



ORANGE COUNTY MAYOR

TERESA JACOBS

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June 28, 2017

To: Board of County Commissioners

From: Mayor Teresa Jacobs

Subject: Managerial Appointments
Consent Agenda – July 11, 2017

I am pleased to present the following five managerial appointments for confirmation. These individuals will be outstanding additions to our management staff and each brings unique skills and experience to their roles. These appointments will become effective the first pay period after confirmation.

Community Action Division, Family Services Department

Ms. Lavon Williams for the Manager of the Community Action Division, Family Services Department

Ms. Williams began her career with Orange County in 1997 as a Senior Planner in the Planning Division, and she has held progressively more responsible positions since that time. Currently, she is the Manager of the Neighborhood Preservation and Revitalization Division (NPRD). This division of 17 staff members coordinates services to blighted and underserved neighborhoods, provides assistance to community organizations, and is involved in urban planning, land use, economic development and redevelopment, and crime prevention programs. Ms. Williams has strong management skills, a proven track record of developing community partnerships and has had success in implementing various community programs.

With this appointment, the Neighborhood Improvement District function within the NPRD will also move under the Community Action Division and remain with Ms. Williams. The reduced scope of the NPRD will allow it to be managed by an administrator level position.

Ms. Williams has a Bachelor of Art, Political Science and History degree from the University of North Florida. She also has a Master of Science, Planning degree and a Master of Public Administration degree from Florida State University.

Additionally, Ms. Williams earned her Juris Doctorate degree from Florida A&M University College of Law. Ms. Williams will begin her new role as the Manager of the Community Action Division at an annual starting salary of \$101,379.20. Her résumé is attached for your reference.

Real Estate Management Division, Administrative Services Department

Mr. Paul Sladek for the Manager of the Real Estate Management Division, Administrative Services Department

Mr. Sladek is currently serving as the Assistant Manager of the Real Estate Management Division. In this role, he is responsible for supervising the Title and GIS/Production Control sections, which support the county's acquisition of real estate interests associated with developer-driven and county-initiated road, utility, parks, and fire/safety projects. He also oversees the review of new plats, vacation of rights-of-way and easements, and sale of surplus land. Prior to joining Orange County, Mr. Sladek worked at Shutts & Bowen LLP, initially as an associate in 2012 and then as a partner in 2015.

Mr. Sladek has a Bachelor of Business Administration, Accounting and Psychology, with a minor in Finance, degree from the University of Notre Dame. Noteworthy, Mr. Sladek graduated *summa cum laude* and was a valedictorian candidate. He also holds a Juris Doctorate degree from Harvard Law School. Mr. Sladek is a licensed attorney in the State of Florida. Mr. Sladek will begin his new role as the Manager of the Real Estate Management Division at an annual starting salary of \$120,515.20. His résumé is attached for your reference.

Stormwater Management Division, Public Works Department

Mr. Michael Drozeck for Manager of the Stormwater Management Division, Public Works Department

Mr. Drozeck began his career with Orange County in 1987 as an Engineer in the Stormwater Management Division. Since that time, he has assumed increasingly higher responsible positions. Most recently, he served as Chief Engineer until October 2016 when he was appointed as the Acting Manager. In this role, he is responsible for managing a division with 107 staff members and an overall budget in excess of \$20 million. Mr. Drozeck has more than 30 years of experience as an engineer and has extensive technical knowledge and management skills.

Mr. Drozeck has a Bachelor of Science, Civil Engineering degree from Bucknell University. He is also a Professional Engineer in the State of Florida. Mr. Drozeck will begin his new role as the Manager of the Stormwater Management Division at an annual salary of \$117,603.20. His résumé is attached for your reference.

Health Services Department

Mr. John Goodrich for the Assistant Director of the Health Services Department

Mr. Goodrich began his career with Orange County in 2005 as a Fiscal Coordinator in the Health and Family Services Department, and he has held progressively more responsible positions since that time. Currently, he has been serving as the Manager of the Fiscal & Operational Support Division in the Health Services Department. In this role, he is responsible for managing all of the fiscal operations of the department, including overseeing the Ryan White Part A funding program for indigent patients suffering from HIV. In addition, with the recent departure of the department director, Mr. Goodrich has assumed many of the day-to-day operational responsibilities of the department and has done an excellent job. For the foreseeable future, the department will continue to be managed by Deputy County Administrator George Ralls and Mr. Goodrich.

Mr. Goodrich has a Bachelor of Science, Finance degree from the University of Central Florida and a Master of Business Administration degree from the Florida Gulf Coast University. Mr. Goodrich will begin his new role as the Assistant Director of the Department at an annual salary of \$100,256.00. His résumé is attached for your reference.

Environmental Protection Division, Community, Environmental and Development Services Department (CEDS)

Mr. David Jones for the Manager of the Environmental Protection Division

Mr. Jones began his career with Orange County in 2004 as an Engineer III in the Environmental Protection Division. Since 2010, he has been serving as the Environmental Programs Administrator. In this role, he manages the Petroleum, Air, Sustainability and Energy sections with 34 staff members and a budget of approximately \$3.5 million. Mr. Jones is a seasoned professional with extensive and progressively responsible experience in program management, project management, sustainability, environmental engineering and public health.

Mr. Jones will be sharing the role of Environmental Protection Manager with the current incumbent, Ms. Lori Cunniff, until her retirement in August 2017. This will provide a smooth transition of the operations of this high profile division without interruption.

Mr. Jones has a Bachelor of Engineering, Chemical Engineering degree and a Master of Science, Environmental & Water Resources Engineering degree, both from Vanderbilt University. In addition, he is currently enrolled in the Master of Liberal Studies program at Rollins College with an expected graduation date of May 2018.

Mr. Jones is also a Professional Engineer, registered in Florida and Alabama. Mr. Jones will begin his new role as the Manager of the Environmental Protection Division at an annual salary of \$117,603.20. His résumé is attached for your reference.

ACTION REQUESTED: Confirmation of the following managerial appointments:
Lavon Williams as Manager of Community Action Division, Family Services Department; Paul Sladek as Manager of Real Estate Management Division, Administrative Services Department; Michael Drozeck as Manager of Stormwater Management Division, Public Works Department; John Goodrich as Assistant Director, Health Services Department; and David Jones, Manager of Environmental Protection Division, CEDS.

Attachment

C: Ajit Lalchandani, County Administrator
Eric Gassman, Deputy County Administrator
J. Ricardo Daye, Director, Human Resources

Lavon Banks Williams, Esq., AICP

Educational Background

Juris Doctorate, Florida A&M University, College of Law
Master of Public Administration, Florida State University
Master of Science in Planning, Florida State University
Bachelor of Arts, Political Science and History, University of North Florida

Work History

Attorney, Lavon B. Williams Law Office, P.A. (2009-present)

- Solo practice with trial experience, mediation and negotiation in family law, dependency law, debt defense, landlord tenant law and will drafting.
- Experienced with drafting petitions, motions (including discovery) and orders
- Familiar with Florida Statutes
- Knowledgeable of Department of Children and Family procedures
- Guardian ad Litem since 2009

Manager, Orange County Neighborhood Preservation and Revitalization Division (2002 – present)

- Oversee a total budget of up to nearly \$5 million, seventeen staff
- Community organization, management resources and assistance
- Provision of services to blighted and underserved neighborhoods
- Urban planning, land use, economic development and redevelopment
- Outreach and organizing, crime prevention
- Grant writing and program administration

Chief Planner, Neighborhood Services Section, Orange County Planning Division (1999-2002)

- Community organization management resources and assistance
- Neighborhood Planning
- Grant program administration
- Outreach and organizing

Senior Planner, Orange County Planning Division (1997-1999)

- Neighborhood Planning
- Enterprise Zone, economic development

Housing Research Assistant, Florida Housing Study Commission, Department of Community Affairs (1996)

- Conducted affordable housing research using census, Florida statistical abstract and Shimberg Center data

Community Development Intern, City of Jacksonville, Community Development Division (1994-1995)

- Neighborhood revitalization
- Services and programs for low income families
- Community Development Block Grant

Community Involvement

Pace Center for Girls, Board of Directors
Pink Pearl Foundation, Chair
City of Ocoee, Board of Adjustment
American Planning Association, Metro Orlando Chapter
American Institute of Certified Planners
Florida Neighborhoods Conference, President
Alpha Kappa Alpha Sorority, Inc., Psi Theta Omega Chapter

PAUL BRYAN SLADEK

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Business Address

400 East South Street, 5th Floor
Orlando, Florida 32801
(407) 836-7090
paul.sladek@ocfl.net

EDUCATION HARVARD LAW SCHOOL, Juris Doctor, June 2004

Cambridge, Massachusetts
Honors: *cum laude*

UNIVERSITY OF NOTRE DAME, B.B.A. in Accounting and Psychology, Finance Minor, May 2001

South Bend, Indiana
Honors: *summa cum laude*
University Valedictorian Candidate, Department of Accountancy Valedictorian

RECENT ORANGE COUNTY, FLORIDA, Orlando, Florida

EXPERIENCE Assistant Manager, Real Estate Management Division

February 2017 - Present

Supervised Title and GIS/Production Control Sections of Division, including title examiners, property/GIS specialists, and support staff, to achieve County objectives including acquisition of real estate interests associated with developer-driven and County-initiated road, utility, parks, and fire/safety projects, review of new plats, vacation of rights-of-way and easements, and sale of surplus land. Assigned work orders, tracked projects, monitored and reviewed title and survey examinations and real estate instrument preparation, assisted with employee training, evaluation, and discipline, and approved timecards and leave requests. Reviewed agenda memorandum, legal documents, and other matters being processed by Division to Board of County Commissioners consent agenda for action. Coordinated with other County divisions and departments, and other governmental agencies, to protect and advise concerning County real estate interests and to provide guidance concerning Division policies and procedures. Assisted in preparation of Division's requested FY2018 budget. Served as Division representative to County's Road Agreement Committee (RAC).

SHUTTS & BOWEN LLP, Orlando, Florida

Partner

January 2015 - February 2017

Associate

July 2012 - January 2015

Handled all aspects of a commercial real estate law practice, with focus on representation of single-family home and apartment builders in acquisition and development activities. Drafted and negotiated contracts, development agreements, easements, transportation and school concurrency agreements, leases, amendments, assignments, closing documents, and financing instruments. Performed due diligence examinations of real property, including review of title, survey, and land use, and resolved complex title and survey issues. Conducted legal research, advised senior attorneys and clients, and issued legal opinions. Supervised associate attorneys, paralegals, and support staff, and coordinated with teams of professionals, including engineers, surveyors, and consultants, as necessary, to secure client objectives. Represented clients before governmental boards, commissions, and staff.

BAR ADMISSION Florida

SELECTED Seminole County Planning & Zoning Commission: Member (1/12 - 4/13)

BOARDS AND Seminole County Code Enforcement Board: Chairman (6/09 - 3/11 & 8/11 - 12/11); Member (1/09 - 12/11)

COMMISSIONS Central Florida Regional Commission on Homelessness: Member (5/07 - 2/08)

SELECTED Oviedo-Winter Springs Regional Chamber of Commerce: Chairman of the Board of Directors (1/12 -

AFFILIATIONS 12/12); Vice President of Government Affairs (1/10 - 12/10); Board of Directors (1/10 - 12/13)

AND OFFICES Rotary Club of Oviedo: President (7/10 - 6/11); Board of Directors (7/08 - 6/12); Movie Blockbuster

Chairman (May 2010 & July 2012); Public Relations Chairman (7/06 - 6/09)

CrossLife Church (f/k/a First Baptist Church of Oviedo)

OTHER Leadership Seminole (Class 16): Class Treasurer

ACTIVITIES BusinessForce Political Leadership Institute (Class of 2010)

Seminole County Sheriff's Office Community Law Enforcement Academy (Class 34)

Michael J. Drozeck, P.E.

FIELDS OF SPECIALIZATION

- Project Management
 - Stormwater Operations and Maintenance
 - Stormwater Design & Permitting
 - Stormwater Master Planning
 - Hydrology/Hydraulics
 - FEMA Flood Plain Management
 - Rainfall Data Collection
 - Water Resources Management
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EDUCATION

- Bachelor of Science, Civil Engineering, Bucknell University, Lewisburg, Pennsylvania, June 1986
 - Graduate Studies (Water Resources Engineering), University of Central Florida, 1988-2004
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PROFESSIONAL EXPERIENCE

■ PUBLIC WORKS DEPARTMENT Orange County Government, Orange County, Florida

Acting Manager, Stormwater Management Division

(Oct 2016–Present)

- Manages 107 Stormwater Management Division staff consisting of Administration, Drainage, MSBU, Heavy Equipment, and Spray Sections.
- Prepares the division's \$14.6 million operating budget and \$9.4 million capital improvement project budget.
- Manages \$9.4 M CIP Program.
- Manages Contract Section 15 contracts, totaling \$7.9 million annually.
- Manages Floodplain Program and provides technical support, policy guidelines related to floodplain matters.
- Reviews operational performance measures for the County's Primary System that includes: 1,449 MSBU ponds, 382 NON-MSBU ponds, 95 miles of canals, 91 drainwells, 52 control structures, and 18 pump stations.

■ PUBLIC WORKS DEPARTMENT Orange County Government, Orange County, Florida

Chief Engineer, Stormwater Management Division

(April 2014–Oct 2016)

- Fills in as Manager whenever Manager is out of the office for vacation or extended periods of time.
- Assists Manager on day-to-day activities and personnel related matters including disciplinary actions, PDH's, and performance appraisals.
- Assists in the annual planning, preparation, and management of the division's operating budget and capital improvement project budgets. Recommends current year budget modifications to the Manager based on actual and projected expenditures for the year.
- Oversees operational performance measures on day-to-day activities for the County's Primary System that includes: 1,449 MSBU ponds, 382 NON-MSBU ponds, 95 miles of canals, 91 drainwells, 52 control structures, and 18 pump stations managed by 88 Stormwater personnel.
- Oversees CIP Program and provides oversight of projects from conceptual design through construction. Supervises (5) engineers.
- Oversees Contract Section and provides assistance in identifying contractual needs, resolving contract issues, and developing contract RFP's. Supervises (3) contract administrators and (2) inspectors.
- Oversees the division's Floodplain Program. Provides technical support, policy guidelines related to floodplain matters. Supervises (1) engineer and (3) engineering technicians.
- Oversees the division's Rainfall and Pump Station Telemetry Program consisting of (14) rain gauge sites, and (18) pump stations. Supervises (1) engineer and (1) engineering technician.

Michael J. Drozeck, P.E.

■ PUBLIC WORKS DEPARTMENT Orange County Government, Orange County, Florida *Senior Engineer, Stormwater Management Division*

(June 1998-April 2014)

- Procured Consultants through County's RFP selection process.
- Developed CIP scope of works.
- Conducted CIP scope of work - fee negotiations.
- Performed technical review of reports/ICPR models/GIS deliverables/plans/specifications.
- Monitored project schedules.
- Conducted public meetings.
- Assisted in the drainage easement/right-of-way acquisition and provided expert witness support when needed.
- Provided construction oversight.
- Supervised (2) staff engineers and (1) engineering technician.

PUBLIC WORKS DEPARTMENT Orange County Government, Orange County, Florida *Engineer I-II-III, Stormwater Management Division*

(March 1987- June 1998)

- **In-house Drainage Retrofit Projects/Drainage Studies**
 - Conducted field investigations and met with the complainant.
 - Performed ICPR hydrologic/hydraulic modeling and conceptual design.
 - Prepared the Drainage Report.
 - Performed the Final Design.
 - Prepared the construction plans/specifications.
 - Submitted and acquired the water management district permit (SJRWMD or SFWMD).
 - Assisted Real Estate Management in the drainage easement/right-of-way acquisition.
 - Provided construction oversight.
 - Performed flood zone determinations.
 - Reviewed FEMA LOMR's, CLOMR's, and LOMA's.
 - Reviewed 100 year flood studies (for FEMA Community Acknowledgement approval).

PROFESSIONAL ASSOCIATIONS

- Professional Engineer, State of Florida (No. 44,666)
- FEMA Certified Floodplain Manager (CFM) – US-12-06220
- American Society of Civil Engineers
- American Public Works Association
- Association of State Floodplain Managers, Florida

TRAINING /COMMITTEES

- Orange County Leadership Institute (2005)
- Past Vice-Chair, Seminar Chair, Secretary, and Special Projects Chair of the ASCE East Central Florida Water Resources Technical Committee
- Public Works CIP Committee
- Bithlo FCI Committee

EDUCATION:

Florida Gulf Coast University Fort Myers, FL

- Masters Business Administration, 2012

University of Central Florida Orlando, FL

- Bachelors of Science – Finance, 2005

EXPERIENCE:

Fiscal and Operational Support Manager/Assistant to the Director

Health Services Dept. Orange County, FL Orlando, FL 10/2012-Present

- Manages all financial functions in the Health Services Department, which has a \$106M budget. Divisions include: county indigent healthcare program (PCAN), Medical Examiner's Office, Drug Free Community, Corrections Health Services, Emergency Medical Services, Mental Health and Homeless Issues, Animal Services, Ryan White, and Mosquito Control Services.
- Assists the Department Director with managing the divisions in the department.
- Administers the \$10M Ryan White program that serves 4,000 clients over a four county area.
- Administers the \$4M Housing Opportunities for Persons with AIDS (HOPWA) program.
- Represents the department on countywide committees and advisory boards.
- Acts as liaison with Human Resources on employee and compensation matters.

Financial Administrator

Health Services Dept. – Orange County, FL Orlando, FL 10/2010 – 10/2012

- Managed all financial and human resources functions in the Health Services Department, which has 307 employees and an \$80M budget. Divisions include: county indigent healthcare program (PCAN), Medical Examiner's Office, Corrections Health Services, Emergency Medical Services, and Mosquito Control Services.
- Oversaw and coordinated the preparation and review of the Health Services Department operational and capital budgets.
- Formulated revenue and expenditure projections. Analyze cash flow and expenditure estimates throughout the fiscal year to stay on track with budgeted funds. Oversee budget amendments, transfers, accounting, accounts payable, accounts receivable, and federal/state grants.
- Managed department accounts payable functions which include: ensuring payments are made in accordance with contracts, vendors maintain appropriate insurance, vendors are paid in a timely manner, and charges are recorded against appropriate expense unit, appropriation, and fiscal year.
- Administered County's Medicaid match program - \$30M billed annually. Instituted process improvements, which saved the county over \$24M in a single year.
- Assisted operating divisions in developing, reviewing, and compiling performance measures and statistics.
- Managed Department-wide contracts and procurement issues
- Managed HR issues related to the department including employee relations, recruitment, training and development.

Fiscal & Admin Coordinator/Financial Advisor

Health & Family Services Dept. Orange County, FL Orlando, FL 5/2007 – 10/2010

- Supervised five employees which performed financial functions, including accounts payable, grants, budgeting, purchasing, and accounting for assigned divisions, whose combined budget was approximately \$90M.
- Formulated financial projections for anticipated expenditures and revenues.
- Member of the department quality assurance team, which completed financial and operational audits on divisions.
- Took the lead in the preparation of the department budget.
- Tracked and reported all revenue for the department as well as reviewed and analyzed expenditures.

Fiscal Coordinator/Sr. Fiscal Coordinator

Health & Family Services Dept. Orange County, FL Orlando, FL 10/2005 – 5/2007

- Processed Receivers, Delivery Orders, and PO requests for assigned divisions.
- Assisted in the preparation of the department budget.

DAVID D. JONES, P.E.

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Work: (407) 836-1434

david.jones2@ocfl.net

SUMMARY OF QUALIFICATIONS: Leader and engineer with extensive and progressively responsible experience in program management, project management, sustainability, environmental engineering, and public health. Experienced in team leadership, strategic planning, staff supervision and training, contract and grant management, budgeting/programming, and senior level communications.

EDUCATION: M.S., Environmental & Water Resources Engineering, Vanderbilt University
Bachelor of Engineering, Chemical Engineering, Vanderbilt University
Master of Liberal Studies, Rollins College (anticipated graduation May 2018)

LICENSE: Professional Engineer, Registered in Florida and Alabama

DUTIES AND PROFESSIONAL ACCOMPLISHMENTS

Environmental Programs Administrator, Orange County

2010-Present

Environmental Protection Division, Orlando, FL

Manages the Petroleum, Air, Sustainability & Energy Section of Orange County's Environmental Protection Division with 34 full-time employees and a regular budget of nearly \$3.5 million. Programs overseen include Petroleum Restoration, Storage Tanks Compliance, Air Quality Management, Brownfields, sustainability, and energy conservation in the community.

- Played key overall organizational role for development of Orange County's Sustainability Plan, "Our Home for Life," and Sustainability Assessment. Contributed to writing of each.
- Developed concept for and oversaw development of first Annual Sustainability Report.
- Part of team that developed the Mayor's Neighborhood Sustainability Challenge and Central Florida Workplace Challenge.
- Storage Tanks Compliance and Petroleum Cleanup Programs services were seamlessly and successfully expanded to multiple adjoining counties.
- Successfully oversaw execution of \$7.5 million in Energy Efficiency and Conservation Block Grant funding from the Department of Energy as well as other federal and state grants.
- Oversaw commercial and residential energy efficiency programs that received ENERGY STAR promotional excellence awards in consecutive years.

Engineer III, Orange County Environmental Protection Division, Orlando, FL

2004-2010

Lead professional engineer for the Petroleum Cleanup Program performing technical and regulatory oversight and design review of all aspects of the remediation phase of petroleum cleanup projects involving cleanup of groundwater and soil at over a 100 sites county-wide.

- Provided timely and thorough reviews of pilot test plans, pilot test reports, remedial action plans, remedial action plan modifications, construction drawings, bid packages, work proposals, startup reports, source removal reports, and operation and maintenance reports resulting in excellent cleanup progress.
- Supervised operations and maintenance inspector responsible for monitoring the status of mechanical remediation systems throughout the county.

Force Health Protection Branch Chief, The Joint Staff, Washington, D.C.

2002-2004

Led a team of subject matter experts in providing advice to the Chairman of the Joint Chiefs of Staff in environmental health; preventive medicine; medical aspects of chemical, biological, radiological and nuclear defense; and medical aspects of homeland security during wars in Iraq and Afghanistan.

Compliance Team Leader, Army Staff, Washington, D.C.

1999-2002

Team leader for the Army's worldwide environmental compliance program focused on assuring compliance with laws and regulations related to the Clean Air Act, potable water, NPDES, hazardous waste, solid waste, asbestos, and overseas environmental cleanup. Provided oversight of the Army's environmental compliance assessment system and environmental reporting systems. Led a team of senior environmental protection specialists in developing policy and strategic direction, managing budget planning and execution, and reporting performance to Congress and senior Department of Defense leadership.

- Managed a \$500 million annual budget and programming over a six-year period.
- Developed a compliance action plan that led to a major improvement in the Army's worldwide compliance program with reductions of 21% and 31% in new and open enforcement actions.
- Played leading role in helping Army move from a compliance-based to sustainability-based approach.

Senior Preventive Medicine Staff Officer, Canberra, Australia

1997-1999

Provided preventive medicine advice to Surgeon General of the Australian Defense Force (ADF).

- Developed the first ADF Health Status Report, which comprehensively described the major causes of injury and illness in the Australian armed forces and recommended strategies for improvement.
- Developed the first medical surveillance policy for the ADF and laid the groundwork for a comprehensive system for reporting disease and injury data.

Career Management Officer, U.S. Army Personnel Command, Alexandria, VA

1995-1997

Provided personnel management services for over 700 personnel in seven allied science specialties.

Chief, Environmental Health Division, U.S. Army Center for Health Promotion and Preventive Medicine, Direct Support Activity-North, Fort Meade, MD

1992-1995

Managed and led a team of engineers, scientists and technicians in providing a wide variety of environmental services to Army and Defense Logistics Agency installations in the northeastern U.S.

- Built a strong environmental consulting office supporting an 18-state region. Supervised personnel conducting environmental compliance assessments, pollution prevention opportunity assessments, and special studies related to air pollution control, potable water, wastewater, stormwater, hazardous waste, solid waste, and site assessments.
- Part of a small team that developed an environmental compliance assessment system for the Indian Health Service (IHS) and provided training to IHS personnel.

Project Manager/Program Manager, U.S. Army Corps of Engineers, Huntsville, AL

1989-1992

Served as program manager for all Army environmental cleanup projects managed by the Division.

- Successfully guided execution of a program consisting of numerous studies, remedial designs, and remedial actions involving cleanup of groundwater and soil at locations across the U.S.
- Developed statements of work and cost estimates; negotiated contracts; and provided oversight of contractor deliverables while serving as the focal point for communications with regulators.

Environmental Project Officer, U.S. Army 10th Medical Laboratory, Germany

1983-1986

Performed environmental field studies for air, water, wastewater, solid waste, and noise that typically involved sample collection, interpretation of data, and recommendations for how to improve operational performance.

SELECTED AWARDS, PAPERS, PRESENTATIONS, AND PROFESSIONAL OFFICES

- CEDS Department "WOW" Employee of the Quarter Award (2nd Quarter 2017 and 1st Quarter 2014)
- Marjorie Kinnan Rawlings Society Graduate School Writing Award (2017)
- "Finding Eden in Their Backyard: Environmental Enchantment in Rawlings's *South Moon Under* and Berry's *Jayber Crow*," *Florida Journal of Literature* (2017)
- Sustainable Remediation Workshop at Florida Remediation Conference, co-presenter (2011)
- "Installation Sustainability: Transforming the Army's Future," *Federal Facilities Environmental Journal* (2002)
- First Prize in Water Pollution Control Federation's student paper competition (Bachelor's/Master's category) for "Toxicity Reduction of Wastewaters Using Hydrogen Peroxide" (1989)
- Co-chair of Southeast Sustainability Directors Network (2013-2014)