

# ACSA/AIA Practice and Leadership Award

2016-2017 Winner Submission Materials

EXTERNSHIP PROGRAM: Partnership between the School, firms and students

MO ZELL

University of Wisconsin-Milwaukee

# AIA/ACSA Practice + Leadership Award

UWM SARUP Externship Program

Leading to Jobs, Mentoring and More:

Mo Zell, RA  
Associate Dean

UW-Milwaukee  
School of Architecture and Urban Planning

## Details

Student Participants: BSAS, M Arch, MUP, Joint M Arch/MUP  
Undergraduate Students (Senior - Freshman)  
Graduate Students (2-year, 3-year)

Winter Term: First 3 weeks in January  
Spring Break: One week in March



First day in the office.

# Externship Program

Partnership between the School, firms and students

## Mission:

To provide students in the School of Architecture and Urban Planning exposure to various design firms during a one-week long intensive professional practice immersion workshop

To provide students an opportunity to discover and explore various career opportunities

## Program:

### Details

Offer a week-long unpaid hands-on experience in a professional firm

Open to all undergraduate (including freshman) and graduate students

Offer multiple times a year  
(1-2 week options during winter break and 1 week during spring break)

Hands-on experiences range from job shadowing to conducting research, to helping prepare drawings or maps, to observing city planning or client meetings, or attending construction visits

Pair students to establish culture of mentoring - including peer and professional mentors

Exposure to professional practice protocols

Offer variety of firm experiences - encourage EXPERIMENTATION

Students are able to see themselves in firms outside the region

# Externship Program

Partnership between the School, firms and students

## School:

### Details

- Hands-on professional practice experiences aid students in finding professional jobs
- Strengthening relationship with firms as partners in students education
- Matches made based on areas of interest
- Multiple winter break options: offer 1-week and 2-week opportunities
- Strengthens students sense of belonging at the school - through mentoring
- Ease transition into professional practice
- Strengthens alumni engagement with the School
- Administered by the Associate Dean

## Firm:

### Assessment

- Teach/demonstrate the practice of architecture
- Prepare a schedule to craft the student experience based on activities and projects in the office
- Encourage interaction with as many people in the firm as possible
- Learn from students what is happening at the School
- Learn from students about cutting edge skills taught at the School like 3D printing and 3D scanning

## Student:

### Opportunities

- Career Discover
- Opportunity to job shadow with various firms based on type, location and expertise
- Exposure to professional office
- Share what they learn at School with office
- Mentoring and Networking

# Externship Participants 2016

75 students

## Winter/Spring Break

### Undergraduates 46

Tarik Alsaggaf  
Morgan Bertrand  
Taylor Bybee  
Amelia Callan  
Jessica Christensen  
Jason Clark  
Patrick Desamito  
James Ford  
Roxanne Garcia  
Kathryn Greskoviak  
Christopher Grulke  
Gregory Hanson  
Kevin Havlovitz  
Sarah Hoffman  
Jennifer Hohol  
Andrew Huss  
Brian Kelly  
Kelsey Kuehn  
Benjamin Lang  
Nhia Lee  
Brady Ludvik  
Eydy Martinez  
Sam McChesney  
Milivoje Momcilovic

Josef Pautsch  
Jessica Pfeiffer  
Joseph Rudy  
Eduardo Sanchez  
Alexandria Sarter  
Erik Schiller  
Rachel Schulz  
Taha Shawar  
Jason Skowronski  
Coltyn Sprinkman  
Angelina Torbica  
Alanna Van Handel  
Mary Vandersteeg  
Cody Wade  
Andrew Weiskopf  
Petr Zahradnicek

**35% women\***

21 seniors  
17 juniors  
5 sophomores  
3 freshman

\*In fall 2015, women accounted for only 31% of the undergraduate and graduate programs

### Graduates 29

Benjamin Block  
Sarah Bregant  
Wesley Churchill  
Marion Ecks  
Keith Grabarczyk  
Charlie Griffith  
Steven Husby  
Ryan Lex  
Jessica Lindner  
Jaclyn McDowell  
William Mikich  
Rachel Momenee  
Amy Morrison  
Kelsey Nuthals  
Wei Pan  
Hrishikesh Pandit  
Karol Perez  
Bradley Pokrzewinski  
Sauron Sanchez  
John Schroeder  
Laurelena Valdivia  
Leeann Wacker  
James Wall  
Joseph Widing

Matt Winder  
Gerri Witthuhn  
Katherine Woessner  
James Worker  
Yangtian Yin

**41% women\***

29 graduates  
1 Joint M Arch + MUP  
5 Urban Planning students

Repeat Participants

# Firm Participants 2016

48 firms

## Winter/Spring Break

### Milwaukee 28

AG Architecture  
Christopher Kidd and Associates  
City of Milwaukee - NIDC  
Continuum Architects + Planners  
Engberg Anderson Architects  
Eppstein Uhen Architects  
GRAEF  
Hanging Gardens  
HGA  
Jarosz/Lynch  
Johnsen Schmalig Architects  
Kahler Slater, Inc.  
Kindness Architecture + Planning  
Korb + Associates Architects  
Master Graphics  
Mortenson Construction  
Plunkett Raysich Architects  
Quorum Architects

### Madison 05

Aro Eberle Architect  
Flad Architects  
KEE Architecture, Inc.  
OPN Architects  
Potter Lawson, Inc.

Striegel-Agacki Studio  
The Kubala Washatko Architects, Inc.  
Uihlein Wilson Architects  
UWM Facilities  
Vetter Denk  
Wade Weissmann Architecture  
Wheaton Franciscan North Operations  
Wisc. Housing and Econ. Dev. Authority  
Workshop Architects  
Zimmerman Architectural Studios, Inc.

### Regional 02

Legacy Architecture, Inc., Sheboygan  
Somerville Architects | Engineers, Green Bay

### Chicago 10

Brininstool + Lynch Architecture Design  
CannonDesign  
Goettsch Partners, Inc.  
JGMA  
Holabird & Root | Architecture, Engineering, Interiors  
Perkins + Will  
SOM | Skidmore Owings & Merrill  
Site Design Group  
Adrian Smith + Gordon Gill Architecture  
Valerio Dewalt Train Associates

### National 03

Break Form Design – Los Angeles, CA  
Miro Rivera – Austin, TX  
OPN - Cedar Rapids, IA

New firms in 2015-2016

Firms who hired extern full-time

# Externship Week

sample agenda from participating firms

## Winter

### Engberg Anderson

#### Introduction and homework:

Some of our work involves design, but the majority of our day is devoted to the goal of getting the design built. Many of these tasks are not included in the curriculum at SARUP. The great hope is that the experience will help to distinguish your CV in a highly competitive job market.

Please know that, as a firm, Engberg Anderson has been uncomfortable with the traditional internship model. EA will not profit from your free labor. You will not be doing work that is billed to a project.

If you have not already done so, please review the following;

- 1) <http://www.energycodes.gov/comcheck>
- 2) IBC Chapter 10, <http://publicecodes.cyberregs.com/icod/ibc/2009/index.htm>

Homework: this is a seemingly easy task that produces surprisingly varied results. What are all of the applicable building codes for a mixed-use project in Milwaukee? Beware that the easy online source is incorrect.

#### General schedule:

- 1) Arrive by 10am,
- 2) Presentation of one of five daily themes (Energy, Code, Office, Design, and Field),
- 3) Review the thematic issues with architect (a different person each day),
- 4) Work on scripted exercise,
- 5) Discuss with architect toward the end of the day.

At least one of the days will include a site visit to a project under construction. Scheduled face to face time with an architect: 2 hours. The rest of the day work independently on the theme.

In addition to these daily exercises, there will be a design exercise that you can work on over the 5 day Externship. On Friday, we'll review the work.



**Firms establish agendas for the externship week but examples are shared early in the process.**

# Externship Week

sample agenda from participating firms

## Winter

**Kahler Slater, Inc.**

### Schedule of Activities

**Monday, 7th**

#### INTRO/LUNCH/BUS. ENVIRONMENTS

8:00 John Horky - intro to KS  
9:00 Tour Kahler Slater office  
10:00 Meet various Teams  
11:00 Describe our Process (D's & P's)  
12:00 Chris Ludwig & John Horky- take Karl & Mary to LUNCH  
1:00 Amber MacCracken  
2:00 Describe role at KS, Show projects and tools  
3:00-3:30 Coroseal Coverings Rep.  
4:00 Show the interiors library  
5:00 Depart

**Thursday, 10th**

#### HE UW-SON SITE TOUR \* DEPART 6:30 AM

6:30 Joe Shultz & Chris Ludwig  
10:00 Construction Meeting / Tour UW-School of Nursing  
11:00 On-Site  
1:00 Late LUNCH in Madison  
2:00 Return to Milwaukee  
3:00 -----  
4:00 Arrive in Milwaukee KS office  
5:00 Depart

**Tuesday, 8th**

#### BUSINESS ENVIRONMENTS/ HOSPITALITY

8:00 Maggie Hogan-Skaug  
9:00 Tour the Water Council 5th Ward (Depart KS at 8:15)  
10:00 Talk about Water Council Project, Mgmt, LEED  
11:30 Skyline Glass Rep.  
12:00 LUNCH  
1:00 Jamie Hamilton & Keith Barnes  
2:00 Describe role at KS  
3:00 Talk about hospitality, interior design  
4:00 Tour of Hilton Garden Inn/Marriott Milwaukee  
5:00 Depart

**Friday, 11th**

#### HIGHER EDUCATION/CULT.COM.

8:00 Adam Bastjan & Brook Meier  
9:00 Describe role at KS  
10:00 Higher Ed process, tools, 3DS Max, interviews  
11:00 Design of CLO / Tour of Bradley Center Projects?  
12:00 LUNCH  
1:00 Tony Laporte  
2:00 Describe role at KS  
3:00 Concepts, images, tools, etc...  
4:00 \*EXIT INTERVIEW

**Wednesday, 9th**

#### HEALTH CARE

8:00 Jen Voigt & Eric Mayne  
9:00 Describe role at KS  
10:00 HC process/Free standing Hospital  
11:00 Tools, exterior materials for Sauk, etc...  
12:00 LUNCH | BIM Session?  
1:00 Matt Tendler  
2:00 Describe role at KS  
3:00 Skip Holschbach  
4:00 Describe role at KS  
5:00 Show Revit & DD/CD set, teach how to navigate a set



Hospital re-cladding project, KSA.  
Photo by extern Andrew Cesarz



# Externship Blog Posts

<http://sarupexternship.tumblr.com>

## Outcomes

### Required Posting

The Externship Tumblr Blog provides students a place to reflect on the externship experience. Students describe the type of firm, the atmosphere of the place and what they did while on the externship. Prospective student externs as well as firms can review those summary reflections. Firms interested in participating can see what types of experiences other firms offer while students get an insiders perspective on the firm activities and atmosphere. If students want to participate in a second Externship it is required that they post on the blog.

## 3-year Graduate

### PRA

My spring break externship was with Plunkett Raysich Architects in the 5th Ward/Walker's Point neighborhood. It was an incredibly valuable experience to see what an architecture firm is like, and what takes place on a day to day basis. Michele Raysich was an absolutely wonderful contact person and her insights as an Architect were very helpful. She set up different sessions with various co-workers so I could hear firsthand what their role was within the firm, and what projects they were currently working on.

Currently, I am in my first year of the three year grad program which means my background is not in architecture. So, having the opportunity to work within a firm was challenging since much of the jargon is still very new to me. Even with that obstacle, everyone at Plunkett Raysich took the extra time to explain things and walk me through - what must be to them - basic steps and terminology.

I was also able to spend time with Revit and learn its capabilities and its applications for BIM (Building Information Modeling). It is easy to see why it is so widely used when modeling things like long-term health care facilities and schools, the two of which make up the bulk of Plunkett's projects.

I am so grateful for the opportunity to be Plunkett's extern. It will be an experience I carry with me throughout my time in grad school!

Leeann Soo Wacker, Spring 2016

## Freshman Undergraduate

### Kahler Slater, Inc.

Over Spring break I had the fantastic opportunity of spending the week with Kahler Slater and UWM Graduate student Jaclyn McDowel. Being a freshman in the program I was not sure what to expect in a firm and was blown away by everything I learned throughout week.

Our first day we had the good fortune of meeting John Horky, Melinda Pogwizd, and Chad Bloedel who gave us a grand tour of their Milwaukee office. Shortly after we began our week of many miles. Due to great timing, we had the opportunity to go on a site visit every day of the week. Throughout the week we also got to sit in on a number of meetings with clients as well as a meeting with a structural engineer, which was intriguing!

The amount I learned during the site visits was amazing, but **the information I learned talking with some of Kahler Slater's architects while car pooling to the sites was priceless.** Everyone we met was more than excited to share as much as they could with us, as long as we asked. It's safe to say that our car rides throughout the week did not have a single moment of silence as we used every minute to pick the brains of our hosts. To conclude Tuesday we even got the chance to do a short charette with two of Kahler-Slater's designers in which we were helping on a portion of the layout of a YMCA.

Wednesday we were lucky enough to visit Kahler Slater's beautiful Madison office where we helped to make a "Puzzle Play," which is a tool they use to allow their client to have input in the design process. Following that we visited the hospital renovation project in Stoughton where we got an in depth education on waterproofing and insulation systems, as well as precast concrete panels.

Thursday we were back on the road to the Centegra Hospital in Huntley, Illinois where we helped to punch-list the fourth floor. It was fun to see how excited the architects were to see their visions and ideas become a reality.

On Friday we met with John Horky, who conducted a mock interview and resume building session. We also had the opportunity to meet with Kahler Slater's graphic designers and learn what they look for in an applicants portfolio.

Overall my experience at Kahler Slater was priceless. If it sounds like I'm raving, it's because I am. Throughout the course of the week I learned an immeasurable amount that is sure to help me through my coming years of study. Everyone at Kahler Slater was friendly and excited for us to be there which made the experience even better. I only wish I would've taken more pictures because an experience like that is one that needs to be shared.

-Benjamin Lang, Spring 2016

# Externship Blog Posts

<http://sarupexternship.tumblr.com>

## Graduate Student

Miró Rivera

Over this past spring break, I had the amazing opportunity to travel to Austin, Texas and intern with the local firm, Miró Rivera Architects. Before I even arrived in Austin, I was extremely captivated by the work Miro Rivera. They focus on a variety of projects, creating designs that exemplify their unique point of view, interest in material exploration and commitment to the environment. From something as small as a trail restroom, to a colossal tower overlooking a racetrack, Miró Rivera Architects produce unconventional and beautiful work.

I was really excited to learn how that work comes to fruition. When I arrived at the office, it immediately felt like a home (and that wasn't just because the office looked like a house!). Everyone there was extremely friendly and welcoming and was more than willing to take the time to answer any questions that I had. Meeting and learning about the people that worked at Miro Rivera really made me excited about the prospect of entering the working world. They were all so fun, creative, and intelligent and had very interesting insights on the profession. My most valuable take-away from my externship were the conversations we had over tacos in the park.

It was also great to get a glimpse as to how this particular firm functions. It might be mundane to mention AutoCAD templates here, but it was really interesting to see how the firm keeps everything organized and consistent in a way that allows for maximum efficiency. In school, we often work as individuals, so it was really crucial for me to get exposure working in a collaborative environment and learn the nuances of what that entails.

I am extremely grateful for this experience. Not only did I get to spend time with incredible people at an amazing firm, but I got to learn a little bit more about what the practice of architecture is like in a different state with an entirely different climate. Juan Miro and Miguel Rivera took time out of their busy schedules to take me on site visits and talk to me personally about their upcoming projects. I will definitely cherish the memories and insight I received during my short time in Austin. The experience will, undoubtedly, help influence the career choices I make in the future.

Gerri Witthuhn\_Spring 2016

National Experience

## Graduate Student

Highlights

Overall, each and every person involved made me feel as part of the team. I felt welcomed and everyone was really friendly. This externship has definitely increased my interest in pursuing a career in the Healthcare world. I am grateful for the Externship program and the companies who took time from their busy schedules to expose us to part of the real world. I would encourage anybody thinking about pursuing this externship to go for it!

Eydy Martinez, Spring 2016

I had an AMAZING week at B+L, I gained very valuable experience and skills I can carry with me in the future for my career. Thank You to SARUP for this externship opportunity, which I highly recommend, and Thank you B+L for having me!

Laura Valdivia, Spring 2016

I had the pleasure of being paired with Somerville in Green Bay, WI over spring break. The time I spent at the firm was an incredible experience and I am so thankful I had the opportunity to work with such a great group of people. Each day I was at the firm, I had the chance to shadow two different people. Each person showed me a different aspect of the profession which provided me a strong overview of what goes on in a firm. Some of these aspects included site visits, construction drawings, schematic diagramming, client meetings, field research, ect. I thought this was extremely educational because much of what they showed me were things we don't learn in school. It was also really great to talk to so many different people (many who graduated from UWM) and hear how they made it to where they are today. Overall, I was pleased with my time at Somerville, as it opened my eyes to the opportunities that are available outside of the Milwaukee area and it introduced me to how a firm operates. Additionally, this opportunity really allowed me to get a sense of what kind of firm I would like to work in post-graduation.

Kelsey Nuthals, Spring 2016

At the end of the externship, Ryan (another externship student from UWM) and I presented our [academic] design work to the entire office and received lots of valuable feedback and advice for our future career. I think the externship program is really great and definitely worth it.

Yangtian Yin, Spring 2016

# Externship Preparation

## Student Expectations

### Protocols

- Sign up in Fall semester using online form
- Indicate areas of interest
- Have choice of firm based on location
- Can request location NOT listed on our site
- Matches occur at the end of the fall semester for Winter Externship
- Matches occur in January for Spring Break Externship

## Requirements

### Pre-Externship

#### Email Protocols

- Cover Letter
- Portfolio Preparation and Review
- Resume Preparation and Review

Students get assistance from School's Resource Center, UWM Writing Center and the APA website (<https://www.planning.org/jobs/jobseekers.htm>)

#### Professionalism

- Communication - Craft your experience
- Be prepared to ask questions - don't be timid
- Sharing skills and interests prior to arrival
- Identify reason for doing the Externship
- Contact firm 1-week prior to start date: confirm arrival day/time
- Have fun

### Post-Externship

- Thank You Note (the School provides previous student samples to model from)
- IDP (AXP) sign up (the School encourages all externship students to sign up)
- Blog posts on Tumblr site provide opportunity to reflect on the experience
- Maintain contact with those in the firm who made the biggest impact

### Firm follow up

- End of externship survey (firms are asked for recommendations to improve the program)
- Debrief via phone call with firms - changes for next year and reflections on student experience and preparation. We ask how is the School doing in preparing students for this type of experience?

# Externship Program

## Timeline

## History

### 2013 - 2016

Year 1: 13 firms / 21 students

Year 2: 21 firms / 29 students

Year 3: 46 firms / 64 students (addition of urban planning and joint M Arch + MUP students)

Year 4: 48 firms / 75 students (expansion to national firms and landscape firms)

Year 5: 61 firms / 80 students (first international firm and pilot 1-day freshman program)

## Future

### Freshman Externship

Although each year we will continue to increase the number of student externs and firm participants we are also looking at different ways to expand the program. For instance, in winter 2017 we plan to offer a new one-day externship for our freshman pre-architecture students. These students will be paired with the full-week externs but only for the first day. This first day exposure allows freshman to get introduced to local and regional firms while also building a network of peers at UWM.

### International Offices

For local firms with national or international offices we hope to encourage students to consider joining one of those firms abroad for 1-2 weeks during winter break. Given the length of the winter break (typically a full 3 weeks in January) students can travel overseas more easily. An international experience and traveling in a new country will be life changing experiences for students.