



What did Clara keep in 72 closets?



Miss Bonzer, VIP at Barton House.

By Ronnie Spiewak
NPS Newsletter Staff Writer

One of the most serene and elegant old homes in the National Capital area is the Clara Barton House, on the palisades of the Potomac River in Glen Echo, Md. The 38-room house was designated a National Historic Site, Oct. 26, 1974. Home of the founder of the American Red Cross, it was for 7 years the headquarters of that organization.

The house was built in 1892 with the same wood used to construct the Red Cross Hospital, which served the survivors of the Johnstown Flood of 1889. The wood was a gift to Clara Barton from the people of Johnstown.

It's a peaceful home hidden behind magnolia and pine trees, which some say are as old as the house itself. In winter, one can stand on the edge of the building's plot and gaze down beyond the naked oaks to the icy Potomac River and the Chesapeake and Ohio Canal below.

The house is open afternoons from 1 to 5, and you can take a tour without an appointment. Miss Bonzer, who is 80, and a VIP (Volunteer In Parks) has been the tour guide and caretaker of the Clara Barton House for 13 years, a responsibility she assumes with dedication and purpose. Her affection and admiration for Barton is quick to surface during the tour.

Miss Bonzer lives in a back apartment on the first floor of the house and shares the residence with four others — her nephew, Mr. Guernsey, one-time curator of the house; Mrs. Hartman, former secretary of the Friends of Clara Barton

House; and two NPS employees, Site Manager Chris Tougas and Intern Sandy Weber.

One quiet afternoon before Christmas when not too many visitors were coming around, Miss Bonzer gave me what turned out to be a private showing of the home. It was cloudy outside and in the absence of overhead lighting, the house was dark. With an occasional yank on the chains of the antique desk lamps, Miss Bonzer illuminated the cozy, low-ceilinged rooms, revealing a piano, well-preserved beds, colorful quilts, dishes, family photo albums — innumerable memorabilia — all things used by Clara in her everyday life.

The interior of the house resembles a riverboat. The walls are paneled in various types of dark wood. Upon entering, you walk into a wide, open gallery from which the oval-shaped second floor and the captain's room — the highest room in the house — are visible. The house was designed by Dr. Hubbell, an associate of Clara's who for many years shared the house with her. He designed it after the Mississippi, a riverboat that took her to numerous disaster sites.

Clara Barton House NHS
Glen Echo, Md.



Originally the house was used as the official Red Cross headquarters and as a storehouse for Red Cross paraphernalia — fire hoses, blankets, bandages and other First Aid items (the equipment was stored in 72 closets located in the walls). When Clara realized how much time she was spending here, she moved in and made the house her official residence. She lived here for 15 years, until her death. Many of her friends from all parts of the country visited her here, sometimes staying for months — especially during the summer when the chautauqua (outdoor lectures and classes in arts, music and politics) was taking place beneath huge umbrella tents nearby.

One of the many charming features of the home is the main stairway. Clara had the steps designed wide and set close together for the sake of her patients' comfort and also for her own ease. She was about 5 feet and had short legs. The stairway winds up to the second floor oval balcony and to the various "staterooms" (called thus because the house resembles a boat).

The 300 original window panes including the blue, red and green glass windows, at the side of the house, toward the top of the stairway, are still intact as are the two Red Cross window panes in the third floor sitting-room in the front of the house. Even today, these two red crosses are visible for many miles during the day and to ensure that they can be seen at night, Miss Bonzer plugs in the electric cord that lights up the red in the glass.

Even if you don't know much about Barton and the Red Cross you can pick up a lot of interesting facts simply by visiting the home and listening to Miss Bonzer. For example, Miss Barton was a marvelous artist — a pastel sketch of a Swiss scene, done on location, can attest to this. She was devoted to a pet cat, "Tommy." An oil painting of the little creature hangs in the front gallery. I also learned that Clara never had hospital nurse's training, but learned First Aid through books and caring for her younger brother. She was so timid that as a young girl, her parents urged her to teach school, hoping that standing before a classroom of children would help her overcome her shyness. As she grew older, though several men were interested in marrying her, she became so dedicated to helping people that she had little time for a husband or family. "She was so kind," Miss Bonzer says, "she was nicknamed 'Angel of the Battlefield.'" Indeed, the innumerable trinkets and gifts from grateful people around the world give the visitor to the Clara Barton House a real feeling for how much she was adored. ♣

Island amidst the megalopolis

By Sheldon Greenbaum
Park Technician

Statue of Liberty National Monument

On a clear night, the light from the torch of the Statue of Liberty National Monument can be seen from a distance of 50 nautical miles. Standing at the entrance to New York Bay for 90 years, the Statue is a faithful reminder of the hopes, dreams and opportunities that millions from other lands have sought in America. It was presented to the people of the United States by the people of France in 1886. "Liberty Enlightening the World," the massive copper sculpture by Frederic Auguste Bartholdi of Colmar, France, became a national monument in 1924.

In addition to the Statue, nearby Ellis Island, the main immigration station through which 12 million immigrants passed between 1892-1954, has been recently added to the Monument. Although some of the structures on Ellis Island still must be stabilized or rehabilitated before they can be used, a program of interpretive activities began this past season, and 50,000 visitors toured the Island when it was re-opened in commemoration of the Bicentennial. The

Statue of Liberty Monument, N. Y.



American Museum of Immigration in the base of the Statue is entering its fifth year of operation. A traveling exhibit of mounted immigration photographs will soon be ready for circulation, and an oral history project for sponsoring joint exhibits with local ethnic organizations will be continued.

A record visitation was reached this year as the Statue of Liberty became a center for the Bicentennial celebration and Operation Sail. The opening of Ellis Island helped swell the annual figure to 1.5 million. Such drawing power bespeaks the greatness and grandeur of our Nation's most famous symbol.



Park Tech, Gerald Price on steps of Main Registry Hall, Ellis Island, N. Y.

Acting Superintendent Dean Garrett faces daily the challenges of coping with high visitation, escorting film crews and dignitaries, and responding to media requests in a calm and confident manner. He says, "It is some of the best experience available if you are interested in management."

Dean's family is one of the six which reside on Liberty Island. Although the drawbacks of living away from the mainland are obvious, there are some unexpected pleasures of the harbor. The close-up view of lower Manhattan's skyline by day or night is truly a magnificent sight. And where else can one be so close to 8 million people with their automobiles, buses and trains, yet never hear a honking horn or the squeals of a stopping subway car. Instead, there is overhead traffic of seaplanes and helicopters with an occasional fog-horn blast from a tugboat or passing ocean liner.

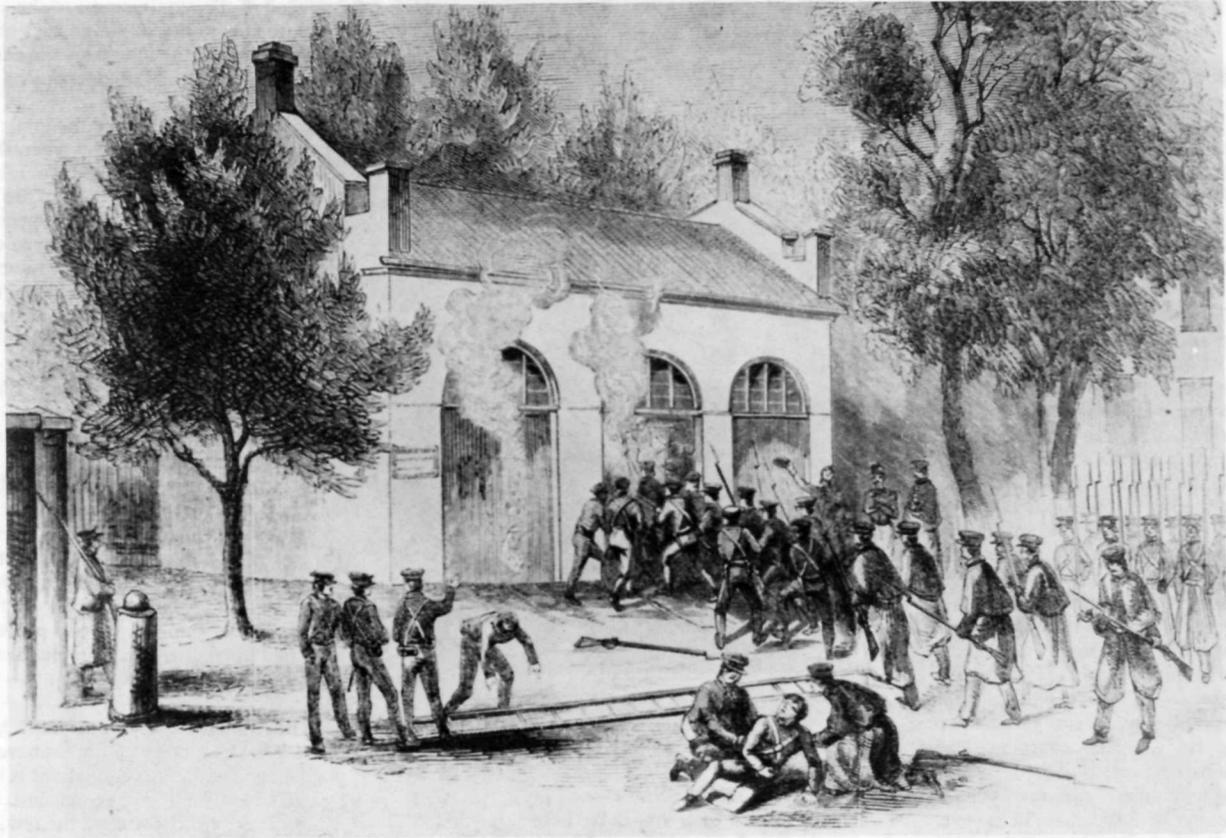
When it comes to assuring the nightly illumination of the newly installed lighting system, there is no one more dedicated or reliable than maintenance worker Charlie DeLeo. Charlie, a true keeper-of-the-torch, makes certain that the Statue's light will shine dependably. By performing weekly checks on the beacon inside the swaying torch, 22 stories above the ground, his work can really be called a one-of-a-kind job.

Park Aid Doreen Rehbein, who recently returned for her fourth tour of duty on Liberty Island, illustrates the sense of duty and commitment shared by those who persevere and protect this historic portion of our national heritage. With their continued help, the Statue of Liberty will maintain its place as a symbol of international friendship and freedom. ♠

Ellis Island Immigration Center, N. Y.



Journey's end for John Brown's Fort



The Storming of the Engine House, John Brown's Fort, Harpers Ferry NHP, W. Va.

By Deborah Mehrkam
Park Technician
Harpers Ferry National Historical Park
West Virginia

One of America's most famous historic structures, the John Brown Fort will – for the first time since it was built in 1848 – undergo major restoration work.

Under the direction of NPS architects, the work on the fort is expected to start in about 2 weeks at a cost of \$30,000. (The building was originally constructed for \$1,540.) Restoration work is expected to take 3 months, at which time the fort will be opened to the public for the first time since the Park Service acquired it in 1960.

Designed by Superintendent of the Army John Symington, the Engine and Guard House became nationally known as John Brown's Fort in October 1859, when abolitionist John Brown and his raiders attacked the Federal Armory at Harpers Ferry to obtain weapons for a slave revolt. The building, originally situated at the entrance of the armory, consisted of two rooms – the fire engine section and a room for the night watchman.

War followed soon after the raid, and while the fort was the only building to escape destruction, it suffered much damage from souvenir collectors. Included among its losses was the bell hanging in the cupola. Members of a Massachusetts Volunteer Infantry removed the bell and left it in the keeping of a canal-boat operator's wife in Williamsport until 1892,

when they took it to their hometown of Marlborough, Mass., where it still is today. One would think the little building might have stood in peace following the struggle, but it was not 30 years later that John Brown's Fort began one of its many journeys that provoke questions from perplexed visitors who try to keep up with the fort's whereabouts.

The Fort made its first journey when U.S. Representative from Iowa A. J. Holmes arranged for its removal to Chicago for the Columbian Exposition in 1893. He and other Washington officials formed the John Brown Fort Company hoping to realize a financial success by displaying the nationally famous structure. They made arrangements with prominent Chicago Architect George O. Garnsey for dismantling the Fort and reconstructing it at the Exposition. Mr. Garnsey also designed an elaborate Moorish exhibition building to house the Fort. The dismantled Fort was moved to Chicago by the B & O Railroad but repeated delays in opening left the Fort Company bankrupt. The recorded number of admissions to the Fort were 11 at 50 cents each. Now what was to become of the Fort?

Washington newspaper publisher Kate Field, who had raised money for the preservation of the John Brown farm and grave in North Elba, N.Y., became interested in the return of the Fort to Harpers Ferry and a site was located nearby the town.

Mr. and Mrs. Alexander Murphy who lived along the Shenandoah River, donated 5 acres of their farm for the Fort site and so the building

was dismantled in Chicago and moved by rail to Harpers Ferry. Gradually Mr. Murphy became disillusioned with the arrangement, because money which was to have been set aside for the maintenance of the Fort did not exist. Also, he found the numerous visitors to the building a nuisance to his farm work. In 1902, after court proceedings, Mr. Murphy purchased the Fort for the purpose of closing its doors.

After the Civil War, Storer College, a school for the education of freed blacks was established at Harpers Ferry. The alumni of the College had always been interested in obtaining John Brown's Fort for display on their campus. In 1909 the trustees began to raise funds for purchasing the structure and again the Fort was dismantled and rebuilt, this time on the hillside of Storer College campus overlooking the Shenandoah River.

The college opened the Fort as a museum showing artifacts related to John Brown and the Fort's history.

In the 1950s the college closed and the Park Service acquired the buildings including the Fort. It was decided that the building should be moved to Harpers Ferry National Historical Park where it could be viewed by visitors.

In 1968 the Fort was moved intact, approximately 100 feet from its original location. The building still does not stand on its original foundation, because the land it was built upon is now in the possession of the Chessie System, (old B & O Railroad). Perhaps someday John Brown's Fort will end its journey. ♣

Philly filly heads ground crew

By Lea Murray
Public Information Specialist
Mid-Atlantic Region

Joanne Miller, a petite young lady with a green thumb, heads a grounds maintenance crew at Independence National Historical Park — normally a man's job.

She directs four to six gardeners and laborers who plant, fertilize, water, and care for the flowers and trees of this green park in the middle of "citized" Philadelphia.

"I get a great deal of satisfaction from it," Joanne said of her assignment. "I love working outdoors and taking care of all the greenery. We try to create an appropriate setting for the park's historic buildings."

After she graduated from Temple University in 1974 with an associate degree in horticulture, Joanne worked as the manager of a greenhouse at Pine Run Garden Center in Horsham, Pa., for a few months. She wrote a letter of inquiry to Independence National Historical Park and asked to be considered for a position. Surprisingly, she was asked to report for work the following week. And report she did in July 1975. Her first job was to care for the 18th-century rose garden at the park. In March 1976 she acquired a permanent gardening position. In August she became a gardener-leader, supervising a work crew.

"Working with an all-male crew is challenging," Joanne says with a twinkle in her eye. "Like when the fellows become distracted by pretty girls passing by.



Joanne Miller.

"And maybe they're cussing a little less," she smiles.

"Seriously though," Joanne says, "the men and I respect each other. We have very good rapport and excellent working relations."

She meets her crew at the shop each morn-

ing, makes assignments, and works right along with the men. She seeks to be identified as a member of the crew rather than singled out.

"One of the requirements of the job was that I be able to lift 50-pound bags of fertilizer and other gardening supplies," she adds. "That wasn't hard. And the exertion keeps me in excellent physical shape."

Joanne's enthusiasm for the job is enhanced by some of the things she did when she arrived at Independence. She pruned a number of holly trees behind Carpenter's Hall and has watched them evolve into shapelier, fuller specimens. An abundance of holly berries appeared on them last fall — just in time for the Christmas season.

"I get the feeling that they really started growing when I started working at the park. It's as if we've grown together," Joanne noted.

She selects seedling trees, and the crew plants, prunes and cares for them. She and her crew also take care of indoor plants — such as Boston fern and umbrella trees — in buildings throughout the park.

Recently Joanne's crew planted 500 chrysanthemums in heavily trod areas where visitors cut across corners of grassy plots in the park. They planted tulips, daffodils, hyacinths and crocus bulbs in the Liberty Bell garden.

The crew has shored the park up for the winter. For example, boxwood plants have been tied up and chicken wire put around them to prevent snow from landing on the branches and breaking them.

Also, mulch was added to shrub beds, tree pruning has begun, 25,000 bulbs have been planted, and gardening equipment is being winterized and put into good condition.

In spring, visitors will see the rewards of Joanne and her crew's labor of love at Independence NHP.

New Interior Secretary



Former Idaho Governor, Cecil D. Andrus, 45, at his confirmation hearing before the Senate Committee on Interior and Insular Affairs. Andrus was sworn in as Secretary of the Interior at the White House on January 23.

Biosphere Reserves recognized



Certificates recognizing three national parks and three national forest areas as the first U.S. areas to be officially designated Biosphere Reserves were presented at State Department ceremonies Nov. 11 by Dr. Donald R. King, chairman of the U.S. Man and the Biosphere Committee. Accepting the certificates were (center)

Deputy Director William J. Briggie, and (right) Chief of the Forest Service John R. McGuire. More than 40 nations are participating in the project to protect representative segments of the world's natural regions as major centers for plant and animal preservation, environmental research and education.

Three WASO brass retire



Director Everhardt holds Hazel's hand as he participates in going-away party. (From left) Hazel Oliff, Ray Freeman, Gary Everhardt, and Len Norwood.

Three key Washington Office employees with a combined Federal service record of almost a century ended their careers in 1976, and were feted at a special going-away gala Jan. 7 at the Kennedy Center for the Performing Arts. Some 275 friends and colleagues, including Director Everhardt were in attendance.

Leaving the NPS were Ray Freeman, assistant director, Planning and Development; Len Norwood, associate director, Administration, and Hazel Oliff, executive secretary for two former NPS directors.

Ray Freeman, a native of Iowa, joined the NPS in 1946 in Omaha, Neb. In 1955, he was named to serve on the new seven-man staff created to plan and develop the NPS's highly-touted Mission '66 program.

During the early '60s, Ray served as assistant regional director for National Capital Parks where he was responsible for the preparation of the "National Capital Landscape" brochure used by Lady Bird Johnson in her capital beautification program. In 1966, he was named deputy assistant director, and was responsible for planning Park Service programs and representing the NPS with Congress and other agencies.

In 1968, he became deputy associate director in charge of the NPS's professional services program, involving design and construction, master planning, archeology and historic preservation and other programs. In 1971, Ray got the post of deputy director, field Operations and later that year, he was named associate director, Operations — involved in cooperative activities and park management.

In 1973, he was named assistant director, Development, with responsibility for directing park planning, environmental statements, interpretive media and design and construction for the National Park System. He retired from this position.

Ray is a recipient of numerous awards including the Interior Department Meritorious Service Award (1966) and Distinguished Service Award (1971). He is an active member of the American Society of Landscape Architects, the Board of Advisors, Environic Foundation International, Inc., and National Recreation and Park Association.

Len Norwood, born in Oklahoma, entered the Government as a GS-1 with the Social Security Board in Baltimore in 1938. He transferred to the Bureau of Indian Affairs and served in progressively more responsible positions in that agency (except for war time service) until 1970. Before coming to the NPS he was the BIA's management information officer. In May 1970, he became deputy assistant director for NPS and in October was promoted to associate director, Administration — the position from which he retired.

His list of awards includes the Department's Meritorious Service Award (1971), Distinguished Service Award (1975), Outstanding Achievement in Equal Employment, and a host of others.

Hazel Oliff, a West Virginia native, came to the Washington, D.C. area in the late '40s. After work with private firms as a stenographer, she accepted employment in the Interior Department with the Office of the Controller in March

of 1953. She joined the NPS in 1957.

During her Park Service career, Hazel served as secretary in the Division of Interpretation, Branch of History. Later she served as secretary in the Office of the Director under Conrad L. Wirth and George B. Hartzog, Jr.; and in the Office of the assistant director, Administration.

Mrs. Oliff served as principal assistant in the Office of Advisory Commissions while in the Office of the Director. In this position, she maintained liaison with some 20 commissions, keeping fully aware of their activities and memberships. Just prior to her retirement, she worked in the Immediate Office of the Deputy Associate Director, Legislation. She retired officially, Sept. 30, 1976.

During her long Federal career, she was recognized by Laurance S. Rockefeller for her assistance with the White House Conference on Natural Beauty.

Hazel still works part-time for NPS and she plans a trip out west in June, taking in the Grand Canyon (including a mule ride "if I don't lose my nerve") and as many parks as they can squeeze in between here and the West Coast.

Director Everhardt said at the gala going-away ceremony: "It is, of course, with mixed emotions that we approach such an event. There is a sadness in knowing the service careers of such outstanding human beings as our three honored guests are closing" . . . "(We hope) they will find every happiness in their retirement years." ♥

A man who speaks his mind

Long-time concession operator and Glacier Park Company President Don Hummel says he is the only still-active member of the park family who has worked with every Director of the Service. He has logged 48 years NPS-associated experience.

Nearly 3 hours talk across his desk at Glacier Park Company's winter headquarters in Tucson was persuasive that Don Hummel feels strongly about the uniqueness of our park system, that his goals are for preservation and enjoyment, and that he's very conscious of the tightrope managers must tread to fulfill our mandate.

Some of his sentiments are shared by some park managers. For instance, he believes that private enterprise shoulders the extra responsibility of furthering the park concept when a concession contract is signed. And he believes it is the role of NPS to "dictate" contract compliance in order to assure good service, going further to say that the absence of such demands by the Service has tainted the concessions system.

The Tucson native's first memory of a national park is a visit to Grand Canyon in his mid-teens. "It took my breath away. I had to sit down." He was hired as a seasonal park ranger at the Canyon in 1928 when he was not yet the mandatory 21. He'll now admit he wanted the job so badly that he added a few months to his age.

He worked four seasons at the Canyon and two at Lassen while earning a degree (political science, history) from the University of Arizona and a law degree from the University of Michigan.

It was in seasonal quarters at Lassen, after rescuing an out-of-gas motorist, that he and another seasonal ranger decided a concession was needed to provide visitor services and, half-in-jest, submitted a proposal. Hummel was making his way through school as a waiter and his friend was so hard-up that he had to borrow money to buy his uniforms.

When the NPS approached them for a financial statement, it took some real scrambling and a good friend who was willing to have them present some of his assets. In 1932, the Service turned to them after several other entrepreneurs had turned down the opportunity.

The Lassen venture was successful. In all, Hummel's national park interests have included Lassen and Mt. McKinley, both of which he merged with U.S. Natural Resources in 1971, and the Glacier Park Company, whose assets he purchased from the Great Northern Railroad in 1960 and which he still operates. Additionally, he was president and chief executive officer for the Yosemite Park and Curry Company in the early '70's when it was owned by USNR.

He's also compiled an impressive record as a civil servant. Between 1966 and 1969, Don Hummel was Assistant Secretary for Renewal and Housing for HUD; he served three terms as Mayor of Tucson, has been the president of the National League of Cities, and was an assistant U.S. Attorney for Arizona.

He is currently serving his tenth term as chairman of the Conference of National Park Concessioners, an organization that addresses itself to concession policy and practice.



Glacier Park Company President Don Hummel.



1930s bus, still in use by Glacier Park Company.

He points out that eighty percent of concessions are Mom and Pop businesses, and only seven out of more than 300 currently operating do not qualify as small businesses. Pressures for renovation or expansion to serve growing numbers of visitors require large capital expenditures, however, and have in recent years attracted large firms to the concessions fold.

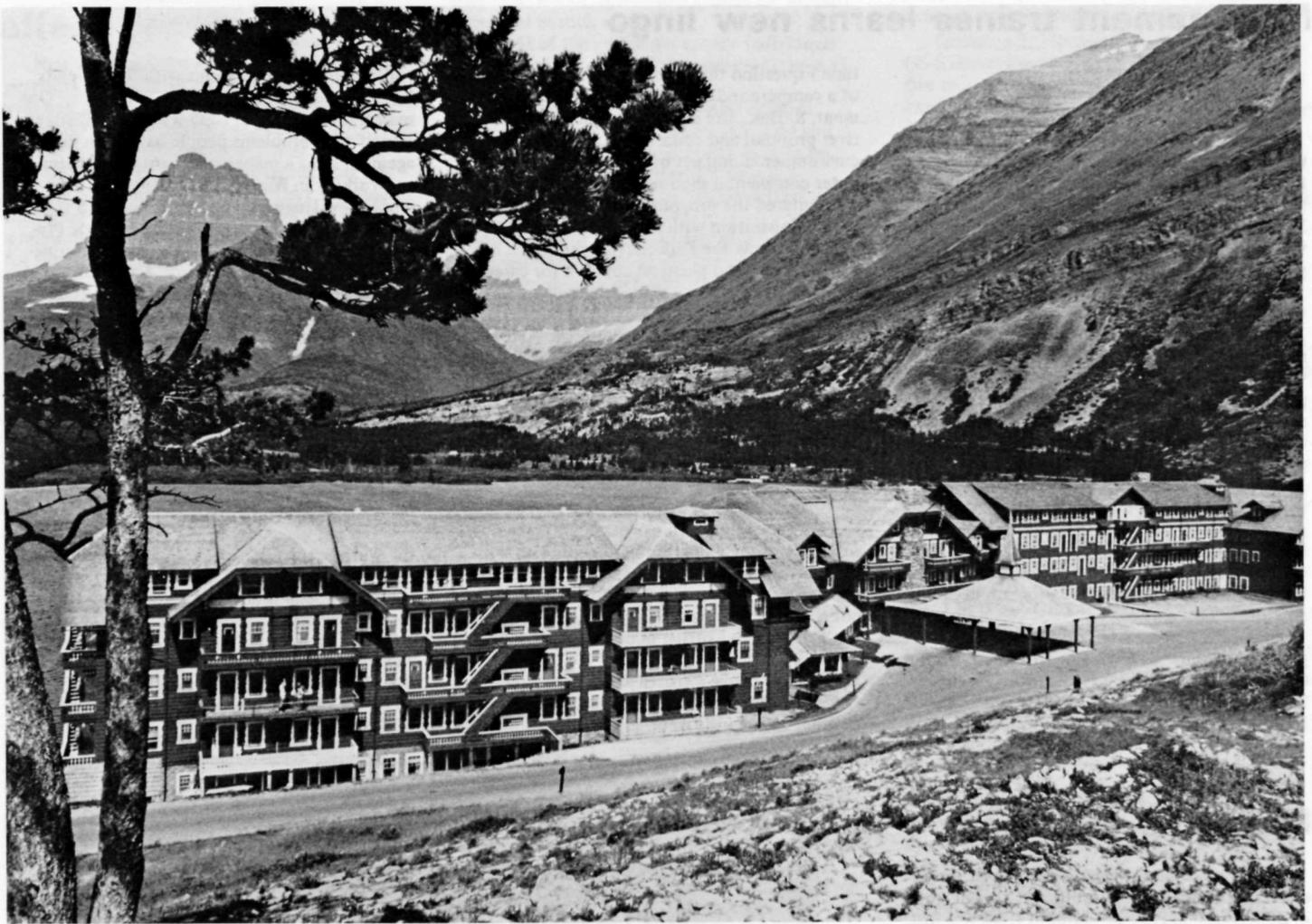
He maintains that the frequent movement of superintendents in recent years has made communication difficult. "We lose contact. Now, concessioners may represent the only continuity in a park area . . . some have third generation ownership. But we are dealing with new park people all the time, people who are well-intentioned but have no idea about the quirks of operating in their particular area."

Acquisition of concessions by large corpora-

tions increases this schism, because conglomerates change their managers as frequently as the Service. "You lose perspective, can't possibly have a sensitive relationship. The individual entrepreneur is fading out. Decisions are being made in corporate board rooms by people unfamiliar with park problems."

"It's reached an apex, and we're not speaking the same language. The loser is the park visitor."

He would like to see strict contract enforcement by the Service so that concessioners offer acceptable service to the public. He would also like to see the Conference establish a self-policing committee that monitors food and lodging at member establishments. He points out that a similar committee reviews souvenir sales and, while he admits they have no regulatory power, says there were several instances when they were



Many Glacier Hotel, Glacier NP, Mont.

successful in improving merchandise quality.

He'd like to revitalize the role of the Conference. Large corporations have weakened it, he says. "They think they can control their own destinies. The little guys know they need to get together to protect themselves." He also calls the big corporations "paper tigers" because they like good images and try to be low profile when they should be speaking up for their needs.

Hummel calls on the Service to take a stronger stance on behalf of the public's right to use the parks. "We never set aside parks just to be preserved. They were set aside to prevent over-commercialization and for the public's use and benefit."

He characterizes his approach to access as "pragmatic," as contrasted with the environmentalists' "theoretical idealism." He says he is in favor of wilderness preservation, but that "an area that is not available to man is not important to man." He believes the Service does not currently consider sufficiently varied access for its equally varied visitors.

As visitation continues to increase, Hummel would like to see impact problems mitigated by a dispersal of use. His preference in Glacier, should current expansion sites be fully utilized, would be a completely new development in the northwest part of the park, which would reduce pressures on existing areas.

Reminded that some would be opposed be-

cause of the effect on prime wildlife habitat, Hummel calls for more intensive wildlife management. The animals won't miss those few acres, he says. "And bears are not dumb. They'd learn to avoid the area if rangers were regularly shooting their hind-ends full of buckshot when they get too close."

He calls the Service derelict in its obligation to protect people and to keep animals in their places.

As far as human relations is concerned, Hummel has a handful of suggestions that he believes would reduce antagonism.

He welcomes increased opportunities for free discussion of real or imagined conflicts and of the role of concessioners with seasonal workers, both NPS and concession, at Glacier. Last year's formal sessions are to be expanded to include informal ones designed to "get feelings into the open." He also intends to take steps to improve the park orientation program he conducts for Glacier Park Company's 750 peak-season employees.

He feels NPS managers need as part of their training a better understanding of the roles and problems of concessioners. Invitations for concessioners leaders to talk at training centers have been erratic, he says, and haven't allowed enough time for a good exchange.

He'd consider a training program in which

young park managers would work as interns for a concessioner during a summer season.

And, on the other hand, he likes the idea of the NPS presenting a course at Albright for concession managers to acquaint them with park philosophy and practice. Timed just before the beginning of the season, he believes many companies would send their department heads.

With all the problems, does Don Hummel believe that private concessions should continue to try to make it in parks? Yes! Government ownership of concessions, which has been proposed, would be "a disaster. The pressures on private enterprise to attract patrons promotes good service," he says. In fact, he'd like to take on more duties. For instance, he says NPS campgrounds could be more efficiently operated by private entrepreneurs on a contract system. He believes the profit incentive would encourage good service and regular fee collection, and says that profits would be possible with no additional cost to the public.

How will it all shake out? We're all waiting while subtle and vocal forces play out their roles. It's ironic that while some elements of the concessioner's role in the National Park System are so controversial, Don Hummel's ideal is one that few would dispute: a "partnership service" should enable the visitor to enjoy the best possible "re-creational" experience in the parks. ♣

Management trainee learns new lingo

By Scott Tilley with
Ronnie Spiewak, *NPS Newsletter*

It was that time of the year when the snow was beginning to cover everything and I was thinking of greener pastures. I had been an administrative officer for 5 years at Point Reyes National Seashore, Calif., and I was at the point where I was interested in going beyond this — perhaps as a superintendent.

I applied for the Departmental Manager Development Program knowing only that it was a 10-month commitment in Washington, D.C. and it offered the freedom to choose what you wanted to do and learn. It also offered an opportunity for advancement and to watch the action at the top. Didn't NPS leadership surface through this program? Though I had a thousand questions I wisked my forms on their merry way.

I was selected for the program in June. I would participate in it with two other NPS employees, Russ Berry, superintendent, Longfellow/JFK National Historic Site, Mass., and Randolph Scott, center director of the Harpers Ferry Job Corps Center. The program began in August.

Now, 2950 miles later, on a suburban Virginia "Metrobus" at 6:30 am, on my way to the Office of Environmental Project Review (headed by Bruce Blancheo) in the Department of the Interior, I have a thousand more questions. This

time I question things like the carrying capacity of a campground at Badlands National Monument, S. Dak., the effect of a wild and scenic river proposal and endangered species, and the environmental impact of onshore facilities for outer continental shelf oil development.

I entered the program as a trained specialist in Administration with my own narrow perspective about how the Park Service should be run and with my own personal concern for career success. I would learn things that were completely foreign to my NPS experience.

I chose to spend 3 weeks with the NPS Policy Division (George Gowans' shop) because it was an organization that I knew very little about. Often, back at Point Reyes I was handed policy directives and wondered where and how the policy ideas were generated. I found the office to be a think tank — a group of highly motivated, intelligent people developing options and policy for the Park Service based on communications within NPS itself, the Administration, Congress and keeping up with the news media. For the most part I observed these people communicating with each other, not so much doing any writing myself, but just listening and sitting in on policy-making sessions.

Another office I visited was EEO. I reviewed discrimination complaints, determined whether complaints were, in fact, discriminatory,

and discussed my decisions with Ray Arends, EEO specialist and EEO Chief Bob Nunn. One reason for working in EEO was to familiarize myself with problems people have with management so as a manager I might avoid them.

Working in Washington meant learning a whole new language. For example, OCS (Outer Continental Shelf); SHPO (State Historic Preservation Officers); ADO (Alleged Discriminatory Official); HABS (Historic American Buildings Survey), and CBO (Congressional Budget Office). I also learned definitions to obscure organizational titles like "Cultural Resources" and "Federal Register."

What I like least about the program is that it is difficult to get a meaningful assignment because I can be assigned to an office only for a short period.

What I like best is having the freedom to choose what I want to do; to take responsibility for my own actions.

Many of my initial fears about coping with the Washington Office bureaucratic maze have been alleviated through these program assignments. Though it is often traumatic to take on totally new assignments it is challenging to grow as a manager. Some apprehension will always remain to challenge the intellect. Though the "Metrobus" taxes my patience and my pocketbook it's been a worthwhile experience being in Washington, D.C.

Escargots à la Zion

A species of snails which has survived for an estimated 10 to 15 million years in a small spring in Zion National Park in southern Utah was discovered last fall by a Utah State University zoologist.

Alice Lindahl, an invertebrate zoologist at USU, said the minute snails were found in Grapevine Springs within the park and are a relic or remnant population, believed to be the only species of its kind in the world.

This remnant previously belonged to a larger species of snails known as *Amnicola*, and were separated from this parent species about 10 million years ago, Ms. Lindahl said.

The discovery was made during an ecological survey contracted to USU by the National Park Service.

Ms. Lindahl, under the supervision of Dr. George S. Innis, USU professor of wildlife science, along with her husband, Jim Haefner, hiked into a densely forested site, known as Grapevine Springs, where the discovery was made. Ms. Lindahl said nobody had ever explored there before.

"The snails appear to have undergone evolution," she said. "The desert divided the parent species, and they have been separated for so long they have changed from each other."

Similar subspecies of the parent snail have been discovered in Arizona and Mexico, but Ms. Lindahl believes the snails discovered at the Grapevine Springs site are a new species.

The USU zoologist estimates that there are about 10,000 to 15,000 of these newly discovered snails at the site. Some of the snails were found in streambeds and had died during floods, she presumes. ♣



Utah State University Zoologist Alice Lindahl.



New species of snails from Grapevine Spring, Zion NP, Utah.

New guidelines affect bosses

New guidelines for evaluating grades for supervisors and work leaders were released last year and are being implemented by NPS Personnel offices nationally.

The guidelines (Supervisory Grade Evaluation Guide or SGE) set more demanding criteria for supervisory positions. They redefine the terms "supervisor" and "manager," outline a minimum core of duties and responsibilities for supervisors; add grade level criteria for evaluating second-level supervisory positions; change grade level criteria for first-level supervisors, and raise lowest grade level for a supervisor from GS-4 to GS-5.

The work leader positions have been "separated off" from the evaluation guidelines set in 1965, according to Len Emerson, personnel management specialist with the Branch of Compensation, Evaluation and Employee Relations, WASO. Work leaders differ from supervisors in a number of ways, but mainly they act in an advisory capacity as far as resolving informal employee complaints, judging performance of employees, recommending training needs, suggesting promotions, reassignments and recognition of outstanding performance. "True" supervisors have the power to make formal recommendations in these areas.

Also, under the new guidelines, persons with responsibility for assigning work to less than three other workers or with supervisory responsibility only in the absence of the regular supervisor are excluded from being titled "supervisor."

There are two parts to the new supervisory evaluation guidelines. In Part I, supervisors direct the work of three or more line employees, not including support employees, at grades 8 and below (in one-grade intervals). Line employees perform tasks directly related to the work for which the unit has been established. For example, voucher examiners and payroll

clerks are line employees in a payroll and voucher unit; stenographers and typists are support personnel in such a unit.

Part II of the guidelines covers individuals who supervise professional employees (those in two-grade intervals).

"As a result of these significant changes, some of our positions currently classified and titled as supervisory will probably have to be reclassified as non-supervisory," said J. Leonard Norwood, former Associate Director, Administration. These include, those involved in supervision of less than three employees, those who will not meet the revised supervisory guidelines, and persons who will now be covered by the new work leader guidelines.

The loss of the "supervisory" title does not reflect any changes in the supervisory experience gained by an employee. It does not prevent the employee listing the experience on 10-180 forms.

In reviewing the new guidelines, NPS personnel specialists have determined that many seasonal technicians currently classified as supervisory park technicians meet the work leader requirements, rather than the actual supervisory designation. They also concluded that, in most cases, supervision of seasonals should be done by permanent employees.

Therefore, seasonal GS employees who are in charge of other seasonals should be titled lead park technicians.

Other examples of how the new guidelines apply to typical NPS jobs are as follows:

Situation 1: Park ranger GS-11 supervises two supervisory park rangers GS-9, both of whom supervise four park technicians or aids. In this case the GS-11 is in a supervisory assignment but does not have three immediate subordinates. The GS-11 position incidentally should not be graded based on SGE but rather on the basis of assigned program responsibility. The two GS-9's, however, may very well be based on SGE Part I. Part I is to be used in this instance because the subordinate Aids and Technicians are in a *one-grade interval* series. The

key in determining whether to use Part I or Part II is the series of the subordinates, not the series of the supervisor.

Situation 2: Supervisory park technician GS-5 supervises an entrance station in which five employees work. The employees consist of two park aids GS-4, two park aids GS-3, and one clerk typist GS-3. The park aids GS-4 are serving as guides and the park aids GS-3 as fee collectors and are "directly engaged in performing the work of the unit." The clerk typist is typing schedules, reports, and other materials concerned with the operation of the station but is in a "support" role and should not be counted as a line position. If there were only three employees including the clerk typist, the supervisory prefix on the supervisor would *not* be appropriate. However, the training received, supervisory experience gained, and supervisory responsibilities should be reflected in career records, position descriptions, etc., as appropriate.

Situation 3: Supervisory park ranger GS-12 supervises a unit made up of two park rangers GS-11, one park ranger GS-9, one park technician GS-9, and four park technicians ranging in grades from 4 through 7. In this instance all employees are directly supervised by the GS-12 park ranger, but only those at GS-9 and above should be used in determining whether to use Part I or II of SGE to evaluate the position. This is in spite of the fact that the four lower graded technicians may be involved in the "line" work of the unit. The "supervisory" prefix is appropriate. Incidentally, the base level in this case is GS-11 since more than 25 percent of the work and two employees are at that level. If there were only one GS-11, the base level would have to be dropped back to GS-9. The key here on the 25 percent factor is that all employees supervised must be counted in determining base level whether or not they meet the criteria for Part II.

Questions regarding these new standards should be addressed to your personnel office or the Branch of Compensation, Evaluation, and Employee Relations, WASO.

Interpreter's switchboard

The Park Service makes no bones about the difficulty of landing ranger, naturalist or interpretive jobs. These kinds of positions are hard to come by. But Roger DiRosa, a GS-5 interpretive naturalist at Great Sand Dunes National Monument, Colo., is an encouraging example of what foresight and willingness to take any job "just to get your foot in the door" can do.

The position that got DiRosa into the Service was a GS-3 switchboard operator's job at Rocky Mountain National Park. A graduate of the University of Oregon with a B.S. degree in environmental interpretation and wildlife management, DiRosa took the job because "it's important to pick up every kind of experience that gives you more to offer." While "biding his time, looking for a job" Roger has earned scuba diving certification and emergency medical training, in addition to law enforcement experience with the Oregon State Police Department, which he foresaw as valuable in qualifying for a job with the Park Service.

One month and 3 weeks after he went to work on the switchboard, an interpretive naturalist position, GS-5, opened up in Great Sand Dunes and Roger cinched it. Now

he's about to embark on an unprecedented study of the Great Sand Dunes range and vegetation, something he's always wanted to do.



NPS Interpreter Roger Di Rosa.



Letters

Letters are welcome. Only a selection can be published and none individually acknowledged. All are subject to condensation.

To All Denver Service Center Employees:

I have just signed a letter to Ms. Ann Ferebee, Editor of the Design and Environment Magazine, congratulating her and her staff on the excellent articles on the National Park Service which appeared in the Fall 1976 issue of that magazine. Now I wish to congratulate all of you for making this possible. Your hard work and dedication to professionalism have made the National Park Service a world authority in the field of environmental planning and park design.

I appreciate the time spent by Don Benson and others to be sure that the writers received a clear, accurate view of the Service, and I believe they have presented this in a very objective manner.

Director Gary Everhardt

To the Editor:

I'm very sorry I haven't dropped you a line sooner. Nancy Smith* and I had such a rewarding day with you and are most grateful for the time you spent with us, the people we met, and the things we saw.

We have both spent a fair amount of time working for NPS and we both felt we gained a lot of insight into the picture of what you do in Washington.

I think one of the things I gained from my day with you is that WASO does function as a unit and must have many problems similar to those faced by parks — such as communication problems, people spending an awful lot of their own time to get the job done, chains-of-command that sometimes help and sometimes hinder getting things done efficiently, lots of things and people — all demanding attention at once.

I also saw some of the same strengths I have seen in parks — such as people deeply and sincerely believing in what they are doing, cheerfulness and happiness, high quality of work, concern for other people, open-mindedness and concern for efficiency.

My husband, Gary, and I have been at Shenandoah just one year now and are finding our experience here very interesting and worthwhile. Having both grown up in New Mexico and to college in Colorado, having lived in those two States most of our lives, we were quite apprehensive about "crossing the Mississippi." But are very glad we did. Shenandoah has so many plants and animals that are new to us, such as the varieties of hardwood trees and the flowering trees in the spring — and the opossums! This coming year I hope to learn a lot more about the culture of the mountain people. We're enjoying Shenandoah because it's a new experience for us, being in a big park. We've always been in small areas like Great Sand Dunes in Colorado, and a big park is such a different adventure. After we've soaked up a bit more of the East, we hope to go to Alaska. We spent a number of years in southeast Alaska at Glacier Bay, and fell in love with Alaska — so that's sort of our guiding star and destination. Best wishes and many thanks.

Carol Hasty,
Information Specialist
Shenandoah National Park
Virginia

* (Editor's Note: Nancy is married to Ranger Harold Smith, formerly of Shenandoah. The Smiths transferred to Mesa Verde Jan. 1977.)

To the Editor:

I have just recently been employed with the National Park Service at Mammoth Cave National Park. This area is beautiful, but even better than that is the attitude of the "park people." I have found that the group of people I work around are intelligent, cheerful, and always ready to help.

I am going to like it here.

Carol A. Baker
Clerk-Typist
Mammoth Cave National Park
Kentucky



People on the move



New faces

BELL, Wayne L., Clerk, Blue Ridge Pkwy
BLAIN, Ronnie L., Maintenance Worker, Recreation & Resource Mgmt, NCP
BROWN, Grant E., Janitor, Jefferson NEM NHS
CHAMBERS, Donald K., Laborer, Cabrillo NM
CHAFFEE, Stephen N., Park Technician, Independence NHP
CHENEY, Robert W., Surveying Tech, Surveys Div, DSC
CHIN, Wah Q., Welder, Golden Gate NRA
CORCORAN, Virginia E., Occupational Health Nurse, Kennedy Center Support Group
DERR, Myron Z., Electrician, Harpers Ferry NHP
FLOWERS, Richard W., Park Tech, National Mall, NCP
HALAGER, Thomas, Carpenter, Allegheny District, NCP
KARTAK, Stephen C., Realty Spec, Voyageurs Land Acquisition Office
KELLY, Justine D., Realty Clerk, Voyageurs Land Acquisition Office
LIKODIS, Paul A., Park Tech, National Mall NCP
MEDINA, Merengildo R., Maintenance Worker, Minute Man NHP
OSTER, John F. Jr., Park Tech, National Mall, NCP
RAGOLE, Patrick S., Cartographic Tech, SERO
SCHMIDLI, Janice L., Clerk-Typist, Klamath Falls Group
STANKE, Patricia M., Education Specialist, Park Operations, SERO
SULLIVAN, Michael J., Contract Specialist, General Services, WASO
TANKERSLEY, John T., Park Tech, Independence NHP
TAYLOR, Virgil D., Realty Specialist, Lower Saint Croix Land Acquisition Office
WALKINSHAW, E. J., Civil Engineer, RM/MW Regions Team, DSC
WEBSTER, Brooke, Park Technician, Independence NHP
WHITE, Lorraine D., Sec, NCP

ALMESTICA, Maritza, Clerk-Typist, Statue of Liberty NM
BASS, Oran L. Jr., Wildlife Biologist, Office of Natural Science Studies, Everglades NP
BERBERET, Meri B., Clerk-Typist, Yellowstone NP
BRESSLER, Virginia K., Clerk, Grand Canyon NP
BROCK, John L., Laborer, Cumberland Gap NHP
CALLOWAY, Jimmy, Maintenance Worker, South District, Blue Ridge Pkwy
DELEZENE, Karen M., Realty Clerk, Operations, MWRO
ECTON, Leon G., Maintenance Worker, Piedmont District, NCP
EDGECOMB, Emily J., Park Tech, Rocky Mountain NP
FLAIG, Nola I., Computer Aid, Big Cypress Land Acquisition Office
GOLDBECK, Daniel, Carpentry Worker, Yosemite NP

GRINNELL, Raymond J., Park Tech, Independence NHP
HALL, Ronald L., Electronics Worker, Mount Rainier NP
HEBBLETHWAITE, Theresa A., Staffing Clerk, Administration, PNRO
HILL, Ronald E., Laborer, Olympic NP
HUDSON, Maynard W. Jr., Tree Worker Helper, NCP
INNES, John F., Maintenance Worker, Fort Clatsop NM
IVEY, Tommy L., Tractor Operator, Natchez Trace Pkwy
JOHNSON, Burton E., Maintenance Worker, Piedmont District, NCP
KIME, William E., Maintenance Mechanic, Catocin MP
KENNEDY, Kidd Nelson IV, Dispatcher, Grand Canyon NP
KOSKINSKI, Chesia A., Clerk-Typist, Big Cypress Land Acquisition Office
MITCHELL, Marshall E., Janitor, Harpers Ferry NHP
PERSON, Margaret B., Clerk-Steno, Control & Property Mgmt, PNRO
PFAHNING, Barbara Ann, Clerk-Typist, Redwood NP
SAVAGE, Terry W., Landscape Architect, Assistant Mgr RM/MW Regions TEAM, DSC
SCHAEFFER, James M., Motor Vehicle Operator, Special Events, NCP
SCRIBER, William G., Tree Worker Helper, Tree Group, NCP
SENF, Jean D., Clerk-Typist, Big Cypress Land Acquisition Office
SHABICA, Stephen V., Research Oceanographer, SERO
SMITH, Charles R., Maintenance Worker, South District, Blue Ridge Pkwy
STRICKLAND, Hyla H., Payroll Clerk, Administration, RMRO
URBANICH, Anita K., Clerk-Steno, Colorado NM
WANSER, Linda R., Clerk-Typist Fire Island NS
WILSON, George W., Janitor, Saint Croix NSR

New places

APODACA, Henry N., Construction Rep, NCP Team, DSC, to Same, MA/NA Team, DSC
BABERNITZ, Gail M., Clerk-Steno, Gateway NRA, to Sec, Gateway NRA
BACON, Gilbert, Gardener, Maintenance, NCP, to Same, Park System Mgmt, NCP
BRESSLER, Donald L., Supv Engineer, DSC, to Supv Civil Engineer, DSC Operations
CONGROVE, James S., Construction Rep, RM/MW Regions Team, DSC, to MA/NA Teams, DSC
DEXTER, Joseph W., Maintenance Worker, El Morro NM, to Maintenance Mechanic, Hatteras Island
GARCIA-CURBELO, Luis E., Park Mgr, Statue of Liberty NM, to Same, Appomattox Court House NHP
GERBAUCKAS, Maryanne R., Park Ranger, Acadia NP, to Same, Fire Island NS
GRAEBNER, Michael L., Personnel Officer, Yellowstone NP, to Personnel Staffing Specialist, Personnel, WASO

GRAUL, Herbert G., Admin Officer, Wolf Trap Farm Park, to Park Ranger, Wolf Trap Farm Park
 HOFFMAN, John J., Archeologist, Interag Archeological Services, San Francisco, to Same, Zion NP
 JONES, Elmer F., Gardener, Division of Maintenance, NCP, to Gardener, Park System Mgmt, NCP
 KELLEY, Issac S., Park Tech, Assateague Island NS, to Same, Petersburg NB
 LAYMON, John R., Electrician, Buildings & Utilities, Yosemite NP, to Same, Lake Mead NRA
 McALISTER, Winford L., Procurement Assist, Redwood NP, to Same, Yellowstone NP
 MULLIN, Grant E. Jr., Auto Mechanic, Transportation, NCP, to Equipment Mechanic, Metal Craft
 PASKOWSKY, Michael P., Park Tech, Independence NHP, to Museum Tech, Division Museum Services, HFC
 PILLEY, Edward F. Jr., Public Affairs Spec, Western Region, to Park Ranger, Operations WRO
 ROBERTS, Crawford P., Motor Vehicle Operator, Area I Maintenance, NCP to Same, NCP-EAST
 SAVERING, Terrie R., Park Ranger, Roads & Trails Section, NCP, to Same, NCP-East
 THOMPSON, Vanessa D., Personnel Clerk, MARO, to Same, Independence NHP
 TURELLO, David, Landscape Architect, MA/NA Regions Team, DSC, to Quality Control & Compliance DIVISION, DSC
 WOODWARD, Minerva W., Sec, Land Acquisition Div, WASO to Same, Personnel, WASO

JENKINS, Mary F., Park Tech, Independence NHP, to Supv Park Tech, Thaddeus Kosciuszko NM
 KARISH, John F., Biologist, Zion NP, to Same, Finance, MARO
 KENT, Alan E., Interpretive Projects Mgr, Harpers Ferry Center, Supervisory Park Ranger, Division of Interpretive Planning, HFC
 KITTLEMAN, Earle B., Writer-Editor, Division of Publications, HFC, to Publications Spec, Park System Mgmt, RMRO
 MILTON, Stephen F., Appraiser, Big Cypress Land Acquisition Office, to Same, Land Acquisition Office, SERO
 OTT, Faye P., Park Tech, Bryce Canyon NP, to Admin Clerk, Cedar Breaks NM
 PRATT, Robert H., Realty Specialist, Big Cypress Land Acquisition Office, to Same, Land Acquisition, NARO
 PROMUTICO, Peter A., Admin Officer, Bryce Canyon NP, to General Supply Specialist, Administration, NARO
 SENA, Leroy, Electrical Worker, Yellowstone NP, to Same, Maintenance, Grand Canyon
 THOMPSON, Stanley Y., Maintenance Worker, Tree Group, NCP, to Same, Glen Echo Park, NCP
 TILLMAN, Larry J., Interpretive Program Specialist, HFC, to Interpretive Planner, HFC
 WALKER, Billy J., Heavy Mobile Equipment Mechanic, Mount McKinley NP, to Same, Mesa Verde NP
 WEEMS, Patricia A., Sec, Visitor Services, NCP, to Same, National Visitor Center
 WHITMAN, David L., Park Ranger, George Washington Carver NM, to Same, Everglades NP

MAHONEY, Betty L., Admin Clerk, Moores Creek NMP
 MALONE, Gary M., Laborer, Lake Mead NRA
 McKNIGHT, Eric D., Private, US Park Police
 NAPPER, Jesse E., Messenger, General Services Div, WASO
 PATTERSON, Robert L., Laborer, Independence NHP
 PRESSLEY, Ann C., Voucher Examiner, Administration, SERO
 REID, Mary R., Clerk-Typist, Lassen Volcanic NP
 RUGERS, Michael A., Private, US Park Police
 SEGAL, Nancy H., Personnel Staffing Spec, NCP
 THOMASSON, Edgar R., Cartographic Tech, Big Cypress Land Acquisition Office

BEASLEY, Helen F., Voucher Examiner, Finance, PNRO
 CALEF, John H., Architect, W/PN Regions Team, DSC
 CHAMBERLIN, Edwin N., Assistant Personnel Officer, Yellowstone NP
 DOWLING, Edward J., Museum Tech, Home of FRD NHS
 DUNCAN, Irvin M., Electrical Engineering Tech, Maintenance Division, Yosemite NP
 ELLIOTT, Franklin B., Supv Civil Engineer, Glacier NP
 FINNEGAN, Ann M., EEO Clerk, Harpers Ferry Center
 FRATINO, Lois G., Clerk-Typist, Maintenance Div, Everglades NP
 HOUSE, George W., Private (Plainclothesman), US Park Police
 HUNSAKER, Kenneth, Engineering Equipment Operator, Dinosaur NM
 McPHAUL, William W., Sanitary Officer, Yosemite NP
 PRATT, Marguerite, Clerk-Typist, Big Cypress Land Acquisition Office
 REESE, Jerome, Park Aid, Everglades NP
 SANDERS, William A., Maintenance Worker, George Washington Birthplace NM
 SPARRER, William T., Tractor Operator, Colonial NHP
 VARGAY, June K., Clerk, Natural Science Studies, Everglades NP
 VAUGHAN, John L. Jr., Automotive Mechanic, Branch of Transportation, NCP
 WILLIAMS, Jenny D., Voucher Examiner, PNRO

Out of the traces

BEATTY, Howard Jr., Clerk-Steno, Resource Mgmt & Planning, WRO
 BRITT, Cheri R., Clerk-Typist, Joshua Tree NM
 BROOKS, Joe Ed, Sign Maker, Natchez Trace Pkwy
 COLLINS, Edward Roger, Carpenter Foreman, Park System Mgmt, NCP
 HANNEMAN, Edward H., Clerk-Typist, Fort Vancouver NHS
 HENSLEY, Jonathan E., Janitor, Paradise District, Mount Rainier NP
 JONSON, Junior L., Tractor Operator, Andersonville NHS
 LOVING, Nancy J., Clerk, Interpretation, Grand Canyon NP

BOYD, Colin R., Park Tech, Resource & Recreation Mgmt, NCP, to Fort Dupont, NCP
 BROOKS, Chester L., Park Mgr, MARO, to Supt, Rocky Mountain NP
 DI ROSA, Roger C., Park Aid, Rocky Mountain NP, to Park Tech, Great Sand Dunes NM
 DURING, Kent J., Park Tech, Yosemite NP, to Same, Point Reyes NS
 FINN, Linda L., Park Ranger, Redwood NP, to Same, Cumberland Island NS
 GEORGE, Urano, Maintenance Man, Minute Man NHP, to Maintenance Mechanic Foreman, Acadia NP
 GHIOTO, Paul A., Park Ranger, Chickamauga & Chattanooga NMP, to Same, Horeshoe Bend NMP
 GIVEN, Patrick J., Park Tech, Sagamore Hill NHS to Same, Fort Jefferson NM
 GREENE, Nancy L., Clerk-Typist, Big Cypress Land Acquisition Office, to Park Tech, Blue Ridge Pkwy
 HARTMAN, David C., Maintenance Mechanic Foreman, NCP, to Facility Mgmt Spec, Cape Lookout NS
 HOES, Harrison E., Constructive Rep, RM/MW Regions Team, DSC to Same, W/PN Regions Team, DSC
 HUFFMAN, Gerald D., Tractor Operator, Horticultural Group, NCP to Maintenance Mechanic, Facilities Maintenance Group, NCP
 HUGHES, Timothy O., Tractor Operator, Area II Ground Maintenance, NCP, to Motor Vehicle Operator, Professional Services, NCP
 HUTTON, Marjorie L., Admin Officer, Great Sand Dunes NM To Same, San Juan NHS
 JENKINS, James A., Park Tech, National Mall, NCP, to Same, Recreation & Resource Mgmt, NCP



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Winter in the parks



Acadia NP, Maine.



Yellowstone NP, Wyo.-Mont.-Idaho.

Crater Lake NP, Oreg.



Pictured Rocks NL, Mich.

