while maximizing the strength of each committee or board member’s talent. She provides inspiring and effective leadership for our parent, teacher, and community members. With nearly 25 years in school leadership of private and charter schools, I find Karen to be one of the most exceptional professional partners with whom I’ve had the pleasure to work.”

Susan Berg
Past-CEO/Executive Director
Yinghua Academy

COMMUNITY PROJECTS, ACTIVITIES & EVENTS

Doors Open Minneapolis. Lakewood Welcome Center. Volunteer. May 2024.
Habitat for Humanity. Home Build. Aug. 2023.
YouthLink. Kit Assembly. Dec. 2022.
Juxtaposition Arts. Front Desk Charrette. Oct. 2021.
Camp Fire Minnesota. Diversity and Inclusion Plan Service Project. 2016.
Open Arms. Kitchen Shift Volunteer. 2016-present.



Juxtaposition Arts Front Desk Charrette
with Snow Kreilich Architects





Karen Lu, Yinghua Academy Board Chair
2016 Chinese New Year Performance

2.2 SIGNIFICANT AWARDS, HONORS & RECOGNITION



2016 AIA Young Architect Award Presentation
Philadelphia, Pennsylvania

INDIVIDUAL AWARDS, HONORS & RECOGNITION

-  2016 AIA National Young Architects Award
-  2014 AIA Minnesota Young Architects Award

2016 AIA Minnesota Presidential Citation for
Service Strategic Resource Team

Publications

Architect. 26 Feb. 2016. "AIA Names the Winners of
2016 Young Architects Award." Johnson, Sara.
Finance & Commerce. 21 May 2014. "AIA Minnesota
honors young architects." Johnson, Brian.

*"The AIA Minnesota Young Architect
Award is given to architects who...have
shown exceptional leadership in service
to the profession, the community, design,
planning, and education."*

AIA Minnesota



2018 AIA Firm Award Presentation
New York, New York

SNOW KREILICH ARCHITECTS AWARDS, HONORS & RECOGNITION

-  2018 AIA Architecture Firm Award

2024 The Architects' Newspaper Best of
Practice Award. Medium Firm, Midwest,
Honorable Mention.

2023 The Architects' Newspaper Best of
Practice Award. Medium Firm, Midwest,
Honorable Mention.

Publications

Architect. June 2018. "Architecture Firm Award."
Hill, David.

Architecture Minnesota. May/Jun. 2018. "AIA
National Firm Award: Snow Kreilich Architects."

Metropolis. Mar. 2018. "Invention Within
Convention."

*"The Architecture Firm Award is
AIA's highest architecture firm honor,
recognizing one firm every year that has
produced notable architecture for at least
a decade."*

The American Institute of Architects



2012 AIA Firm Award Presentation
Washington, D.C.

VJAA AWARDS, HONORS & RECOGNITION

-  2012 AIA Architecture Firm Award
-  2009 AIA Minnesota Firm Award

2010 Architect 50. 1st in Design, 6th Overall in
Awards, Revenue per Employee & Sustainable
Practices

Publications

Architect. May 2012. "Obsessive in a Good Way."
Lee, Jeffrey.

Architecture Minnesota. Mar./Apr. 2012. "A New
Height: A Minnesota Architecture Firm Rises to
the Very Top of the Profession." Cheng, Renee.

Architect. May 2010. "Award-Winning: VJAA." Lang
Ho, Cathy.

Architecture Minnesota. Nov./Dec. 2009. "Best
Practice: 2009 AIA Minnesota Firm of the Year
Award." Fisher, Thomas.

2.2 SIGNIFICANT AWARDS, HONORS & RECOGNITION

AIA NATIONAL PROJECT AWARDS

- 2016 AIA/ALA Library Building Award | Hennepin County Walker Library
Minneapolis, Minnesota | VJAA
- 2013 AIA National Interior Architecture Award | Abbey Chapter House
St. John's Abbey; Collegeville, Minnesota | VJAA
- 2013 AIA National Interior Architecture Award | Urban Penthouse
Chicago, Illinois | VJAA
- 2009 AIA National Award | Charles Hostler Student Center
American University of Beirut; Beirut, Lebanon | VJAA
- 2009 AIA National Award | Lavin-Bernick Center for University Life
Tulane University; New Orleans, Louisiana | VJAA
- 2009 AIA National Housing Award | Abbey Guesthouse
St. John's Abbey; Collegeville, Minnesota | VJAA
- 2009 AIA COTE Top Ten Award | Charles Hostler Student Center
American University of Beirut; Beirut, Lebanon | VJAA
- 2009 AIA Faith & Form/IFRAA Award | Abbey Chapter House
St. John's Abbey; Collegeville, Minnesota | VJAA
- 2008 AIA COTE Top Ten Award | Lavin-Bernick Center for University Life
Tulane University; New Orleans, Louisiana | VJAA

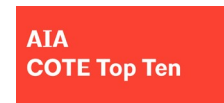
AIA CHAPTER PROJECT AWARDS

- 2024 AIA Central States Excellence in Design Honor Award | CITYPARK Stadium
St. Louis, Missouri | Snow Kreilich Architects
- 2023 AIA St. Louis Honor Award | CITYPARK Stadium
St. Louis, Missouri | Snow Kreilich Architects
- 2022 AIA Central New York Award of Excellence | Salt City Market
Syracuse, New York | Snow Kreilich Architects
- 2020 AIA Minnesota Honor Award | St. Paul Academy and Summit School
Addition & Renovation; St. Paul, Minnesota | HGA
- 2019 AIA Minnesota Honor Award | Derby Line I-91 Land Port of Entry
Derby Line, Vermont | HGA
- 2014 AIA Minnesota Honor Award | Hennepin County Walker Library
Minneapolis, Minnesota | VJAA
- 2011 AIA Minnesota Honor Award | Urban Penthouse; Chicago, Illinois | VJAA
- 2009 AIA Minnesota Honor Award | Abbey Guesthouse
St. John's Abbey; Collegeville, Minnesota | VJAA
- 2008 AIA Minnesota Honor Award | Charles Hostler Student Center
American University of Beirut; Beirut, Lebanon | VJAA
- 2007 AIA Minnesota Honor Award | Abbey Chapter House
St. John's Abbey; Collegeville, Minnesota | VJAA

- 2007 AIA Minnesota Honor Award | Lavin-Bernick Center for University Life
Tulane University; New Orleans, Louisiana | VJAA
- 2007 AIA Minnesota Honor Award | Porter Boathouse
University of Wisconsin-Madison; Madison, Wisconsin | VJAA
- 2006 AIA Minnesota Honor Award | Private Residence;
New York, New York | VJAA
- 2005 AIA Minnesota Honor Award | Chicago Loft; Chicago, Illinois | VJAA

ADDITIONAL PROJECT AWARDS

- 2024 Prix Versailles World's Most Beautiful Sports Venues List | CITYPARK Stadium, St. Louis, Missouri | Snow Kreilich Architects
- 2024 Rethinking The Future Awards, Sports & Recreation | CITYPARK Stadium
St. Louis, Missouri | Snow Kreilich Architects
- 2024 WAN Awards Americas, Publicly Accessible | CITYPARK Stadium
St. Louis, Missouri | Snow Kreilich Architects
- 2021 Chicago Athenaeum American Architecture Award | Derby Line I-91 Land
Port of Entry; Derby Line, Vermont | HGA
- 2015 RAVE Award, Remodel/Addition more than 3,500 SF | 1st Place, Private
Residence; Minneapolis, Minnesota | VJAA
- 2009 Green Good Design Award | Lavin-Bernick Center for University Life
Tulane University; New Orleans, Louisiana | VJAA
- 2007 Minnesota Preservation Award | Abbey Chapter House
St. John's Abbey; Collegeville, Minnesota | VJAA
- 2007 Wood Design Award | Chicago Loft; Chicago, Illinois | VJAA
- 2006 Progressive Architecture Award | Charles Hostler Student Center
American University of Beirut; Beirut, Lebanon | VJAA
- 2002 AUB Competition, 1st Place | Charles Hostler Student Center,
American University of Beirut; Beirut, Lebanon | VJAA
- 2002 Progressive Architecture Award | Longitudinal House
Southwestern Michigan | VJAA



2.3 SIGNIFICANT PUBLICATIONS

enter

In Conversation: AI and Architecture
with Trevor Bullen, AIA, NOMA, dean of
Dunwoody College School of Design



"There's also bias in who has access to these [AI] tools and who is developing them." - Karen Lu, AIA

enter

Rethinking Remembrance at Lakewood
Cemetery's Net-Zero Welcome Center



"How do we engage with the community and invite people in?... How do we advance the whole notion of remembrance?" - Chris Makowske, President, Lakewood Cemetery

enter

In Conversation with Three Architects
Featured in the Say It Loud Minnesota
Exhibition



"Students—particularly women and people of color—can see architects who are successful and the diversity of the work they could do in their own futures." - Karen Lu, AIA

Connection

The architecture and design journal of the Young Architects Forum

Reflecting on Equity and Moving Forward



"AIA Minnesota is collaborating with MSP NOMA...to match owners of damaged properties with BIPOC-led design teams." - Karen Lu, AIA

The Architect's Newspaper

Letter to the Editor: Minnesota AIA
leaders on the murder of George Floyd
and destruction in the Twin Cities



"Before rebuilding, the architecture community must join with others in rethinking, reimagining, and redesigning what's next." - Karen Lu, AIA and Mary-Margaret Zindren, CAE

ARCHITECT

2018 Architecture Firm Award:
Snow Kreilich Architects.
Because they elevate the ordinary.



"We think it's very rewarding to elevate these pragmatic buildings to a higher level and give them the attention they deserve." - Matt Kreilich, FAIA

ARCHITECT

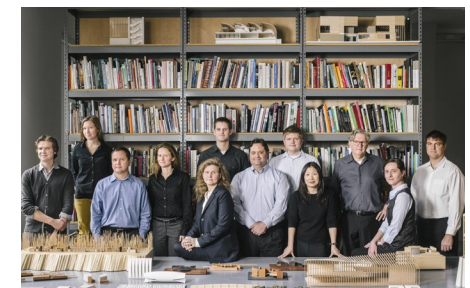
AIA Names the Winners of 2016 Young
Architects Award



"Through her extraordinary analytical and design skills, Karen exemplifies a broader definition of public interest design in service to her firm and the nonprofit organizations with which she volunteers her time." - AIA

ARCHITECT

2012 Architecture Firm Award:
Snow Kreilich Architects.
Obsessive, in a good way.



"The firm approaches every scheme, regardless of budget, location, or type, with the same standards for design excellence." - Jennifer Yoos, FAIA, Principal/CEO, VJAA

2.3 SIGNIFICANT PUBLICATIONS

PUBLICATIONS AUTHORED BY KAREN

- AIA** AIA Young Architects Forum Connection. 18.04. Nov. 2020. "Reflecting on Equity and Moving Forward." [See above.](#)
- AIA** AIA Minnesota Matrix Newsletter. Nov. 2020. "Change takes Action."
- AIA** AIA Minnesota Matrix Newsletter. Sep. 2020. "Call to Action."
- AIA** AIA Minnesota Matrix Newsletter. Jul. 2020. "Words to Actions."
- AIA** AIA Minnesota. 15 Jun. 2020. Lu, Karen, and Mary-Margaret Zindren. "'Yes' to Revisiting AIA's Policies on Prison Design - and...."
- Dezeen. 4 Jun. 2020. Lu, Karen, and Mary-Margaret Zindren. "As a predominantly white profession, we recognise that we have contributed to this pain."
- The Architect's Newspaper Midwest. 2 Jun. 2020. Lu, Karen, and Mary-Margaret Zindren. Letter to the Editor: Minnesota AIA leaders on the murder of George Floyd and destruction in the Twin Cities. [See above.](#)
- AIA** AIA Minnesota Matrix Newsletter. Jun. 2020. Presidents, President-Elects, Immediate Past Presidents and EVP of AIA Minnesota, AIA Minneapolis, AIA St. Paul, and AIA Northern Minnesota. "Broken."
- AIA** AIA Minnesota Matrix Newsletter. May 2020. "Empathy in Action."
- AIA** AIA Minnesota Matrix Newsletter. Mar. 2020. "Leadership through Action."
- AIA** AIA Minnesota Matrix Newsletter. Jan. 2020. "2020: A Critical Year for Action."

PUBLICATIONS FEATURING KAREN

- ENTER. Issue No. 3, 2024. "In Conversation: AI and Architecture." Zindren, Mary-Margaret. [See above.](#)
- Finance & Commerce. 13 Nov. 2023. "AI a focus at Minnesota architecture conference." Heilman, Dan.
- ENTER. 18 Nov. 2021. "In Conversation with Three Architects Featured in the Say It Loud Minnesota Exhibition." Mayhew, Ann. [See above.](#)
- Finance & Commerce. 28 Jan. 2021. "Dunwoody matches students with industry leaders." Johnson, Brian.
- Finance & Commerce. 22 Sep. 2020. "Service firms see difficult year ahead." Johnson, Brian.
- Architect. 26 Feb. 2016. "AIA Names the Winners of 2016 Young Architects Award." Johnson, Sara. [See above.](#)
- Finance & Commerce. 21 May 2014. "AIA Minnesota honors young architects." Johnson, Brian.

PUBLICATIONS ABOUT SNOW KREILICH ARCHITECTS

- Architect. June 2018. "Architecture Firm Award." Hill, David. [See above.](#)
- Architecture Minnesota. May/Jun. 2018. "AIA National Firm Award: Snow Kreilich Architects."
- Metropolis. Mar. 2018. "Invention Within Convention."

PUBLICATIONS ABOUT SNOW KREILICH ARCHITECTS PROJECTS

- Forbes. 24 Jun. 2024. "Why St. Louis City SC's Gateway to Growth puts Community First." Igel, Lee.
- CityLab. 16 May 2024. "St. Louis Fills a Downtown Void With Soccer." Byrnes, Mark.
- CityLab. 16 May 2024. "How a Soccer Stadium Is Reviving Downtown St. Louis." Wind, Sonja and Linda Poon.
- ENTER. Issue No. 2, 2023. "Rethinking Remembrance." Wolf, Justin R. Lakewood Welcome Center. [See above.](#)
- St. Louis Magazine. 10 Oct. 2022. "Forest Park Forever shares concepts for a reimagined all-season Steinberg Pavilion and Rink." Woytus, Amanda.
- Mpls/St. Paul Magazine. Oct. 2022. "Salt Hotels Restoring Historic North Loop Building for The West." The West Hotel.
- Star Tribune. 6 Oct. 2022. "New Minneapolis hotel will house chef Tim McKee's Spanish restaurant, three bars and a bakery." The West Hotel.
- Sleeper. Oct. 2022. "Salt Hotels partners with Neri & Hu for Minneapolis debut." The West Hotel.
- The PR Net. Oct. 2022. "Salt Hotels to Debut Groundbreaking Minneapolis Hotel, The West Hotel, in 2023."
- Riverfront Times. 26 Aug. 2022. "Forest Park's Steinberg Rink and Pavilion Getting a Redesign." Simon, Benjamin.
- Star Tribune. Jun. 2022. "Minneapolis' Lakewood Cemetery unveils plans for new 'net-zero' Welcome Center."
- Finance & Commerce. May 2022. "New 'net zero' welcome center coming to Lakewood Cemetery."
- The Guardian. 16 Mar. 2022. "St. Louis City SC looks to MLS future by remembering 'hard truths of the past.'" Worthy, Patrice.
- Syracuse.com. 26 Jan. 2021. "Salt City Market: Global cuisine showcase opening in downtown Syracuse."
- Syracuse.com. 24 Sep. 2020. "Salt City Market, the downtown Syracuse food hall, resets opening to January 2021."
- The New York Times. 20 May 2020. "Is a Pandemic the Right Time to Start a Business? It Just Might Be." Haimel, Amy. Salt City Market.

2.3 SIGNIFICANT PUBLICATIONS

PUBLICATIONS ABOUT VJAA

Architect. May 2012. "Obsessive, in a Good Way." Lee, Jeffrey. [See above](#).
Architecture Minnesota. Mar./Apr. 2012. "A New Height: A Minnesota Architecture Firm Rises to the Very Top of the Profession." Cheng, Renee.
Wall Street Journal. 30 Dec. 2011. "Top Architects Go Local."
Architect. May 2010. "The 2nd Annual Architect 50."
Architect. May 2010. "Award-Winning: VJAA." Lang Ho, Cathy.
Architecture Minnesota. Nov./Dec. 2009. "Best Practice: 2009 AIA Minnesota Firm of the Year Award." Fisher, Thomas.
VJAA. James, Vincent and Jennifer Yoos. New York: Princeton Architectural Press, 2007.

PUBLICATIONS ABOUT VJAA PROJECTS

Artful Living. Summer 2015. "Intelligent Design." Crooke, Carolyn. Private Residence.
Metropolis. Point of View. 18 Jun. 2014. "Step Inside the Minneapolis Institute of Art's New and Improved African Art Galleries." Riddle, Mason.
Architecture Minnesota. May/Jun. 2014. "Embedded Intelligence." Fisher, Thomas. Private Residence.
Material Strategies: Innovative Applications in Architecture. Brownell, Blaine. Princeton: Princeton Architectural Press, 2013: 49. Abbey Guesthouse.
Star Tribune. 15 Nov. 2013. "Minneapolis Institute of Arts reinstalls slimmed-down African art collection." Abbe, Mary.
Architectural Record. Sep. 2012. "Above the Madding Crowd." Pearson, Clifford A. Urban Penthouse.
Architecture Minnesota. Mar./Apr. 2012: Cover. "A New Height: A Minnesota Architecture Firm Rises to the Very Top of the Profession." Cheng, Renee. Urban Penthouse.
Thermally Active Surfaces in Architecture. Moe, Kiel. New York: Princeton Architectural, 2010. "Charles Hostler Student Center."
Architecture & Art 29. No. 1: 2009. "Attention: The Lavin-Bernick Center." Dou, Yide.
Ecological Architecture. Van Uffelen, Chris. Berlin: Braun, 2009. "Lavin-Bernick Center."
ASB Magazine. Sep. 2009: Cover. "How to Tame the Lebanese Sun." Kotalova, Katerina. Charles Hostler Student Center.

Architectural Record. Jul. 2009. "AIA Housing Award Winners Perform Balancing Acts." Bierig, Aleksandr. Abbey Guesthouse.
Architectural Record. Jan. 2009. "AIA Announces 2009 Honor Awards for Architecture." Bierig, Aleksandr. Lavin-Bernick Center for University Life.
XIA International: Smart Buildings - Materials - Technologies. Jan 2009. "Charles Hostler Student Center."
150 Best Loft Ideas. Vrancks, Bridget. Barcelona, Spain: Harper Design, 2008. "Chicago Apartment." Chicago Loft.
Architecture & Art 28. No. 5: 2008. "History Coexists with Future." Dou, Yide. Abbey Chapter House.
Integrated Design in Contemporary Architecture. Moe, Kiel. New York: Princeton Architectural Press, 2008. "Lavin-Bernick Center."
Architecture Minnesota. Nov./Dec. 2008: Cover. "Climate Zone: Design for Climate and Culture." Fisher, Thomas. Charles Hostler Student Center.
High Performing Buildings. Fall 2008: Cover. "Bridge From the Past: The Lavin-Bernick Center for University Life." James, Vincent, Jennifer Yoos, and Nathan Knutson.
Architecture Minnesota. Mar./Apr. 2008: Cover. "Abstract Regionalism: A Student Center Embraces Climate and Community." Fisher, Thomas. Lavin-Bernick Center for University Life.
Swedish Forestries Magazine. Mar. 2008. "Wood Information-- Chicago Apartment." Chicago Loft.
Architecture Minnesota. Jan./Feb. 2008. "The Breuer Legacy at St. John's." Miller, Nancy. Abbey Chapter House.
Architectural Record. Jan. 2007. "In Beirut, the Show Pauses, then Goes On." Rashidi, Seif El. Charles Hostler Student Center.
Liquid Stone: New Architecture in Concrete. Cohen, Jean-Louis and G. Martin Moeller, eds. New York: Princeton Architectural Press, 2006. "Longitudinal House."
Praxis 8. 2006. "Tempering Program: Tulane University Center." James, Vincent and Jennifer Yoos.
National Building Museum. Jun. 2004. "Liquid Stone" (Group Exhibition). Longitudinal House.
Max Protetch Gallery. New York. 2002. "2002 Progressive Architecture Awards" (Group Exhibition). Longitudinal House.
Architecture. Jan. 2002. "49th Annual P/A Awards." Barreneche, Raul A. Longitudinal House.

2.4 SIGNIFICANT PRESENTATIONS & SPEAKING ENGAGEMENTS

AIA Ohio

Practicing Architecture: Designing for Change
AIA Ohio Conference



As the 2024 AIA Ohio Design Keynote Speaker, Karen shared how Snow Kreilich Architects addresses the many challenges facing architects today through practice and built work.

AIA Minnesota

The Ethics of AI and the Business of Architecture
AIA Minnesota Conference



Karen's spoke on a panel about the ethical implications of Artificial Intelligence (AI) on the practice of architecture, addressing the promise of AI and cautioning how AI may exacerbate discrimination and bias.

AIA Minnesota

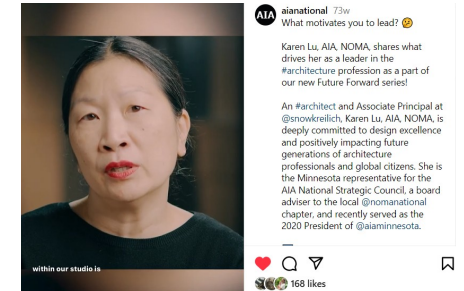
Working Conditions, Prosperity, and Culture Change in Architecture
AIA Minnesota Conference



Karen participated in a panel of firm leaders to discuss what's broken about the practice and everyday experience of working in architecture, and ideas for how to break the logjam and accelerate progress.

AIA The American Institute of Architects

Future Focused
AIA National Video Campaign



Karen shared the need to step up as "an example of what you can do" as a woman and person of color and talked about the importance of "cultivating a sense of belonging and agency" in practice.

AIA Indiana

Design Conversation
AIA Indiana Convention



Keynote speakers Karen Lu, AIA, and Julie Snow, FAIA, at the 2022 AIA Indiana Convention, discussing architectural practice and projects in the context of COVID-19, equity, and the climate crisis.

DUNWOODY

Designing Equity
Dunwoody College of Technology Construction & Design Conference



As keynote speaker, Karen shared Snow Kreilich Architects' practices, projects, and Equity & Inclusion Goals, and AIA Minnesota and AIA National's equity initiatives.

BEYOND THE BUILT ENVIRONMENT

SAY IT LOUD(er)
Celebrating NOMA's 50th Anniversary



Karen was 1 of 81 NOMA members nationwide selected for SAY IT LOUD(er), exhibited at the A'22 Architecture Expo, the Chicago Architecture Center, and the Detroit Historical Society.

AIA The American Institute of Architects

2+2: Achieving Outstanding Design
AIA National Convention 2016



Karen presented "Making Connections, Building Relationships," featuring her award-winning work and the strength of design-thinking in practice and non-profit board service.

2.4 SIGNIFICANT PRESENTATIONS & SPEAKING ENGAGEMENTS

AIA NATIONAL CONFERENCE

"Making Connections, Building Relationships." Speaker. "2+2: Achieving Outstanding Design." Panelist. Philadelphia, Pennsylvania, May 2016.

[See above.](#)

"AIA Firm Award." Exhibit. Walter E. Washington Convention Center, Washington, DC. May 2012.

AIA WOMEN'S LEADERSHIP SUMMIT

"Re-envision (Closing General Session)." Speaker with Emcee Debbie Millman; President William J. Bates, FAIA. Sep. 2019.

"Firm Leadership Workshop." Panelist with Julie Snow, FAIA; Alita Bergan, Assoc. AIA; Trevor Bullen, AIA; Natalya Egon, AIA; Christina Stark, AIA. Sep. 2019.

AIA NATIONAL COMMITTEE ON DESIGN CONFERENCE

"Lakewood Welcome Center." Speaker. The Authenticity of Place: Minneapolis and St. Paul, Minnesota. Sep. 2023.

AIA MINNESOTA CONFERENCE ON ARCHITECTURE

"The Ethics of AI and the Business of Architecture." Moderated by Tom Fisher, Assoc. AIA. Panelist. Nov. 2023. [See above.](#)

"Working Conditions, Prosperity, and Culture Change in Architecture." Keynote Panelist. Nov. 2022. [See above.](#)

"Community as Corporation: Talent Retention in Low-Status America." Introduction. Nov. 2021.

The Future of Design Keynote with Dr. Rory Hyde; James Garrett, Jr., AIA, NOMA. Moderator. Oct. 2020.

"Local Lessons from the COTE Top Ten." Moderator and Coordinator with Mary Springer, AIA. Oct. 2020.

"Designing for Equity and Inclusion." Networking Breakfast with Women in Architecture. Panelist. Nov. 2018.

"2+2: Achieving Outstanding Design." Moderator and Coordinator. Nov. 2018.

"2+2: Achieving Outstanding Design." Moderator and Coordinator. Nov. 2017.

"Making Connections, Building Relationships." Speaker. "2+2: Achieving Outstanding Design." Panelist. Nov. 2014.

AIA MINNESOTA FUTURE OF DESIGN SERIES

"REWORK: A Safe Return to Research Laboratories." Co-sponsored by the Society for College and University Planning. Moderator. Virtual, Jun. 2020.

ADDITIONAL PRESENTATIONS & SPEAKING ENGAGEMENTS

AIA Ohio Design Awards. "Practicing Architecture." Keynote Speaker. Columbus, Ohio. Sep. 2024. [See above.](#)

MSBA Symposium, Construction Law Section. "Understanding and Managing Risks of Artificial Intelligence in Design." Speaker with Kristine Kubes. Minneapolis, Minnesota. Jun. 2024.

DesignColumbus. "Critical Collaboration and Transformational Places." Speaker with Matt Kreilich, FAIA; Ross Altheimer, ASLA. Columbus, Ohio. Mar. 2024.

ASLA Conference on Landscape Architecture. "Liminal Landscapes: Celebrating Life, Death and the Everyday at Historic Lakewood Cemetery." Speaker with TEN x TEN. Minneapolis, Minnesota. Oct. 2023.

AIA Knowledge Leadership Assembly. "Knowledge Disrupted: Artificial Intelligence." Moderator. Virtual. Aug. 2023.

AIA Future Focused Campaign. Featured Architect. Jan. 2023. [See above.](#)

AIA Indiana Convention. "Design Conversation." Keynote Speaker with Julie Snow, FAIA. Columbus, Indiana. Oct. 2022. [See above.](#)

AIA Grassroots. "Bridging Difference to Lead Change: Intercultural Development as a Framework for Everyday Leadership." Panelist. Feb. 2022.

SAY IT LOUD(er) Exhibition. Celebrating NOMA 50TH Anniversary. A'22 Architecture Expo & Chicago Architecture Center. Jun. 2022. Detroit Historical Society. Oct. 2021 - Jan. 2022. [See above.](#)

University of Louisiana at Lafayette. Design Equity Lecture. Speaker with Nick Wallin, AIA. Virtual. Nov. 2021.

SAY IT LOUD Exhibition. University of Minnesota Goldstein Museum of Design. Featured Architect. Minneapolis, Minnesota. Sep. 2021 - Jan. 2022.

Stand Together. A Conversation Between AAPI Professionals and Students about Representation in Design. North Dakota State University NOMAS. Panelist. Virtual. Jun. 2021.

Change Makers: Women in Architecture. Mortarr. Panelist. Mar. 2021.

PIVOT: Our New Tomorrow Design + Construction Conference. "Designing Equity." Dunwoody College of Technology. Keynote Speaker. Minneapolis, Minnesota. Feb. 2021. [See above.](#)

sustainABLE: "A Year in Review." USGBC West North Central Region. Panelist. Virtual. Dec. 2020.

sustainABLE: "Designing Equity." USGBC West North Central Region. Panelist. Virtual. Aug. 2020.

Design Salon. Moderator and Coordinator with Vivian Lee, FAIA; Sara Loperogolo, FAIA; Jennifer Yoos, FAIA; Mary Springer, AIA. Minneapolis, Minnesota. Sep. 2019.

EXHIBITS LIST

ELEVATING PRACTICE

- 3.1 Leading with Values & Advancing Studio Culture
- 3.2 Cultivating Equity & Expanding Social Impact
- 3.3 Shaping Future Generations of Diverse Leaders

SIGNIFICANT PROJECTS

- 3.4 St. Paul Academy & Summit School
- 3.5 Salt City Market
- 3.6 CITYPARK Stadium
- 3.7 1950 Olive Parking Garage
- 3.8 Steinberg Pavilion & Rink Area
- 3.9 Lakewood Welcome Center



As Co-chair, Karen increased the participation of women and people of color in the leadership program: people of color by 71%, women in the facilitator role by 32%, and women in the program by 23%.

A Feedback Loop Between Practice & Professional Service

"For over two decades, Karen's expansive leadership has made a profound impact in her community, professional associations (both locally and nationally), academia, and the architectural profession. As a Design Director and Associate Principal at Snow Kreilich Architects, she has led some of our most significant projects while also shaping our studio culture with a strong focus on equity and inclusion.

She recently led the efforts to attain Just label certification for our studio that will hold us accountable to these goals through a transparent ongoing certification process. Karen exemplifies the essential qualities of our profession: a gracious generosity and an unwavering commitment to excellence in the built environment."

Matt Kreilich, FAIA
Design Principal
Snow Kreilich Architects

3.1 LEADING WITH VALUES & ADVANCING STUDIO CULTURE

LEADING WITH VALUES & ADVANCING STUDIO CULTURE

Karen's values-based leadership has informed and influenced AIA Minnesota's efforts, and her AIA Minnesota leadership has informed and influenced her firm leadership. Her leadership has been instrumental to three of Minnesota's most prominent and influential architecture firms, including 2018 AIA Firm Award recipient Snow Kreilich Architects. Her multi-faceted roles have contributed to practice culture, equity initiatives, and design success, elevating architectural practice standards.

Snow Kreilich Architects

Dates: 2017-present

Roles: Design Director (2023-present), Studio Leadership (2021-present), Equity Lead (2020-present)

The American Institute of Architects

Dates: 2010-present

AIA Minnesota Roles: 2020 AIA Minnesota President, Leadership Forum Advisory Committee Co-chair (2017-2018), Leadership Forum Advisory Committee Member (2010-present), Culture Change Resource Team (2019-2020), Community of Practice Member (2021-present)

AIA National Roles: 2022-2024 AIA Strategic Council Representative, AIA Committee on Design

CHALLENGE

From post-pandemic operations to the myriad impacts of built work, contemporary architectural practice faces a multitude of challenges that require addressing simultaneously. Just as contributions to the built environment must address ever-changing physical, social, political, economic, environmental, and cultural contexts, so does the architectural profession.

ROLE OF ADVANCING STUDIO CULTURE THROUGH PRACTICE

Karen's leadership at Snow Kreilich Architects has **elevated professional practice by advancing studio culture**. Based on values of authenticity, collaboration, equity, and integrity, Karen has developed policies and procedures in pursuit of bettering the profession which have resulted in systemic change. Karen has instituted **annual equity training for all studio members and participation in the AIA Minnesota Foundations of Intercultural Development for new hires**. Karen also advocates for studio members to participate in the AIA Minnesota Leadership Forum and AIA Minnesota National Intercultural Leadership Program to develop their personal and professional leadership skills with a focus on values, intercultural development, communication, advocacy, engagement, and future AIA leadership.

To advance the studio's accountability in equity and social justice, **Karen led Snow Kreilich's efforts to obtain an International Living Future Institute Just Label, one of the first architecture firms in Minnesota to do so**. Karen managed this initiative across the studio which included raising the lowest salaries for recent graduates, increasing parental leave, updating personnel handbook policies, and implementing an annual Snow Kreilich Equity & Inclusion Survey. Karen's interest and experience led to **board approval and support of AIA Minnesota as the first AIA-related organization to hold a Just 2.0 Label**. The Just Label was one of sixteen equity tools and assessments that Karen recently shared with the AIA Strategic Council and Board.



"Karen contributed significant leadership to HGA's integrated design culture, not only providing design direction, but also launching firm-wide initiatives that support HGA's strategic plan. Her integrity, thoroughness, and singular ability to connect ideas and people have raised the quality of work at HGA."

Joan Sorrano, FAIA
Design Principal, HGA

"Over the years, Karen made an important contribution to shaping our office culture and contributing to the strategic, personnel, and fiscal management and administration of our office."

Jennifer Yoos, FAIA
Partner & President,
VJAA

3.1 LEADING WITH VALUES & ADVANCING STUDIO CULTURE

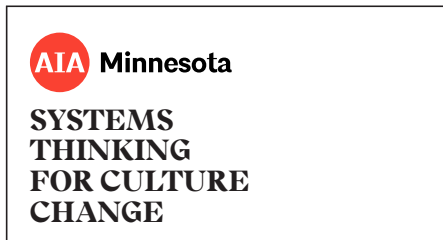
Under Karen's leadership, Snow Kreilich was recognized with multiple AIA Emerging Professional Friendly Firm Awards. As a result, Snow Kreilich changed its policy to include reimbursement for all ARE fees, including failed exams, and unlike many firms, Snow Kreilich also covers AIA and NOMA membership fees for all studio members.

ROLE OF ADVANCING STUDIO CULTURE THROUGH SERVICE

As 2020 AIA Minnesota President and an active, long-term member on multiple committees, Karen's leadership within AIA Minnesota has advanced practice by promoting and developing initiatives based on values of authenticity, collaboration, equity, and integrity in pursuit of bettering the profession.



The AIA Minnesota Leadership Forum develops and fosters leadership skills of mid-career members of AIA Minnesota and MSP NOMA. The curriculum provides insight and tools for growth in leadership styles, values, self-awareness, intercultural leadership, communication, motivation, and engagement in practice.



The Culture Change Initiative (CCI) is an ongoing effort to examine the current state of the culture of the profession, to define the desired culture, and to accelerate progress in achieving that desired culture in practice.

Immediately upon licensure, Karen was recommended for the inaugural Leadership Forum program. Ever since, as a member of the Leadership Forum Advisory Committee, Karen has been working tirelessly to continuously fine-tune and evolve the curriculum based on participant feedback and to address changing needs of practice. She introduced the Intercultural Development Inventory Assessment as a self-awareness tool and advocated for removing licensure as a requirement for application, both changes addressing the need for a more equitable profession. As co-chair, Karen **increased the participation of women and people of color in the leadership program through personal outreach: people of color by 71%, women in the facilitator role by 32%, and women by 23%.** A firm believer in the program's strengths, Karen actively recruits participants from both Snow Kreilich and the local professional community.

Karen was a member of the initial Culture Change Resources Team, providing input on the current state of the profession over the course of two years, leveraging insights from the AIA Guides of Equitable Practice to **change mindsets and accelerate an authentic, equitable, and collaborative culture in practice.** Karen presented the Culture Change Initiative to Snow Kreilich in 2020. In 2021, Karen joined the Community of Practice for Culture Change, a group of people from around the country who apply these learnings, share perspectives and impacts, and continue to refine their approaches. In 2022, Karen facilitated a Culture Change Initiative presentation to the Strategic Council and Board. She continues to share this work broadly with firms, schools, and AIA chapters nationwide.

STEP 1

Define the Desired Culture

EXAMINE THE CURRENT CULTURE

CONDUCT PRIMARY RESEARCH:

Document experience of the current culture and aspirations for change

To do so, AIA Minnesota assembled a

70+
MEMBER

**CULTURE CHANGE
RESOURCE TEAM**

with an overrepresentation of **women**
and **people of color** to reflect the broader
population the profession aspires
to represent

CONDUCT SECONDARY RESEARCH:

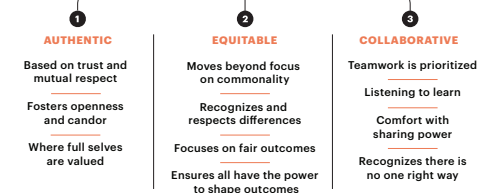
Gather and analyze research reports and media interviews



DISTILL INSIGHTS

DEFINE THE DESIRED CULTURE

AIA Minnesota defined the desired culture as:



The Culture Change Initiative has reached **30+ architecture firms, 20+ universities, and more than a dozen architecture associations, totaling over 15,000 people.**

Excerpt from "System Thinking for Culture Change" by Mary-Margaret Zindren. Enter Magazine. Issue No. 1, 2022.

3.1 LEADING WITH VALUES & ADVANCING STUDIO CULTURE

OUTCOME

Karen's centering of practice has had a flywheel effect, catalyzing change within her own firm and many others within the professional community. A feedback loop is evident in her long-term commitment to AIA service, improving programs through volunteer service and recommending Snow Kreilich studio members and others participate in these programs, a relationship that both elevates practice at Snow Kreilich and throughout the Minnesota architectural practice community.

Karen is often asked to discuss synergies in studio culture with the multiple project priorities of design, sustainability, and equity. **Her values of authenticity, collaboration, equity, and integrity make Karen's a highly sought-after voice in faculty selection committees, and AIA honors and awards juries.** She shares her efforts to elevate practice broadly through professional practice panels and presentations nationwide. Significantly, Karen was selected to represent practitioners on searches for the heads of Minnesota's two NAAB-accredited architecture school.

AWARDS & RECOGNITION

Snow Kreilich

2024 The Architect's Newspaper Best of Practice. Medium Firm, Midwest, Honorable Mention.
2023 The Architect's Newspaper Best of Practice. Medium Firm, Midwest, Honorable Mention.
2023-2024 Emerging Professional Friendly Firm Award, former North Central States Region.
2019-2020 Emerging Professional Friendly Firm Award, North Central States Region.

2018 AIA Firm Award

AIA Minnesota

Nationally recognized for leadership on equity in the profession, in the built environment, and its own operations
2021 "Emerald" level of achievement received from AIA national for EDI efforts
(one of three AIA components recognized at this highest level of achievement)

Declaration of Responsibility

I have personal knowledge of Karen's responsibility for the exhibit listed above. That responsibility included practice leadership roles as Design Director, Associate Principal, and Equity Lead at Snow Kreilich Architects.

Matt Kreilich, FAIA, NOMA
Design Principal
Snow Kreilich Architects

Declaration of Responsibility

I have personal knowledge of Karen's responsibility for the exhibit listed above. That responsibility included professional service for AIA Minnesota as 2020 President, Co-chair and member of the Leadership Forum Advisory Committee, member of the Culture Change Initiative Resource Team, and AIA Minnesota Strategic Council Representative.

Alicia Belton, FAIA, NOMA
Principal, Urban Design Perspectives
2022 AIA Minnesota President



Snow Kreilich Architects, 2024



"AIA would like to recognize regional firms who offer great support and opportunities to their Emerging Professionals... We hope this process helps foster dialogue within firms and communities and across the state to create new and innovative policies and opportunities to support and develop the future members of our profession."

A Collaboration of AIA Minnesota, AIA North Dakota, AIA South Dakota & AIA Wisconsin Emerging Professionals Committees



"This year's winners not only ticked all the boxes, but they also displayed a commitment to demonstrating studio values through every level of the company, from design language to studio structure. What is preached is what is practiced."

The Architect's Newspaper
2024 Best of Practice Awards

3.2 CULTIVATING EQUITY & EXPANDING SOCIAL IMPACT

CULTIVATING EQUITY & EXPANDING SOCIAL IMPACT

Karen promotes a professional culture that cultivates equity and social impact in practice and the built environment. She advocates for equity at every opportunity: working with clients, representing practice in academia, supporting emerging professionals, and envisioning the future of architectural practice. While serving as AIA Minnesota president in 2020, Karen led the local professional community through the pandemic of COVID-19 and was a leading voice during the worldwide reckoning with systemic racism ignited by the murder of Mr. George Floyd in Minneapolis.

Snow Kreilich Architects

Minneapolis, Minnesota

Dates: 2017-present

Roles: Design Director (2023-present), Leadership Team (2021-present), Equity Lead (2020-present)

The American Institute of Architects

Dates: 2019-present

AIA Minnesota Roles: 2020 AIA Minnesota President, AIA Minnesota Committee on Design Co-chair (2017-2018), AIA Committee on Design Member (2017-present), Architecture Minnesota Magazine Branding Task Force Member (2019), and ENTER Advisory Committee Member (2021-present)

AIA National Roles: 2022-2024 AIA Strategic Council Representative

CHALLENGE

Architectural practice has historically and systemically disadvantaged women and people of color, both in the profession and the communities we serve. What can architectural practice (Snow Kreilich Architects) and professional service (AIA Minnesota) do to increase equity and expand social impact in the profession and the built environment?

ROLE OF EXPANDING SOCIAL IMPACT THROUGH PRACTICE

Karen has advocated for equity at Snow Kreilich in pursuit of advancing social impact within the profession and built environment. In 2018, when Snow Kreilich received the AIA Architecture Firm Award, it was observed that over 50% of the staff were women and people of color. Currently, that number is almost 65% due to Karen's dedication. Diversity matters, but it is not enough. **In 2020, Karen led the drive to increase the studio's self-awareness and capacity to bridge across cultural differences.** After the murder of Mr. George Floyd just a few miles south of Snow Kreilich's offices, Karen facilitated the collaborative development of equity and inclusion goals by studio members, for studio members, the studio as a whole, and the design process, internally as well as externally.

Karen guides Snow Kreilich's support of local BIPOC students and professionals through mentorship, internships, and the Minnesota Architectural Foundation's Clarence Wigington Architectural Scholarship. Due to Karen's leadership and engagement with MSP NOMA, Snow Kreilich — a firm with only 32 studio members — has the most MSP NOMA members of any firm in Minnesota. In 2021, Karen led the successful application for a NOMA Foundation Fellowship (now the NOMA Future Faces Fellowship) - one of the first in Minnesota, resulting in a mutually beneficial relationship.

Be intentionally inclusive citizen architects.

1. Better understand oneself and one's biases.
2. Develop a studio culture where everyone feels valued & engaged.
 - Build our capacity to engage and to manage conflict more effectively.
 - Advocate for Diversity, Equity & Inclusion in our profession, projects & communities.
3. Integrate equity and inclusion into our design process.
 - Invite difference in, value the differences and use it as a resource.
 - Expand our networks.

Snow Kreilich Architects Equity & Inclusion Goals

"Before meeting Karen, I had never met a licensed female architect of color. I had never met a licensed female architect. To have someone, a person of color, so well respected and knowledgeable, who was actively changing the design field, mentor me with such care and attentiveness was a kindness that I only hope to pay forward as I progress in my career."

Karen showed me that it was possible, as a person of color, as a female, to make a difference in a cis-gendered white male-dominated field. I am honored to support Karen in her application for Fellowship. She is more than deserving; the impact that she has made is nothing shy of amazing."

Shaela Nelson
Architectural Designer, Mithun
2021 NOMA Foundation Fellow

3.2 CULTIVATING EQUITY & EXPANDING SOCIAL IMPACT



ENTER Print Annual, Issues No. 1 and 2

“As impressive as Karen’s accolades are, it is the work that she does in nurturing the next generation of architects that has been particularly meaningful to me and the students that I serve. Karen was one of the early supporters of our fledgling Bachelor of Architecture degree program. She serves on our Program Advisory Committee of industry practitioners, which helped guide our program to full accreditation. She remains a champion and resource for me personally and for our program generally, while continuing to mentor students at Dunwoody College of Technology and the University of Minnesota.”

Trevor Bullen, AIA
Dean, School of Design
Dunwoody College of Technology

ROLE OF EXPANDING SOCIAL IMPACT THROUGH SERVICE

Karen has prioritized equity in professional, academic, and community service. She has worked tirelessly to increase equity by mentoring students of color, supporting additional pathways to the profession, recruiting leadership from underrepresented demographics in the profession, implementing the AIA Framework for Design Excellence in awards requirements, and sharing stories of equitable projects and thought leadership of BIPOC architects and designers with the greater professional community and the public at large.



The AIA Minnesota Committee on Design is charged with overseeing the creation and implementation of all AIA Minnesota award programs. They provide guidelines for each award and either secure jurors or act as the selection committee for AIA Minnesota awards.



ENTER, a print annual and digital monthly from the creators of Architecture MN magazine, explores the people, places, and ideas shaping a better built environment for Minnesota.

Karen championed incorporating the **AIA Framework for Design Excellence**, which addresses multiple measures of design success that encompass equity and sustainability, into the AIA Minnesota Honor Awards. The program now requires submission of the **Common App** and adds a new **“Commendation”** recognition for projects that excel in a particular measure of the Framework. Karen also engaged in a thorough review of the Young Architects Award process, which led to support for interested candidates, changes in evaluation criteria, jury composition, submission requirements, guidance to the jury, and definition of staff roles, which inspired and informed a comprehensive review of AIA Minnesota’s other honors and awards. The new AIA Minnesota Next Gen Award, recognizing recent graduates of a NAAB-accredited architecture program, was developed under Karen’s leadership.

In 2019, Karen served on the Architecture Minnesota Magazine Branding Task Force to develop a financially viable replacement for AIA Minnesota’s monthly print magazine. The visioning work led directly to ENTER, an online monthly and annual print publication aimed at a **wide public audience, with its five content pillars: climate, equity, experience, economy, and innovation.**

ENTER focuses on the people, places, and ideas shaping a better built environment for Minnesota. A print annual highlights AIA Minnesota Honor Award and Commendation recipients and includes a directory of Minnesota architecture firms and consultants. Karen has continued her work on ENTER as an Advisory Committee Member and content contributor.

3.2 CULTIVATING EQUITY & EXPANDING SOCIAL IMPACT

OUTCOME

The efforts to achieve an equitable profession and built environment are ongoing, and the context surrounding equity, diversity, and inclusion efforts has also faced recent challenges. It will take many individuals, firms, and organizations taking action to make an impact. **Karen's leadership in cultivating equity through practice and professional service has emphasized multiple approaches, internally and externally, toward making progress.**

At Snow Kreilich Architects, Karen has expanded the social impact of architecture by building and fostering relationships with BIPOC architecture students, design professionals, firm leaders, firm owners, and consultants. **She has implemented equitable studio practices for hiring, pay equity, and mentorship.** Karen also organized Snow Kreilich's support of PTO for staff members to volunteer their time and matching donations for studio members contributing to organizations that work to eliminate racial inequity.

As 2020 AIA Minnesota President, Karen led a response to the unrest following the deaths of Mr. George Floyd and others in our community, in which AIA Minnesota collaborated with MSP NOMA on a program to match owners of damaged properties with BIPOC-led design teams. She also **centered the voices of Minnesota's Black and POCl architecture community in local and national media.**

More recently, as an AIA Strategic Council representative, Karen has contributed to Equity study groups that broadly share AIA Minnesota's nationally recognized work and focus on research to study **"How do AIA members and firms demonstrate an ongoing commitment to Diversity & Equity?"** She has led the proposal of recommendations to the AIA Board that include updating the AIA Code of Ethics and Professional Conduct to add architects advising their clients of their obligation to "affected communities," and developing a firm self-assessment tool that addresses equity, as recommended by the 2017 AIA EDI Commission.

Declaration of Responsibility

I have personal knowledge of Karen's responsibility for the exhibit listed above. That responsibility included practice leadership roles as Design Director, Associate Principal, and Equity Lead at Snow Kreilich Architects.

Matt Kreilich, FAIA, NOMA
Design Principal
Snow Kreilich Architects

Declaration of Responsibility

I have personal knowledge of Karen's responsibility for the exhibit listed above. That responsibility included professional service as 2020 AIA Minnesota President; Co-chair and member of the AIA Minnesota Committee on Design; member of the Architecture Minnesota Magazine Branding Task Force and ENTER Advisory Committee; and 2022-2024 Strategic Council Representative.

Alicia Belton, FAIA, NOMA
Principal, Urban Design Perspectives
2022 AIA Minnesota President

Long-Term Goals

As we work toward a more just and equitable profession, we are focused on change. We have begun to work on the following goals with an open mind to additional insights and suggestions to come:

- Changing mindsets and assumptions about partnering with BIPOC-owned firms and recognizing the value of BIPOC professionals on a team.
- Growing skills within our profession such as listening, collaborating, and following.
- Developing skills in intercultural awareness and deep community engagement.
- Challenging structures and processes that undercut the success of BIPOC-owned firms (e.g. lack of generational wealth, high cost of capitalization, discriminatory lending and risk assessment practices, overly burdensome procurement processes, heavy reporting requirements, inequitable supply chains, etc.).

We will continue to build and foster relationships with BIPOC firm leaders and professionals, our growing MSP NOMA community, and neighborhood organizations. And we will look to partner with our local schools of architecture and like-minded industry colleagues to increase the depth and breadth of our impact. The AIA has the agency and the community to effect change, and we have an ethical responsibility to do as much as we can. History has its eyes on us; we must meet the moment.

Excerpt from "Reflecting on equity and moving forward" by Karen Lu, 2020 AIA Minnesota President. Connection. 18.03. Nov. 2020



Snow Kreilich Architects volunteering with Habitat for Humanity, 2022

3.3 SHAPING FUTURE GENERATIONS OF DIVERSE LEADERS



Karen's leadership at Yinghua Academy, a local Chinese immersion K-8 school, is a model for the broad value of skills developed in architectural practice to make a positive impact. Karen shares this experience with architecture students in professional practice as an example of using architecture to advance the public good and shape future generations of diverse leaders.

YINGHUA ACADEMY

Minneapolis, Minnesota

Dates: 2008-present

Role of Candidate: Board Chair (2014-2016), Board Member (2011-2013), Board Committee Member (2008-2018)

Yinghua Academy is a national leader in Mandarin Chinese immersion education. The bilingual, tuition-free, public K-8 charter school offers an international perspective. Established in 2006, it is the first Chinese immersion charter public school in the U.S.

CHALLENGE

In 2008, Yinghua had 245 K-5 students. Due to the high demand for its program, the addition of grades 6-8, and the enrollment projected to double in five years, Yinghua needed a strategic plan for future growth that considered enrollment, facilities, and finances.

ROLE

As a community member, Karen joined the Facilities Committee and advised on the purchase of a new school building and the move of operations from St. Paul to Minneapolis. In 2011, Karen joined the school board and was appointed Secretary. Over her ten years in leadership at Yinghua Academy, Karen served in multiple capacities, including being elected Board Chair.

Karen worked closely with the CEO/Executive Director, leading the development of enrollment projections, board committees, annual goals, and Annual Reports. Her skills as a practicing architect were instrumental in strategizing and implementing multiple synergistic goals



AWARDS

- 2018 Minnesota Department of Education North Star School
- 2017 Minnesota Charter School Innovation Award
- 2016 Minnesota Charter School Innovation Award
- 2016 Minnesota Department of Education Finance Award
- 2015 National Blue Ribbon School Award Exemplary High Performing School
- 2015 Minnesota Department of Education Reward School
- 2014 Confucius Classroom Award (1 of 851 schools worldwide)
- 2009 Minnesota Department of Education Finance Award

3.3 SHAPING FUTURE GENERATIONS OF DIVERSE LEADERS

encompassing academics, finance, governance, and personnel, all significantly contributing to Yinghua's growth and community integration.

OUTCOME

Yinghua's school board developed and implemented comprehensive short-term and long-term facility plans that required the approval of the charter school authorizer and state bonding. As Secretary and Chair, Karen co- led applications for a temporary Kinder Campus, bond financing, and facilities expansion. As a result, in June 2013, Yinghua received **\$14.1 million for a 38,000-square-foot addition and a 46,500-square-foot renovation construction project**. Today, Yinghua Academy is a thriving majority-minority school with over 800 students and a neighborhood institution in Northeast Minneapolis.

Karen now serves as Board Secretary of Yinghua's affiliated building corporation, responsible for maintaining bond compliance and overseeing capital expenditures.

PUBLICATIONS

"An American School Immerses Itself in All Things Chinese." Peterson, Jane A. The New York Times. 27 Oct. 2014.

"Yinghua Academy expansion underway." Olson, Gail. Twin Cities Daily Planet. 18 Sep. 2013

"A Mandarin Grade School in Minneapolis." Barovick, Harriet. Time Magazine. 23 Nov. 2009.

Declaration of Responsibility

I have personal knowledge of Karen's responsibility as described in the exhibit above. That responsibility included serving on the Yinghua Academy School Board and its committees.

Dr. Luyi Lien
CEO/Executive Director
Yinghua Academy



FINANCES			
Statement of Financial Assets and Liabilities for the Year Ended June 30, 2013			
Assets	2013	2012	2011
Current Assets	1,575,000	1,000,000	1,000,000
Cash	1,575,000	1,000,000	1,000,000
Accounts Receivable	0	0	0
Prepaid Expenses	0	0	0
Other Current Assets	0	0	0
Non-Current Assets	0	0	0
Property, Plant, and Equipment	0	0	0
Other Non-Current Assets	0	0	0
Liabilities	0	0	0
Current Liabilities	0	0	0
Accounts Payable	0	0	0
Other Current Liabilities	0	0	0
Non-Current Liabilities	0	0	0
Long-Term Debt	0	0	0
Other Non-Current Liabilities	0	0	0
Total Assets	1,575,000	1,000,000	1,000,000
Total Liabilities	0	0	0
Total Equity	1,575,000	1,000,000	1,000,000

ACADEMIC PERFORMANCE			
2012-13 FY 1300 Results by Grade (Chinese & English)			
Grade	Level	Number of Students	Passing Rate
1	Chinese	10	100%
1	English	10	100%
2	Chinese	10	100%
2	English	10	100%
3	Chinese	10	100%
3	English	10	100%
4	Chinese	10	100%
4	English	10	100%
5	Chinese	10	100%
5	English	10	100%
Total		100	100%

OPERATIONAL PERFORMANCE			
Progress on Strategic Initiatives and Other Goals			
Strategic Initiative	2013	2012	2011
1. Financial Sustainability	100%	100%	100%
2. Academic Excellence	100%	100%	100%
3. Community Engagement	100%	100%	100%
4. Environmental Sustainability	100%	100%	100%
5. Safety and Security	100%	100%	100%
6. Other	100%	100%	100%
Total	100%	100%	100%

OPERATIONAL PERFORMANCE			
Progress on Strategic Initiatives and Other Goals			
Strategic Initiative	2013	2012	2011
1. Financial Sustainability	100%	100%	100%
2. Academic Excellence	100%	100%	100%
3. Community Engagement	100%	100%	100%
4. Environmental Sustainability	100%	100%	100%
5. Safety and Security	100%	100%	100%
6. Other	100%	100%	100%
Total	100%	100%	100%



3.4 ST. PAUL ACADEMY & SUMMIT SCHOOL



ST. PAUL ACADEMY & SUMMIT SCHOOL UPPER SCHOOL ADDITION AND RENOVATION

St. Paul, Minnesota

Design Architect/Architect of Record: HGA

Landscape Architect: HGA

Completion Date: 2018, (Addition), 2020 (Renovation)

Role of Candidate

Project Designer & Project Architect, Interiors

St. Paul Academy's Upper School is known for its innovative and dynamic curriculum designed around the Harkness method, a student-centered, discussion-based teaching method developed in the 1930s.

CHALLENGE

St. Paul Academy's aspiration for an inspiring and supportive environment required rethinking the Upper School campus and unifying an original 1916 schoolhouse, a 1970s cast-in-place addition, and a new math and science wing to provide a cohesive academic experience.

ROLE

Karen led the programming, planning, and design process of the Addition and Renovation's interiors with Senior Project Manager Jim Moore. She worked closely with school leadership and the design team to develop a unique approach to classrooms and their support spaces to inspire and **support students' development as individuals and within a larger community.**

OUTCOME

The Upper School addition and renovation is designed to foster a new era of learning. The new state-of-the-art math and science facilities and remodeled humanities wing are equipped with classrooms clustered with open, flexible working spaces and private study spaces, promoting collaboration and self-direction. Each cluster also includes faculty offices and specialty support spaces. These clusters are woven together by circulation that strategically widens to host occasional

3.4 ST. PAUL ACADEMY & SUMMIT SCHOOL

larger group meetings and provide community gathering areas. Floor-to-ceiling windows reinforce the courtyard experience from the interiors, allowing for views of green space and students across the campus lawn. Similarly-detailed glazing is used in the interior to create strategic programmatic connections. The various spaces share a common theme of natural light, color, and consistent finishes to provide continuity throughout the school's building's three different eras and to serve and inspire students in their studies.

AWARDS

2021 Illuminating Engineering Society (IES) Award of Merit

 2020 AIA Minnesota Honor Award

PUBLICATIONS

"A School Addition and Renovation Weaves Different Design Eras into a Seamless Whole." Junker, Laurie. ENTER. 30 Sep. 2021

"These 10 projects are the best in Minnesota architecture in 2020." Nelson, Rick. Star Tribune. 1 Jan. 2021.

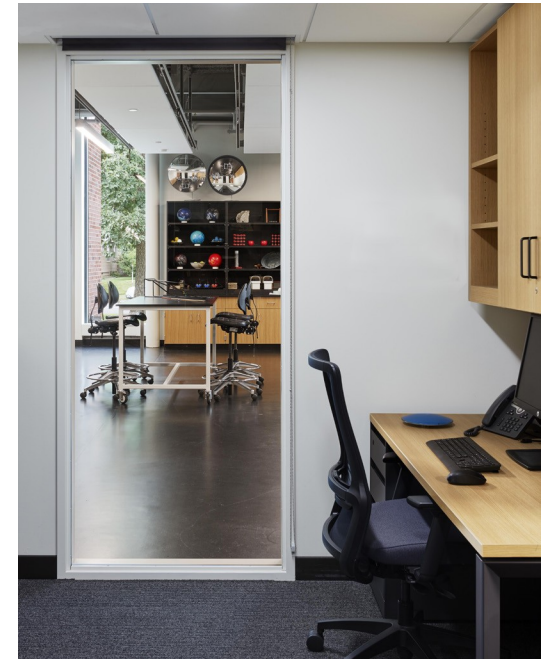
"St. Paul Academy and Summit School plans \$38M in projects." Johnson, Brian. Finance & Commerce. 14 Sep. 2016.

"St. Paul Academy announces \$15M donation for new science wing." Verges, Josh. Pioneer Press. 14 Sep. 2016.

Declaration of Responsibility

I have personal knowledge of the Karen's responsibility for the exhibit listed above. That responsibility included the programming, planning, and design of the St. Paul Academy Upper School Addition and Renovation interiors.

Jim Moore
Principal
HGA



3.5 SALT CITY MARKET



"A space for Syracuse to show itself off in all of its culture, glory, richness and grit. A space for people to build generational wealth doing what they love. A space where everyone feels a sense of belonging, ownership and civic pride."

Allyn Family Foundation

SALT CITY MARKET

Syracuse, New York

Design Architect, Exterior: Snow Kreilich Architects
Architect of Record: VIP Architectural Associates
Landscape Architect: Environmental Design & Research
Completion Date: 2020

Role of Candidate

Design Lead & Design Project Manager

Salt City Market is a Syracuse market and food hall that builds community through food - shopping, eating, and cooking - and generational wealth for underrepresented chef-entrepreneurs doing what they love.

CHALLENGE

The site is located at the convergence of several neighborhoods and was most recently a vacant parking lot after fires destroyed previous buildings. The Allyn Foundation envisioned a new landmark on this important site that would celebrate the diversity of Syracuse by bringing different cultures and people together through food.

ROLE

Karen led the design of the mixed-use facility's massing and envelope with Design Principal Julie Snow, FAIA. She worked with the client and design team to develop a building that celebrates the significant site and showcases underrepresented populations and their cuisines in downtown Syracuse. **Focus groups and community gatherings ensured that everyone in Syracuse would feel connected and invested in the project.**

OUTCOME

The architecture maximizes the market's presence by holding the street edges to the southeast and west while cradling an outdoor space for year-round outdoor activities, dining, and public parking. The mixed-use development combines a food hall and public market on the first floor, non-profit office spaces on the second



3.5 SALT CITY MARKET

floor, and 26 apartments on the third and fourth floors. The building follows a rotational geometry that allows independent floor plate sizes and view corridors specific to each use. The building envelope is designed with restraint, allowing the vitality and energy of the first floor to come forward.

Salt City Market has activated downtown Syracuse, providing an iconic place where underrepresented entrepreneurs can learn how to start and maintain a business. The result is a development where the entire community feels a sense of belonging and ownership.

AWARDS

2021 Community Development QLICs of the Year Real Estate Award

2021 Downtown Committee of Syracuse Urban Innovation Award

2021 Fodor's 10 Best New Food Halls Across the U.S.

 **2022 AIA Central New York Award of Excellence**

PUBLICATIONS

"Salt City Market: Global cuisine showcase opening in downtown Syracuse." Syracuse.com. 26 Jan. 2021.

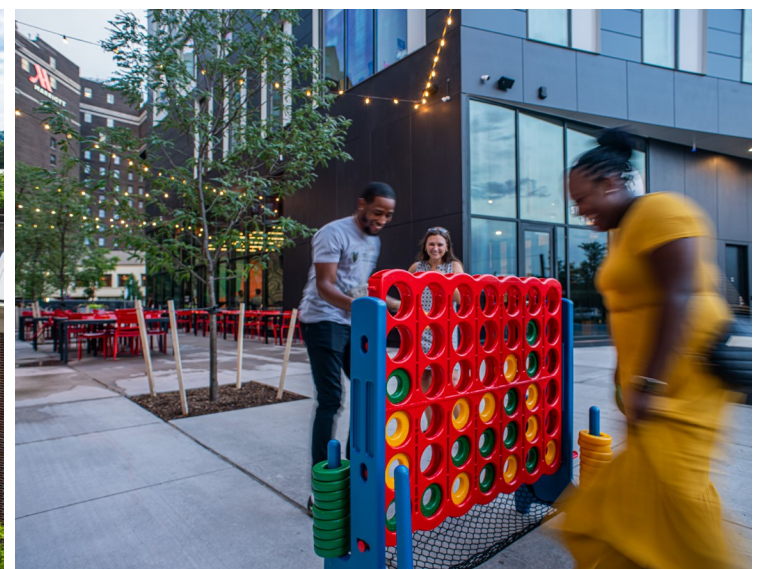
"Salt City Market, the downtown Syracuse food hall, resets opening to January 2021." Syracuse.com. 24 Sep. 2020.

"Is a Pandemic the Right Time to Start a Business? It Just Might Be." Haimel, Amy. The New York Times. 20 May 2020.

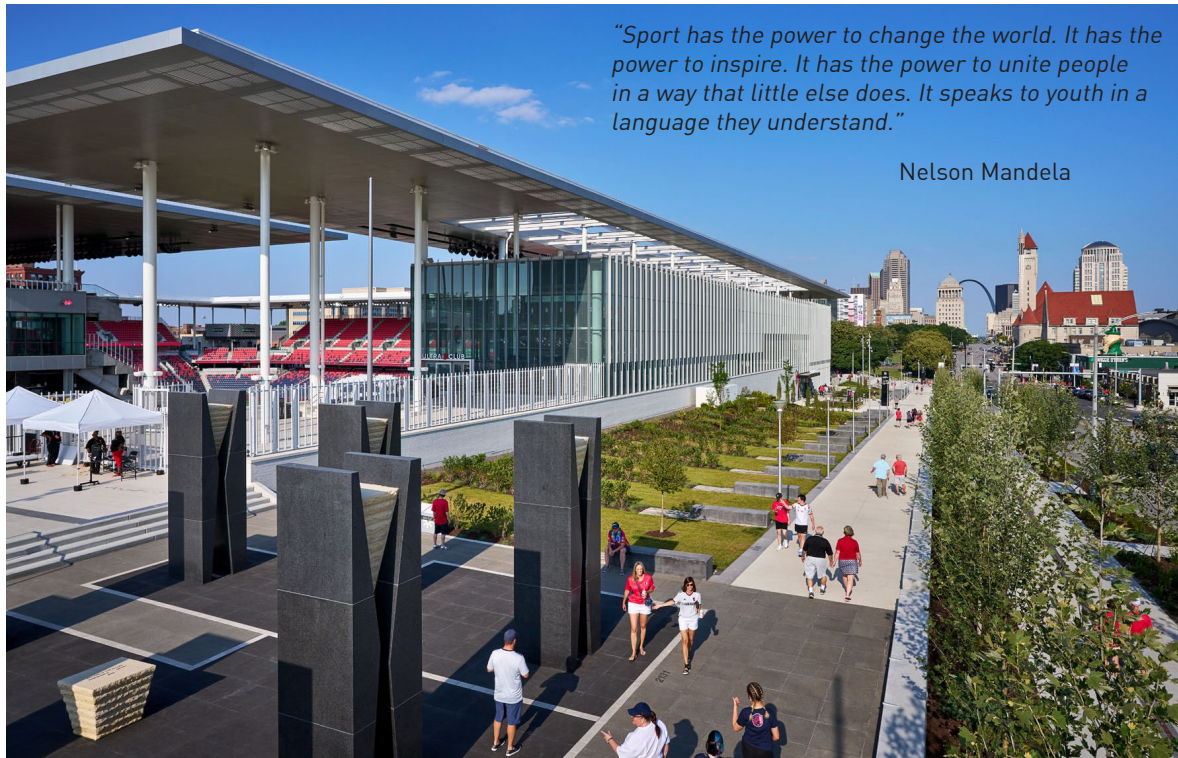
Declaration of Responsibility

I have personal knowledge of the nominee's responsibility for the exhibit listed above. That responsibility included co-leading the programming, planning, massing, and envelope design of the mixed-use facility with Julie Snow, FAIA.

Maarten Jacobs
Executive Director
Salt City Market



3.6 CITYPARK STADIUM



CITYPARK STADIUM

St. Louis, Missouri

Architects: Snow Kreilich Architects & HOK

Landscape Architect: HOK

Completion Date: 2022

Role of Candidate: Project Designer, Interiors/Site

Major League Soccer's first club to be majority-owned by women began with a vision that extended beyond sports and sought to make CITYPARK a dynamic stadium district and civic destination that would bring fresh energy and pride to the city.

CHALLENGE

The design team of Snow Kreilich Architects and HOK worked closely with the ownership team to ensure that, along with the other new additions in Downtown West, the club's stadium district would **play a pivotal role in St. Louis' revitalization** and serve as a connection point between The Gateway Arch and Forest Park. A key client objective was the creation of enhanced and distinct fan experiences 365 days a year.

ROLE

Karen led the complex design process during Schematic Design and Design Development with Julie Snow, FAIA, working closely with architect partners HOK and St. Louis CITY SC leadership. Karen's project responsibilities focused on interior and exterior public spaces to be used by the community year-round. The interior spaces included three clubs available for rent, hosting watch parties, and civic events. The East Plaza is designed to be public space..

OUTCOME

Situated in the heart of St. Louis, CITYPARK defies convention by participating in city life, attracting visitors year-round. It distinguishes itself by **prioritizing equity and belonging**. By reimagining the relationship between the stadium and its community, CITYPARK charts new design possibilities for sports venues.

3.6 CITYPARK STADIUM

As part of the stadium district design vision, every side of the stadium—North, East, South, West—is open and inclusive, with no back door or back of house facing the public realm. With all sides open, **the stadium is a fully integrated urban design and an inviting experience for all** in the St. Louis region and beyond.

The stadium's clubs are designed for flexibility, increasing their use by the public beyond game days. CITYPARK features a best-in-class fan experience that is modern, inclusive, and distinct, offering access and providing unique fan engagement strategies. CITYPARK is more than just a stadium. It's where architecture, green space, and gathering places come together to inspire CITY fans and the city of St. Louis.

AWARDS

2024 Prix Versailles, World's Most Beautiful Sports Venues List

AIA 2024 AIA Central States Honor Award

2024 Rethinking The Future Awards, Sports & Recreation
2024 WAN Awards Americas, Publicly Accessible

AIA 2023 AIA St. Louis Honor Award

PUBLICATIONS

"Why St. Louis City SC's Gateway to Growth puts Community First." Igel, Lee. Forbes. 24 Jun. 2024.

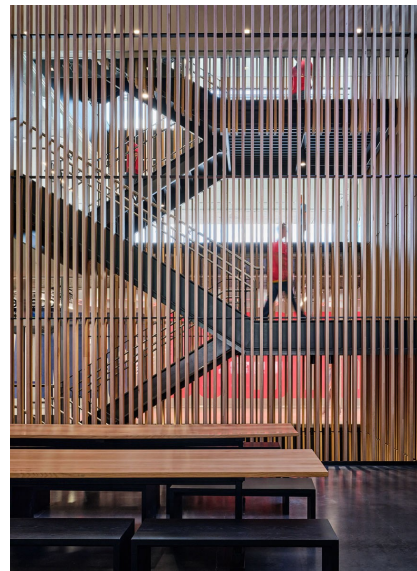
"How a Soccer Stadium Is Reviving Downtown St. Louis." Wind, Sonja and Linda Poon. CityLab. 16 May 2024.

"St. Louis City SC looks to MLS future by remembering hard truths of the past." Worthy, Patrice. The Guardian. 16 March 2022.

Declaration of Responsibility

I have personal knowledge of the nominee's responsibility for the exhibit listed above. That responsibility included co-leading the design process with Design Principal Julie Snow, FAIA.

Lee Broughton
Chief Brand Officer
St. Louis CITY SC



3.7 1950 OLIVE PARKING GARAGE

"We strive to become part of the fabric of St. Louis, representing more than sport, and to be seen as a symbol of the future of our city and region."

St. Louis City SC



1950 OLIVE PARKING GARAGE

St. Louis, Missouri

Design & Architect of Record: Snow Kreilich Architects

Local Architect: Tao + Lee Associates

Landscape Architect: DG2 Design

Completion Date: 2023

Role of Candidate: Design Lead

The 1950 Olive Parking Garage captures the adjacent soccer stadium's civic energy while supporting every day and match-day community connections.

CHALLENGE

On a fundamental level, garage design should allow cars to be parked efficiently, quickly, and unobtrusively. The higher aspiration for 1950 Olive was to be more than just a parking garage; it wanted to be a sustainable civic asset.

ROLE

Karen led the design of the all-electric facility with Design Principal Julie Snow, FAIA. She worked closely with the client to ensure the parking garage functioned as "more than a parking garage" by acting as an extension of the Stadium District and supporting other modes of transportation.

OUTCOME

The design animates a quiet, stainless steel mesh volume with bold elements in the STL CITY's team colors. On the main level, a series of bi-fold doors open to a plaza facing the stadium, **creating a multi-use space for community events and pop-up retail**. A processional stair travels up the south side of the building, encouraging active movement, and a balcony provides panoramic views. The all-electric garage is structured for future installation of photovoltaic panels.

The parking garage supports visitors to the district on game day and citizens working there throughout the year. The garage provides vehicular and bike parking and a

3.7 1950 OLIVE PARKING GARAGE

bike repair station for fans coming to games and local businesses. The garage was designed to complement the stadium and district, serve practical needs, support the Great Rivers Greenway network of bicycle routes, and delight visitors and passersby. The parking garage is an **infrastructural element transformed into a public space**.

PUBLICATIONS

"4 keys to designing vibrant sports districts--as realized by St. Louis City SC." Hoisington, Eli. St. Louis Business Journal. 1 Aug. 2024.

"St. Louis CITY SC Economic Impact Study. greaterstlinc.com. 23 May 2024.

"St. Louis City SC unveils innovative parking garage concept for new stadium." Rial, Bradley. thestadiumbusiness.com. 14 Oct. 2021.

"St. Louis City SC details plans for a garage that does more than just park cars." Rubbelke, Nathan. St. Louis Business Journal. 12 Oct. 2021.

"Innovative Pop-Up Retail Concept to Anchor New Downtown West Stadium District Parking Garage." stlcitysc.com. 12 Oct. 2021.

"St. Louis CITY SC shares its updated plans for a downtown stadium district." Hickman, Matt. The Architect's Newspaper. 4 Dec. 2020.

Declaration of Responsibility

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Lee Broughton
Chief Brand Officer
St. Louis CITY SC



3.8 STEINBERG PAVILION & RINK AREA



STEINBERG PAVILION & RINK AREA

St. Louis, Missouri

Design Architect: Snow Kreilich Architects

Architect of Record: Christner Architects

Landscape Architect: Hoerr Schaudt

Community Engagement: Vector Communications

Completion Anticipated: 2026

Role of Candidate

Design Director & Design Project Manager

Opened in 1957, Steinberg Rink is the largest outdoor ice-skating rink in the Midwest and one of the first racially integrated public facilities in the city. A popular winter destination for all St. Louisans, the project will transform this Forest Park complex into an all-season destination that is welcoming to all.

CHALLENGE

The Steinberg Pavilion and Rink, a beloved public institution since 1957, is set for a transformative renovation and expansion. The program resulted from an extensive community process aimed at **extending the building's use year-round and attracting a larger, more diverse public.**

ROLE

Karen managed the complex design process, working closely with Forest Park Forever, multiple public stakeholders, and a large design team to develop the project vision and design. She also participated in community stakeholder interviews and presented at owner and public advisory committee meetings and virtual and in-person open houses to gather community feedback.

OUTCOME

Equity was at the core of every decision to accommodate a diverse public, from researching the facility's cultural history at the height of its popularity in the 1960s to economic market analysis in support of subsidizing ticket sales to engaging with the community and designing multi-functional public spaces. The current design reflects

3.8 STEINBERG PAVILION & RINK AREA

the community's needs and aspirations, resulting from the direct input of more than 4,200 people.

With the support of Karen's leadership and focus on equity, the **Steinberg Pavilion was reimagined as an inclusive, equitable, and environmentally sustainable public amenity**. Snow Kreilich emphasized the importance of respecting and not overwhelming the historic structure or its verdant park setting. The building was extended below grade to house 60% of the addition, with two light pavilions activating the roof terrace for public use. The project implements flexibility of use, broader accessibility considerations, a complementary palette of contemporary materials, and **innovative sustainability measures for the region, including triple-pane glazing and a geothermal mechanical system**. This commitment to equity and sustainability ensures a long-lived facility that will serve the diverse community of St. Louis and beyond.

PUBLICATIONS

- "Changes coming to Forest Park's Steinberg Rink." Nine PBS. "Living St. Louis." 29 Jan. 2024
- "Forest Park Forever shares concepts for a reimagined all-season Steinberg Pavilion and Rink." Woytus, Amanda. St. Louis Magazine. 10 Oct. 2022.
- "Forest Park's Steinberg Rink and Pavilion Getting a Redesign." Simon, Benjamin. Riverfront Times. 26 Aug. 2022.
- "Steinberg Skating Rink in Forest Park eyes beer garden, year-round uses." St. Louis. Lloyd, Gloria. 3 Dec. 2021.

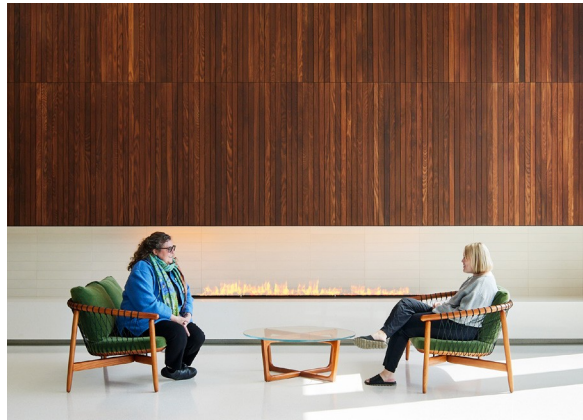
Declaration of Responsibility

I have personal knowledge of the nominee's responsibility for the exhibit listed above. That responsibility included co-leading a complex design process with the owner, public stakeholder organizations, and the community with Design Principal Julie Snow, FAIA.

Julie Snow, FAIA
Founding Principal
Snow Kreilich Architects



3.9 LAKEWOOD WELCOME CENTER



LAKEWOOD WELCOME CENTER

Minneapolis, Minnesota

Design & Architect of Record: Snow Kreilich Architects
Managing Architect: Miller Dunwiddie
Landscape Architect: TEN x TEN
Sustainability Consultant: Cause Sustainability
Completion Date: 2024

Role of Candidate

Design Director & Design Project Manager

The Lakewood Welcome Center is a new front door to the storied cemetery. It combines an enhanced and inclusive visitor experience with an efficient and effective workspace for a growing staff to support innovative programs that expand the cemetery's role further into the community and broaden end-of-life commemoration.

CHALLENGE

Lakewood's aspiration to create a more **relevant, accessible, and inviting visitor experience** sparked a comprehensive reassessment of the existing 1920s-era Administration Building and the need to balance long-standing tradition with stewardship and innovation.

ROLE

Karen led the design process of the net-zero facility with Matt Kreilich, working closely with Lakewood's leadership team to determine the best solutions for their near-term needs and to develop ambitious project performance goals to meet the cemetery's values and future needs. Karen also presented at neighborhood meetings to solicit feedback and introduce the project to the local community.

OUTCOME

The Lakewood Welcome Center is a programmatically and environmentally innovative project that merges architecture and landscape. The building openings and canopy forge strong connections to the surrounding cemetery grounds while fulfilling sustainability aspirations. Snow Kreilich envisioned the Welcome Center bridging

3.9 LAKEWOOD WELCOME CENTER

the site's stately presence and significance with an approachable human experience. In line with Lakewood's commitment to inclusivity, the new structure will host community events, visitor orientation, and the interaction between Lakewood and its families.

With Karen's leadership in educating Lakewood administration, **Snow Kreilich introduced net-zero energy to the project in alignment with the 150-year-old institution's commitment to stewardship.** Lakewood's future will now take shape within a building that embodies its values of stewardship, wellness, education, inclusivity, transparency, and community engagement. The result is an unprecedented facility that offers a robust array of services to families and mourners beyond its immediate clientele to engage the larger community. The Welcome Center will inspire and set new standards in the industry for generations to come.

PUBLICATIONS

"Lakewood Cemetery opens sustainable welcome center." Martucci, Brian. Southwest Voices. 8 Jul. 2024.

"Rethinking Remembrance." Wolf, Justin R. ENTER, Issue No. 2, 2023.

"Minneapolis' Lakewood Cemetery unveils plans for new 'net-zero' Welcome Center." Star Tribune, June 2022.

"New 'net zero' welcome center coming to Lakewood Cemetery." Finance & Commerce, May 2022.

Declaration of Responsibility

I have personal knowledge of the nominee's responsibility for the exhibit listed above. That responsibility included co-leading the programming, masterplanning, and design of the net-zero facility with Matt Kreilich, FAIA.

Chris Makowske
President
Lakewood Cemetery Association

