

July 17, 2026

NAEM Excellence Awards Selection Committee
National Association for Environmental, Management
Washington, D.C. 20006

To Whom It May Concern:

I am writing to recommend Dr. Steven Guillory for the NAEM Lifetime Achievement Award. I have served as his direct supervisor for the past three years in his current role as Quality and Risk Manager within Houston Public Works, Wastewater Operations, and I can speak firsthand to the caliber of his leadership.

In his current role, Dr. Guillory manages a demanding intersection of safety, quality assurance, and risk management, an unusual combination that requires him to think across disciplines rather than within a single lane. He approaches this work methodically, grounding decisions in data and standards rather than assumption, and he holds himself to a high bar of rigor that consistently strengthens our department's safety and quality outcomes.

I am also aware of the broader legacy he built earlier in his City of Houston career, Zero is Possible, the citywide safety management system he developed and implemented based on the ANSI and ASSP Z10 standard. That program remains an active part of how safety is practiced across the City today, and Dr. Guillory continues to serve as a resource connected to it even from his current position. It speaks to the durability of his work that a program he built years ago still shapes daily practice.

Dr. Guillory holds a doctorate in safety sciences along with an MBA and professional designations including Certified Risk Manager and Certified Insurance Counselor, and he brings that depth of credential and continued learning directly into his daily work rather than treating it as a credential on paper. He is precise, dependable, and consistently raises the standard of the team around him.

I recommend him for this award without reservation.

Sincerely,



Brian Campbell
Senior Division Manager, Houston Public Works, Wastewater Operations
City of Houston