

# SENTINEL

Newsletter of  
The Society of Women  
Environmental Professionals of  
Greater Philadelphia

FEBRUARY 2002

## CONTENTS

- P. 1: January Luncheon Wrap-Up
- P. 2: January Luncheon Sponsors
- P. 3: March Breakfast Meeting Announcement
- P. 4: Getting Feedback Without Compromising Self-Esteem
- P. 7: Indoor Air Quality Post 9/11
- P. 8: New SWEP Chapters Need Help; Delaware River Sojourn
- P. 9: Penn Focuses on Watersheds and Urban Environment; WOMENS WAY Agents of Change
- P. 10: Member News; New Members
- P. 11: Job Openings; Upcoming Events
- P. 12: Public Service Opportunities
- P. 14: SWEP Committees
- P. 15: SWEP Change of Address Form
- P. 16: SWEP Membership Renewal Form

## RECAP OF AND RESPONSE TO SWEP'S JANUARY LUNCHEON PROGRAM: ENVIRONMENTAL ISSUES IN POST-9/11

### NEW YORK CITY

BY ALANA M. BIXLER

SWEP of Greater Philadelphia and the Philadelphia Bar Association's Environmental Law Committee's January Luncheon Program, "Ground Zero: Environmental Issues in New York City after September 11<sup>th</sup>," was held on the 17<sup>th</sup> at the Pennsylvania Bar Education Center in Philadelphia's Wanamaker Building. The program featured first-hand accounts of what it was like to be within a few city blocks of the World Trade Center as those horrific events unfolded, and how emergency response, safety and environmental issues were handled immediately following the Trade Center's collapse. The luncheon speakers were Scott Furman, Esq., of Tannenbaum Helpert Syracuse & Hirschtritt LLP; Paul T. Pettit, P.E., Vice President and General Manager of AMEC Earth & Environmental, Inc.; and Bob Adams from the New York City Department of Design and Construction.

The common theme running throughout the program was the uncanny ability of so many parties to work in harmony to achieve a common goal: the restoration of order and the minimization of potential hazards to rescue crews, area residents and workers, and cleanup/restoration contractors. All of us in the environmental field are well aware of the obstacles that arise in many situations when consultants with differing views face off and

those with regulatory authority and legal interests become involved. However, this time it was different. In the hours, days, weeks and months that followed the 11<sup>th</sup>, federal, state and local officials, contractors and representatives managed to take care of their responsibilities in a timely and orderly fashion with respect for all those involved in the tedious process.

Of course, the destruction of such large structures built when potentially hazardous materials not typically employed today were still used raised questions about how environmental issues were being addressed around Ground Zero. Although the press raised fears of asbestos and mercury contamination, on-site health officials have not found alarming levels of any hazardous substances, other than in a few small, scattered "hot spots." In addition, widespread monitoring is being conducted and, quite likely, more controls are in place than at many Superfund sites.

### ERRATUM

Dr. Mary DeFlaun works at Envirogen, not at Interger, as was printed in the December 2001—January 2002 issue of the *Sentinel*. Our apologies to Mary for the error.

Every contractor on-site has been doing at least some type of air monitoring; nearby buildings were thoroughly washed, cleaned and cleaned again prior to being reoccupied; and controls were established at the local public-owned treatment works (POTW) to receive wash water and runoff from the site. Quite a welcomed surprise!

The speakers named the swift action of establishing zones and securing areas prior to the commencement of rescue and cleanup activities as one of the main reasons things have progressed as well as they have under the circumstances. In addition, the immediate area of Ground Zero was divided into different sections, and each contractor was assigned to a specific section in which to concentrate activities. Layer by layer, debris was peeled away as the areas were secured and re-secured before cleanup and rescue crews got deeper into the rubble.

One of the most amazing facts mentioned by the speakers, and quite possibly the reason for the dilution of any environmental hazards, was the complete pulverization of most of the debris in the immediate Ground Zero area. Nothing but a gray powdery dust and twisted fragments of structural steel remained—hardly a single piece of recognizable office furniture, computers or the like was noted by the speakers, one of whom has been at Ground Zero from the beginning.



*Cleanup at Ground Zero. (Copyright James Tourtellotte, 2001.)*



*Panelists Scott Furman, Bob Adams and Paul Pettit.*

If there was one thing I took from this program, it was the realization of the importance of having a system in place that works well, and pride in knowing our environmental regulatory agencies and private contractors are capable of handling such a tragedy with respect, grace and skill. The emotions of the speakers as they spoke of the 11<sup>th</sup> and its aftermath provided me with first-hand knowledge and insight, and a deeper respect for all of those working to keep the rest of us safe. Indeed, united we stand!



### **THANKS AGAIN TO OUR JANUARY LUNCHEON PROGRAM SPONSORS!**

**AMEC:** AMEC Earth & Environmental, Inc. (AMEC) is a division of AMEC plc., a United Kingdom-based international corporation. AMEC provides a comprehensive range of infrastructure, engineering and environmental science services to government agencies, municipalities, industrial and commercial companies and utilities. Our clients are engaged in a variety of market sectors, ranging from government, commercial/financial, infrastructure/transportation, consumer products, mining, forestry and pharmaceuticals/chemicals to energy. AMEC draws on more than 45 years of experience in infrastructure consulting and environmental science and a network of

over 2200 engineers, scientists and other professionals in more than 90 offices throughout North America and abroad, including China, Japan, Germany and Russia. The company applies a unique blend of technical disciplines and management services that result in a single, full-service source of focused professional support in addressing client requirements. Projects ranging in scope from several hundred to hundreds of millions of dollars are effectively managed by our professionals. Our depth and breadth of experience assures our clients that we are fully capable of undertaking and successfully completing environmental and engineering assignments throughout the world.

**Flaster/Greenberg, P.C.:** Celebrating its 30th anniversary in 2002, Flaster/Greenberg, P.C. serves small to mid-size businesses and individual clients throughout New Jersey and Pennsylvania. This Cherry Hill-based law firm, with branch offices in Cranford, Egg Harbor Township, Vineland and Philadelphia, is ranked in *Business News New Jersey's 2001 Book of Lists* among the state's top 50 law firms by number of attorneys. The firm uses a multi-disciplinary approach to law, providing clients with legal guidance and solutions in commercial real estate, land use, environmental law, corporate and taxation, bankruptcy, commercial litigation, technology and emerging businesses, securities, health care, estate planning and trusts, labor and employment law, employee benefits, family law and adoption. The firm has a web site at [www.flastergreenberg.com](http://www.flastergreenberg.com) and publishes several legal newsletters. To receive a copy of any of these publications, send an email to [Janet.Levine@flastergreenberg.com](mailto:Janet.Levine@flastergreenberg.com).

**Philadelphia Bar Association Environmental Law Committee:** The Environmental Law Committee is a Standing Committee of the Philadelphia Bar Association (PBA). It shares its mission with that of the PBA; namely, to serve the profession and the public by promoting justice, professional excellence and respect for the rule of law and in so doing, to strive to foster understanding of, involvement in and access to the justice system. The specific mission of the Environmental Law Committee is to keep Committee members and their guests abreast of developments in environmental law, regulation and policy by holding monthly luncheons during which recognized leaders in selected areas of environmental law discuss topics of timely interest to its members. Membership on the Committee is open to any member in good standing of the PBA. Guests are always welcome at the monthly luncheons.

**Remember—your SWEP membership renewal forms are due by  
March 1<sup>st</sup>, 2002! Renew now and keep SWEP going strong! (A  
membership form is included on page 16.)**



### **MARCH BREAKFAST MEETING: "EMOTIONAL INTELLIGENCE"**

Want to be more in control at work or at home? Looking for ways to deal more effectively with personal stress? Want to have a wider circle of influence? Wish people around you were more productive? Want to commit to and move ahead with your goals? Long to take risks and overcome your fear of change?

Emotional intelligence (EQ) refers to the intelligence that all successful people bring to their jobs that does not come under the category of "book smarts" or ability to reason. It is a large part of what makes people successful as leaders. EQ refers to the array of person-management and social skills that allows one to succeed in the workplace and in life in general. It encompasses intuition, character integrity and motivation. It also includes good communication and relationship skills. We need both rational data and emotional data in our lives if we are to be successful leaders.

True EQ is being able to appropriately call on information from the emotional center of the brain ("right brain") and balance that with information from the rational center of the brain ("left brain"). (Adapted from *The Manager's Pocket Guide to Emotional Intelligence* by Emily A. Sterrett, Ph.D.)

Don't miss an exciting talk on EQ at SWEP's March meeting on Wednesday, March 13, 2002 in the Philadelphia Bar Association conference room, 11th floor, ARAMark Building, 1101 Market Street, Philadelphia. Note that we're having a *breakfast* meeting instead of our usual lunch meeting. We'll be gathering from 8:30 to 10:30 a.m.—so don't show up at noon, or you'll miss out!

Speaker Marcia Metlin of Metlin Associates offers 25 years of experience in organizational development consulting, with expertise in change management, leadership and team development. She has been a featured speaker at the National Association of Women Business Owners Annual meeting and holds professional certifications in Total Quality Management and Flawless Consulting Skills.

To get to the meeting via public transportation, take SEPTA Regional Rail trains or the El to the Market East Station. Drivers can use the Reading Terminal parking lot, which is accessible from the entrance on Arch Street just past the 11th Street intersection.

There is no charge for SWEP members. The fee for non-members is \$7.00. R.S.V.P. by Friday, March 8th to Alice Previte at [alice.previte@flastergreenberg.com](mailto:alice.previte@flastergreenberg.com).

Sponsorship opportunities are still available. Interested sponsors should contact Anne Gaspar at [annegaspar@earthlink.net](mailto:annegaspar@earthlink.net) or 609-448-2773.



## ASKING FOR FEEDBACK WITHOUT COMPROMISING YOUR SELF-ESTEEM

BY LESLEY MALLOW WENDELL, PRESIDENT, ROSEWOOD CONSULTING GROUP

The quality of your job performance is one of the key factors in your ability to advance your career. Earning respect and recognition for your performance increases your capacity to receive promotions, salary increases and the types of assignments that enable you to enhance and develop your career. However, to deliver a quality performance, you need to know what that "looks like" and how your performance will be measured. If you are lucky, you work for a manager who gives regular, useful feedback that helps you understand what's expected and how your performance will be measured. But, if you are like most people today, you may not get feedback on a regular basis. Therefore, you will need to ask for it as part of your overall strategy for managing your career effectively.

The most important and often the most difficult aspect of the feedback process is your willingness and ability to receive it. Hearing how you are perceived by others can be a very valuable tool to your own growth and development, and it increases your overall self-awareness. In a Carnegie Mellon University study of several hundred knowledge workers cited by Daniel Goleman in his book, *Working with Emotional Intelligence*, every star performer demonstrated the competence of self-awareness.

Certainly, the manner in which feedback is delivered has an impact on your ability to receive it. This is true for both positive and constructive feedback. Surprisingly, I have worked with individuals who have as much trouble hearing positive feedback as they do negative. There are also managers who give positive feedback about efforts that lack quality, making it easy to discount what you hear from them. However, it is critical that when you do receive feedback, you avoid becoming defensive about what has been said. We all know managers who can be sarcastic and make comments that are not particularly constructive. In some cases, they are completely unaware of how they come across. Some managers feel uncomfortable and unskilled in providing coaching and feedback. They may resent your asking for it because it puts them in an awkward position. Some are reluctant to give feedback and may come across as dismissive when you solicit it because such interactions aren't a good fit for their personality and temperament. How do you assess the situation and determine the best way to get feedback?

It is important to think about what you hope to gain. Do you need to better understand what is expected of you on a particular task or project? Do you need to know specific ways to overcome an identified

weakness? Or, do you need to get feedback to change a particular behavior? Ideally, you should be asking for feedback in a specific and focused manner. Some individuals make the mistake of asking for feedback too frequently, and instead of soliciting information about a particular project or initiative, appear to be constantly in need of a pat on the back or reassurance about their overall performance. Soliciting feedback in this way makes it appear that you have a confidence problem.

It is a good idea to try to understand your manager's style and temperament and develop an appropriate strategy for eliciting feedback from him or her. Some managers prefer brief check-ins; others need to provide feedback in a more formal setting such as a scheduled meeting. Observe how your manager interacts with others. If you have a colleague who seems adept at getting feedback from your manager, either observe how he or she requests it, or make time to ask outright what works. If your manager is someone who needs to prepare before giving feedback, try to schedule a meeting several days ahead and be clear about what you want to accomplish. This will give him or her time to think about what they want to say.

If you need to clarify expectations, ask your manager if you can have a brief meeting to discuss the project or task. If your manager is the type who expects everyone on the team to be self-directed, you will want to think carefully about the language you use to solicit the feedback. Instead of asking outright for him or her to share expectations, you might initiate the conversation in the following way:

*"I wanted to meet with you to discuss my approach to the XYZ project."*

Then outline your plan of action and make sure you and your manager are on the same wavelength. You might try saying:

*"Does that make sense? Do you have any suggestions for modifications to the plan?"*

Soliciting the feedback in this way demonstrates to your supervisor that you can be self-directed but that you want to make sure you are proceeding in a way that makes sense from his or her perspective.

If you are working on a particular performance issue, you can solicit feedback from peers as well as others with whom you have contact, in addition to your boss. Sometimes peers can provide helpful suggestions and can serve in a monitoring role. If you and your manager have created a developmental plan to address a performance issue identified in a formal review, then you might want to establish regular check-ins with him or her to determine how you are progressing.

Soliciting feedback to work on changing a particular behavior can be trickier. I once had a student who began nearly every sentence with "You know..." This became annoying for those who interacted with her on a daily basis. To succeed when making presentations, she knew she had to correct this habit. A professor (giving her some valuable feedback) recommended she get some help. She asked those around her to let her know each time she started to use the words "You know." Fellow students gave her the "cut" sign every time they heard it, and after a few months, she no longer used the phrase.

Feedback given in a sarcastic or unconstructive manner can cause a blow to your self-esteem. Sometimes this occurs when there is truth to the criticism. In these situations, it is critical to maintain your composure. Think through what was said and, once you have calmed down and have some distance from the incident, make time to confront the individual, preferably in private. You might try the approach of, "I am trying to use the feedback I receive to improve my performance. However, I am not sure what you were trying to convey to me during yesterday's meeting. Can you please help me understand what you were trying to say?"

I once had a manager with a bad temper who would holler at his workers during meetings. Once he did this to me, and after the meeting, I asked to have a moment of his time. In his office, I asked him directly, "I am confused about what just happened in our division heads' meeting. To me, it felt like purpose of your outrage and barrage of negative comments was to embarrass me. Was there something else going on that I have missed? It's hard to stay focused on and sort through what you are trying to say when it is

expressed in such a visceral manner." As it turned out, he was using me as an example for issues he had with other staff members. It is possible that had I not spoken up, he would not have realized that his behavior had such a negative impact on what he was trying to achieve.

In some cases, providing guidance about how you need to receive feedback is an important part of soliciting it. I had worked hard for months on a marketing plan and had solicited feedback from several board members who worked in the field. After incorporating their feedback into the finished project, I gave the plan to my director (who was not knowledgeable about marketing). After receiving it, she called me on the phone to give me mostly negative feedback, beginning with, "Well, this thing is at least a start ..." I immediately stopped listening to most of the rest of her comments, and when she finished, indicated that we needed to meet. This was a woman who had a reputation for being hypercritical and difficult to please. During my face-to-face meeting, I conveyed that although I welcomed constructive criticism, I preferred to get feedback about the positive components of an effort before launching into what needed improvement. I think she was generally surprised that someone would react to her in this way. She had been a college professor and was used to making those kinds of comments in the margins of term papers. I helped her to see that she was now in a different role as a manager, and old methods of feedback were no longer appropriate.

Asking for feedback and getting it increases self-awareness and helps you improve how you do your job. Improving your job performance ultimately increases your self-esteem. If you keep this in mind, it will be easier for you to ask for feedback on a regular basis. Determine what approach works best for you and your manager and create a plan for making it happen. If you tend to get defensive around feedback, pick some areas that make you feel less vulnerable and start there. Once you've practiced asking for feedback about one area, it will be easier to solicit it for other aspects of your work and performance.



*Rosewood Consulting Group provides customized coaching consulting and training to help organizations and individuals increase their effectiveness in today's changing environment. Rosewood consultants have a long history of providing organizational consulting with leading corporations and non-profits, enabling them to understand and appreciate a wide variety of work environments and cultures.*

**Lesley Mallow Wendell, President**, has been helping groups and individuals enhance their leadership skills for over 20 years through her work in corporations, educational institutions and consulting organizations.

Lesley has been facilitating career and leadership development programs for groups and individuals since 1978. Prior to forming Rosewood Consulting Group, she was affiliated with OPTIONS, Inc., the Philadelphia-based career and human resource consulting organization for close to 10 years, most recently as its Executive Director. She has worked with individuals and groups at all organizational levels and has consulted with senior leadership teams, including CEOs.

Until her association with OPTIONS, she held positions in academia and advertising. For more than 10 years, she was Director of Career Services at Widener University. While there, she chaired the university's Committee on Multicultural Understanding and trained groups and individuals on issues related to diversity. Lesley has an undergraduate degree from the University of Pennsylvania and an M.S. in Human Resource Management from Widener University. She has been active in professional associations and community organizations, serving on the Board of WOMENS WAY and the Philadelphia Chapter of the Society for Human Resource Management. Lesley has been quoted frequently in local and national business publications and has appeared on local and national radio and TV. A frequent speaker to professional organizations, she is a member of the Forum of Executive Women and was selected by *Business Philadelphia* as one of 1997's Women to Watch.

Lesley can be reached at 610-892-8035 or by email at [RosewoodGroup@aol.com](mailto:RosewoodGroup@aol.com).

## ENSURING INDOOR AIR QUALITY POST-9/11

BY JENNIFER SENDER

The events of September 11<sup>th</sup> and their aftermath have changed how people live their lives and how businesses operate. This is especially true for companies and individuals with the responsibility of ensuring acceptable indoor air quality for commercial and residential buildings. For those charged with this task, the thought that brings the industry to its collective knees is that of acts of mass bioterrorism through building ventilation systems.

The events of September 11<sup>th</sup> have taught us that terrorists appear intent on mass destruction and injury. In the indoor air quality arena, the real potential of bioterrorism affects the design and construction of buildings, the maintenance of buildings and the insuring for potential claims and litigation resulting from bioterrorism.

Before the horrifying events that occurred in New York City, Washington DC and Pennsylvania, many buildings were designed and constructed with little or no concern for the security of air intake and distribution systems. It is not uncommon to find buildings with air intake systems located at ground level, on rooftops or otherwise accessible to unauthorized personnel. Likewise, little concern has traditionally focused on the security of access to HVAC (heating, ventilating, air conditioning) systems. After buildings were constructed, their owners, managers and maintenance companies generally paid minimal attention to the security of the ventilation systems. The events of September 11<sup>th</sup> have suggested that changes in building design, construction and management are needed.

While no manner of design and construction of future structures can prevent all potential acts of bioterrorism, architects and contractors will now bear the burden of designing and constructing buildings with ventilation systems that are reasonably secure. It is likely that to prevent the possibility of tampering, future buildings will not have readily accessible air intake or HVAC systems.

Perhaps the greatest burden of bioterrorism prevention rests on the shoulders of those persons and companies responsible for managing and maintaining buildings. As with all businesses concerned with terrorism, the immediate preventative response should be increased and vigilant awareness and increased and diversified security. In buildings with vulnerable ventilation systems, attention must be given to feasible construction modifications to secure these systems. Additionally, or in the alternative, security personnel should be responsible for securing vulnerable areas of ventilation systems and limiting access to these areas to authorized personnel and contractors. Facilities managers will also carry the burden of limiting access to HVAC systems and of implementing procedures for safe inspections of incoming mail, packages and deliveries of supplies for detection and containment of contaminants.

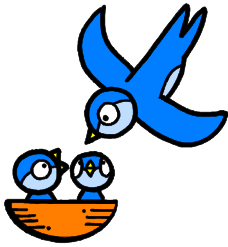
In addition to taking preventive actions, these entities should also give serious attention to crisis management procedures. Facilities management companies need such plans in place in the event that bioterrorist acts do occur. Additionally, building owners and managers should openly communicate to their building occupants that adequate steps have been undertaken to protect against reasonably foreseeable acts of bioterrorism and that crisis management plans are in effect. Also tenants should be instructed on procedures to be followed in the event of bioterrorist events.

A more subtle but equally as serious issue faced by those responsible for ensuring indoor air quality for commercial and residential buildings is the cost of insuring against bioterrorism. Following the events of September 11<sup>th</sup>, intense turmoil has erupted within the insurance industry regarding coverage for losses as a result of terrorist attacks. The lines of insurance most directly affected include aviation, commercial liability, commercial property damage, and worker's compensation insurance.

Since September 11<sup>th</sup>, most reinsurers have required policies in these lines to have exclusion clauses for losses as a result of terrorist acts. However, on the regulatory end, every director of insurance for every state in our nation has taken steps to protect airlines, commercial property owners and employers by requiring that insurers issuing policies within the states are providing coverage for losses resulting from

terrorism. The directors of insurance have regulated that any insurer not providing coverage for losses resulting from terrorist attacks will lose its rating as a "standard" company. The long-term means of reconciliation of this tension is unclear.

It is difficult to predict the long-term results of the events of September 11<sup>th</sup> on the insurance industry. In the midst of all of the uncertainty, one thing we can count on is that insurance coverage for losses due to terrorist attacks will come at a premium premium. Some industry insiders expect property and casualty insurance coverage to increase by 30 to 300%. One can look to our European neighbors, who unfortunately had to come to terms with the business reality of terrorism long ago. Another possibility is an increase in alternative risk vehicles, such as industry captive insurance. Clearly, building owners, managers and facilities management companies must be more aggressive in claims prevention.



### FLEDGLING SWEP CHAPTERS NEED YOUR HELP GETTING OFF THE GROUND

Do you know an environmental professional or have a counterpart in Massachusetts, Chicago, Atlanta or Pittsburgh? Women in each of these cities have expressed a desire to form a chapter of the Society of Women Environmental Professionals and would appreciate your help in identifying similarly interested folks. The women listed below wish to convene organizational meetings in their respective cities to determine the scope of support and resources for starting new chapters. Of course, SWEP, as a professional organization, encourages networking, training and support amongst environmental professionals and will use your contacts' names only in the manner specified.

**CHICAGO:** Jennifer Sender, Esq., of Hinshaw & Culbertson, one of our 2001 National Forum panelists on indoor air quality, is hoping to organize a meeting for more women in Chicago who would like to start a SWEP chapter. Please send names, emails and phone numbers of your Chicago environmental friends to Jennifer Sender at [Jsender@hinshawlaw.com](mailto:Jsender@hinshawlaw.com).

**MASSACHUSETTS/WORCESTER/BOSTON:** Please send names, emails and phone numbers of potential Massachusetts SWEP members to Lynne Welsh, Team Leader for the Blackstone River Watershed Initiative, at 508-792-7423 or [lynne.welsh@state.ma.us](mailto:lynne.welsh@state.ma.us).

**ATLANTA:** Please send names, emails and phone numbers of your Atlanta area environmental contacts to Cristin Corless Karchon of GeoSyntec Consultants, at 404-236-7274 or [ckrachon@geosyntec.com](mailto:ckrachon@geosyntec.com).

**PITTSBURGH:** A handful of women have expressed interest in starting a SWEP chapter and will be ready to invite more potential members in late spring. Stay tuned!



### PADDLE THE DELAWARE, A REVOLUTIONARY RIVER

The Delaware, the longest undammed river east of the Mississippi, is both beautiful and steeped in history. One of the most famous historic events involving the river was the crossing of George Washington and his troops on Christmas night, 1776, en route to a decisive victory over the British, which marked a turning point in the Revolutionary War. However, the Delaware saw many other lesser known but equally interesting events.



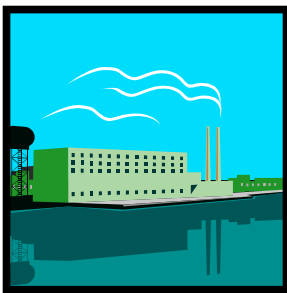
For instance, during the Civil War, more than 12,000 Confederate soldiers were imprisoned on Pea Patch Island, near New Castle, Delaware. And, in 1915, to meet the war demand, the world's largest shipyard was built along the Delaware on Hog Island, offshore of Philadelphia.

We invite you to join us on the **Delaware River Sojourn** May 31<sup>st</sup> to June 8<sup>th</sup>, 2002, to experience and celebrate this "revolutionary river." The Sojourn, which combines canoeing, camping, educational programs, historical interpretation and more, strives to give participants an awareness of and appreciation for the ecological, historical, recreational and economic significance of the river, which flows through New York, New Jersey, Pennsylvania and Delaware.



The Sojourn is for people of all ages who love paddling and the outdoors. To show the Delaware's diversity of landscapes, culture, history and nature, two days are spent in each of the river's sections (upper, middle, lower and estuary). Participants can sign up for the entire eight-day trip or for the section or day(s) of their choice. The itinerary varies each year, so there's always something new to discover.

For more information, visit the Delaware River Basin Commission web site at [www.state.nj.us/drbc/sojourn.htm](http://www.state.nj.us/drbc/sojourn.htm), or contact Suzanne Forbes, Delaware River Sojourn Steering Committee (Chair, Sojourn Sponsorship), at 609-397-5335.



### **PENN FOCUSES ON WATERSHEDS AND URBAN ENVIRONMENTAL ISSUES**

The University of Pennsylvania's Institute for Environmental Studies (IES) has selected watersheds and urban environmental problems as their two priority areas for education, research and partnerships. The IES will celebrate its 10th anniversary on April 4, 2002, with a workshop on these two issues.

Questions can be directed to Director Peter Petraitis ([ppetrait@sas.upenn.edu](mailto:ppetrait@sas.upenn.edu)) or Stanley L. Laskowski, Executive Director, Institute for Environmental Studies, at 215-573-5978 or [slaskows@sas.upenn.edu](mailto:slaskows@sas.upenn.edu).



### **WOMENS WAY HONORS AGENTS OF CHANGE**

WOMENS WAY, the nation's first women's funding federation, located right here in Philadelphia, is commemorating its 25th Anniversary in 2002 with a yearlong "Celebration of Change." As part of this exciting program, WOMENS WAY will honor 12 "Agents of Change," one a month. A WOMENS WAY 25 Agent of Change is a woman or girl who, by what she has done and how she has done it, inspires positive change in the lives of other women and girls. More information and the nomination form can be accessed through the WOMENS WAY web site at: <http://www.womensway.org/ww25/agents.html>.



## SWEP MEMBER NEWS

ENVIROGEN announces that **Stewart H. Abrams**, P.E., has been named Vice President, Eastern Operations; **Mitchell Bormack**, P.G., has joined the staff of the Lawrenceville, NJ, office; and **Mary F. DeFlaun**, Ph.D., has been named Vice President, Technology Applications.

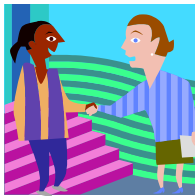
**Sarah Hetznecker, P.G.**, has joined ECS, Inc., an environmental risk management firm. She can be reached at 800-327-1414 or [hetznecs@ecs.com](mailto:hetznecs@ecs.com).

**Jennifer A. Irrgang, Esq.** joined Greenberg Traurig, LLP in late 2001. She can be reached at 2700 Two Commerce Square, 2001 Market Street, Philadelphia, PA 19103; 215-988-7842 (phone); 215-988-7801 (fax); [irrgangj@gtlaw.com](mailto:irrgangj@gtlaw.com).

**Leslie Ledogar** has joined Manko, Gold & Katcher, LLP, as an associate in the firm's Bala Cynwyd office. Prior to joining the firm, Leslie served three years as an associate with the law firm Ballard Spahr Andrews & Ingersoll, LLP, in Philadelphia. She is admitted to practice in Pennsylvania and New Jersey and was recently admitted to the U.S. District Court, Eastern District of Pennsylvania. She can be reached at [Lledogar@mgklaw.com](mailto:Lledogar@mgklaw.com) or 484-430-2329.

PMC Environmental is pleased to announce that **Diane Miskowski** has joined their Exton, PA, staff as Sales Director. Diane can be reached at [dmiskowski@pmc-mail.com](mailto:dmiskowski@pmc-mail.com) or 856-235-3126.

**Nancy Yannuzzi** recently joined Air-Vent Duct Cleaning, Inc. as the Manager of Business Development. Nancy has 16 years of environmental service and Indoor Air Quality (IAQ) experience. In addition to working in environmental consulting and remediation, she has been active on SWEP's executive board since 1997, co-chaired for 1999-2000, and has been instrumental in many of SWEP's technical and social programs. Nancy can be reached at [nancy@airventductcleaning.com](mailto:nancy@airventductcleaning.com) or 215-641-0440.



## SWEP PHILADELPHIA WELCOMES ITS NEWEST MEMBERS!

**Suzanne Christopher**, ENSR International

**Geneen Clark**, UTRS, Inc.

**Cheryl Coffee**, The Whitman Company, Inc.

**Amy Cohen**, U.S. EPA, Region III

**April Flipse**, PA DEP

**Betty Harris**, U.S. EPA, Region III

**Samuel H. Israel**, Fox Rothschild O'Brien & Frankel, LLP

**Dana Jackowicz**, AMEC Earth & Environmental, Inc.

**Carol Knickerbocker**, PA DEP

**Maria Kolokithias**, US Army Corps of Engineers

**Tara J. Krieger**, The Whitman Company, Inc.

**Sharon Krock**, Schnabel Engineering Associates

**David Kurland**, Sunoco, Inc.

**Lee Ann Kwait**, PA DEP

**Courtney Miller**, ENSR International

**Michelle Novak**, The Whitman Company, Inc.

**Joanna McErlean**, ENSR International

**Sue Patterson**, Temple University

**Deborah Poppel**, ENSR International

**Christine Potts**, University of Scranton

**Rose Quinto**, U.S. EPA, Region III

**Julia Randall**, ENSR International

**Jo Ann Robertson**, ENSR International

**Leslie Sparrow**, HydroQual, Inc.

**Janet Starwood**, Philadelphia Earth Force

**Glen Stevens**, US Army Corps of Engineers

**Donna Switzer**, UTRS, Inc.

**Autumn Thomas**, ENSR International

**Jean M. Wallace**, Philadelphia Earth Force

**Teresa K. Williams**, GSA

**Loreen Wlodarczyk**, ENSR International

**Ji-Sun Yi**, GZA Environmental, Inc.

**Deborah Zobel**, Magna Delta Solutions, Inc.

## TWO WIN SWEP MEMBERSHIPS

At SWEP's January luncheon, we raffled off two SWEP memberships. Please welcome the winners, **David Kurland** of Sunoco, Inc., and **Teresa K. Williams** of GSA, Public Building Service, to SWEP. Congratulations David and Teresa!

## JOB OPENINGS

**Associate:** Small firm, family atmosphere. Environmental and litigation experience required. PA and NJ license preferred. Half-time or full-time. Contact Mark Stevens at 215-732-3255; fax, 215-732-3260; e-mail, [mstevens@langsamstevens.com](mailto:mstevens@langsamstevens.com).

**Engineering and Environmental Professionals:** Duffield Associates, Inc. is seeking engineering and environmental professionals with 2 to 10 years experience. Please send or email resume to Robert Goldman, P.G., Duffield Associates, Inc., 1528 Walnut Street, Suite 725, Philadelphia, PA 19102; [rgoldman@duffnet.com](mailto:rgoldman@duffnet.com).

**Environmental/Geotechnical Business Development Manager:** GZA GeoEnvironmental, Inc., a dynamic environmental and geotechnical engineering firm, seeks a seasoned business development professional for our Delaware Valley offices. The ideal individual will be experienced in selling engineering and environmental technical services to the industrial and architecture/engineering markets. Degree in engineering or environmental sciences preferred with a specialization in business development. Must have 10 to 20 years experience selling professional services with a proven network of contacts in the PenJerDel area and be a motivated self-starter with excellent people, selling and technical skills. If you enjoy interacting with clients, engineers and scientists in a fast-paced environment, please e-mail your resume and salary requirements to [jfowler@gza.com](mailto:jfowler@gza.com) or mail to 500 Office Center Drive, Suite 120, Dept HR202, Fort Washington, PA 19034. Equal opportunity/ affirmative action employer. M/F/V/H.

The following positions are available at e Phase. Contact Sherrerd Steele at [ssteele@ephase.com](mailto:ssteele@ephase.com) or fax resume to 610-692-0721:

**Phase I auditors.** Immediate openings for full- or part-time Phase I auditors. Must have 3+ years in environmental industry. Opportunity includes travel across U.S and/or regional work. Flexible hours possible.

**Senior level geologist/hydrogeologist/engineer.** Review environmental audits, provide marketing support/sales and oversight of field auditors. At least 5 years related experience. Flexible hours. Excellent opportunity with a growing company.



### UPCOMING EVENTS

**February 16, 2002:** Fifth Keystone Coldwater Conference, "Headwater Habitats: The Importance of Native Plant and Animal Diversity." State College, PA. Keynote speaker, Dr. Sue Thompson of the Pennsylvania Biodiversity Partnership, will define headwater habitats, upland and aquatic diversity; discuss major impacts to natural ecosystems; and provide an overview of conditions in Pennsylvania. Sessions deal with benefits of biodiversity and native biota in maintaining and improving the quality of upstream and aquatic and terrestrial communities. Biotic interrelationships, within and between communities, will be stressed. For more information, contact Nancy McDowell at 814-863-5100 or visit <http://www.outreach.psu.edu/C&I/coldwaterconservation.com>. \$25, registration; \$50, registration and dinner.

**February 19, 2002:** SWEP New Members Breakfast. 8:30 to 9:30 a.m., at the offices of Environmental Standards, 1140 Valley Forge Road, Valley Forge, PA. Anyone who joined the Philadelphia or New Jersey Chapter in the past 6 months is invited to meet veteran SWEP members and get an "orientation" of SWEP programs and member benefits. The Membership Committee plans to hold these "Welcome!" breakfast meetings on a quarterly basis at various locations in the Delaware Valley. RSVP with Ruth Forman at 610-935-5577.

**February 23, 2002:** Living Beyond Breast Cancer and The Young Survivor Coalition present the Second Annual Conference For Young Women Affected by Breast Cancer, "Living Well Today for the Promise of Tomorrow," at the Hyatt Regency Philadelphia at Penn's Landing. Three distinguished physicians will host the intro session, "Bridging the Gaps in Research and Treatment; What We Know, What We Need to Find Out." Choose from 10 workshops in the afternoon on topics such as nutrition and managing premature menopausal symptoms. \$45. Call LBBC for more information at 610-645-4567.

**March 1, 2002:** Deadline for SWEP membership renewal. (Form on page 16 of this issue of the *Sentinel*.)

**March 13, 2002:** "Emotional Intelligence": SWEP breakfast program, with speaker Marcia Metlin of Metlin Associates. 8:30 to 10:30 a.m. Philadelphia Bar Association conference room, 11th floor, ARAmark Building, 1101 Market Street, Philadelphia. Sponsorship opportunities still available. Interested sponsors, contact Anne Gaspar ASAP at [annegaspar@earthlink.net](mailto:annegaspar@earthlink.net) or 609-448-2773. R.S.V.P. by Friday, March 8th to Alice Previte at [alice.previte@flastergreenberg.com](mailto:alice.previte@flastergreenberg.com).

**March 15, 2002:** City Parks Association Symposium, "Parks Power and Vision: Using Our Past to Imagine a Future." 9 a.m. to 4 p.m. Arch Street Meeting House, Philadelphia.

**March 16, 2002:** Southeastern Pennsylvania Regional Conference for Environmental Advisory Councils. Presented by the Pennsylvania Environmental Council. 8:30 a.m. to 2:30 p.m. at the American College, Bryn Mawr. The conference will cover issues of concern to EACs, showcase successful EAC projects, and provide an opportunity to network with other EAC members in the region. For more info, contact Jeanne Barrett Ortiz or Ingrid Redman at 215 563-0250.

**April 15—16, 2002:** The Pennsylvania Chamber of Business and Industry's 2002 Annual Environmental and 10-Hour OSHA Conference, at the Harrisburg-Hershey Marriott. Attendees receive certification for participating. For agenda and registration, visit [www.pachamber.org](http://www.pachamber.org).

**April 23, 2002:** The Pennsylvania Environmental Council's Annual Philadelphia Dinner. 4 to 9 p.m. Hyatt at Penn's Landing, Philadelphia. Call Carol Meyers at 215-563-0250 for more details or to register.

**May 2002:** SWEP luncheon program on alternative fuels, with possible site visit. Sponsorship opportunities still available. Interested sponsors, contact Kathy Koerber (610-935-5577, [kkoerber@envstd.com](mailto:kkoerber@envstd.com)) or Lousie Melchor (215-563-4244 x439, [lmelchor@ch2m.com](mailto:lmelchor@ch2m.com)). More details to come.

**May 9, 2002:** 1:00 to 2:00 p.m., WOMENS WAY 25 presents "The Changing Role of Women: *Lucretia Mott Honorees Evaluate Women's Progress in the Late 20<sup>th</sup> Century*." The Perelman Theater, The Kimmel Center for the Performing Arts, Broad and Spruce Streets, Philadelphia. Lucretia Mott honorees will address the question of whether women have real power. Melissa Weiler Gerber and Lynn Yeakel will moderate. 5:30 to 8:30 p.m., WOMENS WAY's Celebration of Change. Verizon Hall, The Kimmel Center for the Performing Arts. Thousands of WOMENS WAY supporters from across the decades will gather to celebrate the coalition's accomplishments and future vision. Former Lucretia Mott honorees—some of the most notable national and regional feminist leaders and thinkers of our time—will return for an evening full of surprises, including a special *WOMENS WAY 25 Celebration of Change* publication and the introduction of the new WOMENS WAY video.

**July 2002:** SWEP's annual golf outing. Abington Country Club. Sponsorship opportunities still available. Interested sponsors, contact Nancy Yanuzzi (215-641-0440x102, [nancy@airventductcleaning.com](mailto:nancy@airventductcleaning.com)). More details to come.

**September 22, 2002:** "Make It a Day for WOMENS WAY." 11:00 a.m. to 5:00 pm. Rittenhouse Square, Philadelphia. Part of the ongoing series of events celebrating WOMENS WAY 25. Entertainment, displays, refreshments, educational activities and more for women, men and kids of all ages.

**September/October 2002:** SWEP luncheon program on endocrine disruptors, in conjunction with Breast Cancer Awareness Month. Sponsorship opportunities are still available. Interested sponsors should contact Anne Gaspar ASAP at [anegaspar@earthlink.net](mailto:anegaspar@earthlink.net) or 609-448-2773. More details to come.

**October 2002:** SWEP's annual Touchstone Awards reception, to honor outstanding women in the environmental field. More details to come.

**November 2002:** SWEP luncheon program on natural capitalism. Sponsorship opportunities still available. Interested sponsors, contact Anne Gaspar ASAP at [anegaspar@earthlink.net](mailto:anegaspar@earthlink.net) or 609-448-2773. More details to come.

## PUBLIC SERVICE OPPORTUNITIES



**Share Your Science Know-How:** Expand Your Horizons (EYH) is a hands-on science experience for 6<sup>th</sup> grade girls. The program is being held in the fall and the spring at Chestnut Hill College. Through a generous donation from Cabot Corporation, EYH will be visiting schools in Philadelphia and surrounding areas throughout the school year as an outreach of the American Chemical Society (ACS) National Chemistry Week events. Participate in the 11<sup>th</sup> session of the EYH mini-conference, which Chestnut Hill College will be hosting on Saturday, March 9, 2002, or visit schools as

part of the EYH Road Show. EYH is continuing to offer the scientists participating in the program at Chestnut Hill College the opportunity to be paired up with a local 6<sup>th</sup> grade science teacher to help you fine-tune your project with the girls. Also, EYH is looking for suggestions for a keynote speaker. EYH has had some wonderful women talk to the girls and would like to continue this tradition.

The events may be photographed or videotaped. Your agreement to participate in the program confirms your approval to have your image potentially used in publicity for future Expand Your Horizons events.

If you have questions or would like to sign up, contact Kathy Thrush, Ph.D., Philadelphia American Chemical Society Women, at 215-283-8727 or [KATT@bellatlantic.net](mailto:KATT@bellatlantic.net). **Registration is due by February 15, 2002.**

**Hands-On Help for Wetlands:** Volunteer on **February 19, 2002**, with the Nature Conservancy of Pennsylvania at Mount Bethel Fens, a complex of wetlands that host a variety of rare plants and animals and depend on an open canopy that lets in sunlight. Volunteers will be girdling trees and removing woody invasive plants. Mount Bethel Fens is about 2 hours from Philadelphia; carpooling available. Contact Lynn Carroll at [lcarroll@tnc.org](mailto:lcarroll@tnc.org) or 610-834-1323, x122, for more information.

**Adopt a Bison:** For just \$40, you can give Penny, Prairie Star or Thunderfoot the promise of a permanent home on the range. Visit <http://nature.org/adopabison> and click on "How You Can Help." The Adopt-a-Bison program is managed by volunteers from the Oklahoma chapter of the Nature Conservancy. For more details, email Grant Gerondale at [ggerondale@tnc.org](mailto:ggerondale@tnc.org).

**Click for the Rainforest:** Care2.com offers a quick, easy way to help save rain forests with a simple click. Visit the [www.rainforest.Care2.com](http://www.rainforest.Care2.com) web site and click on one of the habitat buttons up to once per day. Each click generates a donation, paid by Horizon Organic, Nature Valley and SeaWorld, to the Nature Conservancy's Adopt An Acre program. 100% of the money you generate will be donated to The Nature Conservancy.

**Donate Used Cell Phones:** For those of you who missed the cell phone drive hosted by SWEP last year, there are still ways you can donate your old, unused, obsolete or broken cell phones. Phones can be mailed to CALL TO PROTECT c/o Motorola 1580 E. Ellsworth Road, Ann Arbor, MI 48108. If you prefer to drop off your phone, collection points are available at [www.donateaphone.com/where.cfm](http://www.donateaphone.com/where.cfm). The Donate-A-Phone program refurbishes donated phones and provides them free of charge to victims of domestic violence (please include batteries and chargers if available). The phones are pre-programmed with emergency numbers. Neither the recipient nor the phone's donator will be charged for calls made.

#### APRIL SENTINEL DEADLINE

Please send story ideas, news, job openings, photographs and other material for the *Sentinel* to Blair Davis at [bdavis@pecphila.org](mailto:bdavis@pecphila.org). For inclusion in the April 2002 issue, text must be received by Monday, April 1<sup>st</sup>.

## SWEP OF GREATER PHILADELPHIA COMMITTEE LIST (2001-2002)

### Executive Board

Sonya Y. Ward, P.G. (Co-chair/Treasurer)  
*PMC Environmental* (610-280-5069) or  
[sward@pmc-mail.com](mailto:sward@pmc-mail.com)

Cyndy Yu Robinson (Co-chair)  
*U.S. EPA, Region III* (215-814-5557) or  
[yu.cynthia@epa.gov](mailto:yu.cynthia@epa.gov)

Susan T. Barry, P.G. (Secretary)  
*ECS, an XL Capital Company* (800-327-1414) or  
[BarryS@ecsinc.com](mailto:BarryS@ecsinc.com)

Jeanne J. Dworetzky, Esq.  
*Ballard Spahr Andrews & Ingersoll, LLP*  
 (215-864-8503) or  
[dworetzky@ballardspahr.com](mailto:dworetzky@ballardspahr.com)

Brenda Hustis Gotanda, Esq.  
*Manko, Gold & Katcher, LLP*  
 (610-660-5700) or [bgotanda@mgklaw.com](mailto:bgotanda@mgklaw.com)

Catherine Neary Harris  
*ERM* (610-524-3500) or  
[catherine\\_harris@erm.com](mailto:catherine_harris@erm.com)

Sarah Hetznecker, P.G.  
*ECS, Inc.* (800-327-1414) or [hetznecs@ecs.com](mailto:hetznecs@ecs.com)

Shawne Rodgers  
*Environmental Data Quality, Inc.*  
 (610-725-1770) or [edqi@voicenet.com](mailto:edqi@voicenet.com)

L. Sherrerd Steele, P.G.  
*e-Phase, Inc.* (610-692-7007) or  
[ssteele@ephase.com](mailto:ssteele@ephase.com)

Nancy Yannuzzi  
*Air-Vent Duct Cleaning*  
 (215-641-0440) or  
[nancy@airventductcleaning.com](mailto:nancy@airventductcleaning.com)

### Internet Committee Co-Chairs

Dorian Bailey  
*Port Authority of NY and NJ*  
 (201-216-2963) or [dbailey@panynj.gov](mailto:d Bailey@panynj.gov)

### Membership Committee Co-Chairs

Ruth Forman  
*Environmental Standards, Inc.* (610-935-5577)  
[rforman@envstd.com](mailto:rforman@envstd.com)

Janna Lancaster  
*AIG Environmental*  
 (215-255-6535) or [janna.Lancaster@aig.com](mailto:janna.Lancaster@aig.com)

Kathy Adams (Membership Directory)  
*Writing Unlimited* (302-234-8161) or  
[oadams14@aol.com](mailto:oadams14@aol.com)

### Programs/Public Service Committee Co-Chairs

Carol Ann Gross-Davis  
*U.S. EPA, Region III* (215-814-5738)  
[davis.carolann@epa.gov](mailto:davis.carolann@epa.gov)

Leslie Ledogar, Esq.  
*Manko, Gold & Katcher, LLP*  
 (484-430-2329) or [lledogar@mgklaw.com](mailto:lledogar@mgklaw.com)

### Public Relations Committee Chair

Cyndy Yu Robinson  
*U.S. EPA, Region III* (215-814-5557) or  
[yu.cynthia@epa.gov](mailto:yu.cynthia@epa.gov)

### Newsletter Committee Co-Chairs

Cyndy Yu Robinson  
*U.S. EPA, Region III* (215-814-5557) or  
[yu.cynthia@epa.gov](mailto:yu.cynthia@epa.gov)

Blair J. Davis  
*PA Environmental Council* (215-563-0250) or  
[bdavis@pecphila.org](mailto:bdavis@pecphila.org)

### Special Events Chair

Catherine Neary Harris  
*ERM* (610-524-3500) or  
[catherine\\_harris@erm.com](mailto:catherine_harris@erm.com)

**SOCIETY OF WOMEN ENVIRONMENTAL PROFESSIONALS  
OF GREATER PHILADELPHIA  
CHANGE OF ADDRESS FORM**



Help us keep in touch with you! If you have changed jobs or moved, or your contact information has changed in any way, please let us know. Fill out this form, print it out and mail it to Sonya Ward at PMC Environmental, 835 Springdale Drive, Suite 201, Exton, PA 19341. You can also email it to Sonya at [SWard@pmc-mail.com](mailto:SWard@pmc-mail.com).

**Old Information**

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Organization: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Fax: \_\_\_\_\_  
E-mail: \_\_\_\_\_

**New Information**

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Organization: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Fax: \_\_\_\_\_  
E-mail: \_\_\_\_\_  
*Date new info takes effect:* \_\_\_\_\_

**Comments**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**SOCIETY OF WOMEN ENVIRONMENTAL PROFESSIONALS (SWEP)  
OF GREATER PHILADELPHIA  
Membership Form**



Please fill out to renew your membership or to become a new member. You may also use this form to revise your company's list of corporate members or submit an address change. If you have any questions, please call Sonya Ward at 610-280-5069.

**A. Membership Status (check one)**

New Membership      Renewal      Change of Address/Update

**B. Type of Membership (circle one):**

Membership Type	Philadelphia SWEP Chapter Only	Joint Philadelphia & NJ SWEP Chapters
Individual	\$100.00	\$125.00
Corporate	\$300.00	\$400.00
Government	\$10.00	\$10.00
Nonprofit Organization	\$10.00	\$10.00
Student	\$5.00	\$5.00

Name \_\_\_\_\_ Title \_\_\_\_\_  
 Company Name \_\_\_\_\_ Dept. \_\_\_\_\_  
 Address \_\_\_\_\_ Mail Code \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_  
 Telephone \_\_\_\_\_ Ext. \_\_\_\_\_ Fax \_\_\_\_\_  
 Email Address \_\_\_\_\_ Web Ssite \_\_\_\_\_

**CORPORATE MEMBERSHIPS, PLEASE FILL IN THE FOLLOWING FOR EACH:**

NAME	TITLE	PHONE/FAX	EMAIL

**Make Check Payable to "SWEP"**

**Return the Completed Form to  
Sonya Ward, SWEP  
c/o PMC Environmental  
835 Springdale Drive, Suite 201  
Exton, PA 19341**

**\*\*MEMBERSHIP RENEWAL DUES AND FORMS ARE DUE BY MARCH 1, 2002!\*\***