



Healthcare Design Academy

2027 Winter / Spring Series

Call for Applications

Applications for the 2027 Series are open!

Program Overview

The Healthcare Design Academy (HDA) is a concept in education that identifies, cultivates, and mentors young leaders in three areas: the firm, the profession, and the specific challenges of healthcare design. The future of healthcare design depends on the development of emerging professionals who possess not only technical expertise but also a deep understanding of the complex environments they serve. As healthcare systems continue to evolve, designers must be prepared to tackle challenging issues such as navigating interdisciplinary collaboration, operational challenges, patient-centered care models, and rapidly changing technologies. This educational series is intended to accelerate professional growth by connecting developing healthcare professionals with experienced practitioners, industry leaders, and peers. Through structured discussions, mentorship, and real-world insights, participants will gain knowledge and relationships that strengthen their ability to contribute meaningfully to healthcare projects and advance the profession.

Program Structure

AIA/AAH Healthcare Educational Forums are designed as a cohort-based professional development program for individuals pursuing careers in healthcare design. Participants are grouped into experience-based groups to facilitate meaningful discussions among peers facing similar career challenges and opportunities.

Who Should Apply?

To qualify for this program, an applicant must be:

- on the path to architectural / professional licensure or have recently become licensed,
- in good standing with the AIA and all other professional organizations,
- able to commit the time and effort necessary to fully participate in this program.

Series #1 – Emerging Professionals (3–5 Years of Experience)

This series is intended for individuals who are building their foundational healthcare design knowledge and developing their professional skills. Discussions will focus on understanding the healthcare industry, navigating project responsibilities, building effective communication skills, and developing a long-term career path within healthcare design. Applicants have at least 3 years of experience in architecture or related professional design field and are employed full-time with a firm in the immediate chapter area.

Series #2 – Developing Leaders (6–8 Years of Experience)

This series is intended for professionals who are beginning to assume greater project leadership and client-facing responsibilities. Discussions will focus on strategic decision-making, healthcare operations, team leadership, business development, client relationships, and advancing as a trusted healthcare advisor. Applicants have at least 6 years of experience in architecture or related professional design fields and are employed full-time with a firm in the immediate chapter area.

Program Structure

Each series will consist of six collaborative sessions conducted between January and June. Sessions will not be presentations, but intentionally interactive discussion-based conversations facilitated by experienced healthcare professionals and subject matter experts. Rather than a traditional lecture format, the program will utilize a "fireside chat" approach that encourages participant engagement, peer learning, and open dialogue.

Participant Driven Topic

Session topics are based on feedback gathered during the nomination process and announced at a kick-off event. This approach allows the content to address the current interests, challenges, and professional development needs of each cohort.

Networking and Mentorship

Each session will conclude with informal networking opportunities, allowing participants to continue discussions with moderators, subject matter experts, and fellow participants. The program fosters long-term professional relationships within the Middle Tennessee healthcare design community.

Program Outcomes

Participants gain a broader understanding of healthcare planning, design, and operations while developing leadership, communication, and collaboration skills. The program aims to create a network of healthcare-focused professionals who are better prepared to contribute to the future of healthcare design and delivery.

Schedule and Location

Program Dates	Series 1	Series 2
Session 1	January 14, 2027	January 21, 2027
Session 2	February 11, 2027	February 18, 2027
Session 3	March 11, 2027	March 18, 2027
Session 4	April 15, 2027	April 23, 2027
Session 5	May 13, 2027	May 20, 2027
Session 6	June 10, 2027	June 17, 2027

All sessions will be held in person from 3:30 to 5:00pm at the AIA Middle Tennessee office.

49 Music Square West
Suite 610,
Nashville, TN 37203

Following each session, participants are invited to join an informal networking happy hour.

Participant Expectations

Participants selected for AIA/AAH Healthcare Educational Forums are expected to actively engage in the program and contribute to a collaborative learning environment. By accepting participation in the series, participants commit to the following expectations:

Attendance and Participation

- Attend all scheduled sessions whenever possible.
- Notify their sponsor and program moderators in advance if attendance is not possible.
- Arrive on time and remain engaged for the full duration of each session.
- Actively participate in discussions and contribute insights from their professional experiences.

Preparation and Engagement

- Come prepared to discuss session topics and share relevant project experiences.
- Be open to learning from peers, moderators, subject matter experts, and healthcare providers.

Professional Conduct

- Foster a respectful, inclusive, and collaborative environment.
- Maintain professionalism in all interactions with participants, moderators, and guests.
- Respect differing viewpoints and encourage constructive dialogue.
- Support an atmosphere that encourages honest discussion and professional growth.

Application for Learning

- Seek opportunities to apply knowledge and insights gained from the program within their organizations and project teams.
- Share relevant lessons learned with colleagues and peers when appropriate.
- Engage in discussions with their sponsor regarding key takeaways and professional development goals.

Feedback and Continuous Improvement

- Complete program evaluations and feedback surveys.
- Provide honest and constructive feedback to help improve future programs.
- Participate in end-of-program assessments and discussions.

The success of the Healthcare Educational Forums depends on the active participation and engagement of each participant. Through shared experiences, thoughtful discussion, and a commitment to professional growth, participants contribute to a stronger healthcare design community and help shape the future of the profession.

Sponsor Expectations

Sponsors are expected to actively support the professional development of their nominated participant throughout the duration of the AIA/AAH Healthcare Educational Forums. By submitting a nomination, sponsors commit to the following:

Attendance Commitment

- Support the participant's attendance at all scheduled sessions.
- Prioritize participation by helping manage project workloads and scheduling conflicts possible.
- Notify moderators and program organizers if a participant is unable to attend a session.

Engagement and Mentorship

- Meet periodically with the participant to discuss key takeaways and lessons learned from each session.
- Encourage the participant to apply new knowledge and skills within their professional responsibilities.

Feedback and Communication

- Solicit feedback from the participant throughout the program.
- Communicate observations and recommendations to the AAH Committee to support continuous improvement of the series.
- Participate in periodic program evaluations as requested.

Program Participation

- Attend the kickoff event and closing reception whenever possible.
- Engage with participants, moderators, and AAH Committee members during networking opportunities.
- Serve as an ambassador for the program and help identify future participants and sponsors.

Sponsors are essential partners in the success of the Healthcare Educational Forums. Your commitment helps ensure that participants gain maximum value from the program and continue to develop as future leaders in healthcare design.

Tuition

A nominal tuition fee of \$200 shall be paid on or before the kick-off event, **November 12, 2026**, as a commitment to the program. Delinquent payment of the tuition forfeits your candidacy which will be offered to the first qualified alternate.

Continuing Education Credits

After session topics are selected, the series will be submitted to appropriate professional organizations for continuing education credits. The intent is to receive approvals for credits to be available to participants based on attendance of sessions and upon completion of the program.

Specific sessions will be tailored with a focus on achieving Health, Safety & Welfare HSW credits.

Application Deadline and Selection Process

Application

Nominations are open to all AIA members and AIA member firm's employees in Middle Tennessee. Nominations may be initiated by potential participants on their own behalf or a designated firm sponsor. In either case both parties have obligations to provide an assessment and agree to the terms of the Series.

Nominations

- Submit a complete and thoughtful nomination package.
- [The online application form](#) must be completed in its entirety, all information is mandatory.
- Provide additional information if requested during the review process.

Participants

- ✓ Interested candidates are encouraged to advocate for participation through a firm sponsor, who will be required to submit the application.
- ✓ Complete application form and complete a thoughtful self-evaluation.
- ✓ Identify an outside reference.
- ✓ Answer the topic development questionnaire.
- ✓ Agree to the nominee's statement.

Sponsors

- ✓ Sponsors can nominate up to two people within their firm for each series.
- ✓ Sponsors are encouraged to invest in participants' growth by creating and supporting applicants.
- ✓ Complete application form and complete a thoughtful development evaluation.
- ✓ Agree to the sponsor's statement.

Deadline

The application and reference forms must be completed by **Thursday September 17, 2026**.

- When the application period closes, the selection committee will promptly begin the review and selection process.
- Late submissions will not be considered.
- Admission to the program is based on the applicant meeting all criteria. Preference will be given to current AIA Middle Tennessee members, but AIA membership of the applicant is not required.
- We strongly urge that applicants/sponsors hold the above noted series meeting dates for 2027. Do not apply if one or more dates conflict with their professional and personal schedule. Due to the interactive nature of these series, there cannot be any make-up sessions.
- All applicants will be notified of the decision by Thursday October 8, 2026. Upon notification, invoices for program fees will be sent to all sponsoring firms.