



# KARIESSARY

candidacy packet

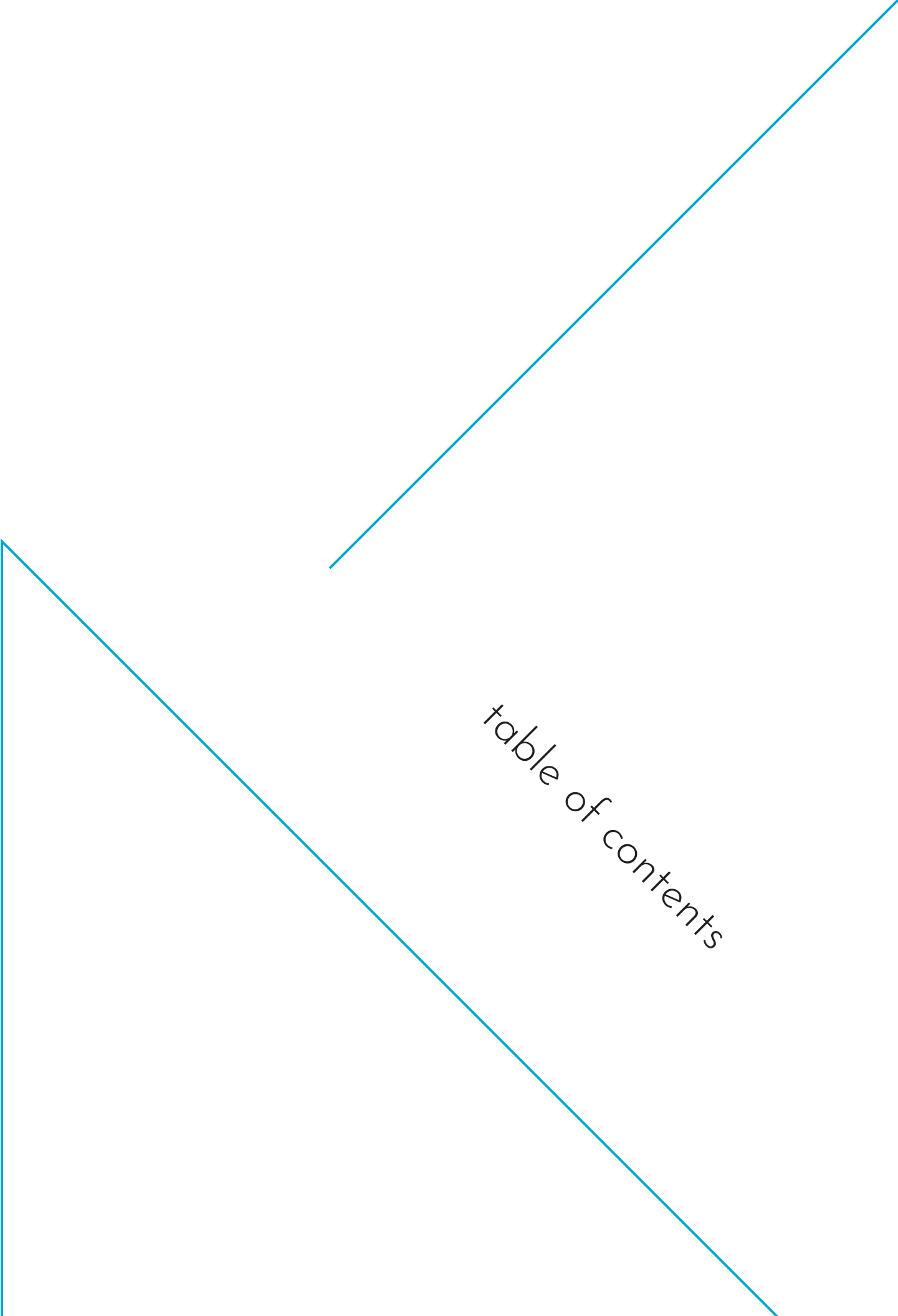


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**Amy Rosen, Assoc. AIA, AIAS**

*Past President AIAS  
Elections Committee Chair  
1735 New York Avenue NW  
Washington, D.C., 20006*

**October 27, 2019**

Dear Past-President Amy Rosen,

My first instinct, when presented with a problem or question, is to consider as many options as I can. So, when I began to write this letter and ultimately answer the question of why I am prepared to be a candidate for the position of South Quad Director, I had a few approaches in mind:

- Start with an anecdote of how AIAS has changed my life (it definitely has, but writing about it does not do AIAS justice)
- List my positions in AIAS at the chapter and national levels (this might seem too resume-y)
- Discuss my grand plans for how I would contribute to AIAS at a national level (just you wait...)
- And so on (the problems are in the parentheses (but I admit I just like using parentheses)), I digress...

Eventually, I realized that none of these approaches would be an authentic way to express communicate who I am and share why I am prepared to contribute to AIAS as a member of the National Board of Directors. While the approaches listed above might show who I am on paper, they would not sufficiently communicate why I choose to be active in AIAS. To do this, I need to take a more reflective (and quite vulnerable) approach - starting by sharing my perspective on architecture as a whole.

To me, architecture is a celebration of humanity and a way to promote positive changes in society. It is no secret that a person's surroundings affect how that person develops and feels, so it follows that those who can manipulate our surroundings are the ones who strongly influence our experience of life. Given this, it astounded me to find (upon entering architecture school, shadowing architects, working at a construction firm, and staying up late just talking to friends about what architecture has the potential to do) such tremendous gaps between what we are taught in school, what we are expected to do in the profession, and what we as students hope architecture can accomplish in the future. I joined AIAS during my first year of architecture school because I was frustrated with these gaps, saw that AIAS was trying to close them, and wanted to learn more.

As one of five collateral organizations of architecture, AIAS represents student interests to the academic and professional realms. AIAS works to fill in the gaps between academia, profession, and potential. AIAS champions initiatives that prepare students to work in the field, expose students to professionals who push the perceived boundaries of architecture,

and challenge students to think of ways architecture can positively shape the future. I wanted to learn more about AIAS and I have.

As a member of AIAS, I have opportunities to learn about the technical side of the industry, start making professional connections, hear from architects who design everything from corporate headquarters on earth to modules made for life in space, and most importantly, interact with a community of passionate individuals whose ideas for architectural innovations truly give me hope for the future. The more I learn about AIAS, the more passionate I become about its mission, and the more I choose to be involved in advancing leadership, design, and service among architecture students. My belief in the potential of architecture as a mechanism for positive change and my frustration with seeing the gaps that stall these changes first prompted me to sign up for a chapter-level committee position in my first year. Now, the above plus my passion for AIAS' initiatives and mission gives me the courage to pursue a national position as a way to give back to the organization that gives so much and "pay it forward" as others have before me.

With this, I humbly announce my intent to run for the position of South Quad Director for the 2020 - 2021 year.

Thank you for your time in reviewing my candidacy packet and for all you have done (and continue to do) in support of this wonderful organization. The American Institute of Architecture Students has only become better as a result of your and the 2019 - 2020 board's efforts and it is my goal - if elected to serve as South Quad Director for the coming year - to continue supporting the creative growth and professional development of all AIAS members, filling in the gaps between academia, profession, and potential.

Sincerely,

A handwritten signature in black ink that reads "Kari Essary". The script is fluid and cursive, with the first letters of "Kari" and "Essary" being capitalized and prominent.

Kari Essary  
University of Tennessee, Knoxville

# KARI ESSARY RESUME

A future architect seeking to engage with local communities, promote social equity, and push creative boundaries by designing user-centered architecture that responds to emerging problems

(850) 545 - 1746  
kariessary@gmail.com  
linkedin.com/in/kari-essary  
1511 Clinch Ave, Knoxville, TN 37916

## EDUCATION

**University of Tennessee - Knoxville**, *Expected Graduation 2021*  
Bachelor of Architecture Degree, Industrial Design Minor - Dean's List 6/6 semesters

## WORK + ACTIVITIES

**Institute for Advanced Architecture of Catalonia - Spain**, *Fall 2019*  
Semester abroad • studying the application of advanced technology in architecture

**John W. McDougall Co. - Nashville**, *June - August 2019*  
Project Management Intern • assisting pm's with construction document takeoffs - monitoring schedules - updating phase codes and erfs - compiling pre-qual data

**University of Tennessee - Knoxville**, *Spring 2019*  
Digital Design Tutor • helping students develop and improve software skills

**Construction Specifications Institute - Knoxville**, *2018 - Present*  
Member • attending meetings and lectures with local professionals

**Peer Mentor Program**, *2017 - Present*  
Mentor • aiding first-year architecture students in acclimating to the university

**Habitat for Humanity**, *2016 - Present*  
Volunteer • building stud walls - installing roof shingles - painting interior walls

**American Institute of Architecture Students**, *2016 - Present*  
• Chapter Historian, Social Media Assistant 2017 - 2018 • documenting events - creating graphics - co-writing/presenting the chapter's south quad conference bid  
• Chapter President, 2018 - 2019 • organizing chapter events - coordinating with local firms, non-profit organizations, and design studios - managing south quad design conference planning tasks - serving as student liaison AIA East TN board  
• Leadership and Technology Task Force, 2019 - Present • contributing to a digital resource catalog and initiatives to be launched spring 2020

## HONORS

**Tau Sigma Delta Honor Society Beta Alpha Chapter**, *Inducted 2019*

**Normandy Scholar**, *Summer 2019*  
Analyzing the effects of WWII on history, culture, art, and architecture

**First Friday Showcase - Knoxville - University of Tennessee**, *March 2017*  
Exhibiting furniture design

### Scholarships

- Center for International Education Study Abroad Scholarship, *fall 2019*
- BarberMcMurry Excellence in Architecture Scholarship, *2018 - 2019*
- University of Tennessee Volunteer and Provost Scholarships, *2016 - 2021*
- National Merit Scholarship, *2016 - 2020*

## SKILLS

**Rhino**  
V-Ray  
Grasshopper  
**Revit**  
**Model Making**

**Adobe Creative Cloud**  
Illustrator  
Photoshop  
InDesign  
**Sketching**

**LEED Green Associate**  
**Spanish - advanced**  
**3D Printing**  
**Laser Cutting**  
**Woodworking**

# CANDIDATE QUESTIONNAIRE

Describe your origin story as a student leader. What prompted you to get involved?  
What advice would you give others who have yet to realize their potential for leadership?

When I began taking on greater responsibilities within organizations, I was always hesitant to call myself a leader. The leaders in my community all seemed to have the same origin story: a mentor or role model "tapped them on the shoulder" and called them to become a leader. This inspiring story is often celebrated and resonates with so many people because it is a reminder that others may see your potential even when you cannot - but I can not relate to it. Growing up, I was told that I was responsible, organized, and creative, but "leader" was never used to describe me so I never felt encouraged to lead.

As I chose to be more involved and take on leadership roles in AIAS these past three years, it was always because I was interested in advancing the organization and supporting other students, not because someone told me that I could. Often, this meant I would feel periods of insecurity while serving in leadership positions. I doubted my abilities and qualifications because if no one else encouraged me to be a leader, how could I know that I would be a good one? I admit that it took me years to feel confident when saying that I am a leader, but now that I do, I know that sometimes the only one who sees your potential is yourself, and that, in itself, is a valid reason to step up and lead.

Reflecting now, I realize that even though no one saw my potential initially or specifically asked me to take on leadership positions, as I actively chose to become the leader I am today, my friends, faculty, and role models came to support me. I created my own support system beginning with me.

For anyone who is yet to realize their potential for leadership, please understand that you do not have to wait for someone to tell you to lead. If you have the passion and the dedication, go, lead. On the other hand, if people are urging you to become a leader, yet you do not feel the drive or desire to be in such a position, take courage in knowing that you do not need to be a leader to live up to others' expectations. Being a student leader is a choice and it is one that you need to make for yourself.

Describe your leadership style.  
Explain how previous experiences working with teams have helped you discover your leadership style.

Fluidity and adaptability define my leadership style. Depending on who I am working with and what our goals as a team are, I am comfortable with providing more or less direction as needed. I recognize that individuals thrive in different conditions and I try to create a dynamic that allows them to flourish. I enjoy learning about my fellow team members' strengths, weaknesses, and comfort zones to effectively structure a team that allows for creative growth and development while still challenging those who respond well to challenges and giving grace to those who thrive in gentler conditions. (If you cannot tell already, I am the type of leader to ask you your personality type.)

It is my goal as a leader to provide support and inspiration to my team members and I see myself as a successful leader when the team is excited and pushes me to do more. To me, it is not a matter of providing too much or too little direction, rather it is a matter of adapting my leadership style to my team members. I am idealistic because I believe that everyone has a great amount of potential and I try to allow for as much creative expression and growth as possible, personally preferring round-table or brainstorming sessions over a top-down approach. However, I am also decisive and precise in my actions, tending to think realistically while planning.

In the past, I have worked on team projects and been involved with other organizations in which there was either too much or too little leadership and I ultimately realized that issues arose not because of some quantitative measure of leadership intensity, but rather because there was a lack of personalization and humanization of team members. Learning from this, I try to first understand my team members as people, recognizing that each individual lives in a world that I can never fully comprehend. Sometimes, in order to better support the people on my team, I have to realize that the current task at hand is not as important as the well-being of the person carrying-out said task.

## CANDIDATE QUESTIONNAIRE

In recent years, the AIAS has increased its efforts in advocacy for architecture students on issues including but not limited to health and wellness, equity, student loan debt, learning and teaching culture, practice experience, leadership, and technology.

What one issue do you personally find most important?

How would you make progress on this issue as an elected leader on the AIAS National Board of Directors?

Advocating for equity is the most important issue for me and I believe that by championing initiatives that promote equity and inclusivity, it is also possible to approach solutions for the other issues that AIAS advocates for. However, I recognize that a barrier to promoting equity is the very fact that our idea of equity and how to promote it is so nebulous. As an elected leader, it would be my goal to make this issue more concrete, creating a list of actionable items that current and future AIAS members could reference to promote equity in their respective communities. In this way, I would not focus on providing a clear solution to solving all issues related to equity (one year would never be enough), rather I would be working to produce a framework within which we can act. Promoting equity and inclusivity requires gathering ideas from multiple sources with myriad perspectives to first understand the scope of the issue and define what aspects we aim to target. After this period of information gathering, then it would be possible to concretize actionable items.

The AIAS has over 250 chapters across the U.S. and around the world, ranging in size from just a few students to hundreds.

How would you use your position on the Board to better connect and engage our geographically and culturally diverse membership?

What resources would you propose to better serve Chapter leaders seeking to grow their chapters and connect to other students around the world?

Individual chapters can be incredibly passionate and efficient in their structuring and programming of AIAS events. I also see that at conferences, AIAS members as a collective are incredibly passionate as well. However, AIAS chapters as a group seem to have trouble working cooperatively. Regarding the South Quad in particular, while we do have the most members, we are not the most united or involved. As the South Quad Director, it would be my goal to start discussing and testing initiatives to increase visible value interactions between different chapters in the South Quad, which may then be expanded to include additional quads and international regions.

I see the quad pod calls as valuable interactions as far as geographical similarity is concerned, but I would love to explore initiatives that focus on similarities regarding chapters' blue sky planning, relationships with faculty, and relationships with professionals (especially local AIA chapters). There is a wealth of knowledge held by each chapter that is currently inaccessible to AIAS as a collective. As South Quad Director, I would work to gather information about each chapter's specific situations to create a series of groups that would allow chapters to discuss similar issues amongst themselves, regardless of geographical location.

Additionally, I see the potential for chapter events to create interest in AIAS and connect AIAS members with local professionals. However, I realize that many chapters have difficulty in maintaining continuity over the years so that knowledge about event planning and chapter events may be lost. To help with continuity, I would propose the implementation of an event planning database. In this database there would be categories of events based on scale, budget, or special interest that would include information related to planning a specific event. This information could be material lists, cost estimates, marketing tips, or a number of other things that chapters feel are important to consider.



## CANDIDATE QUESTIONNAIRE

Describe how you intend to fulfill the roles and responsibilities of your chosen position on the Board.  
Elaborate on your intended communication/action plan and the primary goals you have for your one-year term.

As I see it, taking care of the quad and fulfilling the roles and responsibilities of the South Quad Director requires four distinct actions - two specifically geared towards chapters and two relating to the national board:

- Supporting chapter leaders in their communities
- Bringing quad interests to the national board
- Supporting membership initiatives at a national level
- Supporting national committees as the liaison to the board

I would support chapter leaders by making sure they understand the full scope of resources that is available to them as AIAS members. Monthly pod calls would be one way to communicate with chapter leaders, but I would also be available through email, slack, and text. Additionally, I would provide periodic reminders of important events such as competition deadlines, conference registration dates, and other such information.

These monthly calls would also be a way for me to interact with chapter leaders and give them opportunities to bring up issues that they feel need to be discussed with the national board.

At the national level, I would support membership initiatives and distribute information regarding membership to chapter leaders. Furthermore, I would serve as liaison to the national board for two committees, aiding the committee chair in their tasks and approaching the national board with concerns or proposals as needed.

Describe one area in which you see an untapped opportunity for the AIAS to engage in a new way.  
Either with other organizations, with school faculty and administrators, with the profession, with the international design community, or any other audience or venue.

While there are many opportunities for AIAS to engage in a new way, I believe it is more important that the AIAS first strengthen its existing engagements. Although AIAS as a national entity may be prepared to engage new opportunities, I think AIAS chapters are not. There is a lack of consistency with how AIAS chapters engage with organizations, faculty and administrators, with the profession, and with the international design community that should be considered before seeking new opportunities. Although each chapter certainly has its unique situation and must handle relationships differently, I see an opportunity for chapters that have good relationships to help growing chapters as they attempt to engage in these ways. In this way, the AIAS would not be tackling new issues, rather it would be solidifying and supporting its engagement with existing issues at a local scale.



THE UNIVERSITY OF  
TENNESSEE  
KNOXVILLE

November 14, 2019

Amy Rosen  
Past-President, American Institute of Architecture Students  
Elections Committee Chair

Ms. Rosen;

I am writing in support of Kari Essary and her intent to run for the position of AIAS South Quad Director on the AIAS National Board of Directors. Kari is a fourth-year student in our Bachelor of Architecture program and has an incredible track record of peer leadership in our school. She is a passionate, engaged architecture student; one who commits herself to her work, engages every facet of education, and makes the most of opportunities to participate beyond the classroom. Kari is a careful and organized person. She is thoughtful and sensitive to diverse points of view around issues and conversations. She remains poised and level-headed, absorbs information and processes complex factors well. In short, she is a natural leader at a young age and holds great promise for the profession of architecture. I couldn't be more enthusiastic to recommend Kari for the position of AIAS South Quad Director.

Kari joined the AIAS in 2016 as part of her commitment to making her own education, and that of her classmates, more vibrant. She served as Historian of our AIAS chapter in 2017-18 and helped manage the chapter's social media accounts, supported chapter events, and co-wrote and presented the chapter's bid to host a regional conference. That bid ultimately led to the successful hosting of the 2019 South Quad Design Conference in Knoxville. In 2018-19 Kari was our AIAS chapter President. Here, she continued planning the maker-themed South Quad conference, organizing and directing an incredible team of her peer student leaders, and she led the project through its development and eventual hosting. From all indications, this was an effectively managed and successful regional conference. I know that we are proud to have been involved in it and couldn't be happier with Kari and the other students who took responsibility for the success of the event. During that same time period, Kari also continued to organize and promote other internal programming for the chapter that benefitted the overall student culture in our school. Initiatives included a chapter lecture series, visits to local architecture firms, and organizing her membership's participation in AIAS national and regional activities and conferences. Additionally, she spearheaded the coordination of a number of student organizations in our College of Architecture and Design towards better collaboration and synergy, leading to a stronger culture of student enrichment. One significant development stemming from her efforts was the establishment of a Peer Mentor Program that paired incoming freshmen with upper classmen. Kari's work on this project took a number of shared ambitions that lacked a plan for implementation and formalized them into actionable steps that led to effective implementation of the student peer network. I believe this makes evident her strong leadership capabilities. It is even more impressive given that it stands among many initiatives that she cared for and saw to fruition. In the Spring 2020, when she returns from her semester abroad, she will serve as our AIAS chapter Vice President. Throughout her time in the AIAS, Kari has promoted the shared values of leadership, design, and service. She has represented your organization well. She has also been a stellar representative of the College of Architecture and Design.

As you can see Kari has an impressive track record with the AIAS already. She is passionate about the work of your organization and would eagerly take on the next level of commitment that comes with being the South Quad Director. I believe that she will be an effective leader in that capacity. Her accomplishments to date suggest as much. I urge your committee to look favorably on her bid for the position.

Thank you for the opportunity to advocate for Kari. If I can be of further assistance, please let me know.

Jason Young  
Professor and Director  
School of Architecture  
1715 Volunteer Blvd  
Knoxville, TN 37996

jason.young@utk.edu



Dear Past President Amelia Rosen and AIAS General Body,

I cannot say where my life would be without Kari Essary, but I can assume that it would not be as amazing as it is with her. Before I met Kari, I was lucky to say that I had many other wonderful friends in my life, but Kari is one of those people who will consistently go above and beyond to help in any way that she can.

Kari and I first became friends at FORUM Austin. I could tell how excited she was to interact with other students and to learn how we were all different and how we could learn from each other. At this Forum, we were also excited to watch our great friend and mentor, Paul Bamson, get elected for the next year's South Quad Director. A few months later, Paul encouraged Kari and I to submit a bid to host the 2019 south quad in Knoxville. We worked tirelessly for weeks trying to find ways to best show how passionate we were about this idea. Later that summer at Grassroots, we won the proposal, and the real work began.

As the incoming president for the 2018-2019 school year, Kari represented our chapter in COP and always pushed our members to make connections with other schools. She made it her personal goal to keep all of us organized, and she inspired us to put our best work towards the chapter. Although another student was our quad conference director, I can confidently say that we could not have done it without Kari. Her dedication to the organization and strong leadership continued to keep the chapter thriving while undertaking the immense responsibility of planning Maker S(outh)quad. This included a 10-page color-coded spreadsheet that broke down every part of the conference into manageable tasks for all of us to work on.

As chapter president, she helped to found a tutorial series aimed at helping younger year students, helped plan a Battle of the Bands fundraiser, and revived our chapter's laddership mentor program with local AIA professionals. On top of this, she continues to be an essential member of our FBD board, working on a lending library installation for Green Magnet Elementary and hosting fundraisers. During our time at FORUM Seattle and Grassroots 2019, Kari represented our chapter in COP and actively participated in anything she could to push herself and our board.

This semester she has been studying abroad in Barcelona and will return to Tennessee in the spring as our Vice President. During her time abroad, Kari has participated in an AIAS Learning and Technology National task force and maintained a vital connection with the operations of our current board. She stays on top of board notes and actively participates in chapter decisions when possible.

On top of her incredible accomplishments as part of the AIAS, Kari is also a fantastic person and incomparable friend. When I met Kari, I was going through some rough patches with my mental health. I have been fighting bipolar and anxiety from a young age, and the stress of

school continues to weigh on me. I have never met anyone like Kari. On my good days, we often make lifelong memories that I keep close to my heart. When I am having bad days, , Kari is one of the only people who can pull me out of spirals. She knows when to be a shoulder to cry on, but she will also call me out on my shit when I deserve it.

I honestly cannot imagine a better person to lead the South Quad next year and maybe even a presidential run after that. Kari's knack for organization and passion for AIAS continues to astound me. When I found out she was looking to run for South Quad Director, I almost broke down in tears because of how excited and proud of her I was. Kari Essary is bound for great things, and I think this is something I know she could excel in and bring her passion to a national level, reaching even more people.

Sincerely,  
Maggie Redding

## AMERICAN INSTITUTE OF ARCHITECTURE STUDENTS POLICY ON COMPENSATION FOR INTERNS

In July 1993, the AIAS Board of Directors adopted a "Public Policy on Uncompensated Interns." The policy has been subsequently reviewed and reaffirmed by the Board and reads as follows:

The AIAS maintains that employers must properly compensate all employees. Compensation must be in compliance with the regulations for the jurisdiction in which they are working.

In 2010, AIAS crafted a public statement on intern compensation in conjunction with the Association of Collegiate Schools of Architecture and the American Institute of Architects, which reads as follows:

The Association of Collegiate Schools of Architecture, the American Institute of Architects, and the American Institute of Architecture Students recognize that architects are bound by law and ethics to pay interns, and strongly advocate for the appropriate compensation of architectural students and interns. Because of current economic transformations, some architects have both solicited and accepted the services and labor of interns without pay. We strongly urge architectural firms and other for-profit employers to respect the law and comply with the ethical standards of our profession, and we strongly encourage interns to refuse to accept employment without pay, and to notify the Department of Labor in cases where employers propose such an arrangement. For more information on labor laws and professional ethics, please see the AIA Code of Ethics and the U.S. Labor Department standards under the Fair Labor Standards Act.

The ACSA, AIA, and AIAS further support architects, students, and recent graduate doing pro-bono work. We recognize the distinction between unpaid work for profit-making employers, and unpaid work for non-profit organizations, communities in need, and volunteer activities, which allows participants to determine their own hours and degree of involvement. The AIA has established guidelines for service that are provided on a Pro Bono basis. They can be found under the member section of the AIA website.

### POLICY ON COMPENSATION FOR INTERNS AFFIRMATION

As a way of confirming that the AIAS is not promoting or being promoted by architects employing unpaid interns, we ask that each participant in an official AIAS function review and sign the following statement. We appreciate your participation in our event and thank you for your support of our position against unpaid internships. This position is supported as well by the Board of Directors of the Association of Collegiate Schools of Architecture (ACSA) and the American Institute of Architects (AIA).

Name: Kari Essary

I do hereby affirm that I understand and support the AIAS policy on the compensation for interns. If I employ interns, I further affirm that I do not use unpaid architectural interns in my professional practice when applicable by federal wage and hour laws.

Signature: Kari Essary

Date: October 27, 2019

## AMERICAN INSTITUTE OF ARCHITECTURE STUDENTS ELECTIONS CODE OF ETHICS

Elections are a critical step by which the American Institute of Architecture Students is governed. Annual elections, as outlined in the Bylaws and the Rules of the Board, ensure that the membership of the organization participates in the selection of the best candidates to serve on the national Board of Directors.

Individuals elected to the Board of Directors represent the membership and ensure the continued success of the organization. Therefore, participants who are involved in the elections process, including candidates and Board Members, are expected to demonstrate the highest standards of professionalism, integrity, and good judgment.

Confidentiality is required of all participants in the elections process. Participants should not discuss details of the elections process to the general membership before, during or after FORUM. Elections information that is considered public knowledge, and therefore can be shared with the membership, occurs during the General Business Sessions and at the General Assemblies.

Campaigning is strictly prohibited prior to FORUM. Conversation between chapters regarding candidates should not take place. Campaigning will only begin at the first General Assembly of FORUM.

Campaigning during FORUM shall be professional. Candidates and candidate support groups should be respectful in their campaigning efforts. Disrespectful campaigning will be a violation of the Elections Code of Ethics, and will be grounds for immediate review by the Past President.

Campaigning materials should follow the Election Guidelines, and should be distributed in appropriate venues only. Appropriate venues include FORUM General Business Sessions, General Assemblies, and Quad Breakouts.

As leaders of this organization, and future leaders of this profession, we must uphold the highest ethical practice. Questionable behavior during elections will not be tolerated. Any concerns should be immediately raised with the Past President.

### ELECTIONS CODE OF ETHICS AFFIRMATION

To promote the highest level of professionalism during elections, we ask that each participant in the elections process review and sign the following statement. We appreciate your participation and thank you for your support and dedication to the organization.

Name: Kari Essary

I do hereby affirm that I have read, understand and agree to abide by the AIAS Elections Code of Ethics and the Elections Guidelines.

Signature: Kari Essary

Date: October 27, 2019

Please submit this form with your confirmation for participation.

## AMERICAN INSTITUTE OF ARCHITECTURE STUDENTS CANDIDATE CONTACT INFORMATION FORM

Candidate contact information will only be used by the Past President to communicate elections-related information. If provided, social media handles will be shared when candidates are posted publicly on AIAS website and social media.

Name (as preferred): Kari Essary

Chapter: University of Tennessee - Knoxville

Chapter Leadership Position (if any): co-Vice President

Email Address: kessary@vols.utk.edu

Mobile Phone Number: (850) 545 1746

Social Media Account Handles (optional):

- o Facebook: \_\_\_\_\_
- o Twitter: @\_\_\_\_\_
- o Instagram: @kari\_essary
- o Other: \_\_\_\_\_