

**The Basics:
Your Tax Dollars at Work**



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The Southern Research Station (SRS) is part of USDA Forest Service Research and Development, which is the Nation's largest forestry research organization. Forest Service scientists in the South have excelled in studies on temperate and tropical forest ecosystems,



forest resources, and forest products since the early 20th century. These studies provide a wealth of long-term data sets and conclusions on the dynamics of tree plantations and natural stands, watershed management, and wildlife habitats.

Working with partners at Federal laboratories, experimental forests, and universities throughout the South, SRS scientists produce research results that are useful to producers and consumers of forest products and services. These include forest landowners, commodity and industry associations,

conservation groups, educators, legislative bodies, and managers of local, State, and Federal agencies. Our scientific workforce is divided into research work units that are headquartered at 16 locations throughout the South; we are responsible for forest land research, technology transfer, and inventory and monitoring for 13 Southern States. Our annual budget from Federal funds supports an extensive program, and provides for collaborative grants. We also receive some collaborative funding from other Federal and external sources.

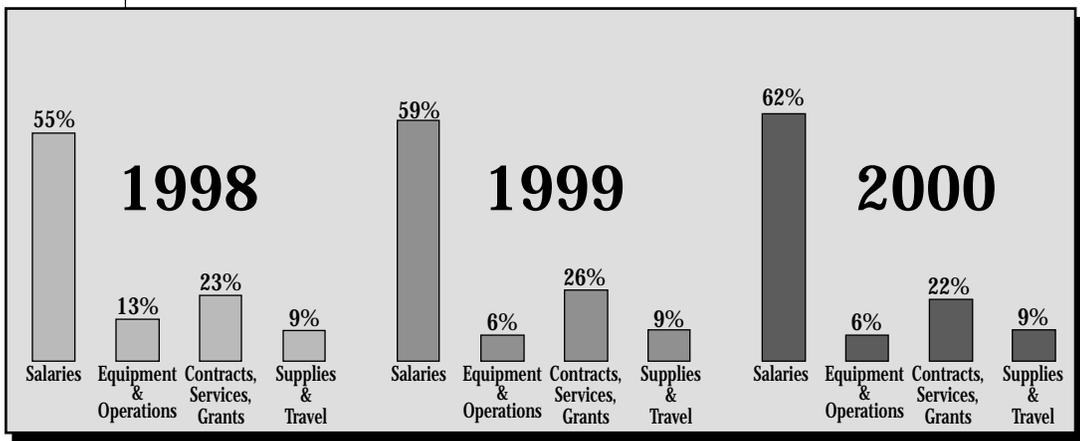
This annual report describes our overall program and highlights many accomplishments from this past fiscal year, October 1999 through September 2000.



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Allocations to Resource Categories

FUNDAMENTAL PLANT SCIENCE	\$3,803,000
SILVICULTURAL APPLICATIONS	4,528,000
QUANTITATIVE ANALYSIS	1,252,000
FOREST AND RANGELAND MANAGEMENT	1,836,000
FOREST OPERATIONS ENGINEERING	1,093,000
INSECTS/DISEASES/EXOTIC WEEDS	5,615,000
FIRE SCIENCE	1,135,000
TERRESTRIAL WILDLIFE.....	1,940,000
AQUATIC HABITAT	878,000
WATERSHED	2,267,000
ATMOSPHERIC SCIENCES	1,445,000
ECONOMICS	1,655,000
WILDERNESS	75,000
SOCIAL/CULTURAL.....	924,000
FOREST PRODUCTS, UTILIZING AND PROCESSING	1,900,000
FOREST INVENTORY AND ANALYSIS	11,467,000
FOREST HEALTH MONITORING	174,000
MONITORING METHODS/APPLICATIONS	193,000
TOTAL	\$42,180,000



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Allocations to Research Work Units

4101	Southern Appalachian Forests Asheville, NC	\$1,293,000
4103	Center for Forested Wetlands Charleston, SC	1,202,000
4104	Disturbance of Southern Pine Ecosystems Athens, GA	1,783,000
4105	Vegetation Management and Longleaf Pine Auburn, AL	1,157,000
4106	Upland Forest Ecosystems Monticello, AR	1,786,000
4111	Ecological Management of Southern Pines Pineville, LA	1,569,000
4153	Southern Institute of Forest Genetics Saucier, MS	1,793,000
4154	Biological Foundations of Sustainability Research Triangle Park, NC	2,343,000
4155	Bottomland Hardwoods and Wetlands Stoneville, MS	3,127,000
4201	Endangered (TES) Species Clemson, SC	603,000
4202	Coldwater Streams and Trout Habitat Blacksburg, VA	515,000
4251	Wildlife Habitat and Timber Resources Nacogdoches, TX	1,131,000
4351	Watershed Responses to Disturbance Franklin, NC	1,288,000
4501	Southern Pine Beetle Pineville, LA	1,005,000
4502	Wood Products Insect Research Starkville, MS	1,054,000
4505	Insects and Disease Athens, GA	1,832,000
4701	Southern Forest Resource Utilization Pineville, LA	1,171,000
4702	Tree Quality, Processing, and Recycling Blacksburg, VA	420,000
4703	Biological/Engineering Technologies Auburn, AL	1,200,000
4801	Forest Inventory and Analysis Asheville, NC, and Starkville, MS	11,467,000
4802	Legal, Tax, and Economic Influences New Orleans, LA	996,000
4803	Forest Health Monitoring Research Triangle Park, NC	342,000
4851	Economics of Forest Resources Research Triangle Park, NC	977,000
4852	Southern Global Change Program Raleigh, NC	1,445,000
4901	Trends in Recreation and Wilderness Athens, GA	681,000
	Total	\$42,180,000

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Collaboration: The Key to Leveraging Appropriated Funds



Collaborative research and development with universities, private corporations, and other Federal and State agencies is a cornerstone of the SRS program. These activities involve the funding of extramural studies under cooperative agreements, grants, and interagency agreements. Working with partners is an effective way to leverage our funding to conduct research efforts that benefit a wide range of research results users.

A total of \$9,408,746 supported research studies under these agreements in FY00 with the following:

Domestic non-Federal agreements

Alabama A&M University
Alabama Forestry Commission
American Phytopathological Society
Arkansas Forestry Commission
Arkansas State University
University of Arkansas
Auburn University
Clemson University
Duke University
Eastern Sierra Institute for Collaborative Education
Florida A&M University
University of Florida
Foundation for Sustainable Development
Furman University
Georgia Forestry Commission
University of Georgia Research Foundation, Inc.
University of Idaho
Kentucky Division of Forestry
University of Kentucky
Louisiana Department of Agriculture
Louisiana State University
Louisiana Tech University
University of Maryland
Michigan Technological University
University of Minnesota
Mississippi State University
University of Missouri
University of Montana
University of Nevada
University of New Hampshire
North Carolina Department of Environment and Natural Resources
North Carolina Geological Survey
North Carolina State University

University of North Carolina at Asheville
Northern Arizona University
Northern Illinois University
Oregon State University
Pennsylvania State University
Purdue University
Rutgers University
University of the South
University of South Carolina
South Carolina Forestry Commission
Stephen F. Austin State University
Tennessee Department of Agriculture
Tennessee Technological University
University of Tennessee
Texas A&M Research Foundation
Texas Forest Service
Tulane University
Tuskegee University
Virginia Department of Forestry
Virginia Polytechnic Institute and State University
University of Virginia
West Virginia University Research Corporation
University of Wisconsin

International

Beijing Forestry University
BioComposites Centre
Chinese Academy of Sciences

Interagency Agreements

USDA Agricultural Research Service
U.S. Department of Energy
USDI Geological Survey, Biological Resources Division
USDI Fish and Wildlife
USDI National Park Service

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Collaborative Research Efforts

The Challenge Cost Share program for Research and Development leverages Federal forestry research funds with matching resources from non-Federal sources to accomplish research objectives. The criteria used by the SRS Leadership Team to evaluate and select the proposals to fund include:

- ⌘ support of the Strategic Framework and cross-cutting themes, (see page 19),
- ⌘ initiation of collaborative research and development with new partners,
- ⌘ initiation of new research with existing partners,
- ⌘ research that contributes to a balanced program aimed at meeting the demand of our multiple partners, and
- ⌘ potential to complete research within a 1-year time frame.



In FY00, five proposals were funded:

- | | |
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| <ul style="list-style-type: none"> ⌘ Net ecosystem productivity of intensively managed loblolly pine plantations (SRS-4154, \$10,000; International Paper, \$55,000) ⌘ The development of a second generation southern timber market model (SRS-4851, \$50,000, Southern Forest Resource Assessment Consortium (SOFAC), \$125,000) ⌘ Monitoring productivity and environmental quality in southern pine plantations: Phase VI—measurements of tree growth, soil properties, and data compilation (SRS-4111, \$23,100; Temple-Inland Forest Products Corp, \$7,700; Willamette Industries, \$7,700; International Paper, \$7,700) | <ul style="list-style-type: none"> ⌘ Effect of tree growth and juvenility on the structural performance of medium density fiberboard (SRS-4701, \$25,000; Neste Chemicals, \$15,000; Jeld-Wen Corp, \$10,000) ⌘ Effects of Hurricane Hugo on wood properties of loblolly pine – 10 years after the storm (SRS-4101, \$10,000; Westvaco, \$10,000) |
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Collaborative Research Efforts

Many research work units have agreements to receive external funding from other sources. The FY00 total for these dollars was \$476,602 from non-Federal sources. The SRS received \$2,004,363 from other Federal sources to support research and development projects designed to meet the missions of the agencies involved.

This external funding came from the following:

Non-Federal Cooperators:

AgrEvo
American Cyanamid Company
Archimia (FL) Inc.
Arizona Chemical
Aventis Environmental Science
Bayer Corporation
Champion International
Derrill L. Hume
DowAgro Sciences, Inc.
Fiber Research International, Inc.
FMC Corporation
Hall/Westfield
Hauser Technical Service
International Paper
Jeld-Wen Research and Development
Lab Services
National Council of the Paper Industry for Air & Stream Improvement (NCASI)
Neste Resins Corporation
Novartis Crop Protection, Inc.
Stockhausen, Inc.
Sumitomo Chemical
Temple-Inland Forest Products
The Timber Company
University of Georgia
Valent USA

Virginia Polytechnic Institute and State University

Wes Min RC and DC

Westvaco

Weyerhaeuser

Willamette Industries, Inc.

Zenica Professional Products

Federal Cooperators:

Environmental Protection Agency

Department of Agriculture, Agricultural Research Service (ARS)

Department of Agriculture, Foreign Agricultural Service/International Cooperation and Development (FAS/ICD)

Department of Agriculture, Animal and Plant Health Inspection Service (APHIS)

Department of Agriculture, Cooperative State Research, Education, and Extension Service (CSREES)

Department of Agriculture, Natural Resources Conservation Service (NRCS)

Department of the Army

Department of Defense

Department of Energy

Department of the Interior, Bureau of Land Management (BLM)

Department of the Interior, Fish and Wildlife Service (F&WS)

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Improving Administrative Efficiency

On October 1, 2000, we celebrated our first year of operation under the Eastern Administrative Zone (EAZ). Administrative service functions for several Forest Service units were



unified under the EAZ. The EAZ Service Center serves the SRS, the National Forests in North Carolina, the Francis Marion and Sumter National Forests in South Carolina, Savannah River, the Lyndon B. Johnson and Schenck Civilian Conservation Centers, and Forest Health Protection in Asheville, NC. A full range of human resource services—staffing, classification, workforce management, employee relations, labor relations, employee development, pay and benefits—are provided to an internal client base of nearly 1,700 people. Acquisition services are also provided to the EAZ clients.

The Fiscal Resources staff provides accounting, auditing, processing, and financial analysis to internal and external customers. Fiscal year 2000 was a challenge to this staff as they changed to a new accounting system. This accounting system, Foundation Financial Information System (FFIS), is intended to achieve accountability in several ways for the Forest Service. Financial statements will be readable, reliable, and provide useful financial information; financial deficiencies will be corrected by adhering to financial accounting standards. We will be able to communicate better with internal and external constituencies and resolve long-standing audit issues. For the Forest Service to retain leadership in the natural resource arena, the agency must become expert at managing its financial resources. The FFIS should enable us to reliably reflect our diverse business operations and help us use financial information to plan, manage, and set priorities for programs to better carry out our mission.

Recruitment Initiatives

The SRS serves as the lead unit for two special recruitment initiatives at Historically Black Colleges and Universities: Alabama A&M University (AAMU) and Florida A&M University (FAMU). The purpose of the initiatives is to attract traditionally underrepresented individuals to forestry and other natural resource science occupations. Each initiative

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has a Forest Service employee working as a liaison with the university and students, carrying out recruitment and placement activities. In FY00, eight FAMU freshmen enrolled in the Natural Resources program for the fall 2000 semester. There were seven students at AAMU, partially or fully supported by the Forest Service, who received undergraduate degrees in forestry, environmental, or plant science in FY00. Four graduates were placed in permanent full-time positions with the Forest Service. There were 21 students placed in summer jobs with the agency through the AAMU Initiative.

National Multicultural Recruitment Initiative at Alabama A&M University Web Site:

<http://www.srs.fs.fed.us/aamu>

Careers in Forest Service Research and Development Web Site:

<http://www.srs.fs.fed.us/careers/index.htm>

Branching Out to the Youth of America

The Conservation Education Outreach Program (CEOP) continues to be an integral part of the overall education effort of the Southern Research Station. Since SRS assumed the coordination responsibilities for the program in 1998, the program has grown to include five learning sites. Each learning site is supervised by a team leader and includes a team of four summer interns. During FY00, intern teams

were located in Asheville, NC; Atlanta, GA; Huntsville, AL; Milwaukee, WI; and Philadelphia, PA. Each team provides a conservation education experience for children aged 7 to 12, at summer camps, community centers, schools, parks and recreation facilities, and American Indian reservations. The Asheville team also presents programs for high-school aged youth at extended learning programs, such as the Upward Bound program at Mars Hill College in western North Carolina. The Huntsville team continues to provide a bilingual program in four States in the Deep South. During FY00, the Branching Out to the Youth of America CEOP program contacted over 10,000 children in the area east of the Mississippi River, both in the Northeastern and Southern States.

The concept of the CEOP is to engage youngsters in conservation education activities in urban settings in the inner cities where they live. The target audiences are selected for



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cultural, sociological, and economic diversity specifically including underserved, nontraditional publics. The goals of the program are: (1) to interact with urban youth from diverse age groups, socioeconomic backgrounds, ethnicities, and geographic locations helping them to gain an appreciation for natural resource conservation and sustainability; (2) to create an interest in Forest Service careers among underrepresented populations in urban environments; and (3) to provide contact between scientists and the summer interns to encourage them to pursue advanced degrees, thereby expanding the pool of diverse candidates for research positions.

The CEOP Web Site:

<http://www.srs.fs.fed.us/consed/index.htm>.

Improving Customer Service

The SRS Web site continues to grow in content and visitation, attracting a million hits from over 155,000 individual visitors, more than twice last year's use. The Web site contains a publications database, where articles and other materials can be downloaded in PDF format, as well as links to scientists and other employee contacts, SRS research work units, and other sites. We revamped the hard-copy catalog, which is now called "Compass," to meet the needs of those who use our information but may not have Internet access. It is sent by e-mail

to over 1,000 people who do use the Internet. Our overall publication distribution has increased dramatically as our outreach efforts continue, and our customers are able to acquire publications directly from the Web. By September 2000, more than 1700 publications were online, and over 207,000 copies were downloaded during FY00. In addition to responding to direct requests, we distribute some publications to mailing lists and at meetings and conferences. Many SRS publications can be found at libraries throughout the country.

The Forest Service has a nationwide customer service comment card program that is used both electronically and through hardcopy mail. The SRS is among the units receiving the most responses from the comment card system, with the comments being overwhelmingly positive. The few negative comments are quickly addressed and we try to make improvements in our service accordingly.

SRS Comment Card Web Site:

http://www.srs.fs.fed.us/customer/commentcard_srs.htm.

Civil Rights and Workforce Diversity

We continue to emphasize the civil rights/human rights philosophy—"the right of everyone in the workplace to be treated fairly, impartially, and respectfully." We feel being proactive in addressing problems while they are small has kept our

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number of internal grievances and complaints very low. We have provided “Effectiveness in Communications” and “Conflict Resolution” training for interested employees to help build needed communication.



We have continued our commitment to the internal Continuous Improvement Process (CIP). Our focus this year has been on using our CIP survey data to develop actions to make needed improvements to the work environment. All SRS locations have been implementing their action plans and assessing improvement throughout the year.

We held four All Cultures Celebrations throughout SRS during the year. Events included speakers, demonstrators and exhibits that were interactive learning experiences while being fun. This was a wonderful opportunity for our employees to learn about other cultures and the diversity in our workforce. July was again designated as Heritage Awareness Month

to focus on the value all cultures bring to the workforce. The SRS also participated in the 18th Goombay Festival in Asheville, NC, which celebrates African, Caribbean, and African American cultures and is attended by over 20,000 people. This festival gave us an opportunity to interact with the community and to build relationships. SRS supported the “Agroforestry: Blending Agriculture and Forestry 1890 University Faculty Training Workshop” which was held in June at Alabama A&M University.

The SRS strives to make our programs and services available to all socioeconomic levels. We strengthen our relationships with southern minority landowners by participating in conferences and expanding our publication distribution services. We have a team of SRS employees whose mission is to broaden the arena of customers participating in SRS Technical Assistance Visits to include more representation from historically underserved groups.

We had a well-below average personal injury frequency rate and have continued to give deliberate attention to safety. All employees attend regular safety meetings on topics they help select. We have conducted an active program for the prevention of workplace violence, to ensure that our employees continue to share a safe and secure work environment.

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Individual and Team Recognition

Presidential Rank Award:

Peter J. Roussopoulos, Director of the Southern Research Station, was one of two Senior Executives in the Forest Service to receive the Presidential Rank of Meritorious Executive in 2000. Only 5 percent of the Federal government career Senior Executive Service may receive the award each year. He was recognized for outstanding service in natural resources and the environment.

Presidential Early Career Award for Scientists and Engineers (PECASE):

The PECASE awards, established by President Clinton in 1996, are the highest honor bestowed by the United States government on young professionals at the outset of their independent research careers.

Emile Gardiner was recognized at a ceremony at the White House on April 12 for sustained productivity and exceptional promise for significant future achievement from research on oak ecophysiology and the regeneration biology of bottomland hardwood forest ecosystems.

USDA Secretary's Honor Awards:

The purpose of this awards program is to recognize outstanding contributions to agriculture, the consumers of agricultural products, and the ability of the Department of Agriculture (USDA) to serve rural America. The Honor Awards are the most prestigious awards presented by USDA.

Employees at all grade levels and private citizens are eligible to receive these awards. Thirteen SRS employees received Honor Awards from the U.S. Department of Agriculture at a ceremony in Washington, DC on June 5.

The Longleaf Pine Ecosystem Restoration Management Team

received an Honor Award for "Promoting Sensible Management of Natural Resources" for outstanding research leadership related to restoring the imperiled longleaf pine ecosystem of the Southeastern United States. SRS members of the team included Group Leader **Charles K. McMahon**, **James P. Barnett**, **David Bramlett** (retired), **William D. Boyer** (retired), **Rodney L. Busby**, **Noel D. Cost** (retired), **James D. Haywood**, **Kenneth Outcalt**, **Dale D. Wade**, and **Joan L. Walker**.

Other group members recognized were **Donald J. Tomczak**, USDA-FS Southern Region; **Dean H. Gjerstad**, **Rhett Johnson**, **John S. Kush**, and **Ralph Meldahl**, Auburn University School of Forestry and Wildlife Sciences.

Anne Weiskircher received an Honor Award for providing outstanding customer service in domestic and foreign travel and transfer-of-station to employees of the Southern Research Station, Southern Region, and Schenck and Lyndon B. Johnson Job Corps Centers.

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Individual and Team Recognition

The Equal Opportunity Honor Award was received by the **Branching Out to the Youth of America CEOP Team** for organizing teams of interns who act as role models and bring an appreciation of natural resources conservation to summer camps in underserved communities. SRS team members included team leader **Rodney Kindlund** and **Louise Wyche**.

Chief's Awards:

The Chief of the Forest Service recognizes outstanding contributions that support the Department of Agriculture's Employee Recognition Programs and reinvention of government initiatives, major improvements in service to the public, workforce diversity, and ecosystem management initiatives.

Melvin L. Warren, Jr. and **Wendell Haag** received the Chief's Threatened, Endangered, and Sensitive Species Management National Award for their research work on freshwater mussels and warmwater fish.

Ken Cordell received the National Wilderness Award for excellence in wilderness management research for the 1994-95 USA Survey on Recreation.

The Southern Research Station received the Chief's Customer Service Award for continued excellence in creating a customer-driven Forest Service.

External and Collaborative Awards:

Richard Tinus received a Lifetime Achievement Award for his many contributions to nursery science from the Western Forest and Conservation Nursery Association.

The Federal Laboratory Consortium for Technology Transfer recognized the Center for Aquatic Technology Transfer (CATT) for efforts in scientifically-based management of aquatic habitat and resources on forested lands. Recipients included **Andrew Dolloff, Mel Warren, Kevin Leftwich, Martin Underwood, and Wendell Haag**. The CATT was also recognized with a Rise to the Future Collaborative Aquatic Resource Stewardship Award by several fisheries-related organizations.

The Iatt Creek Ecosystem Management Study on the Kisatchie National Forest, LA, was awarded the Taking Wing Award, Investigations, by Ducks Unlimited. SRS employees recognized were **John Stanturf, Carl Trettin, Marianne Burke, Cal Meier, Emile Gardiner, Paul Hamel, Mel Warren, Dexter Brand, and Al Brazzel**.

The book, *Forest Plants of the Southeast and Their Wildlife Uses*, by **James Miller** and **Karl Miller** was awarded the Printing Industry Association of the South's "Best of Category: Books & Manuals – Four or More Colors." The Southeast Section of the Wildlife Society of America has nominated the book for "Best Wildlife Book."