

PEOPLE & LAND WATER

September 98 Vol. 5, No. 7

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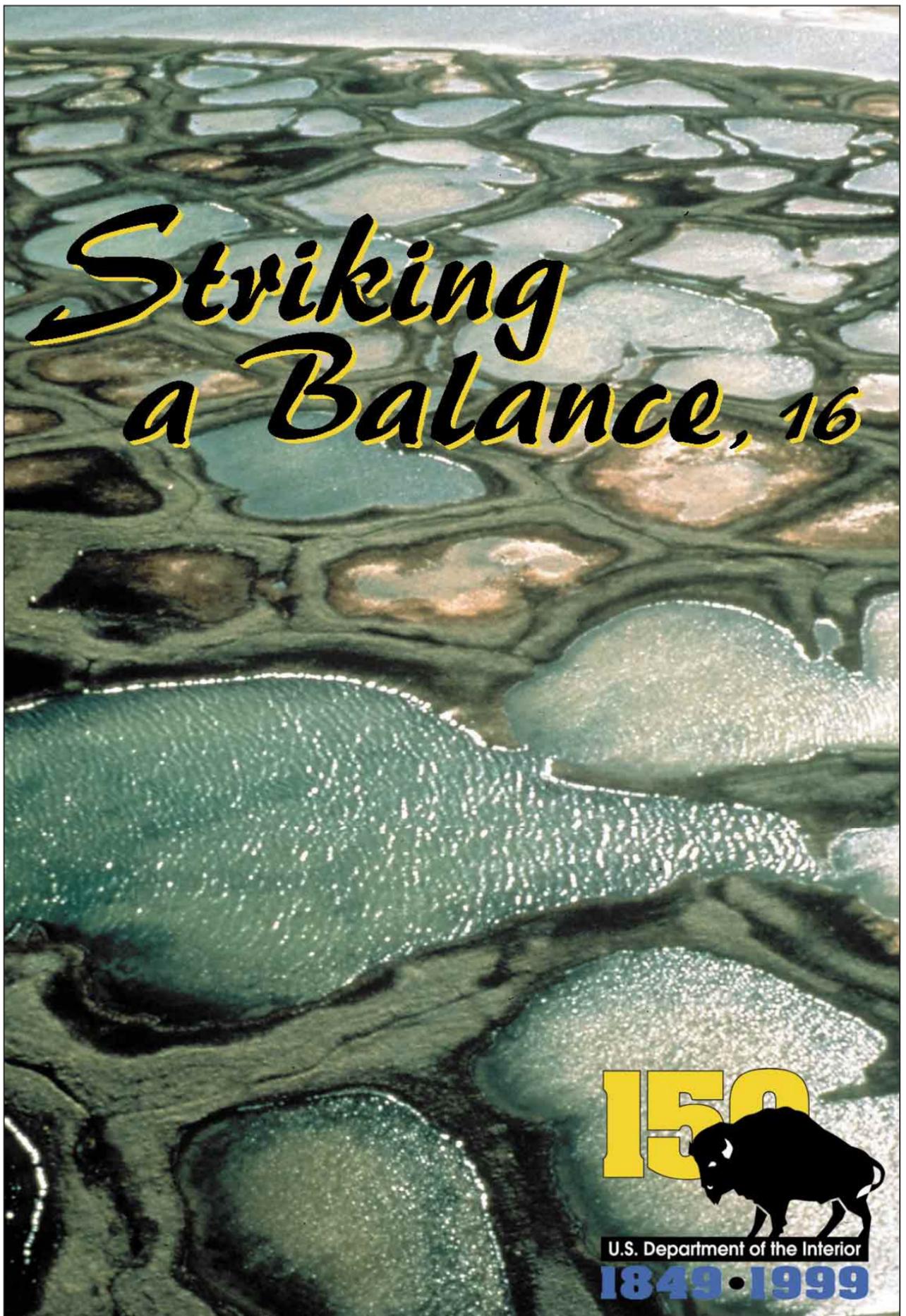
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OFFICE WITHOUT IT!**
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IN MEMORY OF A FRIEND



A U.S. Geological Survey employee and his climbing partners flew the USGS flag from the summit of Mt. Aconcagua, Argentina, on January 16 in memory of their friend and colleague—John Webster. The flag belonged to Webster, a USGS Alaska Branch geologist and avid mountaineer who died accidentally in 1984 while conducting geologic mapping activities in Alaska. At left is Dr. Robert Kayen, a research civil engineer with the Coastal and Marine Geology program at Menlo Park, California. On the right is Dr. Ken Ward, an engineer with Hewlett Packard Corporation in Corvallis, Oregon. The photograph was taken by Dr. John Leibeskind, who also is with Hewlett Packard. The mountaineers reached the peak, which is 22,840 feet or 6,959 meters high, on the seventh day of climbing. Mt. Aconcagua is the highest peak in the western hemisphere.

In Search of Unsung Heroes

Do you know someone whose behind-the-scenes contributions really helped to put a big project over the top? How about someone who is consistently unselfish with his/her time and expertise, always willing to lend a helping hand? They may have gone the extra mile and performed above and beyond normal job duties? Extraordinarily dependable and dedicated? Or provided outstanding service to customers within or outside the Department?

If you do know an Interior employee with some or all of those qualities and abilities, why not nominate the person for the Unsung Hero Award. To celebrate the Department's upcoming 150th anniversary, **John Berry**, the assistant secretary for Policy, Management and Budget, has developed the new award program to recognize these valuable employees.

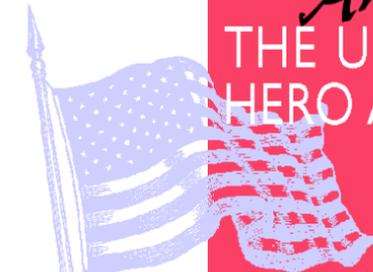
Nominations, which should describe one or more of the qualities, abilities, or accomplishments described above, may be submitted for any Departmental employee by any employee or a group of employees, at anytime through appropriate bureau and office channels.

Nominations should include a one-page citation, describing the nominee's contribution in detail.

Bureaus and offices will conduct employee panels to evaluate and select their nominees. Those selected will receive \$150 and be eligible for consideration for their

THE DEPARTMENT OF THE INTERIOR

Announces
THE UNSUNG HERO AWARD



- ★ Recognizes employees who make important behind-the-scenes contributions to the mission of the Department.
- ★ Any employee can nominate any DOI employee.

RECOGNITION:

- ★ Bureau recipients will receive \$150 and consideration for their bureau's DOI recognition: \$1,849 presented to one unsung hero for each bureau at the Convocation on March 3, 1999.

Don't miss the opportunity to nominate deserving colleagues for the UNSUNG HERO AWARD.

Just complete the nomination form on the reverse of this flyer and send to your servicing personnel office or Beverly Wilson at MS 5241 (MIB).

Questions may be directed to Beverly on 703-787-1432 (beverly.wilson@mms.gov).



Designed by Interior Service Center, Graphics

agency's Departmental Unsung Hero, who will receive \$1,849 at the 150 Anniversary Convocation scheduled for March 3, 1999.

For more information concerning the Unsung Hero Award, contact your servicing personnel office, or **Beverly Wilson** at (703) 787-1432. Or email her at <beverly.wilson@mms.gov> Don't miss this opportunity to recognize your colleagues for this award.



Dennis Tayman, a geophysicist with the Minerals Management Service, traded in his pick and log for hammer and nails when he helped a Habitat for Humanity project as part of a men's ministries group from The Church on the Way in Van Nuys, California. 26



Rudolfo de Castillo helps to restore a doorway arch of a 17th century church in Sonora, Mexico. 7

MEMORIAL FUND FOR RANGER'S CHILDREN



As the investigation into the murder of NPS Ranger **Joseph David Kolodski** continued, the state attorney general weighed evidence to decide whether to seek the death penalty for the man charged with the crime—Jeremiah Locust, 47, of Cherokee, North Carolina. Kolodski, 36, was shot June 21 by a rifle-toting man who had earlier been reported threatening visitors along the Blue Ridge Parkway. Kolodski was the first officer to respond to the call for police assistance.

Kolodski's ashes were spread in Great Smoky Mountains National Park during a private ceremony in early August. He is survived by his wife, also an employee at Great Smoky Mountains National Park, and three young children. A memorial fund has been established for Kolodski's three children and more than \$40,000 has been donated thus far. Cards and/or donations may be sent to the family in care of Friends of the Great Smoky Mountains National Park, 130 West Bruce Street, Suite #1, Sevierville, TN 37862. Those wishing to make contributions should make out their checks to "Friends of the Smokies" and specify that it is in memory of Joseph Kolodski.

Groat Tapped for USGS

Dr. Charles Groat, a distinguished earth science researcher and administrator, has been nominated by President Clinton to head the U.S. Geological Survey. Groat, 58, has 25 years of experience in geological studies, energy and minerals resource assessment, ground-water protection, geomorphic processes and landform evolution in desert areas, and coastal studies.

"Dr. Groat has a fine scientific mind," **Secretary Babbitt** said in lauding Groat's nomination, "and he will bring the Department an impressive array of management, research, and scientific advocacy skills that will make him an invaluable asset and serve all Americans well." Groat currently is associate vice president for Research and Sponsored Projects at the Center for Environmental Resource Management, University of Texas at El Paso. He previously served as director of the center and also was director of the university's Environmental Science and Engineering Ph.D. Program.

Before joining the University of Texas, Dr. Groat served as executive director at the Center for Coastal, Energy, and Environmental Resources, at Louisiana State University, from 1991-95. He was executive director for the American Geological Institute (1990-92), and served

as assistant to the Secretary, Louisiana Department of Natural Resources from 1983-88, administering the Coastal Zone Management Program and Coastal Protection Program.

From 1978-1990, Dr. Groat held positions at Louisiana State University and the Louisiana Department of Natural Resources which included serving as professor for the Department of Geology and Geophysics, and as director and State Geologist for the Louisiana Geological Survey. He also served as associate professor (1976-78) at the University of Texas at Austin, in the Department of Geological Sciences, and as associate director and acting director of the Bureau of Economic Geology.



Dr. Charles Groat

Among his professional affiliations, Groat is a member of the Geological Society of America, American Association for the Advancement of Science, American Geophysical Union, and the American Association of Petroleum Geologists. He has authored and contributed to numerous publications and articles on major issues involving earth resources and the environment. Originally from Westfield, New York, Groat received an A.B. degree in geology from the University of Rochester in 1962, M.S. from the University of Massachusetts in 1967, and Ph.D. in 1970 from the University of Texas at Austin. He is married and has two children.

KUDOS



Socks, 31



Anderson, 27



Shepherd, 18



Cheek, 11



Ewing, 15



Banks, 24

Flight to Freedom – A Mural

Frank Quimby

She defected in Athens, under the shadow of the Acropolis, a classic work of pagan art and universal symbol of the birthplace of democracy. It may have been fitting for an artist seeking freedom of expression, but it wasn't typical.

In 1984 when **Edita Nazaraite** boldly walked up to Greek police and asked for political asylum, the typical defector from the Soviet Union was not a female book illustrator from Lithuania. Even Red Cross officials warned her that her application wasn't strong—there was no persecution, she hadn't been beaten or jailed. But she had thought about it for years; knew what freedom meant to her as an artist; and would not be dissuaded, even when Soviet officials used UN intermediaries to cajole her back.

Nazaraite spent several weeks this past summer at the Main Interior Building in Washington, D.C., painting a mural that interprets the Department's work. It was her first public commission in the United States, a new aspect to her expanding career, another piece to Nazaraite's life as a free artist.

The mural on the north side of the basement across from the gymnasium was commissioned as part of **Assistant Secretary John Berry's** Quality of Life initiative to improve working conditions for employees. In bold acrylic colors and naturalistic symbols that convey energy and enthusiasm, Nazaraite's work brightens up what had been a dreary hallway. But the mural also is allegorical—a product of her costly and difficult quest for what most Americans take as their birthright—the freedom to be what they choose to be.

"In the rigid state-run guild system of the Soviet Union, if you were an illustrator, you illustrated, and couldn't exhibit as a muralist or poet," Nazaraite explained. "But I loved murals since I was a teenager." And she loved poetry and journalism, and wanted to experiment with surrealist and abstract art. She wanted the opportunity to express her art in her way.

Nazaraite spent her first years out of the Soviet Union in Alberta, Canada, where she immediately identified with Native American art. "I found so many similarities between Indian and Lithuania legends," she recalled, describing herself as a pantheist. "Lithuania was the last pagan nation in Europe to be converted to Christianity." Nazaraite also married **John Migala**, a Polish refugee in Canada, and they have a 12-year old daughter, **Christine**.

Nazaraite also wrote and broadcast news for Radio Free Europe and in 1991 came to the United States at the invitation of the Voice of America, where she worked for the Lithuanian Service as a radio broadcaster. But like many federal workers, she was 'downsized' out of that job. Welcome to the American workforce! She received a scholarship to the Corcoran School of Art and graduated this spring with her Bachelor of Fine Arts and a recommendation for the Interior mural. Nazaraite has painted murals at private residences in the Washington area and for stores at Tyson's Corner. She also does portraits. She particularly enjoyed the Interior work because she was given—you guessed it—virtually complete artistic freedom. She thanked Tim Vigotsky, the director of the Interior Service Center, and Mike Cyr, the facilities manager, for their trust and support.



Edita Nazaraite, shown working on her mural in the basement of the Main Interior Building, can be reached at (703) 204-2784. Photos by T. J. Ravas, ISC Graphics intern.

Nazaraite believes that art is not meant to frighten, shock, or answer philosophic questions. "Art should bring happiness and joy because life is hard and we all need help." She hesitates to express opinions about the United States, but has a unique perspective. "Some refugees get caught up with big cars, big houses. They ask me why I haven't gotten on more in such a rich country," she said. "Money was not the point. I paid a high price to leave my homeland and family, to paint and write. I wanted to use that painfully gained freedom to enrich myself intellectually because I have those values."

To those who think America has an excess of freedom that leads to the fatal violence we witness in schools, parks, and the Capitol, she gently responds: "Violence happens everywhere, even in countries run by authoritarian governments. You may not hear about it in closed regimes, but that is because of a lack of freedom. Violence has more to do with human nature than the structure of societies. The problem can be solved by educating people not to resort to violence to solve problems. Our generation won't see it, and maybe not the next. But perhaps the one after that will break the cycle of violence and make a heaven on earth. The Earth deserves that."

DETERMINATION – SPELL IT DOUGLAS, JAY

Jay Douglas, a senior leasing specialist with the Bureau of Land Management, won a Gold Medal in wrestling at the 1998 Gay Games in Amsterdam. But I'm getting ahead of myself. Why the 25-year Interior veteran accomplished that feat is the real story.

Though he had wrestled competitively in high school and at the University of Virginia, he hadn't been active in the sport since then. But his experience at the 1994 Gay Games in New York City, where he also won a gold, lit a fire in him. As the 1998 games approached, he decided to enter the competition, vowing to return with the gold.

But his quest soon became a personal struggle with potentially fatal consequences. Jay has been HIV positive for the past 15 years, a condition he candidly tells his co-workers about. As president of Interior's GLOBE, the organization of Gay, Lesbian, or Bisexual Employees, he has worked to build understanding, encourage diversity, and fight discrimination based on sexual orientation.

To keep the virus under control, Douglas used several medicines and the 'cocktail' had worked to keep him healthy. "But about a year ago, the virus broke through," he said. "The medication stopped working and I stopped taking it." But he didn't give up his golden dream. "I was about to begin training, but wasn't sure if I should continue," he explained, describing the symptoms as "similar to a low grade flu, a little tired, sometimes weak, but not really down."

At 48, Douglas wasn't sure if he could complete the tough physical regimen, but decided to push himself despite his condition. As part of his training schedule, he ran 60 flights of stairs a day for physical conditioning. He also found a sparing partner to work out with, but the wrestler was 40 pounds heavier than Douglas. During a practice session, he landed on Douglas' ribs, cracking a couple of them. That put an end to sharpening his mat techniques but Douglas continued with the punishing physical conditioning.

When the time came for the flight to Amsterdam, the Netherlands, where the games were being held, Douglas wasn't sure he would be able to accomplish much in competition. But he at least wanted to be there for the Opening Ceremony, so he bought a ticket on the last flight from Ronald Reagan National Airport that would arrive in Amsterdam in time. As he waited in the boarding area, he let the line of passengers go through. But when he tried to board, he was told the door to the aircraft was closed. "It was a helpless, frightening feeling, watching the aircraft leave and not being able



Jay Douglas wears his wrestling gold medal from the 1998 Gay Games in Amsterdam. The symbols on the medal are a tulip, representing the Netherlands, and a triangle, representing the pink triangle that was used in Nazi Germany to identify gays, who were forced to wear the insignia.

to stop it," he recalled. "But 24 hours later, I was on the next flight to Amsterdam, and arrived at 7 a.m. the day of the wrestling competition."

He went straight to the University of Amsterdam Sport Center, where the wrestlers were weighing in and joined the line. An hour later, he faced his first opponent. To his surprise, the games used international tournament rules—all eight wrestlers in his weight class (85 kilo) had to wrestle each other. Without having slept for almost a day and full of jet lag, Douglas fought seven matches in seven hours with U.S., Canadian, and Australian wrestlers.

He won his first six matches by either pinning his opponent or by Tech Fall (10 points or more). But the match for the gold was a different story. Having seen his bigger opponent, an Australian champion, wrestle earlier, Douglas wasn't at all sure that he could win. "I thought I had better technical skills, but he was strong and determined," Douglas recalled. "It was the hardest match of my life.

Several athletes told me it was the best match of the tournament. Every point was a struggle and we were exhausted at the end." Douglas won, 8 to 5. "I've never felt so focused and determined," he said. "Having come all that way, having been through so much, so many obstacles, I wasn't going to return without the gold medal."

For the remainder of the eight-day event (Aug. 1-8), Douglas enjoyed the games, the city of Amsterdam, and the openness and warmth of his Dutch hosts. The first Gay Games held outside the United States drew more than 14,000 athletes and 200,000 people. (The next games will be in Sydney, Australia in 2002.) The Dutch welcomed the games not only as a sporting event, but also as a cultural event, Douglas said. The mayor of Amsterdam opened and closed the games, which were broadcast live on national television. There were posters, signs, banners, shows, plays, and movies throughout the city, celebrating the athletes. "I was struck with the feeling that Amsterdam was a different city with a different way of looking at people who are different," Douglas said. "The Dutch were open, friendly, and treated us as if we were old friends. Thousands of them, including teenagers, helped out at the games."

Back at work, Douglas is focusing his energies and determination on helping to develop the oil, gas, and geo-thermal component of the Automated Land and Minerals Record System, a half billion dollar project that is developing what will be the world's largest database. And as he continues to wrestle with HIV, Douglas is trying to keep a positive outlook, open himself to new experiences and activities, and enjoy life as much as possible

TOWARD A SUSTAINABLE ENVIRONMENT

Annual Interior Conference to Focus on Technology & Solutions

The Department's 1999 Conference on the Environment will provide a forum for Interior employees from all bureaus and offices to address their environmental concerns and share their experiences and solutions.

With the theme of *Toward a Sustainable Environment—Learning from Our Successes*, the three-day get-together offers an opportunity to share ideas on technology for sustainability, prevention of pollution, cleanup of contaminated sites, and natural resource damage assessment and restoration.

The conference, set for April 6-8 in Denver, Colorado, is sponsored by the Office of Environmental Policy and Compliance and hosted by the Bureau of Reclamation. Concurrent sessions will be held for technical presentation, training, and educational field trips. Poster sessions and exhibitions are also scheduled. To ensure that the conference presents information and technology that will be comprehensive and worthwhile, Department-wide participation is necessary. Individuals from ALL bureaus and offices are encouraged to participate.

CALL FOR ABSTRACTS

Abstracts, which can be submitted for either the technical presentation sessions or the poster sessions, should be no more than 350 words (one page) and are due no later than Oct. 15, 1998. Authors of abstracts selected for the conference should be notified by Dec. 15, 1998. The abstract(s) must include: the title of the paper, each author's name, author's agency address, telephone number, FAX number, and email addresses.

CONFERENCE CONTACTS

If you have any questions regarding the conference, please go first to the Office of Environmental Policy and Compliance website at <http://www.doi.gov/oepe/>. If you have further questions, contact **Erin Quinn** at (303) 445-2709 or your agency representative listed below:

BIA: Dan Thayer, (202) 208-3606	OSM: John Craynon, (202) 208-2866
BIA: Jerry Gidner, (202) 208-5696	OSM: Sam Bae, (202) 208-2633
BLM: Mike Kirby, (303) 236-6491	SOL: John Bezdek, (202) 208-5359
BLM: Barbara Morris, (202) 208-5060	USGS: Don Minnich, (703) 648-6827
BOR: Max Haegele, (303) 445-2801	OS/POB: Robert Baldauf, (202) 208-3289
BOR: George Taylor, (303) 445-2214	OS/PEP: Jim Ortiz, (202) 208-7553
FWS: V.A. Sridhar, (303) 987-6821	OS/PEP: Ken Naser, (202) 208-3901
MMS: Larry Roberts, (703) 787-1717	OS/PEP: Bob Wilson, (202) 208-7556
NPS: Fred Sturniolo, (202) 565-1258	BOR: Marlene Johnson, (303) 445-2117

Please indicate who will present the paper. The preferred method for receiving abstracts is a WordPerfect or Microsoft Word document attached to an email message.

Please send your presentation abstract(s) to:
James Ortiz <james_ortiz@ios.doi.gov>
Office of Environmental Policy & Compliance
Mail Stop 2340, 1849 C Street, NW
Washington, DC 20240
(202) 208-7553 Voice; (202) 208-6970 FAX

Please send your poster abstract(s) to:
Don Minnich <don_minnich@usgs.gov>
U.S. Geological Survey, Environmental
Affairs Program-WRD MS 423,
National Center, Reston, VA 20192
(703) 648-6826 Voice; (703) 648-4530 FAX



SUGGESTED TOPICS OF INTEREST

Solid and Hazardous Materials Management: Risk Assessment; Government Performance and Results Act; Environmental Partnership Initiatives.

Site Assessment and Characterization: Interior Responsibilities and Compliance-RCRA, CERCLA; Military Base Closures, Formerly Used Defense Sites, and Unexploded Ordnance; Successful Environmental Technologies; Remediation and Pollution Prevention Technology; Compliance Coordination Effort; Environmental Auditing.

National Environmental Policy Act: Water, Land, or Air Issues; Ecosystems Management; Council on Environmental Quality; General Management Plans.

Environmental Justice: Brownfields, Site Locations, etc.

Natural Resource Damage Assessment and Restoration: NRDA Fundamentals; Regulatory Status; Integration with HAZMAT-Remediation; Restoration; Departmental Guidance; Trustee-Potentially Responsible Parties-Interface Funding; NRDA-OPA; Economic Methodologies; NRDA Computer Models (e.g., Type A); Alternatives to Damage Assessment; Case Studies.

Other Related Topics: Responsibilities to Tribes\Native Villages; Sustainability; Natural Resource Management; Sustainable Facility Operations; Contracting; Techniques, Methods, and Costs; Interior In-House Capabilities\Opportunities for Partnerships; Interagency Agreements, Reimbursable Support Agreements, Memoranda Of Understanding; Case Studies-What's Your Experience?

USGS GROUP WORKS TO IMPROVE DIVERSITY

RESTON, Virginia—The USGS Geologic Division has established the first advisory committee of its kind to help the career development of ethnic minority employees.

The Ethnic Minority Advisory Committee is made up of minority employees from throughout the division who were selected by fellow minority employees. The group helps Chief Geologist **Patrick Leahy** to promote equitable representation of ethnic minorities in the division at all levels and classifications by using fair and well-defined recruiting and hiring practices.

The division-level committee promotes open communication with managers to enhance sensitivity and bring different perspectives to problem-solving and decision-making. It also serves as a mechanism to increase cultural awareness for division employees. The objectives are to encourage managers to use the group as a resource and, in turn, to strengthen the division and the organization from within.

The committee has 12 members. Nine are elected from USGS's three geographical regions (three members from each); the other three are elected at large from the field centers. All employee categories—administrative/clerical, technical, and scientific—are represented. National meetings are held biannually. At the most recent one—July 6-10 in Reston, Virginia—committee members met with representatives of the Human Resources and Equal Opportunity Offices, Chief Geologist Leahy, and **David Montoya**, the deputy assistant secretary for Workforce Diversity.

The committee's work plan for fiscal year 1999 focuses on communication and program support. The group applauds the efforts of Chief Geologist Leahy to address diversity and ethnic minority employee issues through the committee and aims to develop more



Members of the USGS Geologic Division's Ethnic Minority Advisory Committee meet with David Montoya, Interior's deputy assistant secretary for Workforce Diversity. From left are Kevin Bacon, Ivette Torres, Eric Jordan, Frank Tuesdell, Maria Montour, David Montoya, and Quenton Smith-Costello.

efficient and timely communication with him on human resources issues. The objective is to more effectively take advantage of job and training opportunities in the division.

The committee will continue to support and use programs that have proven to be successful in recruiting minority employees and improving their career potential. Those include the Diversity Intern Program, Minority Participation in Earth Sciences Program, and Upward Mobility Program. These initiatives help to train and advance ethnic minority employees and prepare eligible employees for rotational management positions. The goal is to develop their qualifications for managerial roles.

Though meaningful change takes time, the committee has had several successes and is optimistic about the future. Direct communication was established with the chief geologist on issues concerning the ethnic minority community. The group helped the division to participate in the Interior Minority Intern Program (now called the Diversity Intern Program) and six of these interns were employed this year.

Other efforts integrated ethnic minority employees from the former Bureau of Mines into the committee and increased the use of the developmental leadership programs. Several ethnic minority employees have been selected to take leadership training. And thanks to the committee, division-wide diversity training will be conducted in fiscal year 1999. For more information on the Ethnic Minority Advisory Committee, visit <http://geology.usgs.gov/usgs/emac>

MANAGERS ACCOUNTABLE FOR DIVERSITY

The question employees most frequently ask about the Department's Strategic Plan for Improving Diversity is how bureaus are held accountable for accomplishing the plan's five goals. Managers are held accountable through their performance standards, which are required to include a diversity element. Interior has published a definition of the measures to be used for this element.

But who holds the bureau directors accountable? The answer can be found in the plan. Each quarter, the bureau directors meet with **John Berry**, the assistant secretary for Policy, Management and Budget, who is assisted by **David Montoya**, the deputy assistant secretary for Workforce Diversity, and **Mari R. Barr**, the deputy assistant secretary for Human Resources. The directors provide this review team with progress

reports on how they are carrying out their bureau-specific diversity plans, including charts that reflect changes from the previous quarter and summaries of their best practices and notable accomplishments. These activities are reviewed closely, and the plans are adjusted as needed.

For the last quarterly review, Assistant Secretary Berry suggested a fresh approach. All of the bureau directors met together, reviewed the comparative progress of each bureau, and shared their most effective efforts. This approach was so successful that Berry decided to alternate between the combined meetings and the one-on-one meetings in the future. The next meeting in October—the end-of-year review—will provide reports on the progress of carrying out the Strategic Plan for all of FY1998.



INDIAN CRAFT SHOP MARKS 60TH YEAR

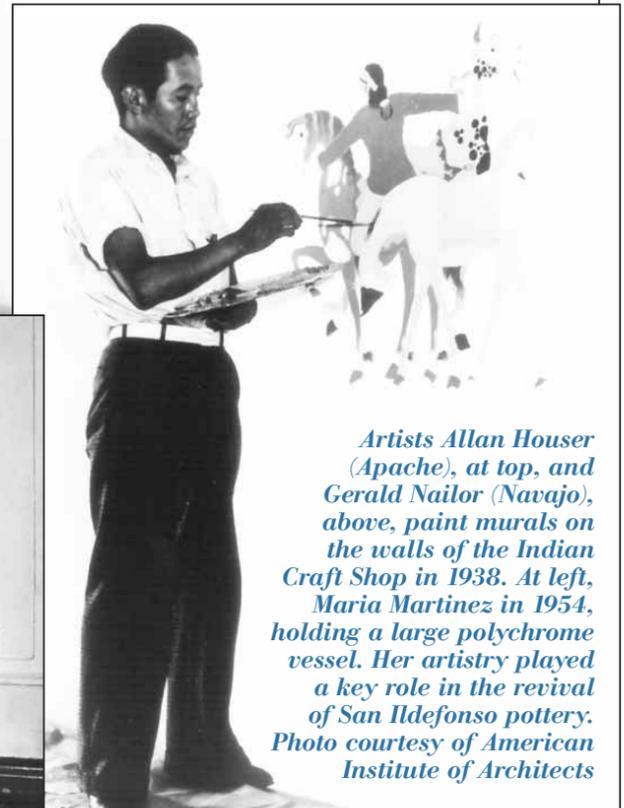
The Indian Craft Shop will mark its 60th Anniversary this fall with a commemorative program focusing on the importance of Native American arts surviving through the generations. Entitled *It's All Relative*, the presentations and exhibits will pay tribute to American Indian families that have been working to continue tribal craft and artistic traditions.

The program will highlight families that represent different tribal areas in the United States, including works from the Edaakie and Leekya families (Zuni Pueblo), the Hank family (Yupik), the Barnes family (Passamaquoddy), the Neptune family (Penobscot), the Joe and Emerson families (Navajo), the Espinosa family (Oglala Lakota), and the Redcloud family (Oglala Lakota).

Special guests include **Barbara Gonzales**, the great-granddaughter of **Maria Martinez**, and Barbara's son, **Cavan**. Maria Martinez was world renowned for her pottery and for reviving San Ildefonso blackware in the 1930s. The Indian Craft Shop began showing Maria's work in the late 1930s when her pots sold for less than \$5. The rare pieces of her work that surface on the market today bring many thousands of dollars!

Pottery from four living generations of this well-known family will be displayed during the commemoration, and Barbara and Cavan will demonstrate and discuss their techniques and artistry. Also present will be **Lyndon Tsosie**, and his daughter **Jasmine**, guest artists who represent an emerging artist family. Lyndon has been making jewelry for fewer than ten years and recently gained recognition for his work. He has been teaching Jasmine the art of lapidary and at the young age of nine, she shows great creativity and promise.

Other guest artist families that will be present for the show include **Betty Emerson** and her sons **Anthony Chee** and **Travis**, and her grandson **Zachery**, representing painting and clay work mediums. **Angela Barnes** and her son **Gerald** will exhibit traditional Passamaquoddy basketry. **Stan Neptune** and his son **Jo 'Hugga' Dana** will demonstrate the making of traditional Penobscot root clubs and discuss the history of this art form. **Al** and **Larry Joe**, two talented Navajo silversmiths, will be present as well.



Artists **Allan Houser** (Apache), at top, and **Gerald Nailor** (Navajo), above, paint murals on the walls of the Indian Craft Shop in 1938. At left, **Maria Martinez** in 1954, holding a large polychrome vessel. Her artistry played a key role in the revival of San Ildefonso pottery. Photo courtesy of American Institute of Architects

LOOKING BACK September 2, 1938

It's All Relative

60TH ANNIVERSARY CELEBRATION OF
CONTINUING THE TRADITIONS OF THE ARTS
September 16-25
Artist Demonstrations
September 16-18

THE HORSE AS DEPICTED IN INDIAN ART October 13-23
Show Opening/Artist Visits
October 13-15

INNOVATORS OF THE SOUTHWEST
with Guest Artists **Charles and Donnie Supplee** (Hopi Pueblo)
November 20-24 *

THE ARTS OF ALASKA November 9-30

ARTS OF THE ZUNI PUEBLO December 8-11

The Indian Craft Shop is open Monday-Friday,
8:30 a.m. to 4:30 p.m. (closed on Federal holidays)
and extends late hours for events and shows.
Artist bios and show details are available
in the shop's September newsletter

* Show dates are tentative.
Please call to confirm.

"An Indian Arts and Crafts Room, for the display and sale of American Indian handicraft, will soon be opened in the new Department of the Interior Building in Washington, DC," Secretary of the Interior **Harold L. Ickes** announced today.

It is tempting to wonder if Mr. Ickes, in his memorandum to the press of September 2, 1938 had any inkling that one day The Indian Craft Shop would stand as one of the finest small treasures in the nation's capital.

The Secretary's initiative was fueled in part by Mrs. Ickes' interest in Native American affairs and art, recalled Secretary Babbitt in marking the 60th Anniversary. "Secretary Ickes also believed there was a need to showcase and support the work of Native American artists in the nation's capital. We are privileged to have the Indian Craft Shop continue that mission for today's Indian artists. Their devotion to the arts is keeping their culture alive through creative mediums, enriching their own lives as well as those of the world," Babbitt said.

The shop is still housed in its original location and adorned by the priceless murals of Apache artist **Allan Houser** and Navajo artist **Gerald Nailor**. Those murals are still illuminated by the original tin and wrought iron sconces, under the original mission style arched and beamed ceiling. And the shop still functions as a source of both American Indian arts and crafts and information on Native American artists and craftsmen.

Letters and communications from those early days provide insight into what it must have been like to establish such a unique project in Washington, which was then a conservative southern town. The initiative was a collaborative effort by the Bureau of Indian Affairs, the Indian Arts and Crafts Board, the National Park Service, and the Recreation Association. The Welfare and Recreation Association of Public Buildings and Grounds, now known as Guest Services, Inc.,

was selected to manage the shop because of its expertise in the operation of a craft shop at the Department of Commerce. "The design for wall treatment and furnishing was worked out by the planning experts of the National Park Service," Secretary Ickes' press memorandum reported. "All expenses of decoration and furnishings, including those of the Indian artists, are being borne by the Welfare Association."

Along with the attention to design, stringent guidelines were established for acquiring the art. That guidance mandated that the shop set about finding sources for truly authentic Indian crafts, which meant items that were hand-crafted by Native Americans legally affiliated with their tribes in the continental United States and Alaska. Shop records from June 1938, for example, list of new contacts including Maria and Julian Martinez—"responsible and reliable Indians trading in pottery." And the rest, as they say, is history. These high standards have continued through the decades.

The shop promotes current Indian artists from more than 40 tribal groups. Offering quality and authenticity, the shop works continually to increase public awareness and appreciation of Native American art. It is a 'touchable museum' where there is the option to buy items or to simply learn from the objects on display.

CORRECTION In the July/August issue's page 7 story "Down River," it was incorrectly stated that "It is the power from Hoover Dam that makes Las Vegas twinkle at night. Most of Hoover's power goes to outlying farm districts in southern Nevada. Las Vegas receives most of its power from fossil fuel plants. PLW regrets the error."



PEOPLE, LAND & WATER

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IPM: Cutting Pesticide Use in National Parks

James Akerson, Shenandoah National Park Ecologist

SHENANDOAH NP, West Virginia—An agreement between Shenandoah National Park and its major concessionaire will mean a major reduction in the use of chemical pesticides to control insects and rodents in park buildings.

The agreement with ARAMARK Sports & Entertainment, Inc., calls for managing nuisance pests by using integrated pest management (IPM) techniques at guest facilities. ARAMARK operates the park's restaurants, lodges, cabins, and stable. IPM is effective for any pest, whether insect, animal, or plant.

"Park and concession staff have worked diligently to complete this plan," Superintendent **Douglas K. Morris** said at the May 26 signing. "It's taken us quite a while to finalize, but we can celebrate the fact that during the negotiations and planning, all parties began practicing IPM methods. We know the procedures work, we can live with their rigor, and we're already operating at full speed."

Mike Slowinski, the regional general manager for ARAMARK, is especially proud to implement IPM methods at the park because it represents a staff-wide approach to pest management. "It really helps to get everyone on board," he pointed out.

Unlike many government initiatives that come and go with changing administrations, IPM has lasted through the years because it is effective and helps reduce the need for chemical pesticides. IPM was formally instituted as the way of conducting pest management on federal properties by a 1979 Presidential Order.

This is how it works: When a new pest is recognized, a rapid survey is conducted to determine its presence and impacts. A plan of action is established: how many of the creatures can be tolerated before something must be done to minimize the impacts on the park's resources? Zero tolerance for some pests is unrealistic and excessively expensive. But where public health or resource damage is at stake, this approach may be needed.



Attending the signing ceremony for the ARAMARK Integrated Pest Management Plan were, from left, Mike Slowinski, ARAMARK regional general manager, Karl King, president of Results Integrated Pest Management, Douglas K. Morris, superintendent of Shenandoah National Park, Robbie Brockwehl, the park's concessions specialist, and James Akerson, resources planning chief at Shenandoah.

managers and staff to product deliverers, that we're all part of the answer to reduce pest complaints," Slowinski explained. "Because most of our accommodations open to the outside, closing the door behind us, even when we know we'll be coming right back out, is essential in reducing pest entry."

Several direct methods also are available. Fixing broken windows and door jams, and plugging the gaps in siding and fascia are essential in keeping insects and rodents out

of buildings. A common house mouse can squeeze under a quarter-inch opening. Yet simple maintenance tasks can stop pests from entering buildings. Typical direct controls, such as using traps and pesticides, are allowed under an integrated pest management approach, but with the other controls and sanitation at work, the amount of chemicals used in the park is vastly reduced.

Indirect methods are often the best. The old adage an ounce of prevention is worth a pound of cure is still true. Sanitation and cleaning go a long way toward warding off insect and rodent invasions. Modifying human behavior is the key to these indirect techniques. "If guests leave food out in the rooms, we'll get pest complaints within a day," said Slowinski, "so part of our program is to make sure guests understand the implications."

"Similarly, we're trying to create an awareness, from site



Above, a Coast Guard Albatross seaplane is lifted from a barge that ferried it, along with a Navy P-2 Neptune, to a new exhibit site at Floyd Bennett Field. At right, volunteers from Historic Aviation Restoration Projects (HARP), with help from NPS and the National Guard's 101st Cavalry, prepare an A-4 Skyhawk to be moved to the Hangar Row museum. A founder of HARP is Arnie 'Mig' Migliaccio, a Brooklyn native and World War II veteran. Photos by Roger Scott



AIRCRAFT 'SAIL' INTO HISTORY

Roger Scott

BROOKLYN, New York—With engines silent and seats empty, a pair of 1950s era airplanes 'sailed' back to their home base here decades after their departure. The return of the planes to Gateway National Recreation Area's Floyd Bennett Field was not due to a mix-up over the Bermuda Triangle. They are on long-term loan from the Intrepid Sea, Air & Space Museum in New York City.

Both planes, an amphibious Coast Guard Albatross and a Navy P-2 Neptune submarine chaser, had been assigned to Floyd Bennett Field during their active duty lives. Obsolete by the time the Naval Air Station closed at Floyd Bennett Field in the 1970s, the two planes have since served as display aircraft at the Intrepid museum. Their homecoming was a gift for future generations of Gateway visitors who will enjoy a new aviation exhibit at the historic airfield.

Because of traffic limitations and the availability of waterborne access to the park, the planes were barged from the Intrepid Sea, Air & Space Museum, which is based on a World War II aircraft carrier in the Hudson River in upper Manhattan. The trip through New York Harbor and past Coney Island took about four hours and ended at the Coast Guard seaplane ramp at Floyd Bennett Field on Jamaica Bay. A crane moved the planes from the barge to the tarmac. They were then towed across the airfield to Hangar Row, a series of historic hangars next to the visitor center in the old control tower and terminal.

These valuable additions now join a collection of seven other aircraft already on display, including a PBY Catalina, C-47 Gooney Bird, A-4 Skyhawk, an H-3 Pelican helicopter, and a Grumman Goose. The planes are maintained and restored by a group of park service volunteers—The Historic Aviation Restoration Project. The collection reflects the types of aircraft that flew out of Floyd Bennett Field from the 1930s until the early 1970s.

of buildings. A common house mouse can squeeze under a quarter-inch opening. Yet simple maintenance tasks can stop pests from entering buildings. Typical direct controls, such as using traps and pesticides, are allowed under an integrated pest management approach, but with the other controls and sanitation at work, the amount of chemicals used in the park is vastly reduced.

In the midst of forest land, the presence of insects and mammals can present a formidable challenge to pest management efforts. Even the word 'pest' needs clarification and proper perspective in that setting. The NPS mission is to preserve the parks natural and cultural resources while facilitating their public enjoyment. What may be a pest in a guest room or restaurant kitchen, may also be a normal and natural part of the environment out in the park.

"IPM is really the only way to manage insects and rodents in such a setting," said **Karl King**, ARAMARK's contractor and owner of Results Integrated Pest Management. "There isn't enough pesticide in the world to keep out ants, if we create a situation that attracts them. The days of 'point-and-squirt' are on the way out. IPM really works, even in the wilds of Shenandoah National Park."

The Shenandoah agreement represents a step toward greater interest and acceptance of IPM by the guest management industry, and that helps to advance the goal of reducing the use of chemical pesticides throughout the national parks. More than 660 concessionaires operate in 133 NPS units. Many parks already use IPM in their own maintenance and operations.

The pact is a victory for the environment and the pocket book and officials would like to see similar initiatives adopted by other NPS concessionaires.

Environmental Contaminants Encyclopedia

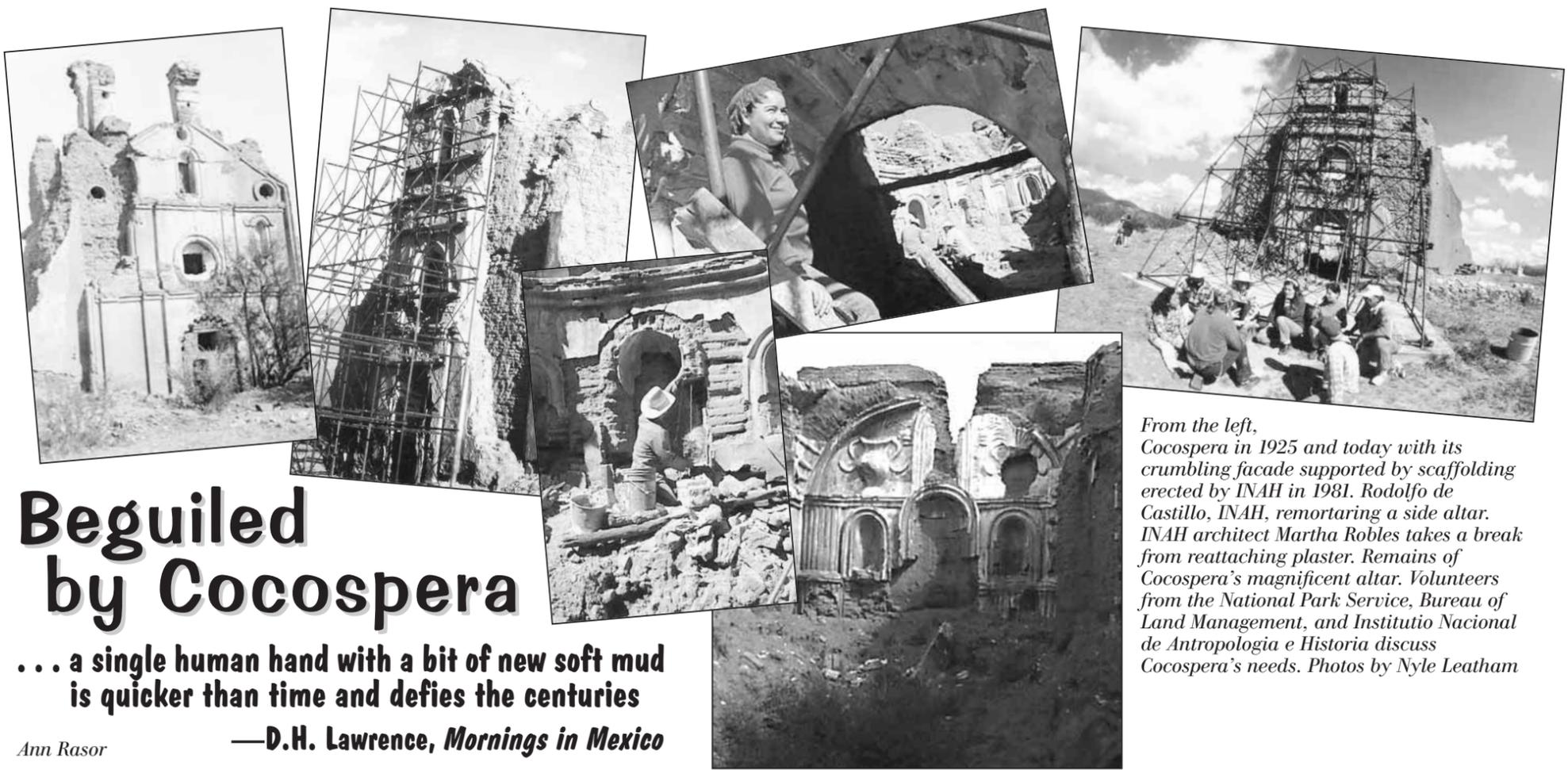
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Address: <http://www.aqd.nps.gov/toxic>

Roy Irwin of the National Park Service has compiled an Environmental Contaminants Encyclopedia that summarizes environmental information on 118 toxic elements, compounds, and products. The subjects include common petroleum products and compounds, metals, cyanide, and solvents such as trichloroethylene. The encyclopedia is online at <http://www.aqd.nps.gov/toxic>

The difficulty of quickly finding environmental toxicology benchmarks and general information inspired Irwin to begin the project. Environmental toxicology is a rapidly expanding field with a marked increase in recent years of new journal articles and computer databases providing information on the effects of thousands of chemical compounds on fish and other aquatic life.

This proliferation of new information makes it difficult for the individual who is supposed to be an 'expert' on contaminants to keep up with the current state of knowledge. Often there is a need to determine whether or not concentrations of contaminants found in mediums (water, sediments, soils, tissues, etc.) are at 'safe' or negligible levels. Other times there's a need to find synonyms, or which organisms are at risk, or which contaminants are associated with the type of facility. Irwin is at roy_irwin@nps.gov



Beguiled by Cocospera

... a single human hand with a bit of new soft mud is quicker than time and defies the centuries

—D.H. Lawrence, *Mornings in Mexico*

Ann Rasor

SONORA, Mexico—No one who looks upon *Cocospera* can forget her. At first glance you think she's gone. But when you get to know her, you realize that—even though she is crumbling—her heart and soul still beat within. She wants to tell you her story.

Nuestra Senora del Pilar y Santiago de Cocospera, a church that was first built in the late 17th century, still guards its namesake valley about 40 miles west of Imuris, Sonora, Mexico and just 35 miles (as the crow flies) from the international border. It served nobly as one of the Kino mission chain until the mid-19th century. Today, the roof is gone, the facade broken and leaning, but the interior still teases with hints of the gilded and painted designs and elaborate plaster work that set her apart from her neighboring missions.

Can something be done to help her? was the question put forth during an International Earthen Architecture Conference sponsored by the National Park Service and the *Instituto Nacional de Antropología e Historia* (INAH) last September. Preservation experts, restorers, and archeologists from thirteen organizations and agencies on both sides of the border participated. And many of them agree to return for a week to help *Cocospera* survive.

Building on contacts established from years of work on preservation projects in Mexico, **David Yubeta**, exhibit specialist at Tumacacori National Historical Park, organized the project in record time. With INAH's blessing and support from the Southwest Mission Research Center in Tucson, Arizona and the NPS's Mexican Affairs Office, an exceptional group assembled at *Cocospera* on March 16.

THE GOOD HANDS TEAM

Along with **Pat Taylor**, of Cornerstones Community Partnerships, Mesilla, New Mexico, the NPS was represented by several preservation specialists: **David Yubeta**, from Tumacacori National Historical Park, Arizona; **Raymond Monclovia**, White Sands National Monument, New Mexico; **Mike Schneegas** and **Sam Chavez**, Salinas Pueblo Missions National Monument, New Mexico; and **Dabney Ford**, **Earl Johnson**, **Lewis Murphy**, **James Yazzie**, **Chee Mitchell**, and **Leo Chiquito**, Chaco Culture National Historical Park, New Mexico.

Their work involved lessening the severe erosion of the church's massive adobe walls. Fortunately, more than 100 pieces of original wood remain in the structure and the Chaco crew carefully obtained more than 30 samples for the tree ring laboratory of the University of Arizona to date and analyze. Surveying and mapping sites on three river terraces were archeologists **Mary Farrell**, **Kathi Makansi**, **Bill Gillespie**, and **Kris Condos**, from the U.S. Forest Service, Coronado National Forest, Arizona; and **Ailene LaForge**, from the Bureau of Land Management, Lake Havasu Field Office, Arizona. They were assisted by **Kris** and **Stephanie Wooley**, of the Southwest Archeology Team. Among their discoveries were the mission's lime and brick kilns.

The fascinating architecture and the complex Jesuit and Franciscan building sequences peaked the interest of **Jim Garrison**, an architect and Arizona State historic preservation officer, and **Jake Ivey**, NPS historical archeologist. Southwest Mission Research Center members **Nick Bleser** and **Birdie Stabel** assisted Jake Ivey and his wife **Lee Goodwin** in sorting and identifying the thousands of pieces of fallen church plaster. **Nyle Leatham**, professional photographer, contributed a complete photo documentation of the project, while **Ailene LaForge** carefully photographed and mapped the church walls and provided a registry of the work that was accomplished.

Maestro E. Ramon Hinostroza, director of INAH, and his staff provided daily project support. Architect **Adolfo Garcia Robles** facilitated each day's work and served as official recorder for the project. Architect **Rutilia Amigon** served as consultant for the actual preservation work. Restorers and architects **Martha Robles**, **Haydee Orea**, **Renata Schnieder**, and **Rodolfo de Castillo** spent the week laboriously reattaching sections of the remaining church plasters and conserving loose plaster. Archeologist **Cesar Quijada** led the archeological survey team. The openness of these professionals to ideas and their generosity in allowing foreign hands to touch this significant national treasure cannot be over emphasized.

From the left, *Cocospera* in 1925 and today with its crumbling facade supported by scaffolding erected by INAH in 1981. Rodolfo de Castillo, INAH, remortaring a side altar. INAH architect Martha Robles takes a break from reattaching plaster. Remains of *Cocospera*'s magnificent altar. Volunteers from the National Park Service, Bureau of Land Management, and Instituto Nacional de Antropología e Historia discuss *Cocospera*'s needs. Photos by Nyle Leatham

The team had only three days on a site that needs three years of work! The main objective was emergency stabilization along with developing a strategic plan for preservation. The multi-disciplinary team provided a complete package of research and hands-on preservation specialties.

An archeological survey, tree-ring dating, construction history, plaster restoration, as well as emergency stabilization were all accomplished within 36 hours!

And *Cocospera*'s future? The team concurred that the most efficient way to halt rapid deterioration is to give *Cocospera* a shelter. When design and construction materials have been agreed on, efforts to raise funds will begin. Of great importance is community involvement. *Cocospera* cannot survive unless she is cared for by those who share her history.

INAH's plans include developing and training a cadre of local community members to provide more consistent preservation and stabilization. *Cocospera*, a highlight on the Southwest Mission Research Center mission tours for years, is now the focus of efforts by the State of Sonora, Department of Tourism to draw attention to its history and preservation needs.

At the end of the week, the group knew that it had accomplished a first—U.S. and Mexico professionals working side by side on the preservation of an important part of Sonoran history. Even though *Cocospera* is in Sonora, Mexico, her story is our story too.

Ann Rasor is superintendent of Tumacacori National Historical Park, Tumacacori, Arizona.

SEARCH AND RESCUE

PADRE ISLAND, Texas—The most critically endangered sea turtle in the world was the focus of an intense search-and-rescue effort along the Texas gulf coast this summer. Kemp's Ridley sea turtles that had been released as hatchlings from Padre Island National Seashore were returning to establish nesting colonies.

Nine Kemp's Ridley nests had been found by July; the nesting season continues through August. Two of the adult females found nesting this year have been confirmed as turtles hatched at Padre Island NS: one was hatched in 1984 and the other in 1986. In 1997, nine Kemp's ridley turtles were found—the highest number recorded since recovery efforts began. For the last three years, the number of nests discovered along these beaches has increased.

Kemp's ridley sea turtle numbers have declined precipitously since the 1940s, when an estimated 40,000 females nested on one stretch of beach near Rancho Nuevo, Mexico, the primary nesting ground for the species. For two decades, a cooperative project involving government agencies and private sector partners—and crossing international boundaries—has been working to establish a second nesting ground at Padre Island.

The returned turtles and numerous others had been released into Texas gulf coast waters as part of the Kemp's Ridley Sea Turtle Recovery Program. To help with recovery efforts, Canon U.S.A., Inc. has chosen Padre Island as one of 17 parks for the 1998 Expedition Into the Parks Program. The Expedition sends volunteers into the parks to perform hands-on conservation and

restoration work under the direction of resource managers and scientists.

Padre Island's \$33,000 grant from Canon U.S.A. will support efforts to find and protect Kemp's ridley females and their nests, as well as to determine if adult females returning to nest are turtles released through the program. Padre Island has received more than \$125,000 from Canon U.S.A. for this project, and is one of 49 parks that benefit from Canon U.S.A.'s donation of more than \$3.5 million in dollars and equipment. The Expedition is funded through Canon U.S.A.'s Clean Earth Campaign and the National Park Foundation, the official nonprofit partner of the NPS. For information, call **Donna Shaver** at (512) 949-8173 x226.

Working with America



The National Recreation Lakes Study Commissioners receive public comment at the July 21 meeting. From left, Thomas L. Strickland, M. Susan Savage, Jana Prewitt (the commission's executive director), Richard W. Davies, Bob Armstrong, Kathryn Jackson, and Joseph Westphal. James R. Lyons also is a commissioner.

LAKES COMMISSION LAUNCHED

Connie Young

The National Recreation Lakes Study Commission, a Presidential board to examine and make recommendations on recreation needs and opportunities at federal lakes, held its first official meeting July 21-22 in Washington, D.C.

Authorized by Congress through the Omnibus Parks and Public Land Management Act of 1996, the commission will evaluate how to enhance recreation at federally-managed manmade lakes, while also ensuring the protection of lake environments.

The commissioners heard from public and industry representatives who emphasized the need for increased recreational opportunities at the more than 1,800 federal lakes and reservoirs around the nation.

Presentations addressed the increasing national demand for lake recreation, suggested ways to redirect visitors to federal lakes that are less well-known and less well-used, and reiterated the need to work in partnership with other public and private entities. Several speakers also discussed the needs of diverse, urban communities for lake recreation.

Bob Miles, of the International Association of Fish and Wildlife Agencies, noting that the federal lake-building era is over, said the nation will have to improve what it has and find additional access to meet the demand for public recreation.

Pointing to the dramatically increased demand for water recreation in the last 50 years, **Derrick Crandall**, president of the American Recreation Coalition, said the nation needs lake recreation more than ever and suggested that the Commission consider new ways of thinking and creative approaches to meet that need.

To expand recreational opportunities at federal lakes during a time of limited federal funding for such projects, the commission is mandated by law to evaluate ways to establish federal partnerships with local government agencies and industry groups. Such joint efforts would improve access roads, swimming beaches, trails, fishing piers, boat ramps, marinas, and campgrounds. The commission also will recommend whether new legislation is needed, and examine the feasibility of establishing a National Recreation Lakes system.

Commissioners will involve citizens in the study by holding several information-gathering meetings with the public and stakeholders around the country. The group's report to the Congress and President is due by February 1999. The next meeting was scheduled for September at Lake Mead near Las Vegas. Information about the study is at www.doi.gov/nrls/ or call (202) 219-7104.

Kiosks Reach Out for Diversity

Communicating Interior's Job Opportunities to Students and the Community Through Interactive Computers

Mercedes Flores

President Clinton directed the Federal Government to strive for a government that looks like America. As part of that effort, the Department launched an outreach effort with several colleges and universities to provide greater access to federal employment information via touch-screen kiosks. The initiative aims to reach students attending Hispanic Serving Institutions and Historically Black Colleges and Universities, and Tribal Colleges. The project is intended to complement other targeted recruitment efforts taking place throughout the Department.

Interior has placed kiosks at three institutions—California State Polytechnic University, Texas A & M University in Corpus Christi, and New Mexico Highlands University. More recently, the Bureau of Land Management sponsored kiosks at the University of Puerto Rico in Mayaguez and Florida A & M University in Tallahassee. Through agreements with the presidents of these universities, touch screen computers were placed at these campuses to provide nationwide federal job information to the students, faculty, and surrounding communities. The system allows federal employers to highlight special employment opportunities, such as the Presidential Management Intern Program and Seasonal Employment Programs. This effort is being supported by many other federal agencies, and eventually touch-screen computers will be placed at most Historically Black Colleges and Universities, Hispanic Serving Institutions, and Tribal Colleges whose occupational programs respond to the agencies' particular employment needs.

NATIONAL LAKES STUDY COMMISSIONERS

The non-federal commissioners appointed by **President Clinton** are:



Richard Davies, the executive director of the Arkansas Department of Parks and Tourism, was elected vice-chairman. Davies served 14 years as state parks director before being appointed to executive director in 1990. He is past-president of the National Association of State Parks Directors, which named him the 1990 State Parks Director of the Year.

M. Susan Savage is serving her third term as mayor of Tulsa, Oklahoma, where she oversees the city's \$470 million annual budget. Savage serves on the Indian Nations Council of Governments, a regional planning agency for Tulsa and its surrounding area. She also represents the Conference of Mayors on the President's Council on Sustainable Development.



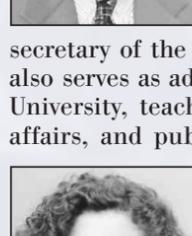
Thomas Strickland is a full partner with Brownstein Hyatt Farber & Strickland in Denver, Colorado. He was the Democratic Party nominee for the U.S. Senate in 1996 and director of Policy and Research for former Colorado Governor Richard Lamm. He also served on the State Board of the Great Outdoors Colorado Trust Fund, Rocky Mountain Land Use Institute, and Greater Denver Chamber of Commerce.

Commissioners chosen to represent the Departments of Interior, Agriculture, and Army, as well as the Tennessee Valley Authority are:

Bob Armstrong has served as assistant secretary for Land and Minerals Management for Interior since 1993, overseeing the Bureau of Land Management, Minerals Management Service, and the Office of Surface Mining. He was a member of the Texas House of Representatives, served on the Texas Parks and Wildlife Commission, and was a state land commissioner.



James R. Lyons was sworn in as under secretary of Agriculture for Natural Resources and the Environment in 1993. He directs the activities and programs of the U.S. Department of Agriculture's Forest Service and the Natural Resources Conservation Service. From 1987 to 1993, Lyons served as staff assistant to the House Committee on Agriculture.



Joseph Westphal was sworn in as assistant secretary of the Army for Civil Works in June of this year. He also serves as adjunct professor of Government at Georgetown University, teaching courses on legislative processes, public affairs, and public policy. He previously served as a senior policy advisor on water issues at the U.S. Environmental Protection Agency.



Kathryn Jackson has served as executive vice president of the Tennessee Valley Authority's Resource Group since 1994. Previously she was TVA's vice president of technology advancements. Jackson worked for Westinghouse and Alcoa Aluminum as design engineer, project marketing engineer, and technology forecaster.



From the left, David Montoya, deputy assistant director for Workforce Diversity, looks on as Tom Fry, the deputy director of the Bureau of Land Management, and Dr. Fred Soltero-Harrington, the acting chancellor of the Mayaguez Campus, University of Puerto Rico, sign an agreement to place a federal employment information kiosk at the institution.

The placement of these touch screen computers is another step toward improving the Department's relationship with educational institutions and the diverse communities they serve. It provides an additional vehicle to attract the broadest number of candidates to the Department as part of its outreach effort and in keeping with Goal 1 of the Strategic Plan for Improving Diversity—to recruit a workforce that reflects the diversity of the nation.

Students at the schools with kiosks are now able to get first-hand information on federal government jobs. The kiosk is an interactive computer screen using touch-screen technology. Requests for information are processed daily and the job listings are updated weekly. There is also a printer available for students wanting to save the information they receive. The kiosks provide general information about categories of employment as well as specific information about individual jobs. The jobs listed are for every region and state in the nation and for every announced job opportunity with the Department, its bureaus, and throughout government. The kiosks will remain at the schools for at least two years, according to the agreement each school signed. The Department is committed to attracting and recruiting highly educated individuals to work in the public sector. Upcoming articles about kiosks will highlight further outreach to schools by other bureaus.



It's a small cabin along a brook in the Neversink Watershed of the Catskill Mountains. The porch railing is draped with hip waders . . .



Attending the dedication of the Streamside Classroom are, from left, Halbe Brown, director of Frost Valley YMCA; Peter Murdoch, USGS hydrologist with the New York District; L. Grady Moore, district chief of the New York Water Resources Division; John Haskin, Frost Valley Environmental Education Center; David Scherf, Frost Valley watershed education specialist; and David Grason, associate regional hydrologist-NR.

U The Neversink Partnership

USGS

FROST VALLEY, New York—It's a small cabin along a brook in the Neversink Watershed of the Catskill Mountains. The porch railing is draped with hip waders. Inside, the walls are papered with diagrams, posters, and maps. The interior is crowded with water monitoring equipment that collects and reports real-time hydrologic data to a computer display.

The little house in the woods has all the earmarks of a U.S. Geological Survey stream-gauging station. But it's actually an environmental education classroom where students learn hydrologic measurements and why they are important. Other classes for the elementary, middle, and high school students who visit the cabin, include Acid Rain, Watershed Research, Physical Measurements, Water Quality, and Freshwater Ecology.

The classroom is located at the Environmental Education Center of the Frost Valley YMCA. The design and curriculum were developed over the past three years with technical and financial help from the USGS. The classroom models the important watershed studies that are carried out at Frost Valley by the USGS and academic institutions.

Known as The Streamside Classroom, the facility, was dedicated on April 3 as part of the Frost Valley YMCA's 3rd Annual Watershed Youth Summit. The Streamside Classroom idea took root one autumn afternoon 15 years ago, when two USGS scientists were looking for a site on nearby Biscuit Brook to collect a water sample. The

conference brought together representatives from local schools, governmental agencies, and non-profit organizations to explore with students the environmental and cultural dynamics of the resources they share—New York City's water-supply watersheds. Today, research done on-site by the USGS, combined with the talents of YMCA staff, have resulted in an Educational Research Partnership.

"Without the vision and willingness of **Halbe Brown** [director of the Frost Valley YMCA], the whole study would not have happened," recalled **Peter Murdoch**, one of the USGS scientists who first visited Biscuit Brook. "Working here is like a life-insurance policy. The troops of children come out to see what I am doing and use the information to educate the next generation who will then educate their children. Having my work used to teach kids ensures that I won't have spent my career doing really neat science, writing a few scientific papers, and later learning that I only entertained a few friends of similar interest." About 30,000 people, mostly youngsters, visit the Frost Valley YMCA annually.

Christine Nelson, district representative from **Congressman Maurice Hinchey's** office said, "People are learning that the water in their own watershed is their home base, and that it is their responsibility to understand it and learn how it is threatened."

Monitoring the Neversink

Because the Neversink is a source of drinking water for New York City, USGS studies of this watershed include analyzing soil, precipitation, and stream chemistry; measuring stream discharge; monitoring fish and invertebrate populations; and studying biogeochemical processes. The research partnership between the USGS and Frost Valley YMCA began in 1983 when the site was included in the National Atmospheric Deposition-National Trends Network—a long-term project to measure the volume and monitor the chemistry of precipitation and stream water in the watershed. Among the study's findings, data indicate that the central Catskills receive the highest rate of sulfate and nitrate deposits in the northeastern United States, that stream sulfate concentrations decreased in the 1980s, and nitrate concentrations increased significantly over the same period.

WHEN BUREAUS WORK AS ONE THE AMERICAN PUBLIC WINS

Bob Huggins, Servicewide Education Coordinator-NPS

Federal agencies that work independently of each other nevertheless share common goals and can successfully work together for the benefit of the American public.

That valuable truth was demonstrated yet again this past year by the **Partners in Resource Education Committee**, which introduced tens of thousands of science teachers to the educational resources of federal land-management agencies.

For years, agencies at Interior and the Department of Agriculture had produced environmental educational material, often duplicating each others' efforts. Then in 1994, the agency directors signed an agreement to work together in the development of natural and cultural resource education material. The agencies are the

National Park Service, Bureau of Land Management, Fish and Wildlife Service, U.S. Forest Service, Natural Resource Conservation Service, and the National Environmental Education and Training Foundation.

The first project was a symposium that brought together the scholastic community and private industry to examine how cooperating federal agencies could best serve the community. As a result of that meeting, the committee developed a tool kit for teachers that provided information to teach ecological principles through a multi-disciplinary approach. The kit, *Ecosystem Matters*, contains teaching material from all five agencies. The curriculum is tied together by a video and teacher's guide. The kit, which is distributed by the National Science Teachers Association, is being revised and updated. This year the committee also is developing an interactive CD-ROM featuring fire ecology and a teaching kit on invasive, non-native plant and animal species.

The Partners in Resource Education Committee also participates in the National Science Teachers Conference. This year's get-together in Las Vegas hosted 20,000 science teachers from around the world. Working with local field representatives from the agencies, the committee offered an all-day workshop/tour that introduced teachers to a variety of ecosystems, emphasizing the role of water.

Called *Follow the Water*, the tour began with a bus ride to the snow-covered Charleston Peak in the Toiyabe National Forest, Nevada, where the teachers learned about snow surveys from representatives of the Natural Resource Conservation Service. Then they went down the mountain for a stop to learn about Geographic



The committee's information booth was busy throughout the National Science Teachers Association Conference. Committee members who took part were: Bob Huggins, Kay Rohde, Ellen Anderson, and Michele Moore (NPS); Mary Tisdale, Richard Brook, Pat Durland, Rich Ray, Bill Newcomb and Kathy August (BLM); Beth St. George, Renee Robichard, and Richard Calamusso (FWS); Bob Loudon and Dee Gardner (USFS); Bill Boyer and Bill O'Donnell (NRCS); and Kristen Conte (NEETF).

Information Systems from Bureau of Land Management instructors. Another stop on the way down offered spectacular views, while biologists from the Fish and Wildlife Service discussed their agency's programs.

During a visit to the desert springs that helped create Las Vegas, a representative from that city's Water Authority offered a historical perspective on water use in the area. Two local developers discussed the role of water in desert-urban development. Finally, at Lake Mead National Recreation Area, National Park Service rangers offered a teacher workshop on water quality. The all-day tour left the teachers not only with a better understanding of the extensive educational opportunities that federal land managing agencies provide but also with two large notebooks filled with educational material.

During the week, the committee also staffed a large exhibit that featured photos and booklets that explained ecosystem management and education. The team also offered a workshop that explained the purpose of the organization and provided teachers with information on how to obtain other educational material that agencies produce.



The committee's Follow the Water workshop took science teachers from the snow fields of Charleston Peak to the shores of Lake Mead to educate them on the role of water in ecosystems. The bureau representatives on the committee are: Bob Huggins (NPS), Mary Tisdale (BLM), Gary Stolz (FWS), Pam Godsey (USFS), Bill Boyer (NRCS), and Kristen Conte (NEETF).



United States Census 2000

Census appointments will be strictly temporary and cannot be made permanent. All work schedules will be intermittent—no leave will be earned or taken and pay will be only for hours worked. Under temporary Census appointments, employees retain their health and life insurance benefits, retirement coverage, and Thrift Savings Plan benefits, if any, from their regular federal appointment only.

CALLING ALL COUNTERS

Interior employees may accept temporary, part-time second jobs with the Census Bureau to help with the national census in the year 2000. **Mari R. Barr**, the deputy assistant secretary for Human Resources, made the announcement on August 12, noting that Secretary Babbitt had agreed to the initiative in a June 4 decision.

Barr encouraged employees to consider secondary employment with Census 2000 not only to supplement their income but also to help meet the critical staffing needs arising from such a large undertaking.

Under ordinary circumstances, government employees are barred from receiving compensation from more than one federal job. However, an exception has been made for census employment. Subject to supervisory approval, all Interior employees (other than law enforcement) will be eligible to accept census appointments. These will be short-term and allow flexible working hours.

For most employees, these will be second jobs with most work being conducted in the evenings and on weekends. Employees will be assigned to cover their respective communities, and they will work out of their homes. Most of the work will last less than three months—from March through July of the year 2000. Some employees will also be needed for smaller-scale precensus operations currently underway, and continuing through 2000.

Hiring for Census 2000 will be decentralized. Local census offices will be contacting Interior and other federal agencies near them to publicize jobs. In the meantime, employees who are interested in applying for census jobs can call toll-free 1 (888) 325-7733 to learn more about jobs in their area. Information about the census is at <http://www.census.gov> Click on Census Bureau Employment Opportunities.

Applicants should be at least 18 years old, U.S. citizens, and should not have had a conviction other than a minor traffic violation since age 18. They should not be currently employed as a tax collector-assessor or law enforcement official. Men born after 1959 must be registered with selective service. Applicants must take a written test of basic skills and pass a security and employment check.

Fourteen Heritage Rivers Named

Fourteen of the nation's major waterways have been included in the first round of designations for the American Heritage Rivers Initiative, which is aimed at helping local communities in their efforts to restore and protect the streams and their riverfronts.

No new money is allocated under the program. The designation provides a federal 'river navigator' to each river to help local communities target and expedite available federal funding that can support and spur economic revitalization, protect natural resources and the environment, and preserve historic and cultural heritage.

First launched by **President Clinton** in his State of the Union address in 1997, the initiative is an opportunity to match federal resources with local community efforts. The Administration received 126 nominations from 46 states, demonstrating strong interest and support for the potential benefits at the grass-roots level.



President Clinton and **Vice-President Gore** traveled to the New River in North Carolina, to announce the designees, while **Secretary Babbitt** took part in a ceremony in Springfield, Massachusetts, naming the Connecticut River. The 250-mile long New River, which also flows through parts of Virginia and West Virginia, has witnessed residential and commercial development along segments of its route, and supporters of the designation are looking for federal helps to integrate and guide further development.

Secretary Babbitt joined officials from Connecticut, Massachusetts, New Hampshire, and Vermont on July 30 to officially designate and celebrate the selection of the **Connecticut**, New England's longest river, as one of the new American Heritage Rivers.

"Our partnership helps America open the next chapter in conservation history," Secretary Babbitt said, "moving from mere preservation and protection to watershed restoration. Our waterfronts, growing cleaner, are turning into engines of urban renewal. As a community comes together to restore the river that runs through it, that river, in turn, restores the community itself."

The Connecticut River as well as the **Blackstone River** in southeastern Massachusetts won designations. Under the initiative, the President is directing federal agencies to streamline delivery of existing programs and services to reflect the priorities, visions, and plans of 99 local communities in all four states along the 410-mile Connecticut. The river descends 2,400 feet from wilderness lakes through farmland, cities, historic landmarks, and then pours out at the coastline of Long Island Sound. The Connecticut's application detailed 17 projects to enhance the river, from the development of the Springfield riverfront to eliminating the last sewage discharge into the river.

Congressman Richard E. Neal said the community's vision for the Connecticut's future is a river with clear, running water, migrating salmon and shad, diverse recreational opportunities, open space, and access to the river. "Much of our region's historic, economic, and environmental character stems from the vitality of this river,"

said Neal, one of the main boosters of the Connecticut's designation. "This designation will help protect the river from the forces of pollution, erosion, and commercial invasion."

The **Willamette River**, which drains a watershed that covers about 11,460 square miles and holds more than 70 percent of Oregon's population, was the only West Coast waterway that was selected. A recent USGS report said the Willamette was the least healthy for fish among 20 large American rivers that were studied. **Erik Sten**, a Portland city commissioner, cheered the designation, saying river improvement projects aimed at reducing pollution and improving conditions for fish have been fragmented and federal money could help to develop a broader approach.

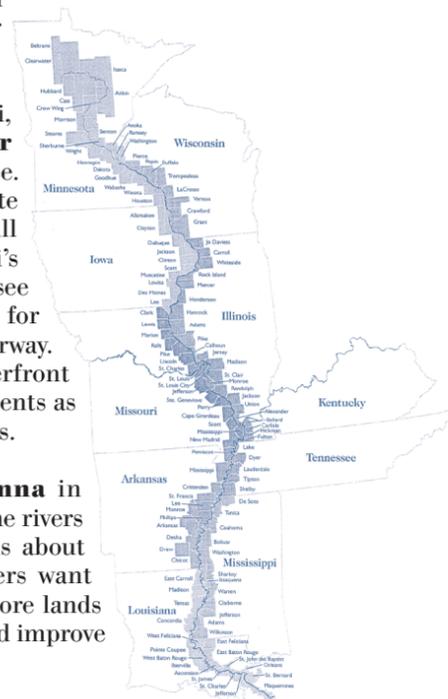
The designation of the **Rio Grande River** separating Texas from Mexico, covers the stretch that includes the cities of El Paso, Laredo, Brownsville, as well as Big Bend National Park, Amistad National Recreation Area, Falcon-

Reservoir, and Laguna Atascosa. Traditionally, policy for the river has been tied up in bilateral relations with Mexico, according to **Tyrus Fain**, secretary general of the Consortium of the Rio Grande, which coordinates environmental efforts in 25 cities along the river. "This is an opportunity for local governments to seize authority on river matters."

The **Upper Mississippi River** from Bemidji, Minnesota to St. Louis Missouri, and the **Lower Mississippi River** in Louisiana and Tennessee. **Minnesota Gov. Arne Carlson** said the state needed more federal agencies at the table as full partners "if we are to realize the Mississippi's potential in our community." She would like to see port and surface water use plans developed for commercial and recreational uses of the waterway. Minneapolis and St. Paul have targeted waterfront historic restoration and recreational improvements as a keystone of their downtown renewal programs.

The **Upper Susquehanna** and **Lackawanna** in northeastern Pennsylvania. The watershed of the rivers drains about 1,789 square miles and contains about 1,600 miles of streams and rivers. Supporters want federal help to promote economic growth, restore lands scarred by mining, expand flood protection, and improve water quality.

Other designees are: the **Hudson River** in New York State; the **Potomac** in Maryland and Virginia; the **Detroit** in Michigan; the **Cuyahoga** in Ohio; the **St. Johns** in Florida; and the **Hanalei** in Hawaii.



Pat Boyd, Washington, D.C.

If you've been hearing a lot about 'Plain Language' lately, it's because the initiative is at the core of reinventing government.



Annetta Cheek
Plain Language Advocate

That's right. A key element of the national movement to make the Federal Government more efficient, effective, and responsive is making the way we communicate with the public more reader-friendly. Clear, concise language is particularly important in the regulatory arena where many Interior customers cannot afford lawyers to explain rules that are written in 'legalese' or 'bureaucratese.'

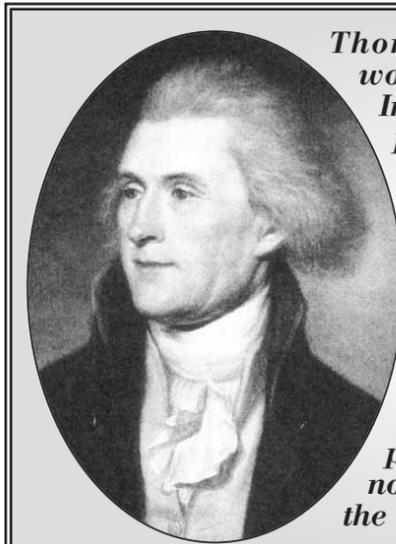
"Plain English is thoughtful writing," said BLM's **Annetta Cheek**, who has been working with the National Partnership for Reinventing Government on the initiative. "When done well, it engages the reader and readily gets the message across in ways that help our customers, both inside and outside government. It's also great fun!"

Plain language is brief, accurate, and straightforward expression. Instead of making the reader scale a mountain of convoluted sentences, obscure words, or

insider bureaucratic jargon, Plain Language cuts to the essence of the message so that the reader is able to "get it" the first time.

Putting the reader's needs first is the key. The writer analyzes what information the reader needs, then organizes that information logically, sequentially, or in some other reader-focused way. Critics of the initiative accuse its proponents of 'dumbing down' writing. Not so. Plain Language is not slang, nor is it insulting to the reader. Rather, it reflects a keen understanding of readers' needs.

Plain Language is now the law for agencies that write federal rules and regulations as well as those that offer benefits and services to the American people. **President Clinton** issued a recent Presidential Memorandum that requires federal agencies by Oct. 1 to use Plain Language in all new documents that explain how to obtain a benefit or service or how to comply with a requirement. By Jan. 1, 2002, all documents like these that were created before Oct. 1 of this year must also be in Plain Language. After Jan. 1, 1999, federal agencies must use Plain Language in all regulations. For information on the initiative, visit www.plainlanguage.gov Contact Annetta Cheek at annetta.cheek@npr.gov



Thomas Jefferson, the famed wordsmith of the Declaration of Independence, was one of the most prominent early leaders in the American movement to write plainly. Jefferson complained about laws "which, from their verbosity, their endless tautologies, . . . and their multiplied efforts at certainty, by saids and aforesaid, by ors and by ands, to make them more plain, are really rendered more perplexed and incomprehensible, not only to common readers, but to the lawyers themselves."

PLAIN LANGUAGE CHAMPIONS

Vice President Gore, a longtime champion of clarity in federal government regulations, rules, and letters—language that people can understand—cited the following example of bureaucratese and its plain language translations. This sample is from the Occupational Safety and Health Administration:

BEFORE: Means of Egress—*Ways of exit access and the doors to exits to which they lead shall be so designed and arranged as to be clearly recognizable as such. Hangings or draperies shall not be placed over exit doors or otherwise so located as to conceal or obscure any exit. Mirrors shall not be placed on exit doors. Mirrors shall not be placed in or adjacent to any exit in such a manner as to confuse the direction of exit.*

AFTER: Exit Routes—*An exit door must be free of signs or decorations that obscure its visibility.*



Vice-President Al Gore

"That's it," the Vice President said, "from 77 words to 14. But we still might be able to make it a bit better. The words 'obscure its visibility' are a little like the old gobbledygook. How about: 'Don't put up anything that makes it harder to see the exit door.'" The Vice President also announced that he would present a monthly *No More Gobbledygook Award* to federal employees with the best suggestion for getting rid of bureaucratese. His first award went to Bureau of Land Management employees **Chris Fontecchio** and **Richard Hoops**, who rewrote a 629-word regulation on leasing federal land for geothermal power into a lucid 89-word paragraph.

The Social Security Administration has pioneered plain language in its notices (letters) to taxpayers and beneficiaries since the early 1980s. Other plain language champions include the Department of the Interior, Small Business Administration, Veterans Benefits Administration, and the Securities and Exchange Commission. IRS and the Federal Emergency Management Administration also have made a commitment to use Plain Language.

The Plain Language Action Network (PLAN), organized by the National Partnership for Reinventing Government and the Office of Management and Budget, is a government-wide group working to improve communications between the federal government and its customers. Its work is guided by the Plain English Network (PEN), a small interagency steering committee formed in 1996. The PLAN website at www.plainlanguage.gov has a tutorial on the initiative and the criteria for the *No More Gobbledygook Award*.

DRAFT REDWOOD HABITAT PLAN SUBMITTED FOR PUBLIC REVIEW

The draft Habitat Conservation Plan that will mitigate the impact of logging activities on more than 200,000 acres of redwood forests in northern California is available for public comment.

The issuance of the plan is an important milestone in the process of purchasing and permanently setting-aside the Headwaters forest, which includes the largest stand of old-growth redwoods still in private hands.

The Administration is committed to ensuring that the final plan, which will not be completed until public input has been received and analyzed, provides the necessary protection for several species of fish and wildlife in the covered area, according to **Terry Garcia**, assistant secretary of Commerce for Oceans and Atmosphere, and **David Hayes**, counselor to Secretary Babbitt.

Both Hayes and Garcia noted the final plan will address comments from the public and they urged interested citizens to review the document and provide their views, whether in writing or at public hearings which will be held in California. "The draft document reflects the agreement which all parties signed last Feb. 26," said Garcia. The objective is the same as other habitat conservation plans—to restore the fully functioning aquatic habitat that contribute to the conservation of threatened coho salmon.

"This draft plan provides good protection for marbled murrelets in the so-called lesser cathedrals," Hayes said. "It also provides habitat for northern spotted owls. Like other habitat conservation plans, it is based on sound science and will meet our objective to provide necessary protection for endangered and threatened species."

The document submitted by Pacific Lumber is a draft and was available on-line at www.r1.fws.gov/text/species.html and in public libraries and other public buildings throughout California. In August, the federal agencies issued a draft Environmental Impact Statement and public hearings are being held in California.

Presidential Task Force Seeks Aggressive Policy to Increase Employment of Persons with Disabilities

President Clinton has established a national task force to develop a coordinated and aggressive national policy for increasing the employment of adults with disabilities. Led by the Secretary of Labor, **Alexis Herman**, the task force will include senior executive staffers of cabinet agencies, the March 13 Executive Order stated.

The goal is to bring qualified adults with disabilities into gainful employment at a rate as near as possible to the employment rate of the general adult population. The task force will examine the existing programs and policies of targeted agencies to determine what changes and innovations are necessary to remove or reduce barriers to employment for persons with disabilities.

Policy recommendations will address areas such as discrimination, economic incentives, inadequate access to healthcare, availability of accessible and integrated housing, as well as on-the-job and long term support services. Other impediments to be looked at include transportation, telecommunications, assistive technology, child care, education, vocational rehabilitation, training services, job retention, and reasonable work place accommodations.

Interior is not targeted by the initiative, but the Executive Order is in keeping with the Department's Strategic Plan for Diversity, which calls for reaching out to persons with disabilities through targeted recruitment plans and increased use of special hiring authorities and procedures. The Department monitors bureau efforts to develop and expand this outreach and seeks new ways to attract the broadest number of candidates for Interior jobs. The goal is to recruit a workforce that reflects the diversity of the nation.

Kantrud, Greenwood Honored at Northern Prairie Research Center

Dave Fellows

JAMESTOWN, North Dakota—**Harold A. Kantrud**, a botanist, and **Raymond J. Greenwood**, a wildlife biologist, have been awarded the Department's Superior Service Award to recognize their extensive accomplishments during long careers with Interior. **Ronald Kirby**, the director of the Northern Prairie Wildlife Research Center, presented the honors to the two retired USGS employees at an awards ceremony on May 6.

Kantrud received the award for his many contributions to knowledge, understanding, and, especially, public education on the flora and wetlands of the Northern Great Plains. Between 1963, when he joined Northern Prairie, and his retirement in 1997, Kantrud authored or co-authored 48 peer-reviewed scientific publications on a variety of topics, including studies of waterfowl nest success in relation to land use, waterfowl use of lakes and wetlands, life histories and ecology of a large number of native plants, effects of prescribed fire on prairie landscapes, and effects of grazing and soils on grassland breeding bird communities.



Director Ronald Kirby, left, congratulates Harold A. Kantrud, a botanist, for his accomplishments with the USGS.

Kantrud also authored or co-authored several scientific monographs, such as the widely-used classification system for ponds and lakes in the glaciated prairie region. Kantrud published hundreds of popular articles in newspapers and regional outlets on the native flora and fauna of the northern

prairies and was often a featured speaker at meetings of regional sportsmen and natural resource organizations.



Kirby presents Interior's Superior Service Award to Raymond J. Greenwood, a wildlife biologist.

Greenwood, who retired earlier this year after 32 years at Northern Prairie, was recognized for his contributions to the understanding of waterfowl nesting ecology in relation to the predator communities of the Northern Great Plains. His accomplishments include authorship or co-authorship of 37 peer-reviewed scientific papers and several monographs dealing with predator and predation ecology. Many of Greenwood's studies were conducted on a large geographic scale and required the cooperation of numerous private landowners to meet the study objectives.

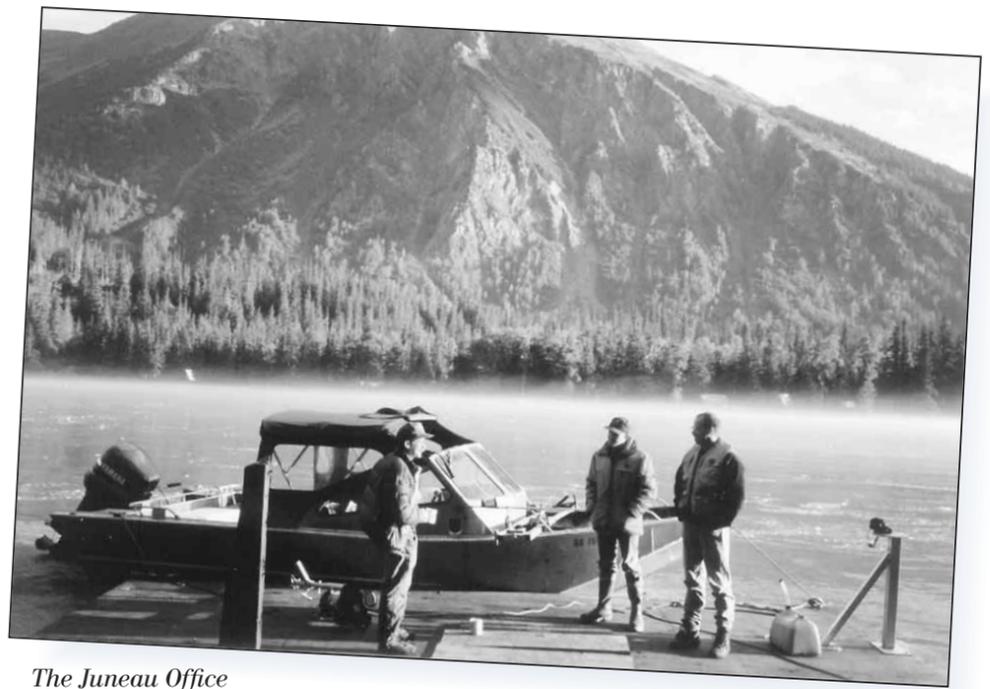
His studies helped to develop current wildlife management practices and philosophies among waterfowl biologists throughout the northern Great Plains. Also cited in the award was Greenwood's willingness to mentor younger biologists by helping them with their research work and serving on graduate student committees at several universities.

FLYING THE FLAG Sue Priest

FLAGSTAFF, Arizona—The USGS field center float wowed the crowd at the Fourth of July Day parade here. Thousands of spectators cheered when they saw the USGS river raft adorned with a colorful array of bedsheet fish. The float carried a crew of enthusiastic USGS employees and their children, and none other than John Wesley Powell (geophysicist **John Sass**), who waved to the crowd with his good arm. Spectators shouted, "Where are the maps!" and "Keep up the good work!" USGS stickers and geologic time scales were passed out in lieu of candy. The float was the creative inspiration of hydrologic technician **Mike Dai**, who also drove the truck that towed the raft. The float was one of more than 80 entries in the annual event. A great time was had by all and the Flagstaff crew looks forward to doing it again next year.



The USGS float turns a corner in historic downtown Flagstaff.



The Juneau Office crew, from left, Don Thomas, Randy Host, and Ed Neal, that helped rescue injured people on the Tulsequah River in Alaska.

Juneau Crew to the Rescue

Elisabeth F. Snyder

JUNEAU, Alaska—**Don Thomas**, **Randy Host**, and **Ed Neal**, who work at the USGS Juneau field headquarters, were on the Taku River, when they received a call for help on their marine band radio. The 'Mayday' reported that an accident involving three-wheeled vehicles had injured people on a trail near the mouth of the Tulsequah River.

It was about 4:30 p.m. on August 2 and the crew was preparing to return to Juneau. The men had spent a weekend collecting flood data following an outburst of a glacier-dammed lake on the Tulsequah River. The Tulsequa is 20 miles upstream from the Taku River streamgage and 16 miles upstream from the U.S.-Canada border. After talking to other boaters in the area, the USGS crewmen decided they would respond to the call for help.

Don took his boat with Randy, and Ed followed in his boat with a fishing friend, **Shawn Craey**. As they progressed up river, communication continued. They were able to contact **Jan Owens**, a resident of Canyon Island, who used her satellite phone to contact Atlin, British Columbia, to request a helicopter and trauma team. As the USGS team members got closer to the site, they solicited additional help and a third boat joined. Less than a mile from the mouth of the Tulsequah, Ed hit a sandbar, destroying his propeller. The others went on, leaving Ed to repair his boat.

The rescuers arrived on the scene a short distance up the Tulsequah at about 5:30 p.m. They found a woman with a 4-year-old daughter, who had been on one three-wheeler, and the woman's brother, who had been on the other. The two adults were in shock, vomiting, and bleeding profusely. They thought that the woman had a broken neck and that both adults had serious head injuries. Don and Randy helped in applying first aid, while several Canadians who had joined them went for first-aid supplies at a nearby mine camp. They returned with two backboards for the adults.

About 7 p.m., the helicopter arrived with two trauma nurses. As it only had room for one litter, it left with the mother, child, and one nurse. A fixed-wing aircraft (a Beaver) was also on its way from Atlin, but would have to land in the Taku River, about a half mile downstream from the accident scene. Luckily, Don had his portable aviation radio, which the helicopter pilot used to talk to the pilot of the Beaver.

After the helicopter left, Don and Randy helped to carry the injured man to meet the Beaver. The aircraft arrived at about 8 p.m. and returned to Atlin with the second nurse and male victim. Later, it was reported that the woman had a serious whiplash and the man had a concussion; both adults had bad cuts and bruises. The child was badly shaken but had no serious injuries. At about 9 p.m., Don, Randy and Shawn headed downstream for Juneau. By that time, it was getting dark and the river had dropped about two feet following the flood. At great personal risk, the USGS crewmen took the lead in this emergency. Using their survival and boating skills, first-aid training, and fortitude, they successfully carried out the rescue. We salute their efforts.

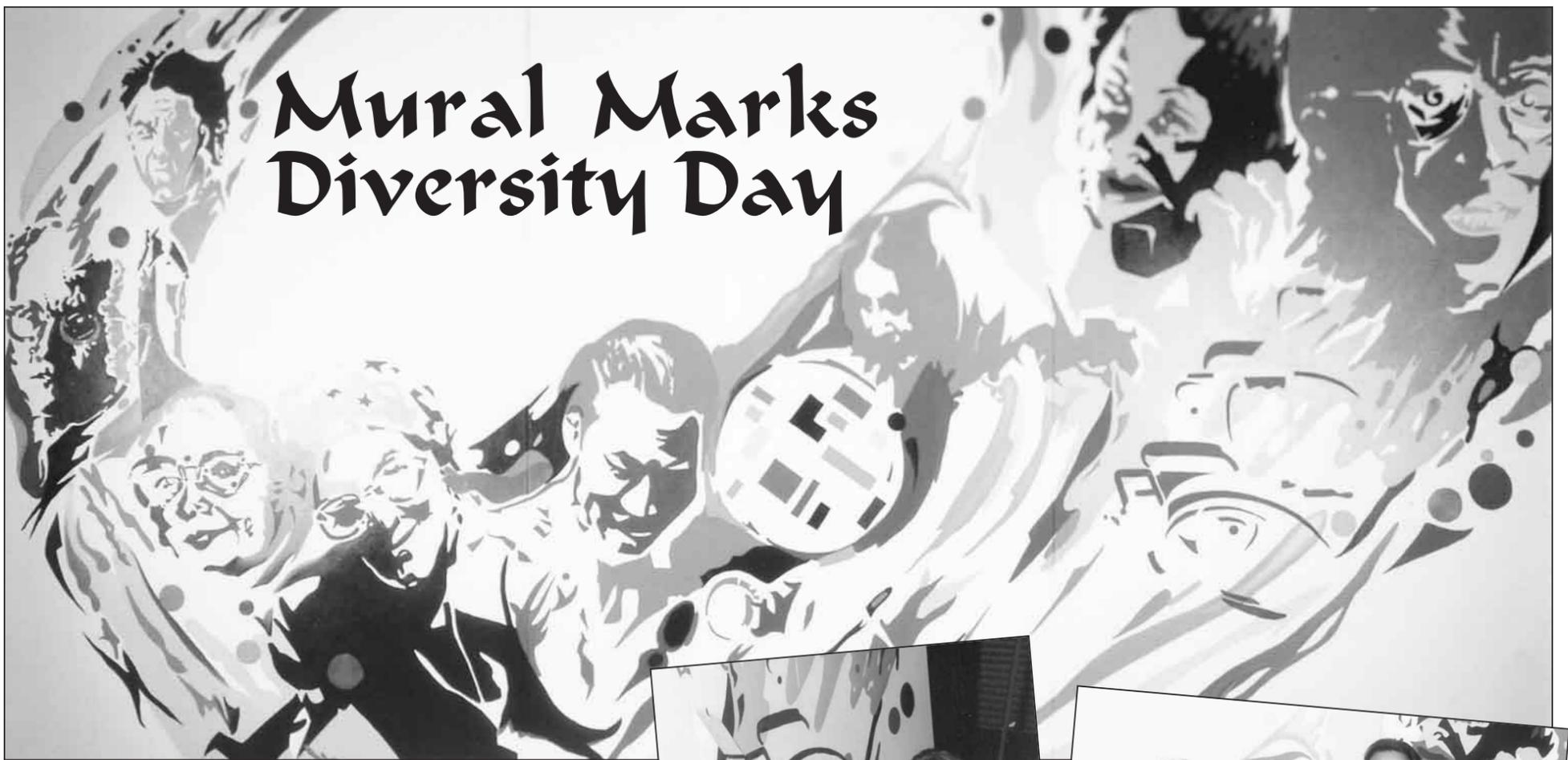
Bringing USGS Water Science to Schools on the Web

Howard Perlman

ATLANTA, Georgia—*Water Science For Schools*, a new USGS website, is now available for students of all ages and for anyone who wants to find out more about the many aspects of water, from what it is, to how much there is, to how we use it. The URL for the site is <http://water.usgs.gov/droplet> on the World Wide Web. The site is topic-based and includes the following:

Water Basics—Test your water knowledge and learn about water properties and how they are measured; *Earth's Water*—Find out about the many forms of water on and in the Earth; *Special Topics*—Information on acid rain, saline water, water quality, and how urbanization affects the water system; *Water Q&A*—A browsable forum of commonly asked water questions and answers; *Water Use*—Information, charts, maps, and data about how much water is used in the United States and what it is used for; *Picture Gallery*—Dozens of water-related pictures, each with explanatory text; *Water Science Storytime*—Read a fictional tale of how you establish a new town in the desert, and the important role water plays; and *Activity Center*, the interactive portion of the website, tests your water knowledge: complete a questionnaire about home water use or an opinion survey on important water issues; answers go into a cumulative database, where the responses of people in other states and countries can also be reviewed. The site also includes help screens, navigation guides, a water glossary, a subject search, links to schools conducting water studies, and links to other sources of water information.

Mural Marks Diversity Day



Pam Marsters

RESTON, Virginia—A mural entitled *Diversity: Bringing Our Differences Together To Create a Better Workforce* was unveiled August 13 at USGS national headquarters. The mural is the creation of accomplished artist and temporary USGS employee, **Dana S. Johnstone**, daughter of USGS employees **Donna** and **Robert Johnstone**.

The title of the work was the result of a contest sponsored by the Ethnic Minorities Advisory Committee (EMAC). A program featuring **Tom Casadevall**, acting director of USGS, and moderated by **Pam Marsters**, human resources officer, preceded the unveiling.

Other speakers at the unveiling who emphasized the importance of diversity in the USGS workplace included **Pat Leahy**, chief geologist; **Dave Russ**, acting Eastern Region geologist; **Kevin Bacon**, Eastern Region chair, EMAC; **Kaye Cook**, equal opportunity officer; and **Scott Tilley**, Geologic Division administrative officer.

Mari R. Barr, Interior's deputy assistant secretary for Human Resources, and **Bob Hosenfeld**, USGS personnel officer, assisted in the unveiling. All of the participants were given a signed miniature of the mural as a reminder of the importance of diversity. Visitors to the USGS National Center in Reston are encouraged to view this beautiful and energetic mural. It is on permanent display on the first floor near the main elevators.

The Ethnic Minority Advisory Committee in the USGS Geologic Division works with management to build diversity. Story, page 4.



Dana S. Johnstone, above left, at work on her diversity mural during the summer. Above right,



participating in the unveiling at the USGS National Center are, from left, Mari R. Barr, Dana Johnstone, Bob Hosenfeld, and Pam Marsters.

OCEAN FAIR BOOTH A HIT

Pat Jorgenson

MONTEREY, California—**President Clinton** and **Vice President Gore** rightfully got most of the publicity during their participation in the Year of the Ocean Conference that was held here on June 11-12, but it was the USGS booth at the accompanying Ocean Fair that encouraged a lot of the participants to learn more about the vast expanses of water that occupy 75 percent of planet Earth.

Kids of all ages who visited the large USGS booth were able to get up close and personal with the sediments of San Francisco and Monterey Bays and the critters who live there. Squishing the mud between their fingers, they could tell the difference in texture, and thus, which part of the bay it came from and what type of environment it provided for both natural and exotic species. Looking through powerful microscopes, the visitors learned that there's a lot more in bay waters than meets the eye; some of it good, some not so good.



Mary McGann, USGS marine biologist, explains the wonder of looking at sea sediments under a microscope to an Oceans Fair visitor.

By donning 3-D glasses at the USGS booth, fair-goers were able to view three-dimensional maps of the floors of San Francisco and Monterey Bays—maps that have only recently been produced by using multi-beam, side-scan bathymetry. Staffing the booth was a cooperative effort by employees of all four USGS Western Region scientific divisions: Geologic, Water Resources, Biological Resources, and Mapping.

NORTHERN PRAIRIE REACHES THE KIDS

Dave Fellows

JAMESTOWN, North Dakota—In a sparsely inhabited state where high school graduating classes often number fewer than 12 seniors, biologists at Northern Prairie Wildlife Research Center seldom have the chance to talk to more than a few students at a time. Wildlife biologist **Bruce Hanson** may have set an all-time center record, however, when he took advantage of two opportunities to meet with more than 2,000 junior high schoolers in late April and May.

In late April, Hanson represented Northern Prairie at the Earth Day observance in Fargo, an event that was attended by schools within and around North Dakota's largest city. During the day, Hanson delivered five formal presentations on the value of wetlands to groups of 50 students. Between lectures, he talked informally with interested students about other wildlife issues and career opportunities in wildlife biology.

In May, Hanson participated in *Marketplace for Kids*, an economic development effort begun in 1994 by U.S. **Senator Kent Conrad** and **Sarah Vogel**, the former Agricultural Commissioner for North Dakota. The program offers a forum for young entrepreneurs to show their inventions and products, and for others to explore career possibilities. Although held in Jamestown this year, the event was attended by nearly 1,800 students from schools across the entire eastern half of the state.

Working from a booth containing posters, terrariums, aquariums, statistical games, and study skins of birds and mammals, Hanson was surrounded by a constant crowd of young people for most of the day, as he talked about research programs, discussed government careers in wildlife biology and related fields, and answered questions on a wide range of wildlife and environmental topics.

Hanson found his participation in both events to be fulfilling. "I really couldn't detect any particular pattern of interest among the kids," he said. "They just seemed genuinely interested in everything having to do with wildlife and wildlife habitats. You know I also have a teaching certificate in secondary education, and these kids gave me a fun excuse to practice some of what I learned."



Bruce Hanson

Water Education in the Midwest

Lindsay Swain and Patricia Long

INDIANAPOLIS, Indiana—This is a three-part USGS outreach story that grew from a friendship, a school presentation, and a parent's involvement with his children's school. These interwoven experiences, which spanned a four-year period, also involved a private foundation's science-based programs for elementary school students (Project LEARN) and teachers (Project INSITE), a USGS educational partnership, and a weekly television news broadcast.

To set the stage with the players: Physical scientist **Gary Bennett**, in the USGS Indiana water resources office, is the friend of **Matt Averill**, the teacher-in-residence for a private foundation in Zionsville, Indiana. Gary introduced Matt to the chief of the Indiana water resources office and Matt asked the chief to participate in Project LEARN and Project INSITE.

USGS hydrologist **Jeff Martin** gave a presentation to a Zionsville Middle School class. One of the teachers present was an instructor for Project INSITE and Project LEARN. That summer, the teacher asked Jeff to participate in the programs. Jeff took several Project INSITE teachers to a USGS streamflow gaging station and to a National Water Quality Assessment site where he discussed and demonstrated water-sample collection and analysis. He also accompanied Project LEARN on field trips.

Lindsay Swain is the chief of the Indiana water resources office; his children attend Smoky Row Elementary School in Carmel, Indiana; the teacher of one of the Swain children participated in Project INSITE and visited the USGS Indiana District Office on a Project INSITE field trip. And, the rest, as they say, is history . . . outreach history . . .

Project LEARN

"Wow! And I thought water was just a liquid!" came an enthusiastic response from an elementary-level student after spending a day with Jeff Martin. During the past four years, Jeff has been working with Project LEARN adventures, assisting elementary school students from across Indiana in taking field samples, looking at results, and developing interpretations of resulting data. Project LEARN—an annual week-long adventure focusing on water—is offered to students and adults who like to get their hands wet learning science.

Each spring and summer, groups of 16 to 20 elementary school students spend one week participating in Project LEARN, sponsored by the Dekko Learning Institute of Kendallville, Indiana, and funded by the National Science Foundation. Elementary-level students (grades 4 through 6) are invited to Indianapolis to explore water during spring and summer breaks. Instead of spending five days playing with friends or traveling with their families, Project LEARN kids collect water samples, enter data into computers, and confer with USGS scientists. They also wear "Go with the Flow" t-shirts.

Project LEARN days begin with water-sample collection at 8 a.m. and field-data entry into laptop computers; the day's work continues into evenings, with time spent interpreting data and entering information on the Project LEARN website. The focus of the 1998 Project LEARN week was the water quality of surface water in Indiana. The topic was explored by teams sporting water-theme names—*Freshwater Fin'atics*, *Pondscum School Kids*, *Warsaw Waves*, and *Carmel Surfers*. Check out <http://projectinsite.org> for the findings of the 1998 Project LEARN teams.

Project INSITE

For the past four summers, the USGS water resources office in Indiana has participated in Project INSITE (the Institute for Science and Technology), a three-week summer inservice session offered to teachers of grades 5 through 9. The project is sponsored by the Dekko Learning Institute.

Each year, Project INSITE participants develop a series of student-centered science activities that relate to one of four themes described in the *Benchmark for Science Literacy, Project 2061*. The goals of the project are to provide a foundation for improving science education and to develop teaching strategies that encourage creativity, problem solving, and communications. Participants receive support from a teacher-in-residence during the school year.

Teachers attending the inservice session visit science-based offices in the Indianapolis area to gain a first-hand look at the world of professional science. This summer, 20 Project INSITE teachers from Indiana, Kentucky, and Ohio visited the USGS Indiana office for a tour of the facilities and a presentation of water resource projects. Teachers witnessed fish shocking and measuring and data retrieval.

Teachers are encouraged to remember the USGS as a source for educational material and speakers. As a result of one teacher's visit in 1997, the Indiana water resources office launched an educational partnership with Lori Storer's fifth-grade class at Smoky Row Elementary School in Carmel, Indiana for the 1997-98 school year. The outreach network will move to a second school in the 1998-99 school year because Mrs. Storer has transferred to another Carmel school.

**GROAT NOMINATED TO LEAD USGS, 2
ETHNIC MINORITY ADVISORY GROUP, 4
STREAMSIDE CLASSROOM DEDICATED, 9**

WEEKLY SCIENCE IN THE NEWS

A version of the *USGS Weekly Highlights* report has become a focal point of the weekly news broadcast of student-run station SRE-5 at Smoky Row Elementary School in Carmel, Indiana.

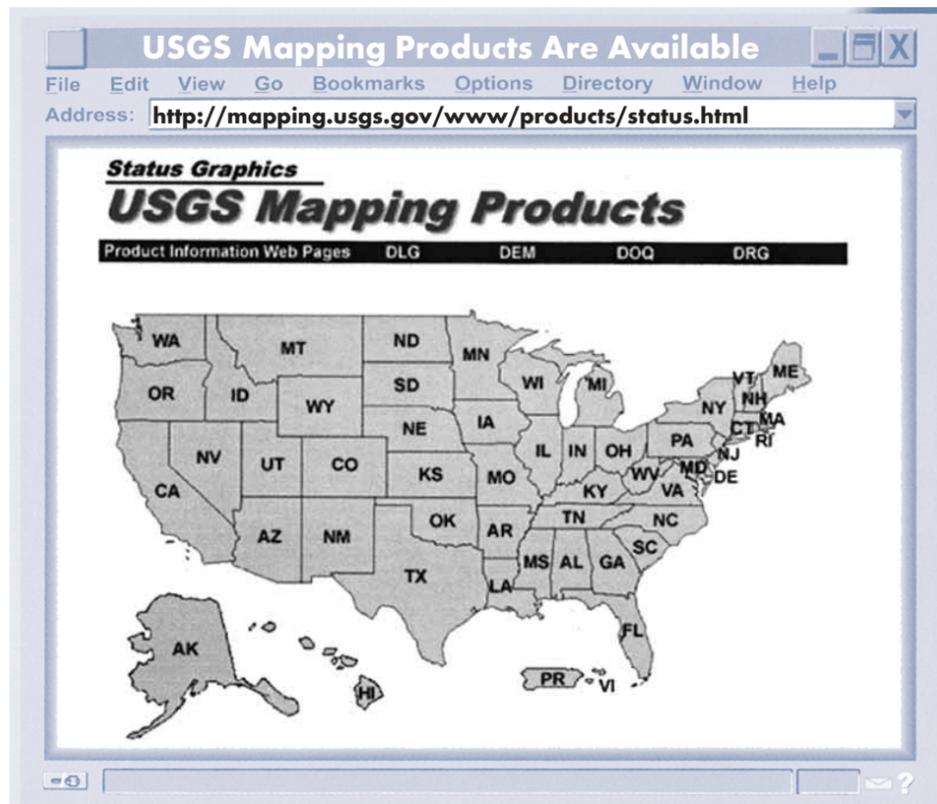


Student cameraman Andrew Edwards has Jim Vasil, left, and Alex Storer in his sights as they report the hot USGS water news of the week. Of special interest to the reporters for Station SRE-5 are obscure science facts that can be shared with the school's students and teachers.

Lindsay Swain, chief of the USGS water resources office for Indiana, has been providing a revised edition of *Highlights*—a bureau-wide update on current USGS projects and initiatives—to **Lori Storer's** Smoky Row fifth-grade class as part of the office's educational partnership. The new version is posted to the office's homepage on the World Wide Web as the *USGS Weekly Science News*. During the 1997-98 school year, fifth graders used the office's website as a science resource. They were so intrigued with *Science News* that they wanted to share the information with their friends and teachers. The school library even established the homepage as a bookmarked research site for the entire school.

But the science-loving fifth graders weren't content—they incorporated *Science News* into their weekly television broadcast as a special feature accompanying school and community news,

weather, sports, teacher interviews, and book reports. Every week, one of two teams of reporters-producers-directors produces a 15-minute news program that is broadcast to the entire school. The teams are especially proud when they have reported a late-breaking USGS science story, only to hear the same story airing later on national television.



WEBSITE PINPOINTS USGS MAPS

Joan Sziede

RESTON, Virginia—A new World Wide Web site allows you to see at a glance where selected USGS mapping products are available. The site provides online maps showing the available geographic coverage for selected digital and aerial photography maps. It is located at <http://mapping.usgs.gov/www/products/status.html> and is entitled *Status Graphics: Availability of USGS Geospatial Data and Aerial Photography Products*.

The products covered by the site include digital elevation models, digital line graphs, digital raster graphics, digital orthophoto quadrangles, and aerial photographs. These can be viewed directly. For some of the products, high-quality page-sized status graphics can be downloaded and saved for later viewing and printing.

Each page of status graphics shows a national or single-state view, depending on the product. The site also links customers directly to pages where products can be purchased or downloaded. There also are links to search tools, such as the Global Land Information System, that provide access to map and image product inventories. For information on other mapping products and services visit <http://mapping.usgs.gov> on the World Wide Web.

Office of Surface Mining



Kathy Karpan, Director
Jerry Childress, Bureau Editor

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OSM, BLM Recognized for Joint Effort on Indian Film

OSM and the Bureau of Land Management played key roles in an interagency training initiative that produced an award winning video that will help Interior managers to better understand Native American spirituality and sacredness.

Lori Windle, an audio-visual production specialist at OSM's Western Regional Office in Denver, Colorado, and **Bruce Crespin**, a program analyst with the BLM's Native American Office in Santa Fe, New Mexico, developed and produced *SACRED DOMAIN: Tribal Perspectives in Land Management*. The film can help officials who manage tribal resources to appreciate how the land and all life are sacred to American Indians. It also provides a Native American perspective for decision-making on tribal resources and concerns.

While intended primarily as a training segment, the video also won the Best Environmental Production award at the 12th Annual Red Earth American Indian Film and Video Competition in Oklahoma City, Oklahoma, on June 9. The Red Earth competition recognizes entries that preserve and portray the American Indian way of life in categories ranging from feature films, documentaries, and experimental films to children's films. The production was initially submitted as an informational program, and *SACRED DOMAIN* was a finalist in that category at the festival. But the video also was given special consideration by the judges for its environmental content.



OSM's Lori Windle, at right, holds the award for Best Environmental entry in the Red Earth American Indian Film and Video Competition. At left is BLM's Bruce Crespin, co-producer of *SACRED DOMAIN*, Tribal Perspectives in Land Management.

topic," said **Lynn Engdahl**, director of BLM's Native American Office in Santa Fe. "We had very little funding to finance the project and empowered these employees to use their talents," Engdahl added.

"We fully supported the concept of an in-house product that could bridge varied interests to focus on the basics of the executive order on sacred sites," said **Billie Clark**, chief of the Federal and Indian Permitting Branch at OSM's Denver office. Executive Order 13007, which was signed in 1996, deals with protecting Indian sacred sites on non-Indian federal lands in the nation.

"The video works not only for the intended training but also as a very spiritual piece of film that is appropriate to the

DISTINGUISHED EXECUTIVE AWARD

Secretary **Babbitt** recently awarded **Robert J. Ewing** with one of the federal government's highest honors, the Presidential Rank Award for Distinguished Executive. Ewing, currently the assistant director for Finance and Administration with OSM, has made a name for himself with his outstanding leadership in modernizing and improving financial and accounting operations and human resources management programs.



Robert J. Ewing

Among his most significant achievements was his successful overhauling of OSM's finance and accounting offices, which had been racked with inadequate funding and poor performance. Under his leadership, Ewing developed a debt collections program and made other efficient changes that turned the accounting policy into one of Interior's best programs. He has saved OSM millions of dollars with his streamlining of the Abandoned Mine Land Audit system, staffing levels, and administration functions.

Ewing has received many other honors throughout his 30-year career with the Departments of Interior and Treasury, including the Presidential Rank for Meritorious Executive in 1994. His nomination reads that along with all his past achievements, "Mr. Ewing continues his extraordinarily exceptional career, improving and enhancing the management and accountability of critical federal programs."

The video was produced for a pilot training course, entitled *Indian Trust Responsibilities and Federal Obligations*, that was developed by OSM, BLM, the Minerals Management Service, the Bureau of Indian Affairs, and the Office of American Indian Trust. The course was held at the BLM's National Training Center in Phoenix, Arizona in December 1997. The trainees were field office managers and officials whose duties involve tribal relations, administering Indian resources and lands, and responding to Native American concerns.

In planning where a segment on sacred site issues would fit into the course, the design team weighed several options. "It was clear to me that this was a cross-cutting issue that applied to all elements of the course," said Windle, a White Earth Ojibwe tribal member. "A video was the most effective solution to convey the considerations implicit in the Executive Order." Windle's background as an experienced filmmaker made the project tenable.

BLM anthropologist Crespin, a California Mission Indian from San Juan Capistrano, was responsible for the content narration and overall adherence to the spirit of the Executive Order on sacred sites. "The minimal funding was nothing compared to the extreme timeframe we had to meet," said Crespin, who was committed to the project from the beginning. "The program was scripted, edited, and shot on location in four states over a seven-week period last fall."

For information or a copy of *SACRED DOMAIN*, contact Lori Windle at OSM's Video Production Facility, (303) 844-1484, Bruce Crespin at BLM's Native American Office, (505) 438-7483, or **Elizabeth Homer** at the Office of American Indian Trust, (202) 208-3338.

INTERIOR TEAMWORK SUPPORTED AWARD WINNING VIDEO ON SACRED SITES

The development of this video project required the assistance of the BLM field offices and staff members in Idaho's Boise District Office, the California State Office in Sacramento, California, and the BLM National Training Center in Phoenix, Arizona, where **Bill Deegan** painstakingly provided technical assistance for the post-production. This included mixing in a spoken performance for the opening scenes by Gwen Moon, an Ojibwe tribal member.

US Forest Service staff expertise in the Six Rivers National Forest of Eureka, California, and the Orleans Ranger District on the Klamath River were critical to the production, securing access to key tribal officials and traditionalists of the region. The agencies' relationships with tribal governments helped to meet the logistical needs of the crew in tribally-sensitive landscapes.

Terry Costello, the planning and environmental coordinator for the BLM's Boise District Office, enthusiastically guided and transported the crew through Idaho's spectacular Owyhee River Canyon, and helped to link the sacred sites project with the Duck Valley Indian Reservation. Tribal leaders **Terry Gibson** and **Ted Howard** of Owyhee, Nevada, worked with the Interior crew to find appropriate areas to illustrate sacred geography and to depict agency-tribal consultation efforts.

The BLM's Sacramento State Office afforded much-needed ground transportation, enabling the crew to accomplish production activities in northwestern California. **Ken Wilson**, the heritage program manager for the Six Rivers National Forest, helped to coordinate the close working relationship with local Indian groups, particularly the Karuk Tribe. Karuk traditionalist **Kathy McCovey**, on staff at the USFS Orleans Ranger District, was invaluable to the field production activities. She shared her extensive knowledge of important geography, local traditions and protocols, and key contacts in the tribal government.

Leaf Hillman, director of Natural Resources for the Karuk Tribe, provided advice and introductions to his people, paving the way for access to sacred falls, river areas, and activities that would otherwise remain off limits. Hillman, Fisheries Manager Bill Tripp, and the traditionalists of the Orleans locality personally supported this project by sharing their worldview and culture. Traditional Karuk elder **LaVerne Glaze** wove baskets and local musician **Bob Attaberry** gave his song for the ending. **Ernie Spinks** of Happy Camp, California, a Karuk elder, provided compelling insights into traditional lifestyles and dipnet manufacturing techniques.

In Toppenish, Washington, Yakama elder **James Selam** constructed a traditional dipnet for the project, and shared sobering words about the loss of his culture due to 'progress', such as the damming of rivers that destroyed spiritual and economic areas at Celilo Falls on the Columbia River. In northern New Mexico, Taos Pueblo elder and War Chief Vicente Lujan took the time to walk to sacred hot springs and high country with the crew, and offered gentle but keen views on conserving the sacredness of their land, a responsibility given them by the Creator.

The overall field production relied on relationships with government offices and officials, with tribes and tribal members, and extensive knowledge of the land. **David Etheridge**, assistant solicitor for Environment, Land and Minerals in the Division of Indian Affairs of the Secretary's Office, provided critical legal counsel when needed.

Policy guidance on carrying out the sacred sites executive order was afforded by Interior's Office of American Indian Trust, directed by **Elizabeth Lohah Homer**. Crespin had worked closely with Homer to provide agency approaches to integrating the executive order into field office protocols with tribes. Homer, whose office also helped to secure approvals for the film's production, considers the video "an excellent resource for federal land managers. It can serve as an integral part of an education program to increase public awareness of American Indian traditional uses of the land," she said.

Striking a Balance as well as a Gusher

The goal is to help meet the nation's future energy needs while ensuring the survival of the last great unspoiled commons in the United States—and the people and wildlife that depend on that unique expanse of Arctic tundra and wetlands.

It calls for a new integrated approach to protecting critical lake, coastal, and river habitats that sustain caribou, waterfowl, marine mammal, and fish as well as the subsistence culture of the people who rely on those species.

Yet, the proposal for managing a 4.6-million-acre corner of the 23-million-acre National Petroleum Reserve in Alaska has been criticized from both development and preservation camps. Oil industry spokesmen argue the plan doesn't allow them to get at the richest deposits, while environmentalists contend it endangers a pristine area by allowing for production of unneeded oil and gas.

"Will everyone get what they want? No, they won't," conceded **Secretary Babbitt**. "We have barred, or limited oil and gas development in the key environmentally sensitive areas around Teshekpuk Lake and the Colville River. At the same time, we will be allowing oil and gas development on almost four million acres," he explained. "This is a good plan, based on sound science and a very extensive public outreach process."

"A great deal of hard work went into the 18-month planning process," said Babbitt, who spent five days in the planning area in July of 1997 and conferred with members of the team and residents of the area. "I believe the Department has complied with the law and the intent of Congress [to open the area to oil and gas development] when it designated this region a National Petroleum Reserve."

But environmental critics contend the Department's decision is the result of oil company pressure and election year politics in Alaska. Secretary Babbitt acknowledged their fear that even limited drilling in the reserve could further the push for wholesale exploitation of the western Arctic coastal plain.

"But I invite you to consider that we are, in fact, offering a new approach, anchored not in some kind of brokered compromise, not based on some kind of notion of what's acceptable or what's practical," he said. "This plan is based on science, and in fact offers a new approach to how we use resources."

Teshekpuk Lake Wetlands

The crux of the dilemma is that a stretch of Beaufort Sea coastal plain in the planning area that likely holds the richest oil deposits also hosts the richest wildlife resources. The preferred management plan, which was unveiled on August 6, would bar surface development of oil and gas on sensitive wildlife habitat that covers nearly a third of the area.

One of the no-drill zones—a 850,000-acre portion that includes Teshekpuk Lake and a system of shallow lakes and tundra to the northeast—is the chief point of contention. The lake and its associated wetlands, which make up about half of the area with the highest potential for oil and gas resources, provide vital habitat for a rich variety of wildlife.

It is the summer breeding and nesting ground for large numbers of waterfowl that annually migrate north from throughout the Americas. Thousands of geese and, in some years, more than 20 percent of the world's black brant population spend their critical flightless molting period along the shores of the lakes. This part of the planning area also is the home of the Teshekpuk Lake Caribou Herd. The 25,000-head herd normally calves in a crescent of land east of Teshekpuk Lake and provides much of the meat that is harvested by the nearby North Slope villagers. The area also provides fish for local residents.

The oil companies argue that they can recover the oil from this area without endangering wildlife or their arctic ecosystem. The coastal strip sits on the Barrow Arch, a geologic formation that stretches along the North Slope. The North Slope's oil production, centered at the massive 12-billion barrel Prudhoe Bay field and carried over the Alaska Pipeline, contributes about 20 percent of the nation's current domestic oil supply.

The oil industry has developed other fields to the east and west of Prudhoe, in some cases using new technology that makes recovering smaller deposits more profitable. In 1996 Arco Alaska, Inc., exploring west from Prudhoe, struck a significant deposit at its Alpine site (365 million barrels) on the edge of the petroleum reserve; geologists believe the Alpine's oil-trapping geology extends into the reserve.

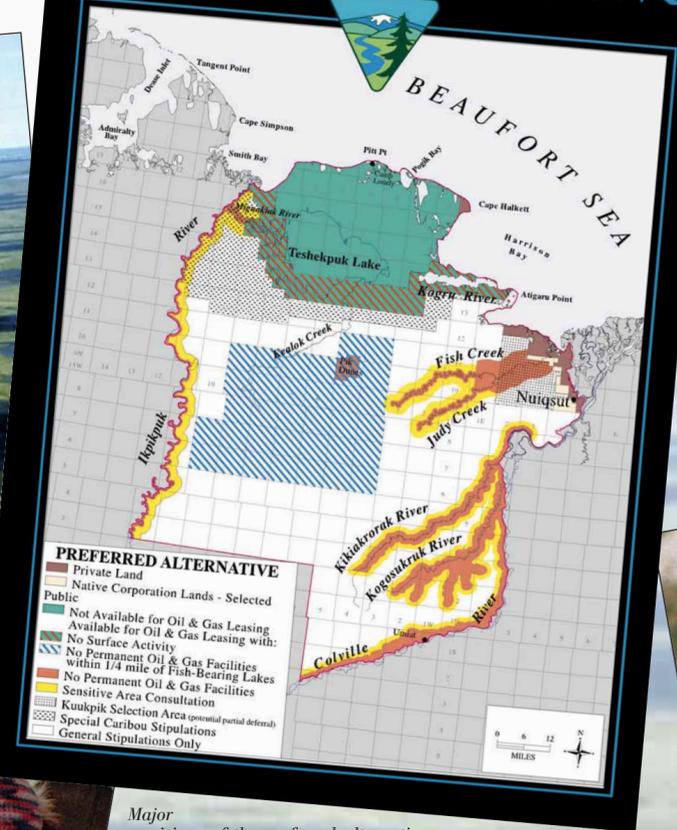
As Prudhoe production slowed, interest in probing the reserve mounted. Alaska Gov. Tony Knowles asked President Clinton in 1996 to assess leasing options. The Arctic National Wildlife Refuge, which is east of the Prudhoe fields and also believed to hold oil beneath its coastal plain, remains off-limits by law to oil and gas development.



Below, Leonard Lampe, left, the mayor of Nuiqsut, an Inupiat town on the North Slope, and Sara Kunakuana study maps that were provided by the BLM at one of the formal public hearings last January.



Bureau of Land Management Preferred Alternative



Major provisions of the preferred alternative for managing the planning area are graphically represented above in a color coded map of the 4.6 million-acre quadrant. The planning area is located in the northeast corner of the 23 million-acre National Petroleum Reserve-Alaska (which is about the size of Indiana). The nation's largest expanse of undeveloped public land, the reserve lies between the Brooks Range and the Arctic Ocean. President Harding designated it the Naval Petroleum Reserve No. 4 in 1923. The reserve was renamed in 1976, with passage of the Naval Petroleum Reserves Production Act, which placed its management under Interior and authorized the Secretary to begin petroleum exploration. Production and development were prohibited until authorized by Congress. The Department of the Interior and Related Agencies Appropriations Act for fiscal year 1981 provided for competitive leasing of oil and gas in the reserve. The Department held four lease sales from 1982 through 1984. No leases from those sales were ever actively developed, and all have since expired.

The Colville Complex

The Colville River valley is the other particularly important portion of the planning area where surface drilling would be prohibited. The Colville and its tributaries provide important habitat for the highest density of peregrine, gyrfalcon, and rough-legged hawks in Alaska, including the Arctic peregrine falcon that, until 1994, was listed as an endangered species.

The valley also hosts neotropical migratory birds, moose, and fish. In addition, it contains world-class paleontological deposits and is an important all-season access corridor. The plan would prohibit oil-related activity in a one-mile wide buffer zone that encompasses the flood plains and bluffs of the Colville and its tributaries. In other parts of the reserve, a cluster of deep water lakes that provide subsistence fishing for Inupiat villagers would also be off limits. Other rivers and lakes in the area would also have buffers from oil-related activity.

In both major no-drill zones, subsistence activities, particularly hunting and fishing, are exceedingly important to local residents, including the Inupiat, the native people of Alaska's North Slope. Subsistence hunting and fishing are central to the Inupiat's cultural system and way of life. Moreover, subsistence activities provide critical sustenance for these people who live in this remote region at an extreme distance from the nation's food-distribution system.

The plan also calls for Interior to expand the Colville River Special Area to encompass all of the important raptor nesting habitat in the planning area and proposes a cooperative project with the State of Alaska and the Arctic Slope Regional Corporation to create a Bird Conservation Area centering on the Colville River's passerine habitat.

Other stipulations would limit road construction to drilling areas, restrict exploratory drilling to winter months, require that roads and pipelines be built so they would not

adversely affect caribou movement, limit traffic during caribou calving season, and establish one-mile facility setbacks (other than pipelines and roads) around cabins and campsites.

Additional procedures will be established so that the people of the North Slope would be consulted before activities that may affect them could be conducted. An interagency research and monitoring team made up of federal agencies, the State of Alaska, the North Slope Borough, and others will coordinate research and monitor the effectiveness of these stipulations on surface resources.

While Interior's preferred management alternative bans drilling on about a third of the planning area, 87 percent of the area's 4.6 million acres would be available for leasing—taking into account the oil and gas industry's ability to recover some deposits by extended-reach technology, i.e. drilling in a lateral direction.

The technique has been used to drill as far as 20,000 feet in some areas on the North Slope. So while the plan would ban drilling near Teshekpuk Lake, for example, it would allow subsurface access to a six-mile wide buffer zone around the lake by using slant drilling.

The plan will become effective when a Record of Decision is signed after the public comment period, which ended on September 8. The BLM would then develop a leasing plan and conduct a lease sale. Companies that win leases could then mobilize and carry out exploratory drilling. No development of gas and oil from the reserve is expected for at least another decade.

"I'm not saying this is a risk-free plan," Secretary Babbitt said in summing up the objective of the preferred alternative. "I'm saying that in the eternal process of trying



Above, BLM's Alaska state office conducts a public meeting of North Slope villagers during the planning process.



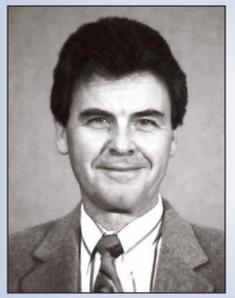
Most of the oil found on the North Slope has been within 20 miles of the Beaufort Sea coast. Estimates place the deposits in the planning area at between 1.8 and 4.7 billion barrels. The economically recoverable deposits are estimated at between 500 million (at \$18 a barrel) and two billion barrels (at \$30 a barrel). The historic average for North Slope oil is about \$18 a barrel. Currently, the price is about \$12.

to reconcile contrasting values, I believe that we have carried the process of land use and resource and biological planning to a new level of sophistication."

The Secretary thanked those who led the 18-month planning process, naming several, including **Tom Allen**, BLM's state director for Alaska, **Deborah Williams**, the special assistant to the Secretary for Alaska, and **Tom Fry**, a BLM deputy director.

Secretary Babbitt also urged Congress to strengthen the plan's protected areas by making the restrictions statutory and criticized efforts to expand oil drilling into the Arctic National Wildlife Refuge. "There should be some places on this planet where we do not take risks," he said.

BLM's ALLEN COMMENDS TEAM EFFORT



Tom Allen

"This plan merges the best science, the best technology, and a fully open process to produce good management for this area," said **Tom Allen**, the Bureau of Land Management's state director for Alaska. "We would like to thank all the people who have helped us develop the plan. We have benefited greatly from the many thoughtful comments we have received at public meetings and in writing from hundreds of individuals and organizations," he said. The planning effort, led by the BLM, also involved the State of Alaska, the North Slope Borough, as well as the Department's Minerals Management Service, Fish and Wildlife Service, and U.S. Geological Survey. More on the study is online at <http://aurora.ak.blm.gov/npra/>. An eight-page summary is available from the BLM. Call (907) 271-5960.

National Park Service



Robert G. Stanton, Bureau Director
Ricardo Lewis, Bureau Editor

CC:Mail to Rick Lewis at NP-WASO

Kelley Shepherd, center, receives the Good Housekeeping Women in Government Award from the magazine's Editor-In-Chief Ellen Levine and NPS Director Robert Stanton. Photo by John Harrington



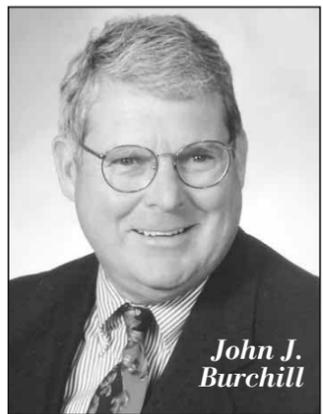
Shepherd Makes a Difference

MESA VERDE, Colorado—Park Ranger **Kelley Shepherd** was recently named a runner-up for the first annual *Good Housekeeping* Women in Government Award. She was recognized for her development of a mounted-patrol program aimed at safeguarding artifacts and archaeological sites in otherwise inaccessible wilderness areas.

"Women in government don't get enough recognition and praise for their extraordinary contributions to making life better for all of us," said **Ellen Levine**, editor-in-chief of *Good Housekeeping* magazine. Levine and NPS **Director Stanton** presented the award to Shepherd. "Honoring these women helps to rectify that and promote the kind of role models that are so needed in our society," Levine said. "She's a powerhouse," said Shepherd's grandmother, **Wilhelmina Apple**, a *Good Housekeeping* reader who nominated her for the award.

Shepherd, who grew up ten miles from Colorado's 50,000-acre Mesa Verde National Park, was one of ten women honored by *Good Housekeeping* in collaboration with the Center for The American Woman in Politics. The award was developed with the cooperation of the Partnership for Trust in Government, a project of the Ford Foundation and the Council for Excellence in Government.

Burchill Honored for Preservation



John J. Burchill

BOSTON, Massachusetts—**John J. Burchill**, superintendent of Boston National Historical Park, was honored by the Boston Preservation Alliance with the Codman Award for his distinguished service on behalf of the Freedom Trail and its sites—Dorchester Heights and Boston African American National Historic Site.

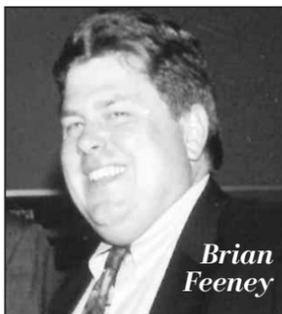
Burchill's work on critical preservation projects in Boston has "heightened public awareness as well as broadened the concept of historic preservation," said **Susan Park**, president of the Alliance. "He has truly been a steward for Boston's historic landmarks." The ceremony was held at the Old South Meeting House on June 8.

Established in 1988, the Codman Award recognizes individuals who have made outstanding contributions to promote and preserve Boston's historic buildings, neighborhoods, and landscapes. The award honors John Codman, a catalyst for the city's modern historic preservation movement who helped to create Boston's first landmark district, Beacon Hill, in 1955. Since 1978, the Alliance has worked to preserve Boston's unique architectural character through education and advocacy programs.

Award for Ft. Wadsworth

Roger Scott, Gateway National Recreation Area

NEW YORK, New York—It may not be a gold statue from The Academy, but the recent film award won by **Brian Feeney**, an information specialist of Gateway National Recreation Area, and the Denver Audio-Visual Center is a government-industry equivalent. *Fort Wadsworth, Guardian of the Narrows* received this year's Award of Excellence for Outstanding Documentary Production at the 1998 Videographer Awards.



Brian Feeney

Feeney wrote and produced the film over a six-month period in 1997 with assistance from the Audio-Visual Center in Denver. The 12-minute video is a feature attraction shown in the visitor center at Fort Wadsworth, New York City's newest national park site. Part of Gateway National Recreation Area, the fort was the keystone in the defense of New York Harbor for 200 years. It opened to the public as a park in May of 1997.

Responsible for all of Gateway's audio-visual productions, printed materials, and on-line web sites, the Clifton, New Jersey native keeps very busy. Making films is one of Feeney's favorite tasks and he is currently planning a revised version of the video that will feature the heritage of all the New York harbor national park sites. The film was chosen from hundreds of entries by government agencies and private corporations. The award is not Brian's first this year. A 15-year NPS veteran, he recently earned the Distinguished Service Award from the New York City area Federal Executive Board.

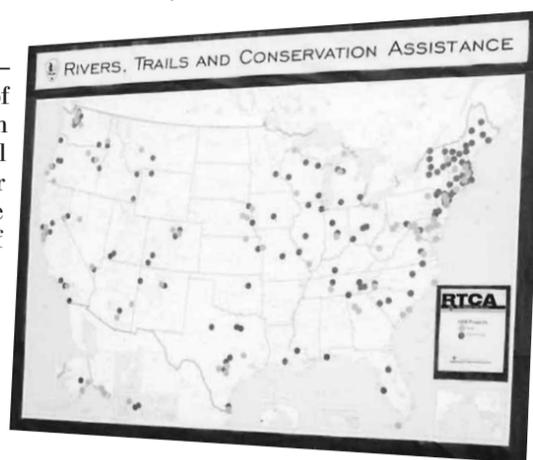


Tom Ross, assistant director of National Recreation Programs, and NPS Director Robert Stanton accept the Hammer Award from Secretary Bruce Babbitt at the April 20 ceremony. More than 80 program staff members nationwide now proudly wear small silver hammer award pins, advertising their individual roles in shaping the program and building its reputation. The honor is presented to teams of federal employees who have made significant contributions to the goal of reinventing government.

NPS Rivers & Trails Program Honored

Alan Turnbull

CHARLESTON, South Carolina—**Secretary Babbitt** joined the staff of the Rivers, Trails, and Conservation Assistance program at their national training session here to recognize their outstanding efforts in responding to the conservation and recreation needs of communities across the nation.



Babbitt presented a Hammer Award to the staff on behalf of **Vice President Gore**. For the last ten years, the Rivers and Trails program has been responding to requests from citizen groups and local governments—from rural towns in Maine to the neighborhoods along the Los Angeles River—to help them protect what they consider to be their best natural and recreational resources. The program provides hands-on assistance as a partner rather than as a regulator, grantor, or land manager.

During his visit, the Secretary announced that NPS will assist this year with 209 grassroots-led conservation and recreation projects. Babbitt also lead a 'campfire' discussion with the staff about the importance of their jobs in helping local groups to protect rivers and trails. "Trails bring us together in the land," observed Babbitt, "and rivers will tell us when we are treating the land respectfully." Babbitt acknowledged the value of rivers and trails as tools for building healthier communities and ecosystems, and encouraged the program's staff to continue in their efforts to help communities protect their rivers, trails, and other close-to-home open space.

Babbitt, together with NPS **Director Stanton**, praised conservation efforts like those of the Ashley River Conservation Coalition. The Rivers and Trails program has begun helping the Ashley group and other partners in an effort to preserve open space and scenic resources crucial to the historic value of numerous sites in the corridor. Charleston and the Ashley River also are both parts of the larger South Carolina National Heritage Corridor.

In particular, Babbitt praised the supporting, behind-the-scenes role that the Rivers, Trails, and Conservation Assistance program lets the Park Service play. Communities set their priorities for these projects, and the Park Service provides only technical assistance, not outright funding. "We must find more ways not to be the senior partners, but to be the catalysts," said Babbitt of the implications for Interior's role in local and private-lands conservation.

State, local, nonprofit, and business-sector partners supply the funding to implement more than 200 projects each year. "These kinds of programs appeal to conservatives in the best sense," the Secretary said, "because they recognize the power of communities solving their own problems." In 1998, an estimated \$250 million in benefits will be leveraged by projects assisted by this NPS program, whose budget is only \$7 million.

Alan Turnbull is a planner with the NPS Rivers and Trails Conservation Assistance Program's Washington, D.C. Office.

HONORS

John Manson, a 20-year NPS veteran and site supervisor at Faneuil Hall and Dorchester Heights National Historic Site, was inducted into the Carroll Society in recognition of outstanding achievement in the workforce. "Boston National Historical Park is privileged to have such a dedicated and erudite employee in a supervisory position," said **Bill Foley**, chief of Interpretation at the park, who nominated Manson for the prestigious award. The Carroll Society consists of blind or visually impaired employees who are recognized by their employer for outstanding job performance. The award is named after the Reverend Thomas J. Carroll who pioneered new concepts in rehabilitation training and vocational development for persons who are blind or visually impaired.

Yellowstone Bison—No Single Solution:

A draft Environmental Impact Statement on managing bison at Yellowstone National Park recognizes that there is no single solution to the complex issue. The proposal offers alternatives, including managing bison within specific population ranges; a safe and effective vaccination for bison; capture and testing of bison for brucellosis; purchase of critical winter range from willing sellers; a fair chase hunt; and quarantine. The draft is the result of a joint effort by the State of Montana, the U.S.



Department of Agriculture's Animal and Plant Health Inspection Service, the U.S. Forest Service, and the National Park Service. While the statement does not resolve the complex issues associated with long-term bison management, the federal agencies acknowledge and appreciate the State of Montana's diligent participation. The draft is available for public review and comment until Oct. 16. Public meetings on the proposal are being held in more than a dozen cities. The final statement will reflect the comments and concerns of the American people. For a copy, write Bison Management Plan EIS Team, National Park Service, Sara Branson, DSC-RP, P.O. Box 25287, Denver, CO 80225-0287; phone (303) 969-2310. Mail written comments to the above address. The park contact is Wayne Brewster, (307) 344-2010. The website is <<http://www.nps.gov/planning/current.htm>>

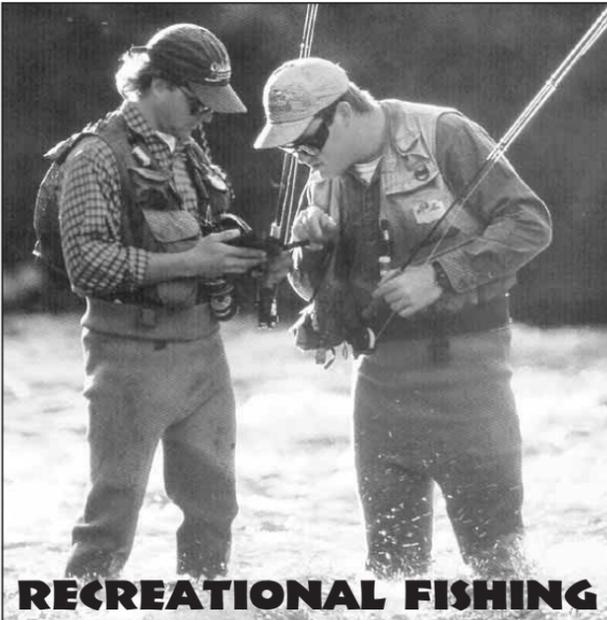
Gettysburg Visitor Complex: The National Park Service and a private developer have scaled back plans for a new visitor center and museum complex at the Civil War Battlefield in Pennsylvania. The revised plan eliminates three gift shops, replaces a giant IMAX theater with a traditional format theater, and reduces the size of the facility by about 28,000 square feet. The building complex would now cover 118,100 square feet and cost about \$39 million, a reduction of more than \$1 million. The plan also relies less on commercial financing and more on grants and public donations, calling for \$27.4 million in donations and \$11.9 million in commercial loans. The public-commercial venture for the park modernization was developed after officials concluded that Congress was unlikely to appropriate money for the project. The revised proposal was announced July 16 by NPS Deputy Director Denis P. Galvin and Gettysburg Superintendent John Latschar, who acknowledged that public comments and criticism played a role in the renegotiations with the private developer—Pennsylvania contractor Robert Kinsley. A foundation established by Kinsley would pay for the project with the donations, grants, and conventional loans, and manage the facility with the Park Service. The debt would be paid off from rents charged to the retail operations and revenue from the park's education programs. The 60-day public comment period on the revised proposal was scheduled to begin in August.



Santa Fe Trail: An 80-acre interpretive site for the Santa Fe National Historic Trail was dedicated nine miles outside of Dodge City, Kansas. Declared a national landmark in 1963, the site's series of historic trail ruts had suffered accelerating erosion. The site's development came out of a partnership between the Boot Hill Museum Inc., which owns the site, Ford County, the Kansas Department of Transportation, the Daughters of the American Revolution, and the NPS. In addition to a grant of \$23,000 for the project from its Challenge Cost-Share Program, NPS provided planning and design assistance to build five wayside interpretive exhibits, a walkway and

Todd Swain, a criminal investigator at Joshua Tree National Park, received the International Footprinter's Association Law Enforcement Officer of the Year Award. Swain has served with the NPS since 1983 and has been stationed at Joshua Tree since 1989. He became the park's criminal investigator in 1993 and has investigated and helped to prosecute numerous crimes against the park's resources and visitors. He recently helped in the successful investigation and prosecution of a grave robbery case that resulted in the repatriation of ancient Chumash Native American remains and the return of invaluable artifacts.

Jeff Ohlfs, a ranger at Joshua Tree National Park, received the Silver Beaver Award from the California Inland Empire Council of Boy Scouts of America. Ohlfs was among the 13 volunteers selected to receive the Silver Beaver, which is the highest award the council gives to adult volunteers. As an assistant scoutmaster with Scout Troop 77, Ohlfs has been active as an adult Scout for 17 years.



RECREATIONAL FISHING

The NPS offered recreational fishing in 169 park service areas that supported more than 7.5 million user-days for the popular sport in 1997, according to the recently released NPS Recreational Fisheries Report. Fishery education and angler ethics programs also were provided in 73 of the park units that offer recreational fishing. The NPS spent more than \$6.25 million in managing and enhancing its recreational fishery resources. An additional \$4.6 million was spent on water resources management, water rights, and water operation projects that help to ensure the maintenance of healthy fishery resources. The annual report noted that NPS must manage its fishery resources to promote the healthy, natural existence of native wild populations of fish, while managing its recreational fisheries with an emphasis on offering high quality experiences and the opportunity to catch native fish in their natural environment. Of the 35.2 million U.S. anglers, 84 percent prefer freshwater fishing. Seventy-three percent of those anglers are men; 27 percent are women. For more information, contact Jim Tilmant, Water Resources Division, at jim_tilmant@nps.gov

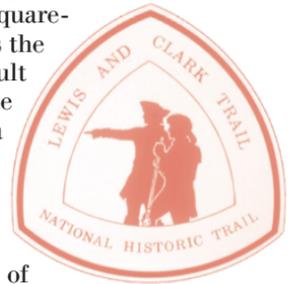
trailhead that are accessible to persons with disabilities, and an interpretive shelter. In addition, Fort Larned National Historic Site constructed recycled plastic boardwalks to span the trail ruts. Native grasses have been planted, halting further erosion. The program contact is David Gaines, (505) 988-6888.

Marsh-Billings Site Opens: NPS Director Robert Stanton, Mrs. Lyndon B. Johnson, Laurence S. Rockefeller and other distinguished guests attended ceremonies on June 5 marking the opening of the Marsh-Billings National Historical Park, Vermont. Home to pioneer conservationist George Perkins Marsh, the park includes a model farm and forest developed by Frederick Billings and continued by granddaughter Mary French Rockefeller and her husband Laurence S. Rockefeller. The park is managed as a partnership between the NPS and The Woodstock Foundation, which operates the Billings Farm and Museum. This site is the first NPS park in Vermont and the first unit to focus on the theme of conservation history and the changing nature of land stewardship in America. The 550 acres of forest land in the park was a gift to the American people from Laurence S. and Mary F. Rockefeller.

Winter Use Way Up? With winter use increasing dramatically in the last few years, Yellowstone and Grand Teton National Parks, and the John D. Rockefeller, Jr., Memorial Parkway (Wyoming) have begun work on new Winter Use Plans and an Environmental Impact Statement.

Winter visitation in the parks is currently managed under a joint Winter Use Plan that was approved in 1990. The parks have gone from virtually no winter visitors 30 years ago to more than 140,000 visitors per season in the early 1990s. The objective for the new plans is to provide future winter visitors with a full range of quality experiences in both developed and primitive settings. These experiences will be offered in appropriate locations or settings, where they should not hurt sensitive natural resources, wildlife, cultural areas, or the experiences of other park visitors. A Notice of Intent to begin the process was published in the Federal Register in April; a draft statement is to be released in August, 1999. Following a public review of the draft, a final plan will be formulated, and is to be released in October of 2000. Contact Marsha Karle or Cheryl Matthews at (307) 344-2015 or 2010.

Lewis and Clark Trail Visitors Center: Ten years in the making, the Lewis and Clark Interpretive Center in Great Falls, Montana opened on July 4. The \$6 million, 25,000-square-foot center graphically presents the story of Lewis and Clark's difficult portage around the falls of the Missouri. The project is a partnership, with shared funding, between the USDA Forest Service, the City of Great Falls, and the State of Montana. Exhibits portray many aspects of western parts of the 1804-6 expedition.



The Grand Opening was the culmination of a week-long celebration featuring speakers and workshops. The NPS administers the 3,700-mile long Lewis and Clark National Historic Trail. Plans are underway to commemorate the bicentennial of this historic adventure in the years 2004-6. Contact Richard Williams, NPS Trail Manager, (608) 264-5610, for information on the trail. For bicentennial activities, contact Michelle Bussard, executive director, National Lewis and Clark Bicentennial Council, (888) 999-1803.

Powder River Art: A two-mile stretch of the Powder River in Baker City, Oregon, recently sprouted artwork interpreting the stream's rich history. The display was the first phase of a concept designed to increase appreciation of the cultural and natural resources of the river under a plan entitled *The Voice of the River*. Released in April by the Leo Adler Memorial Parkway Committee, the plan also calls for acquisition of open space, development of trails, and improved recreational access to the river. The committee developed the concept in collaboration with the citizens of Baker City, the Oregon Arts Commission, the Bureau of Land Management, the U.S. Forest Service, the Baker Valley Irrigation District, and local artists. NPS Rivers, Trails and Conservation Assistance helped with public outreach, provided organizational guidance to the plan's partners, prepared resource and conceptual drawings, and helped secure \$14,000 in awards from the Oregon Arts Commission and the NPS's Challenge Cost Share Program to install the artwork. Sally Sheridan is the program contact, (206) 220-4122.

Night Skies—A Natural Resource: The Albuquerque Astronomical Society and Chaco Culture National Historical Park, New Mexico collaborated on construction of a permanent observatory dome that will expand a park initiative that emphasizes the night sky as a natural resource to be preserved and protected free from encroaching light pollution. The observatory, located next to the park's



visitor center, will serve both astronomers and the public. Society member John Sefick donated two telescopes, a digital camera, a computer, and software that allows astronomers to collect light from distant objects in space. Exposures taken over several seconds or even minutes can produce details in the collected image that the human eye would not otherwise see. This program supports Chaco's Night Sky Initiative, which began in 1993. Through studies of archaeoastronomy in Chaco Canyon, many researchers have found compelling evidence of indigenous peoples' sophisticated use of astronomy. With modern technology and this new observatory, the park is finding ways to continue these traditions in a modern context at Chaco Culture NHP. The contact is G.B. Cornucopia, (505) 786-7014, ext. 221.

U.S. Fish and Wildlife Service



Jamie Rappaport Clark, Director
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NCTC LAUNCHES DISTANCE LEARNING

ATTEND CLASS IN WEST VIRGINIA WITHOUT LEAVING OREGON

Dick Georgen, Donna Lam, Lisa Deener
National Conservation Training Center

The U.S. Fish and Wildlife Service now has its biggest classroom ever, brought to you by the distance learning team at the National Conservation Training Center. Distance learning in one of its several forms—high-tech interactive communications via satellite—became a reality for the Service June 18 as seven sites across the country were linked in a pilot broadcast from the agency's West Virginia training facility.

The first use of the new learning tool drew about 30 participants from seven sites, including Portland and Ashland, Oregon; Minneapolis; Albuquerque; Denver; Washington, DC; and Shepherdstown, West Virginia. More than 20 distance learning sessions are being planned for the next year as more regional offices and facilities are equipped with satellite downlink dishes.

The two-hour pilot presentation, offering a basic introduction to the Endangered Species Act for agency employees, was also designed to demonstrate and test the capabilities of this new technology, which allows training by satellite to remote locations coupled with an interactive feature for two-way communications between instructors and class participants.

"We've been dreaming about this capability for the past 10 years," said **Ken Goddard**, director of the National Fish and Wildlife Forensics Laboratory in Ashland, Oregon, and a participant in the pilot broadcast. "It's about time the future got here!"

Hosted by instructors **Marilet Zablan** from the Utah Ecological Services field office and **Sandy Tucker** from the Division of Endangered Species in Arlington, Virginia, the presentation offered a history of the Endangered Species Act and a review of the law's major sections, several question-and-answer sessions, a mock interview with a Congressional staffer, and a field trip to desert tortoise habitat in the Southwest.

FWS Directors Share Ideas, Hopes, and Vision

David C. Klinger

Five past and current directors of the U.S. Fish and Wildlife Service, representing 35 years of American conservation history, recently gathered at the agency's National Conservation Training Center for a soon-to-be-televised review of the Service's past and look to its future.

The agency leaders, whose tenures span those of seven U.S. Presidents from Lyndon Johnson to Bill Clinton, recorded their conversation at the West Virginia training facility's television production studio for later broadcast to Fish and Wildlife Service employees and use in agency orientation and training programs.

Hosted by NCTC director **Rick Lemon**, the wide-ranging two-hour production touched on recent American political history, the growth of the environmental movement, and three decades of changes in the mission and management of the Interior Department agency. "This is something we have never done before in the Fish and Wildlife Service. And it's long overdue," said Lemon.

ROBUST REDHORSE TAGGED FOR STUDY



Greg Looney

The U.S. Fish and Wildlife Service and the Georgia Department of Natural Resources are involved in a multi-agency partnership to keep the robust redhorse off the endangered and threatened species list. In August, staff from the Service's Warm Springs Regional Fisheries Center and the state's Wildlife Resources Division tagged the rare suckers with coded wire tags that will enable biologists to study the life history of the fish when they are released into Georgia's Broad and Ogeechee rivers in October and November. The robust redhorse now only occurs within a 50-river-mile section of the Oconee River in Georgia. Historically, its range once extended from the Yadkin River in North Carolina to the Altamaha River drainage in Georgia.

Columbus Brown, Southeast Program assistant regional director for Fisheries, and Ann Feltner, Southeast Region congressional liaison, watch the progress of the robust redhorse tagging crew at Warm Springs Regional Fisheries Center.

The robust redhorse now only occurs within a 50-river-mile section of the Oconee River in Georgia. Historically, its range once extended from the Yadkin River in North Carolina to the Altamaha River drainage in Georgia.

Steve Hillebrand, head of production at the National Conservation Training Center, christens the downlink satellite dish for the Distance Learning Program.



During the broadcast, the responses of participants to an informal test on Section 10 of the Endangered Species Act were tabulated on screen via the distance learning system's keypad response feature. "Once you get over the novelty of the medium, and this happens fast, you find yourself 'in the room' with the instructors," said **Marvin Moriarty**, the deputy regional director in Minneapolis, another class participant. "The use of 'virtual field trips' helps drive home learning points much better than the usual classroom situation."

NCTC Director **Rick Lemon** emphasized the national reach of the medium. "This technology will help NCTC to provide conservation professionals and other conservation stakeholders local access to exceptional training and education opportunities," he noted. "Participating in these events will improve their ability to conserve, protect, and enhance fish and wildlife and their habitats."

Digital downlink satellite dishes have been installed in the regional offices in Portland, Oregon; Minneapolis, Minnesota; Albuquerque, New Mexico; and at the Forensics Laboratory. By the end of September, installation is scheduled for Hadley, Massachusetts; Anchorage, Alaska; Denver, Colorado; and Arlington, Virginia.

To reach our goal of bringing training and education opportunities to your "front door," the NCTC distance learning team invites employees to participate in currently scheduled satellite telecasts on the topics of ethics, realty, and the Endangered Species Act. **Lisa Deener**, who is teaching the ethics broadcast, says, "I'm amazed at how quickly we can get all the regions into one classroom at one time!" The NCTC distance learning team also invites suggestions on how distance learning can meet your training needs.



Director Jamie Rappaport Clark, sitting at left, is joined by former directors standing from left, Spencer Smith, Lynn Greenwalt, John Gottschalk, and John Turner, who is sitting at right.

Participating in the video conversation were former Service directors **John Gottschalk**, 1964 to 1970; **Spencer Smith**, 1970 to 1973; **Lynn Greenwalt**, 1973 to 1981; **John Turner**, 1989 to 1993; and the Service's current director, **Jamie Rappaport Clark**, serving since 1997. A sixth director, **Bob Jantzen**, who led the agency from 1981 to 1986, was unable to attend due to illness.

The production also paid tribute to two deceased directors from the past decade, **Frank Dunkle**, who served from 1986 to 1989, and **Mollie Beattie**, director from 1993 to 1996. "The men and women who have led this agency span the 'Great Society' to the 'Bridge to the 21st Century,'" said Lemon. "They have all left their imprint on fish and wildlife conservation and they have all helped to shape and fashion the U.S. Fish and Wildlife Service that we know today."

Among subjects addressed by the five directors, particular emphasis was placed on the influence of changing demographics in American society on the management of fish and wildlife resources, as well as the evolution in resource management priorities by each succeeding political administration. The pressures of making decisions on controversial issues prompted a lively dialogue, with the northern spotted owl and lead shot as examples addressed by Turner and Smith, respectively. "I learned a lot from my predecessors and I really appreciated their candor, their humor, and their support," said Clark. "It's clear to me why they were leaders in our agency."

To conclude the session, the five directors delivered "time capsule" messages to the Fish and Wildlife Service employees of 35 years from now, challenging succeeding generations to "learn from, but not necessarily venerate, the past," in the words of Greenwalt, and to "stay positive in the face of accelerating resource demands," according to Clark. NCTC expects to incorporate the entire recorded conversation into the Service's historical archives and to distribute copies of a condensed version of the session to agency field offices. It also plans to air it on the new "distance learning" satellite capability pioneered by NCTC that is currently received by seven agency sites.

New Prairie Wetlands Learning Center

Dan Sobieck

FERGUS FALLS, Minnesota—It was an emotional day, full of pride, joy, and even tears, as more than a decade of effort culminated in the August 8 grand opening of the new Prairie Wetlands Learning Center. The city of Fergus Falls, population 12,000, is located about 180 miles northwest of the Twin Cities.

The Prairie Wetlands Learning Center, a residential facility built for \$3 million, is the end result of a partnership that began in the 1980s among local residents, the City of Fergus Falls, the State of Minnesota, and the U.S. Fish and Wildlife Service. The State of Minnesota provided funding for the building, it was located on land owned by the City of Fergus Falls, and it will be maintained and operated by the Service.

The goal of the new center will be to educate students and the public about the prairie pothole ecosystem. Environmental education programs at the 320-acre site will include overnight residential programs, day programs, summer camps, and special events for all visitors. Up to 96 students and instructors can be accommodated in the fully-accessible dormitory facility.

More than 1,200 people attended the grand opening ceremony, which featured live bluegrass music, a prairie musical presented by local school children, and field activities in the water and on the rolling hills. Those in attendance also sampled buffalo burgers and wild sumac tea. In her keynote address, **Janet Ady**, acting chief of Education Outreach at the National Conservation Training Center in West Virginia, cited the facility as an important regional education tool. "Environmental education is a critical component of every student's education, said Ady, and residential centers such as the Prairie Wetland Center, which actually immerse students in the curriculum over a period of days, are excellent education tools."

Not only are these programs effective, the kids love them, noted Ady. "When you provide hands-on training, where the kids actually get out in the field and get their hands dirty, you can see the excitement in their faces—and you know they're really learning. Ady observed this phenomenon first-hand as she donned waders and helped students collect pond samples at one of the 35 wetlands located at the center. When asked what he caught, one student replied, "Bugs." A closer examination by staff biologists revealed 25 different types of invertebrates, just a sample of the creatures that lay claim to the fertile prairie wetlands.



Above, the Prairie Wetland Learning Center. To the left is the dormitory and to the right is the great hall, classrooms, and cafeteria. Left, Teresa Jaskiewicz, an education specialist at the Prairie Wetland Learning Center, shows students how to catch and identify insects before safely releasing them. Photos by Greg Dehmer

After the event, **Tim Bodeen**, the harried but relieved director of the Learning Center, reflected on the day. "It took us a long time to get here," said Bodeen, gazing approvingly toward the horizon where prairie met sky, "but it was worth it. It was definitely worth it." Bodeen and his staff are now working on Graduation Standard packages for the Minnesota schools that will use the facility. He anticipates educators from across the Midwest will seek out the center as they become familiar with the facility and what it offers. For information about the Prairie Wetlands Learning Center, visit the website at www.fws.gov/r3pao/wmd/index.html or call 218-736-0938.



Delighted smiles were the order of the day during the CAST fishing event for Washington, D.C. area children.

DC Kids Catch a Special Thrill

Edward Uppole, Maryland BASS Federation

Despite ominous clouds and other harbingers of unseasonable weather, 20 disabled youngsters from around the Washington, D.C., metropolitan area gathered June 13 at Smallwood State Park in southern Maryland for the second annual "Catch a Special Thrill" event sponsored by C.A.S.T, a non-profit foundation dedicated to providing disabled and disadvantaged kids an opportunity to get hands-on experience in the exciting sport of tournament fishing.

The C.A.S.T program, which pairs each child with a tournament angler who provides professional tips as they careen around in high-performance boats, was co-sponsored by the Maryland BASS Federation, the U.S. Fish and Wildlife Service, and other federal and state resource agencies and citizen's groups.

The weather made slim pickings in the normally very active Smallwood fishery, but due to the extensive knowledge and skill of the children's teammates, members of Maryland's nationally honored BASS Federation, just about every participant caught a fish and certainly all of them "caught a special thrill." The success of the activity came about due to the efforts of many individuals and organizations.

On hand were representatives from the Maryland Department of Natural Resources, U.S. Fish and Wildlife Service, Bureau of Land Management, Bureau of Reclamation, Paralyzed Veterans Association, Army Corps of Engineers, National Park Service, Maryland BASS Federation, the 4-H Cast-A-Ways Jr. Bass Chapter, and the Jaycees, who donated a picnic lunch for everyone involved.

The Cast-A-Ways showed that young people can accomplish great things if they put their minds to it. Most importantly, 20 children laughed, squealed, and giggled delightedly as they cruised up and down Mattawoman Creek and caught fish, a first for many of them.



Jesse and Joe MacKenzie investigate a baby alligator during the Atlanta Regional Office's annual Family Festival on August 6. The boys are the children of Tom MacKenzie, the chief of Media Relations for External Affairs at the Service's Atlanta office. Other attractions at the event included a live Florida panther, turtles, and tadpoles. A picnic lunch of hamburgers and hot dogs was served, and a fire engine was on display. Photo by Diana Hawkin

Bob Jackson, Andy Bellcourt, and Ed Grant represented the Bureau of Indian Affairs in its seventh year of participation. Jackson served on the planning committee for the event while Bellcourt and Grant guided groups of inner-city youth and shared orientation skills.

Urban Youth Become Anglers For a Day

Dan Sobieck

BLOOMINGTON, Minnesota—Minnesota Valley National Wildlife Refuge played host to hundreds of young anglers celebrating National Fishing Week at the Minnesota Valley Refuge Bass Ponds area on June 6. Food, fish, and fun combined to make it a great day for anglers and angling instructors alike.

"What a crowd!" exclaimed **Vicki Sherry**, an outdoor recreation planner "We had two sessions this year, one in the morning for kids from the inner city and a second session in the afternoon open to the general public," said Sherry, who had organized the event. "This was the first year we opened the event to the public. More than 500 people attended and everyone had a great time."

Coordination among refuge staff, public volunteers, and three Native American organizations was critical to the event's success. "We couldn't have done it without the help of our volunteers," Sherry said. "More than 60 volunteers helped at the learning stations, cook tent, and at the ponds. And we needed them all because it was the first time many of these kids had ever fished."

When not preoccupied with lobbing gobs of worms at the eager fish in the ponds, the anglers learned about fish biology, ethics, fish cleaning, water quality, and fishing gear. Minnow races and the ever-popular casting contest rounded out the event. Sherry plans to open the event to the public again next year.

As in years past, local inner-city youth were treated to a shore lunch sponsored by the Red Lake Band of Chippewa Indians and prepared by Red Lake Nation fish fry crew members **Herman Lustier, Marion Lustier, Marilyn Beaulieu, and Carol May**. Fisheries Director **Dave Conner** and **Pat Brown**, a fisheries biologist, served as instructors at educational stations, providing valuable insights into Red Lake fisheries and culture. **Lawrence Bedeau**, director of the Red Lake Department of Natural Resources, coordinated the Tribal participation and represented the Red Lake Tribal Council.

Tribal agents **Allen Neveaux** and **Jeff Poskie** also participated, teaching anglers knot-tying techniques and natural resource ethics. The officers also spent a great deal of time responding to calls to bait hooks, unsnarl line, and unhook fish.



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Secretary Babbitt Praises Miccosukee Framework to Redefine Tribe's Relationship with Everglades National Parks

Calling it "a new framework resolving contentious issues between Indian tribes and national parks," Secretary Babbitt praised a legislative agreement that would end future litigation between the Miccosukee Tribe of Florida and the Department involving Everglades National Park.

"This legislation allows everyone to come out a winner," Secretary Babbitt explained on July 29. "The Tribe will secure its future in the Park and as a working partner in the restoration of the Everglades ecosystem, and Everglades National Park will have assurances of environmental protection within the expanding needs of the tribe, as well as some necessary natural conservation easements that are being built into this agreement."



Secretary Babbitt

Under the terms established in the legislation, the Miccosukee Tribe will double the size of its present "Reserved Area" in perpetuity within the boundaries of the park. This will permit the tribe to construct housing to meet their growing needs and to develop economically. The agreement would specifically prohibit expansion of gaming into the Reserved Area, and would assure that commercial development conforms to height restrictions within the park and is consistent with the cultural traditions of the Miccosukee Tribe.

The legislation, Senate Bill 1419 as amended, will guarantee tribal sovereignty within the Miccosukee Reserved Area. At the same time, the legislation provides assurances that the tribe will do nothing that degrades water quality, and the tribe has agreed to public notice and review of new construction to assure appropriate environmental

protection. The National Park Service will identify natural easements as necessary in the western portion of Reserved Area.

"It is my hope that this legislation will put an end to litigation that is not only expensive to all parties but corrosive to the longstanding and important partnership that we have with the Miccosukee Tribe," Babbitt said. "I'm grateful to Florida's Congressional delegation, particularly **Senator Graham, Senator Mack, and Congressman Deutsch**, for their assistance."

The legislation must pass both the Senate and House of Representatives and be signed by the President before becoming law.

TRIBAL BUSINESS INFORMATION CENTER OPENS

Joseph Martin

CHEROKEE, North Carolina – The Eastern Band of Cherokee Indians have opened a Tribal Business Information Center to help the tribe and individuals on the Qualla Boundary receive private sector counseling, workshops, and support services for businesses and entrepreneurs. The center is equipped with computers, software, Internet access, and a small library of business reference materials. It was a collaborative effort of the Small Business Administration's Office of Native American Programs and the Bureau of Indian Affairs.

"I'm especially pleased to have this center open," said Principal Chief **Joyce Dugan**. "The center has just about anything tribal members would need to get a business off the ground or keep one running. I think that's the answer for any Indian tribe." **Woody Sneed**, a financial analyst for the BIA's Office of Economic Development, said there are about 17 centers around the nation that are similar to the one that the Cherokee Tribe opened. "I wish everybody had one of these," Sneed said. **Gary Cook**, the district director for the Small Business Administration, said "This is a resource to help people help themselves. I'm glad to be part of the partnership."



Taking part in the May 7 ribbon-cutting ceremony for the new Tribal Business Information Center's Grand Opening were, from left, Ronnie Blythe, director of Business Development, Principal Chief Joyce Dugan, BIA's Woody Sneed, and SBA's Gary Cook.



Signing the agreement to restore Rio Grande cutthroat trout are, from left, state conservationist Rosendo Trevino III, Natural Resource Executive Director Joe Muniz, acting tribal president Rodger Vicenti, and acting vice-president Ronald Julian.

Jicarilla Sign Pact to Restore Rio Grande Cutthroat Trout

Tribe Also Announces Separate Agreement with Government on Natural Resources Planning

DULCE, New Mexico—The Jicarilla Apache Tribe has signed an agreement with federal and state authorities that will restore the threatened Rio Grande cutthroat trout, New Mexico's state fish, to its native habitat in the Chama River Basin.

The Rio Grande cutthroat trout, a 6 to 14-inch underwater jewel that had been plentiful in the state for hundreds of years, has all but disappeared from the Rio Grande Basin. The agreement between the Jicarilla, the U.S. Fish and Wildlife Service, and the New Mexico Department of Game and Fish will reestablish the subspecies on the Running Elk Ranch in Chama. The tribe owns the ranch.

"The Jicarilla Tribal Council enthusiastically approved this agreement because it takes very seriously the stewardship of tribal land and the animals that thrive on it," said **Joe Muniz**, executive director of the tribe's Natural Resource Division and a member of the council. "We have a responsibility to manage these valuable natural resources to the best of our ability for future generations. This agreement will return a valued native fish to the same waters our ancestors fished."

On the same day, July 22, the Jicarilla signed a second agreement with the U.S. Department of Agriculture's Land and Soil Conservation Service. The pact will enhance cooperation in natural resources planning, habitat management, and federal grant development. The service will also staff an office on the reservation in Dulce. The two agreements were signed at the Lodge at Chama in a ceremony that was attended by officials of the tribe and the federal and state agencies.

The Jicarilla Apache have been leaders in the management and conservation of natural resources on its 870,000-acre reservation. In 1994, the Jicarilla became the first Southwest Indian tribe to sign a conservation plan with the U.S. government to protect and manage spotted owl habitat on the reservation in northern New Mexico. Two years later, the National Fish and Wildlife Foundation provided a matching grant to the Jicarilla to launch the cutthroat trout project.

Under the restoration agreement, the Fish and Wildlife Service will provide at least 50 pure strain Rio Grande cutthroat trout from the Chama River Basin to reestablish populations of the subspecies in Poso and Willow creeks. The Jicarilla and the Running Elk Corporation, which manages the ranch, will provide habitat for the restoration of the Rio Grande cutthroat trout in the creeks and will also build and maintain barriers to the upstream migration of non-native trout.

The program will also help reestablish the Rio Grande cutthroat trout elsewhere in New Mexico. Under the agreement, the two creeks will become incubators for cutthroat trout restoration projects in other parts of the state.

The program comes amid growing concern about the survival of the Rio Grande cutthroat trout, which today occupies less than five percent of its historic range in the Rio Grande drainage from southern Colorado to southern New Mexico.

In February, a coalition of environmental groups from the two states petitioned the Fish and Wildlife Service to place the Rio Grande cutthroat trout, the only subspecies of cutthroat trout in northern New Mexico east of the Continental Divide, on the endangered species list. The government has not yet taken action on the request.

The Rio Grande cutthroat trout project and the separate agreement with the Land and Soil Conservation Service underscore the Jicarilla Apache Tribe's recognition of the importance of wise use and management of natural resources on lands that the Jicarilla have called home for more than 500 years. The pacts also demonstrate the commitment to developing mutually beneficial relationships with public and private interests in the areas that surround the Jicarilla Apache reservation.

Teachers Teens About Community & Connection

SAN CARLOS, Arizona—How many students do you think would choose to spend the first four weeks of summer vacation crawling into city sewers, sitting through a County Supervisors meeting, repairing fences atop Mt. Graham, birdwatching at Bonita Creek, and learning to gather traditional San Carlos Apache foods from the Sonoran desert?

The lure of these activities was so appealing to older teens from the Gila Valley in Arizona that many of them wrote 200-word essays in order to be selected for six positions in a new student internship program arranged through cooperation by the San Carlos Apache Tribe, Bureau of Land Management, City of Safford, Arizona, Graham County government, and the Phelps-Dodge Morenci Mining Company.

Participants included San Carlos Apaches **Robert Olivar Jr.** and **Tricia Williams**; Clifton resident **Casey Cochran**, **Michelle Hopkins** of Safford, **Aubrey Mulleneaux** of Thatcher and **Camilee Payne** of Duncan. Applicants' resumes had to show grade point averages of at least 3.2 and a healthy selection of extracurricular activities. They also had to write a 200-word essay explaining why they wished to participate.

Some of the chosen graduated with the class of 98, others—such as Fort Thomas High School student Robert Olivar Jr.—begin their senior year of high school this fall. All six spent the month of June learning about the communities in which they live. Perhaps more importantly the Apache students and their non-Indian neighbors learned about each other.

"In my view this program helped us connect between each others culture," said Casey Cochran of Clifton. "It also helped us learn about city, county, and tribal government along with the industries such as Phelps-Dodge. It was a great program and I hope it continues in the future."

Duncan resident Camilee Payne added, "I enjoyed my week in San Carlos; after completing it I had a greater understanding of the Apache culture and the tribal government."

Funds for the internship were provided by the BLM, San Carlos Apache Tribe, Graham County communities, and Phelps-Dodge. The summer course for local teens is an example of the progress that is being made while the various governments meet to reinforce their relationships. It's a display of progressive thinking that adults who are involved in occasionally thorny negotiations are fostering discussion, friendship, and understanding amongst the next generation.

Each week had an exhaustive itinerary: touring buildings and offices, taking field trips, and feasting at host family barbecues. Internships began June 1 and the students' first week was spent learning about county operations and the City of Safford's government



Frybread Feast: Internship participants learned to make Indian frybread over a campfire in the shadehouse outside the Apache Cultural Center. From left are Aubrey Mulleneaux, Michelle Hopkins, Camilee Payne, Tricia Williams, Casey Cochran, internship chaperone Kim Chae, and Cultural Center manager Herb Stevens.

Mulleneaux. "My experiences in San Carlos were once-in-a-lifetime and they opened my mind to a whole new world that I never knew existed. Thank you."

On their June 15-19 visit to the San Carlos Apache Reservation, students got off to an exciting start during a drive to Bonita Creek when they spotted a robust cinnamon colored black bear (*shash* in the Apache language) foraging near the water.

Ensuing days brought lessons about the tribe's Soil Moisture Conservation Program and a tour of the Cultural Center. By listening to Apache elders, they learned firsthand about history and heritage. At the tribe's Recreation and Wildlife Department, a young tribal member talked about his work as a wildlife technician and explained the importance of hunting and fishing as a component of the reservation economy.

Interns walked where few people are invited to tread—down an iron staircase and into the cool concrete depths of the 200-foot Coolidge Dam that impounds San Carlos Lake. One evening, the youths all learned to make Indian frybread together, then feasted on it in a nearby shadehouse of woven willow saplings. Another day, the group split up and the boys' afternoon was spent at a medicine man's riverside sweat lodge, while the girls learned to gather and prepare traditional foods harvested from the surrounding desert. The final week was organized by Safford Field Office staff of the Bureau of Land Management. Program Manager Lynn Saline was present at the closeout evaluation at the week's end, and was struck by the breadth of what students had learned.

"This was an exceptional bunch of young people," Saline said. "What impressed me the most was the amount of information they learned and the vast perception they had of what they experienced. What we had hoped for was a better understanding of the workings of the tribe, Phelps-Dodge, the city, and the county," she explained. "And these six kids came away with a realization of the complexity of the world that we live in. The goal was getting people together and talking about issues and problems that we all have to resolve; these youths proved to me that they more than achieved that."

Recovered Eagle Flying Free

SAN CARLOS, Arizona—It was a breathtaking moment as the dark bird shuffled out of a small cage, took wing, and soared majestically over the San Carlos River and away from the half dozen people who had been involved in her recovery.

Watching her circle away was an especially gratifying moment for **Matt Hopkins Jr.**, a member of the San Carlos Apache Tribe who had spotted and helped to recover the injured bird. Hopkins, **James P. Reede**, and other wildlife technicians had been monitoring eagles on the San Carlos Apache reservation this spring and summer under a grant from the Bureau of Indian Affairs' Eagle Nest Watch Program.



From left, Paul Nosie Jr., Matt Hopkins, Jr., Jamie Driscoll, and Megan Mosby watch as a young female bald eagle takes wing, following her hospitalization at a wildlife rehabilitation center in Scoffsdale, Arizona. The injured bird was found by San Carlos Apache Tribal workers employed under a BIA eagle nest watch grant this summer. Photos by Paul Wolterbeek

her nest, she broke the keel bone in her chest, making flight impossible, and rendering the bird nearly defenseless on the ground.

The eagle was transported to Liberty Wildlife rehabilitation center in Scoffsdale, where her movements were restricted and she was fed a specialized diet for several weeks to give the keel bone enough time to repair. When she had recuperated and was ready to fly, the magnificent bird was released on June 30 not far from the riverside nest where she was born.

Megan Mosby, the director of Liberty Wildlife, and Annie Steinmetz, the group's operations director, were joined during the release by **Paul Nosie Jr.**, the director of the San Carlos Apache Tribe's Recreation & Wildlife Department, **Amanda Moors**, a tribal wildlife biologist, Hopkins, and **Jamie Driscoll**, of the Arizona Game & Fish Department.

"It's good to see that there was something positive as a result of the Nest Watch Program," said Hopkins, who since 1995 has spent his summers and vacation time receiving on-the-job experience as a wildlife technician with the San Carlos Recreation & Wildlife Department. "Last year that same nest failed and we had one dead juvenile, but this year both fledglings survived." The dead fledgling was found after apparently falling out of the nest and succumbing to injuries and exposure.

Money was not available in 1997 for daily nest observations, but this year, thanks to the BIA grant, the tribe was able to carry out a seasonal Nest Watch Program—the kind of watchful monitoring that probably meant the difference between life and death for the eagle that was recently released.



Eluid Martinez, Commissioner
Carrie Kemper, Reclamation Editor

PEOPLE

Reclamation Honored for Employee Safety, Clean Water Act Initiatives

The National Safety Council recently awarded Reclamation the Safety Award of Honor for significantly reducing the bureau's employee injury rate. Reclamation leads all bureaus and offices at Interior in employee safety.

In presenting the award, **Jane Romer**, the policy director for the National Safety Council, cited the agency's impressive low incidences of safety infractions—a rate markedly lower than other federal agencies. For the past three years, Reclamation has significantly reduced its incidence and injury rates and remained well below the average rates of government and industry.



From left, National Safety Council officer Jane Romer, Reclamation Commissioner Martinez, Assistant Secretary John Berry, and Deputy Assistant Secretary for Human Resources Mari R. Barr took part in the presentation of the Safety Award. Photo by Tami Heilemann, ISC

Water recently recognized two Reclamation employees for their leadership efforts. **Cindy Dyball** and **Stan Ponce** of the Commissioner's Office received the Interagency Clean Water Leadership Group Award with five other federal employees. **Bob Perciasepe**, EPA's assistant administrator, presented the leadership awards at a July 9 ceremony in Washington, D.C. to recognize those who have helped to further President Clinton's Clean Water Action Plan. The award reads, "For your commitment to unity among federal agencies to further protection and restoration of the nation's waters."

Reclamation reduced its death/disability rate by 51 percent, days away from work by 65 percent, and total safety cases by 43 percent. Commissioner Eluid Martinez accepted the award on behalf of the agency and thanked employees for "making us look so good." **John Berry**, the assistant secretary for Policy, Management, and Budget, called the July 15 ceremony a proud day. "Reclamation is now the leader in safety for the Department," Berry said.

In another recognition ceremony, the Environmental Protection Agency's Office of



Kimball Banks received his Federal Civil Servant of the Year award for Bismarck-Mandan Area at the May 19 employees meeting.

AIRCRAFT DIDN'T USE OXYGEN

The pilot and eight passengers on an unpressurized plane that crashed in southwestern Colorado last year failed to use the oxygen system, the National Transportation Safety Board reported. The single-engine Cessna 208 Caravan, operated by Scenic Airlines, reached an altitude of 15,400 feet before beginning an uncontrolled descent that killed all on board. The plane was carrying employees of the Bureau of Reclamation's Upper Colorado Region. Experts said unconsciousness or dangerous euphoria would set in at that altitude; federal regulations call for oxygen use above 12,000 feet.



DEVELOPING TOMORROW'S LEADERS

Members of Group 1 of the Reclamation Leadership Development Program gather for a class picture with staffers of the Center for Creative Leadership during the program's kick-off week in Colorado Springs, Colorado. From the left, in back row, Kris Mills, Mark Trevino, Deborah Byers, Pablo Arroyave, Leann Towne, Brenda Barker, Charlene Dougherty, and Patrick Mangan. In the third row: Roger LeSueur, Carrie Kemper, Susan Harper, Scott Guenther, Kathleen Ozga, Mary Reece, and Jim Fodrea. In the second row: Robert Luetheuser, Jacqueline Murphey, Kathleen Michelsen, Karen Weghorst, and Karen Blakney. In the first row: Steve DelCastillo, Rich Ortiz, Barry Strickland, and Angie Hall. DelCastillo, Strickland, and Hall are staff members with the Center for Creative Leadership.

Kathy Keefe, Reclamation Service Center

Recently turnover in bureau leadership and the eligibility of current managers and supervisors for retirement have led **Commissioner Eluid Martinez** and his policy team to launch three Reclamation-wide leadership development programs. The goal is to prepare a younger generation of Reclamation standouts to assume roles in leadership, policy-making, and executive management.

Candidates for the programs applied last summer and were selected through a comprehensive evaluation system. The Reclamation offices that sponsor the participants are providing funding and resources. The programs, which began early this year, are designed to meet the bureau's varied leadership needs. **Kathy Keefe** and **Ernie Balenzuela**, from the Human Resources Office of the Reclamation Service Center, are the primary staffers involved in developing and carrying out the programs.

"The enthusiasm of the participants for these learning opportunities has been inspiring," said Balenzuela. "The supervisors, mentors, and policy team members have been extremely supportive in promoting the development, coaching, and mentoring needed to allow participants to succeed."

SENIOR EXECUTIVE DEVELOPMENT QUALIFYING PROGRAM

This regimen provides formal training in the leadership skills and competencies that are required of candidates for the Senior Executive Service. Participants attend the Washington Executive Seminar, complete the Leadership Effectiveness Inventory, and design Individual Development Plans that are based on an assessment of their strengths and needs.

Participants in the current program include: **Maryanne Bach, Max Gallegos, Jack Garner, Barry Gold, Rick Gold, Michael Jackson, Fred Ore, Kirk Rodgers, Michael Roluti, Sandra Simons, Larry Todd, and Kathleen Wheeler.**

These candidates, who have a Senior Executive Service mentor, will complete one work assignment and other training activities that are specifically designed to help them acquire the experience and abilities they need. Participants are considering formal training opportunities at the John F. Kennedy School of Government at Harvard, the Federal Executive Institute, and the University of Michigan Business School.

The trainees' work assignments can be with customers in Reclamation, the Department, or other federal agencies. At the end of their intensive training program, the participants will be better able to compete for Senior Executive Service positions through the competitive process.

NATIONAL POLICY DEVELOPMENT PROGRAM

This is a developmental assignment hosted by the Office of the Reclamation Commissioner. Employees from outside the Washington, D.C. area were selected for three-month assignments in the Commissioner's office. Participants attend the Congressional Operations Seminar and are rotated through several assignments that are designed to introduce them to the way policy is formulated. Employees taking part in this program include: **Eric Corbin, Melinda Gaddis, Rege Leach, Bill Martin, Angela Boylard, Terri Edwards, and Don Treasure.**

LEADERSHIP DEVELOPMENT PROGRAM

Reclamation's Leadership Development Program includes 37 participants at the GS 11-14 levels who are taking part in an 18-month program to develop a diverse, well-trained group of employees with the skills and confidence necessary to be the bureau's future leaders. Specifically, the training develops the core leadership competencies listed in the Leadership Effectiveness Framework that is established by the Office of Personnel Management.

Participants in the this program include: **Susan Anderson, Pablo Arroyave, Brenda Barker, Karen Blakney, Deborah Byers, Kathleen Dickinson, Charlene Dougherty, Colleen Dwyer, Scott Guenther, Donald Fodrea, Susan Harper, Cynthia Hoelt, Carrie Kemper, Roger LeSueur, Robert Luetheuser, Patrick Mangan, Karl Martin, Kathleen Michelsen, Kris Mills, Michael Morris, Jacqueline Murphey, Rich Ortiz, Kathleen Ozga, Timothy Personius, Mary**

continued on the bottom of page 25

Casting Smiles, Catching Joy

Theresa Taylor and Rico Aguayo,
Reclamation Service Center

FT. COLLINS, Colorado—They came to do something that few of them had ever tried before—fishing. And it was the first time in the state of Colorado.

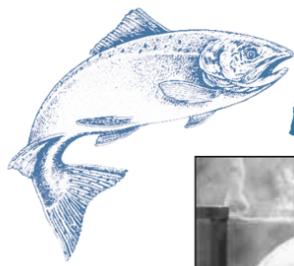
Local area students had the opportunity to cast a line and catch a fish at Horsetooth Reservoir here, thanks to CAST: *Catch a Special Thrill*—a non-profit group that helps disabled and disadvantaged youngsters to experience the joy of fishing. The CAST for Kids Fishing Day on June 13 brought smiles to parents, volunteers, and most importantly, to the youngsters for whom the event was planned.

The CAST for Kids Foundation, which was created in 1993, helps to organize outdoor events in which volunteers who love to fish provide the youngsters a day of fishing and fun, explained **Jim Owens**, CAST president. “The event is designed to create an environment that children, adults, and caregivers can enjoy,” Owens said. “The beautiful outdoors creates an opportunity for children and adults to leave their problems on shore.”

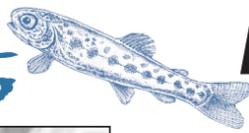
The CAST Foundation began with small fishing outings and grew into an awareness program that focuses on the capabilities of disabled and disadvantaged youth and their appreciation for natural resources. Today, it also promotes cooperation among government agencies, private interest groups, local businesses, and communities where events are held. When CAST began, events were held only in the Pacific Northwest. This summer, CAST went national with first-time events in Washington D.C., Texas, California, and Colorado.

Nationally, CAST is co-sponsored by Reclamation and BASS, the Bass Anglers Sportsmen Society. Reclamation provides the reservoirs and BASS provides the boats and technical advice. Through a memorandum of understanding, Reclamation also contributes tackle, rods, life jackets, hats, t-shirts, and awards.

Horsetooth Reservoir, the chosen site for Colorado’s inaugural event, is the largest reservoir in the Colorado-Big Thompson Project, a transbasin, multi-use water



GONE FISHING



A School for Fishing, Without the Scales

DENVER, Colorado—Ah, those lazy days of summer. Imagine sitting back on the bank of your favorite lake or stream and casting out your line in hopes of catching the grand daddy of them all.

To make that anglers’ dream a reality, Reclamation joined other federal, state, and city governments, and private industry in June to host two fishing events for the 1998 National Fishing Week.

More than 200 dedicated volunteers from the partnership agencies offered instruction and guidance at the events, which were held at the Denver Water Kessler Center lake. The first event was for an adopt-a-school-partnership with 200 students and chaperones, while the second was open to the public in the Denver metro area, hosting 500 children and their parents and younger siblings. Sessions included knot tying, fish identification, fishing ethics, safety, fish ecology, and casting. After the instruction, participants rushed to the lake, anxious to test out their new knowledge and fishing techniques. The 700 new anglers caught more than 300 fish.

Fish cleaning was provided and the new fishing experts had an opportunity to observe techniques. Catch and release was taught as an option for those who prefer not to keep their fish. The largest fish caught was 23 inches long and weighed about four pounds.

These are just two of the many events which Reclamation’s Denver Environmental Education volunteers provide to the school partnership program. The Denver office currently has three adopt-a-school partnerships.

hoping for bass! Participants **Colynn Witman** and **Dean Senseney** caught that special thrill when they each reeled in 16 3/4-inch and 20-inch walleyes, respectively.

Generous sponsors helped to make the day a success but the most valuable gift was the time volunteers gave to make the event possible for the disabled students, said **Wayne Deason**, the deputy director of Program Analysis. “CAST helps us to recognize what it’s like to help people. And that is something good for us all.”



Stephen Ruff can't hide his excitement as he receives an award from Otto Otter at Colorado's inaugural CAST for Kids Fishing Event. Photo by Rosini Russel



Reclamation employee Darrell Cauley teaches his new friend to fish.

project. “We were honored to host such an important and exciting event,” said **Dennis Christenson**, deputy area manager for the Eastern Colorado Area Office, which oversees Horsetooth Reservoir. “Everybody got a chance to fish!”

Felix Cook, director of Reclamation’s Technical Service Center, drove up from Denver just to volunteer for the day. “CAST was one of the most enjoyable events I have ever participated in,” he said. “I would welcome the opportunity to do it again.”

The participants spent a fun-filled morning out on the water catching and releasing trout, wipers, walleye—and

Shasta 'Falls' Draws Thousands

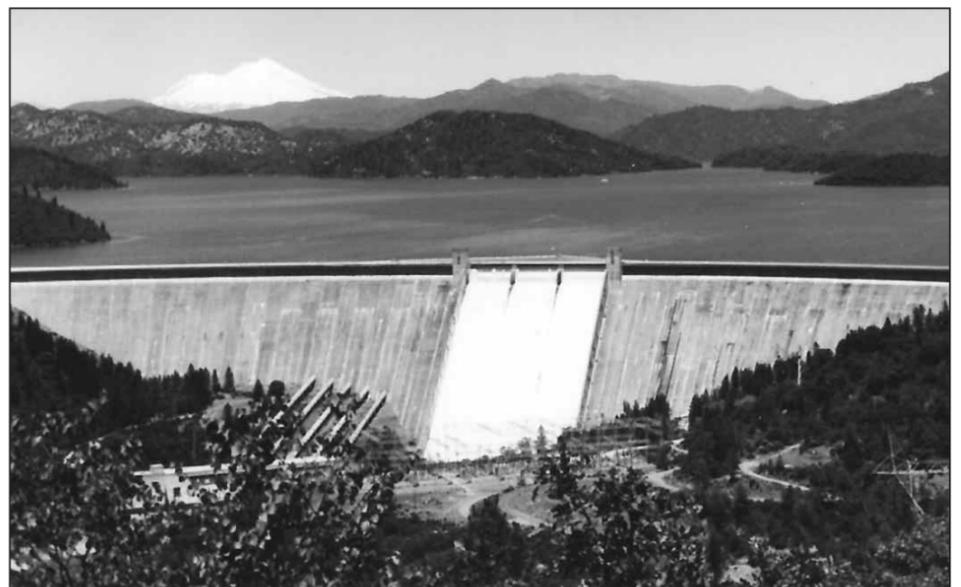
Sheri Harral, Northern California Area Office

REDDING, California—“Awesome” was the word, as spectators watched the tallest manmade waterfall in the world—three times the height of Niagara Falls—cascade down the face of Shasta Dam. For four hours on June 18, Reclamation released 1,200 cubic feet of water per second down the dam’s 487-foot spillway to clean debris from the reservoir.

An estimated 10,000 visitors witnessed the spectacle, a sight not seen here since the last El Niño 15 years ago. Dozens of television cameras and news reporters broadcast live from the site, sending reports to stations from Medford, Oregon to San Francisco, California. The release also made national news.

The El Niño of 1997-98 brought a record-breaking 117.77 inches of rainfall to the area, filling the reservoir to 99 percent capacity. Usually, logs and debris are beached along the miles of the Lake Shasta shoreline. But because heavy rains had filled Shasta Lake to the brim, the debris had no place to settle on land, creating hazards not only to the operation of the dam but also to the safety of boaters.

Reclamation took advantage of the peak storage to conduct a cleanup, raising Shasta Dam’s three, 2-foot flashboards above the drumgates, and flushing the debris over the spillway and nine miles down stream to Keswick Reservoir, where it is more cost effective and environmentally sound to consolidate and remove the debris.



El Niño runoff from Shasta Lake cascades down the 487-foot spillway of Shasta Dam. Behind the dam is Lake Shasta and in the left background is snow-covered Mt. Shasta. Many of the visitors who witness the spill recalled the El Niño in 1983—the last time Reclamation spilled Shasta. Despite the crowds and traffic jams, most people felt the spectacle was well worth the wait. The rare spill, the beautiful weather after months of rain, and the pride felt while watching the event are memories that will remain with them for years. Photo by Carrie Kemper

Shasta Dam is the second largest concrete dam in the United States; Grand Coulee in Washington state is the largest. Shasta is the keystone of the Central Valley Project, the irrigation system that helped to change California’s arid southern desert to one of the most fertile and agriculturally-productive areas of the world.

DEVELOPING TOMORROW’S LEADERS *continued from page 24*

Reece, Thomas Sawatzke, Ronald Silva, Elaine Simonson, Signe Snortland, Lesa Stark, William Steele, Leann Towne, Mark Trevino, Karen Weghorst, Daniel Wilson, Shelly Wisner, and Cheryl Zimmerman.

The training began with a one-week residential Leadership Development Program in Colorado Springs, Colorado. Participants must also complete two long-term developmental assignments outside their area of expertise. Based on self-evaluations, feedback from their mentors and peers, and the results of testing models, participants

designed Individual Development Plans that will give them the training needed for their professional growth. The members of the program have also established an Internet bulletin board to provide each other with updates and information on available career development opportunities.

Reclamation management will periodically assess the bureau’s developmental needs to determine when to conduct additional leadership training programs. For more information on these programs, contact Kathy Keefe at <kkeefe@do.usbr.gov> or (303) 445-2640.

Bureau of Land Management



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Partnership Protects Wilderness

Scott Olsen and Tom Folks

FLAGSTAFF, Arizona— The majestic buttes, arches, and sandstone formations of the Paria Canyon-Vermilion Cliffs Wilderness Area are no longer one of the best-kept secrets of the Colorado Plateau.

The area's emergence from relative obscurity to national and international recognition has brought a dramatic increase in visitors. And that has created significant natural resource challenges, including crowding in the canyons, animal and human waste problems, vegetative damage, and a concern for public safety. But an innovative partnership and fee demonstration project are working to protect the area's wilderness conditions through better monitoring and management, while accommodating reasonable visitor services.

The BLM-managed wilderness area lies in the west-central portion of the Colorado Plateau, on the Utah-Arizona border, about 10 miles west of Page, Arizona. The site's most notable features include Paria Canyon, Buckskin Gulch, Wire Pass, Coyote Buttes, and the Vermilion Cliffs. National recognition for these scenic natural formations came slowly through word of mouth, landscape photographers, and national magazine articles. The site's popularity is now international, attracting visitors from Japan and Europe. From 1986 to 1996, annual visitation grew from 2,400 to 10,200.

The area is jointly managed by the BLM's Arizona Strip Field Office in St. George, Utah, and the Kanab Field Office in Kanab, Utah. The site was selected as a Recreation Fee Demonstration Pilot Project in May, 1996, and a partnership was developed to manage the collection of fees, visitor services, protecting the resources, and enhancing the site. In addition to the BLM offices, the partners include Northern Arizona University, and the Arizona Strip Interpretive Association (ASIA).

The team goal is to maintain a balance among administration, customer service, and resource protection. Too much emphasis in any one area creates an unmanageable situation in the other two. Each partner brings unique strengths to the initiative. BLM, which has final authority over the project's management, brings strong field experience and knowledge of the resource. The university brings theoretical knowledge, a research focus, and a ready supply of students. ASIA handles information services and permits at its Interagency Office in St. George. Monthly team meetings address visitor concerns and other situations that arise as the partners work the bugs out of this new process.

Professor **Pam Foti**, of Northern Arizona University, and BLM Recreation Planners **Tom Folks** and **Janaye Byergo** developed the cooperative monitoring effort. Under professor Foti's guidance, students in the university's Parks and Recreation program provide a consistent system of wilderness monitoring for the BLM, while gaining valuable field experience. The information they have collected is the basis for the area's current visitor use restrictions, which include mandatory permit reservations and use fees, as well as a fee for dogs. Commercial users such as guides are given two options for providing services.

READY WHEN NEEDED The Snake River Valley Firefighters

Jonne Hower, Oregon

VAIL, Colorado—Their classrooms were walled tents, or chairs around a campfire, or sometimes just the ground. They faced rain, wind, and sun as they trained in all types of weather, digging fire lines, laying hose, fighting practice fires, cooling hot spots. But at the end of the grueling camp, they had done it all and were ready to join the ranks of the 1,000-strong cadre of men and women who make up the Snake River Valley firefighters.

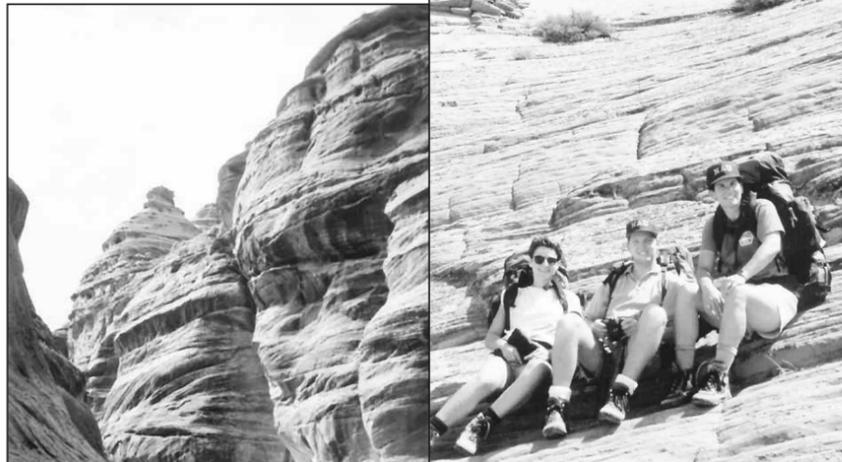
Almost 150 rookies recently completed the rigorous, three-day program to qualify for the famed auxiliary BLM unit. Though BLM provided both training and salaries to the rookies during the camp, Snake River Valley firefighters are not regular BLM employees. The predominantly Hispanic firefighters are hired and deployed on an as-needed basis throughout the West.



A Snake River Valley rookie is trained to fight fires all over the United States.

The program was developed in 1963 by the Vale District BLM, following an especially bad fire season. More than 80,000 acres of the District had been charred by wildfire, and on-going programs suffered as BLM staff were assigned to firefighting duty. The initiative tapped into the large pool of farm workers in an area known as the Treasure Valley, located in eastern Oregon and western Idaho. Today the Snake River Valley program provides an

Right, from left to right, Marcy DeMillion, BLM, Chuck Patterson, a student from Northern Arizona University, and Professor Pam Foti, rest during a monitoring trip in the Paria Canyon-Vermilion Cliffs Wilderness Area, below.



At far left, Kate Sease, a student intern who works at the wilderness area, hikes with her dog, Kavik, near the "Wave" in the Coyote



Buttes area. Left, offering information on the wilderness area at the BLM Kanab office are, from left behind the counter, Janaye Byergo, a BLM outdoor recreational planner, Cherry Owens, ASIA, and Mary De Witz, BLM.

The project funds a position for an undergraduate, on-site intern from the university who collects fees at the trailhead, ensures that visitors comply with their permits, and provides other visitor services and site monitoring activities. The intern also helps BLM employees with various projects. **Kate Sease**, the current intern, wishes her tour of duty would never end. "The on-site visitor contact and working with BLM people in the field has been a totally positive experience," she said. "I hope to continue my career with the BLM as a wilderness ranger somewhere."

A university graduate student serves as the reservations clerk and maintains the database for the fee/permit system, issuing permits from an office at the university. This student surveys and evaluates visitors' perceptions of the fee demonstration project, will write a final report on these views for the BLM, and is required to complete a thesis or professional paper on a subject relating to the initiative. Another graduate student has been involved in the development of the project website that provides information to the public. It's at www.for.nau.edu/paria-permits

Scott Olsen is a graduate student at Northern Arizona University's School of Forestry in Flagstaff. Tom Folks is an outdoor recreation planner with the BLM.

opportunity for local firefighters to gain real firefighting experience before applying for positions on the Vale Hot Shots, one of the best-known BLM firefighting units in the West.

"The safety of each firefighter is critical," said **Ed Singleton**, manager of BLM's Vale District, in describing the focus of the recent training program. "The Snake River Valley camp provides recruits the opportunity to gain information and build skills." Classroom sessions consisted of mandatory safety training as well as the use of fire shelters and personal protective equipment. In the field, slash fires (small controlled burnings of piled vegetation) were specifically set for the trainees so that they could learn the basic elements of using shovels and other hand tools to build a line around the fire and lay a hose to the blaze.

At one station, crews rolled hoses and connected them to a water source to put out fires in slash piles. Crews were trained to conserve water when there wasn't an available water supply. At another station, they used shovels to put dirt on the fire and cool down hot logs. They scraped the logs to remove the hot ashes, cooled the logs down, and removed the burned wood to 'bone-yards'.



NATIONAL MINERALS WORKSHOP

BLM Deputy Director Tom Fry spoke at the BLM's 1998 National Fluid Minerals Workshop that was held on June 9-11 at the Sheraton Hotel in Billings, Montana. The workshop brought together oil, gas, and geothermal specialists from throughout the BLM organization nationwide. In addition, a number of other federal agencies participated, as well as state governments, industry trade organizations, environmental organizations, and representatives from the public and private sectors.



Wild Horse & Burro Specialist of the Year



Michelle C. Goodwin, Washington, D.C.

Glade Anderson, Utah's state manager for the Wild Horse and Burro Program, has been nationally honored for his outstanding community work, especially with critical horse adoption programs. Anderson recently received the National Wild Horse and Burro Specialist of the Year award. The honor marks the first time a specialist of the year award has been presented since the development of the BLM's Wild Horse and Burro Program.

"It feels great to be able to contribute to such a worthy cause," said Anderson, who has worked in the program for more than 15 years. "I am happy to be a part of this program and honored to be recognized by my peers."

Anderson began his career as a Wild Horse and Burro specialist in the Utah Salt Lake District and later became manager of Salt Lake City's Wild Horse and Burro Facility. He has held his current position for the past three years, carrying out his managerial duties, while effectively working on other natural resource issues.

Anderson recently worked on the Western States Adoption Strategy, a major initiative to reduce the number of animals that are currently in holding facilities. Because of



Glade Anderson

Anderson's outstanding community contacts, the effort placed a significant number of animals in good adopter homes. Anderson also has continued to help on the state and local level, dealing with horse round-ups and adoptions, field management, and the never-ending workload of the understaffed Regional Wild Horse and Burro Facility at Butterfield Canyon.

"This job is very demanding," said Anderson. "Everyone has continued pressures, and you hardly receive any weekends off. However, the program makes you become very knowledgeable about many activities."

Anderson also continues to help coordinate interstate adoptions. Each year thousands of mustangs are transported from the two main state offices (located in Milwaukee, Wisconsin and Jackson, Mississippi) to adoption sites east of the Mississippi River. The mustangs are placed in facilities where they can be examined by adopters from various states. Potential adopters must be able to provide a healthy and comfortable environment for the animals.

Although this is the first time a specialist of the year award has been presented, the Wild Horse and Burro Program will continue to honor outstanding individuals every year at the National Wild Horse and Burro meeting.



Teacher Mary Nelson and students Carli Pearce, Amber Wendler, and Alyssa Webb plant flowers at BLM Colorado and Edgewater Elementary's second annual Earth Day event.



Left, some of the students select and move logs during construction, while others, below, chisel out a notch at the end of the log before fitting it onto the shelter. Teamwork was a vital component of the July 21-22 log shelter project.

Tutors, Trees, and Points of Light Ron Taylor, Colorado

DENVER, Colorado—For the past eight years, one of the strongest employee volunteer projects in BLM's Colorado State Office has reached out to local kids who were about to make big mistakes. The office's Adopt-A-School Program provided tutors and mentors for students who were at risk of dropping out of school.

Over the years, the program grew to include classroom lectures on current environmental issues and conservation projects to improve natural habitats and Interior visitor sites. The project taught environmental and resource management at the Jefferson County Outdoor Lab Schools and helped Edgewater Elementary, a local school, with numerous environmental projects.

This year, the office added yet another initiative—a unique partnership with the School to Careers program of the Denver public school system. Students 'shadowed' BLM employees on the job to learn about careers that are found in both private industry and government.

The office also helped Lincoln High School host an unusual career fair that helped more than 1,300 students focus on career goals and choices. Students selected three careers they were interested in pursuing and attended forums and discussion groups with professionals from those fields. More than 100 professions were represented at the event.

The highlight of this year's program was the second annual Earth Day event at Edgewater Elementary. The office provided trees, bushes, and plants to make needed improvements to the school's playground. The local interagency fire center loaned shovels, rakes, and water packs for the event.

Employee-volunteers for the 1998 Adopt-A-School program at BLM's Colorado State Office included:

Ron Taylor and Donna Kronauge (coordinators), **Ron Gunnufson, Renee Garfias, Benny Perez, Loreen Tackes, Marion Malinowski, Amy Galperin, Hank Szymanski, John Silence, Stuart Cox** and the engineering staff, **Diana Rech** and the IRM staff, **Chuck Romaniello, Stan Brenton, Greg Lancaster, Sheri Bell, Diane Foster, Diedre Lehman** (Glenwood Springs Recreation Area), **John Schwarz** (San Luis Recreation Area), **Brian Bernard** (deputy state director), **Mike Pool** (associate state director), and **Ann Morgan** (state director).

For Community and Nation

MILL CITY, Oregon—In a path-breaking community project, 68 deaf high school students from 38 states and Canada assembled a permanent log shelter for public use at the BLM's Fishermen's Bend Recreation Site near here.

"This is the first time we've attempted such a project," said **Frank Turk, Jr.**, project coordinator. "The youth and counselors believe it's important to give something back to the local community. It's also a contribution to the people of the United States who visit the Fishermen's Bend Recreation Site and use the facilities."

The volunteer project was part of the Deaf Youth Leadership Camp at Camp Taloali (pronounced tal ol lee) located 10 miles east of Salem off State Highway 22. The month-long camp helped the youth become productive role models for the deaf community. Camp participants learned leadership, team-building, and camping-outdoor survival skills.

With the exception of Frank Turk Jr., everyone at the camp is deaf. The participants also learned skills that will help them to educate people who can hear about the talents and abilities of those who cannot. Camp Taloali is sponsored by the Salem Lions Club. The deaf youth leadership training has been held annually at the camp since 1990.

For more information, fax Frank Turk Jr. at (503) 769-1597. The camp website is <<http://members.aol.com/ylc1998>> Information on the shelter constructed by the deaf youth for the Fishermen's Bend Recreation Site can be obtained by calling either **Scott Brayton**, (503) 375-5638 or **Trish Hogervorst**, (503) 375-5657 at the Salem District BLM office.

Leave No Trace is a multi-agency federal program carried out in cooperation with private sector partners that educates campers, hikers, and other visitors to public lands to leave those lands as clean and healthy as they find them. The National Outdoor Leadership School (NOLS) in Wyoming visualizes the day when all hiking, camping, fishing, and hunting articles will have a Leave No Trace card attached, listing the six principles of the educational campaign. At left, in a partnership handshake, **Doug Palmer**, the associate director of programs at Philmont Scout Ranch, welcomes **Stew Jacobson**, BLM's national program leader for Leave No Trace, and a team of LNT masters. The group recently taught LNT instructional methods to Philmont's conservation crew, teaching rangers, and camp directors. From left are **Bill Brooks**, BLM-Portland, Oregon; Jacobson, who is with BLM's Salt Lake City



Philmont's conservation crew, teaching rangers, and camp directors. From left are **Bill Brooks**, BLM-Portland, Oregon; Jacobson, who is with BLM's Salt Lake City



office; Palmer; **Attila Balaty**, NPS-Sante Fe, New Mexico; and **John Neeling**, U.S. Forest Service-Kaibab National Forest\Fredonia, Arizona. Seated in front is Bill Wagner, BLM-Salt Lake City office, who is a member of the Wasatch Mountain Men, a Utah environmental leadership group. He is wearing their historical attire. This was the third season that the BLM-led instruction team helped Philmont spread the word on how to better preserve America's natural resources. At right, John Neeling, U.S. Forest Service, reviews the six principles of Leave No Trace for Philmont's conservation crew, focusing on treating our natural heritage with respect—leave plants, rocks, and historical artifacts as you find them; use already established campsites; keep noise and loud voices to a minimum; control pets at all times; do not build structures or furniture or dig trenches. Philmont is located in the Sangre de Cristo Mountains of northeastern New Mexico. It is the largest high-adventure Scout camp in the nation with a 215-square mile wilderness area. About 20,000 Scouts learn Leave No Trace principles at the camp each year. Photos by Mona Schermerhorn



Minerals Management Service



Cynthia Quarterman, Director
Walter Bonora, Bureau Editor

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Russia Revisited

Pat Roscigno

MOSCOW—I never thought I would visit Russia again. But when the opportunity came, it was an impressive and sobering experience.

My first visit was in 1984 when I was the chief scientist planning a joint American-Russian cruise to the Bering Sea. I returned as part of an official U.S. delegation to attend a government-to-government workshop on the management of waste from offshore oil and gas operations.



The U.S. Government delegation to a workshop sponsored by the Russian-American Commission for Economic and Technological Cooperation gathers in front of St. Basil's Cathedral, Red Square, Moscow. From the left are Ron Jordan, Environmental Protection Agency; Gaye Leslie, Department of Energy; Carol Daniels, EPA; and Pat Roscigno, MMS.

The workshop was sponsored by the Energy Policy and Environment Committees of the Russian-American Commission for Economic and Technological Cooperation. About 100 specialists from several countries took part, representing a dozen government, corporate, and nongovernmental organizations. The workshop brought together Russian and American specialists to share information about alternative regulatory practices and the scientific basis of regulation.

The MMS, through its International Activities and Marine Minerals Division (INTERMAR), is participating in the Agreement of Cooperation in Developing an Environmental Safety Regulatory Framework for Offshore Petroleum Development in the Russian Federation and is developing a feasibility study that will attempt to streamline the Russian regulatory process.

The workshop discussions focused on the emerging oil and gas fields off of Russia's Sakhalin Islands. Activities in the Pechora and Caspian Seas were also discussed. Information was presented on the Dagi-5 exploration well, which was drilled in the

Pitun-Astokhskoye field. The development plan involves production platforms pumping natural gas through an overland pipeline to a liquefied natural gas plant, which will then ship the product to overseas markets.

At present, this exploratory well is discharging under a temporary exception. Under the Soviet/Russian system, no discharges are permitted into the environment. Any discharge permit must be considered individually, and an exception for discharge may be granted. Further, the entire regulatory regime of Russia is characterized by

continued on the bottom of page 29



Oceanographer Jim Price visits students at Herndon Elementary. Staff photo

AN EVERGREEN PARTNERSHIP

HERNDON, Virginia—MMS headquarters employees have developed a partnership with a local elementary school that is a unique combination of community cooperation, science career showcase, and mutually beneficial partnership.

The partnership with Herndon Elementary School in Herndon, Virginia began in 1991. Since then, employees from the bureau's headquarters have served as tutors and science fair judges, participated in annual career days, and arranged for the donation of surplus computers to the school. They also have contributed more than \$250,000 in grocery receipts and thousands of labels and boxtops that the school redeems for printers, computers, and other educational equipment for its students.

"Our partnership is a showcase of what partnerships should be like between the government and schools," said **Steve Shaffer** of the leasing division. "We have an excellent, and successful association with Herndon Elementary. The partnership has allowed for federal employees to become more involved in worthwhile projects that benefit the community in which we work."

Two of MMS's top scientists recently spoke at the school. **Ken Turgeon**, chief scientist, told an enthusiastic audience about the agency's role in the International Year of the Ocean campaign, while oceanographer **Jim Price** delighted listeners with the ocean drifter research project that is designed to study ocean currents. A drifter is a buoy that carries instruments to measure temperature, wind speed and direction, salinity and other information that is relayed through satellites. The latest drifter was named after the Herndon school. Students and teachers used a regularly updated map on the MMS website to follow its progress.

"In return," Shaffer added, "the school provides us with the use of its auditorium, gymnasium, and meeting rooms when needed. It also provides us with student art displays and choral concerts. When we needed a tug-of-war rope for this year's annual employee appreciation day picnic, the school gladly lent us one."

Career Day is another example of the partnership effort. "Each spring," said economist **Kim Coffman**, "MMS is one of several agencies and businesses that set up informational booths in the school's gym. At the MMS booth, employees from several professions use photos, charts, and other media to help them describe different aspects of the bureau's work and their jobs."

MMS received dozens of thank-you letters from Herndon students who have visited headquarters. One enthusiastic, if skeptical, student thanked the agency for the information. "I think I learned a lot, but I still don't believe my shirt is made of oil," the student wrote. "I'm the one who asked if you were allowed to ride the whales."

"Our relationship with the school has fostered good will between the groups and has served as a motivational tool for the students," said **Bob Brown**, MMS's associate director of administration and budget. "Kids express a genuine interest in our efforts, like Career Day. We see our association with Herndon Elementary as an evergreen partnership. It will continue for long time." MMS offices in California and Alaska have similar partnerships with local schools.

The Year of the OCEAN

Frontiers for Exploration & Discovery

The International Year of the Ocean provides governments, organizations, and individuals a chance to raise public awareness of the role the ocean plays in our lives, and to initiate changes needed to sustain marine resources.

As we head into the 21st century, the Minerals Management Service continues to ensure the safe exploration of our ocean's marine resources in order to improve our understanding of the human, marine, and biological environments.

The agency's research in the Gulf of Mexico provided new information on marine mammal inhabitants previously thought to be uncommon in the Gulf, like beaked whales, pygmy and dwarf sperm whales, melon-headed whales, and Fraser's dolphins.

MMS-funded marine studies discovered chemosynthetic communities in the deep waters of the Gulf. These communities, found at natural hydrocarbon seeps, include large tube worms and mussels that survive primarily on methane gas and hydrogen sulfide.

Sand and gravel deposits in federal waters can be used for beach nourishment and restoration projects. The agency is working with coastal states like Maryland, Louisiana, New Jersey, and Virginia, to identify federal offshore sand resource sites for future use.

Whales and Dolphins Arrive in the Gulf *Dagmar Fertl*

Hot off the presses is the teachers' packet about whales and dolphins of the Gulf of Mexico. The educational material is a companion to the poster printed a few years ago about the 28 whale and dolphin species found in the Gulf. The packet provides information on whales and dolphins that occur in the gulf, including basic biology and governmental protection of these animals. Some of its highlights include the differences between baleen and toothed whales, differences between porpoises and dolphins, information on MMS-funded cetacean research, and many suggestions for classroom activities. The agency's role in our understanding of the gulf's whales and dolphins is also featured.



This teacher's companion has sparked interest not only in the United States but also by folks as far away as Canada, Finland, and Australia. MMS has even received correspondence from the Marine Mammal Commission commending us on the document's quality and asking for permission to distribute packet material when the commission receives requests concerning marine mammals. Copies of the poster and packet are available from the Gulf Region's Public Information Office. Call 1-800-200-GULF.

Geophysicist Hammers For Habitat

Elizabeth Donovan, Pacific Region Intern

CAMARILLO, California—**Dennis Tayman**, a Pacific Region geophysicist, recently traded in his pick and log for hammer and nails when he joined a project of the Habitat for Humanity affiliate in San Fernando/Santa Clarita.

Tayman, along with several members of Men-In-Action, a men's ministries group from The Church on the Way in Van Nuys, helped the Habitat team to frame four semi-detached homes in Los Angeles County. As part of the second phase of the building project, the group helped to keep the construction effort on schedule for its December 1998 completion date.

Tayman, who volunteers once a month to help the church with small home repairs, found the experience exciting. "I was actually able to help build someone else's home from the beginning," he said. "Working on this project was a worthwhile experience."

The housing site that Tayman worked on was declared a redevelopment area by the City of Burbank in 1995, according to **Vikki Johnson-Maxwell**, director of volunteer services for the Habitat For Humanity affiliate.

"It's a tremendous opportunity to give back to the community, and the organization is thankful for all the help it gets," said Johnson-Maxwell, who stresses that all facets of construction and support services are needed for the projects.

"Habitat for Humanity strives to help families break the cycle of poverty and to help themselves, by working to reclaim gang-occupied neighborhoods and trash-filled land," she added.



Dennis Tayman lends a helping hand to frame one of four semi-detached homes in Los Angeles County. Photo by Elizabeth Donovan



Joyce Brossart, right, a systems accountant for the Royalty Management Program in Denver, receives the Safety Champion Award from Mari R. Barr, the department's lead safety and health official, at a ceremony held recently in Phoenix. The honor recognizes Brossart for her efforts in introducing ergonomic furniture to the office. She analyzed the need for the furniture and coordinated its acquisition. The annual award is given to employees outside the safety and health community who have contributed to the departmental safety and health program.

In Search of Unsung Heroes, 2

REGIONAL NEWS

PACIFIC

OCS STUDY CONFIRMS OIL & GAS DEPOSITS

Elizabeth Donovan, Pacific Region Intern

VENTURA COUNTY, California—A large volume of undiscovered oil and natural gas resources exist on the Pacific Outer Continental Shelf. That was the gist of a detailed multi-media research overview that **Catherine Dunkel**, a Pacific Region geologist, recently presented to retired oil workers here.

Addressing the Ventura County Petroleum Production Pioneers, Dunkel, summarized some of the findings of the 1995 National Assessment of United States Oil and Gas Resources Assessment of the Pacific Outer Continental Shelf Region.

"Our research is the most thorough and well-documented scientific assessment of undiscovered oil and gas resources in the Pacific Outer Continental Shelf Region," said Dunkel, who was one of eight MMS geologists and geophysicists who worked on the national assessment. The study, which was completed in four years by MMS and the U.S. Geological Survey, revealed new possibilities in regard to geographic distribution of the resources.

"The report makes us realize what we're leaving offshore because of regulatory restrictions and the environmental movement," said **Ben Peterson**, program chairman for the Pioneers group, who said he was excited about what he felt was an interesting and timely subject.



Catherine Dunkel addresses retired oil workers at Ventura County meeting. Photo by Elizabeth Donovan

DENVER

STATES RECEIVE \$293M IN MINERAL REVENUES

Royalty Management Office Staff

MMS distributed nearly \$293 million in oil, gas, and mineral production revenue to 34 states during the first six months of this year. The money represents the states' cumulative share of revenues collected for mineral production on federal lands within their borders and from federal offshore oil and gas tracts adjacent to their shores. The total is about halfway between last year's record \$333 million and 1996's \$251 million.

"Revenues depend upon production and prices," explained MMS Director **Cynthia Quarterman**. Two states—Wyoming and New Mexico—account for more than two thirds of the money distributed so far, she noted. MMS is responsible for collecting and disbursing revenues from mineral leases on federal and Indian lands. Disbursements are made to states on a monthly basis, as bonuses, rents, royalties, and other revenues.

For the majority of federal lands within states' borders, states and the federal government share the revenues: 50 percent to the state, 40 percent to the Reclamation Fund for water projects, and 10 percent to the U.S. Treasury. There is one exception—Alaska gets a 90 percent share, as required by the Alaska Statehood Act.

Certain coastal states with federal offshore tracts adjacent to their seaward boundaries receive 27 percent of those mineral royalties as well. Remaining offshore revenues are deposited in special accounts of the U.S. Treasury, including the General Fund, the Land and Water Conservation Fund, and the Historic Preservation Fund.

STATE PAYMENTS

Alabama	7,605,002.13
Alaska	2,430,934.06
Arizona	144,730.28
Arkansas	615,277.70
California	7,997,176.12
Colorado	22,218,345.50
Florida	2,927.41
Idaho	735,807.34
Illinois	18,389.82
Kansas	671,725.18
Kentucky	58,459.17
Louisiana	6,087,481.54

Michigan	304,240.37
Minnesota	101.91
Mississippi	987,592.70
Missouri	400,374.30
Montana	9,625,818.45
Nebraska	5119.65
Nevada	2,394,122.82
New Mexico	87,939,125.35
North Carolina	115.51
North Dakota	1,591,325.01

Ohio	73,390.05
Oklahoma	399,550.65
Oregon	56,301.37
Pennsylvania	8,558.42
South Dakota	201,399.08
Texas	7,428,789.03
Utah	18,096,251.84
Virginia	36,954.47
Washington	464,112.51
West Virginia	121,383.47
Wisconsin	95.50
Wyoming	114,192,770.33

Russia Revisited continued from page 28

contradictory regulations. Older statutes are never repealed and are in direct conflict with newer laws. Under this present regulatory system, oil companies would have a difficult time getting production on-line.

To their credit, the Russians have shown a willingness to incorporate all that the West has to offer in developing natural resources in an environmentally sound manner. On a personal note, it was wonderful seeing old Russian friends who participated in this

workshop. As I remember my experiences in the Soviet Union in 1984 and contrast those impressions with Russia's embrace of free-market capitalism and its attendant freedoms, it serves as a sobering reminder of how, as Westerners, we take so much for granted in terms of our personal freedoms.

Pat Roscigno is a marine ecologist and supervisor of the MMS's Gulf Region environmental studies section of Leasing and Environment.



Allen P. Stayman, Director
David S. North, Bureau Editor

Navassa Survey Discovers a Biological Treasure

A team of scientists that was sponsored by the Office of Insular Affairs has found a biological treasure on the remote U.S. island of Navassa in the Caribbean. The expedition's survey identified more than 800 land and marine species, including 650 not previously listed for the rarely-visited island. Among the notable discoveries was the Navassa ground dove, a bird that was presumed extinct but was found to be quite common on the island.

Secretary Babbitt, who is planning to visit Navassa, announced the findings at an August 14 news conference at the National Press Club. OIA's contractor for the project was the Center for Marine Conservation. More than a dozen scientists took part, including several from the Fish and Wildlife Service, U.S. Geological Survey, the National Park Service, and the Smithsonian Institution. The survey is part of OIA's ongoing effort to develop management recommendations for the island, which recently was returned to Interior jurisdiction.

The team's botanists found numerous species of plants, vertebrates (primarily birds), and land mollusks. The additional species that were recorded for the island included 30 vascular plant species, five hepatic species, eight species of moss, six of polypore fungi, and 100 species each of lichen, beetles, lepidoptera, and arachnoids. More than 200 invertebrate taxa also were recorded. The terrestrial biota included 15 taxa that are currently recognized as endemic. The marine team explored significant coral reefs, including a pristine reef off the northeast coast, that harbor important populations of marine life.

The group, which spent more than a week on the two-square mile island, included biologists, ornithologists, herpetologists, entomologists, and botanists. They examined rock formations and plant and animal life, improved existing maps, and surveyed the remains of a mining camp.

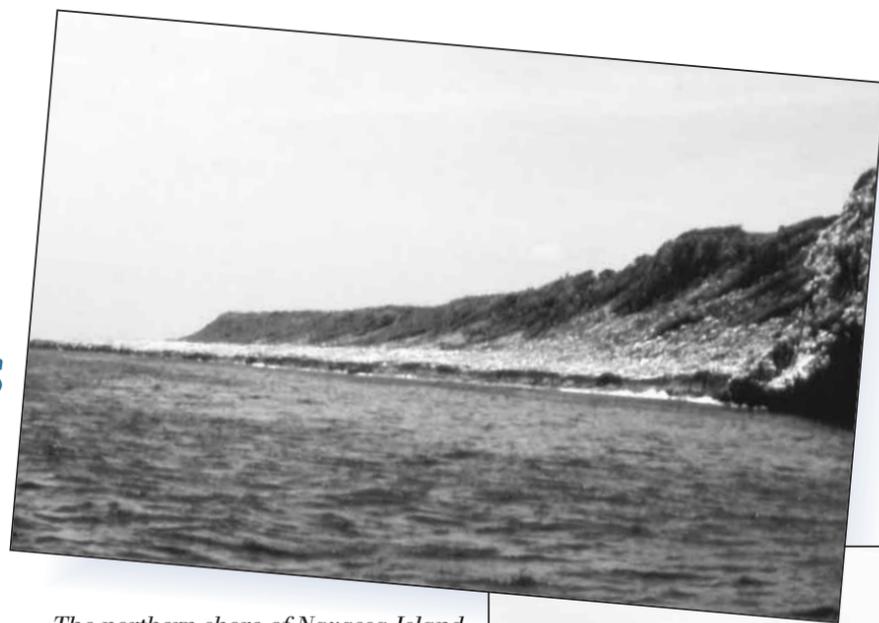
The island, the most obscure piece of U.S. real estate that is under Interior jurisdiction, lies about 40 miles from the southwestern coast of Haiti. Navassa's climate is marine and tropical; its terrain is a raised coral and limestone plateau, flat to undulating, ringed by white cliffs which rise directly out of the sea and stand about 25 to 50 yards high. The highest elevation, about 900 feet above sea level, is on its southeast side.

Navassa is mostly exposed rock. The upper terrace of the island is largely covered by tropical coastal forest dominated by four species of trees, *Ficus populnea*, *Sideroxylum foetidissimum*, *Coccoloba laurifolia*, and *Metopium brownei*. Other native shrubs and trees are common but scattered. During the spring nesting season, the crowns of shrubs and trees host large numbers of nesting seabirds dominated by boobies and frigate birds.

The forest is broken in places by a small grassland, savannas, natural rock fields, and karst (eroded limestone) ridges that provide habitat for several species of endemic herbaceous plants. The poisonwood, *M. brownei*, is a pioneer on areas where guano mining took place and forms dense stands. Limited collecting in caves showed that there is a complex subterranean biological community still to be studied.



OIA Director Allen P. Stayman greets students from American Samoa during their visit to Washington. At left is Frances Verdelle Fernando, a fourth year student at Fa'asao High School. At right is Birdsall Vo'a Alailima, who is going into his fourth year at Marist High School. The students took part in the Junior Statesmen program, a leadership development activity that is partly funded by OIA. This year the program helped 100 students from several U.S.-affiliated islands to learn about government and to introduce them to U.S. colleges and universities where they participated in program seminars. Classes were held at Princeton, Yale, Georgetown, Texas, Stanford, and Northwestern. Thirty-five students from American Samoa took part in the program; nine students from Guam; 19 from the Commonwealth of the Northern Mariana Islands; and 27 from the U.S. Virgin Islands; four from the Republic of Palau; six from the Federated States of Micronesia. Photo by Tami Heilemann, ISC



The northern shore of Navassa Island has a gently sloping terrain. At the southern shore, wave action has eroded the cliffs at the shore line, creating underwater ledges, which host a stunning diversity of corals, algae, and fishes.

The marine platform has a rich community of benthic organisms, including coral reefs in various stages of development and spectacular walls encrusted with other reef-building organisms, including calcifying algae, sponges, and gorgonians. Coral formations include healthy stands of staghorn coral, a species that is in decline in many parts of the Caribbean. Fishes over the platform are diverse and show little sign of fishing pressure.



Navassa has no significant fresh water supply or roofed buildings. There is no port, and its only reliable anchorage is off-shore. In Lulu Bay, a small beach on the south side, small boat landings are sometimes possible when the weather is calm.

The island has been a U.S. possession for more than 150 years; it was acquired through the efforts of American entrepreneurs under the Guano Act; the solidified bird droppings make excellent fertilizer. A U.S. firm mined guano from the island in the mid-19th century. The commercial value of the guano was probably exhausted one hundred years ago.

More recently, the U.S. Coast Guard maintained a lighthouse on Navassa, but the facility was automated in 1963, later deemed unnecessary, and the Coast Guard relinquished its administration of the island to the Department in 1996. The Office of Insular Affairs serves as the local government for Navassa. While studying options for managing the island, OIA will continue its prohibition on unofficial visitors and commercial activity there.

For a copy of the survey's finding or more information about Navassa, contact OIA's Joseph McDermott at (202) 208-3240.

Barrett Brooks, Llena Sang, Nina Young, Diane Littler, and Ian Griffith explore and document the reef wall at the island's northern point.





Out in Front on Y2K: The BIA Team in Albuquerque

Bill Pfancuff

George Gover, the Bureau of Indian Affairs information resources management chief, met me at the airport and provided the rundown on their Y2K problem as we drove to their Gold Street offices.

I had been to Albuquerque several years before and knew that BIA had a large information technology operation here that was central to the automated management of Interior's trust responsibilities to American Indians and Native Alaskans. I also knew that recent downsizing had diminished a once robust staff and that resulting reorganizations were bound to have caused some problems.

The Albuquerque team's IBM mainframe computer applications had been moved to the U.S. Geological Survey's National Center in Reston, Virginia, several months earlier, and while in the long run it would save money, change of this magnitude was never easy. All of this as well as the Y2K computer problem gave me reason for concern and was why I had made this trip. I was soon to find out that my concerns were unfounded.

I was greeted warmly by the staff and taken directly to their Y2K War Room. The team had established this command post to manage the BIA's Y2K problem and it was obvious they knew what the problem was and how they were going to solve it. Briefings began immediately from each of the major Y2K areas, starting with application systems on Indian payment and land records systems and finishing with a presentation from **Al Lindfors**, the embedded microchip coordinator.

Working with MitreTech, Al had established an inventory system for recording and researching embedded microchip problems at the hundreds of BIA sites. The system would later be used as a model to show others how to manage this part of the Y2K problem.

Early the next morning, we started looking at the actual computer code which would have to be changed. BIA had purchased the Millennium Solutions from Data Integrity and was just beginning the first trials of the product. Millennium Solutions allows COBOL programs to be searched for Y2K problems and then it automatically fixes the code to allow correct processing.

BIA's systems with COBOL programs from both the IBM and UNISYS environment presented a bit more



Computer experts at work in the BIA project room in Albuquerque, New Mexico. From left, Ron Shepherd, Martin Abeyta, and BIA Y2K coordinator Ed Socks.

of a challenge but in the end, the automated remediation software would work fine. I spent most of the day working with the analysts and programmers as they showed me how the actual remediation process worked. I became more convinced at each step that the systems would be fixed in time.

Another part of the Y2K problem was the ancient UNISYS hardware, the home of major components of the payment system for individual Indians and tribes. BIA had purchased a new UNISYS computer which, for a small part of the current costs, would replace the older equipment and also allow a transition to newer and less costly telecommunications—all this in addition to fixing the Y2K hardware problem.

During my visit, the testing and movement of remediated software to the new UNISYS had just begun and I am happy to report that as of this writing, the BIA team has completed the transition and the new computer with the remediated code is in production.

BIA is solving its Y2K problems with the help of automated tools and good sound project management skills. At the heart of this success is the determination of dedicated staffers who have rallied in spite of personnel reductions and organizational disruptions. During the last quarter, BIA information management specialists have fixed many of their systems and now estimate that they will finish all of their critical systems three months ahead of the Office of Management and Budget's mandated completion date of March 1999. They have set a good example for the rest of us to follow. Great work, BIA!

Bill Pfancuff is the deputy chief information officer for the Department and is spending most of his time ensuring that Interior is doing everything possible to solve the Year 2000 computer problem. Bill is making frequent trips to the field and will provide regular articles to People, Land, and Water on Interior's overall Y2K progress.

Y2K PERSONAL AWARENESS

The Federal Government's chief Y2K task master, **John Koskinen**, will help launch Interior's Y2K Personal Awareness Campaign on October 1. Koskinen, a former deputy at the Office of Management and Budget, supervises the Administration's efforts to deal with the Y2K problem. He will address an assembly that will launch a Department-wide effort to educate employees on how the Y2K problem may effect them professionally and personally. For more information, contact your bureau's Y2K project team leader or the Office of Information Resources. More information is online at <http://www.doi.gov/oirm/y2k/y2kpage1.html>

AVC VIDEO FOR TIGHT BUDGETS



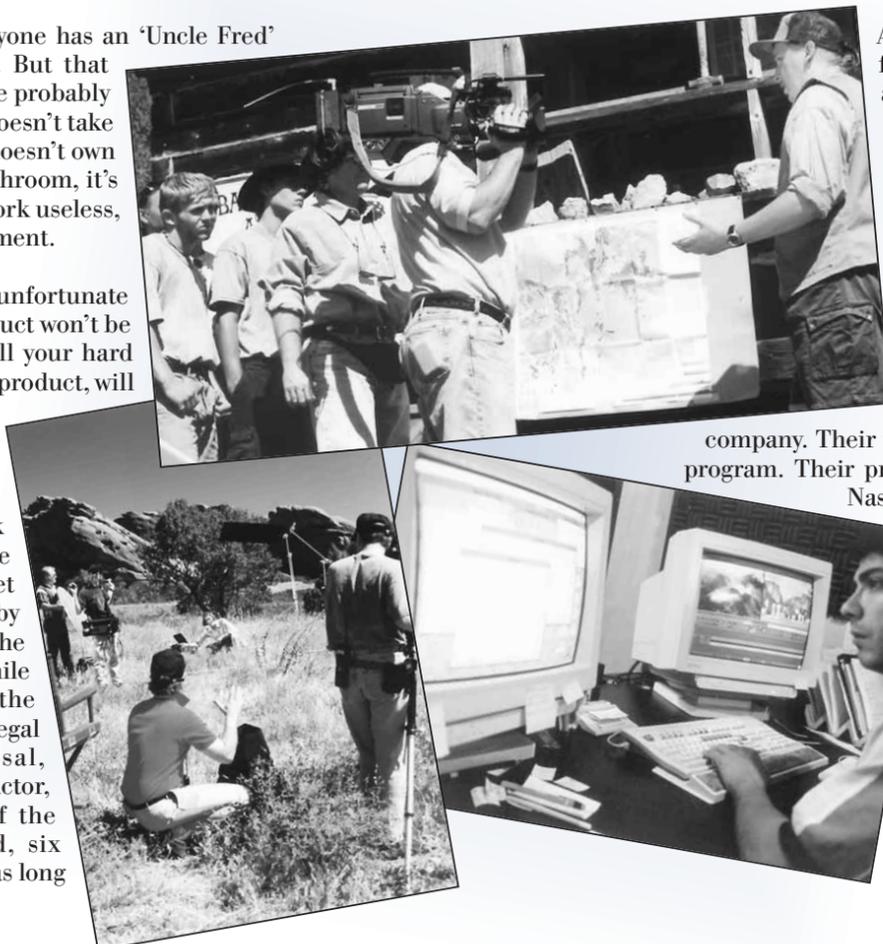
Have you ever watched the PBS series *Home Time*? That's the one where Dean Johnson and his female assistant walk you through 'Do It Yourself' home projects, from remodeling a bathroom, installing a sauna in the basement, to roofing a house. It seems like you too could do it yourself. After all, you own a couple of power tools.

The one thing I've learned from watching that show is that there are some things you really CAN'T do yourself. By the time Dean and his friend are installing the back flow vacuum tube, I'd be calling a plumber. You start off with good intentions and great ideas, but just don't really have all the right tools or an understanding of how it actually works. Some things are best left to professionals.

That's the way it is with video. Everyone has an 'Uncle Fred' who owns a handi-cam and a VCR. But that doesn't mean he can make a video. He probably doesn't know the steps that it takes, doesn't take the time to do it right, and certainly doesn't own the right tools. Like remodeling a bathroom, it's the little things that can render the work useless, unattractive, or not worth the investment.

Unless you're 'in the business', it's unfortunate but almost certain that your end product won't be what you were hoping for. If, after all your hard work, you end up with a sub-standard product, will that really be okay? You just might find you've wasted your investment of time, money, and resources.

What are the alternatives? You can talk to your procurement office, fill out the requisition, Statement of Work, and get the internal approvals (running this by the people who have to sign off on the project). Then there's the waiting, while the procurement is advertised in the Commerce Business Daily, and for legal approvals, Request For Proposal, evaluation and selection of the contractor, award of the contract, approval of the award, and, finally, the go-ahead, six months after your adrenaline rush was long gone!!!



If you don't produce videos regularly, you've probably chosen a contractor based on what they've provided to you in writing. You don't know them. You hope they're as good as they've depicted themselves to be. But can you afford the uncertainty?

But there is another way. We'll even admit that this is a shameless plug: Use the Interior Audio-Visual Center. We will walk you through the process. You tell us what you want, and we design your program with you, guiding you along the way. We help you decide what you want, giving you suggestions on what we know works well, and how much it will cost. Once you've decided on subject matter, we'll write the script, assist in choosing the music, locations, and depending on budget, select stock footage or shoot live.

And we also eliminate the hassle of the procurement process for you, so there's no waiting. We do the Statement of Work and get the approvals. A signature on one piece of paper gets you started. You'll be working directly with professionals in the industry. Think of the time and resources you'll save by not having to do all this yourself!

If you're wondering how good your video will be and what kind of experience you'll have working with us, we'll show you. Just ask for our demo reel. Come see all the awards our programs have won. Talk with one of our satisfied customers. We've worked with our on-site contractor, Scene Three, Inc. for more than four years. They are a nationally renowned, award-winning production company. Their talented on-site staff are available to help you design your program. Their production facilities and resources at their home office in Nashville, Tennessee are standing by, ready to serve.

HOW TO REACH US

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TRAVEL, PURCHASE, AND VEHICLE— NEW INTERIOR MASTERCARD DOES IT ALL

Serria Bishop and Bob Boerner, Bureau of Land Management

Are you tired of having to use three charge cards for travel, using federal vehicles, and purchasing goods and services? If so, you aren't alone; many Interior employees expressed this and other concerns in a recent survey. And the Department has responded by choosing to integrate travel, purchase, and fleet vehicle use into one card—a MasterCard issued by NationsBank—that will do it all.

The stage was set for this transition by the scheduled expiration of the current charge card contracts on Nov. 30. To prepare for the award of new contracts at the beginning of the year, the Department surveyed about 8,700 Interior employees to get their feelings and ideas on the three current charge cards.

Those cards are the American Express card, which is used for lodging, food, and other travel expenses; The VISA IMPAC card, which is used to acquire goods and services (instead of needing to use requisitions and imprest funds); and the Wright Express card, which is currently used to cover fuel and other vehicle expenses for both Interior 'I' tag and the General Services Administration (GSA) 'G' tag fleet vehicles. (GSA has announced that their new card selection for G tag vehicles will be Citibank VISA/Voyager.)

The 1,500 Department of the Interior employees who responded to the survey said that they would like a card that is widely accepted and has simple, automated, online reconciliation; less paperwork and fewer cards to carry in their pocket.

GSA went out for competitive bids and ultimately awarded charge card contracts to six banks. After considerable review and evaluation, a team of Departmental and bureau representatives agreed that NationsBank's MasterCard program would best meet Interior's charge card needs. Interior was the first department to commit to an integrated system when it selected NationsBank for all three business lines.

This integrated approach offers many benefits, according to **John Peterson**, the chief of Procurement for the U.S. Geological Survey. "The current system requires the Department to maintain three different financial and administrative systems for card issuance, billing reconciliation, review, and approval," Peterson explained. "By moving to a single card covering all three business lines, we will be able to consolidate card management responsibilities for purchase, fleet, and travel into a single hierarchy."

"This will allow for greater efficiencies in managing the card program," said **Wiley Horsley**, a senior procurement analyst with the Office of Acquisition and Property Management. MasterCard is the most widely accepted charge card in the world, with more than 14.6 million purchase, travel, and fleet merchants worldwide. It was chosen instead of VISA because of its integrated system capability for all three business lines. The MasterCard will also offer ATM access to travelers at 140,000 worldwide locations.

Both employees and vendors will benefit from the new card. "The MasterCard will allow employees to go out and buy needed items right away. It's fast!" noted **Pat Corrigan**, chief of the Branch of Procurement and Property Management with the U.S. Fish and Wildlife Service. "And vendors are thrilled with the system because they are paid the next day. Use of charge cards has already dropped prompt payment interest significantly."

One of the most interesting features will be a desktop computer system known as EAGLS (Electronic Account Government Ledger System) that allows Interior finance and administrative staffs to go online to set up accounts for new cardholders, review accounts, make payments, and generate both standard and customized reports—all with just a few keystrokes and no paperwork.

EAGLS will also help individual Interior employees. Cardholders will be able to review, reconcile, and dispute charges online. "From a user's perspective, an employee will be

able to see charges incurred online in as little as 24-hours," said **Alzira Meierling**, a program analyst with the Office of Surface Mining.

A significant advantage of the new card will be the ability for Finance to make daily payments, according to **Ted Woronka**, deputy director of the Office of Financial Management. "Making daily payments will allow us to take full advantage of refunds and rebates from prompt payment, allowing us to stretch scarce budget dollars even further."

A Charge Card Implementation Team has been assembled to ensure a smooth transition to the new MasterCard. The team is headed by **Debra Sonderman**, director of the Office of Acquisition and Property Management, and is made up of individuals selected by their bureaus or offices because of their expertise, creativity, and energy.

NationsBank representatives also are on the team. "The team's job is to design efficient, user-friendly procedures and to ensure as smooth and seamless a transition as possible to the new card," noted **Lola Kane**, a property management specialist with the Office of Acquisition and Property Management.

Working on this project has not been an easy task by any means. "When I first heard that all bureaus and offices had to agree on how we were going to do business with the charge card, I thought that was going to be an impossible task," recalled **Raylene Cruz**, the manager of Property and Facilities for the Bureau of Reclamation. "However, I have been very surprised. The team

has worked well together and we have been able to agree on major issues. I believe we have made good decisions which will serve Interior cardholders well in coming years."

Dyra Monroe, a contracting officer for the National Park Service, agreed. "It's good to be part of a team that works so well together and that is committed to making the Department a leader with the integrated card solution."

One critical task facing the Charge Card Implementation Team was choosing the bank that offered the best combination of services and fees/rebates. The team considered offers from the six banks that were awarded GSA charge card contracts. NationsBank ultimately emerged as the best choice, according to **Cynthia Martin**, a procurement analyst for the Bureau of Land Management.

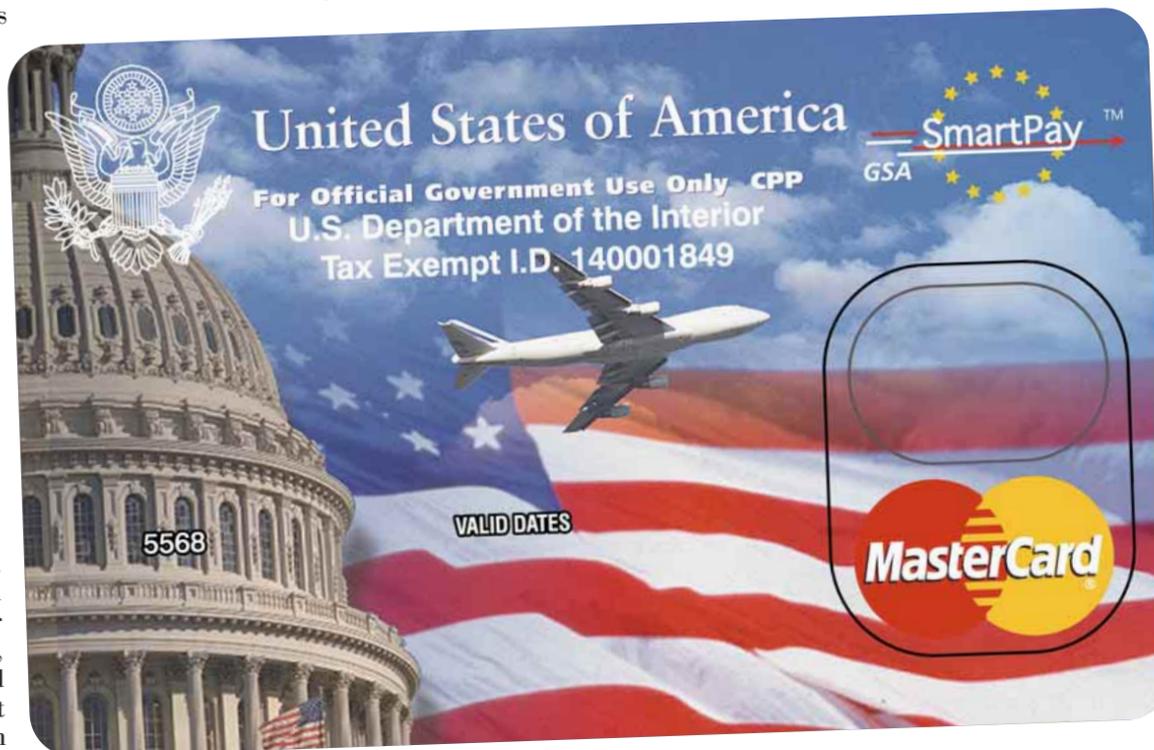
"NationsBank has had successful dealings with the Department of Defense, Equal Employment Opportunity Commission, General Accounting Office, and Department of Transportation," Martin explained. "However, previous contracts focused on cards with just one function, i.e., a travel line or purchase line."

Interior is the pioneer for the integrated card system, according to **Carol Mayo** of NationsBank. Among the other recent contract awards to NationsBank have been the Department of Defense for travel cards; the Department of Agriculture for travel, purchase, and fleet cards; the Department of Energy for an integrated card; and the Department of Transportation for a purchase card.

NationsBank was the first financial institution to provide a one-card solution and is a leader in electronic banking and card processing. NationsBank has managed the integration of more than 300 banks in the last 10 years and has access to extensive resources within the entire NationsBank franchise, as well as several partners: IBM, Ernst & Young, and Total Systems. The strength of each of the companies helps ensure that adequate resources are in place to properly provide all the services required for an integrated card solution.

The recently approved merger between NationsBank and BankAmerica will make the corporation the first coast-to-coast bank. It will be the largest bank in the United States and the third largest in the world, with branches in 22 states and the District of Columbia. "The NationsBank proven track record of working well with U.S. Government agencies speaks of our familiarity with, as well as our commitment to, ongoing agency priorities," said **Maribeth McCarthy**, a representative from NationsBank.

The new MasterCards are set to be distributed around Nov. 15. If you would like more information about the charge card, check out the website at <http://www.ios.doi.gov/pam/chargefaqs.htm> and www.nationsbank.com/government/1101.htm or contact your bureau or office representative. The regularly updated website provides answers to frequently asked questions.



THE CHARGE CARD TEAM

Interior members of the Charge Card Implementation Team include **Ted Woronka** and **Clarence Smith**, Office of Financial Management; **Debra Sonderman**, **Wiley Horsley** and **Lola Kane**, Office of Acquisition and Property Management; **Mike Laughon**, Office of Information Resource Management; **John Peterson**, the Task Order Contracting Officer with the U.S. Geological Survey; **Dyra Monroe**, National Park Service; **Alzira Meierling**, Office of Surface Mining; **Jim Shilkett**, Minerals Management Service; **Cynthia Martin**, Bureau of Land Management; **Randy VanPelt**, Fish and Wildlife Service; **Kim Romine**, **Audrey Sessions**, and **Stephenita Devlin**, Bureau of Indian Affairs; **Raylene Cruz**, Bureau of Reclamation; **Karen Baker**, Interior Service Center; **Heidi Muller**, Office of Aircraft Services; **John Stabler**, Washington Administrative Service Center; **Lionel Chase**, Office of Trust Funds Management; and **Joy Beck**, Office of the Inspector General.

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