

Arrowhead

The Newsletter of the Employees & Alumni Association of the National Park Service



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FROM THE DIRECTOR

The Arrowhead: A Good Start

This premiere issue of the *Arrowhead* symbolizes changes underway within the National Park Service. Changes in how we communicate with our employees. And changes in how we communicate with the public. These changes are coming about because of conversations we have had with many of you over the last 18 months.



We found that we lack any real method of learning from each other—good ideas are not shared, not because we don't want to, but because there is no mechanism for it. The solution is not as simple as a regular newsletter, but it's a good start. I encourage you to share ideas through this newsletter and other means. We will soon add a new "fundamentals" training course and an Intranet site to share and recognize effective management decisions. More changes are in the works.

You have told us you want to connect people to parks; you want real and virtual visitors of all ages to have meaningful and safe experiences; you want school children and teachers to use the unique places and stories we preserve to build better learning opportunities. Unfortunately we found that we often—unintentionally—disconnect people from parks and places. The solutions here require all of us. I am changing how I do my job—through this column I will share with you in the months ahead what I am doing on your behalf—and I need each of you to change how you do yours.

Elsewhere in these pages you will find detailed information about what is underway—much of this has been developed under the name "Message Project"—and how you can help. I also urge each of you to read about the new National Parks Pass. The Pass is a wonderful way for us to reach out to the American public and invite them to join us as stewards of the national parks. I urge everyone to read these articles carefully; let us know what you think, and how we can do even better.

I want to thank the Employees and Alumni Association for its willingness to partner with us. We are excited about the possibilities of our new endeavors. I want to thank Chesley Moroz and her staff at Eastern National for continuing their tradition of excellence in communications to Association members and extend it to the entire NPS family.

I also want to thank the National Park Foundation, its Board and staff, who have been and continue to be our steadfast and generous partners in this project.

Bob Stanton

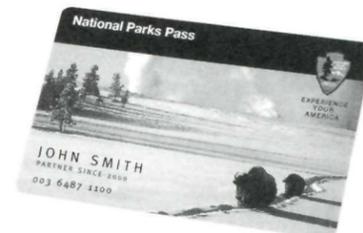
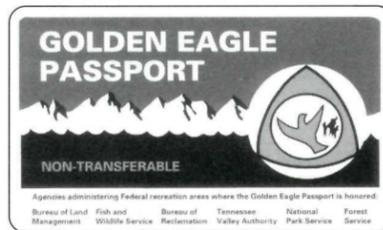
NPS 'Message Project' Seeks to Connect People with Parks

By Deputy Directors Denis Galvin and Jacqueline Lowey

In survey after survey, the public consistently ranks the National Park Service as one of the most respected Federal agencies. Based on these surveys, those of us within the NPS have been doing our jobs with the confidence that we have public support.

Two years ago, the NPS asked the National Park Foundation to develop a business plan to sell the Golden Eagle Passport more broadly. The consumer research conducted as a part of that business plan was more detailed and targeted than earlier general opinion surveys.

The results were a wake up call. While the public does truly love national parks, we found an extraordinarily limited understanding—or even awareness—of the depth and breadth of the National Park System and virtually no



THE NEW NATIONAL PARKS PASS reinforces the visual identity of the National Park Service and invites interest with "Experience Your America." Compare the power of identity and connection to the NPS of the National Parks Pass to that of the Golden Eagle Passport. The National Parks Pass is the first Service-wide implementation of the Message Project.

understanding of the scope of the mission of the National Park Service in communities outside of parks. In a nutshell, the public thinks of national parks as a handful of natural wonders, Western wilderness areas and vacation destinations.

Does this matter? Absolutely.

We are a publicly created and funded agency with a mission given to us by the

public to whom we are accountable. If the American people do not understand our work, we cannot expect them to support it—much less participate in it. If the public thinks we are no more than vacation destinations, how can we ever hope to explain management decisions that place preservation above use? The job of preserving and protecting starts

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Discovery Center Opens at MLK



OFFICIALS GATHERED AT MARTIN LUTHER KING, JR. NHS in Atlanta to open a new exhibit honoring the role children played in the Civil Rights movement. Participating in the ceremonies were, left to right, Frank Catroppa, park superintendent, Jerry Belson, NPS southeast regional director, Mrs. Coretta Scott King, NPS Director Robert Stanton and Jim Maddy, head of the National Park Foundation.

In honor of Martin Luther King, Jr.'s birthday weekend, the National Park Service unveiled the Children of Courage Discovery Center at Martin Luther King, Jr. NHS on Jan. 13. The Discovery Center, which documents and interprets the important role children played in the Civil Rights movement, was made possible by a grant from The Coca-Cola Foundation through the National Park Foundation. The Coca-Cola Foundation has pledged \$1.5 million to help build Discovery Centers for 12 national parks across the country.

"The stories of the young pioneers in the Civil Rights movement told in this exhibition will inspire today's youth, and help them realize that they too can make a difference," said Donald R.

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FROM THE EMPLOYEES & ALUMNI ASSOCIATION PRESIDENT

Welcome to the Arrowhead

Welcome to the inaugural issue of the *Arrowhead*. The Employees and Alumni Association (E&AA) of the National Park Service is pleased to announce a new name for its quarterly newsletter and to welcome many new readers. Through a cooperative agreement with the National Park Service, E&AA has increased the circulation of the newsletter to include active NPS employees. The Service is interested in communicating with their employees and alumni at a greater level, and felt that the existing E&AA Newsletter was a logical connection. We welcome our new readers and encourage membership and your participation by providing stories and information of interest to the Park Service family.

E&AA is a not-for-profit charitable and educational organization. E&AA helps to maintain and improve the morale of the NPS employees and to foster continuing close ties to the Service and its alumni through the publication of a quarterly newsletter, by sponsoring and helping to conduct biennial reunions and Founders Day events and by administration of interest-free educational loans for members and their families.

We value your participation and service to America's National Parks.

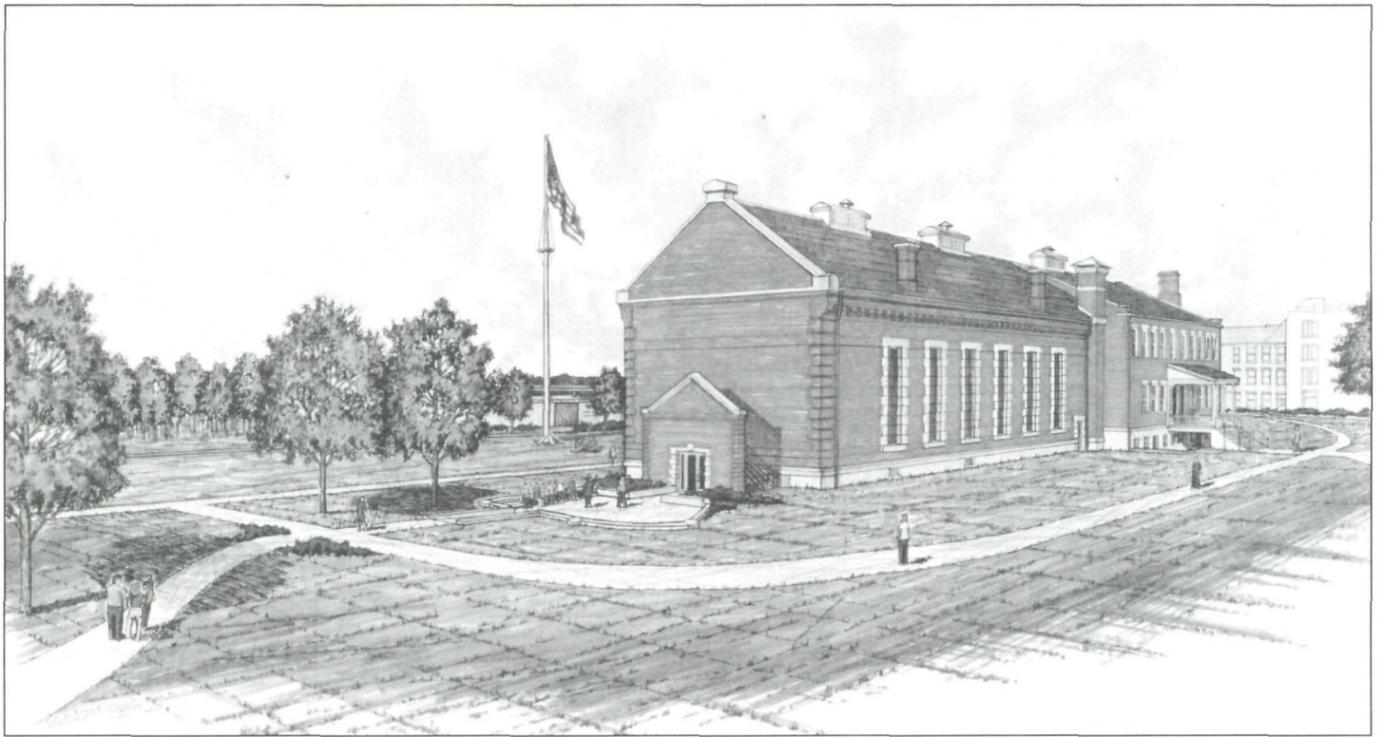
Chesley

Chesley Moroz, President

Focus on the Parks

• **Everglades NP**—On Jan. 18, Florida Governor Jeb Bush announced the state's plan to finance its half of the estimated \$7.8 billion cost of Everglades restoration and its commitment to a strong state/federal partnership throughout the process. The plan commits \$1.25 billion in state resources over the next 10 years, to be matched locally in south Florida. The federal government will pay the remaining half of the total; Congress will address authorization and funding of the comprehensive restoration plan this year.

• Warm February weather, heavy precipitation and hurricane-force winds caused numerous avalanches and weather-related problems throughout south central Alaska. The governor declared that section of the state a disaster area. Headquarters at **Kenai Fjords NP** was isolated by avalanches and the city of Seward operated on generator power. One employee evacuated her residence after an avalanche came down in the subdivision. **Katmai NP** lost a roof on a storage building in King Salmon when it was struck by 110-mph winds. A total of 11 small aircraft were severely damaged by the high winds; three of them were torn loose from their tie-downs and overturned. No serious injuries were reported, but damage to structures in the area was widespread. Damage to park buildings has been limited to roofing and siding. Preceding the wind, the temperature rose from 24 degrees below zero to 40 degrees above in just three hours. Travel on roadways by NPS employees was limited to essential activities.



FORT SMITH NHS ANNOUNCES RE-OPENING of the Historic Courthouse and Jail Building on June 24 (artist's rendering above). The historic building and park grounds have been undergoing a major \$7.5 million rehabilitation project for the past three years. The ceremony will include brief presentations by congressional leaders, NPS personnel and area dignitaries. The opening ceremony will be preceded by the dedication of the new overlook and educational panels along the Trail of Tears National Historic Trail. The dedication will take place at 9 a.m. on the Arkansas River, below Belle Point. Fort Smith, located along the Arkansas River in downtown Fort Smith, AR, embraces the remains of two frontier forts, and the federal court for the Western District of Arkansas. The site commemorates a significant phase of America's westward expansion and stands today as a reminder of 80 turbulent years in the history of federal Indian policy.

• Cross-country skiers Dennis Eucalyptus and David Moss were returning from a weekend ski trip in **Lassen Volcanic NP** on Jan. 30 when Eucalyptus was caught, covered and trapped by an avalanche. Moss called for help on a cell phone. Park and National Ski Patrol personnel and a sheriff's dog team responded via snowshoes, skis and over-snow vehicles. Deep snow, steep terrain and avalanche conditions hampered the search response. Four hours lapsed before rescue teams could reach the avalanche site. The dog handler found some of Eucalyptus' clothing in a deposition field, and he was located by probe shortly thereafter. Eucalyptus was unconscious, but breathing despite being covered by over five feet of snow for five-and-a-half hours. He was extricated, transported out and turned over to a waiting advanced life support crew. Eucalyptus was treated for hypothermia at the hospital, kept overnight for observation, then released the following day.

• **Organ Pipe Cactus NM** rangers completed a backcountry project in January that created a network of 15 miles of trails in Senita Basin. The project involved converting abandoned and overgrown mine roads into single-track trails and connecting old roads and existing trails together. In 1999, seasonal backcountry ranger Mike Gallant, working with Nancy Favour, the monument's GIS specialist, developed a detailed map of the trails with accurate distances between points. During the summer of 1998 and 1999, rangers Steve Ganitsch and Karl Pearson led the Tohono O'odham Youth Rangers in the trail work. Signs were placed throughout the trail system. Maps of the trails are provided at the visitor center along with a free shuttle service to assist hikers using the trails.

• The threatened coho salmon returned to creeks within Point Reyes NS recently due to increasing rains in central California. The newly arrived coho adults entered a side tributary creek, called

Blueline Creek. The creek, blocked by a high culvert for over 40 years, has been made passable through the creation of a series of pools and culvert modifications. These modifications, costing just \$12,000, have made over three miles of additional stream available to the fish. During fish spawner counts last week, over 20 coho were found to have entered the Blueline Creek area. This project is part of an ongoing effort by the joint **Point Reyes NS-Golden Gate NRA** coho and steelhead restoration project, the objective of which is to protect and enhance riparian and stream habitat for steelhead trout. Two creeks within NPS boundaries have remnant populations of coho and steelhead trout and are estimated to have approximately 10 percent of the remaining wild coho salmon stock in central California.

• In January, 27 bighorn sheep were released along the Yampa Bench Road below Tanks Peak within **Dinosaur NM**. The sheep had been trapped the day before by Colorado Division of Wildlife (CDW) personnel near Georgetown, CO. There were 10 rams, 13 ewes and four lambs in the group. Ten of the animals have radio collars so that NPS and CDW employees can monitor them. The last release of sheep in the park was in 1997. The objective of the program is to establish a sheep population in the historic habitat along the Yampa River corridor.

• **Channel Islands NP**—an Alaska Airlines MD-80 passenger jet with 83 passengers and five crew members aboard crashed into Santa Barbara Channel about two-and-a-half miles north of the lighthouse on Anacapa Island on Jan. 31. The crash was first observed and reported by a NPS employee working on the island, then relayed by dispatch to the Coast Guard. The crash site is a mile and a half outside the park's boundary. The Coast Guard was in charge of search and rescue efforts, and the park

assisted with its vessel, *Ocean Ranger*. The aircraft hit the ocean at a steep angle, nose first. There was a large debris field. The ocean is between 600 and 700 feet deep at that location. No survivors were found, but the remains of some passengers have been recovered.

• **Big Bend NP** reports the find of fossilized bones of a gargantuan plant-eating dinosaur, the most complete yet found. The creature was probably about 100 feet long and weighed as much as 100 tons when it roamed the earth 67 million years ago. It could become the world's largest four-legged dinosaur from the late Cretaceous period. James Carter, University of Texas Department of Geosciences, found fossilized fragments of the animal's neck in 1995 and unearthed more remains last November. The bones are either those of an unusually large member of a dinosaur family known as *alamosaurus*, or a new species, according to Carter. He says that he expects excavation to resume by this summer after Big Bend NP conducts an environmental impact study.

• The annual bird count made by over 100 bird watchers, including staff from **Point Reyes NS** and **PWRO**, observed over 200 species of birds in the park and on adjacent lands. Because of its temperate climate, optimum latitude, coastal estuaries and diverse plant communities, Point Reyes is often among the top five locations in the country for the number of species seen during a winter count. Overall, the park has recorded 468 species of birds, about 45 percent of the species found in North America.

• **Bighorn Canyon NRA** protection rangers and resource management employees are participating in an ongoing bighorn sheep research project being conducted by the U.S. Geological Service's Biological Resources Division (BRD). Researchers from BRD led the operation and were assisted by personnel from the park, BIA, BLM, Wyoming

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The Newsletter of the Employees & Alumni Association of the National Park Service



The *Arrowhead* is a quarterly publication for National Park Service employees and retirees. The E&AA is a non-profit, membership organization dedicated to promoting the values of the NPS family and preserving its treasured resources. The *Arrowhead* is available to non-members and other organizations for \$15 per year.

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To contribute stories or photos for consideration, or for E&AA contribution and membership information, please see page 12.

Focus on the Parks

Fish and Game and a top-notch aerial capture team from Hawkins and Powers in Greybull, WY. Twenty-three bighorn sheep were captured and collared in the park. Data collected during the capture (blood samples, age, trace mineral tests, etc.) and while tracking the radio-collared sheep, will assist staff in making management decisions directed at maintaining a bighorn sheep population in the park.

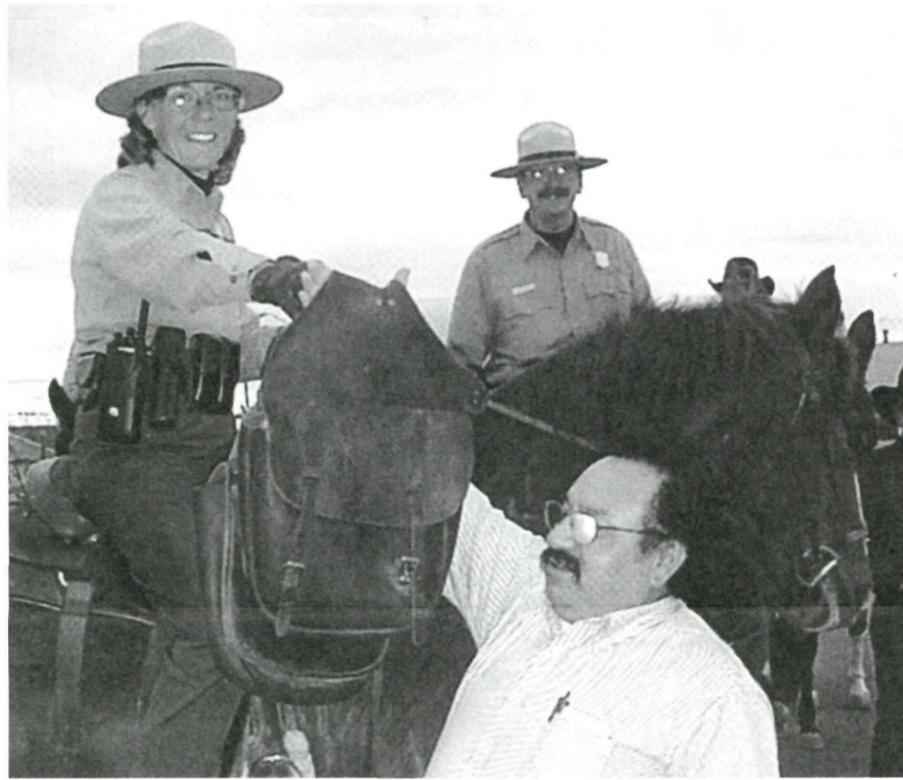
- The Martin Luther King, Jr. Center for Nonviolent Social Change (the King Center) conducted a series of events celebrating the 15th national holiday and observing what would have been Dr. King's 71st birthday. The annual observance included several events in the park between Jan. 13 and 17. Participants in the events included Vice President Al Gore, local, state and national politicians and leaders of national organizations. Rangers from **Martin Luther King, Jr. NHS, Chattahoochee River NRA, Kennesaw Mountain NBP and Little River Canyon N PRES** provided security on park lands during the events.

- The first colony of nutria, a South American aquatic rodent, has been confirmed in **Assateague Island NS's** salt marsh. This is the first documented expansion of nutria into the coastal watershed of the Delmarva peninsula. Nutria were initially introduced into the Chesapeake Bay region of Maryland and in many other states in the 1940's and 1950's to promote the fur industry. They escaped into the wild and are now established in 22 states. Nutria graze on both wild and agricultural plants, but the major threat may be to wetlands. In marshes, nutria forage directly on the vegetative root mat, resulting in eat-outs of barren unconsolidated mudflats, leaving them pitted with digging sites and fragmented with deep swimming canals. The damage also accelerates the erosional processes associated with tidal currents and wave action. Blackwater National Wildlife Refuge, which is across the peninsula from the park, has lost 7,000 acres of a 17,000-acre salt marsh due primarily to nutria eat-outs. Aggressive public trapping has only been able to reduce and stabilize that nutria population at 35,000 to 50,000 animals. A three-year pilot eradication and restoration program at Blackwater will likely cost nearly \$4 million. Assateague is documenting the extent of this initial colonization.

- Employees and VIPs within **Petrified Forest NP** participated in the annual Hash Knife Posse Pony Express ride on Jan. 25. Nine employees volunteered their time and many used their own horses and equipment in order to participate in the event. The first rider left the Rain-

bow Forest museum at 10 a.m. and rode to Highway 180, where the mailbag, containing visitor and employee mail from the park, was handed over to the second rider. Seven three-mile-long legs were ridden, ending at the Holbrook County fairgrounds. The riders then joined other Hash Knife Posse representatives and delivered mail from the surrounding area to the Holbrook post office.

- Seven bighorn sheep appear to have been killed by lightning in **Yellowstone NP**. The remains of the sheep, discovered and reported in late September,



HOLBROOK, AZ POSTMASTER JUAN FLOREZ ACCEPTS U.S. mail from Petrified Forest NP Ranger Debra Roznovak while Ranger Chuck Dorn looks on. The two rangers were part of a group that rode in from the park to bring in letters designated for the 2000 Pony Express Ride from Holbrook to Scottsdale (see story, this page).

were found on Mt. Everts near the base of a Douglas fir tree bearing a recent lightning scar. Park biologists and rangers investigated the remains and determined the cause of mortality. At the time of discovery and investigation, the remains consisted primarily of bones and hair, due to decomposition and consumption by scavengers. Based on the number of skulls or skull portions and horn sheaths at the site, park biologists estimate that seven sheep were killed: one young ram, four adult ewes, one lamb and one unknown. No evidence of poaching or poisoning was found at the site. Although wolves, lions and bears are known to use the area in which the sheep were found, the intact condition of the skeletal remains, along with the absence of scat or other predator signs and the obvious lightning scar, suggests that the sheep were

not killed by predators. Wildlife and domestic livestock are both known to be killed on occasion by lightning strikes. A hunter in Colorado last fall reported finding 56 elk that had been killed by a lightning storm on one mountainside. In July 1987, six elk were killed by lightning in Yellowstone, and in June 1995 a bison was killed by lightning near Old Faithful.

- On the 30th anniversary year of the dedication of **Lyndon B. Johnson NHP**, March 25 was set aside for children. The park in Johnson City, TX had

a special "Open House," and children of all ages were invited to experience new hands-on exhibits in the Children's Activity Room in the Johnson City Visitor Center. They were able to dress life-size cutouts of "Grandpa Sam" and "Grandma Eliza," who represented Lyndon Johnson's real-life grandparents. They dug into an accessories box to find objects Sam needed during his trail drives and which Eliza needed for tending the homestead. Additionally, a new computer game, designed to teach the youngsters about the presidents, was installed for the occasion. The video games, operated with touch-screen technology, allowed them to explore presidents' lives with the touch of a finger. Closed-circuit television allowed the children to re-enact the historic signing of Johnson's education bill, with the children taking Johnson's place at the ceremonial table. ■

Civil War Seminar to be Held at Gettysburg

The 8th Gettysburg Seminar, entitled "No Turning Back: 1863 and the American Civil War," sponsored by Gettysburg NMP and Eastern National, will be held April 29 and 30, 2000. The year 1863 was a crucial and dramatic year in the four-year Civil War, with military and political events that altered the course of war and the

nation. This year's seminar will explore some of the most significant leaders, military campaigns and other events of 1863 and how they shaped the war's outcome. The registration fee is \$65 and includes all lectures, transportation to field programs, a Saturday luncheon and a copy of the seminar proceedings (to be mailed when the

seminar concludes). For further information, contact Park Ranger Evangelina Rubalcava, c/o Gettysburg NMP, 97 Taneytown Road, Gettysburg, PA 17325, (717) 334-1124, ext. 447. To register, send a check or money order to the above address, made payable to Eastern National, Year 2000 GNMP Seminar. ■

INDEPENDENCE NHP

Independence Mall Improvements Announced

As part of the implementation of the GMP for Independence NHP, plans for the four new buildings on the Mall have been publicly announced. Guided by a Master Plan, the National Park Service, and its partners, the City, the Commonwealth and the philanthropic community have begun implementing the transformation of the Mall into a truly spectacular gateway to our nation's birthplace.

The western third of the first block will host a new Liberty Bell Pavilion. The Pavilion will include an educational and interpretive queuing and exhibit areas and a new bell chamber. The challenge is to serve all visitors in a comfortable, efficient manner, while also providing them with an opportunity to have a uniquely personal experience with the international symbol of freedom and liberty. Designed by Bohlin Cywinski Jackson of Philadelphia, the new Pavilion is scheduled to open during the fall of 2001.

The second block of the Mall will host the new Gateway Visitor Center (GVC) and the Independence Park Institute (IPI). The GVC will serve as the gateway to INHP, the surrounding historic district, the city as a whole and the region. Current plans include a 47,500 square foot facility that will be interconnected with the underground parking garage. The GVC will be owned by the NPS, and operated and managed by the non-profit Gateway Visitor Center Corporation. Designed by Kallmann, McKinnell & Wood Architects of Boston, the new GVC is scheduled to open in the summer of 2001.

The IPI will serve as the base for the parks educational programs. The 15,000 square foot facility will serve as the school of Colonial and Revolutionary American history. It includes eight SmartSpace classrooms, a teacher resource area, distance learning and teacher education facilities. The IPI will provide the key component that will inspire intellectual and emotional connections to the park for the 400,000 children visiting the park each year on field trips. Also designed by the Kallmann firm, the IPI is currently in the midst of a capital campaign, and is expected to open in 2002.

The third block will host the National Constitution Center. The Center, established by Congress, will be dedicated to the Constitution and the system of government it created. The Center will accommodate an estimated one million visitors in the 132,000 square foot facility. The Center will be owned by the NPS, operated and managed by the independent, non-profit, non-partisan National Constitution Center. Designed by Pei Cobb Freed & Partners, Architects of New York, the Center is currently in the midst of a capital campaign, and is expected to open in 2002.

Kudos and Awards

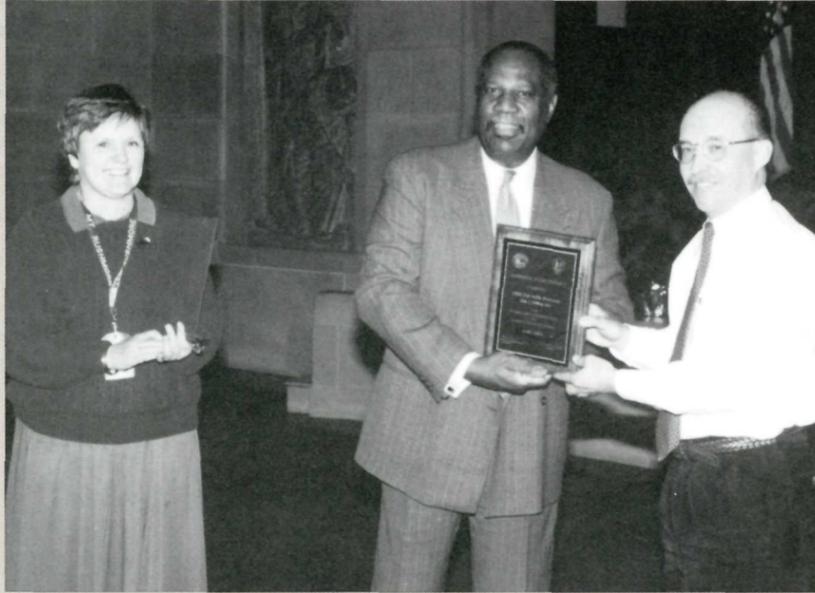
- **Ann Doherty**, former education specialist at White Sands NM and currently at Mount Rainier NP, received the NPS "1999 Leave No Trace Outstanding Master of the Year Award" for her work at White Sands. The award was presented during the annual Leave No Trace Interagency Coordinators' Conference last month. Leave No Trace is an interagency program (USFS, NPS, BLM and USFW) that teaches front and backcountry minimum-impact skills and ethics.

- **Janice Hodson**, curator at Longfellow NHS in Cambridge, MA received the regional award for Central Office Cultural Resources Manager of the Year for her work on the Gettysburg Museum Collections Management Plan.

- At the 10th Annual "Governor's Pride in Arizona" awards program, **Tonto NM** was honored for its environmental education program "Project Desert." The award, presented by Secretary of State Betsy Bayless, recognized businesses, government agencies, organizations and individuals that have taken action to preserve and enhance Arizona's environment.

- Rangers **David Pharo** and **Steve Stinnet** were honored as Outstanding Law Enforcement Officers of the Year for the Southern District of Florida by United States Attorney Thomas Scott. The recognition was for their efforts in investigating and prosecuting the case of *U.S. v. Guy Amodie*. Amodie ran his vessel aground several times in Biscayne NP while under the influence of alcohol, causing extensive damage to the fragile sea grass community. The government was successful in receiving guilty findings on all five charges, with a total fine of \$25,000 assessed (the maximum possible). He was also ordered to pay \$106,000 to the park for the damage inflicted upon the resources. Pharo and Stinnet were recognized for using statutes and regulations not commonly employed in district court and for successfully involving the defendant's insurance company, which accepted liability for its client's criminal conduct.

- Franklin Covey announced the presentation of the Franklin Covey Team



NPS PARK FACILITY MANAGEMENT IS HONORED by Director Stanton for diversity accomplishments. Pictured left to right: Associate Director Maureen Finnerty, Director Stanton and WASO Park Facility Management Division Chief Dale Wilking.

Division Chief **Dale Wilking** and the **WASO Park Facility Management Division** were honored for their significant accomplishments towards meeting agency diversity goals by Director Stanton and Associate Director Finnerty. This is the first such commendation of a headquarters division office by Stanton during his tenure as NPS Director. The presentation was made at a WASO and NCR all-employees meeting held in the Department of the Interior Auditorium, Washington, D.C.

In presenting the commendatory plaque, Director Stanton first expressed the Service's appreciation to Wilking for his dedication, efforts

and many successes in support of NPS facility management programs and operations Servicewide. He then added, "Today, however, I want to particularly commend WASO Park Facility Management and Mr. Dale Wilking, chief, for their significant contributions to agency diversity goals in 1998 and 1999." Reemphasizing his commitment as director to youth programs and to NPS diversity, Stanton stated, "Our goal is to have the National Park Service workplace reflect the face of America. We can leave no greater legacy than to awaken in each of us and those that follow the potential to pass on something better."

1999 Award for Synergy and Impact to **Lake Mead NRA** for demonstrating the ability to build effective strategic alliances with various other departments and companies within the community. Nominated by the NPS, Lake Mead won the award for the way in which the Covey principles were adopted throughout the park. In addition, Team Lake Mead shared their expertise with more than 25 other NPS and DOI entities. The Covey presentation cited Lake Mead for its use of the Covey system in support of the Government Performance and Results Act, while

renovating the park culture in which they worked. Covey officials said the award went to Lake Mead because of the innovative ways they implemented Covey material to promote synergy and team work while creating high-impact results. Receiving the award for Lake Mead NRA was Supt. Alan O'Neill, Ricardo Portillo, chief of administration and Bobbie Antonich, leadership director.

- Ranger **Mike Wilson**, Cuyahoga Valley NRA, was recognized by Mothers Against Drunk Driving (MADD) for

making a difference by keeping intoxicated drivers off area roads. Wilson's aggressive work in identifying people under the influence of drugs and alcohol has resulted in arrests, citations and juvenile court appearances for nearly 25 people since last June.

- Three Gettysburg NMP employees received outstanding achievement awards at a recent George Wright Society conference in resource management. Regional Director Marie Rust presented the awards. The awards recognize Chief Ranger **Brion Fitzgerald**, Supt. **John Latschar** and Park Planner **Debbie Darden** for outstanding accomplishments in cultural resource management, conservation and planning. The prestigious annual awards single out the highest contributions of park and central office employees in advancing the NPS missions and goals in the region.

- Lake Meredith NRA Park Rangers **Lloyd Griswold** and **Mike Smith** were awarded the "Ed Wheeler Hero Award" by the Hutchinson County American Red Cross. The award recognizes them for a dangerous rescue near Alibates Flint Quarries NM last July.

- The Crystal Award for Training and Development Excellence is awarded to those who have made long-term contributions making a positive impact in training and development of NPS employees, or to individuals who completed a key project that impacts the training and development of Service employees. On Feb. 4, the Crystal Owl Award was presented to **Dave Dahlen**, training manager for Interpretation, Education and Cooperating Associations, Mather Training Center. Over the years, Dave's efforts have been a driving force affecting interpreters as well as interpretation. As an exemplary instructor, coordinator and facilitator, Dave has articulated what effective interpretation is and how it can be measured. Tremendous results have been obtained through his work with the Interpretive Development Program and with the Regional Interpretive Skills teams. His dedication to professional development will have long-term and far-reaching impacts in the National Park Service, and for the benefit of visitors. ■

Issues 2000

Fire Management Mentoring

Over the next three to seven years, there will be a dramatic loss of fire-fighting personnel through retirement. The NPS will lose almost half of its mid- to upper-level fire management personnel. The Service is committed to developing its personnel to manage the wildland fire program. In order to attain this, a formal, voluntary mentoring program is being instituted to develop employees to their fullest potential. The program is open to all employees who are currently in fire management positions or have a strong interest in participating in and/or supporting fire or incident management at the local or national level. For more information, contact Bill Adams at FMPC in Boise via cc:mail or at (208) 387-5219.

Making CESUs Work

In an effort to bring this country's brightest talents to bear upon increasingly complex land management issues, the NPS has joined with other governmental organizations to craft partnerships with academic and other non-governmental science institutions that can provide land managers with access to research, technical assistance and education. Known as Cooperative Ecosystem Studies Units (CESU), these partnerships will provide support in biological, social and cultural sciences. For more information on CESUs, see www.cesu.org/cesu.

The first four Cooperative Ecosystem Studies Units have become operational: Colorado Plateau, Rocky Mountains, Southern Appalachian Mountains and North Atlantic Coast. Two of these units are within the Intermountain Region and coincide with the Rocky Mountain

and Colorado Plateau clusters. With the endorsement of cluster superintendents, the Intermountain Support Office created two positions to serve as full-time NPS research coordinators to be duty stationed at the host universities: Northern Arizona University for the Colorado Plateau, and the University of Montana for the Rocky Mountains. Combined, these two units represent partnerships between five governmental and fourteen different partner institutions.

The Intermountain Region announced the recent selection of Dr. Ron Hiebert (Colorado Plateau) and Dr. Kathy Tonnessen (Rocky Mountains) as CESU research coordinators. They reported to their new positions in December 1999. Many of you know Ron and Kathy from their former high-visibility NPS positions.

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Class of 2000

E&AA life member **George Buckingham**, Crater Lake NP chief park ranger for over 10 years, retired on Dec. 31. His career spanned 35 years of NPS service. He began as a seasonal fire control aid and park ranger at Rocky Mountain NP, followed with other seasonal jobs as a park ranger and park archeologist at Mesa Verde NP and Chaco Canyon NM, seven seasons in all. His first permanent assignment was as a park archeologist, park ranger and chief of interpretation and resource management for six years at Chaco Canyon NM. He was transferred to Glen Canyon NRA as a sub-district and assistant district ranger for three years. Then another three-year stint at Dinosaur NM as a district ranger was followed by eleven years at Bryce Canyon NP where he served as a supervisory park ranger and chief park ranger. He then moved to Crater Lake NP as chief park ranger. Along the way he served on a number of special-event teams during the sixties and seventies participating in a number of notable NPS events. George and his wife Judy, a retired elementary school teacher, now have a home near Chiloquin, OR. George is heavily involved with the local community, in the planning and organization of Crater Lake's 100th anniversary (2002), outdoor recreation planning and with emergency services planning. George and Judy also plan to do some traveling, especially to visit grandchildren. They welcome visitors.

Lucia Camper, administrative officer at Petersburg NB, retired April 14 after 35 years of service.

Charlie Clapper, director of the DSC retired March 31 (*more details of Charlie's career will be highlighted in the next issue of the Arrowhead—Ed.*)

Don Falvey, superintendent at Zion NP, is retiring in July and a retirement party will be held July 2. For details contact Zion NP.

Butch Farabee, assistant superintendent at Glacier NP, retired Dec. 31 after a legendary NPS career spanning 37 years. Butch's NPS career took him



BUTCH FARABEE

from seasonal trail crew work at Sequoia NP in the 1960s, to Lake Mead NRA and Yosemite NP where he served as one of the first law enforcement trained park rangers. In the 1980s, he served as emergency services coordinator, Grand Canyon, and later as management assistant. One of his most rewarding assignments was a four-year stint in Washington, D.C., where he served as the servicewide emergency services coordinator. Butch spent five years at Padre Island NS as superintendent and then moved north to Glacier NP as assistant superintendent in 1995. While at Glacier, he published *Death, Daring, and Disaster: Search and Rescue in the National Parks*, a comprehensive chronicle of the history of search and rescue in the NPS. Butch will be moving back to his home state of Arizona, where he will continue writing books about rangers and ranger activities in the NPS.

Tom Ferrell, district ranger at Walnut Canyon NM, retired on Dec. 31. This 30-year NPS veteran has worked at Walnut Canyon for the past 15 years as well as at Pinnacles NM and Montezuma Well, a unit of Montezuma Castle NM.

Carolyn Kriz, assistant superintendent at Big Cypress, retired after 30 years of federal service. During most of her NPS career, she worked at NCR sites including the White House and the National Mall. Carolyn and her husband Will Kriz, who retired a few years ago after serving as chief of lands both in the

Southeast Region and WASO, will remain in Naples, FL.

Manuel Martinez, engineering equipment operator at Bandelier NM, retired Dec. 31 after a 38-year NPS career at Bandelier. "Manny" began working at Bandelier in 1961 and during his career he held the positions of seasonal laborer, laborer, janitor, motor vehicle operator and engineering equipment operator. Manny has seen many people come and go at Bandelier. His knowledge of the monument's history and his jovial attitude will be missed.

Joan Mitchell, a planner in the IMSO in Santa Fe, retired from the NPS on Dec. 31. Joan joined the NPS in January 1980 as a technical writer/editor after teaching English for the Bureau of Indian Affairs in Many Farms, AZ on the Navajo Nation. Since 1985, Joan has worked as a planner in the former SWRO and currently in the IMSO, Denver, contributing to a wide variety of general management and land protection plans, special resource studies and legislative projects. Joan has master's degrees from the University of Michigan and from St. John's College in Santa Fe. She plans to spend "at least a year and probably more" writing poems, dancing, traveling and hiking.

J.R. Norton, maintenance mechanic at Chickasaw NRA, retired Dec. 31 after 36 years of public service, including 19 years at Chickasaw NRA as a mainte-

nance and carpentry worker. Before joining the Chickasaw staff, J.R. worked for Job Corps, Oklahoma Vo-Tech and Young Adult Conservation Corps (YACC). His retirement plans call for spending time with his grandchildren and traveling on a mission trip to Mexico to help build a church.

Levi Rivers, criminal investigator, Independence NHP, retired Feb. 29 after almost 29 years at the park.

District Ranger **John Sheek**, Mesa Verde NP, retired March 8 after 30 years of government service.

Martha Sloan, Glacier NP, longtime secretary to the chief ranger, retired on March 31 after 47 years with the NPS.

Supt. **Jimmy "Jim" D. Taylor**, Wind Cave NP, retired Feb. 29. His 35-year career began with a seasonal appointment at Lassen Volcanic NP in 1963; permanent assignments include Grand Canyon NP, Organ Pipe Cactus NM, Capulin Volcano NM, Mesa Verde NP, Capitol Reef NP, Fort Larned NHS, Grant-Kohrs Ranch NHS, Colorado NM and Wind Cave.

Betty Wilson, secretary in the regional director's office, is retiring after 20 years of federal service. Betty worked at the Department of Housing and Urban Development and the Social Security Administration before joining NPS in 1992. ■

Funding Proposals Being Accepted for 2001 Albright-Wirth Grant Program

It's "open season" for the 13th Annual Horace M. Albright-Conrad L. Wirth Grant Program. The Albright-Wirth Grant Program, sponsored by the National Park Foundation, is an independently funded, agency-specific training program designed to provide financial support for the professional development or skills-based training of NPS employees having novel ideas on how to enhance, improve or streamline agency programs, products or operations.

Proposals for funding can be submitted through Friday, May 26. A diverse panel of experienced NPS employees will review qualified proposals in June. Their recommendations will be critiqued by senior advisors and submitted to the Director for final approval. Employees whose proposals have been awarded a grant will be notified in writing by August. For additional information, contact Victoria Clarke-Wood, (202) 501-8912, or via cc:mail.

Issues 2000

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Ron has served for eleven years as chief scientist and more recently as ARD for the MWR. No stranger to parks, Ron spent six years as a plant ecologist and chief of the Division of Science at Indiana Dunes NL. Ron is equally at home on campuses having held positions as assistant professor, visiting fellow and current adjunct professorships at University of Nebraska and Kansas State University. Ron also brings years of experience working with Native American education as chair of the Natural Resource Advisory Board for Haskell Indian Nations University.

Kathy has been an ecologist and director of biological effects in the NPS's Air Resources Division since 1991. Prior to her NPS position, she spent seven years administering air pollution research for the State of California. While in California, Kathy designed and implemented field research of natural water geochemistry in Yosemite and Sequoia-Kings Canyon NPs. Kathy is equally familiar with the university setting having affiliated faculty positions with the University of Colorado and Colorado State University.

Law enforcement Study Update

In January, Director Stanton mandated a study of the Service's law enforcement program. Chairing the study is Mike Finley, superintendent of Yellowstone NP. He has sent along the following update:

On Jan. 13, 2000, I was asked by Director Stanton to chair a study team to review the NPS law enforcement program. In his memorandum, the Director provided general direction relating to the review. First, the review was to be conducted by a respected external organization, such as the International Association of Chiefs of Police (IACP). Second, the Director provided that the Law Enforcement Study Team was to be supplemented by two experienced senior law enforcement officials from other land management agencies. We have selected Mr. Monty Holcomb, special agent with the U.S. Fish and Wildlife Service and Special Agent Gary White with the Bureau of Land Management. In addition, we have asked Chief Rangers Cindy Ott-Jones and Cheto Olais to serve on the study team. FLETC Superintendent Paul Henry will serve as a liaison to the IACP team.

The Director's memorandum established objectives for the study and identified 12 study components. I believe we should consider these 12 components as the minimum to be addressed by the study team. The scop-

ing process, including document reviews, employee meeting and comments, external contacts and various other forms of input may identify other issues. To begin this process, members of the study team met with a group of NPS Federal Law Enforcement Trainees in early February...We will attempt to utilize existing meetings to provide a forum for communication to the extent practicable. We will meet with additional groups, including superintendents, regional directors, unions and other officials as opportunities occur.

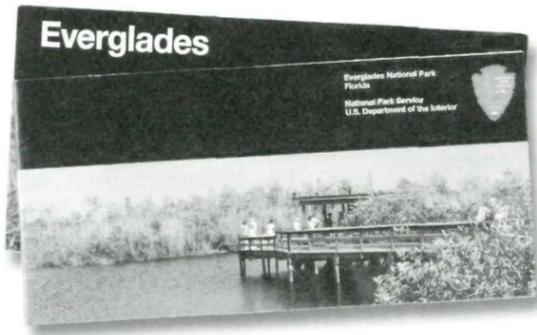
In addition, we will seek input from prosecutors, concessionaires, public defenders, cooperating law enforcement agencies, the courts and others that may provide information valuable to the study. The team will also rely heavily on existing studies and reviews to the extent applicable to fulfill our responsibilities. We see our activities as complementing rather than duplicating previous initiatives.

Due to the comprehensive nature of the task and the team's commitment of a quality product, I have asked for—and the Director has approved—an extension of the completion date to Sept. 30, 2000.

This study is an important undertaking. My goals are to be inclusive, comprehensive, efficient, practical and

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NPS 'Message Project' Connects People with Parks



THE UNIGRID PARK BROCHURE is now carrying the arrowhead to identify it, and the park or program it represents, as part of the NPS.

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with educating and understanding.

Faced with the results of this research, we began what has become known as the Message Project. Relying on the continuing support and resources of the National Park Foundation, we set out to determine why the public doesn't understand, and what we can do about it.

Over the last 18 months, a steering committee—composed of Director Stanton, Regional Directors John Reynolds and John Cook (who has carried this role into retirement) and the two of us—has guided an effort to examine public perceptions through focus groups, talked to more than 1,000 employees and partners, assessed our current methods of communicating, developed recommendations for change—and begun to do just that: Change.

Using a nationally known firm, we audited the broad range of NPS communications to understand what we are saying and how we were saying it. Among the major findings:

- Our materials—signs, newspapers, brochures, business cards, Web site, etc.—all look different. With no consistent design style, we actively communicate that these places are not connected.
- The NPS logo, the arrowhead, has enormous equity both internally and with the public, yet it is not used consistently on materials.
- Materials tend to be park or program specific, providing excellent information about a single park and almost no information about similar parks, programs or the System/Service as a whole.
- We do a poor job of communicating to and among our 20,000 employees. This reinforces the tendency to think in terms of “my park” or “my program” rather than the Service or System and offers no means to learn from each other.
- We devote very few resources to communicating with the broad public audience. Only 25 of the 379 parks have full-time public information officers. In other parks and in programs, this function is staffed on a part-time or ad hoc basis making communication reactive, rather than proactive.
- We don't do a good enough job explaining our stewardship of the parks in a way that the public can understand and embrace their role. There are exceptions. For example, the staff at Yosemite communicates management policies in thoughtful and understandable ways that invite visitors to help protect these places in partnership with us. They view their visitors as stakeholders.
- We don't do enough to recognize that people—seniors, families with young children, etc.—have different needs and interests. Instead, we address a “general audience”

and end up not connecting with any particular audience. Too often, we communicate in jargon that only we, as NPS employees, understand.

- In talking about our mission, we too often convey to the public that we are protecting the parks “from” them, instead of “for” them. For example, our materials have beautiful photographs, but there are rarely people in the photos, which can send the message that “these places are beautiful when *you* aren't here.” In some visitor centers, displays convey to visitors the message that they are the problem.

Understanding the causes of this gap in public understanding was only the first step. The challenge now is to respond. To take actions that will bridge and then eliminate this gap.

We do a tremendous amount of communicating through brochures, park newspapers, our Web site, media coverage and the public contact of our 20,000 employees. Starting now, everything we communicate needs to share four simple goals:

- We need to connect with the public, to make the parks and programs relevant to their lives.
- We need to build the public's sense of ownership and pride in all of their national parks.
- We need to build the public's understanding of the depth and breadth of the System and mission of the Service.
- We need to communicate as one organization.

Part of communicating as a single organization is adopting and using fundamental, consistent language

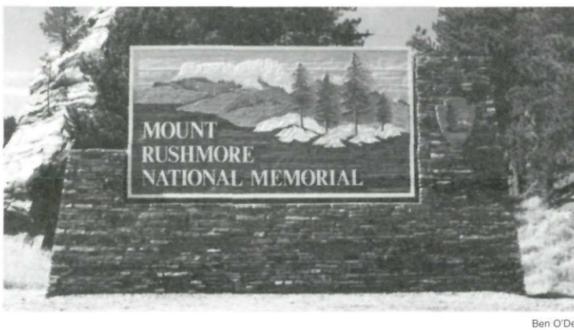
can better explain why people should care, the importance of protection, and then invite their participation.

- **Special Places:** these places (national parks and those in communities) represent an important piece of America's natural, historical and cultural heritage; they are special places saved by Americans.
- **Meaningful Experiences:** they offer people opportunities for meaningful experiences in a variety of ways (in person, via the Internet, in classrooms, etc); “meaningful” is meant to be broad, but not so broad as to mean anything anyone wants to do; it opens the door to talking about limitations.
- **Protection:** once the connection has been made that the places are special and the opportunities to experience them are valuable, then the case for protection—that the NPS will help guarantee these places will always be here—can be made.

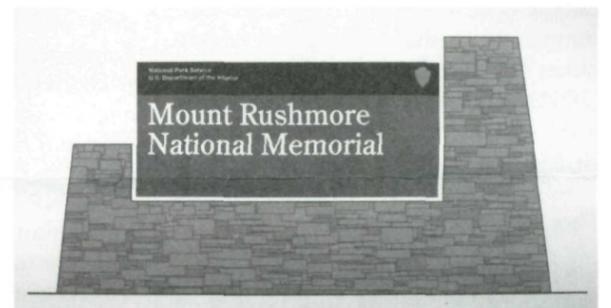
The final piece of our basic communications strategy is a phrase or “tag line” that captures the essence of our mission and invites the public to learn more. That tag line is: “*Experience Your America.*”

The tag line will always be used with the arrowhead and with text and/or visual supporting information that makes clear its relationship with the national parks and the NPS.

All of this language was tested in focus groups and, in every case, built the public's understanding and sense of pride and ownership. It is the beginning of our moving forward as one organization.



CURRENT MOUNT RUSHMORE NM ENTRANCE SIGN (above left) and an artist's rendering of new sign that will welcome visitors this summer (above right). The design is consistent with the visual identity of the National Park Service. Note that the black band and arrowhead motif is also carried on the new National Parks Pass. This consistency connects individual sites to the System and helps people identify places as national parks.



that describes what we do in a way that is understandable to the public. We need to say in one sentence what we do, and why it matters.

As approved and adopted by the Director and the National Leadership Council, that sentence is:

“The National Park Service cares for special places saved by the American people so that all may experience our heritage.”

While specific use guidelines are in the works, this sentence, for example, should be the second line in any speech, the boilerplate language at the bottom of a news release or fax cover sheet and on our business cards. It should be everywhere we need a straightforward, concise, statement of purpose.

Next. Since our current preservation/protection information often comes across in a way that repels rather than engages the public, a simple “architecture” has been developed to guide the presentation of all types of public materials. By adapting these three elements—in sequence—we

Over the coming months, you will see lots of changes based on the work of the Message Project. The look of our materials will begin to be unified. Our internal and external communications will grow stronger. Our communications to visitors will provide more information about our management in a way that the public can grasp. We will work intensively in a series of pilot parks to show how strengthening our communications strengthens our ability to achieve all of our objectives. One of the most visible efforts will be the launch this month of the National Parks Pass, which will be our first chance to use “Experience Your America” to invite the public to learn more about the parks, and become card-carrying partners of the National Park Service (see article below).

With a public that feels welcome and invested in the ownership of the parks and other places entrusted to our care, the National Park Service will be better equipped to meet the challenges ahead. Each of us has an important role to play. Let's get started. ■

New National Parks Pass Launched During National Park Week

By Mount Rushmore NM Supt. Dan Wenk,
National Parks Pass Program Manager

The National Parks are special places with a deep connection to the American people and their heritage. These connections come not only from visits to the parks, but also from the programs and activities through which we engage communities around the country.

On April 18th we will celebrate those

connections during the National Park Week 2000 launch of the National Parks Pass. The National Parks Pass is a new product that gives the NPS a tool for making stronger connections between Americans and their special places. For \$50, the Pass will provide purchasers with unlimited entry for one year to all national parks with entry fees. At the same time that it provides a terrific value to American families, it also gives people a great way to show their support for

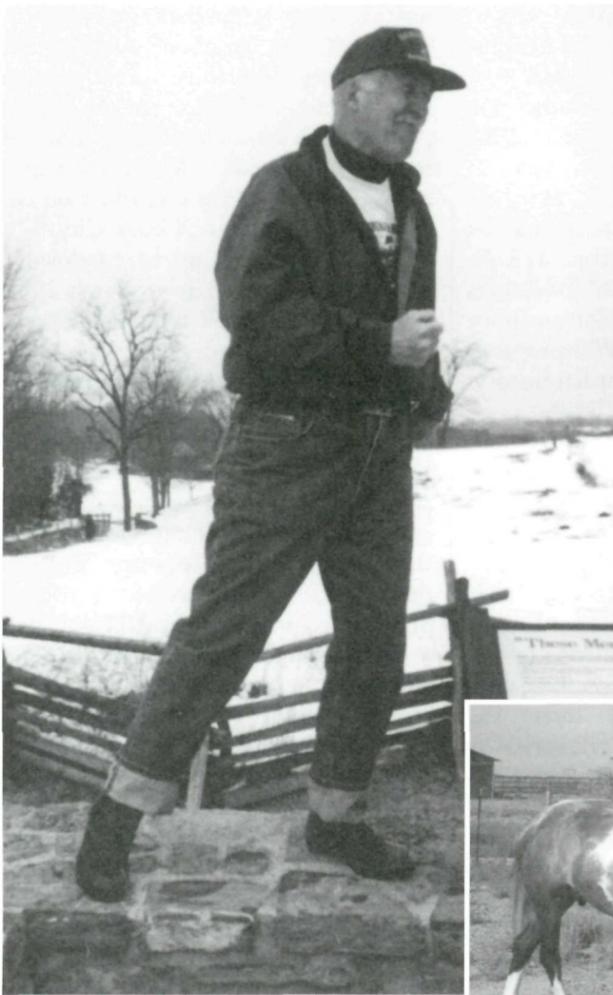
their national parks. For every National Parks Pass sold, 70 percent of the sale price will stay in the selling park; the remaining 30 percent of proceeds will go to a national fund for projects in all 379 national parks.

Congress authorized sale of the National Parks Pass at a variety of venues; it will be available not only at national parks, but also through a toll-free phone number, (888) GoParks, on the Internet at www.nationalparks.org and at a variety of

in-park and outside retailers. Cooperating associations, as providers of park educational materials, are important partners in National Parks Pass sales. Sales for the National Parks Pass are estimated to be 485,000 in the first year and increasing to over one million per year by the third year with an estimated \$168 million in net new revenue over the first five years. The market research, business plan and pass design were contracted for by the National Park

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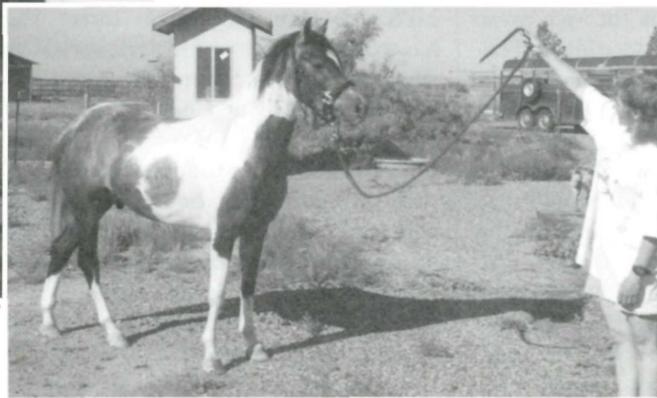
Alumni News



ED BEARSS (above), retired NPS historian, recently gave a tour of Antietam battlefield for Training and Development employees.

Ed Bearss agreed to take time out from his retirement and tour with a group of Training and Development employees as he retraced the bloody battle of Antietam. Ed not only provided an exceptional interpretive talk for his NPS fans, but also attracted a number of visitors who were at the park and became part of the tour group. The tour encompassed several stops as Ed brought to life the personalities and the strategies that were all part of the battle. For many, a very special part of the day was seeing Ed in action and renewing old acquaintances.

W. Lowell White writes from his Sandy Glen Farm, that his acreage offers outstanding views of the Florida Mountains. He included a photo of one of his Arabian endurance horses (below, shown with Lowell's niece), which they raise. He also updated his mailing address to 5875 Monte Vista Rd. SE, Deming, NM 88030. It looks like great riding country!



Bob Karolko

Meet Us in St. Louis at the E&AA 2000 Reunion!

Open to E&AA members and their guests
Held in conjunction with *Discovery 2000: The NPS General Conference*
Sept. 12-14, 2000

The 21st century will regard the national parks not by themselves, but as key elements in a national mosaic of conservation efforts engaged in accomplishing a larger common mission. To advance this thought, Director Stanton has made plans to convene a national conference of park managers and their partners to discuss the future of the NPS and their goals for the next millennium. The Director recognizes the cherished foundation upon which the Service has grown, and recognizes the need to provide a structure for change. Although we will not be partaking in the meetings themselves, the NPS has invited its alumni to join with them for many of the social functions of this meeting. Come see old friends and help us celebrate the dawning of a new millennium!

Tuesday, Sept. 12

- Arrive in St. Louis sometime early afternoon
- Evening: 7 to 9 p.m. welcome reception and dinner at the Radisson Hotel (cash bar available)

Wednesday, Sept. 13

- 9 a.m. to 4 p.m. day trip to the Gateway of St. Louis. Visit Jefferson Expansion Memorial and take a tram ride up the arch, explore Grant's farm and have a delightful lunch at Bevo Mill.
- Evening: Join the NPS Conference participants for a special evening at LaCledé's Landing, the city's original settlement featuring entertainment, eateries and shops.

Thursday, Sept. 14

- 9 a.m. to 4 p.m. day trip to Cahokia Mounds, Illinois, the largest prehistoric Indian city north of Mexico and a driving tour of St. Louis's most his-

toric neighborhoods. Enjoy a memorable lunch at the Ninth Street Abbey and a wonderful afternoon at Missouri's Botanical Garden, the oldest botanical garden in the country.

- Evening: Join the NPS Conference participants for a night at the ball game—the St. Louis Cardinals vs. the Chicago Cubs.

Make your reservations directly with the Radisson Hotel by calling (800) 925-1395. Rates: \$99 single or double. When requesting reservations, please specify Eastern/E&AA. The hotel reservation deadline is Aug. 15.

Cost is \$215 per person for E&AA members. \$250 for non-members.

Note: Cost does not include hotel, breakfasts or Thursday evening dinner. 50% deposit due by July 1, balance due Aug. 15. Refunds will be processed less a \$25 fee if received by Aug. 21. No refunds if cancellation received after Aug. 21. Fill out the form below to register

MLK Discovery Center

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Greene, president, The Coca-Cola Foundation. "The Coca-Cola Foundation is committed to enhancing the capacity of our national parks to fulfill their educational role—serving as innovative and engaging classrooms."

The opening ceremonies included special guest Ruby Bridges whose brave integration of a New Orleans elementary school in 1960 is profiled in the "Children of Courage" exhibit and was etched permanently onto the nation's heart through Norman Rockwell's painting *The Problem We All Live With*—currently on display at the High

Museum in Atlanta. Other special guests included Mrs. Coretta Scott King, NPS Director Robert Stanton and the a cappella musical group 5 Young Men, who led the singing of *We Shall Overcome*.

"This discovery center adds a new dimension to the story being told at one of the country's premier national historic sites and conveys Dr. King's message of justice, equality and non-violence to all the world's children," said Stanton. "The Park Service is pleased to be a partner in this effort and is proud to have Martin Luther King, Jr. NHS be the home for this important exhibit." ■

National Parks Pass

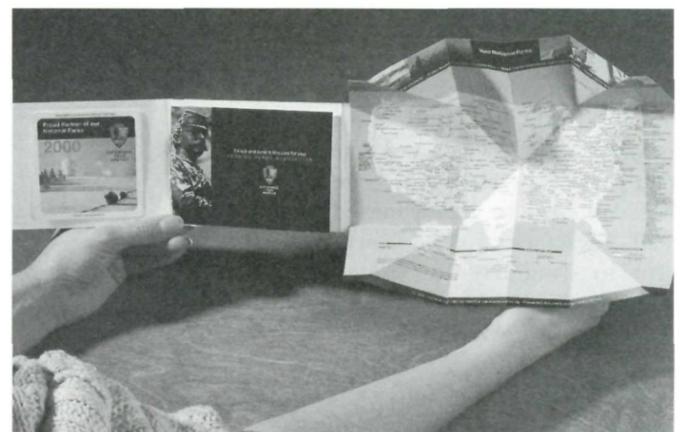
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Foundation with highly respected private sector firms selected through a very competitive process.

The National Parks Pass comes with a PopOut map of all 379 national parks, a free offer for *GoParks Newsletter* and a vehicle decal. If you purchase the card online or by phone, the card will be personalized with the purchaser or recipient's name. People may purchase the Pass as a gift.

Developing the National Parks Pass has been an extraor-

inary partnership between the NPS and the National Park Foundation. More than two years ago we asked the Foundation to join us in this project. The members of the Board and the staff at NPF responded with not only significant financial resources, but with an overwhelming investment of expertise and advice. It is enormously positive effort that will benefit national parks and help Americans connect to parks and to the work of the NPS all across the country. ■



THE NATIONAL PARKS PASS COMES WITH A KIT OF INFORMATION that includes a PopOut map, vehicle decal, offer for a free *GoParks Newsletter* and information about the NPS and the image on the Pass.

Please register and return 50% deposit by July 1. Balance due August 15.

Yes, I (we) will attend. Enclosed is my check for (# in party) ___ x \$215 = _____ and/or ___ non-members will attend at \$250 ea. = _____ Total enclosed: _____ (50% deposit or entire amount)

First and Last Name(s): _____

Address: _____

Phone: _____ E-mail: _____

Enclose your check made payable to E&AA and mail to: Employees and Alumni Association of the National Park Service, Attn: Dorothy Silks, E&AA Reunion 2000, 470 Maryland Drive, Suite 1, Ft. Washington, PA 19034.

Clip and return

Requiescant in Pace

Edward "Ed" H. Abbuehl, 96, Jan. 23, of Boca Raton, FL, after a bout with pneumonia. Mr. Abbuehl's son Bill wrote that his dad "had a long, happy and fulfilling life; he would have been 97 in March. Your continuing friendship mean a lot to him, he appreciated your notes and Christmas cards." Ed was a graduate of the University of Kansas and Cornell University with a master's degree in architecture. He became a landscape architect assigned to the design and construction of the Blue Ridge PKWY in April 1934. In those early years, he and Stan Abbott formulated parkway design and its associated aesthetics, which were passed on to many other landscape architects, engineers and allied professions involved with parkway planning and design. Ed retired in 1967 as chief of design, EODC, Philadelphia. Son Bill and his partner Rose Levering survive and can be reached at 42 Orchard Lane, Ormond Beach, FL 32176. Memorials may be made in Ed's name to Friends of the Blue Ridge PKWY, P.O. Box 20986, Roanoke, VA 24018.

Sami Kaye Bailey, 53, Feb. 13, at her home in Hot Springs, AR. Mrs. Bailey began her federal career in 1976 as a clerk-stenographer for the Federal Aviation Agency. She transferred to the NPS in 1983 retiring in January 2000. Survivors include her husband of 35 years, Eddie L. Bailey; son Joseph D. and daughter Mary Ann Bailey and two grandchildren.

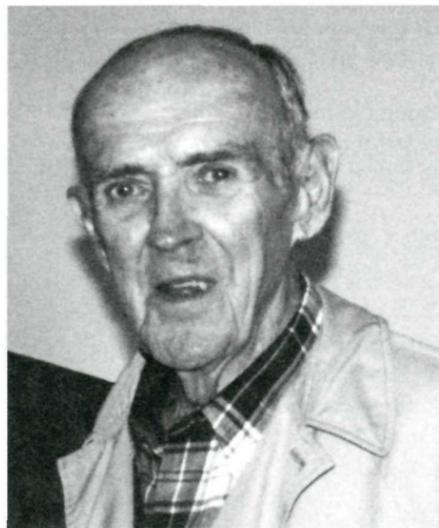
Retiree **George E. Brown**, 84, Dec. 9, in Sierra Vista, AZ. George was the first permanent employee at Coronado N MEM, where he was a maintenance worker for 28 years. One of his most lasting accomplishments was building the trails at Coronado. George was also a local rancher and long-time park neighbor. After his retirement, he held a grazing permit at Coronado N MEM, and was out horseback riding and tending his cattle until just a few weeks before his death. George was an important part of the history of Coronado N MEM and will be greatly missed by park staff. Messages of condolence may be sent to daughters Ruby Starnes and Alice Butler at 11411 Brown Ranch Rd., Hereford, AZ 85615.

U.S. Park Police Officer **Thomas Franke**, Feb. 17, following a long battle with cancer. He is survived by his wife, Mary, and two daughters, Katie and Marjorie. Tom joined the U.S. Park Police in 1978 and was first assigned to the visitor center in Washington. He was later assigned to Rock Creek Station, then to community relations in the Special Forces Branch. Among other accomplishments, Tom established the USPP Explorers Post and founded the Law Enforcement Olympics, which later evolved into the Law Enforcement and Firefighter Games. He was recently recognized as man of the year for 1999 by the Police Emerald Society.

Jean C. Gaddy, 81, Jan. 1, at her home. Jean served in WWII, entering the WAAC in March of 1943. While serving in the China-Burma-India Theater, she was promoted to sergeant. She married Albert Gaddy while attending

the University of Missouri. Jean and Al were both civil servants. Al retired in March 1980 as a personnel management specialist from the Southwest Regional Office. He preceded her in death in 1988.

Luis "Louie" A. Gastellum, 84, Mar. 14, at his home in Tucson, AZ. Luis began his career in 1935, as a clerk-stenographer, Casa Grande NM and worked at Grand Canyon, Sequoia and Kings Canyon NPs, the Washington Office three times, the Southwest Regional Office twice and was deputy superintendent of Yellowstone NP. In 1970, he became chief, Office of Operations Evaluations, SWRO, from which he retired in 1973. He represented the U.S. on a Chilean expedition to Antarctica, represented the NPS at an international tourist conference in Venezuela and participated in a lecture tour to South America. He was the vice president of the National Federation of Federal Employees. He served many years as a member of the board of Southwest Parks and Monuments Association and Arizona Sonora Desert Museum. In 1968 he received DOI's Distinguished Service Award. Survivors include his wife of 61 years, Agatha "Aggie," and seven children; three daughters, Marie Martin, Gloria Rapp and Frances Rutherford; four sons, Edward "Ed," assistant superintendent North Cascades NP, Steven "Steve," facility manager, Tumacacori NHP, Benjamin, "Ben" and Richard. Memorials may be made in Luis' honor to E&AA Education Trust Fund.



ROBERT GIBBS

Robert "Bob" Gibbs, 90, Jan. 10, in Williamsburg, VA. "Bob" began his park ranger career in 1938 at Shenandoah NP. He served in WWII as a Lt. Colonel, followed by assistant superintendencies and superintendencies at Big Bend, Isle Royale, Great Smoky NPs and Cape Hatteras and Cape Cod National Seashores. He pioneered in the development and administration of the first two national seashores. He served as a special representative for the secretary DOI in the Middle East helping Jordan establish a park system. While there, his wife Mary A. served as a volunteer with refugees in Amman. Returning to WASO as chief of park operations until he became DOI's project coordinator for Interior's South Florida project. Upon his retirement in

1972, he and Mary moved to Tryon, NC. In 1998, he moved to be near his surviving daughter, Patricia Gibbs, 630 Counselor's Way, Williamsburg, VA 23185-4059. Bob was predeceased by his wife, Mary A.; their son, John P. Gibbs, and a second wife Mary S. Gibbs. Memorial contributions may be made to the Town of Tryon, 415 N. Trade St., Tryon, NC 28782 for Rogers Park; or the Colonial Williamsburg Library, P.O. Box 1776, Williamsburg, VA 23187 for books on garden history.

Lt. Colonel **George F. Hall**, Dec. 29, husband of Everglades NP Management Assistant Elaine D'Amico Hall of a heart attack in Key Largo, FL. Hall was retired from the U.S. Air Force. In addition to Elaine, his wife of 16 years, he is survived by his daughter, Robin Koerner of Panama City, FL and son, Jeffrey Hall of Pensacola. Elaine is a long-time NPS employee. During her career, she has worked at Yellowstone NP, served as superintendent at Salem Maritime NHS and chief ranger at C&O Canal NHP. She left the NPS to attend law school, but returned to work at Everglades NP, with responsibilities for the park's legal and lands programs. She is one of the founding members of the Association of National Park Rangers. Condolences may be sent to the family at 80 Marina Avenue, Key Largo, FL 33037. Donations in George Hall's name may be made to the American Heart Association.

Robert Hall, 77, Dec. 8, a volunteer in cultural resources-curation at Bandelier NM from a heart attack in Santa Fe. His wife, Evalee, and two sons survive him. Mr. Hall began as a volunteer at Bandelier in 1991, during the conclusion of the Washington State University-Excavation Project. He and his wife also volunteered at other NPS sites. At Pecos NHP they inventoried the Kidder collection; they worked on miscellaneous projects in the Curation Program at the ISO and they assisted in the Bandelier collection inventory at the Western Archeological Conservation Center in Tucson, AZ.

JoAnne Heath Higdon, 51, Feb. 15, administrative officer at the NPS Western Archeological Conservation Center (WACC) in Tucson, as a result of a stroke. JoAnne was a 30-year NPS veteran, 26 of which she spent at Acadia NP. During her last eight to nine years at Acadia, she served as the administration officer. Her husband, Ken Higdon; a son, Stephen Heath and his wife survive JoAnne. Donations in JoAnne's memory can be sent to Friends of Acadia, P.O. Box 725, Bar Harbor, Maine 04609. Checks should be made payable to "Friends of Acadia" with a reference on the memo portion of the check to "Acadia Trails Forever." Friends of Acadia will acknowledge the donations and advise her son, Stephen Heath. Messages of condolence may be sent to Ken at 3698 West Quasar, Tucson, AZ 85741 and to her son Stephen and his wife Mary Kate at 15 Herndon Neights, Bar Harbor, Maine 04609.

Michele Hoeger, 39, personnel assistant at Zion NP, Feb. 13. Michele is survived by her husband, Fred, who is a

district ranger at the park, and her son, Zach, 18 and daughter, Andrea, 14. Michele began her NPS career at Glen Canyon and had worked at Zion for the past five years. The family request memorials be made in Michele's memory to Christ the King Catholic Church, 60 North 200 West, Cedar City, UT 84720-2570. Messages of condolence may be sent to Fred at 98 South 2050 West, Cedar City, UT 84720-1830.

James H. Husted, 87, March 7, as a result of a stroke. He lived in Silver Spring, MD, and retired in 1972 after 32 years with the NPS as a landscape architect who was a specialist in park and recreational planning. He served in the Army's 10th Mountain Infantry during WWII and received a Bronze Star. He returned to the NPS in 1946 and was assigned to the Branch of State Cooperation in Chicago where he remained until 1953. In 1954, Mr. Husted transferred to Washington, D.C., and served continuously in the Office of Cooperative Activities, devoting his time to park planning activities related to new area studies and boundary revisions of existing areas. Survivors include his wife, Dorothy; two children, Ann Husted Taylor of Montclair, VA and David James Husted of Denver, CO. Memorial contributions may be made to the National Rehabilitation Hospital, 102 Irving St., N.W., Washington, D.C. 20010-2949.

Dr. **Alan E. Kent**, 74, Jan. 25 in Frederick, MD. A retired life member of E&AA, Alan served with the U.S. Army in the Pacific Theater in WWII. He earned a B.A. and Ph.D. degrees in history at the University of Wisconsin, and began his professional career with the Historical Society of Wisconsin. In 1956 he joined the NPS in Washington D.C. as an interpretive planner in the museum branch. Mission 66 was underway and Alan was on many teams that went to parks for weeks at a time to plan exhibits. In the mid-60s, Alan moved into a new Division of Interpretive Planning and took an active role in fostering the "new look" in interpretation; integrating and interpretive media with many innovations in design, technology and personal services. He received the first Roy E. Appleman award in history in 1971; Meritorious Service Award, DOI, 1973. A few years later he became division chief of interpretive planning, a position he held until his retirement in Dec. 1989.

Survivors include his wife, Sylvia; their five children, daughter Alana, and four sons, Stephen, Peter, Rexford and Christopher; and four grandchildren. Condolences may be addressed to Sylvia at 146 Kline Blvd., Frederick, MD 21701. Memorials may be made to the E&AA Education Trust Fund.

Dorothy "Dorie" Lent, Feb. 14, budget analyst, Harpers Ferry NHP collapsed from a heart attack while at work at the park's administrative headquarters. Rangers and park EMTs provided medical attention and life support until an ambulance and county EMS personnel arrived. Dorie was transported to Jefferson Memorial Hospital in Charles Town. Dorie had been with the Service for over 16 years. She worked at Northwest Alas-

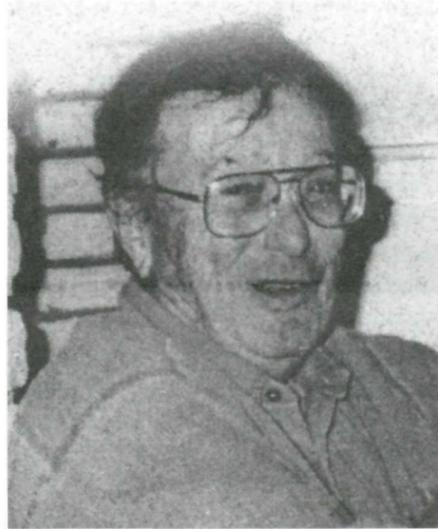
Requiescant in Pace

ka Areas from 1983 to 1987, Christiansted NHP from 1987 to 1990, Virgin Islands NP from 1990 to 1995, and at Harpers Ferry NHP since 1995. She is survived by her husband Gerald Lent.

Donna K. Lowin, Jan. 9, in a Denver suburb. Her NPS career started at Great Sand Dunes NM in the early 1970s on the information desk as a work-study student from Adams State College. After graduation, she worked in the newly formed Rocky Mountain RO in the travel section and soon thereafter, accepted a position at Fort Union as the administrative technician. She then entered the administrative officer-training program and subsequently held administrative officer positions at Morristown NHP, Hot Springs NP, Crater Lake NP and Big Bend NP. Her last assignment was as administrative officer at Lassen Volcanic NP. She left the NPS in the early 1990s.

Marian E. Murray, 78, Oct. 14, 1999 following surgery in Detroit Lakes, MN. She was the wife of John "Jack" Murray Sr. Part of Marian's work history included employment in Yellowstone NP from 1969 through 1983, when she and Jack retired and moved to Columbus, MT. Jack reports that they

have been snowbirds spending winters in AZ, their Directory address. She is survived by Jack, daughters, Jacalyn Friederich of Hastings, MN and Irene Moore of Billings, MT and son, John, Jr. of Columbus, MT. Jack Sr. is at home at 20904 Clarks Grove Rd., Detroit Lakes, MN 56501.



WILLIAM B. ROBERTSON

Dr. William B. Robertson, Jr., 73, Jan. 27, of natural causes. Affectionate-

ly known to generations of Everglades employees as "Dr. Bill," he devoted more than 46 years to NPS/DOI employment researching the wildlife biology of Everglades and Dry Tortugas NPs. He continued working after his 1997 retirement; still dedicated to the cause to which he devoted his life's work. His wife preceded him in death.

John F. "Jack" Schlette, Nov. 17, 1999 in Fresno, CA. He retired in 1986. He was a long-time concessionaire at Muir Woods NM in Mill Valley. Before moving into the park, he operated Muir Woods Inn, just outside the gate. Survivors include his wife Juanita Schlette.

Richard A. Stokes, 74, Nov. 27, 1999, former assistant superintendent at Blue Ridge PKWY, at a local hospital near his home in Minneola, FL. Stokes had been ill for some time with cancer, according to his longtime friend, Joe Brown, former Southeast regional director. Stokes served with Joe Brown at Blue Ridge, Gulf Islands and Everglades. After his retirement, Stokes returned to his family place in Minneola FL, where he tended his orange grove and camellia collections. A memorial service was held at the Stokes home in his camellia garden. He is survived by his wife, Lillian at P.O. Box 691,

Minneola, FL 34755. Memorials in his name may be made to Orlando Regional Healthcare Foundation, Arnold Palmer Hospital-Pediatric Oncology, 1414 Kuhl Avenue, Orlando, FL 32806.

Jeff Weaver, 31, Dec. 7, the only child of Bandelier NM Supt. Roy Weaver and his wife, Carol, as a result of a traffic accident in Rhode Island. Messages of condolence may be sent to the family at 419 Ridgecrest Ave., White Rock, NM 87544.

Clarence Wheeler, March 7, after a long-fought battle against cancer. He retired in 1995 as a maintenance supervisor for Pinnacles NM's West District. He began working at Pinnacles in 1976 after a 21-year career with the military. He's survived by his wife, Kathe, daughter, Agnete and a grandson and granddaughter. Condolences may be sent to Kathe Wheeler, 104 Hawthorne St., Salinas, CA 93901.

Michael Williams, 48, Feb. 21, Indiana Dunes NL. He was a Marine Corp. veteran who started in the NPS as a seasonal ranger in 1986 and joined the permanent ranks as a maintenance worker in 1990. He is survived by his wife, Gloria, and six grandchildren. ■

FROM THE ASSISTANT TO THE DIRECTOR

A Tribute to Ernest Allen Connally

Dr. Ernest Allen Connally, whose Dec. 23 passing was reported in the Winter 2000 *Newsletter*, was the primary creator of the present Cultural Resource Management organization of the NPS. He liked to describe the National Historic Preservation Act of 1966 as the third stage in federal historic preservation law, building upon the Antiquities Act of 1906 and the Historic Sites Act of 1935. The 1966 Act expanded federal responsibility for the nation's historical heritage to include places of local significance, and it advanced fundamental concepts from "setting aside" a few "shrines" to preserving the historical environment as a living part of community life and development.

After 1966, hundreds of thousands of places important to their communities would be recognized—not assured of preservation and certainly not "frozen in time," but acknowledged and given a fair chance of survival. Just as "minor" species may be critical components of ecosystems upon which beloved great animals depend, locally significant historic places are the larger contexts that give life and meaning to the great places of heritage such as those commonly featured in NPS units.

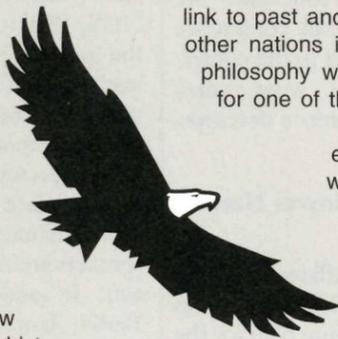
To lead this change, Ernest Connally answered Director George Hartzog's call to conceive, create and head the Office of Archeology & Historic Preservation, a combination of all of the NPS's programs nowadays called Cultural Resource Management.

Connally's work led to today's system of state, local, federal and tribal historic preservation offices that carry NPS values to every square inch of the United States, and to the extensive intergovernmental system of tax incentives, grants and protections that support their work. He was the most important American link to past and present experiences of other nations in doing such work. His philosophy was the foundation stone for one of the most extensive, most decentralized and most effective partnerships in which the federal government is engaged. His articulation of that philosophy was the inspiration and the education of countless others—I have never known anyone

who could express half as well *why* we do *what* we do.

The next time you notice a pleasant historic neighborhood, take a moment to recognize the little-known connection between that neighborhood and the units of the National Park System. Take a moment to recognize historic places as important parts of the environment that add quality to our lives. Take a moment to recognize the enormous nationwide citizen-based partnership that preserves the cultural environment. Take a moment to recognize the legacy of Ernest Allen Connally. ■

Jerry L. Rogers
Assistant to the Director, NPS
Chair, *Discovery 2000: the National Park Service General Conference*
Santa Fe, New Mexico



Remember E&AA in Your Will

By Chesley Moroz, E&AA president

Emerson once said, "The future never just happened. It was created." As we start making plans for the next E&AA board meeting and our next reunion, planning stands out foremost in our minds. Every detail is planned and back-up plans developed. Why is it that we jump through these administrative hoops, yet spend far less time and dedicated effort to the long-term success of this organization?

I am concerned about the long-term viability of the E&AA, the only organization fostering the National Park Service family. As a daughter of an NPS ranger, I've had the privilege of growing up in our national parks. The park service family is very real to me. But, we've all got to work hard to maintain and nurture it. E&AA helps that happen!

E&AA is dependent upon its membership dues to provide operating support for its programs which include publishing this newsletter and maintaining the Educational Trust Fund. We've got to do more!

Over a year ago, the board established a fundraising committee. Their charge was to reach out to corporations and foundations and seek financial support for the Association. As their work continues, I've volunteered to follow up on the individual gifts.

Mariana Whitman, vice president of General Motors, once said, "Somebody's got to be the guardian of the long term." I think that has to be us! If we, the employees, alumni and partners that make up the NPS family, don't care about the longevity of our own association, why should corporations and foundations?

In his book, *Lawrence S. Rockefeller, Catalyst for Conservation*, Robin Winks talks about the rise of the national park ethic and talks about how private philanthropy has helped both define and create our national parks. While many of us don't have the philanthropic tradition and resources of four generations of Rockefellers, we have our own resources and stories that we want to protect. The E&AA keeps these stories alive.

Many of us work our entire careers for or with the National Park Service, spending countless hours and years of hard work, preserving and helping people to better understand our parks. Most of us do it for more than our paycheck. It means something to us. It is within our souls.

I want to ensure that my hard work hasn't been in vain. I want to have made a difference. Our parks are our nation's most precious resources. To keep them safe for the appreciation and enjoyment of future generations, we've all got to do our share today, to ensure that they survive us. E&AA provides an avenue for our stories and traditions to live on. Won't you help support E&AA with a donation, or with a planned gift?

Planned gifts provide a way for donors to make gifts to E&AA and simultaneously enjoy favorable and financial tax consequences. We've dedicated our lives to helping the NPS, and we want to ensure that continues after our own lives. We may want to honor a loved one—to commemorate our memories of a special person, a special place, a special program. We want the National Park Service family to live on. That's why we support E&AA! Please remember E&AA in your planned giving and in your will! ■

New Places & Faces

Deanne Adams, from chief of interpretation, WRO (Seattle) to chief of interpretation, San Francisco.

Gordon Bell, from the Haslem Post Doctoral Fellow at South Dakota School of Mines, Rapid City, since 1993, to the new park geologist at Guadalupe Mountains NP. The preservation of the park's outstanding geological features is a major aspect of its significance and this new position is a welcome addition to the park staff. Bell has also served as a paleontologist and curator at Red Mountain Museum in Birmingham, AL from 1987-1997. He has a bachelor of science degree in earth science from the University of Alabama-Birmingham (1981) and a doctorate in geological sciences from the University of Texas in Austin. He and his spouse, Patricia Ann, reside in Dell City.

Mary Bomar, from assistant superintendent, San Antonio Missions NHP to superintendent at Oklahoma City N MEM.

Heather Boothe, from intake trainee/education at Mammoth Cave NP to education technician, Whitman Mission NHS.

Cathy Buckingham, from interpretive

ranger, Blue Ridge PKWY to protection ranger at Glacier NP.

Jim Cheatham, from biological science technician, Guadalupe Mountains NP to resource management specialist at Catoctin Mountain Park, MD.

Anita Davis, from Sunset Crater Volcano NM to NASA's Goddard Space Flight Center, Greenbelt, MD.

Denis Davis, from superintendent, Cumberland Island NS to assistant superintendent at Glacier NP.

Frank Deckert, from superintendent, Carlsbad Cavern NP to superintendent, Big Bend NP.

John Donahue, from superintendent, George Washington Birthplace NM and Thomas Stone NHS to superintendent at Big Cypress N PRES.

Art Frederick, from assistant superintendent, Martin Luther King, Jr. NHS to superintendent at Cumberland Island NS.

Melvin Fripp, Jr., from administrative officer at Gulf Islands NS to assistant regional director for Equal Employment Opportunity.

Susan Hansen, from supervisory park ranger, National Capital Parks Central to chief of interpretation, Padre Island NS.

Paul Hawke, from chief of interpretation and resource management at Shiloh NMP to chief, American Battlefield Protection Program, WASO.

Wally Hibbard, from superintendent, Big Cypress N PRES to associate regional director for park operations and education, SERO.

Luis O. Krug, from Padre Island NS to Palo Alto Battlefield NHS.

Ryan P. Levins, from correctional officer, Yosemite NP to protection park ranger, Gulf Coast District, Everglades NP.

Suzanne Lewis, from superintendent, Chattahoochee River NRA to superintendent at Glacier NP.

Valerie Maylor, from chief of interpretation and visitor services at Big Bend NP and Rio Grande Wild and Scenic River to superintendent at Scotts Bluff NM and Agate Fossil Beds NM.

Jeannine McElveen, from Death Valley NP to administrative technician, John Day Fossil Beds NM.

Jerry O'Neal, from resource manager at Mammoth Cave NP to chief of the Atlanta region's Division of Natural Resource Management and Technical Assistance.

Gary Pollock, from Joshua Tree NP to NPS Bevinetto Fellow, WASO.

Sandy Poole, from concessions specialist in the Intermountain Support Office, Denver to chief of the Concessions Program Management, MWRO, Omaha.

Yvette Ruan, from chief ranger, Hawaii Volcanoes NP to chief ranger, Golden Gate NRA.

Charles Sellars, from facility manager at Bandelier NM to Blue Ridge PKWY as district facility manager.

Tony Sisto, from superintendent, Fort Vancouver NHS to chief of concessions, WRO.

Hank Snyder, from chief, Atlanta region's Division of Natural Resource Management and Technical Assistance to resource manager, Gulf Islands NS.

Bryan Swift, from chief ranger, Lassen Volcanic NP to fire management officer, IMRO.

Larry Villalva, from chief ranger El Morro NM to chief of interpretation, Oklahoma City N MEM.

The **NPS Accounting Operations Center (AOC)** moved to a new building between Friday, Feb. 18 and Monday, Feb. 21. Staff set up their new offices on Sunday and Monday (a holiday), with the intent of being as close to fully operational as possible on the morning of Feb. 22. AOC's new mailing address is P.O. Box 10000, Herndon, VA 20171-9988. The street address is 2180 Fox Mill Road, Suite 201, and Herndon, VA 20171. ■

President Announces Creation/Enlargement of Nat'l Monuments

Grand Canyon NP was contacted Jan. 4 and advised that staff should prepare for an overnight presidential visit on Jan. 10 to announce a "significant environmental decision." President Clinton arrived on schedule, becoming only the second "in-office" president to spend the night inside the park at El Tovar Hotel. On Jan. 11,

mately 1,014,000 acres, all of it currently under federal ownership.

California Coastal NM—The monument will encompass all of the islands, rocks, exposed reefs and pinnacles above the high water mark that are currently owned by the U.S. in an area running along the entire 840-mile California coast and extending out for 12 miles. The federal lands in the area are under the jurisdiction of BLM and are currently managed by BLM and the California Dept. of Fish and Game under an MOU. That arrangement will not change.

Pinnacles NM—This NPS area has been expanded by 6,000 acres and also extended the boundary in order to protect

the area's unique geological and biological resources. This is the sixth enlargement of Pinnacles since it was created in 1908.

Aqua Fria NM—The monument contains one of the most significant systems of late prehistoric sites in the Southwest. Between AD 1250 and 1450, its pueblo communities were populated by up to several thousand people. There are at least 450 prehistoric sites within the monument, including four major settlements. The monument will consist of about 71,000 acres and will be managed by BLM. ■



NPS Photo by Michael Quinn

PRESIDENT CLINTON VISITS Grand Canyon NP to announce the creation or enlargement of four national monuments. Pictured left to right: Ann Weiler Walka, naturalist and poet; President Bill Clinton; Grand Canyon Supt. Robert Arnberger and Secretary of the Interior Bruce Babbitt.

the 92nd anniversary of Teddy Roosevelt's proclamation creating Grand Canyon NM, the president and other dignitaries flew to Toroweap Valley, where he signed the proclamations creating or enlarging four national monuments:

Grand Canyon-Parashant NM—The geologically, paleontologically and archeologically rich area encompasses the lower portion of the Shivwits Plateau, which forms an important watershed for the Colorado River and the Grand Canyon. The monument consists of approxi-

Upcoming Meetings & Events

Cultural Resources 2000

The NPS's national cultural resources conference, "Cultural Resources 2000—Managing for the Future," will be held in Santa Fe on May 22-26. The conference promises to be an important event in cultural resources management. Over 350 cultural resources colleagues are expected to participate. All conference information will be posted to the conference Web site at www.cr.nps.gov/cr2000 as the conference develops.

Experienced NPS Employees Needed for Operating Plan

WASO International Affairs is seeking two to four experienced NPS employees to help develop an operating plan for the ancient site of Petra in the nation of Jordan—made famous by the film "Indiana Jones and the Last Crusade." It is one of the most spectacular natural and cultural treasures in the region. The NPS traditionally supports other national park systems, providing training and technical assistance to natural and cultural resource managers from countries around the world. Participants must be willing to devote three hours per week for the two months prior to the workshop on development of the operating plan and commit to a period of 14 days (including travel time) during the workshop. NPS employees interested in learning more about the requirements of this and other overseas assignments should consult the International Affairs bulletin board or DOI's International Affairs Web site: www.doi.int/opportunities.html

Symposium on CW Interpretation

"Rallying on the High Ground: Strengthening Interpretation of the Civil War Era," will be the focus of a symposium offered by the NPS, in partnership with the National Park Foundation and Eastern National. The symposium will take place May 8-9 at Ford's Theater NHS, Washington, D.C., and is free to the public. Sessions will focus on the institution of slavery, the home front, the persistence of the Civil War in American public memory, the Civil War as a continuing presence in American cultural life and the place of the war in the context of global military history. Among the list of speakers are the Honorable Jesse L. Jackson, Jr. and well-known scholars Ira Berlin, James McPherson, James Horton, Drew Gilpin Faust and Eric FONER. Throughout the symposium, the NPS will demonstrate the Civil War Soldiers and Sailors Project, a new national electronic database. For additional information, contact Jim Johnson, Gettysburg NMP (717) 334-1124, ext. 453.

2nd American Indian Tourism Conference

The 2nd American Indian Tourism Conference will be held Sept. 28-30 in Green Bay, WI. The conference theme is "Preserving Our Past, Sharing Our Future," designed to be a fulfilling experience as attendees work together towards providing a quality experience, while being culturally sensitive to the ancient traditions of Native America. For information, contact Gloria Cobb at (715) 588-3324 or check out the Web site at www.glitc.org. ■

Off the Press

Barrier Islands are for the Birds

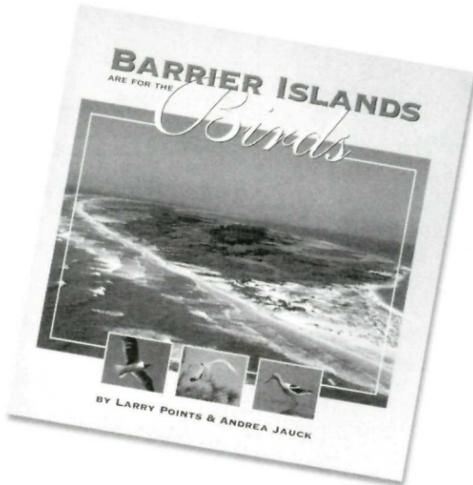
By Larry Points & Andrea Jauck
Sierra Press, ISBN 1-58071-023-9
\$7.95, 32 pp

The co-authors, Larry Points, chief of interpretation at Assateague Island NS since 1974, and Andrea Jauck, a former seashore naturalist who now serves at a county museum in southwest Kansas, spent nearly two years assembling images and researching text. This is a must-have book for children and grandchildren, with or without your expertise as a seaside interpreter. Well written and exquisite in design, it sets a new level for identification and discovery of shorebird habits and habitats.

In *Barrier Islands are for the Birds*, nearly 100 color photos identify most common resident and migratory birds that frequent the coastal environments. The habitats are quite distinct and range from beaches and dunes to maritime forests and salt marshes. Beginning with an aerial view by osprey, each environment is explored and the most common birds are discussed in some detail. The designers have given the appealing subject matter a contemporary look, using the latest in publication technology. Your pre-teen researchers will find the Web sites of the NPS and USF&WS and many other avian organizations helpful with pages or links for kids.

The authors conclude their work with: "Birds add color and beauty to barrier islands all year long. Perhaps no other environment offers so many opportunities for children to easily observe and enjoy bird behavior. Wildlife refuges, national seashores and other coastal parks offer programs to help young visitors learn about birds and how to protect their unique habitats. Barrier islands are home to many kinds of wildlife—but they are truly for the birds!"

Available from America's National Parks, 470 Maryland Drive, Suite 2
Fort Washington, PA 19034-9684. Or call toll free (877) NAT-PARK.



NPS Family

Debbie Watson, computer specialist at Lyndon B. Johnson NHP extends a great big "Thank You" to all the employees who donated so generously to help cover her time away from the office after surgery. "Sometimes you wonder why people would be so generous to someone they don't even know," Debbie said. "I do know that random acts of kindness work, because it is my desire to be able to repay the acts of kindness done for me by doing the same for someone else someday. So again, thank you very much for your kindness and generosity."

Grace Montieth, a NPS volunteer since 1959, will celebrate her 101st birthday on July 19, making her a good candidate for the agency's oldest, surviving volunteer. From the entrance hallway of the historic Deshler-Morris House (Independence NHP), Grace has become part of the home's annual historic Christmas Tea tradition as she greets each person signing the guest register with a warm smile. She now resides at Stapley Hall, a retirement home within walking distance of the Deshler-Morris House.

A **Mammoth Cave NP** reunion has been scheduled for July 1 at the Cave City Convention Center. Ranger Joe Duvall is seeking current addresses for all past interpretation and visitor service employees—whether cave guides, inter-

preters or "Young Buck Rangers." Please forward your current address to him at 24694 Old Louisville Road, Park City, KY 42160.

Midwest Deputy RD **Dave Given** underwent open-heart surgery to repair a heart valve. He is doing well and will be recuperating at home for 4-6 weeks. Best wishes may be sent to Dave in care of the Midwest Regional Office, NPS, 1709 Jackson St., Omaha, NE 68102.

Project Manager **Mike Spratt**, DSC, recently underwent cancer surgery and the cancer appeared to be very localized during the surgery. Good news! Get well wishes may be sent to Mike at 1014 Utica Circle, Boulder, CO 80304.

Kevin and Angela Moses and daughter Makenna welcomed Alyssa Nicole who arrived Dec. 7, 1999.

Mark and Chris Peapenburg and Ben, Katie and Laura of Amistad NRA announce the arrival of Elizabeth Ann on Dec. 30, 1999.

Mike and Tina Orcutt, Booker T. Washington NM and two-year-old Seth welcomed Kayla Elizabeth on Oct. 3, 1999.

Send us your stuff! We welcome news and photos about yourself and our NPS family members. See page 12 for mailing and telephone information.

Issues 2000

continued from page 5

disciplined. The team will provide updates on the Morning Report as necessary and appropriate to ensure timely and adequate communication. Your thoughtful participation is invited and appreciated.

On-line NPS Services

Yellowstone NP now has two new WebCams located at Old Faithful and the Mammoth Hot Springs area. The Old Faithful WebCam sends a real-time image every 35 seconds, allowing online visitors the opportunity to watch the famous geyser erupt from the comfort of their homes, offices and classrooms. The Mammoth WebCam offers a view of the Mammoth Hot Springs Terraces, where elk and other wildlife can be seen occasionally. The WebCams were donated by Stardot Technologies of Buena Park, CA and Cool Works of Gardiner, MT; at these Web addresses: www.nps.gov/yell/oldfaithfulcam.htm and www.nps.gov/yell/mammothcam.htm.

Two hundred years of history is brought to life in the NPS's newest travel itinerary, "Washington, D.C.: A Guide to the Historic Neighborhoods and Monuments of our Nation's Capital." It is the latest in a series of travel itineraries produced by the NPS' National Register of Historic Places, working with local and state organizations, to promote heritage tourism. Nationally familiar monuments and historic sites, such as The Lincoln Memorial, the Washington Monument and the Smithsonian Castle are highlighted. Also included are lesser-known sites such as the Eastern Market and Kenilworth Aquatic Gardens. The D.C. travel itinerary is at www.cr.nps.gov.

"Teaching with Historic Places" has posted its lesson plan, "The Battle of Horseshoe Bend: Collision of Cultures" on its Web site at www.cr.nps.gov/nr/twhp. The lesson explores cultural conflict between the Creek tribes and European Americans, which led to the March 27, 1814 battle on a peninsula of the Tallapoosa River in AL. The lesson plan concentrates on the Creek people, their geographic locations and encounters with the arriving Spanish, French and English colonists. Among the factors examined is the movement known as "Pan-Indianism," led by the Shawnee leader Tecumseh, who urged all the Native American nations to unite and oppose the westward-trekking Americans. The lesson plan is adaptable for upper-elementary to high-school levels.

Chat Room Reaches Out

Fire Island NS Supt. Costa Dillon is hosting an Internet chat room. One night a month for two hours, the public can ask questions about the park or comment on park activities. "As a park with nearly 20,000 inholders and more than 15 million people living within 75 miles, this chat room is a great way to talk with the public that no other means can offer," said Dillon. Experience to date has led to airing a number of visitor issues of which the park was not previously aware, and conversely, some members of the public were pleased to learn about plans and opportunities they did not know existed. Dillon adds that the public is not always asking the kind of visitor questions normally expected. "Last month one person commented that he had read our Strategic Plan on the Web site and asked me detailed questions about the plan," Dillon recalled. Notice of the chat room is posted on the Fire Island NS Web site at www.nps.gov/fiis and the room is opened at the appointed time each month.

National Park Lodges Join "Green" Hotel Listing

Amfac Parks and Resorts, which operates hotels and lodging properties in Yellowstone, Grand Canyon and Bryce Canyon NPs and other state parks, recently joined the "Green" Hotels Association. The Association encourages, supports and promotes ecological consciousness in the hospitality industry through its trade association and its "Catalog of Environmental Products for the Lodging Industry." Joining the association means that lodging guests are encouraged to participate in environmental programs, such as not having towels and sheets changed every day, recycling and other activities to save water, energy and reduce waste.

Jamestown 2007: The Countdown Has Begun

In January, Director Stanton named Dr. Heather Huyck to become a special assistant to Deputy Director Galvin, as the Service's project director for planning the 400th commemoration of the Jamestown settlement. Heather will be the NPS advocate for this special event. Over the years, the event has been celebrated locally, as well as by major celebrations, U.S. Expositions and Festivals in VA (sometimes after the fact), as well as with issues of U.S. postage stamps. Her office is at Colonial NHP and at Jamestown NHS. Good luck Heather. ■

Leadership Program Class Graduates

Twelve NPS employees were among the DOI's first Team Leadership Program (TLP) class graduating in January. The TLP is a 12-month developmental program that provides participants with opportunities to acquire knowledge, skills and abilities to assume leadership positions within DOI. The purpose of TLP is to develop a cadre of leaders to meet the future management and executive needs of the Department. TLP participants are grades GS-11 to GS-14 (and equivalent wage levels). Participants were selected from more than 400 applicants; they represent the geographic

breadth of DOI and epitomize the Department's diversity of age, gender, cultural background, race, color and professions. Graduates of the TLP program receive a certificate, good for three years, which entitles them to a non-competitive one-grade increase. NPS graduates of the TLP class of 2000 were: Nancy Baker, DSC; Kathy Billings, USAR; Claudia Finney, WASO; Doug Lentz, HAVO; Jim McKay, MAVA; Michael Molling, BLRI; Ricardo Portillo, LAME; Cynthia Perera, WASO; Patricia Reischl, GOGA; Bessie Sherman, TUIN; Darla Sidles, ZION and Mike Tranel, DENA. ■

Membership Application

Please print or type. Submit form to: Bonnie Stetson, E&AA Membership, 470 Maryland Drive, Suite 1, Fort Washington, PA 19034. Welcome!

Date: _____
Name: _____
Address: _____

Home phone: _____
Years with NPS: _____ Year retired (if applicable): _____
I would like to become a(n): (circle one)
Annual member \$20 Life member \$250

Contribution to the E&AA

The E&AA and the Education Trust Fund are supported only by dues and your generous contributions. Use the form below to make a tax-deductible contribution to the Education Trust Fund or the E&AA. Send completed form to Bonnie Stetson, E&AA Membership, 470 Maryland Drive, Suite 1, Fort Washington, PA 19034.

Name: _____
Enclosed is a check for: \$ _____
I would like the donation to support: (circle one or indicate an amount for each).
E&AA _____
Education Trust Fund _____

E&AA Benefactors

The following donations have been received this quarter. Thank you for your support.

Jack Brill
Nash Castro
Midwest Administration/Maintenance Raffle

In memory of Carolyn Betts
Nancy C. Garrett

In memory of Joseph Kulesza
Doyle L. & Mary M. Kline

In memory of Dr. Ernest Allen Connally
Gene & Doug Scovill

In memory of Alan Kent
David H. Wallace

In memory of John Palmer
James R. Youse

E&AA Welcomes the Following New Members:

Louis & Carolyn Westfall
Berle Clemensen
Bruce M. Kilgore

2000-2001 Membership Directory

If your listing in the 1999-2000 Directory is correct, there is no need to resubmit this information. I give the E&AA permission to publish the information that I provide below in the membership directory. I understand that if I provide no information, only my name will be listed. Please print or type. Updates, additions and changes to this information must be submitted by Aug. 25, 2000. If you have an e-mail address, please let us know. **This directory is for E&AA Members only.**

Member: _____
Spouse: _____
Home address: _____

Home phone: _____
E-Mail: _____
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Title: _____
Year retired (if applicable): _____
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Date: _____

Send completed form to Bonnie Stetson, E&AA Membership, 470 Maryland Drive, Suite 1, Fort Washington, PA 19034.

Thank you to the following newsletter contributors: Jim Carri-
rico, Joe Brown, George Teague, Kari Koester, Bruce Gregory
and David Wallace. E&AA is grateful for the support of life
member Jonathan Schafler, a former NPS employee who is
currently working as assistant wildlife refuge manager at
Crab Orchard NWR in Marion, IL. Jonathan previously
published a newsletter for conservation memorabilia collec-
tors called *The Arrowhead*. He has generously given E&AA
permission to use that name. Many thanks Jonathan!

Submit information, stories and photos to
E&AA *Arrowhead*, 470 Maryland Drive, Suite 1,
Fort Washington, PA 19034. Information can also
be faxed to (215) 283-6925 or e-mailed to
jen-
nifera@easternnational.org. Photographs are wel-
comed. On the back of the photograph please
identify who is in the photo, who took the photo,
and a SASE if you would like the photo returned.
Please include, if possible, a summary of the event

at which the photo was taken, news release or oth-
er important information. We will use as many
submissions as possible on a space-available basis.
Time-sensitive materials and those received first
will receive priority. We may hold submissions for
use in a later issue

Deadline for the next issue is Friday, June 9.
Please contact Jennifer Allen with any questions
about submissions at (215) 283-6900.

Arrowhead

The Newsletter of the Employees & Alumni Association
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