



## EAST/SOUTH WATERSHED COMMUNICATIONS

### PLANNING—Telling the Forest Service Natural Resources Agenda Story.

by Melissa Carlson

A public affairs group met in Milwaukee part of the week of June 21 to begin development of a strategy to focus Forest Service messages on forested watersheds in the Eastern United States. Communicators from the Northern and Southern Regions, the Northeastern Area for State and Private Forestry (S&PF), the Southern Research Station, the Washington Office, and two National Forests were joined for part of the session by water specialists, to discuss ways to inform people internally and externally about the agency's focus on water in the coming years. Other Research Station, S&PF and Forest public affairs representatives will be participating with the group as the Eastern Watershed Communications Strategy continues to be fleshed out.

On June 22, 1999, the Sioux Falls, SD Argus published an article based on Chief Dombeck's speech to the Outdoor Writers Association of America Conference. The article's lead sentence says, "In a move that promises to spin the U.S. Forest Service on its axis, service Chief Mike Dombeck said Monday that water quality, not timber production, is now the new management standard." The speech and its presentation slides, titled "The United States Forest Service: The World's Largest Water Company," are available on the W.O. Website at < <http://www.fs.fed.us/intro/speech/19990621.html>>

A strong regional communications strategy, keyed to the national strategy, addressing objectives, talking points, tools, and key audiences will be vital to the success of the Natural Resource Agenda. A draft approach was written at the Milwaukee meeting, which will be presented to the Combined

(continued on page 3)

## INTERNATIONAL VOLUNTEERS VISIT STONEVILLE LAB

by Paul Hamel

The Center for Bottomland Hardwoods Research in Stoneville, MS has sponsored three International volunteers within the last year. The objectives were to introduce the trainee to the diversity of forest management objectives, forest community types, and forest landownership in the Southern United States. The primary focus is an ecosystem approach to research on bottomland hardwood forests. Volunteers participated in study design, layout, measurement, and data collection. These training experiences are designed to acquaint the trainees to methods of conducting long-term research and to act as a vehicle to share technology, innovations, and methods of silviculture and forestry research with other countries.

The first two volunteers, Uwe Sander and Ralf Zellin, were forestry students at the Fachhochschule für Forstwirtschaft Rottenburg (University for Applied Forestry, Rottenburg, Germany). Uwe Sander was at the Center during July and August of 1998; his primary interest was regeneration research. By volunteering with the Center, Uwe was meeting a degree requirement to work in a research unit for part of a semester. Ralf Zellin spent November and December of 1998 in Stoneville and assisted in stand management and wildlife research. Ralf had just graduated when he came to Stoneville; he returned to begin a career with the state of Baden-Wurtemberg Forest Service. Ralf is active in Boy Scouts in Germany and went camping with a local troop and helped one of the Scouts complete an Eagle Scout Project. Brigitte Planade, from Paris, France, arrived at the Center March 18th. She will be here until the middle of August. Brigitte will be entering La Côte St. Andre, a technical school near Grenoble in the fall. She is interested in pursuing a Ph.D. at University Descartes or Jussieu in Paris, in entomology or wildlife.



Brigitte Planade (foreground, left) of Paris, France, is a forestry trainee at the Center for Bottomland Hardwoods Research in Stoneville, Mississippi, until August 1999. Here she measures goldenrod galls and determines their occupants with Stoneville technicians and scientists (background, l-r) Paul Hamel and Bryce Burke. They are studying the ecological function of abandoned farmland restored to bottomland hardwood forest on the Sharkey Site, Sharkey Co., Mississippi.

## From the Director's Desk....

### To live, to love, to learn, to leave a legacy...

*Editor's note: This is the fifth 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 last article in the series rounds out my look at how we can adapt—no, thrive—in this everchanging world. The first four articles looked at workplace strategies for adapting to the quickening pace of social change; this one focuses on the need to satisfy some fundamental human personal

needs.

I began this series with a quote from Stephen Covey about personal and organizational effectiveness. In his book, *First Things First*, Covey captures the essence of four vitally important human needs in the phrase "to live, to love, to learn, to leave a legacy." Our ability to fulfill those needs affects the personal satisfaction we feel in our work as well as in our personal lives. Covey defines to live as our physical needs for such things as food, clothing, shelter, economic well-being, and health. To love is our social need to relate to other people, to belong, to love, to be loved. To learn is our mental need to develop and to grow. And the desire to leave a legacy is our need to have a sense of meaning, purpose, and contribution.

Each of these areas of human fulfillment are essential to quality of life and our ability to adapt to the swirl of changes around us in the workplace and beyond.

**To Live:** Do you take time to care for your physical well-being? Investment in your health can keep you physically resilient in times of added stress. Remember that the Southern Research Station can be of help to you with subsidies for the cost of wellness activities, exercise facilities at some locations, and flexible work schedules.

**To Love:** Do you take time to nurture rich, satisfying, supportive relationships with others? Are you able to work with others effectively to accomplish common purposes? Strong, secure relationships, that come only with time and attention, are anchors for us in times of personal need. And they are likely to be steadfast against the inevitable interpersonal conflicts that arise in the workplace.

**To Learn:** Do you view life as an opportunity to learn, grow, gain new perspectives, acquire new skills—or do you feel stagnant and frustrated? Viewing the challenges that come with change as opportunities for growth drastically alters our response from one of defense and resistance to one of creativity and openness. A workforce of lifelong learners has incredible potential to make the most of change.

**To Leave a Legacy:** Do you have a clear sense of purpose in your personal and your professional life—one that inspires and energizes you? I know of many Station employees (including me) who were drawn to work for the Forest Service because of its mission and purpose. It aligns well with our own values. When we spend the time to think about what is important to us, to define our own "true North", we can be stronger about where we're going, how to get there, and what we will leave behind.

Yes, change is inevitable, change is all around us. And adaptability is the key to keeping change a positive force in our lives, taking the very best advantage of what comes our way. We at the Southern Research Station are deliberately positioning ourselves to be adaptable as change comes our way. We do that as we strategically plan our research program and carefully organize to carry it out. We do that as we build and strengthen our internal capacity, assuring that we have the people and other resources needed to support our mission. And we do that by nurturing each other as we act in accordance with our new civil rights perspective and continue to dialogue in the framework of the continuous improvement process.

These workplace strategies are important. But even more important is that you assure your fundamental needs to live, to love, to learn, and to leave a legacy are met. Maintaining balance and purpose in our lives is a unique responsibility for each of us. After we take care of ourselves, then we can effectively contribute to the greater good.

Take care!



## Code of Ethics Published for the Southern Research Station

by Carol Ferguson

Research at the Southern Research Station is conducted on the honor system. Our freedom to pursue and contribute to scientific progress depends on the confidence that the research community and the public have in our findings and accomplishments. It is incumbent on each of us to uphold the dignity of the scientific community and ensure that we conduct, discuss, manage, judge and report science honestly, thoroughly, and without conflict of interest.

The Southern Research Station Code of Ethics (below) applies to all our employees who engage in research or research support and to collaborating individuals and institutions receiving Federal research funds, working at Station laboratories and experimental forests, or entering into nonmonetary cooperative relationships. Taken together, the elements of this Code of Ethics establish a behavioral standard that describes what we expect from others and what others can expect from us.

### CODE OF SCIENTIFIC ETHICS

- 1) I dedicate myself to the pursuit, promotion, and advancement of scientific investigation that is consistent with the Forest Service mission and that contributes to natural resource sustainability and environmental protection.
- 2) I will prevent abuse of all research resources entrusted to me and endeavor to treat animal subjects humanely.
- 3) I will uphold the credibility of the scientific community by refusing to willfully subvert the research of others or engage in dishonesty, fraud, deceit, misrepresentation, or other unprofessional conduct.
- 4) I will welcome constructive criticism of my personal science and offer the same to my colleagues in a manner that fosters mutual respect amid objective scientific debate.
- 5) I will recognize past and present contributors to my research and refuse unauthorized and unwarranted credit for another's accomplishments.
- 6) I will only claim authorship for a research product if I am prepared to take full responsibility for both the interpretation of the data and the conclusions.
- 7) I will only claim authorship for a research product if I have made significant contributions to its preparation (write, review, or edit) AND contributed to at least one additional area of responsibility (conception, design, data collection, or data analysis and interpretation).
- 8) I will not publish or use original ideas, research data, or unpublished findings of others without written approval.

## WATERSHED COMMUNICATIONS PLANNING

(cont. from p.1)

Eastern Leadership Team (CELT) later this summer for approval. The group agreed to begin using information about watersheds and water quality along with other internal and external communication efforts in the meantime.

The Communications Strategy planning group is coordinating with the group of technical specialists who are looking at an overall strategy for Eastern watersheds, again involving three "branches" of the Forest Service. Because forest landownership in the East is nearly all private, with a small percentage of National Forest System land, the roles of S&PF and Research and Development (R&D) are critical.



Research information from the Coweeta Hydrologic Lab and other sites will help tell the Forest Service story about watershed management.

### The Southern Aspect

includes events and employee news from the research laboratories and administrative staffs of the Southern Research Station, which serves Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and Virginia. 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.

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To submit newsworthy stories for future issues, please send complete articles hard copy or on diskette (MS Word or RTF) to Shane Coates at the above address, call (828) 259-0509, or e-mail to rcoates/srs@fs.fed.us Photographs are encouraged, preferably black and white.

 Printed on recycled paper

## Coweeta Lab Earns Chief's Stewardship Award for '98

Jim Vose, Wayne Swank, and Lloyd Swift, Jr., represented the Coweeta Hydrologic Lab at the USDA Administrative Building in Washington, DC, to receive the 1998 Chief's Stewardship Award.



Main Weir at Coweeta Hydrologic Laboratory

For over 60 years, the research program of the Coweeta Hydrologic Laboratory has increased our understanding about the impacts of human use of forest land upon the quality and quantity of water in streams and rivers. The knowledge generated by this highly productive research program has influenced research direction at universities, other Forest Service sites, and international laboratories and has been widely applied in National Forest management, state

guidelines and regulations, forest industry practices, and by private landowners. Coweeta Hydrologic Laboratory has increased the quality of land stewardship by developing and testing knowledge about the physical and biological processes that control water in the forest environment and by dissemination of that knowledge through demonstrations, training activities, publications, and consulting.

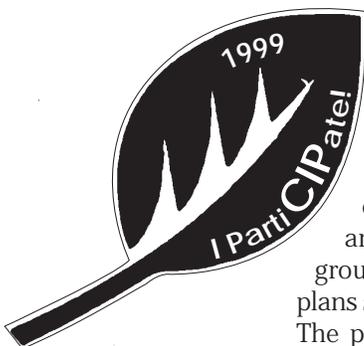
The staff at Coweeta has been and is consistently called upon to advise Forest Service, State, and industry managers and to provide training and

consultation. A significant example of this function is Coweeta's influence upon Best Management Practice guidelines and standards for the states and for EPA. Training in the principles of land management is provided to the over 1200 visitors per year coming to the Laboratory. Coweeta scientists have served on advisory panels for the State of North Carolina, Environmental Protection Agency, National Science Foundation, Southern Appalachian Man and Biosphere program, Southern Appalachian Assessment, and, just lately, the Chief's road review and a national scientific panel to assess forest management practices related to the Safe Drinking Water Act. The bibliography of Coweeta Hydrologic Laboratory publications lists over 1070 scientific papers, reports, theses, and dissertations. Taken collectively, the knowledge and application of science, derived from the Coweeta Hydrologic Laboratory, have provided major advances in the stewardship of water, soil, and air resources for regional, national, and international programs.

Project Leader Jim Vose, says, "it is quite an honor for the Coweeta Hydrologic Lab to receive the Chief's Stewardship Award and reflects a long history of dedication by Coweeta employees to improve the quality of land stewardship through a better understanding of forest processes."

## Continuous Improvement Process Survey Coming in July!

by Laura Lipe



This summer, all Forest Service employees will once again have an opportunity to participate in the Continuous Improvement Process (CIP) survey. This survey provides questions designed to help identify areas of needed change in our work environment. When results of the survey are sent back from the contractor, work groups will meet and discuss results. Action plans should be set up to initiate needed changes. The process allows for work groups to continuously revisit these action plans and modify them if needed until the desired changes are achieved.

In the last survey, only 56% of Southern Research Station (SRS) employees participated. Hopefully all of us have seen enough changes in the workplace to recognize that CIP is a useful tool for making needed changes and more employees will

participate this time.

Research has found there is greater participation when surveys are taken in a group setting. Employees are more willing to set aside regular work and fill out the survey. This year we will have a "CIP Day" at SRS—a day when all employees will be encouraged to stop other work and complete their surveys in a work group setting. Those who wish may complete their survey at their desk or another location. Supervisors will be encouraged to give priority to taking the survey on "CIP Day."

CIP is an excellent opportunity to work together to create a more caring and effective work environment. Watch for flyers announcing the survey date. And participate—it's one way you can be a positive part of change at the Station.

## VOLUNTEERS INVOLVED IN WILDLIFE STUDIES AT STONEVILLE

by John Stanturf

Winter studies of birds on the Sharkey Site, part of the Sharkey Large Scale Restoration Project of the Center for Bottomland Hardwoods Research, Stoneville, MS, could not be undertaken without substantial volunteer involvement. Betty Streett, coordinator of Alcohol and Drug Programs, Region 1 Mental Health Center, offered the assistance of students from Sunflower Landing to Paul Hamel and Chris Woodson, Stoneville Wildlife Biologists. Sunflower Landing is a resident adolescent substance abuse treatment center of the Mississippi Department of Mental Health. Sixteen residents and their counselors participated.

Part of the program at Sunflower Landing involves interactions between the students and animals. Until this project, their primary involvement has been with pets and domestic animals. The project allowed the young people to work with professional biologists on a research project in which their participation is essential. They learn how to handle and identify wild birds—birds which do not respond as do domestic animals. Student enthusiasm for the project has been high. They invited Hamel back to Sunflower Landing for a Christmas party. Their ability to identify the birds captured was still keen one week after completion of the first field session. Most importantly, they eagerly await the next opportunity to participate in the field.

Dennis O'Brien, manager of Leroy Percy State Park, volunteered Park facilities for lodging. The staff of USDA Wildlife Services in Mississippi donated substantial time to the project. Mark Woodrey, Ornithologist of the Mississippi Museum of Natural Science, offered expertise in bird capture and identification. Nathan Schiff, Entomologist at Stoneville, served as project photographer and "Bug Man." Other staff from the Center for Bottomland Hardwoods Research participate as well. To date, two field sessions, each a week long, have been conducted in November 1998 and February 1999. Future plans include study of insect ecology on the site.

This project was named recipient of a 1999 USDA Forest Service Chief's Volunteers Program National Award for "Forest Service Employee - Research." The Sharkey Restoration Site project was awarded a 1997 Ducks Unlimited—USDA Forest Service Taking Wing Award for "Public Awareness."

## Texas Trail Wins Southern Conservation Education Award

by Rod Kindlund

If it weren't for the foresightedness of Dr. Ron Thill and Steve Kirkendal, the Stephen F. Austin (SFA) Interpretive Trail would not exist. Ron is the Project Leader at the Integrated Management of Wildlife Habitat and Timber Resources Lab in Nacogdoches, Texas and Steve is a doctoral candidate at the Arthur Temple College of Forestry at Stephen F. Austin University, also located in Nacogdoches. The trail is located about 7 miles northeast of town on the SFA Experimental Forest on the highway to Lufkin.

The idea to create a conservation education outdoor classroom and interpretive trail began in 1996 when Ron started initial planning for the site.

After that, the ball started rolling and hasn't stopped since. Ron and Steve have obtained participation from the local community, as well as the forestry students at Stephen F. Austin University. Unfortunately, after the footbridges and soil-cemented trail system were completed, rain in the winter of 1997 devastated the site. Not to be deterred, Ron and Steve repaired the trails and replaced the foot bridges. As anyone knows who has been connected with the project, it was no common undertaking. Volunteers (undergraduate students) from the College of Forestry spent weeks undoing the havoc the storms had caused to their construction efforts. The trail, once again complete, has found extensive use by the public schools in and around the Nacogdoches/Lufkin area.

Since the site is not yet complete, the diligent efforts of Ron and Steve are at work to secure funding and partners to continue construction projects, to add a water and septic system, and toilets.

In 1998, nominations were announced for entries in the Southern Research Station/Southern Region Conservation Education Awards. The Stephen F. Austin Interpretive Trail won the award hands-down due to the hard work of Ron Thill and Steve Kirkendal. Congratulations Ron and Steve for the inspiration and work to develop a high-class site for conservation education for future generations.



Station Director Pete Roussopoulos (left) presents the 1998 Southern Station/Southern Region Conservation Education Award to Steve Kirkendal (center) and Ron Thill (right)

## 1999 CHIEF'S HONOR AWARDS

The 1999 Chief's Honor Awards were presented at a ceremony held on June 7, 1999, in Washington, D.C. Members of two groups and two individuals from SRS were recognized for their exemplary work.

The staff of the Coweeta Hydrologic Lab received the Chief's Stewardship Award for the significant knowledge and application of science generated by the Lab providing major advances in the stewardship of water, soil, and air resources for regional, national, and international programs.

The Center for Aquatic Technology Transfer in Blacksburg received the Chief's Award for Excellence in Technology Transfer for outstanding achievement and innovation in technology transfer promoting scientifically-based management of

aquatic habitat and resources on forest and range lands.

Emile Gardiner, Research Forester at the Center for Bottomland Hardwood Research in Stoneville, received the Chief's Early Career Scientist for sustained productivity and exceptional promise for significant future achievement from research on oak ecophysiology and the regeneration biology of bottomland hardwood forest ecosystems.

Jim Barnett, Project Leader of the Southern Pine Management RWU in Pineville, received the Chief's Superior Science Award for individual research in seed and seedling physiology that has significantly improved reforestation success and for team leadership in sustaining the long-term productivity of southern pine plantations.

## Conservation Education Outreach Program in its 7th Year

by Rod Kindlund

Sometimes you just have to pick up the ball and run with it. And that's what it took to keep the "Branching Out to the Youth of America" program, otherwise known as Conservation Education Outreach (CEO) Program, operating in 1999.

As with any program, CEOP takes a definite commitment from each of the four intern team supervisors and staff charged with keeping the program running. In 1998, the Southern Research Station's Public Affairs staff split the responsibilities of leadership in the CEO Program

with the Northeastern Station and Area in Radnor, PA by providing a site and staffing for the week-long orientation training for 16 interns. As the 1999 recruitment season approached, it was evident that the Northeastern Station and Area would not be able to lend support to the CEO Program, which meant that the full mantle of leadership would fall on the Southern Research Station's Public Affairs staff to keep the program in full force. Most of the season is behind us now and it has meant another successful year of outreach to urban youth in large cities of the Southern and Eastern United States.

The CEO Program has been able to continue at the same level as last year with four teams of conservation education interns located in Milwaukee, WI (R-9); Atlanta, GA (R-8); Asheville, NC and Huntsville, AL (SRS). We hope to add a third SRS team for the Year-2000 program to be located in Baton Rouge, LA at Southern University, with the Forest Service Liaison for the National Initiative Programs.

Additionally, the CEO Program hopes to add a site connected with the Midewin Tall Grass Prairie about 20 miles south of Chicago, IL.

College interns studying forestry, environmental science, education, forest management, biology, and other scientific disciplines introduce inner-city children to conservation education concepts. The diversity of the interns, their backgrounds, and the activities they provide for the children make it a fun, learning experience. This year, the CEO Program included Hispanic, African American, and Caucasian students from universities around the nation.

A special "thank you" goes to the Station's Civil Rights Committee for providing supplemental funding for two students. The support was used to help fund Thomas McCoy from the Alabama A&M University National Initiative and Luis Nieves-Ruiz in the HACU program from the University of Puerto Rico.

Employment information for the Year-2000 program will be sent to about 600 colleges and universities in mid-November.



Asheville Conservation Education Intern Team conducting an activity in Cherokee, NC

## WINNERS OF DIRECTOR'S MULTICULTURAL AWARD

by Laura Lipe

At the All Scientists Meeting last winter, Station Director Peter Roussopoulos awarded the Southern Research Station (SRS) 1998 Multicultural Award to the SRS Civil Rights Assessment Implementation Team (CRAIT). Members of the team are Hilliard Gibbs, SRS-4105, Tom Lloyd, SRS-4101, Ken Cordell, SRS-4901, Bryce Stokes, SRS-4703, Jacque Robinson, SRS-4106, Thelma Floyd, AD-Administration, Donna McHone, Human Resources, Mark Ferguson, SRS-4801, Decolar Terrell, SRS-4505, Joan Walker, SRS-4201, and Laura Lipe, Civil Rights. Accepting the award were team members Tom Lloyd, Hillard Gibbs, and Joan Walker. In January, Pete again presented the award to team members Laura Lipe, Mark Ferguson and Donna McHone at an employee meeting at headquarters.

The CRAIT was recognized for their development of the Station's new perspective in Civil Rights—a more "human rights" perspective of Civil Rights. The team used the existing laws, regulations and policies in civil rights and added more tools to place emphasis on problem-solving by employees within their own work group, one-on-one, as misunderstandings happen. The concept is for immediate action, with local responsibility, rather than passing problems to other groups or committees to repair.

The team felt presenting this new perspective in person to Station employees would be most effective, but also realized visiting each work group was not practical. Working with a local videographer, the team developed a video in which they talk directly to Station employees. The team's sincerity and belief in the perspective comes through clearly in the video. With the help of Rod Kindlund in the Communications Group, the team also developed a pocket card to serve as a handy, visual reminder of the perspective. This card gives the Station's definition of "human rights"—the right of everyone in the workplace to be treated fairly, impartially, and respectfully. The team felt the statement of the Station's Values and Principles, spoke directly to the concept they had in mind. They produced a "suitable-for-framing" copy of these Values and Principles for all employees.

The Station is using this new perspective in all of our personnel dealings. Hopefully, our employees are also accepting their responsibilities in this effort and also are using the perspective in interacting with others in the workplace.

The CR Assessment Implementation Team was nominated by the Station's for the Chief's Multicultural Award for 1998. The Station is proud of this team and congratulates them on this award.

## SRS INTERNET SITE ACTIVITY

by Randy McCracken

The Southern Research Station Internet World Wide Web site celebrated its one-year anniversary at its current location ([www.srs.fs.fed.us](http://www.srs.fs.fed.us)) in Asheville, NC on April 1, 1999. Since moving to this location we have had tremendous growth and increased traffic. Our on-line collection of publications now contains over 900 documents available for viewing and printing. The Web site averages 1,000–2,000 requests (hits) per day.

In the past year we have had over 275,000 requests (hits), 55,000 publications downloaded, and our Recent Publications Catalogue is now electronically distributed to over 1,000 email addresses.

If you have not visited our Web site in a while, please take time to drop by and see some of the new additions such as the Employee Directory, on-line videos, and the Directory of Research Scientists that contains photographs of most of our scientists.

As always, I welcome your comments and suggestions on how to improve our Internet presence. < [rmccrack/srs](mailto:rmccrack/srs) >

## Amazing Chestnut Tree Found

by Jim Holbrook

Bo McCall, former FIA plot-getter, called and advised that he has found an 11.4" dbh chestnut tree at Horse Bone Gap in Transylvania County at about 4500' elevation. Although we aren't sure it's on government lands, he said it was the "nicest chestnut tree" he has ever seen—it even had chestnuts on it! Could it be a genetic link to combating the destructive chestnut blight that destroyed eastern chestnut forests 50 years ago? Only time will tell.



Headquarters Building

## PARTNERS IN FLIGHT AWARD TO SRS RESEARCHERS

The Partners in Flight (PIF) Awards Committee announced the winners of the 1998 PIF Investigations, Stewardship, Public Awareness and Leadership awards. Paul Hamel, Research Wildlife Biologist with the Center for Bottomland Hardwoods Research in Stoneville, MS and Winston Smith, formerly with the Center (now with the Pacific Northwest Station in Juneau, Alaska), were among those receiving the group award. This award went to "those most directly involved with making the Mississippi Alluvial Plain Migratory Bird Initiative the first real model for integrating the needs of various bird species groups and molding these into a solid plan of action," according to Glen Gaines, Forest Service PIF Coordinator in the Southeast. Others in the group include Charles Baxter, Seth Mott, and Chuck Loesch (FWS Lower Mississippi Valley Joint Venture Office), Allan Mueller (Arkansas State FWS Field Office), Dan Twedt (USGS-BRD-Patuxent-Vicksburg), Cindy Brown and Mark Swan (The Nature Conservancy, Louisiana), Robert Hamilton and Keith Ouchley (Louisiana State University), and Robert Cooper (formerly Memphis State University, now University of Georgia).

The award was presented to the group at the North American Wildlife and Natural Resources Conference in San Francisco in March. The group was cited for work that has "helped restore thousands of acres of forests for songbirds and early fall water for shorebirds. The effective and cooperative nature of the alliances established in this Bird Conservation Region provide a challenge and a demonstration of how to make PIF and bird conservation work for migratory birds and their habitat among people with different objectives. An important publication arising from this work is *A land manager's guide to point counts of birds in the Southeast*, by Paul Hamel, et al. The Mississippi Alluvial Valley group has clearly influenced the direction and efforts to integrate all bird conservation efforts at the international level has clearly made its mark on the future of PIF"

## Civil Rights Committee Provides Developmental Training Funds

One of the objectives of the Station's Civil Rights Committee (CRC) is to provide funding assistance for employees to attend developmental training that will enhance their career development and marketability for promotions. This fiscal year, the committee set up funds in their program of work to provide \$500 each to five employees. In November 1998, the CRC issued a call letter announcing this opportunity for funding assistance and received six applications for CRC training assistance.

Committee members reviewed all the applications and selected Judy Allen, Rodney Buford, Donna Burnett, Kristina Conner, and Carmen Everton.

The recipients are a diverse group of employees; they requested funding assistance for a variety of training opportunities. Judy Allen is an Office Automation Manager in Information Resources at Station Headquarters in Asheville, NC. Judy received \$500 to attend the Blacks in Government (BIG) Conference in New Orleans. Rodney Buford is a Biological Science Technician and local Civil Rights Representative with the field unit in Nacogdoches, TX. Rodney also received \$500 to attend the BIG Conference in New Orleans. Donna Burnett is an Editorial Assistant with Forest Inventory Monitoring in Asheville, NC. Donna received \$300 to enroll in a statistics course titled Research Methods II. Kristina Conner is Team Leader of a field unit of the Southern Hardwoods Laboratory located at Mississippi State University, Starkville, MS. Kristina received \$500 to attend a Management Policy Seminar in Washington, D.C. Carmen Everton is the Customer Services Coordinator in the Director's Office at Station Headquarters in Asheville, NC and is a member of the Civil Rights Committee. Carmen received \$500 to attend training in Customer Relationship Management.

The knowledge and experience gained from these training opportunities will help these employees move forward and achieve their professional goals within the Southern Research Station, USDA Forest Service. The CRC congratulates the recipients of the developmental training funds and reminds all Station employees to look for the next call letter for developmental training assistance.

## Recent Awards for SRS Web Site

**What:** Featured article, "USDA Site Speeds Research to the Web"

**From:** Federal Computer Week

**For:** Access to what is probably the largest collection of free online publications relating to forestry research is a click away on the World Wide Web site of the Agriculture Department's Forest Service Southern Research Station.

**What:** Award of Excellence

**From:** Home and Hearth Web Site

**For:** Please extend my congratulations to your Web site development team on producing a Web site that reflects a very high standard of creativity and professionalism on the World Wide Web.

**What:** Critical Mass Award

**From:** Critical Mass Web Site (an Internet information resource guide)

**For:** A very nice site, excellent design, clever original graphics, and your content is informative, entertaining, presented well and easy to read.

**What:** Site of the Day

**From:** Daily Web Site

**Why:** The USDA Forest Service, Southern Research Station Web site offers the largest known collection of online publications relating to forestry research. This well-designed and interactive site presents the

work of over 100 scientists who conduct research on forest resources, ecosystems, wildlife, and environmental quality in the Southern United States. Query the publications database, view online publications and interact with some of the best and brightest of forest research.

**What:** Link of the Week

**From:** MAIN (Mountain Area Information Network)

**For:** Link of the week May 2-8, 1999.

**What:** 5 Star Gold Award

**From:** The Golden Webmasters

**For:** Our judges have selected you as a winner of our Golden WebMaster 5 Star Award!

**What:** Website Design Award

**From:** www.quatec.com

**For:** Your site was reviewed for originality, usefulness of information, graphic design, and was found to add an outstanding artistic flair; careful and concise design, and a wealth of information. Your site only enhances the originality of our Internet community. Job well done!

**What:** Web Page Excellence Award

**From:** Wishing Well Graphics Site

**For:** Nice Job! You are to be commended for all your hard work.

## Weed Scientist of the Year Named

Dr. James Miller received the 1999 Weed Scientist of the Year Award this spring. Dr. Miller is a Research Forest Ecologist at the Auburn, AL Lab. He is the first forestry member of the Southern Weed Science Society to receive this recognition.

Dr. Miller was recognized for his outstanding achievements in research and technology transfer related to forest vegetation management science, including basic science and applied technology for the control and management of native and nonnative plants and shrubs in a forest setting, using techniques that are ecologically sound, economically viable and socially acceptable. He is widely known for his expertise on the control of kudzu and other exotic plant species.

Dr. Miller was also recognized for his outstanding contributions to the Society, which currently includes senior authorship of a book and field

manual *Southeast Forest Plants and Wildlife Uses* (working title) due for publication in late 1999.

Dr. Miller is a native of Oklahoma City, OK. He received his BS in Forest Management from Oklahoma State University. He received his MS in Silviculture from Purdue University, and a Ph.D. in Forest Ecology and Environmental Toxicology from Oregon State University.

Since joining the USDA Forest Service in 1977, he has been located at the G.W. Andrews Forestry Sciences Laboratory on the campus of Auburn University.



Dr. James Miller, Weed Scientist of the Year

## PEOPLE PROFILE:

### New Laboratory Manager Hired

Nancy Andryszak was recently hired as the Laboratory Manager at the Center for Forested Wetlands in Charleston, South Carolina. Nancy will be developing and managing the operations of the analytical lab for the analyses of soil vegetation, and water samples.

Nancy has a BS in biology from Bowling Green State University, Ohio, and an MS from LSU in Baton Rouge, LA. Her master's thesis involved plankton sampling in the northern Gulf of Mexico, describing the larval stages of two species of flatfish and examining their distribution patterns.

For the past five years, Nancy was the water quality chemist at the Charleston Commission of Public Works (CPW) where she conducted drinking water analyses. She also served as the Quality Assurance and Control Officer for the CPW Lab. Nancy's office overlooked the Goose Creek reservoir where she often spotted bald

eagles and alligators. Prior to that, Nancy worked at Texas A&M University in College Station. She conducted bioassays and electrophysiology for the pheromone research program on southern pine beetle and thrips. While at Texas A&M, Nancy also worked for the Department of Oceanography, where she completed water and soil sampling "fingerprinting" for oil reserves.



Nancy Andryszak

"The opportunity to get back into research at the Center offered an exciting and rewarding challenge," says Nancy. She is looking forward to becoming involved with the Center's research mission.

Nancy moved to Goose Creek, SC from Montana with her husband, Bryan, and son, Alex.

### Thank You, Dale!

Since March, Dale Fabian has been filling-in for Thelma Floyd as Assistant Director for Administration at Headquarters. Dale is on detail from the Regional Office in Albuquerque, NM until August 20. He is the Regional Director for Procurement and Property. Happy trails as you return to the Southwest, Dale, and thanks for taking the time to assist the Station.....*Editor*

## Electronic Reservation System Introduced for Beta-Testing

by Rod Kindlund

After trying to work with an application called "Synchronize," the idea occurred to me to use the Internet environment to develop a Reservation Manager to track the audio-visual equipment, conference rooms, and vehicles at Station headquarters. At this time, the system is available only in Asheville.

Kevin Smathers, an intern with the Communications Group and a computer science major at UNC-A, took on the project and the site was launched in May at a mini-training session in the Main Conference Room.

During the beta-testing, we will continue to work out the 'bugs' and hope to 'export' the system to the entire Southern Research Station and the Forest Service as a tool for other units who have a need to track equipment or facilities in categorized inventories.

Kevin is currently working on an interface for the Reservation Manager that will display availability in a spreadsheet-type table for comparative analysis of all equipment desired within any category. This feature should be ready for launch by the end of the fiscal year.

To preview the site, type in < resv\_mgr > in the location bar on your Internet browser, if you are in the Headquarters Building, at Bent Creek Experimental Forest, or at the National Forests in North Carolina SO.

## Upcoming Events

### Southern Forest Resource Assessment

The Southern Forest Resource Assessment will be holding public meetings at five locations across the southern United States during late summer 1999. Details from < <http://www.srs.fs.fed.us/sustain/> > will be updated and expanded soon.

### Ecosystem Management Research Symposium

The 1999 Symposium on Ecosystem Management Research in the Ouachita and Ozark Highlands will be held on 26-28 October, 1999, at the Arlington Hotel in Hot Springs AR. More details are available on-line at < [http://www.srs.fs.fed.us/events/ozark\\_symposium.htm](http://www.srs.fs.fed.us/events/ozark_symposium.htm) >

## Vaccine for Lyme Disease Released

by Gary DeBarr

Lymerix, a vaccine to prevent Lyme Disease, has been approved by the FDA. It stimulates the immune system to make antibodies for Osp-A, a cell surface protein of *Borrelia burgdorferi*, the bacterium that causes Lyme Disease. As the tick ingests blood, the antibodies attack and kill the Lyme bacteria while it's still in the tick's mid-gut. Any bacteria that get into the bloodstream are also killed by the antibodies. Protection is 90% or greater in people younger than 65, with a series of three shots. After the initial injection, the second shot occurs one month later, and the last shot is taken at the 1-year anniversary.

For field-going personnel, the immunizations can provide the peace-of-mind of protection against the debilitating disease.

## Communications Training Set

by Ivory Walker

The Station is offering four day-and-a-half communications training sessions to nonsupervisory employees on a first come-first served basis. The course is designed to provide SRS employees information, ideas, and concepts that supervisors received in their refresher training conducted earlier this year. The instructor for the sessions is Dr. Linda Abbott-Trapp, who instructed the Supervisory Refresher Course.

The first session was held on June 9–10 in Asheville for Headquarters, RTF, Coweeta, and Blacksburg employees. Upcoming sessions will be held on October 18–19 in Pineville, LA for Pineville, Nacogdoches, New Orleans, and Monticello locations; October 21–22 in Jackson, MS for Saucier, Starkville, and Stoneville locations; and October 25–26 in Atlanta, GA for Athens, Auburn, Charleston, and Clemson employees. Classes are limited to 25 students and begin at 8:30 a.m. both days, ending at 12:00 noon on the second day. For more information, contact Ivory at: iwalker/srs.

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## PERSONNEL NOTES

### HEADQUARTERS

#### *Leadership Team*

Rob Doudrick was selected as the Assistant Director for Planning and Applications this spring.

#### *Acquisition and Property*

Sue Domina is the new procurement assistant; she comes from Region 3 (Kaibab National Forest).

#### *Communications*

Ronald (Shane) Coates promoted to Public Affairs Assistant.

#### *Fiscal Resources*

Joanne Watson accepted the Legal Documents Examiner position last fall.

#### *Forest Inventory and Monitoring*

Anne Jenkins promoted to Leader for FIM's Publications Management Section.

Carol Perry reassigned to Customer Service Representative for the Information Management Section.

V. Clark Baldwin, Jr. reassigned to Supervisory Research Forester (Head, Information management Section).

#### *Information Resources*

Karen Gregoria is serving in PC Support and offering PC Training.

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### CHARLESTON

Nancy Orndorff selected as Office Automation Assistant from Charleston Air Force Base.

Nancy Andryzak selected as the Laboratory Manager at the Center for Forested Wetlands.

### PINEVILLE, LA

Kier Klepzig appointed as Project Leader for Southern Pine Beetle: Ecology, Behavior, and Management.

### SAUCIER, MS

Floyd Bridgewater selected as Project Leader for the Southern Institute of Forest Genetics.

### STARKVILLE, MS

Peggy Bell has been given the responsibility for Data Collection Section administrative activities.

Dianne Webber reported on July 12 as the Program Assistant.

Charlene Walker reassigned to Statistical Assistant.

### WASHINGTON OFFICE

Thelma Floyd promoted to Assistant Director for Civil Rights.

Mary Chipman promoted to Personnel Specialist with flexible duty location in Asheville, NC.

## IRM Recognition Received at Employee Meeting



Recognition of the IRM Group was given at an all-employee meeting (above) as the Data General system was retired for good (right)



During the last year there have been many times, I'm sure, that we have all been frustrated over the move to the IBM system. No group of individuals moreso than the Information Services Group, I'm sure. They are charged with keeping the system working, so we can all do the things we do on computers every day. We all owe them a sincere "thank you" for their efforts to keep us up-and-running.

"Thank you" were expressed at an all-employee meeting in Headquarters in the spring. It was a day of jubilation as everyone got together to cel-

ebtrate the exit of the Data General (DG) system and hail the arrival of "Total-IBM" at Headquarters. Certificates of recognition were presented to individuals of the IRM staff. Two (unworkable) DG terminals were displayed that will be used as a part of a historical display of communications at the Station.

Before it all ended, the crowd was able to coax Libby Bagwell into leading everyone in a last-time singing of the "Twelve Days of the DG" to the tune of the popular holiday carol of the same theme.

If you haven't already done so, please take a minute to personally thank the folks in your IRM support group that continue to keep the IBM system grinding away, day-by-day. These diligent individuals are the backbone to making digital communications through computer technology work. It is a fast-paced world they work in with the technology one day promising to be obsolete tomorrow.

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