

to the conference center before noon and left at four with the next night's party. His expense account report was littered with bar tabs and meals for six at fancy restaurants. He came home with three partnering commitments in his pocket.

The other person attended every event and every session. He (or she) even chose the sessions that were of more interest to the company than to himself. He asked questions, participated in interactive workshops, joined discussion groups, picked up handouts, and took notes. He stayed in the room at night typing these notes into the laptop so he could distribute them to his coworkers upon his return. He came home with a deeper understanding of national policies and applicable solutions to problems.

The Response

In *What Did You Do in Seattle?* we presented the problem of two people attending the same conference and exhibiting very different behaviors. One was essentially a party animal and the other was extremely diligent in attendance, notes, and collection of information. The intimation that one of these people was acting unethically was actually a set up. Having heard a number of comments about this topic, it was chosen to expose a nuance of ethics that escapes many of us and has even escaped the exact language of the NAEP code. Only a very few of the respondents spotted this, most taking one side or the other of the question as presented.

The nuance lies in the ethics of expectations. As an employer, you expect your staff to follow directions and achieve goals that you have set out for them. The achievement of these goals is what makes one a good employee but it is also an ethical responsibility of the professional employee. In our situation, neither employee can be said to have been acting ethically unless we were to know what the boss expected that person to accomplish.

If the attendee had received directions to go to the conference, make friends and get new contracts, the studious person would have acted unethically, not the party animal. A conflict would only arise if the boss expected one result and was delivered an-

other. Our code speaks to ethics relating to expectations as well. And here is where the safeguards are most often challenged. If a client expects a result that you cannot provide, the ethics of expectation must take second place to the ethics of the professional performance of your science. Our example deals with business ethics.

A New Situation: *My Mother, My Employee*

For our next situation, we will break with format a little and ask for your comments on where ethics plays a role in the following inequity.

I run a small ecological consulting company. We have only three employees and are just getting started. Because of this, my mother has decided to help out by coming in and doing the cleaning for us. The only place she is not allowed to clean is in the small laboratory that we have set up for our water sampling program. That area and all the chemical cleaning of jars and gear is left to my employee.

My employee is a trained professional. She has a degree in chemistry and six years of experience in a laboratory. My employee has rights guaranteed by the federal right to know laws and she has been forced to read every MSDS that comes in the building. We all agree that she should be fully aware of the chemicals to which she is being exposed.

My mother is a wonderful person. She has an Associates degree in Art Appreciation. She handles some of the same chemicals as my employee. She buys them at the corner grocery store where my 17-year-old nephew stocks the shelves. She also brings these chemicals home and cleans the house where my children live.

My trained professional is required to read a Material Safety Data Sheet and be briefed on hazards, and my mother is offered a label printed with a very small type font.

Send your comments to Tom Cuba, Delta Seven Inc., PO Box 3241, St. Petersburg, FL 33731. E-mail Delta-Seven@worldnet.att.net. Watch for the response in a future issue of Environmental Practice.

NAEP Committee and Working Group News

Compiled by Gary F. Kelman

This section of *Environmental Practice* will focus on the work of the various committees and working groups that make possible the multitude of activities performed by NAEP. These activities serve to provide and enhance the benefits members gain from the Association. In this issue, some of the more recent activities of the groups will be spotlighted. Anyone wishing to contact or join any of the committees or working groups can e-mail the Committee Coordinator, Gary Kelman, at kelman1@erols.com.

Permanent Conference Committee Announces Locations for Future Conferences

The Permanent Conference Committee announced the locations for the next few NAEP annual conferences. Year 2000: Portland, Maine; Washington DC in 2001; and Reno, Nevada in 2002. A survey is currently being developed that will include questions regarding future conferences and member preferences.

Chapters Committee Develops Chapter Accreditation Program

The Chapters Committee has been progressing in two areas: facilitating a new chapter in San Antonio, Texas and developing a Chapter Accreditation Program. The San Antonio chapter is developing by-laws, articles of incorporation and the actual request to the Board of Directors for Chapter approval. For more information on individual chapters, look for the NAEP Chapter News section in this journal.

The Chapter Accreditation Program is being developed to identify specific requirements for all chapters. These requirements will include the number of NAEP members required, meeting frequencies, education and communication recommendations. This program will provide direction to all chapters and will create the consistency needed to strengthen NAEP as an organization.

International Committee Plans Corporate Environmental Manager Summit

The International Committee has been focusing on two new projects: (1) establishing an e-mail/internet connection between the Committee's international members and interested "domestic" members and (2) working with representatives of the American Bar Association Environmental Committee to develop and hold a "Summit" for corporate environmental managers. The "Summit" will offer approximately 200 corporate environmental managers from around the world an opportunity to attend a three-day workshop in Sweden. This workshop is tentatively scheduled for late June 2000. Any companies/managers that would like to contribute or benefit from this workshop can contact the committee for more information.

The biggest single suggestion from the international community has been for NAEP to provide access to experience from throughout the world. This type of information will be included in *Environmental Practice* as well as in future internet communications.

Internet Committee Improves Communication Between Committees

The Internet Committee remains active in NAEP communications. On-going projects include management and regular updating of our website at <WWW.NAEP.Org> and facilitation of the on-line Environmental Professional e-mail discussion group EP@CSF.Colorado.Edu.

The Committee's strategic plan for 1999 is to facilitate additional NAEP communications with two new projects: 1) Working with Gary Kelman, in-coming NAEP Committee Coordinator, to develop a new e-mail list for committee and working group chairs. This project aims to simplify association news distribution and to cultivate inter-committee communication and cooperative projects. 2) Working with Andy McCusker, NAEP President, to develop an on-line, asynchronous "Book Club" focused on books relevant to the future of environmental management.

NAEP Members are encouraged to visit the Committee's website <NAEP.Org> to learn more about NAEP activities and the Internet Committee.

Publications Committee Listens to Members Demand for Professional Journal

Several years ago the Publications Committee surveyed NAEP's members to see what members wanted in a publication. The survey resulted in this publication, *Environmental Practice*. The Committee also expanded and improved the *NAEP News* which has now been folded into *Environmental Practice*. Support for *Environmental Practice* comes mainly from NAEP's membership via the NAEP Board of Directors.

The Committee has also reworked NAEP's annual conference publications. John Daugherty, the Publications Committee Chair, has edited the annual conference proceedings and abstracts for the last 2 conferences. In cooperation with the Internet Committee, the abstracts of the papers presented in the last two conferences have been available on the NAEP website. This year, the plans are to also make these two documents available on CD-ROM.

Let the committee know how you feel about this publication, their other efforts and where they should be heading in the future.

Membership Committee Puts Membership Directory On-line

The Membership Committee, in cooperation with the Internet Committee, is in the final stages of unveiling an on-line membership directory. This will be available through the NAEP home page and will allow direct access to the wealth of expertise offered by our members. Another project is the distribution of NAEP's "Year In Review", a summary of the activities and contacts of all NAEP chapters. A survey is also being developed to measure membership trends and desires, such as how to improve membership services and retention. With this in mind, the Committee will be unveiling its March to the Millennium Membership Drive (or M³ Drive) later this year.

Contact the Committee to join or to offer suggestions.

Fellow Membership Committee Is Searching for a Few Outstanding Members

This Committee guides an on-going effort to recognize senior-level NAEP members who have made significant contributions to the development of the organization, and provides recognition for their lifetime achievements in the environmental profession. Currently the Committee is working to better define the criteria of this membership category and is also developing the criteria for the Chuck Zirzow Scholarship Fund.

ISO 14000 Working Group Continues Involvement in the Development of ISO Standards

The ISO Working Group's members are intimately involved with the standard's development.

Rita Schenck, Professional Development Team Leader, has traveled to Madrid, San Francisco and elsewhere as a US expert on the ISO Technical Committee 207 Subcommittee 5 (Life Cycle Assessment). Rita is the Working Group's leading expert in both environmental labeling and the life cycle assessment standards, having developed extensive comments on a draft practitioner's manual on life-cycle stressor-effects assessment. She also is the Working Group's liaison with the Academic Centers for Environmental Excellence.

Phil Stapleton is assisting the joint ISO TAG 176/207 that is developing the US positions on a common standard for quality and environmental auditing in an effort to harmonize the ISO 9000 quality and ISO 14000 environmental management standards. He is expected to be named as one of two US experts to the ISO Working Group which will be revising ISO 14004.

Nancy Evans Stuckwisch, External Relations Team Leader, continues to pursue greater non-government agency involvement in the ISO 14000 process. She also has been participating heavily in ISO TC 207 SubTAG 4 (Environmental Performance

Evaluation), as the ISO 14031 standard nears its final release.

The Working Group is also becoming very active in revising the ISO EMS and auditing standards as that process begins.

The Working Group's *Conference Team* has been quite active in the last three years, presenting an introductory ISO 14000 short course, and organizing cohesive sessions, including panel discussions with noted experts. The theme of last year's conference explored the relationship between ISO 14000, NEPA and Sustainable Development. The 1999 Conference will follow through on this important issue. The Conference Team is making plans for a tour of one of the first government facilities to become registered to the ISO 14001 standard: the AlliedSignal facility in Kansas City. This should be a valuable experience for anyone contemplating ISO 14001 implementation, or for those merely wanting to know more about the voluntary environmental standard.

The ISO Working Group is also participating in NAEP's Ad Hoc Committee effort by commenting on the Committee's mission statement and strategic plan that was approved by the NAEP Board:

NAEP supports the pursuit of the convergence of the disciplines in NEPA, ISO, and Sustainable Development by providing guidance and technical expertise to its membership and, in turn, to appropriate outside groups.

National Involvement Initiative Working Group Keeps NAEP Connected to DC

This Working Group has been meeting on a regular basis to identify and implement contacts with Federal and other representatives in areas of interest to environmental professionals. The Working Group is also serving as a conduit to the other NAEP working groups on Federal topical issues.

In September, the group met Jay Benforado, Deputy Associate Administrator of the EPA Office of Reinvention. One outcome of that meeting has been discussions concern-

ing "Project XL" and in establishing ways to have NAEP participate in "third party" evaluations of XL projects.

Another contact was established with David Scott Smith, Executive Director of the Interagency Environmental Technology Office of the Council on Environmental Quality (CEQ). Mr. Smith has an ongoing relationship with the US Environmental Industry Council. Possible collaborations discussed were professional association representation on the CEQ's Environmental Technology Working Group, and collaboration between NAEP chapters, regional environmental business councils, and local jurisdictions.

Another meeting was held with Ray Clark of the CEQ to discuss the Transportation Equity Act for the 21st Century (TEA-21). There are several issues concerning environmental review and documentation that CEQ feels should be of concern to environmental professionals. This Working Group, in cooperation with NAEP's Transportation Working Group, is continuing to follow up with CEQ.

Transportation Working Group Establishes Relationship with Transportation Research Board

The Transportation Working Group was recently formed to advise, appraise and notify environmental professionals in the transportation field including relevant issues and legislation changes. This Working Group will create a repository of information and promote a dialogue among NEPA practitioners in the transportation field.

In 1998, the Working Group established a relationship with the Transportation Research Board. The Board represents one of the largest consortium of transportation officials, researchers, consultants and agencies and serves as an independent advisor to the federal government. The Working Group hopes to strengthen the relationship with the Board through an active role at summer workshops, especially the multi-committee workshop to be held in 2000 in Pittsburgh.

In the past year, the Working Group created a webpage with useful links to transporta-

tion centers, agencies, and relevant issues. The group was also involved with the NAEP's National Involvement Initiative to provide interpretations and opinions on Section 1205 of the Transportation Equity Act for the 21st Century (check the webpage for subsequent discussions).

In 1999, the Working Group is organizing a track for the Annual Conference and a technical tour of a wetland mitigation site. The Working Group will be hosting a get-together on Sunday at the conference. All are invited to attend to help plan activities for the coming year. The Working Group will also be involved with the Pennsylvania Association of Environmental Professional's Annual Conference, highlighting implementation and opportunities with the Transportation and Equity Act for the 21st Century. (See Pennsylvania chapter news for more information.)

NEPA Working Group Continues to Support NAEP's NEPA Efforts

The NEPA Working Group focuses on the improvement of environmental assessment as performed under the National Environmental Policy Act. Lance McCold of Oak Ridge National Laboratory is the chair. The Working Group has five committees:

The *AEP (Association of Environmental Professionals, California) Interface Committee* (led by Karen Frye of TetraTech), provides a partnering forum for NEPA related actions between the NEPA Working Group and AEP.

The *Legal Issues Committee* (led by Lucinda Swartz of the Battelle Memorial Institute) identifies, develops, recommends, and publicizes innovative solutions to legal issues related to NEPA.

The *NEPA Symposium* (led by Ted Wolff of Sandia National Laboratories and Ron Deverman of Barton-Aschman Associates/Parsons Transportation Group) provides a forum at the annual NAEP National Conference for the discussion of current NEPA issues and presentation of papers.

The *Tools and Techniques (TNT) NEPA Practice Committee* (led by Chuck Eccles-

ton, Westinghouse Hanford Co.) identifies, establishes and promotes Professionally Accepted Methods of Practice for implementing requirements of the National Environmental Policy Act (NEPA) of 1969. Emphasis is placed on establishing Tools and Techniques to assist federal decision-makers and NEPA practitioners in reaching decisions, streamlining the NEPA compliance process, and promoting efficient, effective, and integrated environmental planning.

The *Training Committee* (led by Leslie Wildesen of ETCI Incorporated), which works to provide NEPA training courses for environmental professionals, is planning to present a NEPA training course at the 1999 NAEP Conference.

Utility Working Group Stimulates Discussions on Real World Issues

The Utility Working Group is increasing NAEP outreach to utility interests by providing a forum for exchange of information regarding topics of concern to the industry. Development of a newsletter and sponsorship of technical sessions at NAEP's annual conference have supported the Working Group's visibility within the utility community. Participants in the Working Group's activities now include a number of individual utility companies and well-known industry associations, such as Edison Electric Institute, the National Rural Electric Cooperative Association and the Electric Power Research Institute.

This year, the Working Group again plans to be a highly visible presence at the annual conference, and has actively solicited papers addressing current issues of interest to utilities. This is a time of constant change for the industry, and the Working Group wants to stimulate discussion on environmental practices and strategies that have the flexibility to adapt to these changes.

Sustainable Development Working Group Forwards Evolution of Sustainable Development

Publication of a Sustainable Development guidebook and the design of a Sustainable

Development logo are two new projects of the Working Group. The logo would be used to represent all products and services developed under the Sustainable Development guidelines established in the guidebook. The group has recommended that Environmental Justice be included as a topic in the category of socially and politically sustainable development. Critical points of the philosophy of Sustainable Development include renewability, equitability, human development, life cycle planning, waste management, stewardship ethics, holistic management, technology, research and the enhancement of natural processes and education. Ongoing projects of the Working Group include development of a track at the 1999 NAEP Conference and a Sustainable Development internet site to be unveiled this summer.

Working Group on Higher Education Will Meet with Academic Centers of Excellence at Annual Conference

This Working Group is developing standards to enhance credibility for the industry through enhancement of the accreditation process. The outcome is better prepared professionals. NAEP's participation enhances intern opportunities for environmental industries.

A briefing paper has been prepared by Dick Perrine and will be shared with the Academic Centers of Excellence at the June 1999 annual meeting. The issues currently being considered include NAEP accreditation of programs, accreditation of training programs leading to the CEP credential and accreditation of university curricula in preparation for the CEP.

Other areas that are being considered are formal academic accreditation of curricula for environmental professionals and accreditation of web-based courses for environmental professionals.

The process of accreditation will require many discussions, however, the core committee has established that it should start as a pilot program with the cost of the accreditation borne by the educational institution. Standards should be based on the core

competencies as assumed by NAEP with CEP test responses being used to determine feelings about core competencies.

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NAEP Chapter News

Compiled by Bruce Hasbrouck

This section reports news of the state, local, and student chapters of NAEP. For information on chapter representatives and membership fees, contact Donna Carter at the NAEP National Office, (904) 251-9900; naep@ilnk.com. To contribute news from your chapter, contact Bruce Hasbrouck at (813) 287-1960; bhasbrou@hdrinc.com.

California

1st CalNAEP Conference Being Planned for the New Millennium

CalNAEP is in the advanced stages of planning a statewide environmental conference with the Association of Environmental Professionals (AEP). The conference will be held May 22-24, 2000 in Santa Barbara. The conference theme is "Environmental Crossroads" and the three major tracks are coastal resources, biodiversity, and water issues.

On January 14, 1999, John Larson, President of the Association of Environmental Professionals (AEP), and John Baum, President of CalNAEP agreed to jointly sponsor this statewide environmental conference. This is an exciting new opportunity for each environmental organization to work together. AEP has strong experience in areas pertaining to the California Environmental Quality Act, and CalNAEP has broad experience in areas pertaining the National Environmental Policy Act and general environmental issues. The combined depth and breadth of AEP and CalNAEP will foster a synergy that will be mu-