

News**The Evolution of Architecture in 2023**

Amid technological advancements and fluctuating construction norms, the profession moved forward. By Patrick Sisson for AIA Architect

Architects seek to leave a positive imprint on the world, the world also constantly impacts the role and remit of architects. This year has seen the profession reflect on its place and power in society while ramping up its advocacy efforts on behalf of itself, its clients, and the planet.



There have been numerous factors impacting the work of architects in 2023. A moribund market for office construction; uncertain banking and financial markets; and a constricting housing market bringing consumers up against record real estate prices and scant supply have all contributed to architects' business outcomes this year.

New office construction has declined precipitously, hitting lows not seen in a decade, according to a report by real estate research group JLL, continuing last year's trend of renovations and redevelopments outpacing new construction. AIA itself is choosing adaptive reuse when reimagining its Washington, D.C., headquarters. The latest AIA Billings Index has reflected the challenging fundraising and financing market that development faces; billings have remained flat or softened, and as AIA chief economist Kermit Baker, hon. AIA, said in September, there's "hesitance among clients to commit to new projects with a slump in newly signed design contracts."

Baker also noted, "Though this pause has taken pressure off tight staffing conditions across the

profession, there is considerable uncertainty over the direction of future activity.”

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Is AI a Tool or a Taskmaster?

Designers are confronting changes in practice and purpose wrought by sweeping technological shifts.

By Patrick Sisson for AIA Architect



“Architecture was more of a handcrafted object, like [during] the Renaissance, when I first emerged,” said the late architectural pioneer Beverly Willis, 95, during a recent phone call as she discussed the impacts of technology during her long career. “And then it blossomed into this business, this science: the science of the soil, of the air, of things we didn’t consider when we started.”

The big pivot during Willis’s career was the adoption of technology into architectural workflows, a shift that holds lessons for the ways artificial intelligence could reshape the profession today. In the early 1970s, Willis spearheaded the development of Project CARLA (Computerized Approach to Residential Land Analysis), an early digital tool that allowed for relatively rapid site evaluations for large-scale projects.

At the time, architects were being tasked with designing and planning larger and larger developments, adding complexity that was challenging to navigate with existing tools. CARLA helped devise a plan for Aliamanu, a 525-building housing community in Honolulu near Pearl Harbor, Hawaii, that required significantly less earth-moving than similar projects, shrinking the development footprint and lowering construction costs. Willis saw the potential immediately: The program condensed hours of work into mere minutes.

The experiences Willis had decades ago with Project CARLA mirror architecture’s shift toward AI today and offer still-relevant insights into the ways technological sea changes challenge preconceived notions of creativity, labor, and business practices.

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Creating Sustainable Buildings and Communities

The Future of High-Performance Buildings

How new efficiency standards will help architects and civic leaders reduce emissions and improve communities.



Earlier this year, the White House launched the **National Building Performance Standards Coalition**, a groundbreaking initiative to increase energy efficiency in existing buildings and improve communities.

“New federal actions today, in tandem with close state and local coordination, will accelerate progress towards reducing buildings emissions at all levels of government,” read a **White House statement announcing the initiative**. “When building performance standards are designed in partnership with frontline communities and key stakeholders, innovative and equitable solutions can address multiple needs in a community.”

The coalition represents an important move forward for sustainable design, one that will help architects and civic leaders hasten the fight against climate change and enhance communities with new jobs and resources. For years, the success of sustainable design was measured by efficiency: Reducing energy consumption through insulation and high-efficiency windows, for example. The new performance standards, however, are flexible and allow communities to set appropriate, targeted requirements for a broad range of criteria, including energy use, water use, and emissions, as well as to align with programs that promote equity and health in underserved communities.

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Architect's Guide to Building Performance

Energy modeling early and often is the best way to improve building performance. The Architect's Guide to Building Performance helps architects better integrate building performance simulation into their design process.

Good 21st-century architecture is more than just beautiful; architects can also deliver high-performing spaces that address many social and environmental issues. One of the most powerful tools at an architect's disposal is building performance simulation. Especially when conducted early and often in the design process, building simulation helps designers test design solutions to cost-effectively optimize performance beyond energy to improve occupant comfort and resilience.

The **Architect's Guide to Building Performance** helps architects better integrate building performance simulation



into their design process.

[Download the Guide >](#)

Return on Investment in Equitable Communities

Explore resources and talking points on the financial opportunities and benefits of investing in equitable communities to help support architects and the communities they serve.



Investing in equitable communities

Underserved communities are diverse and occur in rural, island, tribal, urban, and other settings. Lessons learned in one area may be applicable to others; one size does not fit all, but there are potential lessons to be learned from each.

Similarly, diversity exists within each community, let alone between communities, and understanding the community where one is working is a foundational first step. Communities comprise individuals with their own priorities; grouping them can be problematic or difficult.

These resources and talking points provide examples that may be adaptable to various circumstances. They aim to provide a base-level understanding of the financial opportunities and benefits of working in equitable communities to help support architects and those they serve.

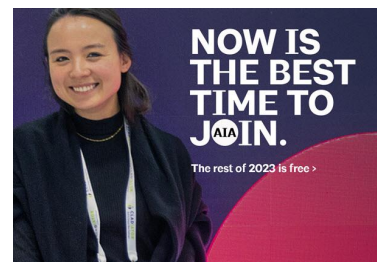
AIA has developed several excellent guides for developing, creating, and advocating for equitable communities and firm-wide equitable practices, including [AIA Guides for Equitable Practice](#), [Architect's Role in Creating Equitable Communities](#), [Equitable Development Frameworks](#), and the [Framework for Design Excellence: Design for Equitable Communities](#).

[Learn more >](#)

Become a Member of AIA

Join our Member Community

AIA is the largest, most influential network of architecture professionals—a community of 96,000+ members who share your passion for design and your desire to change the world. Membership connects you around key practice areas so you can share knowledge, partner on solutions, and learn from experts and creative thinkers.



It connects you to your local architecture community through your chapter, which hosts virtual events, conferences, awards programs, and volunteer opportunities.

And it comes with unparalleled support AIA offers for your career, your practice, and the architecture profession, plus free AIAU courses and free practice guides and reports to help you design for equity and climate action.

It's this kind of support and community that matters. Join AIA, and let's design a better world, together.

[Join AIA today!](#)



YAF Advocacy Focus Group volunteer survey found YAF members volunteered

5,525

Hours towards the AIA and their local communities in 2023!

NYK Funnies



happy holidays!

YAF Strategic Vision Focus Group and the LFRT granted

01

Future Forward Grant in 2023

Keep an eye out in Q1 for the 2024 Future Forward Grant!

YAF Community Focus Group welcomed

23

New members into their Align Mentorship Program!

Find out more about Align [here!](#)

YAF Knowledge Focus Group created

11

Now You Know Newsletters in 2023

Check them all out [here!](#)

YAF Communications Focus Group created

03

Connection Publications in 2023 and Q4 is coming soon!

Check them all out [here!](#)

Call for Proposals!

The 2024 AIA College of Fellows Component Grant will focus on Mentorship. Grants will be provided to AIA Components for programs that enhance the development of emerging architects and welcome others into the profession.

Find out here how you can get a grant up to \$8,000!



YAF Special Projects Focus Group gathered stats on YA. There are approximately:

20,800

Young Architects in AIA, which is approximately 20% of all AIA members

Young Architects Forum

AIA Member group

[YAF on Instagram](#)

[YAF on LinkedIn](#)

Important Links: [YAF on Facebook](#)

[YAF Leadership](#)

[YAF on Twitter](#)

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Career



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AIA Career Center

Top Five Ways to Recruit and Retain a High Performing Team

By Patra Wroten

In 2019, Jennifer Keegan, AAIA, director, Building & Roofing Science at GAF, knew she needed to grow her then two-person team to better serve clients and increase her company's presence within the industry. Before she could place the job listings, she needed to get the buy-in internally, but also create a sense of interest externally as she searched throughout the industry to fill key roles. Now a team of nine, the engineers and architects Keegan assembled from across the U.S. is thriving for GAF and is an example of what happens when hiring and managing is done with intention and personalization.

Keegan and her colleague Andrea Wagner Watts, Building Science Education manager, share their best practices for attracting - and keeping - top AEC industry talent.

[Continue reading >](#)



Andrea Wagner Watts and Jennifer Keegan, AAIA
on retaining top talent

AIA Compensation & Benefits Report

The AIA Compensation & Benefits Report is the architecture industry's most comprehensive report on salary, hiring, and benefits trends. The 2023 edition includes data from firms in 35 states, 37 metro areas, and 21 cities.

The most robust edition in 15 years

Get an in-depth analysis of how firms are addressing rising inflation, staff shortages, increased financial pressures, and their impact on recruitment and retention with the newest edition of the AIA Compensation & Benefits Report.

With over 1,100 firms reporting data on 45 unique architecture and design roles, the 2023 edition is the most robust edition in 15 years and the only report used by the Department of Labor.

What's new in 2023? 58% more firms, 53% more positions, and 53% more locations. Plus, data and analytics on four new states and four new metros areas.

[Purchase your copy at the AIA Store](#)

Compensation & Benefits Report 2023



Programs and Events



Understanding High-Performance Building Lecture Series

4-Part Lecture Series



Attend this lecture series to:

- Understand the language of high-performance construction
- Learn about the science behind moisture and airflow
- Discover how high-performance construction influences material selection, installation, quality control, and operations
- Implement best practices to achieve higher efficiency, performance, and healthy indoor environmental quality

All Sessions are free!

11:30 am to 1:00 pm, with a light lunch included

The Community Services Building
100 West 10th Street
Wilmington, DE 19801

Topics:

1/17/24: Designing and Building to High Performance: The Science Behind it and Ways to Talk About Why It's Important (1.5 AIA LU/HSW CE credit)

1/31/24: The Science Behind Residential Building Enclosure and Airtightness: Hands-on Materials Familiarization (1.5 AIA LU/HSW CE credit)

2/14/24: Mechanical Ventilation: A Hands-on Introduction to the Mechanics and Design Specifications for Its Use*

2/28/24: Heat Pump Technology: A Hands-on Introduction to the Mechanics and Design Specifications for Its Use*

**Session has been submitted to AIA CES for approval.*

[More info and to Register](#)

AIA Leadership Summit 2024

February 27 – March 1, 2024

9:00 am -5:00 pm

Grand Hyatt, Washington DC

1000 H St NW, Washington, DC 20001

AIA Leadership Summit stands as the foremost gathering for leadership and advocacy training within the architecture profession. This annual event will be held at the Grand Hyatt, Washington DC from Tuesday, February 27 to March 1, and unites an array of over 750 AIA members, volunteer leaders, and chapter executives from across the country

Spanning four immersive days, AIA Leadership Summit offers a platform for attendees to actively participate in crucial policy dialogues with lawmakers and fosters the growth of attendees' leadership acumen in both their professional capacities and their roles as chapter leaders.

Here's what you can expect from the upcoming event:

- presentations by distinguished keynote speakers
- meet with members of Congress and their staff from your state to advocate for issues impacting the built environment
- gain insight to the latest policy issues and how you can impact the legislative process
- countless opportunities to network with AIA peers from around the world and gain new



- ideas to bring back to your practice
- 15 concurrent sessions led by leadership experts, AIA members, and staff on advocacy, leadership, association management, and more!

Register Today!



Member News

Becker Morgan Group Staff Member Earns Licensure

Becker Morgan Group proudly announces that Benjamin Dealy, AIA, has earned his professional architecture license. He has met the requirements set out by the National Council of Architectural Registration Boards, including education, experience, and rigorous professional exams.

Benjamin Dealy, AIA, graduated from Marywood University, earning his Bachelor of Architecture. He joined the firm as an architectural designer in the Salisbury, MD office in 2017 and became Secretary of the AIA Maryland Chesapeake Bay Chapter in 2022. Ben has been a valuable member of the firm and has supported various project types, given his diverse and rich skill set.

Becker Morgan Group applauds Ben for taking the next step in his professional career and enhancing the firm's professional service offerings to clients and community partners.



ARCHITECTURE
ENGINEERING



Becker Morgan Group Ranks Amongst the Best Architecture & Engineering Firms

Recognized in Education, Hospitality, Healthcare, Government, Multi-Family, Commercial & Land Development



Building Design+Construction magazine again ranked Becker Morgan Group as one of the

nation's top architecture / engineering (AE) firms in the 2023 Giants 400 Report. The annual report ranks leading firms nationwide, with a record 552 firms participating this year. Becker Morgan Group ranked #64 and was recognized as a leader in numerous sector-specific categories.

W. Ronald Morgan, AIA, President and founder of Becker Morgan Group, continues to attribute the firm's success to its clients and staff. Morgan remarks, "We remain grateful for our clients' trust and confidence in our staff's unwavering commitment and relentless pursuit of design."

Becker Morgan Group ranked in the following categories:

Hospitality (#30), Education/K-12 Schools (#88), Government (#67), Healthcare (#119), Multi-Family (#138), Office (#132), Retail (#51), Industrial (#66), Sports (#91), and Cultural (#67).

About Becker Morgan Group

Established in 1983, Becker Morgan Group is a leader in architecture, engineering, surveying, land planning, and interior design in the Mid-Atlantic and Southeast regions of the United States. Learn more at www.beckermorgan.com.

Spiezle Named Architecture Firm of the Year in New Jersey

[Spiezle Architectural Group, Inc.](http://www.spiezle.com), an employee-owned, award-winning full-service architectural, interior design, landscape architecture, and planning firm, is pleased to announce the company has been awarded the 2023 Firm of the Year by the American Institute of Architects-New Jersey Chapter (AIA-NJ). The annual award is given to a design firm that has produced notable architecture and made an impact on the architectural profession.

Celebrating 70 years in business, Spiezle prioritizes innovation, industry involvement, and sustainability. The firm is an employee-owned company whose work across multiple industries and market sectors is recognized in this award of distinction by the AIA.

"This is a remarkable honor for all of us at Spiezle. We thank AIA NJ for awarding us this recognition," said Thomas S. Perrino, President and CEO at Spiezle Architectural Group. "We're exceptionally proud of our history here in New Jersey. This award is a testament to our dynamic and talented team members and meaningful partnerships within the state. We're focused on continuing to build an incredible team of employee-owners who will keep driving innovation and creativity in our industry."

Spiezle's nomination touts the firm's inclusivity initiatives, which include the Women's Leadership Committee, Design Committee, and a Diversity, Equity, Inclusion and Belonging advancement. This year, Spiezle has been recognized as one of NJBIZ's inaugural 2023 Empowering Women Honorees for being committed to supporting and elevating women in New Jersey. Spiezle is also dedicated to developing the next generation of architects. The firm supports its Emerging Professionals Group in its pursuit of licensure and is an active participant in summer internship programs with area universities.

Spiezle will receive the formal award as AIA's NJ Firm of the Year for 2023 at a ceremony taking place at Clarks Landing Yacht Club on January 13th, 2024. The event will be attended by AIA members from across New Jersey.

"We celebrate our 70th anniversary in 2024 and this award is another example of seven decades of our continued success. Congratulations to everyone at Spiezle for this very special achievement," said Perrino.

Learn more at www.spiezle.com.





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Partner and Allied News

New Deck Collection from TimberTech for 2024: Terrain +



We have a new collection entering the market in 2024 to stay on point with current flooring trends.

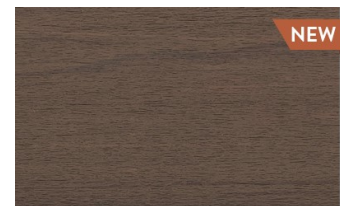


I'm sure you've seen a shift from dark rustic and even gray to light and neutral flooring. Our thought is what is happening inside is surely desired outside.

With new and improved color blending technology, our Terrain + boards deliver sophisticated colors with a subtle grain pattern like sanded white oak and walnut for a versatile, natural wood look.

These boards:

- Have a curated palette of colors with low-gloss matte finishes that can be used in mixed-color patterns.
- Available in standard width and thickness, with a scalloped profile and can be installed with CORTEX® hidden fasteners.
- Have a four-sided capping for superior moisture resistance—even in the grooves.
- Covered by 30-Year Limited Product and Fade & Stain Warranties.
- Come in three beautiful colors:



Samples will be available in January. I will have details on these new products at AIA Delaware Speed Networking event in January! Hope to see you there!

Sharon Moore, Sr. Area Sales Manger, DelMarVa Peninsula

TimberTech | AZEK Exteriors

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Penn Lighting Associates highlights newly restructured leadership team

New doesn't quite cover it when you're talking about the recent leadership restructuring at Penn Lighting Assoc. as many of the individuals have been with the company for years.

Company CEO Dave Quinn remains in his established position and has recently appointed **Joseph Parks** as company president. Parks, a retired US Army veteran, is joined by newly named Principals Chris McMeekin and Michael Schwender. Mike Bolin, Principal and General Manager, completes the team now leading Penn Lighting Assoc. into its undoubtedly bright future.

Parks expressed a clear vision for success and future growth through focusing on, "unparalleled service to the industry while simultaneously providing one of the best places to work in the area." **Mike Bolin**, Principal and General Manager, also believes that the "responsive staff of trustworthy people who care" is what differentiates Penn Lighting from the rest. "Our expertise, products, and people have always set us apart and will continue to be the foundation of our organization as we grow into the future," Bolin said.



A strong history in sales means new Principal **Michael Schwender** knows what it takes to grow Penn Lighting into the future. "We're the agency our clients can depend on. Penn Lighting has a reputation for top level service and product knowledge. Certainly, that's something we want to continue to build," said Schwender.



Drawing on a background in manufacturing and operations, Principal **Chris McMeekin** serves as a crucial link between the factory and the project. His ultimate objective is to demonstrate that Penn Lighting's unwavering commitment to integrity remains a fundamental value. He acknowledges that while products and solutions may undergo changes, the genuine strength of a business lies in the commendable individuals associated with it.



Learn more about us and our linecard at PennLighting.com



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