

# NEWSLETTER



Southern Research Station  
Asheville, North Carolina

Summer/Fall 1997 • Vol. 3, No. 2



## Combined Federal Campaign

What if your son or daughter suddenly ran away from home leaving you without a clue to their whereabouts. Would they be taken care of? What if your elderly mother were stricken with Alzheimer's Disease? What would you do? Of course, you'd try to find them the best care possible with the financial resources you have available, but where could you turn for assistance, either financial or for additional support? That's where the United Way of Asheville and Buncombe County has been filling the gap for the Combined Federal Campaign (CFC) for over 20 years.

How does this scenario affect you? Well, hopefully you will never have to endure the events I have just described, but many of our neighbors, friends, and maybe even co-workers may have to seek assistance from 1 of 38 charitable organizations serving Asheville and Buncombe County some time during the course of their lives. There are another 66 agencies serving citizens all over North Carolina. The good news is that someone cares.

What can you do? Give a portion of your salary check to the CFC; the ONLY officially designated charity campaign in the Federal sector. After you have designated your annual gift, no one else will "bug" you about giving to another charitable campaign at the office. You can truly say, "I gave at the office!" Not only do you designate which charity receives your pledge, but about 92 percent of your gift goes directly to helping others. Generally, the administrative costs for CFC charities are only 8 percent of contributions.

What are some of the best reasons for giving to the CFC?

- You will be directly giving something back to the community that provides services for all
- Your contribution goes directly to the charity of your choosing; locally, regionally, or nationally
- Payroll deduction is relatively painless
- You determine the amount you want to give
- The approved CFC charities are always there serving the community, and someday you may need their assistance
- It's a real good, feel-good thing to do

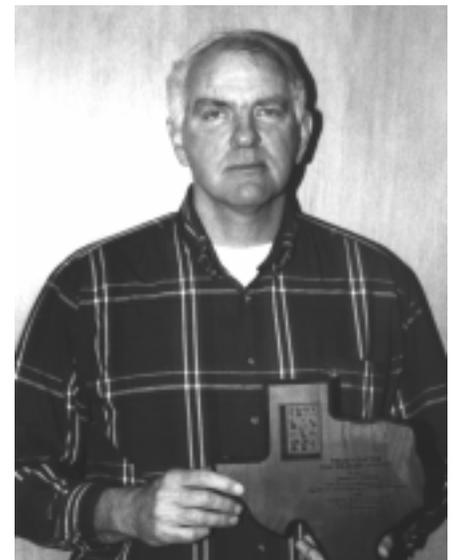
A quote I heard at the CFC Kick-Off on September 11th was, "Helping others is the rent we pay here on earth."... I guess that about sums it up.

## Wild Turkey Federation Elects Officers

Dr. James Dickson has been a long-time director of the National Wild Turkey Federation (NWTF), and has previously served as secretary and vice-president of the organization, so it's not too hard to imagine that at the 1997 annual convention in Ohio, Jim was elected president. He often advises agencies and groups on wild turkey biology and provides management information that has helped greatly in restoring the wild turkey to its natural habitat.

Jim is a research wildlife biologist and former project leader of the Wildlife Habitat Research Laboratory in Nacogdoches, Texas. Although he is an avid turkey hunter and three-time Texas State turkey calling champion, Jim's research has provided significant new information for managing southern forests for wildlife.

He has taught at two universities, authored over 75 scientific publications, compiled and edited the most comprehensive and award-winning monograph, The Wild Turkey: Biology and Management, which has been called a wildlife management classic. For his many contributions, Jim was named Wildlife Conservationist of the Year by the Sportsmen Conservationists of Texas, received the Chief's Award and the Technology Transfer Certificate of Achievement from the Forest Service, the Henry Mosby Award from the NWTF, and the Golden Track Award from the Texas Chapter of NWTF.



Dr. James Dickson, 1997-98 President of NWTF

After his election, Jim said, "I am honored to be chosen as President of the National Wild Turkey Federation. I am convinced I will be successful because of two

(continued on page 2)

## From the Director's Desk...

Editor's note: This is the first in a five-part series on how the quickening pace of social change is affecting the everyday work we do and how we can adapt to make the most of it. This column will introduce forces of change and adaptive strategies for natural resource management policy and practice—for our science program, for our work environment, and for our lives.

Adaptability. It's not a word many of us think about too often, and when we do, it may be with feelings of discomfort. It's become a matter of great concern for government and corporate offices today. It seems all we really know for sure about the future is that change is imminent. People's values will change; pressures on natural resources will change; expectations of the Forest Service will change; our customer base will change; the tools and resources we have available to us will change; and with all of this, even we as individuals will change—all at an ever-increasing pace.

Implications of impending change for individuals and organizations have provided subject matter for scores of best-selling books and has made household names of Alvin Toffler, John Naisbett, Peter Drucker, Peter Senge, Stephen Covey, and several other now-wealthy authors. They have also created considerable wealth for physicians, psychiatrists, stress-management and conflict-management specialists, therapists, and all types of organizational development and management consultants. Just last week an article in USA Today by Stephen Covey (7 Habits of Highly Effective People) summed up the "new wave" for the 21st century and beyond with this argument. We all must be ready and willing to change to stay relevant and marketable during times of radical change in the institutions of corporate America. To bring it a bit closer to home, I recall the widely publicized imperative of our former Chief Jack Ward Thomas: "Change or die!" (Okay, okay, maybe the stakes aren't quite that high or that personal. In fact, Jack told me later that he regretted making the statement.) The point is that today's institutions and the people that staff them will need to be increasingly flexible and adaptable to succeed and, for most organizations, even survive, in the years ahead. In the Forest Service this need is no less critical, and some would argue it's more critical, than in other public- and private-sector organizations.

So, where am I headed with all of this, you ask? Change causes stress; stress threatens health, relationships, mental energy, and general happiness—both for people and for organizations. We've all seen the effects of stress in one another's faces in recent years, and we've learned first-hand how stress can limit our personal effectiveness. A fair guess is that it has likewise limited our organizational effectiveness. Therefore, if change is inevitable and largely uncontrollable, all we can really

(continued on page 3)

## Emeritus Scientists Named at the Station

This summer two former SRS scientists were added to a growing list of awardees as Emeritus Scientists.

Charles Van Sickle was awarded the honorary status on August 5, 1997, by SRS Director Pete Roussopoulos. Charlie served as Assistant Station Director for Research at the Southeastern Forest Experiment Station from 1985 until his retirement in 1996 (after the Asheville, NC, facility officially became the Southern Research Station). Although his contributions were many, Van Sickle's recognition as an Emeritus Scientist is for his continuing efforts to make scientific contributions to the Forest Service and the Southern Station as a volunteer. Some of his key assignments in retirement have included:

- The completion, delivery, and promotion of the Southern Appalachian Assessment (SAA), an ecological assessment that describes conditions of natural resources in the Southern Appalachians without regard to State, Federal, or private land ownership. Charlie served as co-leader of SAA prior to his retirement and completed the assignment after retirement. The SAA database will provide the basis for revisions of forest plans in the Southern Region and will provide key information on how lands, resources, people, and management of national forests interrelate within the larger context of the surrounding lands.
- Writing a chapter for the Ecological Assessment Guidebook, an upcoming publication from the WO Ecosystem Management Staff, Van Sickle presents a case study of the Southern Appalachian Assessment.
- Represented the Station at three meetings of the Inter-Regional Ecosystem Management Coordinating Group.
- Participated in a workshop convened by the Pinchot Institute on sustainable forestry.

(continued on page 3)

## NWTF Elects Officers (cont. from page 1)

things—the wild turkey and NWTF people." He spoke of the wild turkey as America's bird—steeped in tradition and as a food staple for Native Americans and early settlers. The people, he says, are quality people that really care about what they are accomplishing. "In an era of glitz and images, NWTF people are real—they're motivated—and without the volunteers nothing could be accomplished."

Please join me in congratulating Jim for his accomplishments and wishing him the best of luck in serving the National Wild Turkey Federation as its new president.



## Director's Desk... (cont. from page 2)

control is how we respond to it—how we manage our stress and the effects it has on us.

For me, change-related stress is easier to manage when I understand something about the forces causing the changes affecting me, forecast the effects of the changes (however imperfectly), and develop a basic strategy for adapting to the changes. It is mainly about developing strategies that I will devote my column in the next four newsletters. Hopefully, by exploring strategies for adapting to change, both collectively and individually, we can become more comfortable with the changes we face, minimize adverse effects of associated stress, and even capitalize on the opportunities presented by change. Fortunately, a good deal of thinking has already been done on adaptive strategies for various aspects of our Agency's business.

The Forest Service has generally embraced the concept of "adaptive management" as a means of accomplishing our natural resources mission on an evolving basis. This means we must monitor the effects and outcomes of our policies and management actions, and continuously seek to adjust and improve these policies and practices based on what we learn from the measured results. As its name implies, it is an adaptive strategy for coping with change—learning, then improving as we learn. It's certainly not a new idea, but it's one that takes on ever-growing relevance as the pace of social change quickens. Furthermore, its relevance is by no means limited to our land management activities (as we will see in subsequent newsletters).

With this article as a general introduction, in forthcoming issues I will offer some thoughts on the implications of adaptive management in a fast-changing world and how we, at the Southern Research Station are preparing to address them. In the next issue I will focus on the broad, resource-management context—how the Station is seeking to prepare our customers for the practical realities of adaptive management in the 21st century. In subsequent issues we'll explore, in turn, how we are building flexibility, adaptability, and customer responsiveness into our research programs; the forces of change and adaptive strategies at play in reshaping and improving our internal working environment; and, finally, how our employees can prepare for, cope with, and thrive in an ever-changing world.

Change is inevitable; change is necessary. Our initial perceptions of specific changes do not always reflect reality. We all need to prepare for increasing rates of change. We need to learn to adapt quickly and to seize the opportunities change often brings to better serve our mission, achieve our personal goals, and add meaning and fulfillment to our lives.

PETER J. ROUSSOPOULOS  
Station Director

## Emeritus Scientist Awards (cont. from page 2)

Another recipient of the Emeritus Scientist Award is Charles (Charlie) H. Walkinshaw. During his 30-year career with the Southern Research Station, Charlie's research as a plant pathologist focused on a wide array of topics. He worked with NASA to help evaluate material returned from the lunar expeditions (moon rocks). He spent much of his career working on problems related to fusiform rust infections in Southern pine plantations, contributed to the understanding of dogwood diseases, and developed techniques to evaluate root health in pines.

One of Charlie's strengths as a research plant pathologist is his expertise in plant histology. His patience and persistence in sampling, fixing, staining, studying, and photographing thousands of plant tissues have given him a unique knowledge of plant pathology.

Charlie's ability to interact with other scientists, researchers, and students in the academic arena has made him a strong supporter of multicultural diversity within the field of plant pathology. As Emeritus Scientist, we're sure Charlie will continue probing and prodding in his quest for knowledge.

## Making a Difference in SRS Research

The first SRS Research Support Conference was held March 18 through 20, in Atlanta, GA. Associate Deputy Chief for Research, Barbara Weber, set the tone for the conference. She posed two questions to the audience: What does society want from the Forest Service? What do you want from the Forest Service of the future? She reiterated that an employee's views of the Agency's future are important, because they can "Make a difference in SRS Research."

Motivational speaker Colonel Howard Daniel, Jr., electrified the audience. He encouraged attendees to nurture four relationships: inward, upward, downward, and outward. He also inspired participants to build bridges—not burn them.

A segment entitled, "SRS Science in Action", stole the show. Thirteen employees showcased their research with slide presentations: Ron Tucker, Chris Steiner, Dan Saenz, Pat Stickney, Denise Hutchinson, Jennifer Bush, Marilyn Howard, Ted Ridley, Leif Anderson, Donna Edwards, and Linda Heatherly. Their presentations were informative and creative. Sharon Lumpkin (SRS-4505, Diseases of Southern Forests) won "Best Slide Presenter" for her unique Star Wars® version of disease research. The force was definitely with Sharon.

The conference closed with thunderous applause for participants on the Jean Beck "Winfrey Show—Me and the Forest Service: How Do We Fit?" The show's topic was career progression. Special guests were Libby Bagwell,

(continued on page 7)

## Customer Service Empowerment

If we are to be prepared to meet our customers' science and technology needs in the next century, we must be able to anticipate those needs. We must include our customers in our processes—from conceptualization through implementation. A customer-driven workforce will require fundamental changes in us.

Communication, cooperation, and empowerment are the guiding principles in the Southern Research Station's customer service policy. Of these elements, empowerment is the most complex—and perhaps the most powerful. It is the freedom to exercise individual initiative in pursuit of a common goal. We stress the value of empowered employees in communicating and cooperating with our customers.

Empowerment affords each of us an opportunity to provide the product or service our customers need, and to be held accountable for that product or service. Where standardized processes have become bureaucratic hurdles, employees are encouraged to be innovative. Of course, empowerment doesn't give an employee the flexibility to break laws or regulations, but it does provide the opportunity to seek greater efficiency and better service within well-defined authorities—or to explain in a concise and friendly manner the laws or regulations that limit our ability to make meaningful changes.

Empowerment involves a major cultural change for most "traditional" organizations. Leadership becomes less controlling while focusing on instilling a shared vision while working together with employees to make that vision a reality. Empowered employees take the initiative in creating alternative solutions to problems or opportunities which, very often, better meet the customers' needs.

One training provider, First Step Training and Consulting, identifies seven criteria (domains) that foster and facilitate personal empowerment. To sustain these criteria, organizations have to change their behaviors and beliefs.

Domain	Empowerment Criteria
Impact	People believe their input can make a difference
Information	People have access to information so they can make informed decisions
Ability	People are secure and confident in their competency
Significance	People believe their work is important to the organization's success
Progress	People are making headway, growing and learning
Power	People have some control over their work environment
Actualization	People trust that management will keep its word, take action, and not just mouth nice-sounding words

(continued on page 6)

## Forest Service Research Attends Forest Health Conference

One of western North Carolina's environmental watchdogs, Western North Carolina Alliance (WNCA), held a Forest Health Conference on Saturday, September 6th, on the University of North Carolina, Asheville, campus. According to literature, the assemblage was slated as "What are the REAL Forest Health Issues?" Various speakers addressed issues ranging from ecosystem management to exotic plants and parasitic organisms that are being introduced throughout America's forests.

The Station's Public Affairs Officer received an announcement about 2 weeks before the conference and called WNCA about setting up an exhibit highlighting research activities and a history of research in the South. Initially the reaction was, "I don't think so." However, after discussing the philosophies of research at the Southern Research Station, the ecologist in charge of the event, Matt Dietz, decided it might be a good way of communicating a range of forest health perspectives.

Several Forest Service employees attended, both from the National Forests in North Carolina and SRS. John Ramey, Forest Supervisor of NFsNC, and Pete Roussopoulos, our Station Director, were present, as well as John Kelly, Program Manager for Inventory and Analysis; Jimmy Reaves, Assistant Director for Research Planning & Applications; Steve Oak and Bill Burkman from Forest Health; Bernie Parrasol from Biometrics; Louise Brown from Communications; and Rod Kindlund, Public Affairs Officer.

The papers presented were: What is a Healthy Forest? by Dr. Robert Zahner (Clemson University), Exotic Pests in the Southern Appalachians by Dr. Scott Schlarbaum (University of Tennessee), Spruce-Fir Decline in the Southern Appalachians by Dr. Robert Bruck (North Carolina State University), Decline of

(continued on page 7)



The Director discusses issues with attendees at the conference

## Ecosystem Restoration Research

Recently, Coweeta scientists, in cooperation with various partners, initiated two research projects on ecosystem restoration. One study is on bioremediation of soil groundwater contaminated with a volatile organic compound, trichloroethylene (TCE), using forest-grown hybrid poplar plantations. Remediation of TCE is thought to be achieved through direct uptake of contaminants by the yellow poplar and subsequent metabolism of TCE to non-toxic products. The feasibility of this technique is strongly dependent on the amount of water used by the poplars, and Coweeta scientists are conducting research to estimate transpiration rates of the plantations, using both direct measures and a hydrologic model. The site is located at Carswell Air Force Base near Fort Worth, TX, and is funded by the Department of Defense. Cooperators include scientists from the Southern Research Station's Coweeta Hydrologic Lab, U.S. Environmental Protection Agency (EPA), U.S. Geological Survey (USGS), and several universities.

In another study, Coweeta staff have implemented a research project to evaluate the effectiveness of riparian restoration techniques to improve water quality and aquatic health on the Little Tennessee River. According to Wayne Swank at the Coweeta Lab, "Our objectives are to quantify the reduction in sediment and nutrient loading and increase stream channel stability associated with channel revetments, riparian exclusion of cattle through fencing, and tree planting in riparian areas." The project is a partnership with, and funded through, EPA, U.S. Fish & Wildlife Service, NC Division of Environmental Management, local governments, private landowners, private industry, and the Little Tennessee Watershed Association (a consortium of stakeholders).

In other activities, SRS scientists from Raleigh, Blacksburg, Bent Creek, and Coweeta, along with university cooperators, highlighted findings from the Wine Spring Creek Ecosystem Management project. They made 13 presentations at the First North American Forest Ecology Workshop in June in Raleigh. In August, the Long-term Ecological Research Program at Coweeta was featured at the annual meeting of the Ecological Society of America held in Albuquerque, NM. Forest Service and university scientists presented 16 papers and offered a special emphasis symposium entitled Quantifying the Impact of Past, Present, and Future Human and Natural Disturbance on Terrestrial and Aquatic Ecosystems of the Southern Appalachians.



## SEEDS for Ecosystem Thought

The Center for Forested Wetlands Research is participating in an innovative program designed to educate and promote minorities in the field of ecology. The program, Strategies for Ecology Education, Development and Sustainability (SEEDS), is a collaboration with the Ecological Society of America (ESA) and the United Negro College Fund (UNCF). The program links one or two ESA members with each of five Historically Black Colleges and Universities (HBCU). Marianne Burke, Research Ecologist at the Center, is an ESA partner at Claflin College in Orangeburg, SC. She participated in a SEEDS workshop in Albuquerque, NM, on August 14th and 15th. At the workshop, faculty and students from the five schools presented their recruitment and curriculum plans, and the partners discussed strategies for assisting minority institutions. Marianne will continue to work with Claflin College and the SEEDS program during the 1997-98 school year.

## Charleston's ACE

On August 18th, the Center for Forested Wetlands Research organized an All-Cultures Event (ACE) at the James Island County Park in Charleston, SC. ACE is an annual event of the Southern Research Station to celebrate and enhance the understanding of the many rich and diverse cultures found within the Station's boundaries. This year's ACE was a huge success, with six speakers lecturing on various topics about cultural diversity. The subjects included an account of personal experiences by a Hungarian emigrant, history of Native Americans in the Southeast, cultural diversity in the workplace, persons with disabilities and their everyday challenges, the return of Hong Kong to China and the mix of Western and Eastern cultures, and the history of Gullah and the African Americans on sea islands in the "low country."

(continued on page 8)



Charleston's ACE

## Empowerment (cont. from page 4)

We have taken an important first step towards empowerment through discussions in our Customer Service Training. Each employee needs to take the time to evaluate his or her own situation and think about solutions and opportunities to empower each of us. Supervisors need to reflect on their approach to providing an environment that empowers employees to provide good service. Work groups need to take time out occasionally, to discuss customer service and how they are addressing the elements of the guiding principles. The guiding principles, working together, will help us evolve towards a more customer-conscious organization.

In the 21st century, an organization that does not anticipate and meet the needs of its customers will no longer be needed.

## Grass-Roots Support Sought for the National Forest Foundation (NFF)

(reprinted from the NFF Newsletter, Spring 1997)

"Ever since Theodore Roosevelt gave this country national forests to enjoy, people who appreciate these forests have wanted to give something back—to make sure these resources are maintained," says Cinda Jones, the National Forest Foundation's new Assistant Vice President for Membership. "Our new individual and corporate membership programs satisfy this need," she explains. "For only \$20 a year it's hard to understand why any individual is not a member, especially since \$17 of this is tax deductible."

Foundation members' contributions support a variety of programs, ranging from educational projects to restoring habitat and facilities in the Nation's forests. Members are kept up-to-date on progress of the programs they support and on national forest issues.

Forest Service employees, who understand first hand why grass-roots support is vital, have strongly supported the membership campaign. Forest user groups, including campers, hikers, skiers, snowmobilers, and many other conservationists have also responded. "Partnering with these groups through our membership program creates a win-win situation for local forests," says former Foundation President Lamar Beasley. "Their efforts on the ground, and our national fund raising and program support help us achieve mutual goals much faster as a team."

If you are interested in becoming a member of NFF, please contact Cinda Jones at (202) 273-0389.

---

...Editor's Note: Employees can also give to the NFF by designating their CFC contribution go to NFF during the 1997-98 CFC Drive, although 24 percent is used for administration.

## Environmental Education Outreach Program... Still a Success after 5 Years in the South

My first project at SRS Headquarters was to organize the 1997 Environmental Education Outreach Program (EEOP) for the summer. There was some initial consternation at not really knowing what the program entailed or what I was required to do as a supervisor, although I had spent several years in environmental education and interpretive services in the 1970's. As I sorted through correspondence and records of the last 2 years, I found evidence of previous site visits. At least, I had a starting point. After contacting many school activity programs and summer civic programs all over the Carolinas and some of the other Southern States, I had the first 3 weeks set up for a team of college interns who would be arriving in less than four weeks.

When we traveled to the Northeastern Research Station in Radnor, PA, Mercedes Rios-Young and I knew we had met a very special group of college interns who would spend the summer working throughout the Eastern United States. The Southern Team was composed of two supervisors and four interns: Heather Whitcomb from Springfield College in Massachusetts; Kendra Fant from University of Arkansas at Pine Bluff; Isaac Mills from University of Maryland, Eastern Shore; and Vanya Hollis from Oberlin College in Ohio.

The Southern Region was our co-partner in the summer intern program, and additional educational sites were set up by Ginger Brown (R-8), Rachael Schneider (Chattahoochee-Oconee NF), and Cynthia Page (R-8). Without the assistance of the Region, we couldn't have put it all together. Ginger, Rachael, and Cynthia set up another 2 weeks of site visits. The last 2 weeks were spent in Mississippi, Louisiana, and Texas, which rounded out the summer for our interns.

One of the objectives of the '97 EEOP site visits was to arrange tours for the four college interns to as many SRS labs as possible. This year the interns were able to visit the Bent Creek Lab, the Starkville Lab, and the Nacogdoches Lab. In addition, a great big thank you to the lab employees who took time out of their busy schedules to show the interns around their facilities. Special thanks are also expressed to Eric Berg at Bent Creek, Vic Rudis at Starkville, and Myrna Johnson at Nacogdoches for assisting in this year's EEOP efforts.

One of my revelations about environmental education here is that the South is a very large region, and it required almost constant travel for the interns when away from the Asheville or Atlanta areas. One of the interns suggested that we possibly expand the EEOP program to include two EEOP teams in the South. By having two teams of interns, we can cut down on travel while providing environmental education outreach to as many as 150 percent of this year's contacts.

(continued on page 8)

## Making a Difference (cont. from page 3)

Rodney Buford, and Penny Byler. All performed like Hollywood pros.

A sincere thank you to the SRS Leadership Team and conference advisors Laura Lipe and Thelma Floyd, for making this meeting possible. A special thank you to the planning committee for their hard work and dedication. Planning committee members were Janice Lowe (chair), John McGilvray (co-chair), Valerie Cooper, Rose Moore, and Minnie Thompson.



Attendees of the Research Support Conference



## Forest Health Conference (cont. from p. 4)

Neotropical Migratory Birds in the Southern Appalachians by Dr. Jane Holt (Presbyterian College), and The Collapse of Northern Hardwoods in the Southern Appalachians by Dr. Harvard Ayers (Appalachian State University). The keynote address, Conservation Biology for Forests, was presented by Dr. Reed Noss (Oregon State University).

Although some presenters were opposed to some Forest Service management practices, most presenters and attendees were simply interested in understanding more about forest health. Major goals of the conference were to seek meaningful solutions to forest health problems through research and science-based understanding while allowing forest landowners, both public and private, the tools needed to address forest health problems before they escalate to unsolvable proportions.

A proceedings of papers presented at the conference will be published by WNCA. At least one copy held in the Public Affairs Library for review by Station employees.

By being willing to communicate with our co-workers and adversaries, maybe we can all work together for the betterment of North Carolina's and the Nation's forests.

## People Profile

Editor's note: As a new feature of the SRS Newsletter, we will profile at least one employee from around the Station per issue. Please submit your People Profile articles to the editor by the submission deadlines.

Greg Reams, a recent transplant to headquarters from RWU-4107 in New Orleans, LA, is a mathematical statistician working in Forest Inventory and Analysis. Although he spent the last 5 1/2 years in New Orleans, he feels good about the move to the mountains of western North Carolina.

Greg was born and raised in Lima, Ohio. He studied natural resources (specializing in forest management) at Ohio State University, Columbus. His first taste of Federal employment came as a "seasonal" in Norwood, CO while attending college. After graduation, Greg continued his education, receiving his MS in Forest Biometrics from Mississippi State University, Starkville, and his PhD in Forest Biometrics from the University of Maine, Orono. From Maine, he ventured to Oregon State University as an assistant professor in forest management, before coming to work for Forest Service Research in New Orleans.



Greg is married to Jean and has two daughters, Sara and Hanna. His wife is also a trained forester, with her graduate work in business administration. She works in Asheville and New Orleans, commuting on a weekly basis.

Greg's impressions of Asheville include: "It's a city where right meets left and they somehow co-exist." He thinks of the city as a diverse one when it comes to ideologies, as well as cultures. He and his family like the mountains and undeveloped countryside where family values are still good. When asked about public education, Greg said he feels good about the educational system, both in the elementary/intermediate and college/university levels.

As Greg chose to move to Asheville, he says the new SAFIS program is "fun to work on and I feel I can still make a difference. If we can feel good about the work we are doing, then we can feel our accomplishments are worth the effort."

When you see Greg, welcome him to Asheville. He's upstairs in Forest Inventory and Analysis.

## Environmental Education Interns

(cont. from p. 6)

An annual report for the 1997 EEOP summer intern events is being prepared and will be forwarded to the SRS Director and SRS Project Leaders as soon as it is published.



SRS '97 Environmental Education interns, l. to r.: Vanya Hollis, Isaac Mills, Heather Whitcomb, and Kendra Fant

---

*"Don't walk behind me; I may not lead.*

*Don't walk in front of me; I may not follow.*

*Walk beside me that we may be as one."*

*—Ute proverb*

---

## Administrative Desk Guide Hints...

Many employees have been asking how to access the Administrative Desk Guide Info Center for various tidbits of information they need. Although instructions were published in a June '97 letter, here's a simple instructional diagram for accessing the Info Center:

- Press INTERRUPT (F5) function key...
- Press ...7... for USER APPLICATIONS and then press NEW LINE...
- Press INDEX (Shift F2) and select ...5... for INFO CENTER (or just type in INFO\_CENTER), then press NEW LINE...
- From the FS Info Centers Menu, enter ...9... for OTHER...
- At CENTER NAME, type in SRSGUIDE (or use the INDEX; Shift F2) to show your options. Then select ...1... for SRSGUIDE and press NEW LINE...
- You'll end up in the Administrative Desk Guide Drawer and you can select the folder you need to access.

Note: Folder names begin with the abbreviated form of the Administrative Group, i.e. FR, HR, IR, etc.

## ACE (continued from p. 5)

A total of 42 people, including 10 children, participated in this family event. International food was the fare for the day, with Chinese and other cultural foods brought by staff members. During the lunch break, children had a Mexican piñata to shatter for its goodies, and many employees enthusiastically tried out some of the historic hunting tools (which could also be used as weapons) of Native Americans. The children must have had fun, as Marianne Burke's daughters were too excited to go to bed that night until they called grandma on the phone to tell her about the fun they had at work with mom.

Most importantly, though, ACE has enriched our lives by providing an opportunity to learn and understand many rich and diverse cultures. Hopefully, we will use our newly gained understanding about multiculturalism to foster better relationships with people in general, but with our colleagues and customers, in particular.

## CONTINUOUS IMPROVEMENT

Watch for the CIP survey results coming out in mid-October and start thinking about your unit action planning meetings where we utilize our survey results to improve our work environment.

## Fall is in the Air!

On September 5th, a toll-free phone number became available to callers interested in projections of fall color. "Our data indicate that the peak season for driving pleasure occurs in the fall foliage season," said Mike Dombeck, Chief of the Forest Service. "And the best places to witness this natural phenomenon is to stroll along one of the 133,000 miles of recreational trails, to take a drive on one of the 133 scenic byways, which includes 8,000 miles of highways on National Forest System lands."

For a more detailed fall foliage report, connect to the internet at: <http://www.fs.fed.us/recreation/fall.htm>

The hotline for the phone report is 800-354-4595 for most of the United States, except for National Forests in Missouri, Arkansas, and Oklahoma. That number is 800-898-8895.

Note to editors: Color slides of brilliant fall foliage are available from Photography Division, Office of Communications, Room 4407-S, USDA, Washington, D.C. 20250-1300 or by telephoning 202-720-0908.



# The Changing Station Logo

A newly revised logo is shown below and is available from the Public Affairs Office on a 3 1/2" diskette both in Macintosh and Windows '95 formats as a .tif file, a .pict file, and a .bmp file. As an alternative, if there is adequate demand, a sheet of camera-ready slicks may be made available. Just contact Rod Kindlund at (704) 259-0560, Melissa Carlson at (704) 257-0849, or Mercedes Rios-Young at (704) 259-0509 by phone or DG them at S33A for your copy of the diskette, or to request camera-ready slicks.



Dr. Wilcox, Thomas Duke, and Janice Lowe demonstrating one of the self-defense tactics, "dismantling the aggressor."

# S A F E T Y

The word "safety" is perceived differently by each and everyone of us. Obviously, job safety, comes to mind. The Job Hazard Analysis (JHA) has long been a tool the Forest Service has used to try to maintain safety in the workplace, at least since the 1970's when we all were trained in Safety First. Being safe on the roadways that cross the Nation...that carry us to and from work is another safety concern. It is a known fact that 90 percent of all accidents occur within 25 miles of home. We are reminded almost daily of safe vs. unsafe conditions at home, in the workplace, and on the road.

Recently, there have been a few accidents to some of our coworkers, who shall remain nameless. Not that they don't have names, but the editorial policy shall remain to protect the identity of our readers. But, I digress.

One employee was cleaning out a storage area one day when he/she fell over a heavy box, twisting one ankle and tearing a ligament. The person wasn't able to walk on the foot for about a week, which also resulted in some lost work time. Yeah, there's worker's compensation to cover medical costs, but the real point is that the accident could have been prevented.

Another accident happened less than a month ago when an employee was driving to work. He/she was involved in a rear-end collision when another driver was following too closely. Again, the employee lost a minor amount of work time when the doctor prescribed muscle relaxers for the pain and tension. Again, the accident could have been avoided.

The third accident was very minor and the victim lost no work time, but the person twisted an ankle while doing some moderately strenuous hiking. The sprain was remedied by an "ace" bandage.

Safety in everyday activities is the best remedy. Safety should be an everyday regimen. Think S-A-F-E-T-Y; whether you are driving, riding a bicycle, lifting and/or stacking boxes, or even if you are just a passenger in a vehicle. It could save you from being injured or, worse yet, from becoming a statistic. Our safety record is good, but it could be better!

Another facet of safety is that of personal safety, which was the subject of "Celebrating Women's Equality Day" at SRS Headquarters on August 27, 1997. What would you do if you were being followed? How close should you stand to the curb when waiting to cross the street? Did you know someone could be observing you when you check into your hotel? Asheville employees learned self-defense tactics addressing these questions and many more. The program was sponsored by the Safety Committee and the Civil Rights Program Manager and was organized by Janice Lowe in celebration of Women's Equality Day. Dr. Carl Wilcox and Haywood Hillier of Personal Defense Institute taught self-defense strategies for everyday use.

Thanks, Janice for being involved.....Ed

## Editorially Speaking...

As your new Editor and Public Affairs Officer for the Station, let me thank all the contributors to this newsletter. Although it may sound a little cliché, let me assure you; it is your newsletter—it is supported by articles or ideas you send into the editor's desk. And, "doing less-with-less" has left the newsletter without a regular publication schedule for the last year or so. Whether you call it "doing less-with-less", downsizing, right-sizing, or whatever, we are all in the same boat. We each have priority projects and duties.

Inside this issue, are articles about your fellow employees and activities around the Station. One of my goals for the Newsletter is to make sure it gets back on track with publication dates. You'll find my commitment to this task within these pages and a reminder will be printed in each issue of the submission deadlines for articles and the publication dates for each Newsletter.

And, I was wondering about a title for the Newsletter. Instead of calling it Newsletter of the Southern Research Station, why not give it a name? Between the date you receive this issue and November 7, 1997, I encourage SRS employees to submit ideas for "Naming the Newsletter Contest." The suggestions for a title will be voted on by the readers in a DG poll and the winning title will be presented on the masthead of the next issue. The winning submission will be rewarded with a set of four hand-tooled, hand-stitched leather coasters to set your coffee cup on, emblazoned with the redesigned SRS logo. In the case of duplicate title suggestions, the earliest postmark on the winning suggestion will be awarded the coaster set.

Communications is important among employees at the Station—we all contribute to good communication. You can help me meet the deadlines I have set for this newsletter by submitting articles by the due dates. I welcome comments and constructive criticism regarding this newsletter, after all it is your newsletter...Editor



### Newsletter Publication Schedule

Issue Name	Submission Deadline	Publication Date
Fall '97	September 2	September 30
Winter '98	November 26	December 10
Spring '98	March 6	March 27
Summer '98	June 5	June 26
Fall '98	September 4	September 25

## Around the Station

As a new regular column, the editorial staff wishes to include events that are scheduled Around the Station. In order to report events, we need the schedule of events from readers that will be taking place between publication dates. It is paramount that you report items that will not have expired prior to the scheduled publication date of the next newsletter, so that the column remains worthwhile and current. Please submit your items to the editor by the appropriate submission deadline.

- September 30, 1997 — Last day of Fiscal Year 1997
- October 1, 1997 — Happy New Fiscal Year!
- October 11, 1997 — Columbus Day (Holiday)
- November 3–6, 1997 — SRS Management Team Meeting in Asheville, NC
- November 5–7, 1997 — SAMAB Conference "Working With Communities" in Gatlinburg, TN
- November 11, 1997 — Veteran's Day (take the day off!)
- November 24, 1997 — Thanksgiving Day (Holiday)
- December 3, 1997 — Deadline for articles for the Winter Issue of SRS Newsletter
- December 17, 1997 — Publication Date for the Winter Issue of SRS Newsletter

## CFC Rally Scheduled at Headquarters

On September 23, 1997, there was a rally to kick off the SRS headquarters Combined Federal Campaign for 1997–98. This year's Loaned Executive, Ralph Weber, from the Veterans Administration, was the guest speaker. His motivational speech and video was attended by employees during an All Employees Meeting.

This year's headquarters CFC coordinator is Rod Kindlund, who met with the Leadership Team on September 15th to "get their blessing" for one of the incentives to be used this year. Melissa Carlson suggested a car wash performed by the LT. It was decided that all contributors to this year's campaign would receive 1 of 20 chances to have their cars washed by the LT, after the end of the campaign on October 30th. The 20 lucky winners will be drawn from a hat. Sorry, but only the outside will be washed. No detailing, no waxing, and no large trucks, buses or RVs!

In addition to the car wash, this year's CFC Coordinator will donate 12 hand-tooled, hand-stitched leather coasters revealing the redesigned Station logo in the center. The coasters will go to the 12 highest contributions from employees at headquarters. Plans are afoot for the headquarters CFC to host a chili cookoff in October and award the incentives to employees. As plans are finalized, details will be made available.

## Robert Mangold Heads Forest Health Program



Dr. Robert Mangold is the new National Manager of the Forest Health Monitoring Program (FHM). He has been acting National FHM Manager since November 1995.

Previously, Rob was on the Chief's Sustainable Development Team, while serving as the National Manager for Nurseries and Tree Improvement in State and Private Forestry.

Forest Health Monitoring is the key program the Forest Service uses to track health conditions of the Nation's forests. FHM is coordinating with Forest Inventory and Analysis (FIA) for co-location of plots and developing common methodologies, and with the National Forest System to integrate inventory and monitoring systems.

Rob is assigned to the Southern Research Station and will serve on the SRS Leadership Team. His office is located in the Washington Office and he can be reached at (202) 205-1308.

Welcome to the Southern Research Station, Rob.

---

## SRS Scientist Lectures in China

For 3 weeks this summer, Bernie Parrasol, a mathematical statistician at headquarters, toured parts of China while lecturing to forestry students. His invitation was forwarded through the Department of State at the request of Professor FuLiang Cao, Dean of Forestry Resources and Environment at Nanjing University.

Bernie's lectures focused on two main areas of research: (1) modeling short rotation for plantations and (2) biodiversity assessments. As Bernie said before leaving for the Peoples' Republic of China, "Many academicians in China are becoming aware of biodiversity and have recently initiated a biodiversity network on the internet which provides free access worldwide to information on the Chinese Biodiversity Information System (CBIS). You can access the internet site at: [<http://panda.ioz.ac.cn/brim/cbis.html>]."

On August 12th, Bernie presented slides and hosted a discussion at a "brown bagger" during lunchtime in the main conference room.

## Russian Scientist Visits Athens

Steve Fraedrich and Dave Dwinell of the Insects and Diseases of Southern Forests Research Work Unit in Athens, GA, recently hosted a 2-week visit by Russian scientist Tatyana Gromovykh (Professor, Krasnoyarsk State University, Krasnoyarsk, Russia). The trip was funded by a grant from the USDA Foreign Agricultural Service. Zhanna Dolgopolova from Georgia State University in Atlanta was the interpreter, and Tony Blalock provided technical support. They visited forest-tree nurseries in Georgia and North Carolina. Nancy Herbert and Nell Godfrey joined them for an afternoon at the Ralph Edwards Nursery in Morganton, NC. Tatyana also had the opportunity to visit with mycologist Richard Hanlin and technician Carmen Rodrigues in the Department of Plant Pathology at the University of Georgia. Steve, Dave, and Tatyana discussed the feasibility of joint studies on *Trichoderma* and the biological control of nursery diseases caused by soil-borne fungi.

## SRS Employee Receives USDA Award

Another employee from the Southern Research Station has received the Secretary of Agriculture's prestigious Award for Personal and Professional Excellence. The award was presented to Joan Cook on June 12, 1997, in Washington, DC, by Secretary of Agriculture Dan Glickman.

Joan was selected for her consistent, outstanding performance and dedication to the Forest Service mission. A Grants and Agreements Specialist at Station headquarters, Joan is responsible for the negotiation, preparation, and administration of research grants and agreements. She is considered the technical expert in her field in western North Carolina, working with research scientists, other research stations, and the WO; frequently interacting with other Federal agencies, auditors, attorneys, State governments, universities, private companies, foundations, and private individuals.

Joan remains customer service-oriented and displays her professionalism and unflagging willingness to "go the extra mile." She has achieved personal and professional excellence in her field of expertise; and the light of her accomplishments shines not only on her, but on the Forest Service and the Department of Agriculture.

Congratulations Joan, for a job well done!



## Turkish Visitors Tour Asheville Area

On September 18th, three forestry officials from Turkey spent two days touring the Asheville area on a visit coordinated by Hubert Hinote through the Southern Appalachian Man And the Biosphere (SAMAB) Program. The host for SAMAB was Tom Gilbert, an ecologist and national park planner focusing on the international Biosphere Reserve network. The purpose of the visit was to gain information about planning and management systems of protected areas and wildlife management.

Irfan Reis, Director of the Turkish Legal Rights Division interpreted for the Deputy Undersecretary for the Ministry of Forestry, Irfan Celik, and the General Director of National Parks and Wildlife, Muzaffer Gultekin. Accompanied by Tom Gilbert, the group arrived in Asheville the afternoon of September 17th.

On the 18th, the entourage met with Federal agency staff members from the National Park Service, Forest Service Research, and Fish and Wildlife Service at the North Carolina Arboretum. A welcome and introduction was given by the Director of the NC Arboretum, George Briggs followed by the Agency presentations. Gary Everhardt, Superintendent of the Blue Ridge Parkway presented information on National Park Service planning and management, specifically regarding the Blue Ridge Parkway, its unique status as a national park, and the implications of private landholdings closely adjacent to the parkway. Rod Kindlund, SRS Public Affairs Officer, presented material about general planning efforts within the National Forest System and a general overview of research projects on some of the SRS units, cooperators, and the Strategic Framework for the Station. Brian Cole, of the U.S. Fish and Wildlife Service, presented topics regarding wildlife management, planning, and endangered species.

(continued on page 13)



Turkish Forestry delegation, l. to r., Muzaffer Gultekin, Irfan Reis, Tom Gilbert, and Irfan Celik

## We Need Your Help

Many times, a picture is worth a thousand words. The Station often uses photographs to illustrate specific points or aspects of our research. In order to tell our story more effectively, either within the Agency or to external customers, an adequate photo file system is necessary. That's where you come in.

We need to have excellent slides (35mm transparencies) on-hand that represent all of the Research Work Units, the work being done, and the diversity of our workforce depicted throughout the Southern Research Station boundaries. By planning some time to take publication-quality slides, we can be assured of the right photo when the need strikes. If you aren't an avid photographer, you can schedule some time with someone from the Communications Office to assist you (preferably when you can make "models" available). Whether you take the photos or we do, make sure you end up with some extra "original" slides that can be shipped to headquarters. We will, in turn, ship a copy of each slide to the Washington Office for their photo files. That means you'll need to take a minimum of three of each shot you wish to depict on film.

Here are some tips for taking good publication-quality photo transparencies:

- Use professional color transparency film. The lower the speed (ISO), the better, as your lighting allows. ISO speeds of 25 to 64 are best, but 100 is acceptable. Don't use a speed above 100, though. Use FujiChrome, KodaChrome, or EktaChrome films for best results.
- Bracket your exposures. Take at least 3 photos of the same subject, changing aperture or speed to ensure good exposure and color saturation. If your scene is extraordinary, take at least 3 shots of what you think is the best exposure. Remember, 1 slide to send to the W.O., 1 slide for headquarters, and 1 photo for you.
- Sharp, clear focus is essential. If lighting is low, use a tripod. Likewise, if you are on unsteady ground, use a tripod. If you don't have a tripod, use a permanent object to steady the camera, like a tree stump, a fence post, or the hood of your car. Don't miss an opportunity just because you don't have a tripod available.
- Frame both vertical and horizontal shots of images—each format has its own uses and it's better to have a well-framed original than to rely on future cropping.
- Photos should depict the diversity of our workforce and the communities we serve. Image is important, so have the models remove sunglasses and tip their cap or hat back, off the forehead so their face shows.
- When depicting people working, make sure to include the proper safety equipment for the task being performed (even if it is a set-up shot with models).

(continued on page 13)

## Turkish Forestry Visitors (cont. from page 12)

After the informal presentations, questions were encouraged. Of special concern to the Turkish government is the control of hunting in protected areas, due to current over-hunting and lack of enforceable game laws within many natural areas and national parklands in Turkey today.

Following the presentations, the group toured the NC Arboretum grounds before departing for a tour of the Bent Creek Experimental Forest.

On Friday, September 19th, the Turkish foresters visited SRS headquarters to tour the facilities, meet some of the scientists, and meet briefly with the Leadership Team. The Director discussed the upcoming 11th World Forestry Congress being hosted by the Turkish government in Antalya in mid-October 1997 and a copy of an international paper regarding climate changes and forest ecosystems was presented by our Turkish guests. Copies are available in Public Affairs by contacting Rod Kindlund or Mercedes Rios-Young at Asheville headquarters.



## Personnel News & Notes

### Athens

#### New Hires:

Kurt H. Johnson, Plant Pathologist  
Peter H. Anderson, Biological Science Lab. Tech. (Term)  
John R. Butnor, Biological Science Lab. Tech. (Term)  
Louis Hawkins, Maintenance Worker  
Ronald Barr, Business Management Clerk (Term)

#### Resignations:

Deborah A. Stark, transferred to Agricultural Research Service  
Steve Garcia, resigned  
Eric Rhodenbaugh, resigned

### Charleston

#### New Hires:

John Kilgo, Research Wildlife Ecologist, Post Doctoral (term), reported March 3, 1997  
William Casey, Forestry Technician (term), reported April 14, 1997  
Laurie Long, Administrative Support Assistant, reported July 1997  
Debbie Mahaffey, Office Automation Assistant, reported May 1997  
Margaret Bailey, Forester, reported April 1997  
Susan Barker, Soil Scientist, reported July 1997

#### Resignations:

Cary Coppock, Forestry Technician (Term), returning to school  
Laura Murray, Forestry Technician, returning to school

#### Retirees:

JoAnn Shelton, Business Manager

## We Need Your Help (cont. from page 12)

- Watch out for logos. Please try to include Forest Service personnel wearing the proper uniform only, with the arm patch towards the camera. Avoid showing any commercial logos on shirts, hard hats, or equipment, unless the persons being photographed are directly associated with a bona fide cooperator.
- Photos should convey a message without a caption. Plan and set up photos to convey the message you want an audience to receive. Take photos to match the needs, i.e. long-distance, medium-distance, and close-ups. Don't take all medium-distance shots, nor all close-ups. If possible, take "companion" photos—e.g. the act of measuring with the tools being employed, and the object being measured.
- Transparencies can also be converted into black-and-white prints. If you are taking photos for long-term records, black-and-white prints have a much longer life and integrity than any color film medium. Sometimes, it may be worthwhile to take both color transparencies and black-and-white photographs.

Plans are underway to revamp the photo files at headquarters, so keep us in mind when taking photos. The photo files are used to prepare publications throughout the Station boundaries and are available for everyone to use. So...keep them slides and photos coming!.....Ed

### Coweeta

#### New Hires:

Susan Steiner, Biological Science Technician

### Headquarters

#### New Hires:

Nancy Walters, Staff Assistant, reports in October 1997  
Lisa Johnson, Personnel Clerk, reported on July 20, 1997  
Yvonne Briggs, Accounting Technician, reported July 21, 1997  
Kathy Hart, Grants and Agreements Specialist, reported July 21, 1997  
Mike Holland, Legal Instruments Examiner, reported August 4, 1997  
Rod Kindlund, Public Affairs Officer, reported April 27, 1997  
Paul Smith, Writer/Editor, reported June 23, 1997  
Shane Coates, Information Assistant, reported June 8, 1997  
Clint "Vernon" Lovin, Older American Program (Facilities Maintenance), reported February 2, 1997  
William "Bill" Follett, Older American Program (Facilities Maintenance), reported August 17, 1997

#### Reassignments:

Yvette Ayala, reassignment to Personnel Assistant (pay) effective on June 8, 1997.  
Carmen Everton, Customer Service Coordinator, effective May 1997

(continued on page 14)

### Personnel News and Notes (cont. from page 13)

#### Monticello

**New Hires:**

Tracey Waugh, Biological Sciences Technician (Term) reports October 14, 1997

#### Pineville

**New Hires:**

Tina Haulcy, Clerk  
Charlene Howell, Office Automation Assistant  
Morris Smith, Forestry Aid

#### Saucier

**New Hires:**

Dr. Thomas Kubisiak, Research Geneticist  
Dr. Margeret (Margi) Oard, Research Geneticist  
Jay Wathen, Computer Specialist (College Sta., TX)

**Retirees:**

Jim Richmond, Research Entomologist

#### Starkville

**New Hires:**

Brad L. Bolton, Forester, reported May 11, 1997  
David L. Herwig, Forester, reported May 11, 1997

Jimmie Dortch, Forester, reported June 8, 1997  
James F. Brown, Forester, reported July 21, 1997  
Christopher A. Mate, Forester, reported July 21, 1997  
Kimberly A. Rowe, Forester, reported August 4, 1997  
Kristen L. Johnson, Forester, reported September 9, 1997  
Randall K. Rowell, Cartographic Aid (Temp), reported August 4, 1997  
Clay D. Ware, Cartographic Aid (Temp), reported August 17, 1997

### Touring the Alexandria Forestry Center

The administrators of LSU's College of Agriculture, Agricultural Center, and Agricultural Experiment Station visited the Alexandria Forestry Center on September 24th. A group of about 50 administrators was attending an Administrative Conference and wanted to review the research programs at the Pineville Lab.

Forest Supervisor Danny Britt and Acting Field Representative Bobbe Fitzgibbon gave overviews of the activities of the Kisatchie National Forest and Forest Health Protection. Project Leaders Jim Barnett (SRS-4111), John Reeve (Acting PL for SRS-4501), and Tim Rials (SRS-4701) reviewed the research programs for their respective units. A short tour of the research facilities followed resulting in the awareness for closer coordination and cooperation between Forest Service Research and universities involved in cooperative agreements.

The Southern Research Station Newsletter represents events and employee news from the research laboratories and administrative staffs in Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and Virginia—the States that make up the Station's territory. This newsletter is published quarterly by the USDA Forest Service, Southern Research Station, Public Affairs Office, P.O. Box 2680, 200 Weaver Boulevard, Asheville, NC 28802. To submit newsworthy stories for future issues, please send complete articles by hard copy or on diskette (WordPerfect) to Rod Kindlund at the above address, call (704) 259-0560, or DG to R. Kindlund; S33A. Photographs are encouraged. The USDA Policy prohibits discrimination on the basis of race, color, national origin, sex, age, religion, disability, political affiliation, and familial status. Any person who believes he or she has been discriminated against in any USDA-related activity should immediately contact the Secretary of Agriculture, Washington, DC 20250 or call (202) 720-7327 (voice), or (202) 720-1127 (TDD)...

OFFICIAL BUSINESS  
PENALTY FOR PRIVATE USE, \$300

United States  
Department of Agriculture  
Forest Service  
Southern Research Station  
P.O. Box 2680  
200 Weaver Boulevard  
Asheville, NC 28802

BULK RATE  
US POSTAGE  
PAID  
USDA FOREST  
SERVICE  
PERMIT NO G-40