

**SUSAN ROOTHAAN**  
[Susan.Roothaan@NurturedWorld.Org](mailto:Susan.Roothaan@NurturedWorld.Org)

---

**EDUCATION / CERTIFICATIONS**

- Masters of Science in Chemical Engineering** 1989-1993  
*University of Texas at Austin*  
*Tau Beta Pi National Engineering Honors Society*
- Bachelors in Chemistry** 1980-1984  
*Lewis and Clark College, Portland, Oregon*  
*Honors Research Grant for work on cyanide detection in plant wastewater*
- Certified Environmental Management Systems Lead Auditor** February, 2005  
*RABQSA International, Milwaukee, WI*

**WORK EXPERIENCE**

**A Nurtured World, Inc., Austin, Texas** 1997-PRESENT  
Founder and Executive Director

- Founded and currently serve as Executive Director for A Nurtured World, Inc., a non-profit organization designed to help individuals, communities, businesses, and organizations reduce their environmental impact through innovative training, partnerships, and the use of pollution prevention (P2) programs.
- Develops and delivers consumer and organizational P2 and Environmental Management System (EMS) training using behavior-based training models. Clients have included NASA Johnson Space Center, Houston Advanced Research Center, The U.S. Environmental Protection Agency, Advanced Micro Devices, and Heifer International.
- Develops and delivers curriculum for K-12 educators to enhance critical thinking and understanding of environmental sciences. Adapted and delivered A Nurtured World's Consumer Conservation curriculum to 6-8 grades math, science, and English standards in four states (Texas, Arkansas, Oklahoma, and Illinois).
- Provides hands-on performance-based environmental site visit training in order to build capacity in state and federal government and among other organizations that serve the regulated community.
- Develops software and other methods to measure program effectiveness.
- Provides broad oversight for A Nurtured World's *House at a time* program that provides energy and water retrofits including use of solar PV systems for low-income home-owners, while also driving behavior change among the volunteer base that supports the retrofits.
- Manages and directs grants; oversees staff, volunteers, and contractors; assures legal and financial systems are in place and implemented properly; and develops partnerships and funding opportunities to forward the mission of the organization.

**Culture Technologies, Austin, Texas** 2005-PRESENT  
Vice President

- Leads and directs environmental auditing activities primarily focusing on Environmental Management Systems for varied industries such as military installations, power plants, wastewater treatment plants, pharmaceutical companies, and football stadiums.

- Develops and provides training on varied environmental topics ranging from Environmental Management Systems, compliance (air, waste, water), and organizational culture change.
- Provides leadership/organizational strategic planning to support organizations and businesses in the delivery of environmental initiatives and programs.
- Provides regulatory expertise/support for companies and organizations including developing program instructions and guidance and on-line training for topics ranging from managing solid and hazardous waste, to assuring safe drinking water systems, and managing electrical safety.
- Markets and manages projects including developing budgets and proposals. Mentors staff in delivering quality environmental services to clients.

**Texas Commission on Environmental Quality (TCEQ), Austin, Texas**  
Senior Technical Program Specialist

2002-2004

- Designed and directed the Texas EMS program including development and implementation of audit protocols, third party auditing standards, and incentives.
- Trained staff in conducting performance-based audits and technical assistance.
- Conducted performance-based EMS audits at a variety of organizations and final review on all audits.
- Worked on several partnerships to compare requirements across EMS standards including the TCEQ EMS program, ISO14001, Responsible Care® Management System (RCMS), and EPA's National Environmental Performance Track.

**Texas Natural Resource Conservation Commission, currently TCEQ, Austin, Texas**  
Team Leader/Engineer Specialist

1994-2002

- Managed several programs including P2 planning requirements, a state-wide material exchange, a state-wide tax exemption program for pollution control equipment, software and database development efforts, measurement of program effectiveness, and on-site technical visits for the regulated community.
- Conducted hundreds of on-site P2 technical visits for a range of facilities including military installations, chemical plants, metal finishers, autobody shops, state agencies, and computer chip manufacturers.
- Delivered P2 workshops and presentations to over 3,000 individuals throughout Texas and Mexico.
- Developed a nationally recognized partnership with the Department of Defense involving over 25 agencies and managed a state-wide partnership to coordinate environmental assistance in Texas.
- Developed innovative beyond compliance training programs incorporating concepts from ISO14001, Natural Step, organizational culture change concepts, and Total Quality Management.

**Radian Corporation, currently URS Corporation, Austin, Texas**  
Staff Engineer/Engineer/Chemist

1984-1994

- Directed and participated in projects to improve wet and dry Flue Gas Desulfurization processes for coal-fired power plants including bench and full-scale testing, field studies, laboratory analysis, and research.
- Prepared environmental permits and regulatory reports such as emissions inventory reports.