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Work Experience

USACE, Headquarters CECW-CO (03/01/2008 – 08/02/2008)

Washington, D.C., United States; Duties: Developmental detail as Senior Regulatory Program Manager, Directorate of Civil Works, Operations and Regulatory Community of Practice. Responsible for a variety of programmatic areas that support the National Regulatory Program goals and mission. Coordinate, communicate, and strategize program areas and activities with Director, Office of Water, EPA, Office of Management & Budget, Council on Environmental Quality, and OASA-CW to revise and reissue Regulatory Guidance Letter 07-01, a direct result of the Supreme Court Carabell- Rapanos decisions; specifically contributed to negotiations on traditional navigable waters and relevant reach, key terms of the guidance. Developed 5-year National Regulatory Strategic Plan, leading coordination with 38 districts, 8 MSCs and presented plan at the National Joint EPA and Corps Conference. Tracked national performance indicators including, budget execution and shortfalls or projected carry-over, and jurisdictional determination (JD) processing times to reduce backlog. Coordinated with Nuclear Regulatory Commission to revise the MOU between agencies and improve coordination and expedite reviews on nuclear power projects nationwide. Participated in briefings of ASA-CW, Chief Regulatory and other constituents as needed to address specific regional issues and assist with coordination through MSC or district.

USACE, Savannah District (07/01/2001 - Present) - Supervisory Biologist

Savannah, Georgia United States; Duties: Serve as Chief, Coastal Branch, Regulatory Division, with full responsibility for planning, programming, administering and enforcing the Regulatory Program, including permit evaluation, enforcement, noncompliance, and mitigation under the Rivers and Harbors Act and the Clean Water Act. Develop policy and ensure compliance with a variety of statutes, executive orders, and environmental laws including the NEPA, the Endangered Species Act, the National Historic Preservation Act. Manage and execute the \$4.5M regulatory program for the southern half of Georgia (GA) with an estimated construction value of over \$6B of residential, commercial, municipal and industrial development throughout GA. Supervise 18 interdisciplinary staff including two section chiefs and one field office, with a full range of supervisory duties including managing workload, reviewing work, establishing performance standards, evaluating performance, developing training plans, supporting EEO and addressing performance and conduct issues. Act as Division Chief on numerous occasions. Senior technical and policy expert to the Div. Chief, District Commander (DC), MSC and HQUSACE. Administer programmatic/regional initiatives including general permits and regional programmatic general permits. Led implementation of new performance measures adjusting resources and schedules to meet new national standards for enforcement and compliance, Rapanos Guidance and SWANCC policy. Developed strong partnerships with GA Ports Authority, GA DOT and other Savannah and Brunswick Harbor customers/stakeholders to ensure timely and efficient permitting services. Developed partnering agreements with regional directors of sister agencies including USFWS, NMFS, EPA, and GA EPD resulting in measurable improvements in permit processing time and agency coordination. Currently leading partnering effort with Georgia Non-governmental Organizations (NGOs) to improve communication and reduce litigation. Led development of SAS mitigation banking program, one of the most advanced in the country with 45 active banks. Proactive in conducting outreach activities with the public, university and other NGOs both to recruit and promote diversity, and to improve coordination and reduce violations resulting from lack of program knowledge. Coordinate interagency efforts resulting in improved permitting processes for major infrastructure projects (e.g. highways, reservoirs) including development of a GA Regional Reservoir Consistency Plan streamlining reservoir permitting, with Region 5 EPA Administrator, Region 5 USFWS Director and the Commissioner of GA DNR. Participated in regional initiatives including SAD regulatory regional rates and emergency regional permit procedures for proactive and consistent natural disaster response. Led development of SOP for wrecks and obstructions resulting in clarified roles for Navigation and Regulatory and expedited responses. Continue to clarify district policy as guidance and case law develops regarding isolated wetlands, a high profile and controversial issue in coastal Georgia due to a prolific amount of depressional, non-tidal wetlands. Successfully met and reached agreement on numerous legal challenges to permit and jurisdictional decisions by Southern Environmental Law Center or River Keeper groups.

USACE, Mobile District (02/03/2007 – 06/23/2007) - Chief, Regulatory Division
Mobile, Alabama United States;

Duties: Temp promotion as Chief, Regulatory Division, responsible for leading and managing a 35-person \$5M Regulatory program with three field offices during a dynamic period following Hurricane Katrina and during release of the Carabell Rapanos Guidance. Completed reissuance of the Nationwide Permits for AL and issued Regional General Permit SAM-20 to facilitate post Hurricane Katrina residential rebuilding efforts along the Mississippi Gulf Coast, expediting permit reviews of low quality impacts without compromising protection of aquatic resources; received honorable mention by the ASA-CW for the first annual Outstanding Achievement in the Regulatory Program Team Award for 2007. Led coordination with Planning Division and the Environmental Advisory Board to ensure consistency with the Coastal MS restoration projects. During this period, led the conversion of ORM I to ORM II, executed the FY 07 budget exceeding CMR goals, and developed budgets through FY 09. Revamped the entire division training plan developing METLs for all personnel, and continued momentum on reorganization of the Division through continuing to stand up field offices and fill positions. Completed first round NSPS materials and assessments on personnel, providing significant input to mock and final pay pool within SAM.

USACE, Savannah District (04/06/2003 - 09/02/2003 and 02/08/2004 - 05/02/04) - Chief, Planning Division; Savannah, Georgia United States;

Duties: Temporary promotion as Chief, Planning Division, Savannah District, serving two semi-consecutive competitive assignments. Responsible for managing/ leading the 30-person \$5M Planning Program. As an element of the PMBP managed, supervised, and coordinated the civil works, military and support for others programs. Responsible for liaison and coordination with congressional interests, Federal, state and local agencies, and NGOs. Senior technical and policy advisor to the DC, MSC, and other Division Chiefs on planning, environmental and economic matters related to the mission. Conducted Congressional briefings and served on Corporate Board providing input to RMB, as needed. Managed the Floodplain Management Services and Planning Assistance to States Programs. Hosted the Alternative Formulation Briefing for the Augusta Flood Control Study. Initiated the first Section 22 water resource study for the State of GA Environmental Protection Division in the Altamaha watershed. Addressed project management issues, by initiating a project tracking system for civil works projects to assist staff and first line supervisors.. Executed GI and CAP projects. Significantly contributed to the District's execution of 100% of GI funds, exceeding all CMR planning goals. Major contributor in implementing the Planning Excellence Program in SAD including developing proposal materials for the Planning Centers of Expertise (Deep Draft Navigation, Storm Damage Reduction, and Ecosystem Restoration), and position descriptions for SAD regional technical GS-13s, the precursor to the SAD regionalization and USACE 2012 in the Planning Community of Practice.

USACE, Baltimore District (10/01/1998 - 07/24/2001) - Section Chief

Baltimore, Maryland United States; Duties: Served as Section Chief, Planning and Environmental Services Branch, Planning Division supervising 15 employees with a full range of supervisory duties; supervised planning investigations pertaining to the environmental, economic, engineering, and cultural aspects of civil, military, and support for other (SFO) projects. Served as Program Manager for \$5M Military and SFO program. Acted as Branch Chief (\$10M program; 170 separate studies). Represented the Division and/or Branch Chief in District Program Review Board meetings. Coordinated program issues with congressional interests and with MSC and HQUSACE reps. Developed and maintained customer base sustaining branch workload; served on inter and intra-district task forces. Acted as Chief, Military Section GS-408-13 Jun 97-Feb 98. Corps Project Manager of the Chesapeake Bay Program reporting to ASA-CW, serving as lead for NAO, NAP and NAB, responsible for interagency coordination among 26 Federal agencies and the States of MD, VA, PA, and the District of Columbia, and liaison to the Office of the ACSIM. Promoted from GS 12 Ecologist 07/01/1995 - 10/01/1998 and GS 11 Ecologist 1/94 through 7/95.

USACE, Baltimore District (02/01/2001 - 06/30/2001) - Chief, Civil Section, HTRW Branch

Baltimore, Maryland United States; Duties: Section Chief, Civil Hazardous, Toxic, & Radioactive Waste (HTRW) Section, Engineering Division - Developed program goals for \$42M Civil Works HTRW program (Superfund, FUDS, FUSRAP, SFO); tracked workload, execution, and formulated work plans and schedules to meet changes in program funding; allocated existing resources among staff and supervised 12 design team leaders (DTLs) and support staff. Maintained coordination with customers, and EPA staff as well as higher authority throughout the district, division, and HQUSACE. Acted as Branch Chief during his absence, developed training plan for the HTRW Branch, and held

interviews and recommended selections for new DTLs.

During the period 05/01/1985 - 01/02/1994, I Worked for State of Maryland and in private sector as a senior ecologist in planning and environmental science division for regional civil engineering firm. As consultant, conducted wetland delineations and prepared Section 404 and Section 10 DA permit applications for private and public projects. Worked directly with the Baltimore District Regulatory Branch and MD Department of Environment. Designed environmental restoration projects and wetland mitigation in a variety of tidal and non-tidal, coastal and inland habitats. Held contract supporting MD State Highway Administration for wetland delineation and highway alignment studies. Provided expert testimony.

Education

College/University

Johns Hopkins University (08/04/1993 - 03/13/1995)

Baltimore, Maryland

United States

Degree: Master of Science - Major: Interdisciplinary Environmental Sciences Studies

Minor: Water Resource Management

GPA: 3.9 Semester Hours: 30

Description: Course work for the interdisciplinary environmental science studies degree included public policy and the environment, wetland ecology, environmental law, environmental geology, estuarine ecology, plant ecology/ taxonomy, soils ecology, stream ecology, and a thesis. Thesis project focused on a five year analysis of a created wetland, its establishment and success. Each course was three semester credits for a total of 30.

College/University

University of Arizona (01/01/1981 - 05/18/1985)

Tucson, Arizona

United States

Degree: Bachelor of Science - Major: Renewable Natural Resources- Wildlife Ecology

GPA: 2.67 Semester Hours: 134

Description: Coursework included wildlife management, forest policy and administration, fish and wildlife science, natural resource recreation, forest and range plants, wildlife ecology, range management, plant diversity and evolution, animal anatomy and physiology, natural resource measurements and statistics, etc. Each course was 3 to 4 credits for a total of 134 semester hours.

Additional Information

SPECIALIZED TRAINING

Personnel Management for Executives II (PME II) 40 hours, Sep 06; Personnel Management for Executives I (PME I) 80 hrs., Oct 04; Graduate of the CP-18 Army Leadership Development Program (LDP) Oct 01; Regulatory VII, June, 08, 07, 02; Executive Regulatory Seminar, Mar 08, 02; Fiscal Law, 40 Hours, Nov 02; Contracting Officer's Representative class, 40 hrs., May 01; OPM Seminar for New Managers, 40 hrs., Oct 00; Army Management Staff College (AMSC) - Sustaining Base Leadership and Management (SBLM), 640 hrs., Mar 00; OPM Developing Customer Focused Orgs., 40 hrs., Dec 99; Supervisor Dev. Course, Nov 99; Opportunity Mgmt. and Marketing, Apr 98; Organizational Leadership for Execs. (OLE), 80 hrs., Sep 97; Interagency Wetland Delineation Course (Reg. IV), 40 hrs., Apr 97; Leadership Education and Development (LEAD), 40 hrs., May 96; Rosgen Fluvial Geomorphology & Stream Restoration, 80 hrs., Mar 96; Incremental Economic Analysis, Nov 95; Organizational Managerial Courses, Oct 95; 3-Civil Works Planning courses Oct 95- Jun 96; Environmental Compliance and Mitigation, May 94.

CERTIFICATIONS

Professional Wetland Scientist, 1995 and recertified in 2008; Hydrogeomorphic Approach to Functional Wetland Evaluation, 1994; U.S. Fish and Wildlife Service Habitat Evaluation Procedures, 1989.

AWARDS

Commander's Award for Civilian Service, May 2004

Army Achievement Medal, June 2006

Performance Awards for exceptional performance during all USACE rating periods 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006;
Three Special Act Awards May 98, Jan 97, and Jul 94;
On-the-Spot Award, May 98 and Sep 07;
Professional Service Award from the MD/DE Chapter of The Wildlife Society, 2001;
Team Awards for Savannah Harbor Expansion and Reservoir Consistency Teams, Oct 2003

PUBLICATIONS

Published the following articles: North Georgia Environmental Database compilation for Cumulative Impact Assessments of Reservoirs. Presented at the 2003 Water Resources Conference in Athens, GA. 2003;
Evaluating Success of a Wetland Creation Site on Maryland's Coastal Plain. 1995;
Protecting Maryland's Atlantic Coastal Bays Through Regulation: A Program Overview and Assessment. 1990; and
Identification of Potential Wetland Creation Sites within Three Maryland Estuaries. 1989.

PROFESSIONAL MEMBERSHIPS

Society of Wetland Scientists; The Wildlife Society: Past President (MD/DE Chapter) 1999-2001, President 1997-1999, President-Elect 1995-1997, Secretary 1993-1995, Legislative Review Committee Chair 1989-1993.