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## Letter

NCIDQ

BI-ANNUAL UPDATE

FOR NCIDQ

CERTIFICATE HOLDERS

NATIONAL  
COUNCIL FOR  
INTERIOR  
DESIGN  
QUALIFICATION



*Lighting to Protect* will be available in June 2002.



Following on the heels of the highly successful *Ethics and the Design Professions* continuing education monograph, NCIDQ is pleased to announce the development of a second title: *Lighting to Protect: Supporting Public Health, Safety and Welfare with Professional Lighting Practices*. This series of monographs is intended to give interior designers a valuable and easy-to-acquire method for gaining continuing education credits when needed for license renewal or to simply add to their body of professional knowledge.

*Lighting to Protect* will be available in May or June 2002. It was written by Fran Kellogg Smith, FASID, the founder of Luminae Lighting Consultants. The author of *Bringing Interiors to Light*, and the 1988 winner of the Polsky Award for Literature in Interior Design, Ms. Smith is widely recognized as a leader in the lighting industry.

The book addresses issues related to lighting design that affect the public health, safety and welfare. Because interior designers select lighting fixtures for their clients' projects, they share several serious responsibilities with architects and engineers such as:

- getting the public out of buildings safely by designing ample corridors, protected exits and lighted signage
- meeting the requirements of the ADA by specifying special lighting, alarms and safe harbors
- meeting energy limits by using fluorescent and low-voltage light sources to provide task, ambient and accent lighting without sacrificing high visual impact and worker productivity

Although *Lighting to Protect* is not yet for sale, *Ethics and the Design Professions* (64-page book and 25-question quiz) can be purchased now for \$108 by calling Professional Development Partners, Inc. at 877-429-9366 (toll-free) or by downloading an application on the NCIDQ website ([www.ncidq.org](http://www.ncidq.org).) Read the book, take the quiz and mail it in for grading. When you pass, you will have earned 0.6 CEUs (6 hours of continuing education credit). It is an easy and affordable way for you to earn the credit you need to maintain your certificate/license/registration in your jurisdiction, and/or to maintain professional membership in your professional association.

NCIDQ is pleased to continue to offer the most current information, authored by content experts, on issues that affect the public's health, safety and welfare.

# Message from the president

In November, 2001, NCIDQ held its annual meeting in Savannah, Georgia and was fortunate to have Ms. Rosalyn Cama, board chair of The Center for Health Design, as the keynote speaker. Among the topics she presented to the Council of Delegates was the “pebble project” and the importance of research in determining whether or not healthcare environments enhance healing and promote well-being for patients, staff and visitors. The “pebble project,” defined by the “ripple effect” of a pebble being dropped in still water and having far-reaching effects, points to the importance of research in determining if the far-reaching effects of design are making positive differences in the lives of the consumers of the built environment. Only through research, can we gather information to determine if our design efforts are producing the desired results. In the same way, NCIDQ is using research to guide its direction toward the mission to protect the health, safety and welfare of the public.

NCIDQ is charged with the task of certifying interior designers for professional practice by administering an exam that tests a minimum competency threshold for entry-level practitioners. How to determine this threshold for the protection of the public is a continuing challenge. Research is the only answer. It is research that insures exam validity to the public that NCIDQ serves. All “legs” of the “three-legged stool” of certification—a certified education, a monitored work experience, and a valid examination—are based on continuous research of the interior design profession, its practice, and the body of knowledge which it represents.

Every four years, NCIDQ qualifies and validates the exam as a universal standard by using the “Analysis of the Interior Design Profession”.

**SHIRLEY E.  
HAMMOND**



The conclusions are based on the results of fifteen focus groups, conducted across North America, composed of practitioners, educators, professional leaders, allied professionals, users of design services, a panel of experts and survey and phone interviews to a stratified random sample of practitioners. The comprehensive study goes beyond the traditional method of incorporating only the voice of the practitioner, because it also includes input from the users of design services. The results are used by NCIDQ to establish criteria for certification and specifications for state/provincial licensure examinations.

With the growth of the profession and its expansion into new areas such as accessibility, universal design, green design, and sustainability, the exam continues to evolve, through research, to insure that entry-level practitioners are meeting the needs of the public through their knowledge and application of the interior design body of knowledge that protects the health, safety and welfare of the public. The beauty of interior design is much more than skin-deep. It is the research-based application of interior design principles and practice that enhance and protect our quality of life.

*Shirley E. Hammond*

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## Record Maintenance Fees Increase

Record maintenance fees and reinstatement fees for 2002 through 2004 are:

YEAR	RECORD MAINTENANCE FEE	REINSTATEMENT FEE
2002	\$35.00	\$150.00
2003	\$35.00	\$175.00
2004	\$40.00	\$200.00

NCIDQ annually invoices all certificate holders (people who have successfully passed the NCIDQ exam) a record maintenance fee.

Payment of the record maintenance fee is what keeps a certificate holder on active status. If a certificate holder allows his or her active status to lapse for more than 12 months, then he or she must pay a reinstatement fee, plus the record maintenance fee for that period, in order to be considered active.

Certificate holders remaining on active status allows NCIDQ to:

- Act as a clearinghouse for purposes of licensing reciprocity.
- Update state and provincial regulatory agencies with current certification data for residents within a given jurisdiction.
- Confirm NCIDQ certification status for initial licensing purposes in states and provinces.
- Maintain an accurate mailing list of certificate holders.

# Mentoring: What's in it for me?

Have you ever heard of the “radio station that is always playing in your head...WIIFM?” That station’s call letters stand for What’s In It For Me. When it comes to mentoring, not just interior designers, but many professionals, wonder what the benefit is to committing time and energy to mentor another person aspiring to enter the field they have practiced for many years. The backbone of NCIDQ’s Interior Design Experience Program (IDEP), our monitored experience program for recently graduated students, is mentoring. However, our IDEP participants have lamented the fact that it is difficult for them to find a professional certified interior designer who is willing to commit the time to become a mentor. Why should a busy professional become a mentor? One expert in the field of mentoring has found at least ten reasons to give back as a mentor.

## TEN REASONS TO MENTOR

Dr. Linda Phillips-Jones, a founder of The Mentoring Group, is a licensed psychologist, mentoring consultant, author and researcher who has worked with mentors and mentees for 23 years. She is the author of *Mentors and Protégés*, *The New Mentors and Protégés*, *The Mentoring Program Design Package*, and other publications. She is also featured in videos, “Mentoring that Makes a Difference” and “Mentoring: The Success Connection.” Dr. Phillips-Jones has identified some of the most important reasons for investing at least two hours a month (24 hours a year) to help a mentee.

1. You’ll **learn**. By serving as a mentor, you’ll learn from your mentees. They’ll have knowledge you don’t have, maybe teach you a new job-specific skill, and help you enhance your people-development skills, which you can use with your own employees and even your family and friends. In the process, you’ll also learn more about yourself.

2. This is a chance to **pay back**. In the past, you may have received good mentoring from someone and never had a chance to show your gratitude to him or her directly. You now have an opportunity to reciprocate and “put something back into the pot.”

3. You could receive **recognition** from peers and superiors. Being an effective people developer won’t go unrecognized. In fact, if you’re in management, you’ll be officially or unofficially rated on your ability to recognize and groom talent. If you’re in a formal mentoring program, it’s likely you’ll be recognized for your contribution.

4. You may get some extra **work done!** Remember how you paid your dues by doing routine tasks for a mentor? Within ethical limits, your mentees can work on your research, help with a project, or finish other work that remains undone.

5. You’ll **review and validate** what you know and what you’ve accomplished. Teaching another helps you review and reframe all you’ve learned about that subject. You’ll realize that you’ve accomplished much more than you thought.

6. You’ll be more likely to move into “**Generativity**” (vs. “Stagnation”). Erik Erikson said you’ll reach a critical decision point in your mid- to late-30s. You can give up (moving into a Stagnation phase), or you can thrive, proceeding to Generativity and happy 40s, 50s, 60s, and beyond. You do this by realizing you’ve been through and mastered much, a new generation is coming behind you, and you have a lot to offer it. Being an effective mentor can actually catapult you into successful Regenerativity.

7. You’ll probably **feel satisfied, proud, and other energizing emotions**. When you have a positive effect on your mentees, expect several positive feelings of pride, satisfaction, happiness, contentment, and excitement along with the enjoyable physiological reactions that go with them.

8. Mentoring could have **future personal pay-offs**. When mentees are successful, they often reward their mentors. Even if this isn’t your reason for helping, you could receive grateful thanks, notoriety, jobs, invitations, and other future opportunities to contribute and celebrate.

9. You’ll **help your organization**. Mentoring employees can help give your organization a recruitment edge, shorten learning curves, increase your mentees’ job satisfaction and loyalty, and improve productivity and quality.

10. You’ll **leave the world better** than you found it. It’s been said before, and it’s still true. Taking the time to reach out to others, share your life’s wisdom, and convey your respect for them is probably the least expensive and most powerful way to change the world, one life at a time. (<http://www.mentoringgroup.com/mentorsoc00.html>)

## HOW DOES NCIDQ’S IDEP (INTERIOR DESIGN EXPERIENCE PROGRAM) WORK?

IDEP requires work experiences related to the design, development and [CONTINUES ON NEXT PAGE]

## HOW TO APPLY TO BE AN APPLICANT

To apply to enroll in IDEP as a recently graduated student, check the website, [www.ncidq.org](http://www.ncidq.org), download the IDEP Application and Verification Form and submit to NCIDQ with the \$75.00 initiation fee and college transcripts. Upon approval of IDEP application, applicants will receive the IDEP Manual and Log.

## HOW TO APPLY TO BE A MENTOR

To become involved as a mentor, send an e-mail to [ken\\_baker@ncidq.org](mailto:ken_baker@ncidq.org) and indicate your interest in getting involved in the program. NCIDQ is in the process of organizing a database of interested professionals throughout Canada and the United States. We will match IDEP applicants with mentors in their region.

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delivery of interior design services. The experience embodies the specific knowledge and skills considered most crucial and valuable during the early years of a practitioner’s career, including those tested on the NCIDQ examination.

To satisfy the requirements, participants must complete training in seven separate categories. The experiences may be achieved through working directly in the area, by observing others who are engaged in such work, or by attendance at meetings, lectures, and seminars.

**Where Mentoring Comes In.** The IDEP supervisor and mentor share the responsibility of providing entry-level interior designers with the best possible advice on the activities of daily practice for the development of competence as a professional. The role of the supervisor is to oversee the daily activities of the participant. The mentor acts as an advisor.

**Supervisor.** The supervisor is responsible for guiding the daily activities of the participant. This person will coordinate work experiences and periodically verify the participant’s documentation of the hours and tasks performed. Supervisors must be NCIDQ certificate holders or licensed/registered/certified interior designers.

**Mentor.** A mentor, not connected to the employing firm, is selected by the participant and acts as an advisor. Participants meet with mentors periodically to review experience and discuss career objectives. Mentors must be NCIDQ certificate holders or licensed/registered/certified interior designers.

**Application Process/Fees.** Interested graduates must submit an IDEP application, employment verification form and a \$75.00 US fee to initiate an NCIDQ record as part of the IDEP program. The applicant will receive a manual and

Log Book to document fulfillment of the requirements of the program. Upon 50% completion of required hours, the participant submits log forms and an additional \$75.00 review process fee. Upon 100% completion of required hours, the participant submits final log forms and a final review fee of \$75.00 US. After completion of IDEP requirements, NCIDQ will validate the documentation and provide the participants with a certificate indicating successful completion of the IDEP program. IDEP fees total \$225 (US).

**IDEP Manual and Log.** All IDEP participants receive an IDEP Manual and Log. The manual describes the IDEP program in detail, and includes instructions, information regarding the interior design profession and IDEP documentation forms. The IDEP Log is for use to record all hours of experience in the areas required for minimum competency (task content areas).

**Intriguing Incentive.** To encourage more participation in our IDEP program, NCIDQ has implemented a “take the exam for free” opportunity for successful IDEP finishers. If an applicant completes the IDEP program, and pays the total \$225 fee, then he or she is eligible to take the NCIDQ exam for free (one-time sitting), as long as the applicant meets all other requirements to take the NCIDQ examination.

As Nila R. Leiserowitz, FASID, Vice President at Gensler and chair of NCIDQ’s IDEP Committee, states, “IDEP is a quality program, backed by the reputation of FIDER and NCIDQ. It costs nothing but your time to be a mentor. What a wonderful way to give back to the profession – and encourage the growth and development of future designers”. The reception of WIIFM is starting to come in loud and clear.

## October 2001 NCIDQ examination statistics

Exam Section	Registered	Passed	Failed	Pass Rate
<b>Section I</b> Principles and Practices of Interior Design (150 multiple-choice questions)	679	468	211	69%
<b>Section II</b> Contract Development and Administration (125 multiple-choice questions)	648	482	166	74%
<b>Section III</b> Schematics and Design Development (Two-part practicum section)	766	503	263	66%
<b>Took All 3 Sections</b>	470	247	51 failed all 3*	53%

\* 172 failed 1 or 2 sections