Slow improvement continues at US Architecture firms.

BOOMERS OUT  MILLENNIALS IN

Use independent contract workers wisely.

How to manage millennials

Technological Tethering
The theme for this year’s AIA Convention was how we, the architectural profession will pursue “Regenerative Design” in our regional areas. However, after returning from the AIA National Convention and the Grassroots, the consistent message over the past three years has been that our profession must be more involved with our communities and we must participate as leaders in the inception of a project rather than insert ourselves into a project at the tail-end.

One of the keynote speakers, the former Mayor of Honolulu, believes that we the architects are the “trained problem solvers”. When he was Mayor he placed architects in key-positions to help him transform their city. When architects are called to participate, it demonstrates more confidence in our abilities than we sometimes have for ourselves.

I do realize that some of the agenda issues that I have suggested to the League may be overly ambitious, but by taking small steps we increase our exposure in our communities.

I was encouraged when our League members participated in the Art Center Gallery Exhibit. We are taking a leadership role when we continue our sustainable design initiatives in hosting the second 2011 East Coast Green Conference.

We have not forgotten about our next generation of professionals as we continue our scholarship fundraising with our Golf Outing on July 18. In September, AIA-NJ, AIA-NY and AIA-PA will work together in holding a first-ever, AIA Tri-State Conference.

It will take continuing participation from our membership, providing support to build a stronger organization. Then the public will more fully recognize us.

Truly yours,

Ben P. Lee, AIA
AIA-ALNNJ President

CALL FOR BOARD AND TRUSTEE NOMINATIONS:
Interested members may contact Joyce Raspa at 201.232.6405 to discuss.

Leagueline
Leagueline is also available online: www.alnnj.org

NEWSLETTER COMMITTEE
ANTHONY IOVINO, AIA
DIRECTOR / EDITOR
aiovino@aianvj.com
FAY WILLIAM LOGAN, AIA
DIRECTOR / EDITOR
flogan@sns-arch-eng.com
JOYCE RASPA, AIA, Esq.
DIRECTOR / EDITOR
joyceraspagore@yahoo.com
PAUL S. BRYAN, AIA
DIRECTOR / EDITOR / ADVERTISING COORDINATOR
pb@lan-nj.com
ELLEN HARMON
EDITOR
eharmont@luxhome.com
D. BRUCE ZAHOR
ZAHOR DESIGN OFFICE INC.
GRAPHIC DESIGN & PROJECT MANAGEMENT
www.zahordesign.com
FROM THE EDITOR:

Within this quarter’s LeagueLine issue we explore the status of the profession in today’s economy. We take a look at hiring practices and who exactly is the next generation of architects. As well, we glance at the economic indicators through the words of AIA Chief Economist, Kermit Baker, Hon. AIA.

As firms begin to hire again there is a tendency to engage new talent as either part-time or temporary help. The topic we explore here is ‘Employee versus Consultant’ status. The IRS has specific rules defining these terms that are worth reviewing. Rena M. Klein, FAIA, who regularly contributes to the AIA’s web site, addresses the relevant issues on this subject.

The pool of people firms have to choose from range from Boomers to Millennials. Yes, that is the term for the 20-somethings emerging from college and entering the field. We will take a look at the generation and how they fit into the profession.

Another aspect of the demographic that makes up our craft is diversity. There have been a number of articles written about it and it was the focus of the AIA’s March 2011 Architect publication. For those of you who were in college 30 years ago… the overwhelming majority of architecture students were likely white males. Since then more women and minorities have entered the field. Just look at our local League events, we are all represented there.

Our profession has benefited from this diversity in many ways. After all, our profession creates environments for all people. The unique perspectives each individual brings to a team or a project benefits the end result.

We highlight findings from the most recent AIA Firm Survey that touches upon diversity and the economics of architecture. We have all been on the proverbial rollercoaster as was written about in last year’s 3QLL. We do not have to tell you how bumpy things have been the past couple years. But, what we can offer is an optimistic view on where we are heading. In these times, it is organizations such as ours where you can find camaraderie, encouragement and support.

Stay involved.

Anthony Iovino, AIA, PP, LEED
Co-editor
aiovino@aiarchs.com

---

**Millennials Working**

By Rena M. Klein, FAIA

This article has been edited to fit LeagueLine formatting.

They can be seen everywhere talking on their phones, texting their friends, listening to their iPods, and often doing all of these things simultaneously. They are the Millennials, also known as Generation Y, and they are beginning to make their presence felt in the workplace. Born between 1980 and 1995, they are the first generation to grow up with cell phones, instant messaging and email. These “20-somethings” work differently from other generations and will require different management techniques. They will also expect a different workplace culture.

**Boomers Out, Millennials In**

Generational demographics reveal that there are almost as many Millennials as there are Baby Boomers. Comprised of 75 million individuals in the US, they loom large behind Generation X, a cohort that of only 45 million. Their parents (and managers) are both Boomers and Xers since many Boomers had their children late, explaining, to some extent, the smaller size of Generation X (born 1961–1980).

In the coming years, as Boomers reach retirement, a huge number of positions in all industries, including architecture, will need to be filled. This trend will increase competition for the talented and highly capable employees that are critical to business success. These conditions, along with the paucity of Gen Xers and the unique competencies of the Millennials, will allow the new generation to have a growing influence on the workplace environment.

As described by Claire Raines in an excerpt from Connecting Generations: The Sourcebook, [Crisp Publications, 2003], “[The Millennials] are hottest commodity on the job market since Rosie the Riveter. They’re sociable, optimistic, talented, well-educated, collaborative, open-minded, influential, and achievement-oriented. They’ve always felt sought after, needed, indispensable. They are arriving in the workplace with higher expectations than any generation before them—and they’re so well connected that, if an employer doesn’t match those expectations, they can tell thousands of their cohorts with one click of the mouse.”

**Technological Tethering**

According to Kathryn Tyler in her article, The Tethered Generation (HR Magazine, 2007), marketing researchers report that Millennials spend an average of 72 hours a week connecting with their peers and their parents by cell phone, email or text messaging. Research shows that many of these young people are in touch with a parent three to five times a day, even after they enter college and the workforce. Parents of Millennials are typically involved in every aspect of their child’s life, helping to make all decisions, large and small.

Tyler quotes psychologists and researchers regarding the potential down-sides for individuals who are technologically “tethered” to parents and friends while still developing the capacity to reason, plan, and make decisions. Many believe that Millennials struggle to make independent decisions, engage in critical thinking, and solve problems creatively. Tyler cites a 2006 report that validates these theories, “Roughly three-quarters of executives and HR managers at 400 companies surveyed said that recent four-year college graduates displayed only ‘adequate’ professionalism and work ethic, creativity and innovation, and critical thinking and problem-solving. Only one-quarter reported an ‘excellent’ display of those traits in recent college graduates, according to Are They Really Ready to Work?, a report by the Society for Human Resource Management, The Conference Board, Corporate Voices for Working Families and the Partnership for 21st Century Skills.”

**A Mixed Bag**

The effects of their upbringing make the Millennials both attractive and challenging for employers. While they are tech-savvy, collaborative and open-minded, they sometimes lack basic skills in reading, writing and verbal communication (Are They Really Ready to Work, Society of Human Resource Managers, 2008).

Typical strengths of Millennials include:

- Confidence – can also express as self-doubt or worry
- Optimistic – also open to change and experimenting
- Warm and outgoing – can also express as sentimental and sensitive
- Achievement oriented – can be highly disciplined and organized when motivated
- Group oriented – teamwork, collaboration and group decision making come easily
- Inclusive – will celebrate diversity, not just tolerate or accept it

The bottom line is that employers cannot expect their “20-something” workers to give up texting and listening to their iPod simply because they are at work. The good news is that they can likely do the work they are given much faster than previous generations of workers. The bad news is that the work may not be as thorough or complete.

Rena M. Klein, FAIA

---

Leagueline 3Q 2011 The Quarterly Newsletter of the Architects League of Northern New Jersey 3
How to Manage Millennials

By all reports, successful management of young workers requires a softer approach that is laced with appreciation and explanation. Coaching which includes both support and direction will be more effective than a purely directive approach. Millennials are used to having constant assistance, assurance and justification from their parents and may expect their employers to behave in a similar fashion. They don’t respond well to harsh criticism and are unashamed about their expectations.

The bottom line is that employers cannot expect their “20-something” workers to give up texting and listening to their iPod simply because they are at work. The good news is that they can likely do the work they are given much faster than previous generations of workers. The bad news is that the work may not be as thorough or complete.

Some employers have instituted “reverse mentoring” to take advantage of the unique skills of this cohort. Millennials are matched with Boomers executives to whom they teach the use of the Internet, social networking sites, and other electronic communication techniques. In return, the Millennials are mentored on the workplace competencies of the Boomer generation—client service orientation; commitment to excellence; and responsible follow-through on assignments—as well as connection to business related networking.

While Boomers and Gen X employers and managers are quick to complain about the younger generation, experts advise that the ability to recruit and retain Millennials is critical to competitive success in the coming decades. As explained by Sommer Kehrli and Trudy Sopp, (Managing Generation Y, HR Magazine, 2006), “Put an end to your pain and don’t get caught up in the power struggle. They know you are in charge. They don’t care. You can accomplish more for your organization when you make nice with Generation Y, an enormously optimistic, educated, energetic and compassionate generation.”

Rena M. Klein, FAIA, principal of RM Klein Consulting, in Seattle, Washington, is a member of the AIA Solicos Editorial Content Review Board and the Subject Matter Expert for Practice.

Slow Improvement Continues at U.S. Architecture Firms

By AIA Chief Economist, Kermit Baker, Hon. AIA

This article has been edited to fit Leagueline formatting.

U.S. architecture firms reported that business conditions improved very modestly in March, the fifth straight month that billings either held their own or increased, but the third straight month that activity has shown only marginal movement. However, inquiries for new design projects remain strong, as do newly signed design contracts, so it appears as though this emerging recovery in design activity can be sustained.

Firms in all regions reported billings near or above the 50 level, signifying that the improvement in design activity is broad-based in each region. Also, billings for residential and commercial/industrial firms are growing, so improvement is occurring across multiple construction sectors. Still, a relatively weak job market has limited economic growth, and without stronger growth, the need for new nonresidential facilities is limited. Also, banks remain concerned about their real estate lending portfolio, so obtaining financing for most nonresidential projects is still a challenge.

Firms remain nervous about adding staff this year, although 35 percent of firms anticipate that the number of positions at their firm will have increased by the end of the year. This compares to only 10 percent that feel that the number of positions will decrease this year.

Profession generally reporting improvement

The Architecture Billings Index (ABI) was 50.5 in March, indicating that design billings at U.S. architecture firms increased slightly over February levels once seasonal variation was factored in. Business conditions have improved only marginally since the beginning of the year, with ABI scores just at or slightly above the 50 level through the first three months of the year.

Still, most segments of the profession are reporting at least modest improvement since the fourth quarter of last year, indicating momentum for a continued recovery in design activity. Regionally, firms in the Midwest have reported billings growth each month since last September. Firms in the Northeast and South have reported a mix of months with modest growth and months of modest declines over the past two quarters. Firms in the West have reported steady declines over this period, but this trend may finally be reversing. Firms in this region reported an increase in billings in March, the first monthly increase since August 2007.

Likewise, billings trends by construction sector concentration hold signs of optimism. Commercial/industrial firms have reported gains each month since last July. Residential architecture firms have reported gains each month since last October, although recent gains have been very modest. The performance of institutional firms—the largest building market for architects—has been mixed. They reported gains from November though January before falling backwards in the past two months.

Economy slowly recovering, but inflation reemerges

Economic indicators in recent months have shown signs of slow but steady growth. Business confidence has been improving. The Conference Board’s CEO Business Confidence index was 67 in the first quarter (any score above 50 indicates a positive outlook), making it the highest reading since early 2004. Consumers are somewhat less thrilled with the state of the economy, with the University of Michigan’s Consumer Sentiment Index hovering around levels seen in 2009 and 2010.

The employment situation is still very troubling, although recent trends have been more encouraging. The U.S. economy has added payroll positions each month for the past six, and over this period total payroll growth is close to 900,000 positions. As a result, the national unemployment rate has declined to 8.8 percent, down almost a full percentage point over the past two quarters.

Even this modest improvement in our economy has ignited growing concern over inflation. While much of the price increases have been a result of the spike in oil prices as well as for generally volatile food commodities, inflation is creeping back into other parts of the economy, particularly at the production level. Producer prices minus typically volatile food and energy costs have increased 2 percent over the past year, and have been steadily increasing over the past six quarters.

By position, architects/designers with four to six years of experience are the most popular choice for potential positions to add. Almost a quarter of all firms expect to add positions at this experience level this year. Intern positions are a close second, with almost 22 percent of all firms expecting to add staff to these positions. Managers and senior managers are least likely to be added this year, with fewer than 5 percent of firms anticipating increases in these positions.

AIA Chief Economist, Kermit Baker, Hon. AIA

Even with the weakness in the construction industry, inflation in basic construction commodities is becoming more commonplace. Over the past 12 months there’s been a growing list of materials (in addition to petroleum products) that have recorded double-digit price increases: steel, copper, brass, and aluminum. Recently, these increases in construction materials have been largely offset by declines in construction costs, as contractors have been aggressive in their project bids in an effort to keep their crews employed. However, at some point, contractors will no longer be able to absorb these rising materials costs.

Firm employment expected to begin recovering

Many architecture firms expect to expand their staff this year. Overall, over a third of firms (35 percent) anticipate that the num-
Use Independent Contract Workers Wisely
By Rena M. Klein, FAIA

It’s tempting for firm owners to contemplate hiring independent contract workers instead of regular employees. The potential savings are obvious — no payment of employment taxes to the IRS and no benefits such as health insurance or sick leave required. The idea of contract workers fits well with the nature of practice, since architectural firms operate in an unpredictable environment and work loads vary. This arrangement may also be attractive to workers because it can give them more control over both their time and their money.

Just because this arrangement is so attractive, the IRS has carefully defined the difference between employees and independent contractors and, in recent years, has been aggressively pursuing those who blur the line. In his article, “Seven Costly Myths About Managing Contract Workers,” appearing in Workforce Management, September 2003 issue, Ronald E Wainrib, Esq., warns of the costly legal risks of hiring workers as independent contractors instead of as employees. These risks are a result, he says, of being uninformed about the legal differences between employees and independent contractors. “The IRS is specifically targeting companies that have laid off employees to save costs and then hired independent contractors to perform the same work.”

Independent Contractor v. Employee
According to the IRS, those who pay independent contractors have the right to control only the result of the work done by the contract worker, and not the means of accomplishing the result. In contrast, workers are considered employees when they provide a service and their employer controls what will be done and how it will be done. www.irs.gov/businesses/small/article/0,,id=99921,00.html

Until recently, many companies have used the 20 Rule Test for determining whether a worker will be considered an employee or an independent contractor by the IRS. http://www.wm.edu/grants/HANDBOOK/irs20ruletest.htm

According to Wainrib, this is a mistake. “The IRS no longer applies its long-standing, much-publicized, and frequently used 20 Common-Law Factors Test to determine whether a worker will be considered an employee or an independent contractor by the IRS.”

It’s tempting for firm owners to contemplate hiring independent contract workers instead of regular employees. The potential savings are obvious — no payment of employment taxes to the IRS and no benefits such as health insurance or sick leave required. The idea of contract workers fits well with the nature of practice, since architectural firms operate in an unpredictable environment and work loads vary. This arrangement may also be attractive to workers because it can give them more control over both their time and their money.

Just because this arrangement is so attractive, the IRS has carefully defined the difference between employees and independent contractors and, in recent years, has been aggressively pursuing those who blur the line. In his article, “Seven Costly Myths About Managing Contract Workers,” appearing in Workforce Management, September 2003 issue, Ronald E Wainrib, Esq., warns of the costly legal risks of hiring workers as independent contractors instead of as employees. These risks are a result, he says, of being uninformed about the legal differences between employees and independent contractors. “The IRS is specifically targeting companies that have laid off employees to save costs and then hired independent contractors to perform the same work.”

Independent Contractor v. Employee
According to the IRS, those who pay independent contractors have the right to control only the result of the work done by the contract worker, and not the means of accomplishing the result. In contrast, workers are considered employees when they provide a service and their employer controls what will be done and how it will be done. www.irs.gov/businesses/small/article/0,,id=99921,00.html

Until recently, many companies have used the 20 Rule Test for determining whether a worker will be considered an employee or an independent contractor by the IRS. http://www.wm.edu/grants/HANDBOOK/irs20ruletest.htm

According to Wainrib, this is a mistake. “The IRS no longer applies its long-standing, much-publicized, and frequently used 20 Common-Law Factors Test to determine whether a worker will be considered an employee or an independent contractor by the IRS.”
Overview of the 2009 AIA Firm Survey

This article has been edited to fit Leagueline formatting.

The shifting composition of architecture staff at firms in recent years has been accompanied by a fairly dramatic shift in their diversity. Women now account for over a quarter of all architecture staff at firms, and this share has been slowly increasing. However, there has been very little change in the composition of firm principals and partners or in other licensed architects by gender. Rather, most of the change has come in other positions, as the female share of nonlicensed architects increased from 30 percent to 33 percent between 2005 and 2008, while their share of interns increased from 36 percent to 40 percent. Increases in shares in these positions may portend future increases in shares for women in licensed architect and principal/partner positions, or it may indicate that there are other barriers to women achieving these positions in shares comparable to their composition in the broader profession.

Recent trends have been somewhat different for racial minorities. Not only has there been more significant growth in the share of racial minorities in architecture positions at firms in recent years, but the incidence of this increase across architecture positions has been more balanced. The most significant increases in share have been in licensed architect (up 7 percentage points between 2005 and 2008) and nonlicensed graduate (up 6 points over this period) positions, but there also has been considerable growth in share for principal/partner and intern positions. Still, there remains a sizable gap between the racial minority share in intern and nonlicensed graduate positions (over a quarter of the total in each) as compared to their share of licensed architect or principal/partner positions (under 20 percent).

continued from p.5...

• How is the work structured? Independent contractors are best suited to short-term projects. The IRS may view contractors who work on recurring projects as employees.
• Whose equipment will be used? Independent contractors are likely to own the tools necessary to complete jobs related to their specialty.
• Where will the work be done? If a worker has to be at your office to complete a project successfully, your relationship may be considered employer-employee.
• Who hires, supervises and trains assistants? If contractors need help with a project, they should use their own resources, rather than rely on your staff members.
• Who do they work for? True independent contractors often seek out and perform work for other clients. Many also maintain a visible business location.
• Do they have business cards? Contractors often advertise their services to get new clients. For this reason, simply having an independent business card can raise a contractor’s credibility in the eyes of the IRS.

• Are they incorporated? While being incorporated does not prevent contractors from acting as staff members, it does suggest that they run their professional lives independently from the businesses for which they work.

Independent contractors are an excellent choice to provide skilled services not present in the firm or not needed all the time. Bredin suggests, “Writers or graphic designers are great examples because most businesses need them intermittently, and many of the best professionals do not want full-time jobs.”

Firm owners would be wise to consult an attorney or tax professional to verify decisions regarding correctly classifying workers. This article is intended to provide useful information and resources on this topic but is not meant to provide legal advice or opinion.

Rena M. Klein, FAIA, principal of R.M. Klein Consulting, in Seattle, Washington, is a member of the Solos Editorial Content Review Board and serves as the Subject Matter Expert for Practice.

Contact us for innovative, low cost solutions to the challenge of securing and maintaining coverage in the recessionary economy. We have the experience, relationships and commitment to help!

Call 212.693.1550 today!

Ask to speak to one of our specialists for more information:

• Greg D. Kumm
  gkumm@proredinsure.com
• Warren Redeker
  wredeker@proredinsure.com
• Rich Standing
  rstanding@proredinsure.com
• Greg Kumm, Jr.
  greg@proredinsure.com

Visit our NEW Website
www.prosurance.com
**22nd Annual Architects’ Trade Show**  
**May 19, 2011**

The 22nd Annual Architects’ Trade Show was held May 19 once more at the Glenpointe Marriott in Teaneck. Jointly hosted by Newark & Suburban Architects and the Architects League of Northern New Jersey, it attracted more than 200 architects, allied members and students from our sections and the area. 60 exhibitors shared the hall with two bars, two food stations and plenty of bistro tables for the complementary dinner of small plates. Nineteen seminars filled the afternoon from 1:00pm to 4:20pm. The Show opened for business at 4:00pm and ended at 8:00 after the drawing for the Grand Prize of a $1000 gift card for the lucky attendee.  
A heartfelt THANK YOU to the exhibitors who shared their 2011 advertising/education budgets with us in this economically challenged time. A thank you as well to the attendees of the seminars and the Show whose presence is the reason our presenters and exhibitors show up. See you all at the 23th Annual Show!

---

**THE POWER OF PERSUASION.**

Pella’s beautiful Mahogany, Alder, Douglas Fir and Pine windows and doors have the amazing ability to turn estimates into sales. That’s The Power Of Yellow.®

© 2009 Pella Corporation  
Pella® Windows & Doors  
West Caldwell, NJ  
(973) 575-0200  
pella.com/pro
Announcing A Revolutionary Concept In PL Insurance For NJ Architects:
A Choice.

When it comes to professional liability insurance, about the only choice available for architects has been “take it or leave it.” With limited options available it’s no wonder so many architects overpay for the coverage they know they need. Or worse, leave themselves exposed because adequate coverage is simply unaffordable.

But there is an alternative. Blue-chip professional liability coverage from a company that knows the profession. Since 1923, Fenner & Esler has been delivering the right amount of coverage and value to professionals and firms of all sizes. We're industry leaders in providing customized coverage plans for design professionals and related companies. We represent numerous "A" rated carriers and can provide coverage that's customized, competitive-and flexible. Even if you’re in the middle of a multi-year policy, we’d be happy to provide a quote on the exact coverage you need.

Now there's only one choice for you to worry about: will you be contacting us by phone, fax or e-mail?

Call Timothy P. Esler, CPCU: Toll Free: 1-877-4NJ-ARCH • (201) 262-1200 • Fax: (201) 262-7810
467 Kinderkamack Road • Oradell, NJ 07649 • E-mail: tesler@fenner-esler.com
JM PermaFlash—
Bituminous Flashing System
The Complement to Any Bituminous Roofing System
In today’s bituminous roofing systems, particular attention must be paid to the growing number of roof details and penetrations. PermaFlash, Johns Manville’s flexible bituminous flashing system, is specially designed to work with your roofing system to ensure the weatherproofing of a wide range of details.

Advantages
• Increase the value of your roofing system
• Include PermaFlash in your JM Peak Advantage® Guarantee
• Reduce the amount of potential maintenance items
For more information please contact the local JM Sales Representative: Kurt Lichthardt - 732/614.0571

The crucible of tough times drives us to rethink much about the work we do as service providers. We are inclined to return to simpler ways. More hours, more commitments, more balls in the air. Our instinct is to keep our heads down, circle the wagons and take fewer chances. Often this behavior is counterproductive, however. True leadership involves a rejection of these tendencies to some degree. As experts in our fields, we must pause now and then, raise our eyes and refocus on the horizon. Renewal of our innovative spirit is essential to the prosperity of our professions. Whether it be the old way or a new way of doing things, if we fail to be receptive to it, we severely limit our chances for success.

— Jim Heuer
President

Intelligent Construction

As experts in our fields, we must pause now and then, raise our eyes and refocus on the horizon.
Member News & Events

**ALNNJ Group Exhibit**

**May 1, 2011**

An exhibit featuring the works of ALNNJ Members was held from May 1st to 14th at the Art Center of Northern New Jersey in New Milford. Organized by Ralph Rosenberg, the exhibit was put together to display the many facets of architects’ creative talent in a format that best exemplifies their work and personalities. Entries included built and un-built projects, hand sketches, sculpture, photography, and models. Special thanks to Michael McEvoy at ILA Lighting Design Team for sponsoring the event.

---

American Architectural Window & Door gives you the CHOICE of products, materials, COLORS and major manufacturers.

American Architectural Window & Door has been a leader in replacement and new construction window, terrace and patio door installations in market segments including multi-family, condo/co-op, residential, commercial and industrial for nearly 3 decades.

Our headquarters in Sparta, NJ enables us to manage projects throughout the Northeast responsively and efficiently.

Our customers include residential and commercial property owners and management companies, general contractors as well as government agencies and institutions.

American Architectural Window & Door’s product selections are vast and our strong core values ensure customers receive the value they seek in every project, with on time completion and budget costing.

**Contact**

973-726-4920 • 800-495-8175
www.americanarchitectural.com

---

1 - Manhattan Mini-Storage New York City  
2 - Vito A. Gallo Senior Building Summit, NJ  
3 - Asbury Park, NJ - Hurricane Rated Patio Doors and Energy Efficient Windows & AC Sleeves
**New Members**
The League is pleased to announce their newest members:

- **Henry Lum, AIA**  
- **Noah Shepherd, AIA**

**New Allied Member:**

Bruce Goldsmith, Goldsmith Studios, Inc.

The League welcomes you and looks forward to your involvement and participation. Please make a point of introducing yourself at the next dinner meeting or event.

---

**In Memoriam Riva Sloan, AIA**

Riva Sloan, AIA of Englewood, NJ, passed away on March 30, 2011. Ms. Sloan was a founding partner of Axis Architectural Studios and a graduate of The University of Maryland School of Architecture. She was a member of Architects League of Northern NJ, Industrial Office Real Estate Brokers Association. She is survived by her son Ari Sloan, her parents Michael and Ruth Sloan, and her brother, Matthew R. Sloan. Donations in Riva’s name may be made to the NYU Langone Medical Center, Brain Tumor Research Fund – Dr. Goflin, One Park Avenue, 19th Floor, New York, NY 10016.

---

**Architects League of Northern New Jersey 2011 Calendar of Events**

<table>
<thead>
<tr>
<th>Event details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>AlnnJ Golf Outing</strong></td>
</tr>
<tr>
<td><strong>Young Architects Program 2011</strong></td>
</tr>
<tr>
<td><strong>Ongoing</strong></td>
</tr>
</tbody>
</table>

---

**Events**

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 15</td>
<td>Board &amp; Membership Meeting</td>
</tr>
<tr>
<td>Aug 18</td>
<td>ALNNJ BOT Planning Meeting</td>
</tr>
<tr>
<td>Aug 20</td>
<td>Sustainable Skyscrapers</td>
</tr>
<tr>
<td>Sep 15</td>
<td>Board &amp; Member Meeting</td>
</tr>
<tr>
<td>Oct 15</td>
<td>Design Awards Exhibition</td>
</tr>
<tr>
<td>Nov 15</td>
<td>Sustainable Skyscrapers</td>
</tr>
</tbody>
</table>

---

**Architects League of Northern New Jersey 10th Annual Golf Outing**

**Location:** Crystal Springs Golf Club

**Date:** July 11, 6:00 pm - 8:00 pm

**Description:**

A one mile pedestrian "re-use" walkway on the former Poughkeepsie-Highland RR bridge over the Hudson. The bridge was opened in 1889 and was the longest cantilevered and truss bridge in the world at the time.

---

**Reco**

**American Jewish History Museum**

**Location:** American Jewish History Museum

**Date:** July 30

**Description:**

Conversations in Contact with Paul Goldberger, New Yorker

**Architects League of Northern New Jersey (AlnnJ) 2011 Design Awards Exhibition**

**Location:** MoMA, New York, NY

**Date:** October 1 thru January 9

**Description:**

Leagueline

The Architects League of Northern New Jersey
P.O. Box 152
Paramus, NJ 07653-0152

To:

Diana Rattazzi
Architectural Representative
1.800.635.5147 x1894

Leagueline 4Q ARCHITECTS’ SUMMER VACATION PHOTO CONTEST

We all take summer breaks/vacations and architects take lots of photos. Pick your favorite photo(s) – 3 max per person and make them good! We will have our graphics department make a pre-selection and then your editorial staff will make the final selection of 1st, 2nd, and 3rd place as well as honorable mentions. The top three photos will be awarded classic Alvar Aalto vases. While you are at it, take a picture of your favorite dish or drink this summer. Everyone is a food critic now and food blogs are everywhere. If you made it, please submit the recipe. If eaten out, try to get the recipe or give us the location eaten in. Prove that like great armies of the past, we too travel on our bellies!

Diana Rattazzi
Architectural Representative
1.800.635.5147 x1894

Benjamin Moore
Paints

The Sterling Double Hung
An Innovative Design from Kolbe®

- Concealed jambliners for a smooth appearance
- Heavy duty sash lock allows for locking, operation, and tilting all from one spot
- Meets or exceeds Energy Star® requirements
- Available in wood or extruded aluminum cladding
- Optional retractable screen kit
- Many standard & custom options

For more information on Sterling Double Hangs contact:

201-337-7400
www.gardenstatemillwork.com

973.684.5945
www.acereprographics.com

The Quarterly Newsletter of the Architects League of Northern New Jersey