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A CONVERSATION WITH NCARB PRESIDENT KEN NAYLOR

What is the focus of your first few months in office as NCARB's president?

I think collaboration might be a good word to describe our focus so far. We are very happy about the continued working relationship we have with the American Institute of Architects (AIA) and their national leadership. AIA President George Miller, FAIA, has been delightful to work with—very engaged in the conversation and very understanding about our goals. We think that the profession will greatly benefit from the cooperative spirit and the way we're continuing to collaborate.

What challenges have you had so far?

The cost increases that were announced at the beginning of June has been one. It seems that a good deal of the negative response came from misunderstandings regarding who was impacted by the cost increases. Also, why we would presume to undertake cost increases at a time when architecture as a profession is having a difficult time, and why we would not have looked at other avenues for bringing our budget in line.

Before beginning a dialogue on fee increases, we cut every area where we could reduce our expenses without severely jeopardizing programs or services of the Council that would negatively impact our constituency.

After we reviewed the expense side, we then had to look at the revenue side. The programs that we initially looked at were those programs that are subsidized and directly relate to the already licensed older, experienced, segment of our clientele—which led us to look at the Broadly Experienced Architect program. Individuals who take part in this program are already licensed but have not acquired a NAAB-accredited degree, and at this point in their careers are coming back to get certified to help them obtain reciprocal licenses in other

states. Roughly 30 people per year look to us to receive certification through this program. It seemed inappropriate that this group should be subsidized.

We also looked at those individuals who meet our requirements for certification, never got certified, and who now want a Certificate. The cost of this program has also been heavily subsidized. We increased the cost of application for certification for individuals who are already licensed from \$675 to \$1,500. This fee was significantly increased to more closely align the cost of evaluation with the fee to complete the service.

This is the portion of the increase that many people misunderstood. This fee does not apply to interns.

Where we remained committed to subsidies was in the area of the younger emerging professional who is either in the process of taking the ARE or completing the IDP. We have for a long time recognized that an individual taking the ARE cannot possibly pay for the cost of development, delivery, and continuing updates to the ARE. We hope Certificate holders understand that it is appropriate to subsidize this effort. The subsidy provided to emerging professionals is an important advantage to the profession.

You're in touch with a lot of architects all over the nation... what can you say about their commitment to the profession that relates to this subsidy for the younger architect?

The people I've talked to individually were unaware that their \$225 per year Certificate renewal significantly benefitted the future practitioner. When we take the time to explain that their annual renewal fee supports ARE and IDP programs, they understood and seem to accept the idea and recognize that their Certificates have a great value to refresh our profession with new and

emerging talent. Similarly, we understand that through our taxes, we pay for public education where there is a great value to the public at large in enabling an educated populace.

It sounds as if improving NCARB's relations with interns is important to you. Why is that?

I would like to see NCARB viewed as a partner in all aspects of the path to licensure and in helping architects achieve mobility to increase their marketability and create opportunities throughout their entire careers.

We have become so much more proficient in our ability to communicate with interns, for instance, and have invested heavily in developing the new e-EVR system, as well as improving our outreach and customer service. They recognize that (1) we are indeed trying to become a partner in helping them through the process, (2) that the process is valid and appropriate to confirm to the public and to the Member Boards that they have demonstrated the competency needed to practice architecture independently, and (3) that they ought to appreciate the value the process brings so that when they become licensed, they recognize they have accomplished something very significant.

Interns also can now take the ARE much earlier (in most states). It used to be that you were required to complete the IDP before being allowed to take the ARE. Several years ago, we were successful in changing that long-standing policy. Now interns in most jurisdictions are afforded the opportunity to take the ARE directly out of a NAAB-accredited architectural program. Now the ARE can be done concurrently with IDP, which means the path to licensure can be shortened. The length of the process is really a candidate decision.

That is quite a lot of flexibility.

It is a lot of flexibility, and it conveys to interns that they are in control of their own careers. They get to make the decisions that determine how they will proceed. What we generally find is that the people who are the most successful in the exam process are those who set a plan and stick to it. If a candidate were to take one division per month, he or she would be through in a seven month period of time. That is a much more reasonable period of time to get licensed than was possible before. What we want to convey to interns is that they are empowered to make these decisions.

You are certified. How would you encourage others to become certified?

I became certified in 1980, immediately upon completing my IDP and becoming licensed. I passed the ARE before I finished IDP, which was allowed in the state of Utah. I was certified very quickly after licensure. I transferred my license to five additional jurisdictions for reciprocal licensing and have found that to be a great opportunity that saved me a great deal of time, effort, and energy in achieving licensure when it was appropriate to follow business in other states. And I think that really is the goal: to provide people the tools to achieve successful careers, to be able to be agile in order to take advantage of business opportunities when they become available. For me it's really a very inexpensive insurance policy for the future. That is the prime benefit of certification.

In our world today, has the importance of being certified become more necessary?

Certainly, it has. In my practicing lifetime, we've moved from what used to be a standard of practicing in one individual state to practicing more regionally and nationally. With the speed of technology and advancements being made, we see the necessity of preserving the op-

portunity to practice in multiple jurisdictions and have it not take a great deal of time to facilitate getting licensed in other jurisdictions. Many times the opportunity is lost if we can't move quickly to achieve a license and take advantage of an opportunity when it arises.

What can you share about continuing education and how that's evolving?

Continuing education has evolved over a period of time to be a very convoluted situation; it will be a very hot topic for us this year. For example, more than 40 jurisdictions now require some amount of CEU as a condition of license renewal. Each jurisdiction has a bit of a different twist on the formula: the number of health, safety, and welfare units required, the timing to achieve those for renewal of license, etc. For individuals licensed in multiple jurisdictions, this becomes a very complicated maze of requirements to follow, track, and comply with. So the Council has taken the position, at the request of our member jurisdictions and our Record holders, to try to determine the best path forward and the best formula to validate that architects are staying current on information that is critical to continued competent practice.

Would this be good news for architects?

This would be tremendous news for architects. There are firms that have to hire full-time individuals who do nothing but track CEUs for them. So we hope to bring some order to the many and varied CE requirements.

Do you have any other message for our Record holders?

NCARB certification is a distinction that adds to an architect's credentials in a very meaningful way. Being an NCARB-certified architect is a very obvious indication to clients and to our multiple licensing jurisdictions that the architect has met the appropriate standard for reciprocal licensure in all of the 54 jurisdictions. **DC**