



THE YP CONNECTION

4TH QUARTER 2023

VOLUME 29

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Message from the Chair:

Greetings YPs!

I hope you all had a wonderful summer and were able to take some time away from work to relax! As much as I love the summertime, there is something refreshing about the Fall. Maybe it's the cool air that energizes you after a hot and humid summer, or the nostalgic back-to-school feeling you get when you see grade school students waiting for the bus. Or maybe it's just that first sip of PSL of the season you have while reading the A&WMA YP Newsletter that gets you excited for all things YP coming.

We have a lot to look forward to, but I also wanted to highlight our past year that has been a huge success.

At ACE 2023 in Orlando, FL, the YPs hosted a record of five technical sessions. We discussed topics including air modeling, the hydrogen rainbow, ESG and waste management. We also hosted our annual Mentor Breakfast, YP Hub and Networking Reception and had a great turnout for all events. See page 2 for more details about ACE 2023!

The YPs have a lot of exciting things happening in the upcoming year as well. We are already underway with planning our Technical Sessions for ACE 2024 in Calgary, and plan to include topics such as carbon sequestration, renewable energy, current regulations in Canada and the U.S. and hydrogen uses and challenges. We will also be hosting all your favorite YP events again, including the Mentor Breakfast, YP Hub and Networking Reception. We hope that you will join us in Calgary in June 2024 and be on the lookout for more updates!

In addition to ACE planning, YPAC has been busy planning other fun and exciting things to end 2023 and start 2024, including our new series - YPAC Coffee Break. This program provides A&WMA members a casual forum to interact directly with experts and fellow members on hot topics in the environmental industry. We also still have the YPAC Advice Column open and will be answering advice questions and posting anonymously via LinkedIn and Twitter, so make sure you are following along!

Lastly (and sadly), we have a few YPAC Board Members graduating from YPAC in January 2024 and moving on to join leadership positions within the National A&WMA Board or their local sections. We will be working to fill our open positions over the next few months, so if you are reading this and want to join our fun or just get some more information, please e-mail me at LLSalvador@edge-es.com! I look forward to hearing from you!

- Lindsay Salvador



Pictured Above: YPAC Chair Lindsay Salvador at the YP Hub at ACE 2023 in Orlando, Florida.

ACE 2023 RECAP

ACE 2023 took place in Orlando, FL from June 5-8, 2023. The Young Professionals (YPs) hosted a record of five technical sessions during the conference! We kicked off our annual “How Does it Work?” (HDIW) series with an Air Modeling Fundamentals session on Tuesday of the Conference. Next, YP Wednesday started off with HDIW-The Hydrogen Rainbow, which was our most heavily attended session! Next up was HDIW-Calculating ESG, which drew a large crowd with a great Q&A session. We ended our Wednesday sessions with HDIW-Air Modeling in Action and finished off Thursday of the conference with HDIW-Managing Waste and Water During Natural Disasters. Each session had 4-5 expert panelists that consisted of a mix of young professionals and experienced professionals and each session had a lively Q&A with great interaction and ideas shared.

In addition to the Technical Sessions, the YPs hosted our YP Hub in the exhibit hall. Members of all ages enjoyed lounging on the blow-up furniture in between sessions and during breaks. There is always someone to talk to or something going on at the Hub, and it's one of the most popular YP attractions every year!

The annual Breakfast Club event took place Wednesday morning. Mentors and mentees enjoyed breakfast together and got to network and chat in a casual setting. There were many great conversations among attendees that will continue with A&WMA's National Mentor Program that is underway with planning.



YP Breakfast Club



YP Technical Session Presenters

Immediately following the Mentor Breakfast, the YPs hosted our Speed Networking event that is always fun and exciting. We had a large, mixed group for the event this year and had a great time networking, sharing business cards, and getting to know each other better.

Finally, the annual YP Networking Event was held at Cuba Libre Restaurant and Rum Bar Wednesday evening. This popular event sold out tickets and we had a great group that enjoyed delicious appetizers and drinks while networking and winding down from the day.

The YPs look forward to planning our annual ACE events and have already starting preparations for ACE 2024 in Calgary, so be on the lookout for more information in the upcoming months!

More Pictures from ACE



2023 Outstanding YP Award Recipient Lindsay Salvador



Speed Networking at ACE 2023



YPAC ACE 2023 Council Meeting



YP Technical Session

ADVICE COLUMN

Q: How do you successfully ask for a raise?



Credit: Shutterstock.com

A: We all want to be paid fairly and equally compared to our peers. At some point, it's likely that you won't feel that way. Maybe you didn't know what kind of salary to ask for when you were first starting out or you just don't feel like you've been moving up the pay scale like your coworkers. First, I would recommend asking yourself why you feel like you deserve one. If you can't explain it to yourself, you won't be able to convince your supervisor. Here are some things to consider: What are your recent accomplishments? Have your responsibilities or workload increased? What is your salary like compared to your coworkers?

That last question can be a bit harder to answer than the first two. If you feel comfortable, you can just ask your coworkers what they make. If you work in a company where you bill your time for each project that you work on, you may be able to see your coworkers' hourly pay by reviewing billed labor reports. There are also resources on the internet where you can research what the typical salary is for someone in your position. When comparing salaries, it is important to know what your coworkers' responsibilities are compared to yours – try to compare to someone who has similar responsibilities to yours.

Go into the raise discussion with an argument built on facts. Simply saying that you feel you deserve a raise isn't going to get it for you – you need to be able to prove why. Have a specific salary in mind – if you don't, you very likely won't be happy with what you get. But make sure that you are being realistic with your ask – does the salary you are asking for make sense for your position? Figure out the salary that you want and then the one that you would be satisfied with. It might not be possible for your company to give you your goal salary, so be prepared to negotiate and have that second number that you would be satisfied with in mind (keep that number to yourself though – get as much as you can!)

I hope this gives you the tools to ask for a raise with confidence. Now go out there, and get that well-deserved raise!

Local A&WMA Chapter Updates

Recap of West Coast Section Conference

On Thursday, October 19, 2023, the A&WMA West Coast Section (WCS) hosted its annual conference at the South Coast Air Quality Management District Headquarters in Diamond Bar, CA. With over 100 attendees, including technology vendors, regulators, and the representatives from various regulated community, the conference was well-received as it made its return as an in-person event for the first time since 2019.

The conference concluded with an afternoon Networking Reception, hosted by the A&WMA WCS Young Professionals Chapter. It was an opportunity for attendees to connect and debrief about the day's sessions over hors d'oeuvre and beverages.

"The WCS A&WMA annual conference was a resounding success, making a splendid return to in-person meetings following the challenges of Covid. Connecting with both familiar and new environmental professionals was truly delightful, and I eagerly await the next opportunity to do so!" shared WCS Young Professionals Chair Tingting Jiang.

Ryan Drover, University of California Riverside PhD candidate in Chemical Engineering, said this of the conference: "I thought the WCS meeting was a great experience for my first time in-person for exposure to a wider range of topics that I might otherwise not have prioritized attending at a bigger event like A&WMA's ACE... For me as a senior PhD candidate, I had a number of productive conversations, benefitting my current role/research group as well as better orienting and connecting me for post-graduate opportunities. I've appreciated engaging more with A&WMA, and I'm looking forward to continuing to do so!"

- Ramine Cromartie



Attendees at the Networking Reception hosted by the West Coast Section's Young Professionals during the WCS Annual Conference.

A Message from A&WMA President Jordan Haywood

“Our members and leaders at A&WMA represent people from all walks of life who fall into numerous demographic categories, and the A&WMA firmly supports the concept that our diversity is one of our biggest strengths. We need different perspectives to solve the complex challenges we are facing, both in the environmental profession and as a professional organization. We must also continue working towards being a more inclusive Association where we value our differences and people feel safe to be their true selves. That is why our focus on Inclusion and Diversity remains high and we’re striving to do better.”

A&WMA Scholarship Opportunity

It's scholarship season! To support the future of the fields of air and waste management and to help full-time graduate students improve their knowledge and skills, A&WMA will be awarding financial scholarships to exceptional individuals for the 2024/2025 academic year. Applicants must be in school as a full-time student during the academic year of 2024/2025 to be considered for a scholarship award.

The award amounts are subject to change. Scholarship monies can only be used for tuition, fees, or other related course materials approved by the university. Award checks will be made payable directly to the winners' schools. **If you have any questions about the program, contact Robin Lebovitz at the Air & Waste Management Association Headquarters: rlebovitz@awma.org. Applications are due Tuesday, January 23, 2024 at 1:00 pm Eastern Time and are available [here](#).**

Upcoming A&WMA Events

A&WMA has an exciting lineup of conferences and events this winter and spring. Make your plans to attend today!

December 6-7, 2023	48 th Annual A&WMA Air Information Exchange in Durham, NC
January 23-25, 2024	The Science of PFAS: Chipping Away at the Details Conference in Raleigh, NC
April 19-21, 2024	Leadership Training Academy in Pittsburgh, PA
May 14-16, 2024	Odour Management: Embracing Global Perspectives Conference in Toronto, ON, Canada

View the [Events Calendar](#) online for more details and the complete list of upcoming events.

The Air & Waste Management Association's 117th Annual Conference & Exhibition

June 24-27, 2024 • Calgary, AB, Canada



Emissions Reductions for Sustainable Energy Futures

With its diversity in ecosystems and major exports, a calculated balance between resource development, social responsibilities, and environmental stewardship is needed, making the Canadian Prairies region a hotspot for emissions reductions and technological innovations. Calgary is excited to host ACE 2024, bringing industry, academia, and policymakers together to learn, collaborate, and improve environmental knowledge and decision-making in this unique landscape which is at the forefront of global change.

Call for Abstracts available! Share your work at the premier conference on environmental technology and regulation. Young Professional authors who submit an extended abstract or full-length paper are eligible for the YP Best Paper award.

Abstracts are due November 27, 2023. For more information, visit www.awma.org/ACE2024.

A Call for 2024 Submissions

Attention all Young Professionals: Let's hear YOUR perspective!

All young professionals are invited to submit their unique perspectives and insights for publication in Air & Waste Management Association's *EM* Magazine. Articles published under the YP Perspective column can be technical, introspective, or professional development-related and can be on any topic of interest to you and your YP peers.

Deadlines and planned *EM* issue topics for 2024 are listed below for reference and inspiration. YP Perspective columns should be approximately 1,000 words and do not have to follow the main edition theme.

2024 Issue	Deadline	Issue Topic
March	December 15, 2023	Waste Management
April	January 15, 2024	GHG Regulations for Electric Power Companies
May	February 14, 2024	Understanding PFAS
June	March 15, 2024	Developments in NAAQS
July	April 15, 2024	Emissions Inventories
August	May 15, 2024	Expediting Permitting

Please contact Nadine de Bruyn at NadinedeBruyn@mail.carleton.ca for more information or if you have an article you would like to share.

We look forward to reading your perspectives in upcoming *EM* Magazines!

YPAC Officer	Position	Chapter	Section
Lindsay Salvador	YPAC Chair	Research Triangle Park	South Atlantic States
Kerry Weichsel	Vice-Chair	N.A.	Allegheny Mountain
Vacant Until 2025	Past Chair		
Sina Esfandiar Pour	ACE Liaison (2024)	N.A.	Canadian Prairies and Northern
Ramine Cromartie	Technical Committee Chair	N.A.	West Coast
Maria (Gaby) Saavedra	Technical Committee Vice-Chair	Georgia	Southern
Stephanie Taylor	Vitality Committee Chair	N.A.	Midwest
Lindsey Thomassee	Vitality Committee Vice-Chair	N.A.	Louisiana
Nadine de Bruyn	Publications Committee Chair	N.A.	Canadian Prairies and Northern
Vacant	Publications Committee Vice-Chair		
Shelley Koehn	Professional Development Committee Chair	N.A.	Upper Midwest
Fianna Li	Professional Development Committee Vice-Chair	N.A.	Golden West
Aurelie Marcotte	Local Support Committee Chair	Research Triangle Park	South Atlantic States
Fiona Jiang	Local Support Committee Vice-Chair	N.A.	Golden West
Patrick Wright	Communications Committee Chair	Connecticut	New England
Vacant	Communications Committee Vice-Chair		
Paul Algu	Member-at-Large	N.A.	Louisiana