

STRATEGIC DIRECTION

Caren Martin, NCIDQ Certificate No. 2216, CIDQ President

I would like to send my best wishes to you and your loved ones. I hope you are doing everything you can to stay safe and healthy during this challenging time. You are part of the CIDQ community and right now, we are thinking of you.

[See what's ahead.](#)



SPRING POSTPONEMENT

Thom Banks, Chief Executive Officer

I am writing this to you during a time of great uncertainty and anxiety for all of us. We are bombarded with COVID-19 related messages and trying to adapt to living our lives very differently. I will leave the guidance to medical professionals but wish you all health and well-being.

[Learn more about CIDQ's operational decisions.](#)

TRANSCRIPT GRADING DUE TO COVID-19

With many colleges and universities moving their classes online due to COVID-19, schools are also evaluating different grading options as students complete this academic year. Many are looking at giving grades of Satisfactory/Unsatisfactory or Pass/Fail as opposed to a standard grading scale of A-F. In terms of qualifying for the NCIDQ Exam, CIDQ reviews each candidate's transcript to confirm that eligibility requirements have been met – including that credit was received for courses taken. The letter grade received is not relevant as long as credit is awarded.



EXAM DEVELOPMENT



NCIDQ Exam Practicum Item Writing and Review Committees
March 6 - 8, 2020



#whyNCIDQmatters

Kia Weatherspoon, ASID
NCIDQ Certificate No. 35324

Kia Weatherspoon, design advocate at Determined by Design, spoke with CIDQ about her **seven-year journey** to NCIDQ Certification.

Follow Kia's journey.

CIDQ OUTREACH

Jan 23-26 | **Federation of Associations of Regulatory Boards (FARB) Forum** | Colorado Springs, CO

CIDQ President Caren Martin and CEO Thom Banks attended and were joined in Palm Springs by Past-President Jim Klawiter for the **Interorganizational Council on Regulation (ICOR)** meeting on Jan. 27.

Jan 29 - 31 | **IIDA SHIFT Student Conference** | Dallas, TX
CIDQ's Data and Program Manager Kimberly Woods attended this 20th Anniversary meeting to share all things NCIDQ Exam with students from all over the country.



Feb 12-14 | **ICOR's Joint Member Board Executive Orientation** | Washington, DC

Along with the National Council of Architectural Registration Boards (NCARB), the National Council of Examiners for Engineering and Surveying (NCEES), and the Council of Landscape Architectural Registration Boards (CLARB), CIDQ presented to staff and board members of jurisdictional boards.

Feb 21-23 | **ASID SCALE** | Seattle, WA
Kimberly Woods, CIDQ Data & Program Manager, participated in this 5th annual national student conference. While there, she also spoke to

students and faculty at **Bellevue College, Seattle Pacific University, and Cornish College of the Arts.**



March 4-7 | **IDEC Annual Conference** | Tulsa, OK
CIDQ President Caren Martin and Data and Program Manager Kimberly Woods presented and had a booth during the exhibitor trade show. Maximizing their time in Oklahoma, Kimberly also spoke to students and faculty at four colleges (**Oklahoma Christian University, University of Oklahoma, University of Central Oklahoma, Tulsa Community College**) and two chapter events (**IIDA Oklahoma City Center and IIDA Tulsa City Center**).

March 9 | CIDQ CEO Thom Banks traveled to **Raleigh, NC**, along with others, to testify about the NCIDQ Exam on a current bill.

IMPACT VIDEOS

CIDQ launched two videos in March (covered in Thom's CEO letter above) on the impact of interior design on the health, safety, and welfare of the public. If you're an NCIDQ Certificate holder involved with a project that you believe illustrates the health, safety and welfare impact of interior design, please reach out to us at inquiries@cidq.org. Perhaps your story is one we might feature in a future video project.





Caren Martin
CIDQ President
NCIDQ Certificate
No. 2216

President's Message

I would like to send my best wishes to you and your loved ones. I hope you are doing everything you can to stay safe and healthy during this challenging time. You are part of the CIDQ community and right now, we are thinking of you. Please read Thom's CEO letter for specifics on CIDQ's operational response. CIDQ's work continues, even if it's being conducted a little differently, as you'll read below.

Continuing its initiative from last fall, CIDQ engaged with a consultant to help facilitate the board of director's development of a new strategic plan, which will be refined at the board's April meeting. CIDQ's progress and accomplishments over the last several years have brought us to a place where we can envision the future of the organization through a different set of lenses. Data gathered from attendees at the 2019 Annual Conference has been analyzed with additional insights from targeted interviews. We look forward to sharing the new plan with you that implements the stakeholder guidance we have received to make strategic, future-focused investments in the organization through our work moving forward.

Additionally, I am excited to report the work of a task force to examine CIDQ's past Interior Design Experience Program (IDEP) has begun. Some may recall this paper-based, legacy program that enabled candidates to log their work experience hours as they were accumulated. The task force is charged with examining and reimagining IDEP to better meet the needs of our graduating students and emerging practitioners—leveraging the overall technology advances that have occurred since the program was sunset in 2012. During the recent Interior Design Educators Council (IDEC) Annual Conference, educators were surveyed about their view of the former program and what they need from CIDQ to support their students as they work towards certification. As a former design firm leader and educator, making the path towards the NCIDQ Exam as convenient and seamless as possible for future interior designers as well as their supervisors and/or sponsors is elemental. In the meantime, CIDQ will continue to expand our outreach to schools, students, and firms—our key stakeholders to better understand what they need to make the NCIDQ Certificate more accessible.

Finally, thanks to all active certificate holders renewing in April! Your commitment to CIDQ and the continuous evolution of the profession's qualification examination is exemplified through your timely renewal. Most appreciated!



Thom Banks
CIDQ Chief
Executive Officer

CEO's Message

I am writing this to you during a time of great uncertainty and anxiety for all of us. We are bombarded with COVID-19 related messages and trying to adapt to living our lives very differently. I will leave the guidance to medical professionals but wish you all health and well-being. I also want to make you aware of the operational decisions that CIDQ has made as result of this pandemic and our concerns for the safety of the community.

On March 18th, after multiple conversations with our test center vendor, stakeholders, and leadership, CIDQ made the difficult decision to postpone the April administration of the NCIDQ Exam to October 2020, our next regularly scheduled exam administration window.

Prior to doing so, we explored many options including the possibility of moving the April exam administration back a couple of months. Unfortunately, that was simply not viable due to previously contracted test center capacity constraints. During this time, testing center policy has been, understandably, fluid, sometimes contradictory, and changing rapidly. With test centers already closed for at least half of the exam administration window and quite possibly longer, we were not confident that we could guarantee a safe and appropriate candidate experience in sitting for our exam.

There are many factors involved in administering the NCIDQ Exam that require the real time coordination of multiple exam vendors located around the globe. Multiple rounds of cancellation notifications were only adding to an already chaotic and confusing situation. We believe postponing the exam was the most responsible course of action to try to protect the health of all involved and ensure appropriate delivery of the NCIDQ Exam. We share the disappointment of many of our candidates who have been actively preparing to sit for the exam in April and look forward to offering them the opportunity to do so come October. In recognition of their preparation, CIDQ also made the decision to extend the spring/April exam blueprints into the fall/October 2020 administration.

On a more positive note, CIDQ has been focused on amplifying our voice regarding the exam and the value of NCIDQ Certification. We have been capturing stories through video that visually illustrate what interior designers do, the health, safety, and welfare impact of their work on the public, and consequently the need for the NCIDQ Exam. We are excited to share them

CEO's Message Continued

and hope you find them effective in conveying the critical nature of your work. Please be sure to [watch and share these valuable assets](#).

While COVID-19 continues to disrupt life, please know that CIDQ is open and efficiently operating remotely—committed to keeping our community connected.

Thank you for your support of CIDQ and its mission. We appreciate it.



Kia Weatherspoon,
ASID
NCIDQ Certificate
No. 35324

NCIDQ Certified Interior Designer Profile

#whyNCIDQmatters

Kia Weatherspoon, design advocate at Determined by Design, spoke with CIDQ about her **seven-year journey** to NCIDQ Certification.

Why Interior Design

“I feel like interior design chose me,” says Kia. Shortly after joining the United States Air Force in 2001, September 11th happened. Kia would depart for the first of five deployments. During deployment, she landed in some extreme environments and needed to create “spaces” for herself. The very first space she created was at Al Udeid Air Base. Kia hung sheets from her tent walls surrounding her cot. “It was something about the way that space made me feel that just stuck with me,” said Kia.

After the military, Kia began thinking about the next steps in her life. A quick internet search for “creating spaces,” led her to the world of interior design. It was a roundabout and random entry into the field, but Kia believes life and circumstances guide you to exactly where and what you’re supposed to be doing.

Design Advocate

Kia owns a mission-focused boutique practice. She refers to herself as a design advocate because she is adamant interior design can change the lives of disenfranchised communities only if/when Design Equity™ exists. Kia saw a disconnect in low income communities, specifically in affordable housing compared to its market rate counterparts. Infuriated by the lack of design and dignity in low-income housing, she saw a problem that needed to be solved. This was an issue that no one was addressing, and she successfully built her business around doing this work. Isn’t that what interior design is all about—solving problems?

The Decision to Test

From the time Kia decided to pursue interior design through formal education, she knew she wanted to become a certified interior designer. In 2007, Kia first began exploring CIDA-accredited programs and earned her Bachelor’s degree in interior design from Moore College of Art & Design. Kia recognized having those five letters after her name was about commitment to her craft and industry. It was also equally about commitment to herself, to strive for the highest level of professional development...which is why NCIDQ Certification was always the goal.

Her Inspirations

Inspiration comes in many forms and from many directions. While Kia states she never had a *formal* mentor, there have been so many who have encouraged her along



Continued

her journey to NCIDQ Certification. Kia remembers flipping through Hospitality Design Magazine and becoming inspired when she learned about a certified interior designer named Deborah Lloyd Forrest of Forrest Perkins. “Right then I was inspired! Literally, in my spirit, I felt I wanted to be a certified interior designer! It was so pure, honest and personal,” said Kia.

Considerable inspiration also came from colleagues and industry friends that have become lifelong friends, such as Dr. Stephanie Clemons of Colorado State University, an avid educator for the interior design community and profession; Jo Rabaut of Rabaut Design Associates in Atlanta, who sat on the ASID national board with Kia; and peers such as Elizabeth Oshana from CAMA Design Lab. Kia extends a heartfelt “thank you” to these inspirational leaders in the industry.

Viewpoint

Kia’s design philosophy: “Interior design is not a luxury for a few, but a standard for all!”

Keeping the Flow

Kia rarely gets stuck creatively, because she’s very intentional in her concept development—always looking at fashion, nature, textiles, and art to keep her creative juices flowing. She loves to travel and finds inspiration in watching children and seeing the types of things that spark their interests and imagination.

Advice for Future NCIDQ Candidates

“Know how you learn best. Don’t try to remember—try to imagine and have fun. If you don’t pass the first time, take it again. If you don’t pass the second time, take it again. Make sure you’re grounded in why you are taking the exam. Confirm it’s a reason that really resonates with you personally. Don’t put too much pressure on yourself. Have fun and stay the course!”

Kia took the exam for her final time in October 2019. She sat for the three-sectioned exam SEVEN times. She says the triumph of passing was not fleeting; it was a seven-year journey. Equally important is *why* she took it seven times. Kia began to dissect her feelings associated to the exam. The feelings were all negative. “You can only work towards a different outcome when you stop seeing the negativity in the past. I had to accept the past outcomes as they were. Not as good or bad, pass or fail, but opportunities to learn. I had to give myself grace. In doing so, I was then able to look for studying techniques that worked for me.”

To learn more about the passion that led her to certification, follow Kia’s journey at www.linkedin.com/pulse/how-i-passed-ncidq-exam-after-7-failed-attempts-weatherspoon-asid/.