

Margaret Vance Naugle, Ed.D., J.D.
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March 12, 2013

Mississippi State University
Chair Search Committee: Director Environmental Health and Safety
Office of Research and Economic Development
P. O. Box 6343
Mississippi State, MS 39762

Dear Search Committee Members:

A colleague and friend at Mississippi State recently shared with me that the University is seeking qualified applicants with experience in environmental, health and safety training and regulatory compliance issues. After reviewing the position announcement as posted online, I find my credentials and experience are commensurate with those published in the position announcement. Please accept this letter and supporting documentation as a statement of my interest in the position of Director of Environmental Health and Safety at Mississippi State University.

I am an energetic, lifetime learner who knows and understands environmental, health and safety regulatory compliance issues, and can communicate effectively with others from diverse backgrounds. A few of my experiences relevant to the preferred credentials outlined in the position announcement include:

Negotiator/Mediator:

- Secured settlements to resolve conflicts with multiple parties involving notice of violations from federal, state and local authorities. (Examples: (1) Proposed OSHA penalty \$45,000 reduced to \$6,750; (2) Proposed EPA, OSHA and Illinois State penalties of \$250,000 for "serious" violations with a loss of license reduced to "other than serious" violations with a penalty of \$11,500 without loss of license).
- Secured a \$325,000 settlement through mediation for a private homeowner's property contamination claim against an engineering firm and land developer.

Manager of multi-faceted environmental regulatory programs

- Implemented and managed budgets to insure successful operations within established fiscal guidelines. (Over the past 10 years I provided oversight to EHS projects in eleven states and one foreign country ranging in size from \$1,500 for one day to \$10,000,000 for a 5-year project.)
- Developed site specific standard operating procedures to ensure compliance with regulations governing: stormwater runoff, spill-prevention control countermeasure plans, management of asbestos, lead exposure, hazard communications, respiratory protection and other related areas.
- Provided on-site third-party compliance services for EHS projects in different jurisdictions to ensure regulatory compliance. (power plants-fossil fuel, hydro and nuclear, chemical plants, educational facilities, industrial maintenance contractors, commercial property management firms and government projects).

Leader

- Past President of the Academy of Certified Hazardous Materials Managers. The CHMM is the premier credential that recognizes professionals who have demonstrated superior competency, knowledge and expertise in hazardous materials management. I negotiated the consolidation of 53 professional associations with 5,000 members in 50 states into one national non-profit professional association.
- Past President of the Alabama Society of Hazardous Materials Managers.
- Director of Conferences, Workshops and Clinics in the Division of Continuing Education at Mississippi State University. (Accomplishments: developed and implemented the Model Accreditation Plan under the Asbestos Hazard Emergency Response Act for the State of Mississippi; coordinated special campus

activities for the 1989 President George H. W. Bush Commencement Address; annually coordinated 35-40 conferences and 3-5 summer camps co-sponsored by various academic departments; established MSU as the site for the annual Junior/Senior College Conference; implemented 60+ non-credit programs generating an 86 percent increase in revenue for the division; served on the University Instructional Improvement Committee, the Joint Legislative Environmental Protection Council, and the Stennis Institute Advisory Board.)

Recognized Technical Expert

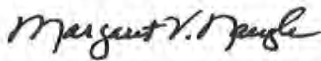
- Taught graduate courses in environmental management as an adjunct professor.
- Co-authored chapters on asbestos and lead with peer review in three editions of the ***Hazardous Materials Management Desk Reference***.
- Served as an expert witness for the plaintiff reviewing documents and giving depositions in preparation of litigation involving OSHA and EPA regulatory compliance. The case settled out of court for a substantial sum.

Strong Educational Background

- B.S., M.Ed., Ed.D., and J.D.
- Multiple certifications: Alternative Dispute Resolution (ADR), Institutional Review Boards (IRB), Hazardous Materials Management (CHMM), and EHS training (CET).

Please consider my credentials in terms of your needs. I look forward to the opportunity to meet with the Search Committee.

Respectfully submitted,



Margaret V. Naugle, Ed.D., J.D.

MARGARET VANCE NAUGLE

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SENIOR STAFF / ENVIRONMENTAL, HEALTH & SAFETY REGULATORY COMPLIANCE Leadership * Negotiations * Strategic Planning

Education

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|-------|--|---|
| J.D. | Thomas Goode Jones School of Law Montgomery, Alabama | Juris Doctorate Certification – Alternative Dispute Resolution |
| Ed.D. | Mississippi State University Mississippi State, Mississippi | Educational Leadership Curriculum Development |
| M.Ed. | Mississippi State University Mississippi State, Mississippi | Adult Education |
| B.S. | Mississippi State College for Women Columbus, Mississippi | Business Education (Combined Sciences for Teacher Certification) |

Professional Experience

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| 1989-Present | Principal President | Environmental Training Corporation Birmingham, AL |
| 2007 | Adjunct Professor Business Law | Huntington College School of Business & Professional Studies Montgomery, AL |
| 1995-98 | Adjunct Professor Graduate Studies Master of Public Administration Environmental Law | Birmingham Southern College Birmingham, AL |
| 1987-90 | Director, Non-Credit Programs Conferences, Workshops and Clinics | Mississippi State University Division of Continuing Education Mississippi State, MS |
| 1986-87 | Coordinator of Extended Studies Adjunct Professor - Division of Business | Mississippi University for Women Columbus, MS |
| 1984-86 | Communications Officer Special Projects Manager | Seminole Manufacturing Columbus, MS |
| 1982-84 | Director Community Relations | Golden Triangle Regional Medical Center Columbus, MS |
| 1979-82 | Training Specialist Technical Writer | Daniel Construction/Weyerhaeuser Project Columbus, MS |
| 1976-79 | Adjunct Professor Division of Continuing Education | The University of Alabama Tuscaloosa, AL |
| 1980-82 | Director of Adult Education | Mississippi Band of Choctaw Indians Philadelphia, MS |

Certifications

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|---|---|
| Institutional Review Board Human Subjects Research Training National Institutes of Health | Certificate #73289428214 August 6, 2006 |
| Human Participants Protection Education for Research Teams National Cancer Institute, Sponsored by National Institutes of Health | August 6, 2006 |
| Alternative Dispute Resolution Thomas Goode Jones School of Law | June 7, 2003 |
| Certified Professional in Erosion and Sediment Control Mississippi Department of Environmental Quality, Raymond, MS | April 27, 1999 |
| HUD Lead Inspection and Abatement Tufts University, Boston, MA | February 1991 |
| Management of Underground Storage Tanks Mississippi State University, Mississippi State, MS | June 1990 |
| CET, Certified Environmental Trainer National Environmental, Safety and Health Training Association | Certificate # 90-555 continuous since May 1990 |
| CHMM, Certified Hazardous Materials Manager Institute of Hazardous Materials Management | Certificate #2628 - Master Level continuous since March 1991 |
| EPA Certified Asbestos Building Inspector The Georgia Institute of Technology | Certificate #607 continuous since May 18, 1988 |
| EPA Certified Management Planner for Asbestos in Buildings The Georgia Institute of Technology, Atlanta, GA | Certificate #520 continuous since May 20, 1988 |
| EPA Certified Supervisor of Asbestos Abatement Projects The Georgia Institute of Technology, Atlanta, GA | Certificate #4255 continuous since July 1, 1988 |

Other Professional Qualifications

PROFESSIONAL PUBLIC SPEAKING

Extensive (professional & civic) – local, state and national events

PUBLICATIONS

Numerous publications (professional peer review and proprietary for clients)

Author and Editor: Multi-media formats (audio, video, power point, etc.)

HONORS AND AWARDS

Honorary Lifetime Membership for Leadership, 1997 - Academy of Certified Hazardous Materials Managers
Lantern Award, 1984 - Southeastern Public Relations Association for Golden Triangle Regional Medical Center
Outstanding Adult Education Program 1979 – HEW, Mississippi Band of Choctaw Indians

PROFESSIONAL AFFILIATIONS – CURRENT

Alabama Bar Association – Section Member: Administrative Law, Business Law and Environmental Law
American Bar Association – Section Member: Alternative Dispute Resolution, Business, Environment, Energy & Resources
Academy of Certified Hazardous Materials Managers (Board Member 1995-96 , President 1995 , First Honorary Member for Life 1997)
Alabama Society of Hazardous Materials Managers (Board Member 1990-1994, President 1994)
American Industrial Hygiene Association
National Environmental, Safety, and Health Training Association

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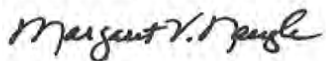
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RE: Other Documents

"Supporting Materials" (transcripts) and "Reference Letters" are being sent directly to the address identified in the Position Information Announcement.

Respectfully submitted,



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