



# **New Jersey Society of Women Environmental Professionals Spring 2013 Newsletter**

It's been a while since we brought you comprehensive NJSWEP news—but we've been keeping in touch via email. We hope you find the Spring Newsletter another useful way to share information and to see some of the exciting activities that have taken place. If you are not getting emails from NJSWEP (and have paid your 2013 Membership dues), please let us know. Enjoy the read!

## **NJ SWEP Annual Meeting**

NJSWEP held its annual meeting at The Heldrich in New Brunswick on the evening of January 31, 2013. Despite the onset of snow, it was a good time to catch up on NJSWEP business, see old friends and meet new colleagues. Significant news to note from the meeting includes:

- The approval of three new appointments to Executive Committee positions
  - ❖ Elizabeth Limbrick: Co-Chair
  - ❖ Sharon McSwieny: Treasurer
  - ❖ Jeena Sheppard: Membership Committee
- The recognition of outgoing officers, Norma Eichlin (Co-Chair), Colleen Kokas (Treasurer) and Linda Taylor (Membership Committee);
- The approval to amend NJSWEP's by-laws to separate the Membership Committee Chair and Treasurer positions;
- Reports from Treasurer, Membership Committee and Program Committee Chairs; and
- Gala 2013 Update and Discussion.

If you are looking to get more involved in NJSWEP activities, there are many opportunities to participate, including planning the Gala and organizing educational and networking programs for our members.

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### Changes at the Top

Norma Eichlin has resigned her post as Co-Chair of NJSWEP after leading the organization with Jeanne Mroczko for the past 3 years. Although you may not be aware of all the work that goes on “behind the scenes” to ensure the organization is functioning well, Norma consistently filled one of our top leadership roles well to keep us moving along smoothly. She spent many volunteer hours working to advance the goals of SWEP to support the many activities and programs that are provided each year.



Colleen Kokas has served as NJSWEP Treasurer since 2006, a role that was so enjoyable for this math geek—that the time just flew by. Hopefully you don’t know her only by her signature! Colleen is honored to belong to an organization with such a great group of members. She will continue her involvement in NJSWEP with developing educational and networking programs.



Linda Taylor is stepping down as Membership Committee Chair after filling that role since 2007. Informally known as ‘the other Linda’ (not to be confused with Linda Esposti), you will often find her at the registration table for NJSWEP events. Although she is no longer membership chair, she plans to keep her post at the registration table. She enjoys greeting everyone and catching up on all that is going on.

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### Spring Programs Launched!!!

#### Four Generations in the Workplace.

On March 19, 2013, NJSWEP held its first spring program on **Four Generations in the Workplace**. If you were not able to attend, here’s what you missed!



“It’s all about face time. I can’t leave until the boss does.” “It’s more important for me to have the option to work from home than to make an extra 5K.” “Just text me your availability.” “I know my idea will work better but he’s the boss. I can’t argue with authority.” “I was born multi-tasking, dude.”

Have you ever heard any of the above statements and found them utterly confounding? You're not alone. There are currently four distinct generations in the American workplace (Traditional, Boomer, X'er and Millennial), and they each bring with them very different ideas about authority, management, time, rewards, sacrifice, and communication. On March 19<sup>th</sup> sixteen NJSWEP members and guests attended an entertaining and informative workshop at the LanganEngineering offices in Lawrenceville, NJ to learn how to recognize the characteristics of members of each generation and how to manage and work with them. The key to productive working relationships is understanding where a person is coming from and realizing that not everyone defines success the same way. For example, the rewards offered to members of one generation may not motivate others to do their best work.

Attendees at the workshop learned that in order to hire, retain, and manage the best employees they need to understand motivational factors and strive to create a workplace that meets the needs of the Traditional, Boomer, X'er and Millennial employee. At the end of the day, attendees were able to define the four generations and describe their characteristics as well as the historical and societal influences that shaped each generation. The workshop offered tips and ideas for interacting with co-workers and managing team members. Informal feedback indicated that it was an illuminating and informative morning.

Special thanks to Sharon McSwieney and LanganEngineering for hosting this program.

## The Programs Are Coming, The Programs Are Coming

### Save The Date for Another Spring Program—Tuesday April 30th

#### DOREMUS AVENUE RECYCLING AND TRANSFER (DART)

When is it cool to hang out with trash? When it's a NJSWEP tour of EnviroSolution's Inc.'s DART Station, located in Newark, NJ. It is a rail-served transfer station utilizing ESI's bale and rail technology. Over ninety-five percent of outbound waste is transported via rail. Hope to see you there!



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There are a number of educational and networking programs currently in the planning stages by NJSWEP members. Some big, some small, but all of them can have a significant impact on your career development. Below is an overview of the programs tentatively planned for the year. If you would like to assist the Program Committee with one or more of these programs, contact Susan Shelton, Program Committee Chair at [sdshelton120@aol.com](mailto:sdshelton120@aol.com),

Month	Event
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April 30 <sup>th</sup> , 4-7pm	<b>ESI-DART Transfer Station Tour</b> Newark, NJ
June	<b>Renewable Energy Park Tour</b> Middlesex County
June	<b>5<sup>th</sup> Annual Joint PA/NJ SWEP Networking Event</b> Location TBD
July	<b>Energypath 2013</b> , Villanova University (PA) July 29-August 2
July	<b>Stony Brook Millstone Watershed Program</b> Pennington, NJ
August	<b>Annual NJSWEP Gala</b> Location: TBD
September	<b>New Member Breakfast &amp; Annual Meeting</b> Location: TBD
October	<b>75<sup>th</sup> Anniversary of “The War of the Worlds” Broadcast – Grover’s Mill Program</b>
December	<b>Annual Holiday Breakfast and Charity Drive</b> Mastoris’ Diner, Bordentown

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### 2013 Gala Needs You!!!

Each year members look forward with great anticipation to the annual NJSWEP Gala. This event has grown and draws more and more people each year. But that success requires a small yet dedicated group of people to plan and execute the event. We are looking for members willing to volunteer to help make this event a memorable experience again this year. We would love to hold the Gala further North this year, but will need the help of local members to make that happen. Please contact Tali MacArthur via email at [tali.macarthur@gmail.com](mailto:tali.macarthur@gmail.com) if you are interested in volunteering for this committee or if you have questions or ideas for Gala venues.

We will be putting out a call for “Growing Great Women in the Garden State” nominations soon. Thank you for your support of and dedication to making the NJ Chapter of SWEP an amazing organization!

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### SWEP Members Get Noticed!

**Tracy Straka**, one of our founders and champion of the MetroNet sub-chapter was named as one of NJBIZ’s 50 Best Women in Business for 2012. She was also elected as Chairman of the Board of the Chemical Industry Association of NJ (CIANJ). She is the first woman to lead this 86-year old organization which represents more than 900 businesses across New Jersey, ranging from Fortune 500 companies to small and medium-sized firms.

**Sue Boyle** was recognized by South Jersey Biz as one of 2013's 25 *Women to Watch*. She was recognized for helping to set the bar high in the business and for finding the time for demanding careers, volunteer work and family. She represents the 'cream of the crop' in the region.

**Pam Mount**, who received NJSWEP's 'Growing Great Women in the Garden State' award at the 2012 Gala, was recently included in NJBIZ's 50 Best Women in Business for 2012.

**Amy Greene** was recently honored as one of two recipients of The Nature Conservancy in New Jersey's inaugural Oak Leaf Awards. Amy has served as a Nature Conservancy, New Jersey Chapter trustee for more than ten years.

Brilliant Environmental Services, LLC, owned by NJSWEP member **Phil Brilliant**, is beaming with pride as it received the distinction of being ranked as one of the 2013 Best Places to Work in New Jersey in the small/medium-sized company group and was listed on *Inc. 5000*, an exclusive ranking of the nation's fastest-growing private companies.

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### **Catching Up with NJSWEP Scholarship Recipients**

Occasionally, past Scholarship recipients reach out to us to let us know what they're up to and how the scholarship funds have supported their education.

*A recent email from Allison Ingram...*

I'm sorry I will be unable to attend the gala this year. I would like to thank everyone again for helping me to continue my studies especially after my father lost his job. This scholarship helped a great deal and allowed me to continue to pursue my research in dendrochronology.

Since last year's gala, I have finished my independent research project looking at oak species at George Washington's Mount Vernon plantation in Virginia. I compared growth rates to soil moisture values for two oak species, white oak and chestnut oak and discovered that these two oak species do not respond equally to a moisture gradient across the property. White oaks prefer moister sites and chestnut oaks drier sites. I presented my research in the form of a poster at this year's Association of American Geographer's conference in New York City this past February. I will now begin my senior thesis which will combine the oak species I have already analyzed with species that typically prefer moister sites than oaks, such as tulip poplars and beech trees. This research will give a full picture of the moisture gradient at Mount Vernon and species' responses to it. I intend to turn this research into a manuscript and submit it to a peer reviewed journal by the time I graduate next May.

Thank you once again  
Allison Ingram

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An email from **Julia Flagg**

(2012 recipient)

Dear NJSWEP,

Greetings! I hope this email finds you all well. I wanted to provide you all with a short synopsis of my trip to Buenos Aires, Argentina. As I mentioned in my application and at the gala, I used the scholarship money to travel to Buenos Aires and present my research on recycling at the Second ISA (International Sociological Association) World Forum at the University of Buenos



Aires. The presentation was a success! I received lots of positive support and inquiries from environmental sociologists from all over the world. I have attached one picture of me at the conference. I have also attached a picture of me enjoying a nice walk in the city of Buenos Aires. The scholarship funds enabled me to stay for the entire duration of the conference (4 days) and attend numerous presentations by scholars from Latin America, Europe, Asia, and North America. I was also able to talk with these researchers about their work and think about how the presentations I saw might influence my own research in the coming years.

Shortly after my return from Buenos Aires, I traveled to Louisiana. I helped my younger brother move into college (LSU) in Baton Rouge and then traveled to New Orleans with my mom. We spent two days rebuilding a home destroyed by Katrina. We worked with the St. Bernard's Project, an award winning nonprofit organization that has helped bring more than 400 families back to their homes. Especially since my graduate research is about recovery from Katrina, I found the experience to be very powerful. We worked on a home that was nearly completely destroyed by the storm and subsequent levee failure. The family who lives in this house has been trying to get back into their home for 7 years now. The process was stalled not only by the actual destruction of Katrina, but also by contractor fraud and a robbery. We were both happy to give back (even if just a tiny bit) to people who have lost so much. I am also attaching a picture of us at the home we worked on. We also spent a couple days exploring New Orleans, which included a visit to the Louisiana state museum, which has a very informative exhibit on the events that both preceded the storm and transpired during the disaster, as well as a boat tour of the Mississippi River.

It was an honor to be recognized by NJSWEP. Both of these trips were very influential to me, both personally and professionally. I look forward to seeing the members of NJSWEP at an upcoming event soon.

Thank you,  
Julia Flagg

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**Caitlin Campbell** used a portion of the scholarship award to help the funds to help fund her travel to Glacier National Park where she worked as an interpretive park ranger at Glacier National Park, MT. At this job, she gave boat tours, talks, and led hikes. She also staffed the visitor centers, answering questions from “What do I do if I see a bear?” to “What should we do while we are in the park?” She used the remaining funds to help fund her semester away at the Williams College Mystic Seaport Maritime Studies Program in Mystic, CT. The Maritime Studies Program took her sailing through the Florida Straits, tide-pooling in the Pacific North West, and exploring the Louisiana Gulf Coast to study Maritime History,



Marine Policy, Oceanography, and Literature of the Sea. When she wasn't on these incredible field seminars, she was busy back in Mystic, CT working on original historical, scientific, and marine policy research.

## **REGULATORY UPDATES**

### **NJDEP Adopts Emergency Flood Hazard Area Control Act Rules**

In response to the damage to coastal communities by Post-Tropical Storm Sandy and Tropical Storm Irene and the issuance of Advisory Base Flood Elevation (ABFE) maps by the Federal Emergency Management Agency (FEMA), the New Jersey Department of Environmental Protection (NJDEP) adopted emergency amendments and a concurrent rule proposal to the Flood Hazard Area (FHA) Control Act Rules (N.J.A.C. 7:13) on February 19, 2013. These changes to the NJDEP land use regulatory permit program are effective immediately and need to be addressed when considering rebuilding, rehabilitating and constructing buildings and other infrastructure in coastal and flood-prone areas. The adopted regulations modify the NJDEP FHA Rules in several key areas: Adoption of FEMA's new ABFE maps - the rules adopt the recently issued FEMA ABFE maps for the New Jersey coastal communities to determine the flood hazard area design flood elevation, even though the ABFEs have not completed their typical draft publication, public review, and finalization process. Determination of Flood Hazard Area Design Elevation – the rules require applicants to adopt the highest flood hazard area design flood elevation even if different studies are available for a property. Flood Proofing Measures – the rules clarify when dry flood-proofing and wet flood-proofing will be allowed for rehabilitation and reconstruction of existing structures and when these flood proofing techniques may be acceptable for new building construction. Consistent Building Requirements – the rule changes strive to develop consistency between the NJDEP FHA Rules and the Uniform Construction Code adopted by the Department of Community Affairs. A copy of the emergency amendments

of the Flood Hazard Area Control Act rules can be accessed at: <http://www.nj.gov/dep/docs/20130124flood-hazard-emergency-rule.pdf>. The public comment period for these emergency amendments closed on March 21, 2013. The final re-adoption of these rules is expected to be published in the May 6, 2013 New Jersey Register.

## **Dramatic Changes to NJ's Vapor Intrusion Screening Levels and Policies**

NJDEP has issued new vapor intrusion screening levels and related guidance that markedly affect the management of remediation sites. In many cases for non-residential buildings, these screening levels are less stringent than in the past based on an adjustment to exposure assumptions. However, there are also many decreases in the screening levels and the program changes require prompt action and a review of most active sites by April 16, 2013. **What Is New?** NJDEP has outlined significant changes to the screening levels used for assessment and mitigation of vapor intrusion pathways. The screening levels have been updated to reflect current USEPA toxicity data and revised exposure assumptions for non-residential indoor air risk. NJDEP has established procedures and time frames for the application of these screening levels. For ongoing sites and those with previously approved Remedial Action Workplans (RAW) for groundwater, an evaluation of the consequences of these new screening levels must be conducted no later than April 16, 2013. For those sites that have previously received a restricted use

No Further Action (NFA) or Response Action Outcome (RAO) for groundwater, an order of magnitude evaluation of the new screening levels is required as part of the biennial certification. Dependent upon the outcome of these evaluations, additional investigation and remediation may be necessary. Other notable changes include:

- A significant increase in the number of compounds with vapor intrusion screening levels.
- Three compounds whose screening levels have decreased by over one order of magnitude: 1,1-dichloroethane, ethylbenzene and 1,2,4-trichlorobenzene.
- The development of RALs for non-residential scenarios.
- An expanded list of RALs for residential scenarios.
- The elimination of screening levels for some compounds including (cis)-1,2-dichloroethylene and tertiary butyl alcohol.
- Starting on July 16, 2013, sampling and analysis for naphthalene and 2-methylnaphthalene will be required for existing cases without an approved groundwater RAW.

The following link leads to NJDEP's publication which was released on January 16, 2013. <http://www.nj.gov/dep/srp/guidance/vaporintrusion/index.html>.

These changes also have important implications for ongoing Immediate Environmental Concern (IEC) and Vapor Concern (VC) cases. The guidance includes procedures for reclassification or closure of IEC and VC cases where the revised screening levels are higher than measured indoor air concentrations collected during the heating season.

**What Does This Mean for You?** Those with ongoing site remediation projects should compare current site data with these new screening levels no later than April 16, 2013. Those who have already received a restricted use NFA or RAO for groundwater will need to conduct a re-evaluation of vapor intrusion pathway compounds whose screening level has changed by an order of magnitude or greater as

part of the biennial certification. If your site exceeds the new vapor intrusion level, it may trigger additional remediation and/or mitigation obligations.

Thanks to Kelly McCormick for the updates.

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### In Case You Missed the Gala (a short photo review)



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