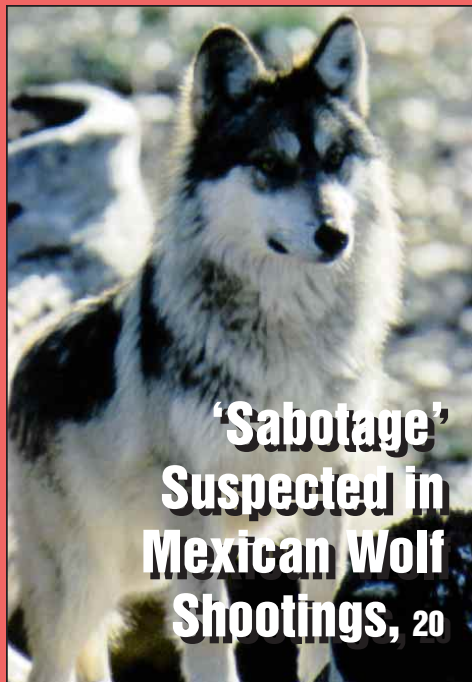


THE U.S. DEPARTMENT OF THE INTERIOR

PEOPLE & LAND WATER

Nov/Dec 98

Vol. 5, No. 9



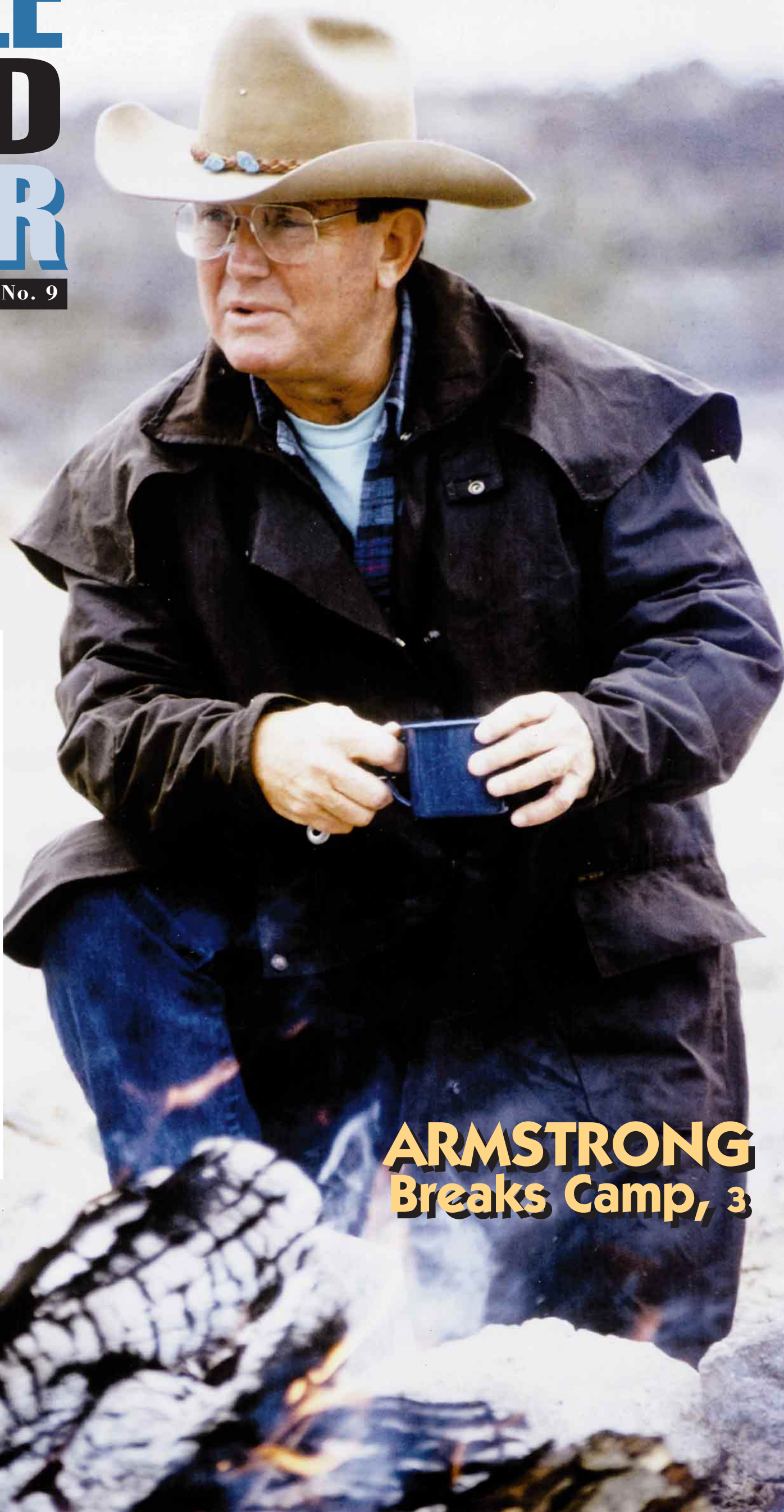
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Interior People

Senior Management Changes Follow Armstrong's Retirement

John Wright

Following the Oct. 30 retirement of **Bob Armstrong**, the assistant secretary for Land and Minerals Management, **Secretary Babbitt** announced senior management appointments that he said would ensure "the continuity of energy, experience, and dedication that our stewardship mandate calls for at this time."

Sylvia Baca, who had been deputy assistant secretary for Land and Minerals Management, was named acting assistant secretary with responsibility for overseeing the Bureau of Land Management, Minerals Management Service, and the Office of Surface Mining Reclamation and Enforcement.

Baca had earlier served a seven-month stint (Jan-Aug 1997) as interim director of the BLM. Before joining Interior in 1995, she was the director of Finance and Management of the City of Albuquerque and held several positions in the New Mexico State Government. A native of New Mexico, Baca earned a masters degree in Public Administration and a bachelor's degree from the University of New Mexico in Albuquerque.

On Nov. 13, the Secretary announced the appointment of **Patrick A. Shea**, who has been the BLM director, as acting deputy assistant secretary for Land and Minerals Management. **Tom Fry**, BLM's deputy director, was named the bureau's acting director, assuming responsibility for the day-to-day operations until a new director is named.

Shea joined Interior in August 1997, as BLM director. Prior to his appointment, he practiced law in Salt Lake City and the District of Columbia. He also served as an adjunct professor of Political Science at the University of Utah and at Brigham Young University Law School. A native of Salt Lake City, Utah, Shea earned a law degree from Harvard University in 1975; he was a Rhodes Scholar from 1970-72, and earned a master's degree from Oxford University in 1972, and a bachelor's degree from Stanford University in 1970.

Fry was appointed deputy director for BLM in January 1997. He joined Interior in July 1993 as director of the Minerals Management Service and later served as chief of staff for Deputy Secretary John Garamendi. Before joining the Department, he was Vice President of a Dallas, Texas natural gas process and transmission company. Fry's government experience includes serving as regional counsel for the U.S. Department of Energy in Dallas. Fry earned a law degree from Southern Methodist University Law School and a bachelor's degree from Trinity University, San Antonio, Texas. He served as an officer in the U.S. Army, attaining the rank of Captain.

Armstrong Reflects on the Interior Years, page 3

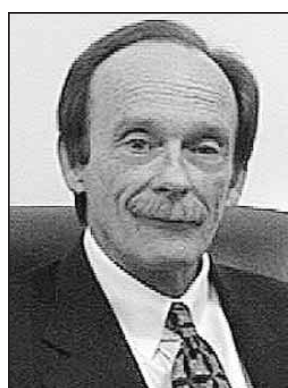
MMS NAMES DEPUTY DIRECTOR

A.B. Wade

Thomas R. Kitsos, Ph.D., is the new deputy director of the Minerals Management Service. He will be responsible for reviewing MMS policies and program development and will help to provide management decisions for offshore oil and gas activities and the collection of royalties from mineral production on federal lands.

"I am pleased to announce that I have selected Tom Kitsos to serve as my deputy in guiding the future of this agency," said MMS Director **Cynthia Quarterman**. "His experience on Capitol Hill, his thorough understanding of offshore energy issues, his zeal for protecting marine and coastal environments, and his outstanding leadership abilities will be valuable assets to our management team."

Since June 1996, Kitsos has served as staff assistant to the Interior assistant secretary for Land and Minerals Management, where he was responsible for energy development and royalty issues on federal offshore,



Thomas R. Kitsos

onshore, and Indian lands for the MMS and the Bureau of Land Management. Kitsos earlier served as MMS program director for the Office of International Activities and Marine Minerals.

"I look forward to working with Cynthia and the MMS family in carrying out the Services' many missions," said Kitsos. "Although a relatively small bureau, MMS's responsibilities—from resource management and environmental protection to the efficient collection of revenues from minerals development on public lands—makes it an exciting place to work. I feel that my experience on Capitol Hill and in Assistant Secretary Bob Armstrong's office has prepared me for the challenges that MMS faces in the years ahead."

Kitsos was chief counsel for the Committee on Merchant Marine and Fisheries in the House of Representatives. He holds masters and doctorate degrees in political science from the University of Illinois.

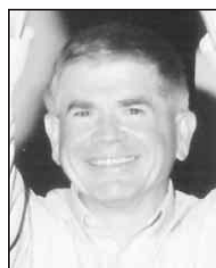
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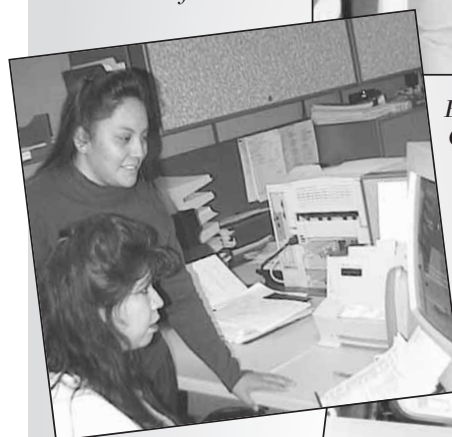


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Above, BLM rangers who gathered for a historic photo in 1978, marked the 20th anniversary of the program they launched. 24

Right, Bill Demby, whose life is proof that a major disability doesn't mean the end of athletics, opened the USGS disability conference. 13



Below BOR's Chet Tutor talks Colorado-Big Thompson, SCADA, and Y2K compliance for Western water and power, 27

Above, Lori Padilla and Maxine Wacondo, with the Division of Trust Funds Accounting, Office of the Special Trustee for Indian Affairs use new accounting system, 32



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PEOPLE, LAND & WATER is a graphic production of the National Business Center.

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ASSISTANT SECRETARY BOB ARMSTRONG RETIRES

Walter Bonora

He never caught a redfish on a fly rod.

“Just about everyone else has caught one but me. That would be a great accomplishment,” said **Bob Armstrong**. Though he hasn’t accomplished that angling feat, Armstrong has achieved plenty during his tenure as assistant secretary for Land and Minerals Management for the Department of the Interior.

“Bob and I share similar fishing experiences,” said Interior **Secretary Babbitt**, “and frankly the stories aren’t very flattering. But what Bob lacked in fishing skills, he more than made up for in overseeing our efforts to bring common sense and balance to the management of our natural resources. He has done a remarkable job here and I know that I won’t be alone in feeling that loss.”

Armstrong, who recently retired, served Interior by exercising Secretarial direction and supervision over the Bureau of Land Management, the Minerals Management Service, and the Office of Surface Mining, Reclamation, and Enforcement. During his tenure, the U.S. Treasury received more than \$28 billion from mineral leases. His responsibilities covered a vast network including management of 270 million acres of public land; operations management for minerals on 1.4 billion acres of the Outer Continental Shelf to the limits of U.S. economic jurisdiction; and management of surface mining and reclamation regulatory activities.

With a task that diverse, the need for flexibility was important, yet Armstrong kept one thing always constant. “Follow the law,” he stressed. “I always tried to get industry to do what was right, and tell them when they were wrong.” A native of Austin, Texas and a longtime veteran of public service, Armstrong was a member of the Texas House of Representatives from 1963-1969. He was one of the state’s early environmental legislators and created the Interagency Council on Natural Resources and the Environment—the first effort of its kind in Texas. In 1970 he was elected Texas Land Commissioner and served in that position for 12 years.

In 1985, he was appointed to the Texas Parks and Wildlife Commission. “One of the things I am most proud of was having worked for 17 years to acquire over 200,000 acres in the Big Bend of Texas,” said Armstrong. “We doubled the park acreage of the state with one of the most magnificent pieces of property in the United States.” His experience and ability to develop natural resources in an environmental context led to his appointment and confirmation by the Senate in 1993 to serve at Interior.

“Lyndon Johnson once told me that once you got to a state office, you talked to the company presidents because they had the ability to be flexible,” Armstrong said. “That’s why they were there. He also told me to listen to academia which is consistent with Secretary Babbitt’s view today.”

Chacon Lauded for Her Diversity, Education Efforts

Dolores Chacon, the associate director of the Office of Personnel Policy has received HISPANIC Magazine’s annual AVANZANDO [Moving Forward] award. Chacon, who also serves as director of the Office of Educational Partnerships, was recognized for her leadership at Interior, working with the Hispanic Association of Colleges and Universities, the White House Initiative Office for Excellence in Education for Hispanic Americans, as well as for her efforts with the AmeriCorps program.

She thanked her “small but extremely hard working staff, the network of Interior employees whose commitment has made the Diversity Intern program the success that it is today,” and her “chain of command for their support, vision, and the will to make things happen.” Chacon said that she was proud to be a part of the changes occurring at Interior and assured those attending the ceremony they would be hearing more about the efforts of Assistant Secretary **John Berry** and Deputy Assistant Secretary **Mari R. Barr** to improve workforce diversity, accountability, and the quality of work life at Interior.

Chacon’s diversity efforts have also been recognized by the National Association for Equal Opportunity in Higher Education for her work with Historically Black Colleges and Universities. Her Office of Educational Partnerships sponsored a Tribal College Summit at the Cankdeska Cikana Community College in Spirit Lake, North Dakota on Nov. 13-14. For more information about her office, please call Dolores or her staff at (202) 208-6403.



White House Deputy Chief of Staff Maria Echaveste, right, a professional colleague and long time friend of Ms. Chacon, presented Dolores, left, the AVANZANDO award on Oct. 7, in recognition of her leadership in the Hispanic community.

Bob Armstrong



Heeding that advice, Armstrong became the pointman in trying to get the oil companies to pay their proper royalties by directing the Minerals Management Service to revise its oil valuation regulations to make sure that modern methods of marketing reflecting fair market value are the basis for royalty payment. He was instrumental in setting up an interagency group on crude oil valuation which first documented that oil companies in California were undervaluing their royalty payments.

Susan Rieff, former deputy chief of staff to Secretary Babbitt, noted that Armstrong “was always concerned that the taxpayers got a fair return for resources they own on public lands.” Rieff, the current senior director for the Gulf States Office of the National Wildlife Federation, also noted that Armstrong was a good listener and interested in the opinions of the oil industry, environmental groups, and scientists. “He always kept an open mind,” she said.

MMS Director **Cynthia Quarterman** recalled that Armstrong has an uncanny ability to be casual and easygoing, yet focused. “He made it his responsibility in the crude oil under-valuation in California to make sure the American people got the amount of royalties entitled to them,” she said. “That can be an uphill battle. Rarely do you hear from public or special interest groups that speak on behalf of the American people. So it’s really the responsibility of the Federal Government, and in some cases, state governments, to weigh in and say this is what is right for the people.”

Kathy Karpan, director of Office of Surface Mining, added that, “His down-home humor belies a shrewd political talent. He was always there when help on an issue was needed.”

On Armstrong’s watch, the Bureau of Land Management raised royalty rates on soda ash in Wyoming, so the public now enjoys a fair return for this asset; With MMS, Armstrong completed a coordinated, department-wide oil and gas strategy. He promoted a balanced onshore oil and gas leasing program that ensures that the public’s oil and gas resources are developed in a manner that protects environmental values. Some of his other accomplishments for BLM included issuing policy on the patenting of the use of millsites on public lands; establishing an interagency committee to address military withdrawal and land use issues, and assisted in the establishment of the Grand Staircase-Escalante Monument in Utah.

“When we talk of hard work and dedication in resource protection, his name always seems to come up,” said BLM Director **Pat Shea**. “He will be missed.” Armstrong also supported the Forest Service’s decision to put the Rocky Mountain Front of the Lewis and Clark National Forest off-limits to oil and gas leasing in order to preserve that region’s unique environmental and natural resource values.

“The past several years have been amazing times for the country, and Armstrong played a major role in the changes brought to managing our natural resources,” Babbitt added. “I deeply appreciate all that he has done to help preserve the great traditions of our past and establishing the principles for the new age of land management and environmental protection.”

In the continuing effort to strike an effective balance between natural resource development and protection of those same resources, Armstrong placed a high priority on not only doing what he felt was best for the American people, but what was best for the preservation of a fragile environment. “He always put people and the environment first,” said Rieff.

“Like Atlas balancing the globe on his powerful shoulders,” said Quarterman, “he was able to balance the opinions of all of the different constituents, and hear all sides of an issue, to make the best possible decisions for the American people.”

Looking to the future, Armstrong stressed that he plans to spend a great deal of time with his family and continue in some capacity in public service. He will continue to chair the National Recreation Lakes Study Commission, for example. “I don’t ever think I’ll ever fully retire. I’ll keep busy,” he said. “But first, I’m going to catch one of those redfish.”

Leader, mentor, pundit—Armstrong moves on to the next phase of his life, leaving behind a rich legacy of accomplishment, some big shoes to fill, and a sense of humor that will be sorely missed.



Robert C. Jackson

Although minorities and women remain severely under represented at Interior in many professional areas, the Department and bureaus have developed effective strategies to improve diversity, begun to identify problem areas, and are instituting innovative and dynamic programs to reverse this unacceptable situation.

That was the consensus on Interior's diversity initiatives at a training conference that brought together representatives of the Department's equal opportunity, diversity, and human resources community from Oct. 13-16. Administrators, managers, supervisors, and staff personnel from every Departmental office and bureau nationwide attended the conference, which was held at the Fish and Wildlife Service's National Conservation Training Center in Shephardstown, West Virginia.

Since the historic signing of Interior's Strategic Plan for Improving Diversity on Dec. 3, 1997, the Department has achieved several noteworthy accomplishments, according to conference participants. Each bureau has established a plan to measure improvement in diversity based on the Department plan. Each bureau has experienced some success in outreach, recruitment, training, and/or retention procedures and programs—which are described in their Best Practices reports. Targeted recruitment methods are being refined and more diversity awareness training is being conducted in the field. Additionally, minority and women employment profiles are beginning to reflect some positive change. More importantly, achieving diversity in the Department is a serious concern and a part of everyday business.

David Montoya, deputy assistant secretary for Workforce Diversity, opened the conference by outlining goals and objectives: to review how the Department was doing in its effort to create a workforce reflective of our nation's citizenry at all levels and in all occupations; where there is an environment open and accepting of individual differences; the quality of work life is valued; and where all employees are encouraged to maximize their potential and exhibit a commitment to provide quality service to all customers. Montoya urged participants to share their best practices, evaluate their diversity progress, and carefully plan future diversity initiatives.

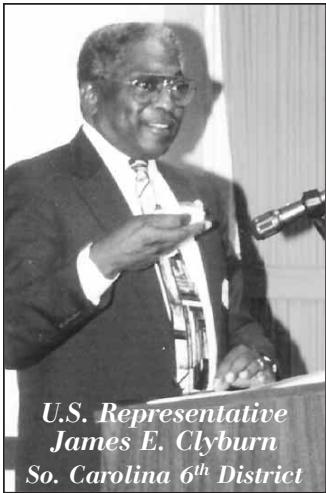
Around the Department



Clockwise from upper left: More than 200 participants at the conference represented Interior offices and agencies from around the nation. Carolyn Cohen, the director of the Office of Personnel, talks to Interior representatives about building diversity in the Department. Joyce Hamlin, Reclamation, James Banks, Fish and Wildlife Service, and Carrie Hairston, Reclamation, join one of the presentations. Deputy Assistant Secretary David Montoya presents diversity award to Linda Green of the National Park Service at training conference.

The conference was designed to improve understanding about the value of diversity by reviewing key issues, including sexual orientation in the workplace, practicing zero tolerance of discrimination, and learning about recent Supreme Court decisions. Workshop sessions dealt with methods for tracking complaints, evaluating diversity programs, using and analyzing data from the Equal Employment Opportunity Record system, conducting work life and exit interview surveys, and considering race-conscious hiring. (EEOR is a database of hiring records that track agencies' diversity efforts.)

Workshop sessions also emphasized ways to enhance employment opportunities for persons with disabilities, finding solutions to quality of work life issues, and improving special emphasis programs. Networking was encouraged in the sessions and the Awards Program was a popular feature. In the closing session, each bureau shared its Diversity Goals for 1999 and Deputy Assistant Secretary Montoya outlined the FY 1999 agenda for achieving diversity.



U.S. Representative
James E. Clyburn
So. Carolina 6th District

INTERIOR HOSTS HBCU SEMINAR

Sylvia Jones, Office of Educational Partnerships

The Honorable **James E. Clyburn**, U.S. House of Representatives, South Carolina, 6th District, was the guest speaker at a Department-sponsored conference in recognition of Historically Black Colleges and Universities (HBCU) Week.

The seminar enabled presidents and faculty of these schools to gather the latest information on Interior's assistance to these educational institutions. Discussion focused on tools for developing a strategy to preserve 712 campus landmarks, the Cultural Resources Diversity Initiative, and the Underground Railroad Initiative.

The day's activity included a seminar entitled *Preserving Our Heritage: HBCU's and Historic Preservation*, followed by a reception. Deputy

Assistant Secretary **Mari R. Barr** was on hand at the reception to formally welcome guests and NPS Director **Robert G. Stanton** welcomed seminar participants. Also in attendance were **Dr. Henry Ponder**, CEO and president, National Association for Equal Opportunity in Higher Education and **Catherine LeBlanc**, executive director, Office of the White House Initiative on Historically Black Colleges and Universities.

More than 200 people attended the Sept. 23 event at the Main Interior Building. The seminar was coordinated by the Office of Educational Partnerships and co-sponsored by the National Park Service and the National Park and Conservation Association.

W2W Doing Our Fair Share

Margaret Portwood

The Department had hired 186 former welfare recipients by the close of fiscal year 1998, exceeding its annual target and well ahead of schedule in achieving its goal of hiring 325 Welfare to Work (W2W) applicants by the end of fiscal year 2000.

Interior's goals were set in April 1997, shortly after President Clinton directed all federal departments and agencies to do their fair share in providing job opportunities and moving people off welfare rolls. Moving people from welfare-to-work has become a primary goal of the Administration's welfare policy.

These accomplishments were not easy for the personnel specialists who were charged with achieving the goals. One of the major obstacles they faced in hiring W2W employees was the lack of special authorities for hiring welfare recipients, who must compete for federal jobs with the general population. Most W2W applicants have little training or work experience.

Interior personnel officers, however, are taking extra efforts to expand candidate pools to include welfare recipients. Some offices are increasing public awareness of employment opportunities through job fairs and community activities, while others share information through employment networks. A few have established

partnerships with state organizations, social service agencies, and other organizations for locating candidates and distributing information on employment to targeted sources. Some managers are also directly involved with outreach efforts.

Because of these efforts, Interior has hired both permanent and temporary welfare-to-work employees in positions such as clerks, laborers, visitor use assistants, maintenance workers, and motor vehicle operators. The Worker Trainee Program, the Student Educational Employment Program, and other available sources are used in hiring welfare-to-work participants. The Volunteers in the Parks program also provides welfare recipients with valuable work experience that they can use to market themselves for other employment opportunities.

Since March 1997, the Federal Government has hired 7,087 welfare recipients and has committed to hiring 10,638 through the year 2000. With leadership commitment and diligent employees, dedicated to working toward making its welfare-to-work hiring goal a reality, Interior is proving that it can do its fair share. For more information about the Welfare-to-Work program, contact your servicing personnel office, or **Margaret Portwood** at (202) 208-6428. E-mail her at Margaret_Portwood@IOS.DOI.GOV

BUILDING BRIDGES THROUGH PARTNERSHIPS

Lorraine Buck

LAS VEGAS, Nevada—The Bureau of Land Management's Office of Fire and Aviation forged new ties with members of the National Association of Hispanic Firefighters at Convention 98, the association's fourth annual mass meeting.

With *New Horizons Through Progress* as the theme, more than 150 firefighters from across the country gathered here to share, learn, and bond in that special relationship shared by all firefighters. Also joining the group were members of the International Association of Black Professional Firefighters and Women In Fire Service.

"It may seem odd at first glance to tie in with primarily structural firefighters, but we share many of the same goals and issues," said **Les Rosenkrance**, BLM's director of Fire and Aviation. He was a keynote speaker at the conference. "These organizations have a high interest in adapting many of our programs such as prevention teams, learning to fight fire in the wildland-urban interface, promoting diversity, and assisting us in our international program."

Ron Dunton, manager of BLM's Fire Program, guided a seminar on wildland fire-fighting during the convention. "Those who joined the seminar were keenly interested in learning anything that will expand their abilities and help them do their jobs better," said Dunton.

The conference focused on critical areas, ranging from the Incident Management System to Web Site Strategy. In a touching tribute to BLM, the convention program included a page dedicated to the memory of BLM smokejumpers and all firefighters and paramedics from across the nation who have died in the line of duty.

Debie Chivers, who manages the Equal Employment Opportunity program for BLM's Fire and Aviation Division, staffed a booth with **Steve Guzman**, of California's Alturas Field Office, **Carol Shriver**, EEO officer from Montana, and **Vi Hillman**, from Utah.

"The conference was a perfect opportunity to meet with those groups that can help us develop a wider recruitment area," said Chivers. "The members of the Hispanic coalition, especially, are eager to learn more about fighting wildland fire, and help with translating documents into Spanish. Those who stopped at our booth were excited about learning from the BLM, and how they could use that information to inform their own audiences."

Other BLM representatives to the Sept. 10-13 conference included **Pat Kidder**, California Fire Management Officer; **Al Alvarez**, Arizona's FMO; **Sheldon Wimmer**, FMO from Utah; **Butch Hayes**, representing the Nevada State Office; and **Pat Durland**, BLM's fire prevention and education specialist. Engine crewmen from Nevada who assisted with engine demonstrations were **Greg Garcia** from the Carson City District, and **Henry Ramirez**, **Moki Sasaoka**, and **Matt Jenson**, from the Las Vegas District.

"Our continuing partnerships with these diverse organizations can only enhance our message," said Rosenkrance. "The wider we cast our net, the more understanding and cooperation we receive, and that builds some solid bridges."



Steve Guzman and Debie Chivers staff the booth at the conference, held at Circus in Las Vegas. Banner logo for the National Association of Hispanic Firefighters. Through its partnership with the National Hispanic Coalition, the BLM is building relationships with diverse fire-fighting associations. Below, conference participants inspect a BLM engine. Photos by Butch Hayes



Need Help with Holiday Costs?

The holidays are coming and many of us would like some help with the costs of celebrating the season. The Department of the Interior Federal Credit Union can help employees in several ways.

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Why would we want to help? Our mission is *To Serve the Diverse Financial Needs of Our Members*—that's you, Interior employees. So give us a call and let us know how we can help with your financial needs. We look forward to serving you. Call 1 (800) 914-8619; (202) 208-3936. Or e-mail us at DOIFCU@IOS.DOI.GOV. Visit our website at <http://www.doifcu.org/fcu>

Department of the Interior Federal Credit Union



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SUPPORTING PARENTS' ROLES IN EDUCATION

Sylvia Jones, Office of Educational Partnerships

Interior's education and youth service programs reach hundreds of thousands of students, teachers, and parents. Millions of additional people are touched by our programs in the national parks, wildlife refuges, other public lands, and federal facilities. These programs promote environmental literacy, awareness, understanding, skills, and action concerning our nation's natural, social, and cultural resources through public education and teacher and faculty training.

Interior also supports interagency education initiatives such as the recent *Excelencia en Education—The Role of Parents in the Education of Their Children*. The seminar was the first in a series of K-12 conferences planned by the White House Initiative Office. More than 350 educators, parents, and community leaders attended the Oct. 7-8 conference in San Antonio, Texas. Interior was one of five federal agencies invited to participate. The others were the departments of Education, Health and Human Services, Labor, and the Small Business Administration. Interior's Office of Educational Partnerships coordinated Departmental efforts at the conference in support Executive Order 12900-Educational Excellence for Hispanic Americans. Reclamation, the FWS, and the BLM provided financial support.



Interior employees participating in the conference included, in front row, from left, Sylvia Jones, Dolores Chacon, Mari Bomar, and Sgt. Kathy Harassek; in back row, Reginald 'Flip' Hagood, Kathie Marsh, Eric Langer, and Lee Wilder.

A workshop on Interior education programs was conducted that included two panel discussions moderated by **Dolores Chacon**, associate director of Personnel and director of the Office of Educational Partnerships. *Gente de Razon*, an NPS educational video about San Antonio Missions National Historical Park, was shown to conference participants during the luncheon.

Panel I— Making Learning Fun: Tools for Educators and Parents—provided parents and teachers a sampling of the educational programs and services offered by Interior bureaus. Participants were given the opportunity to see and learn first-hand how they can use these tools to teach children.

Panel II—Troubled Youth: Prevention Strategies and Solutions— provided participants information on Interior programs designed to educate youth on drug abuse and crime prevention. It also addressed model youth service programs that relate to the mission of the Department, such as the Student Conservation Association (a partner of the Department) and the High School Conservation Work Crew Program.

What's Reasonable in Accommodating Workers with Disabilities?

Dr. Robert Jackson

Interior and other federal agencies must make reasonable accommodation for the physical or mental limitations of qualified workers with disabilities. This legal obligation applies to both job applicants and employees, unless the accommodation would cause an undue hardship on the Department.

Reasonable accommodation is not only the law (29 Code of Federal Regulations 1613.701) but also a wise policy, offering opportunities for skilled and talented people to work for the Federal Government. But what does the requirement mean for Interior managers and other employees?

Reasonable accommodation is a logical change or adjustment to a job or worksite that makes it possible for an otherwise qualified employee with a disability to perform the essential work required by a position. The requirement can be determined only case-by-case because of the variables to consider: the applicant or employee, his/her specific disability and functional limitations, the essential duties of the position, the work environment, and the reasonableness of the proposed accommodation.

One of the most frequent misconceptions is that reasonable accommodations are expensive. Some are, but others are cost-free. Most cost very little, and many people with disabilities do not need accommodation. Moreover, the requirement applies only to the performance of work-related duties, not to personal needs such as eye glasses, hearing aids, or transportation to and from work.

Before officially announcing a position, managers and supervisors should make sure that the qualification standards are job-related and that the job description reflects the actual duties to be performed. An agency is not obligated to make an accommodation for a job interview until the applicant has informed the interviewer about his/her disability and needs.

The applicant must initiate the discussion because it is illegal for the interviewer to ask if applicants have a disability. If a person with disabilities is qualified for the position but unable to perform the essential functions of the job without reasonable accommodation, the employer must explore the possibilities for accommodation.

The first step in determining an appropriate accommodation is to consult with the employee with a disability and ask for suggestions about methods or equipment that would enable him or her to perform the job. Many people with disabilities have spent a lifetime working out personal accommodations that enable them to perform a wide variety of tasks and are able to tell the supervisor their needs. When managers have questions about reasonable accommodation, they should consult their agency's personnel and equal opportunity employment specialists.



At top, making pavements and entrances to Interior buildings accessible to employees who must use wheelchairs is a reasonable accommodation, as is the use of American Sign Language interpreters, above, for employees who are hearing impaired. This interpreter signs remarks of Deputy Assistant Secretary Mari R. Barr at a July 1 orientation session for the Student Career Training Program. Photo by Rosa Wilson, NPS

Creating Diversity

Types of Accommodation

The following are guidelines on some generic accommodation options that have been used successfully in a variety of situations:

Restructuring Jobs: A job may be modified so that a person with disabilities can perform the essential functions of the position. It is first necessary to identify the tasks that may be difficult for a disabled individual to accomplish and then analyze them to identify the specific factors that make the tasks difficult. These factors can be eliminated by changing the job content, doing away with nonessential elements, redelegating assignments, exchanging assignments with another employee, redesigning procedures, or reassigning nonprobationary employees to another position.

Adjusting Work Schedules: Some people with disabilities are denied employment opportunities because they cannot work the standard nine to five, eight-hour day, forty hours a week. This includes people who require medical treatment, those who need rest periods, or workers whose disabilities are affected by eating and sleeping schedules. These employees may benefit from flexible or adjusted work schedules. This approach may also benefit people with mobility impairments who find it difficult to use public transportation during peak hours. Effective use of flexible or altered work schedules can lead to productive and meaningful employment for these individuals, and excellent results for the Department.

Flexible Leave: Liberal approval of absences may involve the use of excused absence, sick leave, annual leave, or leave without pay. Sick leave should be approved when people with disabilities request it for repair of prostheses, wheelchairs or other equipment, or for the treatment of dog guides. Inclement weather and temporary adverse building conditions are also examples of situations where liberal approval of absences may be necessary. Liberal leave approval should also be given to enable employees to learn to use assistive devices. Managers and supervisors should be aware of Interior policies on excused and liberal absences.

Modifying Work Sites: Changes may be needed in the worksite area when there is an employee with disabilities. This may include accessibility in the work area, rest rooms, and other employee facilities. The placement of furniture, carpets, and equipment should be reviewed for maneuverability. Adjustments may be as simple as moving files to a lower drawer of the cabinet.

There are many devices that make it possible for people with disabilities to accomplish tasks. These machines may also increase productivity and the efficiency of their work. The equipment includes TDDs (Telecommunications Devices for the Deaf), electronic visual aids, magnifiers, telephone amplifiers, Braille devices, talking calculators, or speaker phones.

Continued on the bottom of page 7

SHARPE STUDENTS HELP INTERIOR UNDERSTAND

Melvin C. Fowler

The Department employed a group of 45 students with disabilities from the C. Melvin Sharpe Health School during the summer. Ranging in age from 14 to 19, the students, shown at right, worked in a variety of positions as clerks, technicians, and administrative aids.

"These students have been shut-ins and enormously isolated because of their disabilities," said **Mary Butts**, the public school representative for the District of Columbia who supervised this youth employment program. The students' occupational horizons were broadened by working side-by-side with Interior professionals, Butts noted. "Many of them had never held a job before. Now they have a better understanding of the value and challenges of jobs."

Their integration into the Department's workforce also brought a strong diversity message to Interior managers and employees. The students helped Interior offices



to focus on safety and accessibility issues that had not been previously considered. Among those, for example, were the safe evacuation of people with disabilities from Interior facilities, the efficacy of emergency health services, and the structural accessibility problems affecting some buildings and facilities. Among the agencies that employed the students are the U.S. Geological Survey, the Bureau of Indian Affairs, the Office of the Solicitor, the National Business Center, the Office of Information Resources Management, and the Office of Equal Opportunity, which also coordinated the program at Interior.

The students' salaries—all received the minimum wage—were paid by the Washington D.C. Control Board. The C. Melvin Sharpe Health School, based in the nation's capital, is a public school for students three through 21 years of age who have physical disabilities such as cerebral palsy, spina bifida, genetic disorders, mental retardation, muscular dystrophy, and hearing and vision impairments.

HISTORIC U.S.-UTAH LAND EXCHANGE NOW LAW

The largest exchange of public lands in the contiguous United States since the Louisiana Purchase is now law, resolving one of the most controversial issues in the State of Utah's relations with the Federal Government. **President Clinton** signed the Utah Lands Bill on Oct. 31.

Secretary Babbitt, who negotiated the land exchange with Utah Gov. **Mike Leavitt**, called the clean enactment of the historic legislation a great day for the State of Utah, the environment, Utah's school children, and the public lands. "This historic agreement shows that the most difficult problems can be solved with good faith, hard work, and a commitment to protect both the environment and the taxpayers," Babbitt said. "I salute the Utah congressional delegation for getting this legislation passed, President Clinton for signing it, and thank Governor Leavitt for his leadership throughout the entire process."

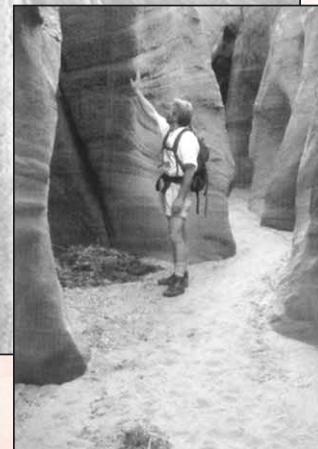
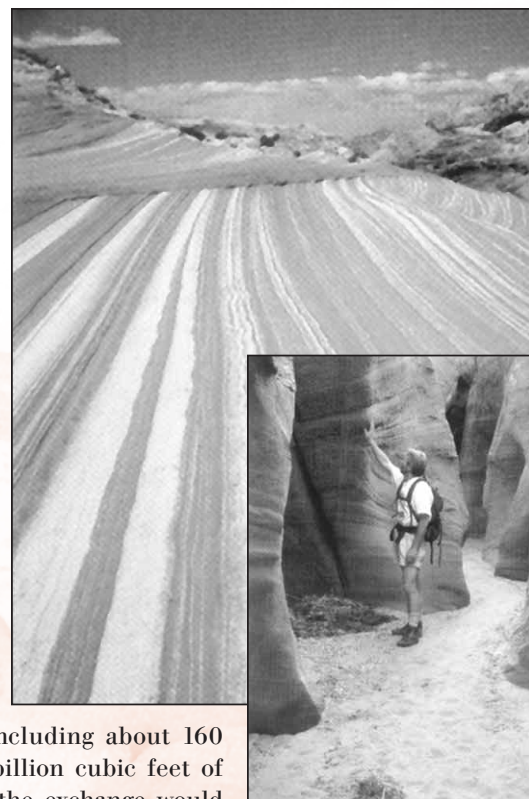
Leavitt also praised Utah's five-member congressional delegation for getting the legislation through the Congress in four months—a process that normally could take years. **Rep. James Hansen** and **Senator Bob Bennett** were especially praised by local leaders for resolving an impasse in the Senate that could have delayed passage. The law embodies the settlement that Babbitt and Leavitt worked out earlier this year and signed in Salt Lake City on May 8. The legislation was introduced and endorsed by Hansen, the chairman of the House Subcommittee on National Parks and Public Lands.

The agreement resolves the issue of state school trust lands located in national preserves and American Indian reservations in Utah. About seven million acres of school trust lands were set aside when Utah gained statehood in 1896; revenues from renting and selling the lands and the minerals in them support the state's public schools. However, trust parcels located in federal parks, monuments, and forests, and on reservations—called 'in-holdings'—often conflict with federal purposes and are difficult for Utah to develop in ways that meet the state's fiduciary responsibilities to public schools. The issue has affected state-federal relations for 75 years but

became a heightened concern with the designation of the Grand Staircase-Escalante National Monument on federal land in Utah two years ago.

Under the new law, the issue would be resolved by exchanging federal lands for the in-holdings. The Federal Government would receive about 376,739 acres of trust lands in the national preserves, including 176,699 acres in the Grand Staircase-Escalante National Monument. Utah would receive \$50 million in cash, about \$13 million in coal royalties, and about 139,000 acres of land and minerals, including about 160 million tons of coal and 185 billion cubic feet of natural gas. Leavitt estimated the exchange would generate \$1 billion for the state's public school endowment by 2010. The endowment is now worth about \$200 million.

Under the agreement, the Utah School and Institute Trust Lands Administration also would drop lawsuits against the U.S. Government that relate to a 1993 land exchange law and withdraw from another suit challenging the creation of the Grand Staircase-Escalante National Monument. In creating that 1.7-million acre monument, President Clinton pledged to exchange federal lands for the extensive state in-holdings in Grand Staircase-Escalante.



EXXON GRANT FOR NPS SCIENCE EDUCATION

With Gateway National Recreation Area's Jamaica Bay Wildlife Refuge as the backdrop, the Exxon Foundation recently announced a \$1.5 million pledge to the National Park Foundation to enhance science and environmental education programs and strengthen the relationship between national parks, schools, and local communities. Among those attending the ceremony were, left to right, Tony Atkiss, vice president of Exxon, Jim Maddy, president of the National Park Foundation, Erma Anderson of the National Science Teachers Association, Marie Rust, Park Service regional director, Kevin Buckley, general superintendent of Gateway, Robert Stanton, Park Service director, and Mrs. Marian Heiskell, a director of the National Park Foundation.



The grant will be shared by 32 parks over a three-year period, and will promote science literacy, provide opportunities for students and teachers to use national parks as hands-on learning labs, and strengthen understanding of national park resources. At Gateway, a curriculum-based program will be developed at Great Kills for 16,000 4th, 5th, and 6th graders from New York and New Jersey. The park's existing environmental education programs will be expanded. The science education models the Exxon-funded program develops can be replicated throughout the national park system. Photo by Brian Feeney

Reasonable Accommodation *continued from page 6*

Specialized Equipment and Assistive Devices

Accommodation equipment cannot be personal items such as eye glasses or wheelchairs. The devices must be directly related to the performance of the job. Exceptions to this rule must be made on a case-by-case basis. An example is someone who does not normally use a wheelchair but needs it to travel long distances for the job.

When making authorization decisions, managers and supervisors should consider how well the employee would perform the job without the equipment or device. Would performance improve? Would the employee be more efficient and effective with the equipment? Disability program managers and selective placement coordinators, and procurement managers can help to identify appropriate equipment. It is important to obtain adaptable equipment for use by the entire workforce. By buying equipment that is already usable or easily modified, the agency can reduce the cost and delays of having to buy 'special' equipment.

Readers: Employees who are blind may require the services of a reader to effectively perform their job. A variety of options are available. Readers can be a part or full-time employee hired to provide this service, a qualified co-worker who provides informal assistance, or an employee given collateral duty responsibilities. The specific needs of the employee who is blind should be analyzed to identify how much time is needed and the qualifications that are required of the reader.

Interpreters: People who are hearing impaired have varying needs and modes of communicating (e.g., through American Sign Language or orally). Some situations may require a very high level of interpreting skills that cannot be provided by a co-worker. Being able to use sign language does not qualify someone for interpreting. Qualified sign language and oral interpreters, and those who interpret for people who are deaf-blind, usually have extensive training and experience. They also follow a strict code of ethics of which most co-workers will not be knowledgeable. It is beneficial if co-workers and supervisors learn basic sign language so that communication can be direct and

one-on-one; however, they may not be adequately proficient to interpret staff meetings, presentations, telephone calls, and other situations.



Interpreters can be hired on a full-time or part-time basis. They can also be hired under contract with a local interpreting service. Some agencies have hired full-time interpreters to be available to all agency employees and applicants who are hearing impaired. Disability program managers and selective placement coordinators can provide guidance in obtaining qualified interpreters.

Personal Care Assistants: Some people with severe physical disabilities may require personal assistance on a full-time, part-time, or intermittent basis. These individuals may require assistance with specific tasks such as getting from one building to another, for travel on official business, obtaining research or writing materials, or using rest room facilities.

Occasionally, an agency may have reached or exceeded its personnel ceiling when it is attempting to provide reasonable accommodation for a qualified individual with disabilities. When an agency has determined that a reader, interpreter, or personal assistant is an appropriate reasonable accommodation for a qualified individual

with disabilities, but is unable to hire that assistant because it is at or above its personnel ceiling, it is not excused from providing reasonable accommodation through other sources.

An agency must consider alternatives, such as seeking an exemption from the personnel ceiling from the Office of Management and Budget. The requesting agency must demonstrate that it has exhausted all other means of carrying out its responsibilities. Other alternatives include contracting out for the service, providing appropriate equipment, assigning the responsibility to provide the service to co-workers and using unpaid volunteer assistants.

The Year of the OCEAN

BISCAYNE, Florida—They have been compared to Yellowstone and Yosemite for their pristine beauty. Others have likened them to tropical rain forests of the ocean, providing food and shelter for a million species of sea creatures and plants, as well as sources of new medicines. They are equally critical to commercial fisheries and marine-recreational industries from the Florida Keys to Hawaii.

Yet, coral reefs continue to be degraded and killed off. Badly-managed farming, forestry, and construction practices send silt, sediment, and chemical pollutants down rivers to wash out to sea and onto the reefs; Cities douse them with sewage and other environmental contaminants; over-fishing and other destructive boating and harvesting practices, such as the use of poison and explosives, denude and destroy them. And more recently, many scientists believe, global temperature rise is bleaching coral reefs around the world, in many cases leaving behind white skeletons.

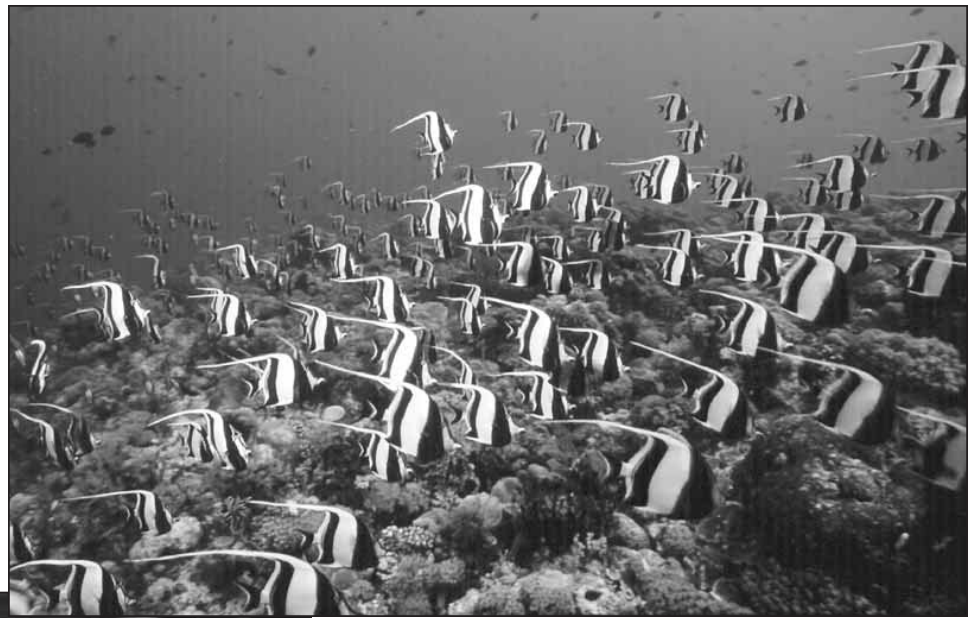
With major tracks of U.S. coral reefs hard hit by these practices, Interior has proposed a number of initiatives to protect and restore tropical coral reefs in U.S. waters, and to work in partnership with other nations to counter the global threats. Secretary Babbitt and **Robert Mallett**, deputy secretary of the Commerce Department, outlined a Federal Government-wide effort at the first meeting of the Presidentially-created U.S. Coral Reef Task Force. They co-chaired the Oct. 19 meeting at Biscayne National Park in Florida. President Clinton's Executive Order 13089 established the task force in June to mark the Year of the Ocean.

"It is important that we develop common approaches and goals for research, monitoring, and conservation of these vital areas before coral reefs, that have been around more than two hundred million years, succumb in a few decades to a variety of human and environmental pressures," Babbitt said. "Too much civilization, accompanied by too little education, is creating havoc with these beautiful underwater habitats. It is high time that federal and public efforts converge to protect these fragile environments."

The task force will try to build on the interagency approach to environmental problem-solving that was pioneered in the Great Lakes and Chesapeake Bay restoration programs as well as the current effort to restore the Everglades. "With the Everglades task force, we erased jurisdictional lines, and the results that followed have been spectacular," Babbitt said. Mallett pointed out that states and regions without coral reefs need to be involved as well. In 1993, the surging Mississippi River brought herbicides from the Midwest into the Gulf of Mexico and the currents carried the contaminants into the Florida Reef Track where coral health declined as a result, he noted. "We are all downstream," Mallett remarked.

U.S. coral reefs under the task force's immediate consideration include those around the Florida Keys, the extended Hawaiian chain, Puerto Rico, Guam, American Samoa, and the Northern Mariana Islands. Secretary Babbitt announced a series of reef management grants to four of these jurisdictions and directed the National Park Service and the Fish and Wildlife Service to review and revise plans for the management of the nine national parks and 17 national wildlife refuges containing coral reefs. The goal of the revisions, to be done by fiscal year 2002, is to assure that those reef ecosystems are adequately protected.

The National Park Service and the U.S. Environmental Protection Agency, in cooperation with National Oceanographic and Atmospheric Administration, will expand the EPA



Science and Stewardship

Coral reefs exist only in tropical and semi-tropical waters, and are constructed over eons by tiny living creatures—called polyps—that secrete rocklike structures around themselves, gradually building up fragile reefs that provide an environment that nourishes many forms of marine life. Above, a school of Moorish Idols crosses a Micronesian reef, while at left, a clown fish peeks from his soft coral habitat in Palau, and below, staghorn coral provides habitat for numerous species.



Water Quality Monitoring Program to cover Biscayne and the Dry Tortugas National Parks. NPS has committed \$25,000 for the expansion. In cooperation with NOAA, Interior also will develop plans and carry out actions to protect coral reef ecosystems in the Dry Tortugas National Park and the surrounding area of the Florida Keys National Marine Sanctuary. The park will undertake a parallel and coordinated process with the Sanctuary for assessment, planning, and management that will involve all interested stakeholders. Secretary Babbitt was also concerned about boat groundings at Biscayne National Park and proposed a special interagency working group to address and recommend solutions for the problem. There were 170 reported groundings in 1997.

Interior will coordinate with other members of the task force to develop a coral reef protection webpage <<http://coralreef.gov>> which will present information and provide access to projects undertaken by federal agencies on the task force. Department materials prepared for the task force meeting are also available on the web at <<http://www.usgs.gov/coralreef/>>

Seven delegates from the National Park Service presented papers at the 6th World Wilderness Congress, which was held in Bangalore, India, Oct. 24-29. The group included, from left, **Ruth Scott**, Olympic National Park, **Wes Henry**, coordinator of the NPS Wilderness Program, **Gregg Kroll**, NPS representative at the Arthur Carhart National Wilderness Training Center, **Jim Walters**, deputy coordinator of the Wilderness Program and coordinator of the Intermountain Region Wilderness program, **Pete Christian**, Western Arctic National Park Lands, **Patti Christian**, **Bob Barbee**, director of the Alaska Region, and **Marc Koenings**, Assateague Island National Seashore.

The World Wilderness Congress is the only ongoing international public forum that addresses the role of wilderness and wildlands in maintaining a prosperous human society. This year's gathering followed congresses in South Africa (1977), Australia (1980), Scotland (1983), United States (1987), and Norway (1993)—which focused on conserving the irreplaceable biological, economic, scientific, cultural, and spiritual values of a wild nature. About 600 people from around the world attended this year's event, which adapted the theme *The Call for a Sustainable Future*. The delegates represented government managers, scientists, educators, industrialists, game wardens, philosophers, artists, and the environmental media.

NPS GROUP JOINS WILDERNESS CONGRESS



Major topics of the plenary session papers included: participatory management by local communities to conserve biodiversity, corporate environmental responsibility, wilderness and dependent peoples, wilderness—a global assessment, marine wilderness and the high seas, sustainability of wetlands, wildlife in wilderness, ecological restoration, environmental law, sustainable ecotourism, and sustainable resource consumption.

Concurrent working sessions included papers on: international wilderness designation, management and research, the use of wilderness for personal growth, therapy, and education, the tiger dilemma, the Asian and African Elephant, the east-west convergence, the role of education in

strengthening sustainable development, and sustainable cities. All papers will be included in proceeding to be published in the near future.

The world wilderness congress was founded by **Dr. Ian Player** and is a project of the International Wilderness Leadership Foundation, South Africa. The Bangalore conference was also sponsored by the World Wilderness Trust (India), in cooperation with the Wild Foundation (USA).

THAT RINGING SOUND: SLEDGEHAMMERS ON CONCRETE

Bruce Babbitt

Some eras are born to instant acclaim. Others emerge quietly, gather strength over time, then leap onto the national stage in mid-stride.

Today, we are in the midst of one of those bold, new leaps in the management of America's rivers. Not since the start of the great dam-building era during the 1930s, in fact, have we encountered anything this significant. I am comfortable making this pronouncement because, as U.S. Secretary of Interior, I am a participant in this movement myself, an emcee to history.

Four times in 13 months now, I have swung ceremonial sledgehammers to celebrate something monumental on the American landscape: the destruction of environmentally-harmful dams. More than a dozen times over the same period, I have spoken publicly, and proudly, on the same subject.

You read that right: The U.S. Department of Interior, after helping supervise the most intensive flurry of dam-building in world history, is changing course. Today, we and other branches of the Federal Government encourage the selective destruction of certain dams, public and private, that cause exceptional environmental damage.

Congress is not yet with us. But perhaps one day it will be. For what's igniting this movement is not the federal bureaucracy. It is community spirit. It is rice farmers, utility company officials, civic boosters, fishermen, conservationists, aquatic biologists, Native Americans, and others. Together these Americans are finding promise, not peril, in the unleashing of rivers. By removing dams, they are diversifying their economies, healing watersheds, reducing Endangered Species Act headaches and restoring beauty, vigor, and recreation to their downtown centers.

Perhaps that is why each new event on this dam-busting tour brings larger, more festive and supportive crowds, more media attention. In my six years at Interior, few dramas loom as large. But what is it about the sound of a sledgehammer that so seizes the imagination?

I believe two things are at work. Number one—an era is winding down. Until the 1990s, Interior Secretaries dedicated dams; they sang their praises. They genuflected to dollars, development, and politics. Today, we recognize other forms of commerce—such as self-sustaining salmon runs in our nation's rivers—and find growing, broad-based constituencies arguing on their behalf.

The other thing is basic: We overdid it. There are 75,000 dams in America six feet high and over. Think about that number. Seventy-five thousand dams means we have been building, on average, one dam a day, including weekends, since the Declaration of Independence. Pardon the phrase—but we overdosed. Dams justified for their economic value gave way to dams built with taxpayer subsidies, dams draped in political pork, dams clouded by dubious if not deceitful cost/benefit projections.

FIRE CENTER TEAM DEVELOPS COST-EFFICIENT ENVIRONMENTAL MONITORS IN REMOTE AREAS

BOISE, Idaho—Convinced that automated remote weather stations could do more than simply collect weather data for fire managers, an Interior team—the Remote Sensing/Fire Weather Support Unit—went to the drawing table. And what this group of 17 employees, who represent agencies at the National Interagency Fire Center, came up with can only be termed innovative. (The agencies include the Bureau of Land Management, U.S. Forest Service, National Park Service, Bureau of Indian Affairs, and U.S. Fish and Wildlife Service.)

After extensive research and development, the team discovered that the capabilities of Remote Automated Weather Stations (called RAWs) could be expanded by adding environmental sensors to detect pollution, monitor waste and toxins from mines, provide flood warnings, and assist with weed control efforts.

“We modified the RAWs into Remote Environmental Monitoring Stations, or REMS, and applied that technology to environmental situations,” said **Phil Sielaff**, the team's leader. To use the new service, resource managers provide the support unit their specific needs for detection and monitoring in the field. Technicians investigate current technology to see if an appropriate electronic measuring device exists, if it is cost-effective, and how readily it is available. The equipment is then tested and installed. When the sensors are mounted, resource managers can immediately download information from the REMS to a laptop computer.

The fire center team has designed REMS for a variety of environmental situations. The Borax Lake station, which collects meteorological and hydrological data, is an example. Managers wanted to monitor environmental conditions before, during, and after the drilling of geothermal test wells to understand the geo-hydrology of this unique ecosystem. This was the first REMS to measure meteorological conditions and water temperature, water depth, and water quality.

The Remote Environmental Monitoring Stations can also be used in fire rehabilitation. In the fall of 1996, four stations were installed in the charred foothills of Boise, Idaho



Secretary Babbitt strikes a blow for free-flowing rivers and restoring salmon runs at McPherrin Dam near Chico, California.

not sentiment and myth, that continued operation of a dam is in the public interest. Often, this will mean adopting more environmentally-friendly operating regimes, such as we have done at Glen Canyon Dam in Arizona to begin to restore the Colorado River through Grand Canyon National Park. In some cases, it will mean actual removal of dams themselves.

Let us remember that dams are not monuments. They are not Pyramids. They are not indelible signatures on the landscape. They are tools—instruments that serve the needs of the people who oversee them. Those needs change, often quite rapidly, over the course of a generation. Most dams were built decades ago with no consideration of their environmental, recreational or spiritual costs. Our challenge today is to find a new equilibrium—one that balances economic benefits with other intangible goods and services, one that evaluates dams by the health of the watersheds and the people to which they belong.

Often, in thinking of dams and rivers, I am reminded of *Ecclesiastes*:

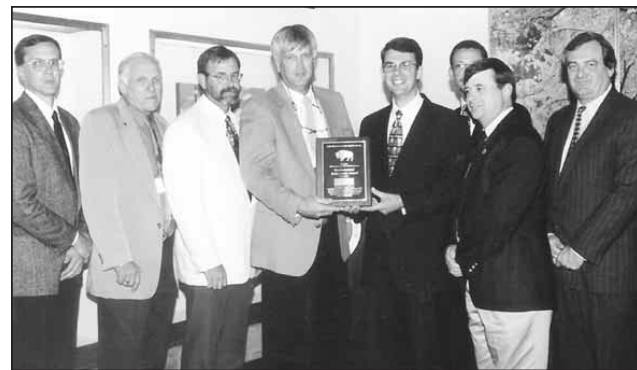
*One generation passeth away
and another generation cometh
but the Earth abideth always
All rivers runneth to the sea
yet the sea is not full;
to the place where the rivers flow
there they flow again.*

A beautiful passage, but a chilling one, too. For today, it no longer rings true. The mighty Colorado River no longer reaches the sea—due to the many dams across its course. Others arrive feeble and anemic, vastly depleted of biological life, stripped of their majesty. That is a shame. As one generation passeth into another, the future of our rivers rest firmly in our hands.

to monitor precipitation data after a severe wildfire had swept through the area. These units provided ‘alert’ broadcasts to the National Weather Service when one-tenth of an inch of rain or greater was recorded during a 15-minute period. This advanced warning allowed managers to ‘alert’ emergency services when it appeared flood conditions might arise.

In recognition of this outstanding contribution to pollution detection and prevention, the support unit received the 1998 Environmental Achievement Award. Team representatives who traveled to Washington, D.C. in September to accept the honor included: **Ed Shepard**, deputy director, BLM Fire and Aviation; **John Gebhard**, group leader for National Technology Applications; **Bob McCormick**, the supervisor of the Field Team; **Buddy Adams**, supervisor of the Depot Team; and **Phil Sielaff**, the leader of the Remote Sensing/Fire Support Unit. **Tom Fry**, acting director of the BLM, was impressed by the support unit's efforts. “We need to spread the word about their work,” said Fry. “They are the do-ers who make the what-ifs happen.”

Sielaff also is pleased with the award. “I think there are other opportunities to use this technology to help others,” he said. “We could provide our services to several agencies across the country to help solve environmental problems.” For more information about REMS, contact Phil Sielaff at (208) 387-5363.



Above, members of the Bureau of Land Management's Remote Sensing Support Group (National Interagency Fire Center) accept the team's award. From left, John Gephart, Buddy Adams, Bob McCormick, Phil Sielaff (receiving the award from John Berry), Dr. Taylor (in the background), Ed Shepard, and Tom Fry, a BLM deputy assistant secretary.



Solving the Amphibian Mystery

USGS Scientists Probe Causes of Declines

Bob Reynolds and
Sue Kropschot, Editors

Gail Keirn

FORT COLLINS, Colorado—In 1915, the Sierra Nevada in California, including Yosemite National Park, was filled with the sound of croaking frogs and toads. Biologists who surveyed the amphibians recorded one species, the Western toad, as “exceedingly abundant.”

However, when researchers revisited the study sites in 1995, they recorded only one adult Western toad and a small group of tadpoles. Overall, scientists discovered that seven native species of frogs and toads in Yosemite National Park had declined dramatically since 1915, and three of the species had disappeared completely. This discovery represents the first documented large-scale collapse of an entire community of frog species.

What caused the decline of the Western toad and other native species in Yosemite? Why is this happening to other amphibian populations around the world? These are questions USGS scientists are trying to answer.

For many years scientists have observed the decline and extinction of amphibian species, but in 1989 the concern grew dramatically when numerous scientists at the First World Congress of Herpetology presented evidence of declines worldwide in amphibian populations. In 1990, at a workshop sponsored by the National Research Council Board, participants agreed that amphibian declines were real, though the documentation was largely anecdotal, and much work was needed to uncover the causes behind declines.

Several hypotheses have been proposed to explain the worldwide decline of amphibians, including habitat destruction, introduced nonnative predators, and other human-induced changes, including disease, UV-B (ultra-violet-B) radiation, and decreases in atmospheric ozone levels. Most scientists agree that habitat alteration and destruction are the primary reasons for declines in developed countries. But that does not explain why species in supposedly ‘pristine’ habitats, like Yosemite National Park, are also declining. Researchers are now exploring the potential impacts of disease, shifts in weather patterns, and global climate change.

Although the decline of amphibians has been observed worldwide, the majority of monitoring and research has taken place in North and South America and Australia. In the United States, seven species of amphibians are listed as threatened and nine species are listed as endangered. The focus of U.S. research, in addition to habitat destruction, has included the effect of introduced fish species on native amphibians. Recent studies indicate that removing introduced predators could help to restore some amphibian populations.

The effects of ozone depletion and UV-B radiation on developing tadpoles also has recently received attention. However, laboratory and field studies show conflicting results. Some researchers have pointed out that areas of the Earth with large amphibian declines do not always coincide with regions receiving increased UV-B and that it is unlikely UV-B radiation is a main cause of the unexplained declines.

Researchers realize that observed declines are likely caused by a combination of factors, such as natural population fluctuations, habitat destruction and alteration, disease, and contaminants. Predicting the long-term and confounding effects of many of these factors on amphibians is difficult but necessary in order to ensure the future health of these important members of our ecosystems.

The following articles highlight some amphibian studies that USGS scientists are conducting. Federal and state natural resource managers use this research to help them to manage declining amphibian populations.



Non-Native Fish Predators, Wetland Loss, Air Quality Studied in the Southwest

Cecil R. Schwalbe and Philip C. Rosen

TUCSON, Arizona—Since the 1970s, all seven native true frog species in Arizona have declined to some degree, some severely. Research by federal, state, and university scientists indicates that the introduction of nonnative predators or competitors (exotic fishes, bullfrogs, and crayfish) is the single most important factor in current declines of native populations of ranid frogs in the Southwest. Previous loss and degradation of wetland habitat has also affected many populations.

Recent work focuses on conservation of the Chiricahua leopard frog, which has declined in numbers. Leopard frogs have been reintroduced into appropriate predator-free wetlands both on public and private lands in Arizona. Cooperation among a host of partners has allowed frogs and tadpoles from the one remaining source, a private ranch near Douglas, Arizona, to be transferred to nine other sites.

Numbers of frogs observed at new sites increased exponentially from 1993 to 1996. However, sudden declines in 1997 implicated a more elusive cause of

Like canaries in a mine, amphibians warn of unseen dangers in the environment. Their sensitivity to water pollution and other contaminants can serve as an early indicator of the health of ecosystems.

Left, the Chiricahua leopard frog, *rana chiricahuensis*, of the Southwest, was reintroduced into areas that were free of nonnative predators and did well initially, but recent declines suggest a more elusive cause, perhaps air quality and disease. Below, a USGS scientist measures a frog as part of the nation-wide study of the causes of amphibian declines.



decline. Scientists suspect that air quality and disease (including one type of fungal infection) are involved.

The Tarahumara frog disappeared from sites in Arizona (the only known habitat in the U.S.) in 1983, although populations still existed in central and southern Sonora, Mexico, when last surveyed in the late 1980s. All declining populations of Tarahumara frogs were downwind of a copper smelter that produced acid rain and heavy metal deposition in the areas of frog decline. That smelter was closed in 1987, but another one within 65 miles of the recent leopard frog declines continues operation.

The Fish and Wildlife Service has submitted a proposal to monitor air quality at two nearby National Wildlife Refuges to determine if there is a correlation between smelter emissions and frog mortality. Chytrid fungus was implicated in the death of five leopard frogs at USGS study sites. It is clear that the conditions that triggered this disease require further investigation.

Introduced Trout in the Cascades

Gary L. Larson

CORVALLIS, Oregon—Some salamander population declines may be a result of man’s effort to develop mountain lake fisheries in some areas of the Pacific Northwest. Interestingly, it appears that fish did not occur naturally in most of the lakes in the Cascade Mountains of the western United States.

Extensive fish stocking was initiated by state and federal agencies starting in the late 1800s, and continues today in many of these lakes. Concern about the effects of these introduced fish, mostly trout, on native aquatic wildlife has resulted in two USGS studies at the North Cascades National Park Service complex and the Mount Rainier National Park in western Washington.

Scientists have determined that high densities of introduced trout can change the food web of the lakes. Some types of large-bodied zooplankton become scarce or absent in the presence of trout, as is the case for some salamander larvae. Successful efforts to remove trout from a few lakes have resulted in an increased density of salamanders. These studies are a cooperative effort involving the National Park Service, Oregon State University, and the USGS. Research is ongoing to determine the full scope of the problem.



Subalpine mountain lakes, like the one above in Mount Rainier National Park, were stocked with nonnative trout, and there is evidence from many of these systems that these predators have impacted native vertebrates and invertebrates in the lakes. Photo by Andy Wones (when he worked at Oregon State University for USGS FRESC scientist Gary Larson). Below, this northwestern salamander,

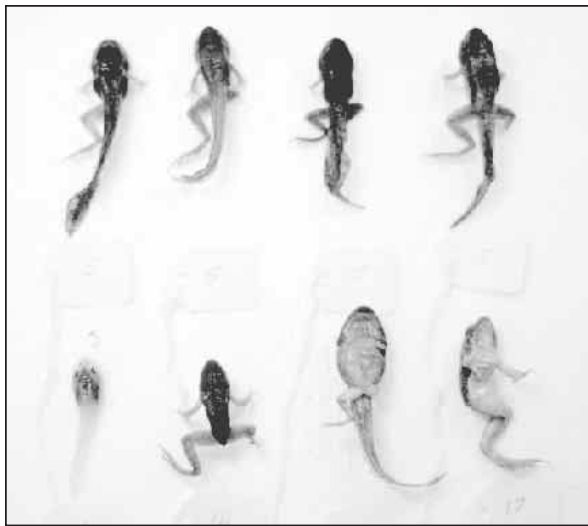
ambystoma gracile, from Mount Rainier NP is one of two salamander species studied to determine the effects of stocked trout on their persistence in high mountain lakes. Photo by Robert Hoffman, USGS FRESC



Deformities in Southern Leopard Frogs Linked to Common Pesticides

Donald W. Sparling

LAUREL, Maryland—Recent evidence from a pesticide field experiment links common pesticides to deformities and lower reproductive rates in southern leopard frogs.



Deformed frogs from the study sites.

Since 1995, there has been growing concern about deformities in free-ranging amphibians. Most of these deformities involve either partially or totally missing hind legs or extra legs and occur at a higher rate in northern states, such as Minnesota and Vermont, than in southern states.

The deformities have been associated with use of pesticides but no definitive cause-and-effect relationships have been identified. In 1997, scientists from the USGS and the U.S. Fish and Wildlife Service conducted a cooperative study in which experimental wetlands were sprayed with two chemicals used to control mosquitos. The chemical products used were Altosid*, which contains 5 percent methoprene, a chemical that prevents mosquito larvae from molting; and Abate*, a chemical product which contains 44.6 percent temephos, an organophosphorus pesticide.

In the wetland areas treated with Altosid, 15 percent of the frogs experienced deformity, most notably involving partially or totally missing legs. In untreated control wetlands, a deformity rate of only 3 percent was observed during the study. Twelve of the 13 deformed frogs were only affected in the right leg. Other abnormalities included a very pale skin color and missing eyes. Special staining techniques were used to verify that the deformities were related to developmental problems rather than damage from predators.

The findings suggest that Altosid can be related to increased malformations in southern leopard frogs. However, it is highly unlikely that Altosid is the sole cause of increased deformities in amphibians, because deformities have been documented where there is no record of its application.

Problems were observed in the study where the chemical pesticide, Abate, was applied. As part of the study, scientists collected leopard frog tadpoles at all developmental stages in the control (untreated) wetlands, in the Altosid-sprayed wetlands, and in the Abate-sprayed wetlands. While Altosid-treated wetlands did not differ from untreated wetlands in the number of tadpoles per pond captured, Abate-treated areas appear to have fewer tadpoles. Research on deformities linked to pesticide use is continuing.

* Use of trade, product, or firm names is only for descriptive purposes and does not imply endorsement or criticism by the U.S. Geological Survey.



Exotic Mammals, Deforestation Eyed on U.S. Caribbean Islands

Francisco J. Vilella

STATE COLLEGE, Mississippi—Recent evidence suggests amphibian species are experiencing global declines and many species are facing rapid extinctions, particularly in island environments.

In the U.S. Caribbean (Puerto Rico and U.S. Virgin Islands), 61 percent of native frog species are declining. All of these species are in the same neotropical genus commonly called coquis and are usually associated with forested environments. They range from treefrogs to species living on the forest floor.

Habitat destruction and introduction of exotic mammals are generally considered to be the most critical threats. While many species were still common as late as the early to mid-1970s, several entire species or formerly abundant populations have experienced significant declines. So far, the research indicates that declining species tend to be highly specialized and occur at high altitudes.

Since 1996, USGS scientists in cooperation with the U.S. Fish and Wildlife Service, Puerto Rico Department of Natural and Environmental Resources, and the University of Puerto Rico

Eleutherodactylus coqui frog near the entrance of a bamboo trap in Maricao Forest, Puerto Rico. Photo by Francisco J. Vilella

Effects of Ultraviolet Radiation and Climate Change Studied in Rockies

Steve Corn

FORT COLLINS, Colorado—USGS scientists have helped to identify a range of factors that contribute to the decline of amphibian populations in the Rocky Mountain region.

At present, the USGS is working with the National Park Service, Fish and Wildlife Service, Bureau of Land Management, and state agencies in Colorado, Wyoming, Washington, and Oregon on a series of studies and laboratory investigations. The studies include broad-scale surveys and monitoring of amphibian species, as well as research on the effects of UV-B (ultra-violet-B) radiation, predation, and the impact of climate change on populations.

Monitoring efforts have estimated the distribution and abundance of several amphibian species in Rocky Mountain National Park and documented the decline of at least two species in the mountains of Colorado and Wyoming.

The USGS is currently exploring the impacts of global climate change on endangered boreal toads. Studies include field and laboratory experiments in Colorado, Oregon, and Washington on the rate of boreal toad embryo and tadpole development in relation to UV-B radiation exposure. Results so far show no differences in hatching success of embryos exposed to varying levels of UV-B. Studies are also examining whether sensitivity to UV-B radiation varies with geographic location.

Other climate change studies examine how changes in variables, such as temperature, precipitation, and snow depth affect amphibian abundance. In particular, relationships between climate change, breeding behavior, and tadpole growth are investigated.

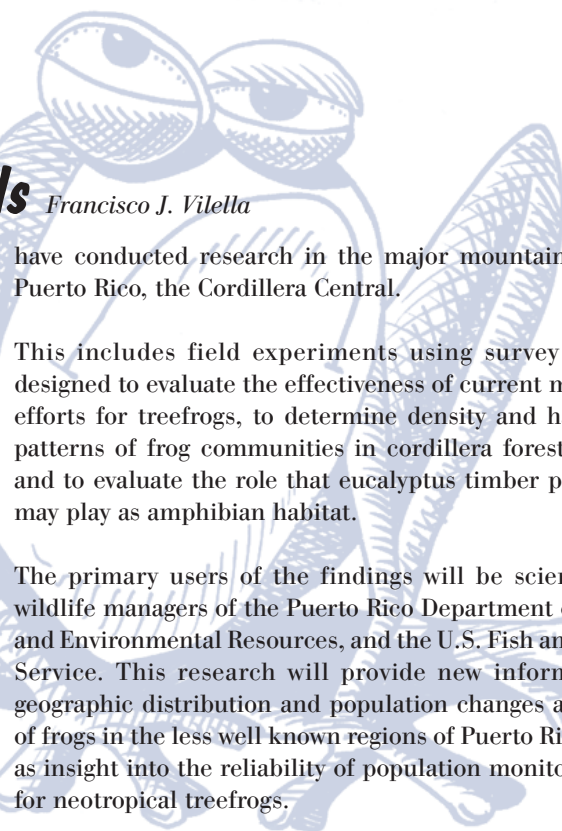
Scientists have also determined that certain species of fish that have been introduced to waters in the region have become significant predators of native amphibians. At a recent workshop, scientists presented natural resource managers with the latest research results and management recommendations from the USGS and



other organizations on the effects of fish introductions on amphibians and other wildlife in wilderness lakes.

Changing attitudes toward fish stocking and the recovery of some amphibian populations after removing fish suggest that amphibians could be restored in some areas.

USGS scientists are studying the impact of global climate change on endangered boreal toads, above, in Colorado, Oregon, and Washington. One laboratory experiment exposes embryos and tadpoles to varying levels of ultraviolet radiation and monitors their development. At left, a USGS scientist weighs a study subject.



have conducted research in the major mountain range of Puerto Rico, the Cordillera Central.

This includes field experiments using survey methods designed to evaluate the effectiveness of current monitoring efforts for treefrogs, to determine density and habitat use patterns of frog communities in cordillera forest reserves, and to evaluate the role that eucalyptus timber plantations may play as amphibian habitat.

The primary users of the findings will be scientists and wildlife managers of the Puerto Rico Department of Natural and Environmental Resources, and the U.S. Fish and Wildlife Service. This research will provide new information on geographic distribution and population changes and trends of frogs in the less well known regions of Puerto Rico, as well as insight into the reliability of population monitoring tools for neotropical treefrogs.

CORRECTION A photo caption on page 10 of the October issue of People, Land and Water incorrectly attributed the discovery of the calving grounds of the North Atlantic right whale to Minerals Management Service scientists. The caption should have said that MMS-funded studies contributed to the discovery. The photo of the right whales was taken by Bill Lang.



Solving the Amphibian Mystery (continued)



USGS FRESO researcher B. Bury catches *Ascaphus truei* (tailed frog) in a Pacific Northwest stream. Photo provided by M. Adams

Amphibians Fare Better in the Pacific Northwest . . .

R. Bruce Bury

CORVALLIS, Oregon—Evaluating the extent of worldwide amphibian declines has proven difficult because of a scarcity of survey and monitoring data and a lack of rigorous sampling techniques.

In western North America, regionally specialized sampling techniques are needed because of the variability in amphibian habitats and life histories of some species. Severe amphibian declines have been demonstrated in California and Colorado and are sometimes assumed to occur elsewhere in the West.

However, data demonstrating broad declines in other regions are lacking. In the Pacific Northwest, USGS scientists have been developing sampling techniques, conducting broad-scale amphibian inventories, and studying potential stresses to amphibian populations. The scientists have conducted surveys in Olympic National Park, the North Cascades National Park Service complex, and at several scattered sampling sites throughout the Pacific Northwest. Although some species appear to be notably rare, there is no evidence of the sort of broad declines documented elsewhere.

However, there are a number of current threats to amphibian populations that raise concern, including the effects of nonnative species, habitat alternations, and some timber-harvest practices. USGS scientists continue to study the mechanisms that affect amphibian communities and develop improved management practices for forests, streams, and wetlands.

. . . and Great Smoky Mountains Ken Dodd

GAINESVILLE, Florida—In response to national concerns about declining and deformed amphibians, a major scientific study is underway in Great Smoky Mountains National Park, the most visited park in the United States.

USGS scientists are inventorying and monitoring 41 amphibian species in the park to provide baseline data on their status and to develop a statistically credible sampling plan that can be used by park biologists to monitor amphibians in the future.

Surveys are conducted in terrestrial and aquatic habitats, and in specialized habitats, such as caves. Researchers use combinations of permanent long-term census, and sampling that is representative of time and geographic area, including remote areas, to develop models of relative abundance. Unique habitats are investigated and particular attention is directed at verifying historic records.

Preliminary data suggest substantial amphibian populations, especially among the diverse terrestrial and semi-aquatic salamanders. One new species, the mole salamander, previously unknown in the park, has been found. Field research began in early 1998 and will continue through fiscal year 2000. By then, it may be possible to relate past land use with present distribution or abundance of amphibians. With these data, the National Park Service will be better positioned to manage the diverse southern Appalachian amphibian population.



USGS volunteer holds a black-belly salamander from the Great Smoky Mountains.

FROG FORCE ENLISTS PUBLIC IN NATIONAL MONITORING CAMPAIGN



Above, Secretary Babbitt helped to kick-off a national initiative to coordinate federal, state, university, and public efforts to find out what is causing a decline in amphibian populations.

At right, Sam Droege, USGS biologist with the Patuxent Wildlife Research Center, talks to District of Columbia students about the new USGS Internet-based amphibian monitoring project at a Sept. 22 kickoff event at Kenilworth Aquatic Gardens.



Susan M. Zwicker

LAUREL, Maryland—The Department of the Interior has launched a series of initiatives to address amphibian deformities and declines, including the formation of a federal Task Force on Amphibian Decline and Deformities (TADD) to coordinate research (see Oct. 98 PLW, page 8) and an Internet-based education effort to enlist public support in monitoring amphibian populations in local communities. The USGS is giving life to one of these projects through a new Frog Force/Adopt a Frog Pond program, accessible at the new FrogWeb home page at www.frogweb.gov on the World Wide Web. This program is still being developed, but will be designed both to inform citizens and involve them in research and conservation efforts.

The USGS Frog Force activities include a backyard monitoring program <http://www.frogweb.gov/frogwatch.html> that is modeled after The Toronto Zoo's Frogwatch Ontario program; the Frog Notes page <http://www.frogweb.gov/frognotes.html> where the public can provide information on frog population changes they have seen in their communities, and instructions for monitoring local populations for malformations <http://www.frogweb.gov/malformmonitor.htm>



The Frog Force Program will also include partnerships, such as one with the National Wildlife Federation, which is developing a Backyard Wildlife Habitat program specifically for amphibians. Several other web pages have been launched in conjunction with this effort, most notably a series of maps that, when clicked, produce lists of frog and toad species by county http://www.mbrpwr.usgs.gov/geotech/imagemap/counties/us_states.html which are linked to ITIS (the Integrated Taxonomic Information System <http://www.itis.usda.gov/itis/>), and a Frog Quiz <http://www.mbrpwr.usgs.gov/bbs/htmfrog/frogquiz.html> to test the users ability to identify species by site, sound, or range. Please visit FrogWeb often . . . watch us as we grow!

U.S. Geological Survey



Charles Groat, Director
Rebecca Phipps and
Sue Kropschot, Bureau Editors

rphipp@usgs.gov



Co-chairs Patty Hagan-McClenahan, left, and Joel Campbell, right, join keynote speaker Barbara Harrison, of WRC-TV Channel 4 in Washington, D.C. Harrison, an advocate for persons with disabilities, is well known in the Washington, D.C. area for her series of programs on the challenges facing the disabled, including *Wednesday's Child*, and *Beautiful Babies—Right from the Start*.



Bill Demby, right, a motivational speaker and television personality, opened the conference with a keynote address. Many know him from his now famous television commercial for DuPont where he is featured playing basketball on his two artificial legs. Demby is proof that a major disability doesn't mean the end of athletics.



Lisa Schwedt, left, and Sarah M. Werner.

Attitude & Access

USGS Hosts Disabilities Conference

Patty Hagan-McClenahan

RESTON, Virginia—Attitudes, awareness, and accessible technologies that enable people with disabilities to succeed in the workplace. That was the focus of a recent USGS-sponsored conference on disabilities aimed at helping managers, supervisors, and employees to better appreciate the diversity of human resources and their responsibilities in building a diverse workforce. The Leadership, Enrichment, And (Dis)abilities (LEAD) conference was held at the USGS National Center on Oct. 21-22.

“As the workplace continues to become more diverse, organizations need to be able to instill an awareness and appreciation for people's similarities and differences,” said USGS Acting Director **Thomas Casadevall**. “This increased awareness will enhance our ability to help employees reach their full potential.”

A series of workshops and dynamic speakers from the public and private sectors highlighted physical barriers, reasonable accommodations, and hiring persons with disabilities. Keynote talks were presented by **Bill Demby**, motivational speaker and television personality, and **Barbara Harrison**, from NBC Channel 4, in Washington, D.C. Exhibitors and vendors who serve the needs of the disabled hosted displays and a USGS employees' musical group, GeoSounds, performed for the conference.

LEAD conference coordinator Carol Whitmore, right, visits with conference participants

DR. CHARLES GROAT SWORN IN AS USGS DIRECTOR

Charles G. Groat was sworn in as the 13th director of the U.S. Geological Survey by **Secretary Babbitt** on Nov. 13 in the auditorium of USGS headquarters in Reston, Virginia. Dr. Groat's wife, Bobbi, attended the ceremony.



Photo by Dave Usher, USGS

“I have been proud to refer to USGS scientists as colleagues for many years,” said Groat. “It's a great thing to now lead the organization that is filled with so much scientific creativity, relevance, and dedication. These are exciting times in science, especially in the earth and life sciences. USGS is in the forefront, and I am honored to be a part of the team, bringing scientific information to our customers around the world.”

“A prime example of this is happening right now, with the concerted efforts of USGS leading an interagency charge to get critically needed information on the many impacts of Hurricane Mitch to those who need it within our government and in the affected areas of Central America,” Groat said.

“USGS responsiveness to society's needs for a better understanding of the earth, its life, processes, environments, and resources depends on first class science. A major challenge for the USGS is maintaining its strong tradition for scientific excellence while expanding the capacity to make it relevant to decision makers at all levels and effectively communicating the needed information. I will work hard at supporting and advancing both the science and its applications.”

Dr. Groat, 58, is a distinguished professional in the earth science community with more than 25 years of direct involvement in geological studies, energy and minerals resource assessment, ground-water occurrence and protection, geomorphic processes and landform evolution in desert areas, and coastal studies. He has been serving as associate vice president for Research and Sponsored Projects at the University of Texas at El Paso, following three years as director of the Center for Environmental Resource Management. He was also director of the university's Environmental Science and Engineering Ph.D. program and a professor of Geological Sciences.

Prior to joining the University of Texas, Dr. Groat served as executive director of the Center for Coastal, Energy, and Environmental Resources at Louisiana State University from 1992-95. He served as executive director of the American Geological Institute from 1990-92. From 1983-88, Groat was assistant to the Secretary of the Louisiana Department of Natural Resources, where he administered the Coastal Zone Management Program, and the Coastal Protection Program.

Among his many 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 also served on over a dozen earth science boards and committees and has written and contributed to numerous publications and articles on major issues involving earth resources and the environment.

A native of Westfield, New York, Groat received an A.B. degree in Geology from the University of Rochester in 1962, M.S. degree 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.

What is reasonable in accommodating employees with disabilities? Page 6.

USGS SPONSORS BLACK GEOLOGISTS AND GEOPHYSICISTS CONFERENCE

Roxanne Hawkins

RESTON, Virginia—The seventeenth annual National Association for Black Geologists and Geophysicists Conference was held at USGS national headquarters here, Oct. 7-9. The association is a nonprofit organization established in June 1981 by a group of black geoscientists in the Houston-Dallas area and is now a national organization with a membership of about 300.

The group aims to provide students with information on career opportunities in the fields of geology and geophysics, to help students who are pursuing geoscience degrees, and to make information available to students about scholarship opportunities.

Among the highlights of this year's meeting was a keynote address by **Cynthia L. Quarterman**, director of the Mineral Management Service. The conference also held a workshop on proposal writing



Conference attendees included, from left, Sid Etheridge, a geoscience student at Elizabeth City State University; Elijah White, a geologist with Exxon Corporation; Roxanne Hawkins Lamb, a USGS cartographer and a graduate of Elizabeth City State University; Omar Salisbury and Patrick Riddick, geoscience students at Elizabeth City State University.

that was sponsored by the National Science Foundation, and presented awards to members of the association for successes in various aspects of the geosciences. Scholarship nominees were announced during the dinner banquet.

The meeting provided an ideal time for members to discuss strategies about how to help lay a foundation for the workforce of the future. The association and USGS are committed to the creation of a diverse workforce and are interested in developing a pool of scientists who possess the knowledge and skills to work with all aspects of the geosciences.

A musical program by the USGS GeoSounds and the association's first annual golf tournament rounded out a program of information and fun. Learn more about the association at nabgg@juno.com or on the web at <http://iapetus2.bgsu.edu:1003/nabgg/>

Secretary 'Flies' Under Lake Tahoe

Kristine Estrada

LAKE TAHOE, California—The setting was Lake Tahoe in the Sierra Nevada—a picture postcard alpine pool of dark blue, surrounded by mountains with snow-capped peaks.

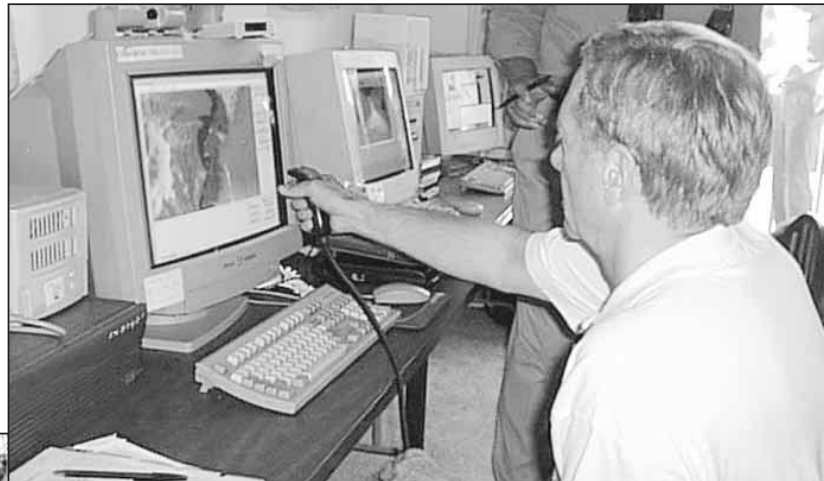
But the reality was a Lake Tahoe Basin being choked by pollution from growing commercial and residential use: loss of wetlands, erosion, discharge from septic systems, and emissions from automobiles and wood-burning stoves have steadily diminished the clarity of the lake's once-pristine waters.

As **Secretary Babbitt** boarded the research vessel *The Inland Surveyor* on August 12, his ostensible purpose was to observe how USGS scientists are using the latest technology to map the geology of the lake bottom. He also was publicizing, applauding, and encouraging a vital partnership among federal, state, and tribal agencies to restore the Tahoe watershed and save the lake.

Babbitt's visit followed up on last year's Presidential Forum at Lake Tahoe that had taken a hard look at water quality, forest ecosystem restoration, recreation, tourism, and transportation and how they were polluting the lake. The summit resulted in an executive order to expand and strengthen coordination among federal agencies, the States of California and Nevada, the Tahoe Regional Planning Agency, and the Washoe Tribe.

On the research vessel, **Jim Gardner**, the USGS scientist-in-charge, and **Mike Shulters**, the acting director of the Western Region, showed the Secretary how the equipment gathers high-resolution, three-dimensional, digital data of the lake. "During the mapping, the research vessel chugs back and forth, just like mowing the lawn," explained Shulters, "and paints the bottom of the lake with sound waves."

Secretary Babbitt and the news media then entered mission control where the technological artwork and bathymetry were displayed. The Secretary did a 'fly through' himself, maneuvering a joystick to virtually fly up and down the slopes and hills of the lakefloor. The image on the monitor ranged from bright purple for the lake's bottom to orange for the peaks. "This is more fun than the downtown arcade," said a beaming Secretary Babbitt, who called the technology remarkable and said the project can provide added momentum for a long-term plan to restore the Lake Tahoe ecosystem.



Above, Secretary Babbitt performs a virtual 'fly through' of Lake Tahoe's submerged geology, and discusses restoration efforts during his Aug. 12 visit.



The USGS survey data is a vast improvement over the last maps of the lake bottom that were completed in 1923. The new technology, which revealed that the deepest part of the lake is about 1,590 feet below the surface, produces maps that can be used to understand sediment patterns, underwater landsliding, and lakefloor geology.

Since 1987 the USGS, in cooperation with the Tahoe Regional Planning Agency, and other state and tribal organizations, has been monitoring nutrients in stream sediments, streamflow, and ground water tributary to Lake Tahoe. Resource management agencies use the information to assess the effectiveness of environmental regulations and restoration projects in the basin. Under last year's Presidential order, the USGS coordinates the exchange of geographic information system coverage and other digital data as well as monitoring and disseminating information on the basin's land, water, and biological resources.

REP. EMERSON HELPS USGS TO MARK MAPPING MILESTONE

Georgia Munro

ROLLA, Missouri—**Congresswoman Jo Ann Emerson** joined a USGS workshop here to mark a milestone in the distribution of one of the Survey's most popular map products. The USGS Mid-Continent Mapping Center hosted the bureau's bi-yearly State Mapping Workshop.

Emerson, who represents Missouri's 8th District which includes Rolla, joined state workshop attendees, National Mapping Division guests, and center employees in celebrating the nationwide availability of the Digital Raster Graphic (DRG) product.

A DRG is a digital image of a USGS topographic map packaged in CD-ROM format. Employees at the Mid-Continent Mapping Center built the DRG prototype and developed the product. Emerson, who followed the DRG program from its beginning, was excited about its completion. "The tools you are providing are enormous," she said. "I love the innovation I see at USGS. You have looked for and found ways to expand your opportunities and gain more knowledge."

DRGs have become extremely valuable tools for use in emergency and hazard relief efforts. According to **Beaufort Katt**, assistant director of Missouri's Emergency Management Agency, the DRG has become a basic tool for national flood insurance.

"We have Flood Insurance Rate Maps (FIRM) available in communities around the state," Katt said. "There are 1,800 panels in the state of Missouri. Since there are no elevations on the maps, the communities do not have the tools to carry off this program [of flood protection]." DRGs have contours, and are used to overlay FIRM data to provide a tool to calculate floodplain information.

Other speakers at the State Mapping Workshop were: **Max Ethridge**, chief of the USGS facility at Rolla; **Kathryn Clement**, acting associate chief, Operations, National Mapping Division; and **Mike Blakeman**, president, Land Information Technology Company, Ltd. of Aurora, Colorado. Through a partnership with USGS, Land Information Technology Company produced most of the nationwide coverage of DRGs.

Rep. Emerson also was briefed on the center's activities dealing with response to natural disasters and hazards. These include flood hazard mapping; Geographic Information Systems database development to support emergency response, planning, and mitigation; participation with the City of Cape Girardeau in the Federal Emergency Management Agency's Project Impact; and pilot projects that support the USGS Center for Integration of Natural Disaster Information. These activities are the initial operating capability for a Regional Scientific Response Center, located at Mid-Continent Mapping Center. Full operating capability for the regional response center will focus geographic science for responses to natural disasters in the central United States.

Rep. Emerson expressed support for these activities and invited the center to participate in the upcoming meeting of the Eighth Congressional District Business and Economic Development Advisory Team. At the conference, USGS center representatives will demonstrate how tools and applications developed for emergency response planning and management would also support a wide variety of resource management applications.

The State Mapping Workshops, held since the mid-1970s, discuss the National Mapping Program with USGS' state and local government cooperators and provide a forum for discussion of USGS products and services. The workshops also provide cooperators an opportunity to tour the facility, learn more about the latest technological developments, and keep the USGS current on changing requirements that cooperators face in the marketplace. About 75 people from 18 states attended the Sept. 1-3. workshop.



Among the participants at the mapping workshop were, from left, Charlotte Wiggins, Mark Twain National Forest Public Affairs Officer; Jim Barks, USGS Chief of water resources programs in Missouri.; Max Ethridge, chief of the Mid-Continent Mapping Center in Rolla, Missouri; Randy Moore, forest supervisor, Mark Twain National Forest; Brenda Smith USGS hydrologist; and Georgia Munro, outreach coordinator, Mid-Continent Mapping Center.



U.S. Representative Jo Ann Emerson Missouri 8th District

What Is Under Your Feet?

YEAR 10 AND GOING STRONG

Eleanora Robbins

WASHINGTON, D.C.—What's Under Your Feet?—a free, five-week earth science course for inner city children from the Anacostia region of Washington, D.C.—was a success for the tenth year running this summer.

Draper Elementary School, under the tutelage of **Principal Joseph Carter** and science resource teacher **Almetta Hall**, supplied the students. A local creek, Oxon Run, was the site of activities that included panning for gold and magnetite, discovering where the rocks in the creek were from, searching for dinosaur bones and other fossils, and learning what people add to the stream.

The last-day field trip was to a Maryland locale that usually has a swimming beach full of fossil shark and ray teeth. Possibly because of El Niño, the beach was almost gone this year. Another difference was that the students had to be moved one mile upstream from their school because of a broken sewer line. Of course, everyone wanted to know what that meant, so the participants hiked downstream to see the sewer line.

SCIENCE CAMP KUDOS

The break was easy to recognize due to the terrible odor and the milky color of the water. The rest of the creek was healthy, which could easily be seen by the attention-riveting fish, frogs, snakes, skinks, and salamanders. The students also learned that the stream contains the type of ironstone in which Cretaceous dinosaur footprints are found. Books were awarded for brilliant questions, answers, and observations. The books were donated by **Rebecca Phipps** and **James** and **Kathy Devine** in memory of **Clem Shearer**, a former USGS geologist who died earlier this year.

The program was run by scientists and non-scientists, including **Dr. Eleanora Robbins**, **Claire Aubourg**, **Sara Asiana**, and **Tara Herman** (USGS); **Stephen Syphax** (NPS); **Hannibal Bolton** and **Christina Moody** (FWS); **Christine Schneider** (ACE); **Eleanor Florance** (Mobil BRAC); **Kay Gilstrap** (State Dept.); **Patricia Goodnight** (D.C. Public Schools); and **Dr. Peter Kranz** (Dinosaur Fund). Groups sponsoring the project included the Highlands Additions Apts. and Parkside Apts. management companies and tenant associations, Highlands Community Center,



At left, cooling themselves on the summer science field day in Washington, D.C., are, front row, from left, Carl Ballard, John Riley, Michael Pardlow; back row, from left, Chris Norman and Donnell Robinson. Below, left, Program Coordinator Eleanora Robbins leads a note-taking activity with Kanisha and Michia Pardlow, while Nicholas Williams, below, pans for magnetite.



and the 7th Police District of Washington, D.C. Their help is gratefully acknowledged. Special recognition and thanks go to **Sylvia Walker**, who urged kids and cajoled parents to send their children to the class, and to colleagues at USGS and AGI, including **Judy Back**, **John Gray**, **Diane Lewis**, **Sue Marcus**, **Dave Usher**, **Jeanne Placanica**, **Leslie Ruppert**, and **Linda Winograd**.

Sioux Falls Explores a Changing Planet at Anniversary Celebration



Some of the 10,000 visitors to the USGS EROS Data Center Open House in Sioux Falls, South Dakota, learn about aerial photographs and satellite monitoring of changes in the earth's land and waters. The event marked the 25th anniversary of the center.

Ron Beck

SIOUX FALLS, South Dakota—While the USGS is preeminent in gauging streamflows across the nation, how well can it gauge public support for its often highly technical work? How's this: More than 10,000 visitors recently attended a one-day Open House at the USGS EROS (Earth Resources Observation System) Data Center here to help celebrated the center's 25th anniversary.

With the theme *Exploring a Changing Planet*, the Sept. 19 event emphasized educating the public on the activities of the USGS and the uses of aerial photography and satellite data to monitor changes in land feature. There were more than 30 booths with hands-on activities and computer-driven displays to explain applications of the interactive data resource problems that were set up.

Young visitors received a "passport" to guide them through the facility as they tracked the satellite signal

from antenna, through processing and applications. At each station, the student had to complete an activity and, after successful completion, received an Earth stress ball.

In addition to the hands-on activities, a number of special presentations marked the celebration. **Dr. Mary Cleave**, a former Space Shuttle astronaut, spoke about her experiences in space and discussed the environmental changes that were apparent to her in the four years between her missions. Native American dancers, concerts, food fairs, and a road race added to the festivities.

Prior to the event, lithographs of the Sioux Falls area, along with a related teacher's guide and lesson plan, were distributed to more than 5,500 middle school children in the region. USGS volunteers visited a dozen schools to help teachers use the lithographs in the classroom and to explain what is done at the Center.



TURKEYS, CAKES, AND A WARM GLOW

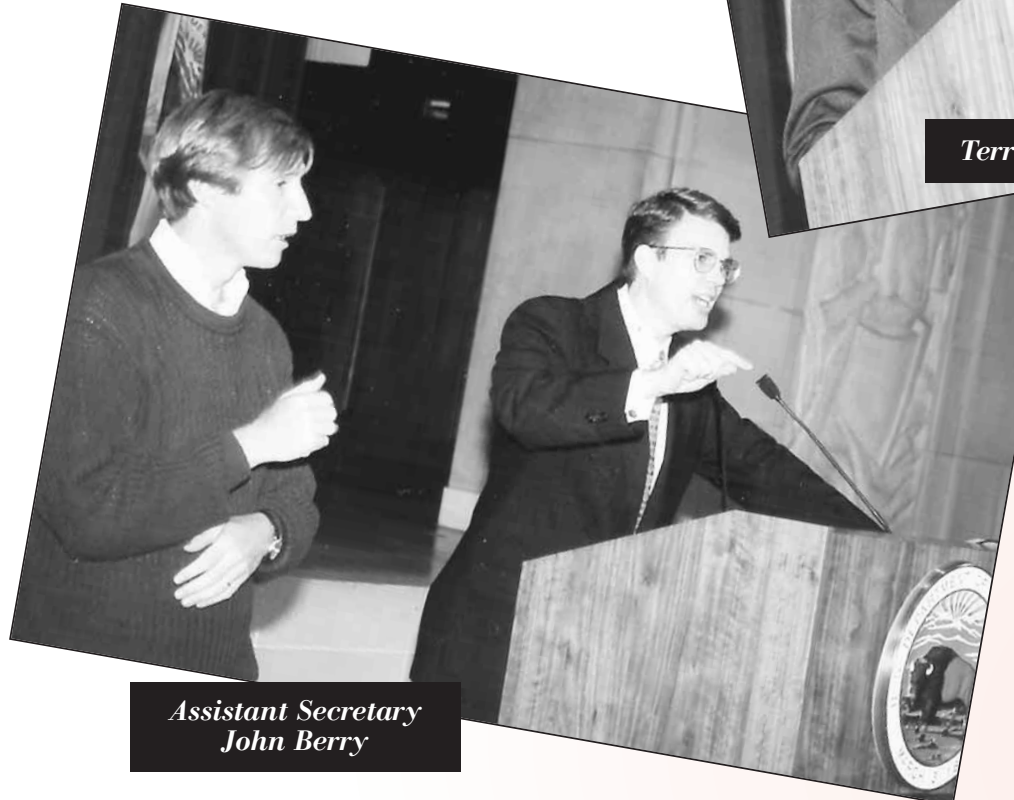
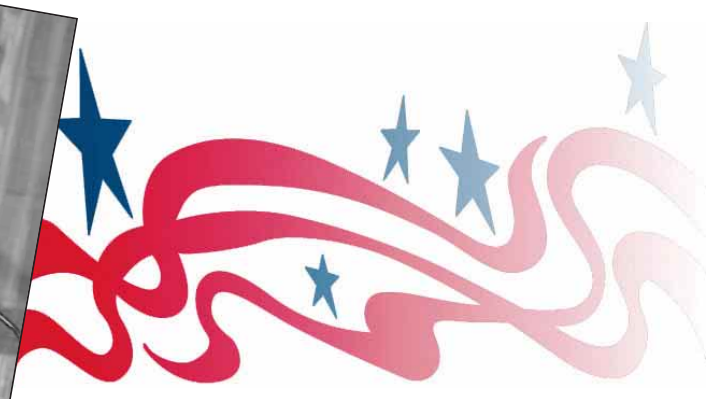
Judy Pepper



RESTON, Virginia—There are a lot of good hearts and kind hands at USGS national headquarters here, especially at Thanksgiving and Easter. Since 1988, **Susan Sheely**, the chief of the USGS Travel Branch, has worked every year to provide Thanksgiving dinners to the Zacchaeus Kitchen in Washington, D.C. Susan and husband **Bob** bring more than 60 roasted and carved turkeys from their Herndon home to the Kitchen, so that less fortunate people may enjoy a home-cooked meal at holiday time.

About 30 USGS employees of the Office of Financial Management help by baking about 50 turkeys and making huge pans of dressing and containers of gravy into the wee hours of the nights before Thanksgiving. Susan and Bob prepare at least ten turkeys and 20 roaster pans of dressing. The project, which provides dinners for 800 to 1,000 persons, is carried out with the Blessed Sacrament Church in the District, which donates mashed potatoes, vegetables, and the rest of the meal. The annual humanitarian effort leaves the volunteers with a warm glow. They consider themselves blessed and are pleased to have the opportunity to share with others.

At Easter time, Susan again works with employees of the Office of Financial Management to prepare desserts for the Kitchen's holiday dinner. Seven to nine hundred persons enjoy the repast. This year, an ambitious contributor and her daughter provided more than 200 beautifully decorated cupcakes. Susan, too, goes that extra mile (or two) to decorate her cakes and cupcakes so that recipients feel special. All of the USGS employees contribute as much as they can—fruit, candy, cakes, cookies—and include nutritious nuts and dried fruits in the desserts when they can.



Assistant Secretary
John Berry



Terrilyn Cannon



Tamara Vargas



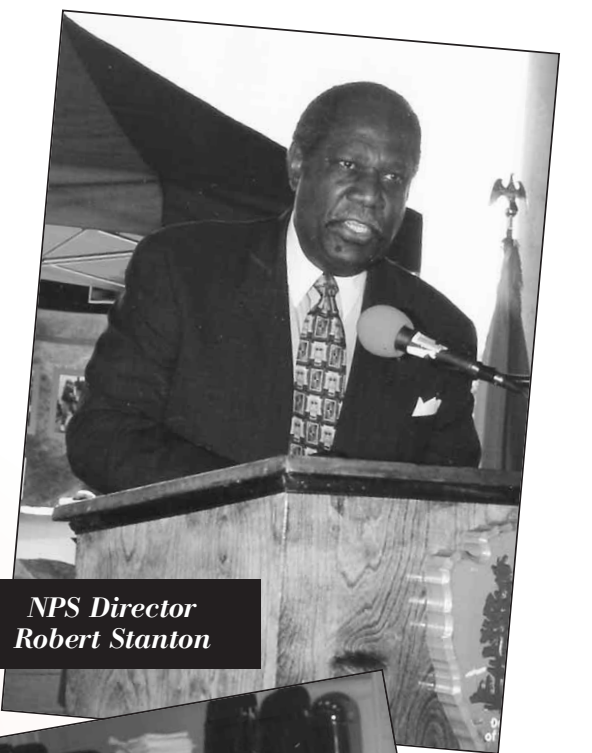
David Mahooty



David Gaussoin



Linnea Noreen



NPS Director
Robert Stanton

Representatives from student programs that took part in Interior's career education training sessions introduced themselves at the July 1 orientation and delivered brief remarks about their programs and work experience. Students who spoke included, from left, Terrilyn Cannon, a volunteer intern with the Washington Center for Academic Internships, (Office of Educational Partnerships); Tamara Vargas, a BLM diversity intern; David Mahooty, a BLA intern from the Governmental Academic Internships for Native Students; David Gaussoin, also a BLA intern with the Governmental Academic Internships for Native Students; and Linnea Noreen, a summer hire with Interior's Office of the Deputy Assistant Secretary for International Affairs.

A Chance and a Challenge

Interior's Student Career Program

Sylvia Jones, Program Specialist, Office of Educational Partnerships

More than 300 high school and college students from around the nation took a chance and a challenge this summer as part of Interior's student employment program. The annual summer training is designed to offer students' real-world work experience and help them understand the mission and responsibilities of the Department. It also allows them to get to know students from different parts of the country and learn about government and private sector employment programs.

But most importantly, it is a valuable opportunity for self-evaluation, personal growth, and developing civic responsibility. And the program's leaders emphasized that seriousness from day one, sounding a no-nonsense approach to the training.

"You will get real life experience in a job that may be a potential career for you, and you have the chance to see if you like it," **Mari R. Barr**, the deputy assistant secretary for Human Resources, told about 150 of the students at a July 1 orientation. "Not many people get that chance. I challenge you to use your time well . . . ask a lot of questions . . . and bring your ideas to the job. Contribute!"

Featured speaker **John Berry**, the assistant secretary for Policy, Management and Budget, also challenged the students. "Bring your creativity, energy, enthusiasm, and new ideas to us," he said. "We need it! We need to become better public servants. We need to accomplish our missions better and we need to preserve and protect our natural resources for future generations."

Romella Arnold, from the Bureau of Land Management's Office of Equal Opportunity, presided over the orientation. In addition to the on-the-job and classroom sessions, the students took part in educational field trips and tours of various Washington area landmarks such as: The White House, Ford's Theater, Harpers Ferry National Historical Park, and the U.S. Fish and Wildlife Service National Education and Training Center in Shepherdstown, West Virginia.

All of the students were commended for their efforts at a special recognition program on Aug. 5 at Anacostia Park, located in National Capital Parks-East. Barr hosted the ceremony and **Robert Stanton**, the director of the National Park Service, was the featured speaker. The day's activities included exhibits and other educational and recreational activities as well as a picnic lunch.

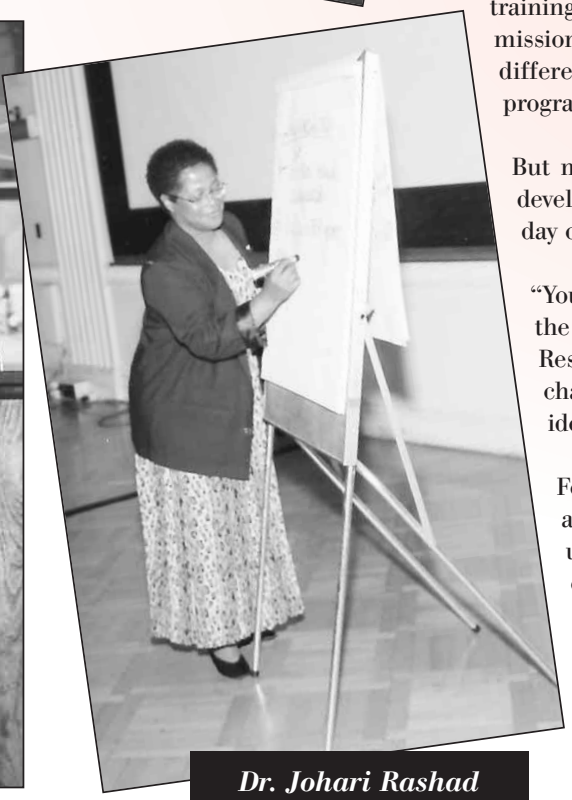
This year's program was planned, organized, and carried out by the Office of Educational Partnerships with the support of the Department's Summer Employment Program Activities Planning Group. The group, made up of representatives from the Office of the Secretary and each bureau, includes the following: Co-chairpersons **Sylvia Jones** and **Carolyn Cunningham**, from the Office of Educational Partnerships, and **Peter Hanes**, a diversity intern, also from the Office of Educational Partnerships. The bureau representatives were **Rosa Wilson** (NPS), **Romella Arnold** (BLM), **Jean Pigford** (OSM), **Janice Johnson** (BOR), **Willie Collins** (BIA), **Stepahnie Mobley** (FWS), **Rosetta Alexander** (USGS), **Rosa Thomas** and **Hector Leyva** (MMS).



Photos by Rosa Wilson
Office of Communications
National Park Service



Deputy Assistant Secretary
Mari R. Barr



Dr. Johari Rashad



Appropriate to the occasion was the musical entertainment by the U.S. Geological Survey's GeoSounds, an employee-sponsored singing group directed by Pauline Scot.

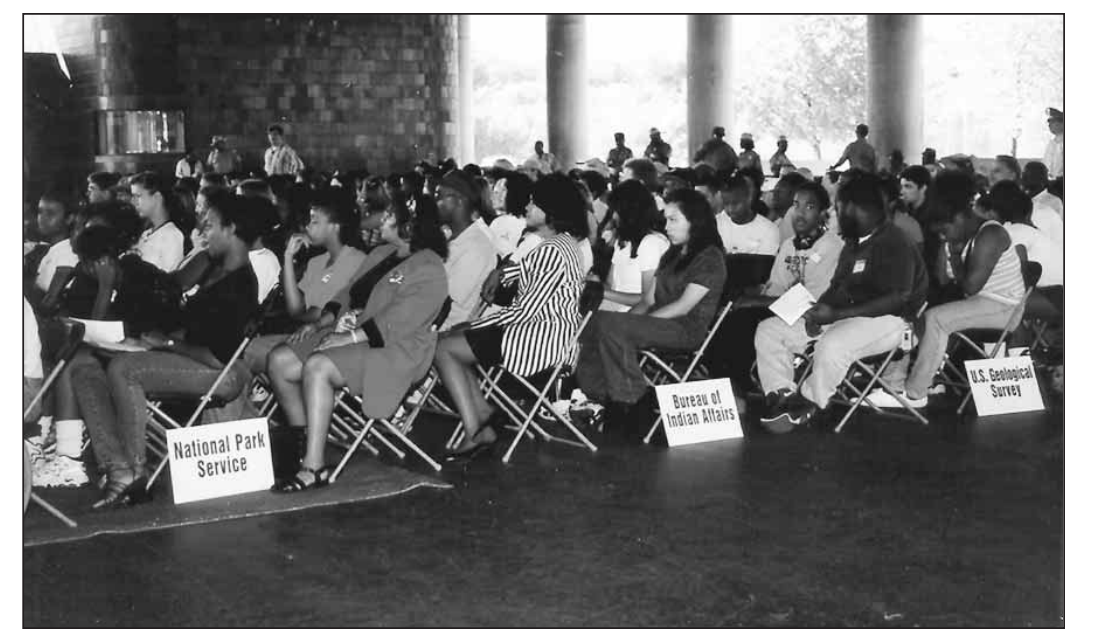
STUDENT TRAINING WORKSHOPS

Two Training Workshops were offered with nearly 60 students attending each session. Workshop I, held on July 8, included presentations by: **Nina Roberts**, the assistant director of the Conservation Career Development Program (Student Conservation Association), spoke on the value of diversity awareness; **Beverly McKnight**, an EEO manager with the National Park Service, addressed sexual harassment; and **Mary Ann Seidel**, an assistant ethics counselor with the Minerals Management Service, discussed ethics in the federal workforce.

Workshop II on July 14 included presentations by: **Dr. Johari Rashad**, a program analyst in Human Resources Management for the Bureau of Land Management, spoke on dressing for success, interviewing techniques, resume writing, networking, and time management; **Marta Cruz Kelly**, a program specialist with the Office of Educational Partnerships, outlined career options at Interior; **Ross Allan**, a web developer with Training and Development (National Business Center), explained the Department's Career Management Website; **John Rogers**, an employee assistance program coordinator with the Office of Personnel, talked about Interior's family-friendly workplace and other employee benefits and services; and **Dr. Ricky Rivers**, a Certified Public Accountant with the Office of Financial Management, discussed the importance of financial planning to career planning.

PARTICIPATING STUDENT PROGRAMS

- | | |
|---|--|
| Conservation Career Development Program | Student Career Experience Program |
| Diversity Intern Program | Student Temporary Experience Program |
| DC/Federal Jobs Program | Students with Disabilities Program |
| DC SUMMERWORKS Program | Volunteer Intern Program |
| Governmental Academic Internships for Native Students | Washington Internships for Native Students |
| Resource Apprenticeship Program | Youth Conservation Corps Program |



More than 300 students who participated in the Interior career training program were recognized at a special ceremony on Aug. 5 at Washington's Anacostia Park. NPS Director Robert Stanton was the featured speaker.

National Park Service



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

CC:Mail to Rick Lewis at NP-WASO

NPS PEOPLE



Gary Everhardt

Everhardt Honored at Blue Ridge

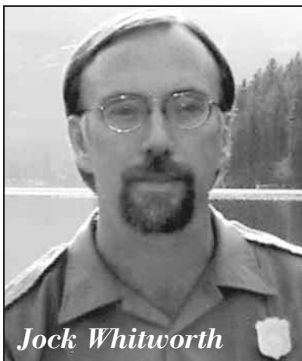
Gary Everhardt, superintendent of the Blue Ridge Parkway, has received the Walter T. Cox Award, recognizing him for sustained achievement in public service by providing inspirational leadership for wise management of natural and cultural resources. The award was presented to Everhardt on Sept. 17 by the former President of Clemson University, for whom the honor is named. Everhardt has been particularly effective in establishing and enhancing favorable relations with Parkway neighbors and other interagency officials, the citation noted. Through his leadership, a near dormant construction program was revived and the final section of the parkway motor road around Grandfather Mountain was completed and opened in 1987. Under Everhardt, an increased

emphasis on visitor services resulted in an average of 20 million or more annual visits to the Parkway. Prior to becoming the superintendent of Blue Ridge Parkway, Everhardt served as the ninth NPS director, from 1975-77.

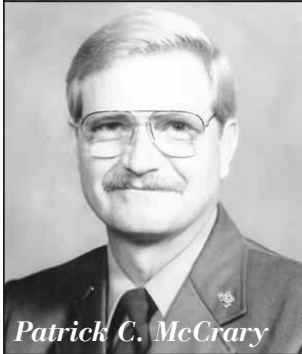
Whitworth New Chief at Padre Island

Jock F. Whitworth, a 20-year NPS veteran, has been named superintendent at Padre Island National Seashore, Corpus Christi, Texas. Whitworth, who was formally deputy assistant superintendent at Rocky Mountain National Park, replaces **Patrick C. McCrary**, who earlier this year was named superintendent of the newly established Oklahoma City National Memorial. "The change from the mountain tops of the Rockies to the beaches of the Gulf Coast brings exciting opportunities," said Whitworth, "to work on new issues related to the preservation of the world's longest remaining undeveloped barrier island, endangered sea turtles and birds, and the island's heritage."

Whitworth began his NPS career as a seasonal ranger at Montezuma Castle National Monument in 1978. He first assignment as a superintendent was at Big Hole National Battlefield in 1988. He transferred to Rocky Mountain National Park as West Unit manager in 1993 and most recently was deputy assistant superintendent there. While at Rocky Mountain, he served a six-month detail as acting superintendent at Chamizal National Memorial.



Jock Whitworth



Patrick C. McCrary

Vela Returns to NPS at Palo Alto: **David Vela**, a former NPS employee who has been the director of Child Support for the State of Texas, was named superintendent at Palo Alto Battlefield National Historic Site. Vela replaces **Thomas Carroll**, who retired after a 30-year career with the NPS and six years at the helm of Palo Alto, a 3,357-acre park commemorating the site of the first battle of the 1846-1848 Mexican-American War. Vela worked at San Antonio Missions National Historical Park in 1981-1982 as a park technician in the cooperative education program. He received his first permanent position as a park ranger at San Antonio (1983-1984) and worked at Appomattox Court House National Historical Park as a supervisory park ranger (1984-1986) and at Independence National Historical Park as a district ranger (1986-1987).

Brown Tapped for Cape Lookout: **Karren Brown** is the new superintendent at Cape Lookout National Seashore (North Carolina), where she had served as acting superintendent for five-months. For the past three years, Karren had been superintendent at Abraham Lincoln Birthplace. Before that, she was administrative officer at Mammoth Cave, Saguaro, New Mexico in Arizona. She began her NPS career as a clerk-typist at Cuyahoga Valley NRA in 1979, and also worked for a time at Big Bend. Karren succeeds **Bill Harris**, now acting facility manager at Cape Hatteras.

Wilson Named Trailblazer: **Laura Wilson**, the first woman to serve as an NPS landscape architect received a 1998 Trailblazer Award from the New Mexico Commission on the Status of Women. The honor recognizes women who are Trailblazers in non-traditional, male-dominated careers. Laura, who retired in 1983 from the former Southwest Regional Office, created innovative and sensitive landscape designs at parks and monuments in the West, including Lehman Caves (currently Great Basin NP), Canyon de Chelly and Bandelier National Monuments, Redwoods and Death Valley National Parks, Chaco Culture NHP and Chamizal National Memorial. She is best known for her award-winning landscape design of the visitor center at Cabrillo NM. She also mentored young women embarking on NPS careers. Since retirement, Laura has volunteered her skills to assist the City of Santa Fe in developing neighborhood-friendly streetscapes and open spaces.



Among those remembering Mott at the funding celebration were, from left, Edwin Meese II, counselor to the president and Attorney General during the Reagan Administration; Mary Lou Phillips, Mott's former secretary at NPS headquarters; and John Muir (aka Steve Pauly).

Mott's Life to be Interpreted at Presidio

OAKLAND, California—An exhibit interpreting the life and work of **William Penn Mott, Jr.**, the National Park Service director from 1985 to 1989, will be installed in the Mott Visitor Center at the Presidio National Park in San Francisco, thanks to a successful drive that raised \$300,000 to fund the project.

The donations came entirely from non-federal government sources. **L.W. (Bill) Lane**, former publisher of *Sunset Magazine* and U.S. Ambassador to Australia during the Reagan Administration, pledged \$150,000. Lane's pledge was matched by 1,200 other generous donors, including Oliver DeSilva, Inc., the Thomas Long and J.M. Long Foundations, the Wayne and Gladys Valley Foundation, **Willard Brown** (former president of the National Recreation and Park Association), Chevron Corporation, Sunset Development Co., East Bay Regional Park District (Oakland, California) and retired employees of the Regional Park District.



William Penn Mott, Jr.

A leader in the park and recreation movement, Mott served at every level of park administration during a nearly 60-year career. Between 1946 and 1989, he was superintendent of the Oakland Park Department, general manager of the East Bay Regional Park District, director of the California State Department of Parks and Recreation, founder of the California State Parks Foundation, and NPS director.

After 1989, Mott served as a special assistant to the Park Service, developing the master plan that transformed the Presidio from an Army base to a national park. A biography, *Prophet of the Parks: The Story of William Penn Mott, Jr.*, is due out in the spring of 1999, published by the National Recreation and Park Association of Ashburn, Virginia. For information, contact **Richard C. Trudeau** at (925) 254-2893 or 671-2096.

Indiana Dunes Lifeguards Join Chicago Swim

Dick Littlefield, the chief ranger of Indiana Dunes National Lakeshore, has participated in the Chicago Park District's Two-Mile Lake Swim 14 times in the last 16 years. This year, five of the park's lifeguards accompanied him in the event, which draws more than 300 open-water distance swimmers of all ages from the Chicago area. Littlefield quipped that he felt confident he would safely finish the race because, "they need me to sign their time cards."

"The event is a great way for lifeguards to let off steam and is a pleasant change from the tedious chore of keeping track of several hundred swimmers each day," said **Karen Koelm**, the supervisory lifeguard at Indiana Dunes. She teachers at Valparaiso High School during the school year. Following the swim, which is held annually at Chicago's Oak Street Beach, the group continued their outing by taking in the sites of nearby Navy Pier, which is on the National Register of Historic Places.

Indiana Dunes National Lakeshore is located about 30 miles east of Chicago along the south shore of Lake Michigan. The park employs 25 seasonal lifeguards and manages four guarded beaches, which attract more than 250,000 swimmers each summer along 24 miles of shoreline. Contact Dick Littlefield at (219) 926-7561 x301.

On a picture-perfect day in late July, lifeguards from Indiana Dunes National Lakeshore who took part in the Lake Swim included Supervisory Lifeguard Karen Koelm (kneeling), and standing, from left, Beth Klakoski, Indiana University; Kathryn Ostertag, Indiana University; Dick Littlefield, chief ranger; Ryan Booth, Purdue University; and Joshua Stack, Valparaiso University, who finished 9th in the competition.



Helping Hurricane Victims: Eastern National has set up a donation account to assist Park Service employees in coping with damages from Hurricane Georges. NPS employees in Puerto Rico and some in the Virgin Islands suffered significant losses to personal property. At least three San Juan employees lost their homes in what has been called "the most destructive hurricane to hit Puerto Rico in 70 years."

Employees wishing to donate to the special account should note on the check that it's for 'Hurricane Georges' and send their donation to Eastern National,



470 Maryland Drive, Suite 1, Fort Washington, PA 19034. The money will be quickly distributed to needy employees. Here's another way to help hurricane victims and join the

current Combined Federal Campaign. The Federal Employees' Education and Assistance Fund provides up to \$600 in a combination of loans and grants to federal employees suffering from a natural disaster or unforeseen emergency. The fund is listed among the charities in the Combined Federal Campaign (pledge number 2808), so you can earmark a direct donation. For more information on the fund, call 1 (800) 323-4140.

Exotic Weeds are Songbird Deathtraps:

Birding enthusiasts exploring Rock Creek Park in Washington, D.C. found four ruby-throated hummingbirds caught on the velcro-like seedheads of burdock, an exotic species of plant that has invaded the park. Three of the birds were dead, but the birders were able to free one that was still alive. Small flying mammals such as bats also fall victim to burdock's trap. Park naturalists removed the burdock patch, but it is only one exotic in the park that imperils songbirds and their habitat. Exotic vines such as porcelain berry, Asian bittersweet, and Japanese honeysuckle are choking out native vegetation, literally dragging native trees to the ground, destroying the upper canopy where warblers and other birds nest and thrive. Hawks also can become entangled in exotic vines. Multiply the exotics problem of Rock Creek by the park system's 376 other sites with more than 83 million acres, and the scale of the threat is apparent, adding a new element of danger to already perilous songbird migration routes. In a 1993 report of the U.S. Congress' Office of Technology Assessment, non-native, invasive plant species is named the number one threat to the nation's natural areas.



For the first time in 30 years, companies that operate hotels, restaurants, transportation and recreation services in national parks will have to contribute a larger percentage of their revenues to the parks and be more competitive in bidding for the franchise licenses, thanks to legislation enacted under the omnibus spending bill for fiscal 1999.

Private concessionaires take in about \$700 million from business operations in the parks but had been required to pay the Federal Government only about 2.5 percent in franchise fees. The new concession law increases the franchise fee under a higher schedule and shortens the length of contracts to 10 years. Current concession licenses often run 30 years, which Interior officials have argued stifles competition.

The new law eliminates a long-standing policy that gave preference in awarding concession licenses to companies that had held them, requiring competitive bids in most contracts of \$500,000 or more. The law also makes concession franchise fees available for the first time directly to the National Park Service to improve the parks. Eighty percent of the fees will now go to the park where they are collected, and twenty percent will go to priority projects in the park system.

The law also requires improved management training for park officials and creates a new "national park" passport that would provide unlimited access to park units.

Preservation & Technology Grants: Twenty-four applicants, including universities, non-profit organizations, and federal and state agencies, were awarded Preservation and Technology Grants totaling \$754,975. The recipients were selected competitively and the projects will be administered by the NPS's National Center for Preservation Technology and Training in Natchitoches, Louisiana. The grants fund projects in archeology, historic architecture, historic landscapes, objects and materials conservation and interpretation. Projects funded in 1998 include preservation workshops for property owners in Harlem, a web site with information on conserving early photographs, training on using ground penetrating radar in archeology, a conservation materials database, a standard building code for historic structures, and coating systems for outdoor bronze sculpture. For details, contact **John Robbins**, executive director of the center, at (318) 357-6464.

From Here to Eternity: Schofield Barracks, established in 1908 as the base for Oahu Island's mobile defense troops, was listed in the National Register. After World War I the Hawaiian island of Oahu became the key to America's Pacific defense plans. Schofield Barracks housed the Hawaiian Division, the only complete division in the U.S. Army prior to World War II, from which the 24th and 25th Divisions were formed as World War II approached. The base was directly attacked by the Japanese Empire on Dec. 7, 1941, and saw the first exchange of fire with the enemy. Schofield's defensive mission was eclipsed by the offensive role it came to play in providing jungle-trained troops for the entire Pacific Basin. Schofield Barracks gained notoriety and fame as a result of the James Jones novel *From Here to Eternity*, which depicted life in the barracks at the outbreak of World War II, and by the movie that was filmed on the base in 1953. Contact **Rustin Quaide**, (202) 343-8012. Also recently listed in the National Register is the 1882 Albert S. Piper Homestead Claim Shanty—a memorial to South Dakota's settlers. Piper, born in Oswego, New York, in 1858, built the shanty the year he arrived in Dakota Territory from Iowa and lived there for 10 years. The one-story building, 16 feet long by 10 feet wide, still has much of its original building material in place. The site and farm remain in Piper's family.

SANDY HOOK LIGHTHOUSE—WEST



Students in Mrs. Marianne J. Brooker's 5th grade class at the Calahan Street School in Northridge, California, put the finishing touches on a six-foot replica of Gateway National Recreation Area's Sandy Hook Lighthouse. Teaching the students about American history, Mrs. Brooker needed a curriculum connection to the Revolutionary War. When the class saw a photo of the beautiful, octagonal structure and learned its history, Mrs. Brooker contacted Park Historian Tom Hoffman. He sent her detailed drawings and other information. "We really appreciate Tom's courtesy in helping us out. He was wonderful," Mrs. Brooker said. The historic lighthouse, America's oldest harbor beacon, has guided ships along the New Jersey shore since 1764. It has been a popular attraction within Gateway National Recreation Area since 1972. The class spent six weeks working on the replica, using wood, sheet copper, machine screws, an inverted plastic bowl for the dome, and a golf ball for the ventilated ball on the top. "The only items we had to purchase were the bowl, some copper spray for the bowl, and the ball."

RESERVATION SERVICE IMPROVEMENTS

Beginning Jan. 1, 1999, reservations for camping and tours at 25 national park sites can be made up to five months in advance, instead of the previous three months. The National Park Reservation Service also will use staggered starting dates in an effort to improve service to visitors making reservations. The starting date for making camping reservations at Yosemite National Park (CA) will remain the 15th of each month. All other parks where camping reservations can be made will move to the 5th of the month, while the parks offering tours will change to the 25th of the month. Contact **Cathy Burdett**, (202) 208-4874, for information.



National Park Service Director Robert Stanton, left, Exxon Vice President Tony Atkiss, and Supervisory Park Ranger David Taft of Gateway National Recreation Area, join a youngster from a New York City school in studying a specimen found at Gateway's Jamaica Bay Wildlife Refuge. Stanton and Atkiss were at Gateway for the September announcement of a \$1.5 million grant to the National Park Foundation for science education programs at 32 national parks. Story, page 7. Photo by Brian Feeney

U.S. Fish and Wildlife Service



Jamie Rappaport Clark, Director
Janet L. Miller, Bureau Editor

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INVESTIGATION LAUNCHED, REWARDS OFFERED IN WOLF PROGRAM 'SABOTAGE'

ALPINE, Arizona—The Service has launched a major investigation and offered substantial rewards to apprehend the killers of four Mexican gray wolves that had been released near here as part of an endangered species recovery program. Of the 11 wolves released in January, only two remain in the wild—in holding pens in the recovery area.

"We're viewing these shootings as an attempt to sabotage wolf recovery," said **Nancy Kaufman**, director of the Service's Southwest Region. "The reintroduction was going well. The wolves were behaving in a normal manner. They were killing elk. They were killing deer. They were feeding their young. They were not killing cows, said Kaufman, who vowed to bring the killers to justice. "This is public land and the Endangered Species Act is the law."

The most recent killing was discovered on Nov. 23. An 18-month old male wolf was found shot to death near Hawley Lake, between Show Low and Springerville. Service biologists were alerted by signals from the wolf's radio collar that indicated the animal had stopped moving for several hours.

"It's just incomprehensible that people would view this as a threat and resort to this kind of violence," said **Secretary Babbitt**, who visited the recovery area in the Blue Mountains of eastern Arizona on Nov. 16 to help introduce two additional female wolves, spur the investigation, and deliver a message to those opposing the program. "But we are going forward. In a paradoxical way, this will reinforce public support. The wolf is here to stay."

Five of the introduced wolves were shot to death; the others are either missing or were recaptured. The first slaying occurred in April by a camper who said the wolf was threatening his family. He was not prosecuted. Four other wolves, including the most recent, have been found shot to death since August. One of these was the mother of a pup—the first Mexican wolf born in the wild in decades—that is now presumed dead. Another adult wolf, missing since September, is believed to have been killed.

In addition, three wolves were recaptured and returned to a captive breeding program—a pregnant female whose mate had been killed and two others that had wandered out of the reintroduction area. The two male wolves that remained in the wild were recaptured the week of Nov. 23 and paired with the new females that the Secretary had helped bring to the recovery area. They will spend several weeks in the pen, getting to know their prospective mates and then be re-released into the recovery area.

Meanwhile, the Service has formed a task force of state and federal law enforcement officers to investigate the slayings and offered a reward of \$10,000 for information leading to the arrest of the killers. This money comes from a fund of penalties, forfeitures, and fines that the Service collected for violations of the Endangered Species



Above right, opposition to the Mexican wolf reintroduction program fuses with resentment of the Federal Government among protesters in Alpine, Arizona. Right, Service Director Jamie Rappaport Clark and Secretary Babbitt move wolves to an acclimation pen in January, prior to the wolves' release. Photos courtesy of the Associated Press

Act, which authorizes the use of these funds as rewards for information about violations of the act. The names of informants do not have to be publicly disclosed.

Defenders of Wildlife, a private conservation group, matched the Service's reward and the Tucson-based Southwest Center for Biological Diversity announced a \$5,000 reward for the first conviction in any of the slayings. **Michael Blake**, author of the novel and screenplay *Dances With Wolves*, also offered a \$10,000-per-shooter reward. Under the Endangered Species Act, the maximum penalty for killing an endangered animal is a year in prison and a \$100,000 fine.

The goal of the recovery program is to build a self-sustaining population of about 100 wolves on 5,000 square miles of national forest land. The recovery area stretches over the Apache-Sitgreaves and Gila national forests. Hunters also use these lands to take elk, deer, and bear. The hunting season ended in mid-November.

A number of local ranchers campaigned against the Mexican wolf recovery program, but Service biologists have a cooperative working relationship with ranchers near the release area, said Service spokesman Hans Stuart. However, a spokeswoman for the Arizona Cattlemen's Association urged the Federal Government to end the program because none of the wolves are now running wild. The species, *Canis lupus baileyi*, was hunted to near extinction and is listed as endangered and extinct in the wild. The Service successfully reintroduced two populations of another sub-species of gray wolf in the Idaho wilderness and Yellowstone National Park.

"The underlying problem is a century-long conflict between ranchers who believe they have an entitlement to federal land and the fact that public lands are owned by the American people who have other priorities," Babbitt said. "The public wants to know that somewhere in America wolves are roaming free. We want to work with local communities and solve these crimes," the Secretary said.

Jim Hautman Wins Top Honors for 3rd Time

Rachel Levin

Jim Hautman of Plymouth, Minnesota, took first place in the Federal Duck Stamp Art Contest, becoming only the fourth artist in the 65-year history of the program to win the contest three times. His acrylic portrait of two greater scaup flying across a windswept sea, with a hunter and his dog in the background, topped 336 other entries and will become the 1999-2000 Federal Duck Stamp.

Hautman also made Duck Stamp history in 1989 when he became the youngest artist ever to win the contest. He took second in 1993 and won again in 1994, when his brother Robert placed second and, in 1996, took top honors. Meanwhile, brother Joe won in 1991. Jim Hautman, who was taught by his mother but has had no formal wildlife art training, said that the hunter in his painting is modeled after his brother Bob. "I thought about the Duck Stamp and that mostly hunters purchase it," he said. "So I put a hunter in my design." He felt strange about his entry. "Some days I would look at it and get excited and other days I looked at it and wasn't sure."

Second place in this year's Federal Duck Stamp Art Contest went to **John Nelson Harris** of Groveland, Florida, for his acrylic portrait of a pintail in flight. **Greg Farrell** of Lexington, North Carolina, took third, also with an acrylic rendering of a pair of pintails. The top 20 paintings from the contest were displayed at the Easton Waterfowl Festival in Easton, Maryland, Nov. 13-15 and at the San Bernardino Waterfowl Festival in Redlands, California, Nov. 19-22.

In addition to the greater scaup, eligible species for this year's contest were the pintail, green-winged teal, ruddy duck, and black duck. Eligible species for next year's contest are the black scoter and mottled duck; by the year 2002, all North American waterfowl



At left, this image of a pair of greater scaup will appear on the 1999-2000 Federal Duck Stamp. Above, Service Director Jamie Rappaport Clark and artist Jim Hautman, display Hautman's winning painting.

species will have appeared on the Duck Stamp at least once. All waterfowl hunters age 16 and older are required to purchase and carry Duck Stamps. Ninety-eight percent of the proceeds from the \$15 Duck Stamp go into the Migratory Bird Conservation Fund, which purchases wetlands for the National Wildlife Refuge System.

Duck Stamps bearing this year's winning design will go on sale at post offices, national wildlife refuges, the Peabody hotels in Memphis and Orlando, some national retail chain stores, and various sporting-goods stores nationwide July 1, 1999. The 1999-2000 Duck Stamp will be available at select locations in both the self-adhesive format and the traditional gummed format. The stamp may also be bought from the Federal Duck Stamp office; Call 1 (888) 534-0400.

Operation Duck Soup

Connie M.J. Barclay

FWS law enforcement agents have closed the book on a bird specialist who fled the country six years ago to avoid prosecution in an illegal egg-collecting case on Alaska's North Slope. The 1992 case, code-named Operation Duck Soup, involved a two-year cooperative undercover operation with the Canadian Wildlife Service. **Joe Sidney Vandenberg**, 45, of Canada, who pled guilty to four misdemeanor violations of the Migratory Bird Treaty Act, has been ordered to pay restitution of \$50,000, a criminal fine of \$20,000, forfeit his \$50,000 bond for fleeing the country, and sentenced to two years' probation.

Vandenberg, a successful aviculturist, was first arrested in the summer of 1992 as he was leaving Alaska with a cooler containing 78 exotic eggs packed in egg cartons warmed with hot water bottles. He surrendered his passport and paid a \$50,000 cash bond in U.S. District Court in Anchorage, but then fled the state and had been a fugitive until his attorneys contacted the Service in July.

The investigation targeted aviculturists who obtain government permits to collect wild bird eggs for their private bird collections but take more eggs than authorized, operate in closed areas, and/or sell fledglings to exotic bird collectors, particularly wealthy Europeans. In 1992, Vandenberg collected eggs from the North Slope nests of black brant, oldsquaw, spectacled eider (threatened and protected by the Endangered Species Act), king eider, and other wild bird species. His permit limited him to 27 eggs for his private collection. It is illegal to sell eggs collected from the wild.

When he was originally arrested, the eggs were turned over to biologists who cared for the hatchings until they could be released into the wild. The eggs found in Vandenberg's cooler would have netted him more than \$100,000 on the black market. Spectacled eiders and oldsquaw bring as much as \$4,000 a pair, a pair of black brants sells for \$1,100, and a pair of king eiders sells for \$3,000.

Relieving Predation on Squawfish

Craig L. Springer, Division of Fisheries

ALBUQUERQUE, New Mexico—Biologists from the Service's New Mexico Fisheries Resource Office recently completed a channel catfish 'catch and haul' that will reduce predation on the area's endangered squawfish. The pilot project was carried out in cooperation with the Navajo Nation and the New Mexico Department of Game and Fish.

The initiative conserved endangered species while providing recreational fishing opportunities. Over two days, the project staff electrofished for 22 hours, taking 557 channel catfish out of the San Juan River below Shiprock. The 'cats' averaged about 19 inches long; several weighed more than 10 pounds. Hatchery trucks hauled the fish to several Navajo lakes in northwest New Mexico where they were made available to anglers.



Channel catfish can reach lengths of up to 50 inches and weights in excess of 25 pounds.

and New Mexico may see a boost in big catfish in nearby lakes.

"The intent here is to remove the biggest channel cats—those with the capability of producing the most offspring," said Project Leader **Jim Brooks**. "We're addressing the needs of an endangered animal by attempting to relieve predation on their young. And we're ensuring that anglers have a sport fish available to them—a resource that would otherwise be literally out of reach."

\$20M for Minnesota Valley Mitigation

Dan Sobieck, External Affairs

FT. SNELLING, Minnesota—Service officials and Minneapolis-St. Paul International Airport representatives have completed an agreement that will provide at least \$20 million to mitigate the impacts a proposed new runway would have on nearby Minnesota Valley National Wildlife Refuge. The agreement includes a minimum of \$20 million cash and additional compensation of up to \$6.9 million to relocate refuge facilities and defray increased operational costs.

The agreement, which was completed on Sept. 21, caps more than two years of negotiations among Service officials and representatives from the local Metropolitan Airports Commission and the Federal Aviation Administration. Service officials had initially requested \$26.95 million to replace about 4,000 acres of refuge land and related facilities that are potentially affected by aircraft noise from the proposed new



FWS special agent examines some of the eggs that were confiscated during Operation Duck Soup. Biologists continued to care for the young ducklings until they could be released into the wild. Photo by Connie M.J. Barclay

runway. "We're very pleased that officials recognized the value of the refuge and offered to compensate for the impacts of the proposed runway," said Regional Director **Bill Hartwig**. "Over the long-term, this agreement allows us to protect refuge resources and still offer environmental educational and bird-watching opportunities to Twin Cities residents."

At issue was the projected noise intrusion on refuge lands, particularly at Bass Ponds, a popular environmental education spot for school children. "We estimated that during the airport's peak daylight operating hours, there would be a low-level flight going overhead every other minute," said Refuge Manager **Rick Schultz**. "There was just no way students could learn in that environment." Schultz plans to relocate a portion of the educational facilities on refuge land located 30 miles up-river from their present location in Bloomington. This will require transporting students by bus from the existing visitor center to the new location.

The Service will retain ownership of all existing refuge lands, even those areas most severely affected by aircraft noise. "We'll continue

to manage those wetlands included in the mitigation area for waterfowl, waterbirds, and other wildlife," said Schultz. "Despite the noise, Minnesota Valley still has some of the best wildlife habitat in the area." Though it is surrounded by more than two million people, the refuge hosts about 250 bird species, 50 mammal species, and 30 reptile species during the year. Schultz lauded the local support group—Friends of Minnesota Valley—and regional and national Service officials for crafting and completing the pact.

Alaska Maritime 'Floats' Trail

Connie M.J. Barclay

HOMER, Alaska—Students, recreational users, and local residents here now have a floating trail winding through the site of a proposed visitors' center at Alaska Maritime National Wildlife Refuge and on to a city-owned park on the shore of Kachemak Bay. The unique trail was created through a joint effort between the Fish and Wildlife Service, the State of Alaska Departments of Transportation and Natural Resources, and the City of Homer. Ground-breaking for the visitors' center is planned for the year 2001.



The 2,500-foot-long environmentally friendly walkway allows pedestrians to see a saltwater wetland up close while preserving the integrity of the fragile location. The builders made the trail with minimal disturbance to the wetland, which supports waterfowl, shorebirds, and cranes and provides winter feeding for moose. The new trail is made of polyurethane foam encased in polyethylene plastic, which rises and falls with the Kachemak Bay tides. The half-million dollar cost of the trail was funded jointly by Exxon Valdez settlement money and state funds.

"This trail offers a wonderful opportunity for people to see and appreciate the beauty of Alaska, with an up-close view of the habitat and the wildlife, without hurting anything," said Recreation Planner **Poppy Benson**. Parts of the Beluga Slough Trail go through a tunnel of fireweed, while other parts float on top of saltwater. Located near Homer's commercial center on the northern shore of Kachemak Bay, the trail winds through a lower marsh area, a wet upland area, and over a saturated wetland that is flooded by tides several times a month. Future plans for the trail include a 2,000-foot extension to complete a pedestrian link around the north edge of the slough.

Science Center for Great Swamp NWR



Plans for new science and technology center at Great Swamp National Wildlife Refuge were unveiled Oct. 10 by New Jersey State Senator Robert Martin, at center. Joining Martin, who represents the 26th District, at the ceremony were, from left, William Koch, the refuge manager, David Epstein, executive director of the Morris Parks and Land Conservancy, Anthony Leger, the Service's assistant regional director for Wildlife and Refuges, and George Kimmerle, whose firm donated its services to develop schematic concepts for the center, which is being developed by a collaborative effort led by the Morris Parks and Land Conservancy.

Plans for new science and technology center at Great Swamp National Wildlife Refuge were unveiled Oct. 10 by New Jersey State Senator Robert Martin, at center. Joining Martin, who represents the 26th District, at the ceremony were, from left, William Koch, the refuge manager, David Epstein, executive director of the Morris Parks and Land Conservancy, Anthony Leger,



Kevin Gover, Assistant Secretary
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You are the Land and the Land is You

The Vital Management Role of Tribal Governments in the Northwest Forest Plan

Gary S. Morishima

Forests were more than a collection of trees to the Indian people of the Pacific Northwest. They were providers, protectors, and cathedrals. Places of economy and spirituality. Places where the stuff of life was gathered—the foods, medicines, and materials for transportation, shelter, and artistic expression. Places to fish and hunt, to find solace or solitude, to celebrate and worship, to be joined with the Creator and the spirits of the plants and animals that shared the earth. So it was for countless generations.

About 150 years ago, things began to change drastically as settlers who held far different views of land and resources arrived. Forests were logged, homes and cities built, fields plowed, and rivers dammed and muddied. The bounty of the land disappeared at an alarming rate. Fish and wildlife became ever scarcer. Some species vanished, others tottered on the brink of extinction.

One species, the northern spotted owl, became a rallying symbol for concerns over the fate of 'ancient' forests when it was listed for protection under the Endangered Species Act. Cries to save the owl clashed head on with demands for timber to provide jobs and sustenance for families. Decision-making was stymied as actions of the Forest Service and Bureau of Land Management became mired in social protests and prolonged, heated court battles that pitted forest plans and livelihoods against endangered species.

In April 1994, the Northwest Forest Plan (NFP) and Economic Adjustment Initiatives were announced as means to break the gridlock. The strategy consisted of three parts: standards and guidelines for management; programs to help rural economies cope with the decreased flow of timber from federal forests; and increased agency coordination to carry out ecosystem management.

Indian tribes are actively involved in these efforts. Why? Because Indian tribes enjoy a unique legal and historical relationship with the United States. The Record of Decision accompanying the Northwest Forest Plan provides that future analysis and planning to implement this decision on BLM and Forest Service-administered lands will identify Indian trust resources that would be affected.

Under this mandate, planners also are required to identify potential conflicts between proposed federal actions and tribal treaty rights or trust resources and to consult with affected tribes on a government-to-government basis. Conflicts are to be resolved collaboratively with affected tribes, consistent with the Federal Government's trust responsibilities. (Record of Decision, pp 54-55).

The keys to understanding this statement are the concepts of trust responsibility and government-to-government relationships. When the land they occupied was ceded to the United States, Indian tribes reserved property rights to fish, hunt, and gather resources from open and unclaimed lands. These are more than mere access rights, more than dipping a net in a river and having it come up empty.

When it accepted the land from the tribes, the U.S. Government assumed a trust responsibility, a fiduciary obligation to fulfill three fundamental duties: to ensure that trust resources are managed for Indian beneficiaries; preserve the productive capacity of the trust corpus; and fully disclose and account for its management actions. Differences that arise when the U.S. Government acts in its dual capacities as trustee and manager of federal forest lands are to be resolved collaboratively with tribes in a manner consistent with trust responsibilities. A host of U.S. laws also protect tribal cultural and spiritual sites and the exercise of traditional religious practices.

The government-to-government relationship between the United States and Indian tribes has long been recognized through numerous court decisions and statements of policy, including legislation and Presidential executive orders. As sovereigns, Indian tribes exercise regulatory authority and have co-management responsibilities over shared resources along with other local, state, and federal governmental entities. Ecosystem management requires a framework for coordinating the exercise of political power of sovereigns at all levels of government.

Tribal governments need to be involved in federal forest land management. A small number of representatives from the tribal community (more than 40 tribes are directly affected by the Northwest Forest Plan) serve on the Intergovernmental and Provincial Advisory Committees and on the Regional and State Community Economic Revitalization Teams. Having a few seats at regional planning and coordination forums



Winners of this year's Individual Achievement Awards included, from left, Don Vandendriesche, Roland Raymod, Dave Congos, Andy Bellcourt, Nolan Colegrove, Frank Boden, and Ronnie Lupe. Photo by Jay R. West

INDIVIDUAL ACHIEVEMENT AWARDS

The Intertribal Timber Council held its 22nd Annual National Indian Timber Symposium June 22-25. The symposium was hosted by the White Mountain Apache Tribe at their Hon-Dah Resort-Casino and Convention Center, Hon-Dah, Arizona. One of the highlights of the symposium is the awards banquet. This year seven regional Individual Achievement Awards were presented honoring those who have made significant contributions in the field of Indian Forestry.

This year's regional award winners are: **Northwest Region**—**Don Vandendriesche**, USDA Forest Service, Fort Collins, Colorado; **Roland Raymond**, Forest Program Manager, York Tribal Council; **Nolan Colegrove**, Tribal Forest Manager, Hoopa Valley Tribal Council; **Frank Boden**, Supervisory Forester, Training, BIA, National Interagency Fire Center. **Lake States Region**—**Dave Congos**, Menominee Trust Forester, BIA, Minneapolis Area Office; **Andy Bellcourt**, Fire Management Officer, BIA, Minneapolis Area Office. **Southwest Region**—**Ronnie Lupe**, White Mountain Apache Tribe.

is a start, but it does not relieve federal agencies of the obligation to work with individual tribes on a government-to-government basis.

Tribal involvement in the management of federal forests brings more to the table than a bundle of rights and legal requirements. Many tribes have developed their own resource management programs and can contribute substantially to the scientific and informational base. Because of their long-term and day-to-day presence, tribes can provide valuable insight into changes occurring across the landscape. Tribes also have an intimate knowledge of the environment gained through millennia of observation and passed on through generations by oral history, custom, and tradition.

The pristine lands that settlers found when they arrived just over a hundred years ago had been profoundly influenced by tribal management for thousands of years. Few resource managers and scientists are aware of the wealth of traditional knowledge that still resides in tribal communities or of the information recorded in the notes and writings of ethnographers who documented tribal conservation practices. An ecosystem is very complex and science has only just begun to scratch the surface of understanding. Society can ill afford to remain ignorant of the valuable lessons that tribes have learned over thousands of years about sustaining the land and its forests, soil, water, plants, and animals.

In the final analysis, the most precious thing that tribes bring to the table is an attitude of stewardship and respect for the land and its resources. To tribes, the forest is not something to leave behind as a legacy for their children, but rather something to borrow from generations yet unborn.

Native American Repatriation Grants

The National Park Service has awarded four grants, authorized by the Native American Graves Protection and Repatriation Act, to fund the repatriation of human remains, funerary objects, sacred objects, and objects of cultural patrimony to two culturally affiliated Indian tribes and one Alaska Native Village.

The funds will help the tribes to carry out several repatriation activities. Representatives from the Jamestown S'Klallam Tribe with the Lower Elwha Klallam and Port Gamble S'Klallam Tribes will travel to the Burke Museum in Seattle, Washington to repatriate seven individuals and associated funerary objects.

Officials of the Native Village of Kiana will travel to the University of Alaska in Fairbanks, Alaska to repatriate two individuals and associated funerary objects, while representatives from the Peoria Tribe of Indians will travel to the Illinois State Museum, Springfield, Illinois to repatriate 117 individuals and funerary objects.

The Seminole Nation of Oklahoma, in collaboration with the Seminole Tribe of Florida, the Miccosukee Tribe of Indians of Florida, and the Independent Seminole Tribes of Florida, a non-federally recognized Indian group, will travel to the Peabody Museum of Archeology and Ethnology in Cambridge, Massachusetts to repatriate the 'Seminole Warrior.' For more information, contact **Dr. C. Timothy McKeown**, team leader, at (202) 343-8161.

ASSISTANT SECRETARY GOVER CHALLENGES CONVENTION TO SEEK MIDDLE GROUND FOR TRIBES, LAWMAKERS

William Claiborne, Washington Post Staff Writer

Kevin Gover, a ponytailed Oklahoma Pawnee Indian with a degree from Princeton and a keen political sense honed in the Native Vote movement in New Mexico in the 1980s, has seen the future as he finishes his first year as the Clinton administration's top Indian official—and it is smaller.

Gover, assistant secretary of the Interior Department and head of the long-beleaguered Bureau of Indian Affairs, believes his agency's 12,000-member staff could easily be cut by 75 percent to 85 percent in three years if Congress were willing to increase aid for tribal schools, law enforcement, and other services and allow reservations to run their own programs.

"The BIA could be reduced to a minor component on most reservations, if not all," Gover said in a recent interview at his Interior office. "We would become a technical assistance and policy coordinating agency, a very small entity as bureaucracies go—dozens of people, not hundreds."

This is the stuff of heresy for the head of a huge federal agency in a town where voluntary downsizing on such a scale is unheard of, even taking into account Gover's caveat that federal funding for Indian services would have to be increased significantly, beyond the BIA's \$1.7 billion annual budget, if tribes were to agree to assume complete responsibility for running their own education, housing, health, welfare, law enforcement, and social services programs.

But it is no less heretical—from the point of view of many tribal leaders—than Gover saying in the same interview that he wants to work with **Sen. Slade Gorton** (R-Wash.), chairman of the Appropriations subcommittee that controls BIA funding and the Senate's most staunch opponent of tribal sovereignty, on compromises involving several issues that have generated strong passions in Indian Country.

One of them is a controversial means-testing proposal by Gorton that would gut federal Tribal Priority Allocation funding to tribes that have become wealthy through casinos or other business enterprises, taking half the funds from the richest 10 percent of the tribes and giving it to the poorest 20 percent. The measure was aimed at reducing allocations to tribes such as the Mashantucket Pequot of Connecticut, whose Fox Woods Casino, the largest in the Western Hemisphere, earns more than \$1 billion a year.

Originally submitted as a rider to this year's Interior Department appropriations bill, Gorton's proposal was watered down when Gover agreed to the appointment of a task force including BIA officials and tribal leaders. The task force will study changes in federal funding formulas that take into account the economic self-sufficiency of casino-rich tribes. Recommendations for a new distribution formula are to be worked out by April 1. Wary of opening their books to federal auditors or surrendering any of their sovereign rights, some tribal leaders have criticized Gover for negotiating the compromise without first consulting them.

The criticism underscores the difficulty of Gover's job, one of the more thankless positions in the federal bureaucracy not only because its holder has many masters to whom he must answer—Congress, the administration, and more than 500 tribes—but also because the BIA long has been the target of complaints of ineptitude, wastefulness and, occasionally, corruption. In 1994, a presidential commission found the agency "incompetent" and "Byzantine," and in 1989 a Senate investigation discovered that \$2.4 billion in trust funds could not be accounted for over a 20-year period by the BIA because of inadequate documentation.

In effect, the BIA chief must perform a three-way balancing act, meeting tribes' often rancorous criticism of federal Indian policy, representing the administration's position, and defending the agency against congressional budget cutting. Gover, who is 43 and without previous government experience, said the hardest part of his job has been keeping the lines of communication to the tribes open as he performs this balancing act.

"The few times we've gotten in trouble this past year, it wasn't so much over the substance of what I've done as the fact that they [tribes] haven't gotten advance notice," said Gover, referring to the means-testing controversy. "If they sense something's going on that they haven't been told about, they're going to assume it's not in their interest."

Despite some missteps, many tribal officials who deal with him say Gover is well-suited for the job he assumed Nov. 14, 1997. Even Gorton, widely regarded in Indian Country as the nemesis of the bureau, has called Gover a "very intelligent and articulate individual ... [who] seems reasonably open to considering new ways with respect to the management of the relationship between the federal government and tribes."

It is a characterization that seems to fit Gover's political acumen. By the time he was 30, Gover's resume seemed flawless: Raised in Lawton and Norman, Oklahoma, by parents who were both civil rights activists, he was "discovered" by a non-Indian VISTA volunteer whom he met at his father's Indian self-help organization. The volunteer sponsored him for scholarships to the prestigious St. Paul's prep school in Concord, New Hampshire, and Princeton University. As a young Native American boy from Oklahoma, going to a tony prep school in New Hampshire was an eye-opener.

The Bureau of Indian Affairs "carries the baggage of every mistaken policy initiative, every naive assistance program, and every broken promise ever directed toward tribal governments" Assistant Secretary Kevin Gover told the Senate during his confirmation hearings last year.



"It was like being on another planet. The campus was beautiful and wanting for nothing in the way of facilities. I had never seen anything like it before," he said. The academic work was so far advanced that "it took me two years to catch up to the other students."

Gover graduated from Princeton in 1978 and the University of New Mexico Law School; clerked for a federal judge in Albuquerque; briefly worked for a Washington law office, known as Fried, Frank, Harris, Shriver & Kampelman; and then returned to Albuquerque to open his own law firm and lobby on behalf of Indian casinos.

He also embraced politics, believing, as he says now, that Indians "weren't bringing much to the table in terms of political influence. What matters in politics is votes and campaign contributions, and that opens doors." His first political jobs were campaigning for former U.S. **Senator Fred Harris** (D) and later in the unsuccessful 1986 congressional campaign of **Rep. Tom Udall** (D-N.M.).

Gover's fund-raising and campaigning skills caught the attention of the Clinton campaign and he organized Native Americans for Clinton/Gore in 1992, an effort he said revealed the potential of the Indian vote dramatically in Montana. There, **Bill Clinton** carried only eight rural counties, but seven were Indian reservations, and the 10,000-vote increase in Indian turnout gave Clinton the state. He also organized Indians in Clinton's 1996 reelection campaign.

Along the way, Gover said, he realized that like his father—and a disproportionate number of Native Americans—he was an alcoholic and was responding to personal rage over injustices endured by his people and low self-esteem by "drinking and just not stopping." If you are an Indian, Gover said, there is always an excuse to get drunk. However, in 1993, after a client threatened to fire him, Gover said he realized he had "crossed the line" and was heading toward self-destruction. He gave up drinking, with considerable help from friends and family members.

During his confirmation hearings last year, Gover was confronted by allegations, fueled by a column by **William Safire** of the New York Times, that his clients had included the Tesuque Pueblo tribe, which contributed \$45,000 to the 1996 Democratic campaign while fighting charges of operating an illegal casino in New Mexico. It also was alleged that his appointment was a reward for organizing a White House coffee at which the \$45,000 contribution was raised.

"Being from out in the sticks, that was a little intimidating," Gover said. "It's not how I wanted to come to their [the senators'] attention." But the Senate Indian Affairs Committee eventually dismissed the allegations, which Gover says reflected a 'backlash' against the growing political involvement of Native Americans.

"The bottom line is all you get for your money is a seat at the table, an opportunity to make your case . . . It's not like the president is going to nominate someone who doesn't support him," Gover said. If Gover was intimidated by his rocky confirmation process, he hasn't shown it since. He still confronts lawmakers who advocate reduced Indian sovereignty rights and funding of Indian programs.

But he also defends what he calls an "understanding" with Gorton and other critics of federal Indian policy to "work together on things we disagree profoundly about because we agree the Bureau of Indian Affairs can be operated more efficiently. Gover said that largely because of a lack of resources, a "negative mythology" around the BIA as an inept agency incapable of righting itself, and that, consequently, "this is a 175-year-old agency that's always been a whipping boy for anyone with a beef about Indian policy.

The assistant secretary vowed, however, to confront Indians for what her termed "the Native American version of political correctness." Referring to such issues as means-testing, which he believes is a "bad idea fundamentally," Gover was critical of some tribal leaders who believe it is racist to discuss such issues.

"I think we ought to discuss this and every other issue right out in the open, and so I'm going to air this out," Gover said. "We have to air out the facts and win this argument once and for all."

This article was reprinted with permission from The Washington Post, Nov. 17, 1998

In last month's issue, PLW incorrectly identified an employee of the Facilities Branch of the BIA's Crow Agency who had been especially thanked for her efforts in a self-help initiative. Her correct name is Velma Fitzpatrick. Her mother's maiden name is Bird In Ground. PLW regrets the error.

Bureau of Land Management



Pat Shea, Director
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BLM Law Enforcement Program Marks Twenty Years of Protecting Public Lands

Patrice Junius

Lynell Schalk and **Bill Vernon** were there at the beginning and have seen a lot of good, bad, and tough times during their law enforcement careers with the Bureau of Land Management.

"I remember when there was a lot of debate about whether or not we should carry guns," said Schalk, now a special agent-in-charge. "It was ridiculous to call yourself a law enforcement officer without a gun. Now, people wouldn't even question it."

Bill Vernon believes the program was long overdue. "I was a ranger before law enforcement came to BLM and there was just no other way to make some people do right by the public lands," said Vernon, who also is a special agent-in-charge. "Law enforcement became the tool that made them obey. In the beginning, we were being looked at under a microscope, but now we have a very professional group and the program has come a long way."

In 1978, Schalk, Vernon, and 11 other BLM employees were sworn-in as the first group of rangers to provide federal law enforcement services for public lands managed by the bureau. Twenty years later, their legacy is a corps of 198 officers who protect BLM lands and serve the American public.

Before 1976, the BLM lands were protected by land management statutes and regulations. This worked well for traditional uses—mining, grazing, and commercial timber harvesting. But these laws weren't always successful in protecting the resources from other users. "When people cut down trees on the public lands, we could ask only damages for trespassing," said **Dennis McLane**, BLM's deputy chief of Law Enforcement who has been with the program since 1979. "These people became habitual trespassers on the public lands, knowing that the only thing that would be done to them was that they would have to pay money for what they took."

Recreational Use Spurs Enforcement

The need for law enforcement officers also grew as increasing urbanization in the West sent larger numbers of Americans to public lands for recreation. The Federal Land Policy and Management Act of 1976 gave the bureau law enforcement authority, enabling BLM officers to make arrests, carry firearms, and perform search and seizure. McLane said the rangers have become a positive force in promoting proper use of the public lands. "Before law enforcement, people weren't obeying most of the regulations because there was no one there to tell them what the proper use was and the penalties for not complying," he said. "A lot of what we do involves patrolling and promoting proper use."

Walt Johnson, chief of Law Enforcement for the BLM, points out that BLM rangers and agents are well educated and highly trained. Most rangers have college degrees in natural resource management and 12 weeks of training at the Federal Law Enforcement Center as well as on-the-job training in land management law enforcement. "That's why they provide incredible service to public lands," Johnson explained.

Over the past two decades, BLM law enforcement officers have established a tradition of professionalism and personal integrity. None of the dire predictions that BLM rangers would become an oppressive federal force have come true. "There's been a lot of negative talk about BLM's law enforcement officers, but they've never restricted people's rights," McLane said. "They're just here to serve and protect, and that's just what the public lands need."



Director
Pat Shea

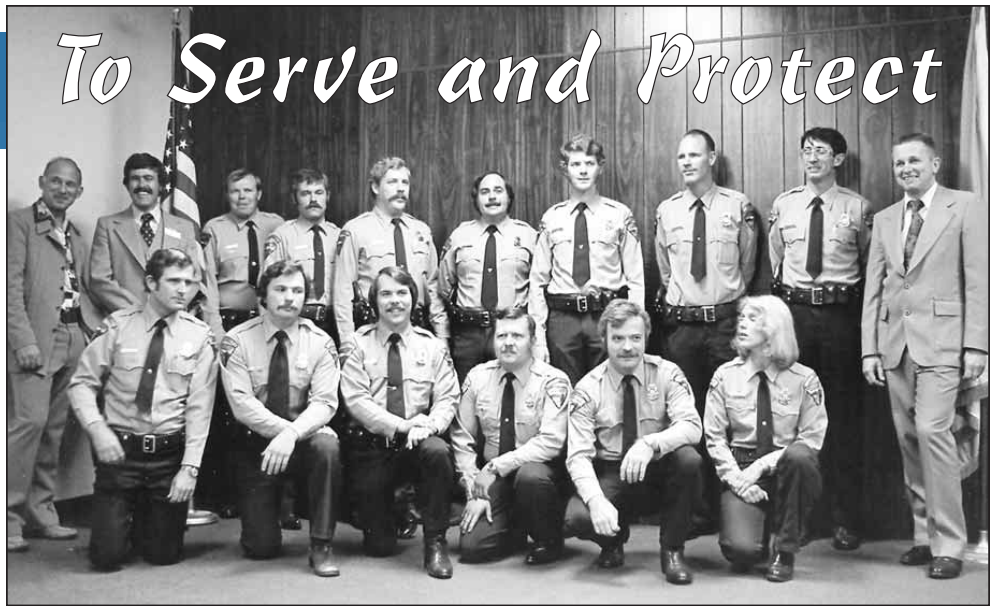
bureau—are honestly listening to them. They also need to know that we recognize their concerns are legitimate."

EMPLOYEE CONCERNS, A WAKE-UP CALL—SHEA

Addressing BLM employee concerns is the major focus of *Creating a Healthy Organization*, a recently completed study that is designed to help the bureau improve its overall human resource management program and prepare for the challenges of the 21st century.

"The results of last year's employee survey provided a wake-up call for top managers," said **Director Pat Shea**, who called the report a new beginning and encouraged state directors to discuss it with employees. "The first step is to convince employees that we—BLM managers across the

To Serve and Protect



The first 13 BLM law enforcement rangers gathered for a historic photo in 1978. From left, standing: Lou Bolls (Bakersfield district manager), Gerry Hillier (Riverside district manager), Bill Vernon, Dave Krouskop, Butch Hayes, Renee Castillo, Steve Smith, Jerry Needy, Lew Kirman, Ed Hastey. Kneeling: Barry Ashworth, Bob Schroeder, Mike McColl, Ken Kleiber, Bob Conquergood, and Lynell Schalk. Photo courtesy of Dennis McLane

Among their major accomplishments, BLM officers helped the California Desert Plan set a high standard for protecting public resources and took on the challenge of protecting the wilderness areas that were designated by Congress under the California Desert Protection Act. They have also established a positive BLM enforcement presence

in a number of popular sites needing protection, including Glamis, Eureka Dunes, Kelso Dunes, Jawbone Canyon, El Mirage Dry Lake, the East Mojave, Dumont Dunes, and the Devil's Playground.

Law enforcement rangers helped to develop the concept of camping-stay limits and the management of long-term visitor areas. They provided the first law enforcement services to the Lower Colorado River area of the Yuma District and have served on many team efforts in the campaign against marijuana planting

in Northern California. When endangered species issues led to the cancellation of the famous Barstow to Vegas motorcycle race, BLM rangers were there to put a stop to the ensuing illegal event.

Current Challenges Facing Rangers

The most common problems the officers face today are illegal use of motorized vehicles in closed areas, vandalism, and the use of illegal firearms, McLane said. Though most of these public land problems are usually of only local concern, some have brought national attention to the challenges facing BLM rangers. In 1997,

for example, vandals destroyed the Eye of the Needle—a popular 11-foot sandstone arch on the Upper Missouri National Wild and Scenic River. "I thought it was outrageous that people would do that to a national landmark," McLane said. "It indicates that people who don't have respect for the public lands should be punished."

Legislative actions often have an immediate and significant effect on BLM law enforcement workloads, McLane explained. For example, the California Desert Protection Act of 1994 and the Arizona Wilderness Act of 1984 provided additional restrictions on motorized vehicle use, requiring additional BLM law enforcement effort. If a wilderness act is passed for a particular state, the BLM law enforcement workload may double overnight.

The rapid increase in recreational opportunities on public lands also is a major concern. "The types of recreation on public lands are increasing and expanding to a lot more locations than ever before," McLane said. "There is going to be more demand for law enforcement and search and rescue crews."



BLM law enforcement officers serve the American public by focusing on the BLM strategic goals of preserving natural and cultural heritage and reducing threats to public health, safety, and property. Above, Ranger Felicia Probert investigates the dumping of tires on public lands. At left, Ranger Bill McDonald helps a visitor seeking information at a BLM recreation site and explains regulations on visitor activities. Photos by Dennis McLane



Leslie Schwager, Washington, D.C.

More than 12,000 volunteers from across the country offered their hands for a hard day's work for National Public Lands Day 1998. The annual nationwide initiative encourages Americans to pitch in and volunteer to protect our country's natural treasures.

The initiative began five years ago with three sites, 700 volunteers, and an idea generated by the BLM and Times Mirror Magazines. The aim was to provide opportunities for citizens of all ages to participate in volunteer and education activities linked to public lands. Five years later, 34 states hosted National Public Lands Day celebrations at more than 80 sites.

The initiative continued to expand its public support this year. For the first time in 1998, several state and local organizations joined the traditional sponsors: the National Environmental Education and Training Foundation, Bureau of Land Management, National Park Service, U.S. Forest Service, and Army Corps of Engineers. BLM hosted 28 sites in 14 states during this year's effort. Here's a sampling of how some of our folks celebrated the September event.

SIERRA VISTA, Arizona—It was the largest celebration of National Public Lands Day ever. The day-long event in the San Pedro River Basin attracted more than 700 volunteers from southeastern Arizona, plus scores of help from Ft. Huachuca, Coronado National Forest, Cochise County, City of Sierra Vista, Coronado National Memorial, Chiricahua National Monument, and BLM offices throughout the state. There were more than 1,000 participants in all.

Volunteers spent the day at one of 22 projects scattered throughout the region. These included wildlife water projects, fence construction or removal, vegetation planting, windmill repair, and trail construction and maintenance. After a long day in the field, volunteers and special guests were treated to a fantastic barbecue dinner while serenaded by the Buena High School jazz band.

Special guests included **Sylvia Baca**, Interior's deputy assistant secretary for Land and Minerals Management, and **Dr. Hector Arias Rojo**, representing the Institute for Environment, Natural Resources, and Sustainable Development, from Hermosillo, Sonora, Mexico. Hopefully, future National Public Lands Day events can take on an international flavor with our neighbors to the south.

ANCHORAGE, Alaska—Donned with coats and gloves, more than 30 volunteers headed out to the backwoods to help restore trails along Campbell Creek while 100 people chose the cozy comfort of the indoors and attended the Campbell Creek Science Center Open House. And, of course, there were those athletic types who chose to participate in an educational fun run sponsored with the Anchorage Waterways Council.

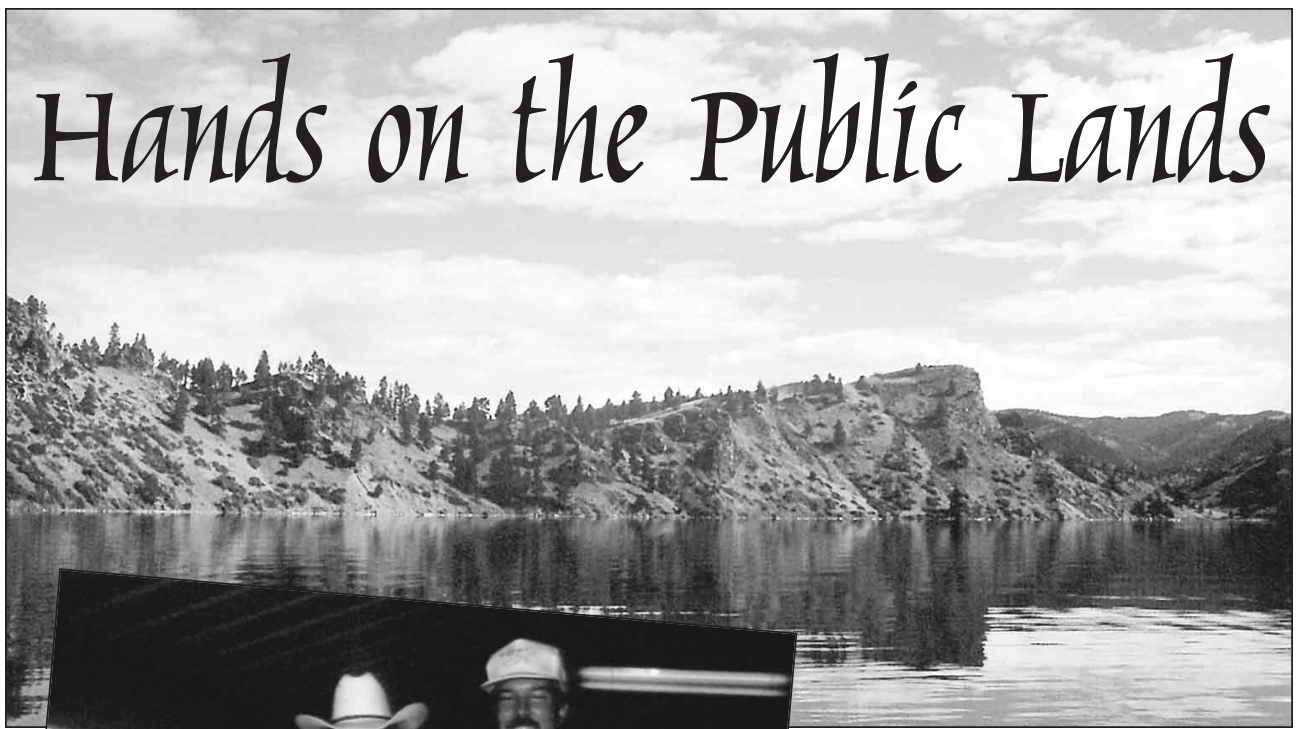
UKIAH, California—At South Cow Mountain, 260 volunteers—or 520 helping hands, depending on how you look at it—took part in the effort. The group, which included BLM **Director Pat Shea**, tore down eight cabins and four mobile home trailers, built 3/4 miles of trail, installed 1,000 feet of barrier, constructed three erosion control weirs, built eight cages to protect young oaks from deer, and completed a lot of other refurbishing work. Although that was enough to wear most anybody out, 50 die-hard volunteers returned to the site the next day to complete several other projects.

NEEDLES, California—Traveling from far and wide, volunteers from California, Arizona, and Nevada offered up a little sweat equity to help restore Chemehuevi Wash—a popular Off Highway Vehicle area. They planted 100 native trees, constructed three kiosks, removed buckets full of trash, rehabilitated six miles of trail and two major hill climbs, and installed a 320-foot barrier. And they did all this with 85 volunteers. "Not only was the day successful," said **Lesley Smith** of the BLM office in Needles, "but plans are already underway for next year's event at Chemehuevi Wash."

DURANGO, Colorado—Volunteers at Log Chutes Trail (Junction Creek) here did more than hit the trail in honor of National Public Lands Day. They refurbished trails, restored corrals, and assisted with the Share the Trails Triathlon, a competitive 10-mile event involving horseback riding, mountain biking, and hiking. BLM employee **Richard Speegle** said the event was great! "We had 60 teams compete, 45 volunteers, a beautiful day and no accidents."

BOISE, Idaho—The Gypsum Cave, the longest known lava tube cave in North America, provides habitat for the wintering Townsend big-eared bats and offers volunteers a unique opportunity for work. Volunteers designed a bat gate, removed litter and graffiti from the cave, constructed a trail through delicate formations, installed photomonitoring equipment to detect changes in the cave over time, and installed interpretive signs. "This was the first National Public Lands Day event held in this area," said BLM employee **Paula Call**, "and agency and public participants are looking forward to next year's event."

While many volunteers think of National Public Lands Day in terms of trail maintenance or wetland rehabilitation, it meant something else to 60 people who arrived with garden gloves and shovels to work at the Wildland Firefighters Monument in Boise. Despite the cloudy skies and cool weather, volunteers worked hard to remove weeds and move dirt in preparation for construction of the monument. "I wanted to do something for the monument," said **Rich Ochoa**, fire weather forecaster for the National Weather Service. "It was my attempt to show my consideration for all the folks who have been involved in wildland fire."



BURLEY, Idaho—The BLM staff in Burley wanted to do more than one day of work, so they decided to gather up volunteers for a week-long work camp at the Big Cottonwood Creek Trail in the Sawtooth National Forest that concluded on National Public Lands Day. It rained five of the six days, but volunteers rehabilitated nearly 20 miles of trail and completed much-needed improvements at the trail head. Thirty-eight volunteers donated 649 hours of work.

MISSOULA, Montana—In 1997, the Garnet Resource Area joined the Montana Department of Fish, Wildlife and Parks in sponsoring its first National Public Lands Day. Because it was an unqualified success, both agencies were eager to try their hand at a hosting a second event. This year, volunteers refurbished sites along the Blackfoot River, closing undesirable trails with logs and other natural debris, clearing encroaching tree seedlings from an old railroad bed, and picking up trash on four and a half miles of trail. **Dick Fichtler**, project director, was pleasantly surprised at how much work volunteers accomplished. "This is a worthwhile event as long as we concentrate on getting meaningful work done," he said.



At top, Deputy Assistant Secretary of Interior Sylvia Baca, left, and BLM Tucson Field Manager Jesse Juen, right, accept a Governor's Proclamation from Steve Jewett who represented Arizona Governor Jane Dee Hull at National Public Lands Day. Above, Buena High School students watch as water flows into the drinker they just constructed at the San Pedro House in Arizona. The wildlife water will attract small mammals and birds providing viewing opportunities for visitors to the San Pedro RNCA. Below, young volunteers clear brush at a National Public Lands Day event.

CARSON CITY, Nevada—Despite the blustery weather, volunteers arrived in droves to clean up, make improvements, and restore habitat at Silver Saddle Ranch and Pine Nut Mountains. The day saw many accomplishments, such as the removal of 160 cubic yards of trash, construction of 10 duck boxes, and the chicken wire wrapping of 100 trees for protection against beaver dams. But the highlight of the event was releasing of 1,000 trout hatchlings.

SANTE FE, New Mexico—Nearly 50 volunteers ranging from school children to seniors, hopped on board the Santa Fe Southern Railway's specially designated National Public Lands Day work train at the BLM's state office here. These volunteers spent the morning installing signs, fencing, and restoring segments of the Santa Fe Trail. After several hours of shoveling, hammering, and doing other duties as assigned, the volunteers headed back to the state office to have lunch and enjoy a community outdoor recreation and environmental education fair.

WELCHES, Oregon—A driving rain storm made Friday's preparation for the Cascade Streamwatch National Public Lands Day at BLM's Wildwood Recreation Site miserable, but much to the relief of



the event planners, Saturday morning dawned to a cloudless sky. Three hundred volunteers showed up to help build trails, restore riparian areas, hang bird boxes, prune brush, and a hundred and one other things that needed to be done. After all the hard work, volunteers were treated to a barbecue lunch and guided tours of the facilities which were led by WolfTree Inc. Nearly 1,000 people took part.

REDMOND to BEND, Oregon—Imagine adopting an open space for the day, not a trail, or highway, but an open space on public land. That's what some 75 volunteers from the communities of Bend, Redmond and Prineville, Oregon, showed up to do on National Public Lands Day. Volunteers picked a spot between Bend and Redmond to install signs and fencing, and clean up the area.

VERNAL, Utah—According to National Public Lands Day participants at the Outlaw Trail site, volunteering isn't necessarily all work and no play. While 200 volunteers worked very hard to crib up spots to control erosion, install trail markers, construct a parking area, and pick up litter along the Green River, they found fun and adventure in reaching their work destination. Volunteers had to travel by boat, foot, or horseback to reach their site.

RICHFIELD, Utah—Volunteers completed a new one-mile segment of trail and worked on trail head improvements at Paiute All Terrain Vehicle Trail. "I was looking at one segment of the trail and thinking that we would be lucky to complete the trail through the rocks in one day," said Jerry Goodman, the Richfield office manager. Luck was on his side, because the volunteers finished the job that same day.

Bureau of Reclamation



Eluid Martinez, Commissioner
Carrie Kemper, Reclamation Editor

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From left, Team Leader Gayle Shanahan, Sarah Wynn, Carmen Maymi, Nancy DeCenso, Technical Advisor Dulcy Setchfield, Commissioner Eluid Martinez, Polly Green, Audrey McCray, Tammy Wentland, Union Representative Connie Van Deventer, and Bonnie Breshears.

Photo by Tami Heilemann, NBC



EMPLOYEES WORK TO BALANCE PROFESSIONAL & FAMILY LIFE

Tammy Wentland, Commissioner's Office

The Reclamation Work and Family Team, an employee group that addresses quality of life-related issues for the bureau, recently briefed Interior leaders about the major employee issues it is studying. Team focus groups are looking into promoting employee benefits, leave banking (an insurance plan for unforeseen leave needs), and travel guidelines (making travel more cost-efficient for the agency and convenient for employees). The group has contributed to varied quality-of-life issues, such as fitness and leave policies, flexible work schedules, and flexiplace (alternative work sites.)

Reclamation formed the groups in 1995 to address work/life issues and to promote a balance between the work and personal needs of the bureau's 6,000 employees in 17 Western states and Washington, D.C. Underlying the effort is the belief that carrying out Reclamation's mission and providing good customer service depends on the commitment and well-being of its employees.

At a recent meeting, team representatives briefed **Commissioner Eluid Martinez** and **Carmen Maymi**, manager of Washington Administration and Performance Review Initiatives, on the status of the various initiatives the team has been working on for the past year. Commissioner Martinez voiced his support of the work/life initiatives and emphasized how important these privileges are for Reclamation's employees. He indicated that the work/life programs will give the bureau a competitive edge in recruitment and retention and will help to achieve the work/life goals of the Workforce Diversity Plan and Government Performance Results Act.

The team's workgroup also met with **Mari R. Barr**, the deputy assistant secretary for Human Resources and team sponsor Margaret Sibley, director of Reclamation's Program Analysis Office, to discuss current work/life topics. The team members will soon present a report and recommendations to Reclamation leaders. Employees wishing to learn more about the numerous work/life initiatives that Reclamation has available should contact a Work and Family Team (WAFT) representative or check the group's website at <http://www.usbr.gov/waft>

Work and Family Team members not available when the photo above was taken are Terri Salter, Ken Rice, and Richard Poole.

New Assistant Director for Diversity

Nattie Silva, an administrator with 23 years of federal service, is Reclamation's new assistant director for Diversity and Equal Employment Opportunity, **Commissioner Eluid Martinez** recently announced. Silva, who most recently worked at the U.S. Forest Service in Washington, D.C., has been a deputy directory for Civil Rights, staff assistant to the deputy chief for Administration, and acting research station director for Administration.

"I am happy to have been selected to provide leadership to Reclamation's workforce diversity efforts," Silva said in accepting her new assignment in Denver, Colorado. "A highly skilled diverse workforce is needed, I believe, to provide Reclamation a competitive advantage to conduct its business in the 21st century."

Silva has a Bachelor of Arts degree in Business Administration from Fort Lewis College in Durango and a Masters of Public Administration from American University in Washington, D.C. A native of northern New Mexico, she and her husband, Dave, have two grown children.



Nattie Silva is the new assistant director for Diversity and EEO at the Bureau of Reclamation.



Assistant Secretary John Berry, second from right, commends agency representatives for helping America to conserve energy and save taxpayer dollars. From left, David Guthrie and Paul Henne (FWS), Larry LeBaron (BOR), Berry, and George Kraft (BOR). Photo by Tami Heilemann, National Business Center

Reclamation, USGS, Fish & Wildlife Honored for Energy Conservation

The Bureau of Reclamation, Fish and Wildlife Service, and the U.S. Geological Survey have been commended by the Department of Energy for major energy conservation initiatives that are saving U.S. taxpayers hundreds of thousands of dollars annually. **John Berry**, the assistant secretary for Policy, Management, and Budget, presented the Federal Energy Saver awards to representatives of the bureaus at a Sept. 10 ceremony. The showcase awards are part of the Department of Energy's Federal Emergency Management Program which leads energy efficiency efforts by helping federal managers to identify and carry out cost-effective energy procedures.

Reclamation saves more than \$24,000 annually in energy costs at a building at Davis Dam in Bullhead City, Arizona. Administrator **Larry LeBaron** and Davis Dam Manager **George Kraft** represented Reclamation in accepting the Energy Saver Award. USGS Acting Director **Tom Casadeval** accepted the award for the agency's Earth Resources Observation Systems Data Center in Sioux Falls, South Dakota. Several energy conservation measures at the center save about \$60,000 yearly.

The Fish and Wildlife Service won two awards, received by Assistant Director of Administration **Paul Henne** and Energy Coordinator **David Guthrie**. The first was for use of a passive solar design strategy that saves almost \$17,000 a year in operating costs for the Service's Prairie Learning Center at the Walnut Creek National Wildlife Refuge near Des Moines, Iowa. The second was for the high-tech energy saving features incorporated in the recent construction of the Wichita Mountains Visitor Center in Indianola, Oklahoma. Reclamation's Glen Canyon Dam Visitors Center and the Fish and Wildlife Service's National Conservation Training Center are two past Federal Energy Saver showcase winners.

AT THE TABLE

Female Reclamation managers recently participated in a roundtable discussion with White House representatives as part of a Presidential initiative designed to ensure that women's concerns are heard and that women learn about career resources available to them.

Known as *At The Table*, the initiative is sponsored by The White House Office for Women's Initiatives and Outreach, which President Clinton created in 1995 to better serve and listen to constituents. The outreach office serves as the liaison between the White House and women's groups, conveying their concerns and proposals to the President and others in the Administration.

The Reclamation roundtable, one of a series of discussions throughout the country, was held in conjunction with a Reclamation managers' conference in San Antonio, Texas. The forum provided the participants an opportunity to engage in a lively discussion about such familial issues as societal concerns, agency policies, family friendly issues, employee benefits, and equality between the sexes. A common theme that emerged was the notion that women's issues are not exclusively a concern of women—they are a concern of people. "Both men and women could profit from having a better understanding and appreciation of each other's communication and management styles," said one participant.

The issues brought up at the Reclamation's event, which was coordinated by Lower Colorado Regional Liaison **Lorri Gray**, were compiled in a report that Interior's White House Initiative coordinator **Mari R. Barr** (the deputy assistant secretary for Human Resources) sent directly to the White House. One portion of it includes, *What I Want the President to Know*, which has advice for America's chief executive officer on such issues as balance of work and life, health, work advancement, and environmental concerns.

FROM THE PRAIRIE TO THE BLACK HILLS

Ellee Erice, Great Plains Region

With the completion of the Belle Fourche irrigation and rehabilitation project, Reclamation's Newell Field Office in South Dakota has closed and a dozen employees from that office have transferred to a new Rapid City Field Office, which officially opened on Aug. 31. The Rapid City office will provide operation, maintenance, and resource management for Reclamation's South Dakota reservoirs. The new office also permits Reclamation to coordinate and better serve its customers and numerous local, federal, and state agencies working in western South Dakota. The Rapid City Field Office is located at 515 9th Street, Room 101, Rapid City SD 57701. The telephone number is (605) 394-9757 and the FAX number is (605) 394-9346.



In Search of the Millenium Bug

Solving Y2K Water and Power Problems in the West

William Pfancuff

It is a warm July morning and with the sun barely visible in the eastern Colorado sky, it's hard to think about potential computer problems lurking in a place so unspoiled and pristine as the Colorado Rocky Mountains.

Kent Rosenlof, a Y2K guru with the Bureau of Reclamation, explains how important computer technology is to water management and power production as we drive toward the bureau's Eastern Colorado Area Office near Loveland. SCADA—short for Supervisory Control and Data Acquisition systems—are at the heart of controlling water flow through the rivers, reservoirs, irrigation ditches, canals and other waterways of the West. They are also used to engage and disengage the giant turbines which produce electricity (more than \$1 billion dollars worth each year) at many of the 58 Reclamation managed hydro-electric power plants.

SCADA systems are computers which use dates. If they fail to calculate dates correctly in and after the Year 2000, the failure could adversely affect water management and therefore the lives of millions of people, as well as wildlife and land in our western states.

We meet first with office director **Jack Garner** of the Flatiron Power Plant—who gives us an overview of the Colorado-Big Thompson project, our focus for the day. **Bill Harlan**, who works in water scheduling, pulls out his maps and charts and gets down to the detail on how and why water is routed and maintained at certain levels and flows. After talking with Bill, we are introduced to **Chet Tutor**, chief of Operations and Maintenance and Y2K manager for the area office, who relates the project's genesis as we travel beside the fast moving whitewater.

Disappointed in not finding rich mining claims, some prospectors of the 1860 Colorado gold rush turned to farming. It was then they discovered that the fertile land was located east of the Continental Divide, with the plentiful water supply to the west. While early attempts at water diversion had some success, it was not until the 1930's that a plan was designed to collect the large amounts of water from rain and snow-melt on the western slope and send it to the demand on the eastern side.

Reservoirs and dams were built on the west side and after seven years of construction, the 13-mile Adams Tunnel was completed. The first water was delivered to the Big Thompson River on the eastern side of the Continental Divide in 1947. A series of penstocks, lakes, dams, power plants, reservoirs, pumps, and even a siphon comprise the Colorado-Big Thompson Project, each strategically placed to compliment the natural waterways. Water management, backed by legal mandates that control flow levels, is of primary importance. However, planners and engineers have taken advantage of the steep drops in elevation and installed a series of hydro-electric power plants to fulfill electricity needs in western communities. Similar water projects have been completed by Reclamation throughout the West.

We meet **Doug Thydean** outside the Estes Power Plant that he manages along with Olympus Dam and other water activities in the Estes Park area. The technology for water management, he explains, was fairly straight forward when many of Reclamation's facilities were built 50 years ago. Over the years, though, complex automation has been added to increase efficiency and decrease costs associated with manual operation. We tour the power plant and I am able to look inside the huge General Electric turbines at Estes that can generate enough electricity to power a town of 25,000. We see the SCADA system, and I marvel at the delicate electronics of today alongside and controlling the three GE turbines manufactured 50 years ago. The SCADA system here receives electronic control signals sent via land and microwave communications and several computers from the Western Area Power Authority control center located miles away. We have lunch with Doug and his crew, and I continue with my litany of 'what if' questions that are answered both patiently and positively. I know when I leave here that if the computers do fail, these people will make the power even if they have to fabricate parts in their machine shop, open the floodgates by hand, and drain oil from the engine of Doug's prize Corvette to lubricate the turbines.

Vaughn Afflect, an electrical engineer and father of much of the automation here, does not think that will be necessary. We meet Vaughn and his Y2K inspection team as they inventory the embedded computer technology at Olympus Dam and the Power Plant. Vaughn has pinpointed where computer date calculations are critical and he will apply

At right, Steve Clark, center, joins his Pacific Northwest Region staff. Below at left, Michael Pluto, left, and Al Bolin inspect the uplink facility. Below right, hydrologist Leslie Stillwater demonstrates MODSIM—a computer modeling tool. Leslie loves her work and like many Interior employees spends her free time hiking along the Snake and other waterways of the Pacific Northwest.



Above, Chet Tutor explains the Colorado-Big Thompson project with the help of a side view of the Rockies. Below, left, Doug Thydean is manager of the Estes Power Plant. Below, right, Kent Rosenlof, Y2K coordinator for Reclamation, pauses by the Olympus Dam's spillway.



upgrades or new technology. The team will also share this information with colleagues at other Reclamation facilities. We do a walk-through of the dam, and Doug explains the technology involved in controlling the water level of the lake, sending the right amounts of water downstream, and the sensors installed in the center of the dam which monitor seepage—an ever present danger.

Back on the road we make our final stop of the day at the Western Area Power Authority's (WAPA) Joint Control Center. Once there, Reclamation's **Jim Chynoweth** explains how the facility, staffed by both WAPA and Reclamation employees, controls this part of the western power grid and how important hydro-electric power is to the process. The giant control room, filled with computer monitoring and control systems and a wall full of maps and gauges, is reminiscent of a war room in the Pentagon. This is the place where engineers and computers respond to demands on the power grid by routing excess electricity to where the demands are and, as necessary, by sending signals 'down the line' to start turbines at Estes, Flatiron, or other power plants.

That's the beauty of hydro-electric power—many megawatts of electricity can be brought online in minutes to handle peaking, but fossil fuel plants need up to 24 hours to change their production appreciably. Hydro-electric power accounts for 10 percent of the electricity used by Colorado, Wyoming, and Montana and the staff at WAPA's center have installed a new Y2K compliant computer system that will help to ensure electricity in the Year 2000 to these states.

At Reclamation's Pacific Northwest Regional Office in Boise, another team of dedicated computer specialists is hard at work fixing old computer programs. These programs, which are integral to the operation of the Hydromet and Agrimet systems which monitor the water resources of the Pacific Northwest, were old and used date calculations which would have failed in the Year 2000. In the company of **Kathy Gordon**, director of Administration and Y2K executive for Reclamation, and **Randy Feuerstein**, Reclamation's Y2K program manager, we are there to congratulate the staff for meeting their deadline for fixing these computer problems.

Steve Clark, the acting director of the Region, along with **Michael Pluto** and staff, explain in some detail the intricate web of communications, sensors, satellites, satellite dishes, and computers which collect and disseminate water related information. Basically,

hundreds of sensors are located throughout the northwest which send almost real time (15 minute intervals) information on rain fall, wind speed, humidity, solar radiation, and temperature via satellite uplinks and downlinks to the systems in Boise. Data from U.S. Geological Survey streamflow sensors also is used. The Hydromet and Agrimet computers collect and process this data which is then supplied to state agencies, farmers, and other private agricultural interests for use in determining crop selection and watering criteria. Information collected is also used to predict crop yield, as well as mudslide forecasts in areas of unstable soils.

Several floors above the Hydromet/Agrimet computer operation in Boise, a smiling **Leslie Stillwater** powers up her Sun workstation to demonstrate MODSIM, a computer modeling tool that has been made Y2K compliant, as have other planning tools like the Yakima and Umatilla models. She shows us what happens downstream on the Snake River when a few inches of rain fall. Extra water from rainfall or melting snowpack is typically not a problem. A more likely scenario usually has to do with irrigation or other diversion demands on the waterways and what effect they may have downstream on water levels.

Reclamation has completed all but one of its mission critical computer systems and has begun the Independent, Validation, and Verification process. Reclamation staff are world-class experts at what they do and have been called upon by organizations such as the U.S. Army Corps of Engineers and foreign countries like Canada and China to share their expertise in water and hydro-electric power management. Great job Reclamation!!

Minerals Management Service



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Searching for Shipwrecks in Alaska's Chukchi Sea

Robin Cacy

In early September of 1871 a fleet of whalers from New Bedford, Massachusetts, dallied in the Chukchi Sea off the northwest coast of Alaska. The ships were nearing the end of their season, carrying cargoes of whale oil and baleen, and their crews were eager to fill the holds before the Arctic winter set in.

Normally, during this time of year, floating ice that forms in the Chukchi is blown out to sea, allowing the whalers to work the waters closer to shore until well into September. But this year the winds blew in from the ocean, forcing the ice toward shore, trapping the ships between the ice and the rocky coastline.



On September 12, the captains of the doomed fleet agreed to abandon their 32 ships, leaving behind their prized cargo, in order to get their crews to safety. They were eventually picked up by passing whalers. But the ships were crushed by the ice flows and sunk. It was one of the greatest maritime losses off the coast of Alaska, where more than 1,100 ships have wrecked in the past 200 years.

This summer, the first scientific survey of shipwrecks in Alaskan waters got under way with a survey in the Chukchi Sea. Its first mission was to locate the sunken New Bedford whaling fleet of 1871, which is reportedly located in 25 to 52-feet of water. Dubbed the Jeremy Project, the survey is made up of scientists from NASA, Minerals Management Service, Ames Research Center, and Santa Clara University in California. The work is conducted with the help of the U.S. Coast Guard and the U.S. Navy.

"Using the Coast Guard's icebreaker *Polar Star*, the team worked from late August to early September during the area's open water season," said **Michelle Hope**, an MMS Alaska Region archaeologist who served as team archaeologist for the Jeremy Project. "The project applied space technology to marine archaeology."

State-of-the-art equipment, originally developed by NASA's Ames Research Center for the Mars Pathfinder Project, was used to search for the wrecks. The team used Mars Pathfinder mapping programs, originally designed to map and analyze geological features of dry, planetary surfaces, to map wreck sites.

The first wreck was found by accident while testing a special, remotely operated underwater vehicle (TROV) with mounted cameras that produce three-dimensional pictures of an object. The remainder of the two-week expedition was spent investigating that site. While Navy divers were videotaping the first site, a second wreck was found.



FROM SPACE AGE TECHNOLOGY TO THE FRIGID DEPTHS OF ALASKAN WATERS

A high-tech piece of equipment developed for NASA's Mars Pathfinder Project came in handy when a team of scientists went looking for a sunken whaling fleet in frigid Alaskan waters this summer. The apparatus goes by the acronym TROV for Telepresence Remotely Operated Vehicle.

Mounted with cameras, the vehicle produces pictures that appear three dimensionally when using special eyewear. The TROV cameras are also able to record underwater film footage. This footage can then be translated, via software, into a virtual reality computer simulation of the environment that was filmed, allowing scientists to revisit areas that were recorded.

The remotely operated underwater vehicle in the foreground—dubbed TROV—carries cameras that produce three dimensional pictures of objects to help map shipwreck sites. Much of the technology used in Project Jeremy was originally developed by NASA's Ames Research Center for the Mars Pathfinder Project. Photos courtesy of the Jeremy Project



Above, from left, Jeff Ota (NASA), Aaron Weast (Santa Clara University), Jeremy Bates (Santa Clara University and for whom the project was named), and Alex Derbes (computer architect with Case Western) gather on the helipad of the U.S. Coast Guard icebreaker *Polar Star* during the shipwreck survey in the Chukchi Sea. At left, scientists board the *Polar Star*'s launch from which they deploy and monitor the wreck site mapping equipment.

"During annual ship testing and crew training," said **Phil McGillivray**, Coast Guard icebreaker science liaison, "some time is usually available for 'ship of opportunity science'. The Jeremy Project seemed ideal for combining training exercises with inter-agency use of the Coast Guard vessel."

Shipwrecks are considered an archaeological site protected by federal agencies under the National Environmental Protection Act process. The survey work accomplished on the Jeremy Project was conducted under a State of Alaska Field Archaeology Permit which was issued to Santa Clara University. Additional financial support was provided by the National Oceanic and Atmospheric Administration, National Underwater Research Program, and the National Park Service.

The Jeremy team hopes that this project will be used as a stepping stone for future scientists to learn about our past and continuing relationship with the sea. To learn more about the Jeremy Project, the *Polar Star* and NASA's TROV, visit the website at <http://quest.arc.nasa.gov/arctic/>

Robin Cacy is the public affairs officer for the MMS Alaska regional office.

Kitsos Named Deputy Director, 2

CORRECTION On page 28 of the October issue, the headline of an article about bowhead whales incorrectly said the monitoring of these whales took place over the Bering Sea. The activities took place over the Beaufort Sea. Headlines are written by PLW editors, not the authors. PLW regrets the error.

GULF REGION

NEW DEPUTY REGIONAL DIRECTOR



Charles Schoennagel

NEW ORLEANS—**Chris Oynes**, regional director for the agency's Gulf Region, announced the selection of **Charles 'Chuck' Schoennagel** as the new deputy regional director for the Gulf of Mexico Outer Continental Shelf (OCS) Regional Office.

Schoennagel has 25 years of experience in oil and gas exploration and development operations with MMS and the Conservation Division of the United States Geological Survey.

He has been the Gulf Region's chief of the Office of Safety Management in Field Operations for the past five years. His leadership skills and expertise in the development and execution of MMS safety programs will be a strong asset to the Regional Director's Office.

Schoennagel will be working closely with Oynes to become familiar with the various and complex issues facing the region. With the increase in deepwater activity in the gulf and the resulting increase in workload, Oynes and the rest of the staff are happy to welcome Schoennagel as deputy.

Schoennagel holds a Bachelor of Science degree in engineering science from the University of New Orleans and has qualified as a Professional Engineer in petroleum engineering for the State of Louisiana.



Director Cynthia Quarterman explains the activity on an offshore rig to students at Monaco Elementary School. MMS penpal coordinator Timothy Allard assists by holding a photograph. Photo by Michael L. Baugher

DENVER

QUARTERMAN WELCOMES COLORADO STUDENTS

Staff Article

DENVER—While attending meetings at the Royalty Management Program offices in September, MMS **Director Cynthia Quarterman** took a side trip to Monaco Elementary School, the agency's school penpal in Commerce City. She was accompanied by penpal coordinator **Timothy Allard**.

The trip to this Denver suburb was part of a White House initiative called *America Goes Back to School* through which the White House encourages representatives from all federal agencies to visit schools in their communities to reemphasize the importance of education. The MMS and Monaco Elementary are beginning their third year as penpals.

"Welcome back children, I'm Cynthia Quarterman and pleased to meet you today," the director said to the school's 4th and 5th grade students. Quarterman was warmly greeted by 45 students and their teachers, **Helen Banuelos** and **Joanne Carroll**. As an aunt to more than a dozen nephews and nieces, Quarterman quickly felt at ease with the children, asking about their interests and experiences. She spoke of her background as the head of MMS, of being an engineer and an attorney, and also of the importance of the Minerals Management Service to them.

She also spoke of mineral resources and offshore drilling, and addressed the \$6.5 billion in royalty payments that were collected last year. "If stacked in dollar bills, it would be more than 25 times taller than Colorado's Pike's Peak Mountain," she said to illustrate the point. The children then listened attentively as she read a story about a visit to an offshore oil rig, the full text of which is posted on the MMS website's Kids Page.

But most importantly, Quarterman addressed the importance of education. Monaco Elementary Principal **Carolyn Abey** cheered when she heard Quarterman embrace the importance of reading and writing to the children. The students were given MMS posters, bookmarks, and other educational materials. As a special bonus, Quarterman announced that MMS was donating three surplus 486 computers from MMS offices to the school.



Milt Dial holds high a Director's Commendation, received in October for his efforts to help develop the agency's Royalty Management Program's reengineering design. MMS Director Cynthia Quarterman, left, and Associate Director for Royalty Management Lucy Querques Dennet, right, are fully committed to updating RMP's business processes and support systems to better meet evolving demands and conditions.

PACIFIC REGION

INTERIOR EDUCATION EXHIBIT DEBUT

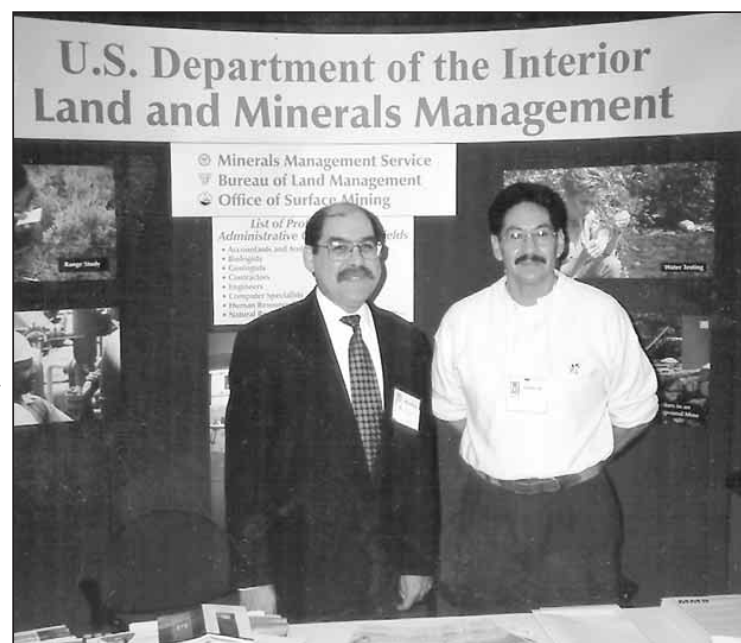
John Romero

SAN DIEGO—The Department's Land and Minerals Management education exhibit had its debut at a recent national Hispanic Association of Colleges and Universities conference here. Students and educational administrators were treated to the premier of this informative exhibit that was sponsored and staffed by MMS Pacific Region personnel. The exhibit showcased a variety of scientific and technical careers. The Bureau of Land Management and Office of Surface Mining also provided staffing for the exhibit.

"This was a successful team effort," said **Peter Tweedt**, the agency's deputy director for the Pacific Region, who helped to staff Interior's tri-bureau exhibit. "It was great to see the three agencies working side-by-side to support the Department's commitment to Hispanic educational programs."

Ralph Vasquez, the Camarillo District inspector for MMS also staffed the exhibit and found the experience worthwhile. "I really enjoyed talking to students and administrators about the agency and about my job as an MMS inspector," Vasquez said. "I'm glad to see MMS and other Interior bureaus working together to identify the many diverse career opportunities in the Department."

Interior Deputy Assistant Secretary **David Montoya**, left, stops by the new Land and Minerals Management exhibit to talk with Pacific Region Inspector **Ralph Vasquez** at the recent Hispanic Association of Colleges and Universities conference in San Diego, California. Montoya leads the Department's workforce diversity initiative.



OIL PRODUCTION IN REGION HITS 30-YR. MARK

OFFSHORE CALIFORNIA—Natural gas and oil production on the Pacific Outer Continental Shelf recently reached new milestones. Oil production hit the 900 million barrel mark in August, and natural gas production reached the one billion Mcf mark in September. (Mcf is a gas measurement—a thousand cubic feet, equivalent to 1,000,000,000 cubic feet of gas.) Production came from 23 platforms located in federal waters offshore of southern California. Production on the Pacific OCS started on June 10, 1968. This year marks the 30th anniversary of California offshore production.

Office of Surface Mining



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FY99 Appalachian Clean Streams Funding More Equitable—Karpan

OSM used a new—and more equitable—formula this year to distribute funds to support Appalachian Clean Streams Initiative projects in 11 states.

“We decided that the \$5.9 million be distributed so that each participating state receives base funding of \$125,000 and that the remaining funds be distributed to participants according to historical coal production percentages,” OSM **Director Kathy Karpan** said in making the Nov. 6 announcement. The decision is in line with OSM’s commitment to increase its support for the Appalachian Clean Streams Initiative and the \$2 million increase included in the President’s FY 99 budget, Karpan explained.



Director Kathy Karpan

the state’s historic coal production,” Karpan explained. “The formula used this year will apply in future years as well.”

The grants are part of \$7 million that Congress provided for the Appalachian Clean Streams Initiative in the FY 1999 Omnibus Appropriations Act. The remaining \$1.1 million is ‘non-grant’ Clean Streams funding for cooperative agreements with local non-profit organizations and the National Mine Land Reclamation Center. Those agreements will help to develop new and improved technology to prevent and treat acid mine drainage.

“OSM’s efforts to control and eliminate Acid Mine Drainage in streams throughout the nation’s coal fields support President Clinton’s commitment to clean water.

Karpan noted that the agency formulated its distribution of Clean Streams funds after discussions with representatives of state and tribal Abandoned Mine Land programs and that the grants are as equitable as possible to all states, large and small. “As contemplated in the Appalachian Clean Streams Initiative, OSM is using these resources to provide states and local organizations with ‘seed’ money that they can combine with other available funding sources, including other federal funds,” she said.

In 1998, OSM distributed these grants on the basis of historic coal production. However, this resulted in some states receiving a grant that was insufficient for even a small project. “This year, we started with a base amount that’s enough to start a project when combined with financial help from other partners, then augmented each grant based on

State Recipients: In developing the new formula, OSM asked states and Indian tribes to submit information on potential projects for Appalachian Clean Streams grant funds. Eleven states did so. All are eastern states that previously received Clean Streams funding: **Alabama**—\$263,804; **Illinois**—\$639,235; **Indiana**—\$292,416; **Iowa**—\$165,644; **Kentucky**—\$628,976; **Maryland**—\$157,657; **Missouri**—\$164,785; **Ohio**—\$440,230; **Pennsylvania**—\$1,787,239; **Virginia**—\$279,687, and **West Virginia**—\$1,080,327.



Shirley W. Cossey receives her Meritorious Service award from Director Karpan at a Sept. 8 ceremony. To Cossey’s right is her husband, David, and to her left is her daughter, Chantel.

COSSEY HONORED FOR EMPLOYEE RELATIONS

Shirley W. Cossey, a supervisory personnel management specialist with the OSM Division of Personnel, has been recognized by Director Kathy Karpan for her outstanding contributions in building an employee relations team. Cossey received the Meritorious Service Award, the second highest Departmental honor and one of the most prestigious awards granted by Interior for career accomplishments and exceptional support of the agency’s mission.

“Ms. Cossey is recognized by her peers and subordinates as an ‘out of the box’ thinker who can always be counted on for innovative approaches and solutions to highly technical problems and sensitive issues,” said Karpan. “She has established and produced an efficient, service-oriented employee relations team that enjoys its well-deserved reputation.” Cossey was also recognized for her exceptional motivational and organizational skills, proactive approach to problem solving, and ‘can do attitude.’” She is regarded an expert facilitator and professional mediator.

1999 RECLAMATION AWARDS PROGRAM

OSM is seeking nominations for the 1999 Excellence in Surface Coal Mining Reclamation Awards (active mines), and abandoned mine land reclamation awards. “With all the effort that’s focused on improving the surface mining program,” Director Kathy Karpan said, “it’s equally important to recognize the tremendous reclamation success that’s already been achieved. The reclamation awards program does that in a highly visible way. That’s only appropriate, given the total involvement of the individual mine operators and the state and tribal abandoned mine reclamation organizations.”

OSM started the annual awards program in 1986 to recognize people and organizations that are responsible for the nation’s most outstanding achievements in environmentally-sound surface mining and land reclamation. “As a bonus, OSM has found that the awards program also provides an extra incentive for operators to go above and beyond basic reclamation requirements as they try to win some of that positive recognition,” Karpan said. “We’ve also found that the program helps spread the word about the reclamation techniques that work best under various conditions, so that more mine operators can make the most successful reclamation technology a part of their own land restoration plans,” Karpan said.

Excellence in Surface Coal Mining Reclamation Awards: Active Mines

National Awards are presented to coal mining companies for achieving the most exemplary mining and reclamation in the country. The award recognizes top-quality on-the-ground fulfillment of the goals of the surface mining law.

The Director’s Award is a special award to one coal mining company from the OSM Director for outstanding achievement in a specific area of reclamation. This year the award will recognize a mine operator whose dedication and commitment has resulted in outstanding reclamation of prime farmland.

The Best-of-the-Best Award selects one operation from the National Award winners to recognize the specific individuals (mine manager, reclamation specialist, state inspector) who were directly responsible for an outstanding reclamation accomplishment.

Nominations are due to the state regulatory authorities, or the OSM field office in non-primacy states, by Jan. 15, 1999. Nominations will be screened by state surface mining regulatory agencies. The best entries for both National Awards and the Director’s Award will be forwarded to appropriate OSM field offices by Feb. 1. Field offices will evaluate and forward nominations to OSM headquarters for final judging by a panel composed of representatives from OSM and the Department of Agriculture’s Rural Abandoned Mine Land Program on March 2. Winners will be announced and awards presented at the 1999 National Mining Association’s fall meeting.

Abandoned Mine Land Reclamation Awards

National and Regional award nominations are also being accepted for outstanding Abandoned Mine Reclamation. Eligible projects are those funded wholly or partly by the Abandoned Mine Reclamation Fund. Nominations should be sent to the appropriate State/Tribal Abandoned Mine Land Office by Feb. 1, 1999. Teams composed of state and tribal AML programs, the Rural Abandoned Mine Program, and OSM will select the one best project and forward their nominations to OSM headquarters by Feb. 19 for final judging on March 1. Awards will be presented to the winners at the annual meeting of the National Association of State Abandoned Mine Land Programs. Brochures announcing each of the awards programs, with complete details about how to nominate a project, are available from OSM Headquarters, regional and field offices, and from OSM’s homepage at: www.osmre.gov

REVAMPED DATA COLLECTION SYSTEM

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Address: Data Collection System Saves Money, Improves Services

An in-house team has made major modifications to an OSM computerized data collection system, saving \$185,000 in development and distribution costs, while providing improved inspection and enforcement capabilities to better serve customers. The DOS-based inspection and enforcement data collection system was rewritten as a Windows 95 application and revised to reflect recent changes to OSM’s oversight of approved state regulatory programs. OSM inspection, program, and technical staff use the system to enter and track data from their inspection reports and evaluations, enforcement actions, written citizen complaints, and various program or other reviews.

“The system modifications will allow OSM to more accurately measure and better report the on-the-ground impacts and end-results of coal mining and reclamation for the data it collects,” said Director Kathy Karpan, who recently approved the modifications. “OSM did the development and distribution work in-house with existing staff for a net savings of \$185,000 from the contractor’s estimated cost of \$440,000,” Karpan said. “The OSM developers’ familiarity with the system is also expected to bring about additional savings in system operation and maintenance costs,” she added. OSM officials were expected to complete the conversion of data from the old system to the new one by the end of November. All OSM offices are expected to be using the new system by that time.

Office of Insular Affairs



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Interior Commission to Assist American Samoa's Economy

The Department has created a six-member Advisory Commission to help American Samoa find ways to achieve a secure and self-sustaining economy. The commission, which will be supported by federal funds, is designed to make recommendations to the President, though the Secretary of the Interior, on policies, actions, and time frames necessary to reach that goal. Secretary Babbitt announced the formation of the group on Oct. 8. Its creation had been urged by American Samoa leaders, including **Governor Tauese Sunia** and congressional **Delegate Eni F. H. Faleomavaega**, according to OIA Director **Allen P. Stayman**.

"We are looking forward to the work of this joint U.S.-Samoa Commission," Stayman said. "Given some of the recent, grim financial news, there can be no better time than now for a far-reaching examination of the basics of American Samoa's economic policies and plans." A garment-assembly plant that many local leaders hoped was the harbinger of a new island industry recently closed, and the local government has had financial difficulties, including an estimated \$30 million deficit.

The structure of the commission is designed to make sure that all significant voices are heard, Stayman explained. One commissioner will be appointed by Secretary Babbitt after considering a list of at least three persons forwarded by the governor.



Nik Pula is the OIA desk officer for American Samoa and the Republic of Palau.



Director Allen P. Stayman, left, confers with American Samoa Governor Tauese Sunia, right, during a meeting with OIA budget, technical assistance, and policy staff.

Another will be appointed after the Secretary considers a list of at least three provided by the president of the American Samoa Senate and the speaker of the American Samoa House of Representatives. Two of the commissioners will be federal officials, chosen by the Secretary, and the remaining two, also to be selected by the Secretary, are to represent the financial, business, or trade community. Should either the governor, Senate president, or House speaker not provide Secretary Babbitt the names within 21 days of the announcement, he can make the appointments on his own.

The Commission has been given four specific tasks: 1) solicit and analyze information on projected private sector development and shifting trends based on alternative forecasts of economic, political, and social conditions in the Pacific; 2) analyze the local government's education, health, capital infrastructure, environmental and fiscal procedures, policies, and needs in light of these alternative forecasts; 3) assemble relevant demographic, economic, and revenue and expenditure data, together with an overview of the history of American Samoa dating from 1872, with an emphasis on events or actions that affect future economic development; and 4) review the applications of local and federal laws and programs to American Samoa and the effect of federal trade and other international agreements on the local economy.

The commission is expected to engage in extensive hearings and consultations before it makes its report. The effort could take two years. The members will be announced in several weeks; once established, the commission will set its work schedule and priorities. The formal notification of the commission's creation was published in the Federal Register on Sept. 23.

SOLVING A HIGHER EDUCATION PROBLEM FOR U.S. ISLANDS

A common problem in higher education on U.S.-affiliated islands is the cost efficient delivery of high quality educational services. For example, a few students, in different locations, may want instruction in the same subject, but there are not enough of them on an any single island to justify holding the class there. This dilemma presents unattractive options for the university: 1) offer the course at just one location with a high quality instructor, but many students will not be able to enroll; 2) offer the same course, with the same instructor, in two or more locations, and pay substantial travel costs; 3) hire less qualified, part-time instructors, and give the course in several places.

Faced with these problems on U.S. island territories, the Office of Insular Affairs has provided several schools with a much happier fourth choice—teleconferencing or distance learning. The University of the Virgin Islands is an example of how this system works. The university's principal campus is on St. Thomas, and the other campus is on St. Croix. There are only about 3,000 students at the two campuses, and often small groups at both locations want the same course.

The university ran into this problem when it started offering computer science courses, but it also found a solution. With a modest technical assistance grant from OIA, the university retained a distance learning specialist, **Robert Pauline**, of Monessen, Pennsylvania and asked him to turn the computer science instructors into teleconferencing communicators.

Dr. Dennis Paul, vice president for Academic Affairs, pointed out that the university wanted a system that would reach small groups of students on both islands and give them all the opportunity to ask questions and interact with their instructors. The university also believed it was vital that instructors be at each site to provide face-to-face contact between students and faculty. So, the university set up small faculties at both institutions. Though neither campus was large enough to provide all the courses needed, when the two were combined, they were large enough to give comprehensive instruction in the subject. Each instructor gives courses to a bi-island classroom, some of the students in the same room with the instructor, and some gathered around an interactive television system on the other island.

Alternating the sites means that students do not feel left out or disadvantaged. The university not only offers associate and bachelor level instruction in computer science this way but also a Masters of Business Administration.

OIA also has dispatched Pauline to U.S.-affiliated islands in the Pacific, at the request of local institutions, to set up distance learning programs in Guam, The Republic of Palau, and the Northern Marianas. Converting in-the-room instructors to teleconferencing instructors is not easy. There are three related challenges: 1) teaching instructors to interact with the TV camera and with distance students in addition to those in the classroom; 2) teaching instructors (and aides) how to use, adjust, and maintain the equipment; and 3) obtaining the equipment for the educational institution.

Below, a student production team in Palau videotapes a beach beauty who starred in their television distance learning project. At right, Paul Caffrey demonstrates a High Band 8 television camera for island students who are receiving their first hands-on experience with the new state-of-the-art equipment during an OIA-sponsored workshop on Guam.



In Palau, the Ministry of Education has used the OIA-funded equipment and Pauline's training to fill in numerous gaps in the educational system. Palau, like many island nations, has difficulty securing affordable textbooks dealing with Palau-specific subjects. The ministry staff, led by **Masa-Aki N. Emesiochhl**, has produced a series of videos and CDs

for classroom use on Palauan culture and social science subjects; some deal with the island's history and the traditional government system, others with marine ecology and with the island's environment. "As we go into the second year of the multi-media production facility, the ministry is getting closer to its goal of delivering updated and relevant materials to the classrooms throughout our island nation," Emesiochhl said.

In the Northern Marianas, the graduates of Pauline's workshops and the equipment OIA provided the islands has been put to good use, according to **Philip Swett** of Northern Marianas College. **Dr. Barrett Strong** used the training and some of the equipment to make a ground-breaking, hour-long videos on the life of the Carolinian community, with members of that community playing key behind-the-camera as well as on-camera roles. Another training participant, **Jim Ellis**, the dean of Learning Resources at Northern Mariana College, used the system to teach photography classes at the high school and college levels.

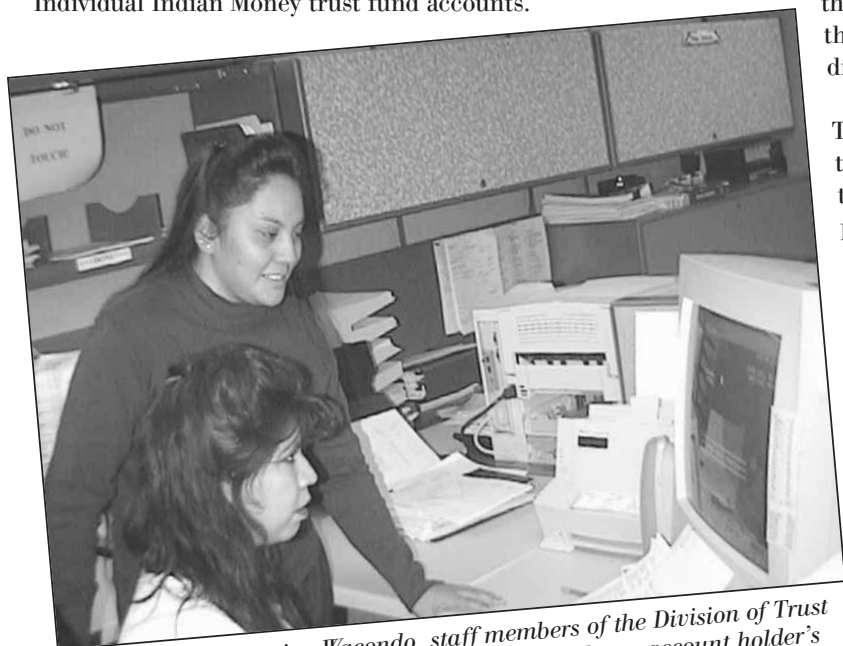
Perhaps the most ambitious use of the equipment and distance learning training, at least in geographic terms, was accomplished by the University of Guam, which serves students not only in Guam but also in the freely associated states in Micronesia. According to **Bruce Best**, of the university's Center for Continuing Education and Outreach Programs, the school can now design, script, film, edit, and deliver quality video productions for teleconferencing in the region. "Equipment and training provided by the recent OIA grant gave the university the technological kickoff needed to position the school as the regional provider of distance education," he said.

Pilot Project Improves Indian Trust Fund Accounting

Dianne M. Moran, Trust Operations Officer

ALBUQUERQUE, New Mexico—The Office of Trust Funds Management here has completed a pilot project that will significantly improve the accounting of American Indian trust funds that hold almost \$3 billion in assets.

The office, which is under the direction of **Donna Erwin** and a part of the Office of the Special Trustee for Indian Affairs, selected and worked with a private contractor to install, test, and place in operation a commercial off-the-shelf system to replace the bureau's present Individual Indian Money (IIM) accounting module. The Trust Funds Accounting System initiative is one of 13 projects designed to address problems in records management, training, policy and procedures, and internal controls for about 1,700 tribal accounts and about 330,000 Individual Indian Money trust fund accounts.



Lori Padilla and Maxine Wacondo, staff members of the Division of Trust Funds Accounting, review an Individual Indian Money account holder's transaction information on the new Trust Funds Accounting System.

The improvements were recommended by the Office of the Special Trustee for American Indians in an April, 1997 report to the Department and Congress—*The Strategic Plan to Implement the Reforms Required by the American Indian Trust Fund Management Reform Act of 1994*. Secretary Babbitt and the Special Trustee agreed that selected improvements recommended in the plan should proceed as soon as possible within the Department.

SEI Investments of Oaks, Pennsylvania, a major industry provider of trust management systems to the commercial trust and banking industry, was awarded the contract in March, 1998. SEI's 3000 Product Line provides a comprehensive trust and securities accounting system with integrated and automated solutions for investment management, account administration, and operations. Trust 3000 is the online, real-time system that will be used for both the individual and tribal accounts. The system handles core trust and securities accounting, customer reporting, and management information.

An immediate benefit Trust 3000 provides for individual account holders is the ability to automatically schedule disbursements and receipts. For example, if the account allows for immediate disbursements, a daily disbursement tickler is scheduled. Then everyday, when the cash balance in an account reaches a certain threshold, the tickler generates a payment to the account holder.

Another beneficial feature of the Trust 3000 system is its ability to disburse balances either by a check payable to the account holder or by a direct deposit to the holder's checking or savings account. The Automated Clearing House feature or direct deposit enables account holders to receive their funds much more quickly than they would by waiting for a check through the mail. This capability also does away with the problem of lost or stolen checks.

The scheduled disbursement and receipt function also provides for automatic payment of monthly expenses, such as nursing care, foster care, personal allowances, utility payments, etc., and automatic collection of other types of scheduled income.

The user friendliness of the system is also a plus. Other appropriate Interior agencies that need account information will be provided training and access to the system. The account numbering sequence and methodology is the same as the old system, which provides easy access to account information. Basic information from the accounts, including historical transaction detail and cash balances, can be retrieved by either entering an account number or an account holder's last name.

Enhanced 'ad-hoc' reporting capabilities can provide management and field staff detailed reports based on specific criteria. For example, if agency staff members want to know all of their accounts that have scheduled disbursements for a specific day of the month, the system will generate a report based on their location code, and it will be printed directly to their printer in minutes.

The Office of Trust Funds Management team that handled the project began planning for the pilot conversion in April 1998. The project included the Individual Indian Money accounts in the BIA's Phoenix, Sacramento, and Juneau Areas. The conversion of individual and tribal trust fund accounts for the remaining BIA areas is scheduled to be completed by December, 1999.

Conversion teams from the Office of Trust Funds Management and SEI Investments developed a comprehensive strategy, using SEI's proven models from previous conversion efforts in the commercial sector, coupled with the office's experience gained in the conversion of

tribal accounts in 1995. Using the data from the 39,000 Individual Indian Money accounts of the Phoenix, Sacramento, and Juneau Areas, the teams mapped the data needed for the Trust Fund Accounting System and developed automated routines for data conversion. The strategy included two 'mock' conversions and one dress rehearsal on a Saturday before the final conversion. The dress rehearsal required the preparation of scripts and scenarios that emulated an average day's account activity after conversion.

The successful pilot conversion was completed the weekend of Aug. 29-30, with all accounts balanced and the new system in place on Sept. 1. The conversion also included the realignment of processing into the Division of Trust Funds Accounting in Albuquerque. Minor workflow and ticket encoding were reworked and other efficiency improvements were made during the two weeks following conversion. The encoding realignment has allowed for a 100 percent pre and post review of all transactions and documentation for improved auditability. This will ensure an enhanced and accurate accounting to the Individual Indian Money account holders.

Because of the pilot realignment of accounting and data entry functions in Albuquerque, the local agency staff will be able to provide more direct far-reaching customer services to clients. This allows field staff to more effectively and efficiently provide these services without being constrained by daily input requirements. The realignment of functions at the Office of Trust Funds Management's Division of Field Operations throughout Indian Country will mean more direct and timely services to account holders.

Both the field staff and Office of the Special Trustee support personnel—about 105 employees—were trained in the new Trust Funds Accounting System. While SEI provided training for the pilot conversion, the Office of Trust Fund Management staff will train new users during the system conversion at their sites. The training will be scheduled and completed in a 'just in time' approach to ensure that users retain training information and skills.

The office is developing plans for the next two conversions at the Albuquerque and Navajo areas in January, and

conversion of the tribal accounts in February of 1999. The new system will be installed at BIA and Office of Trust Funds Management sites at the rate of about 50,000 individual accounts per quarter.



KEEPING THE BOOKS ON TRUSTEESHIP

The Federal Government is the trustee of funds for American Indian tribes and individual Indians. The 300,000 Individual Indian Money trust fund accounts maintained by the Secretary of the Interior, through the Office of the Special Trustee, have a current balance of \$450 million. About \$300 million passes through this system each year. The 1,700 tribal accounts (for about 300 tribes) have more than \$2.5 billion in assets. More than \$800 million passes through the tribal trust funds system annually.

These accounts include payments to tribes and individuals for land leases and rentals as well as for gas, oil, and other mineral royalties paid to them by third parties through the Federal Government, as well as funds appropriated by Congress for tribes and other federal program payments. For a number of years, concerns were expressed in Indian Country, various quarters of the executive branch, the General Accounting Office, and Congress that the management and accounting systems for the trust funds have not kept pace with technological developments in the private sector.

Questions were raised about whether assets were being properly managed and funds adequately accounted for. There were calls for accountings of both tribal and Individual Indian Money funds and for additional investment by the Federal Government to upgrade its systems. The American Indian Trust Fund Management Reform Act of 1994 mandated that the Secretary find ways to resolve disputed tribal trust fund account balances. The Secretary's 1997 report to Congress for settling the disputes was made in accord with this act.

Some reforms already have been instituted, including conversion to a trust funds accounting and investment system for tribal funds, publication of standardized procedures for the management of Individual Indian Money accounting operations, and reconciling all cash activity on a daily basis for both tribal and individual accounts. Among other efforts currently underway, the Office of Trust Fund Management published regulations providing procedures for tribes to withdraw and manage their funds should they so choose.