

CULTIVATING THE NEXT GENERATION—

Actively cultivating our fifth generation of firm leaders, Mithun's teams are structured to welcome ideas, reward collaboration and invite constant professional challenge.

Sharing Knowledge, Engaging Students

Mithun leaders maintain strong connections to the University of Washington as members of the College of Built Environments Professional Advisory Council, guest lecturers and past instructors. Our team has also participated in design education programs at Washington State University, University of Idaho and Montana State University, and as teachers and facilitators for the Leading is Learning workshop series, which embraces novel applications of design thinking to advance problem solving within K-12 curriculum. Through each contact, we share our expertise in design, placemaking, and community building, advancing the profession and multiplying the positive impact of our work.

Mithun also supports design education through efforts including the Mithun Endowed Design Fellowship and the Mithun/Russell Family Foundation Endowed Professor in Sustainability at the University of Washington College of Built Environments—the inaugural recipients of which were AIA Firm Award winners Stephen Kieran and James Timberlake.

Mithun team members generously share expertise and advance design discourse through presentations at annual conferences for diverse organizations—AIA, Greenbuild, Living Future, CNU, ASLA, ULI. Staff have also contributed to independent academic and professional publications including **Integrated Design**, detailing Mithun's replicable design approach and sharing notable project precedents and integrative technical strategies with peers.



Mithun/Russell Family Foundation Endowed Professorship in Sustainability at the University of Washington

Mithun and The Russell Family Foundation believe that the next opportunity for design innovation is to address the challenges confronting global systems. Through interdisciplinary collaboration, this endowed professorship brings science and design together to meet 21st century grand challenges such as climate change and urbanization, helping to shape our physical future in meaningful, healthful and elegant ways for mankind and the natural world. This position emphasizes the importance of design in providing leadership for such a future.

ACE Mentors

Mithun's commitment to supporting students interested in the engineering and design professions is reinforced by pro bono efforts and in-kind donations to the ACE Mentor Program. This volunteer program introduces high school students to architecture, design and engineering, and encourages them to pursue studies and careers in these fields. We believe that fostering the knowledge and professional development of today's youth will help to create a growing creative class of diverse individuals who will become tomorrow's industry leaders and represent the true makeup of our community.

Supporting Mithun's Emerging Professionals

Mithun is a great place to work, in part, because we view staff as our utmost strength and our greatest resource. Our culture of mentorship was started by our founder, Omer Mithun, a professor at the University of Washington. Now 68 years later, the spirit of Omer is carried forward in many ways including our thirst for learning, our commitment to education and our staff who generously "pull up a chair" to share their knowledge, guidance and encouragement with others around them. The firm's culture of mentorship is celebrated annually with the recognition of top "Mithun Mentors" nominated by staff.

To encourage ARE, LARE and NCIDQ completion, Mithun supports study groups, provides study materials and paid time off to take the exam, and offers a spot bonus upon successful completion of exams. Staff at all career stages benefit from Mithuniversity, an award-winning continuing education program, which includes courses and tours that advance our technical knowledge, encourage peer learning and sharing, and stimulate ideas.

Recognized with two national AIA Continuing Education Awards, Mithun's extensive professional development program includes dedicated time for research, a mentor for all developing designers and a six-month entry experience for new graduates in CoLAB—an interdisciplinary R+D think tank that explores new applications for advanced data-driven design.

Tech Talks

Every two weeks, an experienced and technically-oriented staff member leads a discussion on the design and constructability of a building component, such as guardrails, roof decks, thermal insulation and below-grade waterproofing. These talks are a small part of Mithun's larger mentorship and quality control program.

CoLAB

To drive innovation, Mithun's CoLAB offers the next generation of designers opportunity, mentorship and freedom from traditional constraints. This interdisciplinary think tank drives advanced data-driven design and research initiatives. Collaboration across disciplines is amplified to create, prototype and invent—not only in design, but in the very tools being used and the way Mithun works together. All staff may submit for a Mithun-sponsored R+D grant, focused on advancing projects through embedded research.

Mithuniversity and MIT

Mithuniversity is our professional development arm of continuing education. Firm members and industry professionals are invited to broaden our staff's knowledge through presentations, crit sessions, open debates and discourse. Topics range from design and technical presentation to project management, marketing and sustainability. Ultimately, the program keeps team members abreast of industry developments, creates better projects and fulfills AIA and USGBC continuing education units.

MIT focuses both on educating staff with technology and software resources available in the office, while also providing demos and hands-on training with the profession's latest innovations. Taught in collaboration by Mithun's staff experts and product specialists, classes focus on the practical parameters of design, maximizing project specific efficiency, maintaining graphic excellence and streamlining the iterative design process through graphic software. MIT's objective is to improve staff skill with Building Information Modeling (BIM), presentation graphics, design tools, collaboration software and practical office applications.



“FEED THE MIND AND THE SOUL OF THE EMPLOYEE, MITHUN BELIEVES, AND YOU FEED INNOVATION—AN INDISPENSABLE PART OF THE FIRM’S DESIGN APPROACH.”

–Architect Magazine