



## Align Mentoring Program Program Overview

**Align focus areas and experience with other young architect members within each cohort**

**Align with members of COF through mentorship**

**Align and improve young architect members' notable contributions to support their career legacy**

### What is the Align Mentoring Program?

The YAF/COF Align Mentoring Program is a long-range program that connects Young Architects with AIA Fellows. Through groups called “pods”, the program pairs 4-6 emerging professionals with 2-3 Fellows, facilitating professional and leadership development. The program’s objectives are:

- To support Young Architects in defining their legacy within the profession while navigating one’s career path.
- Create a vehicle for mentorship and career development that connects Young Architects and Fellows with peers across the country.
- Accelerating contributions of Young Architects and developing regionally diverse collectives to contribute more in the future.

### Structure

Each pod begins with 4-6 young architects and 2-3 fellows; the number of pods organized each year depend on the available number of College of Fellows volunteers. Pods are organized by “Experience Level” and “Focus Area”:

#### 1. Focus Areas

##### a. Practice (Institute Leadership and Design)

- i. Description: architects who have actively, effectively, and cooperatively led the Institute or a related professional organization over a sustained period of time and have gained widespread recognition for the results of their work. Architects who have produced distinguished bodies of work through design, urban design, or preservation. This may be of any size for any client, of any scope and reflecting any type of architectural design service.

##### b. Scholarship

- i. Description: architects who have made notable contributions through their work in education, research, literature, or the practice of architecture. Work in education may be teaching, research, administration, or writing and should have a lasting impact, be widely recognized, and provide inspiration to others in the field and the profession. Research areas may include building codes and standards, specifications, new material



applications, or inventions. Practice includes firm management, administration, and project management or specialty areas (specific building types, technical expertise).

**c. Civic**

- i. Description: architects who have made notable contributions in public service or work in government or industry organizations through leadership in the development of civic improvements and needed governmental projects, including such elements as conservation, beautification, land-use regulation, transportation, or the removal of blighted areas, or who have clearly raised the standards of professional performance in these areas by advertising the administration of professional affairs in their fields.

**2. Experience Level**

**a. Focused Engagement**

- i. Have been an AIA member in good standing for generally less than 5 years.
- ii. Has yet to focus a body of work that identifies and aligns with a particular subject/topic area.
- iii. Is in the early stages of compiling material for the Young Architect award.
- iv. May consider applying for fellowship within 10+ years (the YA member hasn't given fellowship much thought).

**b. Refinement Effort**

- i. Have been an AIA member in good standing for generally 3-8 years.
- ii. Has begun to focus a body of work that identifies and aligns with a particular subject/topic area.
- iii. Is in the process of applying for the Young Architect award.
- iv. Anticipate applying for fellowship within ~5-10 years (the YA member has considered fellowship sometime in the future).

**c. Defining Legacy**

- i. Have been an AIA member in good standing for generally more than 6 years.
- ii. Has a notable body of work that identifies and aligns with one of the fellowship objects.
- iii. Has applied for and received the Young Architect award.
- iv. Anticipate applying for fellowship within 5 years (the YA member is anticipating on applying for fellowship in the near future)

**Experience (Tiers)**

Focus Area	Experience (Tiers)		
	Focused Engagement (Beginner)	Refinement Effort (Intermediate)	Defining Legacy (Advanced)
	Pod C	Pod B	Pod A
	Pod F	Pod E	Pod D
Practice (Leadership and Design)	Pod I	Pod H	Pod G
	Pod I	Pod H	Pod G
Scholarship (Education and Research)	Pod I	Pod H	Pod G
	Pod I	Pod H	Pod G
Civic (Community and Public)	Pod I	Pod H	Pod G
	Pod I	Pod H	Pod G



## Schedule

The Align Mentorship Program has a long-range perspective; pods are expected to continue meeting for multiple years, evolving as its members progress through their professional development. Therefore, there is no set schedule for the program. Resources are available to program participants that set out examples of potential schedules, activities and discussion topics, or each pod can create their own. YAF encourages the pods to meet as a group quarterly and are encouraged to have “offline” communication one-on-one as well. In-person meetings are encouraged at AIA Grassroots and AIA Conference on Architecture.

## Volunteer Commitment to the Program

Specific time commitments will vary from pod to pod, the Committee estimates 2-3 hours per quarter for group meetings & activities, plus individual meetings/conversations.

## Eligibility

*YAF Members:* The program is open to AIA members in good standing, within the first ten years of licensure.

*COF Members:* The program is open to AIA College of Fellows in good standing.

## Application Process & Materials

Individuals will be selected on the basis of a written application, recommendations, and resume. Successful applicants will represent a diverse group of emerging professionals that have demonstrated leadership within their firms and communities. Candidates are encouraged to emphasize their previous leadership experience; explain what they intend to contribute to the program; and specify what short and long term goals they are focusing on.

- Letter of Interest – candidates must submit a one-page written letter of interest. (Last Name First Name - Letter of Interest.pdf)
- Letters of Recommendation – each application must include a minimum of one and maximum of three letter(s) of recommendation. (LastName-First Name - Letter of Recommendation 1.pdf)
- Personal Resume – including applicant’s education, employment history, organizations or activity involvement, leadership roles, and honors and awards. Resumes are preferred to be no more than two pages and uploaded in PDF format. (Last Name First Name - Resume.pdf)

## Program Leadership

Ryan McEnroe, AIA; Chair 2021  
Emily Schickner, AIA  
Amaya Labrador, AIA