**CAREER DEVELOPMENT**

The National Association of Environmental Professionals (NAEP) and Academy of Board Certified Environmental Professionals (ABCEP) are committed to advancing environmental professionals who desire to be leaders in their fields and shape the future of the industry. The four presentations in this session are designed to help develop the careers of young professionals as well as seasoned veterans.

1. ABCEP will provide training on **How to Become a Certified Environmental Professional (CEP)**. In this session you will learn about ABCEP and what it means to be a CEP, the benefits of this certification, and there will be a detailed overview of the application and review process.

**Instructors:**

**Don Deis, Atkins**

Mr. Deis is a certified environmental professional with 36 years of experience in the environmental science field, including 30 years as a consultant to industry and government agencies. As a coastal ecologist, he has particular interest in hard bottom (reef) and seagrass habitats. He has studied these habitats throughout Florida, the Gulf of Mexico, and the Caribbean. He has extensive experience in the restoration of estuarine, coastal, and marine habitats and unique experience in seagrass restoration. He is a member of the Coastal and Estuarine Research Federation, National Association of Environmental Professionals, and the current board president of the Academy of Board certified Environmental Professionals.

**Kris W. Thoemke, Ph.D., CEP, Coastal Engineering Consultants**

Dr. Kris Thoemke is marine biologist and a Certified Environmental Professional (CEP). In addition to his work as a Senior Scientist for Coastal Engineering Consultants, Inc in Naples Florida and adjunct faculty member at American Public University System, he serves as the Chairman of Academy of Board Certified Environmental Professionals' (ABCEP) Credentials Review Board and, as such, is responsible for the process that determines if applicants for the CEP credential are qualified to receive this prestigious designation.

His 35 year working career has focused on the coastal ecosystems of Florida and the ecology of the Everglades.  As a recognized expert in coastal processes and the ecology of the Everglades, he has been selected to participate on several Independent Peer Review Panels of large scale US Army Corps of Engineers projects in these areas.

**Elizabeth R. Johnson, Environmental Programs Administrator, Orange County Environmental Protection Division, Orlando, Florida**

Supervise five sections within EPD: Lakes Management, including Aquatic Plant Management and MSTU Management, Environmental Permitting and Compliance, Green PLACE, NPDES (National Pollution Discharge Elimination System), the Ecological Assessment Team (a NELAC certified Water Quality Laboratory). Ensures that each section is meeting the Mission Statement of Orange County as well as meeting the goals and objectives of the EPD Manager.

Overseeing the daily operations of each section which includes permitting, compliance and enforcement, preparing and administering a million dollar operating budget, developing Capital Improvement Projects for water quality improvements, developing water quality improvement projects to meet TMDL requirements, developing and implementing land management plans for over 10, 000 acres of County-owned property, acquisition of new conservation lands with a 20 million dollar budget, responsible for ensuring that staff members are equipped with the knowledge and skills needed to perform their job responsibilities. I am responsible for hiring for position vacancies, writing position descriptions, interview questions, job selection criteria, interviewing, memo to hire, and annual reviews on a full-time basis.

**Dr. Shirley Denton, Cardno ENTRIX**

Dr Denton is an environmental professional with over 30 years of experience, predominantly in Florida, and predominantly as an environmental consultant.  Her focus is on plant ecology typically as applied in environmental permitting including NEPA and state regulatory environments.  She is known for her expertise on wetland hydrology relative to condition of the wetland natural communities, for endangered and threatened species assessments (plant and animal), alternatives analyses and secondary and cumulative effects analyses, effects of management and disturbance (and lack thereof) on natural communities.  She also handles challenging mitigation design, wetland assessment, and wetland delineation projects.  Dr. Denton has been a Certified Environmental Professional since 1998 and has been on the Certification Review Board since 1999.  She is currently employed by Cardno ENTRIX, Inc.

2. Lunch will include a presentation on **New Options for Professional Development: Demonstrating Online Learning Methods** given by representatives from American Public University.  This session will demonstrate the online learning platform, including how lectures, assignments, and multi-media are used in this learning environment, giving you a glimpse of the “how” of online learning.  You will also hear from two APUS professors who will share their experiences about teaching and benefits of learning in the e-classroom.

**Instructors**

**Carol Pollio, Ph.D. Program Director for Environmental Sciences, American Public University System**

Dr. Carol A. Pollio is the Chief of Natural Resources and Science for the National Park Service, National Capital Region. In this position, she manages the Center for Urban Ecology and a staff of technical experts in various natural resources fields. In her previous position, she served as Science Advisor for the US Fish and Wildlife Service Northeast Region Ecological Services Program. She supervised 13 Ecological Services field offices from Maine to Virginia. She also served 5 years in the USFWS Washington Office, gaining experience in fisheries and aquatic resources management, education and outreach, and habitat restoration at the national policy level. She has been working in the Department of Interior for more than 37 years.

Before returning to the National Park Service, Dr. Pollio had spent 24 years with the agency, primarily in field positions, including positions in natural resources management, federal law enforcement, and wildland and structural firefighting. She was assigned to 6 parks and the North Atlantic Regional Office, including national park units in VA, WV, NC, NJ, and MA.

Dr. Pollio’s experience in the National Park System has included gaining expertise in abandoned mine reclamation, environmental contaminants remediation, and biological assessment of disturbed and contaminated sites. She has conducted scientific research, inventory and monitoring, and published her results in several peer-reviewed journals. Dr. Pollio served as a Commissioned Federal Law Enforcement Officer for 16 years, a Red-Card Certified Wildland Firefighter for 24 years, and a Firefighter I and II (Structural) for 2 years. She is a trained Critical Incident Stress Debriefer, HazMat Responder (HAZWOPER), American Red Cross Community First Aid and Safety Instructor, and licensed Virginia Commercial Pesticide Applicator.

For more than 30 years, Dr. Pollio has actively served in the US Coast Guard Reserve. Now a CAPT (sel), she was activated in support of Operation Enduring Freedom in 2003, serving as a member of the USCG Lessons Learned Team responsible for evaluating the largest mobilization of the Coast Guard Reserve since WWII. She was also deployed to the Gulf Oil Spill in 2010 and served as the Liaison Officer to Santa Rosa County, Florida. As a member of a deployable CG unit for 7 years, she traveled to Portugal, Turkey, and Panama to conduct foreign port security exercises.

Dr. Carol Pollio received a Ph.D. in Environmental Science and Public Policy from George Mason University, a Master of Science in Environmental Science from Marshall University, and a Bachelor of Science in Natural Resources Management from Rutgers University.

**Kris W. Thoemke, Ph.D., CEP  
APU Faculty Member and Senior Scientist at Coastal Engineering Consultants, Inc. (CEC)**

Dr. Kris Thoemke is marine biologist and a Certified Environmental Professional (CEP). He currently serves as the Chairman of Academy of Board Certified Environmental Professionals’ (ABCEP) Credentials Review Board and, as such, is responsible for the process that determines if applicants for the CEP credential are qualified to receive this prestigious designation.  His 35 year working career has focused on the coastal ecosystems of Florida and the ecology of the Everglades. His current responsibilities at CEC include assessing, permitting, and monitoring of coastal projects including inlet management, beach nourishment and marina development.  As a recognized expert in coastal processes and the ecology of the Everglades, he has been selected to participate on several Independent Peer Review Panels of large scale US Army Corps of Engineers projects in these areas.

Prior to pursuing a career in environmental consulting Dr. Thoemke was a full-time outdoor and environmental communicator.  He is the author of over 500 articles on the outdoors, hosted several outdoor talk radio programs, and has film credits as the host and co-producer of the PBS series Exploring Florida, co-host (with actor Ed Begley Jr) of the Troubled Waters documentary on the Everglades on TBS and was the Survival Expert for Everglades episode of Man vs Wild hosted by Bear Grylls on the Discovery Channel.  He is an active member of the Outdoor Writers Association and has won numerous awards for his writing and broadcasting, including the Outdoor Communicator of the Year from the Florida Wildlife Federation. Kris is the author of Fishing Florida - the definitive guide to where to fish in the Sunshine State.

Dr. Thoemke has a BS degree in Zoology from the University of Maryland and received his Ph.D. from the University of South Florida.

**Tatiana Sehring   
Director, Corporate & Strategic Relationships at American Public University**

She has over ten years of combined experience in strategic partnerships, business development, and marketing in a variety of industries including environmental services, sustainability, non-profits, and higher education.  
  
At APUS, she has developed long-term relationships with key industry partners such as the National Association of Environmental Professionals (NAEP), the Academy Board of Certified Environmental Professionals (ABCEP), the National Environmental Health Association (NEHA), and the National Military Fish and Wildlife Association (NMFWA), among others. Currently, she also represents the university as a thought leader in the industry at a variety of speaking engagements including:

* Co-presented with Chris Eberly, Program Manager at DoD Partners in Flight, Chairman of NMFWA Certification Committee, and NMFWA Former Past President, at the Annual National Military Fish and Wildlife Association Conference/North American Wildlife Conference in Arlington, VA. The topic was academic preparedness to support professional work (March, 2013).
* Presented at the NAEP Conference on "How can Education and Certification Help you Get Where You want with your Career”- an APU collaboration with ABCEP Board Member Jim Yawn (May, 2012);
* Speaker at the Green Gov 2011, an event presented by The White House, on the Education & Training Track titled “Collaborating with Academics Institutions - Developing “Green” Leaders through Relevant Education” (November, 2011);
* Speaker on the Panel at the Wildlife Society Conference featuring the “Rewards and Challenges of the Online Programs in Fish and Wildlife Management” (November, 2011)
* Co-authored an article with NAEP President Paul Looney for the Green Careers Journal titled “NAEP and APU Partnership to Develop Emerging Leaders through Education (July-August 2011 Publication).
* She also represents APUS at a variety of sustainability and retail conferences including the Retail Industry Leaders’ Association Sustainability Conference and a variety of industry podcasts.

Her past experience includes managing, developing and maintaining partnerships on environmental projects with major corporations such as Citigroup, Bank of America, Charles Schwab, Ford, Johnson & Johnson, General Motors and McDonald’s among other Fortune 500 companies as well initiating contacts with government agencies, financial institutions and the private sector, playing a key role in the development and implementation of outreach efforts and new business opportunities. She has also coordinated program outreach for programs in Latin America, Andean Region, Central and Eastern Europe in her roles for the Environmental Export Council (EEC) and its USAID sponsored EcoLinks program and developed communications by coordinating public outreach and relationship for programs in Latin America, Asia, Central and Eastern Europe for client governments such as DOE, DOC, DOD, EPA and USAID.

Tatiana holds M.B.A. from American Military University and M.A. in International Commerce and Policy with a concentration in Business, Marketing, and International Trade from George Mason University; a Study Abroad - Oxford University, England Business Strategies/ International Trade (July, 2003), and a Bachelor’s in Communications from Fundacao Armando Alvares Penteado (FAAP), in Sao Paulo, Brazil.

1. DePaul University will be providing training of **Publishing a Peer Reviewed Article**.

**Instructor:**

**Dan Carroll** has worked in academic publishing for more than a decade. He began his career at the University of Chicago Press, where he worked as a production controller for two of the nation’s leading infectious disease journals. Since 2009 he has worked for DePaul University, as the managing editor of *Environmental Practice*, the journal of the National Association of Environmental Professionals.

1. The afternoon will finish with an **Environmental Careers Seminar**.

**Instructors:**

**John Esson** founded the Environmental Career Center (EnvironmentalCareer.com), co-founded the nonprofit Green Jobs Alliance (GreenJobsAlliance.org), and chairs the NAEP Career Development subcommittee. As President of ECW Environmental Group, he has over 30 years of experience in NEPA, sustainability planning, environmental compliance, and contract staffing. John is a LEED AP with a BS in Wildlife Management from the University of Minnesota and graduate work at the University of Wisconsin- Stevens Point.