

**GRETCHEN NORMAN, Ecologist / Project Manager****EDUCATION**

M.S.	New Mexico State University, Las Cruces, New Mexico	1993	<i>Range Science</i>
B.A.	The Colorado College, Colorado Springs, Colorado	1989	<i>Biology</i>

**PROFESSIONAL EXPERIENCE**

2005-Present	<i>Ecologist/Project Manager</i> , Western EcoSystems Technology, Inc., Cheyenne, Wyoming		
2000-2005	<i>Environmental Consultant</i> , DDL Omni Engineering, White Sands Missile Range, New Mexico		
2000	<i>Environmental Consultant</i> , Walcoff and Associates, Inc., White Sands Missile Range, New Mexico		
1997-1999	<i>Sr. Environmental Scientist</i> , Walcoff and Associates, Inc., White Sands Missile Range, New Mexico		
1993-1997	<i>Environmental Scientist/Range Ecologist</i> , Cortez III Service Corporation, White Sands Missile Range, New Mexico		
1991-1993	<i>Graduate Assistant</i> , New Mexico State University, Las Cruces, New Mexico		
1989-1991	<i>Resident Manager</i> , Canyon Colorado Equine Sanctuary, Wagon Mound, New Mexico		
	Wind-Wildlife Interaction Seminar, Northern Arizona University – presenter		

**SPECIALTY AREAS**

Mrs. Norman has been involved in National Environmental Policy Act (NEPA) compliance for most of her professional career. Mrs. Norman has served as project manager or assistant project manager in preparation of numerous Categorical Exclusions, Environmental Assessments (EAs), and Environmental Impact Statements (EISs) for NEPA compliance for a variety of projects including military, transportation, municipal water, agricultural, and large scale water supply projects.

Mrs. Norman has a thorough understanding of all phases of the NEPA process including public scoping and issue identification, purpose and need development, alternative evaluation and analysis, affected environment description, impact analysis, mitigation planning, public comment response, team and agency coordination, and technical writing and editing. She has conducted necessary field investigations, prepared Biological Assessments, designed and performed threatened and endangered species surveys, and prepared the associated documentation.

**RELEVANT WORK EXPERIENCE**

**Wyoming State Revolving Funds Program Environmental Assessments:** Mrs. Norman has prepared EAs for Wyoming cities participating in the Wyoming State Revolving Funds Program. She prepared the necessary correspondence with appropriate agencies, prepared the documentation, and submitted the final report to Wyoming Department of Environmental Quality.

**Wyoming Department of Transportation Categorical Exclusions:** Mrs. Norman is the project manager for a standing contract with Wyoming Department of Transportation to provide Categorical Exclusions for various construction projects throughout Wyoming. This contract involves reviewing construction plans, assessing potential impacts, conducting site visits, addressing and compiling responses from various agencies, and preparing the necessary documentation.

**Conservation Reserve Program Environmental Assessments:** Mrs. Norman is participating on an interdisciplinary team of contractors to prepare EAs for the proposed changes to the managed haying and grazing provisions associated with Conservation Reserve Program lands in 13 western states. She serves as the WEST project manager in providing the necessary biological evaluation and is the primary author for the corresponding sections in the EAs. This project requires her to conduct impact analysis for vegetation, wildlife and protected species, coordinate employees assisting with the effort, manage the schedules and budgets and assemble complete EAs for four states.

**Halligan-Seaman Water Supply Projects (HSWSPs) Environmental Impact Statement:** WEST is the lead contractor for an interdisciplinary team of contractors to prepare an EIS for the HSWSPs, which is a large scale water supply project for the Cities of Fort Collins and Greeley. Mrs. Norman is the WEST assistant project manager for this project. In this capacity she organized the scoping meetings, prepared a scoping document and report, is working with the interdisciplinary team to write the purpose and need report, provides data for and participate in the alternative analysis process, reviews documents prepared by team members, coordinates and attends meetings, prepares minutes, manages the budget, and performs administrative duties when delegated. Presently, she is preparing and writing Chapters 1 and 2 of the Preliminary Draft EIS and evaluating alternatives.

**Westside Irrigation District (WID) Environmental Impact Statement:** WEST was the lead contractor for the preparation of the EIS for a land transfer from the Bureau of Land Management in Worland, Wyoming to the Westside Irrigation District. Mrs. Norman joined this project to serve as the primary author for the biological sections of the EIS, prepare the Preliminary Draft and Draft EIS, distribute the documents, address all comments that were submitted during the review process, and prepare the Final EIS.

**SCIENTIFIC ORGANIZATION MEMBERSHIPS**

*National Association of Environmental Professionals*

*Society for Range Management*