



# NETWORK NJ

Newsletter of the New Jersey Chapter of the Society of Women Environmental Professionals ([www.njswep.org](http://www.njswep.org))

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## 2010 New Members Breakfast

by Linda Taylor

Each year, NJSWEP holds a new members breakfast to welcome new members and provide an update on the year's upcoming events. On July 22, 2010, new members of the New Jersey chapter of SWEPE joined the Steering Committee and other NJSWEP members for breakfast at The Archive restaurant in the Trenton Marriott. Following a scrumptious buffet, Norma Eichlin and Jeanne Mroczko, NJSWEP Chapter Co-chairs gave an overview of NJSWEP and the programming for the year. Other steering committee members gave overviews of their committees.

When we discussed upcoming programs and program ideas, it was noted that we would not be hosting a Regulatory Update in 2010. This was in part due to the fact that NJDEP Commissioner Bob Martin was still in transition and had not made all of his intended staff changes. Soon we were discussing the NJDEP Transformation Plan and the next NJSWEP program was born. See the article covering the NJDEP Transformation Program below. Watch the website and the newsletters for upcoming events and timely articles.



## NJDEP Transformation Plan

*by Linda Taylor*

Some are indifferent to change, some may even like it, but most people don't like change. That said, change is inevitable. 2010 brought a new Governor to Trenton and as with any new administration a lot of change came along with it. After the new Governor's transition team released their review of the Department of Environmental Protection (Department or NJDEP), it became evident to Commissioner Bob Martin that to save the Department from being dissolved, transformation was necessary.

On October 5, 2010 Deputy Commissioner Irene Kropp spent the afternoon at the NJDEP offices in Trenton reviewing the changes that had been initiated to begin the Department's transformation process. Ms. Kropp provided the audience with a special look inside the NJDEP and a new perspective on what was to come in 2011. The audience was easily caught up in Ms. Kropp's enthusiasm and left anticipating what was coming for the Department. There was no doubt that Ms. Kropp was confident and ready for the challenges that were yet to come to the NJDEP and how she was sure that NJDEP was only going to get better as the transformation takes place.

The NJDEP has dedicated itself to protecting New Jersey's environmental well-being while respecting the link between environmental health and economic well-being. The Transformation Plan identifies mission critical items including providing environmental safety to the public; protecting and restoring at-risk environmental and natural resources; and ensuring that the Department's actions result in a net-gain to the environment while supporting economic development. For more information on NJDEP's Transformation Plan see <http://www.state.nj.us/dep/commissioner/2010transformationplan.pdf>.

## What Do the Statistics on Temporary Licensed Site Remediation Professionals in NJ Tell Us About Women in Environmental Professions, If Anything?

*by Sue Boyle, GEI Consultants, Inc.*

Part of my professional reputation is based on being passionate about brownfields redevelopment and a vocal supporter of women's issues in general and specifically for women in environmental professions. For the past two years I've also been active in NJ's Licensed Site Remediation Professionals (LSRP) process, so of course, people ask me, "How many LSRPs in NJ are women"? I didn't know off the top of my head, but I was interested enough to ask the administrative assistant for the NJ LSRP Association (LSRPA) to help me compile the information. And, then my GEI colleague, Bob Blauvelt, independently gathered some additional data for the January 25, 2011 SWEP program on the LSRP program held at KL Gates in Newark, New Jersey. About 9% of the temporary LSRPs in NJ are women.

Bob Blauvelt also compiled statistics for the more mature licensing program in CT, where women hold about 10% of the licenses, and MA, a robust, mature program, where they make up 18% of license holders. Bob's data shows that about 43% of the women LSRPs in NJ work for mid-sized firms, 31% for large firms, and 9% for small firms.

In terms of the professional association in NJ for LSRPs, about 17% of the members of the LSRPA are women, About 78% of women LSRPs are members of the LSRPA. 1 out of 11 members of the LSRPA Board of Trustees is a woman, which tracks perfectly with the 9 percent of temporary LSRPS who are women.

Here's what I don't know to put these numbers in context: what percentage of the environmental professions eligible to be LSRPs are women? I don't know if 9% women LSRPs tracks the profession(s) itself. I haven't done a lot of research and while I know it is now 2011, a web posting with 1991 information caught my eye: women made up 8.2 percent of engineers then, a percentage that had not seen much movement, and had advanced in most of the sciences, from less than 10 percent in 1973 to more than 25 percent by 1991.

I passed the NJ LSRP information along to several SWEP colleagues who had been asking me for the numbers, and some of their thoughts are:

1. Some companies will only pay the LSRP application and license fees of \$1,300 for upper level management, and, although there are plenty of women in the ranks of companies (educated guess of 50-60%) there is still a glass ceiling at the senior manager level (educated guess of 10-15% of senior staff being women at two NJ firms who contacted me, a high of 20% at a third).
2. In the environmental industry, a lot of women reportedly leave the field between 8 and 12 years of working. This is often because of pressures outside of the office (children, aging parents) or to change careers. If that is the case, then that would explain why there aren't more women LSRPs because a lot of women would have left the profession before they had the requisite experience needed for the license.
3. Can we consider the environmental profession one industry or do we need breakdowns to be more meaningful? Industry data reported by one colleague points to the breakout between men and women in the environmental field to be about even. But, is there a difference in how many of the women do environmental remediation versus other environmental work which would not count toward the LSRP credential, like wetlands, sales, sustainability, recycling?
4. The point about the experience for the license is interesting. With the substantial work experience required to be an LSRP in NJ, you would probably need to look back 10 to 15 years to see what the ratio of men and women in the field was to see if the LSRP numbers track those numbers. We may have more women in the field in the last 5 years or so but we won't be seeing a corresponding increase in the number of women who are LSRPs for a few more years as these newer environmental professionals get the experience they need to be licensed.

How should we interpret all of this? Should more time be spent doing some research (by SWEP? LSRPA?) Let me hear your thoughts and point me in the direction of more up-to-date professional statistics, [sboyle@geiconsultants.com](mailto:sboyle@geiconsultants.com).

## “Growing” More Successful Each Year: The Annual NJSWEP Gala

*by Tali MacArthur*

ON August 12, 2010, NJSWEP members, guests, and scholarship winners again found themselves at the NJ State Museum for the 4<sup>th</sup> annual “Growing Great Women in the Garden State Gala.” This year, we took things one step further by recognizing as our guest of honor a woman who had dedicated her life to growing other great, and yummy, things at Terhune Orchards in Princeton, NJ. Through her commitment to sustainability and to environmentally and community friendly farming, Ms. Pam Mount embodies everything that SWEP tries to support and is an inspiration to all of us.

After spending some time spent eating the delicious spread of hors d’oeuvres, sipping wine, catching up with old friends, and meeting new ones, and maybe making a few key professional contacts, every one sat down for the awards presentation portion of the event. In addition to hearing about all the amazing things Pam has accomplished locally and regionally, Gala attendees were introduced to the 2010 NJSWEP Scholarship Winners. They were Nadira Najib, Blair Joyce Langston, and Christine Sookhdeo. Each of these young ladies has already demonstrated a commitment to the environment, educational pursuits, and their communities. We also heard a little from previous attendees who, while they could not attend, sent letters or kind words of thanks through SWEP members in attendance.

Finally, Jeanne Mroczko, NJSWEP Co-chair, recognized the hard work and dedication of NJSWEP Steering Committee Members and offered a very special Thank You to Kathy Helmer, who for personal reasons, has stepped down from her leadership role with SWEP. SWEP recognizes, though, the important work that each of our members do every day, and we are thrilled that so many of you come out to events to share your experiences with other members at events like the Gala. I’m sure it doesn’t hurt to be able to do so at such a lovely venue and to enjoy delicious food and free-flowing wine!

On that note, mark your calendars now for the 5<sup>th</sup> Annual Gala at Laurita Winery on June 9, 2011. We look forward to seeing you there.

## Changes in NJDEP Regulatory Time-Frames May Require Re-Thinking of Cleanup Plans

*by Bob Blauvelt, GEI Consultants*

The passage in May 2009 of New Jersey’s transformational environmental program - the Site Remediation Reform Act or SRRA - included a requirement for most responsible parties (RPs) to begin cleanup of a discharge without waiting for direction from the Department of Environmental Protection (DEP). This “affirmative obligation” applies to operators of regulated underground storage tank systems, parties involved in Industrial Site Recovery Act (ISRA) applicable transactions, or those who have liability for a release under the Spill Act. The remedial actions required by SRRA’s regulatory time-frames are far-reaching, each with their own deadlines and reporting obligations. Common ones faced by RPs include notifying the public two weeks before beginning field sampling activities, either through letters or posting a sign, that contamination

has been found and that an investigation is underway; or sampling wells being used for potable purposes within 120 days of discovering ground water contamination at a site. Requests for extensions to these and other SRRRA related regulatory time-frames must be received well in advance (60 days before the deadline) and will be closely scrutinized by DEP.

In response to concerns raised by stakeholders about their ability to comply with these time frames, in October 2010 the Department proposed revisions to some compliance dates with the most significant modifications affecting three areas: light non-aqueous phase liquids (LNAPL), immediate environmental concerns (IECs), and receptor evaluations (RE).

If LNAPL, or oil floating on the ground water, was detected before March 1, 2010 then recovery operations must begin with results reported to the Department before March 1, 2011. Response time-frames for IECs, those conditions that represent an immediate threat to the public health or safety such as building occupants inhaling elevated concentrations of dangerous vapors, also have been changed. Within 60 days of discovering such a condition the RP must reduce the concentrations of vapors that building occupants are breathing to acceptable levels. This usually is done by installing a vapor control system around the outside of the building or underneath its floor slab. If the IEC condition was identified before March 1, 2010, the RP must take action to control the source of those vapors (e.g., excavate contaminated soil or treat contaminated ground water). If the IEC was found after March 1, 2010 the RP has until March 1, 2012 to implement source control. REs are done to evaluate the potential impact of contamination on people and environmentally sensitive areas. They include assessing exposure pathways for the ingestion of polluted water and inhalation of noxious vapors off-gassing from contaminated soil or ground water. RE's must now be completed for existing cases (those opened before March 1, 2010) by March 11, 2011. Sites where releases were discovered after March 1, 2010 have until March 1, 2012 to complete a RE.

Short-term consequences for failing to comply with these and related regulatory time-frames may result in enforcement action by DEP, which can include fines and other penalties. Longer term non-compliance, where SRRRA mandatory time frames are not met, results in direct oversight of remedial response actions by DEP. Under this scenario, DEP makes all site cleanup decisions for which the RP then must pay.

In evaluating approaches to complying with SRRRA time-frames, RPs and their consultants need to consider not only the statutory requirements but also site-specific conditions. Although an RP of a new release (discovered after March 1, 2010) could wait 15 months before beginning LNAPL (floating oil) recovery, LNAPL can serve as an ongoing source of ground water contamination and its off-site migration or movement can greatly complicate cleanup plans. Moving aggressively to address LNAPL typically results in less costly remedial actions. Similarly, there are liability, image/community reputation, and capital cost concerns associated with not effectively managing the diffusion of vapors into occupied structures. While regulatory time-frames allow for source control to take up to a year, real savings can be achieved by quickly dealing with the environmental media that is serving as the point of origin for the vapors detected within the building.

## NJSWEP's Sue Boyle - Recipient of 2010 SWEP of Greater Philadelphia Touchstone Award

by Jeanne Mroczo

On November 4, 2010, Sue Boyle, Senior Practice Leader, GEI Consultants, was presented with the 2010 *Touchstone Award* by the Society of Women Environmental Professionals of Greater Philadelphia. A host of family, friends, colleagues and SWEP members from both sides of the Delaware braved the elements and gathered aboard 'The Spirit of Philadelphia' to celebrate Sue's professional accomplishments and contributions to the environmental field. With its presentation of the 14<sup>th</sup> Annual Touchstone Award, 'Celebrating 15 Years of Outstanding Women in the Environmental Field', SWEP of Greater Philadelphia continued its tradition of honoring the commitment, leadership and achievements of outstanding women in the environmental field. Like the touchstone itself, used in the past to test alloys of gold and silver, award recipients set a standard for quality and excellence and are distinguished among their peers. This year's award was a beautiful brooch - be sure to look for it on her lapel at the next SWEP gathering!



Denise Brinley, Deputy Secretary of Community Revitalization and Local Government Support, PADEP, presented the Touchstone Award to Sue. Brinley touted Sue's 25 years of experience in the remediation and redevelopment of contaminated sites and her leadership of national brownfields organizations. A former Co-Chair of NJSWEP, Sue is active in the leadership of the chapter.



NJSWEP is proud and delighted to congratulate Sue Boyle on this well-deserved and most prestigious award - way to go, Jersey Girl!

## Annual Holiday Breakfast and Charity Drive

*by Linda Taylor*

One of the things that I love about the holidays is the various traditions that we use to celebrate them. December wouldn't be the same without the NJSWEP Annual Holiday Gathering and Charity Drive. Whether we gather for lunch or breakfast this event always draws a good size crowd. The group gathered at Mastoris' Dinner in Bordentown on December 10<sup>th</sup> for breakfast. Nothing beats good friends and good food during the holidays. Festive chatter filled the room while we ate a wide variety of breakfast foods and no meal at Mastoris' would be complete without their homemade cinnamon and cheese bread.

Each year we take some type of collection for a charity. This year we collected \$770.00 in cash and gift cards for Womanspace. Each year we try to choose a charity that benefits woman, children or the environment. Womanspace has been our charity of choice for a number of years but we are always interested in other organizations that support women and children or the environment. If you know of a non-profit organization that fits with the mission of SWEP please contact one of the steering committee members for consideration next year.

## Land Use Regulatory Updates

*by Kelly McCormick, PWS, LEED AP, Langan Engineering & Environmental Services*

### Land Use Permit Reviews for Site Remediation Projects

Effective February 1, 2011, NJDEP's Site Remediation Program - Office of Dredging and Sediment Technology will be reviewing land use permit applications submitted to the NJDEP for the purposes of investigation, remediation, closure and/or redevelopment of a property under the purview of the Site Remediation Program or the Division of Solid and Hazardous Waste. This major change serves to streamline NJDEP's regulatory review process at contaminated sites and the closure of landfills in order to positively impact redevelopment and economic growth in the state.

The land use permit applications which fall under this category include:

- Freshwater Wetlands General Permit No. 4 - Hazardous Site Investigation/Cleanup
- Freshwater Wetlands General Permit No. 5 - Landfill Closure
- Freshwater Wetlands General Permit No. 27 - Redevelopment of Previously Disturbed Areas
- Individual Freshwater Wetlands Permit
- Flood Hazard Permit
- CAFRA General Permit No. 15
- Individual Waterfront Development Permit

The Office of Dredging and Sediment Technology (ODST), headed up by Suzanne Dietrick has been in existence since 1998, regulating dredging and dredged material management in New Jersey's tidal waters. Although this is a major change in administrative procedure, as the majority of these land use applications were reviewed by NJDEP's Division of Land Use Regulation, ODST has administered land use permitting for a number of large brownfield sites and landfill closures that utilized dredged material and/or processed dredged material in the remediation of the property.

## Rule Proposal Regarding New Jersey's Wildlife

The January 18, 2011 edition of the New Jersey Register included a rule proposal by the NJDEP Division of Fish and Wildlife for amendments to the Endangered, Nongame and Exotic Wildlife Rules at N.J.A.C. 7:25-4. These rules include the list of endangered species at N.J.A.C. 7:25-4.13. This list was last amended in April 2003 (see 34 N.J.R. 2405(a), 35 N.J.R. 1669(a)). The major changes being proposed include the removal and addition of various species to the list as discussed below.

The Cooper's hawk (breeding), northern goshawk (non-breeding) and vesper sparrow (non-breeding) are proposed to be removed from the threatened species list due to improvements in their population and distribution in the State for the specified (seasonal) populations.

The proposed amendments will add five species to the list of endangered species: Indiana bat; black rail (breeding population), golden-winged warbler (breeding population), red knot (non-breeding population), and gray petaltail (a dragonfly). The rule proposal also includes changing the status of nine species to threatened: American kestrel (breeding and nonbreeding), cattle egret (breeding) and horned lark (breeding) (bird species); and banner clubtail, brook snaketail, harpoon clubtail, Kennedy's emerald, robust baskettail, and superb jewelwing (dragonflies and damselflies).

The Department is also proposing to modify the endangered status of eight species of birds for either the breeding or non-breeding populations. The bald eagle is currently classified as endangered for both breeding and non-breeding populations. The classification of the bald eagle will continue to be endangered for the breeding population, which includes all bald eagles present in the State during the breeding season. However, the non-breeding population, which includes all bald eagles present in the State outside of the breeding season, is proposed to be reclassified as threatened.

Six bird species currently listed as endangered for both breeding and non-breeding populations are proposed to continue to be classified as endangered for their breeding populations but are proposed to be listed as special concern for their non-breeding populations. These species are the pied-billed grebe, northern harrier, northern goshawk, peregrine falcon, short-eared owl, and vesper sparrow.

## Commissioner Bob Martin Announces New Co- Coordinators of NJDEP's Environmental Justice Program

On February 9, 2011, NJDEP Commissioner Bob Martin announced that Riché Smiley Outlaw and John Gray will serve as co-coordinators of the DEP's Environmental Justice Program.

Environmental Justice is a top environmental priority of Governor Chris Christie and the NJDEP. NJDEP is committed to protecting the air, water, land and natural resources across New Jersey, but they recognize and must address the disproportionate burdens faced by some communities. Riché and John bring a great deal of enthusiasm and experience to efforts to advocate for those who historically have been overburdened.

Riché has been with the NJDEP for nearly 24 years, beginning her career in the Division of Water Resources and spending more than 20 years managing cases in the Site Remediation Program.

John has been with the NJDEP for 10 years, working as a case manager in the Bureau of Nonpoint Pollution Control.

Congratulations to SWEP Member Riché Smiley Outlaw.

## Save the Date . . .

April 3<sup>rd</sup> - 5<sup>th</sup> - USEPA/International City/County Management Association Brownfield 2011 Conference, Philadelphia Convention Center in Philadelphia, Pennsylvania. NJSWEP is an endorser of the Conference. For more information visit [www.brownfields2011.org](http://www.brownfields2011.org).

April 26<sup>th</sup> - 29<sup>th</sup> - 2011 Annual National Mitigation & Ecosystem Banking Conference, Hilton Baltimore Inner Harbor, Baltimore, Maryland. For more information visit <http://www.mitigationbankingconference.com/>.

May 19<sup>th</sup> - U.S. Green Building Council NJ - 5<sup>th</sup> Annual Awards Gala at The Palace at Somerset Park, Somerset, New Jersey. For more information see <http://www.usgbcnj.org/events/event.php?id=224>.

June 9<sup>th</sup> - NJSWEP's Growing Great Women in the Garden State 2011 Annual Gala. The Gala will be held at the Laurita Winery in New Egypt, New Jersey. As always, there will be food, wine, networking, and awards. This year's honoree is Jerry Fitzgerald English, Esq. Inquires on the Gala planning, please contact Tali MacArthur at [tali.macarthur@gmail.com](mailto:tali.macarthur@gmail.com). Sponsorship opportunities are available. Please contact Jen Noblejas at [noblejas75@gmail.com](mailto:noblejas75@gmail.com).

## Member Announcements and Programs

### In the Spotlight...

NJSWEP members Valerie Montecalvo, President of Bayshore Recycling and Sue Boyle, Senior Environmental Practice Leader at GEI Consultants were named as two of the Best 50 Women in Business in NJ in 2011 by NJBIZ. The NJBIZ Best 50 Women in Business awards program honors the state's most dynamic woman business leaders who are making a significant impact in their company, industry and community. The awards reception and ceremony is taking place on March 28th at the Palace at Somerset Park. See <http://www.njbiz.com/events/details/28:new-jerseys-best-50-women-in-business?xref=30> for more details.

Bayshore Recycling was recently recognized in a special article for Forbes Magazine "New Jersey Women in Business". Bayshore Recycling Corp. (BRC) is a New Jersey Department of Environmental Protection (NJDEP) licensed recycling operation and a Women Business Enterprise (WBE). The article focused on the Bayshore Recycling facility and Bayshore's President, Valerie Montecalvo. Visit <http://www.bayshorerecycling.com/sites/www.bayshorerecycling.com/files/forbes.pdf> to view the article.

## Baby Announcement

NJSWEP would like to extend congratulations to NJSWEP member, Monica Perez on the birth of her new baby boy, Daniel Jonathan Schroeck, born on Saturday February 26<sup>th</sup>. Mom and baby are doing great!

## InterBrain, LLC Adds Environmental Consulting To the Practice

After 20 years of working in consulting, with some of the best firms in the environmental field (ENVIRON, ARCADIS, McLane Environmental and LANGAN), Liliana Cekan, Ph.D., P.E. decided to add the environmental practice to their family owned company, Interbrain, LLC, which, from 1998 offered software architecture services centered on Java.

In the environmental consulting field, Interbrain, LLC specializes in assisting clients with data quantifications, to reduce costs associated with site investigation and remediation, focusing on:

1. Fate and transport modeling for vadose zone, groundwater and air, using analytical and numerical models to:
  - Evaluate site-specific impact to groundwater soil remediation standards, using vadose/saturated zone modeling (i.e., SESOIL/AT123D);
  - Analyze contaminant migration to evaluate risk and optimize remediation systems, using numerical groundwater flow and transport models (i.e., MODFLOW/MT3D), and calibration and optimization packages (i.e., PEST, BRUTEFORCE);
  - Assess source water protection areas/capture zone, using analytical and numerical groundwater flow models and particle tracking (i.e., MODPATH);
  - Estimate salt water upconing for permitting water supply wells in coastal aquifers, using analytical or numerical models (i.e., SEAWAT);
  - Determine vapor intrusion and model air dispersion.
2. Analyzing environmental data to create conceptual site models, using: GIS, statistical analyses (spatial and temporal data trends and distribution, comparisons of site data and background data, etc.) and risk assessment;
3. Providing litigation support and LSRP assistance.

## Join NJSWEP on LinkedIn

NJSWEP is now a group on LinkedIn. Please join our network today! <http://www.linkedin.com/>

## Employment Notices

In order to ensure that NJSWEP members get immediate notice of job postings, Linda Esposti will forward employment notices to all NJSWEP members and post them on the website ([www.njswep.org](http://www.njswep.org)) as soon as she gets them. Please email Linda at [LindaEsposti@verizon.net](mailto:LindaEsposti@verizon.net) if you have a job opening you want to publicize to NJSWEP members.

## NJSWEP 2011 Steering Committee

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### **SWEP Mission Statement**

*"SWEP was founded in 1994 with the mission to promote personal and professional development, support other women environmental professionals including students, and help women network and gain influence in environmental law, science, business and policy.*

*The goal of the NJ Chapter is to provide networking opportunities for members, to encourage information exchange, and to provide a forum for the discussion of women's issues and general development issues. Membership benefits include: (a) quarterly newsletter; (b) bi-monthly seminars; (c) opportunities to market yourself and your company; (d) networking luncheons; and (e) a chance to mentor others in the field."*

