



ENYA XU

2022-2023 Northeast Quadrant Director
Candidacy Packet

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LETTER OF INTENT

November 16, 2021

Erin Conti, AIAS. Assoc. AIA
American Institute of Architecture Students
1735 New York Ave.
Washington D.C. 20006

RE: Letter of Intent to Run for 2022-2023 Northeast Quadrant Director

Dear Past President Erin Conti, AIAS, Assoc. AIA,

It is with great excitement that I write to you on my formal declaration of intent on running for the 2022-2023 Northeast Quadrant Director of the American Institute of Architecture Students.

When I first joined AIAS, I did not know what to expect... I just wanted to learn what architecture was outside of the classroom and studio. Four years later, AIAS has left an unpredictably significant imprint on who I am today, and I cannot imagine who I would be without it. The organization has enriched my life and illuminated the power we students hold. AIAS has become a safe space for me; it is where I feel comfortable, welcomed, and can thrive. My only wish is to help other architecture students realize their own potential, make space for them to be who they are, and support them in achieving their best.

Being a general member, to the treasurer, to a two-term president and member of the National Finance Committee has shown me how capable and prepared I am to take on the role of the Northeast Quadrant Director. I am more than ready to dedicate myself further to this organization. Beyond my eagerness to assist chapters in fostering studio culture, developing professional skills and connections, and furthering design learning, I am really most excited to continue being inspired by all the amazing members of AIAS. To me, AIAS embodies the hope of youth; there are so many conversations about how to make architecture a healthier, more just, more equitable, and more enjoyable environment for both those who take part in it professionally and for the people who inhabit it. I want to continue spreading that campaign of hope and change to all architecture students so they realize how amazing our field is and the amount of power we have.

I look forward to continuing my journey with this incredible organization and, if elected as the 2022-2023 Northeast Quadrant Director, further contributing to the impact AIAS has on its members, leaders, and chapters.

All my best,



Enya Xu

RESUME

ENYA XU

9 Cypress Lane
Cedar Grove, NJ 07009
xu.en@northeastern.edu
(973) 934-9417

EDUCATION

Northeastern University, Boston, MA 09/17 - 05/22
Candidate for Bachelor of Science in Architecture, Minor in Psychology
GPA: 3.8/4.0
University Honors Program, Dean's List Fall 2017, Fall 2018, Spring 2019, Fall 2020
IE University, Segovia, Spain 09/19 - 12/19
Study Abroad Program

WORK EXPERIENCE

Architecture Co-op 01/20 - 04/20
Bruner/Cott Architects, Boston, MA
Led design development meetings with clients. Coordinated with engineering consultants and product representatives. Modeled projects and drew construction details in Revit. Created models and renders in SketchUp and Lumion. Worked closely with architects on different on-site construction administration projects. Designed a new marketing/outreach proposal focused on equity and racial justice.

Architectural Design Assistant 01/20 - 04/20
Wilson Butler Architects, Boston, MA
Worked closely with project team to complete 3D Rhino models, renders, graphic presentations, and organizational/analytical drawings for Royal Caribbean. Discussed designs and construction processes with clients and consultants at regular meetings. Worked with the model shop team to complete a detailed model for a performing arts center competition.

OTHER EXPERIENCE

Peer Mentor 09/21 - 12/21
School of Architecture, Northeastern University, Boston, MA
Designed weekly lectures and tutorials for first-year architecture students. Taught technical skills in AutoCAD, Adobe Creative Cloud, and Rhino while strengthening new architectural concepts like hierarchy, section, etc. Supported students as they developed these skills outside of class time.

Teaching Assistant 01/19 - 04/19
School of Architecture, Northeastern University, Boston, MA
Designed weekly lectures and tutorials for first-year architecture students. Taught technical skills in AutoCAD, Adobe Creative Cloud, and Rhino while strengthening new architectural concepts like hierarchy, section, etc. Supported students as they developed these skills outside of class time.

LEADERSHIP

President 05/20 -
AIAS, Northeastern University Chapter, Boston, MA
Currently leading Northeastern's AIAS chapter executive board in creating programs and events by managing eboard members and working with our advisor, SoA administration, and the national AIAS board. Actively working to promote a positive studio culture while creating opportunities to learn more about the profession, our community, and personal well-being. Also serving as a member of the National Finance Committee to promote financial literacy and support for all AIAS chapters.

Treasurer 05/18 - 04/19
AIAS, Northeastern University Chapter, Boston, MA
Organized and recorded all of the organization's finances. Planned and hosted biweekly meetings and special, large-scale events such as the spring welcome dinner. Advocated for the organization's events at NEU Finance Board meetings. Designed flyers and emails for events. Chapter won Honorable Mention for the 2019 AIAS Chapter Honor Award.

SKILLS

AutoCAD, Adobe Creative Cloud (Photoshop, Illustrator, InDesign), Rhino 3D Modeling, SketchUp, Revit, Lumion, Basic V-Ray, Bluebeam, Mac Operating System, Windows Operating System, Microsoft Suite, Physical Modeling - laser cutter, 3D printing, woodshop tools

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?

My reason for joining AIAS four years ago as a freshman was simple: I wanted to know what architecture was like outside of architecture school. The president at the time made me feel welcomed; he would come check on me and made me feel like he really cared about my wellbeing. He was the one who encouraged me to run for treasurer my second year. My experience as treasurer really showed me how extensive and important the work of an e-board member was. I realized how fortunate I was to have supporting upperclassmen on the e-board who would comfort me and assure me that my feelings of insecurity about my skills and being on the e-board were unfounded.

When I was elected as president for the 2020-2021 school year, I felt like I wasn't ready and wasn't "supposed" to be president. I really questioned if my one year of experience was enough and I had apprehensions about leading the chapter during the height of COVID-19. My friend who nominated me made me realize that I was fully capable of leading the chapter and that she would be there to help me figure out what AIAS should be during the pandemic. I wanted to reciprocate the encouragement she, and the past leaders of my chapter, had shown me. Just as my president was there for me when I started my journey, I've spent a lot of time checking in on my younger e-board members and encouraging them to succeed. I did my best to be a mentor, a "big sister", and a friend to them and any architecture student I met. I made time to meet students in my own "AIAS Office Hours" or over coffee just talk to them about the organization and to welcome them into the school.

For those who are uncertain about their own leadership potential, just show up and try it. You don't know what you don't know; sometimes you won't realize what you're capable of until you do it. You will find people who will listen to you and raise you up. I believe in you!

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

Everyone on a team brings different identities, opinions, and passions. Respect is key. As a minority woman, I have been in situations where I felt like my identity, or my perceptions of what people thought about me, prevented me from doing my best. In a team setting, I don't want any of those self-perceived restrictions to be present. Everyone is welcomed and we work together to reach our goals.

I firmly believe in supporting my team members in what they're passionate about. It is so much more worthwhile to help the people on my team fulfill their own passions and initiatives than it is to make them do something just because of an irrelevant reason. My role is to empower others to achieve great things. I'm in my second year of presidency and am also one of the older members on the e-board. I have a lot of historical knowledge about how student organizations at Northeastern typically plan events and connections with staff and faculty I can use to help the younger members on my board. This year one of our e-board members is especially passionate about sustainability in architecture. I was able to connect him to someone from my former co-op who designed and now directs one of the few Living Buildings in Massachusetts to organize a virtual tour. I'd much rather organize their thoughts into cohesive actions to help them make their ideas come to life than simply tell them what to do. In that way, they learn how to prepare for the best and can feel the fulfillment and satisfaction from their own hard work. My hope is that they will take the torch I've given to them and pass it on to generations of students to come.

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

How can we make architecture more compassionate? Many of the topics listed in this question relate to that, but really I'm concerned with what architecture imposes onto people. Part of that question is the accessibility of our field - the expectation of working hours, the amount of money students and young professionals have to pay just to become an architect and to serve people, and the need to master all different types of representation modes and technologies.

Within the last few years, AIAS has started these conversations with the creation of the Learning and Teaching Culture Policy. The Policy serves as a model for students to bring to their Schools of Architecture to create or amend their current Studio Culture Policies. This model document is a wonderful and empowering resource, but I believe we need to use this Policy as a foundation to expand these sorts of conversations beyond the university/college realm. I want to work on models or examples of negotiating salaries for entry-level positions, have conversations on personal finances and financial burden, and collaboratively come up with solutions on how to set up strong boundaries between working hours and personal life. These are charges I would propose to the Professional Development Advisory Group (or other task force based on what committees are present during the 2022-2023 year).

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?

The Northeast Quadrant director is in a unique position of working with chapters all along the East Coast and in Canada. There is such a rich variety of chapter types, sizes, and cultures. I want to create a system, some type of online bulletin board or open Google calendar, where people can add events that are either held virtually or open to other AIAS chapters. With this sort of system, there is an organized way of sharing information and getting the word out on programs around the Quad. It could encourage some more cross-chapter events and help alleviate some of the burden from chapter leaders' shoulders; student leaders could be overworking themselves to have a guest panel when another chapter has already planned one and wants more engagement. With an open sharing system in place, e-board members can encourage more interactions across the Quad and relieve some stress.

In terms of chapter growth, I want to collaborate on templates for promotional materials. Maybe one chapter has a really great InDesign file for creating graphics that could inspire other chapters. For example, the Roger Williams chapter and the UMass Amherst chapter have really strong graphic strategies on Instagram. Also, as part of membership month, I think it would be really helpful to have a way of "pitching" AIAS beyond just graphics. It can feel uncomfortable asking people to pay money to join this organization. The National Board of Directors and experienced student leaders may have advice on how to gain members that could really benefit younger executive boards. One idea is making a short video on how someone would present membership to new students.

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.

My biggest responsibility is to the chapters and members. If elected Northeast Quad Director, I will ensure to do all that I can to support chapter leaders and members; I will be present on Slack, Instagram, email, and text to help any chapter member with questions or problems. I plan on making a Calendly for any chapter member to find time to meet with me. Beyond just the daily functioning and maintenance of AIAS activities, I really want people to know that I care about them! If a meeting needs to be a venting or empathy session, it should be. Being a student, let alone an architecture student, a leader, and an emerging adult is hard, exhausting, and sometimes discouraging. Kindness really is the message and aura I want to project and share.

One of my goals is to foster more interconnection and networking between chapters beyond what's shared in Hub Hangouts. During the initial planning stages at my chapter, I like to ask slack prompts that encourage e-board members to share thoughts on everything ranging from what successful engagement looks like to topics for alumni panels to fundraising ideas. The answers e-board members gave guided our chapter in what we wanted to address and organize over the course of the year. I think having a similar sort of system in the Northeast Quad Slack could serve as a basis for Quad or cross-chapter events. If I find that multiple chapters are interested in promoting gender equity in their schools for example, I could set up a panel for that and create space for that conversation. Prompts would promote further communication and inspiration between chapters and help me understand what chapters need or want from me.

We all love the AIAS for different reasons, but it takes a critical and constructive analysis of the institutions we appreciate most to continue to evolve them into entities that can support each new generation of membership. What facet of the AIAS would you most enjoy innovating or improving to help the organization remain relevant to architecture and design students around the world? What are your ideas for that kind of growth?

AIAS' membership numbers have declined over the past few years. COVID-19 has starkly highlighted that decrease and we're still struggling to rebound. I believe we need to take a critical look at our membership numbers, engagement, and reevaluate what membership means and constitutes in order to achieve growth in our membership. AIAS is the American Institute of Architecture Students, but are we really an organization that supports and embodies all architecture students? There is no doubt in my mind that AIAS members are extremely passionate about furthering design learning, professional networking, and service, but there is something about our message that fails to resonate with more people. How we present the value of AIAS and membership needs to change to meet the desires and needs for all architecture students. While the cost of membership, excluding local dues, isn't a lot, I think it's still difficult to make students want to pay to have access. We don't want AIAS to be exclusionary.

I think something simple yet extremely valuable the organization could do as part of its promotional materials is quantify all the events, benefits, tangible, and intangible. If we're able to make the numbers of panels, conferences, mentorship, research opportunities, etc. into concrete terms people can grasp, I believe we will have a solid foundation for what AIAS does for architecture students. By pairing those hard numbers with the message of further educating our members on how to be more socially aware, thoughtful leaders, and organized advocates, AIAS will present itself as valuable to a wider audience.

LETTER OF SCHOOL SUPPORT



Northeastern University College of Arts, Media and Design

November 17, 2021

Erin Conti, AIAS, Assoc. AIA
Past President and Elections Chair
American Institute of Architecture Students
1735 New York Ave, NW
Washington D.C. 20006

Re: Letter of Support for Enya Xu, candidate for Northeast Quadrant Director

Dear Ms. Conti:

It is with the greatest enthusiasm that I write this letter to support and endorse Enya Xu's candidacy for Northeast Quadrant Director of the American Institute of Architecture Students. The School of Architecture at Northeastern University is aware of Enya's desire to seek this office and all the implications thereof should she her candidacy be successful.

School of Architecture

151 Ryder Hall
360 Huntington Avenue
Boston, MA 02115

617.373.4637
fax 617.373.7080

neu.edu/camd/architecture

I have known Enya now for almost four years. In my roles as her professor and the faculty advisor to Northeastern University's AIAS chapter, I have witnessed first-hand Enya's hard work and dedication. In her current position as president of the school's AIA's chapter, Enya has planned programs like studio visits, a lecture series, and picnics that support the intellectual, social, and professional development needs of her colleagues. Enya has also worked actively to ensure the chapter's long-term success and stability. With the treasurer, Enya has put in place procedures to ensure an accurate accounting of the chapter's finances. She has also paved the way for successful leadership transitions by mentoring her more junior colleagues within the organization. Enya has achieved this of all while pursuing a rigorous program of study. In short, Enya is an exceptional student and valued member of the architecture school community.

Enya has my highest recommendation. I am confident that, if elected, she will be an impactful, creative, and compassionate leader.

Please do not hesitate to contact me if I can provide additional information.

Sincerely,

A handwritten signature in black ink, appearing to read 'M. Gin'.

Matthew Gin, PhD
Visiting Assistant Teaching Professor
School of Architecture
Northeastern University
m.gin@northeastern.edu

LETTER OF PEER SUPPORT

Enya Xu: Peer Letter of Support
November 18, 2021

Dear Past President Erin Conti,

Enya Xu is not only a star student, formidable leader, and incredible human being, but she is a prime example of what the upcoming AIAS Board of Directors needs. As Northeast Quad Director, Enya, by virtue of her countless accomplishments here at Northeastern University, will prove herself to be an asset to our national leadership, not only as a powerful voice representing for our femme community and people of color, but for all people passionate for change and advocacy for student wellness and success. She approaches all opportunities for improvement on the local and national scale with an unprecedented passion and a conviction rooted in advocacy work by and for her peers. She is a household name among Ruggles Architecture Studio in her roles as AIAS President, respected teacher's assistant, and reliable friend. I am confident that she will exceed expectations in the role as Northeast Quad Director, and further the national mission of making the industry of architecture more inclusive and accessible for all.

From her first year at Northeastern, Enya has shown interest in leadership within studio culture. As the elected treasurer to NU AIAS in only her second semester, she presented herself as a strong foundation for the organization to create opportunities for students to learn, network, and most importantly, have fun. From there, Enya pursued the elections for chapter president and won by unanimous vote. As she enters her third year as our leader, she exudes a wealth of experience as well as an excitement to challenge expectations with each semester. From campus-wide events including a Welcome BBQ, hosting various speaking panels, and organizing succulent fundraisers, there is no event too big or too small for her. She has a passion for student groups regardless of their relation to AIAS, as she constantly promotes and advocates for student voices across campus. While Northeastern has always struggled with the concept of a healthy and profitable studio culture, we would be nowhere without Enya Xu as a member of our community.

Alongside her work on the local scale, Enya has been selected to serve on national committees for two years in a row. As a second-year member of the Finance Committee, she was involved in the research into international chapter fees, as well as the successful implementation of bylaw changes to ensure that local and national member dues were not subject to currency exchange rates. Enya also helped advocate for the "So You're the Treasurer" guide which provided local chapters with resources and tutorials based around budgeting, where she herself got her start with AIAS at Northeastern. This year, Enya's national role involves advocacy work with the Chapter Development Fund, as well as the introductory facilitation of the Council of Treasurers. Her ability to connect her national agenda to local passions is not only astounding to witness, but inspirational to take part in.

Aside from her reputation at Northeastern and within the national organization, I can personally advocate for Enya's impeccable skills in communication and approachability as proven by her most important role, in my opinion: my friend. Enya and I have worked alongside each other as leaders in NU AIAS and NU FBD, respectively, for nearly three years now. With the pressures of programming during virtual learning, sudden resignation among executive board members, and general stress of being a leader during a time of isolation and hardship, Enya was a kind and reliable resource for me to turn to.

Enya *will* be a valuable asset to the 2022 - 2023 AIAS National Board of Directors as your Northeast Quad Director. While some may preface that statement with "I am confident that..." I feel that only to be an unnecessary contingency to her overwhelming ability to lead and advocate with a respectable passion that guarantees success. I look forward to voting for her myself in the upcoming election.

Sincerely,

Julia Barksdale

Northeastern University M.Arch Candidate, Class of 2022

Northeastern University Freedom by Design Director of Structural Design 2019-2022

AIAS National Mental Health Task Force Chair 2020-2021

AIAS POLICY ON INTERN COMPENSATION



THE AMERICAN INSTITUTE OF ARCHITECTURE STUDENTS
1735 New York Ave., Washington, DC 20006
202.808.0075 | aias.org

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: Enya Xu

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: 

Date: November 16, 2021

AIAS ELECTIONS CODE OF ETHICS



THE AMERICAN INSTITUTE OF ARCHITECTURE STUDENTS
1735 New York Ave., Washington, DC 20006
202.808.0075 | aias.org

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: Enya Xu

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: 

Date: November 16, 2021

Please submit this form with your confirmation for participation.

CONTACT INFORMATION SHEET



THE AMERICAN INSTITUTE OF ARCHITECTURE STUDENTS
1735 New York Ave., Washington, DC 20006
202.808.0075 | aias.org

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): Enya Xu

Chapter: Northeastern University

Chapter Leadership Position (if any): President

Email Address: xu.en@northeastern.edu

Mobile Phone Number: (973) 934-9417

Social Media Account Handles (optional):

- o Facebook: Enya Xu
- o Twitter: @
- o Instagram: enyaixu
- o Other: