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## 2026 AIA Fellowship

Candidate Lora N. Teagarden  
Organization RATIO Design  
Location Indianapolis, Indiana  
Chapter AIA Indiana; AIA Indianapolis

### Category of Nomination

Object 3 (Led the Institute, Led Related Organization) > Led the Institute

### Summary Statement

Lora Teagarden, AIA, guides architects and the profession to an innovative, inclusive future. Her tenacious, equity-focused leadership spreads Institute-wide. Through multifaceted knowledge-sharing, she fearlessly cultivates future leaders locally and globally.

### Education

Ball State University, 2008-2010, Master of Architecture  
Ball State University, 2004-2008, Bachelor of Arts in Architectural Studies, Honors College

### Licensed in:

Indiana

### Employment

RATIO Design, May 2015 - Present  
L 2 Design, LLC, June 2011 - Present  
Architura Corporation, June 2014 - May 2015  
Indiana Department of Homeland Security, January - June 2014  
Schmidt Associates, Inc., June 2012 - December 2013  
unAbridged Architecture, April - June 2012  
Southcoast Construction, July 2011 - May 2012  
JP Ware Design, July 2010 - March 2011  
Schmidt Associates, Inc., May 2008 - December 2008  
BSA Lifestructures, May - August 2007

Sanford Garner, FAIA, Chair, 2026 College of Fellows Jury  
American Institute of Architects  
1735 New York Avenue NW  
Washington, DC 20006-5292

September 21, 2025

Re: Nomination of Lora Teagarden, AIA, to the College of Fellows, Object 3

Dear Sanford and Members of the 2026 Fellowship Jury:

It is a massive responsibility to be sponsoring aspiring Fellow Lora Teagarden. AIA's strategic clarity at this transitional time in the built environment is redefining the architecture profession, epitomizing Object 3 and defining active leadership of the Institute. We must be visible, reliably pragmatic, with demonstrable metrics accurately illustrating outcomes of community investment. We must collectively knowledge-share to proactively create resilient, inclusive communities for climate emergency and the subsequent new normal. Acknowledging a legacy of excellence and contribution is traditional in the College. To be in alignment with the Institute and the non-negotiable innovative approaches in the built environment, it is essential to ensure the College's relevance and influence by elevating the new, already emerged leadership who are a uniquely innovative generation of architects.

Lora Teagarden, AIA, is a leader and mentor within that generation already routinely integrating what future communities will be like in the interaction of societal adjustment, technology hyper-acceleration, and climate emergency. What Lora does already illustrates architects' critical role rarely seen before. She does that internally, sharing a process that mentors all architects towards inclusive, healthy practice. Outcomes from Lora's practice ripple externally, cultivating credible, accessible, future-thinking places and spaces that are affordable, long-term communities for everyone. Lora's actions inspire future architects and give more visibility to what we can do. As you'll see, this inspiration begins early with a reading of *The Little Architect's Alphabet*.

As an inaugural member of the Strategic Council, I immediately interacted with Lora as a member of the YAF Advisory Committee, where Lora fearlessly innovated the PR Directorship role. This directly impacted my leadership of the AIA Communications team's staff and members. I attended the 2016 Leadership Institute brought by Lora and team to Indianapolis with a panel featuring Mayor Pete Buttigieg. A conversation with Pete led to AIA's sponsorship and participation in the US Conference of Mayors at SXSW. In short, we successfully communicated the critical vision and collaboration architects have alongside mayors and city councils anywhere. AIA's relationship with Secretary Buttigieg is ongoing, just as Lora has national impact on our profession.

In this submission, you'll see multiple variations on how Lora grows the pipeline and removes barriers. Significantly impactful is *ARE Sketches*. That's essential constructive mentorship in harmonious alignment with component study groups; it's a valid and more accessible way of qualifying than ever before. It's the reason architects are becoming qualified in their twenties again. Such contributions grow, widen our tent, and explain why we see Lora Teagarden's leadership influence the development of Strategic Council v2.0, and attuning all AIA Boards to grow the profession's relevance and impact to all.

For these reasons, the demonstrated impacts, and references you are about to review, it is essential to elevate Lora Teagarden to the College, gaining her contributions there too.

Sincerely yours,



**Professor Peter Exley FAIA NOMA**

Co-founder, Architecture Is Fun - Chicago.

Dean, Scott Sutherland School of Architecture and Built Environment, Robert Gordon University - Aberdeen, Scotland.

2021 President, The American Institute of Architects - Washington DC.

# 1.0 Summary

**Lora Teagarden, AIA, guides architects and the profession to an innovative, inclusive future. Her tenacious, equity-focused leadership spreads Institute-wide. Through multifaceted knowledge-sharing, she fearlessly cultivates future leaders locally and globally.**

## Equity-focused leadership at all levels of the Institute.

With an eye on equity in the profession, **Lora starts her efforts as early as possible**, speaking to grade schools within the Indianapolis Public School system to introduce as many kids as possible to the concepts of architecture and what it means to be an Architect. She intentionally works to grow the pipeline to the profession for children from all backgrounds through these interactions, doubling down on this effort with the publication of the book *The Little Architect's Alphabet*.

**In the next phase of equity-focused pipeline growth**, Lora regularly speaks with ACE mentorship students, a free after-school program that engages local high school students in architecture, engineering, and construction initiatives and lessons. Once students have decided to enter the world of architecture, Lora focuses her equity initiatives on speaking with Professional Practice classes on equity and mentorship in the profession. Over the past 7 years, Lora has worked to create a path for change in the profession, speaking with 450+ college students on AIA equity initiatives, the benefits of AIAS and AIA membership, and what to look for in equitable firms when beginning internship and full-time job searches.

**Acknowledging the impact of the “me too” movement on young professionals**, during her Vice Chair year in 2018, Lora worked with AIA National staff to both host anti-harassment sessions and also create a conference-long engagement piece in the main lobby of the A'18 conference, urging architects to commit to an equitable future in their practice and the profession at large.

**Focused on young architects and current equity issues within the profession**, Lora also served on the Equity and Future of Architecture board committee, helping draft language for the first three chapters of the Guides for Equitable Practice. She also worked alongside her Chair to urge the AIA National board to work with membership to modify the Code of Ethics for inclusive and equitable language, resulting in the modification of Rule 1.401 as well as the advancement of ES 5.1 to Rule 5.101, strengthening the ethics surrounding equitable practice and culture in the workplace. She continued this effort through her service as YAF Chair and Strategic Council member, speaking out regularly and drafting editorials in YAF Connection's publications on the importance of and accountability to one another in creating an equitable profession, thereby widening the tent for future architects.

## Cultivates future leaders locally and globally.

**With a core tenet of constantly learning and sharing knowledge with others**, Lora approaches the cultivation of new minds in architecture early. *The Little Architect's Alphabet*, a book that teaches children the concepts of architecture, grows with kids from learning their letters to learning the concepts of brick patterns and wood joinery. With sales to over 63 states, territories, and countries, the 1,455+ copies in distribution show a clear growth in the early-stage architecture pipeline, engaging children from all backgrounds in the design of the world around them.

**After graduation, Lora cultivates future leaders through the licensure and young architect processes**. Her ARE Sketches books, visual study guides that break down the content of the Architecture Registration Exams into bite-sized pictures, have sold over 1,465 copies in 55+ states, territories, and countries. The ARE sketches have paved the way for hundreds of newly licensed professionals to enter the next phase of their architectural careers.

**Upon licensure, the cultivation of future leaders shifts into the next chapter alongside them**. Lora helped AIA Indiana host the 2016 Leadership Institute, followed closely by guiding the launch of the local version of the Christopher Kelley Leadership Program, one of the inaugural franchises. The AIA Indiana CKLDP has now mentored 112 graduates over its 7 year history to date.

Nationally, **Lora led the launch of the Pilot of the Align Mentorship Program** during her Chair year, a cohort program that pairs small groups of young architects across the nation with 1-2 members of the College of Fellows for mentorship in their careers and future fellowship aspirations. Now an AIA National program in its 7th year, the ALIGN program has served over 120 young architects in their early careers.

**Following through in her desire to share knowledge**, Lora has blogged from 2014 through her personal website on various topics ranging from mentorship, licensure, and career tools. Reaching over 11,500 people annually in 152 countries, her 820+ blogs widen the tent of the profession by pulling back the curtain and making the hurdles seem easier. During her presidential year at AIA Indianapolis, Lora also hosted monthly programming on designing for the future and creating career resiliency featuring guests like Katherine Darnstadt, AIA, and Randy Deutsch, FAIA.

## 2.0 Accomplishments



**1,455+**  
The Little Architect's  
Alphabet books sold

**250+**  
AIA Components and  
Sections engaged in  
developing programs  
for emerging  
professionals

**400+**  
Participants reached  
through local AIA  
Practice Innovation  
Lab workshops

**23**  
Speaking Engagements  
**9**  
Podcast Interviews  
**76+**  
Publications



**1,465+**  
ARE Sketches books  
sold

**53**  
US States and  
Territories impacted  
by AIA leadership,  
initiatives, and  
resources

**450+**  
Architects committed  
to equity in the  
profession during  
single event sign-up at  
A'18.

**120+**  
Mentors and Mentees  
connected through  
the Align Mentorship  
Program



**176**  
Countries reached via  
publications, books,  
and AIA Initiatives

## 2.1 Significant Work | Leadership Positions

With a constant eye on growth and inclusion, Lora has spent the last decade+ serving, mentoring, and leading the Institute forward at global, national, and local scales.

### AIA National Leadership

#### AIA National Board Committees 2022 - Board Finance Committee

- While serving on the Strategic Council, Lora served on the Board Finance Committee, leading the discussions surrounding annual budget set-asides for equity initiatives and climate action, as well as reviewing funding processes for the AIA HQ renovation.

#### 2018 - Equity and Future of Architecture

- During her Vice Chair leadership year with the YAF, Lora served on the EQFA committee, collaborating on the first three chapters of the Guides for Equitable Practice. Lora also reviewed proposed language updates to the Code of Ethics.  
*Exhibit 3.7* ■

#### AIA National Strategic Council

#### 2021-2022 - At Large Representative *Exhibit 3.8* ■

- Communications Committee (2021) & Communications Committee Chair (2022)  
Lora harnessed her working knowledge of online platforms and AIA Branding requirements to increase the reach of the research created by the Strategic Council, creating a variety of tools for Councilors present and following, culminating in the online hosting and marketing of the annual research reports.  
- Scalable Climate Action & Carbon Literacy Sprint  
Focusing on continued learning, the group examined various aspects of sustainability in the world of

architecture, with the goal of improving climate and resiliency literacy, including Government Action, ESG Investments, Code of Ethics updates, Public Architects, and Professional Liability.

#### Young Architects Forum (YAF) 2020 - Past Chair

- As Past Chair, Lora led YAF focus groups in the creation of online resources and toolkits to support emerging professionals and components nationwide.  
*Exhibit 3.5* ■  
- How to Facilitate the Emerging Professional Friendly Firm Program toolkit  
- How to Start or Grow an Emerging Professional Committee Toolkit  
- How to Facilitate the Practice Innovation Lab toolkit  
- The COVID-19 Pandemic shifted leadership processes at the AIA. As Past-Chair, Lora leveraged her digital collaboration expertise and led the YAF to seamlessly transition to an all-virtual model, now regularly used for budget and climate awareness.  
- Led the transformation of the PR focus group into Strategic Vision group focused on Practice Innovation.

#### 2019 - Chair

- Lora led the creation of a pilot-scale mentorship program between the College of Fellows and the YAF. Now in its 7th year running, the ALIGN program has connected more than 120 young architects and COF members for mentorship and fellowship.  
*Exhibit 3.6* ■



Equity and Future of Architecture Board Committee, 2018



Architects commit to an equitable future  
A'18 #Commit recap piece on aia.org



2019 YAF Leadership Selections

## 2.1 Significant Work | Leadership Positions

“Young architects across the nation are rising to the calls of our generation and our profession to serve not only in the ways we were trained, but also in the ways our communities and culture need us.”

Lora Teagarden, AIA  
Chair’s Message, YAF Connection Q2/2019

### 2018 - Vice Chair

- Lora led the effort to create a conversation around and commitment to equity in the profession at A’18 in New York City. *Exhibit 3.7* ■
- Also at A’18, Lora moderated a panel on equity and discrimination in the workplace. Guest speakers Emily Grandstaff-Rice, FAIA, and Dr. Shirley Davis shared expertise, offered advice, and fielded questions from emerging professionals and firm owners alike on how to create safe and successful working environments. *Exhibit 3.7* ■
- Lora served on the Equity and Future of Architecture Board Committee, drafting the first three chapters of the Equitable Practice Guides. *Exhibit 3.7* ■
- Lora led discussions with YAF in a coordinated effort with the AIA National Board to direct the National Ethics Council to recommend updates to the Code of Ethics. *Exhibit 3.7* ■
- Lora guided the YAF regional directors in a coordinated effort with AIA National staff to create and share a Friendly Firm recognition program. This ultimately led to a toolkit available to all Institute Chapters for self-initiation. *Exhibit 3.5* ■

### 2016-2017 - PR Director

- Lora led her 4-person committee to grow and empower the next generation of architects with the tools they need to succeed, using her digital skills and national network to give strength to every initiative.
- During her leadership tenure, she increased national engagement with YAF and young architects by 325%, reaching more young architects and providing resources at an intensive level to ensure their success. ■
- Hosted 24 YAFchats

### AIA National Community

#### AIA Puerto Rico Service Day

##### 2019 - Volunteer

- Following Hurricane Maria, Lora and members of the Young Architects Forum worked with AIA Puerto Rico to build two community parks after their Annual Leadership Meeting.

### The Equity Alliance / The Missing 32%

#### 2015-2018 - Digital Co-Leader

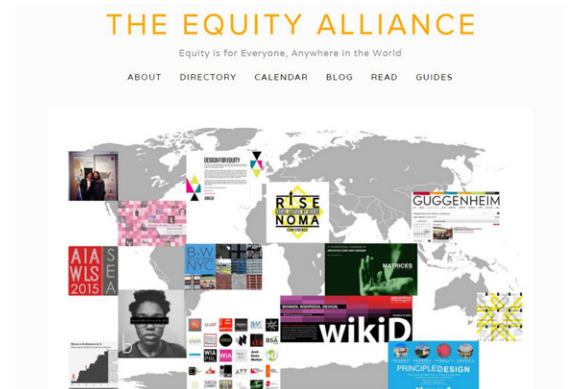
- Lora worked alongside Rosa Sheng, FAIA, to draft blogs, curate content, and spread awareness about the Missing 32% research efforts and Equity Alliance. ■

### 2018 AIA National Research Group

- Lora was hired by AIA National to create sketches for a webinar on how to initiate research committees and understand your audience.



2019 YAF Leadership Volunteer Effort, Puerto Rico



The Equity Alliance landing page



2015 AEC Cares, Project Atlanta Volunteer

## 2.1 Significant Work | Leadership Positions

“A virtual 2020 did not dilute our goals of being more equitable...Instead, it showed our resilience, our ability to adapt, to think creatively in bringing value to our members.”

Lora Teagarden, AIA Indianapolis President  
AIA Indianapolis Year in Review

### AIA Indiana Leadership

#### Indiana

##### 2021-2022 - Equity Chair

- Lora led benchmarking initiatives to assess representation in firms across the state, enabling us to help each Section, and each firm, improve access and firm systems to make the profession equitable for all. ■

##### 2016 - Christopher Kelley Leadership Development

- Lora led the effort to bring the Christopher Kelley Leadership Development Program to Indiana, connecting key stakeholders in Washington, DC, AIA National, and AIA Indiana leadership to create a franchise of the program in Indiana. *Exhibit 3.5* ■

##### 2016 - AIA Leadership Institute

- Lora served as a vital connection between AIA National and AIA Indiana to successfully bring the 2016 Leadership Institute to Indianapolis. With key speakers such as Pete Buttigieg, the growing city was a successful background for discussions on equity, mentorship, and leadership of the future. *Exhibit 3.5* ■

#### Indianapolis Section

##### 2021 - Past President

- Lora rounded out her AIA Indianapolis leadership with a focus on effective and equitable hybrid workplace initiatives and monthly speakers. ■

##### 2020 - President

- As President in an unexpected pandemic year, Lora focused on monthly speakers surrounding equity and future resiliency. Quickly pivoting to remote sessions for safety, she worked to maintain an engaging year of events, including an equitable history of places, policies that improve design for communities, and career resiliency. ■

##### 2017-2019 - Secretary, Treasurer, Vice President

- Lora led the Chapter through integration to a Section, balanced budgets with funding focused on equity and climate change, and grew membership.

##### 2014-2017 - PR Chair

- Lora strengthened the AIA brand locally and continued to provide awareness to professionals and the community about the value the AIA brings.

#### YAF Indianapolis

##### 2015-2017 - Co-Chair

- Lora worked to provide panels of leading industry professionals eager to help local emerging professionals and young architects succeed. The monthly topics have covered subjects such as negotiation, firm culture, and alternative practice. ■

- Lora led a team to bring back the ceremony honoring Newly Licensed Architects. Now an annual event, with a commencement speech provided by an AIA College of Fellows member from Indiana. *Exhibit 3.5* ■



Speaking to AIA Indianapolis members, 2019



Representing AIA Indianapolis at Grassroots, 2018



Speaking to AIA Indianapolis Past Presidents, 2019

## 2.1 Significant Work | Leadership Positions

“What if we all did our part and wore our superhero costume under our – probably black – clothes to work everyday? What if we ALL practiced being better citizens – putting the extra skills we’ve learned as architects to wider use for the good of our community?”

The Everyday Citizen Architect by Lora Teagarden  
Blog, 2015

### Community Leadership

#### Woodruff Place Civic League

2019-2020 - President

2018 - Board Member

2014 - Present - Volunteer

- As President before and during the pandemic, Lora led the Civic League through fundraising efforts for infrastructure improvements and community building during fragile social seasons.

- Lora gives her time to bi-monthly meetings and bi-annual clean-ups. She initiates safety improvements, such as re-painting curbs for school bus clearances. She also volunteers for infrastructure improvements such as fountain restoration and fence repair, and lends her architecture expertise to planning, estimating, and fundraising for future efforts.

#### Near Eastside Area Renewal

2016-2019 - Board Member

- Lora served on the housing committee and board of a local non-profit dedicated to revitalizing a local neighborhood. During this time, she also designed their new HQ and painted a mural, pro bono.

#### Indy Honor Flight

2014 - WWII Guardian

- Lora donated her time and money to act as a Guardian to a WWII Purple Heart Veteran, helping him see the WWII Memorial for the first time and experience our nation’s capital.

#### Big Brothers Big Sisters, Indianapolis

2014-2016 - Mentor

- Lora served as a mentor to a local student, guiding her through school hurdles and lessons in friendship.

#### Freewheelin’ Bikes

2014-2016 - Volunteer, Trainer

- Lora served as a trainer for a “build a bike” program, teaching kids bike skills and safety before they “graduated” and were able to keep their bike.



2014 Indy Honor Flight, WWII Purple Heart Veteran and Guardian



Near East Area Renewal HQ, 2018



Woodruff Place Infrastructure Improvements, 2016



Big Brothers Big Sisters outing, 2015

## 2.1 Significant Work | Notable Project Work

### **Boston Scientific – Johns Creek**

2025, RATIO, Johns Creek, GA  
Role: Project Manager/Project Architect  
Certifications: LEED Silver, 100% renewable electric campus  
Project Delivery Method: Design-Build  
Project Cost: \$69,000,000.00  
*Exhibit 3.9*

The 210,000sf facility north of Atlanta provides a regional hub for the global medical device manufacturer, merging office, production, and distribution needs into a single new, state-of-the-art space. As Project Manager and Project Architect, Lora led client meetings to determine needs and alignment with BSC global design guidelines for the new facility. She coordinated all consultants remotely, leading her internal team across two offices. She was the primary CA lead, performing monthly visits to the Atlanta site, seeing the project through completion in 2025, on time and under budget.



### **Marion County Coroner Office and City of Indianapolis Forensic Lab**

2024, RATIO, Indianapolis, IN  
Role: Project Manager  
Project Delivery Method: Design-Bid-Build  
Project Cost: \$50,000,000.00

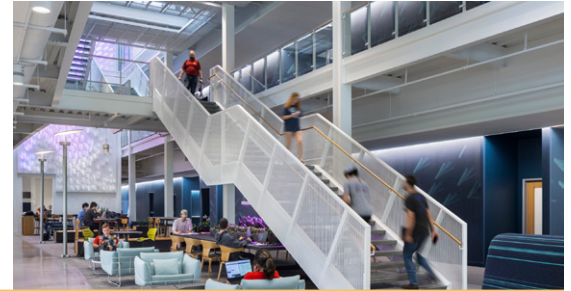
The combined Coroner and Forensic facility for the City of Indianapolis creates a new, 84,000sf state-of-the-art facility for the dual agencies. As Project Manager and Project Architect, Lora led client meetings with the city and user meetings with both agencies to determine needs and desires for the new facility. She coordinated all aspects of consultant effort and integration, and led an inner team of an Architect, LA and two Interior Designers. She was the primary CA lead, seeing the project through completion in 2024.



### **Rose-Hulman Institute of Technology Fowler Academic Building**

2021, RATIO, Terre Haute, IN  
Role: Project Architect  
Certifications: LEED Silver, Well  
Project Delivery Method: CMA  
Project Cost: \$30,000,000.00  
*AIA Indiana Merit Award, 2025*

The Rose-Hulman Academic Building provides 60,000sf of new collaboration workspaces, design studios, flexible classrooms, chemistry laboratories, and faculty innovation spaces across 3 floors. As Project Architect, Lora led coordination with consultants and technical detailing focused on the atrium, stairs, and classroom spaces.



### **Indiana University School of Informatics and Computing**

2017, RATIO, Bloomington, IN  
Role: Project Architect  
Certifications: LEED Gold  
Project Delivery Method: Design-Bid-Build  
Project Cost: \$35,000,000.00

The Indiana University School of Informatics and Computing, a \$35 million, LEED Gold project on the Bloomington campus, takes a tech-forward approach to design. As project architect for the 120,000sf building, Lora focused on the interior offices and atrium, marrying her architectural and technical knowledge to provide a learning space for tomorrow's leaders.



## 2.1 Significant Work | Juries and Teaching

Focused on equitable growth of the pipeline and awareness of the profession to younger children, Lora Teagarden, AIA, seeks opportunities to speak with elementary school children about architecture and design. She knows we can't wait until college to reach younger generations.

### Global Architecture Juries

#### Architizer - One Drawing Challenge

2019-2022

- Thanks to her online engagement surrounding the AREsketches, Architizer reached out to Lora about jurying their One Drawing Challenge, a competition where participants create a single drawing that tells a story about a piece of architecture, real or imagined. Lora juried this challenge alongside sketching greats like Wandile Mthiyane, Dan Hogman, and Pascale Sablan.

### National/Regional AIA Juries

- 2022 AIA National Gold Medal Voting
- 2022 AIA National Whitney M Young Jr Award Voting
- 2022 AIA National Topaz Medallion Award Voting
- 2022 AIA National Edward C Kemper Award Voting
- 2021 AIA National Gold Medal Voting
- 2021 AIA National Whitney M Young Jr Award Voting
- 2021 AIA National Topaz Medallion Award Voting
- 2021 AIA National Edward C Kemper Award Voting
- 2020 AIA National COF/YAF Align Mentorship Program Participant Selection
- 2018 College of Fellows Nominating Committee

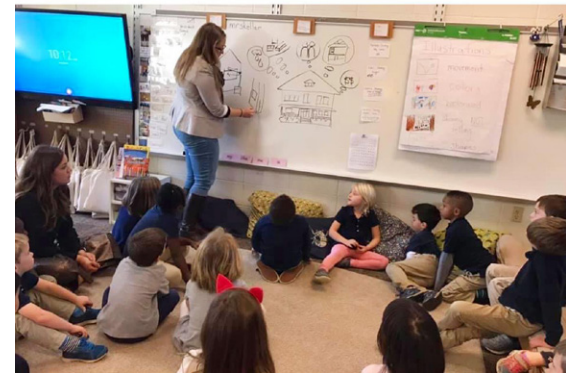
### Local Teaching

#### “Equity and Mentorship in Architecture: Starting your Career” Exhibit 3.3

2019-2023, 2025 - Ball State University, Introduction to Professional Practice

#### “What an Architect Does” Exhibit 3.2 & 3.3

2018, Butler Lab School  
2019, Amy Beverland Elementary  
2020, ACE Mentors Firm Tour and Presentation  
- Leading up to the publishing of her book, *The Little Architect's Alphabet*, Lora spent time teaching different groups of K-12 children about what an architect does at a digestible level for their current education.



Butler Lab School, 2018, “What an Architect Does”



ACE Mentor Program, 2019, “What an Architect Does”

## 2.2 Significant Honors, Awards, and Recognition

“Approaching life and practice with a can-do attitude, Lora Teagarden, AIA, is a dynamo. Juggling a number of interests within the discipline of architecture, she is a licensed architect, volunteer, author, and advocate.”

AIA National Young Architect Award Jury, 2017

### AIA Awards and Recognition

2022 Louise Blanchard Bethune Fellow

2017 AIA National Young Architect Award

### Other Awards and Recognition

2022 100 Women to Watch in Architecture, Architizer

2020 50 Women Rocking the World of Architecture, Architizer

2019 25 Young Architects to Watch, Architizer

2019 Top Experts in the Construction Industry, Fixr

2018 Certificate of Appreciation, AIA College of Fellows

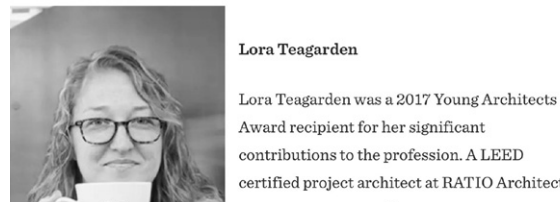
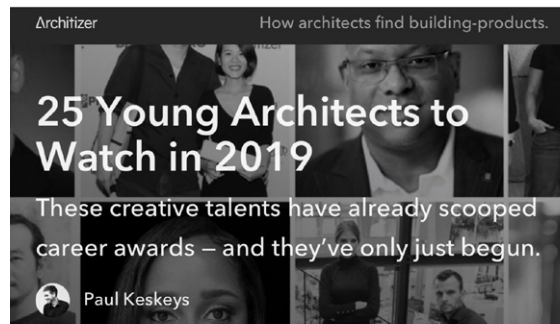
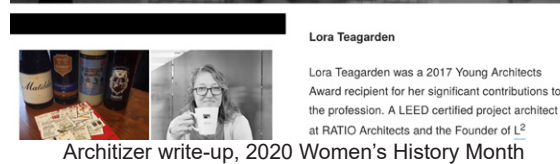
2018 Top Influencers in the Construction Industry, Fixr

2018 Top Experts in the Construction Industry, Fixr

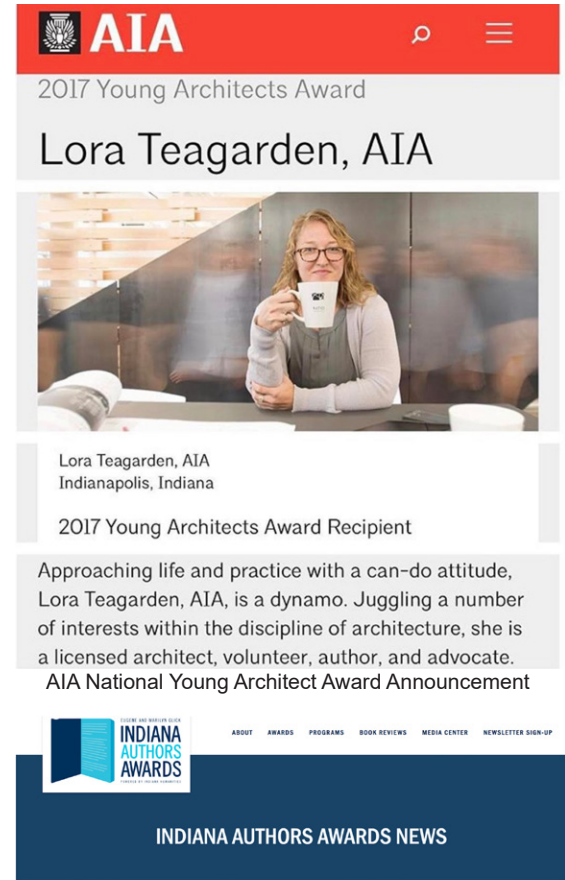
2017 Top Experts in the Construction Industry, Fixr

2016 Top Influencers in the Construction Industry, Fixr

2016 15 Best Architecture Websites in the Nation, Life of an Architect



Architizer editorial, 2019



## 2.3 Significant Publications

Lora Teagarden, AIA, uniquely combines the threads of service, equity, and mentorship to meet the diverse minds of our membership (and future members!) on their path to becoming an Architect.

### Books

**2027** *ARE Sketches volume 2.2: A Visual Study Guide to the Architect Registration Exams - Project Planning & Design*  
- In Process, expected 2027

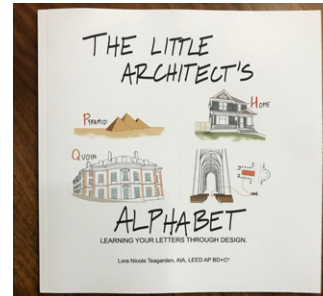
**2026** *The Little Architect: Shapes and Colors at Home*  
- In Process, expected 2026

**2024** *ARE Sketches volume 2.1: A Visual Study Guide to the Architect Registration Exams - Programming and Analysis*  
- 171 books sold  
- 55 states and countries reached

**2020** *The Little Architect's Alphabet: Learning your letters through design*  
- 1,457 books sold  
- 63 states and countries reached

**2017** *ARE Sketches volume 1.2: A Visual Study Guide to the Architect Registration Exams - Site Planning and Design*  
- 512 books sold

**2016** *ARE Sketches volume 1.1: A Visual Study Guide to the Architect Registration Exams - Programming, Planning, and Practice*  
- 783 books sold



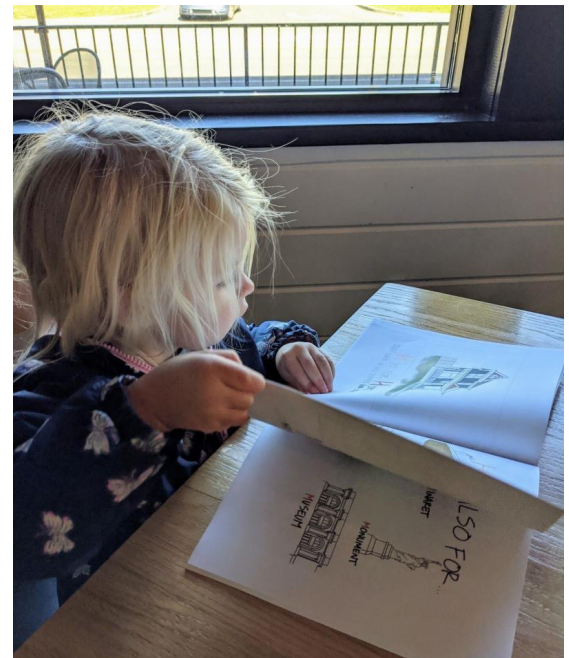
ARE Sketches and The Little Architect's Alphabet



A'16, Philadelphia



Ayden, Little Architect reader



Warner, Little Architect reader

## 2.3 Significant Publications

Lora Teagarden, AIA, regularly uses her voice and network to push for equitable advancement of the profession and mentorship of future and current Architects.

### AIA National Publications

- 2020 "The Virtual Reality of 2020" ■  
Message From The President  
AIA Indianapolis Annual Review
- 2020 Chair Message: "YAF Leadership Response to COVID-19" ■  
YAF Connection vol 18, issue 02
- 2019 Chair Message: "Looking Forward After a Decade of Growth"  
YAF Connection vol 17, issue 04
- 2019 Chair Message: "Designing Our Future: Building Resilient Business Frameworks"  
YAF Connection vol 17, issue 03
- 2019 Chair Message: "Filling the Gaps: work beyond the norms as a citizen architect"  
YAF Connection vol 17, issue 02
- 2019 Chair Message: "Equity Check-in" ■  
YAF Connection vol 17, issue 01
- 2018 "The Value of Membership" ■  
AIA National Twitter Spotlight
- 2018 Chair Message: "Innovating our Practice Culture" ■  
YAF Connection vol 16, issue 01



Value of AIA Membership, 2018



Chair Message, Equity Check-in, 2018



President's Message, AIA Indianapolis, 2020

Amid chaos and confusion brought on by a pandemic, we persevered, though. Instead of canceling plans, we adapted. Instead of changing our focus, we changed our delivery and took a virtual approach to risk. It has become our new reality.

**Despite the pandemic, we achieved our goals, and we even surpassed them.**

We used the opportunity of a virtual platform to partner with other local organizations in Indianapolis for great, relevant content focusing on our theme of equity in the built environment. We heard from local leaders about the importance of the White River Waterway improvement. We opened a partner program with Jordan Hays and the Indiana Historical Society to the public, discussing the importance of built and intangible equity on the health of communities and how we move forward in creating equitable environments.

More than 250 people attended AIA Indiana's first ever outdoor convention this summer. Wearing face masks and social distancing, we found ways to get together, to network, to learn and to celebrate the best of design.

In the pages that follow, you'll see how a virtual 2020 did not dull our goals of being more equitable. It didn't keep us from partnerships or from offering workshops and continued learning. Instead, it showed our resilience, our ability to adapt, to think creatively to ensure AIA Indianapolis continued to bring value to its members, even if that meant doing so behind a screen or from a distance. That was the virtual reality of 2020, and I'm proud to have been able to be your president during unprecedented times.

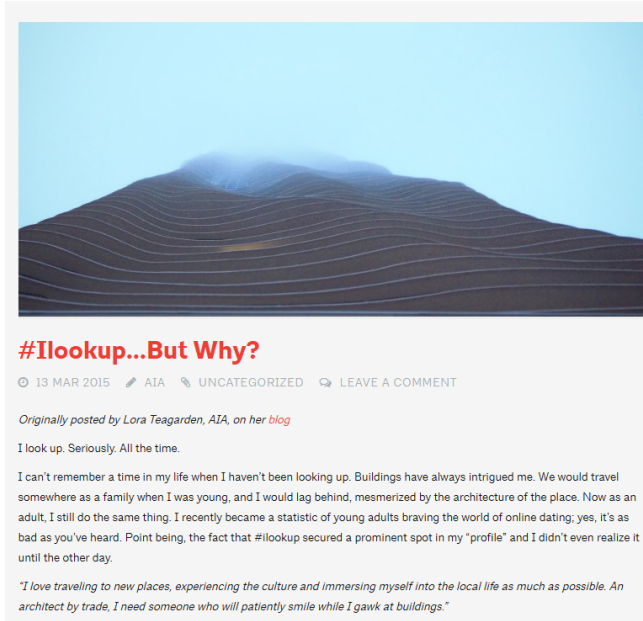
*Lora Teagarden*  
Lora Teagarden, AIA  
2020 President / AIA Indianapolis

## 2.3 Significant Publications

With a constant focus on the future of architecture and the Institute, Lora Teagarden, AIA, leads discussions across all platforms that spearhead equitable growth and mentorship of those in the profession and those yet to come.

- 2018 YAFchat host, topic of “Future of Architecture”  
YAF Connection vol 15, issue 04
- 2017 YA Spotlight  
YAF Connection vol 15, issue 03
- 2017 YAFchat host, topic of “Resiliency”  
YAF Connection vol 15, issue 03
- 2017 Young Architect Award Winner Profile - An Interview with Lora Teagarden  
YAF Connection vol 15, issue 03
- 2017 YAFchat host, topic of “Advocacy”  
YAF Connection vol 15, issue 02
- 2017 YAFchat host, topic of “Path to Fellowship”  
YAF Connection vol 15, issue 01
- 2016 YAFchat host, topic of “Continuing Education”  
YAF Connection vol 14, issue 06
- 2016 YAFchat host, topic of “Mentorship”  
YAF Connection vol 14, issue 05
- 2016 YAFchat host, topic of “State of Practice”  
YAF Connection vol 14, issue 04
- 2016 YAFchat host, topic of “Stewardship”  
YAF Connection vol 14, issue 02

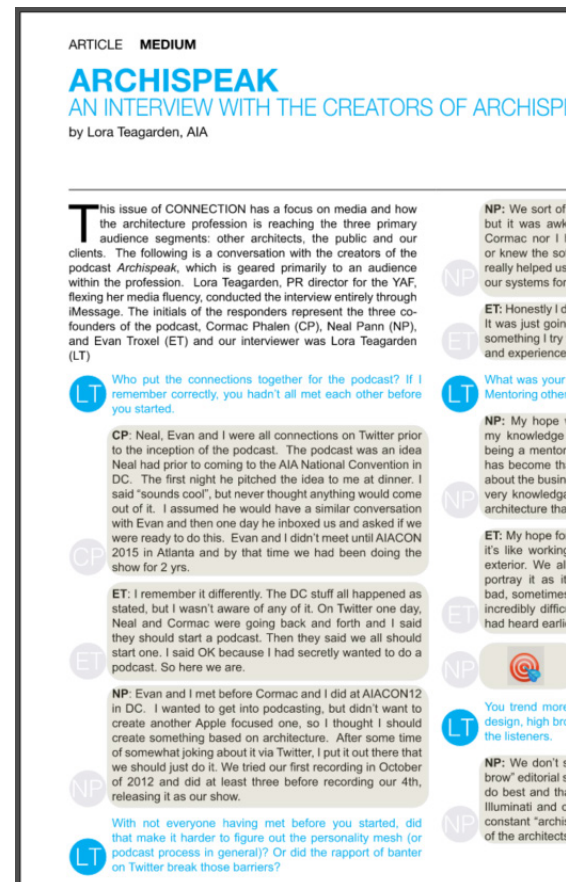
- 2016 “Social Media Primer”  
CRAN Chronicle
- 2016 “An Interview with the Creators of Archispeak”  
YAF Connection vol 14, issue 01
- 2016 YAFchat host, topic of “Architecture + Media”  
YAF Connection vol 14, issue 01
- 2015 “#ilookup but why”  
AIA National website, Article



Op-Ed, AIA National Website 2015



Engaging voice on mentorship, YAF Chat 2015



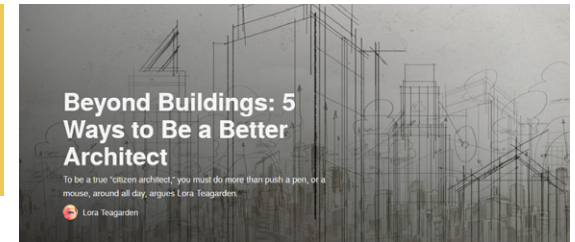
Archispeak Interview, YAF Connection Q1/2016

## 2.3 Significant Publications

“We need more passionate, caring people in this world that are working hard to improve the surroundings within which we live. The places we call home are precious, and so are the people we share it with. Architecture has the capability to better both of those things.”

Lora Teagarden, AIA

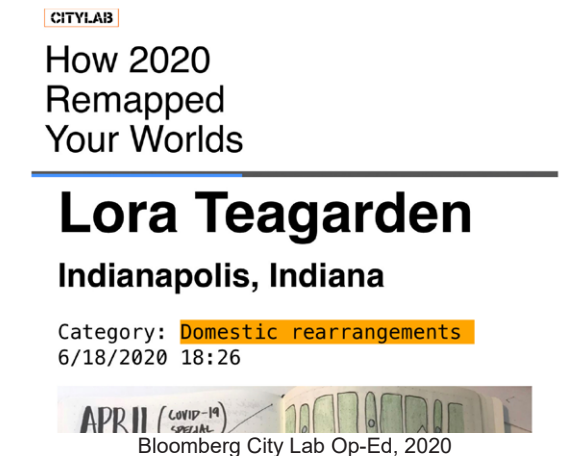
“Why It’s Never Too Late to Become an Architect”, Architizer



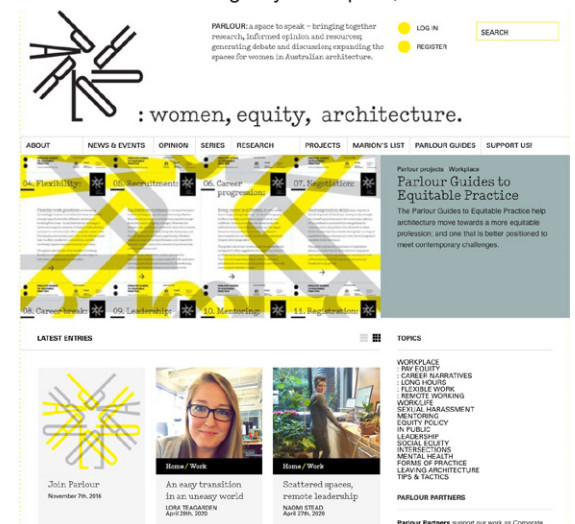
Architizer article, 2017

### Writer for Global Publication

2023	“Tired of Gray? Me too.” Op/Ed Contributor, IndyStar	2019	Energy Efficient Home Design Trends Contributor, Fixr
2021	“The Little Architect’s Alphabet” Interview with Pinch Point Architecture The Netherlands	2019	Single Family Home Construction Trends Contributor Fixr
2021	Adapt As An Architect by Randy Deutsch, FAIA Contributor, Interviewee	2018	Experts Predict Smart Home Surge in 2018 Amongst Other Single Family Home Trends Contributor Fixr
2020	“3 Big Reasons Why Architects Miss Out On Projects” Architizer	2017	“Why Architects Travel” Architizer
2020	“An Easy Transition in an Uneasy World”, Home/Work Series Article, Parlour	2017	“Beyond Buildings: 5 Ways to Be a Better Architect” Architizer
2020	“How 2020 Remapped Your Worlds” Guest Contributor, Bloomberg CityLab	2017	“Young Architect Guide: 15 Inspiring Architectural Mentors” Architizer
2020	Single Family Home Construction and Remodeling Trends Contributor, Fixr	2017	“Dear Future Architects” Architizer
2019	“On Our City Streets, The Car Isn’t King, People Are” Editorial, Indiana Business Journal	2017	Single Family Home Construction Trends Contributor Fixr
2019	“Why It’s Never Too Late to Become an Architect” Architizer	2015	“Architecture of sketches” FiftyThree (WeTransfer) takeover, Instagram



Bloomberg City Lab Op-Ed, 2020



Parlour Op-Ed, 2020

## 2.3 Significant Publications

“Be accessible to the people wanting to learn from you and you will find that you learn, too. Share your missteps and what you learned in the process. This isn’t a contest; you’re trying to help someone grow.”

Lora Teagarden  
Mentorship blog, 2017

### L<sup>2</sup> Design, LLC Blogs of Note

822 Articles to date, June 2014 - Present

- 2020 Advice for Architecture Graduates ■
- 2018 Learning From Mistakes in Architecture ■  
Gaining Experience as a Young Architect ■  
Creating Space for Unlikely Inspiration ■  
Types of Communication in Architecture ■
- 2017 Take the ARE, Already ■  
Mentorship ■  
Architecture of Change  
Balance As A Young Architect: A Lesson  
In Burnout ■  
AIA National Young Architect Award  
By The Numbers ■
- 2016 10 Excuses For Not Taking The ARE....Yet ■  
Am I Too Old To Be An Architect? ■  
ARE Questions: The Path to Licensure ■  
“But I Don’t Have Time”: A Lesson in Priorities  
Q&A: Am I Ready to Take The ARE? ■  
Dear Future Architects: 3 Letters ■  
If Your Dreams Don’t Scare You, They Aren’t  
Big Enough ■  
5 part series on Social Media  
The tools that help make #AREsketches

- 2015 3 part series:  
The Gift of Mentorship ■  
Finding a Mentor ■  
Tapped for Mentorship ■  
The Everyday Citizen Architect ■  
Work/Life...Attempts  
Why I Am An Architect  
#ArchiTalks: I love it!  
Oh, you crafty!  
Architecture: It’s A Human Thing  
My Favorite Things: The Pieces of My Story  
Architects Making Tools: The Value of Why ■
- 2014 A Day in the Life of: An Almost Architect ■  
Architectural Storytelling: The Legacy of Design  
First AIA Convention, recap:  
The Young Architect’s Experience

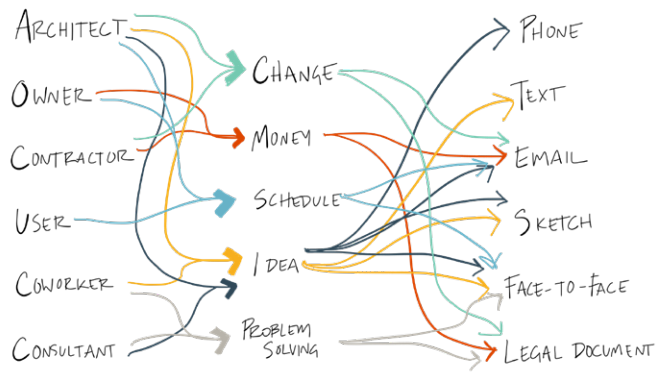


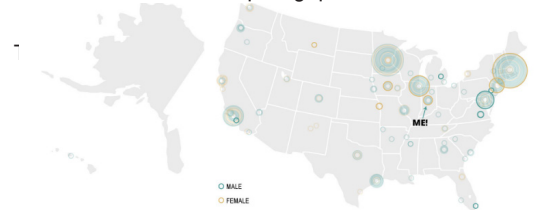
Illustration for Types of Communication blog, 2018



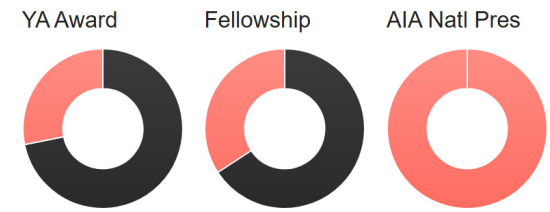
Illustration for Citizen Architect blog, 2015



Mentorship blog quote, 2015



To get even more nerdy, I researched how many of these awardees (so far) have gone onto become elected into the College of Fellows. Of the 188, 38 have – 20%. Of the 38 Fellows, 13 are women – 34%.



Analysis of Young Architect Award for blog, 2017

## 2.4 Significant Presentations and Speaking Engagements

“Chances are if you’re working hard and giving back, people are noticing. They might have already been looking to you as a mentor or leader in your community. This is the beginning of helping another person figure out their path just like your mentors helped you find yours. Mentorship happens when you’re just out there in the thick of it, putting good back into the world.”

Lora Teagarden, AIA

“Creating a Career That’s Open to Innovation”, 2018

### AIA National Speaking Engagements

- 2018 “Creating a Career That’s Open to Innovation”  
AIA Florida Conference ■
- 2018 “Sexual Harassment Workshop” ■  
AIA National Conference
- 2017 “Designing a Virtual Community” ■■  
AIA Ohio Valley Region Conference
- 2017 “2+2: An Architect’s Career” ■  
AIA National Conference
- 2016 “EP Workshop” ■  
AIA Indiana / Kentucky Convention
- 2016 “EP Workshop” ■  
AIA Mississippi Convention

### Local Speaking Engagements

- 2025 “Equity and Mentorship in the Profession” ■■
- 2023 - ARCH 320 Intro to Professional Practice
- 2019 Guest Lecturer, Ball State University
- 2019 “ARE Tips and Tricks” ■  
YAFindy Meeting
- 2016 “Ask an Architect” ■  
Young Preservationists Group, Indianapolis, IN

### Global Podcast Interviews

- 2021 “From Brain to Book” ■  
Context and Clarity
- 2021 “Architecture, And: Publishing” ■  
Practice Disrupted
- 2021 EA391: “Lora Teagarden - The Little  
Architect’s Alphabet” ■  
EntreArchitect
- 2021 “Pride Event Interview” ■  
AIA | DC Equity Committee by WIELD
- 2020 “Voices from the Future of the  
Profession” ■  
Practice Disrupted
- 2017 “Tools of Capital: Iconic, Boring, and for  
the Happy Few”  
Archinect Sessions
- 2017 “#AIACON17”  
Archispeak
- 2017 “The Millennial Question” ■  
Archispeak
- 2016 EA123: “Sketch your way to ARE  
Success with Architect Lora Teagarden” ■  
EntreArchitect



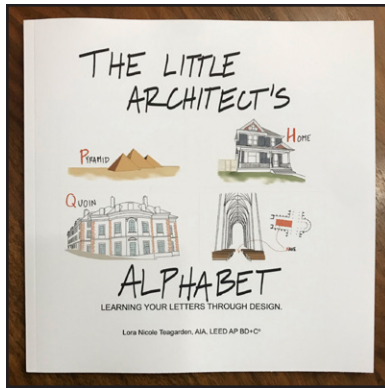
**K** Creating a Career That's Open  
to Innovation  
9:25 AM - 10:25 AM | 1 LU

JACOB  
LEADERSHIP  
INSTITUTE

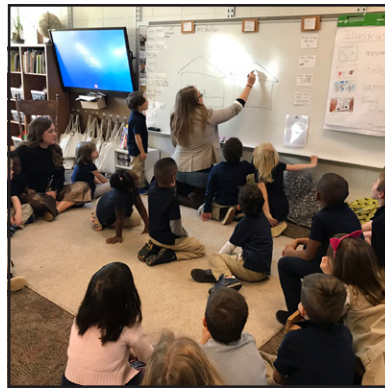
Innovation is a hot topic. But what does it mean for you + architecture? Join Lora Teagarden, #AREsketches author, business owner and 2017 National Young Architect Award recipient, as she talks through potential for innovation in mentorship, career paths and communication in architect.  
**Speaker: Lora Teagarden, AIA, LEEP AP BD+C / Project Architect / Ratio Architects**



# 3.0 Exhibits | Summary



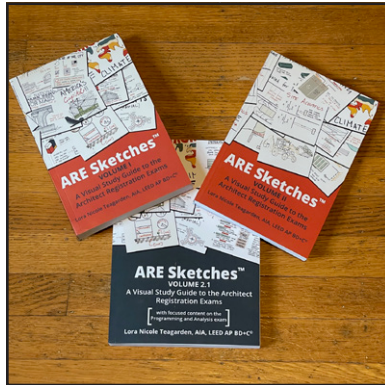
**3.1**  
**Grow the Pipeline**  
The Little Architect's Alphabet



**3.2**  
**Grow the Pipeline**  
What an Architect Does



**3.3**  
**Grow the Pipeline**  
De-mystify the Profession



**3.4**  
**Create the Path**  
ARE Sketches (volumes 1-3)



**3.5**  
**Create the Path**  
Celebrate & Mentor New Professionals



**3.6**  
**Create the Path**  
The Align Mentorship Program



**3.7**  
**Widen the Tent**  
YAF Equity Initiatives



**3.8**  
**Widen the Tent**  
Keep Learning & Growing



**3.9**  
**Built Work**  
Boston Scientific

# 3.1 Grow the Pipeline | The Little Architect's Alphabet

## Challenge/Response

The concept of “growing the pipeline” has long been a discussed goal of the Institute. Engaging younger generations with the profession allows children to see the opportunities before them to design the world around them. The Little Architect's Alphabet, a book that teaches children the concepts of architecture and design, grows with kids from learning their letters to learning the concepts of brick patterns and wood joinery.

In early 2020, Lora took this to heart, designing an alphabet book with the sole purpose of presenting architecture and design concepts to children in an easy-to-understand format through images. Self-publishing and leveraging her network for awareness, the simple spreads and low price point create opportunities to inclusively reach a wide range of children around the world. Designing for change, in this instance, starts one spread, one letter, at a time.



Sisters reading “The Little Architect's Alphabet”

## Architect/Author:

Lora Teagarden, AIA

## Completion date:

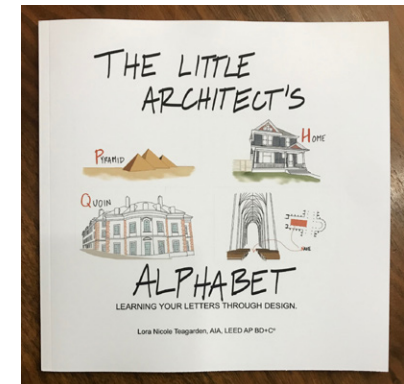
October 20, 2020

## Awards and Publications

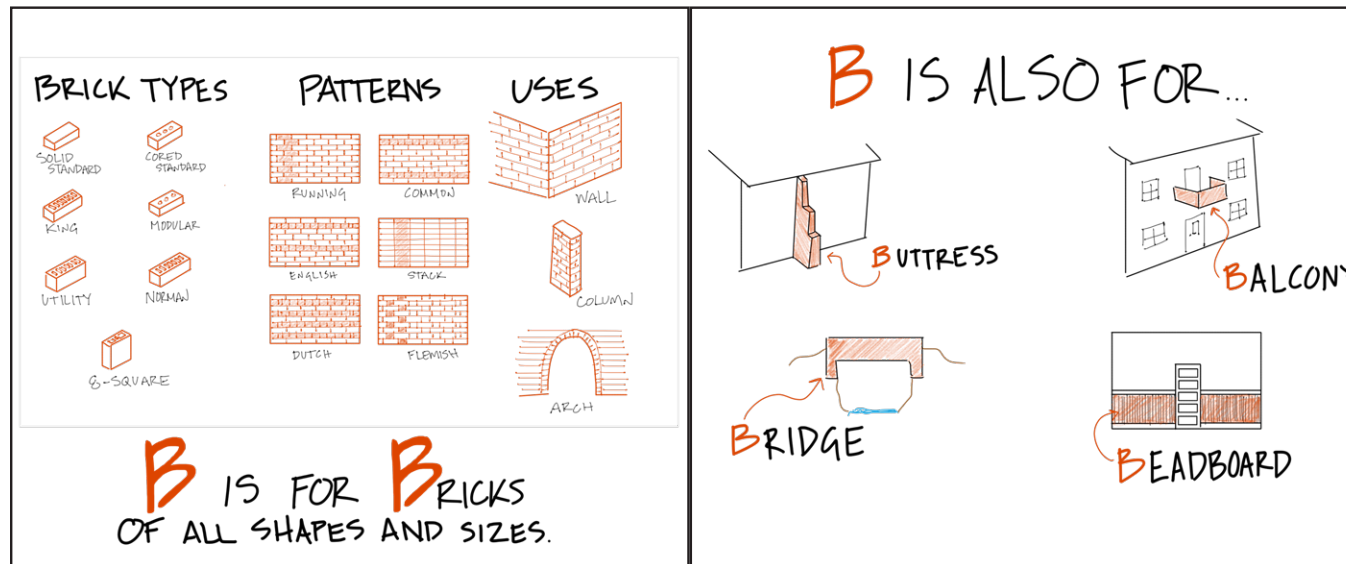
- Architect Magazine, 2020 Christmas Gift Guide
- Archispeak Podcast, Gifts for Architects 2020
- Architizer, Book Review / interview, 2020
- Currently sold on Amazon, Viewpoint Bookstore, Tomorrow Bookstore, and The Index

## Books Sold:

1,455+



“The Little Architect's Alphabet”



Example spread, “The Little Architect's Alphabet”

## Declaration of Responsibility:

I have personal knowledge for the nominee's responsibility for this exhibit. The nominee drew, wrote, and published the book referenced.

**NAME** Jon Penndorf, FAIA | Associate Principal at Perkins&Will

Relationship to Exhibit: Architecture peer, Buyer

# 3.1 Grow the Pipeline | The Little Architect's Alphabet

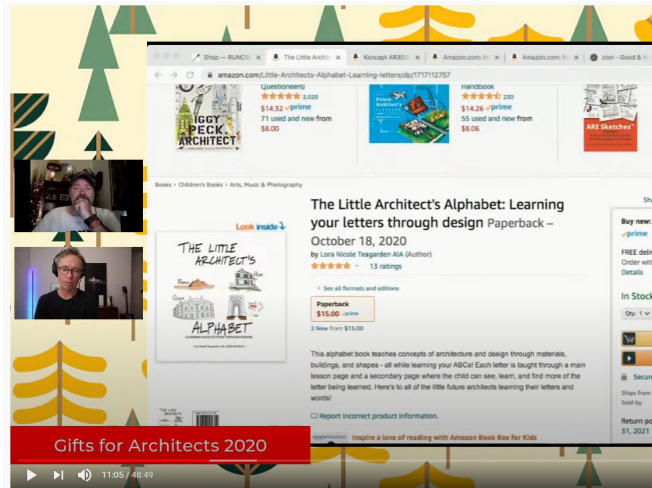
## Role/Outcome

Merging her ability to quickly convey ideas through sketching and a desire to show kids how interesting architecture can be from an early age, Lora dove into the project (with the selfish goal of publication before her first nephew could read). **Creating designs that allow children to discover the world of architecture repeatedly**, based on their age, interests, and level of understanding, each spread describes various aspects of the world of architecture and design.

The book has been featured in Architect Magazine's gift guide, and Lora has been interviewed on podcasts ranging from Archispeak to Practice Disrupted, as well as on architecture websites such as Architizer. Each outlet highlighted the book's intent to engage children early in the architecture of the world around them, as well as the inclusive reach to children of all ages and backgrounds.

**“This book has been a blessing, teaching both my daughters the alphabet and introducing them to the work I do each day as an architect.”**

**Ryan McEnroe, FAIA**  
Associate Principal  
Quinn Evans Architects



The Archispeak Podcast's Gifts for Architects 2020

Archispeak Gift Guide, 2020



Architizer Interview, 2020

**In your view, what are the most important aspects or qualities of architecture for children to be introduced to?**

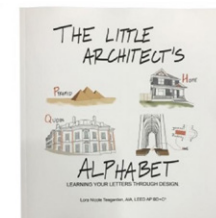
Spatial awareness is huge for kiddos. They're constantly growing and so their scale of their surroundings is changing all the time. They're also highly visual, so I tried to represent those ideas in the book to the best of my abilities: getting them to think about everything from the early concepts of letters and shapes and colors, to the intricate details (for older readers) of quaterfolds or types of wood joints. In general, I think their understanding as a human in a space, and what that interaction means, is the biggest thing we can teach them. How do we make spaces for everyone?



Cora, Little Architect Reader, 2025

## Gift Guide 2020: Sparks of Joy for Architects and Designers

### ARCHITECT



Lora Teagarden

*The Little Architect's Alphabet: Learning Your Letters Through Design, CreateSpace Independent Publishing Platform (\$15)*

*"Even adults can learn something new from this hand-illustrated book! A great introduction to various details in architecture." — Evelyn Lee, AIA*

For the budding architect, this alphabet book by Indianapolis-based **L<sup>2</sup> Design** founder Lora Teagarden, AIA, offers an early primer in design. Each letter gets a two-page spread with related architectural terms starting with that letter along charming illustrations. You may even find yourself disinterring rarely used words from your lexicon: Q for quoin, anybody?  
[amazon.com](https://www.amazon.com)

Architect Magazine Gift Guide, 2020

### 3.1 Grow the Pipeline | The Little Architect's Alphabet

#### Reach/Impact

Feeding a desire to constantly learn and share knowledge with others, Lora approaches the cultivation of new minds in architecture early. With sales to over 63 states, territories, and countries, the 1,455+ copies in distribution to families, schools, and libraries alike have **engaged thousands of children in the concepts of architecture and design through a process as simple as learning your letters.** The success of the book demonstrates a clear growth in the early stages of the architecture pipeline, engaging children from diverse backgrounds in the design of the world around them.

**“The Little Architect’s Alphabet is a beautiful production that will introduce the young, absorbent mind of your little one to an entirely new vocabulary.”**

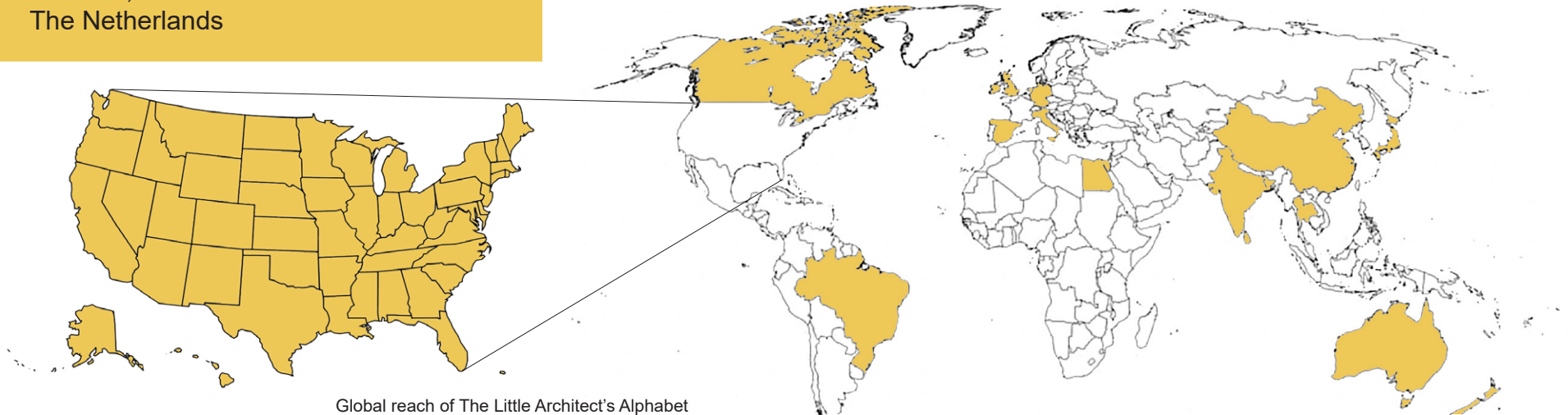
**Laura Minca**  
Founder, Pinch Point Architect  
The Netherlands



Pinch Point Architect Daughter, 2021



Pinch Point Architect interview blurb, 2021



Global reach of The Little Architect's Alphabet

## 3.2 Grow the Pipeline | “What An Architect Does”

### Challenge/Response

Writing a book is only one way to reach children, and Lora knew that true growth and discovery occur in in-person engagement to help kids understand the shape and design of the world around them. Continuing to raise awareness of the profession and promote equitable growth in the pipeline, Lora recognized the challenge ahead and reached out to multiple local public schools to discuss architecture as both an idea and a career with students.



Amy Beverland Elementary, 2019

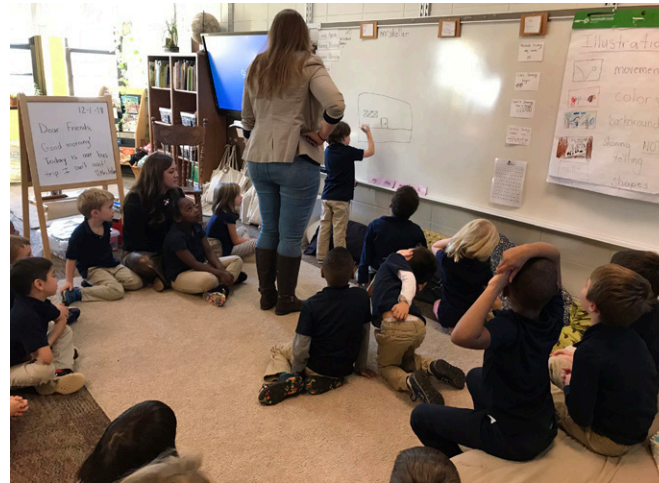
**“Lora’s visit brought architecture to life for our learners. As she showed how Architects impact homes, the ideas became something they could see and imagine in new ways. Meeting an Architect who could guide them in exploring their world was invaluable, and it helped them see that they, too, could become Architects in our city one day. Her time with us truly sparked inspiration and possibility.”**

**Kassi Hall, Head of School**  
Nature School of Central Indiana

### Role/Outcome

Based on this outreach, Lora spent time teaching multiple groups of K-12 children about “What an Architect Does” at a level that was digestible for their current education.

- For the Kindergarten class at Butler Lab Schools, she spoke with them about what is in their house, what their favorite things are, and how an architect helps make those things a reality.
- For the First Grade class at Amy Beverland Elementary, Lora and her team of consultants discussed the renovations they were performing at the school and how it was going to make a more engaging learning environment for the children in their various classes.
- During Covid, Lora hosted virtual readings online of her then-published book, *The Little Architect’s Alphabet*, for learners as they explored their homes and neighborhoods in new ways. She discussed how *equitable communities* take shape, how kids explore with an eye for *discovery*, and how they can enact *change* in the world around them.



Butler Lab School student engagement, 2018

### Project Name:

“What an Architect Does”

### Organization/Firm Name:

Butler Lab School  
Amy Beverland Elementary  
RATIO

### Completion date:

2018, 2019, 2020

### Role:

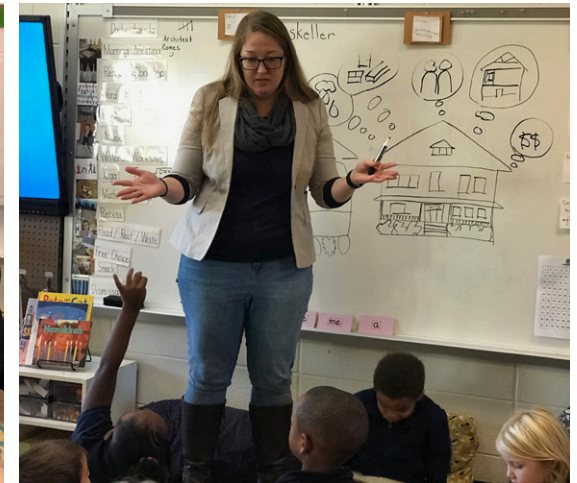
Speaker

### Declaration of Responsibility:

I have direct knowledge of Lora’s outreach in this exhibit, speaking to multiple school classes about architecture.

**NAME** Scott Hunt, AIA | Principal, RATIO

Relationship to Exhibit: Principal in Charge on the Amy Beverland Project



Butler Lab School, 2018

## 3.3 Grow The Pipeline | De-mystify the Profession

### Challenge/Response

In the next stage of pipeline growth to the profession and the Institute, Lora engages and mentors high school and college students. As students decided on college majors and prepared for their first internships and full-time positions in the profession, Lora recognized the opportunity to guide them in their discovery and planning for their future careers.

### Role/Outcome

Proactively seeking opportunities to engage high school students through early graduation, **Lora has spoken with over 500 students along their educational paths** about the world of architecture, life in the profession, and the equity initiatives she has led within the Institute that benefit their careers.

**“Lora’s passion to elevate emerging professionals extends into the classroom. She always makes time to engage my students, where she passionately and empathetically articulates the Architect’s role pursuant to equity and social justice. Moreover, Lora stands as a role model - as a true “doer” - which garners inspiration and credence. Lora has impacted more careers than she will ever know.”**

**Daniel Overbey**  
**AIA, NCARB, LEED Fellow**  
Associate Professor, Ball State University  
Director of Sustainability, Browning Day

- In 2019, Lora hosted, toured, and presented to high school students in the ACE mentorship program, **showing them the daily life of an Architect and answering questions about mentorship and work-life balance.** She then followed up this effort as AIA Indianapolis President in 2020 with a monthly program to the profession on ACE’s local impact and the importance of mentorship.

- From 2019 to present, Lora has spoken every year with the Introduction to Professional Practice class at Ball State University. In a candid discussion, **Lora speaks to her leadership for change in the Institute** and the profession, finding mentors, equity red (and green) flags to look for as they apply for and start their first jobs, and much more.

- As YAF Indianapolis Co-Chair, Lora worked to provide panels of leading industry professionals eager to help local emerging professionals and recently graduated young architects succeed. The monthly topics have covered subjects such as negotiation, firm culture, and alternative practice.



ACE mentorship presentation, 2019

### Project Name:

Equity and Mentorship in Architecture: Starting your Career

### Organization/Firm Name:

Ball State University  
RATIO  
YAF Indianapolis

### Completion date:

2019-2023, 2025 (scheduled)

### Role:

Speaker

*Tip #2: The best potential mentor is someone you want to emulate. They are doing good work - that interests you - which you have a desire to learn. Typically, the best mentors are in the trenches, working hard, and ultimately accessible to you.*

Slide from Ball State presentation, 2019-2023

### Declaration of Responsibility:

I have direct knowledge of Lora’s outreach in this exhibit, speaking to multiple college classes about architecture.

**NAME** Daniel Overbey, AIA | Principal, Browning-Day

Relationship to Exhibit: Associate Professor, Ball State University

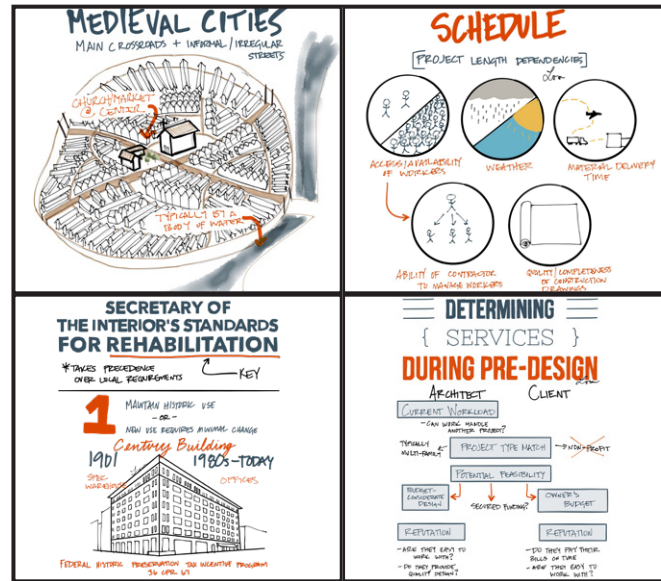
# 3.4 Remove Barriers | ARE Sketches

## Challenge/Response

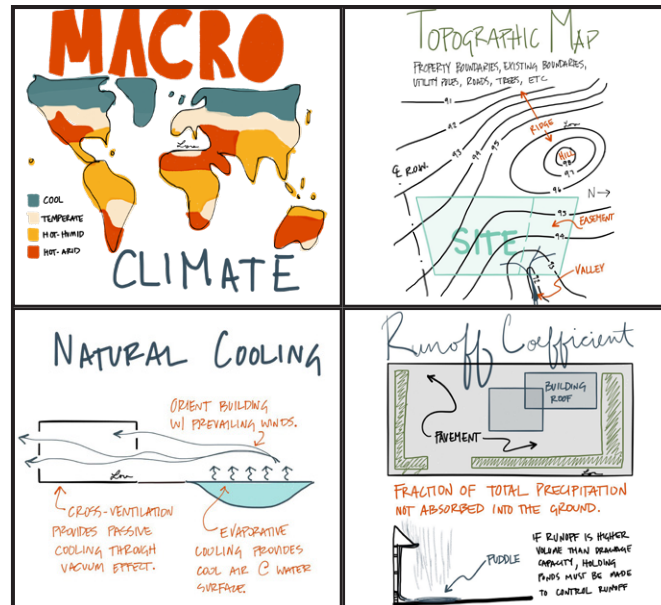
During her own licensure path, Lora recognized a need to distill and clarify the study materials available to help young professionals pass their Architecture Registration Exams (AREs). Through conversations with peers, both online and in person, Lora mentioned that during her own studying, she had created graphics to ensure she understood the various concepts. In those conversations, Lora realized that those graphics could be helpful to her peers, as well. She began sharing them online, free to those who were also studying for their license—or to those who were simply interested in architecture.

**“I just received your AREsketches book. I am currently living in England working on a military base. I promised myself that I would finish all my exams by the time I go back state side--in about three months, so I’m on the final lap...I am sending you a huge ‘THANK YOU’ for your sketches. The book (sketches) read(s) well and shows durable quality. I have been following your sketches ever since the ARE NCARB google+ blog went online... That’s all to say ‘thank you’ for making it a little easier by sharing your sketches. I am a visual learner, so it is perfect!”**

**Leslie Thompson**  
2017, (Now licensed and residing in VA)



Example Images from vol 1 - Programming, Planning, and Practice



Example Images from vol 2 - Site Planning and Design

## Project Name:

- ARE Sketches Visual Study Guide, vol. 1 - PPP, April 10, 2016
- ARE Sketches Visual Study Guide, vol 2 - SPD, January 7, 2017
- ARE Sketches Visual Study Guide, vol 2.1 - P&A, January 6, 2024
- ARE Sketches Visual Study Guide, vol 2.2 - PPD, In Process, Expected 2027

## Role:

Author

## Awards and Publications

- Book interviews on: EntreArchitect podcast, Archispeak podcast, Architizer, Practice Disrupted
- In-person presentations at A'16, A'17, AIA IN/KY Conference 2016, AIA Mississippi Conference 2016, AIA Florida Conference 2018

## Books Sold:

1,465+



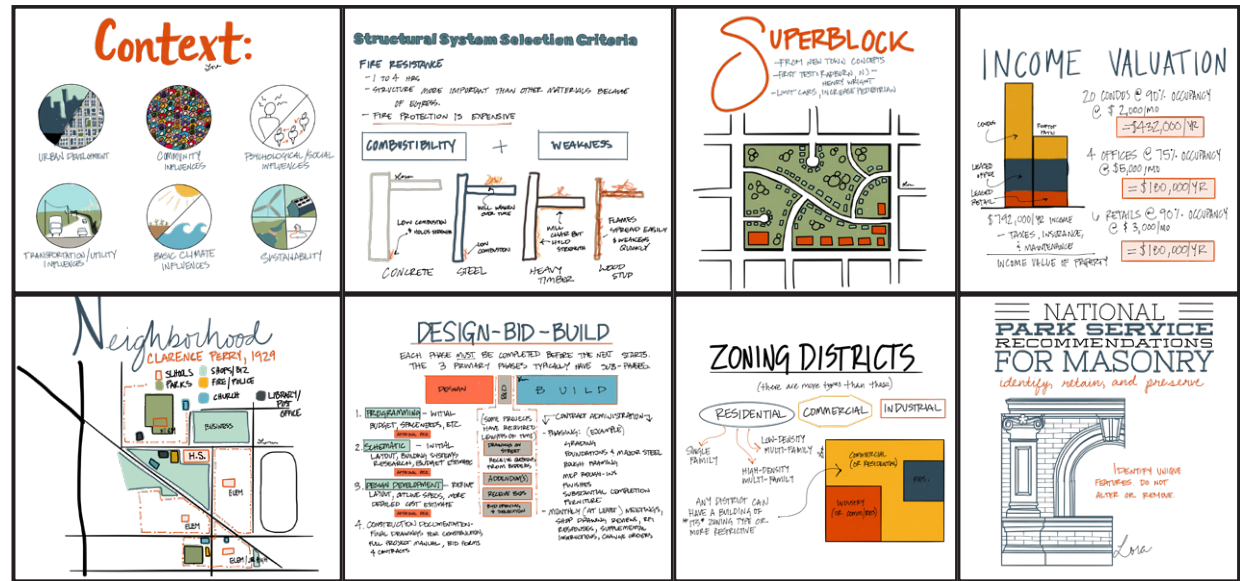
# 3.4 Remove Barriers | ARE Sketches

## Role/Outcome

An organic desire to change and improve the study process led not only to the sharing of sketches, but also to the creation of various resources, including a newsletter and three published study guides. (The next, fourth, study guide is in process. Due out in 2027.)

With the intention of making each study sketch easy to digest in as little as 2 minutes, Lora created bite-sized, graphic images and intentionally set up processes to share them with the easiest path of *discovery* and use for those on their testing journey. *Integrating* the test subject matter into a graphic allows future architects to study how their brain knows best - visually.

Across 3 books currently available for purchase, in her free newsletter, and on Instagram, Lora has shared over 900 sketches that break down study concepts needed to pass the ARE.



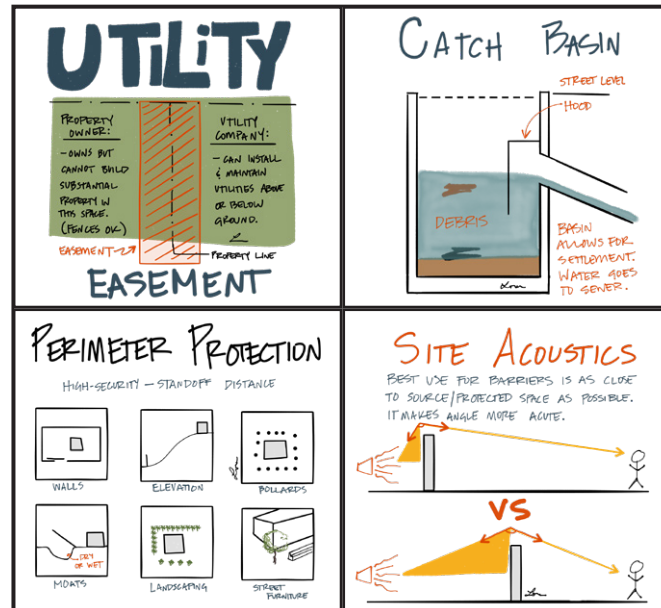
Example Images from vol 2.1 - Programming and Analysis

**“I just wanted to pass along a note that since I found your great book, ARE Sketches, I have now passed both PPP and SPD ARE 4.0 Exams.”**

**Brandon Weis**  
AREsketches community member, 2016  
(Licensed in 2016)

**“Your book is my Friday night study treat: something that I actually want to read, and still educational.”**

**Jennifer Doty**



Example Images from vol 2.2 - Project Planning & Design

**“This has been very helpful, as I am a 51 year old Associate AIA member looking to remove the “associate” label. It’s never too late to get something done.”**

**Jeffrey Weisman**  
AREsketches community member, 2016  
(Licensed in 2021)

# 3.4 Remove Barriers | ARE Sketches

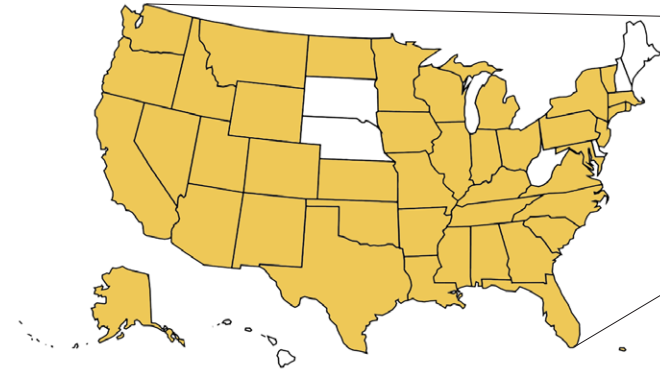
## Reach/Impact

Reaching over 635 people worldwide through her free newsletter, Lora brings the visual concepts of architecture to those studying for their licenses, those serving in city planning roles, those teaching or studying architecture at the college level, and many more.

With images shared on her website that reach 11,500+ people annually, as well as her Instagram that reaches just shy of 3,000 people...the free access to architectural concepts benefits those interested in architecture and design around the world. There is a known presence of her impact in at least 55 states, territories, and countries, with over 1,465 books sold to date.

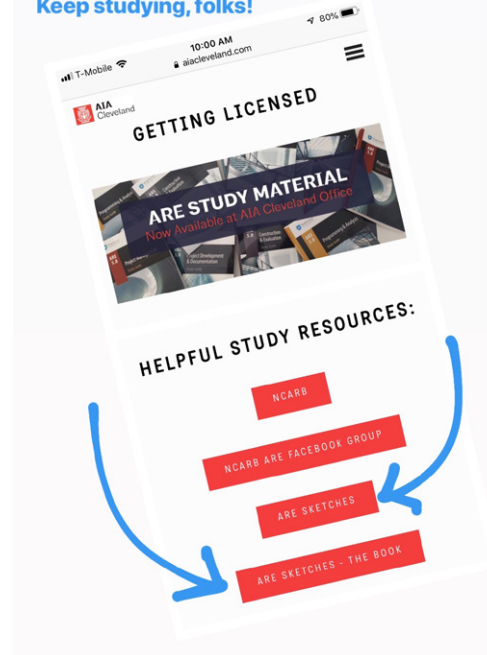
**“Now I can find FUN time reading the ARE Review Manual with the BIG AID of your books. Keep up the GREAT job!”**

**Gloria Mortera**  
AREsketches community member, 2017



Global reach of The ARE Sketches books and newsletter

When you realize that @aiacleveland linked to one of your books AND your website! Keep studying, folks!



AIA Cleveland sharing ARE Sketches resources on their website.



Screenshot, City of Lonoke Planning Commission website

### Declaration of Responsibility:

I have personal knowledge for the nominee's responsibility for this exhibit. The nominee drew, wrote, and published the books referenced.

**NAME** Allison Anderson, FAIA | Owner, unAbridged Architecture

Relationship to Exhibit: Mentor, Buyer



## 3.5 Celebrate and Mentor New Professionals

### Challenge/Response

Graduating with her Master of Architecture during the Great Recession, Lora was acutely impacted by the current practice opportunities and mentorship connections, or rather, the lack thereof. As a then-military spouse who had to move every year, she experienced firsthand the inequity of finding a job only to not receive it because of circumstances beyond her control, or to begin work only to move and start the search all over again.

In 2014, when she moved back to Indianapolis, she vowed to get licensed and become involved in the Institute in whatever form possible, creating mentorship opportunities and influencing the culture of practice in a way that would benefit those graduating after her. She wanted their early years in the profession to be easier. She understood from her experience that we have a brief, initial window to help young talent transition into the profession after school, and we needed resources to support them in doing so.



Pete Buttigieg at 2016 Leadership Institute Conference

### Role/Outcome

Spanning over a decade of effort at all levels of the Institute, Lora's leadership directly created *change*, *resources*, and *discovery* of opportunities for new professionals in practice.

- In 2014, Lora volunteered to become the PR Chair for AIA Indianapolis, understanding that the first step to improve the pipeline to the Institute is awareness and a strong foundation for future communication about the tools and resources available.

- In 2015, Lora advocated for and planned the return of the **Newly Licensed Ceremony for Architects** in Indiana to celebrate those who have completed the arduous process of licensure. Now an annual event with over a decade of participation, the event is attended by the Chair of the State Licensing Board, swearing in all architects registered the previous year. A commencement speech is then provided by an AIA College of Fellows member from Indiana. This was copied at other chapters due to Lora's subsequent National YAF role. *Reference graphic 1 for ripple effect.*

- In 2016, Lora advocated for and led the Committee to host the **2016 AIA Leadership Institute Regional Conference** in Indianapolis. This event created early discussions on practice innovation, culture, and mentorship, while also focusing on AIA value topics such as affordable housing, climate change, and advocacy and impact in government. Then-Mayor Pete Buttigieg shared his experience and ideas on a panel discussing "Leading Our Cities Into The Future."

- From 2016 to 2018, Lora was invited to speak at four different regional and state-level AIA conferences on the path of an **Emerging Professional in Architecture**, mentorship resources available, and the importance of licensure.

### Project Name:

- AIA Indiana Newly Licensed Ceremony - 2015 to present
- AIA Leadership Institute Regional Conference, Indianapolis, IN, 2016
- 2016 "EP Workshop" Speaker, AIA Indiana / Kentucky Convention
- 2016 "EP Workshop Speaker, AIA Mississippi Convention
- 2017 "2+2: An Architect's Career" Presentation with AIA College of Fellows, AIA National Conference
- 2017 "Designing a Virtual Community", AIA Ohio Valley Region Conference
- AIA Indiana franchise of the Christopher Kelley Leadership Development Program, 2018 to present
- 2018 "Creating a Career That's Open to Innovation", AIA Florida Conference
- 2018 Practice Innovation Lab, AIA Ohio Valley Region Conference
- 2018 YAF National Friendly Firm Program and Toolkit
- 2019 Align Mentorship Program launch, Young Architects Forum and AIA College of Fellows collaboration
- 2020 How to Start or Grow an Emerging Professional Committee Toolkit
- 2020 How to Facilitate the Practice Innovation Lab Toolkit

### Organization/Firm Name:

Young Architects Forum, National level  
Young Architects Forum Indianapolis  
AIA Indianapolis  
RATIO

### Completion date:

2015-present

### Role:

AIA Indianapolis Leader, YAF Chair, YAF Past Chair, Speaker, Volunteer

# 3.5 Celebrate and Mentor New Professionals

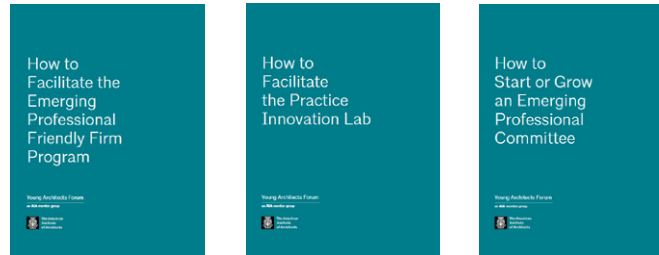
- In 2018, Lora led the effort to bring the **Christopher Kelley Leadership Development Program** to Indiana, connecting key stakeholders in Washington, DC, AIA National, and AIA Indiana leadership to create the program in Indiana, one of only 5 chapters in the initial franchise. The AIA Indiana CKLDP has now mentored 112 graduates over its 7-year history.

- Following the successful launch of the Practice Innovation Lab in 2017, **Lora brought the Practice Innovation Lab to the Indiana/Kentucky/Ohio Regional conference**, guiding emerging professionals and young architects alike through the process of innovating future practice options for a resilient career in architecture.

- In 2018, as Vice Chair of the National Young Architects Forum, Lora guided the YAF regional directors in a coordinated effort with AIA National staff to create and share a **Friendly Firm recognition program**. This ultimately led to a toolkit available to all Institute Chapters for self-initiation, now in use by chapters nationwide. *Reference graphic 2 for ripple effect.*

- Lora led the creation of a pilot-scale mentorship program between the College of Fellows and the YAF. Now in its 7th year running, the **ALIGN Mentorship Program** has connected more than 120 young architects and COF members for mentorship and fellowship. *Reference exhibit 3.6 for more details.*

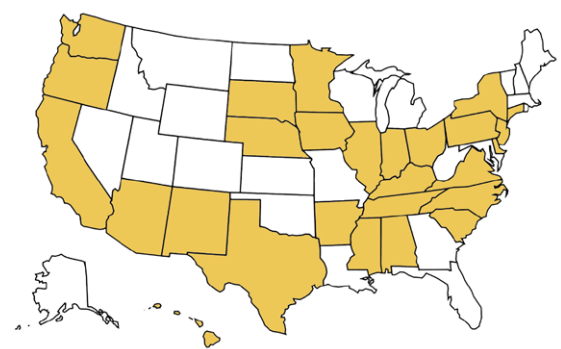
- In 2020, during Lora's Past Chair year on the Young Architects Forum, she guided regional directors and committees through the process of creating toolkits to **Facilitate a Practice Innovation Lab** as well as **Start or Grow an Emerging Professional Committee**, with both being used across the nation by Institute Components, Sections, and conference planners alike.



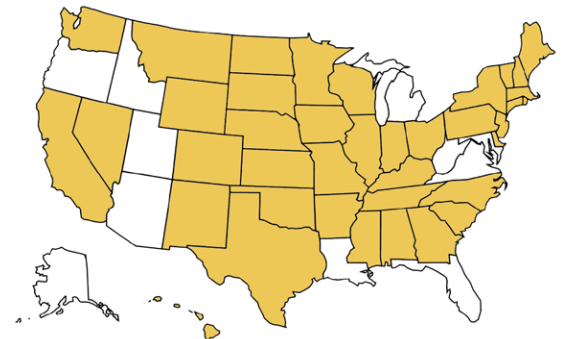
Toolkits Created Under Lora's Leadership

**“During my time as the Strategic Council Liaison to the YAF, I observed Lora’s dedication to supporting emerging professionals. Lora is skillful at identifying opportunities where the profession and the Institute can better serve our future leaders. She follows her initiatives from inception to implementation. She works collaboratively and incorporates diverse perspectives to keep programs effective and relevant for emerging professionals.”**

**Jack Morgan, FAIA**  
Strategic Council liaison to the YAF, 2017-2018



Graphic 1: Chapter locations with Newly Licensed Celebrations



Graphic 2: Chapter locations with Friendly Firm programs



AIA Indiana Newly Licensed Ceremony

**Declaration of Responsibility:**

- I have personal knowledge for the nominee's responsibility for this exhibit. The nominee led the creation for the content referenced.

**NAME** Abi Brown, FAIA | Architect at Gensler

Relationship to Exhibit: Co-Volunteer on YAF National during time of mentorship efforts.

# 3.6 Align Mentorship Program

## Challenge/Response

In the next phase of awareness about the mentorship gap, it became clear to Lora during her Chair year on the Young Architects Forum that a formal mentorship process was lacking from most firm and Chapter avenues. With the growing accessibility of technology to connect architects across the nation, Lora led her team to devise an **equitable mentorship process**, accessible to young architects regardless of their proximity to a Chapter. Building on the strong relationship between the College of Fellows and the Young Architects Forum, Lora and her team developed a pilot program to link cohorts (now pods) of Young Architects and Fellows together for virtual mentorship in **alignment** with their career path.



The Align Mentoring Program  
Apply to be a mentor or mentee >

Align Mentorship Promo, aia.org

### Project Name:

College of Fellows/Young Architects Forum  
Align Mentorship Program

### Organization/Firm Name:

AIA College of Fellows  
Young Architects Forum, National level

### Completion date:

2019 - present

### Role:

YAF Chair and Past Chair during initial pilot years

### Awards and Publications

- YAF Connection, The AIA College of Fellows Quarterly

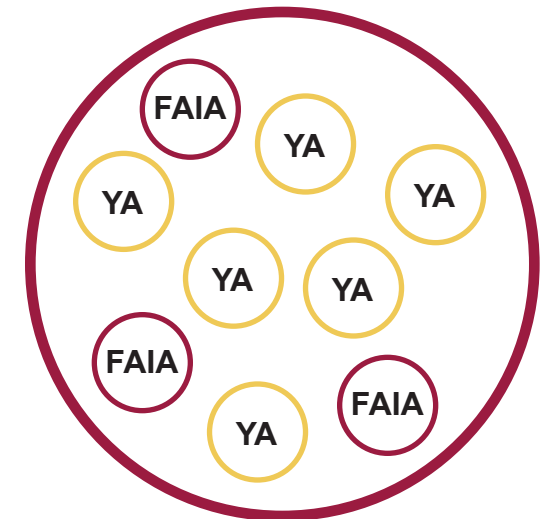
“The Align Mentorship Program that was piloted under Lora’s leadership just before the pandemic provided critical access to a national network of FAIA mentors through virtual connections. Under Lora’s mentorship, we met regularly, guiding young architects to clarify the intended legacy of their career. Three of the impressive emerging leaders in our mentoring “pod” have since been elevated as AIA Fellows.”

**Matt Dumich, FAIA**  
Senior Principal, SmithGroup  
Pilot “Practice” pod FAIA member

		FOCUSED ENGAGEMENT	REFINEMENT EFFORT	DEFINING LEGACY
FOCUS AREA	<b>PRACTICE</b> (Leadership and Design, Objects 1 and 3)	●●●●	●●	●●
	<b>SCHOLARSHIP</b> (Education and Research, Objects 2 and 6)	●●		
	<b>CIVIC</b> (Community and Public, Objects 4 and 5)	●●	●	
		1 YEAR	10 YEARS	

**EXPERIENCE TIERS**

- 2019 Pilot pods
- 2020-2024 pods



Align pods consist of 2-3 College of Fellows members who were elevated within the Object of focus and 4-6 Young Architect members

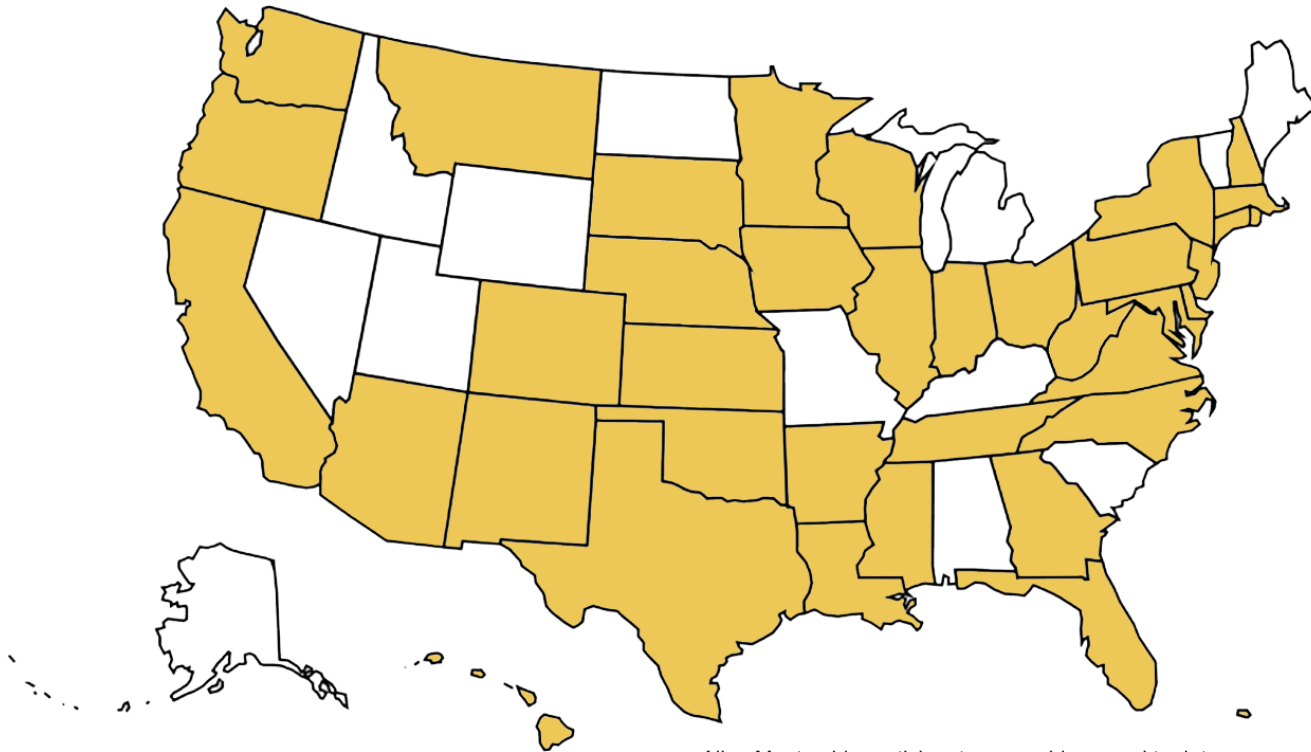
# 3.6 Align Mentorship Program

## Role/Outcome

Now in its 7th year, the Align Mentorship Program has served over 120 Young Architects, with the goal of **advancing their careers to make a notable contribution to the profession and their communities.** With proper mentorship, one’s energy can be focused in a particular direction, building a portfolio of work that leads to a notable contribution and creates a larger ripple effect. The program was developed to help align one’s focus on particular contributions that are of great interest to the individual, ultimately assisting young architect members in defining their legacy earlier in their careers. It is with this focus that Lora led the team towards their objectives.

## Objectives:

1. Supporting Young Architects in defining their legacy within the profession while navigating one’s career path.
2. Creating a vehicle for mentorship and career development that connects Young Architects and College of Fellows members with peers across the country.
3. Accelerating contributions of Young Architects and developing regionally diverse collectives to contribute more to the advancement of the Institute and the profession in the future.



Align Mentorship participant geographic spread to date

**“I had the honor of learning as a mentee in the pilot year and then serving as a mentor the following years in the Align Mentoring program launched under Lora’s leadership as Chair of the Young Architects Forum. Her equity-driven approach brought Fellows and young architects together from across the country into purposeful cohort groups. I witnessed firsthand how the program accelerated the impact of a diverse group of emerging leaders, empowering them to define their legacies within the profession through their unique passions, skills, and career paths.”**

**Corey Clayborne, FAIA**  
Senior Vice President of Knowledge and Practice, AIA National Pilot “Civic” pod AIA member, then FAIA member

## Declaration of Responsibility:

- I have personal knowledge of the nominee’s responsibility for this exhibit. The nominee led creation for the content referenced.

**NAME** Beresford Pratt, AIA, NOMA | Senior Project Manager at GSA

Relationship to Exhibit: Co-Volunteer on YAF National and pilot participant of ALIGN program

## 3.7 Widen the Tent | YAF Equity Initiatives

### Challenge/Response

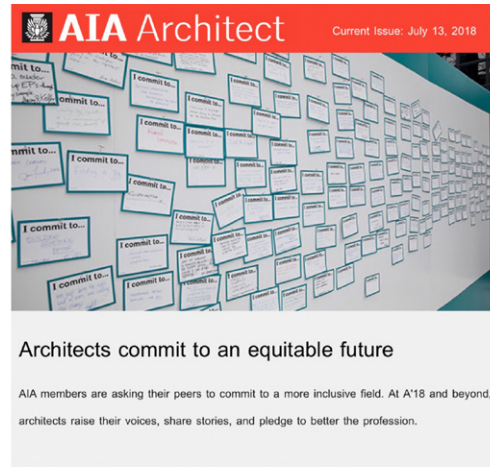
As architects sat through a keynote at the 2018 Grassroots in San Diego, phones began to ping. The #MeToo movement had finally come to architecture, publicly. The article about Richard Meier, along with subsequent articles about other architects and firms of concern, shed light on a topic that women and minorities in the profession understand all too well: all is not equal.

As Vice Chair of the YAF, Lora sat in that moment among AIA Leadership and prominent figures in equity conversations, such as Rosa Sheng, and knew she could leverage her current service position to accelerate equitable change in the profession.

In 2020, the COVID-19 pandemic and centuries of racial issues hit a boiling point for the nation and the profession. The need to prioritize justice, diversity, equity, and inclusion was finally being acknowledged.

**“Lora Teagarden brought courage and empathy to moderating a difficult yet necessary conversation, acknowledging the architecture profession’s troubling history with harassment. Her leadership created space for vulnerability, reflection, and accountability - marking a pivotal moment of awareness and a commitment to building a more equitable and respectful profession.”**

**Emily Grandstaff-Rice, FAIA, Hon. FRAIC**  
Associate Principal, Perkins&Will



Architects commit to an equitable future

AIA members are asking their peers to commit to a more inclusive field. At A'18 and beyond, architects raise their voices, share stories, and pledge to better the profession.

"We wanted to continue to open eyes and broaden understanding."  
- Lora Teagarden, AIA

Recap of effort in AIA Architect



Anti-Harassment panel and workshop, A'18

### Project Name:

#iCommit / Anti-Harassment at A'18  
AIA Guides for Equitable Practice  
AIA National Code of Ethics updates

### Organization/Firm Name:

AIA National  
Young Architects Forum

### Completion date:

2018 - present

### Role:

YAF Vice Chair, Chair, and Past Chair;  
AIA Equity and the Future of Architecture  
Board Committee Member; AIA Indiana JEDI  
Committee Member

### Awards and Publications

- YAF Connection, aia.org, Architect Magazine



I Commit Wall at A'18 with President Carl Elefante

# 3.7 Widen the Tent | YAF Equity Initiatives

## Role/Outcome

Lora acted quickly. While others whispered at tables at the 2018 Grassroots, Lora worked with her Chair and AIA Leadership and staff to begin conversations and push for public engagement on the topics of equity and anti-harassment at A'18, just four months away.

That quick and *tenacious* action continued through every moment, every opportunity, into the work she continues to do today:

- At A'18, Lora spearheaded the effort for both the "I Commit" wall and an Anti-harassment workshop. The wall, her brainchild, which **engaged convention attendees to understand the need and commit to equity goals in their firms and their work**, received hundreds of post-its detailing how each professional planned to be more equitable in their own communities. Lora then moderated a panel on equity and workplace discrimination. Guest speakers Emily Grandstaff-Rice, FAIA, and Dr. Shirley Davis shared their expertise, offered advice, and fielded questions from emerging professionals and firm owners alike on how to create safe and successful working environments.

- Also in 2018, **Lora served on the Equity and Future of Architecture Board Committee**, helping draft the first three chapters of the Guides for Equitable Practice.

- Pushing for improvements while she had the momentum of national leadership's focus, **Lora led discussions with YAF in a coordinated effort with the AIA National Board to direct the National Ethics Council to recommend updates to the Code of Ethics**. This effort resulted in the modification of Rule 1.401 as well as the advancement of ES 5.1 to Rule 5.101, strengthening the ethics surrounding equitable practice and culture in the workplace.

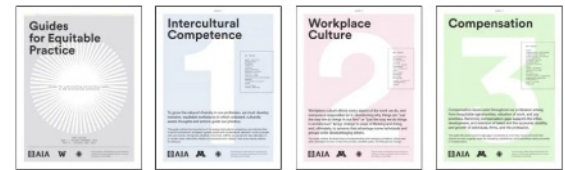
- During Lora's Chair and Past-Chair year, she **led the YAF Advisory Committee and Regional Directors to focus on JEDI initiatives and awareness**, with every YAF Connection quarterly issue from 2019-2020 speaking to some facet of equity, inclusion, and resiliency in the profession and our communities. Lora specifically penned editorials during this time on the **importance of and accountability to one another in creating an equitable profession, thereby widening the tent for future architects**.

**"I deeply admire Lora Teagarden's strategic leadership in advancing equity within our profession. Her ability to harness the momentum of crucial cultural conversations within national leadership to drive and implement change is exceptional. As a YAF member during Lora's tenure as Chair and Past Chair, I was—and continue to be—inspired by her unwavering dedication to prioritizing equity and JEDI initiatives. Her bold advocacy and thoughtful initiatives have challenged us all to be accountable and to actively create a profession that is truly equitable, inclusive, and resilient. Lora's commitment continues to create positive ripple effects, shaping our work and our communities far beyond her years of service."**

**Kate Thuesen, AIA, NOMA, LEED AP**  
Vice President, CannonDesign



Equity Editorial, YAF Connection Q1/2019



Guides for Equitable Practice, 2018

## Declaration of Responsibility:

- I have personal knowledge for the nominee's responsibility for this exhibit. The nominee led creation for the content referenced.

**NAME** Larry Fabbroni, AIA | Chief Innovation Officer, Practice of Architecture

Relationship to Exhibit: Co-Volunteer on YAF National Leadership during time of equity efforts

**LORA N. TEAGARDEN, AIA** | 31

## 3.8 Keep Learning & Growing | Equity & Mentorship in the Profession

### Global Challenge/Response

During Lora's leadership at all levels of the Institute, both before and after her licensure, she felt a calling to do more: share more knowledge, stay current on practice and leadership ideas, and make the path easier for those in the profession to do the same.

Behind-the-scenes service to the Institute wasn't enough. She recognized the mentorship gaps, equity concerns, and licensure questions and wanted to take action. Integrating her desire to share knowledge with her digital acumen, Lora took to her blog, regularly spoke with friends in person and online, and asked questions, sharing what she learned along the way.

From tweets to long-form articles, podcasts to in-person conversations, **Lora continually lives out her desire to mentor those around her and thereby equitably improve the profession.**



Practice Disrupted promo

**“We share our battle scars when we talk about the path to getting licensed...and I’m very pro-removal of the old guard mentality that we have to have battle scars. The reality is that as an architect, we should be constantly learning. The environment around us, the materials available to us, the way we practice...should be constantly evolving. IS constantly evolving, whether we evolve or not. So it’s not like you have to learn all of these things and then finally test and then you know everything you need to know for the rest of your career. You just need to get licensed. You need to have a general understanding of how this works, and then understand that you’re going to keep learning. So we might as well get through that hurdle as quickly as we’re able to. And the process of sharing that knowledge helps people get there. The only constant is change. If we can’t figure out how to help share what we know to continue to improve the environment around us, then what the heck is our point?”**

**Lora Teagarden, AIA, NCARB, LEED BD+C**

Practice Disrupted Interview “Architecture, And: Publishing” 2021

### Global Project Names:

- 2021 “From Brain to Book”, Context and Clarity  
“Architecture, And: Publishing”, Practice Disrupted  
EA391: “Lora Teagarden - The Little Architect’s Alphabet”, EntreArchitect
- 2020 “3 Big Reasons Why Architects Miss Out On Projects”, Architizer  
“Advice for Architecture Graduates”  
“An Easy Transition in an Uneasy World”, Home/Work Series, Parlour  
“How 2020 Remapped Your Worlds” Bloomberg CityLab  
“Voices from the Future of the Profession”, Practice Disrupted
- 2019 “Why It’s Never Too Late to Become an Architect”, Architizer
- 2018 “Learning From Mistakes in Architecture”  
“Gaining Experience as a Young Architect”  
“Types of Communication in Architecture”
- 2017 “Why Architects Travel”, Architizer  
“Beyond Buildings: 5 Ways to Be a Better Architect”, Architizer  
“Young Architect Guide: 15 Inspiring Architectural Mentors”, Architizer  
“Dear Future Architects”, Architizer  
“Tools of Capital: Iconic, Boring, and for the Happy Few”, Archinect Sessions  
“The Millennial Question”, Archispeak  
“Take the ARE, Already”  
“Mentorship”  
“Architecture of Change”  
“Balance As A Young Architect: A Lesson In Burnout”

*continued on next page*

## 3.8 Keep Learning & Growing | Equity & Mentorship in the Profession

### Global Role/Outcome

At an individual level, Lora has been blogging since 2014 about topics relevant to the profession and her peers. With readers in 152 countries, she covers topics like “Am I Too Old To Be An Architect” and writes letters to people in the process of licensure. She shares her experiences in the profession regularly, offers advice on mentorship, provides tips for social media, and emphasizes the value of “why” - **how architects can instill their value in the community at large**. Her efforts have led to her being interviewed on podcasts such as EntreArchitect, Practice Disrupted, and Archispeak. She uses these opportunities to share what she has learned and how others can join her in volunteering and improving the profession.

At a group level, Lora led the coordination and planning of 20+ architects across the nation, blogging together as the ArchiTalks group. Each month, the architects are given a single topic to provide their take on. Lora has shared with her audience the importance of being a citizen first, how architecture is for everyone, and the **process of building relationships and a network of mentors**, among other topics.

“Lora’s insightful articles have provided tremendous value to our global community of design professionals, resonating particularly with young architects. Her words are both inspiring and practical, and have continued to be a key resource for Architizer’s readers even years after their publication on the platform. We are grateful for her willingness to share her expertise and advice to benefit the next generation of designers!”

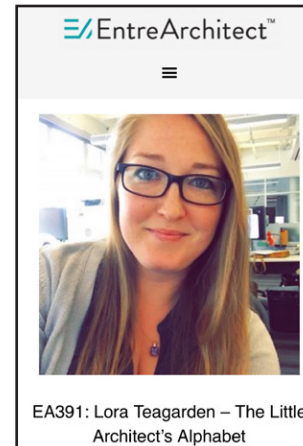
**Paul Keskeys**  
Editor-in-Chief, Architizer

In the day-to-day effort of sharing knowledge and peeling back the curtain of architecture, Lora shares insights into the profession on X/Bluesky/Instagram with her ~4,000 followers. All told, between blogs and online media, **Lora’s personal efforts on self-managed platforms reach over 15,000 people worldwide**.

This number increases exponentially when factoring in global podcasts and online websites such as Architizer, which receives upwards of **9 million visitors annually**.

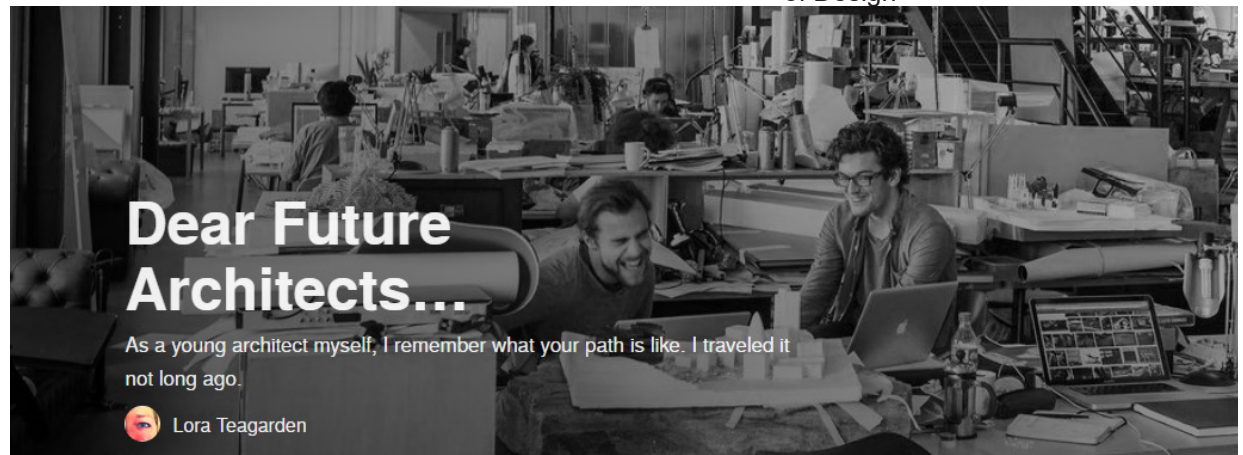


Archispeak and EntreArchitect Podcast promos



### Global Project Names continued:

- 2016 EA123: “Sketch your way to ARE Success with Architect Lora Teagarden”, EntreArchitect
- 2016 “10 Excuses For Not Taking The ARE....Yet”
- “Am I Too Old To Be An Architect?”
- “ARE Questions: The Path to Licensure”
- “Q&A: Am I Ready to Take The ARE?”
- “Dear Future Architects: 3 Letters”
- “If Your Dreams Don’t Scare You, They Aren’t Big Enough”
- 2015 “3 part series: The Gift of Mentorship, Finding a Mentor, Tapped for Mentorship”
- “The Everyday Citizen Architect”
- “Why I Am An Architect”
- “Architecture: It’s A Human Thing”
- “Architects Making Tools: The Value of Why”
- 2014 “A Day in the Life of: An Almost Architect”
- “Architectural Storytelling: The Legacy of Design”



Architizer blog header image

## 3.8 Keep Learning & Growing | Equity & Mentorship in the Profession

“I first met Lora almost 15 years ago when we crossed paths serving on the YAF. There, I saw how fiercely she advocated for emerging professionals to obtain meaningful opportunities to grow and contribute. Most recently, I was able to witness the impact of her thoughtful leadership first-hand as we served together on the AIA Strategic Council. She consistently elevated equity and mentorship as essential priorities, ensuring that diverse voices were represented. Lora approached this work with clarity, dedication, and a collaborative spirit, fostering dialogue that strengthened both the Council’s work and the profession overall. Her ability to unite advocacy with action left a lasting impression, and her contributions continue to shape a more inclusive and supportive future for the AIA and its members.”

**Brad Benjamin, AIA, LEED AP bd+c**  
Founder, Radium Architecture

### National Challenge/Response

Pushing to always share knowledge and widen the tent led Lora to campaign for an At-Large Strategic Council position, where she worked to expand the Council’s online reach, ensuring that the Council’s research would be realized and enacted by more members. She also collaborated with AIA National Marketing staff to launch the annual research reports on AIA.org for member use and reference. While focused on sharing overall Council knowledge, Lora also served on multiple sprints focused on sustainability and climate literacy, working to continually move the profession forward.

At the same time, Lora continued to advocate for and seek opportunities to improve equity in the profession, speaking out on JEDI topics and LGBTQ+ inclusion in industry culture and project design whenever possible.

### National Project Names:

2023 Out in Architecture  
2022 “Carbon Literacy Sprint Report”, Strategic Council  
2021 2021 - “Pride Event Interview”, AIA | DC Equity Committee by WIELD  
“Scalable Climate Action” Sprint Report, Strategic Council

### Completion date:

2015 - present

### Role:

Podcast Guest, Writer, Blogger; At-Large Director for the Strategic Council, Communications Committee Member, Communications Committee Chair

### Awards and Publications

- Podcast Guest: EntreArchitect, Practice Disrupted, Archispeak, Archinect Sessions, Context and Clarity  
- Writer for AIA National, Architizer, Parlour, Bloomberg City Lab

### Declaration of Responsibility:

- I have personal knowledge for the nominee’s responsibility for this exhibit. The nominee led creation for the content referenced.

**NAME** Mark LePage, AIA | Founder, EntreArchitect

Relationship to Exhibit: Peer writer of blogs, Podcast host, and mentor during the timeline of projects mentioned.



Virtual Equity Panel, AIA|DC

# 3.8 Keep Learning & Growing | Equity & Mentorship in the Profession

## National Role/Outcome

Strategic Council Communications Committee

- Serving first on the Committee and then as Committee Chair in 2022, **Lora used her working knowledge of online platforms and AIA Branding requirements to increase the reach of the research created by the Strategic Council**, culminating in the online hosting and marketing of the annual research reports. Lora's team also fine-tuned a weekly Friday update that went to Council members on any relevant efforts or deadlines. During Lora's tenure, the AIA transitioned from regional to state-based representation, so her team focused on enhancing templating for knowledge sharing of National Board and Council efforts with State and Component leadership.

Scalable Climate Action & Carbon Literacy Sprints

- Focusing on continued learning, Lora's leadership within the climate-driven groups guided conversations toward knowledge on a variety of facets of sustainability in the world of architecture. Short papers and recommendations were written on Government Action, ESG Investments, Code of Ethics updates, Public Architects, and Professional Liability, to name a few. These efforts then became the beta tests for templating to align with AIA branding, allowing for hosting on AIA.org and sharing with the larger membership.



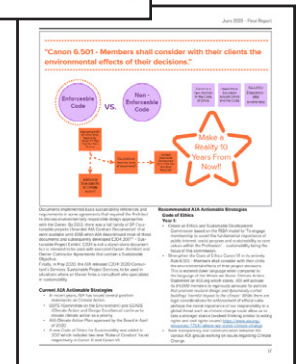
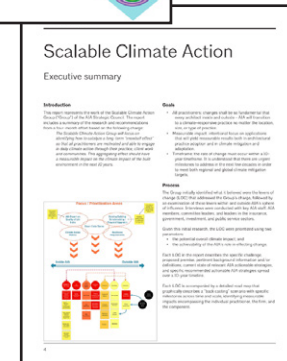
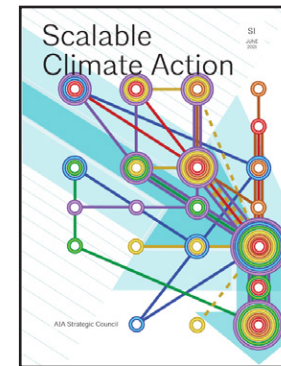
Equity-focused podcast episode, Practice Disrupted

Equity Advocacy

- In 2021, Lora was invited to be a panelist on the AIA/DC Pride event hosted by WIELD. Fielding questions on equity, efforts for improvement within the AIA, and what the average architect can do, **Lora shared her story of coming out in her early career and the efforts she has led the AIA to take to improve professional culture for new graduates and seasoned veterans alike.**
- In 2022, a group of architects reached out to Lora because of her publishing experience to guide them through the process of publishing a book of collective experiences of LGBTQ+ folx in the profession, offering advice and mentorship. Understanding the importance of awareness and sharing their stories, she met with them regularly, advised on publishing options, and leveraged her network to promote their efforts once they were published in 2023.



Out in Architecture book



The Scalable Climate Action report covered 6 topics impacting various aspects of architecture and how professionals could confront and mitigate climate change issues through them.

## 3.9 Built Work

**“In my role, I oversee 62 capital projects per year. Lora’s leadership provided me with the opportunity to focus on other needs because I knew she had our project well in hand. Her inclusive approach to leadership and management made space for everyone at the table, where every voice was respected and every conversation was collaborative. Ultimately, the project was delivered on time and under budget; a testament to her attention to detail for our state-of-the-art campus. Lora’s ability to balance strategic vision with operational execution is unmatched. Her thoughtfulness, decisiveness, and commitment to excellence ensure not only successful outcomes, but also a working environment built on trust and mutual respect. She exemplifies the kind of leadership that elevates teams and consistently delivers high-impact results.”**

### **Paul Donhauser**

Vice President, Global Real Estate, Facilities Operations, Environment, Health, Safety, Aviation, Security & Resiliency Boston Scientific

### **Challenge/Response**

Wearing both a PM and PA hat on a 210,000sf new construction project on a brownfield site north of Atlanta, GA, Lora tackled the design and construction of a regional hub for global medical device manufacturer, Boston Scientific. The company’s first ground-up build in the Southeast US, the project’s design focused on *energy efficiency, integration, employee well-being, and adaptability.*

### **Role/Outcome**

As the company’s first all-electric campus, Lora led her team to a focused lift on sustainable energy efforts without sacrificing employee well-being. All production spaces have views to the outside, and break spaces highlight adjacent tree canopy and Georgia topography. By *integrating form and function*, Lora’s team delivered a space that works for the client not only on day 1, but has both internal and external expansion options for their growing business.

#### **Project Name:**

Boston Scientific Johns Creek

#### **Architect or architecture firm of record:**

RATIO

#### **Completion date:**

2025

#### **Role:**

Project Manager / Project Architect

#### **Declaration of Responsibility:**

- I have personal knowledge for the nominee’s responsibility for this exhibit. The nominee managed, coordinated, and oversaw the project from design through construction.

**NAME** Stephen Summers | Gilbane

Relationship to Exhibit: Project Executive



## 4.0 List of References

### Sponsor

#### **Peter Exley, FAIA**

Founder, Architecture Is Fun

Chicago, IL

Relationship: Peter and Lora have been AIA National leadership colleagues and friends since 2015 during her first year as YAF National PR Director while he was the liaison to the YAF from the Strategic Council.

### References

#### **Michael Ford, AIA**

Creator of the Hip Hop Architecture Camp

Dallas, TX

Relationship: Michael and Lora have been peer mentors inspiring children about the world of architecture at a national level since 2018.

#### **Deb Kunce, FAIA**

Senior Vice President, JS Held

Indianapolis, IN

Relationship: Deb has been Lora's informal mentor since they overlapped during her internship in 2013 at Schmidt Associates. Deb has counseled on career moves and wrote a reference letter for Lora's AIA National Young Architect award in 2017.

#### **Peter Kuttner, FAIA**

Principal, CambridgeSeven

Cambridge, MA

Relationship: Peter and Lora have been colleagues in YAF/COF circles since his COF Chancellor rotation overlapped with her YAF National Chair rotation starting in 2018. The pair worked together on the initial lift of the Align program.

#### **Rosa Sheng, FAIA**

Vice President, SmithGroup

San Francisco, CA

Relationship: Rosa and Lora have been friends since their initial online interactions in the architecture world in 2015. Rosa mentored Lora through equity issues during her YAF National leadership roles.

#### **Bob Borson, FAIA**

Principal, BOKA Powell

Dallas, TX

Relationship: Bob and Lora have been friends since their initial online interactions in the architecture circles of (then) Twitter in 2014. Bob initiated the group ArchiTalks, which Lora then took over when he desired to step back, and they get together to chat about life as frequently as they are able.

#### **Laura Lesniewski, FAIA**

Principal, BNIM

Kansas City, MO

Relationship: Laura and Lora have been AIA National leadership peers since she served as the liaison to the YAF from the Strategic Council during Lora's YAF National Chair rotation. Laura then suggested and nominated Lora to the Strategic Council in an At-Large Director position.

#### **Bill Browne, FAIA**

Owner, RATIO

Indianapolis, IN

Relationship: Bill has been Lora's boss and mentor for over 10 years since she began at RATIO in 2015. He has witnessed her growth from professional to senior associate, directly overseeing her approach to leadership and management on various projects.