



Matrix is the official newsletter of
The American Institute of Architects Minnesota

Matrix

AIA MINNESOTA MATRIX NEWSLETTER

October 2024

Connect at Conference

by Amy Kalar, AIA, NOMA, AIA Minnesota president



Fall is always my favorite time of year in Minnesota. I love the cool days filled with sunshine and vibrant fall colors, the rhythm of the seasons, and the start of the school year. To me, fall gives us a moment to settle in for our long winter while also making critical time to connect with family, friends, and colleagues. And, of course, it's time for our annual [Minnesota Conference on Architecture](#)! This year, we invite you to join us for a conference that celebrates the power of connection within our design community.

For those who know me well, they know how important connection is to me – and it's a concept that resonates deeply within our profession. As architects and design professionals, the relationships we build shape our work and influence our communities. The conference is more than just an event: it's a gathering of minds, ideas, and innovations that reflect the essence of our local talent. We're excited to present sessions led by local experts who are eager to share their knowledge and insights on topics that matter most to us. From sustainable design practices to community engagement, these sessions are crafted to inspire you and spark meaningful conversations with an impact that lasts.

What truly makes this conference special is the collective effort of our *local* community. Without the dedication and expertise of our members, we wouldn't be able to create such an impactful experience. Each session and workshop has been thoughtfully designed to meet your interests and needs, emphasizing the importance of collaboration and shared learning. This is YOUR conference—by your community, for your community.

Throughout the event, you'll have the chance to engage with fellow architects and industry leaders. Use this opportunity to network, exchange ideas, and forge connections that can lead to future collaborations. The conference serves as a reminder that we are all part of a larger narrative, working together to shape the built

environment and enhance the quality of life for those we serve.

As we gather, let's celebrate the diversity of our perspectives and the strength of our connections. We encourage you to share your own experiences, ask questions, and participate actively in discussions. Together, we can foster an environment where creativity flourishes and innovation thrives. We're looking forward to an inspiring conference filled with learning, sharing, and connection. Join us as we embark on this journey together—one that reinforces the bonds within our community and pushes the boundaries of what we can achieve.

So mark your calendars and get ready for an unforgettable experience at [A'24 MN: The Minnesota Conference on Architecture](#). Let's come together to learn, inspire, and celebrate our shared commitment to excellence in design!

CALL TO ACTION



A'24 MN: Register Today!

Registration is now available for your annual conference! Don't miss the chance to hear from local, national, and international experts about the latest in design and business trends to improve your practice. This is also the best time to reconnect with and expand your network!

Early discounted registration closes October 15. All preregistration closes November 4. [Register »](#)

Discounted Hotel Room Block Closes October 13

Finish those chats with colleagues and friends; explore the city; relax and get away at A'24 MN by staying at the Depot! Discounted room rate closes on October 13.

[Book your stay »](#)

Awards Celebration Sponsorship Opportunities

Celebrate with us as we recognize the AIA Minnesota Honor Awards and Commendations and the 2024 Gold Medal Award. This event will take place on the final day of the A'24 MN Conference on Wed, November 13. Sponsorships available

at various levels. **Deadline October 25.** [Click here to register as a sponsor »](#)



ENTER Event at Room & Board

Thursday, October 10, 5:00 pm

[Register »](#)

Join *ENTER* at the Room & Board showroom in Edina for a design conversation on **sustainable workspaces and furnishings**.

Editor Chris Hudson will moderate a discussion with Room & Board sustainability director **Emily McGarvey** and three leading workplace architects and designers: Snow Kreilich Architects senior associate **Katie Blaisdell, AIA**; Perkins&Will Minneapolis design director **Tony Layne, AIA**; and MSR Design interior design lead **Veronica McCracken Karr**. Enjoy complimentary light bites and beverages and enter for a chance to win a \$250 Room & Board gift card.

[Register](#) today for this free event (space is limited).

Complete the 2024 AGC Industry Assessment

Each firm should complete this brief survey to assess business conditions for construction contractors, architect/engineering firms, and service provider/supplier businesses that work in Minnesota's construction industry. Responses will be tabulated and may be used for AGC programming and to communicate the state of the industry to policy makers, elected officials, and the media. The survey will close November 1, 2024. AGC will compile the survey report and post it on their website before the end of the year. One response per company, please. Thank you for your prompt participation! [Complete the survey »](#)

Dunwoody Seeks Mentors for Women in Technical Careers Program

Dunwoody's Women in Technical Careers Scholarship program is thrilled to announce the launch of the 2024-2025 mentorship program! This program is designed to connect our WITC scholars with a woman who is working in the industry they are studying. **12 women are seeking mentors from the architecture community.**

Mentorship matches can expect to spend between 1 and 3 hours each month connecting with one another. The time commitment is based on availability and desire of the mentor match. Communication can happen in person, on the phone, video call, as well as texting and email, based on comfort level. The program will run October 2024-May 2025 (or beyond, if you choose!). [Learn more and sign up »](#)

US Department of Energy Building Code Webinars

The Department of Energy Building Energy Codes Program offers monthly webinars for practitioners on current and future energy codes. AIA continuing education credit

is available. [Learn more about the series »](#)

Apply for the ULI Minnesota Real Estate Diversity Initiative 2025 Cohort

The Real Estate Diversity Initiative (REDI) program is a 12-session curriculum and cohort experience designed for professionals identifying as Black, Indigenous, and People of Color (BIPOC) and women working in various real estate industries. [Learn more and apply »](#)



Lake Superior Design Retreat

Mark your calendar for the **Lake Superior Design Retreat (LSDR) on March 7 & 8, 2025**, at Zeitgeist Arts in Duluth! Registration will open this fall. [Sign up here for our mailing list](#) to be the first to hear updates and when registration is open.

Two confirmed speakers! Meet:

- [Ali Heshmati, AIA](#), is a senior architect at [Henning Larsen](#) and a founding partner at **Laboratory for Environments, Architecture, and Design**, a collaborative inter-disciplinary firm with studios in USA and Norway. [LEADinc](#) is a progressive design laboratory whose guiding principle is the idea that creative architecture is rooted in the process of **research, discovery** and **critique** of existing conventions; and
- [Ray Mattison](#) is the lead designer at Duluth-based Design Eye Q, a creative industrial design studio. Design Eye Q has an exceptional product implementation record leveraging foundations in aesthetics, functionality, technology and ergonomics.

Interested in sponsoring LSDR? Reach out to [Ann Mayhew](#) to learn more.

ANNOUNCEMENTS

Update on New Minnesota Paid Leave Policy

The Minnesota Department of Labor & Industry (DOLI) has provided an update on

paid leave policies taking effect January 1, 2025

ESST application to other paid time off:

- If an employer provides employees with paid time off (PTO) or other paid leave that is more than the amount required under the ESST law for absences due to personal illness or injury, the additional PTO must meet the same requirements as the ESST hours, other than the ESST accrual requirements. For example, if an employee receives 50 hours of PTO in addition to the minimum requirement of 48 ESST hours per year, the employer must follow the ESST requirements about notice, documentation, anti-retaliation, replacement workers, and more for the PTO hours in addition to the ESST hours.
- Employers can still apply their notice and documentation requirements that were in effect as of Dec. 31, 2023, when employees use PTO accrued on or before that date. However, employers cannot require employees to use PTO accrued on or after Jan. 1, 2024, before using PTO accrued before that date.

This is a significant change that has prompted concern among employers. The business community responded to a recent request for comments from DOLI on the possible adoption of rules related to ESST, suggesting that this PTO interpretation needs to be adjusted. The business community is hoping to see updated guidance and/or rulemaking from DOLI on this, but it is unclear if or when that might come.

There are also other changes to the ESSL law that your human resources teams should review. Here's a brief video from DOLI with more information

https://www.youtube.com/watch?v=m_CPSOYqSi8

The Minnesota Chamber has opened registration to a conference on all the recent workplace law changes you may want to consider attending:

2024 Workplace Compliance Conference: Using the latest regulations to be competitive. Hear from state agency representatives, employment law and HR experts, and your business colleagues in a series of presentations and a panel discussion and take the opportunity to participate in several round-table discussions on new laws and emerging trends. **This SHRM accredited event will be held on Wednesday, October 30, 2024 9:00 AM - 3:00 PM at the Plymouth Community Center, 14800 34th Ave N., Plymouth, MN 55447** [Click here to register!](#)



Tom Hysell, FAIA, Representing Minnesota on AIA Strategic Council

Tom Hysell, FAIA, was selected by the AIA Minnesota Board of Directors to serve as the Minnesota representative on the AIA Strategic Council. Hysell will be a communications link between the Strategic Council and

Minnesota as the Council explores new ideas and solutions to significant issues facing the profession of architecture and its role in society. The Council focuses on long-term goals and outcomes.

Election 2024 is Coming: Are You Prepared to Vote?

The 2024 general election takes place on Tuesday, November 5. In addition to the presidential race, the U.S. House and Senate seats, and many local positions, all members of the Minnesota House of Representatives are on the ballot. The Minnesota Secretary of State's Office has information about your registration status, polling locations, early voting, and a sample ballot available for all Minnesotans.

[Learn more »](#)



The 2024 ENTER Print Annual Is Out

The [2024 ENTER print annual](#) features an array of in-depth articles on the challenges and opportunities of shaping a better built environment for Minnesota. It also includes photo-rich profiles of notable new buildings, a special section on the recipients of 2023 AIA Minnesota design awards, and directories of Minnesota architecture firms and other building-project consultants.

All AIA Minnesota members received a copy in the mail. The publication can be [purchased](#) online for \$18 plus shipping and handling. For a discount on bulk orders, email editor [Chris Hudson](#).

[ENTERMN.COM](#): THE BEST PLACE TO FIND INSIGHTFUL CONTENT ON THE BUILT ENVIRONMENT

Do you want to reach community leaders and influencers? Your ad on [entermn.com](#) will put your message and brand in front of our captive audience. Determine your preferred schedule from monthly, quarterly, or just for select events or announcements. Reach 3,700+ subscribers for only \$495 per issue. Contact [Pam Nelson](#) to reserve your space.

MINNESOTA ARCHITECTURAL FOUNDATION



GOAL: \$50,000



45%
Funded

\$22,560
Raised

38
Donors

CLARENCE WIGINGTON ARCHITECTURAL SCHOLARSHIP

Advancing Equity and Inclusion within Architecture

Double Your Impact!

The Minnesota Architectural Foundation (MAF) has received a generous \$50,000 donation commitment to the Clarence Wigington Fund from an anonymous donor contingent on matching this amount with new fundraising efforts, and we need your

help to match this goal. [Contribute today »](#)

MAF Call for Leadership

The Minnesota Architectural Foundation (MAF) is seeking board leadership positions that will begin January 1, 2025. AIA, Assoc. AIA members, and non-members are all eligible. This is an important time in the leadership of MAF. By joining the leadership team, you will be engaged in key decisions as we continue to implement the Foundation's strategic direction. Anyone interested in being considered for an MAF position should submit a letter of interest no later than **Tuesday, October 15, 2024** to MAF@MinnesotaArchitecturalFoundation.org.

CONTINUING EDUCATION



Upcoming CE Opportunities

Start assessing now how many additional credits you still need to renew your AIA membership due December 31, 2024. The requirement is for licensed architects only and is 18 Learning Units (hours), 12 of which must be Health Safety Welfare. [Check your AIA transcript »](#)

The Ethics of Inclusive & Accessible Design

Wednesday, October 2, 2024 5:00 pm

1.0 HSW LU, 1 hour Ethics

This program is sponsored by the AIA MN Equity in the Built Environment (EBE) Committee and hosted by [MG2](#).

[Register »](#)

Have you ever wondered how we got our Accessibility Code? Does it really help the disability community? This program will dive into these questions and talk about how designers currently think about and practice inclusive/accessible design and how they should reconsider those mindsets and design behaviors to actually meet the needs of the disability community beyond the Accessibility Code. Additionally, participants will look at the new Minnesota State law concerning adult-sized changing tables and how they came to be, how Minnesota differs from the ICC 2024 version, and how to make the business case for inclusive/accessible design.

Presented by Sarah St. Louis, Assoc. AIA, ADAC

Sarah is a certified ADA Coordinator and a project manager for MG2 and has been in various roles in the architectural profession for almost 20 years. Sarah is also the co-founder of Changing Spaces MN, a Trained Support Parent and Executive Board Member for Family Voices of MN and sits on the AIA Minnesota Conference Committee.

A'24 MN Conference on Architecture

Make sure to [register](#) and attend the A'24 MN Conference on November 10, 11, 12. Up to 18.25 LUs can be earned over the three-day conference including Ethics, HSW, and GBCI credits. Choose from 51 different programs, keynotes, and tours. Program subjects include building codes, design, equity, diversity & inclusion, equity in the built environment, healthcare, materials and systems, practice management, sustainable design, technology and more. Take advantage of this economical and efficient way to meet your continuing education goals.

AIA Minnesota on-demand webinars are also available, recorded from the best of the best programs from past Conferences. [On demand »](#)

Questions? Contact [Deanna Christiansen](#).

LEADERSHIP FORUM

Leadership Forum 2025

Comments from a couple members of the 2024 cohort:

- “I thought the content was amazing. There was excellent engagement, and I really valued the time to sit and learn.”
- “It was great to have so many opportunities for group exercises and personal reflection.”

We are now planning and looking forward to our 16th year of the AIA Minnesota Leadership Forum!

Eligibility requirements are:

- Candidates **must be** an AIA Minnesota or MSP NOMA member
- License is **not** required
- Minimum of 10 years' industry experience **is** required

Nine sessions will begin in January and continue through July. All but two will be full-day sessions. Areas of focus on content include: Defining Leadership & Cultivating Change; Knowing and Using Your Strengths to Lead; Building Trust and Engagement; Foundations of Intercultural Development; Leadership and Communication; Leadership Stories: Knowing When and How to Lead; Leadership Advocacy – What is Your Story? And, Rethinking, Adapting, Reflecting & Charting Your Path Forward.

Applications are due December 9, 2024. [Apply for Leadership Forum »](#)

Questions? Contact [Deanna Christiansen](#).

NATIONAL & LOCAL CHAPTER UPDATES

AIA NATIONAL

SUBMISSIONS FOR FELLOWSHIP OPEN

The submission period for AIA Fellowship will be open until October 9, 2024. The AIA College of Fellows seeks to stimulate a sharing of interests among Fellows, promote the purposes of AIA, advance the profession of architecture, mentor young architects, and be of ever-increasing service to society. Nomination criteria, timeline, and resources are available [online](#).

REGISTER FOR WOMEN'S LEADERSHIP SUMMIT 2024

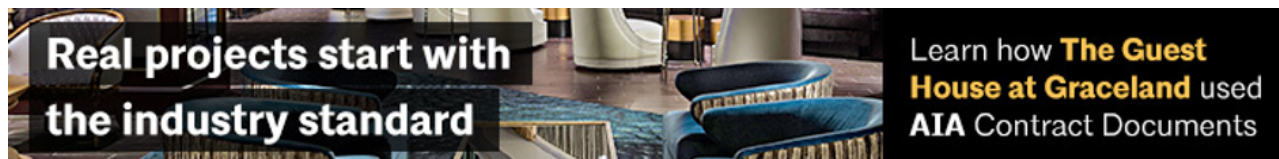
Mark your calendars! AIA Women's Leadership Summit 2024 will be held in Chicago on October 8–10, 2024. The premier event brings together the industry's largest network of women offering an array of opportunities for networking, leadership training, business development, gender equity, and personal empowerment. [Register »](#)

A'25 CALL FOR PROPOSALS OPEN

The A'25 call for proposals is open through October 23! Submit your session proposal to inspire others, share your knowledge, network, and connect on a global stage. Lead the dialogue at one of the most anticipated events in architecture and design, and be part of a diverse, collaborative community shaping the future. [Learn more »](#)

UPDATE YOUR CONTACT INFORMATION

We want to make sure we stay connected! If you've moved, changed companies, or retired, or if your member record contains outdated or incorrect information, this is a perfect time to make those updates. [Log into your profile »](#)



AIA MINNEAPOLIS

ANNUAL MEETING & LUNCH

Monday, November 11, 11:45am-1pm

Join fellow AIA Minneapolis members for a lively and engaging session at the A'24 MN Conference! Connect with fellow members. Cast your vote for new chapter leadership and shape the future of AIA Minneapolis. Learn about the chapter's accomplishments and plans for the upcoming year. Test your knowledge of architecture, design, and local landmarks in a friendly trivia competition. Don't miss this opportunity for fun, networking, and professional development.

If you are registering for [A'24 MN Conference](#), be sure to add Event M12 to your selections or register for the [AIA Minneapolis Annual Meeting as a stand-alone event](#).

AIA NORTHERN MINNESOTA

MEMBER LUNCH

Monday, November 11, 11:45am-1pm

The Crooked Pint

AIA Northern Chapter members are invited to gather for a casual and fun networking lunch during the A'24 MN Conference! An opportunity to connect with fellow members, socialize, and enjoy some delicious food. There is a nominal cost of \$10 for this event and AIA Northern Minnesota chapter will cover the remaining cost of lunch.

If you are registering for [A'24 MN Conference](#), be sure to add Event M14 to your selections or register for the [AIA Minneapolis Annual Meeting as a stand-alone event](#).

HARD HAT TOUR: LAKE SUPERIOR COLLEGE

Thursday, October 24, 3:30-5:30pm

[Lake Superior College](#)

Join us for an exclusive hard hat tour of the Lake Superior College Manufacturing expansion project. Explore the cutting-edge facilities and learn about the challenges and solutions faced during construction. Hear from industry experts as they discuss the project scope, design process, and innovative features. [Register today »](#)

AIA ST. PAUL

ANNUAL MEETING & LUNCH

Monday, November 11, 11:45am-1pm

AIA St. Paul members are invited to attend our annual meeting and lunch! Join members for an engaging session at the A'24 MN Conference! Connect with fellow members. Cast your vote for new chapter leadership and shape the future of AIA St. Paul. Learn about the chapter's accomplishments, financial status, and plans for the upcoming year. Celebrate the success of the AIA St. Paul chapter and look forward to the year ahead.

If you are registering for [A'24 MN Conference](#), be sure to add Event M13 to your selections or register for the [AIA St. Paul Annual Meeting as a stand-alone event](#).

COMMITTEE AND KNOWLEDGE COMMUNITY UPDATES

ARCHITECT LICENSING ADVISORY COMMITTEE

Wednesday, October 2, 12:00

[Virtual Meeting](#)

Sign up for this A'24 MN Conference program!

M24. ARE 101: Personal Experiences from Start to Finish

ARCHITECTURE IN THE SCHOOLS COMMITTEE

Thursday, October 10, 8:30 am

[Virtual Meeting](#)

The AIS Committee is always open to new members joining us as we have reconvened and are in the planning stages for our second quarter in 2024! Please reach out to [PaviElle French](#) if you are interested, or feel free to register for the meeting.

BUILDING CODES KNOWLEDGE COMMUNITY

Wednesday, October 9, 12:00 pm

[Virtual Meeting](#)

Sign up for this A'24 MN Conference program!

M16. What Would You Do? Navigating the Intersection of Building Codes and Ethics

COMMITTEE ON DESIGN

Thursday, October 10, 12:00 pm

[Virtual Meeting](#)

Sign up for these A'24 MN Conference programs!

W51. Realizing Design Excellence Through the Common App

W53. Keynote: Honor Award Jurors Show Their Work

W60. 2+2: Design for Discovery

COMMITTEE ON EQUITY IN THE BUILT ENVIRONMENT (EBE)

Tuesday, October 15, 3:30 pm

[Virtual meeting](#)

The EBE Committee is always open to new members joining us and helping actualize our plans to engage in community-based equity events next year! Please reach out to [PaviElle French](#) if you are interested, or feel free to register for the meeting.

COMMITTEE ON THE ENVIRONMENT (COTE)

Friday, October 11, 12:00 pm

[Virtual Meeting](#)

Join the AIA COTE co-chairs in a roundtable discussion of sustainability happenings, personally or professionally that you'd like to share with the group. It'll be informal, interactive, and FUN! Be ready to share thoughts and ideas with the group and get to know each other better. Also, we would like ideas for presentations for 2025.

[Read](#) the September/October edition of the COTE Newsletter, which includes information on the 2025 COTE Top 10 awards and additional design resources.

Sign up for this A'24 MN Conference program!

W60. 2+2: Design for Discovery

COUNCIL OF FIRMS KNOWLEDGE COMMUNITY

Monday, October 14, 12:00 pm

[Virtual Meeting](#)

Sign up for this A'24 MN Conference program!

W60. Leadership Transition

EMERGING PROFESSIONALS COMMITTEE

Tuesday, October 8, 12:00 pm (meetings are held quarterly)

[Virtual Meeting](#)

EMERGING PROFESSIONAL FRIENDLY FIRM PROGRAM

Does your firm provide support to emerging professionals? This award program recognizes firms in the Upper Midwest that are committed to supporting early career professionals.

Firms with an office in Wisconsin, Minnesota, North Dakota, or South Dakota are eligible to apply. [Visit the website »](#)

Sign up for this A'24 MN Conference program!

W48: Empowering the Next Generation of Professionals

ENTER COMMITTEE

Friday, October 25, 12:00 pm

[Virtual Meeting](#)

GOVERNMENT AFFAIRS COMMITTEE

Tuesday, October 15, 12:00 pm

[Virtual Meeting](#)

Sign up for this A'24 MN Conference program!

T31. Architectural Statehouse Rock

HOUSING ADVOCACY COMMITTEE

Wednesday, October 2, 12:00 pm

[Virtual Meeting](#)

LAKE SUPERIOR DESIGN RETREAT COMMITTEE

Monday, October 21, 11:30 am

[Virtual Meeting](#)

MINNESOTA DESIGN TEAM COMMITTEE (MDT)

Wednesday, October 16, 4:30 pm

[Virtual Meeting](#)

RESIDENTIAL ARCHITECTURE COMMITTEE

Tuesday, October 1, 12:00 pm

[Virtual Meeting](#)

THANK YOU FOR JOINING US FOR THE HOMES BY ARCHITECTS TOUR!

Thank you to the volunteers, sponsors, architecture firms, and tour goers who all made this year's Homes by Architects Tour a success! With the help of nearly 90 volunteers, we were able to share 12 homes designed by eight different architecture firms with nearly 1,900 members of the public on September 28 & 29.

The virtual tour, featuring four homes, is available to explore through October 13! The virtual tour features two homes and includes Matterports and photo galleries. [Learn more »](#)

WOMEN IN ARCHITECTURE COMMITTEE

Wednesday, October 16, 12:00 pm

[Virtual Meeting](#)

Don't miss the "[Converging of Times](#)" exhibit in the Coffman Art Gallery, featuring the work of committee member **Debanjana Chatterjee, AIA!** Through mixed media illustration — photography, digital sketch, and lithography — her work depicts the dilemmas of a woman living within different layers of society; the notion that women go unnoticed, are overworked, and underpaid. She reflects on how women are psychologically struggling every day. **The exhibit runs October 1 - February 2, 2025.** And watch for a WIA social that includes a trip to view this exhibit!

Sign up for these A'24 MN Conference programs!

M11. WIA Networking | 10 Years Looking Back to Look Forward

M25. The FAIA Legacy Project: New Documentaries

T40. Establishing the Business Case for Women in Architecture — 10 Years Later

PEOPLE & FIRMS

Bob Mack, FAIA, is retiring! Celebrate with the MacDonald & Mack team on Saturday, November 23, at their new office location in Christ Church Lutheran. Watch for more details in future editions of Matrix.

Patricia Mutebi, Assoc. AIA, NOMA, was selected for the AIA Next to Lead program. The program supports association leadership for diverse women seeking to become volunteer leaders within AIA.

Shelter Architecture received the Community FOCUS Design Award from the American Society of Interior Designers (ASID) for its redesign of the Luminary Arts Center. [Learn more »](#)

WELCOME OUR NEWEST MEMBERS!

Tim Eian, Assoc. AIA

Jason Englund, Assoc. AIA

Steven Esparza, Assoc. AIA

Malini Foobalan, AIA

Ivan Gonzalez, Assoc. AIA

Shannon Hanson, AIA

Teran Melton, Assoc. AIA

Matthew Sletten, Assoc. AIA

AFFILIATED ORGANIZATION NEWS & EVENTS

[UMN CONVERGING OF TIMES EXHIBIT OCTOBER 1 - FEBRUARY 2 »](#)

[HEALTH DESIGN CONFERENCE OCTOBER 5-8 »](#)

[UMN KUSSKE LECTURE: PAOLA ANTONELLI OCTOBER 15 »](#)

UMN ONLINE RESOURCES

Visit the College of Design's [online calendar](#) for regular updates on activities.

UMN CAREER AND INTERNSHIP RESOURCES

Employers with jobs, internships, or smaller, project-based micro-internships are encouraged to post opportunities for students and recent grads at [careerhelp.umn.edu](#).

UPCOMING EVENTS

Visit the [AIA Minnesota Events Calendar](#) for more information about upcoming events. For events not sponsored by AIA Minnesota, please check directly with sponsors for up-to-date information about cancellations, postponements, or virtual meetings.



*Matrix is published
by AIA Minnesota.*

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NOVEMBER Matrix editorial deadline is Friday, October 18.

DECEMBER Matrix editorial deadline is Friday, November 20.

Please submit content to ***AIA Minnesota***.

Get updates on events, activities, and the latest architectural news from AIA Minnesota and its chapters on social media. Don't forget to tag us on your news to share!



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