The Professional GEOLOGIST

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The American Institute of Professional Geologists

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• RECRUITING AT THE WORKPLACE

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RECRUITING AT THE WORKPLACE

To AIPG members:

Below is a letter that IT Corporation has sent to its geologists. Feel free to use it as a template for a letter to employees at your company. Let’s share the benefits of AIPG with our colleagues and friends.

Dawn H. Garcia, CPG-08313, Membership Development Chair

To volunteer to help with AIPG’s Membership Development Committee, please contact Dawn Garcia at (520) 792-2800, ext. 206 or <dgarcia@theitgroup.com>.

Dear Colleagues:

The American Institute of Professional Geologists (AIPG) is conducting a membership campaign. [IT Corporation] recognizes the value of professional development of our associates, and has joined with AIPG to notify geologists working within [The IT Group] of this opportunity.

AIPG is a national organization that promotes the advancement of science and the profession of geology, has established professional and ethical standards, and represents the profession before government and the public. This group actively participates on boards for national, state, and local agencies and professional organizations, including the National Earth Science Week, USGS, state geological surveys, and state boards of technical registration. Its members are recognized as leading geologists in all geologic specialties.

Membership within AIPG can help in career development by allowing you to interact with peers, clients, government representatives, and the public on a non-project basis. Positive interaction outside of the workplace helps you in your career development, plus reflects positively on the company. AIPG members with the “Certified Professional Geologist” credentials also have the appropriate certification that can be used in our business.

AIPG offers three different membership categories for geologists: Certified Professional Geologist, which requires a degree in geology, plus 8 years of work experience; Registered Member, which is applicable for state-registered geologists who are not seeking CPG status; and Member, which is appropriate for geologists who are still gaining the necessary work experience. Details regarding the membership categories, plus an application, are available from the AIPG website (www.aipg.org). Questions regarding the membership campaign or AIPG in general may be addressed to Dawn Garcia, CPG-08313, at dgarcia@theitgroup.com.
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RECRUITING AT THE WORKPLACE
Dawn H. Garcia, CPG-08313

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FRONT COVER - Wisconsin State Fossil - Trilobite
Name Thaileops ovata. Age Ordovician. Formation: Platteville
Location: Lancaster, Wisconsin. Size 1.2 inches across. Remarks: Nice example
of a rare trilobite - from an old collection. Source: www.trilobites.com

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own and do not necessarily reflect those of the American Institute of Professional Geologists, its
staff, or its advertisers.
The effort by geologists to organize in order to promote common interests is typified by a meeting of Illinois Registered Geologists that occurred on October 23, 1999 in Joliet. These professionals came together and were joined by AIPG 1999 President Tom Fails, 2000 President Dennis Pennington, TPG Editor Myrna Killey, and Executive Director Bill Siok. The meeting was called to determine how best to organize within Illinois in order to represent the common interests of Illinois Registered Geologists with a single strong voice. The assembled Illinois geologists elected to create an Illinois Chapter of AIPG. AIPG is proud to have been able to contribute to this important professional effort.

Photographs courtesy of Myrna M. Killey, CPG-06033
Societies and Policy Makers

An example of a key public issue that has many effects on how our industries and society may function is global warming caused by man. There is a political faction that feels 20-25% of the countries of the world are causing global warming while close to 75% of the world is excluded from any concerns of global effects. That, in itself, is interesting for the simple reason that while many new industrialized countries or non-European countries are excluded from having to control greenhouse gases, the United States, Canada, and some European countries are told by the international community to limit greenhouse gases. Some of these countries that are excluded by controls can, in fact, produce more greenhouse gases than many of the European countries combined. This automatically implies political rather than scientific reasons for controlling greenhouse gases. There are many sources of information which indicate that global warming by man may or may not be happening, yet some countries are intent on restricting some societies while excluding other societies from controls. Rarely is there any discussion on natural global warming cycles or analysis of the geological record. Issues discussed don’t seem to include the reconciliation of data from atmospheric temperature measurements (which indicate cooling temperatures) and land temperature measurements (which indicate warming temperatures). Because of the influence of politics, it is difficult to trust the opinions of some on this issue. Professionals seem to make an opinion and then try to justify it. Simple physical laws often are ignored. For example, the amount of sea ice versus land ice at both poles has not been adequately discussed. In addition, the effect of solar cycles and historical chemical cycles on global warming of the earth have not been objectively discussed to identify natural or man-made issues that may affect global warming. Where are our mainstream scientific societies on this issue? Some of our institutions have made general statements about the issue while staying on top of the so-called fence. A few associations have stated their view, but are ignored by the national media. There are other institutions that almost appear to support global warming by man simply to obtain funding. However, most are silent. The reasons for the silence could be a lack of consensus or an avoidance of controversy. If the reasons for silence are the avoidance of controversy, our scientific associations may be failing the public. Even a statement related to a lack of an adequate information base to present an opinion would be welcome. Somehow our public must be made to understand that the issue is complex and is not just a simple concern over restricting carbon dioxide emissions. After all, natural sources of carbon dioxide far exceed man-made sources of carbon dioxide. Also, the influence of water vapor in the atmosphere (as a control on heat transfer) has not been widely considered in relation to the influence of carbon dioxide.

Other issues such as groundwater use and building in geologic hazard areas, although evaluated locally when a crisis occurs, are not brought to the attention of national and regional political bodies concerns are short lived. The extent of these issues often is not brought to the attention of policymakers on a consistent basis, thus allowing lawmakers to make decisions without realizing that a large database exists. In my opinion, the role of scientific associations, in part, is to help lawmakers and others become aware that geological data exist that could help formulate more practical policies. Earth Science Week is an example of a successful program.

In summary, geosciences can have a major impact on public policies, but we must be more aggressive in providing the necessary tools to help our elected representatives make the right decisions. Networking and combining resources of associations are key to our survival as we enter this new millenium.

Much can be said about the role of the geoscience community in supporting our public institutions and policymaking. Too often, the technical community ignores the public or, at least, hides when controversial issues arise. The geologic professions also have not truly recognized the importance of communicating facts and information to lawmakers so that intelligent decisions can be made by our policy makers. We even avoid speaking to the general media that have a major influence on the public, and, hence, lawmakers. How many times have you asked yourself, where did they obtain such incorrect data? In some cases, misrepresentation of data or the censure of news is intentional, but more often it reflects a lack of knowledge of a technical area by a journalist. Additionally, sometimes our technical people don’t explain data and consequences of interpreting data, or have their own political agenda to promote.

As the global market changes and the need for experts in resources and the environment as well as geologic hazards increases, we must, as a profession, be there. In many cases, our professional societies in the United States, Europe, and North America must communicate our knowledge so that others will not make the same mistakes or waste valuable public monies on policies that can destroy industries or cause more problems than the original concern.
AIPG'S CONTINUING PROFESSIONAL DEVELOPMENT PROGRAM:
WHAT IS PROPOSED—
WHY AIPG IS DOING THIS—
HOW YOU AND OTHER CPGS WILL BE AFFECTED

by Tom Fails, CPG-03174, Chair, Task Force for Continuing Professional Development

Continuing Professional Development (CPD) is a current “buzzphrase” in the physical science and engineering professions. The CPD programs and requirements being adopted are similar to those used by the accounting, legal, and medical professions for over a century. Emphasis is mainly on required continuing education, with aspects of professional practice, ethics, regulatory functions, and computer applications sometimes considered. Many states that register or license professionals, including geologists and engineers, are beginning to require continuing education and periodic regulatory reviews. Examinations for registration are common at the post-collegiate entry level or after several years of experience have been obtained. This continues a practice first established in the US during the late 1800s for entry into the professions but which is rarely used abroad. An examination requirement for new CPGs was considered by the 1999 Executive Committee and tabbed pending further investigation, evaluation, and discussion. AN AIPG EXAMINATION IS NOT BEING PROPOSED. INSTEAD, A PROPOSAL FOR A CERTIFICATION ADVANCEMENT AND MAINTENANCE PROGRAM IS DESCRIBED HERE FOR YOUR CONSIDERATION. This is a slightly revised version of the Proposal for a Certification Renewal Program and CRP Logbook approved unanimously by the 1999 Executive Committee that will be published in the June 2000 TPG. You are asked to read this article in order to familiarize yourself with the Proposal, Program, and Logbook when published, in preparation for a vote by the membership to accept or reject the Proposal on the 2000 ballot. If adopted, this Proposal and Program will institute the greatest single change in AIPG practice and credibility since our founding and begin the process of bringing the Institute and its members closer to parity with our certifying organization peers. The purpose of this article is to familiarize you with the basics of the proposed Program, which is based on systematic continuing education and professional participation by participating CPGs.

WHAT IS PROPOSED—

The Task Force for Continuing Professional Development originally designed a Certification Renewal Program (CRP) based upon Continuing Education and Professional Participation activities to be carried out and recorded in an annually-provided CRP Logbook. Points, based upon the time, effort involved, and importance of the activities, would be assigned to specific activities and recorded in the Logbook. An annual total of 10 points each in Continuing Education (CE) and in Professional Participation (PP) would be required over a 6-year CRP period. With 60 points or more each in CE and PP after 6 years, certification would be advanced to the Certified Master Professional Geologist (CMPG) rank for the following 6-year period.

IT IS IMPORTANT THAT YOU UNDERSTAND THE FOLLOWING, AS IT IS NOT THE INTENT OF THIS PROPOSAL TO DE-CERTIFY ANY EXISTING CPG IN GOOD STANDING BY ARBITRARY IMPOSITION OF NEW REQUIREMENTS FOR CONTINUING EDUCATION, CERTIFICATION RENEWAL, OR SIMILAR PROGRAMS.

After further consideration of the long-term effects of the proposed CRP on “new” CPGs, the Task Force has selected a more relevant program name – Certification Advancement and Maintenance Program (CAMP).

- PARTICIPATION IN THE PROPOSED CAMP WOULD NOT BE REQUIRED FOR ANY EXISTING CPG CERTIFIED PRIOR TO THE DATE OF ADOPTION OF THE RELEVANT BYLAWS. THEIR CURRENT STATUS AS CPGs IN GOOD STANDING WOULD CONTINUE, AS IN THE PAST. HOWEVER, EXISTING CPGS WOULD HAVE THE OPTION TO VOLUNTARILY PARTICIPATE IN THE CAMP. Voluntary participants who accumulated the required 120 point total over 6 years would be advanced to the CMPG rank, to be held for the next 6 years. It would be necessary for them to voluntarily continue in the CAMP for the second 6-year CAMP period and accumulate 120 points in order to maintain their CMPG for another 6 years. If they did not continue, their CMPG rank would be automatically restored in good standing after 6 years, with their CMPG rank being suspended. Voluntary participants who did not succeed in accumulating 120 points over 6 years would not be advanced to CMPG, but would retain their CPG rank in good standing. They could try another 6-year CAMP period if they wished, or withdraw from the CAMP permanently without prejudice.

- PARTICIPATION IN THE PROPOSED CAMP WOULD BE MANDATORY FOR ALL "NEW" CPGs CERTIFIED AFTER THE DATE OF ADOPTION OF THE RELEVANT BYLAWS. Mandatory participants who accumulated the required 120 points over 6 years would be advanced to CMPG rank, to be held for the next 6 years. Participation in the CAMP would be mandatory for the following 6 years, after which their CMPG rank would be maintained for an additional 6 years if 120 points were again accumulated. Those “new” CPGs who did not succeed in becoming advanced to CMPG rank after 6 years would still be able to maintain their CPG if they participated in another mandatory CAMP. Additional detail will be found in the complete Proposal for a CAMP to be published in the June TPG.

- CAMP would not be available to Members, Registered Members, Associate Members, or Students.

- SO RELAX! NO CURRENT CPG READING THIS ARTICLE WILL EVER BE SUBJECT TO CAMP PARTICIPATION AND REQUIREMENTS UNLESS HE/SHE VOLUNTARILY PARTICIPATES. WE HOPE THAT YOU WILL; AS WITH ANY OTHER FORM OF EXERCISE, CAMP WOULD BE GOOD FOR YOU!

CMPG Compared to CPG

CPG attests to the public that the holders have attained a relevant education in the geosciences, five or more years of post-graduate experience and competence in applied geoscience work, and reputations for integrity and ethical behavior at the time Certification originally was granted.

Certified Master Professional Geologist (CMPG), to be granted only to CPGs who complete a CAMP successfully, will indicate more, as it attests to the public that the holders have pursued individual
Application and the six Annual CAMP Logbooks would be forwarded upon your “CAMP Year End-Date,” for advancement to CMPG. The information regarding CAMP upon request.

Committee and Headquarters with the Section and Regional CAMP National CAMP Screening Committee, provide liaison between that becomes effective. The CRD will administer the CAMP for the Renewal Director (CRD) will be necessary soon after the CAMP process. Our present estimate is that one additional FTE (the CRD)

CAMP is for the benefit of AIPG’s membership, and not AIPG’s revenue stream.

Participation in CAMP Activities

Registration with the CRD at Headquarters by existing CPGs who wish to voluntarily participate in the CAMP would be necessary. “New” CPGs would be registered automatically. In either case, Headquarters would issue a CAMP Logbook annually to each CAMPer. Applicants would be organized by the CRD into quarterly sub-groups identified by a “CAMP Year End-date” as they entered their first CAMP year, in order to distribute the Program and especially the work of the Section and National CAMP Screening Committees evenly across the year.

The CAMP and the Logbook involve two types of professional development activities, equally balanced between CONTINUING EDUCATION (CE) and PROFESSIONAL PARTICIPATION (PP). Points are assigned to these activities, to be recorded in the Logbook as they are completed. The goal is to obtain 10 points or more each year in both CE and PP, or 20 points total annually. Points in excess of twenty (amount yet to be determined) could be carried forward into the next year. Schedule flexibility to accommodate individual schedules is provided for, but a minimum total of 13 points per year would be required, since “playing catch-up” at the end of the 6-year CAMP period would be difficult. Additional flexibility is provided by Technical Contributions (TC), as described below. TC points could be used for either CE or PP in a given year. A total of 60 points or more in both CE and PP at the end of the 6-year period would be necessary for advancement of CPGs to the higher CMPG rank for the coming 6-year period.

Applications for Advancement to CMPG at End of 6-year CAMP Period

Application would be made at the end of the 6-year period, based upon your “CAMP Year End-Date,” for advancement to CMPG. The Application and the six Annual CAMP Logbooks would be forwarded to the CRD at Headquarters, together with a check for an amount calculated to meet the Headquarters cost of administering the CAMP process. Our present estimate is that one additional FTE (the CRD) at Headquarters would be necessary to administer the CAMP once it is completely underway. The Application Fee is estimated to be about $40 to $50 at present, considerably less than $10 per CAMP year. CAMP is to be administered on a strictly break-even basis, as CAMP is for the benefit of AIPG’s membership, and not AIPG’s revenue stream.

Unusual schedules, remote locations, graduate school obligations and other special factors could make it difficult for a CAMP participant to accumulate 10 points each in CE and PP each year. Any particular year, any CAMP participant who has been unable to fulfill a basic 6-year CAMP period due to one or more of these or similar factors, could attach a statement describing the applicant’s particular situation and requesting special consideration by the National CAMP Screening Committee to the Application for Advancement to CMPG. In addition, provision has been made for Substitute CE/PP Activities to be available to participants who live in isolated locations or who are subject to frequent longer term, work-related travel.

Application Screening

Copies of the Application and Logbooks would be supplied by Headquarters to the applicant’s CAMP Screening Committee at the Section or Regional (multi-Section) level. The members of these local Screening Committees know local conditions and the applicants best, and can discuss the Applications and Logbooks directly with the applicants when necessary. Recommendations would be made by the local CAMP Screening Committees to the National CAMP Screening Committee, with CPG applications. Final decisions on Advancement to CMPG or Maintenance of CPG or, in some cases, reduction to Member, would be made by the National CAMP Screening Committee. Appeals for reconsideration could be made to the National Executive Committee, as with CPG.

Outcomes

Different outcomes will result after the National CAMP Screening Committee decisions are made or confirmed:

Voluntary CAMP Participants (limited to existing CPGs).

Voluntary CAMPers would be advanced to CMPG rank for the following 6-year period if 120 points or more were obtained and accepted. Participation in the following 6-year period would be voluntary, but necessary if continuation in the CMPG rank was desired. Voluntary CAMPers who did not obtain 120 points or more would maintain their CPG rank in good standing. They would be able to voluntarily participate in the CAMP during the new 6-year period or to leave the Program.

Mandatory CAMP Participants (all “new” CPGs)

Mandatory CAMP Participants would face a wider range of outcomes:

• those who had obtained 120 points or more and were recommended for Advancement would be advanced to CMPG rank for 6 years, with participation required in the CAMP during this 6-year period
• those who had not obtained 120 points or more and were recommended for Maintenance would not be advanced to CMPG rank, but would retain CPG rank while they undertook their required second 6-year CAMP period for advancement to CMPG, and would be advanced to CMPG for a six-year period if successful on their second try. CPG could be maintained in good standing so long as mandatory participants obtained 80 points or more (but less than 120) in each consecutive CAMP period.

Continuing Education Activities (CE)

Points may be obtained by successful completion for credits of relevant geotechnical or associated discipline CE courses in a variety of formal, structured educational settings including distance learning. Lesser numbers of points may be obtained for the same relevant formal, structured courses if audited on a non-credit basis, for informal in-house company training, for regulatory review courses, for short courses and field trips conducted by professional or geoscience technical organizations, and for additional authorized courses or refreshers. The number of points to be earned will depend upon subject relevancy, the number of contact hours involved, and the degree of required student interaction.

Professional Participation Activities (PP)

Points may be obtained for active professional practice, active membership and participation in the activities of AIPG at the Section or National levels including Officer or Committee work, as well as for similar membership and participation in the activities of leadership of our national geoscience technical organizations, ASBOG/State Boards, etc., and through volunteer work in geology-related outreach and advocacy, citizen-lobbyist, and/or educational or community activities.
Technical Contributions (TC)
Points may be obtained through publication of peer-reviewed technical papers, articles, or books on relevant subjects, or presentation of similar non-peer-reviewed articles, papers, or talks to scientific or general audiences. TC Points could be applied to either CE or PP requirements in any given year, but not to both.

Are You a CAMPER Now? Possibly So!
The number of points obtainable for a wide variety of CE, PP, and TC activities are considered to be generous. In addition, points could be obtained for many CE, PP, and TC activities undertaken to satisfy the requirements of others—a geoscience technical organization, state board of registration, state or other governmental agencies, employers, etc. IT IS POSSIBLE THAT MANY CPGs ARE SUFFICIENTLY INVOLVED IN CAMP-TYPE ACTIVITIES ALREADY THAT THEY WOULD BE EARNING 20 OR MORE POINTS PER YEAR IF THESE ACTIVITIES HAD BEEN SYSTEMATICALLY RECORDED AND EVALUATED IN A LOGBOOK. THE CAMP IS DESIGNED TO HELP, NOT HINDER, CPGs AS THEY ADVANCE THROUGH THEIR PROFESSIONAL CAREERS AND TO PROVIDE THEM WITH SUPERIOR CREDENTIALS.

WHY IS AIPG DOING THIS—

Three critical issues that affect AIPG and CPGs now, and more so than in the past, are credibility, competitiveness, and liability. The proposed CAMP is designed to update and improve the capabilities, performance, and reputations of AIPG and CPGs concerning these issues. Not all of our problems would be solved with adoption and implementation of CAMP, but major improvements certainly will result. Each is discussed below in terms of both the Institute and the individual CPG.

Credibility
AIPG’s certification requirements, established in 1964, were “state of the art” at the time. The CPG rank attests that the holder had attained a relevant education in the geosciences, 5 or more years of experience in competent applied geoscience work, and a reputation for integrity and ethical behavior at the time of Certification. And really nothing more since then. But professional geology has moved on while CPG qualifications have not. State registration of geologists, usually based upon similar criteria plus an examination, has affected the credibility of the CPG rank and AIPG. What remains of our organizational credibility may now depend in good part on our advocacy and political relations activities, and especially our work in the areas of ethics and integrity, where AIPG is perceived as geology’s leader.

A 1998 survey of the National Certification Board for Geologists’ member has said it very well: “Sure, the Code of Ethics says “Members should strive to improve their knowledge and skills” (Canon 5, Standard 5.1). So far, two states require CE of their registered geologists and more are considering a CE requirement. NSPE, AIPG’s engineering equivalent, reported in 1998 that 29 states required, and 12 more were considering, “satisfactory evidence of specified activities as a condition for renewal of the individual’s professional License.” Specified activities usually include CE. AIPG’s professional geologist equivalents in Australia and Canada require CE and periodic renewal. Ask yourself: is the credibility of CPG as great now as in, say, 1970? Further, CPGs should familiarize themselves with Canon 3, Standard 3.3, Rules 1 and 2, and Canon 5 of the AIPG Code of Ethics with regard to how their individual responsibilities relate to the issues of Continuing Professional Development.

So, what remains of the credibility of CPG and AIPG in this rapidly changing professional and technical world? Like it or not, CE and certification renewal are coming for large numbers of geologists, especially those whose work affects the public’s health, safety, and welfare. If AIPG does not strengthen and update its standards and requirements now and start catching up with the states, our peers, and competitors, the Institute will decline and become increasingly irrelevant in the years ahead.

Competitiveness
Our abilities to compete, as an organization of professional geologists and as individuals with the CPG rank, depend in part on the credibility of AIPG and of AIPG’s certification. From the perspective of 44 years as a practicing geologist, I see that the degree of competition both among geologists and with others, especially PEs, for what is clearly geologic work has increased tremendously since the “oil crash” of the mid-1980s. Unemployed petroleum geologists retrained as environmental and hydrogeologists have been competing with increased numbers of newly-graduated geologists, of whom AIPG is unqualified to compete with PEs, geographers, environmental scientists, etc., in a steadily shrinking market for geologists and their skills. State registration helped for a while, mainly by excluding those least-qualified, but increasingly the benefit of registration diminishes as registered geologists are forced to compete among themselves. Through registration, the State assures the public that its registered geologists have met or exceeded a state-defined minimum level of competence necessary to enter a pool of “qualified registered geologists” in that state. A good way to gain recognized credentials that elevate and distinguish the holder from his/her competitors in this vast pool, and from competing PEs as well, is certification by a national organization of geologists. AIPG is not alone in certifying geologists—DPA/AAPG, AIH and NGWA do so for their applied geoscience specialists. Don’t kid yourself—certification is increasingly of value to registered geologists who seek visibility in competitive situations. The competitive impact of certification depends in good part on the credibility of that certification, compared to registration and/or no certification whatsoever. By increasing the credibility of AIPG and its certified members through the new CMPG rank and the “recertification requirements” of CAMP, the credibility and competitiveness of those holding the CMPG rank and CPG ranks are clearly improved as well. Visibility and public perception are important in competitive situations and can be improved with the “right credentials.” CMPG, with its documentation and institutional backup by AIPG, will clearly be a superior credential, as it will “guarantee” the current credibility of the holder. One Task Force member has said it very well:

“The CPG status ought to remain what it has always been – a designation of professional competence and integrity. The CMPG status then necessarily becomes a reward in the form of peer recognition for those whose performance goes significantly beyond the basic requirements for professional certification. This will promote competitiveness in many AIPG folks, and the perception of this kind of thing by the public will eventually elevate AIPG certification programs over the state registration programs.”

Liability
To the degree that AIPG at one point in time certified the qualifications of professional geologists, granted certification, and never has checked or verified these qualifications again, AIPG is at risk. Sure, the Code of Ethics says “Members must strive to improve their professional knowledge and skills” (Canon 5, Standard 5.1). Most do but some do not. Yet their CPG rank suggests to the public that all is well when it may not be. Or isn’t. Complaints have not been common, but complaints do occur. In our increasingly litigious nation someone has to be blamed and “has to pay!” This is usually the one with the deep pockets, thus automatically excluding most geologists. So what about their organizations, which register or certify these creeps? Can’t sue the state, so what about the certifier? AIPG has anything but deep pockets, but just the cost of defending ourselves against “misrepresentation” or worse could break us. How can AIPG best protect itself? One of the best ways is to maintain records of the education and training activities of our certified members over the years after certification was granted—records that show they have worked hard to maintain and improve their skills and certification qualifications.
As for the individual certified geologist, a systematically maintained record of education and professional activities, year by year, which is periodically reviewed to determine whether the organization’s certification standards have continued to be met and maintained since initial certification, has great value. A verifiable record could be provided by AIPG in support of the individual’s continuing professional status to the individual, the public, prospective employers or clients, and potential legal adversaries. Keep in mind – good records will keep you out of trouble with the IRS and some even more threatening folks on occasion. As to registration, the state will not defend you against a serious charge, as the state has registered records will keep you out of trouble with the IRS and some even more threatening folks on occasion. As to registration, the state will not defend you against a serious charge, as the state has registered

HOW YOU AND OTHER CPGs WILL BE AFFECTED

A Task Force for CPD survey was circulated during late 1998-early 1999 to obtain membership input on several CPD-oriented questions. Unfortunately, some sections did not distribute the survey, but nevertheless 396 CPGs, from eleven Sections with about 1530 CPGs at the time, did respond. So the response rate of CPGs actually polled was 25.9%, a valid sample. (See President’s Message, June 1999 TPG for a complete report.)

Significant responses to three questions concerning Continuing Education of CPGs were received. In the following: neutral, no-opinion, and non-responses (6 to 10%) are excluded with only Yes or No answers compared.

- Is some type of continuing education required of yourself to remain current with new ideas, methods, concepts, etc?
  Yes 76.1%   No 23.9%
- Would you support a mandatory minimum continuing education requirement for CPGs?
  Yes 66.0%   No 34.0%
- Would you participate if AIPG had a voluntary continuing education requirement for CPGs?
  Yes 83.1%   No 16.9%

Strong support for a voluntary CE program is indicated among current CPGs. Will 80% of existing CPGs actually participate in a voluntary CAMP that includes CE for 6 years to obtain the CMPG rank? Probably not, but 50%, perhaps more, might be willing if the CAMP is sufficiently broad and flexible to allow individual CPGs to personalize their participation. The Task Force has worked hard to provide a broad selection of CE and PP activities for incorporation into individual CAMPs. It is time for the Program to start. Changes, adjustments, and improvements will become necessary and can be made once the CAMP is underway, especially given the rapid growth of Online Education. This is only the beginning of a long-term, continually evolving program.

Why would 50% or more of existing CPGs participate in CAMP? Probably for as many personal reasons, wants, and desires as there are participants with their personalized programs and ambitions. Several common ones might be:
- It is voluntary, not mandatory, and thus easier to accept.
- They already may be involved in enough CE, TC, and PP to earn 20 points per year if recorded, so why not get some extra credit for all this?
- Or they have not been sufficiently involved in CE and PP to earn 20 points, but with a little more effort and organization could do so and improve their professional knowledge, skills, and contacts for higher levels of competence, effectiveness, and professional income, and perhaps advancement to CMPG as well.
- It is a challenge, something that many CPGs will respond to out of professional pride and competitive spirit.
- The new rank, CMPG, will be a more valuable and powerful credential than CPG, being based on annual documentation of accomplishments validated by AIPG and potentially useful for a variety of situations and purposes.

As for the existing CPGs who do not participate in CAMP, a multitude of personal reasons can exist for not doing so – lack of time, money, desire, relevance, need, enthusiasm, whatever. For those nearing or at the end of their careers, this is especially understandable. What else, pray tell, do they have to prove—except to themselves?

The mandatory aspect of CAMP for “new” CPGs is another matter. Would the mandatory aspect of CAMP have an adverse effect on recruitment of “new” CPGs? Perhaps. But we will not know until the CAMP in the presently proposed form, has been in effect for several years. If a “monster” has been created, the national Executive Committees of the future can modify, or do away with, the requirement. The TFCPD survey referred to earlier took the age of those responding into account. Although their identity was not required, their CPG number was. Someone certified in 1970 would usually be of a different generation than someone certified in 1995. The younger respondents were clearly much more in favor of a mandatory CE requirement than were their seniors. The degree of competition for work, which they face regularly, is much greater than 15 or 25 years ago. Consider this as well: If the Proposal for a CAMP is accepted by the membership, it will not start immediately. A minimum of two years, possibly more, will be necessary to write the necessary new Bylaws, get the CAMP organized and running, and get the first CAMPers enrolled. It may be 2004 before the CAMP is fully functional and a significant number of “new” CPGs are mandatorily involved. The first CMPGs may not be granted until 2006 or later. Given the rapid rate at which Continuing Professional Development, especially CE, is growing, programs and systems like CAMP may be so well-established and broadly accepted as necessities by then that AIPG will not be ahead of the wave, but a part of it, moving forward. Times change.

The benefits to be obtained by CAMPers will have real value: improved and expanded knowledge and skills through CE; stronger, more effective geoscience organizations, both professional and technical, through PP; and true contributions to our science through TC. All of us spent 4 to 8 years, perhaps more, obtaining our geoscience degrees, at great cost in time, effort, and money to ourselves, our families, and others. We worked hard in university to achieve the advantage of being a successful, employed geologist was worth the cost. Who could ask for a better career? However, many of our friends and associates who received similar degrees never had the good fortune to work as geologists, or were forced to leave. But perplexingly, in view of the potential for such professional misfortune for any of us, some geologists appear to be unwilling to invest further in themselves by protecting and maintaining their competence and credibility as geologists through “striving to improve their professional knowledge and skills” (Standard 5.1, AIPG Code of Ethics). The reasons for not doing so are legion, as above. But whether we are employed, either as an employee of a geoservices company for now, or truly self-employed, we all are “self-employed.” It is in our best interests to remain competent, credible, and competitive as specialists in applied geology, because if we do not, our employment by a company may not continue, or if truly self-employed, we may no longer remain viable as a consultant or independent geologist. We can’t afford to do otherwise. Each of us must follow our self-interest, as no-one else will do so for us. On a personal note, virtually everything I use today in exploration of unconventional reservoirs was learned during the past ten years. As a consequence, I remain employed and in demand even after 44 years as a petroleum geologist. Hard work in continuing and expanding my educational background and broadening my experience and industry/professional contacts—all at my own expense in time, effort, and money—has paid off. If CAMP had been in existence, I’d have been a CMPG for years, because all of this is a part of what I regularly do. And should be for all of you as well (if you’ve managed to read this far). Ours is a beautiful science and profession. AIPG wants to help you stay involved in it. CAMP can help, a lot.
EXECUTIVE DIRECTOR’S COLUMN

Certification and Credibility

William J. Siok, CPG-04773

Elsewhere in this issue of TP G is an article by Tom Fails, CPG-03174, regarding the issue of continuing professional development as a condition of certification for future candidates. This is an issue that is extremely critical to the future of AIPG as a certifying organization. Whether or not the concept, developed by Tom’s committee and endorsed in principle by the Executive Committee, is ultimately put into practice will determine whether AIPG Certification has significance into the future.

The American Institute of Professional Geologists (AIPG) was founded in 1963 to certify and serve as the advocacy organization for professional geologists. In 1963, there were no mechanisms, outside of the often fickle and usually independent academic realm, to attest to a geologist’s professional competency. Whereas other professional practitioners, such as doctors, engineers, attorneys, and accountants, were subject both to peer scrutiny and statutory oversight, geologists in general were not. The founders of AIPG recognized that geologists, who play a crucial role in promoting the public health and in supporting the well-being of society in general, needed a sanctioning organization of peers in order to minimize the potential for unscrupulous practitioners and to attest to the basic qualifications of professional geologists. This organization would also function as advocate on behalf of the entire profession, regardless of the specialty practiced.

In order to establish a credible basis for attesting to any particular geologist practitioner as competent, AIPG founders sought to devise a credential that codified the minimal requirements for basic competency. That credential was (and is) the AIPG title of Certified Professional Geologist (CPG) (AIPG Bylaws 2.3.1.4). When this title was originally bestowed, there were no registration statutes for geologists in the United States. Consequently, AIPG certification was highly valued and widely sought after as a defining and demonstrative credential.

The AIPG title of CPG became the standard that defines the minimal educational, experiential, and ethical qualifications necessary to be considered a professional geologist by one’s peers. The Certification also serves as an identifier that provides a level of confidence to the public and employers. The efforts put forth by AIPG founders established, once and for all, that practicing geologists represent a profession, and that they were, as a group, prepared to establish their place as important contributors to the marketplace and to society.

Geologists, typically an assortment of independent thinkers, were beginning to act in concert for their own self-promotion and preservation.

Within a decade or so of AIPG’s creation, actions were taken in some of the states, by independent groups of geologists, to establish registration or similar licensure requirements for geologists. Initially, AIPG did not enthusiastically endorse or support these attempts, since Certification was assumed to be the ultimate professional credential. As states established outright registration, or in some cases certification, AIPG recognized that its certification alone was not accepted by many practitioners as the only credential desirable. Eventually, AIPG realized that certification could, and ought to, coexist with government-sanctioned registration.

In 1999, the AIPG Executive Committee determined that AIPG Certification criteria, as measures of an individual geologist’s competence, professional integrity, and ethical comportment, should be made more stringent. The intent of strengthening AIPG Certification requirements is to simultaneously increase the desirability of Certification by practitioners and its significance to the public and industry as a standard of excellence. AIPG has as its goal the acceptance of its Certification as a recognition and assurance to the public equivalent to that accorded to Board Certified Physicians and Certified Public Accountants. A government-issued license is not in and of itself sufficient evidence of a geologist’s competence.

Licensed (registered) geologists should enhance their license to practice by qualifying for and achieving Certification. But this credential needs updating in order to remain useful. Continuing professional development is a mechanism for updating the certification. Continuing professional development is accepted by most practitioners as a normal career activity, necessary if one is to remain current with ever-changing technology and law, and if one is to remain competitive in the shrinking professional geology marketplace.

Please read Tom’s article with care. AIPG is, in a sense, at a crossroads. Members continue to support the concept of certification, but also recognize the absolute necessity of putting more substance behind the credential. On the national level, there are increasing instances of geologists unable to practice in a given state because they lack registration credentials in that particular jurisdiction. Some of the current registration laws and regulations do not have provisions for reciprocity or fail to address the issue of temporary permits to practice. These obstacles to the practitioner’s ability to earn a living must be removed.

One of AIPG’s roles is to work, in concert with sister associations, towards establishment of uniform registration standards throughout the US. AIPG’s credibility and effectiveness as advocate is greatly enhanced by the perceived status of the CPG credential. If the boards that oversee and administer the various registration statutes recognize the stature of AIPG certification, AIPG’s credibility as an advocate for the profession is guaranteed. One way of assuring that credibility is to enhance the certification credential in a manner that increases its desirability by practicing geologists.

Give this serious consideration. If you wish to weigh in on the subject, your thoughts will be most appreciated. (Contact Tom or send your e-mail or letters to headquarters.) If you feel particularly aggrieved by some aspect of AIPG’s certification or a state’s registration statue, please do get involved on the Section or National level. Our effectiveness as advocates is directly proportional to the number of members who join the fray.

The question is, then, does AIPG continue to enhance the certification credential, or allow it to become less significant over time (I do not refer to geologic time)? It’s really up to you.
LEGISLATIVE ACTIVITIES AFFECTING GEOLOGY

Conflict Over the Forest Service Proposed Roadless Plan

John J. Dragonetti, CPG-02779

Background

Roadless areas within the National Forest System have been the subject of congressional hearings, lawsuits, and appeals over the past three decades. The U.S. Forest Service defines roadless areas as those without either classified or authorized roads. During the 1970s, the Forest Service initiated an inventory of roadless areas of 5,000 acres or larger to evaluate their wilderness character and value. Two such assessments, termed Roadless Area Review and Evaluation, were conducted and have been labeled RARE I and RARE II. The agency estimates that there are about 54 million acres of inventoried roadless areas and 380,000 miles of road in its system. Forest Service areas without official roads usually include rugged terrain, are inaccessible for some other reason, have low timber values, or are considered environmentally sensitive. However, it does appear that some areas, where roads existed in the past but have reestablished forested conditions, are now considered roadless. In addition, some of the areas in the initial inventory have since been congressionally designated as wilderness.

The Forest Service Proposal

In October 1999, President Clinton ordered the Forest Service to study the issue of how roadless areas within the national forest system would be managed in the future. Later in October, the agency issued a notice of intent to prepare an environmental impact statement (EIS) to address the issue. What has created some confusion among those interested in access to forest lands is the agency’s involvement in four seemingly overlapping initiatives and how these initiatives would interrelate. The four concurrent activities are a roadless area initiative, a road management policy, a planning rule, and an overall strategic plan. The release of the EIS statement was accompanied by the announcement of a two-part process for the future. Part one included a strict limitation on activities such as new road construction in inventoried roadless areas. Part two was designed to manage inventoried roadless areas and to determine what protections should be extended to un inventoried roadless areas. The draft EIS is scheduled to be released in May 2000, to be followed by the final EIS by the end of the year.

Congressional Concern

Two subcommittees of the House Resources Committee have conducted hearings concerning the Forest Service proposals. The hearings were held on consecutive days by the House Forests and Forest Health Subcommittee, chaired by Rep. Helen Chenoweth-Hage (R-Idaho), and the House Energy and Mineral Resources Subcommittee, chaired by Rep. Barbara Cubin (R-Wyoming). Several members of both subcommittees extensively grilled both Forest Service Chief Mike Dombeck and Department of Agriculture Under Secretary for Natural Resources and Environment Jim Lyons. Of primary concern was the congressional perception that agency plans had been formulated solely with input from the Heritage Forest Campaign, which the subcommittee leadership characterized as “extreme environmentalists.” Both subcommittees charged that President Clinton’s announcement and the Forest Service proposals were issued without the advice or opinions of anyone except the few members of the Heritage Forest Campaign.

Forest Service Position

Agency representatives maintained that they have held numerous town meetings across the country and received thousands of public comments concerning roadless areas. Apparently many of the comments suggested the agency provide additional protection for roadless areas. Reportedly, the Forest Service plans to utilize a science-based framework for dealing with roads within the national forests, and to have the decision of whether to build, maintain, or close roads made at the local level. Also indicated was the need to satisfy maintenance requirements for the existing road system at an estimated, but yet unfunded, cost of $8.4 billion. The Forest Service prefers to invest resources in projects with greater public support and fewer environmental impacts than building roads in roadless areas. There was also the hope registered that new regulations would eliminate the millions of dollars expended annually to satisfy appeals and litigation costs.

Conclusion

Although it is extremely unlikely that mining or oil and gas activities will take place on Forest Service roadless areas, there is concern that geologists have access to national forest lands for scientific research and to conduct field studies. However, it must be recognized that entry onto any forest service land for any purpose is only with permission from the management of the particular forest. There have been several instances where field party leaders were unaware that specific permission was necessary, especially where there had been unrestricted access in the past. Many of the access problems have come from a lack of understanding of increased Forest Service responsibilities. Their agency is now faced with much greater emphasis on the protection of drinking water sources; areas of high or unique biodiversity; areas of cultural or historic importance; areas of unique or important seasonal habitat for wildlife, fish, and plant species; and the need to provide protection against invasive, noxious, or exotic pest or weed species. Therefore the agency has become more accountable for monitoring activities on their lands.

For those interested in following the topic, keep an eye on the Forest Service road management website at http://www.fs.fed.us/news/roads/. With the release of the draft EIS, the accompanying comment period, the promised series of public meetings, and the intense congressional interest, the structure of the agency’s final rule is not yet forged.

The Government Affairs column is a bimonthly feature written by John Dragonetti, CPG-02779, who is Senior Advisor to the American Geological Institute’s Government Affairs Program.
FEBRUARY 2000

- High Prices at the Pump Lead to Senate Hearing
- Nuclear Waste Bill Fails to Veto-Proof Itself
- U.S. Geological Survey Seeks User Input on Future Activities
- President's Budget Features Big Boost for Science Programs
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High Prices at the Pump Lead to Senate Hearing

With oil prices at record lows last year, Congress focused attention on legislation to provide tax incentives for the domestic petroleum industry. Now—with oil prices hovering around $30 per barrel and price spikes for diesel fuel and home heating oil—congressional interest in the petroleum industry seems to have reemerged. Senator Frank Murkowski (R-AK) was especially vocal, blaming overly strict environmental policy that has closed many areas of the country to exploration and development as one of the causes of the decrease in national oil productivity.

Nuclear Waste Bill Fails to Veto-Proof Itself

The latest congressional attempt to overhaul the nation's high-level nuclear waste disposal program came to a head in early February. Senate Energy Committee Chairman Frank Murkowski (R-AK) forced a vote on S. 1287, which he introduced last summer after his previous bill (S. 608) met with substantial opposition. In a major concession to the Administration, S. 1287 does not include provisions to establish an interim storage facility adjacent to the proposed permanent site at Yucca Mountain in Nevada. In place of interim storage, the bill authorizes the federal government to take possession of waste at individual sites and also authorizes early receipt of waste at the Yucca Mountain permanent repository facility when construction begins. Compromise efforts ran aground, however, over a provision that would shift responsibility for developing radiation standards from EPA to the U.S. Nuclear Regulatory Commission (US NRC). Shortly before the final vote, Murkowski offered, then withdrew, one last compromise that would have returned responsibility to EPA but required that rules be consistent with recommendations from the US NRC and the National Academy of Sciences. S. 1287 passed the Senate on February 10 by a 64-34 vote, a large plurality but three short of the 67-vote supermajority needed to override a veto. The company legislation in the House, H.R. 45, has been awaiting floor action pending the fate of the Senate bill. Thus the failure in the Senate to achieve a veto-proof majority may signal the end of reform efforts in this Congress. More at <http://www.agiweb.org/gap/legis106/oil_price_hearing.html>.

US Geological Survey Seeks User Input on Future Activities

On March 22 and 23, 2000, the USGS is sponsoring two days of listening sessions to help share its plans for fiscal year 2002 and beyond. The USGS is sponsoring these sessions at its National Center (12201 Sunrise Valley Drive, Reston, VA 20192) as an opportunity for users of earth and life science data and research to share their views on future science directions of the USGS. The sessions will be organized around broad science topics, and customers who have registered in advance will have an opportunity to give a brief presentation of their science needs and issues. Registration information can be obtained by sending an e-mail message to conversation@usgs.gov. You may also call the USGS Office of External Affairs, 703-648-4599. For anyone who wishes to provide input, but who cannot attend, please submit ideas to the same e-mail address. Registration deadline is March 13, 2000. For more information contact Gail Wendt, USGS Office of External Affairs, 703-648-5604 or 703-648-4599 (gwendt@usgs.gov).
AGI Joins in Call to Support Math & Science Teacher Training

One of the hot topics in Congress is the reauthorization of the Elementary and Secondary Education Act (ESEA), which includes authorization of the Eisenhower Professional Development Programs for math and science educators. Currently, ESEA is working its way through the Senate Health, Education, Labor, and Pensions (HELP) Committee. HELP Chairman James Jeffords (R-VT) released the latest version of ESEA, a modified S. 2, in late January. This version of the bill would not only remove the set aside for Eisenhower (currently at $250 million) but also would allow funds from the program to be converted into block grants that could be used for other purposes (i.e. no specific language for math and science educators). This year marks the fourth year in which professional development for science and math educators has been up for congressional elimination. In response to the latest threat to the Eisenhower program, AGI has again joined with other science, math, engineering, and technology organizations to urge Congress, especially the Senate HELP Committee, to maintain the federal priority for math and science education by sending a joint statement. A Senate HELP hearing on ESEA is expected the first week of March and floor action quickly thereafter. More information on ESEA reauthorization is available at <http://www.agiweb.org/gap/legis106/ike106.html> and a copy of the e-mail alert is available at <http://www.agiweb.org/gap/legis106/ike_alert2000.html>.

Not Too Late to Join In Congressional Visits Day

Please consider joining us in Washington for the fifth annual Science-Engineering-Technology Congressional Visits Day (CVD) on April 4-5, 2000. Over 200 scientists and engineers from academia and industry will be voicing their support for increased federal investment in science and technology. We would like to see a strong contingent of geoscientists visiting their members of Congress and congressional staff on Capitol Hill. We need your help to identify geoscientists who would be interested in participating, and we particularly encourage the leadership of AGI’s member societies to come. CVD consists of an opening day of briefings by key administration and congressional leaders followed by a day of constituent meetings with senators, representatives, and their staff. AGI will join with AGU to hold a pre-briefing for geoscience participants on the first day, and we can help arrange the constituent visits. The preliminary schedule is up at <http://www.agiweb.org/cvd>. If this event appeals to you or you know of someone who would be interested in coming to Washington, please contact Margaret Baker by e-mail <atmab@agiweb.org> or phone at (703) 379-2480 ext. 212.

New Material on Website

The following updates and reports were added to the Government Affairs portion of AGI’s web site (http://www.agiweb.org) since the last monthly update:
- FY 2001 Geoscience Appropriations Update (2-29-00)
- President’s FY 2001 Budget Request (2-29-00)
- FY 2001 Appropriations: VA/HUD and Independent Agencies (2-29-00)
- High-Level Nuclear Waste Update (2-29-00)
- Mining Law of 1872 Reform Update (2-29-00)
- Update on Domestic Oil and Gas Incentives Legislation (2-28-00)

- Summary of Hearing on High Oil Prices (2-28-00)
- AGI Action Alert: Senate Education Bill Removes Eisenhower Science and Math Provisions (Posted: 2-23-00)
- Science Education Policy Update (2-23-00)
- Mining Law of 1872 Reform Update (2-18-00)
- Special Update: The President’s Fiscal Year 2001 Budget: Part 2 - Agriculture, Energy, Interior, EPA, NASA, NOAA (2-12-00)
- Special Update: The President’s Fiscal Year 2001 Budget: Part 1—NSF and USGS (2-8-00)
- Domestic Oil and Gas Incentives Update (2-4-00)
- Solid Waste Update (2-4-00)

AGI is seeking outstanding geoscience students with a strong interest in federal science policy for a twelve-week geoscience and public policy internship in Summer 2000 and a fourteen-week internship in Fall 2000. Interns will gain a first-hand understanding of the legislative process and the operation of executive branch agencies. They will also hone both their writing and Web publishing skills. Stipends for the summer interns are funded jointly by AGI and the AIPG Foundation and for the fall interns by the American Association of Petroleum Geologists. Applications must be postmarked by March 15, 2000. For more information on application materials and the internship, visit <http://www.agiweb.org/gapa/intern.html>.

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The Ethics of Class Notes on Web Pages (April 2000)

A college cheating scandal and related honor code proceedings occurred recently in which the availability of relevant material on a web page played a role. Reportedly a professor assigned a computer programming homework problem that many in the class viewed as extremely difficult and beyond the capabilities that could be reasonably expected of students in the class. Reportedly even the graduate teaching assistants had difficulty understanding and solving the problem. The professor posted a solution to the problem on a publicly available web site with no admonitions that it should not be used for the assignment. The professor’s solution was downloaded from his web site and a number of students allegedly used it in preparing their assignments, some with little or no change. The professor subsequently accused 44% of the class of violating the college’s honor code. After hearing 35% of the cases, the college disciplinary committee concluded that the charges were unsustainable due part to lack of convincing evidence against particular students. One of the evidentiary problems was that although the college network logs could demonstrate that particular computers accessed the professor’s web site, that was insufficient to prove that a particular student was using the computer. The college was unable to distinguish between those who acted properly and those who acted improperly. Thus all cases were dismissed.

I’ve simplified the situation in the foregoing summary to focus on the posting of the solution to the homework problem on a public web site by the professor prior to the due date. Given that this was the case, to what extent can students legitimately use the information? Is collaboration on homework a problem? When does collaboration cease and become copying? How much difference is required between the professor’s solution and a student’s to avoid or successfully defend against a charge of plagiarism?

The issue of collaboration occurs frequently in most of our work. How much collaboration is required to warrant joint authorship rather than an acknowledgment? To what degree is taking responsibility for the work relevant? In the case of homework, each student is responsible for his or her own work. In the case of a professional paper or project, the answer may be less clear.

The evidentiary problems presented in this case are a separate but very real issue in ethics enforcement. Adequate evidence must exist to prove the allegations. Allegations are not enough, even if there is some supporting evidence. This is a common problem. I had a chat with a colleague recently in which the names of a couple of geologists whose reputations for ethics are suspect came up. I happen to be reasonably familiar with both geologists mentioned, and I also know that the activities of both have been investigated. So far as I know, insufficient evidence exists to sustain charges against either.

Returning to the cheating scandal, there is reason to believe that some students cheated while others did not (although they may have come close to the line). Nevertheless, the result was dismissal of the charges against all. While the results of the case may not seem particularly satisfying, I suggest that some useful results did occur. The importance of the college’s honor code was highlighted. One hopes that everyone learned from this. Some of the questions asked above may be examined more fully. Students obtained a clearer idea of how the rules against cheating apply. And professors obtained a clearer idea of how their actions can help or impede the sustaining of charges made. Perhaps some of those who stepped over the line, or even near it, have learned not to do so again. Are such results enough?

Answers to the questions and other thoughts on the subject are welcomed. Having a policy that cheating is wrong is all well and good. But what does it mean in practice?

Call for Ethics Papers for AIPG-Sponsored Session at GSA 2000 in Reno

AIPG is again sponsoring an ethics session at the Geological Society of America’s 2000 Annual Meeting in Reno from November 12th to 15th. Ethical case histories and other papers dealing with geoscience ethics issues are being sought for this session. Ethical questions demanding rapid answers can occur in the midst of the busiest times of one’s career. By exploring the experiences of others, one can reflect and prepare for those times when there may not be time for lengthy reflection. Papers will explore ethical situations encountered in the author’s professional experience.

Student papers (meaning any full-time student regardless of membership grade in this case) are encouraged as well, because ethical situations occur throughout one’s career from the beginning to the end. The AIPG Foundation has been asked to financially assist the participation of AIPG Members “any category” who are full-time students and whose abstracts are accepted.

If you are interested in submitting a paper, please let me know. The formal procedure for submitting papers is available through the GSA website, www.geosociety.org/meetings/2000. Abstracts are due by the latter part of July.
This service is open to AIPG Members as well as non-members. The Professional Services Directory is a 12-month listing offering experience and expertise in all phases of geology. Prepayment required. Advertising rates are based on a 3 3/8” x 1 3/4” space.

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Exploration Management Salt Dome Problems
4101 East Louisiana Ave., Ste. 412
Denver, CO 80246 USA
Ph: (303) 759-9733 Fax: (303) 759-9731
E-mail: thomgeol@aol.com

Hurst & Associates, Inc.
9 Faculty Court ~ Thousand Oaks, CA 91360-2934
(805) 492-7764 Ph ~ (805) 241-7149 Fax
Alasrwh@aol.com
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Denver, CO 80246 USA
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NEW AIPG PUBLICATION
COMING SOON!

ENVIRONMENTAL RISK and LIABILITY MANAGEMENT for CORPORATIONS AND CONSULTANTS

by
Charles D. Fletcher and Evan K. Paleologos

If you need:
• a timely review of tools and techniques available for environmental risk management
• a comprehensive but "quick-read" approach to subject matter fundamental to every company and firm that is influenced by environmental regulations and lawsuits
• a synopsis that answers such questions as "How do I control my risk exposure and shield my profits" and "How can a small or mid-sized consulting firm bid haz-waste and superfund projects without betting the farm"

...THIS BOOK IS FOR YOU Written from a consulting geologist's point of view on what is important in financial risk management, this book addresses how companies and consultants use modern insurance techniques, risk financing models, environmental management systems and pollution prevention to reduce their environmental liability. The book also discusses, by example, how environmental regulations and potential changes in regulations can affect corporate exposure both in the US and internationally.
CALENDAR

2000


Jun. 18-23. The Pacific Section of the AAPG and the Western Region SPE will hold a joint convention at the Westin Hotel, Long Beach, CA. Contact: AAPG, P.O. Box 979, Tulsa, OK 74101, Ph.: (918) 584-2555.

Aug. 3-5. Conference on the History of Geologic Pioneers, Troy, NY. Call for papers. Contact: Northeastern Science Foundation, Inc., affiliated with Brooklyn College of the City University of New York, P.O. Box 746, Troy, NY 12181, Ph.: (518) 273-3247, e-mail: gmfriedman@juno.com, http://www2.netcom.com/~gmfstf/


Sep. 6-8. 1st World Conference on Explosives and Blasting Technique, Munich, Bavaria, Germany. Sponsored by: International Society of Explosives Engineers and by German Society of Explosives Engineers, Ph.: +46 8 679 1700 or fax +46 8 611 1091.

Sep. 17-20. The Society for Organic Petrology, 17th Annual Meeting, Bloomington, IN. Contact: Maria Mastalerz, Indiana Geological Survey, 611 N. Walnut Grove, Bloomington, IN 47405, Ph.: (812) 855-9416, e-mail: mmastale@indiana.edu, http://adamite.igs.indiana.edu/tsop.


Nov. 12-15. Managing Earthquake Risk in the 21st Century, Sixth International Conference on Seismic Zonation, Palm Springs, CA. Contact: Earthquake Engineering Research Institute, 499 14th St., #320, Oakland, CA 94612, Ph.: (510) 451-0905, e-mail: eeri@eeri.org, http://www.eeri.org.

Dec. 3. RMAG Annual Meeting, A New Exploration Strategy for Unconventional Basin Center Hydrocarbon Accumulations, Denver, CO. Contact: The Rocky Mountain Association of Geologists, 820 16th St., #505, Denver, CO 80202, (303) 623-5396 or (303) 573-8621.

Send notices of meetings of general interest, in format above, to Editor, TPG, 8703 Yates Drive, Suite 200, Westminster, CO 80031-3681 or e-mail: aipg@aipg.org.

Moving? — Changing Jobs?
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Name____________________AIPG No.____________
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Applicants for certification must meet AIPG's standards as set forth in its Bylaws on education, experience, competence, and personal integrity. If any Member or board has any factual information as to any applicant's qualifications in regard to these standards, whether that information might be positive or negative, please mail that information to Headquarters. This information will be circulated only so far as necessary to process and make decisions on the applications. Negative information regarding an applicant's qualifications must be specific and supportable; persons who provide information that leads to an application's rejection may be called as a witness in any resulting appeal action.

Applicants for

Certified Professional Geologist

Mi-Brian F. Burke

CO-Thomas A. Chapel

TX-Joseph P. Ebert
7511 University View, San Antonio TX 78249. Sponsors: Don Ficklen, Kevin Sedlak, Michael MacDonald.

MI-Robert J. Lint
Envr. Sci. & Engineering, Inc., 7985 Mackinaw Trail #200A, Cadillac MI 49601. Sponsors:

Robert Hilty, Erik Johnson, James Veenstra.

PA-Teresa M. Misiolek
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208 Triton Ln., Naperville IL 60540. Sponsors: David Jedlicka, Thomas Reed.

Applicant for Member

NE-Adam S. Kessler

New Certified Professional Geologists

AK-Fredericksen, Rick S. CPG-10483
4164 James Dr., Anchorage AK 99504, (907) 333-8140

AK-Benko, Barry A. CPG-10484
1668 Kiana St., Fairbanks AK 99709, (907) 451-5424

OH-Justice, J. Matthew CPG-10485
114 E. Whittier Ave., Fairborn OH 45324, (937) 285-6684

MI-Mitchell, William M. CPG-10486
7550 N. Indian Lake Dr., Scotts MI 49088, (616) 329-1600

OK-Nash, David L. CPG-10487
1154 Merrymen Green, Norman OK 73072, (415) 361-5548

NY-Patchett, Robert G. CPG-10488
4080 Rockwell Rd., Marcellus NY 13108, (315) 446-9120

TX-Larson, Mark J. CPG-10490
2501 Learmont Dr., Midland TX 79705, (915) 682-4559

PA-Zei, Robert W. CPG-10491
29 Bluff Rd., Thornsdale PA 19372, (610) 594-3940

MI-Tolbert, James N. CPG-10492
5243 Connemara Ct, SE, Grand Rapids MI 49546-9600, (616) 940-4231

New Members

VA-Dotten, Daniel L. MEM-0045
5768 North Bear Creek Rd., Wise VA 24293, (540) 395-5958

CO-Fickel, Christopher R. MEM-0047
4699 Nautilus Ct., Suite 201, Boulder CO 80301, (303) 981-9559

New Student Adjuncts

VA-Martin, Megan E. SA-0163
1443 Aiken St., Staunton VA 24401, (540) 568-6130

VA-Giller, Brian S. SA-0164

IN MEMORY


CHARLES F. BARTER, CPG-07258, age 62, of Sahuarita, Arizona, died suddenly December 28, 1999. Education: BS in geology, University of Illinois, 1959; MS in geology, University of Arizona, 1962. After 2 years in the Army working at the Corp of Engineers Cold Regions Lab, he took a job in 1964 with the Anaconda Copper Company in Tucson, Arizona and subsequently spent most of his mining career at the Anaconda Twin Buttes mine in Sahuarita, Arizona. He was a chief geologist when the mine closed in 1986. From 1987 until his death, he worked at the hydrogeological consulting firm of Emroll Montgomery & Associates, where he was a principal in the firm. He is survived by his wife and two sons.
WELCOME TO WISCONSIN

The Wisconsin Section of AIPG is honored to host the 37th Annual AIPG National Meeting. We cordially invite you to participate in this meeting, the first of the new millennium.

The meeting will be held in Milwaukee's premier hotel, the elegant and historic Pfister. Milwaukee, known not only for its beer but also for its broad cultural base, is a port city on Lake Michigan with a variety of ethnic restaurants.

Because this is the first national meeting of AIPG in the new millennium, we have developed a dynamic and educational program focusing on the theme: **Learning from the Past—Directions for the Future.** The program includes six technical sessions, four short courses with CEU possibilities, and three field trips that complement technical sessions. Evening activities include a visit to the Milwaukee Museum, a Miller Brewery tour, a dinner boat tour viewing the Lake Michigan shoreline and Milwaukee harbor, and the Annual Awards Banquet. For the hardy who "stick around" after the Saturday field trips, there will be a dinner at a microbrewery.

Spouse, family, and guests will have opportunities for sight-seeing, shopping, and experiencing the arts of Milwaukee and surrounding areas. This will be accomplished with tours of Milwaukee, shopping in the quaint and historic Village of Cedarburg, and a tour of Holy Hill Shrine of Mary.

Start out the new millennium by revitalizing your geologic knowledge, meeting old friends, making new friends, and possibly shaking hands with a legislator or regional planner from your state by attending the National Meeting of AIPG in Milwaukee. To make this the worthiest meeting of AIPG yet, we hope to see you in Milwaukee October 10-14, 2000.

Geologically yours,

Jack W. Travis, PhD, PG, CPG
General Chairperson
37th Annual Meeting of AIPG

Dave Voight
Co-Chairperson
37th Annual Meeting of AIPG

“Learning from the Past—Directions for the Future”
AIPG 2000 – 37th Annual Meeting
LEARNING FROM THE PAST—DIRECTIONS FOR THE FUTURE
American Institute of Professional Geologists
MILWAUKEE, WISCONSIN
October 10 - 14, 2000
Pfister Hotel

PROGRAM

TUESDAY – October 10th
7:00 AM – 4:30 PM Annual Meeting Registration
7:00 AM – 8:00 AM National Executive Committee Breakfast
8:00 AM – 9:00 AM Short Course Registration
8:00 AM – 9:00 AM Speakers Breakfast
8:00 AM – 5:00 PM National Executive Committee Meeting
9:00 AM – 5:00 PM Short Course: Ethics, Liability, and Litigation in Geology
11:40 AM – 4:00 PM Spouse Activity – “Milwaukee in a Nutshell”
5:00 PM – 6:00 PM Social Hour
6:30 PM – 11:30 PM Icebreaker and Kickoff Dinner – Milwaukee Public Museum

WEDNESDAY – October 11th
7:00 AM – 4:30 PM Annual Meeting Registration
7:00 AM - 8:00 AM AIPG 2000/2001 Combined Advisory Board Breakfast
8:00 AM – 10:00 AM AIPG 2000/2001 Combined Advisory Board Meeting
8:00 AM – 9:00 AM Short Course Registration
8:00 AM – 9:00 AM Speakers Breakfast
9:00 AM – 12:30 PM Short Course – Geographic Information Systems for Geologists
9:00 AM – 4:00 PM Short Course – Unraveling the Complexity of Glacial Hydrostratigraphy
9:45 AM – 4:30 PM Spouse Activity – “Historic Cedarburg Shopping”
10:00 AM – 12:00 PM AIPG Foundation Meeting
1:30 PM – 5:00 PM Short Course – ISO 14000
2:00 PM – 4:00 PM AIPG Incoming Advisory Board
5:00 PM – 5:30 PM Social Hour
6:30 PM – 10:00 PM Miller Brewery Tour and Dinner

THURSDAY – October 12th
6:30 AM – 7:00 AM Executive Committee Breakfast
7:00 AM – 9:00 AM Combined Executive Committee Meeting
7:00 AM – 9:00 AM Past Presidents Breakfast
7:00 AM – 9:00 AM Speakers Breakfast
8:00 AM – 9:00 AM Coffee Service
9:00 AM – 12:00 PM Opening Remarks and Keynote Speakers
9:45 AM – 4:00 PM Spouse Activity – “Arts and Artists Tour”
10:30 AM – 11:00 AM Coffee Service
11:40 AM – 4:00 PM Spouse Activity – “Milwaukee in a Nutshell”
1:00 PM - 7:00 PM  Exhibits/Demonstrations
1:00 PM – 7:00 PM  Student Poster Session
1:30 PM – 5:00 PM  Concurrent Technical Presentations:
   • Urban Growth and Extractive Industries, Part I – History, Development, Environment
   • Environmental Corrective Action, Part I – What Have We Learned
   • Geology Education for the Next 10 Years
3:00 PM – 3:30 PM  Coffee Service
5:30 PM – 7:00 PM  Icebreaker (in same room as the posters to encourage interaction with students)
7:30 PM – 11:00 PM Edelweiss Boat Trip and Dinner

**FRIDAY – October 13th**

7:00 AM – 8:00 AM  Speakers Breakfast
7:00 AM – 9:00 AM  Wisconsin Section Breakfast
8:00 AM – 12:00 PM  Annual Meeting Registration
8:40 AM – 2:00 PM  Spouse Activity – “Holy Hill Tour”
9:00 AM – 12:00 PM  Concurrent Technical Presentations
   • Urban Growth and Extractive Industries, Part II – Urban Land Management and Resource Development
   • Environmental Corrective Action, Part II – What Next?
   • Slope Stability
9:00 AM – 12:00 PM  Student Poster Session (Takedown completed by 5:00 PM)
9:00 AM – 12:00 PM  Exhibits/Demonstrations (Takedown completed by 5:00 PM)
10:30 AM – 11:00 AM  Coffee Service
12:00 PM – 2:00 PM  AIPG National Business Meeting and Luncheon
1:00 PM – 5:00 PM  Field Trip related to extractive industries/urban management issues
2:30 PM – 5:00 PM  Concurrent Technical Presentations
   • Slope Stability
   • New Techniques in Subsurface Investigations
   • Geology's Role in Property Transfers and Brownfield Development
3:00 PM – 3:30 PM  Coffee Service
5:00 PM – 6:00 PM  Social Hour
7:00 PM – 9:00 PM  Annual Awards Banquet

**SATURDAY – October 14th**

8:00 AM – 5:00 PM  Glacial Geology and Badger Army Ammunition Plant Field Trip
   (including issues of environmental remediation and land-use management of the closed arsenal, plus the viewing of fall color)
8:30 AM – 3:30 PM  Slope Stability and Shoreline Process Field Trip
7:30 PM – 10:00 PM  Microbrewery Dinner for Field Trip Participants
KEYNOTE SPEAKER SESSION

Thursday, October 12, 2000
9:00 AM - 12:00 PM
Learning from the Past - Directions for the Future

Welcome and Introduction
Jack Travis, General Chairman

Keynote Speakers
Bill Kelleher, Vice President, Government Affairs
The National Stone Association
(Two other speakers to be announced)

HOTEL RESERVATION FORM

American Institute of Professional Geologists
Annual Meeting
October 10-14, 2000

The Pfister Hotel
424 East Wisconsin Avenue
Milwaukee, WI  53202

Please make a reservation for me as follows:

Arrival Date: October _____, 2000  Departure Date: October _____, 2000
____ Single Occupancy, rate $125.00  ____ Double Occupancy, rate $145.00

Children 12 years and under stay for free.

I prefer a ___ King Bed  ____ 2 Double Beds
I prefer a ___ Smoking room  ____ Non-smoking Room

Name(s) __________________________________________________________________________________________
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Telephone ____________________ Fax Number ______________________

To make your reservation, please supply credit card information below:

Type of Card (AMEX, Visa, M/C, etc.): ___________   Exp. Date: _________________
Card Number: ____________________________ Issued to: _____________________

Check-in Time is 3:00 P.M. Check-out Time is 12:00 noon.

RESERVATION DEADLINE IS SEPTEMBER 11, 2000

Please FAX this form to The Pfister Hotel at 414-273-8082 (Attention: Amy Idsvoog/Sales), or you may call Reservations directly at 800-558-8222 and tell them you are associated with the American Institute of Professional Geologists meeting.

Room reservation will be subject to forfeiture of one night’s room revenue plus tax if the reservation is not cancelled prior to 48 hours of date of arrival.
# REGISTRATION FORM

<table>
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<tr>
<th>NAME (Last)</th>
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<th>(Middle Initial)</th>
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<td>PHONE (Area Code + Number)</td>
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## PROFESSIONAL REGISTRATION

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## SHORT COURSES (CEUs available at an additional cost of $5.00 per course. Call for more information)

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<td>ISO 14000 and Geology</td>
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## FIELD TRIPS

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## SPECIAL EVENTS (Registrant listed above)

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<td>Edelweiss Boat Trip and Dinner</td>
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<tr>
<td>Annual Awards Banquet</td>
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<td>Microbrewery Dinner for Field Trip Participants</td>
<td>Cash Bar/Dinner</td>
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## SPOUSE/GUEST ACTIVITIES

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<td>Historic Cedarburg Visit (Wednesday)</td>
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## NAME OF SPOUSE/GUEST | NAME FOR BADGE

## SPECIAL NEEDS:

<table>
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<tr>
<th>Description</th>
<th>Emergency Contact/Phone</th>
<th>TOTAL AMOUNT ENCLOSED</th>
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## RETURN FORM WITH PAYMENT TO:

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FAX: (608) 356-2770; TEL: (608) 356-2771

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## REFUND POLICY

Refunds of 100% of registration fees will be given upon written request if received by 5:00 PM, September 11, 2000. Notification and full refund for field trips or social activity fees will be given in cases of cancellations due to insufficient registration by September 26, 2000. Refunds of 50% will be given up to October 3, 2000.
Wisconsin Bedrock Geology Map (courtesy of WG & NHS).

Trilobite, the State Fossil

Wisconsin State Rock: Red Granite
TECHNICAL SESSIONS

Members are invited and encouraged to submit abstracts for the technical sessions listed below
Check the website for details: <www.aipgwis.org>

Geology Education for the Next Ten Years
October 12, 2000, 1:30 PM to 5:00 PM

This technical session will look at past, present, and future employment opportunities in the geosciences and propose a curriculum that will best prepare students for this type of employment into the future. The changes in geology that are part of the topics outlined in the other technical sessions provide an outline of the needs for the next decade. Student poster sessions will be featured at the meeting to provide a venue for those just entering the field of professional geology.

Urban Growth and the Fate of the Extractive Industries

October 12, 2000, 1:30 PM to 5:00 PM (Part 1)
October 13, 2000, 9:00 AM to 12:00 PM (Part 2)

Suburban growth and environmental concerns have caused havoc with the extractive and mining industries. This technical session will address these problems and try to better educate regional planners, regulatory agencies, and legislators about the need and benefits of the extractive industries to society. The focus is on the intersection of society's mineral needs with population growth and urban living, from resource mapping, extraction, and urban planning to conflict resolution.

Environmental Corrective Action—What Have We Learned and What Is Next

October 12, 2000, 1:30 PM to 5:00 PM (Part 1)
October 13, 2000, 9:00 AM to 12:00 PM (Part 2)

Various approaches have been employed to clean up sites with contaminated soil and ground water. Some approaches have been effective at some sites but not at others. Some approaches have failed altogether. Presentations will include what has been learned from risk-based cleanups, the best of the technical developments, or where geology should be leading corrective action in the 21st century. This technical session will investigate the pros and cons of what we have learned from past experiences and then look at what is in store for future cleanup jobs.

Slope Stability

October 13, 2000, 9:00 AM to 12:00 PM and 2:30 PM to 5:00 PM

Slope stability plays a very important role in the design of landfills, road and railroad cuts, and developments along coastal and stream bluffs. Urban development, mineral extraction, and corrective actions often take place in areas where geological considerations of slope stability play a significant role in the successful and safe completion of projects. This technical session will consider ways to recognize unstable slopes in various types of settings.

New Techniques in Subsurface Investigations

October 13, 2000, 2:30 PM to 5:00 PM

Various approaches ranging from collecting subsurface soil/rock samples to subsurface radar imagery have been developed for obtaining data in subsurface investigations. This technical session will look at the pros and cons of the most recent techniques and approaches that have been developed and show professional geologists how these innovative techniques may be beneficial in subsurface investigations.

Geology’s Role in Property Transfers and Brownfield Development

October 13, 2000, 2:30 PM to 5:00 PM

Brownfields are idled or under-used industrial or commercial sites in urban areas due to real or perceived environmental contamination. This technical session will look at the characteristics of brownfields and possible ways to rehabilitate these areas so they can be converted into an important tax bearing property again. The role of geology in defining the risks and opportunities in land reuse will be highlighted.
FIELD TRIPS

Field Trip #1 - Sand and Gravel Pits, Quarries, and Suburban Growth
October 13, 2000, 1:30 PM to 5:00 PM

Quarries and sand and gravel pits have provided most of the raw materials (i.e., subbase materials for roadways and concrete) for the construction of the infrastructure of cities, towns, counties, and states. Suburban growth is causing many of the sites of the extractive industries to be curtailed or discontinued.

This is a half-day field trip, which culminates the Suburban Growth and the Fate of the Extractive Industries technical session. Several quarries and sand and gravel pits will be visited to show what effects suburban growth, such as loss of expansion capabilities and ground water problems, is having on the extractive industries.

Field Trip Leader: Bruce Brown, Wisconsin Geologic and Natural History Survey. Refreshments included.

Field Trip #2 – Slope Stability and Shoreline Processes along the Lake Michigan Shoreline
October 14, 2000, 8:30 AM to 3:30 PM

Bluffs that range in height from about 10 feet to 140 feet bound much of the Lake Michigan shoreline of Wisconsin. They are composed of loose, unconsolidated sediments—till, lake sediments, and stream sediments. Clayey till and silty lake sediments are interbedded with sand in varying amounts. These sediments are prone to failure on a regular basis as shallow slides, mudflows, and large, deep-seated rotational slumps.

This is a daylong trip, which culminates the Slope Stability technical session. The trip will travel along the shore north and south of Milwaukee in areas developed at the turn of the last century to new suburbs. We will view different failure types and causes as well as several successful and unsuccessful attempts at dealing with threatened property.

Field Trip Leader: David Mickelson, University of Wisconsin – Madison. Lunch and refreshments included.

Field Trip #3 – The Badger Army Ammunition Plant and the Baraboo Hills
October 14, 2000, 8:00 AM to 5:00 PM

The Badger Army Ammunition Plant (Badger), located just south of Baraboo, Wisconsin, was constructed in 1942 to produce gunpowder for the U.S. Military and its Allies during World War II. The plant also produced gunpowder for the Korean and Vietnam wars. When the site was in operation, production and disposal practices created soil and ground water contamination, which are undergoing remediation. Contaminants such as lead, carbon tetrachloride, and di-nitro-toluene have impacted the environment. The plant setting is one of stark geologic and topographic contrasts.

The world's largest propellant plant, Badger is situated on 7,354 acres, 4,054 of which are developed. There are 2,000 acres of greenfield, with the largest parcel being 500 acres. The plant consists of 922 buildings that have a combined total area of 4,000,000 square feet. The largest building is 58,000 square feet, while the smallest is 1,000 square feet.

Contained within the 7,354 acre plant are parts of the Baraboo Hills and the border between the glaciated and unglaciated or “Driftless Area” of southwestern Wisconsin.

The Department of the Army has recently decided that Badger is no longer needed to produce gunpowder for the military. As part of this decision, the Army is now allowing field trips into the facility.

This field trip is a daylong trip, which culminates the Environmental Corrective Action and Brownfield Development technical sessions. The bus ride to Badger is approximately 2 hours from Milwaukee. The bus ride will be used to point out different glacial features enroute and geologic aspects of the area surrounding Badger, provide production background and history at Badger, and outline the approaches used to remediate the site, plus a chance to view Wisconsin's fabulous fall colors. Acid production areas, water filtration plants, power plants, storage magazines, and environmental remediation areas will be viewed while at Badger. Stops will also be made to view rock formations (i.e., Baraboo quartzite and breccia of Precambrian age and conglomerates) with interesting high-energy features (i.e., chattermarks), wind erosion features, and interesting glacial features of the end moraine, outwash plain, and unglaciated areas to the west of Badger.

Field Trip Leader: Steven Ales, Wisconsin Department of Natural Resources. Lunch and refreshments included.
SHORT COURSES

Ethics, Liability, and Litigation in Geology
October 10, 2000, 9:00 AM to 5:00 PM

The professional geologist should be concerned about ethics, liability, and litigation in the workplace. This short course is being designed to better educate professional geologists about the need for ethics, liability, and litigation in the workplace.

Unraveling the Complexity of Glacial Hydrostratigraphy
October 11, 2000, 9:00 AM to 4:00 PM

Recent studies of glacial sediments have provided new ways to predict how contaminant fluids will travel through these types of sediments. This short course is designed to show professional geologists how they should collect and analyze glacial sediments so that contaminant transport pathways can be better predicted in areas underlain by glacial sediments.

Geographic Information Systems (GIS) for Geologists
October 11, 2000, 9:00 AM to 4:00 PM

Geographic Information Systems (GIS) and data management are becoming more important to professional geologists. This short course is designed to better educate professional geologists about the importance and use of GIS and data management in the workplace.

ISO 14000 and the Geology Market in the 21st Century
October 11, 2000, 1:30 PM to 5:00 PM

What is ISO 14000? If ISO 14000 is accepted nation- and world-wide, what effect will this have on professional geologists in the 21st Century? This technical session will address these questions and show geologists how they can help companies to become ISO 14000-compliant.

Career Path Options in the New Millennium
(Date and Time to be Determined. See Web Page for details at www.aipgwis.org)

Many changes are occurring in how professional geologists do their job, as technologies continue to develop and improve, as more data is collected in more ways, and as we expand our knowledge of the physical world. This short presentation will provide geology students with some good strategies to help them in their pursuit of a satisfying career in the geosciences.
SPOUSE/GUEST TOURS

While in Milwaukee, take advantage of our historic and scenic City. Our list of guest tours offers a variety of opportunities for sight seeing, shopping, and experiencing the arts. Guest Tour descriptions are included below. A list of other activities in the Milwaukee area will also be available as options to plan your own adventures. A list of sporting events, theater shows, and concerts in Milwaukee during the conference will be mailed to those individuals requesting this information along with their registration.

If the minimum number of people do not sign up for a specified tour within one month of the conference, you will be contacted prior to the conference to allow you to choose other available tours at that time. Tours will leave from the Pfister Hotel at the specified time. Tour costs include travel, tour guide, and admission fees. Lunch is a separate cost.

Milwaukee in a Nutshell
Tuesday, October 10, 2000 and Thursday, October 12, 2000, 11:40 AM to 4:00 PM
Experience Milwaukee’s history, architecture, shops, and mansion tour. A lunch stop will also be made to experience the taste of German heritage.

Historic Cedarburg Visit
Wednesday, October 11, 2000, 9:45 AM to 4:30 PM
A trip back in time to the quaint town of historic Cedarburg. Enjoy a variety of shops from antiques to a winery. Our excursion will also drive by a covered bridge, our own version of Bridges of Madison County.

Arts and Artists Tour
Thursday, October 12, 2000, 9:45 AM to 4:00 PM
Exclusive behind-the-scenes tour of one or more of Milwaukee’s Theaters (options include the Pabst Theater, the Performing Arts Center, Milwaukee Repertory Theater, or Skylight Theater). Enjoy a visit to the Milwaukee Art Museum. A lunch stop at the exclusive Boulevard Inn will make this day very special.

Holy Hill Tour
Friday, October 13, 2000, 8:40 AM to 2:00 PM
Experience the magnificent beauty of the Holy Hill Shrine of Mary. Walk along the half-mile outdoor Way of the Cross path with views of the rich colors of fall in this rolling countryside. Your second stop will be the German Glass and Gifts and Christmas Chalet, specializing in unique, quality German and European collectibles. Your lunch stop will be the nearby Golden Mast restaurant overlooking beautiful Okauchee Lake (or other). The final stop will be at Lapham Peak, in the heart of the Kettle Moraine State Forest Area, for a breathtaking view of the famous interlobate glaciated region west of Milwaukee.
EVENING ACTIVITIES FOR ATTENDEES OF THE 37th ANNUAL NATIONAL MEETING OF AIPG

Tuesday, October 10, 2000
(6:30 PM to 11:30 PM)
Icebreaker and Kickoff Dinner

Join the party! An Icebreaker and Kickoff Dinner for attendees of the 37th Annual National Meeting of AIPG will occur at the Milwaukee Public Museum on Tuesday (October 10th) evening from 6:30 p.m. to 11:30 p.m. You will eat and drink while strolling and being enlightened by materials elegantly displayed in the geology, tropical rain forest, and Streets of Milwaukee display areas of the museum. A cash bar serving wine, beer, mixed drinks, and soda will be located near the entrance to the geology display section. Food stations will be located in the Street of Milwaukee section of the Museum.

Wednesday, October 11, 2000
(6:30 PM to 10:00 PM)
Miller Brewery Tour and Dinner

Miller Time! Attendees of the 37th Annual Meeting of AIPG have a chance to tour the Miller Brewery in Milwaukee and then sample food and drink that have made Milwaukee famous. Following the brewery tour the group will assemble at the Miller Inn for drinks on Miller and taste sausages and bratwurst, Wisconsin cheeses, Saz's world famous barbecued ribs, and associated condiments.

Thursday, October 12, 2000
(7:30 PM to 11:00 PM)
Edelweiss Boat Trip and Dinner

All aboard! Ninety-six attendees of the 37th Annual Meeting of AIPG have a chance to view historic monuments and exciting new developments, sailboats, marinas, huge ocean-going freighters, and Milwaukee's gorgeous skyline as they glide and dine on the Milwaukee River, Milwaukee Harbor, and Lake Michigan. The dinner boat tour is on a fully glass-enclosed ship trimmed in mahogany and brass with climate controlled comfort and a unique hull design to ensure smooth sailing all the way. Attendees will dine on an assortment of appetizers, Edelweiss garden salad, filet mignon, today's fresh catch, sautéed fresh vegetable, baked potato, and dessert. A cash bar will be on-board so that you can have your favorite drinks.

Friday, October 13, 2000
(7:00 PM to 9:00 PM)
Annual Awards Banquet

Awards, Awards, and More Awards! The 37th Annual Awards Banquet of AIPG will occur in the Imperial Ballroom of the Pfister Hotel. Food at the Pfister is scrumptious.

Saturday, October 14, 2000
(7:30 PM to 10:00 PM)
Microbrewery Dinner for Field Trip Participants

Time to Unwind! After returning from all-day Saturday field trips, participants are invited to a cash bar and dinner at a local microbrewery, the Milwaukee Ale House. Milwaukee Ale House is located in the Historic Third Ward of Milwaukee on Water Street, overlooking the Milwaukee River. Food is excellent at the Milwaukee Ale House and the beer sampler is recommended.
LIST OF OTHER ACTIVITIES

(More information will be available at the Registration Desk.)

IMAX Theater
Milwaukee Domes
Comedy Sports
Milwaukee Wave (414) 962-WAVE
Milwaukee Bucks (414) 227-0500
Murder Mystery Dinner Theater
Riverwalk and Milwaukee Walking Tours
Night Clubs/Dancing/Atmosphere
  • Jazz (Red Mill East)
  • Western (Country Castle, Kickers Corral)
  • Dancing (Pfister Upper Level Bar)
  • The Safe House (for James Bond, 007 buffs)
Old World Third Street Shopping
Outlet Malls
Theaters
Milwaukee Public Museum
Art Galleries
Brewery Tours and Micro Breweries
Petit National Ice Center
Betty Brinn Children’s Museum

HOUSING AND FLIGHT ARRANGEMENTS

Conference Hotel
The Pfister Hotel
424 East Wisconsin Avenue
Milwaukee, Wisconsin
Phone (414) 390-3806
Fax (414) 390-3839
For reservations, call, fax the form provided, or visit their Web page at: www.pfister-hotel.com

Conference Airline
Midwest Express Airlines
6744 South Howell Avenue HQ-19
Oak Creek, Wisconsin
Phone (800) 452-2022
Official airline for the AIPG 37th Annual Meeting is Midwest Express Airlines, headquartered in Milwaukee, Wisconsin, with daily flights throughout the U.S. As the official carrier of the conference, Midwest Express offers special discounts on fares, car rentals, and ground transportation to Downtown Milwaukee.
For general airline information, visit their Web page at: www.midwestexpress.com
For special rates to the AIPG 37th Annual Meeting: www.midwestexpress.com/flights/conventions.html