



# A'24 MN

The Minnesota Conference  
on Architecture  
November 11-13, 2024



Share your A'24MN experiences and connect with others. #A24MN



# W48. Empowering the Next Generation of Professionals

Thanks to our practice management track sponsor:



**A'24**  
**MN**

**The Minnesota Conference  
on Architecture**

November 11-13, 2024



# LEARNING OBJECTIVES

- 1) Participants will be able to identify different types of firm policies that cater towards emerging professionals
- 2) Participants will have a better understanding of the current benefits market for emerging professionals
- 3) Participants will be able to identify a variety of ways different size firms support emerging professionals
- 4) Participants will learn about ways their policies can positively impact the health of their EP employees, create access to adequate support both in and out of the office, and how to enhance the overall mental welfare necessary for modern practice today.

# SPEAKERS



**Ashley Vanden Bosch, AIA**  
Co-Chair of the  
Emerging Professional  
Committee



**Kyle Palzer, AIA**  
MN Representative of the AIA  
Young Architects Forum



# ABOUT

The goal of the EP Friendly Firm Award is to celebrate firms who offer exceptional support and opportunities for their early professionals. Additionally, the program seeks to foster a dialogue within firms across the upper Midwest with the objective of creating new policies and practices that promote innovation, development, and progressive workplaces for the future members of the design profession.

**Recognized**

**Emerging Professional  
Friendly Firm**

**2023-2024**



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

# CREDITS



Anastasia Jacklitch,  
AIA



Ashley  
Vanden Bosch, AIA



Bridget Geissler, AIA



John  
Maternowski, AIA



Jonathan Jacobs,  
Assoc. AIA



Katie Kangas, AIA



Kyle Palzer, AIA



Levi Pfeil, AIA



Molly Ellis, AIA



Nathan  
Anderson, AIA



Nickisha  
Vander Wyst, AIA



Nicole Kiel, AIA



Ryan Welke, AIA



Stacey Keller, AIA



Svavar Magnusson,  
Assoc. AIA



Wesley Churchill,  
AIA

# WHO IS AN EMERGING PROFESSIONAL (EP)?

Someone who is part of the **architectural staff**, has been working in the architectural profession for **10 years or less** and fills one of the following roles:

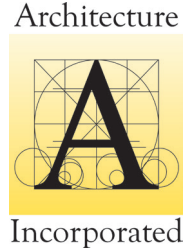
- **Architectural student intern**
  - **Recent graduate**
- **Unlicensed emerging professional**
  - **Recently licensed architect**

# AWARDED FIRMS 2019-2024

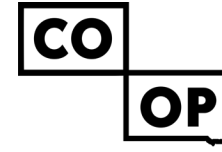
ALLIANCE



ARCHITECTURE  
ADVANTAGE



B|W|B|R



DJR

esg



FEH DESIGN

HGA



Kahler Slater



LEGACY  
architecture



LHB



Mead  
& Hunt



Perkins&Will



Quorum Architects, Inc.

RSP

RYAN



SNOW  
KREILICH  
ARCHITECTS





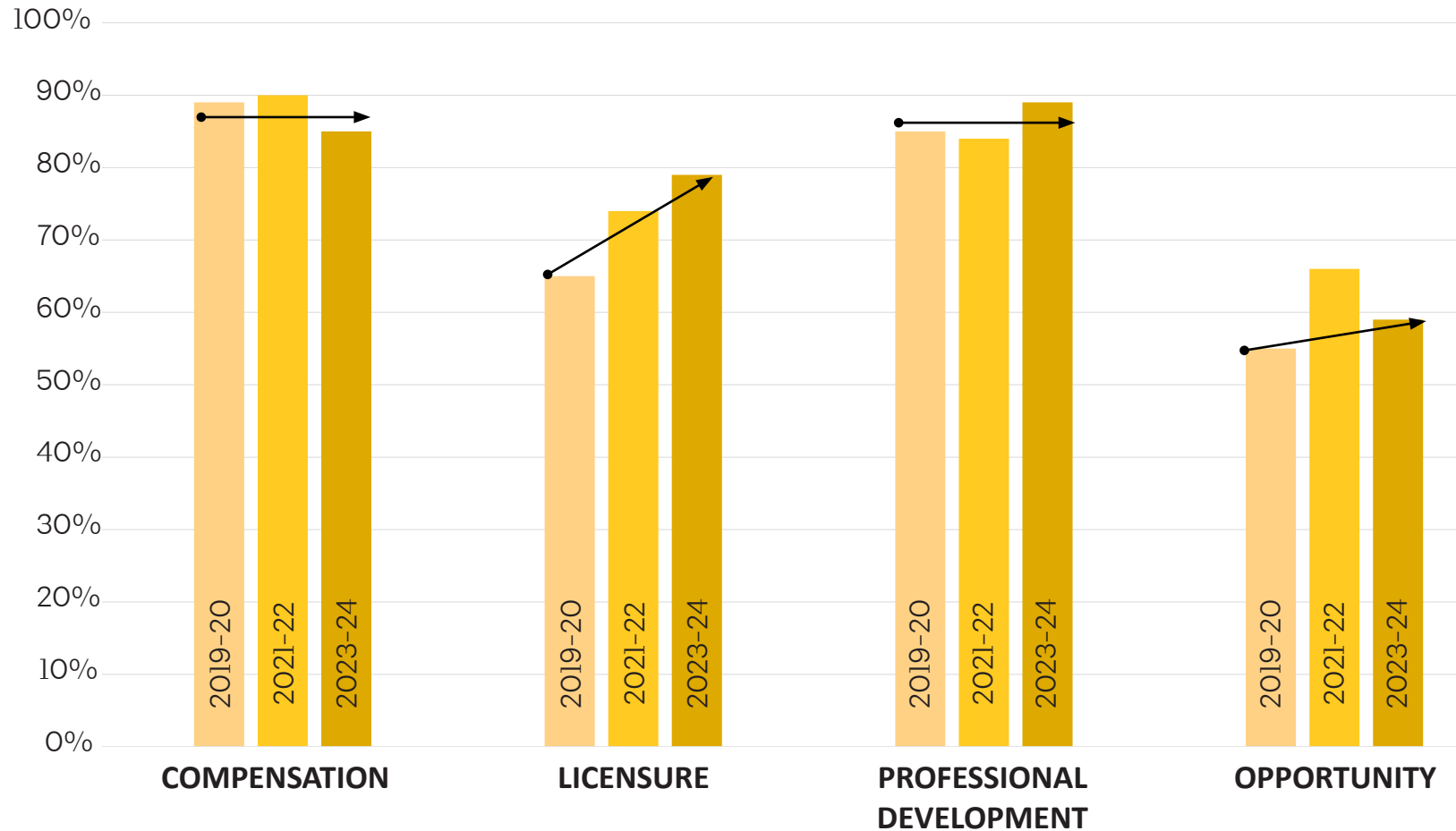
# AWARDED FIRMS 2023-2024



# CATEGORIES

COMPENSATION	LICENSURE	PROFESSIONAL DEVELOPMENT	OPPORTUNITY
SALARY	AXP	INTERNS	% WOMEN AT FIRM
NCARB FEES	PTO TO TAKE EXAMS	RETAIN EPS	RACIAL AND ETHNIC MINORITIES
AIA FEES	EXAM FEES	ALL PROJECT PHASES	JOB OFFERS TO DISADVANTAGED GROUPS
LICENSURE FEES	STUDY MATERIALS	VARIETY OF MEETINGS	LEADERSHIP TRAINING
HEALTH INSURANCE	CELEBRATE LICENSURE	MENTORSHIP	EDI TRAINING
SICK LEAVE	WELL-ROUNDED	TIME AND \$ FOR CONFERENCES	ANTI-HARASSMENT TRAINING
PTO	LICENSURE COMPENSATION	REVIEWS	PAID FAMILY LEAVE
OVERTIME		PATH TO FIRM LEADERSHIP	REMOTE WORK
DISABILITY		CONTINUING	FLEXIBLE HOURS
RETIREMENT			
PROFIT SHARING			

# TREND IN AVERAGE POINTS



## COMPENSATION

**STEADY  
HIGH PERFORMING**  
Appears slightly lower due to updated questions regarding sick leave policy and PTO

## LICENSURE

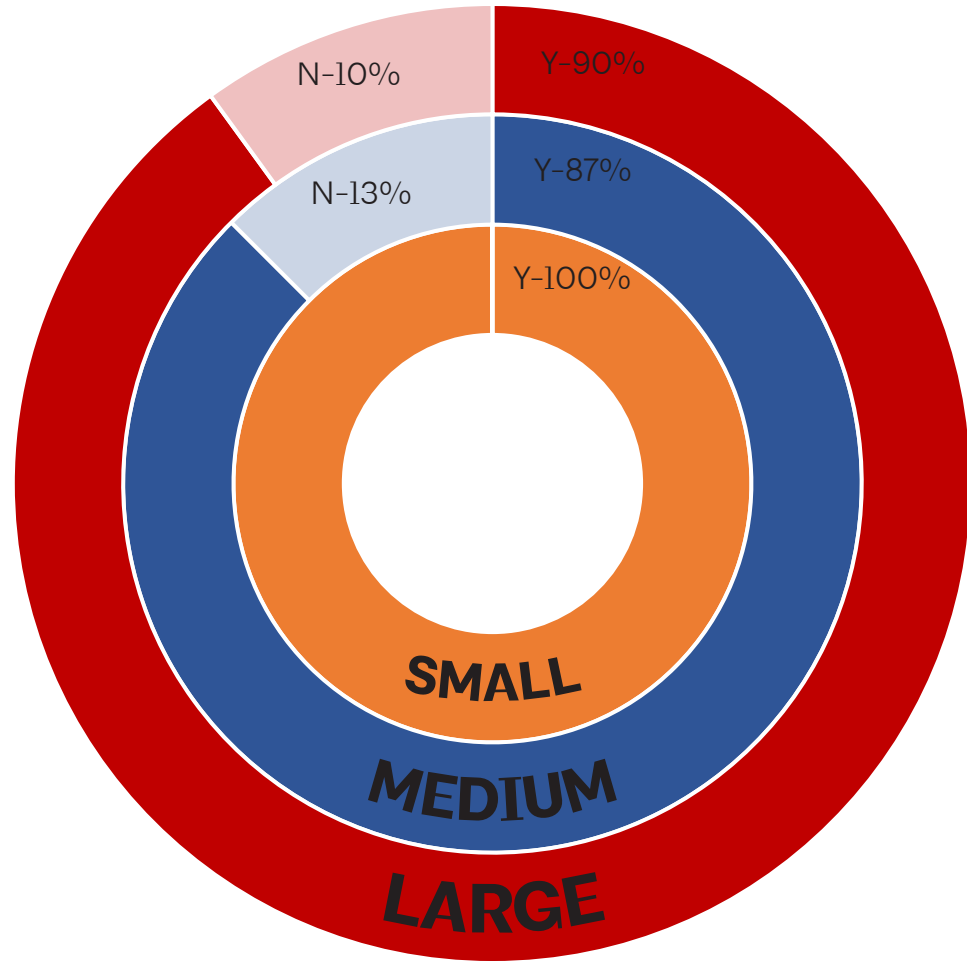
**GROWTH**  
Due to digital study tools, time off (not PTO) to take exams, Paying for exams

## PROFESSIONAL DEVELOPMENT

**STEADY  
HIGH PERFORMING**  
Consistent answers, more firms providing a path to firm leadership

## OPPORTUNITY

**GROWTH**  
Though not visually represented, large strides have been made in the DEI initiatives, in paid family leave policies, remote work, and flexible hours



Small firm (10 & under) - 34 Point Threshold

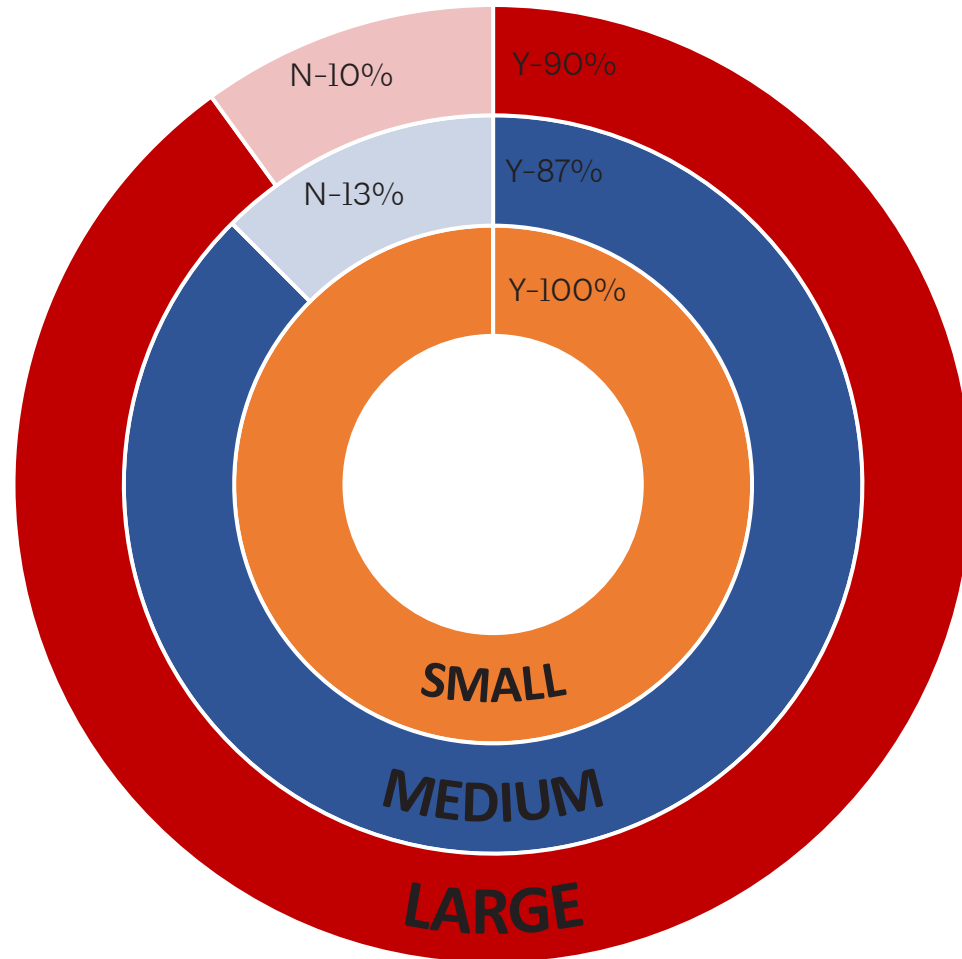
Medium firm (11-49) - 39 Point Threshold

Large firm (50+) - 44 Point Threshold



# The starting salary for a recent college graduate is above \$52,350?

(AIA Salary Calculator Median)

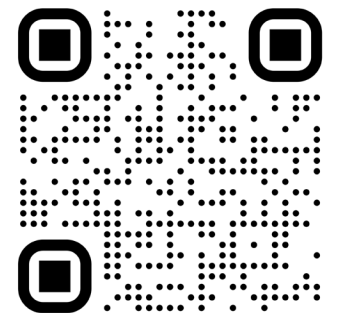


**85%** of firms pay all **AIA annual fees**

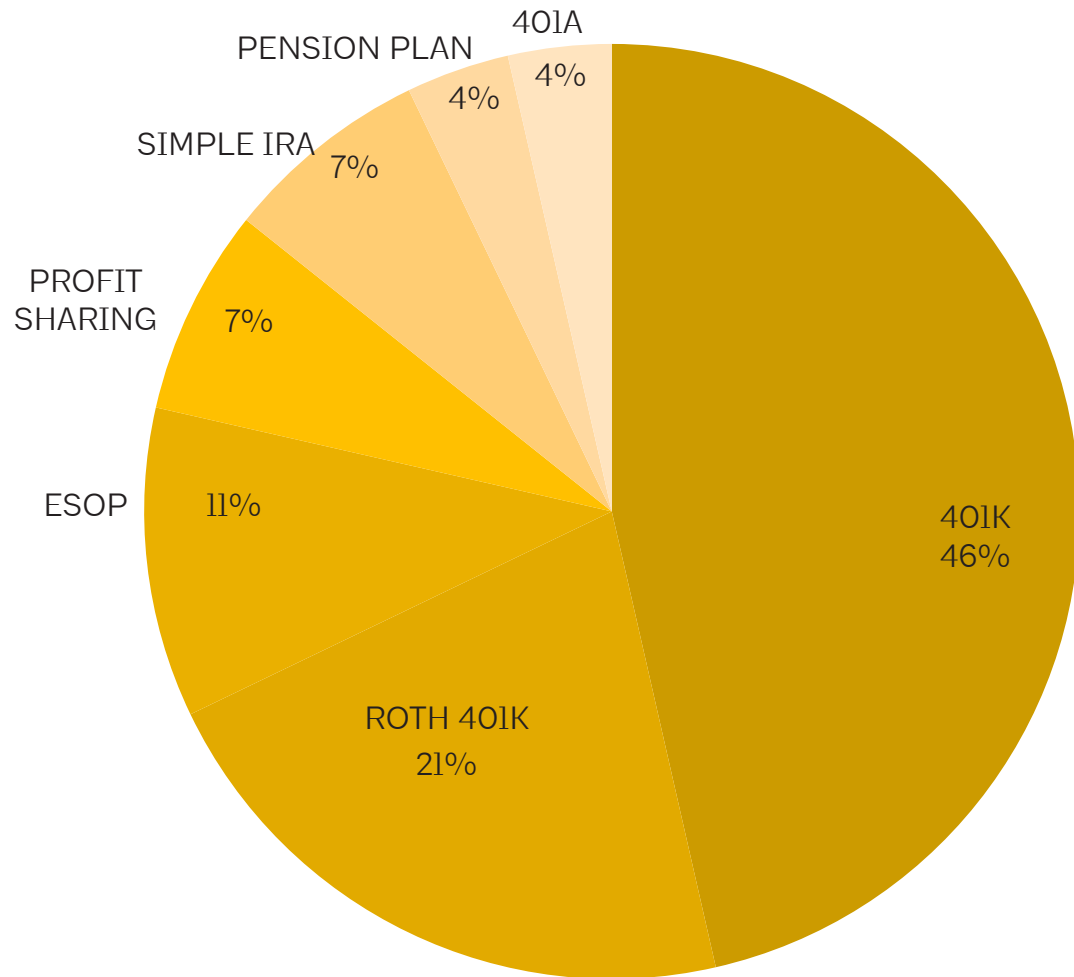
**95%** of firms pay all **state licensure fees**

The remaining firms pay partial (50% or more) or pay via an allowance/budget.

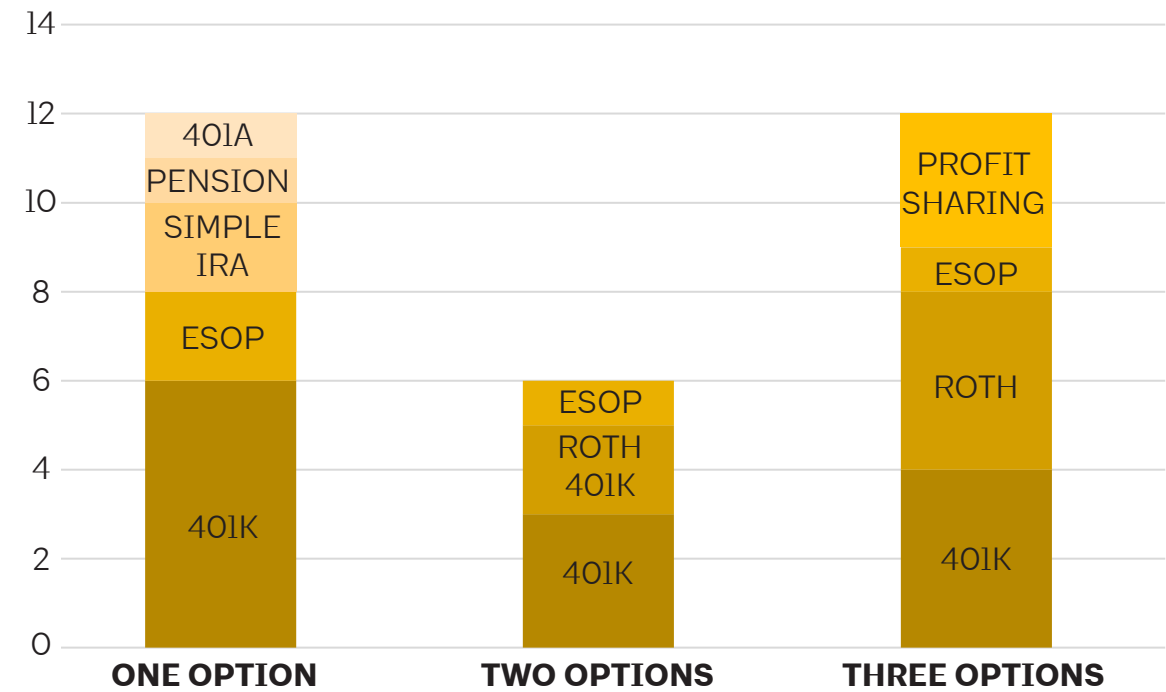
AIA Salary  
Calculator



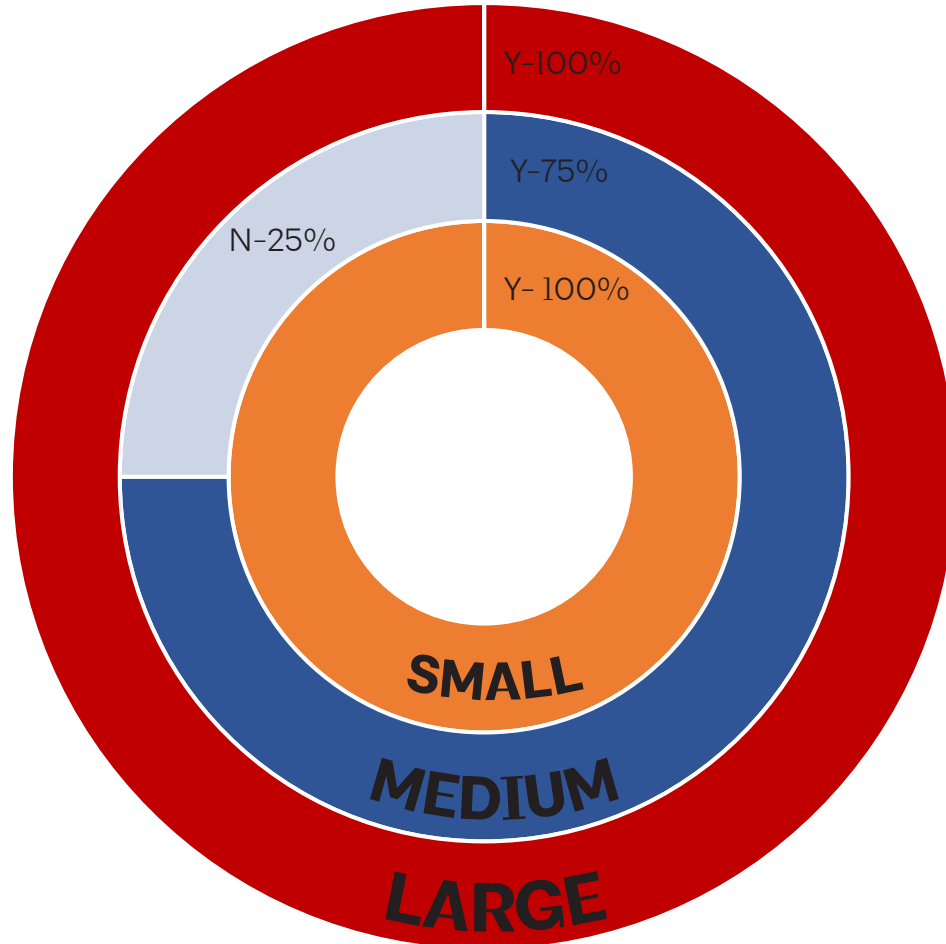
## What firm supported retirement plans are provided?



**100%** of firms offer retirement plans



## Are EPs provided additional compensation upon licensure?



**88%** of firms provide  
**additional compensation upon licensure**

"..offers a \$5,000 pay raise increase to individuals who obtain a role-related professional certification or license"

"Employees who obtain licensure are given a \$1,000 bonus"

"Passed licensure leads to bonus"

"Employee is eligible for, but not guaranteed, a bonus up to \$2,500"

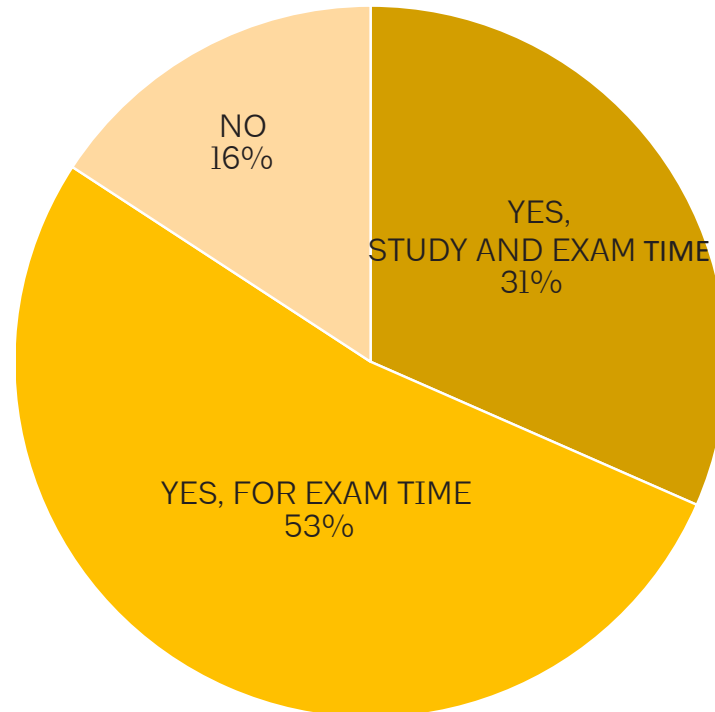
"No written policy. Typically upon licensure, EP's receive a 5-12% increase in salary"

"Eligible for a salary review"

"HR will conduct a compensation review of internal and external resources to determine an appropriate salary"

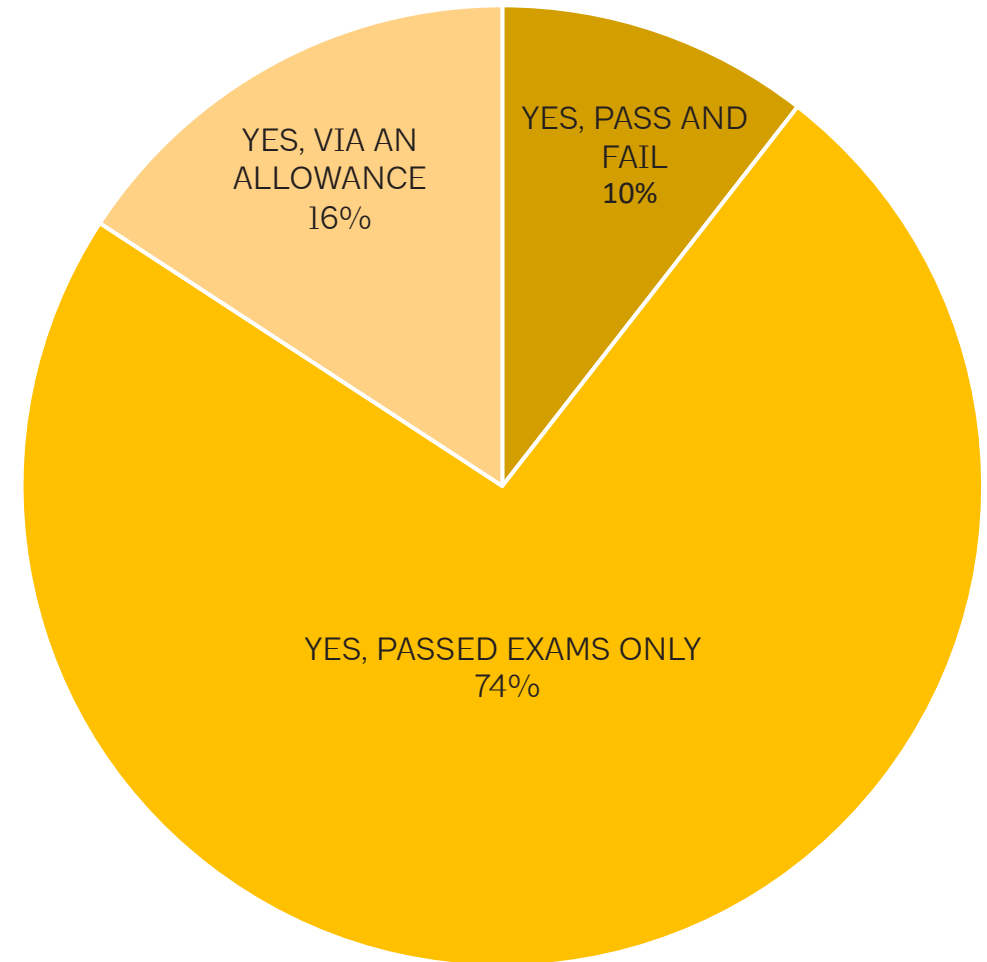
"...utilizes the AIA Salary Calculator for the region, firm size, and years of experience for wage increases and modifications."

Do firms provide paid time for studying/exams?



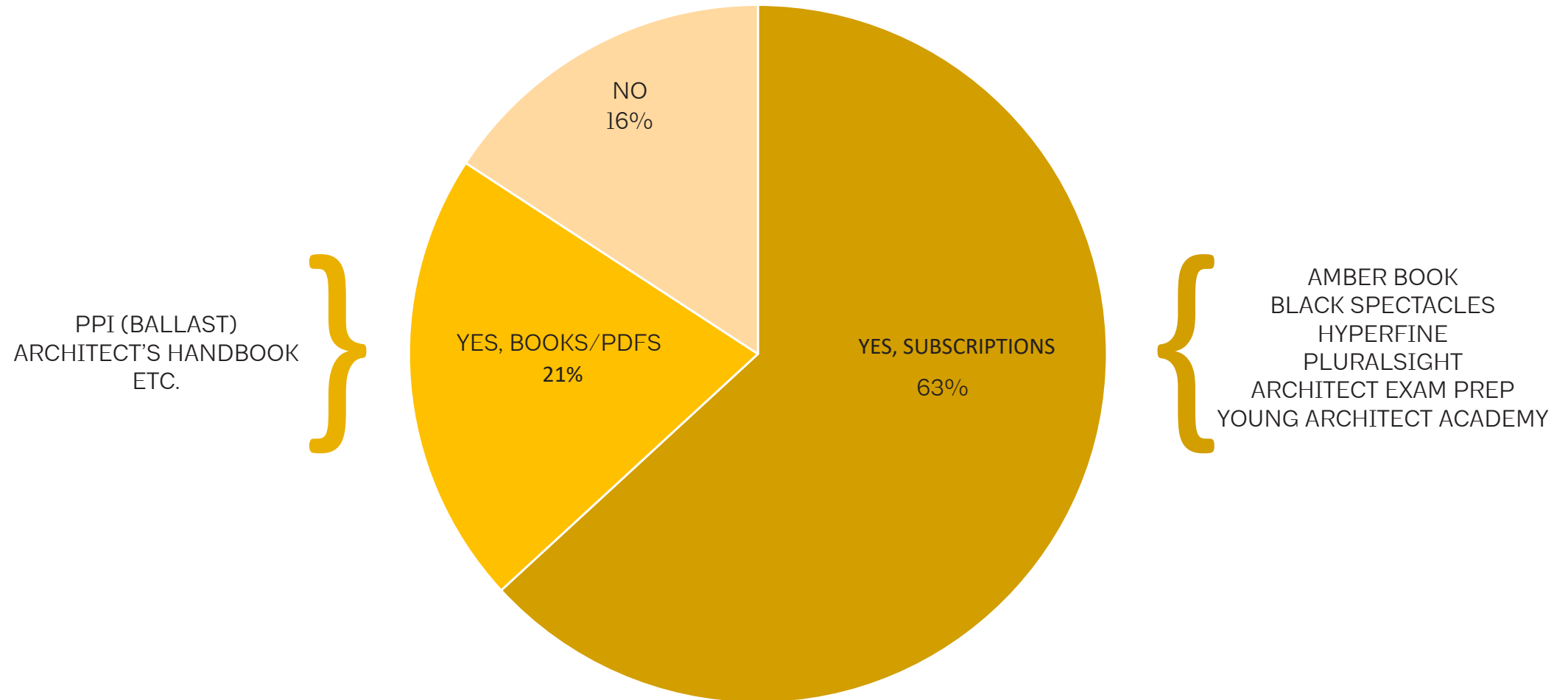
**84%** of firms  
provide paid time for exam time

Do firms reimburse for exam fees?



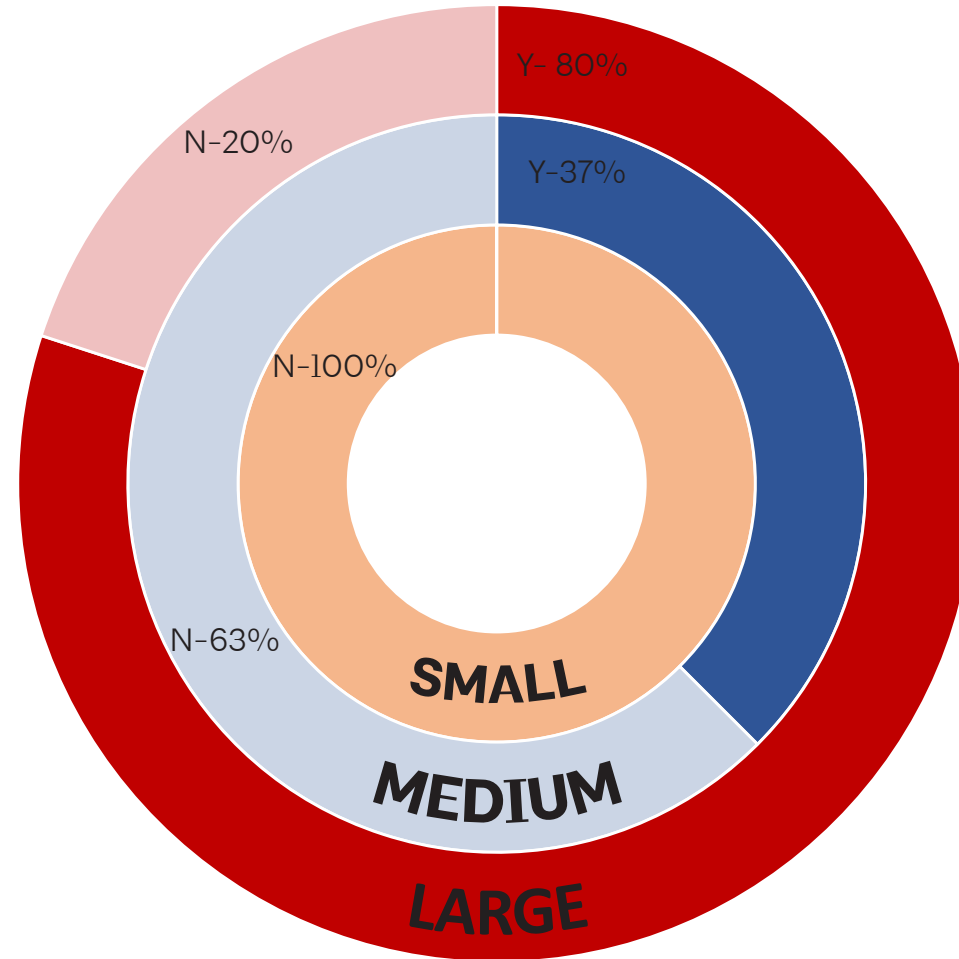


## Does your firm provide access to study materials?



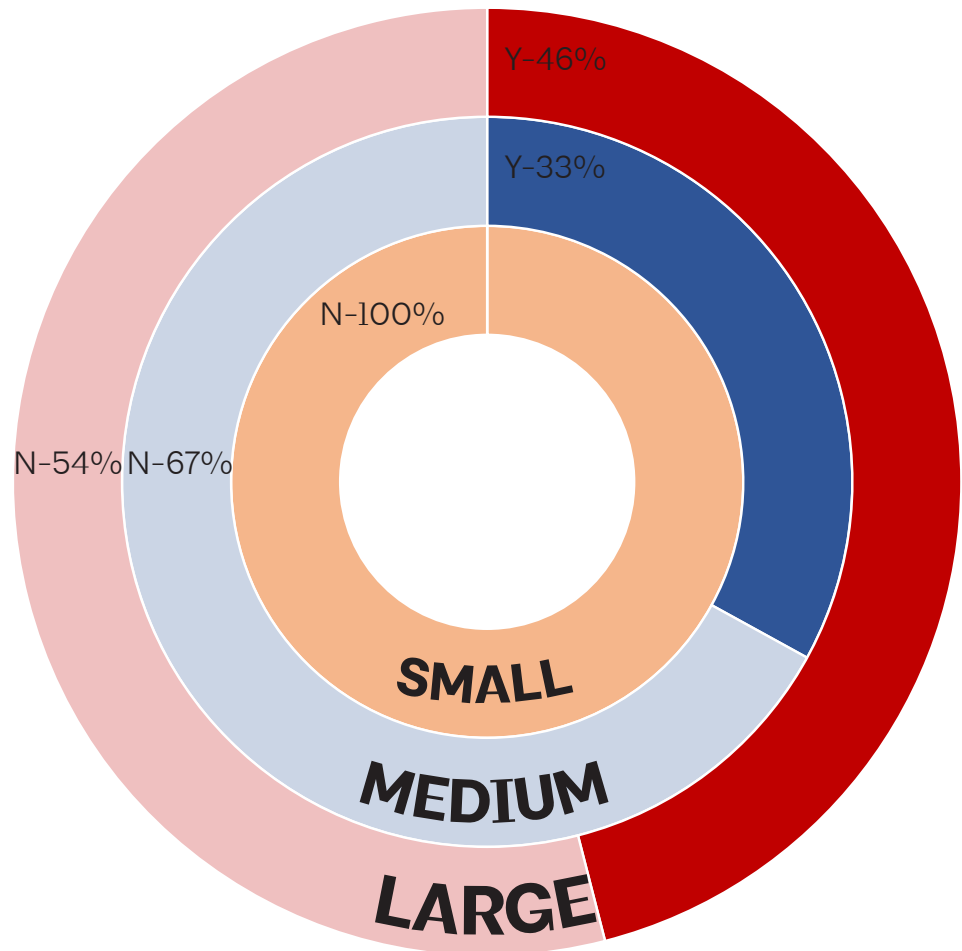
# Does your firm provide a mentor to each EP?

(Must not be the EP's supervisor. This must be an organized mentorship program within the firm, not an organic/informal one.)

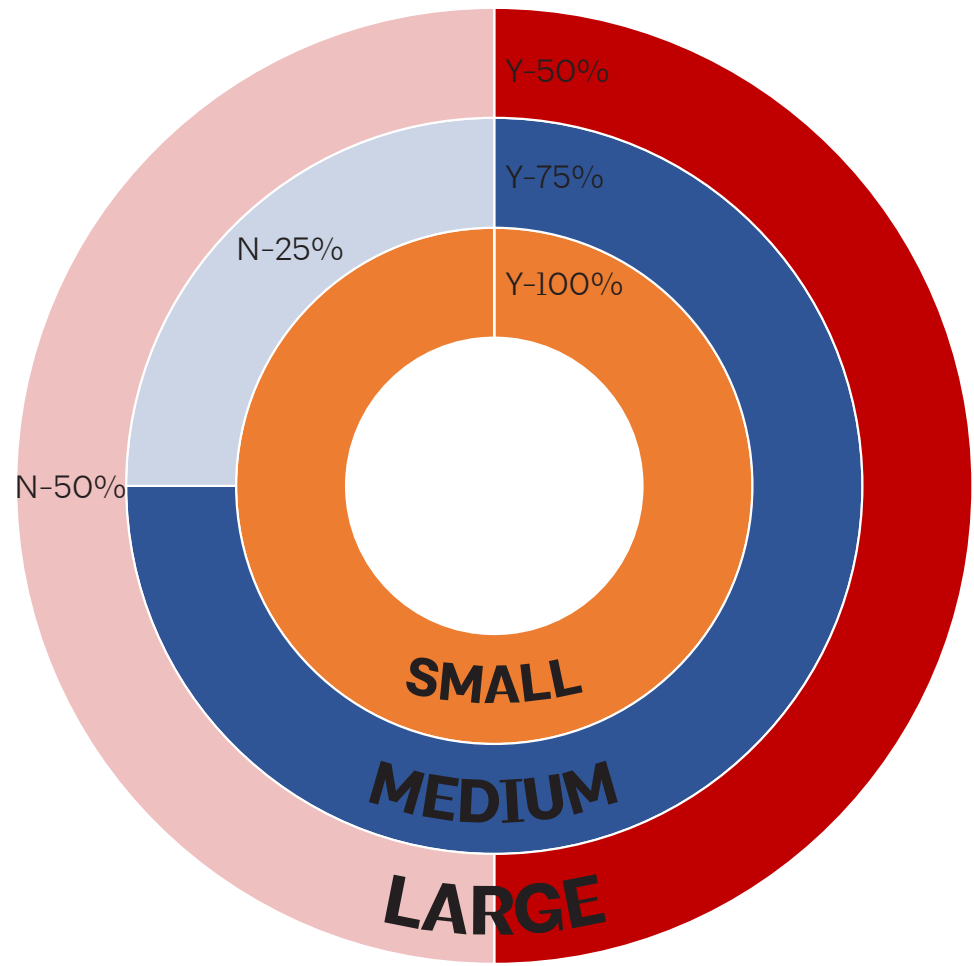


# Is the path to firm leadership outlined in an employee manual and accessible to employees?

2019/2020



2023/2024



**100%** of firms  
offer

“...All our internal and external meetings went to video. Leadership took this **opportunity to encourage project leaders to have staff to sit in on meetings that they otherwise would not attend.**”

... “the entire firm has **adjusted to meet the needs of individuals and families.** The firm has welcomed discussions about the challenges and opportunities of working remotely during a pandemic. For example, we hosted two Town Hall meetings on Childcare and Education.”

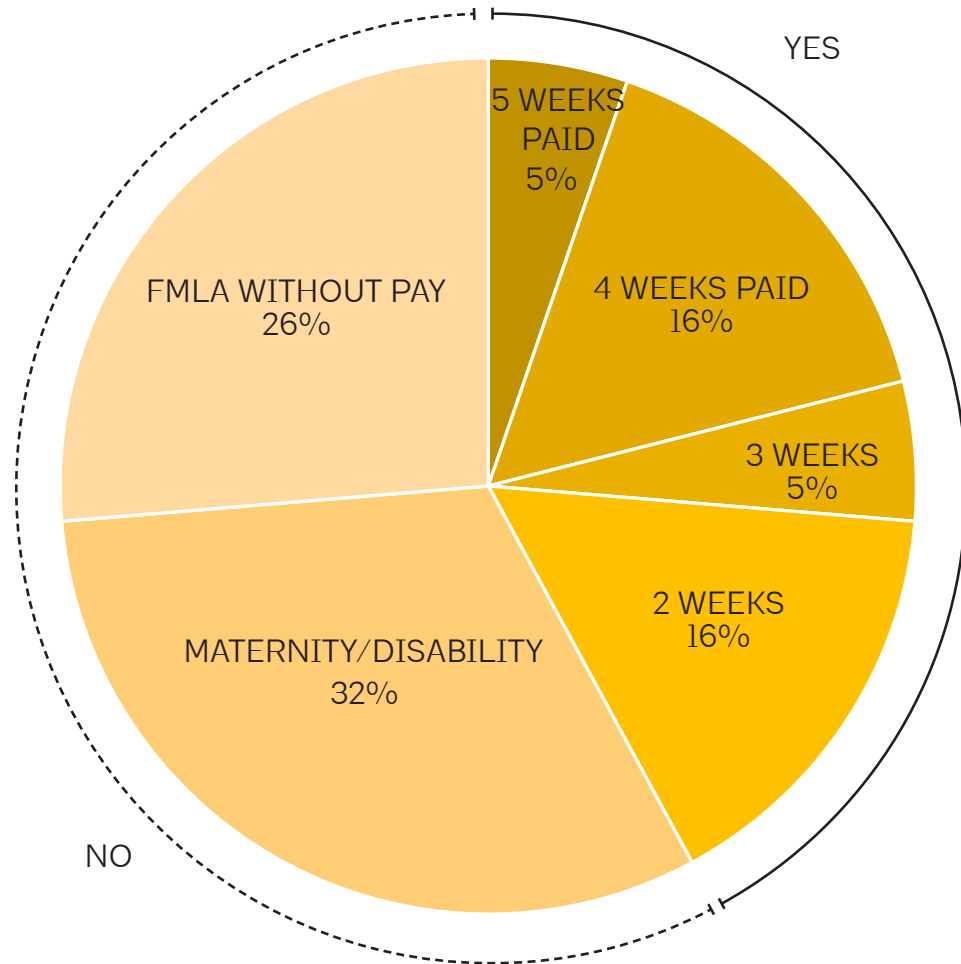
“...we **host trainings on new technology** to help streamline and improve communication”

“...With today’s technology, it is **easy for us to communicate well with everyone** and accomplish our workload”

“**...structure their scheduled time into longer work days Monday through Thursday.** This offers flexibility to leave at noon on Friday...”

**94%** of firms offer  
**partial remote work**

# Does your firm provide paid parental leave?



**42%** of firms offer **paid parental leave**

... “provides **5 weeks of paid parental leave** ...This time is **in addition to any short-term disability benefits** available to birthing parents and any state supported paid leave time and/or the use of accrued PTO time.”

“Full time employees (mothers & fathers)...are eligible for up to **4 weeks of paid Parental Leave, including all benefits, for the birth or adoption of a child.** This time is **in addition to the short-term disability benefit** that mothers who have given birth receive.”

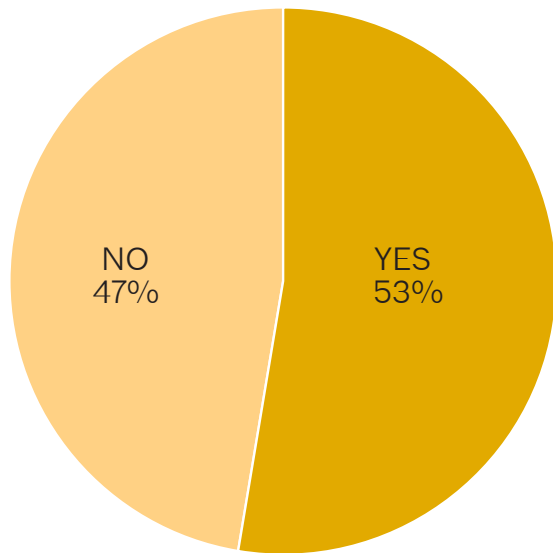
“**Paid Maternity Leave - 6 weeks, partial pay with full benefits. Un-Paid Paternity/Family leave up to 12 weeks.**”

“**Unpaid leave of absence of up to 12 weeks**” (per FMLA)

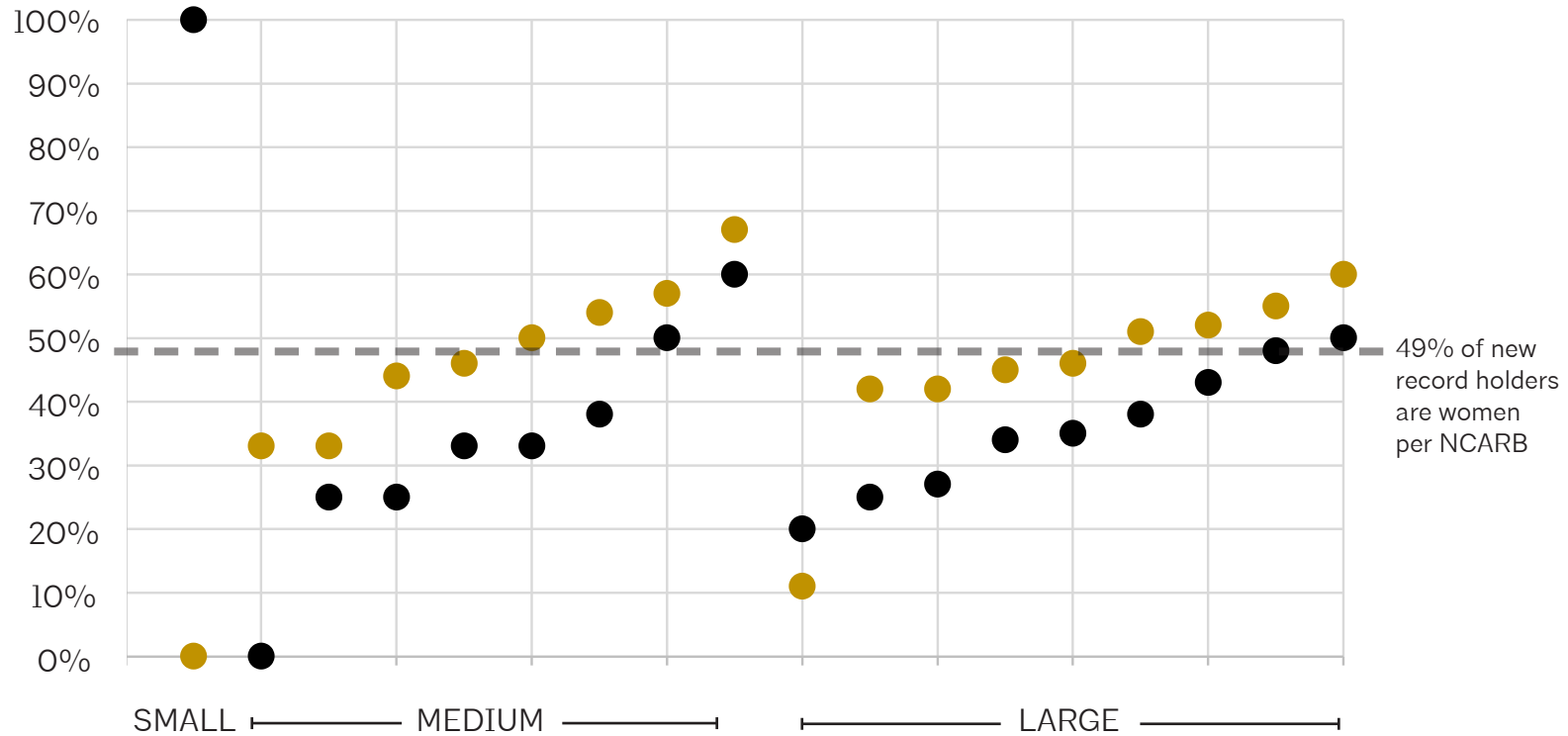
**mi** MINNESOTA  
 PAID LEAVE  
 Starting  
 January 1, 2026



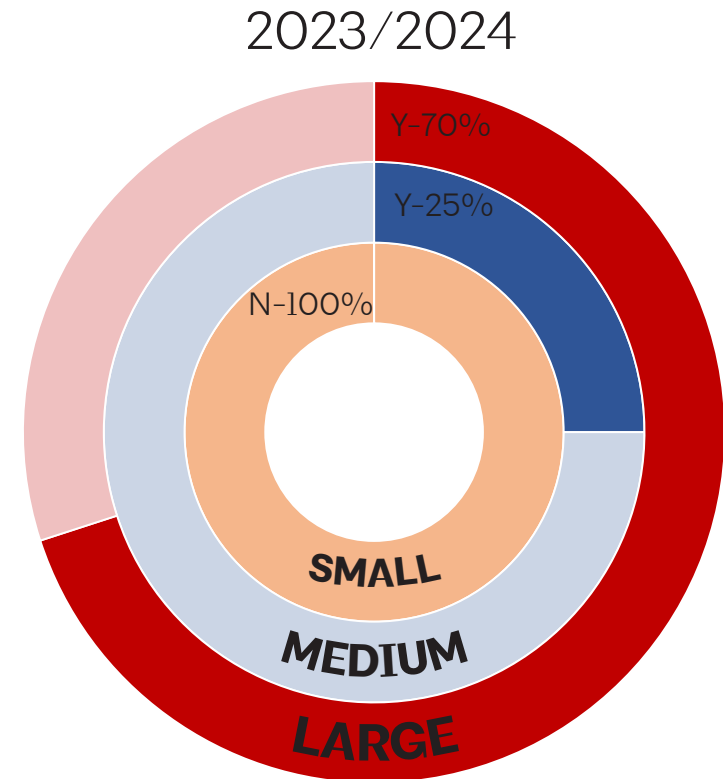
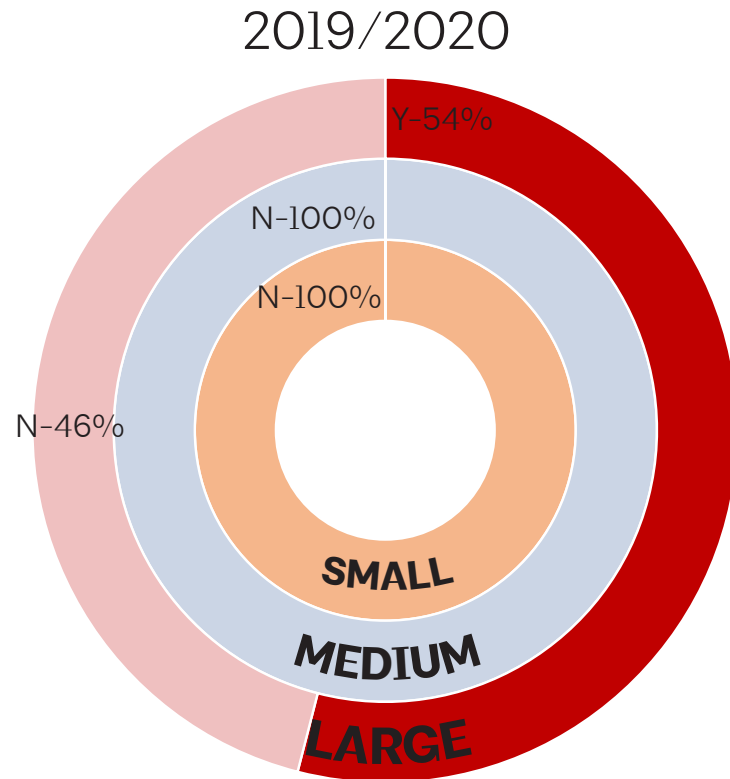
Of the EPs in your firm,  
 are at least 49% women?



% of EPs who are Women  
 % of Firm Leaders who are Women



Has your firm provided company-wide equity, diversity, and inclusion training to all employees in the past 3 years?

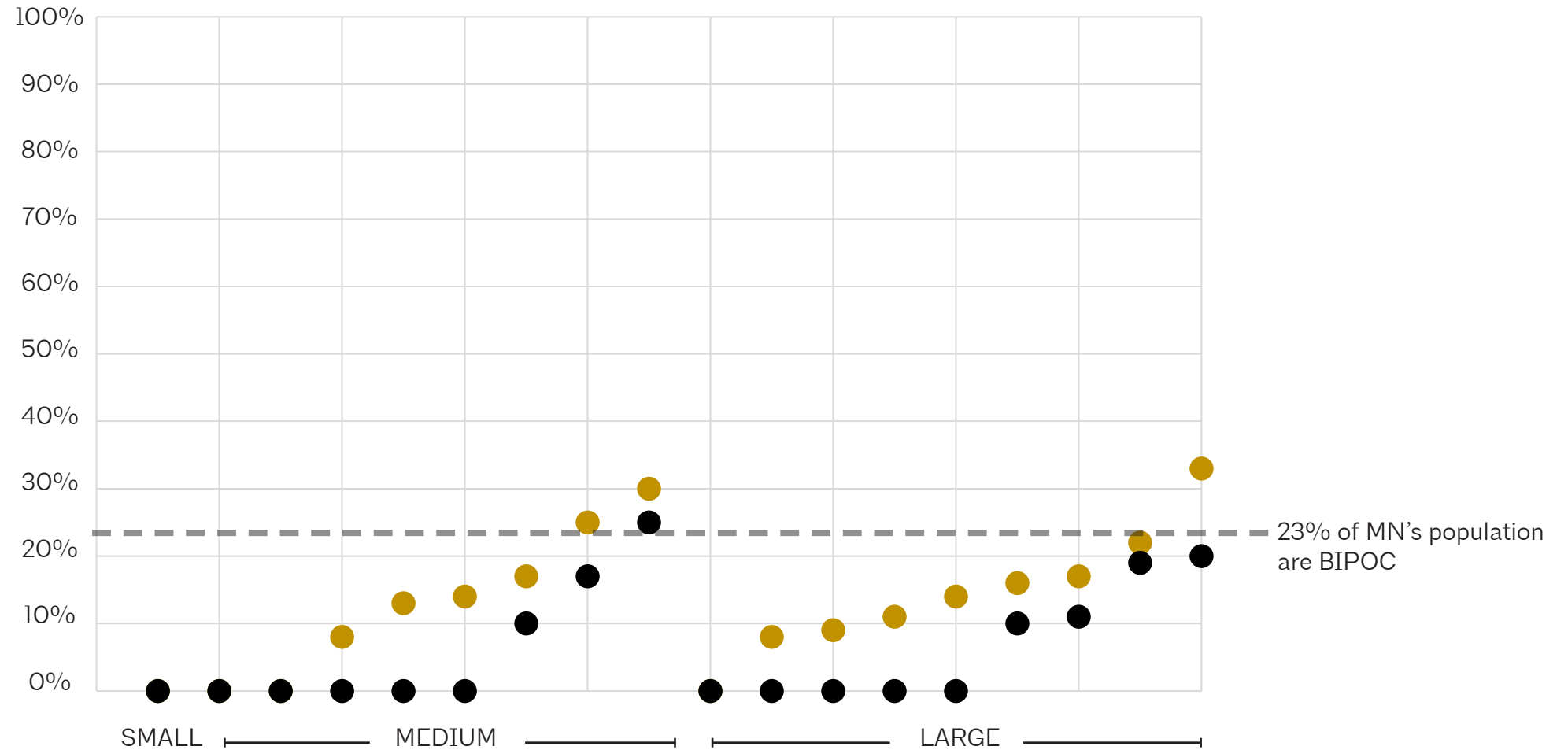


### Intercultural Development

AIA MN is pleased to present two new intercultural development programs help members increase their ability to lead successful equity, diversity and inclusion efforts in their firms and to more effectively engage with clients who are demographically or ideologically different.

## % of EPs who are a Racial or Ethnic Minority

### % of Firm Leaders who are a Racial or Ethnic Minority





# In which ways is the firm improving the firm culture around Equity, Diversity, and Inclusion?

Select all that apply.

ESTABLISHED AN EDI COMMITTEE

EDI POSITION AT THE LEADERSHIP LEVEL

EVALUATE PAY EQUITY

EPs ATTENDING EDI-RELATED SEMINARS/CONFERENCES

SUPPORT EPs TO ATTEND EQUITY CONFERENCES (WOMEN IN LEADERSHIP OR NOMA)

WE WOULD OFFER IT IF ASKED, BUT DON'T REQUIRE IT

## MODERATORS



Ashley  
Vanden Bosch,  
AIA



Kyle Palzer, AIA

## PANELISTS



Brian Gadiant, AIA  
Partner at  
Momentum Design Group



Kristine Anderson,  
Managing Principal at  
PKA Architecture



Tricia Eiswald, SHRM-SCP  
Principal, Director of  
People & Culture at BWBR







**Number of employees:** 18  
**Areas of Practice:** Multifamily, Commercial, Interior Design







**Number of employees:** 30+/-  
**Areas of Practice:** Single Family, Multifamily,  
Boutique Commercial





# B | W | B | R

**Number of employees:** 200 (Saint Paul, Madison, and Omaha)

**Areas of Practice:** Healthcare, Behavioral + Mental Health, Education, Science + Tech; Civic, Corporate + Community





## MODERATORS



Ashley  
Vanden Bosch,  
AIA



Kyle Palzer, AIA

## PANELISTS



Brian Gadiant, AIA  
Partner at  
Momentum Design Group



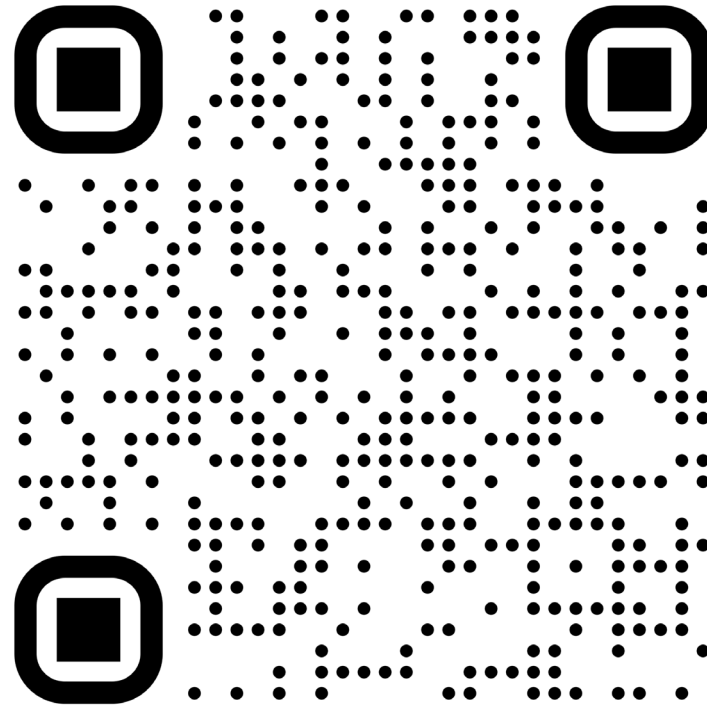
Kristine Anderson,  
Managing Principal at  
PKA Architecture



Tricia Eiswald, SHRM-SCP  
Principal, Director of  
People & Culture at BWBR



**For more information or to apply:**



Additional Info:

<https://www.aia-mn.org/get-involved/committees/emerging-professionals/>

<https://epfriendlyfirmaward.wixsite.com/website>