



PAEP Summer 2007 Newsletter

President's Message

I would like to take this opportunity to congratulate all who participated in our annual conference in State College this year. Thanks to all of you, it was surely one of the best conferences in PAEP's history. Again, we exceeded our goals and expectations, and broke records.

Thanks to the hard work of the conference committee and the ongoing dedication of our corporate members, we were able to fund the conference and have surplus funds for our variety of ongoing initiatives such as the section events and the co-funding of the Pennsylvania Heritage Society's agenda of documenting our Commonwealth's rich conservation heritage for future generations to consider.

Additionally, I am proud to announce that this year the Board of Directors is hard at work building a mini-grant program to help support community efforts at environmental stewardship. Without the surplus funds from the conference, this initiative would not be possible.

Each of you and your individual participation contributes to the ongoing success of PAEP and helps our organization give something back to the community. We should all be very proud of these accomplishments. Thanks again to everyone, and have a great summer!

Jeffrey Prawdzik

2007 Conference was a Huge Success!

The 2007 PAEP Annual Conference held on May 16-18, 2007 at the Atherton Hotel in State College was a huge success. Environmental professionals from across the state of PA were able to network and learn about current ecological, regulatory and pollution prevention issues in Pennsylvania. The theme of this year's conference was The Legacy of Rachel Carson and the State of the Environment in Pennsylvania. There were over 100 attendees to this year's conference.

The conference began with a day of field trips. A bus load of excited PAEP members traveled to wetland mitigation sites, the Penn State deer pens, and watched electrofishing in the rain. “Shockingly” no one from the Pennsylvania Fish and Boat Commission was shocked. Later that night was the Karl Mason award dinner. PAEP presented the Karl Mason award to the Department of Agriculture’s CHEMSWEEP Program.



Secretary of Agriculture, Dennis Wolf, accepted the award on behalf of the Program. Following the dinner, PAEP members had a chance to test their environmental knowledge with a game of “Who wants to be an Environmental Professional?” Matt Mason was the disputed winner of the contest, with Bob Hosking coming in second.



The second day of the conference was filled with respected speakers, who shared information and stories regarding a variety of topics. The morning was kicked off by an interesting panel of speakers who discussed Rachel Carson, her life and her work. At lunch, keynote speaker Devra Lee Davis, PhD, MPH, captivated the audience with her talk titled “Tales of

Environmental Deception and the Battle Against Pollution”. All conference attendees received a copy of Dr. Davis’s book titled *When Smoke Ran Like Water* (2002, Basic Books) courtesy of the Allegheny County Airport Authority. Following a long day of educational talks, conference attendees ventured out in downtown State College. Stops included Café 210 West and the Rathskeller. Shots anyone?

The last day of the conference attendees enjoyed an open discussion with Wayne Kober and a yummy brunch. The brunch was followed by a PAEP board meeting.

Stay tuned for information about the 2008 PAEP Annual Conference

A planning committee has been formed lead by Marc Radell the Eastern Section Co-Chair to plan next year's conference. Stay tuned to the website, email blasts and future newsletters for more information about the conference.

Section News

Central Section

The Central Section recently held an information session on Phase 1 Environmental Site Assessments. The presentation was given by Sim Suter, PE/PG of JMT on June 27, 2007 at DEP's south central Regional Office. Sim has over 24 years experience and has completed over 350 Phase 1 and Phase II Environmental Site Assessments. This information session presented the key items comprising an environmental site assessment and allowed for sharing of "lessons learned" by all those in attendance. We would like to thank everyone that participated and to Sim for conducting a very interesting and informative information session.

Please stay tuned for upcoming Central Section events. If you have any ideas for programming or events please contact Jason Minnich jaminnich@state.pa.us or Amy Altimare at aaltimare@ascgroup.net

Western Section

The Western Section Planning Committee is meeting on August 9, 2007 to discuss fall events. Some ideas that we have received are:

1. Tour of a local conservation district's wetland education center.
2. Tour of a Certified Green building with a vegetated roof.
3. Tour of an organic produce farm and/or retailer.
4. Presentation on Phase I Environmental Site Assessments and ASTM Standards
5. Tour of a local astronomical observatory.
6. Presentation on the Nine Mile Run stream restoration project.
7. Geographical Information System (GIS) technology overview.

Please contact John Burglund at jburlund@wallacepancher.com if you have any other program ideas, or would like to give a presentation on a project or topic of interest to our membership

Eastern Section

No events currently planned



The P2E2 section is holding an educational training program at the Tobyhanna Army Depot to learn about and tour their new Vegetative Roof. The program will be held August 16, 2007. If you would like to attend or for more information see the flier found on PAEP's website <http://www.paep.org/events/07/07Aug16.pdf>

Membership Committee

The committee is actively calling past members of the Association, reaching out to other professionals, and contacting local Universities and Colleges. The membership committee has been very active since the conference, but **we need your help**. One way that you can help the Association is to become active on the board or committees and participate or host a training and educational workshops or social events in your region. This is a great opportunity to promote your services, your company, but also to promote and help the Association.

Member Spotlight

Danielle DiFederico is a new general member. Danielle works for Clemmys Environmental Services in Chadds Ford, Pennsylvania.

Danielle has a Bachelor degree in Biology from Slippery Rock University of Pennsylvania and she just received my Master degree in Biology from West Chester University of Pennsylvania. Currently at Clemmys she is working on an endangered species survey in the Pinelands of New Jersey focusing on the Northern Pine Snake, the Barred Owl, and the Cooper's Hawk.

Ernst Conservation Seeds is a new corporate member. Ernst Conservation Seeds is located at 9006 Mercer Pike Meadville, PA 16335. A contact for the company is Greg Kedzierski, Bioengineering Coordinator. Greg is a PAEP member. The company's website is www.ernstseed.com

"Ernst Conservation Seeds is a major producer and marketer of regionally adapted native seeds and plant materials for the restoration of the region's most vulnerable ecosystems. They are also a producer and marketer of soil bioengineering live stakes, wattles, and brush layering material. In addition, Ernst is a national producer of switchgrass and native warm season grasses for sustainable biomass production."

Website News!

PAEP Webmaster Carole Backman is in the process of contacting all of our Corporate Members in an effort to create a reciprocal link between Corporate Members' websites and PAEP's. At a minimum, our goal is to have our PAEP logo displayed on the Corporate Member sites as a means of showing that their firm/organization is involved with PAEP and an active corporate member. Ideally, we are working toward an interactive link arrangement for all. So far, several members have indicated that they will put a link to PAEP on their respective websites. We appreciate your cooperation in this matter!

2007 Karl Mason Award Recipients Announced at the Annual Conference

The Pennsylvania Department of Agriculture's [Chemsweep Program](#) won the award for a group. Secretary of Agriculture, Dennis Wolf, accepted the award on behalf of the Program.

The Chemsweep Program removes hundreds of thousands of tons of dangerous chemicals from storage places (many causing actual or potential groundwater pollution) and disposes them in an environmentally safe manner. Pennsylvania's program has received national recognition and has been copied by many states.

Former Sen. Noah Wenger of Lancaster County received the individual award to recognize his commitment to the environment, conservation, and the health of family farms.

After 30 years of service, Sen. Wenger retired this past December. Sen. Wenger is credited with spearheading the state's farmland preservation program, which was launched in 1989. Pennsylvania now leads the country in the total number of acres permanently protected, and last month achieved the significant milestone of 3,000 farms preserved.

If you are interested in assisting in promoting research and dissemination of information about the Commonwealth's rich conservation heritage, contact, Wayne Kober, Chair of the PAEP Conservation Heritage Committee at wwkpa@hughes.net.



John Tacelosky, Chief, Division of Health & Safety; Dennis C Wolff, Secretary of Agriculture; Donald Gilbert, Environmental Program Specialist.



Sen. Noah Wenger and Wayne Kober

Member News

Gannett Fleming, an international planning, design, and construction management firm, has developed a Web-based interactive water sustainability tool – **Collecting the Drops: A Water Sustainability Planner** – with the Global Environmental Management Initiative (GEMI). Since 1990, GEMI has created tools and provided strategies to help leading companies foster global environmental sustainability, promote health and safety excellence, and achieve economic success. For more information contact Judy L. Hricak, CPSM Vice President, Communications 717-763-7211ext. 2624

Pennoni Associates, an award-winning consulting engineering firm headquartered in Philadelphia, is pleased to announce the addition of its Pittsburgh Environmental Division, led by **Jerry V. DeRosa**, CHMM. Mr. DeRosa is a Senior Environmental Scientist with over 21 years of experience in the environmental field. He most recently served as Vice President of Environmental Services for PNC Bank in Pittsburgh, PA. He previously served as a full-time consultant to J&L Specialty Steel and also formerly worked as an in-house Environmental Scientist with a major environmental law practice in upstate New York.



Two of our members had articles published in the March NAEP Journal Environmental Practice. Jerold McCormick had an article published titled *PERSPECTIVE: Climate Change and the Nuclear Option* and Edward S. Gabsewics had a Letter to the Editor published replying to an editorial in a previous Journal issue on *Environmental Professionals and Climate Change*. Both these articles can be found at the Journal's website <http://journals.cambridge.org/action/login> and then typing the last name of the Author in the box at the top right of the screen. The Year is 2007, the Volume Number is 9 and the Issue Number is 01.
Great Job Guys!

NAEP News

32nd Annual NAEP Conference in Orlando Florida

The NAEP's 32nd annual conference, co-sponsored by the Florida Association of Environmental Professionals, was held in Orlando April 22-25. 273 people from across the country and eight different countries attended. This year's conference theme was *Environmental Leadership: Science, Education, Alliances*. The conference focused on demonstrating how environmental professionals of all levels are working to solve many of the world's important issues through leadership in the areas of science, education, and the development of world-wide, national, regional, and local alliances.

NAEP Call For Papers and Presentations for the 33rd Annual Conference

The NAEP issued its call for papers and presentations for the 33rd annual conference to be held at the Omni Hotel in San Diego March 25-28, 2008. The 2008 conference will be co-hosted by the California Association of Environmental Professionals and the theme is *Changing Climates*. The deadline for the submission of abstracts is September 16th. Information on the conference and requirements for abstracts can be found at <http://www.naep.org/displayconvention.cfm?conventionnbr=3605> or call Bill Plumpton at (717) 763-7211.

Member Development

How to Ask for a Raise—and Get It!

When was the last time you asked for a raise? If you are like most people, you waited until you were frustrated, angry, and resentful. Not the best frame of mind for trying to make a positive change. You probably made some critical mistakes. You may have:

- Made your appeal based on emotion
- Given your boss an ultimatum
- Failed to plan ahead what to say figuring you could just “wing it”

And how did that strategy work for you? Did you get everything you hoped for? Probably not.

There is a better way to ask for a raise that doesn't involve emotions, ultimatums, or even slamming doors. The answer is planning. Be prepared with objective documentation that proves beyond doubt that you deserve a raise, and have a strategy that puts that information forward in the best possible light.

1. Research salary surveys.

If you suspect your current earnings are below average for your industry in your state, verify your suspicion by checking out salary surveys. Your state employment service agencies probably provide a salary survey for your industry. Average earnings can vary greatly from state to state, so be sure to get information that is appropriate for your area or region. Make copies of any salary surveys you find.

Additionally, if you suspect your earnings are low within your own company, ask your human resources representative if he/she can provide the normal salary scale for your position. Ask for a copy if possible.

These two documented sources will help support the fairness of your request for a raise. By providing a rational argument and proof of competitive salary in your request for a raise, you'll increase the likelihood that your boss will say yes.

2. Prove your worth.

Fairness alone won't convince your boss you deserve a raise. You'll need documented proof that illustrates your contributions to your organization. If you are waiting for your boss or supervisor

to notice what a great job you are doing, forget it. No one is paying that much attention to you. It's up to you to prove how much you are worth—literally.

The best time to begin documenting your accomplishments is in your first week of employment. Keep a weekly journal of what you've done that proves such things as:

- Creating revenue opportunities
- Discovering costs savings
- Helping a coworker meet or beat a deadline
- Developing a better process
- Completing tasks ahead of time
- Generating good will with clients or customers

Use your list of accomplishments to update your resume, featuring a “Highlight of Accomplishments” section that illustrates the positive impact you've had on your company. An updated resume is your most convincing evidence that you deserve a raise. It will also put your boss on the alert that you are ready with an updated resume when a recruiter calls or when the right career opportunity presents itself.

If you don't have a record of your accomplishments and contributions, you are not ready to ask for a raise. A **career coach** can be a valuable asset in helping you compile your list of accomplishments. Trained in the art of asking the right questions, a **career coach** can help you quickly identify the contributions you've made to the company. This will build not only your case for a raise, but your confidence as well.

3. 3. Plan your strategy.

Too often, people don't think about what they're going to say until they're actually in their boss' office. That's too late. You have to plan your strategy in advance, just as you would plan any business project. It's the only way to succeed.

With copies of salary surveys and salary scales, you'll have quantifiable evidence that your request for a raise is a reasonable one. And you'll be able to back that up with a strong list of accomplishments that demonstrates how valuable you are to the company. Practicing how you want to present your case can be the final key to success in getting the raise you want and deserve.

Choose a friend or family member who has been in the position of hiring others, and ask them to let you practice your request for a raise. If you're not comfortable with doing that, or if you don't know someone who is a hiring manager, a **career coach** can help you craft your presentation.

A **career coach** has real-world experience in hiring and decision-making, so they've been in your boss' shoes. They can provide you with strategic tips that will help you win over your boss—or provide you with a way to keep the negotiations open even if your initial request is denied. Creating a strategy with a **career coach** will give you guidance on how to ask for the raise, how to present yourself, and how to close the deal.

Once you have your documentation, your accomplishments, and your strategy in hand, you'll be ready to approach your boss with confidence. And you'll be well on your way to getting the raise you have truly earned.

Deborah Walker, CCMC
Career Coach ~ Resume Writer
Find more job-search tips and resume samples at:
www.AlphaAdvantage.com
Email: Deb@AlphaAdvantage.com

2007 Corporate Members

To all the Corporate Members for the Pennsylvania Association of Environmental Professional. Without their support which helps with the overall costs of the meetings and help PAEP deliver a quality program. The Board of Directors gratefully acknowledges the commitment the Corporate Members that have made to strengthening the industry and developing the skills of all PAEP members. To learn how your company can become a corporate member and support education go to the PAEP website www.paep.org or email info@paep.org.

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If you have any items for the fall newsletter or if you would like to help with the newsletter please contact Jason Minnich at 717-705-4752 or jaminnich@state.pa.us