

New Jersey State Board of Architects

2021 ANNUAL REPORT

CHARLES KIRK—ACTING EXECUTIVE DIRECTOR

BOARD STAFF

Joseph Abello III
Peggy Hinkley
Judith Nadal

CONTENTS

Executive Summary.....	3
Recent Updates and Improvements	4
New Jersey Board of Architects Statistics for 2021	5
History and Mission of Board.....	9
Board Composition and Membership.....	11
Architectural Licensure and Practice	14
Landscape Architectural Licensure and Practice	16
Interior Design Certification and Practice.....	17
Board Member Bios	18

EXECUTIVE SUMMARY

- Regulating the professions of architecture, landscape architecture, and interior design is essential to ensuring that individuals designing structures or sites for human use or habitation have the necessary training and skills to do so safely.
- The Board was created in 1902 to serve the citizens of New Jersey by acting on their behalf. Without the efforts of the Board, the public and the consumer would be left unprotected.
- The New Jersey State Board of Architects protects the public health, safety, and welfare by:
 - Establishing education, experience, and examination requirements for all licensed architects, landscape architects, and certified interior designers
 - Ensuring that all licensees meet these requirements, as well as renewal requirements
 - Disciplining individuals who do not adhere to New Jersey’s statutes and regulations
- The New Jersey State Board of Architects consists of 13 members who are residents of New Jersey, in good standing in their chosen profession, and directly appointed by the Governor
- Recent efforts from the Board (detailed below) include:
 - Proposed legislation to streamline the licensure process, allowing applicants to earn a license sooner
 - A comprehensive review of the regulations for all three professions overseen by the Board
 - A new committee focused on diversity and equity within architecture

RECENT UPDATES AND IMPROVEMENTS

- Beginning in March 2020 and through November 8, 2021, the New Jersey State Board of Architects and staff members worked remotely and held meetings virtually due to the global pandemic. Presently, Board meetings continue to be held virtually and the staff are working a hybrid remote/in office schedule.
- Assembly Bill No. 4192 is proposed legislation to change the Board's statute to allow education, experience, and examination requirements for architects to be completed concurrently, allowing candidates to become licensed in a shorter period of time. Under this potential statute change, an applicant could demonstrate completion of the Integrated Path to Architectural Licensure (IPAL) to fulfill the educational requirements needed to obtain licensure as an architect. The bill as proposed also removes the minimum three-year experience requirement and aligns the experience requirement with a more streamlined national uniform standard of 3,740 hours of experience.
- In July 2021, Board President Kim Vierheilig established a Regulation Committee. Albert Zaccone is the committee chair, and Robert Cozzarelli, David Schulz, and Peter Dorne serve as members to review and make recommendations for any changes to the current regulations. Dorne will review regulations pertaining to design-build and the remaining regulations have been assigned to the other committee members for review. Joseph Perello and Richard Picatagi were assigned to review the landscape architect regulations for any proposed changes. Diane Gote will review to recommend any proposed changes to the certified interior designer regulations.
- The Board formed an Equity in Licensure Committee to review issues related to diversity and equity in the practice of architecture and architecture educational programs. Several recent reports from organizations within the architecture profession have highlighted disproportionate impediments faced by underrepresented individuals in the architecture profession.

NEW JERSEY BOARD OF ARCHITECTS

STATISTICS FOR 2021

Architecture (January 1 – December 31, 2021)

- Initial Licenses Issued: 48
- Reciprocal Licenses Issued: 339
- Total Licenses Issued: 387
- Certificate of Authorizations Issued: 65
- Renewals:
 - Total Active Licensees: 8,094
 - Expired, Inactive, Retired or Reinstatement Pending: 8,988
- Disciplinary Cases: 4
 - 4 Sanctions Imposed/All Actions: 4 - Settlement Letters issued totaling \$20,500.00
 1. Penalty of \$8,000.00 (\$6,000.00 paid & \$2,000.00 stayed)
 2. Penalty \$6,000.00
 3. Penalty \$5,000.00
 4. Penalty \$1,500.00

Architectural Licensure Overview

The chart below provides an overview of progression along the path to licensure for candidates in New Jersey during the calendar year 2021. The report provides insights into the number of candidates working toward completing two of the core requirements for architecture licensure:

- Gaining professional experience through the Architectural Experience Program® (AXP®)
- Completing the nationally accepted Architect Registration Examination® (ARE®)

The chart also includes:

- An overview of their collective progress toward completing these programs
- The length of time candidates in New Jersey typically take to complete the experience and examination requirements
- The total number of licensees in New Jersey during the calendar year

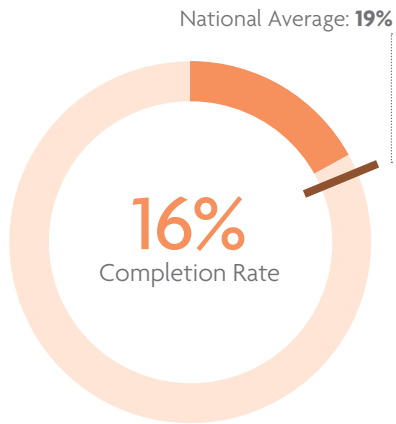
AXP

473

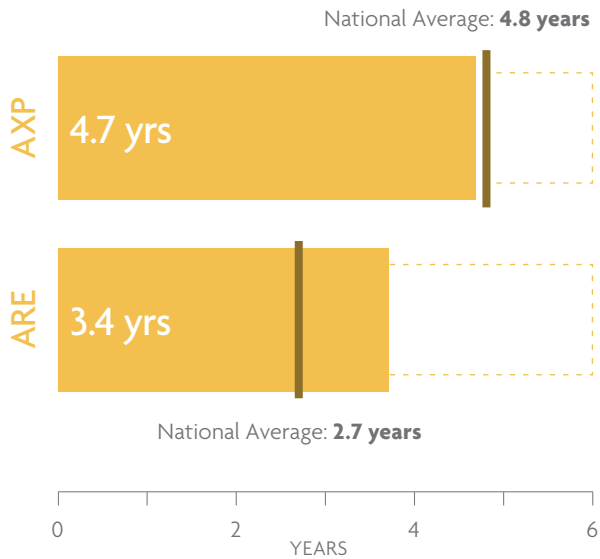
Licensure Candidates Reporting Hours

74

Completions



COMPLETION TIMELINE



ARE

159

Active Testers

408

Divisions Taken

46

Completions

National Average: **55%**

47%
Success Rate

LICENSURE

60%
Reciprocal Licenses

40%
Resident Licenses

7,857
Total Licenses

National Averages:
Reciprocal 53% | **Resident 47%**

New Jersey Architect Demographics

	Female	Male	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Other	White	Total for Group
All Certificate Holders	458	3,080		155	58	107	1	69	2,976	3,935
New Architects	18	22		1	3	2			31	44
Taking the ARE	61	96	1	15	11	26		10	94	166
Reporting Experience	77	105		17	7	35	1	28	116	189
New NCARB Record Holders	44	46		9	7	23		16	55	94

This table shows the approximate racial, ethnic, and gender diversity of New Jersey’s licensed architects and architecture licensure candidates at various career stages during the calendar year 2021. Individuals can be represented in multiple career stages. This table only includes individuals who hold an NCARB Record and choose to report their demographic information, so not all New Jersey applicants/licensees are included.

Landscape Architecture (January 1, 2020 – December 31, 2021)

- Initial Licenses Issued: 9
- Reciprocal Licenses Issued: 24
- Certificates of Authorization Issued: 6
- Disciplinary Cases: 0
 - No Sanctions/Settlement Letters /Penalties
- Renewals:
 - Total Active Licensees: 682
 - In State: 375
 - Out of State: 307
 - Certificates of Authorization 96
 - Expired, Inactive, or Reinstatement Pending: 623

Earlier this year, the Council of Landscape Architectural Registration Boards (CLARB) conducted a Job/ Task Analysis (JTA), which is a scientific study of the profession that ensures the content of the Landscape Architect Registration Examination (L.A.R.E.) remains legally defensible and relevant. The JTA results are also used to defend the legal scope of landscape architectural practice.

The results of the survey determine the tasks that are performed most often, are most important, and subsequently instill the knowledge required at the initial point of licensure; thus, the survey results form the basis of the L.A.R.E. New section titles, along with aligned content, will be the structure of the L.A.R.E. for all candidates testing as of December 2023.

The new L.A.R.E. blueprint will include the following four sections:

- Inventory, Analysis, and Project Management
- Planning and Design
- Construction Documentation and Administration
- Grading, Drainage, and Stormwater Management

All candidates will still be required to complete the four-section L.A.R.E. as part of their licensure requirements.

Interior Design

- Initial Licenses: 6
- Renewals:
 - Total Active Licensees: 335
 - Expired, Inactive, or Reinstatement Pending: 177
- Disciplinary Cases: 0

Interior Designer Certification Overview

- New NCIDQ certificate holders in 2021: 13
- New NCIDQ certificate holders in 2022: 16
- Certificate holders renewing/reinstating in 2022: 270

HISTORY AND MISSION OF BOARD

Board History

- The New Jersey State Board of Architects was created and established by an act entitled “An act to regulate the practice of architecture,” approved on March 24, 1902, which has since been amended and supplemented (N.J.S.A. 45:3-1).
 - On October 22, 2002, a new law supplementing Chapter 3 Title 45 of the revised statute (N.J.S.A. 45:3-31) was enacted to create the Interior Design Certification Act.
 - In March 2009, a new law was signed changing the title certification act to a licensing practice act for landscape architects. It also abolished the Landscape Architect Examination and Evaluation Committee, and the duties of the committee were absorbed into the Board of Architects’ statute.

Board Mission

- The Board was created to serve the citizens of New Jersey by acting on their behalf. Without the efforts of the Board, the public and the consumer would be left unprotected.
- Its mission is to preserve and protect the public’s health, safety, and welfare by ensuring that architectural, landscape architectural, and interior design services are provided only by licensed or certified professionals who meet the standards of training and competence established by the laws of the State of New Jersey.
- Public health, safety, and welfare encompass how architects, landscape architects, and interior designers use the built environment to protect individuals and improve quality of life:
 - Health: Aspects of architecture, landscape architecture, and interior design that have beneficial effects on occupants and users of building or sites, including those that address environmental concerns.
 - Safety: Aspects of architecture, landscape architecture, and interior design intended to limit or prevent accidental injury or death of occupants and users of buildings or sites.
 - Welfare: Aspects of architecture, landscape architecture, and interior design that cause and demonstrate positive emotional responses from, or enable equal access to, users of buildings or sites.
- In addition to ensuring that regulatory requirements remain up-to-date with new developments in practice and the building industry, the Board also:
 - Reviews applications for licensure and certification.
 - Prevents both physical and financial harm to consumers and the general public by monitoring and disciplining unlicensed practice.

- Provides accountability within the profession and helps safeguard consumers against financial loss and fraud.
- Ensures that practitioners are knowledgeable of best practices and the current profession by reviewing and approving continuing education.
- Encourages competition within the three professions by removing unnecessary barriers to practice and streamlining licensure across state borders.

BOARD COMPOSITION AND MEMBERSHIP

Board Administration

- The Board includes 3 paid staff members:
 - One (1) staff member is responsible for the processing of architect licensure by credentials applications from individuals already licensed in other states or jurisdictions, Certificate of Authorization applications, reinstatements, and renewals of licenses (see practice requirements).
 - One (1) staff member is responsible for all initial architect licensure applications, architect registration examination applicants, as well as the processing and case management of all complaints and disciplinary actions filed by consumers against licensees and unlicensed practitioners.
 - One (1) staff member (the Board Secretary) is responsible for the processing of landscape architect and certified interior design applications, complaints filed with those two (2) professions, and drafting of the minutes and agendas for all Board meetings.
- Agendas and minutes for past Board meetings can be read on the Board’s website:
<https://www.njconsumeraffairs.gov/arch/Pages/meetingdates.aspx>

Architecture & Landscape Architecture Board Members

- The New Jersey State Board of Architects consists of 13 members who are residents of New Jersey, in good standing in their chosen profession, and directly appointed by the Governor, including:
 - Seven architects who have been engaged in practice for at least 10 years.
 - Two licensed landscape architects who have been engaged in the practice of landscape architecture for at least 10 years or are initial appointments to the Board who intend to become licensed as soon as possible after their initial appointment.
 - One certified interior designer who is not also a licensed architect and has been engaged in providing interior design services for at least 10 years or is an initial appointment to the Board who intends to become licensed as soon as possible after their initial appointment.
 - Two public members.
 - One state executive department member.
- Board members have a term limit of five years and serve until their successor has been appointed.
- The Board’s current members are:
 - President: David Schulz, Architect, 11/14/2017-7/1/2020 (Hold Over)
 - Vice President: Joseph Perello, Landscape Architect, 10/20/2017-7/1/2020 (Hold Over)
 - Robert Cozzarelli, Architect, 10/20/2017–4/29/2022 (Hold Over)

- Albert F. Zaccone, Architect, 10/19/2017-7/1/2021 (Hold Over)
 - Peter Dorne, Architect, 10/20/2017–4/29/2018 (Hold Over)
 - Diane Goté, Certified Interior Designer, 4/29/2003–7/1/2006 (Hold Over)
 - Edward O’Brien, Architect, 1/10/2018-4/29/2019 (Hold Over)
 - Kim V. Vierheilig, Architect, 11/14/2017-4/29/2021 (Hold Over)
 - Sumera S. Shaikh, Public member, 1/14/2021-9/6/2021(Hold Over)
 - One Architect member position is vacant
 - One Landscape Architect member position is vacant
 - One Public member positions are vacant
 - The State Executive department position is vacant
- The Board is a member of the National Council of Architectural Registration Boards (NCARB) and NCARB’s Region 2. NCARB is a nonprofit organization made up of the architectural regulatory boards of the 50 United States, the District of Columbia, and several U.S. territories. As an NCARB member, New Jersey helps develop national programs that facilitate licensure and streamline requirements for architects across the United States.
 - In addition, the Board is a member of the Council of Landscape Architectural Registration Boards (CLARB) and CLARB’s Region 1. CLARB is a nonprofit organization made up of the landscape architectural regulatory boards of the United States, Canada, and Puerto Rico. As a CLARB member, New Jersey helps develop the Landscape Architect Registration Examination (L.A.R.E.) for landscape architects across the United States and Canada.
 - Many of New Jersey’s current Board members have extensive volunteer service within their profession, lending additional expertise and insight into the regulation of architecture, landscape architecture, and interior design. More information about each Board member is included at the end of this report.

Interior Design Committee

- The Board also oversees the work of the Interior Design Examination and Evaluation Committee, which regulates the profession of interior design. The committee consists of five certified interior designers (CID) who are residents of New Jersey, in good standing in their chosen profession, and directly appointed by the Governor, as well as one member of the Board of Architects.
- Committee members have a term limit of five years and serve until their successor has been appointed.
- The Committee’s current members are:
 - Chair: Susan Mauro, CID, 07/12/2005- 04/29/2022 (Hold Over)
 - Diane Goté, CID, 04/29/2003-04/29/2011 (Hold Over)
 - Suzan Santiago, CID, 01/19/2007-04/29/2022 (Hold Over)
 - Beth Insabella Walsh, CID, 10/20/2017–4/29/2021(Hold Over)

- One Certified Interior Designer committee member position is vacant
- Liaison Committee Member: Diane Goté
- The Committee is a member of the Council for Interior Design Qualification (CIDQ), which is a nonprofit organization made up of the interior design regulatory boards of more than half of the United States, as well as the Canadian provinces. As a CIDQ member, New Jersey helps develop the exam required for interior design certification.

Joint Committee of Architects and Engineers

- The Committee's current architect members are:
 - Albert Zaccone, RA
 - Robert Cozzarelli, RA
 - David Schulz, RA (Alternate)

ARCHITECTURAL LICENSURE AND PRACTICE

New Jersey offers two paths to architectural licensure: one for initial licensure applicants and one for applicants who are already licensed practitioners in other U.S. jurisdictions (known as a reciprocal license).

- **Initial Licensure:** Applicants must meet requirements in education, experience, and examination as follows:
 - Education: The applicant must hold a bachelor's or master's degree in architecture from a college or university accredited by the National Architectural Accrediting Board (NAAB), a nonprofit organization that assesses architecture programs. Individuals with other degrees can have them reviewed by the NAAB's evaluation services to determine if the degree is equivalent.
 - Experience: The applicant must present evidence of successful completion of at least three years of experience, including completion of NCARB's Architectural Experience Program (AXP). The AXP guides applicants through gaining experience in a wide area of essential architecture skills.
 - Examination: Once the applicant has met education and experience requirements, the Board grants approval to take NCARB's national exam, the Architect Registration Examination (ARE). The applicant must pass all parts of the ARE.
 - Following completion of these requirements, the Board will conduct a final review before issuing a license.
- **Reciprocal Licensure:** Applicants must be licensed in a U.S. jurisdiction and meet the following requirements:
 - The applicant must not have violated any statutes or regulations in New Jersey or other U.S. jurisdictions or broken any laws that would demonstrate a lack of moral character.
 - The applicant must demonstrate that they have met New Jersey's education, experience, and examination requirements for initial licensure, or their equivalent.

These requirements ensure that all architects practicing in New Jersey understand the basic areas of architectural practice and have the necessary knowledge and skill to practice safely.

- **Practice Requirements:** A licensed architect may be required to obtain a Certificate of Authorization from the Board should they seek to practice and provide architectural services as a general business corporation (GBC) or limited liability company (LLC).
- **Renewal Requirements:** New Jersey architects and other licensees must renew their licenses every two years.

- Upon renewal, licensees will update current contact information; pay a renewal fee; and answer a series of questions regarding continuing education, citizenship or immigration status, criminal background, and any professional disciplinary action.
- Continuing Education: Licensees are required to complete 24 hours of continuing education, including at least 16 hours in Health, Safety and Welfare, every two years.

An architect's learning curve does not stop at graduation from college. As the practice of architecture evolves, continuing education requirements assist the licensee in keeping up to date in the profession at all levels.

LANDSCAPE ARCHITECTURAL LICENSURE AND PRACTICE

New Jersey offers two paths to landscape architectural licensure: one for initial licensure applicants and one for applicants who are already licensed practitioners in other U.S. jurisdictions (known as a reciprocal license).

- **Initial Licensure:** Applicants must meet requirements in education, experience, and examination as follows:
 - Education: The applicant must hold a bachelor’s degree or higher in landscape architecture from a college or university accredited by the Landscape Architectural Accreditation Board (LAAB), a nonprofit organization that assesses landscape architecture programs.
 - Experience: The applicant must have engaged in practical landscape architectural work for four years after completion of the education requirement, at least two of which must have been on a full-time basis under the supervision of a certified or licensed landscape architect, architect, professional planner, or professional engineer.
 - Examination: Successfully complete the L.A.R.E.
 - Following completion of these requirements, the Board will conduct a final review before issuing a license.
- **Reciprocal Licensure:** Applicants must be licensed in a U.S. jurisdiction and meet the following requirements:
 - The applicant must not have violated any statutes or regulations in New Jersey or other U.S. jurisdictions or broken any laws that would demonstrate a lack of moral character.
 - The applicant must demonstrate that they have met New Jersey’s education, experience, and examination requirements for initial licensure or their equivalent.

These requirements ensure that all landscape architects practicing in New Jersey understand the basic areas of architectural practice and have the necessary knowledge and skill to practice safely.

- **Practice Requirements:** A licensed landscape architect may be required to obtain a Certificate of Authorization from the Board should they seek to provide or offer landscape architectural services as a general business corporation (GBC) or limited liability company (LLC).
- **Renewal Requirements:** New Jersey landscape architects must renew their licenses every two years.
 - Upon renewal, licensees will update current contact information; pay a renewal fee; and answer a series of questions regarding continuing education, citizenship or immigration status, criminal background, and any professional disciplinary action.
 - Continuing Education: Licensees are required to complete 24 hours of continuing education every two years.
 - A landscape architect’s learning curve does not stop at graduation from college. As the practice of landscape architecture evolves, continuing education requirements assist the licensee in keeping up to date in the profession at all levels.

INTERIOR DESIGN CERTIFICATION AND PRACTICE

- In order to practice interior design in New Jersey, applicants must meet the requirements in education, experience, and examination as follows.
 - **Education/Experience:** The applicant must meet one of the following combinations of education and experience:
 - Hold a degree from a five-year interior design program accredited by the Council for Interior Design Accreditation (CIDA) or its equivalent and complete at least one year of diversified interior design services experience.
 - Hold a degree from a four-year interior design program accredited by the CIDA or its equivalent and complete at least two years of diversified interior design services experience.
 - Complete at least three years (90 semester credits) of an interior design program accredited by CIDA or its equivalent, including at least 60 semester credits of interior design-related course work, and complete at least three years of diversified interior design services experience.
 - Hold a degree from a two-year interior design program accredited by the CIDA or its equivalent and complete at least four years of diversified interior design services experience.
 - **Examination:** Successfully complete the CIDQ examination.
 - Following completion of these requirements, the committee will conduct a final review before issuing certification.
- **Renewal Requirements:** New Jersey certified interior designers must renew their licenses every two years.
 - Upon renewal, licensees will update current contact information; pay a renewal fee; and answer a series of questions regarding continuing education, citizenship or immigration status, criminal background, and any professional disciplinary action.
 - Continuing Education: Licensees are required to complete 12 hours of continuing education, including at least six hours concerning Health, Safety, and Welfare issues related to interior design services, every two years.
 - A certified interior designer’s learning curve does not stop at graduation from college. As the practice of interior design evolves, continuing education requirements assist the licensee in keeping up to date in the profession at all levels.

BOARD MEMBER BIOS

David Schulz has served as the New Jersey State Board of Architects President from 9/2021-7/2022 and Vice President 9/2020-7/2021. He is currently the University Architect for Rutgers, The State University of New Jersey and is a Professional Planner in addition to Registered Architect. He serves on the Dean's Council at the College of Architecture and Design at the New Jersey Institute of New Jersey, services as Chair of the Zoning Board of Adjustment in his hometown of Morris Plains, and is a past member and Vice Chair of the Planning Board. He is a firm believer in the extraordinary value of volunteerism and has participated in volunteer EMS activities on the local, county, and state level.

Joseph Perello served as the New Jersey State Board of Architects Vice President 9/2021-7/2022. He is the current President of the New Jersey State Board of Architects 9/2022-7/2023. Mr. Perello has collaborated in the design, planning, and project management of over 500 public facility projects, and has received more than 50 awards for projects recognized for design excellence. He is actively involved in many professional organizations and volunteer activities and has held a Board of Directors management position with a non-profit organization. For more than 20 years he has lectured regularly at conferences, seminars, colleges, and universities on various professional topics. He has volunteered to serve on various Council of Landscape Architecture Registration Boards - CLARB committees and has been appointed by the CLARB Board of Directors to serve as the CLARB representative to the Landscape architecture Continuing Education System – LA CES Application Review Committee 1/2020 – 12/2022. He has also been an Executive Committee Member of the New Jersey Chapter of the American Society of Landscape Architects – NJASLA and previously served as Treasurer, Vice President, and President, as well as various NJASLA committees for 19 years.

Kim Vierheilg served as the New Jersey State Board of Architects President from 9/2020-7/2021 and Vice President 9/2019-7/2020, has served as the President of The Architects League of Northern New Jersey, Vice President of the American Institute of Architects New Jersey and on the Architect Registration Examination Development Project Management Committee. Ms. Vierheilg currently sits on the Board of Overseers for the New Jersey Institute of Technology, the Board of the Hillier College of Architecture + Design at NJIT and is on the Executive Board at CIANJ.

Robert Cozzarelli served as the New Jersey State Board of Architects President 9/2019 – 7/2020. In February 2019 was elevated to the status of the College of Fellows of the American Institute of Architects (AIA). Mr. Cozzarelli has served as the President of the American Institute of Architects (AIA-NJ), Regional Director of AIA representing New Jersey, various National Council of Architectural Registration Boards - NCARB positions such as, NCARB Responsible Charge Task Force 2020-2022, NCARB Licensure Process R & D Task Force 2022-2023, NCARB Region 2 Representative 2017-2022, NCARB Region 2 Bylaws and Rules Review Committee Member 2019-2020, NCARB Outreach Committee Member 2019-2020.

Albert F. Zaccone has served on the New Jersey State Board of Architects since 2003. In February 2022, he was elevated to the status of the College of Fellows in The American Institute of Architects (AIA) for service to the profession. In 2020, he received the President's Medal for Distinguished Service Award from the National Council of Architectural Registration Boards (NCARB). In 2019 he was the recipient of the Distinguished Service Award from AIA- New Jersey. Mr. Zaccone continues his service on numerous committees of NCARB and had served as President of Region 2 of NCARB, representing seven (7) Mid-Atlantic States and DC. He has served as President of the New Jersey State Board of Architects for multiple years 7/2006-7/2008, 9/2011-7/2012 and 9/2017-7/2019 and is the current Vice President 9/2022 – 7/2023. He is a Past-President of AIA-New Jersey and of the Architects League of Northern New Jersey.

Diane Goté has served as President of the NJ State Chapter of the American Society of Interior Designers for two (2) terms as well as on its National Board of Directors. She was elevated to the status of the College of Fellows for the American Society of Interior Designer – ASID. For the Council for Interior Design Qualification – CIDQ, serves as the State of New Jersey Representative. She represents the Committee of Examination and Evaluation for Interior Designers on the State Board of Architects and served as President of the New Jersey State Board of Architects 9/2009 – 7/2010.

Edward M. O'Brien is a member and former chairman of the Hunterdon County Board of Construction Appeals, former member of the South Branch Watershed Association Board of Directors, Founding member of the Tewksbury Township Education Foundation, Former member and chairman of the Tewksbury Township Historic Preservation Commission – HPC, whereby he authored the HPC guidelines and has had three (3) villages included on the State and National Register of Historic Places, for over thirty years (30) years he has continued providing architectural project work for Freedom House and finally is a former member of the Lebanon Borough Volunteer Fire Department.

Peter Dorne has volunteered and participated in various organizations such as the ARC OF ESSEX, Saint Raphael's Church in Livingston and Camp Hope in East Hanover. Also, he has served as Chairman of the Historic Preservation Committee of Morris Township.

Sumera S. Shaikh, public member since 1/14/2021. Practicing Attorney providing oversight and analysis of legal services, performed by client's outside counsel, for compliance with their Outside Counsel Guidelines. Bar Admissions / License in New York since 2012 and New Jersey since 2014. Board member for the New Jersey Muslim Lawyers Association – Northern Trustee since 2020, Volunteer services for NJ Legal Services advising on immigration legal issues 6/2018-9/2020 as well as Kids in Need of Defense representing minors with immigration and family legal matters from 10/2012 – 9/2014.