



01 June 2022

2022 AIA Nebraska Honor Awards Jury  
AIA Nebraska Associates Award  
AIA Nebraska  
335 N. 8<sup>th</sup> Street, Suite A  
Lincoln, NE 68508

**Re: 2022 AIA Nebraska Associates Award Nomination of Kevin Baitey, Assoc. AIA**

Dear 2022 AIA Nebraska Associates Award Jury Chairperson and Jury Members,

As a current member of the AIA Omaha Board of Directors, I am honored to be the nominating sponsor for Kevin Baitey, Assoc. AIA, towards receiving the 2022 AIA Nebraska Associates Award.

I have known Kevin professionally and personally for the last four years and have had first-hand experiences working with him in both local and state AIA leadership roles. Since graduating from the University of Nebraska-Lincoln in 2018, Kevin has been one of the most involved volunteer leaders in our state. He currently serves in several capacities including on the AIA Omaha Board of Directors, the AIA Nebraska Board of Directors, the AIA Central States Region Emerging Professionals Committee, and chairs the AIA Nebraska Emerging Professionals Committee.

Kevin is a champion for emerging professionals, tirelessly volunteering his time, skills, and knowledge to advance the profession for the younger generation. His passionate advocacy for emerging professionals is tenacious and is getting results. He has done a great job building bridges with the UNL AIAS chapter and AIA Nebraska and has been instrumental in developing and organizing events for emerging professionals in both Omaha and Lincoln, with an emphasis on having opportunities for emerging professionals to network with established professionals. He has also led and coordinated the ARE Success Teams program, a program formed by the AIA Nebraska Emerging Professionals Committee to provide ARE candidates with the tools, mentorship, and resources necessary to pass all the exams in one year.

Kevin is also an integral member of Carlson West Povondra Architects, bringing a design-focused approach to projects and project documentation. A trusted team member, he has been involved in all stages of design and construction on projects early in his career. This vast exposure has afforded him the ability to become a mentor to other emerging professionals in the office.

I could not be more confident in my nomination of Kevin Baitey, Assoc. AIA for the 2022 AIA Nebraska Associates Award. His contributions to Nebraska's emerging professionals and the profession deserves recognition.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Ross Miller'.

Ross Miller, Assoc. AIA  
Principal, FormGrey Studio

*2018 Richard Upjohn Fellow of the American Institute of Architects  
2017 & 2020 Louise Blanchard Bethune Fellow of the American Institute of Architects*



**Kevin Baitey, Assoc. AIA** is an emerging professional and designer in Omaha, Nebraska. His interest in architecture stemmed from a desire to combine his passion for creativity with his affinity for problem solving.

After graduating from the University of Nebraska-Lincoln with his Master of Architecture degree in 2018, Kevin has been steadily involved in various organizations to advocate for emerging professionals and community outreach. He currently holds a number of positions within the AIA at local, state, and regional levels. Kevin often finds himself being the youngest person in a room full of decision makers, a responsibility he takes seriously to ensure that the next wave of emerging professionals have all the tools necessary to be successful.

Kevin joined Carlson West Povondra Architects in 2018 and has been involved in a variety of projects including education, commercial, historic preservation, and liturgical. His work ethic, curiosity, and willingness to learn have afforded him the opportunity to be thoroughly involved in all stages of the design and construction process. Having such exposure has allowed him to become a resource for the emerging professionals in the office while also providing the ability to work independently early on in his career, including taking on small projects of his own to develop experience in project management. Kevin is currently working towards licensure to become a registered architect in Nebraska.

His high level of involvement in the profession, service to the community, and numerous leadership roles at such an early stage in his career make Kevin Baitey, Assoc. AIA a worthy candidate for the 2022 AIA Nebraska Associate Award.

## EDUCATION

Master of Architecture, 2018  
University of Nebraska-Lincoln

Bachelor of Science in Design, 2016  
University of Nebraska-Lincoln

## PROFESSIONAL EXPERIENCE

Carlson West Povondra Architects, 2018-Present  
Architectural Designer

HDR, 2017-2018  
Architectural Intern

Clark & Enersen, 2016-2017  
Architectural Intern

BCDM Architects, Summer 2016  
Architectural Intern

## PROFESSIONAL INVOLVEMENT

American Institute of Architects, Nebraska  
Chair, Emerging Professionals Committee, 2020-Present

American Institute of Architects, Nebraska  
Associate Director, Board of Directors, 2022-Present

American Institute of Architects, Nebraska, Omaha Section  
Associate Director, Board of Directors, 2022-Present

American Institute of Architects, Nebraska  
Member, Emerging Professionals Committee, 2019-Present

American Institute of Architects, Central States  
Member, Emerging Professionals Committee, 2019-Present

## COMMUNITY INVOLVEMENT

ACE Mentor Program of America  
Mentorship Experience Host, 2022-Present

ACE Mentor Program of America  
Mentor, Benson High School, 2021-Present

ACE Mentor Program of America  
Mentor, Omaha North High School, 2019-2020

Omaha Rotary Club  
Member, 2022-Present

Omaha Permaculture  
Labor/Builder, Community Garden Construction, 2020

KANEKO Creative Camp  
Mentor, 2017

## Professional Leadership

**“Lead by Doing”** is the driving force behind Kevin’s commitment to professional advocacy early in his career. He currently serves as Associate Director on both the AIA Omaha Board of Directors as well as the AIA Nebraska Board of Directors. He also Chairs the AIA Nebraska Emerging Professionals Committee and is part of the AIA Central States Region Emerging Professionals Committee. Through these positions he has handled a number of projects, primarily focusing on professional development and advocacy for emerging professionals.

A major project that Kevin took charge of is the ARE Success Teams Program, a coordinated study program formed by the AIA Nebraska Emerging Professionals Committee to provide ARE candidates with the tools, mentorship, and resources necessary to pass all six divisions of the ARE within one year. As Chair of the AIA Nebraska Emerging Professionals Committee, Kevin was able to garner support for the program with planning beginning in 2021 and an official launch in January 2022. Kevin’s role within the program includes general management, establishing study teams, writing and distributing study guides for all six exams, scheduling at least one educational seminar per series of exams (practice series & technical series), and recruiting members, in addition to leading a Success Team himself. The ARE Success Teams Program currently has twenty members between Omaha, Lincoln, and Central Nebraska with more being added regularly throughout the year. Through this endeavor a number of members have already started passing their first exams, highlighting the impact such a program can have on kick-starting the professional development of future architects.

Kevin’s commitment to professional advocacy is also apparent in the initiative he takes to work with connections outside the sphere of architecture for the benefit of the profession. Through attending a series of local artist exhibitions, he established a connection with a local gallery coordinator who showed interest in partnering with AIA Nebraska to promote architectural discourse among the art community and general public. Kevin partnered with the gallery coordinator and another AIA Omaha Board Member to formulate a plan for an exhibition that will feature work from the Cunningham Bronze Medal Finalists who participated in the graduate thesis program at the University of Nebraska-Lincoln College of Architecture. Kevin’s role is to work between the coordinator, students, and college faculty to plan the budget, secure gallery space, promote the event, and facilitate the transfer of student work from Lincoln to Omaha. By maintaining strong relationships with all parties involved, Kevin has received support from David Karle, Director of the Architecture program at UNL, to pursue the goal of making a graduate thesis exhibition an annual event. The benefits of this project are significant in that the exhibit brings together academia, practicing professionals, and the general public, all while enhancing relationships within the local community.

## Mentorship

Kevin is regularly involved in a number of mentorship activities, including portfolio reviews & career fair prep at the University of Nebraska-Lincoln, but he is most active through mentoring in local high schools as part of the ACE Mentor Program of America. Through ACE, Kevin is able to engage with young people who may otherwise lack the resources necessary to learn about architecture as a career path. Once a week during the school year he meets with students in the classroom to help them work on a semester-long or year-long architecture project. As part of the ACE program he has also taken leadership within his firm to provide high schoolers with intern and job-shadowing opportunities through the ACE Mentorship & Experience program. As such, Kevin is in charge of planning a two week program within his office to provide a valuable learning experience for student mentees as they take the first steps in planning their career paths.



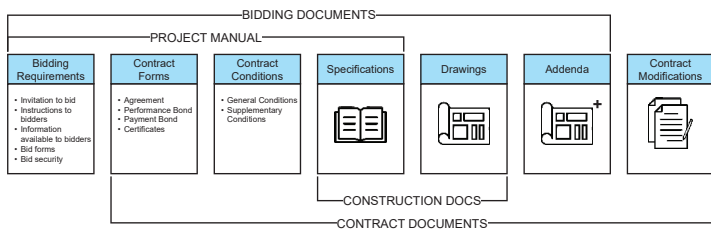
## Advancing Design

Leaning on his experience as a finalist in the SGH/Dri-Design Competition and contributing to award winning submissions in previous internships, Kevin realized that even early in his career he could make an impact on professional practice. Beginning in his current role, Kevin made a point to rework the AIA Nebraska award submission process, placing extra emphasis on the value of drawing and diagramming. After working with his colleagues to develop a design culture around awards season, the office brought in an AIA Nebraska Merit Award for a project which had long been deserving of such recognition. In addition, Kevin has worked to establish a culture of knowledge sharing to advance design dialogue by hosting workshops on Grasshopper and Rhino, while encouraging others to speak on their respective areas of expertise.



PJM QUICK GUIDE | CONSTRUCTION ADMINISTRATION  
DOCUMENTATION

<b>Bidding Documents</b>	<ul style="list-style-type: none"> <li>The documents required to bid or negotiate the construction contract, including the invitation to bid, bidding requirements, contract forms, contract conditions, specifications, drawings, and addenda</li> </ul>
<b>Project Manual</b>	<ul style="list-style-type: none"> <li>Includes bidding requirements, contracts, conditions, and specifications</li> <li>Specifications in US and Canada follow MasterFormat</li> <li>Does NOT include contract modifications</li> <li>Study tip: the project manual includes documents that can be bound in a book</li> </ul>
<b>Contract Documents</b>	<ul style="list-style-type: none"> <li>Includes contract forms, contract conditions, architectural and consultant drawings, specifications, addenda, and contract modifications</li> </ul>
<b>Bidding Requirements</b>	<ul style="list-style-type: none"> <li>Includes invitation to bid, instructions to bidders, information available to bidders (ie, soils report), bid forms, and bid security</li> </ul>
<b>Procurement Documents</b>	<ul style="list-style-type: none"> <li>Consists of Project Manual, Contract Drawings, &amp; Addenda</li> </ul>



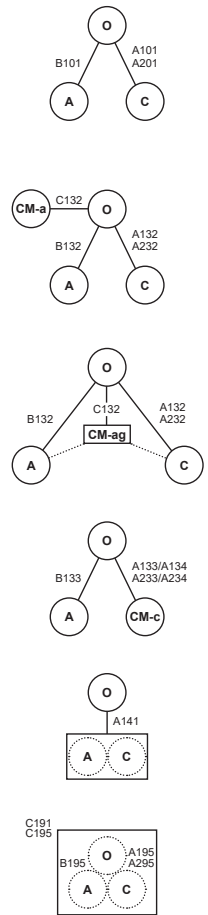
BIDDING TERMS

<b>Bidding Contingency</b>	<ul style="list-style-type: none"> <li>Amount added to base bid to account for uncertainty of marketplace</li> </ul>
<b>Bid Bond</b>	<ul style="list-style-type: none"> <li>Used to pay the difference between the contractor's price and the next lowest bidder if the contractor does not take the job</li> <li>Obtained from an insurance company by contractor</li> </ul>
<b>Bid Security</b>	<ul style="list-style-type: none"> <li>A check submitted with the bid by the contractor which may be forfeited if the contractor fails to enter an agreement with the owner</li> </ul>
<b>Bid Tampering</b>	<ul style="list-style-type: none"> <li>The failure of the owner to read bids aloud</li> <li>Allowance of late bids by owner</li> <li>Collusion of bidders otherwise expected to compete to influence who is awarded the project</li> </ul>

PcM QUICK GUIDE | PROJECT DELIVERY TYPES

DELIVERY TYPE	DESCRIPTION
<b>Design-Bid-Build</b>	<ul style="list-style-type: none"> <li>Architect designs project and prepares construction documents and specifications</li> <li>Contractor is selected through a competitive bidding process</li> <li>Alternatively contractors can be selected through select negotiation (Negotiated Select Team)</li> <li>Strengths: Cost, Risk, Simplicity</li> </ul>
<b>CM-Advisor</b>	<ul style="list-style-type: none"> <li>Construction Manager serves as a consultant on construction and cost management during the design and construction process</li> <li>CM does NOT build project</li> <li>Strengths: Risk, Quality</li> </ul>
<b>CM-Agent</b>	<ul style="list-style-type: none"> <li>Construction Manager provides early consulting and may act on behalf of the owner; assumes authority through agency agreement</li> <li>CM role extends to central coordination</li> <li>Strengths: Risk, Time</li> </ul>
<b>CM-Constructor/at Risk</b>	<ul style="list-style-type: none"> <li>Construction Manager is part of contracting firm which holds single agreement with owner covering CM services and construction services</li> <li>Strengths: Time, Cost, Risk</li> </ul>
<b>Design-Build</b>	<ul style="list-style-type: none"> <li>A single contract is established between owner and design-build entity</li> <li>May be architect led, contractor led, or all-in-one</li> <li>Strengths: Cost, Time</li> </ul>
<b>Integrated Project Delivery</b>	<ul style="list-style-type: none"> <li>A collaborative agreement between Architect, Owner, Contractor and project-specific Prime Consultants</li> <li>Strengths: Quality, Time, Cost</li> </ul>

MODEL



Graphic by Kevin Baitey

**Taking initiative** to launch the ARE Success Teams Program came with a host of responsibilities for Kevin, including, but not limited to: managing the growing network of members, coordinating schedules and locations for meetings, and distributing study resources, in addition to promoting awareness of the program as a tangible benefit of AIA Nebraska membership. One of the greatest hurdles to studying for the ARE is the limited availability of study resources and the financial burden of acquiring materials. Kevin worked to ensure each Team would have access to hard-copy study materials, as recommended by NCARB and purchased by AIA Nebraska. However, he felt it was important for each member of the ARE Success Teams Program to have a free resource, unique to the program, in addition to the books provided. So, Kevin took it upon himself to develop the ARE Quick Guides, shorthand study guides for each exam division, intended to provide an overview of major study topics. Shown above are just two excerpts from the Project Management study guide and the Practice Management study guide. The length of each study guide depends on the exam, but typically ranges between seven to twelve pages of both written and graphical content. Kevin accomplishes this by studying ahead and compiling notes from primary resources listed in the NCARB ARE 5.0 Handbook.



Graphic & Photos by Omaha ACE Mentor Program  
Kevin Baitey pictured bottom left

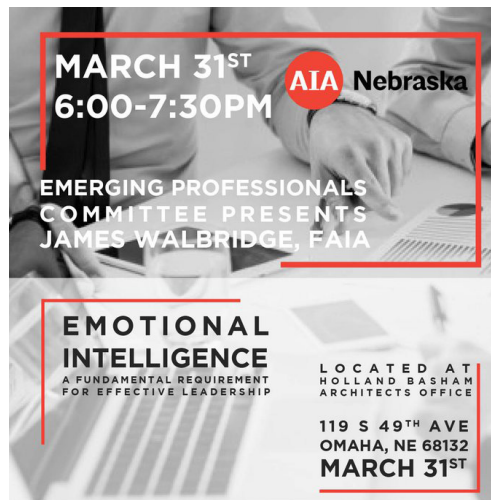
**Mentorship** has been a major focus for Kevin since graduating in 2018. He is a firm believer that students from all backgrounds deserve access to learning opportunities to discover and pursue their respective career paths. Shortly after joining CWP Architects, Kevin found out about the ACE Mentor Program and felt that this would be a great way to contribute to his community by providing a learning opportunity to high school students. He has mentored at Omaha North High School and Benson High School over the past three years. The Omaha ACE Program is unique in the fact that mentorship is built into the school's curriculum. This means during the school year, Kevin is in class once a week helping high school students develop a semester-long or year-long project while leaning on his experience to give students insight into the architecture, construction, and engineering industries. Along with in-class mentoring, Kevin also hosts ACE student interns as part of the ACE High School Mentorship & Experience Program. Through this four week program, students spend each week at a different office to gain exposure to a diverse range of work experience. Firms typically participate for one week with two students on a twenty hour schedule before the students switch to a different office the following week. To aid with the growing number of students joining the program, this year Kevin volunteered to host four students, seen above, for two weeks at CWP Architects so that no one would be left out of the program.



AIA Central States Emerging Professionals Committee



AIA Nebraska Emerging Professionals Committee



**Involvement** is critical to advancing the profession. The above images are a non-exhaustive aggregate of the committees and events Kevin either organizes or is an active participant of while maintaining his duties on the AIA Omaha Board of Directors and AIA Nebraska Board of Directors. Kevin is intentional about his efforts extending beyond simply planning and organizing. "Lead by doing" means Kevin is out in the professional community working to foster relationships and share ideas to advocate for emerging professionals and the profession at large.



**Service** in a professional setting isn't the only way Kevin stays involved. He has been a volunteer in various ways, including neighborhood clean-ups, community garden construction, and, through his involvement at Omaha Rotary Club, he has found ways to learn about and support numerous non-profit organizations. Kevin believes that being involved in the community is something every architect should make time for. He strives to represent the profession in positive light through all the activities he is a part of.

June 1, 2022

2022 AIA Nebraska Honor Awards Jury  
AIA Nebraska Associates Award  
AIA Nebraska  
335 N. 8th Street, Suite A  
Lincoln, NE. 68508

Re: 2022 AIA Nebraska Associates Award Nomination of Kevin Baitey, Associate AIA.

Dear 2022 AIA Nebraska Associates Award Jury,

It is my pleasure as the Chairperson of AIA Central States Emerging Professionals Committee, AIA Lincoln President-Elect, and AIA Nebraska Emerging Professionals Committee member to nominate Kevin Baitey for the 2022 AIA Nebraska Associates Award.

I met Kevin while we were in the architecture program at the University of Nebraska - Lincoln, and after graduating, we have continued to work with each other through both AIA Nebraska and AIA Central States. Kevin and I were co-chairs of AIA Nebraska Emerging Professionals committee from 2020-2021, and Kevin has continued that role into 2022. Kevin has also been on the AIA Central States Emerging Professionals Committee as the Nebraska Associate Representative.

Kevin is a key contributor to AIA initiatives at the local, state, and regional levels. He is a strong leader and displays that by bringing fresh ideas to our discussions and listening well to our committee members. He volunteers his time to the AIA Nebraska EP committee on a regular basis. To name a few initiatives that he has been involved in: Videotaping and editing the AIA Nebraska EP Committee Welcome Video, attending EP committee networking events, organizing and participating in ARE success teams, among many other AIA initiatives. Kevin leads AIA Nebraska EP Committee meetings and actively participates in AIA Central States initiatives like the AIA Central States EP Friendly Firm award and the AIA Central States Student Design Competition.

It is an absolute honor to work alongside Kevin, and I could not be happier to nominate him for the 2022 AIA Nebraska Associates Award.

Sincerely,



Emily Roesler, Assoc. AIA  
Architectural Designer, DLR Group





**CARLSON  
WEST  
POVONDRA**  
ARCHITECTS

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Omaha, Nebraska 68132  
402.551.1500

[cwparchitects.com](http://cwparchitects.com)

May 31, 2022

2022 Jury - AIA Nebraska Associates Award  
American Institute of Architects - Nebraska  
335 N 8<sup>th</sup> Street, Suite A  
Lincoln, Nebraska 68508

Re: Nomination for 2022 AIA Nebraska Associates Award - Kevin Baitey, Assoc. AIA

To Award Jury and Jury Chair,

It is my pleasure to add my personal recommendation and our Firm's support to your consideration of Kevin Baitey for the 2022 AIA Nebraska Associates Award.

Kevin is in his fifth year of post-graduation work at CWPA. Kevin's abilities, dedication, and personality have always contributed to the positive atmosphere of our office environment. And his role as mentor to high school youth, our college interns and younger hires has shone a light on his natural ability to teach and lead. Kevin's leadership, personal initiative and creative thinking have served to inspire our young architectural graduates as well as our more seasoned Architects.

Within the Profession, Kevin is an active associate member of AIA serving as an Associate Director of AIA Nebraska, and as a member of the Emerging Professionals Committee for AIA Nebraska and AIA Central States. Over the past several years Kevin has served on multiple State and Local Committees through the AIA advocating for the Profession as well as the College of Architecture. He is currently also progressing through his exams and well on his way to becoming a Licensed Architect.

Beyond the Profession, Kevin has proven to be an active young voice in our community. Building on the leadership skills advanced in the AIA and here in our office, Kevin has extended his interest in leadership into focused community involvement through Ace Mentorship, KANEKO, Omaha Permaculture, Omaha Rotary, and others. His lead by active example approach makes his involvement a tangible asset within his chosen volunteer endeavors.

Kevin's leadership and balanced commitment to family, self, Firm, profession, and community, is inspirational to others and is certainly worthy of recognition. He has always risen to challenges and found ways to better himself, lift others and strengthen our Profession. I look forward to his continued pursuit of personal and professional development and the ways that he chooses to project these learned skills and held values back to others.

And so, it is without hesitation that I support and recommend Kevin Baitey for your consideration as the 2022 AIA Nebraska Associates Award recipient.

Sincerely,

CARLSON WEST POVONDRA ARCHITECTS

Michael West, AIA  
Senior Principal

June 3, 2022  
AIA Nebraska Associates Award Jury  
AIA Nebraska  
335 N 8<sup>th</sup> Street, Suite A  
Lincoln, Nebraska

Dear AIA Nebraska Associates Award Jury,

I am writing this letter to recommend that Kevin Baitey be selected for the 2022 AIA Nebraska Associates Award. Kevin is a driven and motivated individual who has proven to be a successful and trustworthy leader. His efforts on behalf of Emerging Professionals at the local, state, and regional levels of the AIA distinguishes the most exemplary qualities of an AIA Nebraska Associate.

I have had the great fortune to have worked directly with Kevin in multiple stages throughout his emerging career, and it has been delightful to watch him grow and develop his skills and abilities. I first met Kevin while I was a Teaching Assistant for the Design Making Studio at the University of Nebraska-Lincoln. Kevin was one of my students, and even at that early stage in his academic career, it was quite apparent that Kevin was curious, ambitious, and full of talent for creating artistic architectural solutions.

My next opportunity to work with Kevin was while Kevin was interning at HDR for the summer of 2018. Working with him on projects in the professional office environment showcased his diligent work ethic and commitment to the very real world of architecture. Kevin was excited to volunteer his time that summer as an instructor for the Kaneko Student Architecture camp. Kevin's role as instructor demonstrated his knack for teaching and passing his knowledge into the minds of future architecture students.

Recently I've had the pleasure to work with Kevin on the AIA Omaha board. He has shown great initiative to spearhead the Emerging Professionals group and provide a service of connecting young professionals to the network and community of the AIA and more experienced professionals. His work as chair of the AIA Nebraska - Emerging Professionals committee has been outstanding. He has created ARE Success Teams – a collaborative group for young professionals to support each other through licensing exams.

I have personally paid witness to Kevin's dedication to advancing the profession through his proven leadership. He is elevating the voices of Associate members and advancing design excellence through his own work. Kevin is worthy of, and well deserved to be awarded the AIA Nebraska Associates Award.

Respectfully,

A handwritten signature in black ink, appearing to read "Tyson Fiscus". The signature is fluid and cursive, with the first name "Tyson" being more prominent than the last name "Fiscus".

Tyson Fiscus, AIA, NCARB  
Project Architect, HDR, Inc.

