

RACHEL R GRESHAM, AIA, MBA, WELL AP, CDT

▶ Architect ▶ Project Manager ▶ Workplace Culture & JE+DI Advocate

CERTIFICATIONS



- Registered Architect | Commonwealth of Virginia
- Lean Six Sigma Green Belt
- WELL Accredited Professional
- Construction Documents Technologist

EDUCATION



- Master of Business Administration | Professional MBA Program | Aug 2022
Belmont University, Nashville, TN
Independent Study: Relationships Between Organizational Structure and Culture in Architecture
- Bachelor of Architecture | May 2013 | Cum Laude
Virginia Polytechnic Institute and State University, Blacksburg, VA

SERVANT LEADERSHIP



- American Institute of Architects | Middle Tennessee Component
 - Board of Directors | Jan 2017 - Dec 2021
 - ▶ Advocated for young members during development and implementation of 5-year strategic plan
 - ▶ Navigated component adaptation through COVID-19, including 2021 Budget Evaluation
 - ▶ Generated creative solutions to governance challenges focused on the future of the profession
 - Equity, Diversity, and Inclusion, Committee Liaison/Chair/Founder (Formerly WIA) | Jan 2019 - Dec 2021
 - ▶ Co-founded the committee to advocate for equity in the profession in Middle Tennessee
 - ▶ Recruited enthusiastic AIA and Allied members to serve as committee champions
 - ▶ Liaised and coordinated efforts between Middle TN and TN State Level JE+DI Committee
 - ▶ Leveraged member listening sessions, surveys, and AIA's CACE Foresight Exercise to publish regional industry trends and inspire equity initiatives at local firms
 - Emerging Professionals Committee Liaison | Jan 2018-Dec 2018
 - ▶ Oversaw success and operations of the Emerging Professionals committee
 - ▶ Aligned committee activities with AIA Middle TN's mission statement and strategic plan
 - ▶ Reported progress and direction between committee members and the Board
- American Institute of Architects | Central Virginia Chapter
 - Emerging Professionals Liaison | Board Member | Sept 2015 - Oct 2016
 - ▶ Represented local Emerging Professionals during discussions and voting
 - ▶ Initiated, launched, and facilitated a "Work Hard|Play Hard" ARE study and networking series
 - ▶ Mentored and advised UVA Architecture students on portfolio design and interview tactics
- ACE Mentor Program | Nashville Affiliate
 - Mentor 2015 - Present | Team Leader/Advisor 2017 - Present
 - ▶ Increased student engagement and attendance by 300% over three years
 - ▶ Counseled students through scholarship applications totaling \$25,000
 - ▶ Built cohesion between mentors and student through tailored team building exercises
 - ▶ Cultivated critical thinking and presentation skills to empower students to effectively communicate their designs during the annual Scholarship Banquet
- The Ballet Project at Virginia Tech | Student Organization Founded 2009
 - Emeritus Advisor | Co-Founder & Former Vice President | Marketing Chair
 - ▶ Designed and implemented enduring and adaptable mission, by-laws, and operations manual
 - ▶ Coordinated, choreographed, and performed in annual performances
- AIA Engagements
 - ▶ Author and Research Facilitator | *Examining Gender Disparity in Middle Tennessee* | Published July 2021
 - ▶ Panelist | AIA Aspire | *Equity, Diversity, and Inclusion* | Feb 2021
 - ▶ Speaker | AIA Winston-Salem | *Leveraging Culture to Attract Young Professionals* | Jan 2021
 - ▶ Presenter and Facilitator | AIA Mid TN | *Designing an Equitable Profession* | Feb 2020
- Workplace Culture and JE+DI Advocacy
 - ▶ Panelist | Context and Clarity | *How to "be" in an office* | April 2022
 - ▶ Panelist | ArcoMurray Women In Construction Celebration | March 2022
 - ▶ Guest Speaker | Young Architect Podcast | *5 Aspects of Workplace Culture* | Episode 097 | March 2020
 - ▶ Keynote Speaker | Inaugural Young Architect Conference | Aug 2019

PUBLIC SPEAKING & PUBLICATIONS



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PRACTICE OF
ARCHITECTURE

● TMPartners, PLLC | Nashville, TN | Associate & Project Manager/Architect | Oct 2016 - Present

Recruitment, Retention, and Workplace Culture Efforts

- Designed, launched, and lead *Designer Development*, an internal, employee advocacy program
- Advocated for project managers' perspective in the design and execution of the *Emerging Leaders Program*
- Established *Diversity, Equity, and Inclusion Committee* and guide priorities based on AIA Mid TN research
- Lead *Education Committee* to create well-rounded, employee generated curricula responsive to TMP's strategic goals, manage creation of new Learning Management System, and cultivate an education centered culture

Marketing and Outreach Efforts

- Organized job shadow days for local students interested in architecture
- Represent TMP at university career fairs to make meaningful connections with prospective hires
- Build public relations through leadership in professional organizations and strategic networking

Primary Architectural Project Responsibilities

- Manage and coordinate with nationwide project teams of clients, consultants, and stakeholders
- Identify creative solutions to maintain project budgets
- Direct and delegate internal team to execute high quality deliverables

Recent Project Experience

- Paragon Mills Elementary School | Nashville, TN | Est. Completion Dec 2025 | \$29.00 million
One of the most diverse schools in Metro Nashville Public School's portfolio, additions and renovations will increase student capacity, relocate major school programs, and accommodate wide-ranging community needs including English Language Learners and food pantry functions.
- BNA Vision Project 3 | Nashville, TN | Est. Completion Sept 2023 | \$327.67 million
The largest project in Metro Nashville Airport Authority's \$1.4 billion Capital Vision, this project includes a new International Arrivals Facility, parking connection to the main terminal, and architectural features to create Nashville's new "front door" for travelers.
- Metro Nashville Police HQ & Family Safety Center | Nashville, TN | Completed 2018 | \$57.62 million
Only the second of its kind in the nation, this flagship facility combines 13 major civic and non-profit resources including the District Attorney's Office, Police HQ, Sexual Assault Center, and Nashville Children's Alliance to better serve victims of domestic violence.

● Previous Experience

TMPartners, PLLC | Nashville, TN

Project Coordinator | Oct 2016 - Feb 2018

Project architect | Feb 2018 - Nov 2020

Associate and Senior Project Architect | Nov 2020 - May 2021

● Crabtree Rohrbaugh and Associates | Charlottesville, VA | Architectural Intern | March 2015 - June 2016

● Poole and Poole Architecture | Richmond, VA | Architectural Intern | Aug 2013 - March 2015



ACCOLOADES

● Personal

Massey Graduate Council Chair | Aug 2019 - Aug 2020

Nashville Emerging Leader Award Winner | Aug 2019

Omicron Delta Kappa Leadership Honors Fraternity | Inducted 2011

Phi Kappa Phi Academic Honors Fraternity | Inducted 2012

● Project

Metro Nashville Police HQ and Family Safety Center

- AIA Middle Tennessee Unbuilt Honor Award | 2018
- AIA Tennessee Merit In Architecture | 2019
- ABC TN Eagle Award for Excellence in Construction



OTHER
SKILLS

● Stand-up comedy fan
Cocktail Mixologist
Dog Sitting/Cat Tolerating
Status quo challenging

● Pre-professional ballet dancer
Podcast connoisseur
Friend herding
Personal goal making

● Playlist curating
Mindfulness and journaling
Crossword Puzzle solving