



LENORE M. LUCEY, FAIA  
EXECUTIVE VICE PRESIDENT, NCARB

Executive Vice President Lenore M. Lucey, FAIA, celebrates 10 years with the Council and announces two new vice president positions and a restructuring of the Council office.

## Letter From the Executive Vice President

by Lenore M. Lucey, FAIA

I celebrated my tenth anniversary with NCARB this January. Over the course of the past decade I have been pleased to initiate and see come to fruition many changes in how the organization works and views the profession. This includes a major initiative to improve relationships with our four architectural collateral organizations: the American Institute of Architects, the American Institute of Architectural Students, the Association of Collegiate Schools of Architecture, and the National Architectural Accrediting Board; as well as with our colleagues in engineering and landscape architecture through the National Council of Examiners in Engineering and Surveying and the Council of Landscape Architectural Registration Boards. I have been extremely fortunate to participate in improving and enhancing NCARB's position as a leader in international reciprocity. All of these initiatives, and many more, have led to a wiser and stronger Council.

Two hallmarks of my tenure that most directly affect all of you have been an invest-

ment in staff education and training, and insistence on a strong customer service focus. In addition to attitude changes, customer service requires a continuing increase in technology driven processes and on-going computer enhancements. I have written about both subjects in a number of these EVP columns, and also about changes to how the Council staff is structured to address both issues.

With this column I am pleased to be able to tell you about a major restructuring of the staff that is intended to increase our ability to respond to requests and enhance service to our wide-ranging constituency—you. The restructuring introduces a new level of leadership to focus on more integrated programs and improved operations over the next decade.

The core of the change is the establishment of two vice president level positions reporting directly to me. The persons filling those positions are Mary S. de Sousa, and Stephen Nutt, AIA; both long-term NCARB staff members integral to the success of the new orga-



LEFT: MARY DE SOUSA,  
VICE PRESIDENT, OPERATIONS  
RIGHT: STEPHEN NUTT, AIA,  
VICE PRESIDENT, PROGRAMS

nizational structure. I am excited about the positive energy and commitment that Stephen and Mary bring to the Council and will share with you in their new posts.

Mary de Sousa, an 18-year veteran of NCARB, was promoted to Director of Finance and Administration last May after having served as our Controller for a decade. She will move up to the position of Vice President, Operations, where she will focus on records, both management and processing; information technology; human resources, corporate affairs; and finance. In this new position, de Sousa will oversee the joining of two previously separate sectors that are crucial to the Council's services—information technology and record services. As we move more significantly into computerized records processing—the heart of NCARB's service to the profession—this position grows in significance.

Stephen Nutt, who was the Director of Examination Services, will move to the position of Vice President, Programs, in order to strengthen the relationship between the Council's core activities related to education, the Intern Development Program (IDP), the Architect Registration Examination (ARE), continuing professional development, and the NCARB Prize. In his 10 years of service to the Council, Nutt has focused on the planning and evolution of the ARE. His broadened responsibilities will allow him to expand our services in those areas, in particular relative to the increasingly important relationship between IDP and the ARE.

Joining with me, these two vice presidents will form the Office of the EVP. As I, and then we, worked to create this new plan, the leadership of the Council offered its strong support. Robert E. Luke, AIA, President of the Board of Directors, commented: "As longtime employees, Stephen and Mary bring a wealth of

knowledge and abilities to the table. This is the right time and the right move. The future of the Council looks very bright."

Below the level of the new vice presidencies we will retain our existing structure of directors overseeing six areas of responsibility: administration, records, corporate affairs, education and international, ARE, and IDP. Long-term Directors of Corporate Affairs and Education and International, Susan L. Wise, and Michiel M. Bourdrez, AIA, respectively, will continue in their positions. Former Assistant Director of Human Resources and Administration, Zerrin Sayar, will move up to the position of Director, Administration. Sayar is working toward her second master's degree in London, England, and returns from sabbatical in May. Former Assistant Director of Record Services, Harry Falconer, AIA, currently serving as Interim Director of Record Services, will move up to the newly created position of Director, IDP. Erica Brown, AIA, currently serving as Assistant Director, ARE Development, Graphics and Grading, will move up to the position of Director, ARE. We are seeking to fill the position of Director, Records.

Many changes have been made to the Council staff over my tenure; however, these are the most significant to date. In addition to the focus they will bring to our service issues, the reorganization is strongly tied into NCARB's Strategic Plan. As we move forward, we will be growing and changing with the profession and the services architects require.

That growth is also reflected in new offices for the Council staff here in Washington. We moved into our current offices about five years ago, under a 10-year lease with an option to renew for another five years. All of us on staff thought of this as our permanent home. However due to the sale of the building in mid-2006 and the new owner's plans

for major renovations, we will be relocating, probably by the end of this year. We are in the selection process, and have narrowed it down to two possible locations.

Working on programming for this unexpected move helped to shape and clarify the staffing decisions. As we looked at what the Council staff might look like in the next 10 years, we have been confronted with clarifying both space and personnel needs. Using historical statistics, the Strategic Plan for programs, and changes influencing and coming to the profession, we are planning the new space for the necessary increases in staff and technology. After a serious search process, we narrowed down potential architecture firms and ultimately selected Gensler to design our new home. We anticipate a move close to the end of 2007, and I expect to be able to share the design with you in an upcoming edition of *Direct Connection*.

The promotion of de Sousa and Nutt were effective as of 15 February 2007. The other announced changes will be made effective as we progress. I would ask that all of you—our Members, our Record holders, our colleagues, and our friends—lend me, and us, your support and patience in the months ahead as we change, work to fill open positions, relocate the office, and implement the new structure. In return, you have our commitment to deliver on our promise of continued support for the profession and improvements in customer service.

Thank you for a spectacular decade.

Lenore M. Lucey, FAIA  
Executive Vice President, NCARB