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In This Issue:

In Defense of Permittee-Responsible Wetland Mitigation

Whither NEPA: NEPA Consulting — Business (Not) As Usual

Samantha Kuzma is 2017 Zirzow Student Award Recipient

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TABLE OF CONTENTS

Please click on titles to go to stories.

President's Letter to Members	3
Advertising Opportunities in the NAEP Newsletter	3
In Defense of Permittee-Responsible Wetland Mitigation	5
Saying What We Mean: Decision	10
Whither NEPA: NEPA Consulting — Business (Not) As Usual	11
Wednesday, May 17 and June 14, 2017 Webinar Announcement	12
Introduction to Incoming Board Members	13
Samantha Kuzma is 2017 Zirzow Student Award Recipient	15
NAEP Environmental Excellence Awards	16
NAEP Thanks the Outgoing Board Members	20
NAEP Announces Two New Topics for the Community Forum	22
Chapter Development Pillar and Chapters Committee	23
NAEP Career Center	24
2017 APU & NAEP Webinar Series	25
Nomination Form: 2018 President's and National Environmental Excellence Awards	26
ACCEPTED! How to Make the Most of Your Participation in the NAEP Conference and Publications	27
Membership Update	27
Save the Date for the 2018 NAEP Conference	28
Highlights of the NAEP-APU Partnership	29
NAEP Annual Conference	30
Environmental Practice: Papers Accepted Throughout the Year!	31
Get your CEP — Save Thousands of Dollars	33
Please Donate to the James Roberts Scholarship Fund	34
Become a Certified Environmental Professional (CEP)	35
Membership Benefits	36

NEWS FOR THE ENVIRONMENTAL PROFESSIONAL

Newsletter of the National Association of Environmental Professionals

News for the Environmental Professional aims to provide stimulating research and commentary on significant environmental issues, and publishes papers that reflect the highest standards of professional work on questions linking environmental science and policy. It is published by NAEP in February, May, August and November. Deadline for submissions is the end of the month prior to publication — for example, the deadline for the February issue is January 31.

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PRESIDENT'S LETTER TO MEMBERS



May, A Time of Celebration

Throughout the Northern Hemisphere, May, named after the Greek goddess, Maia, has been a time of great celebration when flowers emerge and crops begin to sprout. May 1st is known as May Day: a celebration of spring in many northern European cultures, it is also a day of political protests, a neopagan festival, and a day for organized labor. In that spirit, this letter celebrates the recent accomplishments of the National Association of Environmental Professionals, encouraging members to light an allegorical fire in the tradition of May Day and make their voices heard on importance of staying true to the spirit of the National Environmental Policy Act (NEPA).

Celebrate

It is important to celebrate the success of the 2017 NAEP Annual Conference, *An Environmental Cross-Roads: Navigating Our Ever-Changing Regulatory Landscape*, hosted by the North Carolina Chapter. More than 325 environmental professionals attended the conference to hear 100 environmental specialists present 42 sessions on diverse topics related to NEPA (for projects both on earth and in space), habitat restoration, energy, endangered species, water quality, pollution prevention, energy conservation, public involvement, cultural resources, and emerging technologies. Kudos to Local Chair John Jamison of HDR, Local Chair and Technical Chair Lynn McLeod of Battelle Memorial Institute, and the many volunteers who worked tirelessly to make this conference a success. For those who were unable to attend, a webinar covering NEPA Case Law will be conducted on May 17, 2017, and another on the NEPA Legislative Update will take place on June 14, 2017 (see <http://www.naep.org/webinars>). The papers presented at the conference have been uploaded for the meeting participants.

Supporting NEPA and Related Statutes and Regulations

Now, more than ever, it is critical that environmental professionals use every opportunity that arises to educate friends, family, colleagues, and elected representatives regarding the important role of NEPA and related federal statutes and regulations in sustaining the greatness of United States. Americans enjoy healthful air quality, drinkable water, diverse flora and fauna, and cultural and natural treasures in large part because of the four decades of environmental protection that resulted from bipartisan support of environmental regulation. The past two generations of Americans have enjoyed cleaner air and improved water quality. The U.S. Environmental Protection Agency website is rife with facts and figures regarding the concurrent reduction in air pollution and economic growth, including the associated prevention of hundreds of thousands of premature deaths since 1990.¹ The Center for Biological Diversity reports that the federal Endangered Species Act prevented extinction for 99 percent of the species listed under the Act.² According to the U.S. EPA, the U.S. drinking water system is one of the safest in the world, but faces a growing number of challenges that, if left unaddressed, can pose serious threats to public health and local economies.³ The U.S. Fish

Continued on page 4

- 1 U.S. Environmental Protection Agency. Downloaded May 10, 2017. "Clean Air Act Overview: Progress Cleaning the Air and Improving People's Health." Available at: <https://www.epa.gov/clean-air-act-overview/progress-cleaning-air-and-improving-peoples-health#pollution>
- 2 Center for Biological Diversity. Downloaded May 10, 2017. "The Endangered Species Act, A Wild Success." Available at: www.biologicaldiversity.org/campaigns/esa_wild_success
- 3 U.S. Environmental Protection Agency. November 2016. Drinking Water Action Plan. Available at: https://www.epa.gov/sites/production/files/2016-11/documents/508.final_usepa_drinking_water_action_plan_11.30.16.v0.pdf

Advertising Opportunities in the NAEP Newsletter

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Ads can be purchased in either quarter or half page sizes and is priced at a very affordable price that starts at \$375 per ad for a quarter page ad when 6 ads are purchased. The purchasing of ads in advance allows the advertiser to reduce their costs and allow you to make sure your ad space is reserved.

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President's Letter

Continued from page 3

and Wildlife Service has delisted 78 species.⁴ There are over 90,000 properties listed on the National Register of Historic Places (NRHP), the official list of the Nation's historic places worthy of preservation.⁵ Authorized by the National Historic Preservation Act of 1966, the NRHP is part of a national program to coordinate and support public and private efforts to identify, evaluate, and protect America's historic and archeological resources. As of 2016, the National Park Service employed 22,000 diverse professionals engaged in the management of 417 areas covering 84 million acres, including National Parks, monuments, battlefields, military parks, historical parks, historic sites, lakeshores, seashores, recreation areas, scenic rivers and trails, and the White House, which are there for the enjoyment and enrichment of the 320-million-plus population of

the United States and the estimated 79 million people who will visit the United States in 2017.⁶

Lighting the Allegorical Fire

In the tradition of Beltane, the May Day festival, special bonfires and the associated smoke and ashes were deemed to have protective powers. Hopefully this letter will help to light your allegorical fire and make your voice heard in your work and in your actions. In taking action, environmental professionals ensure the protection of the environment for current and future generations.

Recognize

The work of NAEP and the 15 affiliated chapters is only possible due to the generous contributions of the elected at-large board members, including the Executive Committee, the representatives of the 15 affiliated chapters, our *ex-officio* board members,

and the nearly 5,000 NAEP members and affiliated members. Thank you for your unwavering commitment.

I look forward to hearing from you at president@NAEP.org.

Yours in Service,



Marie Campbell
NAEP President

- 4 U.S. Fish and Wildlife Service. Downloaded May 10, 2017. ECOS Environmental Conservation Online System. Delisted Species. Available at: <https://ecos.fws.gov/ecp0/reports/delisting-report>
- 5 National Park Service. Downloaded May 10, 2017. National Register of Historic Places Program: Research. Available at: <https://www.nps.gov/nr/research/>
- 6 National Park Service. Downloaded May 10, 2017. Frequently Asked Questions. Available at: <https://www.nps.gov/aboutus/faqs.htm>



J. Peyton Doub, PWS, CEP. Peyton is an Environmental Scientist and Terrestrial/Wetland Ecologist with the US Nuclear Regulatory Commission. He has over 25 years of experience in NEPA, particularly with respect to wetlands, forests, wildlife, and terrestrial ecology. Mr. Doub recently authored a book with CRC Press titled “The Endangered Species Act: History, Implementation, Successes, and Controversies”. Mr. Doub has contributed to dozens of environmental impact statements, environmental assessments, and other environmental planning documents, most recently for a series of proposed new nuclear reactors. He is a frequent speaker at NAEP conferences and has published several articles on wetlands and NEPA.

In Defense of Permittee-Responsible Wetland Mitigation

Is There Still a Place for “On-Site, In-Kind”?

J. Peyton Doub, PWS, CEP

It seems like a perfect solution. Instead of developers restoring, enhancing, or preserving wetlands, parties specializing in those activities establish large wetland conservation projects and sell interest in their undertakings as credits to developers required to perform mitigation as part of their wetland impact permits¹. Developers after all specialize in building houses, shopping centers, office buildings and various urban edifices, not in conservation. Why not allow developers to quickly (although certainly not inexpensively) cut a check to a third party that does specialize in conservation projects and then be done with it? No muss, no fuss for the developer. Meanwhile, conservation-minded third parties, unencumbered with concerns over building suburbia, can focus on what they do best: restoring streams and wetlands and establishing ecologically desirable vegetation. After all, where else can a party specializing in conservation raise funds for its work completely through the free-market economy without dependence on governmental or philanthropic largesse? Moreover, large-scale projects funded by multiple developers can be so much larger, complex, and ultimately more effective than a scattering of piddling conservation projects wedged into isolated pockets of undeveloped land separating patches of suburbia. It seems like there are winners everywhere one

looks. Where else can developers and preservationists find so much common ground?

Background

The process described above, termed “wetland mitigation banking”, started in the late 1980s and early 1990s as a creative approach to the new demands that recipients of permits to destroy wetlands assume responsibility for replacing those wetlands to assure “no net loss.” Developers suddenly found themselves assigned a new “development” responsibility: that of “developing” new wetlands. It was pretty simple then: develop an acre of wetland; build an acre of wetland elsewhere. The US Army Corps of Engineers (COE), with the backing of the U.S. Environmental Protection Agency (EPA), promoted a sequencing process² calling on developers to first seek out opportunities to avoid wetlands (e.g., re-route a planned road around rather than across a wetland), then minimize impacts to wetlands (e.g., install erosion control measures such as silt fences to reduce sedimentation of wetlands), and lastly to take “compensatory” mitigation measures, such as building new wetlands³. It is the compensatory mitigation⁴ element that gave birth to wetland mitigation banking — why must a developer build a wetland when that developer

could instead pay someone who actually knows how to build a wetland?

Wetland mitigation banking crept only slowly into the developers’ toolkits. COE and EPA originally promoted a contrary preference, termed “on-site, in-kind” wetland mitigation. If the services of a wetland were provided at Site X, then the ideal would be to establish identical replacement services as close as possible to Site X. The logical first place to look would be the developer’s property itself: is there some corner or pocket somewhere on that property that need not be otherwise dedicated to the immediate purpose of the development. If that fails, then start looking at adjacent, and then nearby properties. Likely, some suitable location could be found, hopefully close enough to replicate the wetland services lost to the specific benefactors of those services. For wetland-dependent wildlife, the replacement habitat would hopefully be close enough to be discovered by the displaced populations. For flood control or biomass/nutrient export (production export), hopefully the re-

Continued on page 6

- 1 This paper will use the traditional terminology of “wetland permitting” and “wetland mitigation” while recognizing that permitting and mitigation under the Clean Water Act actually refers to aquatic habitats as a whole, not just wetlands.
- 2 US Army and US Environmental Protection Agency, 1990, Memorandum of Agreement Between The Department of the Army and The Environmental Protection Agency, The Determination of Mitigation Under the Clean Water Act Section 404(b)(1) Guidelines, Memorandum dated February 6, 1990 signed by R. W. Page, Assistant Secretary of the Army, Civil Works and L. S. Wilcher, Assistant Administrator for Water, USEPA.
- 3 Although “building new wetland” suggests only one form of compensatory wetland mitigation: wetland creation, where wetlands are built in formerly non-wetland locations, the COE and EPA actually encourage restoration or enhancement of existing wetlands before considering the establishment of an entirely new wetland.
- 4 From here on, references to the term “wetland mitigation” will unless otherwise noted refer to compensatory wetland mitigation.

Permittee-Responsible Wetland Mitigation

Continued from page 5

placed function would serve the same down-gradient receiving streams (the same localized watershed).

The no net loss concept gradually came under increasing scrutiny. Even if our society could keep our total wetland acreage from shrinking (it wasn't), was such an acreage-based success metric appropriate? Were the new acres of compensatory wetlands really replacing the functions of the lost wetlands? At first, these questions were addressed through the "on-site, in-kind" concept: that if the new wetlands displayed the outward appearances of the lost wetlands in nearly the same setting (e.g., replacing losses of non-tidal forested wetlands with new non-tidal forested wetlands on a nearby property), then the mitigation could be replacing the functions of the lost wetlands to roughly the same service area of the lost wetlands, even if scientists did not fully understand what specific functions were involved. Regulators also began to address the time lag issue: would a replacement wetland achieve its functional objectives immediately or over time. Specifically, regulators began to demand larger ratios of replacement for wetlands replacing those dominated by slow-growing woody vegetation, with common ratios being 2:1 for forested wetlands and 1.5:1 for scrub-shrub wetlands. Some effort was even directed at quantitative modeling of wetland functional losses, with mitigation demands based not only the area of wetland lost but on the time that the specific wetland functions would remain out of service. That process, termed Habitat Equivalency Assessment⁵ and specifically developed for use in Natural Resource Damage Assessment under Superfund, used mathematics rooted in those of compound interest calculation.

But perhaps the greatest concern that arose among regulators was whether the compensatory wetlands were actually successful. Developers slowly and grudgingly began to

accept that fact that they had to hire consultants and contractors to build or restore wetlands, but they tended to regard their wetland projects in the same light as street tree plantings: plant, water for a few months, and walk away. The wetlands were part of the landscaping; the developer builds and someone else is left to look after them. Stories arose of poorly built, dysfunctional wetlands. Some were too dry to be wetlands; other were nothing but glorified stock ponds. Some were planned, the plans approved, but never actually built. Some became overrun with invasive species. Of course, some were also successful. A comprehensive evaluation of wetland permitting and mitigation by the National Research Council in 2001 found that many permittee-responsible wetland mitigation projects were not successful in restoring the complexity of natural wetlands and that the traditional preference for "on-site, in-kind" mitigation was not always appropriate.⁶

Mitigation banking was the obvious solution: developers could write a check and walk away, leaving the technical details to someone else. But while wetland mitigation banks could be "in kind", they were not "on site." Originally there were but a few banks, most quite a distance from prospective permit-holders and their projects. Regulators came to accept the use bank credits, but only if an approved bank was reasonably close to the project impacts, and only if "on-site, in-kind" mitigation was not practicable. Wetland mitigation banking generally languished at the creative fringes of the wetland mitigation scene through much of the 1990s and early 2000s, although in some areas successful banks were established, approved by COE, and opened "for business" selling credits. One of the earliest was the Julie J. Metz Wetlands Bank in Northern Virginia. The proponent of this bank created approximately 19.1 acres of freshwater wetlands within a preserved property of approximately 227 acres of uplands and existing wetlands.⁷ The

19.1 acres of wetland credits were sold to 16 customers seeking a way to comply with mitigation requirements in their Section 404 wetland permits. The bank property is now open to the public with parking and walking trails and is pointed to as a success that avoided a scenario wherein the 16 participating developers each completed small, scattered individual projects (although a true comparison is not possible, as the individual projects were never designed or implemented). No one doubts the very positive contribution that this and many other successful mitigation banks make to wetland conservation.

But the biggest boost to wetland mitigation banking came in 2008 when the COE and EPA issued their Mitigation Rule⁸ in response to years of scrutiny of wetland mitigation successes and failures. Not only did the Mitigation Rule sanction wetland mitigation banking, it actually established a *preference* for the use of wetland mitigation banks over other forms of compensatory wetland mitigation. While still requiring that

Continued on page 7

5 National Oceanic and Atmospheric Administration (NOAA), 1995, Habitat Equivalency Analysis: An Overview. NOAA Damage Assessment and Restoration Program. March 21, 1995, Revised October 4, 2000, Available at <https://casedocuments.darrp.noaa.gov/northwest/cbay/pdf/cbhy-a.pdf>, Accessed November 18, 2016.

6 Compensating for Wetland Losses Under the Clean Water Act, National Research Council, Committee on Mitigating Wetland Losses, Board on Environmental Studies and Toxicology, Water Science and Technology Board, Division on Earth and Life Sciences, Washington, DC, 2001.

7 Wetland Studies & Solutions, Inc., Undated, Julie J. Metz Wetlands Bank, Woodbridge, Virginia (Prince William County), available at <https://www.cbd.int/financial/offsets/usa-offsetva.pdf>, Accessed November 2, 2016.

8 73 FR 19594-19705, incorporated into 33 CFR 325 and 332 and 40 CFR 230.

Permittee-Responsible Wetland Mitigation

Continued from page 6

applicants first exercise practical opportunities for avoidance and minimization of wetland impacts, the rule then established a hierarchy of preference for compensatory mitigation approaches whereby higher ranked approaches are encouraged over lower ranked approaches when available. The Rule places use of mitigation bank credits at the top of a generalized preference hierarchy for compensatory mitigation⁹, followed by use of in-lieu fee¹⁰ credits, then permittee-responsible mitigation (i.e., mitigation performed directly by the developer or other permit holder, as was traditional). For permittee-responsible mitigation, the Rule expresses a preference first for a watershed-based design, then (close to the bottom of the hierarchy) traditional “on-site, in-kind” mitigation, and lastly off-site and/or out of kind permittee-responsible mitigation. The Rule also establishes clear requirements for planning, monitoring, ecological performance standards, adaptive management, and long-term preservation of mitigation projects, whether banks or in-lieu fee projects or permittee projects. The COE and EPA report that the use of third party compensatory mitigation (i.e., mitigation banks and in-lieu fee projects) as a percent of authorizations under Section 404 has steadily increased while use of permittee-responsible compensatory mitigation has steadily decreased from the years 2010 through 2014, although permittee-responsible mitigation has still remained a substantial player throughout.¹¹ According to the report, about 64 percent of the permits in 2014 involved third party rather than permittee-responsible mitigation. This same report notes that the availability of approved mitigation banks has substantially spread to more regions of the United States, although many regions, especially in the northeast¹², west and southwest, remain unserved.

Clearly the Mitigation Rule was a victory for the proponents of wetland

mitigation banking¹³. Developers preferring the convenience of a bank no longer needed to defend their choice; the rule established an assumption that if bank credits (or in-lieu fee credits) were available in the same watershed, then the COE should automatically consider it environmentally preferable to other mitigation, including permittee-responsible mitigation. The tables were turned; developers preferring the convenience of banks could more readily defend that choice, developers preferring permittee-responsible had a greater challenge to defend that choice.

No one can argue against wetland mitigation banking being a good approach in some (perhaps even most) circumstances. Many areas experiencing rapid suburban development are now served by outstanding wetland mitigation banks, many of which are some of the best conservation projects in the area. Clearly, wetland mitigation banking is an excellent approach for small development projects or for development where traditional “on-site, in-kind” mitigation is not technically feasible. The prospect of “postage stamp” mitigation projects measured in square feet, sponsored by small developers lacking conservation expertise, dotted into small corners amongst areas of intensive development clearly points to a need for some type of larger-scale third party mitigation process, i.e., mitigation banks (or in-lieu fee projects). Mitigation banks are a natural, thoroughly logical expression of a need to address such situations.

But the question is whether mitigation banks are always preferable to permittee-responsible mitigation, even when established, available, and possessing an inventory of ready-to-purchase credits. Are there some situations where the banks may not be the best “go-to” solution? Should the COE overwhelmingly promote banks and other third-party wetland mitigation over traditional permittee-responsible mitigation? Wetland

mitigation is a planning process; is it served well by simplistic directives, or should decisions be returned to holistic consideration of what is best to each situation — to each permit? While availing developers of the convenience of banks and the public to the certain success of banks, are we perhaps unnecessarily handcuffing each and muzzling creative and adaptive environmental planning?

Situations Where Permittee-Responsible Mitigation May Be Preferable

Let’s consider a few situations where, for some projects, traditional permittee-responsible wetland mitigation might

Continued on page 8

- 9 Readers should know that Federal regulatory agencies continue to prefer mitigation in the form of avoidance and minimization of impacts before any consideration is made of any type of compensatory wetland mitigation. The 2008 Mitigation Rule did not change the COE’s preference for avoidance and minimization over any form of compensatory wetland mitigation, third-party or otherwise.
- 10 In-lieu fee projects are conservation projects (in this case, wetland mitigation projects) that parties (usually government agencies) sponsor and receive funds for prior to use in establishing the project. The Rule recognizes that in-lieu fee projects involve greater risk than mitigation banks, where credits are sold only once the mitigation project is successfully implemented.
- 11 The Mitigation Rule Retrospective: A Review of the 2008 Regulations Governing Compensatory Mitigation for Losses of Aquatic Resources, Report 2015-R-03, Institute for Water Resources, Alexandria, VA, with U.S. Army Corps of Engineers and U.S. Environmental Protection Agency, October 2015.
- 12 One reason for the paucity of mitigation banks in the northeast may be a continued preference by certain states there for on-site, in-kind permittee-responsible mitigation to satisfy state wetland regulations.
- 13 From here on, unless otherwise noted, this paper will use the term “wetland mitigation banking” as a general term encompassing all forms of third-party compensatory mitigation, including in-lieu fee projects as well.

Permittee-Responsible Wetland Mitigation

Continued from page 7

sometimes be preferable, both to the developer and the environment.

Low Risk Mitigation Actions:

The reputation that compensatory mitigation has for failed projects derives in large part from wetland creation, the process of establishing wetlands in non-wetland (upland) areas where they do not already exist. Wetland hydrology, especially in inland (non-tidal) settings is complex, and there is considerable risk attempting to replicate complex hydrology. An extended period of monitoring and adaptive management is usually necessary to determine the success of wetland creation. Wetland creation may therefore almost always be better left to the banks. But many wetland restoration, enhancement, and preservation (rather than creation) actions are not so complex or uncertain. Removing tile drains or filling drainage ditches may predictably restore historical wetland hydrology in some settings. Removing invasive vegetation and reintroducing indigenous plants in hydrologically intact natural wetlands can be successful without even having to deal with hydrological uncertainty. Many development sites, especially larger ones, contain stream valleys or low areas not well suited to building but presenting excellent opportunities for restoration, enhancement, preservation, and conservation management. Overlooking these on-site opportunities in favor of offsite bank locations may not be in the best interests of the immediate environment, or the developer's budget.

Large Master Planned Developments: One of the advantages of master planned developments is the ability to integrate natural areas into the economic goals of the development. The proximity of well-managed, publically accessible natural areas to new homes was a key selling point of many of the original "planned cities" in the 1960s such as Reston, Virginia and Columbia, Maryland. The natural areas are typically stream valleys and slopes

in piedmont landscapes and swamps and shorelines in coastal settings. Even smaller planned urban developments on tighter tracts of suburban land such as Kentlands or Lakelands in Gaithersburg, Maryland include small but prominently featured areas of preserved and managed natural land (including wetlands) provided for the aesthetic enjoyment of the residents. Developers should be encouraged to integrate wetland preservation, restoration, and enhancement into their designs as a way to enhance the curb appeal of their housing product, essentially turning a regulatory burden into an economic asset. Such an approach may be clearly preferable for certain developments rather than relegating all of the mitigation to a distant bank location. Also, large projects may rapidly deplete the available supply of bank or in-lieu fee credits available to smaller developers in the region who have no practicable alternative than to buy the credits.

Projects on Tracts of Administratively Managed Lands:

Many development projects impacting wetlands take place on military bases, college campuses, power plant sites, or other institutional properties with substantial areas of undeveloped peripheral buffer lands that provide opportunities for conservation projects. Funding and resources for conservation of buffer lands are often outcompeted by the needs of the primary mission. Meeting the compensatory mitigation requirements of wetland permits may help direct some additional funding to ecological restoration and enhancement opportunities in the buffer lands as well as help alleviate the allure of excessing those buffer lands to private-sector developers.

Environmental Cleanup (Remediation) Projects: Numerous sites are undergoing cleanup efforts to remove or manage chemical contamination from past industrial activities. Many of these sites contain wetlands. On many of these sites, the best remedy is to install permanent barriers or

caps to isolate clean soils and waters from plumes of contamination; in such cases the only practicable wetland mitigation may be to use a bank. But on some sites, the remedy involves removal of contaminated media (soils and sediments) and replacement with clean media. These projects can provide excellent opportunities for easy restoration of contaminated wetlands to their original condition. This *in situ* restoration of contaminated wetlands can be readily integrated into the overall cleanup design and contribute greatly to the objective of restoring precontaminated conditions.

Possible Advantages of Permittee-Responsible Mitigation

The advantages of banks are obvious, but what are the advantages of permittee-responsible mitigation. Especially for "on-site, in-kind" mitigation, there can be several advantages. First and foremost, the services provided by the mitigation are targeted locally to the same users of the services provided by the lost wetlands. Yes, the Rule requires that bank credits be in the same watershed as the impacted wetlands, but "watershed" is viewed at a high level, not targeted to a specific stream or tributary. With "on-site, in-kind" mitigation, urban streams experiencing the detriments of wetland loss would also experience the benefits of the mitigation. Bank credits may however be reflected in conservation projects established in distant rural areas, albeit in the same watershed of a common river. The degraded urban streams themselves will not benefit from the mitigation.

With "on-site, in-kind" mitigation, the users of a development project (typically residents who purchase homes) will experience the psychological benefits of seeing and experiencing the mitigation wetlands on a routine basis, such as when taking walks or

Continued on page 9

Permittee-Responsible Wetland Mitigation

Continued from page 8

driving to work or stores. They may never experience the sights and sounds of a distant mitigation bank, no matter how well designed or how successful hydrologically or ecologically. The author of this paper has spent much of his life working in various office parks in suburban Montgomery County, Maryland and enjoying small mitigation and conservation projects to stroll and bird during lunchtimes. Distant banks would not be accessible for such short time intervals.

Many of the best developers strive to work preserved and enhanced conservation areas such as forests and wetlands into their developments as a selling point. These efforts can help not only the bottom line of the developer but also the local population at large. As many of the traditional wetland assessment programs such as the Wetland Evaluation Technique¹⁴ and Highway Methodology acknowledge¹⁵, the benefits of wetlands are social as well as physical. Wetlands serve societies as much as they serve

watersheds and wildlife. Children walking past a wetland on the way to school or a playground may grow up more appreciative of wetlands and natural areas and less psychologically dependent on video games and the Internet. The use of mitigation banks, while far superior to no mitigation or to ineffective mitigation, still tends to relegate wetland mitigation to the hinterlands and divorce it from the homeowners, communities, and taxpayers who ultimately fund it.

Summary

This article is not intended to promote Permittee-Responsible Mitigation as superior to using third party compensatory wetland mitigation measures such as mitigation banks or in-lieu fee credits. For most small development projects, use of third party credits, if available, may almost always provide the best, most efficient, and least risky opportunity to provide effective compensatory wetland mitigation. Third party mitigation

credits may also be the best approach to meeting all or part of the compensatory wetland mitigation needs of many large projects. What this article does strive to accomplish is to remind developers, regulatory staff, and environmental professionals that other compensatory mitigation tools are available and may be preferable in certain circumstances. Multiple compensatory mitigation tools are available in the environmental planning quiver; prudent consideration of all such tools is essential in best meeting the needs of the environment and the economy. ■

- 14 Adamus, P. R., L. T. Stockwell, E. J. Clairain, M. E. Morrow, L. P. Rozas, and R. D. Smith, Wetland Evaluation Technique (WET), Volume 1: Literature Review and Evaluation Rationale, Wetland Research Program Technical Report WRP-DE-2, U.S. Army Corps of Engineers Waterways Experiment Station, Vicksburg, MS, October 1991.
- 15 The Highway Methodology Workbook: Supplement to Wetland Functions and Values: A Descriptive Approach, U.S. Army Corps of Engineers, New England Division, Concord, MA, 1995.

SAYING WHAT WE MEAN

An indefinite series of essays about words and phrases that do not necessarily mean what we say

Decision

Fifteenth in a series by Owen L. Schmidt

No decision shall be made or recorded until 90 days after a draft EIS or 30 days after a final EIS, according to the NEPA-implementing regulations. 40 CFR 1506.10(b). But in fact, many decisions have to be made even before there is a draft EIS. Then many decisions are made in order to complete a draft and final EIS. We don't necessarily mean what we say, and we don't necessarily say what we mean.

What we mean to say is that an agency may not take final agency action until these 90- and 30-day periods have passed. It is the final agency action that is the culmination of agency deliberations and that is recorded as a decision in the record of decision.

The Record of Decision does record a decision. 40 CFR 1505.2 ("At the time of its decision ... each agency shall prepare a concise public record of decision."). That decision, however, is but one of many decisions in the NEPA process. There will have to be a decision about whether to propose action in the first place. Then what the proposal will be. There will be decisions about the scoping process and about the scope itself of any EA or EIS — which alternatives to include or exclude, for example — decisions



Owen L. Schmidt is the NEPA instructor for the Northwest Environmental Training Center. He served 32 years as an attorney in several Federal agencies, most recently as Senior Counsel at the Department of Agriculture in Portland, Oregon, where he was also a Special Assistant U.S. Attorney. He is a frequent author and lecturer on the National Environmental Policy Act. He was the Editor of *Oregon Birds*, a quarterly journal of Oregon Field Ornithologists, and is a long-time member of the Oregon Bird Records Committee.

.....

about public and agency notice and comment, and decisions about how to respond to comments. There will be decisions about choice of methods for analysis and, in most instances, decisions about compliance or conformance with environmental standards including possible mitigation.

Strangely enough, the Administrative Procedure Act recognizes the decision in a Record of Decision as action. "In the context of judicial review under the APA, a challenge to agency conduct is ripe only if it is filed after the final agency action. 5 U.S.C. § 704. The issuance of a ROD generally constitutes a final agency action." *Citizens for Appropriate Rural Roads v. Foxx*, 815 F.3d 1068, 1077 (7th Cir. 2016) (ROD is final agency action).

For agencies where the decision is embedded in the Finding of No Significant Impact (such as the BLM), the combined Decision Record/FONSI is the final agency action. "Here, we review the modified DR/FONSI issued by the BLM State Director, which is the final agency action." *Te-Moak Tribe of Western Shoshone of Nevada v. U.S. Dept. of Interior*, 608 F.3d 592, 598 (9th Cir. 2010). Compare *Sierra Club v. U.S. Army Corps of Engineers*, 446 F.3d 808, 813 (8th Cir. 2006) ("The Corps' decision to issue a FONSI was the culmination of the agency's NEPA decision-making.")

Even after the Record of Decision following an EIS there may be decisions about further actions pursuant to an adaptive management strategy after monitoring, and thus there will have to be decisions about whether to supplement or revise an EIS. Following an EA there will be the notorious decision about significance and thus the requirement for an EIS.

All of these are decisions. What we record in the Record of Decision is but one of the decisions — the culmination of agency decisionmaking, which the Administrative Procedure Act recognizes as final agency action, which means the agency deliberations finally are ripe for judicial review. This decision in the NEPA process is an action in the judicial

Continued on page 11

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David Keys, MA, CEP, owns and operates Enviro-Limit, a NEPA consulting company focusing on sustainability. He is a long-time practitioner, teacher, and student of the U.S. National Environmental Policy Act of 1969 with over 30 years' experience implementing NEPA.

Previously, he was the Regional NEPA Coordinator for the Southeast Region, NOAA National Marine Fisheries Service in St. Petersburg, Florida where he was on the front lines of NEPA implementation for twelve years. While there, he reviewed, edited, helped write and improve hundreds of NEPA documents including EISs, EAs, RODs, FONSI, and CEs in the areas of marine fisheries management and conservation planning, marine threatened and endangered species protection, marine habitat conservation, and offshore energy siting. Prior to working at NOAA, he was the environmental chief at the U.S. Army Military District of Washington, Fort McNair, D.C.

Whither NEPA: NEPA Consulting — Business (Not) As Usual

I recently watched Simon Sinek's September 2009 Ted talk "How Great Leaders Inspire Action." The take away message for me was when he said, "People do not buy *what* you do, they buy *why* you do it. What you do serves as the proof of what you think." This made me reconsider my reasons for being a NEPA consultant and approaching it the way I do.

I do NEPA consulting because I think the **substantive parts** of NEPA are the keys to taking actions that protect, restore, and enhance the environment. Without implementing the substantive parts, the procedural parts are inadequate to fulfill NEPA's purposes and intent. I think of NEPA as substantive in terms of its purposes and goals in Sections 101 and 102(1), and the mandate of CEQ regulation 1502.2(d), which states:

Environmental impact statements shall state how alternatives considered in it and decisions based on it will or will not achieve the requirements of sections 101 and 102(1) of the Act and other environmental laws and policies.

Most of the federal government does not see NEPA in this substantive way largely due to the Supreme Court of the United States judicial opinions starting in 1973 and going all the way to 2010 — 17 cases. I think of NEPA as a continuum from substantive policy on one end to procedural implementation and judicial review on

the other. The ends are very far apart and there is little movement towards common ground. One of the ways whereby they could move towards the center is to recognize the purpose and goals of Section 101, 102(1), and the mandate of Section 1502.2(d) and integrate all that information into NEPA documents. This would be no small task and arguably just got a whole lot more difficult after the November 2016 elections.

Not many scholars or practitioners still believe in the substantive provisions of NEPA. Jamison E. Colburn, Professor of Law & Joseph H. Goldstein Faculty Scholar, Penn State University does and has written an excellent article on the subject.¹ He concludes thusly:

NEPA has evolved to comprise two halves, one procedural and one substantive. While the former has become one of the richest fields of U.S. environmental law through agency rulemakings and judicial doctrine, the latter has atrophied. The former has hardened into an intricate system of mandatory routines and duties while the latter has remained discretionary with covered agencies, undermining its very authenticity. The former without the latter has allowed our agencies to over-analyze localized, site-specific, and often reversible environmental harms while essentially denying any responsibility for macro-scale risks like climate disruption. A President in-

tent on honing an environmental legacy would put a stop to this perverse over- and under-use of NEPA. This article has charted a path to a more substantive NEPA grounded in the executive branch, the institutional relationships NEPA helped fortify in its first four decades, and an ethic of interdependent contribution. Were the President and CEQ to demand and support a more risk-focused approach to NEPA, there is no telling how remedial NEPA could become as we continue to fight our own worst tendencies to ignore environmental damage and disturbance.

No one knows what the future holds except that no one knows what the future holds. The reality is that CEQ has not had a chair for over two years, the Associate Director for NEPA Oversight position has not been back-filled, and the EPA will be under new management with a radically different perception of environmental protection. All could bode ill for the NEPA process, if not for the statute itself. With increasing world population, increasing technological optimism, and a penchant for more economic growth responsible environmental policy may have trouble protecting the ecological basis of human life, which was the foundation on which NEPA was built.

¹ Colburn, Jamison E. 2016. "The Risk in Discretion: Substantive NEPA's Significance," 41 *Colum. J. Envtl. L.* 1 (2016).

Saying What We Mean: Decision *Continued from page 10*

review process. If we said what we meant, we would say no final agency action shall be taken until 90 days after a draft EIS or 30 days after a final EIS. If we meant what we said, we would say many decisions can be made in the process leading up to the culmination of agency decisionmaking — which is recorded as a final agency action in a ROD. And then the ROD would be re-named the ROFAA, the Record of Final Agency Action.

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Wednesday, May 17 and June 14, 2017 Webinar Announcement

NEPA CASE LAW AND LEGISLATIVE/POLICY UPDATE

TO REGISTER PLEASE GO TO WWW.NAEP.ORG

Sign up for both webinars and save!!!

Both registration forms allow you to sign up for one webinar or both webinars.

This National Association of Environmental Professionals two-part webinar will provide a National Environmental Policy Act (NEPA) Case Law and Legislative/Policy Update for those of you who were not able to attend the sessions at the National Conference in Durham, NC in March.

May 17, 2017– NEPA CASE LAW UPDATE

The May 17th webinar, presented by P.E. Hudson of the Department of the Navy, Office of General Counsel, and Dr. Michael D. Smith of ENERCON, will provide an overview of the paper authored by Lucinda Low Swartz and Ms. Hudson. Ms. Hudson and Dr. Smith will discuss the key National Environmental Policy Act (NEPA) federal appellate court decisions issued in 2016, as well as some detail on the cumulative impact challenges. In 2016, the U.S. Courts of Appeal issued 27 cases, the 27 cases involved seven different departments and agencies. Overall, the federal agencies prevailed in 21 of the cases, did not prevail in three cases, and did not prevail, in part, in three cases, with a total prevailing rate of 83 percent. Opinions will be analyzed for their implications and relevance to NEPA practitioners, with an emphasis on key lessons to be learned for improving NEPA practice.

To Register Please go to WWW.NAEP.ORG

Speakers: **P.E. Hudson, Esq.**, Counsel, Department of the Navy, Office of General Counsel, and NAEP Member
Michael D. Smith, PhD, Principal, ENERCON, and NAEP Board Member

Date and Time: Wednesday, May 17, 2017, at 3:00 p.m. ET (2:00 p.m. CT, 1:00 p.m. MT, 12:00 p.m. PT)

Duration: Event will last 90 minutes, includes Q&A

Location: Wherever it is convenient for you

June 14, 2017 – NEPA LEGISLATIVE/POLICY UPDATE

The June 14 webinar will provide a review of the President’s Infrastructure Initiative, Executive Order 13766 on high priority infrastructure projects, and Executive Order 13783 withdrawal of CEQ Guidance on the consideration of greenhouse gas emissions and climate change in National Environmental Policy Act (NEPA) reviews. The implications of the implementation of Fixing America’s Surface Transportation Act (FAST Act) for transportation and other infrastructures project undergoing NEPA review or state-level environmental reviews will be addressed. The speaker will be Ted Boling of the Council on Environmental Quality.

To Register Please go to WWW.NAEP.ORG

Speaker: **Ted Boling**, Associate Director for NEPA, Council on Environmental Quality, and NAEP Member

Date and Time: Wednesday, June 14, 2017, at 3:00 p.m. ET (2:00 p.m. CT, 1:00 p.m. MT, 12:00 p.m. PT)

Duration: Event will last 90 minutes, includes Q&A

Location: Wherever it is convenient for you

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For more information, please contact Tim Bower at (856) 283-7816 or email at naep@naep.org

Introduction to Incoming Board Members

NAEP held Board Member Elections in December 2016 and we want to congratulate the four Board Members elected. The newly elected and reelected Board Members assumed office in March 2017 and their terms will end at the 2020 Annual Meeting. Please take time to review the information on these NAEP Leaders. NAEP exists to serve the members and the driving force behind all of the work are the dedicated volunteers.

Betty Dehoney

Betty Dehoney, CEP, PMP, ENV, SP
Vice President
HDR, Inc. • San Diego, California
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www.hdrinc.com



As one of the principal senior environmental planners for HDR, Betty is responsible for the delivery of complex environmental documents (including NEPA, CEQA, SEPA, ESA, CWA, 106, other state and local regulatory programs, etc.) for major infrastructure programs. She is responsible for the technical accuracy of environmental documents, strategic guidance to agencies to support the navigation of the projects through the regulatory process, and mentoring staff for their professional growth. Her projects have included large scale water delivery, water resources, habitat conservation programs, wetland restorations programs, transportation, and energy development. With a master's and bachelor's in biology, much of Betty's project experience has focused on creating sustainable solutions for challenges with natural resources. Although Betty has spent her professional career as a consultant working for environmental companies, she has contributed to the education of our future leaders teaching courses at the University of San Diego for over 10 years and teaching courses at University of California San Diego at their Extension program for professionals in the field.

Betty's activities have been recognized by her peers in many arenas, including recognition from the California Chapter of AEP for Outstanding Contribution to the Environmental Profession: AEP President's Award,

Innovative Chapter Programs. CEQA Initial Study Evaluation; Certificate of Merit recognition for several environmental documents; and Outstanding Chapter Activity – Legislative Committee (Committee Chair). Other recognition includes acknowledgment by the State of California with a Proclamation for the Batiquitos Lagoon Enhancement Project and APA Section Planning Award – Outstanding Planning Project. Serving the environmental professionals is also very important; Betty has served AEP as the chapter lead on the Legislative Review Committee for over 10 years as well as serving on ABCEP Certification Review Board.

Having our regulators and decisionmakers be more informed of the resources that the NAEP membership can bring to creating practicable and sustainable environmental solutions to the nation's challenges will be one of Betty's goals on the Board. That, combined with providing our membership with value-added benefit for their membership is also an important challenge for the Board.

Crystal Lea Lawson

Crystal Lea Lawson,
CBRE – Global Workspace Solutions
Plano, Texas
crystal.lawson@me.com
<http://www.cbre.us/>



Crystal Lea Lawson has worked within the Environmental Industry for the past 15 years. She worked as an Environmental Consultant for 10 years, specializing in Due Diligence, Remediation, and Compliance nationwide. For the past 5 years, she has worked as an HSE Manager/Director, specializing in company-wide environmental

compliance programs, implementation of environmental and safety programs, strategic modeling, and safety compliance. Mrs. Lawson's industry experience includes, but is not limited to, Aviation Manufacturing, Oil and Gas/Energy, Transportation, Hazardous Waste Handling and Disposal, Telecommunications, and Commercial Real Estate. Additionally, Mrs. Lawson has been an Environmental Science Adjunct Professor for the last five years, as well as an environmental trainer, teaching state required courses for asbestos inspectors, management planners, supervisors/contractors, and air monitoring technicians, along with lead inspector and risk assessors courses. Mrs. Lawson has a Bachelor's Degree in Environmental Studies and Archaeology from Baylor University and a Master's of Environmental Management with a minor in GIS from Texas Christian University. In the past, Mrs. Lawson has held office as the Treasurer of NAEP, as well as NTAEP Charter Representative. Mrs. Lawson has also held office as President and Facilities Director of the North Texas Association of Environmental Professionals and worked as a committee member for the ASTM 1527 E50 Committee for the revisions of the ASTM 1527 guidance.

Joseph F. Musil, Jr.

Joseph F. Musil Jr., PE, PP,
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www.urbanengineers.com



Joe has diversified work experience in both the private and public sectors, including private consulting and ombudsman services for industrial and manufacturing facilities, engineering consultants, government agencies, and local authorities/municipalities. His responsibilities have included management of multi-million-dollar construction projects, environmental

Continued on page 14

Board Members

Continued from page 13

and OSHA site audits, and review of multi-million dollar government procurement centers' activities. He places emphasis on environmental program management, developing standardized contracting procedures and documents, long-range planning, and improving Total Quality Management within client operations. He has applied his expertise as an employee of Urban Engineers, Inc. of Philadelphia PA for the past 23 years as a NEPA Specialist and Regulatory Compliance Engineer.

Joe has written contract administration and construction documents for utility construction, roadway improvements and restoration, bridge crossings and has been directly responsible for management of projects from conception to design, including the bidding phase, construction, inspection, and contractor claims/disputes litigation. He was proactively involved in the construction management process of multi-million dollar projects; reviewed the engineering documents of consultants for constructability claims avoidance, compliance with environmental and construction permit requirements; and has been active in construction administration to ensure the timely progress of work. He has participated in local government committee meetings (town council), drafted proposed municipal ordinances, and has taken enforcement actions on behalf of the elected body against non-compliance.

Joe also serviced 10 years with the US Environmental Protection Agency's (USEPA) Region 2 Construction Grants Office as a Senior Engineer, where he evaluated infrastructure projects for environmental impacts, project needs, and economic impacts. He has personally inspected dozens of project impact zones and construction sites to develop mitigation plans, alternative site location, and to evaluate proposed changes in right-of-way configurations. He coordinated reviews by other experts, such as biologists, hydrologists, and archaeologists, to obtain the timely

review and delivery of projects. On behalf of the USEPA, He participated in public hearings on federal environmental impact statements under the National Environmental Policy Act (NEPA) and has helped organize numerous public meetings and workshops on various aspects of heavy construction projects, right-of-way and easement requirements, project impacts on environmentally sensitive areas, and archaeological sites, in addition to assisting local municipalities in complying with environmental and regulatory requirements.

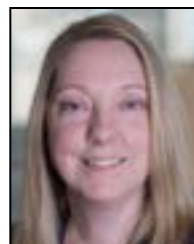
He also served 2 years with the US Small Business Administration's (USSBA) Region 2 Procurement Assistance Office as one of 55 nationally recognized Procurement Center Representatives overseeing GSA, US Army Corps of Engineers and US Navy Naval Facilities Engineering Command contracting offices to identify procurement actions that could be satisfied by finding additional small business enterprises with the capabilities to meet their contracting requirements.

About Urban Engineers, Inc.: Behind every built environment, there's an engineering solution at work. Urban Engineers problem-solves, plans, and designs with clients across the country to enhance how people live, work, and play. When it comes to environmental projects, we understand our clients share the same goal -- they seek cost-effective solutions that balance the economic, social, and environmental issues of their projects. We meet this goal and aim for projects that enhance the quality of life for present and future generations. Learn how at www.urbanengineers.com.

Rona Spellecacy

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Rona is a senior environmental planner and project manager with HDR in Seattle, Washington. Rona has 13 years of experience managing the NEPA process and documentation



for a wide variety of projects. She has served as Environmental Manager for the SR 520 Bridge Replacement and HOV Program consultant team, and managed development of two environmental impact statements for U.S. Bureau of Reclamation projects in the Yakima Basin. In 2016, she led a multi-disciplinary team of more than 30 consultants as Project Manager for the Shell Anacortes Rail Unloading Facility SEPA EIS for Skagit County and the Washington Department of Ecology. Rona manages a team of environmental planners and scientists, and serves as managing principal of HDR's Seattle office.

Rona received her MA in political science and environmental studies from Western Washington University, and holds BA degrees in biology and anthropology from the University of Alaska Fairbanks. She is a member of the American Planning Association (APA) and holds certification from the American Institute of Certified Planners (AICP).

Since joining NAEP in 2003, Rona has participated in many aspects of NAEP and the Northwest Chapter. Rona served on the chapter Board of Directors and as Chapter Representative from 2006 to 2008. She has participated in seven NAEP conferences, presenting papers at three conferences and serving as Technical Co-chair for the 2016 Annual Conference in Chicago. Rona has also published two papers in *Environmental Practice* (June 2009 and September 2014).

Rona is excited about her role as a member of the Board and Chair of the Permanent Conference Committee. The NAEP's Annual Conferences represent both the foundation and the pinnacle of NAEP's leadership in the environmental profession. Rona's goal is to support the Conference Committee and their mission to ensure the continued successful planning, implementation, and conduct of NAEP's Annual Conferences well into the future. ■

Samantha Kuzma is 2017 Zirzow Student Award Recipient



Audrey Binder, CEP Emeritus

Samantha Kuzma, a graduate student at Duke University, Nicholas School of the Environment, in Durham North Carolina, was selected as this year's Zirzow Student Award winner at the 2017 National Association of Environmental Professionals (NAEP) Annual Conference, held at the Durham Convention Center, Durham, North Carolina. Samantha is completing her Master of Environmental Management degree in Water Resources Management, as well as receiving a Certificate in Geospatial Analysis.

She was nominated for her academic achievement, as well as her leadership and organizational skills with the Duke Water Network, changing it from an informal collection of students to a recognized professional organization. Her professors also noted her superb work at the Department of Interior, as a Sussman Fellow, where her work was recognized by then Deputy Secretary of Interior Mike Connor and Assistant Secretary Tom Iseman.

Samantha represents the future of environmental management in her work experience, current work, and interests in water and big data, as well

as water and impact investing. Along with her Master's Project Group, she worked on combining enormous datasets on changing snowpack and water supply, along with alternative approaches to finance a new water pump station in the Yakima Basin.

Samantha is the 16th recipient of the Zirzow Student Award, presented in honor of Charles F. Zirzow, one of the founding members of the NAEP, who passed away in 1997. Navy Commander Zirzow was the Director of the U.S. Navy's Natural Resources Management Branch when it was created and saw it through its development years. Among his many accomplishments to the NAEP was the development of the Environmental Professionals Certification Program, which became the Academy of Board Certified Environmental Professionals (ABCEP), built on the premise that environmental education and career development is a continuing and lifelong process. The Zirzow Student Award was established in 2001, and is presented to a deserving college student or recent graduate, who has been recognized by their department for their academic achievement.

Samantha was formally recognized at the Awards Presentation luncheon at this year's NAEP Annual Conference in Durham, North Carolina. The Zirzow Award included her Conference fee, a one-year NAEP Student Membership, a cash award, and a plaque of recognition. The award was presented by Audrey Binder, Zirzow Awards Committee Chair. ■

NAEP ENVIRONMENTAL EXCELLENCE AWARDS

The National Association of Environmental Professionals (NAEP) recognized significant achievements in environmental excellence at the 2017 Conference. Through nominations received and reviewed by an NAEP national committee, selected recipients were recognized for their noteworthy accomplishments in Environmental Management, Public Involvement, Conservation Programs, Education Excellence, Planning, Stewardship, and Best Available Technologies, as well as The President's Award.

PRESIDENT'S AWARD

Project Name:

Defense of the Chesapeake
Clean Water Blueprint

Presented to:

William C. Baker, President,
Jon A. Mueller, Esquire, Vice President for Litigation
Chesapeake Bay Foundation

Accepting the Award:

William C. Baker and Jon A. Mueller

Description of Project:

For decades, the Chesapeake Bay's health languished as the surrounding jurisdictions failed to control the pollution fouling its waters. Recognizing that any effective cleanup plan would require federal oversight, in 2009 Chesapeake Bay Foundation (CBF) and partners sued the Environmental Protection Agency (EPA). The innovative lawsuit alleged that EPA had violated the Clean Water Act by allowing the Bay's health to deteriorate. The resulting settlement created the largest water pollution reduction plan in our Nation's history: the Chesapeake Clean Water Blueprint. The Blueprint sets science-based pollution limits for each state, timelines for implementation, and federal oversight.

Almost immediately after the Blueprint was created, the American Farm Bureau Federation challenged the plan in federal court. CBF intervened, defending the Blueprint in District and Circuit Courts. In 2016, the Supreme Court refused to hear the Farm Bureau's final appeal, ratifying the Blueprint and concluding the five-year legal battle. Today, scientists credit the Blueprint with improving water quality in the Chesapeake Bay, reducing its "dead zone" and helping fishery populations to rebound. Once fully implemented, the Blueprint will remove the Chesapeake Bay from the federal "impaired" waters list and improve the quality of life of the 18 million people who live within the Bay watershed. ■

ENVIRONMENTAL MANAGEMENT AWARD

Project Name:

Ft. Pierce Municipal Marina
and Storm Protection Islands

Presented To:

Tetra Tech, Inc

Accepting the Award:

Shauna Stotler

Description of Project:

In the fall of 2004, Hurricanes Frances and Jeanne completely destroyed the City of Fort Pierce marina. The City retained Tetra Tech to handle the design and permitting of the reconstruction and expansion of the marina, as well as temporary facilities to protect the interior marina while the outer marina and its associated wave protection components were constructed. Tetra Tech designed an island breakwater system to provide wave and current protection. The protection system includes an artificial island complex that serves as a first line breakwater system and includes mangrove plantings, oyster reefs, tidal lagoon features and an artificial reef area. The design of the islands incorporated hydrodynamic modeling, field data collection and sampling, turbidity modeling, and a scaled physical model to ensure the island design would withstand a 100 year storm. The development and approval of this project required close coordination with FEMA, the U.S. Army Corps of Engineers and the Florida Department of Environmental Protection.

Tetra Tech was also responsible for the construction management portion of the project including engineering inspections, water quality monitoring, manatee observation, construction of the mitigation components, annual seagrass and bathymetry mapping within the project footprint and all regulatory required monitoring. ■

Continued on page 17

Environmental Excellence Awards

Continued from page 16

PUBLIC INVOLVEMENT AWARD

Project Name:

Port of San Diego
Integrated Planning Vision

Presented to:

San Diego Board of Port Commissioners,
Port of San Diego Staff,
HKS Urban Design Studio,
Carrier Johnson,
CCI Partners,
Cook and Schmid,
Moffatt & Nichol,
Randall Lamb Associates,
Spurlock Poirier Landscape Architects,
Nexus Planning & Research

Accepting the Award:

Jason Giffen, Assistant Vice President,
Planning and Green Port of San Diego

Description of Project:

The Integrated Planning Vision process was a multi-faceted, comprehensive approach to the Port of San Diego's future. The process involved a high-profile effort through facilitation of a robust engagement process with the goal of capturing a balanced view of all baywide interests. The outcome was the Board of Port Commission's acceptance of the Vision Statement, Guiding Principles and Assessment Report in August 2014, and the Framework Report in November 2015. These two documents collectively form the Port of San Diego Integrated Planning Vision.

The resulting Integrated Planning Vision represents a culmination of an open and meaningful civic engagement process. The process was unique in its comprehensive and inclusive approach to public outreach involving a broad spectrum of stakeholders including government agencies, organizations, long-standing waterfront stakeholders, and many first-time participants. It is reflective of an approach that is holistic and comprehensive, that describes the need to incorporate input from adjacent jurisdictions and interested stakeholders, environmental concerns, and economic analysis into planning decisions made by the Port of San Diego.

The Integrated Planning Vision laid the foundation for the comprehensive update to the Port Master Plan, currently underway, which will set the type and characteristics of development, recreation, and conservation for tidelands around San Diego Bay into the second half of the 21st century. ■

BEST AVAILABLE TECHNOLOGY AWARD

Project Name:

Seward Highway Milepost 75-90
Marine Mammal Monitoring

Presented to:

Michael Davis,
Bonnie Easley-Appleyard,
Suzann Speckman, Ph.D.

Accepting the Award:

Anna Kohl

Description of Project:

As part of the Seward Highway Milepost 75-90 Road and Bridge Rehabilitation project for the Alaska Department of Transportation and Public Facilities, HDR developed a custom iPad application (app), integrated with GPS and GIS, to identify, record, and ultimately protect endangered Cook Inlet beluga whales during in-water drilling. Geo-technical sampling was conducted at eight bridges slated for replacement within critical habitat. Because beluga whales are sensitive to noise and are known to swim up the rivers where drilling was occurring, monitoring their movements and shutting down operations as they approached was necessary to avoid exposing them to noise.

To enhance efficiency and reliability, the app integrates aerial photography, GIS layers depicting harassment-protection zones, drilling sites, and a database entry form for observation metrics. Using the GPS location of the protected species from the iPad, combined with the range and bearing of approaching whales input by the observers, the app automatically calculates the whale's location overlaid with project mapping in real time. This allowed observers to monitor an animal's location relative to in-water drilling sites and harassment-protection zones, and shut down drilling operations before the whales entered an area with elevated noise levels, thereby avoiding disturbance or injury to the whales. ■

Continued on page 18

Environmental Excellence Awards

Continued from page 17

CONSERVATION PROGRAMS AWARD

Project Name:

Green PLACE: Utilizing innovative partnerships to conserve and promote Orange County's natural resources.

Presented To:

Orange County Environmental Protection Division – Green PLACE Program

Accepting the Award:

Lori Cunniff and Liz Johnson

Description of Project:

Orange County began acquiring Environmental Sensitive Lands (ESL) in the mid 90's and has preserved over 22,000 acres. To leverage funding for the acquisition of ESL Orange County Green PLACE (Park Land Acquisition for Conservation and Environmental Protection) program developed innovative methods and partnerships. The Green PLACE program partnered with the development community to acquire environmentally sensitive lands to close the gaps in an existing ecological corridor that have been preserved both publicly and privately. This partnership between Orange County and the development community allowed the county to continue to acquire environmentally sensitive lands by accepting the donation of parcels within identified acquisition corridors while allowing the development community to utilize the properties to offset wetland impacts on other projects.

Additionally, in order to promote the Green PLACE program, Orange County entered into a partnership with the Back to Nature Wildlife Refuge on its Eagles Roost property. This partnership benefits the county by increasing visitor usage to the property and Back to Nature aids in educating the public about the other Green PLACE lands that are open for public passive use and the native fauna that inhabits the region. ■

EDUCATION EXCELLENCE AWARD

Project Name:

Marstel-Day and U.S. Fish & Wildlife Service for the Migratory Bird Treaty Centennial

Presented to:

USFWS: Rachel Fisk Levin,
Chris Deets,
Brima Battle,
Dr. Michael Kreger,
Laury Parramore,
Alicia King,
Michael Johnson,
Jerome Ford,
and the Centennial National Team.

Marstel-Day: Jennifer Allen,
Ann Kuo,
Jessica Sprajcar,
Dr. Mamie Parker

Accepting the Award:

Jennifer Allen, Rachel Fisk Levin

Description of Project:

The year 2016 marked the centennial of the Convention between the United States and Great Britain (for Canada) for the Protection of Migratory Birds. This Treaty formed the cornerstones of international cooperation to conserve birds that migrate across borders. The U.S. Fish and Wildlife Service, with campaign management and coordination support from Marstel-Day, LLC, launched a national awareness and education campaign to leverage the Migratory Bird Treaty Centennial in galvanizing efforts to protect migratory birds. This campaign involved a suite of coordinated engagement and outreach, traditional communication, and social media strategies to engage nations, public agencies, NGOs, businesses, and citizens to take action for birds. Campaign successes included: directly engaged more than half a million citizens and 300+ partners in 350 activities; involved nearly 30,000 youth in bird conservation and educational activities; extended our outreach with 100+ media articles; reached millions of people online with compelling graphics and educational social media content; ensured continued international commitment highlighted at meetings among President Obama, Canadian Prime Minister Trudeau, and Mexican President Peña Nieto; and launched the next 100 years of bird conservation at an embassy event in Washington, DC, with the ambitious goal of extending international cooperation to the entire western hemisphere. ■

Continued on page 19

Environmental Excellence Awards

Continued from page 18

ENVIRONMENTAL STEWARDSHIP AWARD

Project Name:

Trans-boundary Environmental Impact Assessment of Mainstream Hydropower Development on the Lower Mekong River (the Mekong Delta Study)

Presented To:

Anwar Khan,
Le Duc Trung, PhD,
Kurt Rautenstrauch, PhD,
Nguyen Thi Thu Linh,
Christopher Behr,
Nguyen Duy Binh, PhD
Dennis (Randy) Gallien
Nguyen Anh Duc, PhD
Cheryl Schmidt, PhD

Accepting the Award:

Anwar Khan, Cheryl Schmidt and Randy Gallien

Description of Project:

Supporting the livelihoods of more than 20 million people and known for its high biodiversity, the Mekong River Delta of Viet Nam and the associated floodplains of Cambodia, form the most productive agriculture and aquaculture region for these two countries. HDR's team partnered with DHI of Denmark to prepare a comprehensive environmental assessment of 11 proposed hydropower projects along the river. The study concluded construction and operation of the hydropower facilities could cause long-lasting damage to the floodplains and aquatic life. This would substantially reduce the fish population and biodiversity, negatively impacting millions of residents as well as the local economy. Because multiple countries share the Mekong River resources — including Viet Nam, Cambodia, Thailand and Laos — the findings of this report hold international significance. ■

PLANNING INTEGRATION AWARD

Project Name:

Marstel-Day for its works at Mountain Home Air Force Base

Presented to:

Jennifer Graham, Air Force Program Manager,
Jon Vernau, Senior Analyst,
Dr. Jordan Eccles, Senior Analyst

Accepting the Award:

Rich Engel, Tanya Perry

Description of Project:

The Installation Complex Encroachment Management Action Plan (ICEMAP) for Mountain Home Air Force Base (MHAFB) provided a comprehensive plan to manage encroachment challenges and their associated impacts to the installation's mission. Findings of water availability and sustainability challenges highlighted the need to identify current and future threats to the installation's water sources and supplies. The development of a Water Resources Management and Sustainment Plan (WRMSP) provided a near-term and long-term set of recommendations to address water scarcity, increase resiliency, and preserve the mission. The Air Force Community Partnership (AFCP) Program process leveraged intergovernmental capabilities and resources to reduce operating and service costs in support of the AF mission. The AFCP process at MHAFB is unique in that it also provided an opportunity to address the White House's objective of climate preparedness planning. DOD designated MHAFB as one of three locations to conduct a Climate Preparedness Planning Pilot to compile regionally pertinent climate data and information and establish a regional intergovernmental planning process that identifies shared vulnerabilities, development plans, and a roadmap for identifying adaptations that reduce risk and enhance resilience. Integrating the ICEMAP, WRMSP, and the AFCP process was fundamental to the project's success in having a thorough understanding of how to manage water needs to ensure sustainment of MHAFB mission operations. ■

NAEP Thanks the Outgoing Board Members

The NAEP is fortunate to have had the people listed below serve as Elected Members on the NAEP Board of Directors. These are our leaders and the people who make the Association the exciting place to be a member. These leaders have been responsible for advancing the Association in many ways.

The NAEP is a demanding organization. That demand is based on an overall desire for excellence in the professions. Our members are the best in the nation. Every year the membership chooses their representatives to the Board of Directors. We have been very lucky over the history of our organization to have committed individuals serve the NAEP as Directors.



Brock Hoegh, CEP
NAEP Immediate Past President

Kristin K. Bennett

Project Development and Management/Loxahatchee Mitigation Bank
Tetra Tech, Inc. • Stuart, Florida
Kristin.Bennett@tetratech.com
www.tetratech.com



Kristin is a graduate of Florida State University and Mercer University, Walter F. George School of Law. She began her legal career as a clerk at the Ohio Supreme Court. Following that position, Kristin began her environmental career at the Office of the Attorney General of the State of Ohio representing the Ohio Department of Natural Resources, Division of Mines and Reclamation, in cases involving mining and reclamation enforcement orders and permitting matters and also appearing before administrative tribunals and Ohio appellate courts. Eager to return to her home state of Florida, Kristin accepted a position with the Hillsborough County (Tampa) Attorney's office followed by a stint at the Environmental Protection Commission of Hillsborough County. Primary responsibilities in these two positions focused on the legal and environmental aspects of water supply projects being proposed in Hillsborough and surrounding cities and counties. Kristin also handled enforcement matters at the EPC. Kristin then transitioned to the private practice of law joining the law firm of Lewis, Longman and Walker,

P.A. in West Palm Beach, Florida. In 2006 Kristin joined Tetra Tech, Inc. in the Stuart, Fl office. Originally hired to market and sell mitigation credits for the Loxahatchee Mitigation Bank, owned and operated by Tetra Tech, Inc., she assumed additional responsibilities as Deputy Project Manager of the mitigation bank in 2007. Kristin currently is responsible for project permitting, compliance and coordinating services for the mitigation bank including coordinating efforts between design engineers, hydrologic modelers, and staff including extensive coordination with federal and state regulatory agencies. Additional responsibilities include supervising and assisting in the preparation of reports and sales of mitigation credits to clients. Kristin also works with other Tetra Tech offices throughout the US providing support and guidance on restoration based projects generally and mitigation banking opportunities specifically. Kristin also serves as a Contract Administrator, providing contract review for Tetra Tech, Inc., providing direction and advice on contract terms for negotiations with outside parties.

In 2006, Kristin began her service to the FAEP first serving as the Secretary of the Treasure Coast Chapter (2006-2008) then as the TCC President (2008-2010). Her service continued as FAEP Vice President (2010-2011), President (2011-2013) and as the NAEP representative (2012-2013). Kristin currently serves as Past-President of the FAEP. In addition to serving as secretary of the NAEP (2014)

Kristin is Co-Chair of the NAEP Chapters Committee and served on the 2014 NAEP Annual Conference Committee.

Harold Draper

Federal Emergency Management Agency
Kansas City, Missouri
h.m.draper@att.net



A Certified Environmental Professional, Harold has 26 years of experience in environmental impact assessment, stream and wetlands permitting, and cultural resources. He is currently a Reservist in Environmental and Historic Preservation with the Federal Emergency Management Agency, where he assists with environmental review of disaster recovery projects. Harold was previously with Burns & McDonnell Engineering Company, Inc., where he worked on NEPA reviews of aircraft manufacturing for military aircraft, transmission lines, power plants, highways, broadband internet, water supply, and sewer facilities. He specialized in programmatic approaches and cumulative effects analysis. Harold was also with the Tennessee Valley Authority, where he was a NEPA practitioner specializing in reservoir land planning and permitting in addition to utility projects.

Continued on page 21

NAEP Thanks the Outgoing Board Members

Continued from page 20

Prior to TVA, he was a biomass energy coordinator with the Mississippi Forestry Association and a renewable energy analyst with the Florida Governor's Energy Office. He has a Doctor of Science and a MS degree in technology and human affairs from Washington University in St. Louis and BS degrees in botany and conservation from North Carolina State University in Raleigh. He grew up in Greensboro and Pleasant Garden, North Carolina. In the future, he hopes to visit as many national parks, national forests, and public lands as he can.

Harold serves on the Certification Review Board of the Academy of Board Certified Environmental Professionals. He is a member of the Committee on Environmental Analysis (ADC10) of the Transportation Research Board and serves on the Linking Transportation and Environmental Planning Advisory Group of the Mid-America Regional Council. He is past president of the Tennessee Trails Association, the Technical Society of Knoxville, the Apalachee Chapter of the Florida Trails Association, and the East Tennessee Chapter of the Society of American Foresters. He was environmental coordination committee chair of the Southern Appalachian Man and the Biosphere Program from 1996 to 2007. In his spare time, Harold is an enthusiastic supporter of parks and public lands, and has participated in volunteer trail maintenance and public lands work days since 1984. He posts information about world ecoregions, science, and public lands at www.enviromable.net.

Harold began his NAEP membership in 1994 and was elected to the Board in 2007. Currently Vice President, he also served as Secretary of the Board of Directors from 2009–2011, Chair of the Transportation Working Group from 2005–2007, organized a conference session on programmatic reviews at San Antonio, has presented papers at NAEP conferences, and has written papers for the Environmental Practice journal. When Harold moved to Kansas City in 2007, he was instru-

mental in re-starting the Mid-America AEP and is the chapter's representative to the NAEP Board.

Harold believes in supporting the profession through service to its professional organization. "At every NAEP conference, I learn something new about NEPA that I can take back and use. There is always energy in the hallways, at conference events and at after-hours events which often leads to new ideas and solutions. By serving on the Board, I feel more confident about organizational and people management, which has transferred to my own project management. NAEP service has led to lifetime professional relationships and a broad perspective on common problems that allows me to feel comfortable working and traveling just about anywhere."

Paul B. Looney, CEP, PWS, CSE

Scalar Consulting Group, Inc.
paul.b.looney@gmail.com



Paul Looney is a graduate of Pennsylvania State University and the University of West Florida (Pensacola). He has 35 years of professional experience as an environmental scientist. Paul has extensive NEPA experience and is a Certified Environmental Professional, a Certified Senior Ecologist, and a Professional Wetland Scientist. His professional career has been varied, exciting, and rewarding.

In his first professional incarnation he worked in the oil field. He was fortunate enough to travel around the world with Schlumberger in their Anadrill subsidiary. He left the company in Singapore after an experience in Southeast Asia that has formed much of his world view.

The second incarnation of Paul's environmental career has been in the consulting and regulatory world. He has worked for the Florida Depart-

ment of Environmental Protection and several environmental consulting companies. For the last 14 years he has performed NEPA transportation projects throughout the southeast. He is also an experienced coastal ecologist who has completed ecosystem restoration, and water quality type projects..

Most recently, Paul has entered a new phase of his lifelong love of the environment. He has accepted the responsibility for establishing an Environmental Practice for a small transportation engineering firm. While he is still enjoying Pensacola, Florida, he is looking to expand as far west as Louisiana. In addition to continuing to complete natural resource and transportation projects, he is also anticipating a role in becoming part of "something significant" and having the ability to influence and guide professionals entering the workforce.

As a regulator, he has done wetland enforcement and helped develop the first program for deadhead logging permitting in the state of Florida. In his consulting experience he has completed NEPA studies for military installations in the Southeast and Puerto Rico. He has also performed hundreds of miles of cross country biological surveys for the proper placement of natural gas pipelines throughout the southeastern United States. Paul has worked for Federal government clients (US Navy, US Air Force, US Army (USACE), USEPA, and National Park Service), State government (LDOTD, ALDOT, ASPA, ADCNR, FDOT, FDEP, NWFWM), and local government agencies (ECUA, HCUA, MAWSS, City of Daphne and City of Saraland, Alabama), as well as private clients.

Paul has been a member of NAEP since 1994. He has held the offices of Secretary, Vice President, President and Immediate Past President in NAEP while serving on the Board of Directors since 2004. Since becoming part of the Board of Directors in 2004 as

Continued on page 22

NAEP Thanks the Outgoing Board Members

Continued from page 20

the Florida Association representative to the NAEP he has actively contributed to efforts to improve and grow the Association. His contributions have included implementation of the webinar series and establishing the educational partnership with American Public University. He has served as the Newsletter Editor since 2010.

He helped organize and operate the Northwest Chapter of FAEP which was formed in 1996. The chapter recently held the Annual Conference for FAEP. Paul was the Vice President and President (several times) of the

Northwest Chapter as well as holding the offices of Secretary, Vice President and President for FAEP.

“I have had a very rewarding experience with NAEP over the last 11 years. While I am a member of several environmentally oriented associations, I believe that the mission and corporate commitment of NAEP to the practitioners in all aspects of environmental work makes the Association one of the most important and relevant. I have always enjoyed the multidisciplinary aspects of projects and NAEP is the only association that can and success-

fully does open its doors to all professionals in the business. Serving on the Board has been very rewarding, personally and professionally.

“I cannot adequately describe the importance of the networking available to all NAEP members. You can form life-long professional and personal friendships as part of becoming involved in the Association. Our members are the best in their fields and they are a true resource for those transitioning in their positions. Until you need them, you will never know how strong the NAEP bond can be.” ■

NAEP Announces Two New Topics for the Community Forum

NAEP is pleased to announce two new Community Forums have been added to the existing NEPA Policy and Practice Forum. These forums are a great way to ask questions and share resources with your fellow NAEP members. For more information on the Forums or help using them please call Tim Bower at 856-283-7816. The three current Forums are listed below:

Climate Change and Adaptation Forum

Climate change and adaptation are considered by many to be the most urgent environmental issue on the planet. Our understanding of climate change, our ability to predict its effects, and accepted practice for evaluation and planning are all areas in constant flux. This forum provides a virtual meeting space for environmental practitioners to share information, ask questions, or engage in a dialogue on this subject.

NEPA Policy and Practice Forum

The National Environmental Policy Act (NEPA) of 1969 requires all federal agencies to consider relevant environmental effects before making a decision or taking an action. This consideration largely takes the form of an EIS, EA, or CE, following procedures established by the Council

on Environmental Quality (CEQ) and individual federal agencies. This forum provides a venue for anyone involved with or interested in the NEPA process to post information, ask questions, or engage in a dialogue with other NEPA practitioners. Note that subjects specific to climate change or transportation may be cross listed with those forums.

Transportation Forum

Transportation facilities and operations are one of the most common subjects of environmental analysis, planning, and policy. The potential effects of transportation include span a wide variety of subjects and technical disciplines. The planning and evaluation of transportation projects is guided by variety of federal and state regulation and guidance. This forum provides a venue for environmental professionals involved with transportation to share information, ask questions, or engage in dialogue. Note that some subjects may be cross listed with the NEPA forum. ■

Chapter Development Pillar and Chapters Committee

In support of NAEP's Strategic Plan, the Chapter Committee works to advance the Chapter Development Pillar actions identified and approved by the Board of Directors in 2015; the Chapters Committee does the work for the Chapter Development Pillar in conjunction with its regular committee meetings.

Some of our recently completed actions and discussions include the establishment of a Chapter Liaison Program (connecting the NAEP leadership, when traveling on other business, with Chapter events and encouraging Chapters to ask for NAEP leaders to attend their events to speak about NAEP and the benefits of affiliation), ways to help increase Chapter Representative's participation in board activities and meetings, helping to ensure that Chapters take full advantage of the benefits of affiliation with NAEP by distributing NAEP materials and other information to Chapter-only members, and working to more fully identify and fulfill Chapters' ideas and needs for marketing and communicating for Chapters.

The Chapters Committee is working in conjunction with the Permanent Conference Committee to identify Chapters willing to host the conference in 2019, 2020, and 2021. If your Chapter hasn't hosted the conference for a while, consider hosting it. Hosting the conference can be an extremely rewarding experience.

A reminder to Chapters that NAEP maintains a calendar of events;

it includes not only NAEP events but Chapter events as well. To help promote your Chapter events, please send your event information to naep@bowermanagementservices.com to get the information on the NAEP calendar of events.

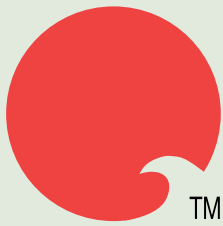
The Chapters Committee will soon start planning for its next five-year retreat, to be held in West Palm, Florida in July, in conjunction with the NAEP quarterly Board of Directors meeting. Our five-year retreat is a gathering of Chapter Representatives and Presidents from across the country to meet to discuss Chapter-related items, interact with one another and the NAEP elected board members, and our opportunity to set the committee's agenda for the next few years. More information will be available in the coming months and we look forward to seeing many Chapter Representatives and Presidents at the retreat.

Lastly, interested in starting and NAEP Chapter in a state or region without one and just didn't know how to go about it or where to turn for more information? Look no further, NAEP and the Chapters Committee can help. NAEP has a Chapter start-up kit that will answer your questions and guide you through the process, step-by-step. NAEP has members in every state. If you live in a state or region of the country without an NAEP Chapter, consider starting an NAEP Chapter; it's likely others share your desire and all that is needed is a leadership to start some conversation. Those that have started Chapters of

the NAEP have found the experience to be professionally and personally rewarding.

NAEP and the Chapters Committee thank all Chapter Representatives, Presidents, and other Chapter leaders for their service to help run NAEP and your Chapter day-to-day and make the NAEP – Chapter relationship mutually beneficial and rewarding. Your efforts and dedication are appreciated by many.

The Chapters Committee typically meets the fourth Monday of the month at 5:00 PM Eastern time. The Chapters Committee meetings provide an opportunity for Chapter Representatives and Presidents to discuss common issues and share experiences and to catch up on national activities and events. All Chapter Representatives and Presidents and other chapter leaders that are NAEP members with an interest in the committee and its work are welcome to participate in committee meetings, even if they haven't been able to participate previously. The Chapters Committee has lots of open issues and volunteers are needed to help make a difference. If you are interested in helping, please let others know of your interest. Please contact Kristin Bennett at Kristin.Bennett@tetrattech.com or Bill Plumpton at wplumpton@gfnet.com if you have questions, to learn more about the committee and its activities, and get involved.



NAEP CAREER CENTER

Post Your Resume or Job Listing

<http://naep-jobs.careerwebsite.com/>

EMPLOYERS, THE PERFECT CANDIDATE FOR YOUR OPEN POSITIONS COULD BE CLOSER THAN YOU THINK.

Employer Benefits

- Access highly-qualified, professional candidates.
- Easy-to-use job posting and resume searching capabilities.
- Only pay for resumes of interested candidates.
- User-friendly template system to reuse job postings, pre-screen filters and automatic letters and notifications.

JOB SEEKERS, YOUR NEXT CAREER OPPORTUNITY COULD BE CLOSER THAN YOU THINK.

Job Seeker Benefits

- Access to high quality, relevant job postings. No more wading through postings that aren't applicable to your expertise.
- Personalized job alerts notify you of relevant job opportunities.
- Career management – you have complete control over your passive or active job search.
- Anonymous resume bank protects your confidential information. Your resume will be displayed for employers to view EXCEPT your identity and contact information which will remain confidential until you are ready to reveal it.

StudyAtAPU.com/NAEP

2017 APU & NAEP Webinar Series

Join us for our sixth exciting year of interactive webcasts with our environmental industry experts brought to you by American Public University and the National Association of Environmental Professionals (NAEP). **National Association of Environmental Professionals (NAEP)** and **American Public University (APU)** have shared efforts through an **educational alliance** with the goal to help prepare environmental professionals to advance in their field through career-relevant education. With this goal in mind, NAEP and American Public University leaders are collaborating on a sixth year of webcast series focused on career preparation and professional development for environmental professionals. The first webinar in this three part series will be held on Wednesday, February 8, 2017 at 2pm ET.



NAEP and APU 3 Part Webinar Series

To register please visit <https://naep2017.splashthat.com/> *Please note that these are free webinars so please register today.*

Wednesday, February 8, 2017 • 2:00 – 3:15 PM [ET]

Part 1: Transitioning to the Professional World: What you Don't Learn in the Academic Classroom

To view a recording of this webinar please visit <https://naep2017-1.splashthat.com/>

This webinar will focus on dynamics in the office for environmental professionals. A difference in work culture exists from what you experienced in the academic classroom and in other fields compared to the professional work environment. Navigating the work environment is a skill one develops over time and with experience. This skill set includes having the right attitude and being ready to receive advice. While the topics may include the benefits of completing internships and the larger concepts of a work ethic, the webinar will be broken down into work sectors (e.g., private, government, non-governmental organizations [NGOs]).

Speakers: Ron Deverman, John Esson, Daniel Reed, Shannon Stewart

For speaker bios and more information please visit <https://naep2017-1.splashthat.com/>

Wednesday, September 13, 2017 • 2:00 – 3:15 PM [ET]

Part 2: Technology Tools in the Environmental Field

This webinar will introduce the audience to tools, equipment, and software that they may see in the field or in the office. The webinar will cover data mining of existing data sources, impact analysis applications, and relate training opportunities. Some possible tools include geographic information systems (GIS), data analysis, and government databases.

Speakers: Heidi Heartmann, Lee Walston, Yuki Hamada, Marie Campbell

Wednesday, November 15, 2017 • 2:00 – 3:15 PM [ET]

Part 3: Career Development: Getting in the Door and Being Present

This webinar will offer a mix of topics from interview skills to resumes building and updating to broadening your connections and maintaining a social media presence, as well as other means of networking. The topics are relevant not only to the rising professional but to the mid-career professional already working in the field. Some topics include being available to others through mentoring, active involvement in volunteer opportunities, enriched community experiences, and participating in conferences and training sessions. One further consideration is managing your own expectations for your career and being proactive in getting there.

Speakers: John Esson, Leslie Tice, Charlie Venuto, Elizabeth D'Andrea

National Association of Environmental Professionals



NOMINATION FORM: 2018 PRESIDENT'S AND NATIONAL ENVIRONMENTAL EXCELLENCE AWARDS

DEADLINE FOR SUBMISSION IS SEPTEMBER 15, 2017

The National Association of Environmental Professionals (NAEP) is seeking nominations for our annual National Environmental Excellence Awards. We are requesting nominations from you, your company, or agency describing outstanding environmental contributions from applicable projects and programs. It is not necessary for you or your organization to be a member of NAEP and nominations may include projects or programs recognized by others. The Environmental Excellence Award nomination(s) are to be submitted to the NAEP Awards Review Committee and must be received by September 15, 2017. Each selected Award Winner will receive a beautiful award plaque and an invitation to briefly address participants at the Annual NAEP National Conference. This year's conference will be held in Tacoma, Washington, March 11-14, 2018.

Instructions: Simply tab through this form and fill-in each appropriate item electronically. Save the document to your hard drive then submit this form (by email) along with all other required information for your nomination package described below.

I. Nominee: Person, Agency, Company or Work Group

Address	City	State	Zip
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II. Eligibility Criteria: (Also see Item V. Data Sheets, for required supporting documentation)

1. Represents a national or major achievement involving national organizations, Federal, State, tribal or local agencies or companies.
2. Achieves a national or international contribution to the environment with verifiable results and evidence.
3. Achieves innovation in compliance methodology and/or integration of decision making with environmental regulatory processes.
4. Nomination material should be submitted electronically in complete sets or packages; supporting materials may also be submitted in electronic/digital format.

III. Award Category (Choose one or more from the following list)

- NEPA Excellence
 Public Involvement/Partnership
 Education Excellence
 Environmental Stewardship
 Environmental Management
 Conservation Program(s)
 Planning Integration
 Best Available Environmental Technology

IV. Name of Action/Program/Project Achievement Nominated:

V. Applications must include data sheets responding to the following questions and addressing the Criteria in Item II above:

1. Describe how project emphasizes creative or novel approaches (200 words);
2. Identify the environmental challenge or problem statement that your action, program, project, or achievement addresses (100 words);
3. Cite the best verifiable evidence of significant results and achievement (100 words);
4. Identify the action, program, project, achievement beneficiaries (100 words);
5. Describe committed public/private implementation funding, monetary benefits, and cost savings from the action, program, project, achievement (100 words);
6. Describe unique features or methodologies not presented elsewhere (100 words); and
7. Please indicate if there are any pending legal actions concerning the action, program, project, achievement, or methodology. If the answer is "yes", please explain.

VI. Supporting Evidence Desired. (Award nominations should be accompanied by letters stating the following information):

1. Abstract description of action, program, project, or achievement;
2. Unique features and value added of process or methodology used;
3. Relevance to one or more of the criteria from Item II above;
4. Contact(s) in nominating agency/organization to verify merit of action, program, project, or achievement;
5. Stakeholder contact(s) to support nomination;
6. Report, agreement, publication, or other documentation to support nomination; and
7. Other supportive letters from customers, stakeholders, agencies, or organizations.

Notes: (1) Nominations can include self-nominations. (2) Actions, programs, projects, or achievements nominated for this award may also be nominated for any other professional awards by other organizations. (3) Nominating agency/organization/stakeholder do not have to be an NAEP member. (4) This nomination form is from the NAEP web site. (5) For best success in receiving an award, please tailor supplementary materials to directly address the criteria and supporting data sheets listed above. Supplementary materials that do not directly address award criteria could hinder chances for success.

VII. Nomination Submitted By: Name

Agency/Firm Name

Address	City	State	Zip
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Phone	Fax	E-mail Address
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Signature	Date
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VIII. Submit your complete application by email as an attachment to: naep2@naep.org

For questions or inquiries about the NAEP Environmental Excellence Awards contact:
Abby Murray • NAEP Headquarters, P.O. Box 460, Collingswood, NJ 08108
P: 856-470-4521 • F: 856-210-1619 • E: naep2@naep.org

ACCEPTED! How to Make the Most of Your Participation in the NAEP Conference and Publications

WEDNESDAY, JULY 12, 2017 • 3:00 – 4:30 PM (ET)

Have you ever wondered what it takes to get your abstract accepted for the NAEP Annual Conference, what topics make for a well-attended conference session, how to pull together a cohesive panel presentation, or what steps are involved in publishing a paper or news article in an NAEP publication? If so, then this webinar is designed for you! Presentations and publications offer an excellent opportunity for NAEP members to network, learn, and grow in the environmental profession. In this webinar, presenters will provide practical information to help you turn your ideas into successful presentations and publications. Presenters will answer questions to help guide NAEP members who are new to the world of presentations or publications as well as those members who want to refine their skills. This webinar is being offered at no cost to NAEP members.

Topics covered will include:

- Selecting a topic and developing an abstract
- Submitting an abstract and preparing for the conference
- Presenting your paper and participating in the conference
- Post-conference follow up activities
- NAEP Publication opportunities

Membership Update

Dear Member:

Well, we've grown up a lot this last year and coming off an excellent conference in Durham, North Carolina, we are excited about the next year. We are a membership with intention, some new identity, and certainly a lot of drive. This time last year we were looking at a reduced and retiring membership with a limited younger membership. Our renewal rate was dwindling and we recognized that we needed to reboot the way we thought about this organization. We needed to refresh our benefits and roll out some new ones. We needed to develop a dialogue and a stronger relationship with all of you. And we need to revitalize our conversation overall.

2016 was a year of restoration and recharge. It has been challenging and it has been exciting. And I want to acknowledge the influence that you, our members, have had on this process. We asked for your feedback and we got it. As a result, we have rebounded and now see 2017 as a year of development for and with you.

Ok, let's roll this out and see how we're doing:

- We heard that we need to stretch ourselves technically when it comes to webinars, articles, and benefits. Well we did it. We held a range of educational webinars, industry update webinars, leadership webinars, and student and new professional webinars. By the way,

we have two education webinars coming up in June and July and two leadership webinars coming up in September and November.

- We have a new website, which we are continuing to develop and we are plotting as a key resource for all of us to connect and to share information. What a concept, though that has the potential to be the spinal cord to this broad organization.
- We've aligned closely with our Chapters and have recognized the mutual benefit our members can gain by this synergy. As a member of one, you should benefit from the community both locally and nationally.
- Our volunteership has grown. Many of you have jumped in and taken on more ownership and leadership within NAEP. That is awesome!
- And last year we were told we need to focus more on our members and not give so much out for free. This is one we're still working on. We have some exciting ideas for new (free) benefits for members including webinars, opportunities for your company to have broader access and recognition to this community, blogs and forums, and co-sponsorships with related industry organizations. And perhaps one of the most ex-

citing opportunities that many of you who attended the conference heard about from David Mattern is the searchable NEPA database that will be rolling out this year.

And we even learned along the way that membership and volunteership can come in many different colors. We recognize each one of you brings an individual and collaborative perspective to our brand. This in itself has brought about the best ideas, perspectives, and opportunities to grow together. While we want you all to be active members and love this organization, we better recognize, and promise to continue to explore, how this organization and the tools we develop as part of it are a means to facilitate this professional life we all participate in. Let's make it work for us, not the other way around. We are not numbers, we are a community!

So, to my community, I make a promise to continue this dialogue. I ask for your continued feedback. What do you want? What do you need? What do you want to see?

And we recognize that this is an ongoing process and we will promise to keep it going. Be part of this. Thank you to all of you who have given us your thoughts, some of which has been helpfully brutal and others have positively validated the progressive path we are on. Thank you! Keep it coming.

Let's stay in touch!

Leslie Tice, CEP
NAEP Membership Chair

SAVE THE DATE FOR THE 2018 NAEP CONFERENCE

Sound Leadership in Environmental Adaptation and Resiliency

The National Association of Environmental Professionals (NAEP) and its Northwest chapter (NWAEP) cordially invite you to participate in the 43rd NAEP Annual Conference which will be held March 11-14, 2018 in Tacoma, Washington. The conference will take place at the Greater Tacoma Convention and Trade Center. A block of conference-rated sleeping rooms is being held at the Hotel Murano, a block from the center.

Of special note is the fact that training sessions will be held on Sunday, March 11. The conference will begin on Monday, March 12 and will end on Wednesday, March 14.

CALL FOR ABSTRACTS

Abstracts will be accepted for oral presentations, posters, workshops, and special sessions focused toward the following topics:

- Air Quality
- Climate Change
- Cultural and Historic Resources
- Ecological Restoration
- Endangered Species
- Energy
- National Environmental Policy Act
- Planning and Permitting
- Ports and Harbors
- Public Involvement
- Puget Sound
- Remediation, Brownfields, and Emerging Contaminant Issues
- Stormwater and Low Impact Development
- Transportation
- Water Resources

**Please submit abstracts by
SEPTEMBER 15, 2017 to:**

www.naep.org/2018-conference

**Questions? Contact the conference
technical chair, Caroline Levenda at
caroline.levenda@aecom.com or
312-697-7265.**

FURTHER INFORMATION

Information concerning reserving hotel sleeping rooms will be available over the summer, as will sponsorship and exhibitor opportunities.

The 2018 conference committee members, headed by Caroline Levenda and Josh Jensen, are already at work to ensure that the 2018 NAEP conference is one which you should not miss.

If you do not receive NAEP email correspondence on a regular basis, please contact Ann Mitchell at amitchell@ahint.com. Ann will ensure that you are added to the NAEP data base so you receive regular updates.

We look forward to seeing you in Tacoma in 2018. ■

www.jmt.com

Highlights of the NAEP-APU Partnership

As a National Association of Environmental Professionals member, you're inspired to translate your passion for safeguarding environmental resources through leadership, research, or policy management and American Public University stands ready to help you. Since partnering with NAEP in 2011, APU has been providing members with quality environmental education from the only four-time recipient of the prestigious Online Learning Consortium's Effective Practice Award (2009, 2010, 2013 & 2014). If you haven't experienced APU's flexible and career-focused approach to quality, on-line education, here are some reasons you should.

1. Recent 5% tuition grant for all NAEP members

APU is pleased to announce a new tuition grant that will be available to all NAEP members, which in addition to the university's mission to keep tuition and material costs low, will help environmental professionals complete their studies affordably. You can choose from a variety of undergraduate or graduate certificates and degrees in disciplines ranging from environmental policy and management, to sustainability, fish and wildlife, technology, public lands management, and many more. Enrollment is underway.

2. Enhanced 2015 webcast series

In the fourth year of our successful collaboration, NAEP and APU are bringing hard-hitting industry topics to student listeners around the world hosted by industry experts you'll want hear. The 2015 three-part series includes topics with an emphasis on



professional development trend for the emerging or established environmental professional. The series is free and at your fingertips, so you can pick up additional career skills when it's flexible to your schedule. Visit the NAEP/APU partner portal at StudyatAPU.com/NAEP today to access webinars on conflict resolution, leadership, management, and more for environmental professionals.

3. College credits awarded for members who earned their Certified Environmental Professional (CEP) Credential

APU awards six semester hours of credit toward a M.S. in Environmental Policy and Management for any of the five CEP certification areas. If you're not pursuing this degree, you may utilize the six semester hours as elective credits toward another graduate degree program if there are available electives. Environmental professionals certified by ABCEP must undertake 40 hours of continuing professional development credit each year to maintain their certification. APU credit hours may be applied to a CEP's continuing professional development credits for the annual CEP Maintenance Program.

4. Exclusive NAEP member library

Whether you're a night owl or early riser, you can access APU's award-winning online library 24/7 to conduct deep-dive research into your projects just as easy as you can access trending topics. With the exclusive [NAEP/APU Library Portal](#), you'll tap into industry-specific open websites, resources, and outstanding librarian services. APU librarians are quick to help you find the data you need to increase the depth and impact of your project. For additional help, check out the new [NAEP Resource Guide](#).

**Need the password?
Contact Tim Bower.**

If you've been thinking about studying at APU— your timing is perfect. In addition to these NAEP-member benefits, we've enhanced our alumni services, and launched our highly-anticipated mobile app so you can learn using your favorite mobile phone or tablet. For more information visit StudyatAPU.com/NAEP.

Sound Leadership in Environmental Adaptation and Resiliency

National Association of Environmental
Professionals Annual Conference

March 11-14, 2018

Tacoma, Washington

Greater Tacoma Convention and Trade Center

Call for Papers

Abstracts will be accepted for oral presentations, posters, workshops, and special sessions focused toward the following topics:

- *Air Quality*
- *Climate Change*
- *Cultural and Historic Resources*
- *Ecological Restoration*
- *Endangered Species*
- *Energy*
- *National Environmental Policy Act*
- *Planning and Permitting*
- *Ports and Harbors*
- *Public Involvement*
- *Puget Sound*
- *Remediation, Brownfields, and Emerging Contaminant Issues*
- *Stormwater and Low Impact Development*
- *Transportation*
- *Water Resources*

Contact & Submission

Please submit abstracts by
September 15, 2017 to:

www.naep.org/2018-conference

Questions? Contact the
conference Technical Chair,
Caroline Levenda, at
caroline.levenda@aecom.com or
(312) 697-7265



NWAEP



NAEP

Photo by Brian Wilson

Environmental Practice

NAEP's Peer-Reviewed Journal

Papers Accepted Throughout the Year!

What do we need?

- Original manuscripts that have not previously been published in whole or in part in a peer-reviewed journal or in a widely available publication, either print or electronic
- Manuscripts that offer clear, insightful views on an environmental problem from an interdisciplinary perspective; studies that link data and findings in science and technology with issues of public policy, health, environmental quality, law, political economy, management.
- Ideas for topics and themed issues
- Contacts at environmental associations, academic institutions, or your organization who have ideas for papers

Categories

Environmental Practice publishes several categories of manuscripts as described below. Two of these categories, Research and Environmental Reviews and Case Studies are peer reviewed.

- **Research:** Manuscripts that report the results of systematic study on an environmental problem. Typically, research articles will (a) report the results of formal research or (b) summarize systematic analysis of one or more case studies of particular interest. Professionals in academic or research laboratory settings may be more likely to submit formal research manuscripts. Professionals in consulting practice, agencies, or other organizations may be more likely to submit manuscripts based on case studies. Under most circumstances, Research Articles will not be over 5000 words of text. Most will be substantially shorter. Tables, figures, and reference lists need not be included in the word count.
- **Environmental Reviews and Case Studies:** Manuscripts that organize and summarize a research literature similar to a meta-analysis. These manuscripts help clarify a problem, illustrate policy-making processes, or assist in pointing out discrepancies in the research of the topic over time, with greater emphasis placed on the details of a project than on data analysis. Case study oriented manuscripts provide readers with a unique insight on a development in the professional field using a case as an example or illustration; simple project reports will not be accepted. Environmental Reviews and Case Studies will generally be about 6000 words of text. Tables, figures, and reference lists need not be included in the word count.
- **Reviews:** Manuscripts that portray the content, quality, and significance of books or films of wide interest to environmental professionals and their practices. Reviews should normally not exceed 750 words, but with the approval of the editor may reach 1500 words.
- **Perspectives from the Field:** Statements of informed opinion intended to provoke discussion and debate on particular issues. These manuscripts will generally range from 500 to 1000 words. Such manuscripts will not be subject to peer review, because they are personal opinion; however, the editor may seek advice on matters of tone and fairness.
- **Dialogue:** Responses to other manuscripts or controversies within the professional or academic discipline. These manuscripts will generally range from 50 to 500 words, and take the form of a letter to the editor. Dialogues will not be peer reviewed, but they may be used to solicit responses from others for simultaneous publication.

Contact: Ruth Gaulke, Managing Editor

ruth.gaulke@gmail.com

Environmental Practice

NAEP's Peer-Reviewed Journal

Submissions

Authors should submit papers via our online system: www.editorialmanager.com/evp/

Membership in the National Association of Environmental Professionals is **NOT** a requirement for publication in the journal.

The website explains the steps to register (for first-time users), login, and format papers. Further instructions regarding copyright are also found on the website. All papers should follow these guidelines:

Manuscripts should be organized as follows:

- **Cover Sheet:** Attach a cover sheet including manuscript title, author names; title or position; institutional affiliation; corresponding author address, telephone number, fax number, and e-mail address. All pages should be numbered, with the cover sheet as page 1. To facilitate blind peer reviews, author names and affiliation should appear *only* on the cover sheet.
- **Acknowledgements:** Place on a separate sheet, located after the cover sheet. The study sponsors, if any, should be included in the acknowledgments.
- **Abstract:** Research and Environmental Reviews and Case Studies should be accompanied by an abstract of no more than 225 words on a separate sheet. Abstracts should be a stand-alone summary of the manuscript's central findings and argument, not an overview of the manuscript's outline. The title of the manuscript should appear at the top of the abstract page.
- **Text:** Research and Environmental Reviews and Case Studies will typically have separate sections for Introduction, Methods, Results, Discussion, and Conclusions. In all cases, use appropriate section headings to help guide the reader. All text, including references, tables, legends, and quotations, should be typed, double-spaced, on one side of white paper with margins of at least one inch on all sides and without right-hand justification.
- **Documentation and references:** Authors may use either author-date notation or endnotes.

Contact: Ruth Gaulke, Managing Editor

ruth.gaulke@gmail.com

Get your CEP — Save Thousands of Dollars

The Academy of Board Certified Environmental Professionals (ABCEP) has just partnered with American Public University (APU) to allow up to 6 transfer credits to those who hold the Certified Environmental Professional (CEP) credential. The value of these credits can substantially reduce the cost of a Masters of Science Degree in Environmental Policy and Management or can serve to offset elective credits in other Masters programs at APU.



To find out the details, go to <http://www.apus.edu/TransferCredit/accepted/graduate/internal-policies/abc-env-prof.htm> or visit the ABCEP website: www.abcep.org.

Some information on APU:

- It is the first, fully online university to receive the Sloan Consortium's (Sloan-C) Ralph E. Gomory Award for Quality Online Education (2009) and two-time recipient of the Sloan-C Effective Practice Award (2009 – 2010).
- APU has more than 150 degree and certificate programs as well as online courses to help with certifications and professional development in subjects ranging from Environmental Hazard Mitigation and Restoration (Grad Cert); Environmental Planning and Design (Grad Cert); Environmental Policy and Management (Capstone, MS); Environmental Risk Assessment (Grad Cert); Environmental Science with four concentrations (BS), Environmental Sustainability (Grad Cert); Environmental Technology (Undergrad Cert), Fish and Wildlife Management (Grad Cert, Undergrad Cert), Transportation & Logistics, Business Administration, Information Technology, and many others.
- APU's combined undergraduate tuition, fees and books are roughly 20% less than the average 4-year public university's in-state rates, helping to maximize your tuition assistance program. (The College Board, *Trends in College Pricing 2011*, October 2011.)
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Jim Roberts travelled far and wide to espouse the worth of living an ethical life, including the way you performed your job. He lived the Code of Ethics and Standards of Practice for Environmental Professionals.

NAEP has developed the James Roberts Scholarship Fund to assist promising individuals while they are still in school. This is your opportunity to preserve and extend the legacy of Jim Roberts.

All donations are tax-deductible. Go to www.naep.org and link to <http://www.naep.org/jim-roberts-scholarship-fund>. You can also donate when you renew your NAEP membership.

Thank you,
Charles P. Nicholson, Chair

Become a Certified Environmental Professional (CEP)

OBTAIN THE RECOGNITION YOUR CAREER DESERVES:

- *Do you have an environmental certification? Good*
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- *Then your environmental certification must be a CEP from The Academy of Board Certified Environmental Professionals (ABCEP).*



Certification is available in five areas:

- Assessment
- Documentation
- Operations
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- Research/Education

Beginning in 1979, experienced environmental professionals were able to become certified through a comprehensive peer review addressing years of experience, responsibility, and knowledge. Certifications are nationally-recognized and available for a wide range of eligible professionals including:

- Federal/state/local agency staff - Consultants - Researchers - Compliance managers
- Enforcement officials - Activists

Initially offered as a certification through the National Association of Environmental Professionals (NAEP), the Academy of Board Certified Environmental Professionals (ABCEP) established organizational independence in 1993. In 1999 ABCEP became a nonprofit organization. In 2005, the ABCEP achieved accreditation by the Council of Engineering and Scientific Specialty Boards (CESB – www.cesb.org)

The ABCEP CEP brings heightened confidence in the professional quality of documents, evaluations, and decisions. Certified individuals satisfy the professional requirements outlined by the USEPA, ASTM, and other regulatory agencies, providing assurance to employers and customers. For the individual, certification increases opportunities for promotions, marketability, and career advancement. Certified individuals maintain their knowledge, experience, and credentials through continuing education, teaching, mentoring, publishing papers, and complying with the Code of Ethics.

Become a CEP-IT: The ABCEP offers mentoring and a CEP-In Training (CEP-IT) designation to junior and mid-level professionals developing towards CEP eligibility. The CEP-IT increases individual and firm marketability, enhanced career opportunities, and enhanced networking opportunities.

More Information: Contact ABCEP at office@abcep.org; www.abcep.org; or 1.866.767.8073 Do you have an upcoming meeting and need a speaker? Speaker opportunities by CEPs about ABCEP are available in certain geographic locations.



National Association of Environmental Professionals

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naep@naep.org * www.naep.org

The National Association of Environmental Professionals (NAEP) is...

- ... the multi-disciplinary association for professionals dedicated to the advancement of the environmental professions.
- ... a forum for state-of-the-art information on environmental planning, research and management.
- ... a network of professional contacts and exchange of information among colleagues in industry, government, academia, and the private sector.
- ... a resource for structured career development from student memberships to certification as an environmental professional.
- ... a strong proponent of ethics and the highest standards of practice in the environmental professions.

Membership includes:

- Subscription to the peer-reviewed, quarterly journal *Environmental Practice*
- The NAEP Newsletter “*News for the Environmental Professionals*” which includes technical articles and association news.
- Access to the NAEP “*National Desk*” which is sent to NAEP members every two weeks and includes between 3-5 articles pulled from the E&E Publishing Publication “*Greenwire*”.
- Discounted fees for NAEP events:
 - Annual Conference
 - Educational Courses and Seminars
- Discounted registration fees to our series of webinars
- Opportunities to advance personally and professionally through leadership positions in NAEP committees and the National Board of Directors
- Access to various reports completed by our Committees
- Access to a Career Center specifically targeted to the Environmental Professional
 - Confidential search profile, Online Management tools, Automatic new job e-mail notification
- Avenues to network with professional contacts in industry, government, academia and the private sector
- Members sign the Code of Ethics and Standards of Practice for Environmental Professionals

Why You Should Join:

- NAEP provides the access and network for you to grow as a professional. By providing three great publications in the peer reviewed *Environmental Practice* Journal and the revised and expanded NAEP E-News. Members get access to *Environmental Practice* online. Our Affiliate Chapters provide a wealth of educational and networking events. We have established Affiliate Chapters throughout the US and if there is not one in your area please contact us. We have many chapters forming in many parts of the country. NAEP has an established webinar series run by our Education Committee. NAEP produces between 6-12 webinars each year. Please visit the NAEP website for a current list of webinars being offered. This is a great time to get involved with NAEP. Please consider joining and getting involved in a Committee. Our sincere hope is we can learn from each other since that is the true power of an association.

How to Join:

- Call or email Tim Bower or go to our website www.naep.org . Tim can be reached at 856-283-7816 or by email at naep@naep.org .