

# OGS SPOTLIGHTS MENTORSHIP SUCCESS

Welcoming a standing-room-only crowd to yesterday's WEFTEC® Opening General Session, WEF President Rick Warner characterized the event as "the place to exchange knowledge, spark innovation, and connect with peers and experts from across the industry."

Pointing to the organizational evolution and expansion over the past nine decades, Eileen O'Neill, WEF executive director, added that WEFTEC "supports attendees' professional needs as the protectors of public health and the environment, and contributes to the economic well-being of our communities."

"Water professionals also provide protection as first responders who



defend our communities against natural disasters and severe wet weather events – sometimes at the risk of their own personal safety," she said.

"We may have reached 90 WEFTECs, but this celebration is really all about you and what you, as water champions,

*continued on p. 4*

## BATTLE OF THE BEERS!

4 p.m., Booth 7739, Hall B



A variety of icy brews awaits this afternoon at the Innovation Pavilion. Learn more about the Pure Water Brewing Alliance and sample several craft brews made from reused water. See p. 4 for details.

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# WEFTalks Highlight Mentorship With Personal Reflections

Following the inspirational keynote address by Fredi Lajvardi, the Opening General Session changed format this year, flowing seamlessly into WEFTalks, a series of short personal presentations by water industry leaders. Adapting the most popular aspect of the Great Water Cities dialogues, speakers continued the strong theme of the importance of mentorship by sharing their personal



TOM FERGUSON

stories about how mentors shaped their water sector careers.

In introducing the new WEFTalks format, moderator Tom Ferguson of Imagine H2O said, "We wanted a session that focuses more on the people behind the processes and the profession, because it's the people – all of you – who are this industry's future."

*continued on p. 11*

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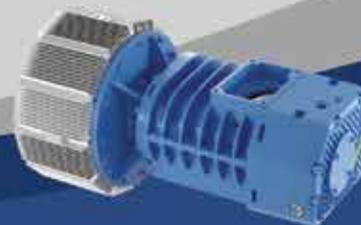
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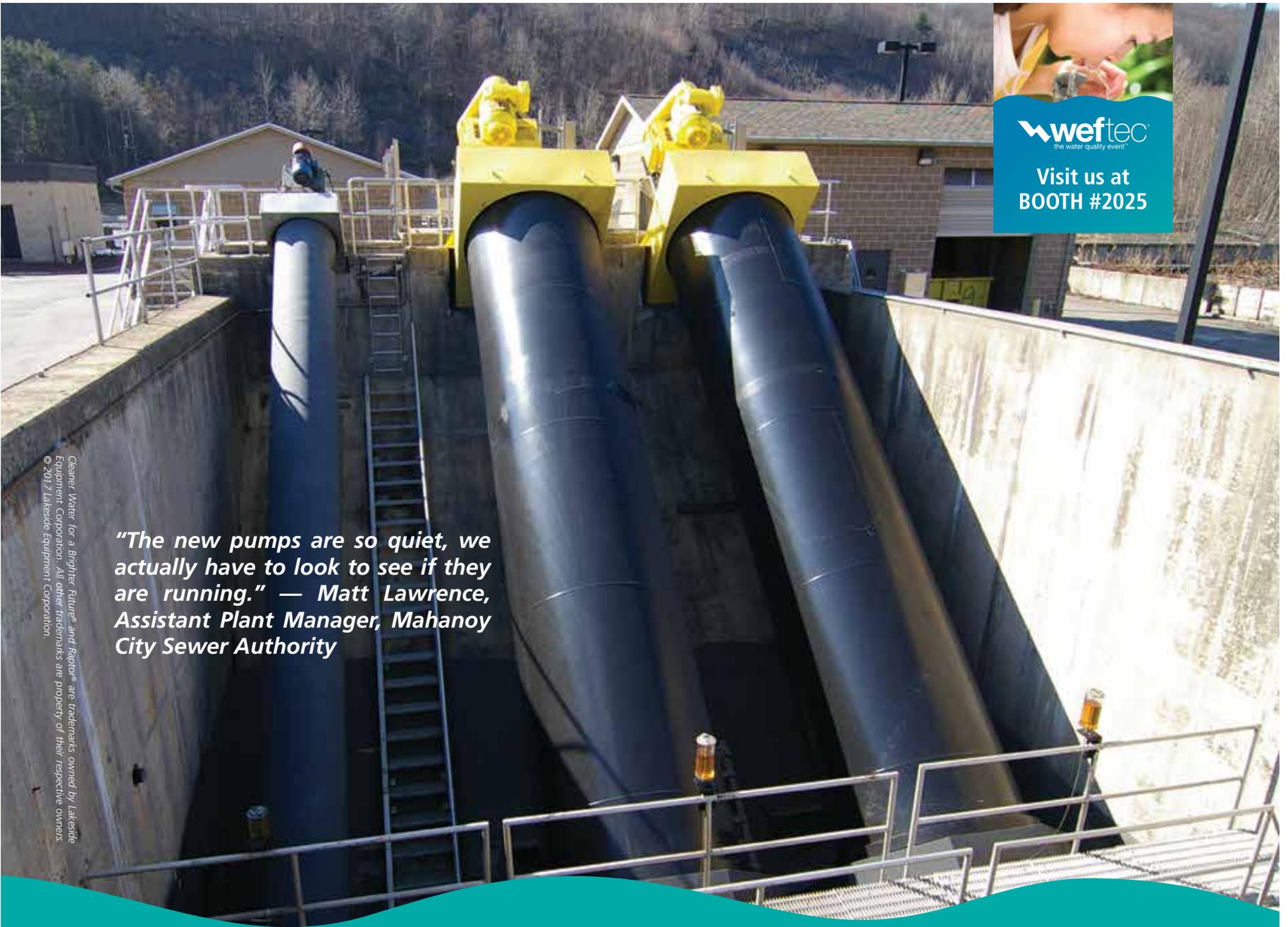
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*“The new pumps are so quiet, we actually have to look to see if they are running.” — Matt Lawrence, Assistant Plant Manager, Mahanoy City Sewer Authority*

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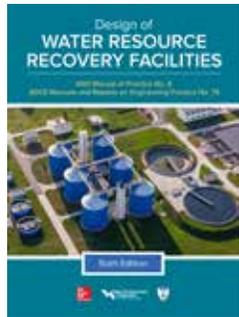
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## Hot Off the Presses

The just-released *Design of Water Resource Recovery Facilities (Manual of Practice 8)* features contributions from hundreds of wastewater engineering experts. Now



offered as one volume, this thoroughly revised resource from the Water Environment Federation and the Environmental and Water

Resources Institute of the American Society of Civil Engineers offers comprehensive coverage of water resource recovery facility design. The book fully explains all water treatment systems and processes and takes a look at environmental issues and procedures for energy generation.

New and expanded topics include use and application of modeling wastewater treatment processes; advances in biological treatment; and advances in biosolids handling, including effective thermal hydrolysis.

This manual is one of the many new titles featured in the WEFTEC Bookstore. Save on shipping by purchasing onsite!

# Today's Featured Speaker

**G**eorge Hawkins, CEO and general manager of the District of Columbia Water and Sewer



Authority (DC Water), will be keynote speaker at today's Collection Systems Luncheon. His presentation, "Collection and Distribution – the Beating Heart of Water," will address how DC Water plans to overcome the inside/outside-the-fence mentality to achieve the next stride in customer service.

When he arrived at DC Water in 2009, Hawkins launched an ambitious agenda to transform DC Water into a customer-oriented enterprise that is driving innovation and delivering improved value to its ratepayers. The core goal is to improve aging infrastructure while complying with stringent regulatory requirements. Projects include the \$2.6-billion Clean Rivers Project, \$950 million to achieve the next level of nutrient reductions to help restore the Chesapeake Bay, a near-complete \$470-million waste-to-energy program, and DC Water Works! – a program to encourage local workforce development and hiring.

Prior to joining DC Water, Hawkins served as director of the District Department of the Environment and was the executive director of several nonprofit environmental organizations in New Jersey. He held senior positions with the U.S Environmental Protection Agency (EPA) and served Vice President Gore on the National Performance Review. He began his career practicing law for the Boston firm Ropes & Gray, and is a member of the Bar in Massachusetts and the District of Columbia.

*Collection Systems Luncheon (registration required), 12 - 1:30 p.m., Room S103c.*

## Meet Gordon MacDonald

**G**ordon MacDonald spent 11 years in transportation working on one of the longest floating bridges in the world. This afternoon he will discuss the stormwater challenges encountered during the project in a session devoted to stormwater innovations.



sandbox or on the beach and created roads, canals, dams, and other public works. I discovered as a teenager that I could continue to play in the sandbox as a civil engineer. Since then, I have worked on some fascinating projects. I am still playing in [progressively] bigger sandboxes.

**Q: How do you pass on that inspiration to others?**

GM: I enjoy making presentations at conferences and with professional organizations showing the fascinating projects I've had the opportunity to work on. I hope to

inspire people. Perhaps they will see their challenges differently and come up with solutions.

**Q: What is a key takeaway from your presentation?**

GM: AKART – All Known, Available, and Reasonable methods of prevention, control and Treatment – is an option for use when standard best management practices don't apply to your project.

*A Long Time Ago in a Galaxy Far, Far Away: Stormwater Design Out of This World (Session 415), 1:30 - 3 p.m., Room S503a.*

### weftec DAILY

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## Global Sessions Provide Window on Worldwide Innovations

**A**ttendees seeking international perspectives on water innovation will find several sessions of interest in the Global Center this afternoon.

The first in the lineup, "Closing the Loop: Proven Water Reuse Solutions for Cities and Industry," features case studies from four Canadian companies showing how they are helping cities and industry, such as agriculture, cope with drought, and close the loop on water use.

In "UK Innovation in Wastewater Treatment, Reuse, Recycling, and

Energy Recovery," representatives from a delegation of UK exhibiting companies will address and present a variety of technologies including low-cost treatment, industrial reuse, biogas recovery, and water resilience solutions.

Next, the trend-setting Wetsus collaboration, a multidisciplinary scientific research program defined by the private and public water sector and conducted by leading European universities, will be the focus of "Innovation to Practice: How Wetsus

Ensures Application of Research in the Netherlands and Beyond."

Ending the day's technical program is "Technological Innovation in Sanitation at SABESP, Brazil," devoted to the sanitary infrastructure challenges in Brazil and the innovative approaches being implemented.

There will be a reception in the Global Center immediately following the sessions from 4:30 to 6 p.m.

*Innovation sessions, 1 - 4:30 p.m. in the Global Center, WEF Plaza.*

# Craft Brewers: Reuse Ambassadors?

FOR PRODUCERS OF RECYCLED-WATER BEER, THE MEDIUM IS THE MESSAGE

There is something about an icy, cold beer that opens doors. While beer brewed from recycled water has many benefits, perhaps the most notable is its ability to break through the “yuck factor” that traditionally has been an obstacle in encouraging public acceptance of reused water. Using clever campaigns, reuse-water brewers are marketing their beer’s origin as a selling point, emphasizing the high quality of the source water.

For the past 3 years, the WEFTEC® Innovation Pavilion has featured the groundbreaking efforts of utility and beer brewing partners to demonstrate that water should be judged by

its quality, not its history. What began as a lighthearted “smackdown” reuse beer tasting between Portland, Ore., and Milwaukee at WEFTEC 2015 grew quickly into a larger field of reuse-water brewers. The 2016 taste-off featured beers from Hillsborough County, Fla., and CDM Smith/Long Beach, Calif. And now Pima County, Ariz., has joined the Pure Water Brewing Alliance – the global organization committed to advancing the water quality cause through beer brewing from water reuse.

This afternoon’s session follows a speak-and-sip format that gives attendees a full educational experi-

ence, blending technical information exchange with hands-on field work. First the brewers will talk about why they participate in the effort, what they have learned about brewing the most sustainable beers around. Speakers include representatives from the Oregon Brew Crew, Pima County, CDM Smith, and Stone Brewing. Then it’s time to sample the beers! Bring a discerning palate, and be sure to wear comfortable shoes – this event always draws a crowd.

*Pure Water Brewing Alliance Annual Quality Testing (Reuse Beer!) (Session 438), 4 – 5 p.m., Booth 7739, Hall B.*



## It's a Small Water Quality World

The best solution to your local water quality problem might be many miles and time zones away. The WEFTEC® exhibition helps close the geographic gap, drawing thousands of water professionals from many different countries, and bringing worldwide technology innovations together in one central location. Take advantage of this truly global showcase by visiting the international pavilions on the exhibition floor:

Bayern International, Germany	8548
Danish Water Technology Group/ Danish Export Association	6721
Japan External Trade Organization (JETRO)	7547
Korea Environmental Industry Technology Institute	6339
Korea Water and Wastewater Works Association	6339
Kyonggi University, South Korea	5212
Netherlands Consulate General	8134
Ontario Ministry of Economic Development and Innovation, Canada	7554, 7755
UK Department for International Trade	7954
Wallonia/Belgium Trade & Investment Office	7651
Yao Ling/Acevision, China/Taiwan	251, 255, 455, 1458, 1558, 1956, 4852, 4937, 5218, 7915

**We wish these pavilions much success in Chicago!**

*International Pavilions, McCormick Place, Halls A and B. Exhibition runs through Wednesday, 8:30 a.m. – 5 p.m.*

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## OGS

*continued from p. 1*

achieve each day and in moments of emergency,” Warner echoed.

The two then highlighted the support by the Water Environment Federation that has led to myriad accomplishments across the profession over the past several decades and has set the stages for even greater achievements in the near future. They added that the upcoming milestone achievements will have

increased significance through several ongoing global partnership, mentoring, and membership initiatives.

Their comments provided a strong foundation for keynote speaker, Fredi Lajvardi, who shared his inspiring story of mentorship at a high school in Phoenix, Ariz. Lajvardi conveyed his love for science education to a group of students who went on to win a national collegiate robotic competition against some of the country’s best-known technology universities.

Lajvardi’s humorous and compelling story became the basis of a book and two movies.

In his message to the WEFTEC audience, he highlighted the importance of mentorship, adding, “Only when you include the diversity of the population that you work with will you have the best chance of solving all the problems that you are going to face.”

“We found that out on our team,” he continued. “We had special ed students on our team who have come up with ideas that, on the face of it,

sounded ridiculous at first. But then, when the team had a chance to absorb some of the concept behind the idea that was blurted out, it contributed to our team’s ability to find solutions to overcome those obstacles. So it’s very important that you have that, because you never know where the next great idea is going to come from.”

He closed with one final message, that he said “captures exactly what I do with the students every day.”

“If life doesn’t give you a dream, build one,” he said.

# Kudos!

## WEF RECOGNIZES WATER'S FINEST

This afternoon's Water Environment Federation (WEF) Awards and Presidential Celebration honors WEF members who have made significant contributions to the water sector.

Awards Committee Chair Alec Mackie and Immediate Past President Paul Bowen will present awards to recognize achievements in water research and innovation, technologies and operations, education and training, and public engagement and policy.

Following the awards ceremony, the presidential gavel will be passed to incoming WEF president, Jenny Hartfelder.

More information on the awardees, their projects, and the awards themselves is available in a series of interactive displays at the WEF Plaza.



*WEF Awards and Presidential Celebration, 5 - 5:45 p.m., Room S100 (Grand Ballroom). Reception, by invitation, 4:30 - 5 p.m., Room S100 Lobby.*

## WEF Donates \$10K to Hurricane Relief Efforts

Last week the Water Environment Federation (WEF) Board of Trustees authorized a donation of \$10,000 supporting relief efforts for those affected by recent hurricanes.

"Our thoughts are with everyone who has been affected by these storms," said Eileen O'Neill, WEF executive director. "It is during dire circumstances like these that we see the incredibly tight-knit nature of the water community."



Hats Off to the WLI Graduates!

The 2017 class of the Water Leadership Institute (WLI) graduated on Sunday. This intensive management training program gives participants the opportunity to network with water leaders from the public and private sectors, examine complex challenges in the water sector, and build the skills and knowledge base needed to effect change.

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# Forum Provides Sneak Peek At Newest Technologies

NEW SESSION SPOTLIGHTS MOST INNOVATIVE SOLUTIONS ENTERING THE MARKET

**A** new session aims to teach attendees about emerging technical solutions before they become widespread.

Typically, there is a significant time period from technology inception and validation, until promotion at WEFTEC®. The Manufacturers' Innovative Technology Forum introduces attendees to relatively new technologies that are in the early adoption phase, not yet well-known to the wastewater community, and would not otherwise be featured in a podium session for a few more years.

The forum topic area will change each year to reflect the newest advancements in the water sector. This year's forum covers advanced primary treatment for carbon diversion, and provides technical details on two

filtration methods for carbon diversion, two screening methods, and one biologically enhanced primary treatment. Each technology presented has completed thorough research and development, established full-scale engineering requirements, and has rigorous piloting data for presentation. The manufacturer cannot have more than five full-scale installations.

The inaugural forum, led by Onder Caliskaner of Kennedy Jenks, will include speakers from Aqua-Aerobic Systems, Veolia, Huber Technologies, Hydro International, and Evoqua Water Technologies.

*Manufacturers' Innovative Technology Forum: Advanced Primary Treatment, 8:30 a.m. - 12 p.m., S505b.*

# Teams Compete In the Final Three

IN TODAY'S ACTION-PACKED EVENTS, OPS CHALLENGE TEAMS PICK UP THE PACE

**T**he 30<sup>th</sup> Operations Challenge will wrap up today with the Safety, Godwin Maintenance, and Collection Systems events. While yesterday emphasized accuracy and precision, today's events add teamwork and speed to the mix.

This year's challenge has been notable in its size – a record field of 44 teams from three continents – as well as spirit. While all the teams trained hard and overcame a number of obstacles to get to WEFTEC®, a few had additional challenges to overcome, courtesy of Mother Nature.

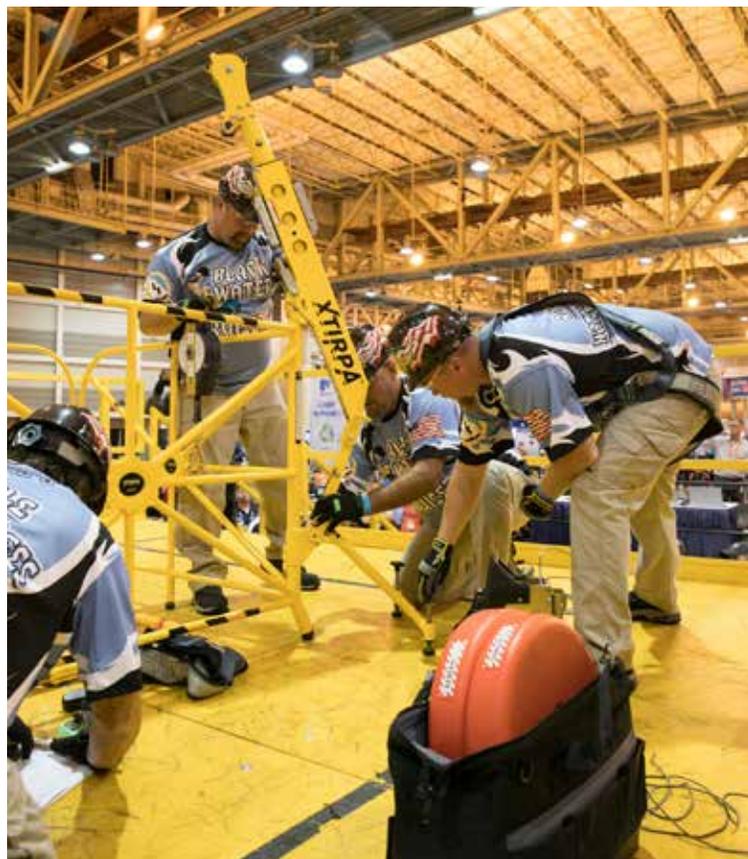
Team Fecal Matters-JEA of the Florida Water Environment Association traveled from flood-ravaged Jacksonville, which suffered significant damage from Hurricane Irma, to participate in the challenge.

Multiple-time champions, TRA CREWSers of the Water Environment Association of Texas, have been helping with the Houston restoration efforts following Hurricane Harvey. The team missed some scheduled practice time, but is still here ready to compete.

After all, dealing with the unexpected is helpful training for Operations Challenge,

too. What you see today will give you a hint of the technical skills and quick thinking these unsung heroes exhibit every day on the job. Come cheer them on!

*Operations Challenge XXX, 9 a.m. - 4:30 p.m., Booth 7007, Hall B.*



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**FIELD GUIDE**

SOME OF TODAY'S NEW, LESSER KNOWN, OR OTHERWISE NOTEWORTHY EVENTS

## THE ABCs OF SSOs, FOG, AND MORE

An alphabet soup of technical acronyms awaits collection systems newbies. Get up to speed in this basics session intended for those new to collection systems engineering, operations, and management. Topics include sanitary sewer overflows and wet weather flow management; fats, oils, and grease programs; capital planning; and sewer rehabilitation.

*Collection Systems Basics You Really Need To Know! (Session 313), 8:30 a.m. - 12 p.m., Room S504d.*

## TIPS FOR SUCCESSFULLY SECURING FUNDING

Securing project funding is both a science and an art. Get the latest information on funding sources and updates to available infrastructure funding programs including the Water Infrastructure Finance and Innovation Act and clean water state revolving funds in this fiscally focused session.

*Finding the Money! Status of Available Funding Programs (Session 324), 10:30 a.m. - 12 p.m., Room S403a.*

## FUTURISTIC INSPIRATION FOR STORMWATER BMPS

A floating highway bridge, suspended rain gardens, and other outstanding innovations will be highlighted in this stormwater treatment design session intended for attendees seeking innovative solutions for difficult settings.

*A Long Time Ago in a Galaxy Far Way: Stormwater Design Out of This World (Session 415), 1:30 - 3 p.m., Room S503a.*

## CROC TANK

Nothing is off limits in this lightning-fast pitch session that is modeled after the successful Shark Tank TV show. These start-ups have won awards, but can they win over our panelists of investors, advisors, industrial, and municipal customers?

*The CROC Tank: BlueTech Water Start-Ups Pitch for Our Experts (Session 437), 3 - 4 p.m., Booth 7739, Hall B.*

## STORMWATER ON THE RED CARPET

Rub shoulders with award-winning stormwater film producers at a reception that showcases the winners of the Grand Prize, Filmmaker, and Communicator awards for the StormTV project.

*StormTV Awards, Stormwater Pavilion, Tuesday, 5 - 6 p.m.*

# WEF To Honor 11 New Fellows Today

**A**t this afternoon's award ceremony, the Water Environment Federation (WEF) will recognize the 2017 class of WEF Fellows. This prestigious designation recognizes members' achievements, stature, and contributions to the water sector through professional organizations and community engagement.

"WEF Fellows have significant professional accomplishments and have made impact in fields relevant to preserving and enhancing the global water environment," said WEF Executive Director Eileen O'Neill. "WEF is pleased to recognize these outstanding professionals."

The WEF Fellows Recognition

Program, initiated in 2011, showcases the expertise of its diverse membership. WEF Fellows are recognized in various areas of expertise including, but not limited to design, education, operations, regulation, research, utility management and leadership.

WEF accepts a limited number of members into the Fellows program

each year. Applicants must document their experience, professional achievements, and contributions to the water sector.

*WEF Awards and Presidential Celebration, 5 - 5:45 p.m., McCormick Place, Grand Ballroom S100. Awards display runs through Wednesday, 8 a.m. - 5 p.m., WEF Plaza.*

## 2017 WEF Fellows

**Eleanor Allen**

*Water for People (Denver)*

**Rajendra Bhattarai**

*Austin Water Utility (Texas)*

**James Clark**

*Black & Veatch (Los Angeles)*

**Paul Dombrowski**

*Woodard & Curran (Holyoke, Mass.)*

**Al Goodman**

*CDM Smith (Pekin, Ind.)*

**April Gu**

*Northeastern University (Boston)*

**Ed McCormick**

*McCormick Strategic Water Management (Oakland, Calif.)*

**Sandra Ralston**

*Consensus LLC (Isle of Palms, S.C.)*

**Thomas Sigmund**

*Green Bay Metro Sewerage District (Green Bay, Wis.)*

**James E. Smith Jr.**

*Retired Emeritus Chair (Cincinnati, Ohio)*

**Daniel Zitomer**

*Marquette University (Milwaukee)*

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## Quotable

"Mentorship is like a sewer - what you get out of it is what you put into it."

Tom Ferguson,  
WEFTalks moderator

# Community Service Project Creates Water Legacy



In a vibrant and enduring example of a water legacy, more than 220 enthusiastic volunteers joined forces in Saturday's 10th annual Water Environment Federation (WEF) Community Service Project. Participants included members of the WEF Student and Young Professionals Committee (SYPC), organizers of the event, as well as additional volunteers from the WEF House of Delegates and Board of Trustees, according to Caroline Pakenham, association engagement manager of SYPC.

"This is all done by WEF students and young professionals and our partners ... and it's just amazing to see the community of people that come together to do this," Pakenham said. "The fact that they are so passionate about doing this and put this much work into it is just absolutely incredible, and we can't thank them enough."

This year's effort, "Manierre's Sustainable Stormwater Project," took place at Chicago's Manierre Elementary School, where volunteers spent the day constructing a bioswale with native plants and a permeable outdoor classroom area.

The existing asphalt playground experienced flooding issues, explained project chair Anthony Giovannone. "They did some work on the drain to mitigate it, but we took it to the next level and we're actually turning the impervious surface into a pervious one," he said. "We're doing that through basically three means. We have a native garden area that will retain some water. We also have an outdoor classroom with permeable pavers and a retention area underneath it, and also a bioswale."

Giovannone said the committee

begins work on the following year's service project as the current WEFTEC® concludes, and plans over the entire year. Project proposals solicited from the host location generate four or five potential sites, with the committee using established criteria to select the project. Manierre Elementary was a compelling winner this year, he said, because of staff commitment and engagement, and because they had a water-related issue with clear need.

Giovannone expressed amazement at the amount of support they receive for the project from sponsors, donors and partners such as the Metropolitan Water Reclamation District of Greater Chicago and the Department of Water Management. "It shocks me how willing they are to participate," he said.

After the project is complete, a maintenance fund supports follow-up to assist in caring for the site, Giovannone said.

*continued on p. 11* ●





## GOING WITH THE FLOW

Through the 1940s, Annual Conferences were three-day meetings of single-day sessions. Concurrent technical sessions were introduced in 1956.

WEFTEC 2017 offers 27 workshops, 130 technical sessions in 12 focus areas, and 15 mobile sessions.



## Quotable

“Human beings are natural learners. You just have to get them exposed to the information. You just have to put them in the right environment.”

Opening General Session Keynote Speaker Fredi Lajvardi

# Water Utility of The Future Today Program Honors Outstanding Utilities

Twenty-five water utilities will be recognized this morning for their leadership, community engagement, watershed stewardship, and resource recovery during a special recognition ceremony. The recognition celebrates the achievements of forward-thinking, innovative utilities that provide resilient, value-added service to their communities.

Utility of the Future Today was launched in 2016 by the Water Environment Federation, National Association of Clean Water Agencies, Water Environment & Reuse Foundation, and WateReuse (Alexandria, Va.), with input from the U.S. Environmental Protection Agency. The program’s framework provides a model for utilities of all sizes to achieve more efficient operations,

enhanced productivity, and long-term sustainability.

“The innovations occurring within the water sector collectively present an opportunity for a paradigm shift in the way utilities think about and solve long-standing challenges,” said Eileen O’Neill, WEF’s executive director. “WEF is excited to recognize these utilities that are already embracing innovative ways to better serve their communities.”

Eighteen utilities are being recognized for the first time this year, and seven utilities are being recognized for a second year in a new area of performance.

*Utility of the Future Recognition Ceremony, 9:45 a.m., Room S406a.*




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## Utility Leaders Tackle Technical Solutions

RESOURCE RECOVERY A FOCUS OF THIS MORNING'S DIALOGUE

The popular "Utility Leaders' Morning" returns today, with opportunities for water leaders to network, share information, and solve problems.

The event, which is jointly hosted by the Water Environment Federation and the National Association of Clean Water Agencies, begins with a buffet breakfast and the opportunity to meet at facilitated "Solution Circles" to



discuss management and technical topics.

Two dialogues follow the breakout table talks. First up, Sue Murphy, CEO of Water Corp. in Perth, Australia, will provide her perspective on resource recovery, and WEF Vice President Tom Kunetz will engage attendees in

a discussion on where the water sector is headed. Next, U.S. Environmental Protection Agency

(EPA) officials will lead a discussion moderated by Rudy Chow and David St. Pierre. Speakers include the acting assistant administrator, as well as directors from the EPA offices of Water; Wastewater Management; Groundwater and Drinking Water; Wetlands, Oceans, and Watersheds; and Science and Technology.

The Utility of the Future Recognition Ceremony (see p. 9) culminates the event.

*Utility Leaders' Morning, by invitation, 7:30 - 10:30 a.m., Room S406a.*

## Monday's Opening General Session focused on the importance of mentorship.

Did you have a mentor?

I never had a formal mentor, but a boss that I had for many years



gave me a lot of valuable insight and good training. I think until recently I wouldn't have thought of it that way, but looking

back, I feel it was probably done with more intent.

**Joe Coudriet**  
City of Reno, Nevada

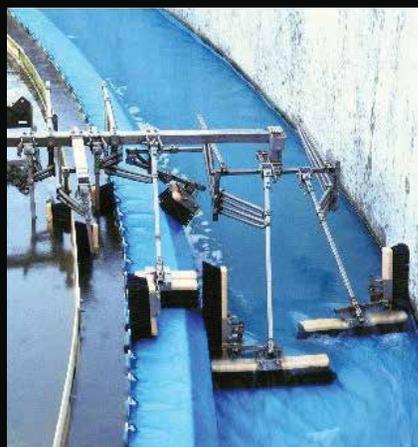
I've had a whole bunch of mentors in my career, but I can think of one in particular who has really helped



me, mostly on problem solving and management. Those are skills where a mentor has been very valuable in navigating

things like how to do a presentation or communicate or lead.

**Elle Hemen**  
UCLA  
San Diego, Calif.



## Ford Hall Company's

15th Annual

# Kentucky Bourbon Tasting

Kentucky has always been known for its Bourbons, now it is known for its Bourbons and its Automated Weir Cleaning system, the Weir-Wolf by the Ford Hall Company. The Ford Hall Company will be sharing both. Stop by our Bourbon Tasting and enjoy a little of the Kentucky Spirit!

**In the Exhibit Hall, Booth #2632**  
**Date: Tuesday, October 3, 2017**  
**Time: 1pm-5pm**



## Service Project

continued from p. 8

In a coordinated water education effort, the day prior to the project saw volunteers conducting the WaterPalooza event at the school, during which groups of students traveled to stations featuring hands-on activities teaching the value of water and the local water environment. The event teaches students about several specific areas of the water quality industry, Giovannone said, and the service project reinforces those concepts.

Giovannone highlighted three goals of this project: to impact water quality and the community and do something that benefits their water environment; to create community awareness of the value of water; and to serve as inspiration. "I think it's our water legacy as students and young professionals to inspire the next generation of water quality professionals," he said.

Volunteer Maria Reed was involved in the project's planning and was

instrumental in plant selection for the endeavor.

"I understood this was a big project, but not until I got here did I understand the dimension of it, the impact it's going to have on the students," she said. Because the students will have a role in maintaining the gardens, she added, "it has aspects of STEM [Science, Technology, Engineering and Mathematics] for students to see if they like it and if this is something they could pursue in the future."

Speaking at the ribbon-cutting ceremony, WEF president Rick Warner echoed that concept. "The project that we're sitting right next to here is not only beautiful, but it's going to hopefully inspire young professionals and young students about environmental stewardship in a place to learn and grow their minds," he said, "much like these beautiful plants and flowers are going to grow as well."

## WEFTalks

continued from p. 1

"People are the key to solving the challenges and embracing the opportunities we have ahead. So the core question is, 'How do we get the most out of our people? How do we help them maximize the impact of their careers?'"

Ferguson shared his own story about the impact of mentors in his life while transitioning from an acting career to working on climate and sustainability issues, and their ongoing effect throughout his professional path.

"Effective mentorship is a skill," he said. Think about how to send the elevator of opportunity back down for the next generation of water professionals. Think about how to formalize mentorship within your institution so you are making full use of the accumulated experience before it leaves to go fishing."

Joan Rose of Michigan State University described her entry into the microbiology world after taking her first look down a microscope in college, amazed at the world that existed there.

Describing her career path, Rose emphasized the value of mentorship and collaboration as she reached out to as many individuals in all disciplines as she could. "I became a better microbiologist and a better teacher," she said.

Ifetayo Venner of Arcadis shared how growing up on the beach in Barbados developed into a career in water and environmental issues, describing mentors' influence along the way. "It is rewarding to be able to give back to the profession and to mentor promising young professionals who are so critical to the future of our industry," she said.

Carla Reid of Washington Suburban Sanitary Commission concluded the program by describing several "types" of mentors, including what she called a "provocative mentor," one with good intentions but terrible advice.

"That encounter taught me an incredibly valuable life lesson," she said. "A mentor can show you the path, but you are the one who has to walk down that path."

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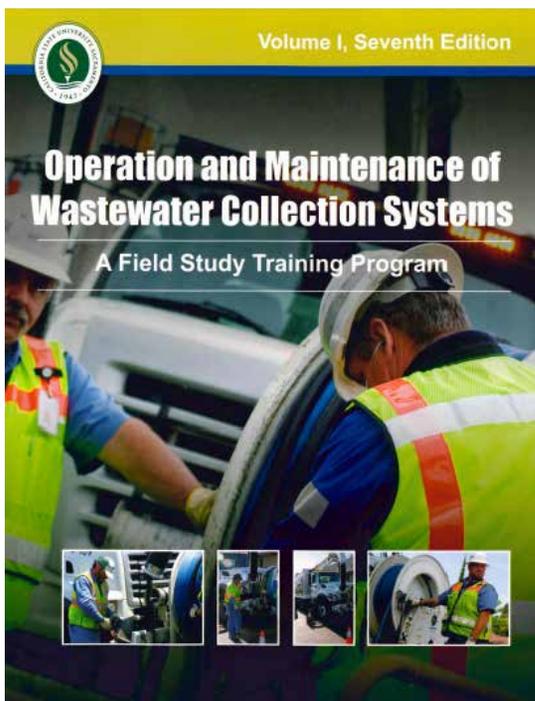
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 By Chuck Hansen & Jamie Johnson of Electro Scan Inc.  
 Tuesday, October 3rd at 11:30AM  
 Session: 317 Conveyance and Pumping Condition Assessment, Room S403b

**The City of Racine Utilizes New Inspection Technology to Measure Flow Reductions Before and After Rehabilitation**  
 By John C. Rooney, P.E., City of Racine & Paul Pasko, P.E., SEH Inc.  
 Wednesday, October 4th at 2:30PM  
 Session: 610 Emerging Topics and Technologies in the Collection System, Room N426a

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